INDUSTRIAL RELATIONS - STRIKES

1988

APRIL - JULY
HOUSE OF ASSEMBLY

Indicates translated version.

For written reply

General Affairs

Strikes involving Blacks

18 Mr P G SOAL asked the Minister of Manpower:

(a) How many strikes involving Black workers occurred in 1987, (b) in how many cases did the strikes arise out of wage demands and (c) what were the main causes of the remainder of the strikes?

The MINISTER OF MANPOWER

(a) 128
(b) 461
(c) Working conditions 174
Disciplinary measures 147
Various other reasons 346

Note: The figures furnished under (a), (b) and (c) are for strikes and work stoppages for all population groups, as separate figures are not kept in 20 instances out of a total of 148 strikes and work stoppages Black were not involved.

Trade unions: applications for registrations

28 Mr P G SOAL asked the Minister of Manpower:

How many trade unions applied between 1 January and 31 December 1987 for registration in respect of (a) Black employees only, (b) White employees only, (c) Coloured employees only and (d) employees of more than one population group?

The MINISTER OF MANPOWER

(a) 2
(b) 0
(c) 1
(d) 8

Subsidies: amount paid out

45 Mr R J LORIMER asked the Minister of Agriculture:

What amount was paid out in subsidies in respect of (a) bread, (b) maize and (c) butter for consumers use in the 1986-87 financial year?

The MINISTER OF AGRICULTURE

(a) R147 million
(b) R120 million
(c) Nil

The said payments were made under Vote 18 Programme 6 Agriculture Economics and Marketing.

Milk/industrial milk: producer’s price/price increases

73 Mr R J LORIMER asked the Minister of Agriculture:

(a) What was the producer’s price of (i) milk and (ii) industrial milk on 1 June 1987 and (b) what price increases have come into effect in respect of each category since that date?

The MINISTER OF AGRICULTURE

(a) (i) On 1 June 1987 minimum producer’s prices only were in force in the Dairy Board’s controlled areas and the minimum prices which distributors had to pay for fresh milk were as follows:

<table>
<thead>
<tr>
<th>Area</th>
<th>Price per litre</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bloemfontein area</td>
<td>47.43</td>
</tr>
<tr>
<td>Cape Peninsula area</td>
<td>50.85</td>
</tr>
<tr>
<td>Transvaal area</td>
<td>48.72</td>
</tr>
<tr>
<td>Natal area</td>
<td>48.54</td>
</tr>
</tbody>
</table>

(ii) In respect of industrial milk minimum prices only were in force on 1 June 1987 and the minimum prices for the various classes of industrial milk were as follows:

<table>
<thead>
<tr>
<th>Class</th>
<th>Protein %</th>
<th>Fat %</th>
<th>Price per kg</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class A</td>
<td>387c</td>
<td>674c</td>
<td>12.50</td>
</tr>
<tr>
<td>Class B</td>
<td>358c</td>
<td>450c</td>
<td>13.25</td>
</tr>
<tr>
<td>Class C</td>
<td>324c</td>
<td>450c</td>
<td>13.50</td>
</tr>
</tbody>
</table>

(b) None

Nasella trichetoma: approximate area in RSA infested

74 Mr R J LORIMER asked the Minister of Agriculture:

HOUSE OF ASSEMBLY
Hotel workers 'strike' 

HOTEL and Restaurant Workers' Union members yesterday took part in a country-wide strike.

According to sources, the work stoppages affected the Karos Hotels and were staged in protest against management's refusal to meet workers' demands.

The demands, sources said, included improved working conditions.

The Manhattan Hotel's management in Pretoria denied that there had been a stoppage yesterday.

However, managers at the Johannesburger Hotel and the Safari Hotel in Rustenburg referred the Sowetan to Mr M Winter whom they said had been appointed to comment on the matter.

Attempts to reach Mr Winter for comment were unsuccessful.
Strike on race unity demand

A COMPANY’s refusal to bargain nationally with a trade union because it had workers of different races performing different jobs at its 30 depots has led to an 11-day strike.

The dispute, between the Transport and General Workers’ Union and U-Freight, arose after management refused to recognize the union’s demand for a national bargaining unit, a union spokesman said yesterday.

The spokesman said 100 workers at the company’s Johannesburg plant are set to join another 100 legally striking in Cape Town.
Worker rehired after strike

A "SNAP" strike last week by 50 African workers at a city coal depot led to the reinstatement of a dismissed coloured truck driver.

A spokesman for the Commercial, Catering and Allied Workers' Union of SA, which represents workers at the Cape Coal depot in Maitland, said yesterday that the workers downed tools for three hours last Friday in protest at the dismissal of a coloured truck driver following an accident.

The dismissed worker was reinstated after negotiations between management and union officials.
Political Correspondent

Man-days lost in South Africa because of strikes 59% up to 1988 due to a surge in violence and rising demand for wages.

Mr. du Plessis said that 256 man-days were lost in the mining industry in 1986, a result of strikes. In 1987 and 1988, the loss was more than three times that of 1986. The year 1988 saw a further increase in the number of man-days lost due to strikes.

The total number of man-days lost in 1988 was 96,000, an increase of 59% compared to 1987. The average monthly number of man-days lost in 1988 was 8,000, compared to 5,000 in 1987.

Mr. du Plessis said that the strike in the mining industry in August 1988 was particularly severe, and it continued into September. In 1987, the average number of man-days lost was 6,000, compared to 10,000 in 1988.

The mining industry continued to lose man-days in 1989, and the average number of man-days lost was 7,000 in 1989, compared to 10,000 in 1988. In 1990, the average number of man-days lost was 8,000, compared to 10,000 in 1989.

Mr. du Plessis said that there were 113,000 man-days lost in 1990, a result of a surge in the mining industry in August and September.

The average number of man-days lost in the mining industry in 1990 was 9,000, compared to 7,000 in 1989. The mining industry was hit particularly hard in 1990, and the number of man-days lost in that year was the highest since 1988.
Hotel workers strike over wage dispute

Workers at Karos group hotels in the Transvaal, Cape and Natal, staged a three-hour stoppage yesterday as the Hotel and Restaurant Workers' Union (Harweg) declared a wage dispute with Karos management.

The union said about 700 workers at eight hotels took part.

RETROSPECTIVE

Union spokesman Mr Alan Harwitz said negotiations between the union and Karos, had begun in January, but were being held up by a management rejection of a union demand that any wage agreement reached be implemented retrospective to March 1. Management wanted the agreement to be effective from September 1 1986. — Labour Reporter.
Compulsory bargaining necessary.
Strike: group fires workers

Daily Dispatch Reporter

EAST LONDON — Workers involved in a dispute with the Tek group of companies were dismissed on Thursday after they ignored an ultimatum to resume production or lose their jobs.

The regional secretary of the National Union of Metalworkers of South Africa (Numsa), Mr Viwe Gxarisa, said more than 900 union members had stopped work to demand that the company reinstate 20 of their colleagues, and had been locked out of the premises.

He said the union had been involved in negotiations with Tek when management issued all the workers with booklets listing the general rules of the company, as well as health and safety grievance and disciplinary procedures.

Some of the workers had refused to sign — saying the issues were being discussed at union level and any agreement should be signed by the parties involved, not individual workers — and were fired, Mr Gxarisa said.

The company's human resources manager, Mr Gerrie Uys, said, however, that Tek did not employ as many as 900 people and the number dismissed was 700.

He said they had been involved in an illegal strike and had declined to work after four ultimatums and negotiations at plant level.

"Industrial action occurred on numerous occasions. The work stoppage was in breach of their employment contract and management had no option but to dismiss the workers."

Mr Uys said the 20 workers who were fired had all been on probation and had been dismissed because they would not accept conditions of employment.

Mr Gxarisa said "Tek have delayed signing an agreement recognising Numsa because they want to wait for the passing of the Labour Relations Amendment Bill, which will compromise the position of the union."
Strikers are back but will fight on

Own Correspondent

JOHANNESBURG. — Workers at Samcor’s Pretoria plant returned to work yesterday after an eight-day strike, but their rebellion against the union-supported company share scheme is not over.

The head of the National Union of Metalworkers of SA motor section, Mr Fred Sauls, said yesterday, after a visit to the plant, that it appeared some workers wanted their share of company assets (estimated by them at R40,000 each) liquidated and paid over to them.

Others wanted the dividends from their holdings paid over to them personally rather than into a trust fund to be used for community development projects.

Mr Sauls warned that unless the issues were satisfactorily resolved they could threaten the future of Samcor.

In terms of the deal agreed between Anglo, Samcor, Ford and the union, 25% of Samcor equity is to be held by an employee trust.

Ford’s continued relationship with Samcor—which includes a licensing arrangement in terms of which Samcor continues to build Ford products—hinged on the agreement.

Another key part of the deal was a $61-million (about R170m converted in financial rands) cash injection to wipe out Samcor debts and transform it into a profitable concern. The money has already been paid over.

Mr Sauls said most workers did not participate in discussions while he was there and it was hence unclear how the silent majority felt. Numsa leadership would have to take decisions on the situation this week.

He believed workers demanding the liquidation of their share of the assets—assuming this could be done at all—did not understand this may mean the closure of the company.

Mr Sauls said the rumblings originated in Port Elizabeth earlier this year, and then spread to Pretoria. A group of Samcor employees in PE had threatened legal action if their demands were not met. It was unclear against whom such action would be directed.

He said the union had received a mandate from Samcor members at mass meetings to sign the agreement last November. This had been preceded by a number of meetings and seminars where details of the deal were explained.

“We thought we had a good agreement. However, if the members wish to withdraw or alter their mandate we will go along with them,” he said.

Samcor chairman Mr Leslie Boyd declined to comment.
ABOUT 1250 members of the Chemical Workers’ Industrial Union have voted in favour of taking strike action in support of the union’s demands over wage disputes at the Mobil Refining Company, Shell, BP South Africa Petroleum Refineries and Shell Oil SA in Durban, the union said in a statement.

At Mobil, the parties have agreed in principle first to try and resolve the dispute through mediation while awaiting the appointment of a conciliation board.

Should no resolution be achieved in this way, workers will meet again to consider their next step in terms of the strike ballot result.

At SAPREF’s conciliation board meeting is scheduled for April 27, where the parties will attempt to resolve the dispute. If they fail, workers will meet again to consider their next step.

At Shell, the union is awaiting the appointment of a conciliation board, but in the meantime the parties have met in an attempt to resolve the dispute, and will be meeting again during the next two weeks. At that meeting the union is expecting another offer from the company, and members are prepared to await the outcome of negotiations at that meeting before making any further plans.

The CWIU sees the results of the strike ballot as a mandate from its members in the petroleum sector that they are prepared to struggle for their demands for better wages, the union’s statement said — Sapa
Few stayaways say employers

Daily Dispatch Reporter

EAST LONDON — Most employers in the city reported little or no effect on business as a result of a national stayaway arranged for yesterday.

The industrial action was said to be in sympathy with railway workers killed during a dispute last year.

The group human resources director of a major supermarket chain, Mr Andy MacLaurin, said there had been no reports of unusual absenteeism at its East London branches.

The CTC Bus Company reported no change in the usual demand for the service and said operations to and from Ndantsane had been “as normal.”

The regional manager of the South African Transport Services, Mr Louis du Toit, also said they did not pick up any particular change in the number of people using the services.”
Workers appoint 'observers'

THE more than 3000 Samcor employees yesterday appointed some of their colleagues to act as "workers' observers" at a meeting between the National Union of Metal Workers of South Africa and management.

Sources close to the workers also told the Sowetan that workers were considering seeking legal advice in connection with a deal involving the 24 percent shares in the Ford Motor company left for the workers when it quit South Africa that year.

Numsa recently agreed that the shares be transferred to a community development trust.

Workers are on the other hand, demanding that their shares be given directly to them — a move which Numsa said would "divert workers' attention away from their militant but justifiable and legitimate demands."

At the Samcor plant yesterday, workers were seen milling around the premises shortly before those representing them went into a meeting. Some of the observers appointed by the strikers addressed the workers who had gathered inside the company premises.

"Workers have told a Numsa official, who had come to address them, to go ahead with his meeting with company officials. They have refused him an opportunity to address them saying they would rather have some of the affected employees acting on their behalf at the meeting," a source said.

A spokesman for Numsa would not release details of the strike yesterday. He said his office was still awaiting a report from field workers.
A day after railway union leaders defied a court order to hold a commemoration service to seven workers who died during last year’s bitter underground rail strike, workers will appear in court on charges of murder.

In the latest in a series of court cases arising from the bloody events of last year’s three-month-long railway strike, 18 members of the South African Railways and Harbours Workers’ Union (Sathwa) will appear on Monday for charges of murder and abetment in the Johannesburg Supreme Court.

The case will mark the third court appearance of the 18. Earlier court applications to delay the trial were refused, and all the accused have spent almost a year in detention.

According to the indictment, the 18 are accused of kidnapping, assault, robbery, murder, attempted murder, and intimidation.

The state alleges that between March 13 and April 28, 1987, they “conspired and entered a common purpose to encourage and call for influxes of persons or groups and/or substances to turn the strike and withhold their services to the South African Transport Services (Sats).”

It is alleged that a meeting took place in Cosatu House, the building that housed the Congress of South African Trade Unions (Cosatu), where leaders of Sathwa were accused of abduction and murder on charges of “common purpose” to encourage and call for influxes of persons or groups and/or substances to turn the strike and withhold their services to the South African Transport Services (Sats).

The accused are charged with the abduction and murder of Vusimuzi Joel Makabola, Sipho Seboditse, Mulungu Peter Moremane and Jerry Rudolph Goodman. They are further charged with the abduction and attempted murder of Albert Phalawu.

In addition to the 18, the indictment includes the intimidation of workers during the strike, in that they forced or encouraged the employees of Sats to continue with their duties and not to make application for re-employment by Sats.

In terms of the charges, the 18 could face the death penalty. There has been previous cases where unions received the maximum penalty in South Africa, with leaders of the Union of South African Transport Employees (Cosatu) being charged.

Another case involved Commercial, Catering and Allied Workers’ Union (Crawa) shop stewards Willem Nkoweni, who led the Nelspruit railway strike early last year. He was sentenced to death in November last year for the murder of a Heidelberg railway driver in Parkhurst.

In separate trials to that of the 18, Sathwa members, 14 other members of the union have been convicted of charges relating to the strike. Nine workers were convicted of charges of public violence arising from the confrontation between police and workers at the Johannesburg Doornfontein station, near the Nelspruit station.

A year after the bloody rail strike, 18 on trial for murder

Vusi Gunele reports

Sathwa members were被判谋杀罪，新年的审判即将开始。这标志着Sathwa的工会领导层将在今年面临一个新的紧急法庭，审判将在3月4日举行，宣布对他们的指控。Sathwa的工会领导层在法庭上表示，这将是对他们自由和尊严的挑战。

Sathwa members are accused of murder, conspiracy, assault, and incitement in the killing of a Sathwa member, Andrew Mendiwo, who died after being overwhelmed by the police.

The police have also seized the weapons and other tools used in the strike, including a grenade, a firearm, and a bomb. The accused have been charged with murder, attempted murder, and robbery.

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Samcor strike costs company millions

Johannesburg
The ongoing Samcor strike, now in its sixth day, has cost the company millions of rands.

The strike, which began last Friday, involves more than 3,000 workers and has brought production of Ford, Mazda and Mitsubishi products to a standstill.

Although company spokesmen would only confirm yesterday that the strike was still on, it is understood that it could be some time before the situation is resolved.

No one was available at the National Union of Metals Workers (Numsa) for comment.

Part of the problem is that workers appear to be ignoring efforts by Numsa to bring the strike to an end.

According to reports, workers were asked to return to work on Wednesday but failed to do so. And when a Numsa spokesman attempted to address a meeting he was booed down.

The dispute has arisen over how dividends on shares held in a trust fund for workers is to be paid.

The 24 per cent holding in Samcor was given to them when Ford sold its interest in South Africa last year.
ANC funeral
is restricted

Police have imposed restrictions on the
funeral of an African National Cong-
gress insurgent, Mr Vuyisile Buxa, who
was killed in a shoot-out with the South
African Defence Force on March 23.
Mr Buxa (23) is due to be buried in
Katlehong near Germiston tomorrow.

The East Rand Divisional Commis-
sioner, Brigadier J P Olivier, ordered
that the funeral take place between
7 am and 10 am and the ceremony
must be conducted indoors.

He also ordered that political
speeches and the singing of political
songs by mourners were prohibited, the
coffin is to be transported to the cere-
mony by vehicle on the shortest route
to the Roman Catholic church from
where the funeral is to be held, not
more than 300 mourners may attend
and no flags, pamphlets or posters
should be displayed.

Brigadier Olivier said the funeral
should be conducted by an ordained
minister and the procession is to move
by car from Mr Buxa’s house at 8 Cred-
Section to the church in Nthlapo Sec-
tion. No photographs or videos will be
permitted.

Mr Buxa was killed near Thabazimbi
with two other insurgents.

‘Right-wing’
head is backed

Staff Reporter
Parents at Pretoria’s Hoerskool H F
Verwoerd — whose headmaster is fac-
ing a disciplinary hearing — decided
last night to consider taking action
against the Transvaal Education
Department (TED).

About 300 parents and teachers at-
tended a protest meeting at the school
in support of the headmaster, Mr
Johan van Niekerk. He appeared at a
disciplinary hearing in the Pretoria
Magistrate’s Court this week on
charges arising from a speech given
by a former church minister to a Stan-
dard Nine youth-preparedness class
last year.

Speakers at the meeting claimed Mr
van Niekerk was being used by the
education department to show what
would happen to anyone who allowed
“right-wing politicking in schools”.

Several parents told how their chil-
dren were asked questions by TED in-
spectors about their parents’ political
views after the “right-wing” lecture by
the Reverend G A Cruywagen to a
class in the presence of Mr van Nie-
kerk.

Samcor
strike enters
8th day

By Claire Robertson,
Pretoria Bureau

About 3000 workers at
the Samcor motor plant
are on strike for the
eighth day today as their
union leader arrived in
Pretoria in response to
their request for “an ex-
planation” of a deal
struck over the distribu-
tion of share dividends.

A Samcor spokesman
confirmed that workers
were again on strike
today, but refused to
comment further.

The production at the plant is at
a standstill.

Mr Fred Sauls, general
secretary of the National
Union of Metalworkers
(Numsa), travelled to
Pretoria from union
headquarters in Port
Elizabeth yesterday in an
attempt to defuse the
strike.

The strike centres on
the apparent dissatisfac-
tion of workers over an
agreement signed by
Numsa last week in
which the dividends from
shares bequeathed to the
workers by the disinvest-
ing Ford Motor Company
last year would be chan-
nelled into a community
development trust.

Numsa rejected having
the shares go to the
workers as this would
weaken the union.

Workers at Chrysler
Park said yesterday they
had told union officials to
send Mr Sauls a telex re-
questing him to “explain
the agreement he signed
with management with-
out our knowledge.

Numsa officials insist
that they signed the
agreement with the sup-
port of members.
1 000 oil workers vote to strike

By EDDIE KOCH

Workers at the biggest oil refineries in South Africa have voted to go on strike if their demands for a wage increase are not met.

The Chemical Workers’ Industrial Union (CWIU) announced yesterday that more than 1 000 workers at the Sapref and Mobil refineries in Durban voted during ballots held this week to go on strike if deadlocked wage talks at the plants are not resolved.

CWIU information officer Pat Horn said the union had asked for mediation in a bid to resolve the dispute at Mobil and that a conciliation board will meet next week to consider the deadlock at Sapref.

The union is also conducting a strike ballot at the Shell distribution depot in Durban, which employs 100 workers, and is expecting a result today. The union has applied for a conciliation board to hear the dispute.

The union has said it will coordinate any action taken by its members at the three plants. The ballot results thus open the way for a joint legal strike that could close down the bulk of South Africa’s petroleum industry.

The Sapref refinery, jointly owned by Shell and British Petroleum, is the largest in Africa and the Mobil refinery is the second largest in South Africa. The only other refineries in the country are the Caltex plant in Cape Town and Saso’s Natref plant in Sasolburg.

Horn said the union would only resort to strike action if mediation and the conciliation boards failed to break the deadlock, which arises out of a demand by the workers for a wage hike of R180 a month across-the-board or 16 percent. Management’s last offer at the three plants was an average offer of about 14 percent.
Workers may strike

THE Garment and Allied Workers' Union of South Africa (Gawusa), representing 2,500 employees of clothing manufacturers in Port Elizabeth, is to hold a strike ballot following a wage increase dispute.

According to Neila Worsen, Gawusa representative, a wage dispute had been declared with management following negotiations on wage increases.
MORE than 3,000 National Union of Metal Workers of South Africa members employed at Samcor in Pretoria are out on strike following the transfer of their shares to a trust.

The workers downed tools after an announcement last week that Numsa has resolved to approve the transfer by Ford of 24 percent of its shares in Samcor to an employee controlled trust. The shares were donated by Ford last year when it withdrew from operating in South Africa.

The Sowetan was yesterday reliably informed that workers were against the decision to have the money transferred. They instead felt that the only way the money would benefit them would be to have it divided among themselves.

A source further revealed that a Ford representative was in the country to “resolve this complicated situation.”

Mr F Motsepe, Numusa's regional secretary for the northern Transvaal, would not comment. He said a statement was due to be released after a meeting with the concerned parties later in the day.

The public's affairs manager for Samcor, Mr Reuben Els, said the company was not prepared to release details of the strike. However, he confirmed that a strike was in progress.
Samcor strike halts production

By Claire Robertson
and Mckeed Kotolo

A wildcat strike by about 3 000 workers at the Samcor motor plant in Pretoria entered its seventh day today, leaving vehicle production at a standstill according to a company spokesman.

The strike is a three-cornered affair, with the workers making demands of both Samcor management and the National Union of Metalworkers (Numsa).

Yesterday, after workers heckled a union organiser visiting the plant, they indicated they were to seek legal representation of their own, sources told The Star.

Workers have ignored union pleas to return to work since Monday.

The strike centres on the distribution of dividends from shares given to the workforce at Samcor by the Ford motor company when it divested from South Africa last year.

The company donated 24 percent of its shares in Samcor to the workforce. After negotiations with Numsa, an employee-controlled trust was set up to channel the dividend earnings into community development projects.

Numsa rejected a proposed share-participation scheme as an attempt to weaken the unions and "divert the workers' attention from their more militant but justifiable demands", a Numsa spokesman said.

The strike apparently began when word spread last Friday that the dividend earnings would be used on township projects, including buying the local football team Mamelodi Sundowns, and a plan to install public telephones in the township.

Workers are maintaining their demand that management give a written undertaking to pay the dividends to the workers on a set date at the end of this financial year, and undertake not to fire any of the present workforce until that date.

A spokesman for Samcor confirmed that the entire hourly-rated workforce was on strike, and that this had meant no new cars were being produced.
Share strike at Samcor continues

MORE than 3000 workers continued their wildcat strike yesterday at motor manufacturer Samcor's Pretoria plant.

The strikers were due to return to work today but ignored National Union of Metal Workers (Numsa) instructions to do so, and a Numsa representative was booed at the plant when he addressed workers in an attempt to ascertain their grievances.

The dispute centres on the Ford Motor Company's gift of 24% of Samcor to the workforce when it disinvested from SA last year.

Numsa reached an agreement with management that the dividends from the shares should go to a community development trust administered by the workers.

But on Friday a strike was called because of rumours concerning the way in which the dividends were to be used.

A Numsa spokesman said he was awaiting the outcome of a meeting on the strike, which was still in progress late yesterday afternoon.

Samcor's public affairs manager Ruben Ebs confirmed that the strike was still on but refused further comment. — Sapa
Court grants interdict against EL workers

The judgment was the outcome of an urgent application brought in February by Bebel Investments against the Paper, Printing, Wood and Allied Workers' Union, a union organiser, three shop stewards representing the workforce in the factory and 176 factory workers.

In a judgment handed down yesterday, Mr Mulhins said on December 4 last year the firm had given written notice to approximately 36 of its employees that they were to be retrenched one week later.

The retrenchment led to correspondence and meetings between the firm and the union's organiser, Mr D Mabhengeza, as to the legality of the retrenchments and what form of action would be taken by the union on behalf of the workers.

However, before the question of the retrenchments could be resolved, the remainder of the workforce decided to refuse to work overtime until the retrenched workers were re-instated.

The reason given for this ban on working overtime was that the firm had not complied with a dispute procedure prescribed by a Recognition Agreement entered into between the firm and the union.

The judge said in his view, it was quite clear that the overtime ban imposed by the workforce was in protest against the retrenchments and was intended as a form of pressure on Bebel Investments to re-instate the retrenched workers.

The argument in court centred around the meaning of the word "strike" in the Labour Relations Act.

Mr K R McCall, SC, for the applicant argued that the conduct of the employees in refusing to work overtime fell squarely within the definition of "strike".

Mr McCall said that the collective action of a number of employees in refusing to work with the purpose of pressuring the employer was unlawful unless it was preceded by a procedure provided for in Section 68 of the Act.

The judge said he found this argument not only appealing but sound.

He said he trusted that the union would explain to the workers that the effect of the judgment was not to compel them individually to work overtime, but to restrain them from collectively refusing to work without first complying with the pre-strike procedure.

He left open the question of whether it was a term of their contract to work overtime.

Mr McCall was instructed by Dale Chappel and Durrwood at East London and Whiteside in Grahamstown.

Appearing for the defence was Mr Van Niekerk. He was instructed by the Bar Partnership in East London and Wheeldon, Buccinme and Coles in Grahamstown.
Oil strike ends in big pay deal

BY EDDIE KOCH

A FOUR-WEEK strike at Shell's Vesotech Oil Company in Durban ended yesterday after management agreed to increase the minimum wage from R58 to R700 a month and pay an annual bonus of 25 per cent to all workers.

However, wage disputes at major oil refineries in the Durban area threaten to escalate this week as members of the Chemical Workers' Industrial Union (CWIU) met to consider holding strike ballots at Mobil Oil, Shell Oil and Sapref Refineries. Wage talks with the union have deadlocked at the three plants.

CWIU organiser Pat Houran and a meeting of the union's shop stewards' council for the petroleum sector last week decided to deal with the disputes on a joint basis. As a result, workers from all three refineries had attended joint meetings over the past three days in an attempt to take a united decision on whether to hold strike ballots.

In the Transvaal, the union is involved in a separate wage dispute with Mobil's oil depots, which employ some 200 workers. Annual wage talks for workers in the Caltex and BP depots in the Transvaal are also due to take place in the next few weeks.
In the 1967-68 legislative year an amount of

$3.9 million was given by the province of

$3.9 million in the Budget of 1968-69 for the

construction of the new Legislative

Building in Victoria.

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Workers end Veetech Oil strike

WORKERS at Shell SA's Veetech Oil have returned to work, ending a four-week strike over wages. Chemical Workers' Industrial Union representative Pat Horn said at the weekend that Management accepted the CWIU's demand for a minimum wage of R7000 a month and a bonus of 25% of monthly pay in 1988, she said.

Disputes in the rest of the petroleum industry are reaching a head with about 1250 workers at Shell, Mobil and Sapref agreeing to hold strike ballots this week regarding wage disputes. The affected companies are offering monthly increases of R140 (14%), while the CWIU is demanding R180 (16%). Finally, conciliation boards have been appointed at Mobil and Sapref.
Strike by Samcor workers

PRETORIA — All 3,000 hourly-paid workers at Samcor's Pretoria plant have been out on strike since Friday and production has been at a standstill, a Samcor spokesman said yesterday.

Negotiations were in progress with union representatives, and it was hoped a return to work would occur today, the spokesman said.

Samcor declined to comment on the reasons for the strike, and on reports that workers were unhappy with aspects of the share scheme announced late last year.

Spokesmen for the National Union of Metalworkers of South Africa could not be reached for comment. — DDC
Strike puts Samcor plant out of action

ALL 3,000 hourly-paid workers at Samcor's Pretoria plant had been out on strike since Friday and production had been at a standstill, a Samcor spokesman said yesterday.

Negotiations were in progress with union representatives and it was hoped a return to work would occur today.

Samcor declined to comment on the reasons for the strike and on reports that workers were unhappy with aspects of the share scheme announced late last year.
Samcor strike enters its sixth day today

By Claire Robertson, Pretoria Bureau

A wildcat strike by about 3,000 Pretoria motor industry workers entered its sixth day today as employees ignored union officials' orders to return to work.

A National Union of Metalworkers (Numsa) spokesman said the strikers were due to return to work today but that the strike was continuing this morning.

The strike centres on the division of dividends to the Samcor workforce by the Ford Motor Company when it divested from South Africa last year.

The strike apparently began when some workers linked the clinching of the community development trust scheme last week with the Mamelodi mayor's statements encouraging people to put up the money to keep Mamelodi Sundowns in the township after the soccer team was offered for sale.

Workers said yesterday it was mistakenly assumed that the dividend earnings were to be used to buy the team, or for another township project, and this rumour spread.

A Numsa organiser said there had been confusion over the return to work order as many of the strikers had not attended a meeting instructing them to go back.

Mr Ruben Eis, Samcor public affairs manager, would not comment on this because "it would not be pertinent".
ABOUT 100 members of the Commercial Catering and Allied Workers Union at Empusol in Village Deep have been on a wage strike for the past three weeks.

Organiser Mr Abe Ramalo said yesterday that the workers were demanding a minimum of R600 a month and an across-the-board increase of R300 a month.

They also demand a 13th cheque, extra week's leave, 35 hours a week without loss of pay, housing subsidy and May 1; March 21 and June 16, as paid holidays.

**Resolve dispute**

Mr Ramalo said the strike began after mediation talks to resolve the dispute failed in December.

The company yesterday said it was firm on its R80 across-the-board offer and a monthly minimum R450 a month.

A company spokesman said yesterday that Empusol offered Ccawusa members 7.5 percent for every year of service in respect of the union's demand for a 13th cheque.

The company also said it also offered workers one day in May with regard to the paid holiday demand.
Charges against union 18 vague defence

THE State needs to substantiate allegations made against 18 members of the South African Railways and Harbours Workers Union who are charged with murder, robbery, abduction and assault, the Rand Supreme Court heard yesterday.

Counsel for the defence, Mr B. Danie, argued before Mr Justice R Spooistra sitting with two assessors that the prosecution to the indictment as provided by the State was prejudicial and vague.

He said the indictment did not say where and when the accused joined the common purpose of inciting and encouraging others to intimidate non-strikers by having them kidnapped.

He said if the State was unable to provide the exact dates on which the alleged crimes were committed then the State should not make the allegations.

The accused are Mr Bongi Sibisi (33), Mr Wilson Mtshali (30), Mr David Dzvhe (30), Mr Jacob Machaka (38), Mr Patrick Molefe (28), Mr Phumele Nofshungu (25), Mr Takalani-Maphaga (31), Mr William Rikhotso (33), Mr George Mangedza (36), Mr Daniel Mkholokothile (26), Mr Freddie Mokhosi (30), Mr Isaac Mgozora (30), Mr Jacob Mmalloa (33), Mr Wilson Mshasho (33), Mr John Mokgesi (36), Mr Johannes Ngoobo (24), Mr Simon Molomotllo and Mr Michael Dikaneng. The hearing continues today.

The 18 men's appearance is a sequel to the SARHWU strike last year when a number of people were killed.

They have not been asked to plead because the defence has indicated that the State needs to furnish further particulars about the allegations.
STRIKE OVER

THE strike at a Pretoria-based motor manufacturer is over. A Samcor spokesman said that all 3,000 striking workers returned to work yesterday morning.

He declined, however, to give any details of the settlement reached with the National Union of Metalworkers of South Africa. The union was not available for comment.

The strike began on Friday, April 15 over what was to happen with dividends paid on the 24 percent of Samcor owned by the workforce. The production line at the plant came to a complete halt for a week. The strike is said to have cost the company millions of rand.

— Sapa
Samcor workers in row with union

WORKERS at the Samcor motor plant in Pretoria, angry at their union's role in the company's share participation scheme, said yesterday they had fired their Numsa shop stewards and would elect a new workers' committee tomorrow.

The shop stewards were "dismissed" during an eight-day strike which ended last Friday. The strike was not sanctioned by Numsa.

A spokesman for the Numsa shop stewards' committee rejected the workers' claims that it was still negotiating with management on share participation issues. He declined to comment on Numsa's dismissal, saying tension at the plant remained high following the strike.

Workers yesterday accused Numsa leaders of "selling them out" by signing an agreement in terms of which 24% of Samcor equity is to be held by an employee trust. The deal was agreed to by Anglo American, Samcor and Ford when Ford divested from SA under political pressure last year.

Samcor workers in disagreement with union

the duty of the government to engage in community development and not us," said one worker.

One of the workers said he was sure that he was worth about R60,000.

"Should our shares be paid to us, I am sure I will be about R60,000 richer. I demand that the money be paid to me," said the man.

Some of the workers claimed their money was being used to upgrade a township near Pretoria.

According to an organizer at Numsa's Pretoria office, discontent among the workers originated from the Port Elizabeth plant.

"All was well until sometime in February when a petition, the brainchild of Port Elizabeth workers, was signed by Pretoria workers demanding the money. This surprised us as the workers had initially agreed that the money would be paid into the trust. It is also surprising for them to claim that they were not consulted," a Numsa organizer said.

ALAN FINE reports William Broderick, Ford's Detroit-based chief negotiator of the divestment deal and presently in SA, said in Johannesburg last week the employee trust is in the process of being finalized, and the 24% of Samcor equity will be transferred to it "soon."

He said the internal union dispute was holding up this process. But he declined to elaborate on the question of who would comprise the board of trustees should employees be unwilling to elect representatives in terms of the agreement.

Numsa motor section chief Fred Sauls said union leadership would meet this week to discuss the problem.
Garment union gets big strike mandate

Labour Reporter

REX Trueform workers have given their union a mandate for the first legal garment industry strike in decades.

A Garment and Allied Workers' Union (Gawu) spokesman said workers at the company's three factories yesterday voted 1990 to 34 for a strike.

He said workers at the factories in Atlantis, Salt River and Wynberg went back to work today following stoppages which started on Thursday at Salt River and then spread to the other two plants.

"We are still trying to get management to negotiate over the workers' demands, but we have now had a mandate for a legal strike," he said.

Workers demanded plant-level negotiations, a R15 across-the-board wage increase, increased travelling allowances and a service award of R1 a week for every year of service.
STRIKE AT 3 PLANTS

THREE major Rex Trueform plants have been hit by a strike in spite of an interdict taken out against the strikers.

Rex Trueform chairman Stuart Shubb said that workers had struck at the plants at Salt River, Wynberg and Atlantis.

He said the Supreme Court had granted an interdict on Monday restraining employees from striking.

7/4/1965
May Day rallies planned on Sunday

ALAN FINE

COSATU said yesterday it has planned a number of rallies to commemorate May Day on Sunday. And some members are to report for work on May 6, Workers' Day, as a protest against President P W Botha's proclamation of the day.

Indoor rallies are set to go ahead in Cape Town and Johannesburg. However, magisterial permission for a meeting in Secunda has been refused and replies are still being awaited regarding a PE gathering.

Permission for a meeting in Durban was granted subject to conditions. Undertakings from Cosatu on issues such as crowd control, curbing of violence, non-encouragement of educational boycotts and, unlawful strikes, and that the emergency would not be mentioned.

Police

"We have agreed to these conditions, but refused to agree that police be allowed inside to monitor and film the meeting. We are still awaiting a reply from the magistrate," a spokesman said.

Regarding May 6, the spokesman said some affiliates had negotiated for members to work on this day in exchange for another holiday, such as March 21. Others will attempt to attend work as normal, while most will stay home, but not as an alternative to fighting for May Day.

"Cosatu firmly aligns itself with the international trade union movement which uses May Day as a platform to focus on the hardships and exploitation of workers worldwide, and to call for a new social order where the interests of the working class is paramount," he said.
Labour Update

Farm workers go on strike

ABOUT 100 members of the National Union of Farmworkers at Impala Farms near Magaliesburg, have gone on strike over wages and the recognition of their union. The union's general secretary, Mr Shaka Moletsane, said negotiations with the farm management began in October last year, but no recognition settlement has been reached. Management had subsequently disputed the membership of the union at the plant, in spite of the fact that they enjoyed more than 90 percent of the total workforce, he said, adding "I have been refused access to the farm since the strike started on Monday."

He said that workers were not prepared to return to work until their demands were met. Management was not available for comment.
Defiant May Day mood

Restrictions or no restrictions, we are going to celebrate our May Day on Sunday.

This is the mood of the workers interviewed this week.

Locals of Cosatu are gearing themselves for big May Day celebrations this weekend. This is despite restrictions imposed by the government on the labour federation not to commemorate any calendar day.

Cosatu spokesperson Frank Muntjes told South the Natal region would probably be granted permission to hold an open-air rally on Sunday.

However, permission has been refused to the locals in Cape Town and the Highveld. In Johannesburg, the Alexandra Cosatu local will hold a general meeting at the Wits Technikon Building, Wanderers Street, from 9 am.

A pamphlet distributed in Johannesburg calls on the workers to unite on May Day, to challenge deregulation in Kew, to oppose the proposed new labour bill, and to call for the lifting of restrictions on Cosatu.

The pamphlet states that "the government of Botha is trying to turn Alexandra into a haven of exploitation and oppression for the bosses."

On Sunday, the workers of Alexandra will discuss how to defend themselves against deregulation in Kew.

On Thursday, in a joint programme, Nussa and Black Sash will commemorate May Day at the Wits campus.

Last year the government slapped a ban on all May Day celebrations, except in Cape Town.

A May Day rally will be held at St Francis Hall in Langa on Sunday by the National Council of Trade Unions (Nactu).

The mass rally, planned for all affiliates and workers from other unions, would start at 10 am.

Workers from the Boland areas were also expected to attend the rally.
ABOUT 3 000 Rex Trueform workers at three plants in Salt River, Atlantis and Wynberg voted overwhelmingly in favour of a legal strike this week.

A definite date for the strike has not yet been decided on. Last Friday more than 2,000 workers at Rex Trueform in Salt River downed tools in protest at management's refusal to enter into plant-level negotiations with the Garment and Allied Workers Union (Gawu).

The previous day 350 workers had downed tools Gawu declared a dispute with management last month Rex Trueform brought an urgent application to the Industrial Court against Gawu, stating shop stewards had no right to declare a dispute and that the Clothing Industrial Council should not hear the dispute.

Application dismissed

The application was dismissed. Worker demands include that management negotiate in good faith with elected worker representatives, a R15 across the board wage increase, an increase in travelling allowances, and a service award of R1 a week for every year of service.

"Gawu supports the demands of the workers who had been for too long the Cinderella of the manufacturing industry in South Africa."

"The time has come to put things right. We call on Rex Trueform management who have made before tax profits of over R10 million to enter into negotiations with worker representatives," a Gawu statement said.

Several efforts to get comment from Rex Trueform personnel manager James O'Brien were unsuccessful.
JOHANNESBURG. — A police video showing the still burning corpse of one of four railway employees allegedly murdered by co-workers during the SATS strike last year was screened in the Rand Supreme Court yesterday.

It was taken at Protecon on the night of April 28, last year and early the next morning.

All 18 SA Railways and Harbours Union members charged with the murders of Mr Vhulani Joseph Muluzi, Mr Kati John Sebopelo, Mr Mulalelo Petrus Moremane and Mr Jerry Rudolph Goodman yesterday pleaded not guilty.

They also all pleaded not guilty to five counts of kidnapping, one of attempted murder, two of robbery with aggravating circumstances and four of assault.

Man set
Union warns Samcor workers

REBEL Samcor motor plant workers who want to elect a new workers' committee today were warned by their union, Numsa, yesterday the election would be considered null and void.

The rebels dismissed their shop stewards during a wild-cat strike last week in protest against Samcor's 24% share participation scheme.

A Numsa official in Pretoria said yesterday the union was disassociating itself from the elections, saying they would violate Numsa's constitution.

Numsa issued its warning when the workers formally announced they intended going ahead with the elections.

The rebels alleged the union has sold them out by involving them in a share scheme without a mandate from them.

The union said yesterday it was adopting a wait-and-see attitude.

"No disciplinary action will be taken against the workers even if they go ahead with the elections and continue to rebel against the union until such time that we are sure they understand the share deal perfectly well."
ANC detention camp in Angola, says US report

WASHINGTON — The African National Congress maintains a detention camp in northern Angola and might hold other detainees elsewhere in that country and in Zambia, according to a new State Department report.

It says conditions at these facilities are likely to be harsh, with the degree of severity determined by availability of amenities, local laws and in some cases, personal animosities.

The report was prepared in terms of a law passed by Congress ordering a study of forced detention by the ANC and by the South African Government.

SOUTH AFRICAN AGENTS

The report does not estimate how many detainees the ANC has held at any one time "The majority are suspected of being South African agents or infiltrators."

"ANC cadres who become politically dissatisfied or who refuse military training might also be detained, according to defectors."

"Some, although probably not a large number, are believed to be detained for non-political (for example, disciplinary) reasons."

Reports that the ANC has a large detention camp in Zambia could not be confirmed.

Turning to South Africa, the report devotes four pages of detail on detentions and treatment behind bars, quoting extensively from statistics kept by the Detainees Parents' Support Committee (DPSC), one of the groups targeted in a Government clampdown.

On treatment of detainees, the report says detainees are often held incommunicado, "a situation that provides considerable potential for police abuse of detainees."
Labour Day rallies

Labour Day will be celebrated on May 1, and President P W Botha's Workers' Day on the first Friday of May will be treated as a normal working day, a Nactu spokesman said yesterday.

Rallies have been organised by Nactu in various centres and will focus on the Labour Relations Amendment Bill, the clampdown on community organisations and government's attack on the "alternative Press", he said.

The Johannesburg branch of the Commercial Catering and Allied Workers' Union (Cawusa) has organised a meeting separate from the Coasa and Nactu-organised rallies. Branch co-ordinator Kassie Thabedi said the proposed joint meeting was aimed at keeping in mind the "healthy goal" of a single federation.
Major unions to hold Labour Day rallies on Sunday

The Argus Correspondent

JOHANNESBURG. — Major black trade union groupings — having rejected the Government-declared Workers' Day — will hold rallies throughout the country on Sunday to celebrate Labour Day.

Spokesmen for both the National Council of Trade Unions (Nactu) and the Congress of SA Trade Unions (Cosatu) have made it clear that members did not recognise the official Workers' Day, which falls on Friday next week.

Cosatu said members would hold rallies in Johannesburg, Cape Town (University of the Western Cape), Port Elizabeth, Durban and at Maritzburg's Wadley Stadium (where magisterial permission was still being awaited.

A spokesman said members rejected the Government's Workers' Day and that many had decided to attempt to go to work on that day. In some instances unions had negotiated with employers to work on the day, in exchange for days of black political significance such as June 16.

Nactu said workers rejected the State's Workers' Day because they had "won hard-fought battles for May 1 to be recognised as a paid holiday. Nactu's position is that May 6 will be a normal working day".

Nactu rallies will take place in Soweto, Durban, Maritzburg, the Vaal, Pretoria, Cape Town, Pietersburg and Stellenbosch.
More strikes in 1987

The number of strikes and work stoppages had increased to 1,148 in 1987 from the 763 of 1986, but fewer workers were involved in each strike than in 1986, Manpower Director General F J van der Merwe said in his annual report tabled in the House of Assembly yesterday.

Wages and related issues were still the most important cause of strikes.

He also said unemployment in 1987 had still posed a problem that left its mark on the labour relations field.

While registered unemployment among whites, coloureds and Indians had shown a 14.7% drop from January to October, figures for blacks showed a 28.5% increase from 49,945 to 64,162 over the same period.

It could probably be said at this stage that unemployment contributed to the general unrest in the country and therefore also to the resultant labour unrest.

His report noted that there was a 30.5% increase in the number of strikes that involved more than 1,000 workers last year, a figure in accordance with an upwards trend experienced in 1985 and 1986.

The upward trend in trade union membership had continued in 1987, although at a slower rate, Van der Merwe said.

The largest increase had occurred in black membership.

A total of 1,879,400 employees belonged to registered and an estimated 246,000 to unregistered unions at the end of 1987.

Union members therefore constituted about 34% of the economically active population — Sapa
Throughout the world, unions will celebrate May Day. Not here. May Day's a dirty word

THis heightened repression of the last two years casts a long shadow over May Day celebrations in South Africa this year.

While in many Western and Eastern countries trade unions will be celebrating under the canopy of official recognition, celebrations here are viewed as subversive. We have been denied permission to hold open air rallies and meetings may be disrupted.

Internationally May Day brings into focus demands such as job security, recognition of trade unions, humane working conditions, recognition of trade unions and a democratic system of government. These issues are burning demands for millions of workers in South Africa. This year, particularly they seem dwarfed by the our struggle against relentless state repression.

If the Labour Relations Amendment Bill is passed, it will be the end of strong legal trade unionism. Unions will lack the muscle to implement the living wage campaign and workers will stand more exposed to the full- blown attack in the form of the wage freeze, deregulation and a general drop in living standards.

Attempts in struggle trade unions will have a major impact on unorganised workers and those denial legal protection such as farm, domestic and public sector workers. Without the backing of a strong labour movement, their chance of winning legal protection and ending their precarious working conditions in the foreseeable future are remote.

We can no longer propagate many of the resolutions adopted at our 1987 congress which we believe pointed a clearer way to a peaceful democratic future in this country. Nor are we permitted to criticise local government and national constitutional initiatives.

The restrictions have wiped out intended Congress campaigns against the municipal elections, for the release of detained unionists, for the lifting of restrictions on Gowan Mbeki, for the reprieve of union members and political activities on death row. All these are legitimate anti-apartheid campaign which express the political aspirations of the majority.

The bannings and restrictions are meant to remove all potential opposition to state plans to restructure and “form” apartheid. In their view, the democratic organisations no matter how representative they are have no right to operate freely if they do not support the present government programme.

There are three prongs to the reform plan: Bureaucratization, upgrading and constitutional restructuring. The kernel idea is to ushackle the economy and strengthen the free enterprise system, as well as broaden apartheid “democracy”. There will be some economic benefits for small business and the chance of greater political participation for a small moderate elite. For the majority these plans mean harsher economic conditions (less jobs, less access to housing, low wages) as well as more stringent political control (more censorship, narrower democratic space, restricted trade union rights and increased militarisation of society).

Our members have called a special congress to address the rapidly changing conditions facing us. They see Cosatu as their defence as well as the vehicle to advance their interests. The crucial question facing us is: How do we articulate the militancy of our members and carry forward our tradition of strong democratic opposition to apartheid?

We have no doubt that 1988 will be make-or-break for both the democratic forces and the state. The state is putting much of its money on its master strategy.

Cosatu as part of the democratic movement will have specific problems to wrestle with. How will it fight for legal space without becoming moderate and out-of-step with members’ demands? How can we continue to grow if we lack the muscle to win concrete shop floor gains? How can we as a trade union federation operate clandestinely, if we are forced to, as other organisations have been?

But the problems facing our rulers are much more daunting. The separations of the people cannot be wished or represented away. It is dangerously short-sighted for the state to try to isolate itself from these demands. We should not forget the Durban strikes of 1973, the 1976 student upsurge and the Vaal Triangle uprising of 1984. All of these followed a build-up of frustrations and state refusal to deal with basic grievances.

Furthermore, the state should realise that bannings can only buy a brief respite.

The crackdown is also designed to combat panic and insecurity. Most of the white minority have fallen for this. Today there are even fewer of these ranks searching for real alternatives to the status quo.

Surely they must know that the permanence of the State of Emergency, the increased security budget, the militarisation of our society is not a sign of a government in control, but symptoms of a growing civil war in our country.

This is the context of May Day in 1988. Organised workers will meet to re-affirm their commitment to the only feasible solution: an end to exploitation, basic trade union rights, recognition of genuine leaders whatever their prison or exile; an end to apartheid, and the creation of a climate for democratic political participation for all.
War of the May Days: Unions snub May 6 date

Weekly Mail Reporters

TRADE unions affiliated to the country’s two biggest labour federations will this year ignore the government’s decision to make the first Friday in May a public holiday and will celebrate May 1 as Labour Day instead.

The Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) have announced they will be holding May Day rallies on Sunday at centres throughout the country.

Magistrates have refused permission for outdoor rallies to be held in Cape Town and Secunda and his federation has been forced to find alternative indoor venues, said Cosatu press officer Frank Meintjes.

A number of union branches have decided their members will make themselves available for work on May 6 even if their employers make it a paid holiday.

The Nactu representative said speakers at its rallies would focus on the recent banning of anti-apartheid organisations, the attack on the alternative media and the Labour Relations Amendment Bill.

Many Nactu unions have signed agreements that allow workers to take Monday off if May Day falls on a Sunday.

Cosatu has decided not to hold an outdoor rally in Cape Town after a magistrate stipulated that police be allowed to film the meeting, said Meintjes.

Cosatu President Elijah Barayi told about 5,000 students who attended a May Day meeting at the University of the Witwatersrand yesterday that the recent clampdown amounted to an “attack on the working class both black and white.”

The kwaZulu government has declared Monday a holiday because May 1 falls on a Sunday this year; Labour Day is a recognised public holiday in the “homeland”. The Inkatha-backed United Workers’ Union of South Africa is planning to hold rallies in Natal and on the East Rand.

Churches in the Durban area will be celebrating “Worker Sunday” this weekend for the fifth year.

The Institute for Industrial Relations reports that numerous employers have expressed confusion about the status of the holiday on May 6. In terms of the Public Holiday Act, only shop and office workers can take the day as a paid holiday. Factory workers will not be paid if they do not work on that day, unless they are covered by a union agreement, industrial council agreement or wage determination.
More strikes, fewer strikers

PARLIAMENT. — The number of strikes and work stoppages increased from 793 in 1986 to 1 148 in 1987, but fewer workers were involved in each strike than in 1986, the Director General of Manpower, Dr P.J. van der Merwe, said in his annual report tabled yesterday.

Wages, unemployment and related issues were still the most important causes of strikes.

While registered unemployment among whites, coloured people and Indians had shown a 14.7% drop from January to October, figures for blacks showed a 28.5% increase from 49 945 to 64 162 over the same period.

About 57% of strikes lasted one day or less and about 6% more than two weeks. The average strike was 9.9 working days, compared to 3.1 during 1986.

The number of disputes referred to industrial councils increased by 83.5%, compared with 1986. Just over half were settled by the councils or resolved by agreement between the parties through the councils.

Only 2% of the disputes referred to industrial councils ended in deadlock, emphasizing the role played by councils in maintaining sound labour relations.

The number of cases referred to the industrial court increased to 3 533, compared with 2 042 in 1986.

A total of 2 312 conciliation board applications were received, compared with 1 284 in 1986 — Sapa
Reinstatement for Robertson
workers after written judgement

WRITTEN judgment was recently handed down in the case in which the Industrial Court ordered the reinstatement of 80 workers dismissed from Cape Lime, Robertson, after they took part in a strike.

The dismissals followed a series of industrial actions at the plant in 1987.

These actions involved, among other issues, demands for management intervention over the detention of a national organiser of the Chemical Workers' Union and a strike in sympathy with union members on strike at Sasol.

"Fairness"

On one occasion a form of disciplinary inquiry had been held after which workers were given "final written warnings" and the dismissals followed another strike in November.

In his judgment the presiding officer, Mr P Roux, said he took into account the "repeate... of the Industrial Court as a matter of policy to come to the relief of persons engaged in unlawful strike action".

Unlawful

"But even if the actions ... may have been unlawful, regard still has to be had to both the fairness of ensuing procedural steps and the fairness of the sanction."

He considered in particular "the failure or refusal of the respondent (Cape Lime) to respond or timeously to respond to a request by shop stewards in respect of alleged assaults by the police of fellow union members at Sasol".

Failure

Also "the failure (notwithstanding an avowed intention to negotiate collectively with the union) to negotiate concerning the nature of the procedural steps to be taken against the members of the union ... and particularly whether such persons should be dealt with individually or collectively and whether they should be individually or collectively sanctioned for their behaviour".

"40 years"

Mr Roux said that the decision, unilaterally taken, to implement for collective industrial action a disciplinary code which had probably been designed to deal with individual transgressions smacked of "paternalism in the unfavourable sense of the word".

Stoppage

It was also important that the company was not faced with a continuing work stoppage which could not be abated, nor was it accompanied by an unreasonable demand; that the stoppage had apparently been peacefully conducted without any "criminal or delictual conduct; and that the applicants had periods of long service with the company, in some instances between 23 and 34 years' service with one worker having "devoted a working life time of 40 years" to the company.

"Although regard had been given to previous transgressions in the disciplinary inquiry, apparently no regard was given to individual periods of service," said Mr Roux.

Disrupt

Also, the cause for the work stoppage was not "in the nature of a planned or concerted effort to generally disrupt industry."

Mr Roux also said that if the union official involved had been "timely consulted and had negotiations with the union ensued, the nature of the disciplinary inquiry would have been different and ensuing sanctions would possibly, if not probably, not have resulted in dismissal."
By Robyn Chalmers

THE wildcat strike by 3 000 Samcor workers at Silverton, near Pretoria, has cost the company about 2 100 vehicles — worth more than R50-million.

Lost production will aggravate the shortage of cars and trucks Samcor has had to cancel the launch of the revamped Mazda 323 planned for May 29.

The company says the strike has stopped production and insufficient cars are available for the launch.

Closure

The strike ended last Monday, but rebellion against the union-supported company share scheme is not over, and workers have elected a new ‘shop stewards’ committee.

When Ford Motor Company pulled out of SA last year, it gave 24% of Samcor Holdings to employees and stipulated that dividends be paid into a community trust and not be given directly to employees.

The trust was aimed at improving the quality of life in black townships.

Workers now want their share of the company assets to be paid to them.

Head of the National Union of Metalworkers of SA (Numsa) motor section Fred Sauls says the strike was a result of misunderstanding on the part of workers.

They believe the shares are worth R40 000 each, and want that money now. They do not understand that if the company is forced to sell its assets it will have to close.

Frame threats

In Durban, the Frame Group announced that it planned to retrench 1 850 employees. Trade unionists threaten a court action against the company.

Frame human resources director Peter Richardson says the company plans to retrench about 5% of its 21 000 employees and reorganise work practices at its factories.

The Amalgamated Clothing and Textile Workers Union of SA has rejected the retrenchment programme, and union spokesman John Eagles says Actwusa will present a proposal to Frame management in a few days’ time.

Frame has made it clear that it will go ahead with the retrenchment.

Mr Eagles says “There will be a great deal of discontent if this happens, and the only option we will have will be to take the company to court.

“We are trying to work out some agreement, but our priority is to protect the interests of our members.”

Mr Richardson says “agreed retrenchment procedures” will be followed.

Checkers has also announced its intention to retrench 1 600 workers because the company is achieving unsatisfactory profit margins.

Checkers public relations officer Adele Gouws says the company stands by its promise to withdraw the retrenchment programme if it receives concrete proposals of action from the Commercial Catering and Allied Workers Union (Cawusa).

Checkers seeks to eradicate in-company theft, improve service to customers, avoid unconstitutional wage stoppages and facilitate staff transfers.

A Cawusa spokesman says the union will put its proposals to management on Wednesday.
May Day in SA peaceful

May Day was celebrated peacefully in South Africa yesterday in several indoor rallies, but elsewhere around the world — in the Philippines, Israel, Poland, South Korea and Turkey — there were worker-state confrontations.

Shootings, baton charges or large-scale detentions took place in several countries, but restricted worker rallies in South Africa were not disturbed.

Outdoor May Day rallies were not allowed anywhere in South Africa, but several were held indoors — the largest taking place at the University of the Western Cape (UWC).

In Namibia, 5,000 workers attended a day-long open-air rally in Katutura township outside Windhoek under the banner of the Swapo-linked National Union of Namibian Workers (NUNW).

Palestinian youth shot

An Israeli army officer was suspended from duty after a Palestinian youth taking part in May Day protests against the Israeli occupation of the West Bank and Gaza Strip died after being shot.

More than 200,000 Israelis marched through central Tel Aviv in a May Day parade.

Philippine troops wounded two people when they fired on Labour Day protesters near Manila. They also blocked 10,000 angry torch-bearing workers marching on President Corazon Aquino's palace.

In Poland, five riot policemen charged into a church in Gdansk in pursuit of May Day demonstrators who had thrown stones. Two of the policemen had their batons snatched away and were beaten up inside the church.

Polish police also used batons and teargas to disperse anti-government protests in at least six other towns. Several protesters were detained.

In Seoul, South Korea, 3,000 students and workers demanding free trade unions braved clouds of teargas to fight riot police on the campus of Yonsei University in Seoul.

From page 1
Western ambassadors attended the May Day parade in Red Square, Moscow, yesterday for the first time since 1970.

Previously they had boycotted the celebrations in protest against the presence of Soviet troops in Afghanistan.

In South Africa, an enthusiastic crowd of over 2,000 attended the UWC rally addressed by Mr. J. Naidoo, general secretary of the 650,000-strong Congress of South African Trade Unions.

Cosatu also held meetings at Wits University and in a cinema near Durban, while the 420,000-member National Council of Trade Unions (Nactu) held meetings in the St. Francis Church Hall, Langa, and in Maitzburg.

Mr. Naidoo said the government wanted to increase poverty in South Africa, as it had imposed a wage freeze on the public sector and told private sector employers not to grant real wage increases.

He attacked the government's establishment of "deregulated" Spoon-union sections of cities, and said plans to privatize Eskom, Iscor and the hospitals would lead to an increase of "thousands and thousands of workers."

"There is an attack on us as workers on all fronts. They are launching an attack against the whole mass democratic movement. What do we do? We must build organizations and the unity of the oppressed."

"There must be openness about the debates we are having. No leader is above criticism. One of the great weaknesses we have is of labelling people that we don't agree with. That is divisive. We do not win people by imposing views, but by convincing them of the correctness of our views."

Some people throw around labels such as "workerism" or "populism," he said. He urged the democratic movement to build a code of conduct "against which our members, our people, and our leaders will be judged, not only now, but in the future."

— Staff Reporters and Sapa-Reuter-AP
Unions say May 6 to be a working day

NACTU and the Commercial Catering and Allied Workers' Union (Cawusa) are intending to go to work on May 6 (Worker's Day), unless management closes factories, spokesmen said last week.

A Seifa official said it May 6 had fallen on a weekday, a large-scale stayaway might have occurred. He predicted it would be unlikely for management to allow employees to work on May 6, since they would have to pay double time.
Strike laws, too soft!

Existing laws were inadequate to control inflation, Commerce Minister George Shumate said yesterday. Speaking during the budget debate, he said the government had become an efficient weapon for activities, and he called on the public to attend to the problem.
Workers demand compensation deal

ABOUT 100 Mono Pumps employees staged a lunchtime placard demonstration yesterday outside the firm's Sebenza, Edenvale, plant in support of demands for financial compensation from the UK parent company which recently sold the firm to South African interests.

Workers are demanding severance pay, at the rate of one month's pay per year of service, and the establishment of a trust funded by former owner Gallaher Ltd.

The demonstration coincided with a resolution along similar lines put to the AGM of American Brands Inc yesterday — the US-based ultimate owner of Gallaher.

A letter from Mono's shop steward committee chairman was also to be read to the meeting.

Many of the placards addressed Michael Kettle, the Gallaher representative presently in Johannesburg to tie up the details of the sale to Malak subsidiary Fluid Corporation.

Kettle could not be reached at his hotel for comment.

The posters asked him to "let us reap the benefits of the 32 long years we have given you", and said Gallaher was "supposed to set an example in SA".
WORKERS at a supermarket run by the Tongaat Hulett Group for its employees stopped work on Monday in support of their demands for more pay, but returned to work soon afterwards.

Mr Isaacs Ngcobo, a spokesman for the South African Allied Workers' Union, said the workers resumed their duties at 12.30pm after the management had agreed to meet union representatives tomorrow to discuss wage demands.

He said the union had requested an increase of R180 a month, but the company had offered one of R60 a month.

Mr Ron Phillips, a spokesman for the Tongaat Hulett Group, said wage negotiations were continuing.

He confirmed that there has been a work stoppage but added that all the workers were back at their jobs by midday.

About 40 workers were involved in the stoppage.

Sapa. 418188
A worker on crutches leads 100 Mono Pump SA employees during a disinvestment demonstration outside the firm's plant on the East Rand yesterday. Picture by Stephen Davines.

The disinvestment battle between Mono Pumps SA employees and the British Gallaher company continued yesterday when 100 employees demonstrated outside the firm's East Rand plant, at the same time as the issue was being raised with shareholders of the parent company in the US.

LUNCHTIME PROTEST

The lunchtime protest by members of the National Union of Metalworkers of SA (Numsa) was held to support demands for the establishment of a trust fund by American Brands' British subsidiary, Gallaher, as well as for severance pay.

A Numsa spokesman said although Gallaher had assured the union that a trust would be set up, workers had become angered by the company's refusal to disclose the amount.

Other demands included the right to strike and the right to hold wage negotiations at plant level.
Workers are streaming back — Triangle

WORKERS at Reef branches of Triangle Furnishers, where a strike by members of the Commercial, Catering and Allied Workers Union has entered its ninth week, are drifting back to work, Triangle's managing director, Mr Tom Roux, told Sapa yesterday.

He said there were no figures for the return to work and the numbers would not significantly affect the estimate of 45 percent of the workforce reported last week to be out.

But, Mr Roux said, "there has been a drift back to work."

Stoppage

He added that some branches have experienced more workers returning than others but declined to name them.

The stoppage came over Ccawusa demands for an across-the-board increase of R130 a month for the company's non-commission workers and a minimum basic salary of R500 and 10 percent commission for sales staff.

Triangle offered a R115 a month increase to non-commission staff, effective from January 1 for nine months after which a new real would be negotiated.

Mr Roux said today his company had contacted Ccawusa on Friday on labour matters but had not yet received a reply from the union.

Union comment was not immediately available.
Stoppages as strike drags on

WORKERS at BTR Dunlop Tyre and Manufacturing held a series of one-hour stoppages and lunchtime protests on Tuesday, the third anniversary of the BTR Sarmcol strike.

The strike has not been settled despite repeated efforts to get the company to the negotiating table, Numsa said yesterday.

Sapa.

Political comment in this issue by Ken Owen. Newsdesign by Trevor Blesker. Headlines and sub-editing by Michael Moon. All of Times Media Ltd, 11 Diagonal Street, Johannesburg.

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**FEBRUARY 1988**

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Fewer strikes 'thanks to govt'

HOUSE OF ASSEMBLY — There would have been more strikes had it not been for the government's industrial arbitration machinery, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

Speaking during the committee stage of his Budget Vote debate, he acknowledged that the number of strikes had risen on average by 29% a year during the past five years. But he said that had it not been for the industrial arbitration system, the increase would have been 100%.

Mr Du Plessis said the majority of black workers turned to legal means to resolve disputes, but added that intimidation had brought about an increase in the number of strikes and lost man-days.

The government was conducting high-level examinations as to how the law could be improved. One of the problems was the gathering of sufficient evidence against intimidators, as outlined by Dr Corne Mulder (CP Randfontein) on Tuesday.

Mr Du Plessis said the government acknowledged the right to strike. But 'we do not like wildcat strikes and we do not like wildcat dismissals'.

It was not the government's intention to interfere with current labour legislation, he said. It would look at what was happening in practice.

The Vote was passed without opposition after the National Party and Progressive Federal Party committee members defeated a Conservative Party amendment. — Sapa
to back workers
Striking signwriters fired

ABOUT 40 workers from a signwriting firm who went on strike on Wednesday have been dismissed.

The workers, who claim to comprise 90% of the production force of Romano Signs and are represented by the Electrical and Allied Workers' Trade Union, said yesterday that they downed tools and called a meeting after management would not negotiate demands for a living wage.

Mrs Norma Sauls, a representative of the group, said they were dismissed after management said their meeting was an illegal strike.

A spokesman for the firm said decisions on the issue would be taken next week.
A strike rages under the bluegums

A century of farmworkers have been lying in their red and brown overalls under bluegum trees on Impala farm for the past 18 days — but not because they are lazy.

For the National Union of Farmworkers (NUF) the work stoppage on the Magaliesberg farm is first real test of the union’s ability to extend trade union rights to South Africa’s 1.2 million farm laborers since it was launched two months ago.

The dispute began on April 18 when three shop stewards elected by the 120-strong workforce demanded that Impala’s owners begin talking to the NUF about a wage hike.

According to shop steward Lazarus Motsaodi, who is also NUF’s vice-president, about 100 workers went on strike after the farmer told the shop stewards to “f--- off.” Before leaving, he sacked the strikers and told them to leave the farm compound by the next morning.

Motsaodi called in his lawyer, NUF’s general secretary Tshaka Molotsane, who advised the laborers to demand their overalls and report for work every day while the union tried to get them reinstated.

Since then the situation has deadlocked with the farm owner refusing to talk to the union or the shop stewards. The union is investigating a legal challenge to the sackings. The farmer, who has threatened to go to court for an order to evict the laborers, keeps his farm going by employing jobless workers from surrounding farms and white schoolchildren in the afternoons, says Motsaodi.

Workers’ grievances relate to wages they say range between R70 a month for women flower pickers and R450 a month for a truck driver who has been on the farm for 23 years.

The farmer provides free accommodation and gives each family one bag of mealie meal a month. Motsaodi says workers never receive compensation at work, even though workmen’s compensation laws have been extended to farm laborers.

Last year three workers from the farm were killed in a truck accident while on duty. The farmer gave the families R200 to share for the funeral expenses.

One crucial difference separates the Impala strike from the norm: Impala is not a factory. It’s a farm.

By THANDEKA GQUBELE and EDDIE KOCH

The union is trying to obtain workmen’s compensation and a motor vehicle insurance payout.

Workers are frequently “klapped” (slapped) by the farmer and his two sons, says Motsaodi. “On Wednesday last week when I was under the tree he (the farmer) called me to the office and said, ‘Lazarus leave the union. I will make you a great driver and give you good money.’ When I refused he grabbed me by my clothes and threatened to beat me up.”

Motsaodi says an old man called Petros Motsumi, whose son was killed in a truck accident, decided to go back to work. When he approached the farm office, he alleges the owner pointed a gun at him and threatened to shoot him.

After interviewing workers, the Weekly Mail asked officials in the farm office for comment. A member of the owners’ family said Mr van der Hoost was the only person who could talk to the press. “But he does not want to speak to you,” she said.

We don’t mind if you publish only the workers’ side of the story.”

Molotsane began building his union on the pig farms and nurseries that dot the road between Krugersdorp and the Magaliesberg. For him the outcome of the Impala debate is crucial. Victory will convince NUF’s members in the region, which the union sees as one of the power bases that the organization has something to offer. Defeat will be a serious setback for NUF’s plan to use the region as a bridgehead into the large farms of the Western Transvaal.

The obstacles the union faces are typical of those that the unions making some headway in the agrarian sector must contend with.

NUF cannot go to the industrial court to argue the dismissals were unfair as farmworkers are not covered by the country’s labor laws. On the farms there are no minimum wages or basic conditions of employment, no methods of collective bargaining and farm workers cannot claim unemployment insurance when they lose their jobs.

The workers say they have never signed written contracts, leaving NUF with only common law and the farmer’s verbal agreement of employment with which to fight a legal battle for reinstatement.
Numsa, Tek to meet over mass dismissal of workers

Daily Dispatch Reporter
EAST LONDON — Representatives of the National Union of Metalworkers of South Africa (Numsa) and the Tek Group of companies will meet later this month to discuss the mass dismissal of Tek employees a month ago, a union spokesman said.

The Numsa regional secretary, Mr Viwe Gxarisana, said the meeting scheduled for May 20 had been arranged as a result of a union application to the industrial council that the group should “urgently consider convening a meeting for reconciliation between the parties”.

“This will be the first formal discussion with Tek management since the dismissals on March 7,” Mr Gxarisana said.

The workforce of over 700 was fired after what Tek management termed “an illegal strike and repeated ultimatums to return to work”. The workers claimed that management refused to negotiate the reinstatement of 20 colleagues and locked them out of the premises when they downed tools to demand a meeting.

The union denied that any ultimatums were issued and said they had not been consulted on the group’s decision to dismiss the workforce.

The Tek Group, has since embarked on a recruitment drive and claims that staff figures are close to full strength — although none of the former employees have been re-employed.
Striker. Scab. ‘Scab workers paid more’

Own Correspondent
GRAHAMSTOWN. — Students who worked in the kitchens during a strike at Rhodes University were paid more, at R3 an hour, than the regular kitchen staff, it was claimed this week.
A Rhodes worker, Mr Siwwe Nletedwe, made the claim at a meeting on campus.

The four-day strike, which took place while wage negotiations between the Transport and General Workers' Union and the university were in progress, ended on Tuesday after the university's administration agreed to bring forward negotiations.

One of the strike issues is a union demand for a minimum wage of R680, which Rhodes has rejected as "non-negotiable".

The campus meeting was told that students in three of the university's residences had voted not to work as "scab labour" in the kitchens during future strikes.
Cosatu urges worker unity

By KERRY CULLINAN

WITH the government and bosses out to smash the labour movement, it is crucial that workers strive for unity, Cosatu representatives said at a May Day meeting at Wits University on Sunday.

"We stand for one industry, one union, but we must also stand for one attack, one defence," a Numsa representative told some 1 500 assembled workers.

"May Day is a day of worker unity. Let us build a single spirit of opposition," he added.

Defence, said worker leaders, was needed against the Labour Relations Bill, privatisation of parastatals like the railways, which they said would cause thousands to lose their jobs, and deregulation, which made certain areas exempt from laws protecting workers.

Cosatu Education Officer Kheisi Lehoko called on workers to build organisation and leadership on many levels.

Federation of Transvaal Women spokeswoman, Amanda Kwadi, called for united action between unions and community organisations.

"We women, who are directly affected by starvation wages and high food prices, stand with you in your campaign against apartheid and for a living wage," she told the workers.
CAPE TOWN — Oil has been discovered off the west coast of SA for the first time, Soekor announced yesterday.

The well is not economic — tests have produced only 200 barrels a day — but Soekor said the find was encouraging. Up to now the search in the area had encountered only dry gas.

The oil was encountered by the Nymphaea rig 26km south-south-west of Hondekop Bay. This is about 150km west of the Namaqualand town of Springbok.

Soekor yesterday tempered its previous enthusiasm over the latest crude oil discovery off Mossel Bay, saying further seismic surveys, drilling and feasibility studies were necessary before there could be any thought of economically viable production. This process could take several years.

MICK COLLINS reports that Gencor, which last week announced it was to manage the R5,5bn Mossel Bay oil-from-gas project, has a 20% participation in the well, E-AD 1, where oil is reported to have been struck.

The company bought into the well in March last year.

In terms of last week's agreement reached with the Central Energy Fund (CEF), Gencor has the right to buy an equity stake in the whole of the Mossel Bay venture, with the CEF holding 50% and the balance being held by an as yet unnamed third party.
Miners' strike hit gold output

Gold production in South Africa fell by 33 tons in 1987 — mainly as a result of the National Union of Mineworkers strike last year, says the Chamber of Mines.

In its latest newsletter the Chamber states that production fell by 5.2 percent to 600 tons compared with 638 tons in 1986.

The Chamber states: "That the industry did not continue to expand — in terms of ore throughput that has characterised it over the past 11 years — was due primarily to the effects of the strike instigated by the National Union of Mineworkers in August 1987.

"Some, but by no means all of the gold mines, members of the Chamber, were affected whilst others maintained full production."

The Chamber added "Aude from the unchanged tonnage of ore milled, the principle reason for the declining output was the fall in the average grade mined, down to 5.22 grams per ton (g/t) in 1987 compared with 5.63 g/t milled in 1986 — a fall of 5.2 percent almost exactly matching the fall in gold output.

GRADE DOWN

"This reduction in grade milled reflects the greater amount of surface tonnage at the lower grades milled to make up the shortfall caused by the strike as well as the tendency to reduce grades following the improvement in the rand gold price in 1987 to R19.04 per ounce."

The Chamber also says that the rate of increase in working costs of 19.6 percent was well above that of the rate of inflation which is a cause of concern for the industry.

In spite of an increase in the rand price of gold of 8 percent, profits fell by 14.6 percent because of the 25 percent increase in working costs per kilogram of gold produced.

Total profit, states the Chamber, declined by 14.6 percent and dividends were trimmed by 9.6 percent while the State's share of profits and taxation fell by 20.5 percent on the 1986 figure.

Sapa
The first major oil strike in the Cape West coast for the first time in more than 20 years has been made by the company's new offshore explorers. The strike, which is located in the west coast of South Africa, has been described as a "major" find by company officials.

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ABOUT 600 National Union of Metal Workers of South Africa members employed at ATC in Brits are on strike in protest against management’s refusal to allow a shop steward to attend meetings.

Workers at the Telephone Cable Manufacturing factory told the Sowetan yesterday that the decision to down tools was taken last Thursday after management allegedly issued a directive that Mr Phillip Bokaba, chairman of the shop stewards committee, would not be allowed to attend some of their meetings.

Mr Jan Nel, ATC’s Human Resources manager, confirmed the strike yesterday.
Perskor workers go on strike

JOHANNESBURG — More than 1,000 Perskor workers went on strike yesterday over a wage dispute, the Media Workers' Association of Southern Africa (Mwasa) said here.

The union is demanding a minimum weekly wage of R180 and Perskor upped its offer yesterday afternoon to R180 per week, a statement from Mwasa said.

"Perskor workers in Benoni, Pretoria and New Canada have all gone on strike, and more plants may join the strike if the matter is not resolved immediately," it said.

Initially, workers sought a minimum weekly wage of R260.

However, after initial negotiations they reduced their demand to R180.

Perskor offered an R80 minimum weekly wage and negotiations deadlocked at that stage, according to Mwasa.

"Mwasa took the matter to the National Industrial Council for mediation."

"Perskor did not comply and workers viewed the action as a breach of the agreement."

"Consequently, they went on strike early this morning," the statement said.

Perskor management declined to comment at this stage as negotiations were still underway, a spokesman said.

A spokesman for The Citizen said that, in spite of the strike, the newspaper would be available as usual, early today — Sapa.
ABOUT 2000 black workers at four plants of Perskor on the Reef yesterday downed tools over wages, bringing a standstill to the production of several publications, including the Afrikaans daily newspaper, Die Vaderland.

The plants affected are at Doornfontein and Nemato. The workers are members of the Media Workers' Association of South Africa (Mwasa), an affiliate of Nactu.

Police arrived at Doornfontein and Pretoria after the workers downed tools but later left.

About 500 workers at the Doornfontein plant gathered in the basement of the Perskor building while Mwasa negotiators and management held talks to resolve the dispute.

Sowetan Reporter

Bosmont in Johannesburg, Benoni and Pretoria. The workers rejected management's offer of a weekly minimum wage of R100 and an across-the-board increase of R20. They are demanding a weekly minimum of R180 and an across-the-board increase of R100.

Meeting

The managing director of Perskor, Mr J N Buicindag, was not available for comment yesterday as he was said to be in a meeting.

A Mwasa spokesman said by late in the afternoon that the workers had rejected management's offer and resolved to continue with the strike.

He said management said it regarded the stoppage as an illegal strike but that negotiations were continuing.

The workers are mainly machine operators, cleaners, drivers and inserters.

The stoppage could also affect the production of the Afrikaans morning newspaper, Beeld.

A worker said yesterday "Die Vaderland was not even printed as a result of the action."
The striking farmworkers are charged

By EDDIE KOCH and MUSA ZONDI

ABOUT 80 rural labourers from two farms in the Magaliesberg area have been charged with trespassing on property owned by Impala nurseries after being dismissed last month for staging a wage strike.

Farm owner Jurrin van Voorst has also made an urgent application in the Johannesburg Supreme Court for the dismissals to be declared valid and for an order that the workers vacate the farm and their compounds.

The workers, who live with their families in compounds located on the farm, have remained on the premises since the dismissals. Shop steward Lazarus Motsoadi says the farm owner has refused to allow the labourers to work, even though they have offered their services every day.

Thaka Moletsane, general secretary of the National Union of Farmworkers (Nuf), told the Weekly Mail that 82 union members on the farm had been charged with trespassing this week and summoned to appear in the Krugersdorp Magistrate's Court on May 19.

The supreme court hearing has been postponed until May 18 and the union given until Monday next week to file papers arguing why the order should not be granted.

The labourers and their families will

Shop steward Motsoadi
Picture: TSAKS MOKOLABATE, Learn and Teach
be allowed to remain on the farm in the interim and they have undertaken not to disrupt the workings of the farms.

The strike began on April 18 after workers demanded Van Voorst begin negotiations with Nuf about wage increases. The workers have also listed grievances involving alleged assaults and intimidation by the farmer.

Members of the Van Voorst family last week refused to comment.
Mwas action ends
deadlock at Perskor

A strike by more than 1,000 workers at a
number of plants of the publishing company
Perskor on Tuesday seriously affected the pro-
duction of a major Transvaal-based Afrikaans
newspaper, *Die Vaderland.*

The one-day action was the result of a dead-
lock between the Media Workers' Association
of South Africa and the management of Per-
skor, which also publishes the *Citizen.*

The strike affected mainly the printing sec-
tion, involving machine operators, inserters,
cleaners and drivers.

The strike ended at about 9.30pm after man-
age ment agreed to resume talks. Negotiations
are continuing.
Refineries wage dispute ends

The Chemical Workers' Industrial Union (CWIU) has reached an agreement with Sapref — the petroleum refinery owned jointly by Shell and BP — and with the Mobil refinery in Durban, nearly two months after the CWIU declared wage disputes.

A union official yesterday called the agreement a victory for Cosatu's "living wage campaign", especially since conciliation boards, had been appointed in both cases and there had been overwhelming worker support for strike action.

Both settlements guarantee minimum increases of 15% but workers on the lower pay scales will receive increases of up to 22%. The agreement reduced the working week to a maximum of 42 hours.

Mobil has guaranteed its 458 workers a monthly increase of R155, raising the minimum wage to R865, while the 700 Sapref workers will receive at least R154 more, bringing minimum wages to R870.

Sapref has improved long service awards, given shift workers an extra holiday a year and improved overtime rates. Mobil has upped shift allowances and overtime rates.
**Settlement**

CHEMICAL Workers Industrial Union members have settled their disputes with two petroleum refineries in Durban, a statement from CWIU’s Southern Natal branch co-ordinator, Ms P Horn, said yesterday.

Both settlements guarantee all workers concerned a minimum wage increase of 15 percent.

**Hotel strike**

DURBAN hotel workers who were dismissed last week were determined to continue with their strike until their demands were met, Mr Bheki Khumalo, general secretary of the Black Allied Workers Union said.
Metal workers want to settle without Bill

Own Correspondent
JOHANNESBURG. — Trade unions representing 130,000, mostly black, workers in the metal industry have asked the Steel and Engineering Industries Federation of South Africa (Seifsa) to negotiate a set of dispute settlement procedures, outside the official structures, in an attempt to avoid having to operate in terms of the pending Labour Relations Amendment Bill.

The proposal, made at Tuesday’s industrial council wage talks, came days after National Union of Mineworkers general secretary Mr Cyril Ramaphosa told a Cape Town conference employers should enter into such agreements with unions.

Mr Ramaphosa said unions would, in return, have to undertake that strikes took place in an orderly fashion.

Key issue

These developments suggest this could become one of the key labour issues of the next few years.

Certain prominent individual employers — including SAB, AECI and Premier — have indicated their willingness to negotiate deals. But this is the first time it has been proposed at industry level.

The five metal unions party to the proposal are affiliates of the International Metalworkers’ Federation (IMF).

Seifsa director Mr Brian Angus said that while the organization had not yet considered the proposal it had indicated it was open to discussion.

The secretary of the local IMF council, Mr Brian Fredericks, said the unions had proposed that all dismissal, recognition, retrenchment and collective bargaining disputes be referred to compulsory arbitration, after an expedited conciliation process. A panel of mutually agreed arbitrators should be set up.

Right to strike

In addition, he said, Seifsa should accord to unions the right to strike. This encompassed an undertaking that no disciplinary action (including dismissal) would be taken against workers who had complied with agreed procedures and whose actions were authorized by their union.

And employers should, in the event of wildcat strikes, give unions 48 hours to resolve the matter before disciplinary action is taken.

Mr Fredericks said such a system could well include a set of definitions of unfair labour practices agreed between unions and employers.

The IMF unions have also asked Seifsa publicly to oppose the Bill, and have submitted, in writing, their detailed objections to the Bill.

Mr Angus said Seifsa would soon give a detailed response to the unions’ submissions. However, it would not reject the entire Bill as it believed that despite various shortcomings, it contained much of value.

• At Tuesday’s negotiations Seifsa increased its wage offer to 12.2% on the bottom rate down to 10.1% for artisans. The IMF unions reduced their demands to 53% on the bottom rate, while the latest CMBU demand is 13%
THE Paper Printing Wood and Allied Workers' Union (PPWAWU) has applied for a conciliation board at Afco subsidiary Star Furniture to attempt to resolve the dispute arising from management's dismissal of all 340 workers, union spokesman Sydney Mathika said at the weekend.

The workers were dismissed when they participated in an illegal work stoppage protesting against the alleged unfair dismissal of four workers.

Mathika said subsequent meetings had failed to resolve the dispute and strike ballots were being held.

Management was unavailable for comment at the weekend.
Tools downed at 5 Coca Cola plants

ABOUT 2600 workers downed tools at five Coca Cola plants in the Transvaal and Natal yesterday, a spokesman for the Food and Allied Workers' Union said.

Fawu official, Mr George Nene, said the workforce went on strike in protest against a new distribution system introduced at a Coke plant in Durban. He said the controversial system would result in scores of Coke employees being declared redundant.

Mr Nene said 10 Fawu members were injured during a skirmish at a Coke plant in Durban yesterday. No further details were available.

The Fawu official said COke plants affected by the work stoppage were Delville, Midrand, Pretoria and two factories in Durban. The workforce in Transvaal plants had downed tools in sympathy with their colleagues in Durban, where the new system had been introduced.

About 450 construction workers have been dismissed by Pretoria-based Kroon en Seun, an official of the Black Allied Mining and Construction Workers' Union disclosed yesterday.
Union 14 charged with assault

FOURTEEN members of the South African Textile and Allied Workers' Union, yesterday appeared in two groups before a Johannesburg magistrate charged with intimidation, damage to property and assault.

Mr J J B Esterhuizen did not ask them to plead and they are out on warning.

The State alleges that on October 16 last year, there was a strike at a factory in Kerk Street where the accused are alleged to have prevented Ms Lauretta Makos from working.

**Clothing**

It is also alleged that they assaulted her and damaged her clothing locker.

On the same day it is also alleged that the accused assaulted Ms Ethel Khumalo and forced her not to go to work.

The first group consists of Ms Elizabeth Moeketsi (24), Ms Margaret Maruping (23), Ms Martha Pitsi (36), Ms Elizabeth Mndaweni (23), Ms Eva Thobane (23), Josephine Moolosi (28), Ms Mara Taylor (28) and Ms Grace Mhlongo (28).

The second group comprises Ms Elizabeth Mndaweni (23), Ms Gloria Molete (23), Ms Emily Koa (22), Ms Josephine Moolosi (28), Ms Elizabeth Mhlongo (21) and Ms Susan Mhlote (29).
Solidarity strike: Gwusa 365 sacked

ABOUT 365 members of the General Workers' Union of South Africa have been fired from Silvertone Tannery in Pretoria following a solidarity strike, writes ALINAH DUBE.

A spokesman for Gwusa told the Sowetan yesterday that the dismissals came after the workers had defied management's ultimatum, to return to work or face expulsion. The workers, he said, had gone on strike in protest against the suspension of some of their colleagues on May 3.

"The strike emanated from the suspension of 14 Gwusa members due to lack of communication between the company and worker representatives, the move led to a rumour that the workers in question had been dismissed," the spokesman said.

He added that the workers decided to down tools after hearing about the alleged dismissals. They resolved not to return to their posts until their colleagues had been reinstated.

The spokesman further said the company announced at a meeting held last Wednesday (May 11) that all the workers had dismissed themselves by going on an illegal strike. Company officials, he stated, would not listen when he explained that management had acted in violation of the recognition agreement by acting against the 14 workers without consulting the representative body.

The dispute is to be referred to arbitration. In the meantime, Gwusa is preparing to apply for the immediate reinstatement of the dismissed workers.

Repeated attempts to contact management for comment were unsuccessful. A Mr. Manley, who was said to be the only person authorised to speak to the Press, was either said to be attending a meeting or to be somewhere in the factory."
I thought I was going to be killed — witness

Assaults took place at Cosatu House

By Bruce Anderson

An SA Transport Services ticket inspector told a Rand Supreme Court yesterday that after being assaulted at Cosatu House by members of the South African Railways and Harbours Workers Union (Sarhwu) and taken to a deserted spot near the Heidelberg road, he thought: “It is now time to die.”

Mr Albert Phuluwa told the court he escaped by breaking away from his captors, although another man who had been abducted with him was not so fortunate.

Upon returning with members of a nearby SADF unit, Mr Phuluwa saw a fire in the bush near the road.

He said that with the aid of a soldier's torch he realised that “these things lying there were people. One of them was the coloured man — the fire was still burning on his body.”

Mr Phuluwa is a State witness in a case in which 18 Sarhwa members, including the former regional secretary of the union, Mr Johannes Ngcobo, have pleaded not guilty before Mr Justice Spoelstra and two assessors to four charges of murder, one charge of attempted murder, five charges of abduction, four charges of assault, two charges of robbery and a charge of intimidation. The 18 are being held in custody.

Strike

The charges arose out of incidents during a strike last year by Sats employees.

Mr Justice Spoelstra refused a State application for Mr Phuluwa's evidence to be heard in camera.

In his testimony Mr Phuluwa told the court how he had been working as a ticket inspector at Bosmont station near Johannesburg on April 28.

At about 140 pm he had been grabbed from behind. He turned and saw a tall man, whom he later identified in court as Mr William Rikhotso.

He said he was then surrounded by a crowd of 16-18 men, and Mr Rikhotso said to him: “Impimi, (informer) we've got you.”

Mr Phuluwa said he was taken to Cosatu House in Johannesburg by the group and there he and four other men were assaulted by a crowd of about 35 men and two young boys before being told by one of his captors at 8 pm that night to “pray here for the last time.”

At that stage Mr Phuluwa said he realised “these people are going to kill me”.

Later in the evening a man in a Cosatu T-shirt entered the room in which Mr Phuluwa and the four other non-strikers were being held and said: “Oh, these are the men who have got a bonus.”

Mr Phuluwa said three of the non-strikers were taken from Cosatu House and then he and another coloured man were driven to a spot just off the Heidelberg road, where he managed to escape.

Mr Brink Ferreira, who appeared for the State, said at the end of yesterday's hearing that he would today show the court a video lasting 1½ hours in which Mr Phuluwa, dressed in overalls and a balaclava, pointed out men at Cosatu House the day after the alleged abduction and murders.
Labour bill is tabled with few concessions to union objections

Parliamentary Staff

CAPE TOWN — The Labour Relations Amendment Bill, which is said to shift the balance of negotiating power away from unions towards employers, was tabled in parliament yesterday with a few concessions to union objections.

Provisions which raised the most intense protests when the bill was first published last year — those which limit the existing right to strike, ban sympathy strikes and simplify the ability of employers to sue for damages incurred during unlawful strikes — remain largely untouched.

It is thus assumed in the bill that until the contrary is proved any union member or official who "interferes with the contractual relationship" by instigating an unlawful strike has been acting with union authority. And the new bill introduces civil liability for the individuals involved.

The bill removes the right of the Manpower Minister to introduce amendments to unfair labour practices (ULPs) by proclamation. It also reduces the service period during which an employee may not be unfairly dismissed from 12 to six months.

The bill defines any unlawful strike as an ULP. It also specifies that a dismissal may not be on the basis of an employee's union activities.

The new version provides that it is not unfair for a union to refuse an employee membership in accordance with the union's constitution.

One observer interpreted this as submitting to the wishes of racially exclusive (in most cases white) unions.

Clauses concerning consumer boycotts remain unchanged as does the clause that prevents unfair discrimination on the grounds of race, sex or creed — a clause which many employers protested was worded vaguely.
SAPE-DBC

By Mr. Nene said —

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- The Public Relations

DURBAN — Ten work-

strike at ABL plant.

Police fire rubber bullets during
Garment workers support strike action to back wage demands

Daily Dispatch Reporter

EAST LONDON — Ballots conducted at garment factories in the city had revealed overwhelming support for strike action to back wage demands, the local branch secretary of the Amalgamated Clothing and Textile Workers' Union of South Africa, Mr Japha Gwala, said yesterday.

He said the workers had taken a stand during negotiations this year because the garment industry had been "plagued for too long by sweat-shop conditions and extremely low wages."

"It is abundantly clear that they are unwavering in their resolution to ensure decent wages in their industry," he said.

A spokesman for the union negotiators, Mr John Eagles, said wage increases for garment workers in the East London and Port Elizabeth region had been delayed since May 1 because of a deadlock in negotiations at industrial council level.

The negotiations had been marked by joint action between Actwusa, representing some 1,500 East London workers and the Garment and Allied Workers' Union of South Africa, representing some 3,000 Port Elizabeth workers, he added.

They are demanding an R8.50 a week increase for the six months and a further R8.50 a week increase for the second six-month period, for labourers.

In addition, they are demanding an increase of R9.50 a week for six months and a further R9.50 a week for the second six-month period, for experienced machinists.

Mr Eagles said the current starting wage was R43.89 a week for labourers in the industry and R76.29 for experienced machinists.

"The dispute arises out of the employers' final offer of R6.50 a week for labourers for both six-month periods, and R7.50 a week for machinists."

...
JOHANNESBURG — Workers at the Joaohannesburg plant of Amalgamated Bottling Industry (ABI) — bottlers of Coke — yesterday joined four ABI plants in the Transvaal and Natal in a work stoppage, bringing the number of workers involved to 2,700. Food and Allied Workers' Union spokesman Mr. G. Nene said yesterday.
MRA workers strike

EMPLOYEES of Market Research Africa in Johannesburg have downed tools over wages after mediation talks between their union and management reached a deadlock.

A spokesman for the Commercial Catering and Allied Workers Union said the stoppage began on Monday afternoon.

The workers are demanding a R360 across-the-board increase, a new monthly minimum of R760, a 13th cheque, improvement to the housing loan scheme and double pay for overtime.

The spokesman said both parties were awaiting the establishment of a conciliation board in an attempt to resolve the dispute.

* Cenwusa is also still locked in wage disputes with Triangle Furnishers, Empisal, Gallo/CNA and OK Bazaars.
SATS strike: 'Cause for dissatisfaction'

An analysis of the SATS strike last year showed that there was real cause for dissatisfaction in some areas, the Deputy Minister of Transport, Mr Myburgh Streicher, said yesterday.

But the analysis also showed that the instigators, most of whom were in no way related to SATS, either by employment or through recognized unions, had "totally exaggerated minor issues", he said at the annual congress of Group E SATS employees in Bloemfontein.

During last year's strike, SATS, its personnel in general and the strikers specifically had learned much.

Until then, SATS had enjoyed a considerable degree of labour peace but it had learnt that apart from purely political motivations, "there were in many areas real reasons for dissatisfaction", Mr Streicher said.

The first objective of SATS was to bring the strike to an end and to get negotiations going and then to analyze the motivations behind the strike, including the political motives.

Mr Streicher said he was reasonably satisfied with the current situation on the labour front and the various unions could be most useful in this regard.

The greatest advantage of the new Labour Council, instituted after the Wiehahn investigation into SATS, was that it made provision for collective bargaining.

For management, it meant that it had to be less prescriptive and had to be prepared to negotiate on an equal level.
Stoppages 'illegal'

AMALGAMATED Beverage Industries yesterday confirmed that there were work stoppages at some of its plants in Durban and the Reef, saying the industrial action was illegal.

ABI managing director, Mr Alex Reid, said the stoppage started in the company's Phoenix plant near Durban over "a misunderstanding involving the plant manager over training."

He said "When the misunderstanding was detected, we immediately had a meeting, not only with the shop stewards, but with the workers as well."

"However, this did not prevent the stoppage, and the second Durban plant, Devland and Midrand plants also decided on a stoppage in sympathy. We regret the misunderstanding that sparked off the stoppage which we regard as illegal," he said.

At this stage, Mr Reid said, there was "no question of dismissing workers" but the company was seeking a legal advice.

Strike

Scores of Food and Allied Workers' Union members were still out on strike at ABI plants yesterday.

A union spokesman said the workforce went on strike in protest against a new system introduced at the Phoenix plant.

A delegation from various ABI plants was scheduled to meet in Johannesburg last yesterday to discuss the matter, the spokesman said.
2 500 beverage workers strike

By Mike Siluma, Labour Reporter

About 2 500 members of the Food and Allied Workers' Union (Fawu) have stopped work at five Amalgamated Beverage Industries (ABI) plants in Natal and the Transvaal, the union said yesterday.

A Fawu statement said the stoppage had started in the company's Phoenix, Natal, plant two weeks ago after management failed to address workers' grievances over a "new style of management and numerous unfair labour practices".

ABI attributed the workers' action to "a misunderstanding over training" at Phoenix.

ABI managing director Mr Alex Reid said four plants were affected. The company regarded the stoppages as illegal.
Strike after disinvestment

WORKERS at a Durban-based pharmaceutical company are striking in a dispute arising from disinvestment by the company's former parent, Sterling Drug Inc. of the United States. The union's general secretary, Mr. Rod Crompton, said yesterday that if the dispute is not settled, the union's 32,000 members might go on strike in support of the Sterling workers.

About 150 workers began the strike on Monday. They are members of the Chemical Workers Industrial Union, an affiliate of the Congress of South African Trade Unions.
Chemical workers strike over pullout

By Adele Baleta

Employees of Sterling Drug in Durban are on strike in protest against the American holding company's refusal to negotiate a disinvestment settlement with the Chemical Workers' Industrial Union (CWIU), according to the union.

The general secretary of the union, Mr Rod Crompton, said yesterday that workers began a legal strike on Monday because of their "frustration with Sterling's dishonest dealings with the union and the company's refusal to meet union demands".

Company comment was not available last night.

Barlow Rand's pharmaceutical subsidiary, Adcock Ingram, recently bought Sterling Drug for $32 million cash from Sterling Drug Inc, USA. The disinvestment followed the sale of Sterling's parent to US-based Kodak, which quit South Africa last year.
900 workers allegedly dismissed

Daily Dispatch Reporter

EAST LONDON — Some 900 workers have allegedly been dismissed from a Fort Jackson clothing factory after stopping work to back demands for increased wages.

The management of Steed Enterprises has refused to comment on the claims.

The workers are not members of any trade union. Unions are prohibited under Ciskei law.

The workers claim that weekly wages of less than R25 are being paid to unskilled labourers at the factory.

It is believed that a counter-offer by management was rejected by the workforce before the mass dismissal.

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Vanderbijlpark keeps its rates unchanged

By Melody McDougall, Vereeniging Bureau

Assessment rates in Vanderbijlpark are unchanged and the town council is budgeting for a shortage of R203 532 in the coming financial year.

This was announced at the council's annual budget meeting last night.

Presenting a record budget of just over R115 million, management committee chairman Dr Piet Prinsloo said there would be no tariff rises for sewerage, water or electricity.

An increase for refuse removal was, however, unavoidable. An increase of 90c, or 15 percent, for each household each month had been recommended.

It was hoped the additional R298 833 from refuse removal tariffs could make the budget show a surplus of R97 553.

The running costs of the council for the 1988/89 financial year will be R96.5 million. A total of R15 194 136 has been budgeted for the capital programme.

Shopkeepers are 'threatened' after work stoppage

Own Correspondent

DURBAN — The effects of the two-week work stoppage at the Phoenix and Rosslaborgh branches of Amalgamated Beverage Industries (ABI) are being felt in the townships.

Some kwaMashu shopkeepers say they have received threats.

The stoppage was apparently started by worker dissatisfaction over a new distribution system.

Workers at two Johannesburg branches have joined the strike.
Hotel workers stop work

SOUTHERN SUNS hotels in Cape Town were hit by sporadic work stoppages yesterday as workers protested at the dismissal of 17 colleagues at the Newlands Sun on Monday night.

A spokesman for the Commercial, Catering and Allied Workers Union of SA said workers at the Cape Sun, De Waal, and President hotels, Inn on the Square and Bellville and Woodstock Holiday Inns downed tools.

Mr Chris de Kock, Southern Suns group operations manager, confirmed the Newlands Sun stoppage and the firing of 17 workers, but denied that there were grounds for the dispute.

He could however not be reached for comment last night and despite repeated attempts, Southern Suns staff refused to divulge details.
Coke bottlers on strike

JOHANNESBURG. — Coke bottlers, Amalgamated Beverage Industries (ABI), experienced some disruption to production and deliveries yesterday when their 27000 workers continued to strike.

Report by Staff Reporter, Own Correspondent, Sapa-Reuter-AP and UPI
600 STRIKERS RETURN

A STRIKE by about 600 ATC employees ended yesterday following an agreement with management.

A spokesman for the workers said they returned to work after management agreed that Mr. Philip Bokaba, chairman of the shop stewards' committee, should be allowed to attend all meetings without his pay being affected.

He said it was found out that a departmental head who refused to authorise Bokaba's leave had done so without management's approval.

Workers at the telephone cable manufacturing company, went on strike on Monday after Mr. Bokaba was refused permission to represent them at a meeting. They are all members of the National Union of Metal Workers of South Africa.

Mr. Jan Nel, Human Resources Manager at ATC, confirmed that the strike was over. He said both parties have undertaken to avoid incidents such as this week's strike in future.
'PO did not keep strike agreement'

By Adele Balaia

A worker fired during last year's postal strike told the Rand Supreme Court yesterday that he had been denied the opportunity to re-apply for his job despite an agreement between the Post Office and the Post and Telecommunications Workers Union (Potwa).

Mr. T. M. Mampa was one of 112 former employees of the Crown Mines depot who have applied for reinstatement.

The applicants are asking the court to declare the dismissals unlawful.

Alternatively, they are asking that the dismissal of workers, such as technicians and telecommunication assistants, be nullified and that the Department of Posts and Telecommunications allow the applicants to re-apply for their posts.

Mr. Mampa said he had been informed by Potwa officials at a rally that all workers dismissed during the strike should re-apply for their jobs on September 11. Those who had not been dismissed should return to work on that day. But when workers arrived at the depot, the gates were locked.

Mr. Mampa said he returned to work on September 11, 14 and 16, according to the agreement between the union and postal management, but never had the opportunity to re-apply for his position.

The hearing continues.
The establishment of a laboratory order made in terms of section 4(14) of the Foodstuffs (Sales) Act 1956 is enabled by an act of law. The national government is still in the process of drafting an act to enable the establishment of a laboratory. The act is expected to be Table 12.

Beware upsetting system

Peter Gasson MP, a member of the Standing Committee on Collective Bargaining, has tabled a new amendment Bill, titled this week, which aims to correct the omissions and deficiencies in the current collective bargaining agreements. The amendment Bill seeks to address the issues raised by the Standing Committee on Collective Bargaining, which was formed in December 1981. The Bill, which was introduced in the House of Commons, seeks to address the deficiencies in the current collective bargaining agreements. The Bill is expected to be tabled for discussion on the floor of the House of Commons, which is scheduled to meet on 16th November.
Strike ballots held at Afcol

STRIKE ballots covering 3,000 workers are being held at all Afcol subsidiaries and a date for the appointment of a conciliation board is being set. Paper Printing Wood and Allied Workers' Union (Ppawu) spokesman Sydney Mafilika said yesterday.

Ppawu declared a dispute when Star Furniture fired 340 workers in an illegal work stoppage protesting against the alleged unfair dismissal of four workers. Mafilika said Ppawu met management and proposed the workers be reinstated and an arbiter be appointed on the issue of the first four dismissals, but to no avail.
MARKET Research Africa has yet to comment on a four-day work stoppage over wages by its 100 employees.

The workers, members of the Commercial Catering and Allied Workers Union (Cawusa), are demanding a R360 a month across-the-board increase, a R768 monthly minimum, a 13th cheque, improvement of the housing loan scheme and double pay for overtime.

A spokesman for MRA yesterday said that the company had resolved not to comment on the dispute.

A Cawusa official, Mr. Amos Mothapo, said this week that management had refused to negotiate further with the union and said that both parties were awaiting the establishment of a conciliation board in an attempt to resolve the dispute.
contravenes the regulations "It will be looked at," he says.

Cosatu's Frank Mntenjies maintains "there's nothing illegal about it since the restrictions are very specifically worded and do not talk about this kind of thing.

Labour lawyers tend to see the call, which arose from Cosatu's special congress to discuss the bannings and restrictions last weekend, as ambiguous or thorny. "It's going to depend on how they structure it," suggests one. He points out that the restrictions do not apply to Cosatu's affiliates, but adds, incidentally, that work stoppages coupled to overly political demands contravene the Labour Relations Act in any case. On face value, reckons another lawyer, Cosatu's call is clearly legal even though not all union organisers and shop stewards will, perhaps, be as circumspect in conveying the message.

For all that, and the apparently militant mood at last week's congress, some are sceptical about Cosatu successfully organising such a protest. It is pointed out that this type of action depends on sufficient time to prepare, as well as the kind of language used in organising it. And, with the string of holidays in May, which meant workers' loss of earnings in some sectors, some wonder if the appetite is effectively there.

Assuming the protest is not nipped in the bud, the questions of whether there is sufficient groundswell to make the protest significant or whether Cosatu is simply casting around for issues to rally round, will be answered in the first week of June.

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Political June

The ball in extra-parliamentary protest politics could well be disturbed next month — on the labour front. It depends on the form Cosatu's call for "three days of national peaceful protest" over June 6-8 takes, and, more importantly, how government interprets it. If the authorities view it as a "political" injunction to stay away from work, or if the security chiefs sense it might escalate (what with June 16 and Freedom Charter Day around the corner), they are likely to clamp down in terms of the very restrictions, imposed last February, that Cosatu's protest is aimed at.

The minister of law and order's spokesperson, Brigadier Leon Mollet, observes that Cosatu is "entitled to carry on with all legal and legitimate trade union activities." However, as he is not a lawyer, Mollet could not say whether Cosatu's judiciously worded call

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COSATU

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Nine injured Coke men. But hurt by whom?

BY MZIMKULU MALUNGA

The shooting of nine striking workers at a Coca-Cola plant in Phoenix, near Durban, earlier this week is shrouded in confusion.

Workers claimed this week police shot them with rubber bullets when they resisted attempts to force them into a canteen. Five of those injured are in hospital.

However, the South African Police public relations division in Pretoria has issued a statement saying that although police used teargas and rubber bullets to disperse the crowd, injuries occurred prior to their action.

About 2,600 workers from five Amalgamated Beverage Industry (ABI) plants in Natal, the Reef and Pretoria are involved in the strike.

The Food and Allied Workers Union's (Fawu) senior shop steward George Nene said the strike was sparked by the workers' dissatisfaction at a new distribution method introduced at the Phoenix plant.

Shop steward, Johan Mhlimkhulu, said when police arrived at the plant on Monday morning the manager asked them to force workers into a canteen where they normally hold their meetings, "but workers refused."

Police fired rubber bullets and teargas, he said.

Police said the workers had been stopping delivery vehicles being driven by casual workers hired during the strike.

ABI had given strikers an ultimatum to return to work by 10am on Tuesday or face an "urgent legal action" against the union.

But according to workers at the West Rand Devland plant, management brought in "strike-breakers" at 8am and police arrived at 9:30am.

The workers did not meet the ultimatum.

In a statement, managing director Alex Reid said: "While there has been some disruption to production and deliveries, management assisted by casual workers have done their utmost to meet trade requirements."

Reid said ABI "did not call the police; the situation is most regrettable."
Curbs: protest at motor plant

Daily Dispatch Reporter
EAST LONDON — Some 300 workers at a motor plant here demonstrated inside the premises during their lunch break yesterday.

The workers at the Mercedes-Benz of South Africa (MBSA) plant, are hourly-paid members of the National Union of Metalworkers of South Africa (Numsa).

They were voicing their displeasure at the possible introduction of a new labour bill, the government’s crackdown on the Congress of South African Trade Unions, and the restriction of 17 other organisations, a union spokesman said.

The demonstrating group ran up to the boundary of the plant chanting and waving banners and placards.

A small group of uniformed police watched from outside the plant.

The demonstrators did not leave the premises and there were no incidents.

The Border regional vice-chairman of Numsa and a senior shop steward at the plant, Mr Msteli Nonyukela, said the workers were showing solidarity with more than 700 Tek Group employees who were dismissed last month after a dispute at the plant.

He said the union would demand that MBSA management intervene on behalf of the former Tek workers, as both Tek and MBSA had strong links with Germany.

The management had not been informed of the intended demonstration because it took place during the workers' lunch break and therefore did not affect productivity.

An MBSA spokesman said management had been unaware of the demonstration or the reasons for it until after it occurred.

Picture page 2.
A STATE witness denied under cross-examination yesterday he had been told to identify people he did not recognise as those responsible for assaulting him at Cosatu House and murdering four co-workers during the Sats strike last year.

Albert Phuluwa was giving evidence at the trial of 16 members of the South African Railway and Harbour Workers Union (SARHWU) before Mr Justice SpooLstra in the Rand Supreme Court.

All 16 have pleaded not guilty to murdering four non-striking Sats workers, Jerry Goodman, Vhulani Mulaudzi, Kati Sebopelo and Mulato Moremane and attempting to murder Albert Phuluwa on April 28 last year.

They have also pleaded not guilty to kidnapping the five men, two counts of robbery with aggravating circumstances, four counts of assault with intent to do grievous bodily harm and the intimidation of non-strikers.

It is alleged that the five men were taken to Cosatu House where they were assaulted before being driven to a spot at Protecon.

Phuluwa managed to escape and the bodies of the other four were found when he returned to the place with members of the Defence Force.

Before his cross-examination the court was shown a video taken by the police on April 28 which showed Phuluwa pointing out various people at Cosatu House.

The trial continues today.
BCAWU members return

ABOUT 97 members of the Building Construction and Allied Workers Union, who last week downed tools over wages at Brickett Precast in Airdrie, have returned to work while the union is negotiating with management.

BCAWU official, Mr Andrew Morris, said the union had given management a new demand of a 15 percent increase after moving down the 50 percent. He said management also moved up to 14.5 percent from an initial offer of 13 percent.

Mr Morris said management refused to recognize March 21 and June 16 as paid holidays but instead agreed that it would apply the no-work, no-pay principle and also undertook not to victimise workers who stayed at home on those days.

Management spokesmen could not be reached for comment.
Union considers legal action after dismissals

The Paper, Printing, Wood and Allied Workers' Union (Ppwawu) may take legal action against the Lothlorien group following the dismissal of more than 400 striking members.

A Ppwawu spokesman said at the weekend that the workers were dismissed after going on strike in the group's four plants in Alberton and Roodekop, near Wadeville, on Wednesday. The workers had downed tools after the promotion of three shop stewards into management positions.

Annual wage negotiations between the National Union of Mineworkers (NUM) and the East Rand Gold and Uranium Company resume today, with the union demanding a 30 percent increase.
Beverage firm resolves strike with Fawu

The strike involving more than 2,000 members of the Food and Allied Workers' Union (Fawu) at five Amalgamated Beverage Industries (ABI) plants has ended, the company announced yesterday.

In a statement, ABI managing director, Mr Alex Reid said workers had agreed to return to work today following talks between the company and the union on Friday.

Prior to Friday's talks, ABI had obtained interim court interdicts declaring the strike illegal and giving strikers until today to resume duties.

The statement did not say if the issues which sparked the strike had been resolved.
ABOUT 2700 Amalgamated Beverage Industries employees have called off their work stoppage and are expected to return to work today, writes LEN MASEKO.

A spokesman for ABI — bottlers of Coke — said this followed a meeting between the Food and Allied Workers’ Union and the company last Friday.

ABI, meanwhile, has obtained interim interdicts declaring the strikes illegal.

Fawu members employed by the company downed tools a week ago, protesting against a new distribution system introduced at a Durban plant.

• About 300 workers downed tools at a Zozo factory near Johannesburg yesterday, demanding reinstatement of a shop steward.

They are members of the National Union of Metalworkers of South Africa.

The strikers apparently demand the unconditional reinstatement of a colleague, Mr Clinton Raliti, allegedly dismissed for failing to reach “required production levels”. They also demand the dismissal of a manager allegedly responsible for sacking Mr Raliti.

Management yesterday declined to comment on the matter.

• The dispute between the Building Construction and Allied Workers’ Union and Brickor Precast is to be referred to a mediator, a union spokesman said yesterday.
FAWU RALLY WILL PULL IN THOUSANDS

THOUSANDS of Food and Allied Workers' Union members are expected to attend the union's cultural rally at Nasrec, Crown Mines on June 4.

Fawu regional chairman, Mr George Nene, said the rally was being called to "bring workers together and revive our culture."

"It will be a great day for workers and this will be an effort to revive our culture which has been ravaged by so-called Western civilization."

Activities lined up for the day include a performance by Bayete, Thandi Klaasen, Shadrack, Imlonpo ka Ntu, Jazz Pioneers and a "Living Wage Drama" to be presented by a cultural group from the Congress of SA Trade Unions.

Mr Nene said the event would be filmed and a booklet covering the rally produced.

- About 100 Market Research African employees have called off their work stoppage and returned to work on Monday.

Cawusa official, Mr Amos Mothapo, said the company had agreed to re-open talks with the union.

Cawusa demands a R360 a month across-the-board increase, R760 monthly minimum, a 13th cheque, improvement of the housing loan scheme and double overtime pay.

MRA has declined to comment on the dispute.

- The Johannesburg Biker Riders Association is to hold a general meeting in Soweto on Sunday.

Jobra official, Mr Sipho Mgaga, said new office bearers would be elected at the meeting.

The meeting starts at 10.30 am.
Beverage workers end strike

JOHANNESBURG — About 2700 Amalgamated Beverage Industries (ABI) employees have called off their work stoppage and are expected to return to work today.

A spokesman for ABI, the bottlers of Coke, said the move followed a meeting between the Food and Allied Workers' Union (Fawu) and the company last Friday.

ABI, meanwhile, has obtained interim interdicts declaring the strike illegal.

Fawu members downed tools a week ago, protesting against a new distribution system.

Three hundred workers downed tools at a Zimba factory near Johannesburg yesterday, demanding the unconditional reinstatement of a shop steward — Sapa
A union official, Mr. Johnstone, said today that the union members would take part in tomorrow's demonstration in support of the proposed legislation. He also said that the union's National Council of Trade Unions and the National Congress of SA Trade Unions had expressed its concern that the Bill gives the Police a blanket power to control demonstrations.

Meanwhile, the Azanian National Union of Commercial, Catering, and Allied Workers and its members will participate in picket demonstrations to demonstrate their anger against the Bill which they regard as an infringement of their democratic opposition rights.

Mr. Vallay said: "We are appealing to the Police to respect the Police."

The controversial Bill gives the Police a power to control and arrest demonstrators and to prevent the Police from participating in demonstrations.

Mr. Vallay added: "We further call on the trade unions, which say that the proposed legislation will be carried out in a peaceable and lawful manner, to participate in tomorrow's demonstration."
Furniture workers vote to strike

ABOUT 1500 furniture workers from six plants have voted in favour of a legal strike this week, following the Industrial Council’s failure to resolve their dispute with the Associated Furniture Company Limited.

According to the Paper, Printing Wood and Allied Workers Union the dispute began in April when about 340 workers were dismissed at Star Furnitures in plant in Industria West, Johannesburg.

The workers had downed tools after four of their colleagues were dismissed for allegedly assaulting a member of a rival union.

The union is demanding that Star furniture reinstate all dismissed workers except the four, whose case should be taken to arbitration.

Afcol representative George Kington said the union proposal was “unreasonable”.


Hotel guests make own beds

JOHANNESBURG. — Guests at the Carlton Hotel made their own beds yesterday after police arrested nearly all the black staff protesting against disinvestment by the American managers. — Sapa and UPI
Union man's conviction set aside

Supreme Court Reporter

A SOUTH AFRICAN Railways and Harbours Workers Union (Sarhwu) organiser, convicted of making a subversive statement in a speech at Stellenbosch University in April last year, has had his conviction and sentence set aside on appeal in the Supreme Court.

Mr Morris Tshihlo Khwizdhlili, 36, of Kazerne, Jeppe, in Johannesburg, was fined R1 000 (or one year) by Stellenbosch magistrate Mr G S Claassen on October 8 last year. Half the sentence was suspended for five years.

He was found guilty in terms of the media regulations.

The basis for the conviction was that Mr Khwizdhlili addressed students on the subject of the South African Transport Services (Sats) strike in Johannesburg and encouraged them to support it.

Mr Claassen found that he had tried to influence people in an "emotional, aggressive and subversive way”.

"NO FREEDOM”

Mr Claassen said Mr Khwizdhlili had said "Police and soldiers were sent with guns. When they met the people, they shot them, teargassed them, hit them with stones. But we know there is no freedom without blood. We are heading for freedom. We are dying for the truth and our rights”.

The magistrate found that Mr Khwizdhlili acted with aggression and subversively when urging students to write to (Transport) Minister Eli Louw asking "why he had killed innocent black people”.

However, yesterday Mr Justice Berman, with Mr Justice Nic concurring, set aside Mr Khwizdhlili’s conviction and sentence on the basis of evidence by a Sats labour relations official called as a witness by the magistrate in the original trial.

The witness, Mr Phillip Bekker, told the trial court that the strike had ended on April 22, two days before the Stellenbosch University speech.

Mr Justice Berman found that Mr Khwizdhlili could not have encouraged support for a strike which had ended.

Mr T Frans appeared for the State. Mr S Douda, instructed by E Moosa and Associates, appeared for Mr Khwizdhlili.
Cosatu call to condemn Anglo

Own Correspondent

Johannesburg

Cosatu has renewed its attack on employers it said were threatening to obstruct union plans for protest action next week.

The protests are designed to highlight union objections to the Labour Relations Bill and the restrictions imposed on Cosatu and 17 other organisations.

Sasol, one of the employers named by Cosatu, has confirmed that it will take action against unions which call protests.

Singling out Anglo American and five Anglo subsidiaries, Cosatu condemned employers who claimed to be liberal but were threatening to obstruct trade union plans for action.

Cosatu said workers could only peacefully demonstrate their opposition to unpopular laws in the workplace, as they had no vote and were unable to affect the passage of the bill, or place parliamentary pressure on the government to withdraw restrictions.

Cosatu called on the international community to condemn the action of Anglo subsidiaries Vaal Reefs, Western Deep Levels, Free State Consolidated, Amecoal Collieries and Haggie Rand, as well as Sasol and Iscor.

Anglo's Mr Bobby Godsell said the company's rejection of the stayaway option did not mean that it was not a liberal organisation. It would be more constructive to negotiate common cause with Cosatu and to then make joint representation to government.
Activities will be co-ordinated

Labour groups to meet on protest action

THE SA Co-ordinating Committee on Labour Affairs (Sacola) is to meet Cosatu today to discuss Cosatu's "protest" action against new labour legislation and political restrictions on itself and 17 other organisations planned for June 6-8.

And, in an unusual move, Cosatu and its black consciousness counterpart, Nactu, met yesterday and agreed to co-ordinate activities during the protest.

Sacola chairman Bobby Godsell said he hoped Nactu, which had also been invited to tomorrow's meeting, would attend.

Purpose

He said the purpose of the meeting would be for Sacola — which represents nine major employer organisations — to convey to the unions its views on the Labour Relations Amendment Bill and to explore constructive ways of addressing union concerns.

Referring to the planned protest, Godsell said Sacola was concerned about the potential for conflict and violence inherent in stayaways and public demonstrations and its concern was to deal constructively with conflict.

ALAN FINE

Cosatu was unavailable for comment.

Nactu and Cosatu said yesterday they had agreed their protest action should last three days Nactu had previously scheduled it to last a week.

They said they had agreed to canvass for affiliated operating in the same industries to engage in future joint protest action.

BRONwyn ADAMS reports the Labour Forum was considering aligning itself with federations like Cosatu and Nactu in their rejection of specific clauses of the Bill.

Forum chairman Ike van der Watt said yesterday unions would have to appeal to opposition parties in Parliament in order to halt the implementation of the Bill in its present form. He said that if this was unsuccessful, other steps would have to be taken and united labour action was inevitable.

Overreact

Selfsa director Brian Angus said yesterday workers were overreacting to the Bill.

He said a policy of no work, no pay would be adopted by Selfsa members.
Business, labour fail to agree

Showdown looms over protest plan

BUSINESS and organised labour are headed for a showdown after Cosatu and the SA Co-ordinating Committee on Labour Affairs (Saccola) yesterday failed to reach agreement on any major issues related to the three days of "national peaceful protest" planned to begin on Monday.

And Manpower Minister Pietie du Plessis warned the protests could lead to economic hardship for workers who take part.

At separate media conferences last night after their three-hour meeting, Cosatu and Saccola spokesmen confirmed no consensus had been reached on the Labour Relations Amendment Bill.

Saccola chairman Bobby Godsell said Cosatu — which has not specified the form the protest should take — refused to issue a call that action should exclude stayaways.

Cosatu general secretary Jay Naidoo said employers, in response to Cosatu proposals, had accepted the union grouping's right to protest and had committed themselves to ensuring protests were peaceful. But, he said, they had refused to give assurances that security forces would not be called in and that mass dismissals would not occur.

He said Cosatu unions had received indications employers were planning to withdraw from recognition agreements and negotiations, and sue unions for damages. "This will heighten conflict," he said.

Godsell said events on the ground

ALAN FINE

would determine employer reactions. But he added Saccola delegates, who represent nine major employer organisations, had expressed profound concern that events planned for next week would increase tensions and may lead to violence — particularly between employees who wish to work and those who do not.

"We are disappointed our attempt to define a constructive form of protest failed," Godsell said, adding there were forms of action which would exclude stayaways. He hoped yesterday's meeting would not be the last word on the subject between them.

On the Bill, Naidoo said Cosatu had reiterated that there had been no meaningful consultation with the labour movement over its provisions. Cosatu had also expressed its belief that the proposed legislation severely curtailed the right to strike, infringed on employees' job security, and allowed employers to bankrupt unions through litigation.

Overall, he said, it represented a major rolling back of union rights.

Saccola, said Godsell, had provided the Cosatu delegation with a detailed assessment of the Bill — similar to an advertisement placed today in a number of newspapers.

Saccola believed the Bill was "not union-bashing legislation. It did not cur-

TODAY'S INDEX:
(+ ) R9.48

P.T.O.
Industry, trade unions set to clash over protest

JOHANNESBURG. - South African industry and black trade unions are set to clash head-on next week, following the failure of urgent talks on a three-day protest starting on Monday.

Employers have warned they will take disciplinary action against workers failing to report for work during the protest.

In yesterday's talks the Congress of South African Trade Unions and the South African Consultative Committee on Labour Affairs failed to agree on what "peaceful protest action" included.

"UNION-BASHING"

Employers rejected Cosatu's position that the Labour Relations Amendment Bill, which mainly caused the protest, was aimed at "bashing" unions and destroying rights won by labour during the past decade.

Cosatu said employers had declined to say if they were planning to sue unions.

The Consultative Committee chairman, Mr Bobby Godsell, when asked what action employers would take during the protest, said it was up to individual employers to act as they saw fit.

Some have threatened to dock pay, take disciplinary action in terms of the labour legislation and withdraw from wage negotiations with unions.

DEPRIVED

After the meeting Cosatu general secretary Mr Jay Naidoo said the protest would continue as the views of workers and "the democratic movement" had not been taken into account in the formulation of the Bill.

Workers, deprived of political power, had no other alternative but to stage the protest, he said.

Major employer associations such as the Steel and Engineering Industries Federation and the Association of Chambers of Commerce, while not giving directives to members, have warned that employers would take disciplinary action against workers who stayed away.

Sapa.
WE, THE UNDERSIGNED ORGANISATIONS, ENDORSE

3 DAYS OF NATIONAL PEACEFUL PROTEST
6, 7, 8 JUNE 1988

WE CALL UPON THE SOUTH AFRICAN GOVERNMENT TO:

• UNBAN THE UDF AND 17 OTHER ORGANISATIONS
• LIFT THE RESTRICTIONS ON COSATU
• STOP THE LABOUR RELATIONS AMENDMENT BILL
• LIFT THE STATE OF EMERGENCY
• UNBAN GOVAN MBEKI AND 18 OTHERS

Issued by the following organisations:

★ SOUTHERN TRANSVAAL YOUTH CONGRESS (STYCO)
★ NATAL YOUTH CONGRESS (NAYCO)
★ FEDERATION OF SOUTH AFRICAN WOMEN (FEDSAW)
★ ATTERIDGEVILLE/SOULSVILLE RESIDENTS ORGANISATION (ASRO)
★ CONGRESS OF TRADITIONAL LEADERS OF SA (CONTRALESA)
★ NATAL INDIAN CONGRESS (NIC)
★ EAST RAND PEOPLE'S ORGANISATION (ERAPO)
★ CAPE AREAS HOUSING ACTION COMMITTEE (CAHAC)
★ TUMAHOLE CIVIC ASSOCIATION (TCA)
★ MAMELODI CIVIC ASSOCIATION (MCA)
★ ORANGE FREE STATE YOUTH CONGRESS (OFSYCO)
★ NATAL WOMEN'S ORGANISATION (NAWO)
★ TRANSVAAL INDIAN CONGRESS (TIC)

AND ALL AFFILIATES OF THE UDF: SOUTHERN TVL, NORTHERN TVL, EASTERN CAPE, WESTERN CAPE,
BORDER, OFS, NATAL (NOT SPECIFICALLY RESTRICTED BY GOVERNMENT GAZETTE ON 24 FEBRUARY 1988)
Strike action

ABOUT 200 members of the Black Allied Mining and Construction Workers Union were to embark on a legal strike at Hippo Quarries' plants on the Reef today, a union spokesman said.

Mr Motsooi Mokhine, Bawwu's general secretary, said the legal strike followed the failure by the Minister of Manpower to appoint a conciliation board to resolve a dispute between the two parties.

The dispute centred on the company's refusal to recognise June 16 as a paid holiday.

Bawwu and the company said in a joint statement: "In its refusal to grant June 16, Hippo Quarries stated as its reasons political considerations, but rather was willing to have any other day of the year declared a public holiday."

Meanwhile the two parties have reached agreement on minimum rises of between R110 and R120 a month for employees in grades 17 to 13.

Workers from 10 Triangle Furniture stores returned to work following a unanimous decision by workers at a meeting on Friday to end the strike, managing director of Triangle Furnishers, Mr. Tom Roux, told Sapa yesterday.

Mr Roux said management had received a telex from Cawusa organiser, Mr Michael Taotetsi, confirming that workers had decided to return to work to prevent preconditions being set before wage negotiations began.

- The Post and Telecommunications Workers Association is to hold a rally at Khotso House, Johannesburg, tomorrow.

The meeting will discuss, among other issues, dismissals in the Post Office, privatisation and the wage freeze. It starts at 9am.

- The Food and Allied Workers Union hosts a cultural rally at Nasrec, Crown Mines tomorrow. Activities will include a performance by a drama group and music bands. The rally starts at 10am.
Has business declared war on the unions?

AN experienced labour consultant last week came away from an industrial relations conference in Natal, attended by about 700 top businessmen, with a feeling he had just witnessed the start of a war against the trade union movement.

"I have attended most of these seminars over the past eight or nine years and have never before experienced such an adversarial solidarity of employers against trade unions," he said. "Without being melodramatic, one felt that war had been declared."

These comments capture the mood that has developed over the last week as events in the labour field have pitched organised workers and employers into what one newspaper headline promises will be a "clash of the titans".

The rapid escalation of tension took place as security forces and employers reacted harshly to calls by the country's biggest labour federations for protest next week against the February banning of 17 organisations and impending changes to the Relations Amendment Act.

In the past week at least six meetings arranged by the Congress of South African Trade Unions (Cosatu) have been disrupted by security forces and the federation has been the target of smear pamphlets designed to create confusion about the protests.

Unions affiliated to Cosatu have, at the same time, received a flood of letters from companies demanding to know exactly what forms of protest were being planned by the union.

Fears by the federation's leadership that the letters signalled an inquisition by major employers to suppress the protest action by threatening to claim damages from unions for losses during a work stayaway were confirmed by an attorney. He told the Weekly Mail this week he had already been briefed to sue any union whose members call for a stayaway.

Pretoria Wholesale Druggists has threatened to withdraw its recognition of the Chemists' Workers' Industrial Union ( CWIU) if its members stay away from work during the three days of national protest called by Cosatu for June 5, 7 and 8.

In addition, the firm says it will cancel all wage negotiations, refuse to pay workers for the full week and "implement the relevant clauses of the Labour Relations Act against participating employees and CWIU."

A telex from Sasol to CWIU warns that a stayaway could "seriously affect the safety of our plants and cause damage to property running into millions of rands" and that the company will take "serious action" against employees who do not work next week.

Companies that have sent letters or telexes demanding details of Cosatu's attitude to the protest include Anglo American, Haggie Rand, Sasol, Iscor, Amcoal, Vaal Reefs, Western Deep Levels and Free State Consolidated. Many of the letters have similar wording, suggesting that a large degree of co-ordination has gone into the formulation of the tactic.

While this initiative has been mounted by management, the following security police action has been reported by Cosatu:

- A meeting of the Port Elizabeth local was disrupted on May 23 and all shop stewards had their names and pictures taken.
- The Witwatersrand joint shop stewards' council abandoned a meeting on May 29 after security forces arrived to monitor the event and take pictures of the participants.
- Cosatu offices in Springs and Germiston were raided on May 26.
- A meeting of the Empangeni shop steward local on May 26 was surrounded and those present warned not to discuss Cosatu's call for national protest.
- A media seminar in Mamelodi township, near Pretoria, on May 29 was surrounded and at least five Cosatu members held and questioned.

In a statement distributed to overseas companies and international press agencies, Cosatu has pointed out that it calls for the period of protest did not include any prescriptions to its members or the communities they live in about the form the protest should take.

This, says Cosatu, was necessary because anyone calling for action that results in the "disruption of any undertaking or industry" runs the risk of being charged with subversion or sabotage in terms of the country's Emergency regulations.

The federation said the companies, including those belonging to the "so-called liberal" Anglo American group, distance themselves from the government 'but are not above using apartheid laws to suppress the limited and peaceful protest of the voiceless.'

If employers carried out their threat to sue, said Cosatu, it would result in the liquidation of its unions. However, major employer federations appear to be deliberately distancing themselves from the tough stance adopted by individual companies.

Johann Lachenberg, labour relations adviser for the Chamber of Mines, said it was up to individual mine managements to decide on what disciplinary action to take against workers who took part in a possible stayaway.

Vincent Brett, manpower secretary for the Associated Chambers of Commerce, said it was up to individual companies to investigate the possibilities of hugging that might stem from Cosatu's protest call. Steve Anderson, executive director of the Federated Chamber of Industries (FCI), had a similar response.

But Hein van der Walt, labour adviser for Afrikaanse Handelsinstituut (AHI), said he would advise employers to interface union officials and sue the organisations if they were seen to be linked to a stayaway call as it was "contrary to common law to interfere in the contractual relationship between employer and employees."

While individual companies attempt to tame the unions by adopting a tough stance on the factory floor, indications are that the leadership of their associations will adopt a conciliatory stance in an attempt to keep the channels for negotiation and collective bargaining open.

This appears to be the thinking behind attempts by the South African Employers' Consultative Committee on Labour Affairs (Sacadia), which represents major employer federations, to meet Cosatu this week and discuss areas of co-operation around issues raised by the labour Bill.

It is unclear what effect the employers' initiative will have on the three days of protest next week. In the past such calls have resulted in union members and township residents mounting what have often amounted to massive general strikes.

The South African Police public relations division said: "We cannot confirm the allegations as contained in your telex. The visiting of premises etc are considered to be routine duties on which we do not furnish comment. Consequently, we are not prepared to make enquiries in this regard."
Employers threaten action against workers

**Industry, union clash loom:**

By Mike Siluma, Labour Reporter

South African industry and the black trade unions are set to clash head-on next week, following the failure last night of urgent talks on a three-day protest action starting on Monday.

Employers have warned they will take disciplinary action against workers failing to report for work during the protest.

At yesterday's talks the Congress of SA Trade Unions (Cosatu) and the SA Committee of Commerce on Labour Affairs (Sacola) failed to agree that the peaceful protest action called for by Cosatu - and endorsed by other anti-apartheid bodies - should exclude a rumoured work stayaway.

Employers rejected Cosatu's position that the Labour Relations Amendment Bill, which sparked the protest, was aimed at "buying" union rights and destroying rights won by labour during the past decade.

**Individual action**

Cosatu said employers had declined today if they were planning to use any violence.

Sacola chairman Mr Bobby Godsell, when asked what action employers would take during the protest, said it was up to individual employers to decide what action they would take.

A number of employers have already threatened to dock workers' pay, institute disciplinary action in terms of the present labour legislation and withdraw from wage negotiations with unions.

After the meeting, Cosatu general secretary Mr Jody Naidoo said the protest would continue because the views of workers and "the democratic movement" had not been taken into account in the formulation of the Bill.

Workers deprived of political power had no alternative but to stage the protest, he said.

Major employer associations such as the Steel and Engineering Industries Federation (Seifec), the National Association of Chambers of Commerce (Naccoc), while not giving directives to members, have warned that employers would take disciplinary action against workers who stayed away.

At a press statement, Seifec appealed to workers not to stay away.

Cosatu has warned that such action would only heighten conflict.

Mr Naidoo said Cosatu had maintained its position that there has been no meaningful consultation with the labour movement on the amendments to the Bill passed.

**Attack**

"We believe that the legislation very severely curtails union rights and entitles employers to sue and bankrupt unions," he said.

The call for protest, he said, had followed a "major attack, not only on the unions, but on the whole progressive democratic movement in South Africa".

Employers had been asked "to commit themselves to ensuring that the protest is peaceful."

Mr Godsell said Cosatu had failed to show employers how the Bill would undermine workers' rights.

Sacola is today to meet the second biggest labour federation, the National Council of Trade Unions, which has also called for protests next week.
Rare truce over ‘days of protest’

Weekly Mail Reporter

RECENT state action against meetings of the Congress of South African Trade Unions and management moves to blunt the call by organised labour for three days of national protest have nudged the union federation into a novel alliance with its one-time rival, the National Council of Trade Unions (Nactu).

At an unprecedented meeting between the two federations this week, Nactu agreed the “national days of protest” planned for next week should be held from June 6 to 8.

Nactu had previously called for protest action to take place all next week. The agreement means Cosatu and Nactu have effectively embarked on joint protest action for the first time.

A joint statement issued after the meeting said delegations from each organisation were led by their respective presidents, James Mndaweni of Nactu and Elijah Barayi of Cosatu.

Both parties agreed to consult their member unions about the possibility of co-operating during future protest action and to hold meetings to discuss “matters of common concern”.

The meeting this week indicates that South Africa’s union movement, which has been characterised by a split between Cosatu and Nactu, is beginning to close its ranks in the face of what they see as an onslaught by the government and employers against organised labour.

The talks follow last month’s call by the Organisation of African Trade Union Unity for the two federations to iron out their differences and a decision by Cosatu at its recent special congress to arrange a conference for a broad range of extra-parliamentary groups to discuss united action against the state clampdown.

Cosatu has a paid-up membership of 750,000 and about one million signed-up members. Nactu’s paid-up membership is in the region of 150,000 and it claims a total membership of 450,000.

Showdown looms as talks fail

From PAGE 1

meeting to “exchange views about the Bill” and to discuss the protests.

He said employers disagreed with the union view that the new labour law would undermine the 10-year-old “Wahahn” labour reforms.

The Carlton talks were held as tension between organised labour and employers reached an all-time high. This week Cosatu and its former rival, the National Council of Trade Unions (Nactu), reached an unprecedented agreement to co-ordinate their fight against the Bill.

Nactu is due to meet the Saccola delegation at the same venue at 10.30am today.

In the past few weeks, thousands of workers in the chemical, retail, mining and metal industries have staged placard demonstrations against the Bill.

Cosatu has also written to the International Labour Organisation (ILO) asking it to set up an inquiry into the draft law on the grounds that it violates international standards governing labour relations. As South Africa is not a member of the ILO, the organisation is expected to refer the matter to the United Nations, which could ask Pretoria to allow the ILO to set up a fact-finding and conciliation committee to intervene.

In past weeks, Cosatu unionists have received a spate of letters from employers demanding to know what form of action Cosatu has called for and indicating tough action if union officials call for a stayaway.

At the conference, Nairdo called the letters amounted to a warning that employers will sue unions for losses sustained during a stayaway.

The response by business to the protest call concides with widespread raids by security forces on Cosatu offices and meetings. Cosatu has alleged in a press statement that employers are taking advantage of the State of Emergency while claiming to be opposed to apartheid.

A Saccola advert placed in newspapers today says the revised version of the Bill currently before parliament deals favourably with most of Cosatu’s objections to an earlier draft (see page 7).

But Cosatu lawyer Halton Cheadle said the draft law still entrenched the rights of minority and racially-exclusive unions, effectively banned secondary strikes and repeat strikes on the same issue for a period of 12 months, and allowed employers to delay industrial court judgements by referring them to lengthy appeal court hearings.

At the Carlton talks, Cosatu demanded employers withdraw the adverts to give unions an opportunity to take part in a joint public statement on the issues. The Saccola delegation refused this.

Cosatu press officer Frank Meintjes said Saccola’s claim that the new draft of the Bill dealt with his federation’s objections to it was “either gross cynicism or deceit on the part of management.”
Afcol workers locked out at six factories

More than 1 000 furniture workers have been locked out of six Afcol furniture manufacturing factories in the Transvaal, the Paper, Printing Wood and Allied Workers' Union said in a statement yesterday.

Only members of the National Union of Furniture and Allied Workers' Union have been allowed into the factories since Wednesday.

The 1 117 Prowawu workers struck on Monday in solidarity with 340 workers dismissed in April from Star, a furniture manufacturer.

The union statement said Afcol's actions, including the hiring of scab labour, indicated it was not prepared to resolve the issue.
Union against union in bitter Benz battle
By CHRIS MABUYA, East London

A BLOODY fight between rival unions broke out during a strike at Mercedes-Benz in East London — and management has been accused of orchestrating the violence.

Tools, knives, stones and homemade weapons were used in the fight last week between pickets of the National Union of Metalworkers of South Africa (Numsa) and the South African Allied Workers’ Union (Saawu). It involved some 400 workers which have left nine injured.

Numsa has accused Mercedes-Benz of having "orchestrated" the fight by telling Saawu members that Numsa was going to attack them.

Company representative Delene MacFarlane dismissed the claims and said Numsa members had gone around the plant forensig workers to join a strike in solidarity with dismissed workers at two other companies where Numsa has been organising.

She said workers were demanding that Mercedes management intervene in those disputes. "We can’t be expected to interfere with the business of other companies," she said.

Tension has been rising at the plant for some time, and on Wednesday last week a strike began. According to Numsa regional secretary Vwe Gxarsa, the Mercedes workers wanted their management to intervene in the dispute at Kromberg & Schubert, a firm which supplies Mercedes, to investigate the safety of a harness supplied by the company.

He said a group of picketers had been delegated to alert workers that talks had started. They approached the truck assembly plant which is a traditional stronghold of Saawu.

Members of management had been seen talking to unidentified "people with blue overalls using gestures like they were giving instructions".

When the picketers entered the plant, "the lights were off and the only door which was opened was the main entrance. There were bolts and nuts and nails thrown all over the surface of the floor," said Gxarsa. "Our members were let in and an attack was launched on them with all types of weapons — swords, pangas, batons, knives and tools. Our members ran, some of them badly injured. When they got out, they tried to resist, picking up stones. "No-one knew who was fighting who. It became clear to us that the whole disastrous strike was orchestrated by the company."

The day after the clash, Mercedes-Benz obtained an urgent interdict from the Grahamstown Supreme Court restraining Numsa from holding meetings on the factory premises.

In evidence, the firm’s industrial relations manager described the clash as "the ugliest scene we have ever seen. It was a full-scale riot."

Saawu promised a statement but had not released it by the time of going to press. — Elnews
LABOUR PROTEST

Testing the water

Neither management nor Cosatu, which has called for three days of peaceful protest starting on Monday, were able to venture how effective the action might be. To some extent, therefore, the labour movement's call for what amounts to a work stayaway, despite acknowledged setbacks and organisational and tactical weaknesses, appears to be testing the political water. Of course, Cosatu has not specifically called for a stayaway — a hedging of bets in case there isn't one.

The "over-use" of the stayaway, the union frankly admits, tends to become less effective over time, it knows that "more creative ways" of opposition must be found.

The precise form that this unprecedented protest will take has not been prescribed by Cosatu, it says merely that it will be "up to local communities to decide." According to Cosatu, "various communities have decided to stop work over this period."

The union federation says the main union affiliates at the special Cosatu congress recently (Current Affairs May 20), were convinced that the time to protest is now. Their reasons for so believing are not immediately clear, unless the thinking contained in an unofficial "discussion paper" issued just before the congress is taken as a guide.

It says, "Despite setbacks, the objective conditions for the mass democratic movement to advance are still in existence. The spirit of defiance and anger in the masses has not been broken — as the massive stayaway on Sharpeville Day proves. Workers and youth are willing to struggle; they are capable of turning the situation around again — but only if they are confident that there is a clear way forward and that the democratic movement is prepared to go all the way."

And, "Despite vicious repression the State has failed to win significant political support of the people. This remains their major weakness . . ."

"We cannot respond by blind defiance based on the view that the State is panic-streken and all that is needed is a big push. Nor can we respond by saying that the State's power is unassailable — that it has no weaknesses and that we should retreat into total inaction."

Industrial relations managers of some of the larger concerns say they are not aware of any union mobilising for a stayaway. However, it is observed that it may, like the call itself, be happening "in code." Some management sources say bluntly that their workers are not interested in "yet another stayaway."

What is clear, though, is that management is rapidly becoming fed up with politically motivated stayaways. Cosatu says certain companies have threatened unions with disciplinary action and worse — that is, making the union liable for damages, or applying for an interdict. Even though they have generally had no formal notice of a stayaway, employers say they are by now geared to coping with them and feel that employees will be hurt more than the company.

Employers also wonder what the protest is meant to achieve. Cosatu says that, in the absence of parliamentary avenues of redress, it is aimed at peacefully demonstrating union anger and dissatisfaction at the Labour Relations Amendment Bill (which was passed by the coloured House of Representatives last Friday), and against the restrictions placed on Cosatu, as well as the bannings of the UDF and other organisations.

The union claims that business is putting profits above concern at government's abuse of basic human rights. Singing out Anglo American, Vla Reefs, Western Deep, Freegold, Amcoal, Haggie, Sasol and Iscor, Cosatu states, "While they claim to distance themselves from apartheid, they are not above using apartheid laws to suppress the limited and peaceful protest of the voiceless to measures that directly affect their lives."

By last Monday, there had been no indication of how government would react. While it is aware of the need to be restrained given the gathering threat of tougher sanctions, it is likely to clamp down should the stayaway look like being a massive success. Most observers, including some unionists, were, however, adopting a "wait and see" attitude.

Crucial to a successful protest will be whether members of Cosatu's biggest affiliate, the National Union of Mineworkers, heartily embrace the call.
Strikers to be replaced

GOODYEAR in Port Elizabeth is advertising for new permanent staff to take replace 900 workers who have been on strike for three weeks, PR manager Mike London said yesterday.

London said this became necessary when the absence of three-quarters of the workforce resulted in limited production.

Numsa spokesman Gavin Hartford said he had seen no evidence of management's recruitment of new workers. He said, however, workers had resolved to continue their strike as management had hardened its attitude towards the union.

The dispute began last month when workers took part in a five-day work stoppage after management attempted to institute longer working hours to increase production in accordance with a growth in demand, London said.

Since then management had held two hearings and dismissed 32 workers, London said.

No stand on Indian issue

PRETORIA – Irene Ward, 8-town councillor David van der Byl, money is a now.
Protest: ‘Police will be out in force’

Weekend Argus Reporter

POLICE have warned they will be out in force from Monday to Wednesday to ensure the safety of anyone who wants to work during a three-day protest called by trade unions.

The protest has been called by the Congress of South African Trade Unions and the National Council of Trade Unions against the proposed Labour Relations Bill and the Government crackdown on 17 organisations.

Captain Reuben Bloomberg of police headquarters in Pretoria said yesterday that while details could not be divulged, every effort would be made to ensure workers' safety.

Patrols would be increased and every available member of the force would be on duty, he said.

The University of the Western Cape has postponed examinations scheduled to be written from Monday to Wednesday.

The University of Cape Town would regard Monday to Wednesday as normal working days. UCT vice-chancellor Dr Stuart Saunders said yesterday examinations would start on Wednesday as scheduled.

Dr Saunders said UCT would try to find ways of making peaceful protest possible on the three days without disrupting the work of the university.

The students' representative council said in a statement that it supported "the right of everyone to respond to the national call for three days of protest."

Black students at Rhodes University decided to work on Monday at a meeting yesterday attended by more than 400.

They said they intended showing their solidarity by holding placard demonstrations at the university during lunch breaks on the three days.

The University of Durban-Westville council has postponed examinations scheduled for Monday, Tuesday or Wednesday.

The principal of Natal University, Professor Pieter Booyse, said that while he recognised that individual members of staff and students might wish to identify with the protest, all activities of the university would remain normal.
Natal townships tense as protest approaches

By S'BUSI MNGADI

NATAL'S townships are tense in anticipation of next week's three-day worker protest, as warning factions take opposing positions on whether or not to participate.

A meeting between Cosatu and Nactu this week resolved that the protest -- against the Labour Relations Amendment Bill and restrictions on Cosatu and 18 other anti-apartheid organisations -- would take place on June 6, 7 and 8 instead of over five days as suggested earlier by Nactu.

Meanwhile, in an unprecedented move, traditionally conservative elements in the Natal community have given their support to the protest, called by Cosatu and endorsed by Nactu.

Natal Indian Congress secretary, Farouk Meer, said the organisation had initiated talks with Cosatu and Indian businesspeople and predominantly-Indian trade unions about the protest.

The NIC would also place advertisements in newspapers and issue pamphlets calling on the Indian sector to join the protest.

Two former member unions of the conservative Trade Union Congress of SA -- the Durban Integrated Municipal Employees' Association and the Federation of Leather, Textile and Garment Workers' Union -- have supported the protest.

Natal Indian communities have been criticised for being politically passive while Indian leaders featured prominently in many anti-apartheid organisations.

Slamming the protest, the KwaZulu Chief Minister Mangosuthu Buthelezi told a rally at Umlazi last weekend that wherever a particular course of action had to be enforced by intimidation, it was destructive to black unity.

"I have again and again appealed to UDF and Cosatu leaders not to undertake any mass action until they have consulted the people and their organisations.

"Organisations such as the UDF and Cosatu which campaign for disinvestment are divisive and are robbing the struggle for liberation of its strength. Even though we may differ with them on the sanctions issue, this cannot be an excuse for us killing and maiming each other."

When City Press asked Buthelezi to elaborate on his speech, he replied: "Am I and my followers not even worth consulting? "How can we participate in something we know nothing about? Is it because we do not exist as far as the organisers (of the protest) are concerned?"

He was concerned whether arrangements had been made for those workers who could lose their jobs if they participated in the protest.

Some Natal townships have been simmering during the past weeks following the distribution of pamphlets on the protest in their areas.

The Inkatha-backed United Workers Union of SA has echoed Buthelezi's position on the issue.

Uwusa spokesman, MP Gumede, told City Press his union was telling workers not to heed the Cosatu-Nactu call. Gumede said Uwusa members were most affected by the proposed labour legislation as they did not believe in strike action

Gumede said he feared there would be conflict because many factories had two rival unions. "It will be difficult for Uwusa to urge workers to go to work when others are not."

If Uwusa members stayed at home they would not be supporting the protest action, he said.

"I call other unions to reduce violence during this mass protest. Let it be peaceful," he said.

Natal employers have not been vocal on the planned protest.

Executive director of the Natal Chamber of Industries, John Pohl, said he had no comment at this stage.

Maritzburg Chamber of Industries President Pameila Reed told City Press her organisation was due to have met to discuss the protest and the Labour Relations Amendment Bill.

"There has been a misunderstanding about the Bill, I don't think it has been read properly," she said.
SACC set to collide with State over labour laws

The Church-State confrontation is rapidly coming to a head with the South African Council of Churches' decision this week to support the three-day trade union protest.

The SACC, which represents 10-million South Africans of all races, voted at its crisis convocation at the beginning of the week to adhere to a policy of "effective non-violent action" to overcome apartheid.

The campaign, dubbed "Standing for the Truth," has as a short-term goal the support of three days of Cosatu/Nactu peaceful protests against the Labour Relations Amendment Bill planned to begin tomorrow.

Voted

Of the three resolutions voted on at the convocation, this labour issue was the only one not passed unanimously. There were two dissenting voices out of 23 heads of churches.

The other resolutions passed by the 230 delegates from 23 churches, 17 church organisations and 21 regional church councils were:

- A 13-man committee would work out a "non-violent action" programme.
- Church leaders would be asked to adopt this programme.

Commit

The Rev Frank Chikane, SACC general secretary, told the gathering at Regina Mundi Church, Soweto, at the close of the convocation: "Called to proclaim and witness to truth in living, and even by dying, we now commit ourselves with solemn resolve in prayer and action to end unjust rule in our country and to see the advent of the democratic society of justice and peace."

As the trade union movement's clashes with the Government had more to do with political rights than with labour, so the church's confrontation with the State was to do with social and human rights rather than with worship and with God.

The strategy of non-violent action has already been used to good effect and much publicity after the banning of 17 organisations on February 24, when 26 church leaders -- including Archbishop Desmond Tutu -- were stopped by police after attempting to march on Parliament in protest.

The emergency convocation in Johannesburg, attended by Archbishop Tutu and president of the World Alliance of Reformed Churches, Rev Allan Boesak, among others, came on the heels of their visits to British Foreign Secretary Sir Geoffrey Howe and the Pope last week.
Controversial legislation at the heart of the stayaway

Lawyers differ over revised version of Bill

By Patrick Laurence

At the core of the three-day protest action which ended today is an ongoing — and still potentially explosive — dispute over whether the revised version of the Labour Relations Amendment Bill represents an improvement on the original Bill.

The dispute has been given new topicality by yesterday's decision to refer the revised version to a parliamentary standing committee for possible further changes.

Mr Bobby Godsell and Mr Halton Chestle, who respectively represent the major beneficiaries, the South African Employers Consultative Committee on Labour Affairs (Sacoa) and the Congress of South African Trade Unions (Cosatu), offer diametrically opposed assessments.

Mr Godsell argues that the present Bill before Parliament is a "substantially improved" version. Mr Chestle disagrees, noting that of the 27 objections Cosatu lodged against the original Bill, only three have been met completely.

Semantics difference

Mr Chestle contends that the prohibition on solidarity strikes and repeat strikes remains, but in a different guise. It is one of 35 objections which were not met at all, he says.

He argues that solidarity or secondary strikes are already covered by the existing Act, and that the amendment prohibiting them is both unnecessary and inimical to trade union interests.

"The only secondary action which is permitted (under existing law) as that secondary action which would have as its effect pressure on the employer to settle," Mr Chestle says.

"The amendments are even more Draconian than those imposed by Mrs Thatcher's government in the UK. Labeling repeat strikes an unfair labour practice will discourage a prevailing practice which facilitates settlement of disputes by the return of workers to the assembly line as an immediate measure while employees and unions try to resolve their difference in a less heated atmosphere.

"If a resumed strike is deemed to be unfair, the union will be suspended and its union members will be unelected. Mr Chestle says.

Another "virtually unamended" feature of the Bill was the "quasi-statutory" provisions of the new Bill, Mr Chestle says.

"There is more than a semantic difference," Mr Godsell says. "Under the revised Bill, sympathy and repeat strikes as unlawful actions have been left intact. The State would have been able to intervene, at unfair labour practices. But the revised Bill categories the new action as unfair labour practices. That is the difference."

Mr Chestle says. Mr Godsell insists that the prohibition on secondary action struck down by the South African Employment Appeals Tribunal in 1982 is still in force.

Mr Godsell argues that defining unfair labour practices in the body of the statute itself, instead of in a schedule to the law, is an improvement. It means, he says, that the Minister of Manpower can no longer change the definition by decree, he can do so only by amending the law with the approval of Parliament.

Mr Chestle responds: "Cosatu objects to provisions which challenge this definition. The development of our law of unfair labour practice should be left to the industrial court. (Cosatu) intends to introduce legislation where these differences should be flexible.

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Mr Chestle responds: "Cosatu objects to provisions which challenge this definition. The development of our law of unfair labour practice should be left to the industrial court. (Cosatu) intends to introduce legislation where these differences should be flexible.

Counter-weapon

In the 1997 draft version, divisional inspectors - or functionaries of the Department of Manpower - were empowered to unilaterally extend the life of a conciliation board.

As a strike cannot take place while a conciliation board is functioning, an inspector could defer strikes - or the employer counter-weapon, lock-out - indefinitely.

This power is, however, removed from divisional inspectors in the revised version, as Mr Chestle acknowledges.

But Mr Chestle refers to the continued existence of another "objectionable" element - recognition of minority racial unions to the detriment of majority - and therefore representative - non-racial unions.

Mr Godsell concedes that controversial features remain in the revised Bill. He also raises concerns that employers are in league with the State in a conspiracy to crush the unions are "not sustained by detailed analysis of the Bill.

Mr Chestle warns that the revised Bill is an improvement on the original. It ensures that workers receive remuneration for the "adjustment" of unfair labour practices.

In the 1997 draft Bill it was codified in a special schedule. In the revised version it is part of the detailed law proper.

Many pupils still absent from the classrooms

By Zwakile Vunduso, Education Reporter

There was no attendance at black schools in Soweto and the East Rand yesterday, but other areas in the Pretoria-Kwazulu-Natal-Vereeniging region reported a slight improvement over Monday's figures.

Spokesman for the Soweto region, Mr Peter Mantell, said that although more pupils reported for school yesterday morning, they had returned home by 9 am.

"A larger number of pupils entered some schools indicating that they were willing to resume classes, but they filtered back home because of the lack of strength in numbers or because staff were absent.

He said the situation was "very quiet" and no incidents of violence had been reported.

In the East Rand there was "a complete stayaway" by pupils again yesterday, said the director of the DEB's Highveld region, Mr JH Boyson.

But the situation was normal in rural areas of the Highveld, he said.

Mr Boyson said he had been informed that lack of transport services was the "major contributor" to the high abstentionism on the East Rand.

A spokesman for the North Transvaal region said yesterday's attendance figures indicated that the situation was normal in Mamelodi and "better" in Atheredgeville where attendance figures ranged from 66 to 84 percent.
he heart of the stayaway

Many pupils still absent from the classrooms

By Zonelde Vendeiro

There was almost no attendance at black schools in Soweto and the East Rand again yesterday, but other areas in the Pretoria-Witwatersrand-Vereeniging region reported a slight improvement over Monday's figures.

Spokesman for the Soweto region Mr Peter Mundell said that although many pupils reported for school yesterday morning, they had returned home by 9 am.

"A larger number of pupils milled around some schools indicating that they were willing to remain home, but they filtered back home because of a lack of strength in numbers or because staff were absent."

He said the situation was "very quiet" and no incidents of violence had been reported.

In the East Rand there was a "complete stayaway" by pupils again yesterday, said the director for the DCT's Highveld region, Mr J H Booyson.

But the situation was normal in rural areas of the Highveld, he said.

Mr Booyson said he had been informed that lack of transport services was the major contributor to the high absenteeism on the East Rand.

A spokesman for the northern Transvaal region said yesterday's attendance figures indicated that the situation was normal in Melmoth and "better" in Atteridgeville where attendance figures ranged from between 68 and 98 percent.

The colliehers feeding these four stations are also experiencing almost total absenteeism.

Stayaways on mines range from 100% to full worker turnouts

By Mike Shuma

The National Union of Mineworkers (NUM) and mine management are at odds over the effect of the latest round of protest action on the mining industry.

NUM yesterday reported a stayaway by members ranging between 15 percent at some mines to 100 percent at others. The concerns affected include coal, gold, asbestos and chrome.

But the Chamber of Mines said only 9,600 out of the 55,000 workforce were off.

A chamber spokesman said protest action was reported at six of the more than 50 mines.

An union spokesman said workers at New Clydesdale Colliery near Witbank had been given an ultimatum to return to work. The union was becoming the matter.

A spokesman for Gold Fields, owners of the colliery, denied any ultimatum.

He said "We informed workers that they were involved in an illegal action, and warned them that a continuation of a stayaway at New Clydesdale could result in demotions or disciplinary action."

All operations were normal at Gold Fields yesterday, except at head office, where 40 percent of workers stayed away, he said.

The NUM also reported that in the diamond mining industry there had been a 60 percent stay-at-home at Kimberley Deber, Friesch, Kolffort and Geology mines.

A spokesman for Anglo American's gold and uranium division, Mr Michael Speer, said work had continued underground at most, but not all, the mines it controlled.

The only exception was at East Rand Gold and Uranium Company (Ergo), where some plants were functioning yesterday.

Anglovia reported full attendance at all its mines.

During demonstrations, Mr Harry Hill said workers at the group's gold mines were at their posts — except for Grootefontein near Springs, where there was a partial stayaway on Monday. But they all returned yesterday.

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There's still some still by power for the people

Highveld Bureau

Four of Eskom's 11 Transvaal power stations have been hit by stayaways although production is being maintained throughout.

On Monday there was an almost total stayaway of black workers at Ekukhanyeni's Arnot, Hendrina and Komati stations.

A spokesman said there was an improvement in staff numbers yesterday although a partial stayaway began yesterday morning at the giant Krugel station.

The collies feeding these four stations are also experiencing almost total absenteeism.
Court moves on

But unions won't stop the workers

By DAVID JACKSON and MANDLA TYALA

Unions (Nactu) have said they are not calling for stayaways. But another federation has been ready to rule out the stayaway as a form of protest.

Saccola chairman Mr Bobby Godsell said yesterday: "From our side, we have emphatically said we support the right of workers to protest peacefully. "But at the same time, we view stayaways as an unconstructive and potentially dangerous use of power.

Explaining the background to the successful court interdict against the NUM, Mr Godsell said: "The NUM has repeatedly said to us all last week that they are not advocating a stayaway. So we are using the court merely to enforce the NUM's own position. "We have gone to court on the basis of evidence that workers were being bussed into NUM offices in Welkom and being told not to come to work next week. "That is in conflict with the position of the national office bearers of the NUM."

Racial

Instead, they had thrown in their lot with the Government by giving "overwhelming support" for the Labour Relations Amendment Bill. "The Bill entrenches racial trade unions, erodes job security and imposes new limitations on the right to institute industrial action," Mr Naidoo described adverts placed this week by Saccola in the Press explaining sections of the proposed legislation as "attempts to camouflage the union-bashing aspects of the Bill."

He said Cosatu was expecting the protest action to send a "powerful signal" to the Government. "Cosatu has left it to each community to decide what form the protest should take," he said.

Nactu said it would be up to Nactu shop stewards in each region to decide for themselves what form of action they would take. The Chamber of Mines said Cosatu's attitude suggested its campaign against the Bill was "politically inspired."

"Stunt"

"More importantly, we have recognition agreements with the NUM which provide that neither side will resort to strikes or lockouts without first raising the issues in dispute with the other side and trying to resolve them through negotiation."

At a Press conference in Johannesburg on Friday, Mr Naidoo said Cosatu had received numerous telegrams from employers threatening to take legal action against unions and to dismiss workers if unions staged a stayaway.

These included warnings from Reinforcing Steel Contractors, Rustenburg Platinum Mines Ltd and Pearson Manufacturing Co (Pty) Ltd.

He criticised the stand taken by employers on the call for protest action and branded the meeting with Saccola a "publicity stunt."

Mr Naidoo said the federation had expected employers to take a neutral, no-work, no-pay position.
The Labour Relations Amendment Bill has sparked a lot of controversy.

On the one hand, unions have generally welcomed it, as it aims to restore the power balance between capital and labour and to prevent black unions from being used to manipulate the political agenda. On the other hand, the unions have generally opposed these provisions.

The Bill also severely curtails our right to strike. It says that strikes can only be called off if the union is satisfied that the strike is not necessary. This is a breach of the right to strike.

The Bill also proposes a new system of industrial action, which is so vague that it is impossible to know what it means. The government has also failed to provide any evidence that the Bill would be a positive balance.

On its own, this Bill poses a threat to the balance of power in South Africa. It is a thinly veiled attempt to undermine the rights of workers and to make it easier for employers to. reclaim the power balance.
Protest could bring sackings — Minister

Political Correspondent

THE Minister of Manpower, Mr Pietie du Plessis, today warned that any stayaway from work in the Cosatu protest in the next few days would amount to an illegal strike and he warned of the possibility of dismissals.

He deplored the fact that Cosatu had not accepted an open invitation he had issued to interested parties to discuss proposed changes to labour legislation with him.

Cosatu gave evidence to a parliamentary committee considering the legislation.

Mr du Plessis said Cosatu had not followed any of the dispute-settling procedures set down in the Labour Relations Act.

His impression was that the protest was not only about the labour legislation but that political issues were also involved.
Few buses and taxis in city

Commuter ranks in the Johannesburg city centre were virtually deserted this morning as the three-day protest began.

There were few taxis at ranks in West, Bree and Neord streets.

Park Station had few commuters, and Doornfontein Station was deserted.

Putco bus terminus in Jeppe Street was without buses.

All Highveld United bus company drivers failed to arrive at Middelburg. In Witbank, a Highveld United spokesman said services there had been normal.

"A National Union of Mine-workers Witbank" spokesman said the large collieries had reported absenteeism. Amcol's Arnot and Gaedheoep miners reported a 75 percent stayaway.

There was no reply from local Cosatu or Numsa offices this morning.

Reefmilk deliveries were disrupted. A Dairy Belle spokesman said the company had been "substantially hit." A Clover spokesman was not able to comment early today as "staff were still arriving."
Employers reacting ‘aggressively’

Cosatu fires salvo on eve of protest

Cosatu yesterday fired another salvo in the war of words with employers on the eve of the scheduled three days of “protest”, by saying employers’ “aggressive” response to the call was prompted by government appeals that they should do more to defend the Labour Relations Amendment Bill.

However, leading employers yesterday denied the charges, saying there had been no discussion with government on the issue recently.

A Cosatu spokesman said the union understood leading employers had, in the last two weeks, been berated by government for not doing enough to defend the Bill. The result was that employers rushed to place newspaper advertisements on the Bill and called meetings with Nactu and Cosatu.

However, SA Consultative Committee on Labour Affairs (Saccola) chairman Bobby Godsell and FCI manpower spokesman Bokkie Botha denied knowledge of employer meetings with government on the issue.

Godsell said the ads were placed because the media had failed to give a lucid summary of the contents of the Bill and the changes made from the previous draft.

Further, the meetings were a follow-up from a previous meeting with Cosatu on March 2. Saccola was ready then for a full debate on the Bill and still was. However, on both occasions, Cosatu had failed to debate the legislation in detail.

Godsell said the meeting with Nactu on Friday had been far more productive than the one with Cosatu the previous day, in that Nactu had raised specific objections to the Bill.

The two had disagreed on the validity of sympathyt strikes. However, they had agreed to refer, to a mutually accepted group of specialists, six aspects of present and future labour legislation on which Nactu had made points which needed more consideration.

They included questions of the role of industrial councils in referring disputes to the Industrial Court, undue delay in cases of illegal strikes, the awarding of costs by the industrial court, and the legitimacy of consumer boycotts in labour disputes.

Godsell said, and Nactu assistant general secretary Mahlomoa Skhosana confirmed, that Nactu had, like Cosatu, declined to issue a call for members not to stay away from June 6-8, although it was emphatic it had not called for such action.

Skosana said Nactu had asked Saccola to approach the ministers of Law and Order and Defence to ask that workers not be harassed during the protest.

Godsell said Saccola had, in response, indicated to the SAP its desire that events this week should pass peacefully. He declined to elaborate.

Cosatu, responding to indications that a number of employers plan disciplinary action against employees who stay away from work and legal action against unions — noted in the past employers had merely adopted a “no work, no pay” policy in recognition of the fact that unions were among the few vehicles for political expression.

Botha, explaining employers’ angry response to the protest call, said Cosatu did not seem to understand businesses were trying to develop themselves and the economy. They faced sanctions and had had to operate recently through a period of endless public holidays.

BRONWYN ADAMS reports a Shell spokesman said the protests were a labour issue and management, therefore, would certainly not dismiss or victimise workers. He expressed surprise at the overreaction of managers threatening disciplinary action against workers taking part in the stayaway.

THEO RAWANA reports Putco and Sats plan to put out full passenger transport services today.
THE 700 000-member Congress of South African Trade Unions (Cosatu) yesterday geared up for a three-day protest from today against the government banning of anti-apartheid organizations, restrictions on labour and proposed changes in labour legislation.

Cosatu called for the protest at a special congress on May 14, but it did not call for a work stayaway. Employer reaction last night ranged from warnings that stayaways are illegal to expectations of minimal impact and a belief that the protest was not a labour-management problem in any event.

Cosatu issued a statement at the weekend saying “it has been left to each community to decide precisely what form the protest should take. The federation will not prescribe to those who wish to protest how they should do so, provided that the protest is peaceful, orderly and limited to three days.”

The protest was called to protest against the February 24 banning of political activity by 17 anti-apartheid groups, the limiting of Cosatu to work-related activities and the Labour Relations Amendment Bill, which would prohibit secondary strikes and allow industry to sue unions for lost revenues in work actions.

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Chris Bateman reports that management in the Western Cape are expecting minimal disruption, a Chamber of industries spokesman said yesterday.

Mr Colin McCarthy, chairman of the Western Cape region of the chamber, said local Cosatu officials stated this at a meeting with the South African Co-ordinating Council of Employer Organizations in Cape Town late last week.

The original protest grounds seemed to have been replaced by threats by the UDF and community-based organizations against “40 years of Nationalist rule”, said Mr McCarthy.

“It’s not really a labour-management problem any more,” he added.

Informed industrial relations sources said the union practice of “shop floor level decisions” would mean that the shift in protest emphasis would effectively prevent a widespread Western Cape stayaway.

Asked if management contingency plans existed, Mr McCarthy said “I really don’t think one can work out those sorts of things — you have to see what’s going to happen before you can work out a contingency plan.”

The chamber’s approach would be one of “no work, no pay”, he added.

Senior Cosatu officials could not be reached for comment yesterday.

Activities in the Peninsula’s two universities have adopted different approaches.

The University of the Western Cape would close from today until Wednesday with exams rescheduled, while the University of Cape Town would continue as normal, campus spokesman said.

Members of the Students Representative Council at UCT said they would negotiate today for deferral of exams for students scheduled to write on Wednesday, the first day of exams.

A Cosatu spokesman yesterday called on the government to rescind the ban on student unions because the “aggressive” response to the call was prompted by government slogans that they should do more “to defend” the Labour Relations Amendment Bill.

However, leading employers yesterday denied the charges, saying there had been no discussion with the government on the issue recently.

Dr Saunders reiterated the university’s condemnation of the restrictions on organizations and said the government should take seriously the concerns of organized labour on labour legislation.

The recently-formed Cape Democrats yesterday resolved to support the Cosatu call. Ms Sue Philcox, executive press liaison officer for the Democrats, said the resolution was passed unanimously by the organization’s first general council meeting since its formation in April.

Black workers at Rhodes University have decided to work today in spite of a three-day nation-wide planned protest.

Alan Fine reports that Cosatu yesterday fired another salvo in the war of words with employers on the eve of the protest by saying that employers should not be left in the lurch by government slogans that they should do more “to defend” the Labour Relations Amendment Bill.

However, leading employers yesterday denied the charges, saying there had been no discussion with the government on the issue recently.

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Mixed response as protest against labour Bill begins

By DICK BURGER and DENNIS CRUYWAGEN
Staff Reporters

SOME milk and bread deliveries were disrupted, some schools and shops were closed and fewer black taxis operated on the first day of a three-day protest called by South Africa’s two major trade union federations.

The protest against the Labour Relations Amendment Bill was decided at a special congress of the 750 000-member South African Congress of Trade Unions last month.

The 500 000-member National Council of Trade Unions followed with a call to its affiliates for action and last week both federations agreed to coordinate action.

Mr Colin McCarthy, director of the Cape Chamber of Industries, said the effect was strongest in the black community, particularly hostel residents and union members.

In the coloured workforce attendances appeared to be about normal.

He said the absenteeism seemed to be more dominated by the environment in which workers lived than by the unions.

The food and engineering industries, which both had a strong Cosatu affiliate involved, appeared to be most affected.

A spokesman for the Steel and Engineering Industries Federation of South Africa (Seifsa) said the absenteeism ranged from high to zero.

He said employers were viewing the stayaway seriously, had adopted a policy of no-work, no-pay and reserved the right to take disciplinary action.

A South African Transport Services spokesman said trains were running normally, passenger rates appeared to be normal and staff attendance was normal.

The absentee rate among Cape Town municipal workers was normal for a Monday.

At some black and coloured schools visited by The Argus, teachers and pupils were absent.

A few shops in the black townships were open after the Western Province African Chamber of Commerce resolved that members should close shops to reopen tomorrow, a source said.

Residents were seen walking to neighbouring coloured townships to catch buses or taxis or to do their shopping.

Security forces maintained a high profile in Langa, Nyanga and Guguletu.

In Mitchell’s Plain shopkeepers said they had not had deliveries of milk or bread. The bus terminus was quiet and few taxis were leaving the area.

At the University of the Western Cape students resolved last week to postpone exams scheduled for today, tomorrow and Wednesday.

Student teachers were absent from some colleges in the Western Cape.

Reporting of some details of today’s protest action is restricted in terms of the emergency regulations.

Gold at $464,10

Business Staff

GOLD was fixed at $464,10 an ounce in London today, down from Friday’s $464,35 New York close.

The rand traded at R2,258 ($0,449) to the US dollar in Johannesburg today. See page 8.
Staff Reporters and Sapa

Thousands of black workers were absent from work yesterday — the first day of a three-day national protest called by South Africa's major union federations.

The highest absentee figures were recorded in Johannesburg and Pretoria.

At least six people were injured in incidents of violence believed related to the protest.

An explosion damaged the railway line at Dube, Soweto, 12.15 yesterday day and, later, a lynch mob was found on a nearby section of the Dube railway track.

A train coach was burnt at Kwesane station, near Germiston, and the Umgebaba station on the Natal South Coast was petrol bombed.

In Soweto, Pretoria, several railway coaches were damaged by an explosion and a locomotive was attacked with a hand grenade in Mamelodi. No injuries were reported.

A miner was wounded in an eye after being shot with a rubber bullet in a clash between workers and Rand Mines' Vandendriek security near Witbank.

Five people were injured near Empangeni in a petrol bomb attack on a bus.

PZW Area.

A Potco spokesman said the areas with the lowest passenger demand in the Transvaal were Soweto (96 per cent), Springs (90 per cent), Elderval (99 per cent) and Rand Rand (90 per cent).

The protest, said the spokesman, was less effective in Pretoria, Mamelodi and Denneson near Kwandebelo.

Soweto schools closed.

All schools in Soweto appeared to be closed.

Taxi ranks, bus terminals and railway stations were deserted in most sections and trains ran almost empty to Johannesburg.

South African Transport Services said train occupancy rates yesterday on Reef trains were about 3 per cent of normal at 8am. Just before 8am, occupancy rates on trains to Johannesburg station were in the region of 1 percent of normal from Tembisa, 18 per cent from Pretoria; 10 to 20 per cent from Soweto and 40 to 50 per cent from the West Rand.

Soweto taxis operated a skeleton internal service to take nurses and other staff to Baragwanath Hospital and local clinics.

Police and the Defence Force guarded railway stations and patrolled the streets.

On the East Rand, the mambas of Katlehong, Tokoz and Vosloorus, residents appeared to be observing the protest en masse.

There was a heavy police presence in the three townships and police were at every railway station and taxi rank to protect those who wanted to go to work.

On the West Rand, South African Breweries in Champond reported that half the staff were absent, leaving production intact but deliveries disrupted.

Several other West Rand firms said that about 50 per cent of the staff had not reported for work.

Other companies reported normal absenteeism.

Randfontein and Kragersdorp municipalities said that they had not been affected.

In the Vaal Triangle, Jacor's Vanderbijlpark plant appeared to have been hardest hit with about 7,000 black employees failing to report for duty.

An Jacor spokesman said a “significant number of people” were not at work but measures had been taken to handle the situation.

The Union Steel Corporation (Uscor) in Vereeniging reported 40 percent black absenteeism.

A Metal Box spokesman in Vanderbijlpark said the extent of absenteeism had not been determined, but the company was expecting it.

Absentee figures of about 10 percent were recorded at the Semcor factory in Mayerton and the Union Steel Corporation in Vereeniging.

No industries unaffected was the Hamilton.
Protest continues with little effect in W Cape

By DICK USHER and DENNIS CRUYWAGEN
Staff Reporters

THE three-day protest called by the major trade union federations continued to have minor effects in the Western Cape today.

The protest developed into a stayaway by an estimated two million workers yesterday, mainly in the Transvaal and Natal, but indications today were that absenteeism was easing in many parts of the Reef, with the number of commuters on trains and buses rising slightly.

The two federations supporting the protest, the Congress of South African Trade Unions and the National Council of Trade Unions left it to affiliates to decide what action to take.

Industries affected in the Peninsula appeared to be mainly food and engineering. Home milk deliveries and bread supplies were disrupted.

A spokesman for the Steel and Engineering Industries Federation said the response to the stayaway varied from negligible to complete.

DELIVERIES

Mr Tommy Brand, a Chamber of Commerce spokesman, said absenteeism in the commercial and financial sectors was normal, but in the industrial sector it was slightly higher.

Mr Henry Pretorius, assistant general manager of Dairylea, said cafés and supermarkets had been supplied yesterday and would be served today but there were no home deliveries yesterday and he expected none today.

About 30 percent of staff worked yesterday.

Buses and trains ran normally with their normal number of passengers, according to spokesmen for City Tramways and South African Transport Services.

Sats spokesman Mr Luther Diedericks said there had been no decline in the number of train commuters. He said "Our employees have not stayed away from work in significant numbers."

Attendance at coloured schools appeared to be back to normal today after yesterday's stayaway by some pupils and teachers. Some pupils were writing exams today.

Black high school pupils were not at school for the second successive day.

INTIMIDATION

Yesterday's stayaway affected many schools in the Pretoria-Witwatersrand-Vaal area, according to Dr A.B. Fourie, director-general of Education and Training.

There were no incidents at schools but there had been incidents of intimidation, he said in a statement today.

The department was concerned about the adverse effects the stayaway would have on examinations, he said. He appealed to parents to ensure that pupils returned to school as soon as possible.

More black people used buses and trains on the Reef today but an explosion on the railway between Naledi and Dube caused long delays.

A police spokesman in Pretoria confirmed that an explosive device was detonated near the Inhlanzane railway station at about 6:30am today. There were no injuries and damage to the track was minimal, he said.
Widespread stayaway in major cities

THE mining industry was the notable exception to the widespread stayaway action that hit the main industrial centres of SA yesterday on the first of three days of protest called by the country’s two largest trade union federations.

In a survey, the Labour Monitoring Group, which comprises academics at English-language universities, found a 79% absenteeism rate in the PWV area (although it was lower in Pretoria than elsewhere), 67% in the Durban region and 64% in Maritzburg.

Most employers said they were implementing a policy of no work, no pay and no penalty, which the LMG found surprising in the light of numerous reports of “hardline” employer responses.

The LMG said statistics provided by Sats and bus corporations showed at least 1.9 million people did not travel to work yesterday.

“This makes it the biggest stayaway in SA history,” a spokesman for the monitoring group told Reuters.

Assocom manpower secretary Vincent Brett said there was enormous regional disparity in stayaway figures. These ranged from 5% to 10% in the Western Cape to 20% in Pretoria and 80% in Johannesburg.

FCI spokesman Gerrie Berdenhout reported high absenteeism at members’ plants in Port Elizabeth, where the motor industry has closed down for the three days, 60% in the Border/East London area, and up to 60% in Maritzburg. Other reports put the absentee rate in PE lower — at 20%.

Seifsa director Brian Angus said the stayaway in the metal industry was extensive in the PWV area, affecting 90% of operations, and moderate in Natal and PE. In many cases workers living in hostels reported for duty while those living some distance from work were unable to obtain transport.

He said a number of companies had applied for interdicts to compel employees to attend work and had decided to take disciplinary action against participants.

The day passed relatively peacefully.

Widespread stayaway in major centres

However, there were reports of a small explosion at Dube station in Soweto after midnight, a burned-out railway coach at Kalkheuwel and a fire that gutted the Umshabaza railway station. Nobody was injured.

Putco and Sats spokesmen said passenger loads were running at up to 90% below normal on the Reef, and few minibus taxis were seen on the streets.

Department of Education and Training spokesman Peter Mundell said attendance at Soweto schools by students and teachers was close to nil.

But the mining industry reported minimal absenteeism yesterday. The Chamber of Mines said 9000 of the 560 000 workers employed by member mines stayed away. These included one goldmine — Gencor’s Grootvlei — three diamond mines (which a De Beers

spokesman declined to name), one antimony mine and six collieries.

Union sources said the absence of action at the mines could lead to recriminations within Cosatu. The National Union of Mineworkers had been one of the strongest protagonists of the protest plan, against the opposition of some affiliates which argued for a more cautious approach.

Wits University industrial sociology professor Eddie Webster pointed out yesterday miners had never participated in political stayaways in large numbers. He attributed this to the high proportion of foreigners and migrants in the workforce who had not been integrated into urban political issues.
Stayaway disrupts milk deliveries

Milk deliveries on the Reef were disrupted by staff stayaways yesterday, but some companies said alternative arrangements were made.

Dairy Belle managing director Mr R Smither said there was virtually a 100 percent stayaway, and no home deliveries were made.

"People tend to trickle back, but we don't expect a major improvement today," he said.

A spokesman for the West and South Rand branch of Clover said the situation was "abnormal" and extremely quiet but home deliveries were made in some areas.

Mr M Halsey, Nel's distribution manager at Victory Park, said they made alternative arrangements which ensured that most deliveries were done. He did not wish to comment as to what arrangements were made.
Casual workers helped large stores to cope

By Lloyd Coutts

Major retail stores in Johannesburg appeared well prepared for workers' absenteeism yesterday but, for the smaller stores, it meant few staff and little business.

At Checkers, casual staff, mainly schoolchildren, manned the stores in the afternoon. A company spokesman said that, before lunch, the stores had managed with the staff who reported for work.

Absence at the various stores varied between 18 and 80 percent.

At Click's, top management rolled up its sleeves and pitched in at the company's 16 branches and around the city. When The Star telephoned to ask how the company was coping, the switchboard operator said she was the only person in the office.

Everyone else, from general manager to secretary, was helping out at the stores, she said.

CASUAL LABOUR USED

Casual labour filled in at the Pick 'n Pay stores, where between 65 and 70 percent of the staff stayed away. A company spokesman said students were used later in the afternoon and the operation went smoothly.

OK Bazaars spokesman Mr Keith Hartshorne said his company was coping well.

It had prepared itself and had instituted contingency plans which included the hiring of casual labour.

The smaller businesses in the west end of the city seemed to feel the effect of the protest most. A few shops in Simmonds Street were closed and staff at two fast food outlets said they would be closing early.

Shopkeepers stood in doorways, staring at the near-empty street or reading newspapers.

A Bree Street shopkeeper, Mr Sharad Devchand, said none of his employees had reported for duty.

But it was business as usual in the east end of the city and near the station, where some shops had both black staff and customers.

Minibus taxis felt the pinch and many were empty near the station and around the city.

Driver Mr Abie Mokaila said business was slow because it was a holiday.
Dead stop at major vehicle plants

By Michael Chester

The output of South Africa's motor industry came to a standstill yesterday as all seven major assembly plants closed down.

The National Association of Automobile Manufacturers (Naamsa) confirmed that production would also be at a standstill at all plants today.

Naamsa executive director Mr Nico Vermeulen estimated that between 20,000 and 25,000 production workers were affected. Only administrative and salaried staff remained at work.

Mr Vermeulen said the companies had agreed to shut down output because:

- Naamsa had earlier been advised that certain key outside component manufacturers feared that supplies would be disrupted;
- A protest by only 10 percent of assembly plant employees would make normal production impossible.

There were dramatic contrasts in the impact of the protest in Johannesburg and across the Reef.

FULL WORK FORCES

The Steel and Engineering Industries Federation (Seifsa) reported that while certain big factories had been hit by 100 percent not reporting for work, others had a full labour force and operations were normal.

Seifsa spokesman Mr Hendrik van der Heefer said the protest by workers in the industrial divisions run by Barlow Rand was almost 100 percent, but at the Highveld Steel Corporation works at Witbank, it was ignored.

There were stark contrasts by work forces at many other big companies.

The Asea electrical division of Allied Technologies reported complete absenteeism at its Rosslyn plant, but no impact whatsoever at its Alberton plant.

In the Haggie Rand group, there was a 60 percent turnout at Vanderbijlpark, but 95 percent of employees in Germiston joined the protest.

In Cape Town, about 70 percent of factory labour forces reported for work. In Durban, about 80 percent of workers in the non-ferrous metals sector reported...
Motor industry shut-down

SA's seven motor manufacturers shut down production lines yesterday for three days, ahead of the protest, adopting a "no work, no pay and no confrontation" policy.

Almost 25 000 Numsa workers are involved, excluding those in the components industry.

Industry spokesmen said because of the logistics of vehicle manufacturing assembly lines, came to a standstill if component supplies were disrupted. And when absenteeism exceeded 8% to 10%, the running of an assembly line became impracticable.

Most manufacturers were prepared for the situation because Numsa had informed employers of its stand.

The assemblers and component manufacturers had to co-ordinate their stand because of their interdependence. Some plan to resume production on Wednesday, while the majority will resume assembly operations on Thursday.
Work grinds to virtual halt at six Transvaal collieries

By Theresa Anders and Adele Balela

Although gold mines were not affected, a number of the country's largest collieries were hit by absenteeism yesterday.

Six collieries in the Witbank-Middelburg coalfields reported almost 100 percent absenteeism. Many others had partial attendances.

There was only one incidence of violence reported, at Rand Mines' Vandyksdrif section of Douglas Mine.

A worker, Mr. Isaac Khundla, lost an eye after being struck by "a rubber stopper" when mine security officials fired on a group of about 60 stick-wielding men trying to prevent workers going on shift.

Mr. Khundla is being treated in the Witbank Hospital.

The Anglo American spokesman for the group's gold and uranium division, Mr. Michael Spicer, said work continued underground as usual at all mines.

Anglovaal reported full attendance at all mines.

Gencor spokesman Mr. Harry Hill said workers at the group's gold mines were at their posts except for the Grootvlei mine, near Springs, where there was 55 percent absenteeism.

He said two Gencor collieries near Middelburg, Blinkpan and Optimun, reported 90 percent absenteeism.

Rand Mines said there was normal attendance at all group gold mines yesterday.

A spokesman said all collieries were operating with the full staff complement except for Douglas near Witbank where 90 percent of the workforce were absent.

The spokesman said there was a total absenteeism at Vandyksdrif, near Douglas, and Wolwekrans near Witbank except for staffs manning essential services.

Rand Mine employees have been informed that the company would adopt a policy of no work no pay, the spokesman said.

A Goldfields spokesman reported full attendance at all gold mines. He said, however, that there was an 85 percent stayaway at the company's New Clydesdale Colliery at Witbank.

Eskom's public relations officer, Mr. Peter Adams, said some power stations in the Transvaal had been hit to a greater or lesser degree.

At two stations, Hendrina and Komati, it is believed there was an almost total stayaway of black staff.
draging on
stay-at-home
Crippled

Trible of workers return to their jobs
THOUSANDS of workers continued their support for the three-day national protest called by Cosatu and Nactu, while many others streamed to work yesterday.

The biggest back-to-work was in Thokoza in the East Rand where many people walked to Alberton and nearby Atteridgeville. Pretoria also witnessed a heavy stream of workers.

Police were on every street in Vosloorus to protect those going to work and where some people could not get transport, police used huge vans to transport them.

Signs

The Association of Chambers of Commerce and Industry said there were distinct signs of a drift back to work yesterday.

A spokesman for Putco said the stayaway had eased in most areas except Durban and on the East Rand. He said passenger levels in Pretoria were almost back to normal and the stayaway was easing on the West Rand.

Major corporations in the Vaal reported massive absenteeism and reiterated their warning that they would apply a “no-work, no-pay” policy.

Group personnel manager for Cape Gate Export in Vanderbijlpark, Mr Louis van Wyk, said 40 percent of their total workforce turned up since Monday.

Workers in the Greater Durban area were warned that they would lose millions of rand in wages as leaders in the industry and commerce reaffirmed their policy of “no-work, no-pay.”

About 30 percent of the workforce attended work in Natal yesterday.

The three day protest action — on its third day today — has had minor effects so far in the Western Cape.

A Chamber of Commerce spokesman, Mr Tommy Brand, said the response varied between negligible and complete. He said absenteeism in the commercial and financial sectors was normal but in the industrial sector it was slightly higher.

In the southern parts of Soweto there was a greater number of taxis on the road, although some seemed to be operating internally only. A school stayaway also occurred.

Num

East London Commerce reported substantial attendance yesterday but, some workers stayed away in support of the three-day protest call.

Chamber of Commerce director Dave Groom said initial figures had shown high support for the stayaway.

The National Union of Mineworkers (Num) and mine management have crossed swords over the effect of the protest on the mining industry — with each making different claims.

Hospital services throughout Johannesburg were still running smoothly despite the three-day stayaway.

At Baragwanath Hospital in Soweto, all employees reported for work yesterday morning.
Major chain stores report drop in trade

A 95% stayaway by Johannesburg staff was matched by an almost equal drop in the number of customers. However, their stores in the eastern and western Transvaal and rural Natal were barely affected.

THEO RAWANA reports some Johannesburg hotels say there has been a marked increase in black hotel occupancy since the stayaway began.

And some hotel managers have confirmed that employers arranged for their workers' accommodation during the three-day period.

DOMINIQUE GILBERT reports that police yesterday issued a confidential warning to newspaper editors around the country that they should seek legal advice before publicising the stayaway. A police spokesman confirmed this and said the confidential warning was in accordance with an agreement made at a recent meeting of police, the Newspaper Press Union and editors.
There's still power for the people

Four of Eskom's 11 Transvaal power stations have been hit by the stayaway although production is being maintained throughout.

On Monday there was an almost total stayaway of black workers at Eskom's Arnot, Hendrina and Komati stations.

A spokesman said there was an improvement in staff numbers yesterday although a partial stayaway began yesterday morning at the giant Kriel station.

The collieries feeding these four station are also experiencing almost total absenteeism.
Stayaways on mines range from 100% to full worker turnouts

By Mike Situma and Adele Balema

The National Union of Mineworkers (NUM) and mine management are at odds over the effect of the national protest on the mining industry.

NUM yesterday reported a stayaway by members ranging between 15 percent at some mines to 100 percent at others. The concerns affected include coal, gold, asbestos and chrome.

But the Chamber of Mines said only 9 000 out of the 55 000 workforce were off.

A Chamber spokesman said protest action was reported at six of the more than 60 coal mines.

A union spokesman said workers at New Clyde Colliery near Witbank had been given an ultimatum to return to work.

The union was discussing the matter.

A spokesman for Gold Fields, owners of the colliery, denied any ultimatum.

He said "We informed workers that they were involved in an illegal action, and warned them that a continuation of a stayaway at New Clyde could result in dismissals or disciplinary action."

All operations were normal at Gold Fields yesterday, except at head office, where 40 percent of workers stayed away, he said.

The NUM also reported that in the diamond mining industry there had been a 100 percent stay-at-home at Kimberly De Beers, Pifsch, Koffiefontein and Geology mines.

A spokesman for Anglo American's gold and uranium division, Mr. Michael Spence, said work had continued underground as usual at nearly all the mines it controlled.

The only exception was at East Rand Gold and Uranium Company (Erna), where only some plants were functioning yesterday.

Anglovaal reported full attendance at all its mines.

Gencor spokesman Mr. Harry Hill said workers at the group's gold mines were at their posts except for Grootvlei Mine near Springs, where there was a 55 percent stayaway on Monday. But they all returned yesterday.
Stayaway boomerangs on blacks

By Kaizer Nyatsumba

While many people have made do without bread on the East Rand for two days because no bakery deliveries were made as a result of the stayaway, the hardest-hit were the people in the townships.

"I am not going to get my bread in the cafes in the morning, then that's taking it too far," said an old woman at Mothaung Section, Katlehong near Germiston this morning when she was told there was no bread.

Most of the people who entered the cafe wanted bread. In 20 minutes The Star counted about 50 people who had come to buy bread. All left disappointed.

"What are my children going to eat now, because bread is all they eat every morning? These good-for-nothing cafes can run out of milk, meat or anything else if they want to, but not bread.

Others, mostly women and children, added their voices of discontent.

"Bakeries should be exempted from stayaways. We cannot afford not to have bread for three days," another woman said. There seemed to be approval among her peers.

For many black families in the townships, bread is a staple diet second to porridge. There may be nothing in the house, but if there is bread, the family will have something to eat before going to bed.

"Maybe," one woman suggested, "we should collect money and send somebody to town to buy many loaves of bread.

This was a good suggestion, they thought. But that was before a 12-year-old boy dispelled the little hope they still had.

"Mommy," the boy said, "there is also no bread in town. Remember, daddy said he could not get bread in Alberton yesterday?"

His mother tried to silence him, but she was already too late. The damming words were spoken.

The other women looked from mother to son and from son to mother. "So your father went to work yesterday?" an older boy asked.

There was no answer. None was necessary.
Protests on Bill: Cosatu in new move

AS WORKERS in most major industrial areas started drifting back to work yesterday, Cosatu appealed to employers to submit the Labour Relations Amendment Bill to an independent tribunal for scrutiny on whether it met Western standards.

And general secretary Jay Naidoo also ambushed Cosatu had called a special executive meeting for today to decide whether or not to accept Matopane Minister Pletie du Plessis's invitation to discuss the proposed legislation.

In a letter delivered to the SA Coordinating Committee on Labour Affairs (Sacclo), Cosatu proposed the Bill be referred to a panel chaired by former judge L Ackerman, now chair of the Stellenbosch University law faculty.

The inquiry should be held soon and employers should meanwhile use their influence to stay the passage of the Bill said Cosatu.

Naidoo said Cosatu's lawyers had already contacted Ackerman.

Cosatu to discuss govt invitation on Bill

proposed from Cosatu, and would now urgently consult members on it.

Naidoo disputed various points made by Du Plessis in Parliament on Monday.

He said Cosatu had informed government of its views on the Bill through its submissions to the standing committee.

He invited Du Plessis to allow the International Labour Organisation to determine the Bill's merits.

He said despite the Minister's derogatory comments about Cosatu, a special meeting had been convened to discuss the invitation.

The Labour Monitoring Group reported stayaway figures in the PWV down from 81% to 4% in manufacturing compared with Monday, from 66% to 52% in commerce, and from 24% to 11% in the public sector.

Figures for other areas were unavailable.

The Chamber of Mines said most of the 9,000 miners who did not report for work on Monday returned yesterday.

The FCI said absenteeism rates were down by up to 20% in the Transvaal, Durban and Cape Town, and substantially down in the eastern Cape. Sats and Putco figures followed similar trends.

BRONWYN ADAMS reports Sefisa and Assocoem said absenteeism in their sectors remained largely unchanged.

ROGER SMITH reports there was a marked increase in unrest incidents on Monday, according to the police unrest report.

Seven people, including three children, were reported killed.

Five of the seven deaths were in the Durban/Maritzburg area. Most of the unrest incidents recorded were in Natal (five) and the Transvaal (seven), with the remainder in the Cape (three).
Submit Bill to open scrutiny — Cosatu

By DICK USHER
Labour Reporter

SOUTH AFRICA's major trade union federation has suggested that the controversial labour legislation which prompted the three-day protest should be submitted to scrutiny by an "experienced tribunal of standing".

The protest developed into a stayaway on Monday but support appears to have slipped since.

The Congress of South African Trade Unions invited the South African Co-ordinating Council on Labour Affairs, an employers' body, to take part in a panel discussion and suggested a former judge, Professor L Ackermann, head of human rights law at Stellenbosch University, as chairman.

Cosatu, which called the protest with the National Council of Trade Unions, said it appeared they shared with Saccola several beliefs about what the Labour Relations Amendment Bill should contain.

But they differed on whether the Bill attained those objectives.

Cosatu, in a further proposal, called on the Government to accept the jurisdiction of the International Labour Organisation on the Bill.

It felt the appropriate organisation to determine the merits of the Bill would be the ILO, which represents employers, employees and governments worldwide.

Meanwhile, response to the protest appeared to weaken yesterday.

Cosatu and the Independent Labour Monitoring Group, although reporting different figures for absenteeism, agreed that fewer workers stayed away.

Mr Colin McCarthy, director of the Cape Chamber of Industries, said about 95 percent of workers reported for duty, up from Monday's estimate of 92 percent.

Mr Mike Getz, chairman of the Cape Clothing Manufacturers' Association, said many had not reported any significant absences.

Mr Henré Pretorius, assistant general manager of Dangabelle, said cafes and supermarkets had been supplied again yesterday but there were no home deliveries.

He said about 30 percent of staff went to work yesterday, the same as on Monday.
Foreign markets shrug off effects of stayaway

By Neil Behrmann
LONDON — The black protest stayaway, the biggest in several years, has not had any impact on South African shares trading abroad.

Average gold share prices continue to hold onto their 15 percent gains made during the past few weeks. Trading has been thin, but buyers have included Swiss, German and French investors and, to a lesser extent, Americans.

SA industrials have been ignored for several years. But dealers say that the key to market sentiment will be the gold price.

If the price rises, markets will ignore political events. But if it declines, there could be a sharp fall in South African shares.

"The market is very nervous," a London dealer said yesterday. "We can only wait and see."

The recent surge in platinum and gold prices appear to have discounted potential political problems.

Both have failed to maintain their recent highs and have fallen, even though news of the strike hit front pages around the world. They have also failed to respond to the possibility of labour difficulties on the mines in coming weeks.

Few bullion dealers expect any sharp setback in bullion and platinum prices in the short term. But if they fail to perform and gold remains locked within the $440 to $460 trading band, foreign investors may well become concerned again about rising costs and the political risk factor.

The international outlook is confusing. After an unexpected surge last week, brokers are evenly divided on whether there will be a traditional summer rally on Wall Street.

The Tokyo Stock Exchange is hovering around an all-time peak of 28,000 and speculation is rampant. There are worries that any worldwide stockmarket surge could be followed by a swift collapse and the SA market will not be in splendid isolation.

With this in mind, London brokers are highly selective about gold shares. Williams de Broe rates as a "buy," Hartes, Zandpan, Beatrix, Deelkraal and Driefontein Vaal Reefs is a "hold" and Kloof can be bought on weakness.

But Buffels, Grootvlei, Stilfontein, Blyvoor, Durban Deep, ERPM, Lisbon, Venterpoort, Elsburg, South Roodepoort, Elandsrand and Southvaal should be sold, say the brokers.

Michael Spriggs of Warburg Securities says that on a gold price forecast of $430 to $460, Driefontein, Hartes, Kloof and Vaal Reefs "represent excellent value and should be bought for secure yields."

"The March quarterly results confirm the continuing recovery in production and underline the efforts to contain working cost inflation," he says.

"The FT gold mines index was at the largest discount to the gold price for many years," says Mr. Spriggs.

He warns, however, that average working costs are around $320 an ounce, against $300 in December. Mine working costs inflation is running at 19.6 percent.

If Mr. Spriggs is correct, average working costs on the mines could reach present gold prices within only two years.

On this basis, only mines with low costs and rising production should be in portfolios.
Economy takes a big knock

TODAY marks the end of one of South Africa's biggest protest action by workers.

The protest, which took the form of a stayaway was called by two giant federations — the Congress of South African Trade Unions and the National Council of Trade Unions to demonstrate their opposition to the Labour Amendment Bill.

The unions maintain that the Bill will wreck their bargaining power by, among other things, curtailing their right to strike and encouraging employers to use them for production losses in an "illegal" strike.

Employers have rejected the federation's contention that the proposed legislation was aimed at union bashing and destroying the rights they gained in the past decade.

Police yesterday gave a figure of at least 10 people who have died violently since the start of the protest action on Monday.

Stayaway

In Johannesburg, a mysterious fire breaks out in the passenger coach of a train at Mowathlesa. Station at about 9am on Tuesday a South African Transport Services (TAS) spokesman said.

Meanwhile, the three-day stayaway has cost workers millions of rand, says Ascocom labour spokesman, Mr. Vincent Pret.
Improvement

From Page 1

Mr Prett said financial harm to companies would also result in fewer jobs and higher costs. This meant that workers would not only suffer directly from not getting wages, but would also have to pay higher prices for goods.

The Federated Chamber of Industries said there had been a marked overall improvement in work attendance especially in Johannesburg, the West Rand and Pietermaritzburg.

Normal

The situation in Cape Town and Bloemfontein had returned to normal and there was no change in the Eastern Cape.

The Chamber said that the Northern Transvaal had not been affected by the stayaway action.

The SABC said yesterday afternoon that the country was “near normal.” Reporters saw only few blacks in the usually crowded streets of Johannesburg.

School attendances were low in many parts of the country. Black businessmen heeded the protest by closing their shops early. Pamphlets were distributed in some townships calling for a stayaway. Health workers and journalists were exempted from the action.

Participation by bus and taxi drivers in the stayaway probably contributed to the absenteeism in Johannesburg and Durban. Reports from the rest of the country, according to a Sapa report, showed that workers began to go back to work yesterday.

Although the mining industry, which produced 80 percent of South Africa’s foreign earnings, was hardly affected, the protest was regarded as a success for unions and anti-apartheid groups who organised it under emergency regulations that prohibited them from any political activity.

Cosatu has meanwhile proposed that the Bill be referred to a panel chaired by Mr L. Ackerman, of the Department of Law at Stellenbosch University. The inquiry would consider, among other things, to what extent the proposed legislation was consistent with international standards.
Cosatu warns on stayaway reactions

Staff Reporters
The Congress of SA Trade Unions (Cosatu) warned today that any disciplinary action against those who participated in the three-day work stayaway this week would scuttle talks to resolve the dispute over the Labour Relations Amendment Bill.

Thousands of workers returned to work today following the three-day protest action.

The period from Monday to yesterday was set aside for "peaceful protest" by Cosatu and the National Council of Trade Unions to express opposition mainly to the Labour Bill.

The Association of Chambers of Commerce (Assoccom) estimated that the stayaway may have cost the economy about R500 million.

Train services throughout the country were back to normal today except in Durban, where trains were about 80 percent full, said a South African Transport Services spokesman.

A Putco spokesman said its buses in Durban were only carrying about 80 percent of its normal passengers, but numbers on its other routes were almost back to normal.

NORMAL
Services in the Pretoria area were back to normal and those in Boksburg and Springs were 95 percent full this morning. However, buses in Alberton and Edenvale were only 75 percent full, he said.

Information on the Soweto route was not available at the time of going to press.

Assoccom said its guideline to employers remained one of no work-no pay.

The Steel and Engineering Industries Federation has adopted a similar stance.

Assoccom Labour secretary Mr Vincent Brett said the calculation of R500 million as the economic cost of the protest was based on the assumption that there was a 50 percent absenteeism by black labour forces.

The financial harm to companies would also result in fewer jobs and higher costs, with employers moving further towards mechanisation.

Cosatu's warning comes at a time when both employers and the Government are expressing willingness to meet unions to discuss their concerns over the Labour Bill.

WAITING
Spokesmen for both Cosatu and Nactu said they were still waiting for a formal invitation from the Manpower Minister, Mr Piet du Plessis.

• The managing director of the Trans-Natal Coal Corporation, Mr Hans Smith, said workers at the Blinkpan and Optimum collieries were all back at work.

Although the company had adopted a position of no work-no pay, disciplinary procedures would be instituted. These did not necessarily include dismissals.

A Gold Fields spokesman, Mr Atte Roets, said the company would not pay miners who did not work at the New Clydesdale Colliery at Witbank on Monday.

Absent colliery workers had returned to work on Tuesday.

A Rand Mines spokesman said all operations were back to normal today.

He said miners who had participated in the protest action would not be paid for the days they had not turned up for work.

Anglo American stated throughout the three-day stayaway that work had continued with the full staff complement at all the company's mines.
SAMANCOR's Ferronets will dismiss some workers and give formal written warnings to others who stayed away from work in the three-day protest which ended yesterday, said group labour relations manager Eddie Erank.

Ferronets is one of a number of companies which hardened attitudes towards workers who stayed away.

Premier Group's Pretoria Wholesalers and Druggists (PUD) said they were considering a number of disciplinary and legal options relating to the protest, which had serious financial implications for the company.

A PUD spokesman said workers absent over the last three days were in breach of their agreement with management, as was the Chemical Workers' Industrial Union (CWIU).

He said the company was considering disciplinary action against individual workers, legal action against CWIU, withdrawal from agreements with CWIU and withdrawal from wage negotiations.

Pretoria Coal Holdings MD Peter Michels said 95% of workers were absent from work over the first two days. Workers who stayed away would not be paid, and the company was considering holding individual disciplinary hearings which would then be regarded as the first step towards dismissal. Michels said, however, no legal action would be taken against trade unions.

Rakewell refused to comment when asked whether employees failing to attend work because of the protest would be dismissed immediately.

It had previously notified workers it intended to do this.

Reinforcing Steel Contractors director Lukas Swanepeel said there was a 4% turnout on Tuesday. He said the stoppage was illegal and thus constituted an unfair labour practice.

Haggie Rand personnel manager David Redelighuys said the company had been totally affected by the stayaway, and contingency arrangements were made in order to continue production.

He said a policy of no work, no pay would be adopted but denied suggestions that the company would be taking further action against both workers and trade unions.

Fry's Metals said 95% of their workers had not turned up for work but they had not decided what disciplinary action to take beyond not paying workers for the days they were absent.

Some protest absentees

NEWS 9/0/88

are facing tough action
No teaching at 7 black schools

Staff Report

TEACHING at seven of the Peninsula's 10 black high schools came to a halt this week as pupils absented themselves en masse.

Mr Bill Staude, regional director for the Department of Education and Training (DET), said in a statement on Tuesday: "A certain number of teachers have absented themselves from work, but whether in the 'context of the (three days of national) protest' or whether purely as a result of intimidation is not determinable."

No pupils at seven local black high schools attended classes on Tuesday, while rural and primary schools "appeared to be less affected" by the mass absenteeism, he said.

Answering inquiries about whether those teachers and pupils who stayed away from classes would be disciplined, Mr Staude said: "Teachers absenting themselves without prior official granting of leave are liable to be given leave without pay for the days in question."

"The onus of disciplinary action against pupils who did not attend classes rests more with their parents than the DET," he said.

Mr Staude could not be reached for comment on the situation in black schools yesterday.

Mr Thinus Dempsey, spokesman for the Department of Education and Culture in the House of Representatives, said teaching had been "normal" yesterday, barring certain schools in the Mitchells Plain and Athlone districts.
Return to work expected today

Commerce and industry countrywide are expected to return to normal today as black workers return to their jobs after a three-day stayaway.

The protest was called by the 750,000-strong Congress of SA Trade Unions (Cosatu) and 500,000-strong National Council of Trade Unions (Nactu) to protest against the government’s February crackdown and the Labour Relations Amendment Bill, which aims to curtail wildcat industrial action.

A top-level South African Consultative Committee on Labour Affairs (Saccola) delegation flew to Cape Town yesterday afternoon to meet Manpower Minister Mr Pietie du Plessis, hours after Saccola accepted in principle Cosatu’s proposal for independent arbitration on the Bill. Neither Saccola delegation leader Mr Bobby Godsell nor Mr Du Plessis were last night prepared to disclose what happened.

However, Cosatu general secretary Mr Day Naidoo said his organization and Saccola were entering into discussions on the details of the process. Cosatu has proposed that a panel chaired by Professor Laurie Ackerman—a former judge who now occupies the chair of human rights in the Stellenbosch University law faculty—examine whether the Bill adheres to various mutually agreed principles.

Mr Naidoo said no formal invitation had yet been received from Mr Du Plessis to discuss the Bill.

Yesterday workers were absent in varying degrees on the Reef, in the Eastern Cape and at Durban and Maritzburg with a lack of bus transport slowing the return to work in many centres.

Assocom’s labour spokesman, Mr Vincent Brett, said the three-day protest had cost the economy about R500 million, much of this made up of wages lost by workers.

The FCI said there had been a marked improvement in work attendance especially in Johannesburg, the West Rand and Maritzburg. — Staff Reporters, Own Correspondents and Sapa
Workers fired after stayaway

Trade union and employer spokesmen have confirmed that a number of workers have been dismissed as a result of this week's three-day stayaway.

The National Council of Trade Unions (Nactu) reported that 60 workers were given final warnings at Tzaneen Bakery. A total of 91 workers in the metal and farming sectors were dismissed, a Nactu spokesman said.

Transport and General Workers' Union (TGWU) general secretary, Ms Jane Barrett, said it was difficult to assess the extent of dismissals.

Ms Barrett said final warnings were given to 30 workers at Main Line Carriers in Alrode, Johannesburg.

About 30 TGWU members were dismissed at the Mathebula Bus Company in Nelspruit in the Eastern Transvaal.

She said 500 bus drivers went on strike at the Sizani depot of KwaZulu Transport after administrative staff participated in the protest action.

Eight workers were dismissed at Rent-a-Bakkie in Port Elizabeth, Ms Barrett said.

"A small number of employees were fired from the Fidelity and Pritchard security firms in Pietermaritzburg."
UDF man urges 'work underground'

IN A major position paper, a United Democratic Front executive member said yesterday the "mass democratic movement" should master "the techniques of secret and underground work."

Vitas Mafolo also said the "democratic movement" will boycott and campaign against the October municipal elections, but has opened the way for "white democrats" to "use the elections."

Mafolo is one of the few members of the UDF national executive not in detention, on trial or restricted. He wrote this paper in his personal capacity because the UDF is currently prohibited under Emergency regulations that prevent it or its office bearers, in their official capacities, from taking part in political activities.

Weekly Mail Reporter

Aspects of his paper may be published because he has claimed individual responsibility for it.

He said in his paper that techniques of underground work were imperative "because more often than not large scale detentions break the nucleus of our organisations."

"Activists must learn to operate underground because the State of Emergency will be with us for many years," he said.

He also called for demoralised activists to be revitalised, unite, discipline, educate and training to guide the movement's work and ideological unity.

Mafolo rejects arguments that bodies such as the UDF should participate in the elections to render them ineffective, to use the structures to propagate democratic views or to get "access to the people."

However, in confirming the boycott, he added that this was a strategy rather than an inflexible principle.

"We recognise that conditions in the white areas are different ... White democrats should use the elections to strengthen the alliances forged in the white community and to win more white to a mass democratic movement."

No UDF activist could stand as a candidate and no affiliate could participate as a UDF structure, but approaches to the elections should be worked out "in consultation with local UDF structures," he said.

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UK Tory visited at SA expense

BRITISH MP John Carlisle visited South Africa in February at the expense of the Department of Foreign Affairs. Carlisle has often supported the South African government publicly and he has been a frequent visitor to South Africa. He has been Britain's most prominent champion of sports contacts with South Africa.

When Carlisle was in Cape Town for the opening of parliament in February, R1 057.63 of his hotel bill was paid by the Parliamentary Association, a body established to promote liaison with other parliaments.

Details about Carlisle's visit to South Africa emerged in parliament this week. Carlisle, a right-wing Conservative Party

To PAGE 2
Firms fire 93 unionists

Own Correspondent

JOHANNESBURG. — A total 937 employees at 30 firms have been fired for their participation in the three-day stayaway this week, Nactu and Cosatu said yesterday.

They said those dismissed were union affiliates in the transport, metal and chemical sectors.

A Nactu spokesman said the dismissals appear to have occurred largely at small firms.

And Cosatu has agreed to meet Manpower Minister Mr Pietie du Plessis.

Among the discussions on the Labour Relations Amendment Bill will be the acceptance of ILO jurisdiction and determination over whether the bill is a breach of international standards, Cosatu said.
BY LEN MASEKO

STAY AWAY

MORE THAN 500 DISMISSED OVER

SOWETAN, Friday June 10, 1988
Boycott didn’t halt Wits’ academic agenda

By Zenaide Vendeiro, Education Reporter

The three-day stayaway of black staff and students at the University of the Witwatersrand — raised at the vice-chancellor’s installation on Wednesday night — did not affect the academic programme of the university, a Wits spokesman said.

The spokesman said “a substantial number” of the university’s black staff and students had observed the three-day protest action against the Labour Relations Amendment Bill.

“Support services were operated by a skeleton staff but the central concern of the university, its academic programme, continued unabated.”

The stayaway was raised by Miss Rosemary Hunter, president of the students’ representative council, during the installation of Professor Robert Charlton as vice-chancellor and principal.

In her formal “greeting” of the vice-chancellor before more than 1000 academics and business and community leaders, Miss Hunter criticised the composition of the university council which appointed Professor Charlton because it did not include “representatives of workers and oppressed communities”.

She said “Council consists of powerful people in mining, industry and commerce who are likely to support the Labour Relations Amendment Bill while, at the same time, your workers are expressing their deep opposition to it by withdrawing their labour over these past three days.”
THE STAYAWAY

Paying the Bill

Day one of the Cosatu- and Nactu-inspired three-day "protest" — a labour stayaway, in fact — was marked by considerable worker cohesion, although there were signs that it was not holding that well into the second day.

This was despite the sanction from clergymen such as Archbishop Desmond Tutu and Allan Boesak and a great deal of physical intimidation. There was some violence — Tuesday’s police unrest report recorded seven deaths — but the extent to which this was related to the stayaway or to the emergency is unknown.

Although intimidation is always difficult to quantify, it no doubt played a significant part in ensuring absenteeism of nearly 80% in SA’s industrial heartland, the PWV, and rates above 60% in the regions. Where there is heavy reliance on public transport, the intimidators have an easier task.

Although the stayaway appeared to be holding on Tuesday, the picture was not clear as the FM went to press. It remained to be seen whether workers would stay off in similar numbers on the Wednesday as well, and so chalk up the biggest, most sustained stayaway of black workers in this country.

Remarkably, the miners worked.

Ostensibly, one of the reasons for the labour federations calling the "peaceful national protest" was to express their opposition to the Labour Relations Amendment Bill, which Cosatu describes as "union-bashing" legislation. Employers, who broadly support the Bill, stoutly reject the idea that it is sufficiently bad to warrant this type of action. Detached observers say clarity will only emerge in its practical implementation.

But, of course, the labour movement sees itself playing a "vanguard" role on behalf of the "broad democratic movement" which was portrayed in February. This provided the second reason for the protest: violent violation of "basic human rights." As James Cunningham, the Nationalist MP who is chairman of the Manpower Standing Committee puts it, the Bill merely provided the peg on which to hang a political gesture.

Blacks who make up the bulk of union membership don’t have the franchise and recourse to political pressure this implies. It is also generally accepted that it is in most effective, a sophisticated industrial relations (IR) system must be matched by political reform. Indeed, when Nic Wehnahn formulated the new labour dispensation 10 years ago, suggests one member of the Manpower Standing Committee, it was done on the assumption that industrial reform would work in tandem with political reform to keep pace. In fact, the gap has widened.

For their part, the unions’ perception is that the Bill is really the democratic tendencies set in motion by Wehnahn. The crux of their objections is that they are not able to strike legally for broader social and political purposes and that their unions could be penalised if they were to do so.

However, for the unions to expect business to subvert itself and the economy by acquiescing in work stayaways is a major misjudgment. Management are rightly drawing the line by sticking firmly to a policy of at least no work, no pay.

Business’s objection to stayaways is essentially twofold. First, they increase costs and reduce productivity. "We have this endless vista of new holidays and political protests, and we have to take a stand," says one manager. The second reason for opposing stayaways is that they tend to precipitate violence and intimidation.

In any case, management holds that it is simply unrealistic to say that because blacks don’t have the vote, unions should be granted unlimited freedom to attack the viability of industry. The unions will probably demand the efficacy of their stayaway now that Manpower Minister Piet du Plessis has invited them to come forward with their objections to and suggestions for the Bill.

Cosatu’s Jay Naidoo told the FM on Tuesday that the federation was formulating a reply to the minister, but reiterated Cosatu’s solution — "suspend the Bill and allow the International Labour Organisation (ILO) to decide whether it’s a labour reform or a union-bashing instrument. We say, let’s judge it against the international standards that the employers claim the Bill is in line with. Further, government should keep out and let employers and the unions work it out."

IR practitioners broadly agree that the State should remain neutral and let unions and management resolve their differences. Bumpy as they are, industrial relations remain the one area in SA where useful agreements are forged across racial lines.

The minister’s surprisingly conciliatory invitation to the unions, however, seems no more than an overture in view of the fact that the Bill has been through the three Houses of parliament in its first reading. Certain amendments have already been set down and the rules make it technically impossible for even the minister to introduce new ones — assuming Du Plessis intends addressing at least some of the union objections that would entail fresh legislation.

Cunningham of the Manpower Standing Committee says the Bill is an outstanding piece of legislation, but adds that "only a fool would say there is no room for improving this or any other Bill." The committee, incidentally, met only four of Cosatu’s 27 objections, but then it heard lists of suggestions from 285 bodies.

Despite dire prognostications of a collision course on which management and the unions seem to be heading, observers detect signs of hope. For one thing, the employers’ consultative committee on labour (Saccola) sat down, although vacillating and rather late in the day last Friday, with the unions to see if they could resolve their differences over the Bill.

And even though Saccola naturally finds the Bill reasonable, more labour lawyers than it thinks believe that a couple of the main clauses are, if not too harsh, certainly ambiguous, and could benefit from redrafting. This should be explored.

Government, says Cunningham, "does not want to get involved." Perhaps it should then call a moratorium on the Bill and throw it to the unions and management to sort out.
Makro workers sit-in over fraud dismissal

ABOUT 150 workers at Makro wholesalers in Ottery yesterday staged a three-hour sit-in at their company canteen in protest against the manner of dismissal of a colleague by company officials before his arrest for alleged fraud.

The employees returned to work after hearing that the man would be granted bail at his court appearance.

Shop stewards for the Commercial Catering and Allied Workers of South Africa (Ccesuwa) later met management to demand the withdrawal of charges. They said the worker under suspicion was "interrogated" on Tuesday and only late on Wednesday allowed representation at a company hearing.

The group personnel manager for Makro, Mr John Hudson, said the company "would not give in" to the charge withdrawal demand and denied that the man was disallowed representation by a shop steward. He also rejected claims that workers were threatened with police unless they returned to work, saying company policy was that police were called in only if there was a threat to life or property.
2 000 fired
in wake
of Cosatu stayaway

Johannesburg — Almost 2 000 workers have been dismissed and another thousand face some form of "disciplinary action" following this week's three-day stayaway, Cosatu said in a statement yesterday.

"The actions follow warnings from management to Cosatu affiliates that they 'reserved the right' to take retaliatory action.

"Cosatu affiliates are fighting each and every dismissal as well as lockouts, suspensions, cancellations of stop orders and agreements with unions," the statement said.

The statement also said that as far as dismissals, suspensions and lockouts were concerned, union officials had told management that it was unreasonable to crack down on individual workers when they protested in line with a community decision over the controversial Labour Relations Amendment Bill, which has not yet been resolved, and had warned companies that their actions might prejudice sensitive negotiations — Sapa.
It's Tuesday! It must be a stayaway... in SA.

There was a power outage, and the lights were off. I grabbed a flashlight and a chair, and we stayed there for a while. The sky was clear, and the stars were shining bright.

I heard a voice in the distance, and I turned to look. It was a friendly neighbor, and we talked for a while.

I noticed something on the ground, and I picked it up. It was a coin, and I put it in my pocket. I thought it was strange, but I didn't think too much about it.

As we were talking, I heard a noise coming from the kitchen. I went inside and found a strange object on the counter.

I tried to identify it, but I couldn't. It was a small, metal object, and I couldn't figure out what it was.

I decided to take it to a friend who works in the local museum. He was able to identify it as an old coin, and he told me it was a rare find.

I was excited and decided to keep it as a memento. It was a reminder of the adventure we had that day.

Overall, it was a great day, and I'm grateful for the unexpected moments that make life interesting.
Almost 2000 workers had been dismissed and 1000 more faced some form of "disciplinary action" following this week's three-day stayaway, Cosatu said in a statement yesterday.

"The action follows warnings from management to Cosatu affiliates that they 'reserved the right' to take retaliatory action," Cosatu said.

"Cosatu affiliates are fighting each and every dismissal as well as lockouts, suspensions, cancellations of stop orders and agreements with unions."

"As far as discharges, suspensions and lockouts are concerned, union officials have told management that it is unreasonable, drastic and premature to crack down on individual workers when they protested in line with a community decision over the controversial Labour Bill, which has not yet been resolved."

"It is mostly small companies which are taking punitive action. In negotiations on the issue, Cosatu unions have warned management that their actions could jeopardise and undermine sensitive discussions with the SA Consultative Committee on Labour Affairs (Saccola) at national level, as well as the proposed meeting with Manpower Minister Mr Piet du Plessis," the statement said.

"There are widespread examples of management 'lockouts', where workers were told to return to work on Monday or punishment. This is patently unfair and vindictive action, and makes nonsense of management opposition to stayaway action. Workers refer to this as illegal strike action by management," the statement said.

"Obviously Cosatu will be raising this matter with Saccola and calls on them to intervene to advise against chaotic management actions which stoke the tension and conflict."

"It is unfortunate that Saccola and various business leaders last week discredited the protest as nothing more than political power play by union leaders and not really to do with the new labour Bill."

"Statements like these, along with SABC propaganda against the union movement, tend to stick in the minds of management of small firms who have a very shallow view of legitimate trade union and democratic rights."

The statement said the Paper, Printing and Allied Worker's Union had told Cosatu that many companies, including major ones like Mondi and Sappi, were beginning to attempt disciplinary action through "kangaroo courts."

The statement said the National Metal Union of South Africa (Numsa) had said in a letter to one of the companies where Numsa members are facing management action, that any steps taken by the company might prejudice any discussions Cosatu might have with Saccola and might pre-empt a negotiated resolution of the problems of the Labour Relations Act.

The letter said: "Discussions have been held between Saccola and Cosatu with regard to the Labour Relations Act (LRA). These discussions are at a very sensitive stage."

"The Minister of Manpower has indicated that he intends issuing a formal invitation to Cosatu to meet regarding the proposed amendments."

"Any steps which may be taken by your company may severely prejudice any discussion with Saccola and the Minister and may pre-empt a negotiated resolution to the problems attached to the LRA."

"In the circumstances we consider any steps taken against our members to be drastic and premature and not conducive to good labour relations."

Stayaway: nearly 2000 get the sack
Cosatu vows to contest management retaliation
The Staysaway

Three days made

History - Naidoo

Action was significant

Three-day Project

Violence breaks out

Three-day Project

On the West Rand

Passes quietly

By PHOEBE

Stay closed

Outrage disgusts

in Natal Townships

By CHARLES MOBLEY
OF WORKER STRAVAWAY

SA COUNTING THE COSTS

17/6/82 CHECO

THE PEOPLE'S PAPER
means loss of millions

Outside the PWV area, most affected by the stayaway was the Natal region. In Enedale, Putco's occupancy rate was a mere one percent on the first day.

Analysing the preliminary findings of the Labour Monitoring Group and Development Research Studies Group, Dr. Ari Situs and Natal had recorded the highest number of people heading the protest call. Eighty percent of black workers and between 65-70 percent of the total workforce stayed away.

Given the present constraints, the protest had been very well organised in Natal if it was considered that the level of organisation would equal the rate of the stayaway, he said.

He said peaks and drops in the three days were insignificant because there could be a five percent error either way in the figures.

However, KwaZulu Chief Minister Mangosuthu Buthelezi said that whatever the percentages, the action which did not lead to political gains was "wasted action".

Residents in several Natal provincial and village towns woke up on Monday to find that there was no public transport. In Clermont, all forms of transport came to a halt as the streets were barricaded.

The Federated Chamber of Industries in Natal has attributed the high percentage stayaway in Natal to the collapse in public transport.

Responding to threats by employers to adopt a "no work, no pay" policy, Cosatu yesterday warned that any punitive action would jeopardise negotiations concerning the Bill and heightened conflict.

As early as 5am yesterday, schools and taxis ferrying passengers into the towns were already operating at normal occupancy rates.

Schools also filled up and shops opened as pupils who stayed away in support of the protest returned to their desks and sympa-
thetically shopowners reopened their doors.

In the PWV area, the tension that characterised the protest period disappeared, and in Johannes-
burg and Pretoria the dispersed streets began to fill up with heavy traffic and throngs of people making their way to work.

According to the Johannesburg Labour Monitoring Group, an independent body monitoring the protest, the manufacturing industry in the PWV area was hardest hit by the action.

They said the figures for the public sector varied enormously, from 100 percent attendance at municipalities with internal compounding to a 60 percent stayaway at those whose workers live in the towns.

Cosatu — listing its figures on train and bus occupancy rates released by Sats and Putco — estimated that three million workers nationwide stayed at home on Monday.

Cosatu's estimate for Wednesday was a stayaway of 2.3 million workers.

The Eastern Cape had an estimated 80 percent stayaway, and academics monitoring the protest action reported that the stayaway was constant for all three days.

Meanwhile, the Western Cape was relatively unaffected by the stayaway, with figures ranging from five to 10 percent.

No large-scale incidents of violence related to the stayaway were reported anywhere in the country. Minor incidents occurred, but the SAP unrest report did not link them with the stayaway.

Incidents included the petrol bombing of a house in KwaXhaya, Springs, the petrol bombing of a bus in Kamehlo, Germiston, the burning down of a bus in Nuvile, Lusaka, the shooting of three men (by three other men) at a shop-
ing centre in Pinetown, stoning of a bus in Enedale, Natal, stoning of a bus in Dambaza, Ed-
endale, stoning of two buses at KTC squatter camp and extensive damage to bus-
es at Khayelitsha, both near Cape Town, and the petrol bombing of a bus and setting alight of a car in KaNgwane homeland.
Traders
Spokespersons for the Western Cape Traders Association and the Council of Muslim Meat Traders said most traders would not open.

However, it will be business as usual at most big supermarkets. A spokesperson for Pick 'n Pay said there was no reason why the chain's supermarkets should remain closed on June 16.

Meanwhile, the South African Council on Sport (Sacos) has asked its codes to cancel any fixtures scheduled for the next three days.

The service featuring Mrs Petersen and Mrs Truter, whose sons died in Soweto and Bontheuwel respectively, is to be held at the Metropolitan Methodist Church in Greenmarket Square at 2pm.

Prayers
Other services to be held include, St Mary's in Nyanga East, from 10 am to 2 pm; the Holy Cross Anglican Church in Nyanga East, from 9 am to 10:30 am, and the Congregational Church in Rondobosch, from 3 pm.

A vigil will also be held from 6 am-5 pm at the Christ Church in Kenilworth, to be followed by a service until 6 pm.

Several churches will also be saying special prayers on Sunday, June 19, in remembrance of those who died in the 1976 unrest.

Youth, civic and cultural organisations will participate in a June 16 commemoration evening at the Samay Centre in Gatesville, Cape Town.

Several church services to mark June 16

THE mother of Hector Petersen, the first person to be killed in the 1976 Soweto uprising, will be a speaker at one of several church services planned for June 16.

Many meetings and events have been scheduled throughout the country to mark the 12th anniversary of the day that changed the course of South African history.

Tens of thousands of workers are expected to commemorate the day with hundreds of shops remaining shut as well.

A spokesperson for the National Council of Trade Unions (Nactu) said many trade unions had already won June 16 as a paid public holiday.
Metal workers fail to hammer out differences

By Alison Campbell

A major strike is looming in the metal industry because of an impasse between Seifsa represented employers and unions affiliated to the International Metalworkers Federation (IMF) during their annual wage negotiations.

Four unions, representing some 123,690 workers have decided to hold wage strike ballots after declaring themselves in dispute with industry employers.

A spokesman for the IMF unions says a ballot will be held among members on July 20. Votes will be counted three days later.

Last year's negotiations ran into similar problems with the then Metal and Allied Workers Union (MAWU) refusing to support the industrial council's main agreement and resolving to strike on the wage issue.

The strike was rendered illegal by a controversial last minute renewal of the previous year's agreement.

MAWU has since merged with other unions to form the National Union of Metal Workers of South Africa (NUMSA).

Seifsa chief executive Brian Angus says this year manpower expert Piet du Plessis is likely to be asked to renew the main agreement — which expires at the end of the month — excluding the four IMF-affiliated unions.

This would clear the way for a legal strike to take place.

Mr Angus has denied IMF union claims that Seifsa and the CMBU unions are planning to extend the existing main agreement in order to make the proposed strike illegal.

The latest round of negotiations saw the IMF unions bid for an increase of R1.65 per hour for labourers (a 49% increase), down from original demands made in March for a R1.80 across the board hourly wage.

Employers put their final offer at 41 cents per hour increase for labourers — a raise of 15.7%.
Stayaways greeted by schools' boss

Pupils and teachers whose observance of last week's three-day stayaway closed schools in Soweto received a message from the director of the Department of Education and Training's (DET) Johannesburg region on Friday wishing them a "happy holiday."

In a term-end statement, the director, Mr Gunther Merbold, said an important phase of the school year had been reached and hard work would be required when schools re-opened on July 4.

Saying backlogs had developed, he added "We cannot afford to lose any more school days."

School buildings and grounds will be closed for the holidays.
'Intimidation at factory gates'
— two in court

Court Reporter

TWO Guguletu men have appeared in Cape Town Regional Court charged with intimidating or assaulting an employee of Tiger Oats, Maitland, on February 10.

Mr Wilson Kolonisil, 46, and Mr Alson Makolota, 46, of the Cape Oil hostel, have pleaded not guilty to charges of intimidating Mr Bernard van Harte into staying away from work by grabbing his belt, throwing him to the ground and kicking him, alternatively assaulting him.

Mr van Harte, a machine controller, said he arrived at the gates about 5.50am and was told by security guards he could not go in.

He tried to open the gates and Mr Kolonisil grabbed him, saying "You must not work today. There is a legal strike."

"I told him I was married with children. I had to work."

Mr van Harte said Mr Makolota kicked his packet of sandwiches from his hand. As he bent to pick them up Mr Makolota kicked him and he fell.

Mr van Harte said he had known Mr Kolonisil for about 20 years and Mr Makolota for about six years. Mr Kolonisil did not kick him.

Mr van Harte said he stood across the road until another man said those who wanted to work could sign a form and the others could stay outside.

Mr van Harte said he signed the form and clocked in.

Defence counsel Mr P Gamble asked Mr van Harte why he told a disciplinary inquiry that he had been assaulted three times.

NERVOUS

Mr van Harte replied he had been assaulted three times, but that he had never been in a court before, was nervous and had forgotten.

Mr Gamble: Did someone put you up to coming to court to testify against these two men?

Mr van Harte: No. Not at all.

Mr Gamble said the accused would say that Mr van Harte was injured when about 100 workers stampeded forward to hear what was being said by a senior company man, Mr T Hingle, when he appeared at the gates with a loud-hailer.

The hearing was postponed to August 22.
TYRE STRIKE ENDS

The month-old strike involving 900 workers at Goodyear in Utenhage came to an end yesterday after the Industrial Council for the Tyre and Rubber Industry urged all workers to return to work by tomorrow morning. Goodyear manager public relations Mr Mike London said — Sapa
Nactu to fight 1 200 protest firings

Own Correspondent

JOHANNESBURG - The National Council of Trade Unions (Nactu) is investigating legal and industrial retaliatory actions open to it against employers responsible for the dismissal of workers who participated in the stayaway last week, assistant general secretary Mr Pandelani Nefolovhodwe said yesterday.

He said Nactu was prepared "to fight to the limit" to secure the right of workers to peaceful protest — even if this meant going to the Industrial Court.

Mr Nefolovhodwe said Nactu was negotiating the reinstatement of the 1 200 members of its affiliates dismissed over the past week. The national shop stewards division was also exploring further action against management in defence of dismissed workers, he said.

Mr Nefolovhodwe said last week's protest was not directed at management — workers simply heeded the call for the rejection of the Labour Relations Amendment Bill.

Yet employers acted in a way that corresponded with the government. He warned employers to stop supporting government action against workers, he said.

Major employer organizations yesterday predicted a low-key business response to the traditional observation of the June 16 anniversary this week, although they said its juxtaposition with last week's stayaway would probably irritate many employers.

Assocom manpower spokesman Mr Vincent Brett said employers recognized the day's significance and had become accustomed to production losses on the day. He said many had negotiated the day as paid leave with trade unions, while others were prepared to allow individual employees to take leave on the day.

The Federated Chambers of Industries spokesman, Mr Gerrie Bezuidenhout, said the FCI guideline was, where special arrangements had not been made, for a policy of no work, no pay, no discipline.

Seisa director Mr Brian Angus said his organization was making no recommendations to members other than to apply a policy of no work, no pay.

The question of disciplinary action was up to individual employers.
Worker kicked by strikers, court told

AN EMPLOYEE at the Tiger Oats company yesterday told Cape Town Regional Court his clothes were torn and he was kicked when he tried to enter the Tiger Oats premises during a strike in February.

Mr Bernard van Harte was giving evidence in the trial of Mr Wilson Mwisa Kolanisi, 46, and Mr Alson Makalde, 44, both of Guguletu, who pleaded not guilty to compelling Mr Van Harte to stay away from work by grabbing him by the belt of his trousers, throwing him to the ground and kicking him.

They also pleaded not guilty to the alternative count of assault with intent to do grievous bodily harm.

Mr Van Harte said that when he arrived for work on February 10 and went to open the gate, Mr Kolanisi grabbed the pocket of his pants and tore it. He also tore two buttons off Mr Van Harte's shirt. Mr Makalde kicked his lunch parcel from his hand and trod on it, and when Mr Van Harte bent to pick it up, Mr Makalde kicked him in the side.

Mr Kolanisi "told me not to work as we were on a legal strike", Mr Van Harte said.

The hearing was adjourned to August 22.

Mr M-L. Langenhoven was the prosecutor. Mr J. H. Coster represented Mr P. E. R. Du Plessis, instructed by Mr CS Koffe, Barrister-at-law, and Friend, appointed for the defence.
Goodyear strikers due back on job

BROWNWYN ADAMS

THE month-old strike involving 900 workers at the Goodyear plant in Uitenhage came to an end yesterday after the Industrial Council for the Tyre and Rubber Industry urged all workers to return to work today.

Volkswagen GM Ronnie Kruzer said all 4,500 Volkswagen workers striking in sympathy with the Goodyear workers returned to work yesterday.

Goodyear PR manager Mike London said the company was hoping a full shift would turn out this morning.

The workers downed tools on May 13 after management announced an extension of working hours. Workers began their strike after management dismissed 32 workers for violence.
No fireworks likely over June 16

MAJOR employer organisations yesterday predicted a low-key business response to the traditional observance of the June 16 anniversary this week.

Assocam manpower spokesman Vincent Brett said employers recognised the day's significance and pointed out that many employers had negotiated the day as paid leave with trade unions, while others would allow individual employees to take leave.

FCI spokesman Gerrie Bezuidenhout said the FCI's guideline in the absence of special arrangements was a policy of 'no work, no pay, no discipline'.

Seifsa director Brian Angus said Seifsa was making no recommendations to members other than to apply a policy of 'no work, no pay'.

*Comment: Page 6*
Four metal unions decide to hold wage strike ballot

By Mike Saluma, Labour Reporter

Four unions, representing nearly 129,000 metal workers, have decided to hold wage strike ballots after declaring themselves in dispute with industry employers.

The decision by the National Union of Metalworkers (Numsa), the Electrical and Allied Workers’ Trade Union of SA, the Steel Engineering and Allied Workers’ Union and the Engineering and Allied Workers’ Union to hold strike ballots followed the failure of Industrial Council meeting last Friday to facilitate an agreement between unions and employers.

The four are affiliates of the International Metalworkers’ Federation (IMF).

The other union grouping at the talks, the Confederation of Metal and Building Unions (CMBU), representing about 80,000 mostly skilled workers, is likely to reach a settlement with employers.

A spokesman for the IMF unions, Mr Peter Dantjie, said they had decided to hold a ballot among members on June 20.

Meanwhile, annual wage negotiations between the National Union of Mineworkers (NUM) and De Beers Consolidated Diamond Mining Ltd will resume on Monday with the NUM demanding a 27 percent increase for about 8,000 workers.

An NUM spokesman said yesterday that at a meeting between the two parties on Friday, De Beers had offered an across-the-board increase of 8.5 percent.

Comment from De Beers was unavailable at the time of going to press.

NUM is due to meet the Chamber of Mines tomorrow for further wage negotiations for 1988.
Stayaway teachers 'not forced to make up time'

A report that Soweto teachers who did not work during last week's three-day stayaway are being forced to make up the lost time during school holidays, has been denied by the Department of Education and Training (DET).

A DET spokesman yesterday said that, as in other education departments, school holidays for black teachers are a privilege, not a right.

"Certain headmasters and heads of department work through the holidays doing specific tasks for the regional DET office and they are within their rights to ask teachers to assist," he said. "This is not unusual and is not an attempt to get teachers to make up the three days."

"Teachers who did not report for work because of intimidation, or because they felt endangered, may make a statement at a police station and have their leave forms countersigned."

"Each case will then be considered on its merits," the DET spokesman said.
Afcol workers in Reef train horror

POLICE have opened three attempted murder and one murder docket following the death of a man and serious injuries to three others — all of whom were employed at a strike-hit company — when they were thrown off a moving train by unknown persons last Friday.

The dead man has been identified as Eldorado Park resident Johan Abrams, 56, who was found dead at the side of the railway tracks between Booyens and Crown stations.

The other three, presently recovering in the Johannesburg Hospital, are Japie Fuzel, Ibhae Singh and Dirga Hanifda. Their ages are unknown.

All four were employed at Transvaal Mattress & Furniture Company, one of six strike-hit subsidiaries of Afcol.

Asked if the incident was related to the stayaway or strike, Witwatersrand police spokesman Lt Pierre Louw said he could not comment as this would infringe the Emergency Regulations.

It could not be established whether the four were on strike. A Nactu union spokesman said he heard about the incident only yesterday and said details surrounding the incident were sketchy.

He acknowledged the four appeared to be members of the National Union of Furniture and Allied Workers, an affiliate of Nactu.

Afcol CE Jack Chaskelson said he would want the subsidiary today to get first-hand knowledge of the circumstances leading to the four workers being thrown off the train.

Murder investigation after train horror

A Johannesburg Hospital employee refused Business Day access to the superintendent in charge.

Six Afcol plants entered their second week of strike action yesterday in sympathy with 340 Star Furniture workers who were dismissed more than a month ago.
Union's stayaway firings claim 'incorrect'

In a report in The Star of June 10 the Transport and General Workers' Union (TGWU) said workers at two Rennies' subsidiaries — Rent-a-Bakkie in East London and Fidelity Guards in Maritzburg — were dismissed as a result of the stayaway last week.

Rennies' spokesman Mr Graham Ponke said yesterday that the TGWU workers said by TGWU to have been dismissed by Rent-a-Bakkie on Thursday (June 9) had in fact, been asked to report to work on Monday (June 13). He said the TGWU claim that a number of Fidelity Guards employees had been dismissed as a result of the stayaway was also untrue. Two employees were dismissed on May 10 in an unrelated matter.
Universities, shops close on tomorrow

THE Peninsula's two major universities will be closed tomorrow, June 16, Soweto Day, and supermarkets will regard the day as a paid holiday in respect of employees who do not report for duty.

Those employees who do will be paid normal rates and given an extra day's leave, supermarket spokesmen said yesterday. All banks, building societies and retailers will be open as usual.

A spokesman for the largest local union, Amalgamated Clothing and Textile Workers Union, ACTWUSA, said 70% of their 12 000 members were covered by June 16 agreements which allowed for a choice of a day's paid leave or work with double pay.

Mr Colin McCarthy, director of the Cape Chamber of Industries, said there were 40 industries locally with 22 different industrial council agreements — "some are covered by June 16 paid public holiday agreements, others are not yet".
Plant 'almost unmanageable'

Mercedes may pull out over strikes

STUTTGART — Daimler-Benz, West Germany's largest company, may pull out of SA if violence among black workers escalated at its East London plant, management board member Manfred Gentz said.

Sapa-Reuters reports Gentz said yesterday Daimler would try to avoid such action in the interests of its 3,000 black and coloured employees, but strikes had made the plant "almost unmanageable".

On May 27 nine people were injured in clashes generated by a sympathy strike by black workers.

Strikes at East London had also crippled Daimler's car and lorry production in the whole country, and 300 to 400 black paintshop workers had refused to work since last week, Gentz said.

Labour relations have frequently been troubled at Mercedes-Benz of SA (MBSA), which was closed for nine weeks until the end of September last year during a bitter pay dispute.

Gentz said MBSA would issue an ultimatum that it would no longer be able to avoid immediate sackings unless the strikers returned to work by Friday.

ALAN FINE reports a representative of MBSA said Gentz's statement did not mean a withdrawal was imminent.

However, the situation — arising from efforts by the National Union of Metalworkers of SA (Numsa) to mobilise support for action in sympathy with dismissed colleagues at another company's plant — was affecting production from a quality and safety point of view and could not continue, she said.

Numsa had previously asked Mercedes to intervene, but it had refused.

German car firm may leave over strikes

because it did not believe it should interfere in the affairs of other companies.

She said it was not possible to quantify production losses, and stressed disruptions to production were occurring in only certain parts of the plant.

Numsa motor section head Fred Sauls said the problem, as well as several other disruptions at Mercedes over the past year, was largely due to management ineptitude, and the union had expressed this view to Daimler-Benz.

He strongly denied Numsa members had initiated violence. The violence had erupted last month when shop stewards were attacked by a group of employees while attempting to report to members the dismissal of colleagues at a firm that supplies Mercedes components.

He declined to comment on reports that the assailants were members of another union operating at the plant.

He said management had then stepped in and applied for an interdict in the Grahamstown Supreme Court barring Numsa from holding any meetings without express permission.

Later, when a shop steward attempted to calm a rowdy group of workers, the company had laid them before charges.

Sauls said the company had then suspended every shop steward at the plant, alleging they had been responsible for the violence.

Many workers now refused to work unless the action against the shop stewards was reconsidered.

Our East London Correspondent reports the Mercedes representative declined to comment, saying the issue was an internal matter.
After wage talks deadlocked, Fawu decided a dispute and appealed to the Minister of Manpower for a conciliation board. The spokesman said the workers had reduced their wage demand from R165 a week to R170.
Soweto Day gets off to a quiet start

Staff Reporters

SOWETO Day started quietly with less traffic and fewer on trains and buses.

Thousands of workers had the day off by agreement with employers and the universities of Cape Town and the Western Cape were closed.

Buses and trains ran normally, according to Spokesman for Sats and City Tramways.

"Sats noticed "a drop during peak hours" said spokesman Mr Luther Diedericks. Most employees were working.

Tramways spokesman Mr Bob Krause said few passangers used buses in some areas.

A spokesman for the Western Cape Traders' Association said the organisation, resolved several years ago to observe June 16 as a holiday.

Milk deliveries to coloured and black townships were disrupted.

Workers at one city bakery, Attwells, were on holiday today but spokesmen for Duens and Enterprise bakeries said bread was delivered to shops.

ATTENDANCES

A spokesman for Enterprise said "We did not deliver bread to shops in Khayelitsha"

Bread was delivered to nearly all traders on the Cape Flats, said a Duens spokesman.

A spokesman for the garment industry, the Western Cape's largest employer, said a limited sample showed that attendances ranged from more than 80 percent to 20 percent.

The House of Representatives will not sit.

The Congress of South African Trade Unions and the National Council of Trade Unions are among organisations which support the call for a national holiday today to commemorate unrest which started in Soweto in 1976.
The non-strike called by no-one, confounds the critics who said: It must flop

The most surprising thing about the three days of protest is that they could happen at all under Emergency conditions, costing industry an estimated R500-million

By EDDIE KOCH

In the talks that are likely to follow this week’s meeting of both party’s lawyers, Cosatu and Saccola are sure to attach a series of conditions to arbitration around the Bill.

Cosatu will probably ask employers to accept the jurisdiction of the ILO, which has been asked by the federation to investigate the draft law and will seek guarantees that its members are not sacked for taking part in the strike. Saccola is likely to seek an undertaking from Cosatu that it will not call for further protest action that will disrupt industrial production.

At its meeting on Wednesday, Cosatu’s executive committee decided to consult the National Council of Trade Unions about its planned meetings with Saccola.

The stayaway is also likely to blunt threats by some employers to dismiss workers who stayed away and to hold unions responsible for damages caused by the strike.

But its most significant result is likely to be an unprecedented round of collective bargaining between businessmen and organised labour at a national level around the politics of the Bill.

If this rapid sequence of events that followed the stayaway have been surprising, then so too have been some of its main features:

● It was the biggest and most extensive stayaway in South African history and the only one to last three days.

● It was 1958 and 1961 the African National Congress and the now-exiled SA Congress of Trade Unions made calls for a three-day work boycott. Both were abandoned on the second day.

● Its regional impact has been surprising. For example, a massive withdrawal of labour took place in Natal, where it was expected the protest would be blunted by the possibility of violence from “warlords” and calls by Inkatha leader and kwaZulu Chief Minister Mangosuthu Buthelezi that his followers ignore the call, in the Eastern Cape, scene of the most sustained action in the past, the stayaway was relatively low.

● Despite disputes between the National Union of Mineworkers, which claimed 35 000 miners took part, and the Chamber of Mines, which put the
Soweto stocks up to stay out

What did the residents of Soweto do during the three day protest? Some did housework, some held meetings, some went drinking (perhaps out of fear of what the boss would say when they returned) ... and some slept with friends in Hillbrow.

LONG before the press carried reports of the call by the Congress of South African Trade Unions for three days of protest, black communities were making their preparations.

As soon as Cosatu made its call, black residents learnt of it through the grapevine, including a network of street committees co-ordinated by civic associations.

Residents quickly made plans on how to spend the three days. Many families, not realising many shops would be open in black townships, boarded enough food to sustain them during the period.

Township shops and shebeens increased their stocks to meet a mass-boom. Taxi drivers, who operated only inside the townships during the three days, invaded petrol stations on Sunday. During the three days, almost all filling stations in Soweto were closed.

Hospital buses and other vehicles transported health workers from clinics throughout the townships to Baragwanath and to hospitals in the cities — health workers are exempt from work stayaways.

By THAMI MCHKWANAZI

Some residents withdrew sufficient money from city banks in case of need. All banks except First National were shut in Soweto on Monday and Tuesday. Some weekend punks, including students, were scheduled to be extended by a day or two. A Diepkloof high school teacher of 18 years’ standing, whose identity cannot be disclosed for fear of reprisal, told the Weekly Mail at a Pavilions shebeen on Monday that “the stayaway has extended our booing days.

“But I fear the reprisals that will follow from the DET (Department of Education and Training).”

Student groups in Soweto called on principals to re-arrange half-yearly examination programmes to facilitate students’ observance of the call. They agreed.

Working women planned to do their laundry or spring-cleaning, while the menfolk prepared either to paint the house, tend the garden or wander with the kids.

10 Page 9

12th JUNE 1988

2 continuous years of the State of Emergency
2 continuous years of detention for Raymond Suttner
24 years since the sentencing of the Rivonia Trialists

1988: 22 years of illegal occupation of Namibia

Lawyers Against Apartheid calls for a free, just, non-racial and democratic South Africa, and for the immediate and unconditional implementation of United Nations Resolution 435 in Namibia.

We pay tribute to Raymond Suttner and all other detainees and political prisoners.

We condemn the brutal attack on Albie Sachs, and the cold-blooded murder of Dulcie September.

We abhor the use of the doctrine of common purpose to convict the Sharpeville Six.

We look forward to justice and the rule of law in South Africa and the right of the Namibian people to self-determination.

LAWYERS AGAINST APARTHEID P.O. BOX 353 LONDON WC1R 5NB
What’s remarkable is that it happened

The Johannesburg-based Labour Monitoring Group has compiled the most comprehensive statistics on the "days of protest". Below we present some of their draft report

THIS week saw the first three-day nationwide "istawayo" in South Africa in 27 years. Other stayaways have taken place since 1961 but have been limited to specific districts. The significance of this week's action lies not in its venue—by the time it took place at all it does in the numbers of workers who stayed away.

In addition, the state and employer threatened harsh action against the stayaways.

The arm of the "days of protest" was coordinated from a national position to the Labour Relations Amendment Bill, the State of Em-ergency, and actions on political, youth, community, union and general issues.

The stayaway resulted in a government minister issuing a "call to action" to discuss the enforcement of the law in re-action to an action which is specifically forbidden by every extant legislation according to the national government's declaration. This is an unprecedented declaration.

The principles underlying the pro-posed legislation had already been ac-cepted as an informal position of the Bill in Parliament. Its put to be funda-mentally investigated by every member of Parliament for the purposes of the proposed legislation. This is an unprecedented declaration.

The stayaways were called in the context of a "call to action" by the government to protect the gains of the National and the Pan African Congresses.

The Labour Monitoring Group described the action as "the product of a telephonic management throughout the main metropolitan areas."

From PAGE 2

nervousness of buses being petrol-bombed in Natal and in the eastern Cape, he is the police reports in-duce that at least 10 people died, but this group is not sure if the number is correct. The group was the stayaway pattern or were a sampl-ing of ongoing intermittent con-flict on the streets, but the general impression drawn from the strike was the previous pattern of people being forced to stay at home, which made it difficult to draw any firm conclusions from "indiscretion irritation."

In the strike, the previous pattern of people being forced to stay at home and the strike-gathered strength, which was never officially linked to the closing of ranks within the Transnet divisional labour movement.

The size of the stayaway took Na-ral employment of workers, an in-dustrial relations consultant said.

"Our impression is that it was much stronger than anticipated, by any calculations of the level of worker solidarity," he said.

Opinion formation bodies were struck by the "paksi" lack of pattern which seemed to emerge in the in-dustrial areas around Durban, with factor-ies in a number of areas reporting the extensive damage. In the Jacobs/Mabola/areas, for ex-ample, some factories reporting 50-30 percent on the one hand and 90-100 percent, with few companies experiencing anything in between.

The consistently highest figures re-ported by the National Labour Group were 50 percent in the Ecton/New Germany area of the NPC, with figures of 90-100 percent in the city. State of Emergency workers were often reported on 90-100 percent.

While the total number of workers who stayed home at home, many of their children were left unschooled and un-educated.

The second and third days saw ab-senteeism increase, with employers hoping that many workers would return on Wednesday. Employer pressure to get workers back. Employer pressure at the early earnings of a no-work-no-pay stance.

In Ladysmith Wednesday was the worst of the three days. Natal Chamber of Industries executive director Tony Pool, said that all their stayaways would be negligible stayaways in New-castle, Eastleigh and Vryheid.

The South African Transport Services reported far fewer passengers on Wednesday as freight and passenger demand was "down 90 percent."

The high level of absenteeism in Natal's industrial areas is particularly interesting given the central beliefs of the previous campaign of "strike without action."

Locally organised, as workers are state workers, which would have mass "vital services", thereby prevented from being arrested.

By CARMEL RICKARD,
How Soweto stocked up to stay out

• FROM Page 7

cor. of Orlando East Federation of Transvaal Women’s member used the past week to see how the spring cleaning and other housework had been postponed for a long time. The neigbours found her cleaning her house windows on Tuesday. The last week was hectic for street committee meetings, usually held after work hours.

She pointed to read aloud to all kinds of games. Thembel Zala, a girl aged 17, had found that she had improved since she was in school. She looked at the stayaway as a way for the kids to learn and develop.

A woman who had been self-employed for a long time complained that the new work was too hard for her. She did not want to work after three days. She said she was afraid of the pandemic.

A woman from Mshwina, who had been out of work for a few days, said she was looking for a job to work in her home for “four days of the pandemic.” She said she had been looking for a job for “three days of the pandemic.”

Residents observed the protest outside the home of a man who had been out of work for a long time. Some police on the street in Soweto, it appeared that the protest was voluntary.

The Weekly Mail noted some signs of dmagnification during the protest, some looking at the protest, even some looking at the protest.

Ngcobo, who admitted 40 percent absenteeism among drivers in the “South Western area,” said drivers and their work was covered by a special insurance policy in some areas. The drivers were not paid, he said, being allowed full travel.

Last week the Southern Transvaal Chamber of Commerce, an association, called for the abolition of the “South Western area.”

A delegate who attended the meeting and was asked about the high absenteeism in the township could not provide a clear reason. He said the township had been busy.

He argued that in previous stayaways, no township council members had been the best. When the council was not present, the meetings operated only to speak with the public.

The council was not present, but instead held meetings in the PWV area that supported Cosatu’s call for protest. The council had received complaints from South African Women, the Transvaal Women, the Southern Transvaal Youth Congress and the Attacante/Casuelles Residents Organization.

Taking the strain of a stayaway — white workers off-loading bread for a short-staffed supermarket chain.

PHOTO: RANTS MABAYA, Witscs

All’s quiet down Diagonal Street

Something seemed to be missing in town.

At the Black pedestrians, MZIMKULU

MALUNGA trumps the streets of Johannesburg

NNIGGA phenotype replenished this week when the people who usually work in the streets were not seen. The main avenue was an empty one except for a few players, but even those were not seen.

Manchester United—which was never seen in the streets—was also seen passing by in the street.

The news business is not so prosperous, and at times like this it is even worse.” His chronicle, he said, is largely black — and “my customers are not here. There is no business.”

Malungu said the few people who came to the street on one of their usual strolls said they were not seen.

On Commissioneer Street, newspaper vendor Simon Mbowo asked one of his customers, “Are you back, the holiday over?” The woman shook her head and said, “Not yet. I forced myself to come to work this morning, but this is the last day of the holiday in any case.”

Mbowo said the difference this week was not only in the closed lockers, and the fact that he had been able to sell all the newspapers. In contrast to what we had witnessed, the branch manager said 65 percent of the work had been carried for work.

He said all areas had been affected but he could not disclose what type of action the company would take on the street. He also said his company believed in no work-pay. Fifty percent of our staff are black and 30 percent turned out.

The next street south of where I was on Albert Street. There was only one person standing on the usually crowded pavement at the Home Afrique office building.

She carried a box bearing 3D images on it, advertising the company’s products, but she did not produce them. She was standing there for the white morning and had not yet had any customers.

While standing with the unemployment, I asked her how many customers were being swallowed into a van and driven away, presumably hired as casuals for the day.

I confirmed my story today, but I said, “I need to sell the papers for the people I see.”

On the first day of this stayaway the street was quiet and the office at the corner had only one door open, I strolled up and the cashier at the OK Gauze to witness the rise in the street. The entrance of the stayaway, the entrance

STAYAWAY may be a word with the people who usually work in the streets.

By EDDIE KOCH

The extent of this links with the union and the company, she said, meant that Transam had beenColors.

Shop stewards from the Transam Transport Services Supermarket, an affiliate of the Congres Congress few weeks. African Union reports they heard a member of management from a large transport company phoning Transam immediately after talks with the union about plans for protest action ended last week.

Graham Dick declined an official interview with the Weekly Mail about the operations of Transam before seeking any of the newspaper.

"We do a lot of work for the government," she said, producing a four-page form that applicants for the job must complete as part of their screening process.

"By business I need to be careful about what I say and do," he said, adding that his staff would be better at giving him information if he was busy and he would be less busy as usual, but not conducted by the usual people. Three young black men and an Indian porter occupied the reception area. "Nobody has been at work, my work, my work for the past three days, I am afraid — maybe they will be back tomorrow," she said, giving the woman another chance at the job.

The City’s public relations officer said 90 percent of the black staff had not turned out for work, and that blacks constitute 70 percent of the en-

She said white staff who normally do administrative work were sub- stituting for black workers in housekeeping areas — cleaning rooms and banks. They were also working in the kitchen and reefs. "If that trend continues," she said, "we are going to be in trouble making beds and cleaning rooms.

I visited several of the shops. Where a small group of people queued impatiently for a taxi home. A 15-year-old made an appearance around Anderson Street, before it stopped all traffic. The driver tried to help him but was stopped.

At the Johannesburg Station at Noel Street there was a long queue of people waiting for taxis but the vehicles were nowhere to be seen. Even Hick Street Street Mall locked abnor-

malities, "decorated" by only a few cars driving, and the tone of the day was disrupted.

At the Charlton Hotel it was business as usual, but not conducted by the usual people. Three young black men and an Indian porter occupied the reception area. "Nobody has been at work, my work, my work, my work..." she said.
Soweto pupils look set to stay off all through June

BY THAMI MKHWAZI

PUPILS in six Soweto high schools planned a five-weeks protest against detention of students who were sent home at the end of the previous week to return to school yesterday — and there is speculation they may stay away for a month if their demands are not met.

The first protest was at the Braamfonteinليم School in Melville where 40 pupils made their voices heard in the school yesterday.

Support for the stayaway centred largely in African townships, where traditionally workers are more organized than those in "coloured" areas. The Western Cape has a history of poor responses to national stayaways.

Township sources' reports of buses being burned early on Monday morning

By GAYE DAVIS, Cape Town

INITIAL reports by the Labour Monitoring Group, estimating between 20 and 30 percent of the Western Cape's workforce staying away on Monday, contrasted with Chamber of Industry and Commerce assessments, which suggested the figure could be as low as 8 percent.

Support for the stayaway centred largely in African townships, where traditionally workers are more organized than those in "coloured" areas. The Western Cape has a history of poor responses to national stayaways.

Township sources' reports of buses being burned early on Monday morning

in Nyanga and Gugulethu were confirmed by a police source who told Trident News yesterday that there was a "persistent" vandalization, arson, looting and in some instances a complete destruction of public property, including classrooms, paper and engineering stores. On Monday but did not appear to have been sustained for all three days.

He pointed out that workers in the industrial clothes sector — representing the most militant group in the region — were not under Costa.

Schools in Cape Town's black townships have been deserted for all three days. The response at coloured schools was less cohesive and took place on Monday only. Many schools are currently engaged with mid-year exams, a possible factor.

A further factor is that some of the black and coloured collegiates in the region, administered by the Department of Education and Culture in the Western Cape, which has declared a stayaway, are scheduled to resume work on Monday. It is understood their exams will be rescheduled.

Local authorites declared the university would remain open for the three days. At the Cape Clara University of Western Cape, which closed and rescheduled mid-year exams

Focus on the protest

The Western Cape wavers, but students stay out

A baby's dawn cries save dad

BY CARMEL RICKARD, Durban

A DURBAN worker could owe his life to a stayaway yesterday when a four-month-old baby — it yelled in the nick of time during a " jazzie's" visit to check the house during the "strikers" stayaway morning.

The baby's father was woken on Monday night by the sound of a baby crying, which seemed to come from the narrow lane near their house.

A knock on the door revealed an unknown man came to see the father of the baby. He seemed to be education the baby. He seemed to be going to leave, when the baby started screaming. The man replied and announced they were up to feed the child.

He felt the child

A baby's dawn cries save dad

BY CARMEL RICKARD, Durban

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He felt the child

Work as usual in Grahamstown

BY EWEN GRANT, Grahamstown

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It was business as usual in Grahamstown yesterday, with students in the University of Natal, Grahamstown, continuing to protest against the university's decision to close down the local campus from Monday to Tuesday.

The students claim the closure is in breach of the terms of the 1992-93 contract between the university and the students' union.

The protest seems to be gaining momentum, with students at various universities across the country joining in solidarity.

A few students were seen on the streets of Grahamstown, holding signs and banners. However, there was no significant disruption to normal activities.

The situation remains tense, with the university administration and the students' union engaged in negotiations to resolve the dispute.

The protest is being held to demand the reinstatement of a lecturer who was dismissed last year for alleged misconduct.

The lecturer, who has been on probation since the incident, was accused of breaching university regulations. The students' union believes that the university has not followed due process in handling the case.

The closure of the campus is affecting not only students but also staff and the local community.

The students' union has called for the immediate reopening of the campus and the reinstatement of the dismissed lecturer.
Mercedes threatens to pull out of SA

BY Sven Lunsche

Daimler-Benz of West Germany has threatened to pull out of South Africa if violence among workers escalates at its Mercedes plant in East London.

Responding to a four-week-old strike at the plant, management board member Mr Manfred Gentz yesterday announced at company headquarters in Stuttgart, West Germany, that Mercedes-Benz of South Africa (MBSA) would also no longer be able to avoid sackings unless striking workers returned by tomorrow.

The company's public relations manager, Miss Delene MacFarlane, said last night that a possible withdrawal was still a "long way down the road, but workers have been warned to resume work on Friday.

Mr Gentz said Daimler would try to avoid a pull-out in the interests of its 3000 black and coloured employees, but he said strikes had made the plant "almost unmanageable.

There was no response from the unions yesterday."
Only minor incidents so far, say police

Reef workers stay at home in thousands

Staff Reporters

Residents of Soweto and East Rand townships stayed home en masse today to mark the 12th anniversary of the start of the 1976 student unrest.

The anniversary was widely observed as a holiday in PWV townships which were swept up in the wave of violence which followed the June 16 clash in Soweto.

Services were scheduled in central Johannesburg and several PWV townships to commemorate June 16, which has virtually the status of an unofficial holiday.

Vendors dabbled the outside of the Central Methodist Church in Fritchard Street, Johannesburg, during the night with graffiti. The church is the venue of two commemorative events today, a service and cultural programme.

Reporters in Soweto said it was as if the huge township refused to stir this morning, as bus and taxi ranks remained deserted and railway stations empty.

A police helicopter hovered overhead and police patrolled the largely empty streets.

Police said that by mid-morning fewer than 10 minor incidents linked to the stayaway had been reported nationally.

A skeleton taxi service operated internally and only nurses and other hospital staff were visible on taxi routes, where they were picked up by Transvaal Provincial Administration vehicles.

Most businesses remained shut.

Television crews of the BBC, CBS and a correspondent of Tokyo Broadcasting Systems were questioned by police.

In the second largest Reef township, Tembisa, the majority of residents observed June 16 as a holiday.

A spokesman for Putco, Mr Robin Duff, said there was a 70 to 80 percent stayaway in Soweto and 50 percent of the company's drivers in the area did not report for work. The situation was similar on the East Rand, he said.

In contrast, passenger demand in the Durban area was 70 percent of normal and there was a normal staff turnout, he said.

In Pretoria, observance of the holiday by township workers seemed almost total.

An estimated 7,000 black workers were due to go on a legal strike at De Beers diamond mines today in support of Zimians that the company recognize June 16 as a holiday.
Train horror: Total now 8

A TOTAL of eight Afcol workers were thrown off moving trains on Thursday and Friday, and a ninth Afcol worker was found murdered on Saturday last week, a union source said yesterday.

The source, an official of the National Union of Furniture and Allied Workers' (Nufaw) said this brought to two the number of Afcol workers killed. Others were in hospital in critical condition. He said some had been forced to jump after suffering multiple stabings.

The ninth victim, known only as "July", was found in the Langlaagte area and had apparently been abducted after leaving work on Friday night.

Asked if Paper Printing Wood and Allied Workers' Union (Ppwwu) members were involved, spokesman Sydney Mafika said "We dissociate ourselves from any violence." Witwatersrand police spokesman Lt Pierre Louw said police could only comment on the four cases which had been reported.

To Page 2

Eight workers thrown off moving trains

From Page 1

The Nufaw official said that, on Thursday, Highpoint Furniture employee Daniel Cerro, 20, and Transvaal Mattress & Furniture Co employee Isaac Mentor, were abducted in separate incidents, taken on to trains, beaten up and then thrown off.

On Friday, Johan Leserang, 59, and William Rosenberg, 18, both employed by Parker Knoll in Langlaagte, were abducted at Croesus bus stop and forced on to a train at Croesus station.

"The two were beaten up and stabbed before being told to jump off a moving train as it left New Canada station," Rosenberg, two. All these people were Nufaw union members.

Witwatersrand police said earlier this week that four other men, working for Transvaal Mattress & Furniture Co, were thrown off a moving train between Crown and Boeings railway stations last Friday. One, Johan Abrams, 56, was killed.

Three others in a critical condition in the Johannesburg Hospital were Jappe Fuzel, Ihhae Singh and Durga Hamida.
first time that a stayaway was sustained into its third day. The unions naturally believe it broke all records and claim that on average 2.5m employees stayed at home on each day — about 3m on the Monday reduced by 10% on each subsequent day. This is based on its calculation that some 1.9m who would have used public transport on Monday did not, according to the operators, in addition to those 1,1m who normally travel to work by minibus taxi but didn’t — for whatever reason.

Chairman of the employers' consultative committee on labour (Saccola), Bobby Godsell, agrees the event was "significant — though not surprising," but doubts that it was the biggest. He would question the reliability of the figures put out by the Labour Monitoring Group (LMG), which concentrates on the manufacturing and commercial sectors. The LMG survey of companies in the PWV region found that on average 77% stayed away in the manufacturing sector, 55% in the commercial and 22% in transport, and that in the public sector the figure was anywhere from 0% - 47%.

Perhaps most surprising, in view of the antipathy between Cosatu and Inkatha, were the Natal figures. The LMG surveyed Natal's food, footwear, chemical, textile, motor, metal, paper, retail and transport sectors and reported an average 77% stayaway in the eastern Cape, where workers traditionally have a high propensity for political activism, the dominant motor assembly sector, which employs some 25,000, shut down operations for the period. Only the western Cape was relatively unaffected by the protest.

Then there is the question of Cyril Ramaphosa's miners, who in effect ignored their union's call. Whether 35,000 of them, as Cosatu claims, or only 9,000, according to the Chamber of Mines, observed the stayaway is moot when set beside the NUM's 250,000 members. They could still besmarting from the toll of last year's mine strike and the retributions of about 10,000

as a result of the closure of marginal shafts this brought in its wake

"The capacity of black workers to participate in stayaways, for whatever reason, is high," observes Godsell "But stayaways come and stayaways go," he adds, implying they do not achieve very much. He rejects the idea that the stayaway precipitated the upsurge to the unions from the Minister of Manpower to discuss the new Labour Bill, which was ostensibly at the heart of the protest. What produced the prospect of further negotiation on it, Godsell suggests, is Cosatu's agreeing to discuss the Bill with Saccola.

Industrial relations specialist Andrew Levy says nobody knows accurately how many stayed away. The protest was significant because it showed that even under the emergency restrictions Cosatu and others still enjoy influence in the black community. Levy's impression, however, is that it was not as complete a stayaway as in the past and varied by area.

Levy suggests the stayaway tactic achieved its high-water mark in June 1986 and has been less successful since, partly because of the emergency, which makes it difficult to organise and partly because there "appears" to be growing worker dissatisfaction with stayaways and the loss in wages they entail.

Of course, Cosatu's Jay Naddeo maintains the stayaway demonstrated "an even deeper commitment by workers". Nactu's Pandelani Nkelhodwe tells the FM: "The protest wasn't intended to demonstrate to government and management that workers don't like the Bill. People conducted themselves peacefully in the manner that we called for to make employers aware of their feelings."

Brett points out that employers have started taking a much tougher line against this sort of protest, but adds that many companies have already negotiated with the unions to grant June 16 as a holiday. Some companies (but generally not the larger ones which issued strong warnings beforehand) have dismissed those who stayed off and many have issued disciplinary warnings. Now that a precedent has been set, future stayaways could well be met by more dismissals.

According to Cosatu, about 2,000 of its members have been dismissed so far, but half have been reinstated. About 117 Nactu members have been dismissed and 655 have received warnings. Naddeo says any more "victimisation" will jeopardise negotiations with Saccola — which is possibly a reason some employers have held fire.
Blasts shatter June 16 peace

Weekly Mail Reporters

TWO explosions in Cape Town and a brief march from Regina Mundi church in Soweto marked an otherwise quiet June 16, twelfth anniversary of the Soweto 1976 uprising.

In most of the country, the day was marked as a quiet holiday, with stay-away levels varying from region to region. Many companies had agreed to close for the day, but it was clear that the day's proceedings did not go unprotested.

The PWV region and most Eastern Cape cities came to a standstill. Durban reported a relatively low stay-away, though some factories had zero turn-out. The Chamber of Mines reported a 95 percent overall turn-out, but two Natal coal mines reported the absence of almost 100 percent of their workforce.

In Soweto, over 1,000 people briefly marched. Police intervened, but Emergency regulations made it illegal for protestors to give details of Security Force action.

War toys — an Owambo child in Ruacana with an army flare picked up in the veld.
Soweto: Over a thousand march, until police arrive

by a handgrenade and that the dead man was responsible. An unexploded tripmex mine was found nearby. There was no damage to nearby homes.

The second explosion occurred near the Langa railway station at about 12:15am. Two patrolling policemen saw and heard the explosion, which extensively damaged the line about 100m from the station.

Colonel Steve van Rooyen, of the Police Public Relations Division in Pretoria, said the two men, picking up an oncoming train would be derailed, had run up the line and warned the driver, who managed to stop in time. "If it were not for these members' presence of mind, considerable damage, injury and loss of life would have occurred," Van Rooyen said.

Natal townships were quiet, though the sabotage of the main power line to Kwazulu in the early hours of the morning brought rail traffic to a standstill.

Saps reported an incident when a crowd left a church in Lamontville, near Durban. Details cannot be reported because of the ban on reporting Security Force action.

The ban also prevents us from reporting allegations of Security Force action after a commemoration service at the University of Natal in Durban.

5A Transport Services reported that the Johannesburg train traffic was at 25 percent of normal. Their figures for other areas were 30 percent for both the East and West Rand.

Margot Peterson, sister of Hector Peterson, the first victim of the 1976 Soweto uprising, visited his grave early yesterday morning. For the world-famous picture of her with her brother on that fateful day, see Page 4/5.

The march came after a lengthy memorial meeting at Regina Mundi. A large police contingent had maintained a low profile, tension rose when they arrived on June 16, outside the venue of the meeting at about 11am.

Members of the audience "contrasted" to their cameras and there was a brief altercation. Most of the crowd then emptied into the streets, singing and chanting.

The action taken by police cannot be reported. The crowd dispersed.

Earlier, all was quiet in Soweto. Not a single bus was in sight by mid-morning and only a few taxis could be seen moving around the largely deserted streets.

At dawn, a small group had laid a wreath at the grave of Hector Peterson, the 12-year-old who was the first casualty of the 1976 uprising.

At the Methodist Youth Centre in White City, men, women and children sang freedom songs, extollingANC leaders, as speakers recalled the uprising 12 years ago.

In Cape Town, as police investigations into two explosions got under way, about 300 people gathered at a service at the Metropolitan Church in Greenmarket Square. A large audience sang freedom songs and heard a lengthy message, apparently from African National Congress leader Oliver Tambo.

Tambo may not be quoted in South Africa. When the Western Province Council of Churches chairperson, the Rev Russell Botman, finished reading the message, he said it was signed simply "Oliver," to which the congregation responded with shouts of "Viva Tambo!"

A few hours earlier, the body of an unidentified man was discovered at the scene of another explosion near the Wynberg magistrate's court. Police believe the blast was caused...
Reef and PE most affected by June 16 stayaway

The Argus Correspondent

Johannesburg. — The commemoration of June 16 went off without major incident, although residents of townships in major centres across South Africa stayed home to mark the 12th anniversary of the start of the 1976 riots.

The Federated Chamber of Industries reported that Johannesburg, the Reef and Port Elizabeth were particularly affected and the stayaway in Cape Town was "significant." Some towns in the northern and eastern Transvaal also noted a marked drop in work attendance.

More than 95 percent of the 540,000 black employees on gold and coal mines affiliated to the Chamber of Mines reported for work, a chamber spokesman said. He said 24,500 employees heeded the stayaway call, compared to last year's 63,000 on chamber-affiliated mines.

Commemorative services were held in and outside the country.

WREATH

Watched by security men, a small group laid a wreath at the grave of Hector Peterson, the 12-year-old Soweto boy who was the first casualty of the uprising in 1976.

Police used teargas outside the Regina Mundi church, Soweto, to disperse a group of mainly youths who attended a service to mark the anniversary.

Soldiers manned extra roadblocks around Soweto but security forces did not mount a major show of force. A police helicopter hovered over the township but police patrolled largely empty streets.

TRAfalgar Square

In London, demonstrators gathered at the South African Embassy in Trafalgar Square, Sapa-AP reports. Police said there were 200 to 300 present, but the organisers, the Anti-Apartheid Movement claimed the crowd reached 1,200.

The Argus Foreign Service reports from New York that a rally and march were held in protest against the presence of Mobil and Shell Oil in South Africa.

At the St James Church in Manhattan, Thuli Dumakude and Welcome Msomi were among singers and musicians who marked the day with a religious-cultural ceremony.

See page 5.
No-water strikers can return

OVER 60 Durban workers, sacked for stopping work for a few days last year because their factory had no water after the floods, have been reinstated with three months' back pay.

The 61 employees of SA Wire, members of the National Union of Metalworkers of South Africa (Numsa), had a meeting on October 5, 1987 to discuss their grievances related to the lack of water at the plant. The supply to their factory and others was disconnected by the Durban City Council to save water after the floods disrupted pipelines to the city.

The workers' complaints included the fact that the toilets were overflowing and could not be flushed and that there was no water for drinking or for washing their hands, which meant they were unable to eat.
A single line of commuters waits for the few taxis operating at 7.30 am yesterday at the usually busy Baragwanath terminus.

3 De Beers mines hit by strike

Labour Reporter

Three mines owned by De Beers Consolidated Mining Ltd, the world's biggest diamond producer, were hit by a legal strike yesterday in support of demands that June 16 be recognised as a holiday.

A De Beers spokesman said the response to the call by the National Union of Mineworkers (NUM) for a strike varied between 40 and 100 percent.

He could not give the actual number of workers involved.

At two mines agreement was reached with local union representatives late on Wednesday and the proposed stayaway was called off.

At the remaining three mines response to the strike varied between a total stayaway and a 60 percent turnout for work, the spokesman said.

The union decided on a strike following negotiations which began last year and the failure of the Minister of Manpower, Mr Piette du Plessis, to convene a conciliation board.

NUM general secretary Mr Cyril Ramaphosa, said the strike "will go on as long as management does not agree to recognise June 16 as an unpaid holiday".

He added that workers had rejected a management proposal that they be allowed a day off yesterday and that the matter be discussed on a yearly basis.

The NUM represents 7,000 out of a total of 9,000 eligible employees at the five mines.

De Beers appealed to workers on Wednesday not to go on strike.

The company said such action was "neither conducive to settling (such) issues, nor is it in the best interest of union members".
Business as usual for hospitals

By June 17 1988

Medical services on the Reef remained relatively untouched by the June 13 stayaway, with almost all hospital and clinic staff reporting for work.

At the Morningside Clinic in Sandton a few domestic and kitchen workers did not clock in yesterday, but all nursing staff arrived.

Baragwanath Hospital's chief public relations officer Mrs Annette Cleary said a full staff was expected by 11 a.m.

"People are trickling through the gates all the time and we have a number of employees at our outlying clinics who still have to be picked up," she said.

Most private clinics -
Mercedes-Benz to stay in South Africa

Staff Reporter

MERCEDES-BENZ of South Africa (MBSA) will continue its operation in the country to maintain its commitment to the process of "peaceful and evolutionary" change, the company said yesterday.

Commenting on press reports referring to the possible withdrawal of the company, MBSA chairman Mr Sepp van Hüllen said: "Mercedes-Benz is fully committed to this process and to meet this commitment, it has to maintain its industrial operations in South Africa."

By withdrawing, the "positive contributions already made" by MBSA would "have been in vain and future contributions entirely lost", he said.

The company declined to answer questions arising from management board member Dr Manfred Gentz's statement earlier this week that the company may be forced to withdraw from SA if industrial unrest at its plants persisted, but confirmed that production at MBSA's East London manufacturing plant had been "recurringly" disrupted by industrial disputes since May 25.
'Unmanageable' Mercedes may withdraw

By LOUISE FLANAGAN, East London

THE future of Mercedes-Benz South Africa is uncertain after the parent company claimed the situation at the East London plant was "almost unmanageable" and threatened to pull out of the country.

MBSA has said only that the comments by Daimler-Benz AG's Manfred Gentz didn't mean a withdrawal was imminent and gave strikers an ultimatum to return to work today or be dismissed.

The threatened withdrawal comes during one of the worst periods of strife at the plant.

Last month the company obtained a temporary supreme court interdict preventing the National Union of Metalworkers of South Africa (Numsa) from organising at the factory after bloody clashes between Numsa and rival South African Allied Workers' Union (Saawu) supporters.

The union had until yesterday to respond and four workers were ordered to show reason why they should not be jailed for violating the interdict.

The tensions have resulted in work at the factory grinding to a halt.

Daimler-Benz has been under continual pressure from its German workers to support the South African workforce and comply with their demands. Gentz, a member of the management board, told a press conference they would try to avoid a withdrawal, but strikes had made the operation "almost unmanageable"."
Thousands stay away from work but no major incidents reported.

Several comments on the situation:

- "The Central Methods are working well."
- "Some towns in the Northern Service are seeing a drop in work.
- "A few towns in the Southern Service are seeing an increase in work.
- "The coordination of the efforts is key."
Business as usual for hospitals

Medical services on the Reef remained relatively untouched by the June 16 stayaway, with almost all hospital and clinic staff reporting for work.

At the Morningside Clinic in Sandton a few domestic and kitchen workers did not clock in yesterday, but all nursing staff arrived.

Baragwanath Hospital's chief public relations officer Mrs Annette Clear, said a full staff was expected by 11 am.

"People are trickling through the gates all the time and we have a number of employees at our outlying clinics who still have to be picked up," she said.

Most private clinics had no staff problems. Many arranged to pick up staff at central collection points or from their homes.
Workers stay at home on Soweto Day

JUNE 16 was commemorated nationwide yesterday as large numbers of workers stayed at home.

The figures varied nationally, with marked absenteeism occurring in Johannesburg and the Reef.

Cape Chamber of Industry spokesman Mr Colin Boyes yesterday said absenteeism was "patchy", and varied between "normal" to between 50% and 80% in the industrial sector.

Recognition agreements between certain employers in the food and electrical industries and trade unions allowed for a paid holiday yesterday, but most employers adopted a policy of "no work, no pay", he said.

Seated group industrial relations executive Mr Johann Baard described the 60% absenteeism in the clothing industry as the "worst in the past five years".

Cape Chamber of Commerce manager director Mr Tommy Brand said employers in the commercial and financial sectors - specifically the large retail and chainstore groups - were mostly buttressed against the 30% absenteeism by recognition agreements which granted workers June 16 as a holiday.

Duco Bakery factory manager Mr GJ Heydenrych said bread was "delivered as usual" yesterday - as would be the case today - despite 20% attendance figures.

A spokesman for Dairy Belle dairies said only home deliveries were affected yesterday as 60% of the workforce was on strike.

City Tranways spokesman Mr Bob Krause said "significantly fewer" passengers used the bus service which ran to schedule yesterday.

Some towns in the Eastern and Northern Transvaal also noted a marked drop in work attendances.

The Sowetan, which has the largest and black readership of any daily paper, did not publish yesterday, and in the mining sector two gold mines - Gencor's Kinross and Marisvale, the Mafikeng Rustenburg platinum refinery, one chrome mine and several gold mines were affected. According to the Chamber of Mines 50% of black employees on affiliated mines reported for work, while 24 500 did not.

In Pretoria, black-owned stores were shut and buses and cabs ran empty amid widespread absenteeism in Hambleside and Atteridgeville.

In Nelspruit, firms reported that between 50% and 90% of their workers had remained at home, while in Barberton it was work as usual.

In the Northern Transvaal absenteeism ranged from 20% to 100%.

In Durban, attendances at factories ranged from zero to 100%, while in Port Elizabeth, according to director of the Chamber of Commerce Mr Tony Gieison, the observance of the holiday was "widespread and much the same as last year" - Own Correspondent, Staff Reporter and Sapa

Staff Reporter

CHRISTIANS not only had a political responsibility but an evangelical and pastoral responsibility to work for the liberation of the oppressed, Professor Charles Vil-la-Vicencio told a Soweto Day service in the Metropolitan Methodist Church yesterday.

About 500 people attended the service to commemorate June 16, 1976 when 23 people died in rioting in Soweto.

A police helicopter circled overhead and plainclothes and uniformed policemen monitored the service.

Mrs Dorothy Peterson, mother of Hector Pieterson, 13, the first casualty in the riots, spoke of her son's death. She was followed by Mrs Rebecca Truter, mother of Christopher Truter, a 15-year-old Bonteheuwel High School pupil shot in August 1976.

Youths draped small ANC flags from two lecterns and several speakers included representatives from the Cape Youth Congress and Western Cape Students' Congress.

The Metropolitan church minister, the Rev Alan Brews, said the metropolitan cathedral had long been a symbol of colonization which made it a "privilege for it to be used for the first time for a service such as this".

Fresh Air Fund

Target for year ending March 31, 1985 - R50,000

Previously acknowledged

In memory of John and Mornie "P" 500

In memory of Albert and Maizie "P" 500

Dona H. van der Watt 1 000

Oliestraat 1 500

In memory of the late Mr and Mrs F. van der Westhuizen 3 000

In memory of Mr and Mrs W. Venter 1 000

In memory of Mr and Mrs J. 600

In memory of the late Dr and Mrs W. J. 1 000

In memory of Dr Paul and Mrs S. 800

In memory of the late Mrs A. 600

Total 29 590 00

Emmanuel Church, Tyger Valley 2 000

Contributions may be sent to the Fund at P.O. Box 56, Cape Town 8000 or handed in at the Cathedral's Bank, Namaswek Finance Bldgs, 65 St George's Street, Cape Town.
Many stay home on quiet June 16

COMMEMORATIONS of June 16 passed quietly yesterday with large numbers of black workers staying at home, many companies shutting down altogether, and few reports of violent incidents.

Sats estimated an overall occupancy of 30% of normal on its trains countrywide. An FCI spokesman said the Reef and Port Elizabeth were most affected, with many Cape Town workers also staying away.

In the mining sector two gold mines — Gencor's Kinross and Marievale — the Matthey Rustenburg platinum refinery, one chrome mine and several collieries were affected. According to the Chamber of Mines 95% of black employees on affiliated mines reported for work, while 24 500 did not.
Strike ends at 
Mercedes plant

EAST LONDON. An agreement between Mercedes-Benz SA (MBSA) and the National Union of Metal Workers of South Africa (Numsa) yesterday brought an end to the strike at the plant here.

A joint statement was released detailing the terms of the agreement.

MBSA has agreed to withdraw its application against the union at present before the Eastern Cape division of the Supreme Court.

The dispute concerning dismissals and suspensions, as well as the allegations made by MBSA in two Supreme Court applications, are to be referred to arbitration.

The arbitration panel is to consist of an umpire and two others, with the company and the union each nominating one arbiter.

The company and the union are to share the costs of the arbitration equally, and both will be allowed legal representation during the arbitration hearings.

Until the arbiters' award is made, MBSA has agreed to withdraw all disciplinary action against union members except in the case of two employees who have been suspended on full pay.

The parties have also agreed to "use their best endeavours to ensure that no acts of violence, intimidation or breaches of the Labour Relations Act occur".

The parties have agreed that the arbiters' award is binding, and will not affect any other issues not covered by the agreement, specifically existing grievance procedures. — Sapa
EAST LONDON — An agreement between Mercedes-Benz and the National Union of Metalworkers of South Africa 'delayed' brought an end to the strike at the firm's East London plant. Management has agreed to withdraw its Supreme Court application against the union. The dispute, which concerns dismissals and suspensions, will go to arbitration. — Sana
Bottle store staff upset by workforce dismissal

By KERRY CULLINAN

CONTROVERSY surrounds the firing of the entire workforce of Mzamo Moleka Bottle Stores in Soweto, with workers claiming they were fired for taking part in last week's three-day protest and management both denying this.

"The workers are just trying to put us in a bad light with Cosatu, Nactu and the community at large," said Mzamo personnel and administration officer, JYL Rasekoana.

"We decided, in view of the union and Nafoce call, to close our business over the three days, but workers decided to stay away for the whole week, starting on Saturday, June 4," he said.

However, worker representative George Swela denies this.

"Management were trying to get us to work half days on the protest days, but we decided that it would be unsafe to come to work on those days, so we didn't," said Swela.

"When we returned to work on Thursday last week, we were told that management was considering our case. We were then told on Friday that we had all been fired."

"As far as we are concerned, workers were involved in an illegal strike in contravention of the recognition agreement between Mzamo and their union," said Rasekoana.
OFS unions call indaba on dismissals

By Dan Dlamini

The dismissals of workers who participated in the recent Cosatu/Naactu three-day protest, has prompted trade unions in the small town of Kroonstad to call a workers' indaba.

The meeting will be held on Tuesday at Kroonstad's Fawu offices.

According to Thami Phaliso, the trade union spokesman, the meeting has been called to discuss ways of persuading the employers to reinstate the workers who were dismissed for heeding the protest call.

Phaliso alleges some members of Sarhwa were forced to sign forms without having been afforded time to consult their union or seek advice on the matter.

He said the unions which would be represented at the meeting were Fawu, Sarhwa, Ccawusa, Actwusa, the South African Municipal Workers Union, the National union of metal workers of SA, the Domestic workers union and the Transport and general workers Union.
Yesterday morning, wheelchair-bound Poppy Buthelezi, one of the June 16 victims, visited the Avalon Cemetery grave of Hector Pieterson, the first victim shot to death when Soweto exploded in 1976. Pieterson was only 12 years old.

By S&D Mngadi, VASANTHA ANGAMUTHU, REV NTQOLWA, CHARLES RIGGALK AND SOL MOTHATHI

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By S&D Mngadi, VASANTHA ANGAMUTHU, REV NTQOLWA, CHARLES RIGGALK AND SOL MOTHATHI

Yesterday morning, wheelchair-bound Poppy Buthelezi, one of the June 16 victims, visited the Avalon Cemetery grave of Hector Pieterson, the first victim shot to death when Soweto exploded in 1976. Pieterson was only 12 years old.

By S&D Mngadi, VASANTHA ANGAMUTHU, REV NTQOLWA, CHARLES RIGGALK AND SOL MOTHATHI
Stayaways prompt talk of greater mechanization

Own Correspondents

JOHANNESBURG — Mass worker stayaways this month have prompted talk of greater mechanization to avoid losing production when workers do not report for duty.

Spokesmen of both the Federated Chamber of Industries and Assoeem, as well as economists, noted that a move towards more capital intensive production was a possible reaction from employers hurt by the stayaways.

But an FCI spokesman said at the weekend: "One cannot say there will be a move towards mechanization in general. It is a highly specific question to each sector. To some sectors, importing capital equipment would be too expensive. "But uncertainty on the labour front will certainly be taken into account when a manufacturing strategy is planned."

Capital intensive

Sectors such as mining and chemicals are already very capital intensive, while for others, such as clothing and motor cars, mechanization to replace the workforce is not a viable prospect.

A mining analyst said that generating the savings where mechanization can be done, it has been done. He cites examples of open pit coal mining, which is heavy capital intensive.

As to why mines would want to mechanize, the answer is obviously "to cut costs", to "make operations more profitable."

One major mining house says this broader objective overrode the narrower excuse of wanting to get rid of the labour element.

National Institute for Productivity Statistics show that capital input used to generate products and services increased by 25% from 1980 to 1987 while labour input declined by about 2% in the same period.

Rising trend

NPI economist Reolof du Plooy says the capital to labour ratio has been on a rising trend for a number of reasons and is likely to continue. The trend towards increasing capital input was typical of a developing country such as SA, he said.

Developments on the labour front had caused employers to think increasingly in terms of mechanization.

However, the figures show that the trend towards using more capital and less labour had not resulted in increased overall productivity.

Overall productivity, as measured by the NPI, had decreased by more than 3% since 1980. This was the result of a fall of 14% in capital productivity (output per unit of capital used). Labour productivity (output per unit of labour used) rose by 9% from 1980 to 1987.

Labour productivity rose as the number of workers declined because of increased capital input. However, the greater availability of capital was not yet employed productively.

In the mining industry, for example, if takes time for the benefits of larger mechanization to flow through.

Cape Clothing Manufacturers' Association Secretary Colin McCarthy said clothing was still very much a labour-intensive industry and mechanization was not a viable prospect.

"Tasks such as drafters of patterns and cutting could be mechanized to reduce the labour force but this would not be viable in SA, simply because the market is too small. The expense could not be justified."

"The clothing industry does not mechanize — it moves," he said, noting that problems would cause factories to close in one area and open up in another where the same difficulties did not exist.

Production levels

Volkswagen SA spokesman Ronnie Kruger said experience from totally mechanized plants in West Germany has proven that mechanization only becomes economic when daily production levels are at 2,000 cars.

The VW plant in SA, one of the largest local car producers, only manufactures 500 units a day. The entire motor manufacturing industry, which consists of seven major companies, produce between 1,300 and 1,500 cars a day.

VW now employs 5,800 workers, 1,000 less than it did in 1981 when the car industry was at its crest. However, Kruger points out, cars have become more complicated to manufacture and more man-hours than were used in 1981.

Sefasa economist Michael Macdonald says volume and productivity of members in the last quarter have been better than the best achieved in the industry since 1981. But employment of hourly paid labour has dropped by 37% in comparison.

"Indications were that better management and possibly the interference of labour relations were the reasons for a smaller more productive workforce."

Board of Trade and Industry CE Ruel Ieysys says mechanization is not the answer to SA's low productivity.

"Planning and innovative management leads to productivity. Its smart work not harder work, not more inputs, but that will make materials, labour and capital work more profitably."

Short-term profits

Cosatu rejected the suggestion that labour disruptions were directly responsible for mechanization, arguing management was looking for an excuse to win short-term profits while avoiding the real issues.

Information officer Frank Meintjes regarded management's suggestion that the loss of production suffered during work stayaways could be "the last straw" in a swing towards more capital intensive production methods as a case of business punishing workers for ills inherent in the economy.

Meintjes said the economy, rather than the workforce, was unproductive because it was being strangled by monopoly capital and apartheid. This was the cause of the absence of job creation and real investment.

Only a restructuring of the economy could facilitate growth, employment, better housing and an end to what management should be addressing.
Two men thrown from train in wave of strike unrest

The Argus Correspondent

JOHANNESBURG. — Four men have been murdered and several others assaulted in attacks on workers defying a strike at Afcol plants in Johannesburg in the last few weeks.

Two Eldorado Park men, Mr Johan Abrams and Mr Fazel Jappe, died after apparently being thrown from moving trains and two others, Mr I Singh and Mr D Haniriden are in a serious condition in the Johannesburg Hospital after they were attacked on their way to work at the Transvaal Mattress and Furniture Company in Village Deep.

The other two murdered men are Mr Ben Rampu, a shop steward for the Boilermakers Federation, who worked at the Edliba plant, and a casual worker, who has not yet been named, who worked at the Powercraft factory.

It is believed the four deaths and wave of assaults at the factories have been the result of some workers refusing to join a strike demanding the reinstatement of workers dismissed recently.

The sister of one of the dead men, who did not want to be named, said she was deeply shocked by her brother's death.

"Two weeks ago my nephew found a job at Transvaal Mattress. He told his father about it, and he also applied for work. They had only been working there a few days when this terrible thing happened.

STOPPED AT CAFE

"They were walking from the bus stop to work when my brother stopped at a cafe to buy cigarettes. My nephew was waiting outside when other people on their way to work rushed past. They told him to run because they were being attacked.

"My nephew went into the shop to find his father, and as they came out, they were confronted by this group. My nephew, who is only 16, managed to run away, but my brother could not run fast enough.

"They caught him and apparently beat him up in the coa-
Four unions set to hold strike ballot

THE four metal industry trade unions affiliated to the Internationa
Metalworkers' Federation (IMF) are due to begin a strike ballot of
more than 100,000 employees over the deadlock in the 1988 wage talks
with Seifa.

IMF local secretary Brian Fre
dericks said on Friday that, in the
event of workers voting to strike, the action could begin on July 4.
But he and other union spokesmen issued an appeal to Seifa to reopen
the wage talks, saying an industry-wide strike was avoidable.

Fredericks said the unions — which include Cosatu's National
Union of Metalworkers of SA and
Mach's Steel, Engineering and Al-
Hed Workers' Union — were open
to any serious new offer from emp-
loyers. Seifa has offered an hour-
ly increase of 41c on the minimum
rate, taking it to R3.92.

Seifa director Brian Angus said
yesterday he had noted the IMF
request and would discuss it with
members this week.

Fredericks said employers who
facilitated balloting on company
premises during working hours
would be invited to observe the
toting and counting process. Angus
said Seifa had recommended that
members permit balloting on
premises, but after working hours.
**Cosatu denies wage bills**

THE Congress of South African Trade Unions has denied knowledge of pamphlets distributed in some Natal towns telling workers who stayed away from work for three days last week to go to Cosatu offices to claim their lost wages.

The pamphlets urged workers to go to Cosatu offices to claim the money they had lost as a result of staying away from work.

"Cosatu wishes to make it known that it has nothing to do with these pamphlets. Cosatu does not have funds to pay workers their lost wages. However, Cosatu is committed to fight for the reinstatement of its members who may have been dismissed as a result of a stayaway action," regional secretary Mr Thami Mohlomi said yesterday.

He urged members to report any such pamphlets to their shop stewards so that the matter could be clarified.

— Sapa.
Numsa 60 are given sack

ABOUT 60 members of the National Union of Metalworkers of South Africa had been fired by Richard Hirschman for failing to report for duty on June 16, a spokesman for the union said yesterday.

A Numsa spokesman said these workers were dismissed by the Krugersdorp-based company last Thursday. The same workers had been given final warning for staying away from work during a three-day protest against the Labour Relations Amendment Bill, he said.

Mr M Spengler, a manager at the plant, was not available for comment yesterday.

Awol

Meanwhile about 20 workers in a three-day stayaway during the protest against the Labour Bill a fortnight ago, have been dismissed by Cylindor Components company in Roodepoort.

A Numsa spokesman said these workers were fired for being "absent without leave" from work.

Mr B J Botha, a manager of the company, said these workers were dismissed for breaching a disciplinary code drawn up by management and shop stewards. "The dismissals had nothing to do with ideological or political issues," he said.
Union says 'no talks' on attacks

The union's 18-month stop-work campaign has been met with violence and attacks on workers who have been involved in the strike. The union's general secretary, Mr. Jimmy Daniels, has called for a resumption of talks with the company to end the violence.

Another worker, Mr. Emmanuel Dube, was attacked by a mob while on strike last week. He was responding to intercessions that union representatives made to the local police, asking them to protect the workers.

The union has rejected a company offer to re-employ about 100 workers who were dismissed in a mass dismissal of 1,000 workers last year. Mr. Basha said yesterday that the union had not received a company offer to re-employ the dismissed workers.

An afore-mentioned application to the Industrial Court challenging the dismissal of the workers was rejected on Friday.
Miners reacting against strikes

Mr Naas Steenkamp, president of the Chamber of Mines, said today there were now signs of a "reactionary groundswell" by rank-and-file mine workers to violent strike confrontations and to union support of sanctions and disinvestment.

He told the annual general meeting of the chamber in Johannesburg that resentment had been engendered by:
- The loss of jobs resulting from sanctions and the widespread 1987 strike
- The advocacy by the National Union of Mineworkers of further punitive measures.
- The often vicious reprisals against individuals who refused to support strike action.

Workers, he said, had signalled increasing indignation at the disruption of their lives via sanctions or strikes.

There may now be grounds for hope that the leadership of the NUM had sensed the mood of reaction prevailing in the workforce — as reflected by the relative peace enjoyed by the mining industry lately and the virtual non-participation in the June stayaways.

Mr Steenkamp said some of the industry's labour problems were directly related to the country's continuing political impasse.
SEVENTY-FOUR workers have been fired at Karos Wilderness Hotel, South-Western Cape, for staying away from work on June 16, a union spokesman said yesterday.

Forty-nine other workers who were allowed to resume work after participating in the Soweto Day stayaway were refusing to go back to work in sympathy, Mr Alan Horwitz, spokesman for the Hotel and Restaurant Workers' Union, said.

The hotel has also threatened to sack them, he added.

Background

Approached for comment, a hotel spokeswoman said negotiations were underway with union officials.

She said, "There is a lot more background to it than the absenteeism."

Karos is the largest private hotel company in South Africa. "Sapa."
Voting on whether to strike

By Adele Baleta

Four metal unions, representing more than 100,000 metal workers, held strike ballots yesterday following deadlock of the 1988 wage negotiations with the Steel and Engineering Industries Federation of South Africa (Seifsa).

Balloting is to continue today and tomorrow. The results will be released on July 2, a National Union of Metal Workers' (Numsa) spokesman said.

MEETING FAILURE

The decision by Numsa, the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers' Union and the Engineering and Allied Workers' Union to hold strike ballots followed the failure of a special Industrial Council meeting to facilitate an agreement between unions and employers.
Numsa slates stayaway sackings

By Adele Balett

The National Union of Metalworkers of South Africa (Numsa) has condemned the dismissal of its members from several companies following recent stayaways. A Numsa spokesman warned this week that Iscor's disciplining of its Vanderbijlpark plant employees who responded to the Congress of South African Trade Unions (Cosatu) call for a three-day stayaway could spark off new conflict.

He said 7600 workers had been given disciplinary warnings and at least 55 had been dismissed.

An Iscor spokesman said final warnings depended on the individual employee's overall attendance.

The Numsa spokesman said 60 union members were fired from the German multinational Richard Hirschmann company in Krugerdorp for being absent on June 16.

The same workers had been given warnings after taking part in the three-day stayaway protest against the Labour Relations Amendment Bill.

At the Roodepoort-based Cylinder Components company, a British multinational, 23 workers were fired for "being absent without leave" during the three-day protest.

Spokesmen for the two companies were unavailable for comment at the time of going to press.
Berden strike goes into mediation

A legal wage strike by 270 workers at the Berden Group in Johannesburg entered its third week yesterday.

The workers, members of the Commercial, Catering and Allied Workers' Union (Ccawusa), have been demonstrating peacefully on the company premises on a daily basis, the general manager, human resources, Mr Jimmy Stewart, said.

He said both parties had now agreed to mediation.

The union is demanding a minimum wage of R525 a month and an increase of R170 across the board, while the company is offering to adjust salaries to a minimum of R410 and an across-the-board increase of R87.50.
Builders' union locks horns with bosses

THE Building Construction and Allied Workers' Union was locked in a bitter dispute with Pilkington Tiles over the stayaway by the company's workforce during a three-day "national protest" a fortnight ago, a spokesman for the union said yesterday.

Mr Vusi Thusi, BCAWU general secretary, said the company had taken 11 shop stewards belonging to the union to the Industrial Court for allegedly instigating a stayaway by the company's employees between June 6 and 8.

Mr Thusi said union lawyers, at a hearing on June 15, had requested more time to study the details of the case. The case was postponed indefinitely.

He said: "The 11 workers, who were suspended for failing to appear before a company enquiry earlier, have returned to work pending the outcome of the case."

The disciplinary action taken against the 11 stemmed from the call by Cosatu and Nactu for a three-day "national protest" against controversial amendments to the Labour Relations Act. The protest was marked by a mass stayaway by thousands of workers throughout the country.

The union official said the action taken against its members by the British multinational company showed that it supported the controversial Labour Amendment Bill. "The company has said that there is nothing wrong with the Bill," he said.

Mr C J Louw, Pilkington's human resources manager, was not available for comment yesterday.
THE virtual non-participation of the mining industry's workforce in the June stayaways signalled mineworkers' increasing indignation at the disruption of their lives, the outgoing president of the Chamber of Mines said this week.

Mr Naas Steenkamp, addressing the chamber's annual general meeting on Tuesday, said there might be grounds for hope that the leadership of the National Union of Mineworkers (Num) had sensed this mood among the mineworkers.

This mood, he said, was reflected by "the relative peace enjoyed by the industry lately, and particularly the virtual non-participation of the mineworkers during the strike as an industrial dispute, but an evident underlying aim with the strike was to demonstrate wide worker support for an agenda ranging from sanctions to seizure of control of the national economy," the Chamber official said.

**Strike**

The strike, Mr Steenkamp said, was a setback, too, for the ideal of developing constructive relationship between management and the Num.

"He said "Among the negative effects of the strike, the manner in which it was conducted, and its drawn-out aftermath is a hardening of attitudes in the rest of our workforce.""

"The philosophy behind sanctions, disinvestment and other forms of punitive action is tortuous at best, but it achieves a height of cynicism when accompanied by demands for greater recognition of and more comprehensive dealings with unions that advocate these measures," he added.

He believed that good-faith bargaining would "win out" this year, because negotiations between the Chamber and Num had so far progressed "on more conventional lines."
350 workers strike

ABOUT 350 members of the National Workers Union of South Africa have gone on strike following the dismissal of their shopsteward who lost his job after staying at home on June 16.

According to Mr Solly Theledi, the Nawusa organiser, workers downed tools following the dismissal of Mr Herman Matsunyane, secretary of the shopstewards committee.

He said management gave workers a noon ultimatum to report for work yesterday or face dismissal. Workers also said management had agreed to recognise June 16 and similar days as paid public holidays.
SHOP STEWARDS HIT OVER PROTEST

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Case

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He said, "The 11 workers, who were suspended for failing to appear before a company enquiry earlier, have returned to work pending the outcome of the case."

Mr C J Louw, Pilkington's human resources manager, was not available for comment yesterday.
Stayaway workers hired again

ABOUT two-thirds of the 3,000 workers reportedly dismissed within days of the June 6-8 stayaway have been re-employed after negotiations between unions and management, union sources said yesterday.

But it appeared at least 1,000 more workers were dismissed in the past 10 days after disciplinary hearings.

Most of the companies which dismissed workers were small or medium-sized.

Nactu information officer Dale Tiffin said its unions had negotiated 336 reinstatements, but there were about 600 dismissals affecting Nactu unions in the same period.

Cosatu's Transport and General Workers' Union said 380 of the 460 TGWU members dismissed had been reinstated.

The Paper Printing Wood and Allied Workers' Union reported that only 62 of its members were still out of work after the reinstatement of 1,200 workers.

Negotiations were continuing.

Chemical Workers' Industrial Union (CWIU) general secretary Rod Crompton said his union was negotiating the reinstatement of 70 members.

About 200 CWIU members were originally dismissed.

Pushing

A National Union of Metalworkers of South Africa (Numsa) spokesman reported it was pushing for the reinstatement of 40 workers dismissed from Iscor. He said a further 40 jobs were in jeopardy pending the completion of disciplinary hearings, while 10,000 warnings had been received. Another 500 members remained out of work.

Iscor spokesman Piet du Plessis said Iscor had agreed to Numsa's request for a meeting to reconsider the dismissals and warnings, and this would take place early next week.

None of the 650 members of the National Union of Namibian Workers dismissed after last week's two-day stayaway had been reinstated, union official Festus Hengare said.
THE Federation Mining,

Union has concluded a

recognition agreement

with Sandier-controlled

FMU, a

percent of the workforce

union at the chrome mine.

 meanwhile, the FMU

workers, in the lowest

paid category, Mr. Africa,

said the

union was also seeking

a 10 percent increase for

the wage proposal of

May 1. Recognition of

the Union was made on

March 21 and June 16 as

the first Friday of May.
Strike by council workers called off

By Jovial Rantag

Strike action by thousands of Soweto City Council workers was called off yesterday so that negotiations between the council and the Municipal Workers' Union of South Africa (MWUSA) could resume, a union spokesman said yesterday.

Council employees were expected to report for work today.

The workers went on strike on Tuesday following a wage dispute with the council.

Soweto's town clerk, Mr Nico Malan, said in a statement the council would consider negotiations if workers resumed work.

ACTION

After consultations with its legal adviser, the union decided to heed the council's back-to-work call, but the MWUSA spokesman said strike action could continue on Sunday if negotiations with the council were not successful.

The union spokesman said negotiations were stifled by the contents of a letter the workers had written to the council outlining grievances.

A meeting in which the union negotiation team intends reporting back to its members will be held at the Regina Mundi Church in Rockville, Soweto, on Sunday.

A decision will be made at the meeting on whether to take further strike action.
Sterling Drug workers return to work

ALL Chemical Workers' Industrial Union (CWIU) members were back at work at the Sterling Drug plant in Durban this week after a five-week strike over the terms of the company's withdrawal from SA. CWIU general secretary Rod Crompton said workers had returned to work last week although union demands over the sale of the company had not been met. The dispute persisted, he said, and the union was considering alternative paths of action.
Cheap pieces not cheap talk.

On dispute.

NUM in dispute.

Gary's Strike.

The NUM is in dispute with the NUMS over the question of the duration of the current strike. NUMS claim that the strike is illegal and that the NUM is not entitled to demand a new contract. NUMS also argue that the NUM is not taking the necessary steps to ensure the safety of the miners.

NUM president Harry Ngcobo said that the NUM is determined to continue the strike until a new contract is signed. He also appealed to the miners to remain united and to continue with the strike.

NUM members are advised to continue with the strike and not to return to work until a new contract is signed.

From page 1.
Seifsa offers to recognise May 1 as a paid holiday

By Mike Siluma, Labour Reporter

In an apparent bid to avoid a possible wage strike by more than 120 000 metal workers, employers in the steel and engineering industry have conditionally offered to recognise May 1 as a paid holiday.

A statement by the Steel and Engineering Industries Federation (Seifsa) said yesterday that employers had agreed in principle to recognise May 1 as a holiday in substitution for an unspecified holiday.

The offer was conditional upon the acceptance by four unions affiliated to the International Metalworkers' Federation (IMF) accepting the employers' final offer guaranteeing, among others, a 17.4 percent increase for labourers.

Seifsa said it had proposed a meeting of all 15 unions in the industry to discuss "the practical implementation of the offer". A meeting with the IMF unions would be held on Friday.

A spokesman for the largest IMF union, the National Union of Metalworkers (Numsa), said the union was not in principle opposed to swopping "colonial" holidays such as the Government-declared Workers' Day and Kruger Day for "relevant" days like May 1 and Sharpeville Day.

He pointed out, though, that the unions had tabled their demand for May 1 as part of a wages and service conditions package, and that IMF unions would seek to continue with negotiations on all issues in dispute.

The IMF said the results of a strike ballot among 129 000 members would be released today.
A STRIKE at the Berden Group, a subsidiary of Malbank which has ties with Gencor, Tedelex, Empusa and Ellerine Holdings, launched on June 1, to protest about wages and other matters is still on and offers little hope of an early settlement.

24/6/84

In a statement yesterday, Mr. Madumo Ramaloepa, organiser of Ccawusa, said that the spirit of the workers has not changed and they are not about to accept the "insulting offers" of the employers.

He said the company, however, remained firm at an increase of R57.50 effective on March 16, and a further R30 effective on September 1.
Strike over June 16 firing

At least 350 workers at the Martlon Textured Yarns factory in Babelegi, Bophuthatswana, went on strike after a colleague was dismissed for observing the June 16 stayaway (32 dek).

The general secretary of the National Workers Union of South Africa, Mr Nolo Mokalapa, said union members downed tools on Tuesday last week in solidarity with the secretary of the shop stewards' committee, Mr Herman Matsunye, who was fired.

Mr Mokalapa said management had agreed before June 16 to recognise the day as a paid public holiday.

A management spokesman said he could not comment at this stage.
SIX employees who were dismissed after a strike at a Soweto supermarket yesterday claimed that they narrowly escaped death when a gunman opened fire at them while they were travelling in a car in Orlando East.

The workers said that they were now living in fear of their lives after many attempts were made by the gunman to kill them. The latest attack happened on Saturday night.

They believed that the gunman wanted to kill them for being shoppstewards of the Federal Council of Retail and Allied Workers' Union.

Major Noel Hartwell of the Soweto Police yesterday confirmed the incidents and said the police were investigating a case of attempted murder.

The workers are part of the 80 employees of a giant supermarket who went on strike over the cancellation of a medical aid scheme at the company.

The workers were later dismissed and the union is presently holding talks with management in an attempt to have them reinstated.

A shoppsteward Mr Norman Pule told the Sowetan that on Friday night they were returning from a union meeting when they were stopped by a stranger man in a car.

"The man called me to get out of the car. I refused and drove off. Several shots were fired at us, but we were not hit. Two bullets dented the car," Mr Pule said.

He added: "The gunman followed us in a car and fired shots at us. We managed to escape and reported the incident to the Orlando police."

Another worker, Miss Barbara Mpape, said she cowered under the car's dashboard when the shots were fired.

Mr Pule said on Saturday night they were again attacked by a gunman, but managed to escape.

"We are now living in fear that we will be attacked and are presently living with relatives," he said.
Parliament and Politics

Only radical unions against 'strike curbs'

By BARRY STREEK

THE only people opposed to the amendments to the Labour Relations Act were the radical trade unions who did not want to obey any rules in South Africa, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

These were the very unions which used intimidation, wanted to make the country ungovernable and bring the economy to a standstill, he said in reply to the debate in the House of Assembly on changes proposed to the Labour Relations Amendment Bill.

Despite the opposition of both the Progressive Federal Party and the Conservative Party, the amended bill was passed without a division.

Last week, lawyers representing Cosatu unions met Department of Manpower officials to express opposition to the bill, but both the adoption of the bill by the House of Assembly and Mr Du Plessis's strong attack on the "radical" trade unions indicates that little compromise seems possible.

Yesterday, the Progressive Federal Party spokesman on manpower, Mr Jan van Gend, said the amendments would disrupt good labour relations, frustrate the process of collective bargaining and lead to increased uncertainty.

Mr van Gend said the standing committee on manpower had declined to amend the most important and controversial clauses, including the ban on sympathy strikes, intermittent strikes and product boycotts.

"The evils in the bill are a manifestation of the Nats' design to squash political opponents by prohibiting all strike action which could be used to exert political pressure."

Mr Du Plessis said he disagreed with every point Mr van Gend had made.

Many of the trade unions and all the employer groups supported the changes to the definition of unfair labour practices.

Mr van Gend had said the bill would curb strikes and he agreed with this.

"We are going to curb strikes. We are going to curb illegal strikes and I am telling you the moderate trade unions and the mixed unions support this legislation totally."

The South African Consultative Committee of Labour Affairs (Sa cola) not only supported the bill but had also published advertisements in newspapers explaining their position.

"Who is complaining about it? The only people complaining are the radical unions who do not want to obey any rules in South Africa."

These unions were acting in a way to fulfill the call by Joe Slovo to make the South African economy unprofitable, and the ANC president, Oliver Tambo, who had said the ANC wanted to disrupt labour relations.

"We want to take a firm grip. We want to stop them disrupting the economy."
ABOUT 400 members of the Media Workers' Association of South Africa, downed tools at six of Perskor's Transvaal plants in support of their wage demands, a Mwasa spokesman said.

The spokesman said Perskor employees demanded a weekly wage of R180 while the newspaper company offered R100.

She said the industrial action was sparked by Perskor's refusal, for a second time, to recognise the jurisdiction of the industrial council for the printing industry.

Perskor plants affected by the stoppage include Doornfontein, Benoni and Pretoria. Perskor management declined to comment yesterday.

A meeting between the union and Perskor was scheduled to have taken place at the Industrial Council last Friday, but was cancelled after the company questioned the council's jurisdiction over the dispute, according to the Mwasa spokesman.

The two parties resumed negotiations yesterday in a bid to end the strike.
BALLOT results, which may pave the way for a strike by more than 120,000 workers in the metal industry, may be released today.

Mr Brian Fredericks, general secretary of the SA Council of the International Metalworkers' Federation (IMF), said yesterday that officials belonging to four IMF affiliates had begun counting the ballot papers.

The four IMF affiliates are the National Union of Metalworkers of SA, Steel Engineering and Allied Workers' Union, Electrical and Allied Workers' Trade Union of SA and Engineering and Allied Workers' Union.

Results
Mr Fredericks said strike ballots were conducted at more than 1000 factories in the industry. "Ballot results will be out, at the latest, by Wednesday", he said.

The four IMF affiliates have declared a dispute with the employer body, the Steel Engineering Industries' Federation of SA, which represents more than 3000 firms.

The Confederation of Metal and Building Unions have accepted the employers' final offer.
THE recent three-day stayaway had caused a hardening of employer attitudes and could lead to "race substitution" in workforces, according to a snap survey of all major economic sectors by P.E Corporate Services Management Consultants.

P.E director Rob Daniel said although most of the country experienced the effects of the stayaway, few industrial firms had closed down. The hiring of temporary staff as a contingency measure had proved popular in the retail sector.

Most employers had reacted to the stayaway by applying the principle of "no work no pay". The next most frequent response was to discipline workers by issuing warnings, threatening dismissal or dismissing them. Other reactions included negotiating with unions to make up for lost time and allowing workers to take paid or unpaid leave.

Daniel said most employers intended to be better prepared in the future and to adopt a tougher line.

Daniel said the feasibility of automation was open to question because it was seen as socially and politically unacceptable because of its unemployment implications. SA's short production runs also made automation financially non-viable. He cited substitution of non-black workers for black workers as possibly the most attractive alternative.
Police

Perskor management has declined to comment

Perskor plants affected by the stoppage included Benoni, Roodepoort, Pretoria, Vereeniging, Johannesburg, Bethal and Krugersdorp.

In a front page report yesterday, the Citizen said that it regretted that some of its readers had not been able to buy the newspaper from street vendors as a result of the work stoppage, which was sparked off by a dispute between Mwasa and Perskor.

Mwasa said in a statement yesterday: "We object to the presence of police outside the Perskor premises in Doornfontein because we believe this can be provocative to workers who are already unhappy.

"We believe that the Perskor dispute can be resolved if there was a serious commitment on the part of management to enter into negotiations with Mwasa leaders.

"The past negotiations we have held with Perskor management have demonstrated a lack of this commitment which is vital for the maintenance of healthy industrial relations."

Strike into second day

A WAGE strike by about 3500 members of the Media Workers’ Association at Perskor’s Transvaal plants entered its second day yesterday.

The work stoppage follows a deadlock in wage negotiations between Mwasa and the Afrikaans newspaper group. At the centre of the dispute is the company’s alleged refusal to recognise the jurisdiction of the Industrial Council for the Printing Industry to mediate in the wage dispute.

A Mwasa spokesman said Perskor employees, who downed tools at six of the company’s plants, were demanding a weekly wage of R180 while the newspaper offered R100.

Yesterday, Mwasa members continued with their strike at Perskor’s Doornfontein branch under police surveillance. A union official told the Sowetan that management had indicated that it might call in casual workers to replace the strikers.
**Attempt to stave off strike**

SEIFSA is to meet the four trade unions affiliated to the International Metalworkers' Federation (IMF) on Friday for what could be a last ditch attempt to avoid threatened industrial action by tens of thousands of industry employees.

Seifsa this week responded to an earlier appeal by the unions to reopen talks by offering May 1 as a paid public holiday in the industry in exchange for an existing public holiday. The offer is conditional upon the unions accepting the remainder of the package.

However, union spokesmen, who are expecting to learn today the result of the strike ballot, said they believed the new offer would be sufficient to satisfy members.

Seifsa is offering what it says is a 17.5% package to labourers in the industry, including a new hourly minimum of R3.01 — 32c up on the existing rate. The IMF unions are demanding R3.65, but say this is negotiable.
Mwasa strike at Perskor enters third day

By Mike Siluma, Labour Reporter

The wage strike involving more than 2000 members of the Media Workers' Association of SA (Mwasa) at 10 Perskor plants entered its third day today after the collapse of talks.

A Mwasa spokesman said Perskor management declared last night it was not prepared to negotiate further, sticking to its offer of a minimum of R109.46 a week.

The union said it had reduced its demand from R160 a week to R130.

Perskor spokesman Mr Kotie van Heerden yesterday refused to comment on the strike.
Mozambican town of Chinde

Mwaso strike continues

JOHANNESBURG — The wage strike involving more than 2,000 members of the Media Workers' Association of South Africa at 10 Perskor plants entered its third day yesterday.
On strike: The boycott-breaker police

THOUSANDS of Soweto municipal workers, including 60 percent of the municipal police, went on strike this week to protest against a wage freeze introduced by the council on the grounds that some council workers are participating in the rent boycott.

Siphiwe Thusi, organiser for the South African Municipal Workers' Union, told Weekly Mail the council deemed it unnecessary to increase workers' wages as they were not paying rent.

Municipal police, who have been involved in the eviction of Soweto rent defaullers from their homes, have joined their colleagues in rejecting the collection of rent and eviction of residents by the city council.

The Soweto municipal workers, including police, street sweepers, office cleaners, clerks, drivers, water department workers and other manual labourers went on strike after management refused to meet their demand for higher wages.

The workers demand that due to the upgrading of Soweto to Grade 12 on January 12 in terms of the Department of Development and Planning this year their salaries should increase accordingly. The workers claim the council's response to the demand has been since most workers of the council do not pay rent, it is not necessary for them to receive an increment.

The rent boycott in Soweto, that began in June 1986 has cost the city council thousands of rand.

"The issue of workers not paying rent is an issue for the community organisations and the council. It should not be brought into the dispute between the union and management," Thusi told the Weekly Mail.

Soweto council workers have also demanded the recognition of their shop stewards and their union—an affiliate of the Congress of South African Trade Unions — and the disbanding of the staff association.

According to Thusi, "White people are cleaning their own offices and municipal police reinforcements have been brought in to help the council. According to a union official, they have received a letter indicating the council's willingness to negotiate.

At the time of going to press the council was not available for comment.

THE GREENFLIES WHO WANT MORE

The rent boycott in East London's Duncan Village has spread to the people employed to break it: the municipal police.

This week when one of the policemen spoke out for the first time about conditions under which the force, dubbed "greenflies" from the uniforms they wear, are accommodated.

The policeman, who spoke on condition of anonymity, said the municipal policemen housed in the township's Ndende St area had stopped paying rent in March — ironically only a month after they had evicted several families for refusing to pay rent.

"The evictions formed part of a concerted effort by the Gompo Town Committee to break the rent boycott. People have been refused burial sites and served with eviction notices."

The February evictions were challenged in court, but the Gompo Town Committee withdrew the orders against them in a tacit admission that the action was faulty legally.

The policeman said about 100 police lived in new houses built as part of the upgrading process in the Ndende St area. They were quartered four to a house, which meant they lived in a room, he said.

"We do everything in the same small rooms, cooking, putting every thing we have in the rooms in which we sleep," he said.

The policeman said they were not harassed or threatened with evictions for refusing to pay.

The municipal police head, Warrant Officer Willem Wolmarans, denied the police were compelled to stay at Ndende St. "They can stay where ever they choose," he said.

The accommodation in Duncan Village was just a jayway for those who don't have houses," according to an activist in the township who was quoted as saying.

Chris Maboya

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THE wage strike involving more than 3500 members of the Media Workers' Association of South Africa at 10 Perskor plants entered its third day yesterday after the collapse of talks between union and management.

A Mwasa spokesman said that in a meeting Perskor gave an ultimatum to strikers to be back at work by 6pm last night which ended about 8pm on Tuesday night, Perskor management declared it was not prepared to negotiate further, sticking to its offer of a minimum of R109.46 a week.

According to the union, workers in Durban had joined striking colleagues at Transvaal plants including Doornfontein (Johannesburg), Benoni, Pretoria, Vereeniging, Witbank, Nelspruit, Vereeniging, Bosmont and Krugersdorp.

The statement said the union had reduced its demand from R180 a week to R130. Perskor spokesman Mr Kotze van Heerden refused to comment on the strike.

Mwasa said that after a stoppage by Perskor workers in May to back their wage demand, Mwasa had proposed industrial council intervention but the council could not meet as scheduled on June 24 after Perskor questioned the jurisdiction of the council.

"Workers have rejected management's latest offer because it falls far below what they are demanding," said Mr Khala.

* The *Citizen* newspaper, which is published by Perskor, yesterday carried a notice apologizing to readers experiencing difficulty in obtaining copies of the newspaper from street vendors. The other Reef newspaper published by Perskor is *Die Vaderland*. 
Natal whites support Indaba, says survey

By Esmare van der Merwe

The kwazulu/Natal Indaba political model was favoured by a majority (51 percent) of whites in Natal, an opinion survey conducted between April and May this year has found.

Conducted by leading market research firm Mark & Memongopnames, the survey concluded that 36 percent of the 2,000 white adults surveyed countrywide would vote "yes" if they had the opportunity to vote on the indaba.

This was the first time people were directly asked whether they would vote for or against the proposals.

National level

On a provincial basis, Transvaal followed Natal with a "yes" vote of 41 percent, while 35 percent of Free State and 33 percent of Cape Town residents in the sample supporting the proposals for regionalised political power.

On national level, 45 percent of those surveyed indicated they don't "know" or "can't say", and 17 percent said they would vote against the Indaba.

The Cape Province featured the highest uncertainty (56 percent), followed by Transvaal (43 percent), the Free State (40 percent) and Natal (28 percent).

When the result was analyzed according to political party affiliation, most Independent Party (76 percent) voters supported the proposals, with Progressive Federal Party supporters in close second place (75 percent).

Some 34 percent of National Party supporters and 14 percent of Conservative Party supporters favoured the proposals.

A total of 64 percent of NP supporters and 40 percent of CP supporters said they were uncertain about their vote.

According to political affiliation, the highest rejection came from CP quarters (40 percent).

Indaba director Professor Dawid van Wyk welcomed the findings as a "clearly affirmative answer" that the Indaba had "majority support among white voters in Natal and throughout the country".

The survey also showed that, despite the Government's protracted failure to formally react to the proposals, more whites in Natal felt the Indaba was making progress than those who believed it was losing ground.

Strong support

Questioned on their feelings towards Chief Mangosuthu Buthelezi, strong support was given to him as "the kind of black leader who could be trusted with power". Some 22 percent of those surveyed agreed with the statement, with 31 percent undecided or neutral and 17 percent disagreeing.

An Indaba spokesman said additional research into the political attitudes of blacks in the kwazulu/Natal region was in progress.

An estimated 3,500 striking members of the Media Workers Association of SA (Mwasa) have defied an ultimatum to return to work or face dismissal.

Mwasa general secretary Mr Sithembule Khala said workers, who walked off their jobs at 10 Perskor plants on Monday, were warned to return by 6pm last night or face dismissal. The deadline was subsequently extended to 9pm, but Mwasa members ignored the ultimatum and went home.

According to the union, workers in Durban have now also joined the strike.

Mr Khala said Perskor management were standing by their offer of a minimum of R118 a week, with an increase of R15 for drivers and a minimum of R109 a week for other workers.

Mwasa is demanding an across-the-board increase of R40 a week.
'Employers may turn towards coloured or Indian workers'

By Mike Siluma,
Labour Reporter

South African employers, faced with the prospect of future industrial unrest by black workers, could turn increasingly towards coloured and Indian workers.

This is the finding of a survey into employer attitudes in the aftermath of the recent national three-day stayaway in response to calls by predominantly black unions.

The stayaway was in protest against the Labour Relations Amendment Bill and State repression of anti-apartheid organisations.

The survey was conducted in all major economic sectors throughout South Africa by Mr Rob Daniel of management consultants P E Corporate Services.

According to Mr Daniel, the stayaway had caused many employer attitudes to harden to the extent that they now intend to adopt a tougher stance in the future.

He said most employers had reacted to the stayaway in the following ways:

- Taking some kind of disciplinary action, such as issuing workers with warning notices
- Threatening to fire, or actually firing, those staying away
- Adopting a no work, no pay policy or allowing workers to take either paid or unpaid leave.

**AUTOMATION**

- Threatening to automate or mechanise, or going ahead with this decision
- Suggesting a change in the composition of the workforce through race substitution, entailing a reduction in the ratio of black workers in favour of more coloured and Indian workers.
- Negotiating with trade unions to make up for lost time.
1 000 jobless after protest

By Adele Baleta

Unions said this week that although a large number of workers fired during the June 6 to 8 stayaway had been reinstated, more than 1 000 previously employed workers were now without jobs.

Printers and Allied Workers Union general secretary Mr Jeremy Baskin said 1 300 workers had been fired.

Most of them were employed by companies in the Eastern Transvaal.

The union had negotiated the reinstatement and re-employment of 1 080 of these workers, he said.

The Transport and General Workers Union (TGWU) reported that of the 361 workers dismissed, 214 had their jobs back.

A National Union of Metalworkers of South Africa (Numsa) spokesman said it was not yet certain how many of the almost 500 Numsa members who were fired were now reinstated.
No deals on the Labour Bill

Weekly Mail Reporter

SPECULATION that a deal is on the cards between the government and predominantly black unions over the controversial Labour Relations Amendment Bill appeared to have been shattered in parliament this week.

Not only was the Bill passed by all three Houses of Parliament with no changes to the most contentious clauses, but Manpower Minister Piet de du Plessis also launched a heavy attack on the “radical unions” who were against the legislation.

Unions affiliated to both the Congress of South African Trade Unions and the National Council of Trade Unions are bitterly opposed to the Bill.

Du Plessis was warned by the Progressive Federal Party’s Jan van Gend that parliament was about to enact legislation which would “disrupt labour relations, frustrate the process of collective bargaining and lead to increased uncertainty and consequent legislation”.

The minister responded by asking, “Who are the people objecting to these curbs being placed on illegal strikes? The radical trade unions which do not want to obey any rules or any law in this country.

“These are the trade unions which use intimidation. These are the trade unions who want to make the country ungovernable. These are the people who want to politicise the whole labour terrain.”

Du Plessis was speaking in the closed atmosphere of the white House of Assembly, which is far removed from the realities of the factory floor.

However, after such a vitriolic attack, it seems unlikely that a meaningful compromise can be reached on the legislation.

Du Plessis did not name any of the “radical unions”.

But he did say that “the moderate trade unions of this country and many of the mixed trade unions in this country support this legislation wholeheartedly”.

He also said it was the express aim of African National Congress president Oliver Tambo that the ANC should this year gain advantage in the field of labour.

Du Plessis did, however, say that the Bill was not the “last word” on labour legislation.

“We will see how it works out in practice. We will look to see if this legislation puts us in a position to accommodate new challenges, new problems situations and new tendencies,” he said.
Survey indicates anti-black attitude among employers

By Mike Shuma, Labour Reporter

South African employers, faced with future industrial unrest by black workers, could turn increasingly towards coloured and Indian workers.

This is the finding of a survey into employer attitudes in the aftermath of the recent national three-day stayaway in response to calls by predominantly black unions.

The survey was conducted in all major economic sectors throughout South Africa by Mr. Rob Daniel of the management consultant firm P E Corporate Services.

According to Mr. Daniel, the stayaway had caused many employer attitudes to harden to the extent that they now intended to adopt a tougher stance.

**DISCIPLINARY ACTION**

He said most employers had reacted to the stayaway in the following ways:

- By taking some kind of disciplinary action, such as issuing workers with warning notices.
- Threatening to fire, or actually firing, those staying away.
- Adopting a no work, no pay policy or allowing workers to take either paid or unpaid leave.
- Threatening to automate or mechanize, or go ahead with this decision.
- Suggesting a change in the composition of the workforce through race substitution, entailing a reduction in the ratio of black workers in favour of more coloured and Indian workers.
- Negotiating with trade unions to make up for lost time.
350 workers fired

- ABOUT 350 members of the National Workers Union of South Africa, who downed tools last week after their colleague was fired, have been fired by Marilton management in Babeldi near Hammanskraal. (55)

  Mr Nolo Mokalapa, a Nawaia official, said the work stoppage was sparked by the dismissal of a shop steward, Mr Herman Matsunyane, for staying from work on June 16. He said Mr Marubuniyane and another worker, Mr Albert Ntuli, were detained by Bophuthatswana police on Wednesday this week.

'More dismissals'

- MORE dismissals related to the June 16 stayaway have been reported at R J Spargo company in Alrode, Alberton.

  Thirty-two members of the Chemical Workers' Industrial Union (CWIU) have been sacked for failing to report for duty on that day.

Row over canteen

A ROW over canteen facilities has led to a strike by about 200 members of the CWIU at Gillett's company on the East Rand.

A CWIU spokesman said the row revolved around the replacement of the present canteen staff with a contractor. "The use of outside contractors is a problem for the employees, who believe that these contractors pay low wages to save costs."

Union's challenge

THE Food Beverage Workers' Union is to take Hercules Cold Storage company to the Industrial Court over the dismissal of its 200 members.

The case will be heard on July 4. The union is challenging the validity of the dismissals which took place...
Back to work

Forty-two members of the Mexican Workers Federation, which represents the workers in the company's frozen food division, went on strike yesterday. The workers are demanding better wages and working conditions.

Yesterday, a National Union of Workers members voted to support the company's workers' demands. The union's president, Mr. Peña, said, "We are fighting for our rights and we will not accept any discrimination against our fellow workers."
Perskor strike over

The strike involving Perskor and the Metal Workers' Union of SA was settled yesterday and strikers returned to work, a Mwasa spokesman said. He said the parties agreed on a minimum wage of R118 per week for drivers and R109 for factory assistants, and a R16 increase for those workers who had received an increase this year.

get tough with unions

EDDIE KOCHEL REPORTS ON A GOAL STRATEGY TO OUT METAL STRIKERS

LEADED LETTER TELLS

OF PLAN TO LOCK

EMPLOYEES IN THE MODEL INDUSTRY

1132 WORKERS UNION (EWU)

A new memorandum from Sohitek's law-

of workers, understanding and com-

municating, creating a union that unites

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No SAP comment

POLICE would not issue any official statements on the stayaway because it was a contravention of the emergency regulations to give publicity to such actions, a Pretoria police spokesman said yesterday. SEBASTIAN

"No official statements regarding the stayaway or intimidation will be issued because it is a contravention of the emergency regulations to give publicity to the stayaway or to further its aims," said the spokesman.

- It is an offence under the emergency regulations to incite or encourage members of the public to stay away from work or to go on illegal strike, or to publish anything which shows the extent to which a stayaway is successful or which discloses particulars of the manner in which members of the public are intimidated, incited or encouraged to take part in or support such action.

It is also an offence to give an account of any incidents in connection with stayaway intimidation, incitement or encouragement.
Anglo wins in R10m dispute

AN arbitrator has ruled that payments to about 20,000 Anglo American miners who were dismissed during the August 1987 wage strike should be based on basic wages rather than the value of wages plus fringe benefits.

The case, heard by Advocate William Schreiner, arose from a dispute over the interpretation of a settlement reached last March in terms of which the employees, 9,000 of whom are in the process of being reinstated, were to receive various compensation, severance and notice payments.

The value of the payments in Anglo's estimation was about R40m. Had the National Union of Mineworkers' view been upheld, about R10m would have been added to the settlement bill.

Anglo spokesman Michael Spicer said Schreiner had concluded the clear division in service contracts between cash earnings and fringe benefits meant the word "pay" referred only to the former.
OFS may have to fork out

CP Correspondent

THE Free State Provincial Administration might have to find more than R500 000 to cover the wages of about 280 workers dismissed unlawfully in August and September last year.

Last week Judge AP van Coller upheld an application by three workers of Polonomi Hospital in Mangaung near Bloemfontein. He declared their dismissal null and void because they were not permitted to state their case before being sacked.

The three were chosen to represent all the workers dismissed following a strike on August 25 and 26 last year.

The strikers wanted a democratically elected workers' committee, recognition of their union, the National Educational Health and Allied Workers' Union, an end to "harassment" by hospital security personnel, a "living wage" and permanent status.

Some claimed they have been on the temporary staff for more than 10 years.

A spokesman for Nehau said the 280 workers involved earned between R142 a month - the normal starting wage - and R500 for a clerk.

A spokesman for the Provincial Administration said application for leave to appeal against the judgement had been made, but a final decision on appeal had not yet been taken.
Sats men strike to quit union

CP Correspondent

MORE than 7 000 members of the South African Railways and Harbours Workers' Union in Durban have downed tools twice in the last two weeks demanding that they be allowed to resign from the Black Allied Transport Union.

After the second work stoppage, management and Blatu acceded to their demand.

The city's harbour was the first to be hit last Friday when about 5 000 workers staged a three-hour work stoppage.

Although there was no agreement at the time, workers resumed work.

This week workers at Bayhead goods shed, the biggest in Durban, and the New Pier goods sheds followed suit.

The workers returned to work after management and Blatu's Natal chairman promised them they would be allowed to resign from Blatu at the end of the month.

The strike has taken place in the wake of attempts by lawyers of Sarwhu in Natal to have their members released from Blatu. - Concord
Employers move away from black workers to stop work stoppages

By KERRY CULLINAN

An increasing number of companies are considering employing white, Indian and coloured workers instead of blacks as they believe they are less likely to strike or observe stayaways.

At the same time, businesses involved in supplying temporary workers are flourishing because of strikes and stayaways.

A snap survey conducted by a consultancy for management, PE Corporate Services, revealed that employers' attitudes towards strikes and stayaways were hardening and that they were determined to ensure that their businesses continued normally, even if this meant the actual substitution of their employees.

ASSCOM spokesman Viciment Brett confirmed that racial substitution was an option being considered by employers, especially after the three-day stayaway.

"Employers, especially smaller ones, are finding it more and more difficult to plan and operate properly with all the stayaways and strikes that have been happening recently," said Brett.

"Racial substitution is one of the options being considered to ensure that businesses operate smoothly."

Meanwhile, over the last year, an estimated 30 companies have sprung up to meet employers' labour demands during strikes and stayaways.

A managing director of one such company, who declined to be named for fear of reprisals from "these union guys," said that her company was flourishing, and that over the recent three-day stayaway it had supplied almost 900 workers to various companies in the PWV area.

While this particular company supplies a range of different categories of workers, most other companies in the same business specialise, some only supplying drivers, others labourers and others only artisans.

Both the racial substitution and the supplying of temporary workers have been greeted with disgust by the country's biggest trade union federations, Cosatu and Nactu.

"While employer organisations like SACOLDA plead liberalism among its members' views, stark racism has been unmasked," said Nactu.

Cosatu, meanwhile, said that, in the light of past violence caused by scabbing, the temporary workers' agencies were being "reckless and provocative".
HOTEL WORKERS

WIN BACK JOBS

MORE than 40 workers fired by the Palm Beach Hotel during a strike in May are to be reinstated this month following an industrial court ruling in their favour.

At the hearing the court ruled the 41 workers, all members of the Black Allied Workers Union (Bawn), must be reinstated by the hotel on terms and conditions not less favourable to them than those which applied before their dismissal.

The order is effective from July 18, but applicants may be employed before
Dramatic drop in SA strikes

Own Correspondent

JOHANNESBURG — Strike action in South Africa in the first six months of the year is down by 88% on the same period last year, and is at its lowest levels since 1983, according to a preliminary survey of mandays lost conducted by industrial relations consultants Andrew Levy and Associates (ALA).

The survey, which excluded political stayaways, showed 120 035 mandays were lost to strike action in the period to June 30, compared to 1.1m last year. The data was based on analysis of 76 strikes.

By far the industrial sector most hard hit by industrial action was automobile and allied, which accounted for more than 42% of the mandays lost. Next was the public sector with 13%.

The report noted that the retail and mining sectors, normally high on the list of strike-prone industries, were conspicuous by their absence. Non-auto parts of the metal industry, too, have enjoyed their most strike-free period for years.

An analysis of strike triggers indicated a dramatic reduction in the proportion of strikes due to disciplinary incidents. The survey showed just 12% of strikes were triggered by disciplinary action, compared to close to 29% last year.

The ALA report suggested this could indicate that the handling of discipline on the shopfloor has become more institutionalized as a result of greater experience on the part of management and labour. Part of this included the large number of disciplinary cases referred to the Industrial Court and to private arbitration.

'War-weariness'

The wage dispute trigger accounted for just over 30% of strikes, similar to last year. Other grievances, with no single one prominent, accounted for the remainder.

Explaining the dramatic downturn in the incidence of strike action, ALA's Mr Gavin Brown argued this did not necessarily mean the beginning of a long-term trend. More likely, he said, the unions were suffering a "war-weariness" and were taking a "breather" after the numerous high-profile, large and lengthy strikes last year which caused a significant loss of membership and imposed crippling legal, administrative and financial burdens on the unions involved.

The report said the figures may also confirm the commencement of a review of strategies and tactics on the part of labour.

Mr Brown said unions' previous propensity to strike relatively early during a dispute, or even during negotiations, as a form of leverage, had been replaced this year by a willingness to keep on talking. But while strike levels were likely to increase in the long term, the rate of increase was likely to slow down, he said.

One factor, already beginning to show, was that the increase in union membership was slowing down.

"Many sectors are approaching saturation point in terms of unionizable workers. Where there remains potential for growth — as in the public sector — is where strike action is becoming proportionately more significant," he said. In future years the same could apply to the agricultural sector.

Commenting on the survey, Naetu's Ms Dale Tiffen said it reflected a more mature union approach, in that "people were thinking more strategically"
Court orders reinstatement of workers

THE Industrial Court has ordered Durban's Palm Beach Hotel to reinstate 41 employees dismissed after going on strike on May 2.

Members of the Black Allied Workers Union, the workers are some of the 800 from 10 hotels and restaurants who were dismissed on the same day.

The order is likely to have favourable implications for the dismissed workers because the dispute against the individual hotels is the same.

It is also likely to hit employers hard, because they may already have replaced the dismissed workers.

The president of the court, Mr Arthur de Kock, ordered the Palm Beach to reinstate the workers "on terms and conditions not less favourable to them than those which applied prior to their dismissal."

The order is not retrospective, but will operate from July 18. Mr de Kock made no order as to costs.
SA strikes drop to lowest 5-year level

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"Many sectors are approaching saturation point in terms of unemployable workers. Where there remains potential for growth - as in the public sector - is where strike action is becoming proportionately more significant," he said. In future years the same could apply to the agricultural sector.

Commenting on the survey, NACTU's Dale Tiflin said it reflected a more mature union approach, in that "people were thinking more strategically".

Agreeing that this new approach could be a function of the many large strikes of 1987 where there were few immediate material gains for workers, she said there was now a greater emphasis on actions such as go-slows that affected management while avoiding some of the dangers of full-scale strike action.
'Race substitution' shelving the problem

A survey of all major economic sectors, following the recent three-day stayaway, reveals that employers are adopting a policy of "race substitution", hiring whites, coloureds and Indians in preference to black workers, says SA's largest management consultancy.

But P-E Corporate Services human resources practice head Rob Daniel warned race substitution was not a good idea, as it would "only solve the industrial problems, rather than solve them".

He said the survey showed employers were planning to adopt a tougher line in the future and be better prepared. During the stayaway, most adopted the no-work-no-pay attitude, but many said they would take stronger action next time.

Daniel said temporary staff offered a popular solution in the retail trade. He said industry could possibly adopt automation as a way out of labour unrest, but whether this was a viable alternative was "an open-ended question", since unemployment would escalate even faster and short production runs made the practice financially questionable.

"Trade unions are a new reality and won't disappear", Daniels said.

"The long-term answer lies in increased education — for both management and the labour force," he said.

This education should include more effective communication. It should teach management how to optimise production alongside better industrial relations, without one losing at the expense of the other.

The labour force should be educated in basic economics and the realities of business, he said, adding "that it is pointless to force industry to its knees, for it will only result in further plant closures, greater unemployment and reduced incomes".

Furthermore, everyone should attempt to use the infrastructure of the industrial relations system more constructively, he said. — Sapa.
toResidents

**Council urges**

Mike Hanlon

Chairman of the Local Government Advisory Committee, a member of the Local Government Advisory Committee, and a member of the Local Government Advisory Committee, has expressed his concern about the recent developments in the area.

"The situation is serious and we must act quickly to prevent any further deterioration of the situation. We urge all residents to remain vigilant and report any suspicious activity to the police immediately," Hanlon said.

Local residents have also expressed their concern about the recent developments in the area. Many have reported seeing strange activity in the night and fear for their safety.

"We need to take action now to ensure the safety of our families," said Jane Smith, a local resident.

Local authorities have also reinforced the need for residents to remain vigilant and report any suspicious activity to the police.

"We are committed to ensuring the safety of our residents and will take all necessary steps to address this situation," said a spokesperson for the local authorities.

"We urge all residents to remain calm and follow the guidance provided by the police and local authorities," the spokesperson added.

The situation continues to be closely monitored by local authorities and the police, who are working together to address this serious issue.

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**UK sanctions in 1988**

The UK government imposed sanctions on Iran in 1988, following its involvement in the Iran-Iraq War. These sanctions aimed to prevent Iran from further supporting terrorist groups and to encourage a peaceful resolution to the conflict.

Despite opposition from some quarters, the sanctions were seen as a necessary step to address the human rights abuses committed by the Iranian regime.

The sanctions were lifted in 1991, following the end of the Iran-Iraq War and the withdrawal of Iranian forces from Kuwait.

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**A survey of UK energy consumption in 1988**

In 1988, UK energy consumption reached a peak of 3,500 terawatt-hours, with the largest contributors being the industrial sector and the domestic sector.

The industrial sector accounted for 55% of total energy consumption, while the domestic sector accounted for 25%.

Renewable energy sources accounted for only a small portion of the total energy consumption, with wind energy being the most significant contributor.

The government's efforts to increase the use of renewable energy sources in the UK continued in 1988, with the introduction of policies to support the development of new technologies.

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**Dukakis urges patience on nuclear issue**

Michael Dukakis, the Democratic nominee for the US presidency in 1988, addressed the nuclear issue during his campaign.

"We must move towards a world free of nuclear weapons," Dukakis said.

"We need a comprehensive approach that addresses the root causes of the nuclear arms race," he added.

Dukakis's platform included a commitment to reducing the nuclear arsenal and investing in peaceful uses of nuclear energy.

The election of 1988 was marked by a significant shift in the US foreign policy, with the end of the Cold War and the fall of the Berlin Wall.

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**The 1988 Olympic Games**

The 1988 Olympic Games were held in Seoul, South Korea. The games were marked by a significant increase in the number of participants and the introduction of new sports.

The games were hosted by South Korea, which had been the site of a series of political and social upheavals in the previous years.

The games were also marred by allegations of corruption and political interference, which overshadowed the sporting events.

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**The fall of the Berlin Wall**

The fall of the Berlin Wall in 1989 marked a significant moment in the history of the Cold War. The wall was a symbol of the division between East and West, and its fall signified the end of the Cold War and the beginning of a new era of cooperation between the two blocs.

The fall of the Berlin Wall was followed by the collapse of the Soviet Union and the end of communism in Eastern Europe.

The events of 1989 and 1990 were marked by a significant shift in the global political landscape, with the United States taking a leading role in shaping the new world order.

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**The 1991 Gulf War**

The 1991 Gulf War was a conflict that took place in the Arabian Peninsula in 1991. The war was fought between Iraq and a coalition of forces, including the United States, United Kingdom, and France.

The war was sparked by Iraq's invasion of Kuwait and its annexation of the country.

The war ended with a ceasefire agreement that led to the withdrawal of Iraqi forces from Kuwait and the restoration of Kuwaiti sovereignty.

The war was characterized by significant shifts in the balance of power in the region, with the United States emerging as a major regional power.

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**The 1988 World Cup**

The 1988 World Cup was held in South Korea and Japan. The tournament was marked by a significant increase in the number of participants and the introduction of new venues.

The tournament was also marked by a significant increase in the number of spectators, with record-breaking attendance figures.

The tournament was won by Argentina, who defeated West Germany in the final.

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**The 1988 US presidential election**

The 1988 US presidential election was held on November 8, 1988. The election was won by Democrat Michael Dukakis, who defeated Republican George H.W. Bush.

Dukakis's victory was marked by a significant shift in the political landscape, with the election of a new president and the end of the Cold War.

The election was marked by a significant increase in the number of voters and the introduction of new technologies, such as electronic voting machines.
Number of strikes declines

By Mike Skuma
Labour Reporter

South Africa could be heading for a relatively strike-free 1988, following the lowest number of strikes recorded for the first six months of any year since 1983.

These are the findings of a preliminary report of the Industrial Relations Monitor report, compiled by industrial relations consultants Andrew Levy and Associates.

Both legal and illegal strike action was monitored.

"Man days lost so far this year are close to 100 percent lower than for the same period last year," says the report.

"Should the current wage talks in the metal industry reach conclusion without strike action, this would be a major confirmation of the trend."

According to the report, a preliminary reason for the low level of strike activity for the January to June period could be an informal decision by unions to limit strikes following damage suffered by labour during last year's strikes.
Eight Afcol strikers held

EIGHT striking Afcol workers are still being held in terms of the emergency regulations, after being arrested at a union meeting in Klipspruit, Soweto, on Friday, a Paper Printing Wood and Allied Workers' Union (Ppwawu) spokesman said yesterday.

Ppwawu spokesman Sydney Maflika said the eight union members were arrested at about 10am on Friday when 50 policemen surrounded the Klipspruit Dutch Reformed church where 1200 Ppwawu members were attending a union report back meeting.

Maflika said: "We were about to get a decision from the workforce on going back to work on Wednesday, but did not reach a conclusive decision because police disrupted the meeting."

He said the men were still in detention and union lawyers were trying to determine the conditions of their detention.

Police directorate spokesman Captain RHV Bloomberg said the eight were detained under the emergency regulations.

He said the SAP visited the premises after receiving information.
Strike still on

THE strike by close to 350 Martlon Textured Yarn Factory workers in Babela near Hammanskraal entered its fourth week yesterday with attempts by management to break it. Shopsteward Mr Herman Matsunyane yesterday said about 41 of the workers involved in the strike were "pressured" by management last week to sign dismissal forms and the matter was now in the hands of the union's lawyers. The company's manager, Mr J Flemming, declined to comment yesterday.

Section 12.7.8
1 200 Afcol workers to return as strike ends

JOHANNESBURG. — All 1 200 Afcol workers who have been on strike for over six weeks are due to return to work today.

The Paper, Printing, Wood and Allied Workers' Union (PPWAWU) said in a statement that although the settlement was reached last week "it could not be finalized last week owing to police disruption of the union report-back meeting".

The settlement involved the issue of the dismissal of 300 Star furniture workers on April 20 and four workers dismissed on April 14.

An agreed interim disciplinary procedure will operate for two months while negotiations on a final procedure continue.

The company has agreed to reply to the union next week on the workers' demand that the eight workers detained last Friday should receive full pay while being held under emergency regulations. — Sapa
**Cosatu to act on sackings**

THE Congress of South African Trade Unions (Cosatu) is to launch a concerted campaign for the reinstatement of workers sacked after the three-day national protest action.

Public relations officer Frank McIntosh said the decision was taken at a meeting of the central executive committee in Johannesburg at the weekend.

McIntosh said the executive noted that about 2,000 workers initially dismissed after the action on June 6, 7 and 8 had now been reinstated.

**Warnings**

"Several hundreds others are still dismissed and thousands have been given warnings. A campaign is to be launched to demand the re-instatement of all and the scrapping of warnings."

"The first step will be to circulate to all affiliates names of relevant companies with the type of victimisation. Unions will then meet at Cosatu level to plan a concerted national campaign."

The executive also decided to facilitate the organising of a major anti-apartheid conference to counter the current repressive climate in the country.

**Mpetha**

A resolution to organise a conference of all those opposed to apartheid was taken at the recent national conference of the University of the Witwatersrand in Johannesburg.

McIntosh said the central executive committee also resolved to call for the release of 78-year-old Oscar Mpetha, currently serving a five-year prison term in Cape Town.

"We have also decided to revive the living wage campaigns by focusing on racial and sexual inequality as well as discrepancies between rural and urban, skilled and unskilled workers."

Mpetha said Cosatu and Nactu would make joint representations to Sacco, the employer organisation, against the Labour Relations Amendment Act which was aimed at circumscribing the rights of workers and weakening the power of trade unions — PRESS TRUST OF SA.
Strikers held after man in balaclava aids police

JOHANNESBURG. — A balaclava-clad man helped police in arresting eight striking Afcol workers at the Klipspruit Dutch Reformed Church in Soweto last Friday, a Paper Printing and Allied Workers' Union (PPAWU) official alleged yesterday.

Mr Farouk Jardin said about 50 policemen had surrounded the church, where about 1200 striking PPAWU members were meeting. The strikers were paraded before the disguised man, who was possibly a member of the National Union of Furniture and Allied Workers' (NUFAW). Two men were pointed out, but another six were arrested.

He said the union suspected the arrests were related to the recent series of abductions in which eight NUFAW members were thrown off moving trains. Three men died as a result of the incidents.

Fifteen guilty of necklace killing
Workers return but fears for eight

ABOUT 1 170 furniture workers returned to work on Wednesday after a bitter six-week strike which has allegedly left eight workers in detention.

The workers returned following an agreement after mediation between the Paper Printing Wood and Allied Workers Union (Ppawu) and the Associated Furniture Company Limited (Afcol) last week.

The union proposal that the April 20 dismissal of 300 Star Furniture workers from an Industria West plant be taken to arbitration has been accepted by management, which rejected it earlier as being "unreasonable." The arbitrator will have the power to reverse or uphold the dismissal of the 300.

It was agreed that a case involving four workers whose dismissal sparked off the strike "will not be pursued by the union. The individual workers will be entitled to pursue the case if they wish," according to the statement sent by Ppawu to the Weekly Mail.

On Tuesday Ppawu approached the management for "clarification on the position of eight workers detained last Friday in terms of the State of Emergency." The union said the company agreed to approach the police regarding the alleged detentions. "They also agreed that their jobs will be held open for them in terms of the general settlement agreement," the statement added.

The two parties have agreed to an "interim disciplinary procedure," while negotiations on a final procedure continued. The agreement also included a clause promising "no victimisation of either strikers or non-strikers will take place".

Meanwhile the contracts of the strike-breaking labourers which Afcol employed during the strike terminated on Tuesday afternoon, according to Afcol's director of human resources, George Kinmont. He told Weekly Mail on Wednesday "they were employed on weekly contracts and their contracts terminated yesterday afternoon".

Kinmont said the company has "made representations to the police for further information concerning the employees because they are Afcol's."

Captain R Bloomberg of the SAP public relations division said the police cannot confirm the detention of people under the State of Emergency.

Meanwhile Ppawu condemned the alleged detention of its members, saying it "notes the workers were on a legal strike and have not been charged with any offence. We are extremely concerned for their safety whilst in detention."

We call for their immediate release."
Illegal strikes hit Woolworths

BRONWYN ADAMS

AT LEAST 21 branches of Woolworths were affected by an illegal nationwide strike attempting to pressure management into high wage offers during the forthcoming wage negotiations, a Commercial Catering and Allied Workers' Union spokesman said yesterday.

A Woolworths spokesman confirmed there was a work stoppage between noon and 2pm yesterday but denied it was countrywide. He said he expected the dispute to be resolved soon and would not make further comment.
Stars on strike: Musicians join the workers

POPULAR musicians Ray Phiri and Lucky Dube and the band Sunela are on strike.

They have decided to act in concert with some 400 workers who are staging a wage strike at the Gallo recording company in Johannesburg.

The strike began a week ago after Gallo rejected the workers' demands for an across-the-board wage hike of R260 a month during wage talks with the Commercial Catering and Allied Workers' Union (Cawusa).

Solidarity between black musicians and anti-apartheid groups has been on the increase in the last two years.

Sunela and Ray Phiri, for example, were due to perform at the banned birthday concert for Nelson Mandela.

By EDDIE KOCH

At Fun Valley last week and other bands have frequently performed at benefit concerts for workers.

Trade unions have also begun to form their own choirs and traditional dance groups in an attempt to build a working class culture in the country.

But this is the first time commercial musicians have performed in such close harmony with workers on strike.

Other groups that have joined the strike include Volcano and Plush.

"These guys feel their music has made huge profits for the company and the workers should receive the benefits of that," says Cawusa organisser Abe Ramaloge.

"They feel they are fighting a common goal for increased wages and better conditions of employment."

The musicians have informed Gallo that they will not go into the recording studios until the dispute with the union is resolved.

A Gallo representative confirmed that workers at Gallo's head office and their warehouses have been on a legal strike.

He declined to comment on the implications of the musicians' decision to participate in the strike for the company on the grounds that this could prejudice sensitive arbitration talks planned for tomorrow.

The workers' other demands include a call for the recognition of traditional healers in the company medical aid scheme.

They also want a 13th cheque, December, a reduction in the weekly work from 45 to 40 hours and increased annual leave.

Ramaloge feels participation by the musicians in the strike is an important step in attempts by anti-apartheid organisations to mobilise commercial artists behind their cause.

"These musicians are always travelling around the country and maybe now they will put their songs about the workers' struggles and conscience people with their music."
3,000 down tools again in Soweto

MORE than 3,000 Soweto City Council employees yesterday downed tools for the second time in as many months.

Among their demands are the upgrading of salaries and the recognition of their union, the South African Municipal and Allied Workers' Union (Samwu).

Departments involved in the work stoppage include maintenance, electricity, administration, water, treasury and parks and recreation.

A spokesman for Samwu said the council employees resolved to strike after the Transvaal Provincial Administration failed to resolve the wage row between the two parties. TPA officials had told the municipality and a Samwu delegation that they had no jurisdiction over the matter, he said.

The Samwu spokesman said: "We have concluded that the municipality is applying delaying tactics instead of attending to workers' grievances. The council had said the TPA was the right organisation to deal with our grievances but that the TPA washed their hands of the matter."

Soweto town clerk Mr Nico Malan was yesterday not available for comment.

Last month, council employees called off their week-long work stoppage after the council referred the matter to the TPA. The wage row was sparked by workers' complaints that their salaries had not been upgraded "from Grade 9 to 12" in keeping with the new status of the council.

The strike — if it remains unresolved — may cause a breakdown of essential services in Soweto, including a backlog in the digging of graves in the area.

The council workers, in addition, demand the dissolution of the staff association which they have described as a "toothless organisation."
Dismissals slammed

THE Congress of South African Trade Unions (Cosatu) has noted with concern the dismissal of 227 workers from five companies in Cape Town after the recent three-day national protest against the new Labour Bill.

The firing of workers by the management of the Townhouse and Vineyard hotels, Cape Gas and the Navaho and Red Arrow Spor restaurants was "selective victimisation of union members," said the organisation in a statement.

The dismissals were also counter-productive to the national talks on the bill which were promptly taking place between Cosatu and the South African Consultative Committee on Labour Affairs (SACCOLA), a body representing big business.

Workers stayed away on June 6, 7 and 8 in response to a call by the organisation to observe three days of peaceful national protest against the Labour Amendment Bill.

More than 2,500 workers throughout the country were absent from work during the three days, according to Cosatu.

"The management of these companies have clearly aligned themselves with implementing the content of the bill before it has become law," said the organisation.

Under the new bill, it will be extremely difficult for workers to go on a legal strike. Employers will also be able to claim compensation from the union for lost production.

The 100 workers from the Townhouse and Vineyard hotels were fired after observing a three-day stayaway earlier this month in protest against the Labour Relations Amendment Bill.

The protests urged guests to "put pressure" on management to prevent the Unemployed Workers' Movement, the Townhouse/Vineyard Workers Support Committee, the Liquor and Catering Trades Employees Union (LCTEU), and the sacked workers from distributing pamphlets to guests and staff.

The hotels also asked the court to prevent the defendants from entering their premises without written permission from management.

The workers, who range from chambermaids to waiters and chefs, claim management used the three-day protest as an "excuse to sack" workers following recent negotiations which resulted in increased wages across the board.

The minimum wage was increased from R68 to R100 per week, while all other workers excluding those in management were granted a R30 a week wage increase.

Retrenchments

That was their first increase in three years, workers claim.

According to Mr Martin Mquma, chairman of the shop stewards committee, workers were told by management in April that retrenchments were likely as the hotels "could not afford to pay so many people so much money."

Some of the workers had worked for the hotels for 14 years.

During the three-day protest, the electricity was disconnected at the workers' Nyanga quarters.

Sacked worker Mr Barry Sibikana said he felt "utterly disappointed" at the attitude displayed by management.

He believed the electricity had deliberately been cut off as several workers participating in the stayaway lived there.

But Mr Nigel Pearson, general manager of the Townhouse, said: "That the electricity was cut off during the stayaway was entirely co-incidental."

He blamed the disconnection on an administrative bungle. He declines to comment on other issues.

The general manager of the Vineyard, Mr Richard Johnson, did not return any of SOUTH's calls.
THE Congress of South African Trade Unions (Cosatu) is to launch a concerted campaign for the reinstatement of workers sacked after the three-day national protest action.

Public relations officer Frank McIntjies said the decision was taken at a meeting of the central executive committee in Johannesburg at the weekend.

McIntjies said the executive noted that about 2,000 workers initially dismissed after the action on June 6, 7 and 8 had now been reinstated.

**Warnings**

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"The first step will be to circulate to all affiliates names of relevant companies with the type of victimisation. Unions will then meet at Cosatu level to plan a concerted national campaign."

The executive also decided to facilitate the organising of a major anti-apartheid conference to counter the current repressive climate in the country.

**Mpetha**

A resolution to request a conference at the Witwatersrand University for the release of 78-year-old "Oscar Mpetha, currently serving a five-year prison term in Cape Town."

"We have also decided to revive the living wage campaigns by focusing on racial and sexual inequality as well as discrepancies between rural and urban, skilled and unskilled workers."

McIntjies said Cosatu and Nactu would make the struggles against Saccola, the employer organisation, against the Labour Relations Amendment Act which was aimed at circumscribing the rights of workers and weakening the power of trade unions. — PRESS TRUST OF SA.
THE TRADE UNIONS
Catharsis or nemesis?

There is a different mood among unions as far as strikes are concerned

The Greeks developed the idea that high drama, to succeed, should purge the emotions. They called the process catharsis — "the purging or purification of the emotions through the evocation of pity and fear, as in tragedy". Something of a ritualistic drama was enacted and all passions were spent afterward. Does the same apply in industrial relations? Up to a point.

What might be called the "catharsis theory" of trade union holds that large industrial unions worth their salt will, from time to time, feel impelled to exercise their muscle -- most dramatically by striking. This demonstration effect is a kind of emotional release, in addition to seeking to pitchfork one side or the other into deadlock.

If the black miners found their catharsis -- some might say nemesis -- then perhaps others did as well. If they struck the mining industry last year, the question is whether the metalworkers feel this year is theirs for letting off steam. So far the evidence says it's not. Perhaps the union movement as a whole is taking a breather after the intense conflict of recent years.

The unprecedented level of strike action by the unions in 1987 entailed great sacrifice by workers in lost pay, but left them with precious little to show for it. Exhausted, poorer and facing a much tougher government and employer stance, the upshot this year appears to be that the rank and file as well as the unions have put a brake on the propensity to strike. This is borne out by a report from industrial relations consultant Andrew Levy & Associates (ALA) on man days lost through strike action in the first six months of 1988 compared to the same period last year (see graphs), which saw protracted battles in the retail, transport and postal sectors.

It should of course be remembered that the figures exclude man days lost as a result of politically motivated work stoppages, which are very difficult to quantify accurately. In recent years, though, ALA research has found that stoppages account for roughly one-fifth of all man days lost and as strikes for the rest. As a function of shopfloor developments, however, the number of days lost is clearly down on the trend over the past five years and may mean that those who have seen the unions role as "political" have suffered a setback.

Even though the Cosatu unions did achieve wage increases above the rate of any other group of employees last year, this was not a direct result of strike action. The best example is of course Cyril Ramaphosa's union of miners-workers (NUM), which, he has conceded, was damaged by its three-week strike last August. This year, a less mighty NUM decided discretion was the better part of valour and accepted (after having declared a dispute) the Chamber of Mines final wage offer -- with a sweeter in the shape of the swifter introduction of a retirement benefit scheme for all workers (Current Affairs July 8).

The planned provident fund for miners is an historic achievement and is no doubt the kind of workplace issue many would argue is the proper function of unions -- other (political) things being equal.

The NUM, after its "strategic retreat," will concentrate on rebuilding and consolidation. It has made huge gains for its members in recent years and even this year's wage offer keeps its lowest-paid members abreast of inflation from a higher base. Whether the case with which it settled with the chamber signifies a whole new maturity in collective bargaining, or merely war weariness, remains to be seen. After four years of NUM-chamber bargaining, perhaps the two sides have now found the measure of each other.

An important question now is whether the miners' settlement will affect their fraternal affiliates' approach to bargaining disputes, most importantly the metalworker unions grouped under the IMF, which will now decide on Wednesday whether to strike or accept Seisa's wage proposals.

A strike in the metal industry by half its 300,000 workforce, the IMF half, would naturally bump up dramatically the number of man days lost for the year as a whole. Once again, however, the appetite for a strike coming so soon after five stayaway days (with their consequent loss of earnings) is not there. The union is, partially for that reason, not at all keen on a strike and will probably accept Seisa's wage offer if a suitable face saver (say on public holidays) is thrown in.

A more significant ramifications of the miners' settlement within Cosatu, where the NUM has been the flagship and a leading proponent of the "populist" or political tendency (as opposed to the more "workerist" line), could well be that the latter will gain ground as being better pragmatists. It must, however, be noted that Cosatu acknowledged at its special executive meeting in May that it needed to improve its various structures and pay more attention to democracy and consultation within its ranks. Greater cognizance of rank and file feeling over industrial action is to be welcomed, especially given the old charge of intimidation, of which there is probably less than employers like to believe and more than the unions like to admit.

Possibly, too, the unions are realising the need for a strategic reassessment in the light of government's stated intention to dampen unacceptable levels of extra-legal activity. The risk here is that this could also swamp legitimate trade union activity, hence the resurgence of the pragmatists who know progress is still possible within the rules of the game.

If there is a new reality facing the unions, it applies no less to the employers and government, suggests Kate Jowell of UCT's Graduate School of Business Employers.
she observes, have also been on a "learning curve" in that they have become more astute at bargaining and are less likely to behave precipitately and so see a dispute run away with them. On the other hand, they've also become firmer and the lack of resolve sometimes evoked in the past is gone.
Encouragement may also be taken from the fact that the employers (grouped as Sacola), the unions and government are prepared to discuss differences — over the highly contentious new labour Bill, specifically. According to Jowell, the three parties ought to be trying to develop a social contract of sorts, since workplace co-operation affects the wider society.

Industrial relations is indeed the one sphere of SA life where black-white conflict has been successfully institutionalised. At a time of acute political polarisation and gloom, the collective bargaining system retains its strength and proves that given the right framework, compromises can be reached.

BIO-TECHNOLOGY

The gene revolution

Far from a Frankenstein monster, genetic engineering is here to stay

Everyone knows that the major sanction against SA is the embargo on new investment. Included in that could be the transfer of technology — particularly what is called bio-technology, the science of beneficial genetic tampering. The world of eight-legged chickens and 16 t cows lies a way off yet, but there are more intriguing and immediate possibilities.

After all, out of such methods came the Green Revolution, which converted India from a major food importer to self-sufficiency, with big spin-offs for a more prosperous peasantry — some would say, just what we should be doing in our own rural areas.

Also, all such processes cost money and there is no formula for giving the millions of rands needed to finance technological wizardry. Not in SA.

So — because we lack venture capital — SA could end up an "also ran" when it comes to the rewards of what, despite a few knockers and bumps, still promises to be one of the really significant international economic growth areas of the next few decades.

Bio-technology — the use of living organisms, or substances derived from them, in trade and industry has been with us since man first learnt to brew beer, make cheese, or even selectively grow crops for food.

But it took on a new meaning and dimension in the mid-Seventies when US molecular biologists learnt to selectively alter life processes, through genetic engineering, to produce pre-determined useful end-objects. The breakthrough came when scientists found ways of re-shaping genetic structures (the templates which give life forms their characteristics) of living plant and animal cells to fulfill different functions.

Application of these new techniques could well mean that agriculture's green revolution will be superseded by a gene revolution. The technology raises hopes of eventually harvesting crops from deserts, seawater and other environments which do not at present support farming. Furthermore, bio-tech developments in pharmaceuticals promise more innovative advances in the next 10 years than occurred in the past 200.

Bio-technology is also likely to have major implications for the environment. Products of genetic engineering could dramatically improve human and animal health with new drugs, new therapies, and new ways of controlling disease vectors. Energy derived from plants could increasingly substitute for non-renewable fossil fuels. New high-yield crop varieties and those resistant to unfavourable weather conditions and pests could revolutionise agriculture.

Integrated pest management will become more common. Bio-technology could also yield cleaner and more efficient alternatives to many wasteful processes and polluting products. New techniques to treat solid and liquid wastes could help solve the pressing problem of hazardous waste disposal.

It didn't take long for US entrepreneurs to latch on to this awesome commercial potential (other people conjured up horrific images of the catastrophic effects of this new-found expertise either being abused or going accidentally awry). The result was that in the mid to late Seventies microbiologists streamed from the universities to establish bio-technological start-up firms with venture capital — which was theirs almost for the asking, initially through private financing and later through going public.

But the catch — and it remains a big one — is that to bring a bio-technological product from initial research through to being ready for commercial manufacture, typically takes upwards of 10 years — a long time to wait for any financial return. In the US it is reckoned to cost about US$100m to fund a new pharmaceutical bio-technology product from early research through to marketing.

Undaunted, Europe, Japan and Australia soon followed the US. The saying did the rounds that the two growth sectors to be in were micro-technology (computers) and microbiology (bio-technology). Needless to say SA did not jump on the bandwagon in any but the smallest way — there was no rush to supply or demand venture capital. Even at the height of the listings boom, the JSE had no bio-tech newcomers beating paths to its doors seeking pubic support in exchange for a share in the spoils of the gene revolution.

The flag, it seems, in this field — almost to the exclusion of others — is being carried by large chemical firms such as AECI and Sentrachem (which have their own laboratories as well as funding work by universities) and the Department of Agriculture. Perhaps the one notable exception is a specialist bio-technology firm, Sandton-based Bioclone; and even it has close ties with SA Drugists.

That AECI, SA Drugists and Sentrachem are involved may indicate the promise of this area. However, it is a sad reflection of SA's big business syndrome, coupled with an inferiority complex, that investors and those who seek capital have not even caused a ripple of activity. Had bio-technology, like computers, meant importing technology rather than developing it locally from scratch, investors would probably have fought for a slice of the action.

The FM understands that when one highly qualified microbiologist did the rounds seeking support for a bio-tech company her proposals fell on deaf ears. She eventually rejoined a university team to do just what she had proposed as a commercial undertaking.

However, perhaps the problem is more fundamental. Barry Adams, senior partner at consultant Arthur Andersen, argues that long-term venture capital could be available but the incentives aren't attractive.

"We don't have start-up firms because there isn't the motivation there is in other countries (particularly Japan). This is partly..."
Bands hit right note backing strike at record studios

By Mike Siluma, Labour Reporter

Some leading recording artists have stopped work in support of the strike by between 180 and 400 Gallo Africa employees.

Groups which confirmed they have stopped recording are Splash, Volcano, and leading band, Stimela. More musicians contracted to Gallo were reported to have stopped work in support of the strikers.

According to a spokesman for the Commercial, Catering and Allied Workers' Union (Cawusa) Mr Abe Ramalepe, about 400 workers downed tools on Friday at four Gallo concerns in Steeldale, Bedfordview and Johannesburg, including the company's head office.

Mr Ramalepe said workers had been driven off company premises by dogs on Monday morning after failing to heed a management demand that those on strike leave the premises. No one was injured.

He said workers were demanding an across-the-board R282 monthly increase, increased leave, long-service awards, a 13th cheque, the recognition of traditional African doctors, interest-free personal loans and the recognition of March 21 and June 16 as public holidays.

Spokesmen for both Splash and Volcano said the groups had decided to support the strikers because they believed that they had a common demand for better pay.

Stimela leader Ray Fluri said his band was not on strike, but had stopped recording in solidarity with the Cawusa members.

A company spokesman said earlier that the company was offering a 20 percent increase package.

The dispute between Cawusa and Gallo is to be dealt with through mediation on Saturday, according to the company.
GALLO MUSICIANS JOIN THE STRIKERS

MUSIC groups contracted to the Gallo Record Company have refused to work until the strike by about 400 Gallo employees is resolved, a spokesman for the Commercial Catering and Allied Workers' Union of South Africa, Mr Abie Ramalope, said yesterday. The canteen workers went on strike last Friday over a wage dispute at various Gallo plants on the Reef.

They are demanding an across-the-board increase of R262 a month. Management's offer is R108 a month.

Other union demands include a reduction of the working week from 45 hours to 40 without loss of pay, a 13th cheque in December, interest free personal loans, an extra week's leave and recognition of tribal doctors in the medical aid scheme.

The union spokesman said Stimela, Plush and Volcano were among the music groups who were refusing to perform in terms of their contracts with Gallo in solidarity with the workers.

He said the union took exception to a management letter received by the workers, stating that the strike was illegal and that they were in breach of their working conditions.— Sapa.
Thousands of Soweto Council workers strike

By Stan Hlope

Thousands of Soweto Council workers went on strike over a wage dispute yesterday and resolved not to go back to work until their demands were met.

The decision was taken at a meeting of the South African Municipal Workers' Union (Samwu) held at the Tabernacle Church in White City.

"We have compromised a lot. Until our demands are met we will not go back to work," a union spokesman said.

The workers' demands include recognition of the union, the disbanding of the "sweetheart" staff association, and salary upgrades retroactive to July last year.

"What we are asking from the council is the minimal living wage. We are paid peanuts while the white officials and councillors are earning fat figures," the spokesman added.

The strike follows a deadlock between the workers' delegation and the management committee at a meeting on Monday.

Workers have further accused the council of using "coercive" methods to involve workers in the rent impasse.

"We are workers, not agents for the council. If they fail to talk to the true representatives of the people, then they should not involve us," the spokesman said.

The spokesman added that the union took exception to the letter from town clerk, Mr Nico Malan, stating that the strike was illegal and that they were in breach of their working conditions.

Soweto's mayor, Mr Nelson Botile, refuted the union's allegations. He maintained the council was prepared to meet their demands, but was short of funds.

Mr Botile also denied that the council attempted to use workers in a bid to solve the rent boycott.
Wage dispute rages on

A WAGE strike involving 400 members of the Commercial Catering and Allied Workers' Union at Gallo Stores would continue until their demands were met, a union official said yesterday.

Mr Madumo Ramalo- pe, the union organiser, said workers at Gallo went on strike on July 7, demanding an increase in their wages.

Ccawusa demanded an increase of R262 a month across-the-board while management offered R108.

Other demands include: 40 hours a week without loss of pay; a long service allowance; a 13th cheque to be paid in December.

Workers are also demanding that the company recognise traditional doctors and that March 21 and June 16 be recognised as paid public holidays, he said.

Meanwhile, the company issued notices warning workers that their absence would be regarded as a breach of their employment contract.

A Gallo spokesman said: 'We find it disturbing that, with the agreed mediation proceedings imminent, the workers have decided to take industrial action.'
Average increases down to 17.6%

Pay settlements have declined — labour survey

ALAN FINE

THE levels of wage settlements negotiated between unions and companies showed a marked decline in the first four months to June, after reaching a peak in late 1987 and early 1988, the latest wage-settlement survey published by Andrew Levy and Associates said.

The survey showed a fall in average settlement levels to 17.6% in the last four months, compared to 19.7% in the period from November to June. They were nevertheless above the inflation rate and the 15% level estimated as the private sector norm.

The level had steadily increased from the 13.7% noted in 1985, when the labour relations' consultants began monitoring wage agreements.

Author Pat Stone attributed the decline less to the fall in the inflation rate than to certain other factors. He said unions based their expectations on the company's ability to pay and levels achieved elsewhere.

On the other hand, managers' view was that the economic upswing and improved corporate profits, were a result of factors such as an increase in the money supply, and were not likely to lead to sustained economic growth.

Further, management attitudes had hardened as a result of the political stayaways and numerous official public holidays since March.

Finally, because a large proportion of wage negotiations were in their third or fourth year, this minimised the initial "impact effect" usually associated with the first set of such negotiations between parties. In such cases "guilt" payments were made and glaring anomalies rectified.

The survey also showed the average opening union wage demand was for increases of 25.6%, the lowest since the survey was first carried out.
Spar workers plan legal strike

WORKERS at the Spar Natal warehouse in Phoenix, near Durban, are planning a legal strike at the beginning of August following the failure of mediation at resolving a wage dispute between the company and the Commercial, Catering and Allied Workers Union (Coswusa).

A Coswusa official, Miss Fiona Dove, said workers were demanding an across the board increase of R105 a month and for June 16 to be declared a workers' holiday.

If the strike went ahead it could affect 500 Spar outlets nationally and it could also affect plants of the giant parent company, Tiger Oats. — PTSA
Cosatu to act on dismissals

By KERRY CULLINAN

COSATU is planning a national campaign to challenge the dismissal of workers who participated in last month's three-day protest action against the Labour Bill.

According to Cosatu, although about 2 000 workers initially dismissed have been re-instated, there are still several hundred who have not been re-employed.

Thousands of workers have also been given final warnings, which means that if they engage in any other protest action they will be fired.

"The first step in the campaign will be to circulate names of relevant companies, together with the type of victimisation, to all affiliates," said Cosatu information officer Frank Muntjes.

"Unions will then meet at Cosatu-level to plan a concerted national campaign to contest the punitive action," he added.
Stimela supports strikers

JOHANNESBURG. - Supergroup Stimela have stopped recording in sympathy with about 400 striking workers at the Gallo record company.

A spokesman for the Commercial Catering and Allied Workers Union (Ceawusa) said music groups Flush and Volcano were refusing to perform in solidarity with the workers.

Canteen workers at Gallo went on strike on July 8 over a wage dispute at various Gallo plants on the Reef.

Ceawusa national organiser Abie Rumelope said workers wanted an across-the-board increase of R262 a month. Management had offered R103.

Other demands include a reduction of the working week from 45 to 40 hours without loss of pay, a 13th cheque in December, interest free personal loans, an extra week's leave and recognition of tribal doctors in the medical aid scheme.

Volcano

He said the workers were evicted from the premises on Monday by a security company hired by Gallo.

They then gathered outside the union offices at 142 Kerk Street in central Johannesburg.

Spokesmen for Splish and Volcano said the groups supported the strikers because they believed that they had a common demand for better pay.

Stimela leader Ray Phiri said his band was not on strike, but had stopped recording in solidarity with the strikers.

A company spokesman confirmed that Ceawusa members were on a legal strike and said the company had offered a "20 percent increase package".

He could not comment on the groups' allegations because there had been "no contact or communication" from them.
IMMORAL

If the workers do not get their wages on time or if they are forced to work in dangerous conditions, they are morally justified in striking.

Support and solidarity from fellow workers and the community can be effective in helping the workers achieve their goals.

The struggle for better wages and working conditions is a struggle for justice and equality.

We, the workers, will continue to fight for our rights as human beings and for a better life.

FIN

BY LEN

MSKCO

STRIKE

MOVES AGAINST

OTHER RACE TO REPLACE BLACKS

Labour Update

Support the strike. Solidarity with the workers.
Hotel group in bid
to evict workers

Staff Reporter
KAROS Wilderness Hotel has
applied in the Supreme Court
for an order to evict 122 work-
ers from its staff quarters af-
ther they were dismissed for
failing to report for duty on
June 16 and taking part in an
illegal strike.

The application is being op-
posed by the Hotel and Restau-
rant Workers Union, seven
shop stewards and 115 workers.

Mr I G Farlam SC, for Karios, gave the court a chron-
ology of events leading up to
the court application.

On May 24 an interim recogni-
tion agreement was negoti-
ated and concluded between ho-
etel management and the Hotel
and Restaurant Workers Union
(Haruw).

One of the demands raised
by the union was that a "no
work, no pay, no discipline"
clause be included in respect of
three commemorative days.

The first stayaway took
place on June 6, 7 and 8.

At an informal disciplinary
meeting held afterwards, each
worker who took part in the
stayaway was given a warning

On June 15, only a handful of
workers reported for duty.

All the workers who took
part in the stayaway were told
by management they were be-
ing suspended on full pay until
the outcome of the hearing and
were requested to vacate the
staff quarters.

The workers were "found
guilty" by management and 76
were dismissed after the disci-
plinary hearing on June 18.

The workers were given two
hours to report for duty on
June 20, and when they did not
do so, were dismissed. They
were asked to vacate the staff
quarters by Friday June 24.

The union approached man-
agement and said the workers
wanted an extension of the
deadline to vacate the pre-
mises. Management agreed to
extend the deadline to June 26.

The workers have not yet va-
cated the staff quarters.

Mr Justice Selkowitz will
hand down an order today.
Many pupils were not at school

THOUSANDS of Soweto pupils stayed away from school yesterday when black schools officially reopened for the third term.

The stayaway was in response to a call by the Soweto Students' Congress (Sosco) that pupils only return to school next Wednesday (July 13) to pledge solidarity with fellow pupils who have been detained in the township over the past two months.

Mr Edgar Posselt, the DET liaison officer in Pretoria, confirmed that the school situation had not been normal in Soweto yesterday.

He said that attendance in the township's 60 secondary schools had varied from no attendance to a very low attendance. But the majority of primary schools had a normal attendance, he said.

The Sowetan visited a number of schools yesterday. Most were deserted by 10am and teachers basking in the sun said they had been visited by unknown youths who told the pupils to report to school next Wednesday.

The only schools where we found pupils in the classrooms were at some primary schools.

"It is a pity that some organisations abuse education in order to reach their goals that have nothing to do with education. It is more so a pity that this happens in Soweto where there have been disruptions during the second term at some schools," Mr Posselt said.

"Pupils must be aware that there are 198 days set aside for schooling and these have to be used in full to get through the prescribed syllabus. What is of concern is that the ones that will suffer at the end are unfortunately the innocent pupils," he said.

Mr Posselt said the school situation in other parts of the country had been normal except for the Western and Eastern Cape where the attendance was low. He did not know the reasons for the stayaway. His department was confident however that the situation would improve today.

THE scene at Meadowlands High School in Soweto yesterday. Local youths decided to engage themselves in a football game.
Agencies spring to fill strikers' jobs

Own Correspondent

JOHANNESBURG — About 30 companies have sprung up in the Pretoria-Witwatersrand-Vereeniging area in recent months specializing in supplying non-union strike-breaking labour.

A second new management strategy to counter labour unrest is the growing trend of race substitution. The substitution of non-black for black employees, industry spokesmen say,

PE Corporate Services director Mr Rob Daniel said a recent survey had shown that about 20% of employers in both the engineering and food sectors were either considering or actually implementing a policy of race substitution.

He said managements opting for this approach believed coloured people, Indians and whites were less susceptible, if at all, to politically motivated disruptions to production.

Assecom spokesman Mr Vincent Brett said partial race substitution was a viable preventive measure against industrial unrest, and he confirmed it was being considered by some employers.

He said any subsequent rise in black unemployment levels was something unions should be addressing, and they should have considered the possibility of black job replacement before advocating strike action.

Partial substitution was feasible given that a substantial number of whites were unemployed, and there had been a narrowing in wage differentials over the past few years, Mr Brett said.

Labour Unlimited MD Mr Pat O’Sullivan said that during the two weeks covering the June stayaways she provided labour to 60 companies and received inquiries from at least another 70 organizations.

She said 900 workers were signed out by her company alone during the June 6-8 stayaway, and estimated that at least another 30 companies in the PWV area were doing as well as hers.

She added that the new climate among employers was likely to effect a 300% growth in her business in the next year.

Three other labour contractors reported substantial increases in inquiries for non-unionized or white labour since the beginning of the year.

Nactu assistant general secretary Mr Pandelani Nefolovhodwe protested bitterly against these trends. He said management was using the stayaways as an excuse to get rid of black labour in a climate of structural unemployment.

Union federations would fight every such effort made by employers.

He said some Indians and coloured people may be co-opted into filling vacancies left by blacks, but it was impossible to replace the black workforce.

One metal industry employer, HH Roberts MD Mr Morris Curtis, warned against the use of the temporary substitute labour option.

He said he had used this option during last year’s metal industry strike and it had long-lasting negative effects on management-worker relations.

And Institute for Industrial Relations director Mr Mike Miles said race substitution was not a long-term solution as many causes of industrial unrest would apply to substitute workers of other races in the future.
DISPUTE IN METAL INDUSTRY

By DICK USHER, Weekend Argus Labour Reporter

A VITAL meeting between employers and four unions in the metal industry has been postponed because the counting of strike ballots has not been completed.

The parties were due to meet today in a bid to avert a wage strike in the industry.

The four unions involved are the National Union of Metalworkers, the Electrical and Allied Workers' Trades Union, the Steel Engineering and Allied Workers' Union, and the Engineering and Allied Workers' Union — all affiliates of the International Metalworkers Federation (IMF).

Eleven other unions representing mainly skilled workers have already reached agreement with the Steel and Engineering Industries Federation (Seifsa). These include unions affiliated to the Confederation of Metal and Building Unions.

Seifsa has proposed to the Minister of Manpower that the new agreement be published but that the IMF affiliates be excluded from its terms.

Observers said this could mean that their members would no longer be covered by the industrial council agreement but by the Basic Conditions of Employment Act.

An IMF spokesman said today's meeting had been postponed until next week.

Issues in dispute include wages, working hours and public holidays.
Grind to a halt: Soweto services

SOWETO, Tuesday, July 26, 1988

Cesspools from blocked sewerage pipes were a common sight in Soweto yesterday, as more than 3,000 employees continued with their strike which has now entered its seventh day today.

Employees commiserated with their strike which began yesterday morning.

Mr. Solomon Malan, who issued the ultimatum to the workers, said that the council was hoping to implement the increases in the next two weeks. He said the council was prepared to increase the salary of the workers according to applicable salary grades, but the council does not have enough money to implement the increases.

The council has appointed a private company to dig up and extend some of the 200 main pipes that are holding up the work.

A council official at the Avalon Cemetery said there would be no problems at the weekend, as they were working to correct the problem areas which occurred because of the strike.
Families battle to bury dead as workers strike

By Stan Hlopha

Striking Soweto Town Council workers have vowed to defy the ultimatum to return to work today, but, bereaved families and undertakers battled to bury their dead at the weekend when they found graves had not been dug.

Some funerals were delayed for up to 48 minutes while graves were dug by family members.

A council official and members of the security forces kept guard at the Avalon cemetery and issued numbers at the entrance. Undertakers said no one was available for the issuing of numbers and they said they buried people in available graves in the hope the numbers would be allocated when they consult with the council today.

A circular issued by town clerk, Mr Nico Malan, warned more than 3,000 striking workers that "you are employees of a local authority who are rendering essential services and your participation in the present strike is illegal."

"If you fail to comply with the deadline your services would be unilaterally terminated."

The workers have resolved to return to work "only if our demands are met." Their demands include, recognition of their union, disbanding of the staff association and a salary increase."
THE Hotel and Restaurant Workers Union has warned that its members would go on a national strike beginning from today if their dismissed colleagues were not reinstated.

The warning was issued at a weekend Press conference in Johannesburg by the union's executive members, among them Mr Chris Mahulatsi and Mr Allan Horwitz.

"The bosses have declared war and we will retaliate in the fight for our rights," said Mr Horwitz, adding, "and if these companies refuse to reinstate the dismissed workers, we have no option but to go on strike at national level."

He warned that the strike action was being considered to start today.

**Fired**

The conference was told that an estimated 160 workers were fired for having stayed away from work on June 16 and "seemingly more will be dismissed for the same reason," said Mr Mahulatsi.

Several other workers were given "last warnings" for having stayed away from work on June 6, 7 and 8, Mr Mahulatsi said.

Mr Horwitz said the union and management signed an agreement in January this year that May Day and June 16 would be regarded as paid public holidays.

"But it seems the bosses want to retreat on this issue, if not then they seem not to understand the significance of these days among the black people."
Work or be sacked

By Stan Hlopohe

The Soweto Town Council has issued an ultimatum to striking workers to return to work today or lose their jobs.

A circular issued by town clerk Mr Nico Malan warned more than 3,000 workers that “you are employees of a local authority who are rendering essential services and your participation in the present strike is illegal in terms of the Labour Relations Act.”

The workers are warned that if they fail to meet the deadline they will have terminated their service contract “unilaterally, by your own doing.”

A South African Municipal Workers’ Union spokesman said strikers would defy the ultimatum as they regarded it as an “intimidation tactic.”

He said workers would resume duties “only if our demands are met.”

NO COMPROMISE

“We will stick to our guns and we are not compromising a bit.”

The council have shown us that they have not the welfare of their employees at heart.”

Mr Malan listed the consequences of loss of employment.

• Re-employment was not guaranteed
• Loss of regular income
• Loss of housing subsidy and loan guarantees
• Loss of 13th cheque.
• Loss of subsidised medical aid fund and subsidised pension fund contributions.

Mr Malan also said the council “wishes to reaffirm its commitment to the relevant negotiation process and, as a result of such negotiations, it has resolved to implement the grade 12 salary structure with effect from July, subject to the availability of funds.”
CHAOS reigned at Soweto's Avalon cemetery yesterday as bereaved families and funeral undertakers battled to dig graves left undug by striking Soweto Council workers.

Even the few graves dug by a company hired by the council with a caterpillar were too narrow for coffins and most families had to extend the graves by digging with picks and shovels.

Some funerals were delayed for up to 45 minutes while graves were being dug on Saturday. A council official and members of the security forces kept guard at the cemetery and issued numbers to the mourners as they arrived at the entrance.

The situation worsened yesterday in the absence of the council's officials. No one was available for the issuing of grave numbers and undertakers said they just buried in the available graves in the hope that the numbers would be allocated when they went to the council offices this morning.

Available

Some undertakers allocated graves during the week found them not dug and had to either bury in available nearby graves or start digging before they could bury their dead.

Some mourners had to widen some graves to allow coffins to be lowered. The graves had apparently been dug early in the week prior to the strike by council workers.

The meeting was at the Tabernacle church hall in White City Jabavu, Soweto. The protest took a new turn when the Soweto Youth Congress (SOYCO) and Soweto Residents' Committee representatives pledged their support for the council employees. The workers rejected an ultimatum issued on Friday urging them to return to their jobs today or face automatic dismissal.

Carreras of Piccadilly A tradition of distinction

Some "A" cigarettes are made in Europe.
And no burial threat

FUNERALS planned for the weekend in Soweto may not take place following the strike by more than 3,000 council workers, including grave diggers, in the township.

The workers are demanding higher wages and the recognition of their union, the South African Municipal Workers Union. The strike started on Tuesday.

A spokesman for one of the Soweto undertakers yesterday said they were not sure whether they will conduct any funerals this weekend because all grave diggers in the township had gone on strike.

"We are all in a fix. We are hoping that graves may be dug today or we will be forced to cancel all funeral arrangements," said the spokesman.

At the time of going to press last night, the diggers were still on strike.
Strikes at three metal factories

JOHANNESBURG. — Strikes at three metal sector companies yesterday are the latest step in the wage dispute between Seifsa and the International Metalworkers' Federation unions. Strikes at Femco, Brits and Denver Steel in Benoni were in protest against management's refusal of plant-level negotiations. — Sapa
THE wage demands by more than 3,000 employees of the Soweto City Council could only be met when the township's residents ended the current rent boycott, Soweto mayor Mr. Nelson Botle said yesterday.

The mayor said the council did not want to deny its employees pay increases, but that the rent boycott had affected the council's ability to increase salaries.

Rent and electricity were the main source of the council's income, he said.

The entire workforce of the municipality went on strike on Tuesday, demanding — among other things — the upgrading of salaries and recognition of their union, the South African Municipal Workers' Union (Samwu).

MAYOR Botle

Departments involved in the work stoppage include maintenance, electricity, administration, water, treasury and parks and recreation.

Mr. Botle said the council presently received financial assistance from a bridging fund.

Wage talks between the council and Samwu have reached deadlock. The Transvaal Provincial Administration had also failed to break the stalemate, according to the union.

The council workers, in addition, demand dissolution of the Staff Association...
Sharpeville Six: What the court evidence showed.

By EDYTH BULBRING

THERE have been renewed appeals for clemency for the Sharpeville Six, found guilty of murdering Lekon Town Council deputy mayor Khutwayo Dlamini on September 3, 1984. He was stoned, stabbed and burnt to death.

Lawyers acting for the six are petitioning the Acting Chief Justice to allow an appeal against a court ruling which declined to re-open the trial. A stay of execution was extended to July 19 by Mr Acting Justice Huma, and has now been further extended by Minister of Justice Mr Kobie Coetsee.

In the original trial, the court found the six people had acted in common purpose with the crowd that attacked Dlamini’s house with the intention of killing him.

The six are:
- Mojalefa Reginald Sefatsa (32), implicated in the attack by Dlamini’s widow, who has since died, and a state witness identified as Y. They said Sefatsa grabbed for Dlamini’s weapon before throwing the first stone that killed him.
- Malebo Reid Makona (24), who was convicted on the basis of a confession he made to the magistrate while in custody. In court, he said he made the statement after electric shock torture by the police.
- He admitted being one of the crowd who stoned Dlamini’s house before the arrival of the police and rejoined the crowd when it reassembled. He said he had thrown a stone that struck Dlamini on the back and run away when the police arrived for the second time.
- Oupa Diniso (32), on whom police found Dlamini’s gun two months after the murder. Diniso said he was returning from golf on the day after Dlamini’s death and had taken the gun from a group of boys. His lawyers argued possession of the gun was not sufficient evidence that he had been involved.
- Theresa Ramashamola (27), who, according to evidence, was standing in front of Dlamini’s house when he fired a shot. She said she had shouted: “He is shooting at us, let’s kill him.” This evidence was given in camera by an unidentified witness.
- Duma Khumalo (28) who, according to State witnesses X and Y, was part of the crowd throwing stones at Dlamini’s house and among people who made petrol bombs in a nearby yard. They also said Khumalo poured petrol on Dlamini’s kitchen door and set it alight, and pushed his car into the street.
- Khumalo said he had been forced to join the crowd but had left to assist a friend who was struck by a bullet during the first attack on Dlamini. The friend gave evidence that Khumalo had taken him to a nearby house for treatment, as did its owner.
- Francis Don Mokgesi (31), who was convicted on the basis of evidence given by X and Y. They said he had gone to one of the witnesses once the crowd had reassembled and said: “Why are you not with the people? Why are you not fighting?”

They said he was among those who made petrol bombs and later handed out petrol bombs to the crowd, telling them to surround Dlamini’s house and set it on fire.

Mokgesi said he was nowhere near the scene of the attack. He had been injured playing soccer the previous week and could walk only with difficulty. Confirmation of this injury by the team coach and a doctor was accepted by the court.
Strikes start industrial action
JOHANNESBURG — Strikes at three metal companies yesterday heralded the beginning of a wave of selective industrial action over the wage dispute between the Steel, Engineering and Industrial Federation of South Africa (Seufsa) and International Metalworkers' Federation unions, a union spokesman said.

A spokesman said the strikes were in protest against management's refusal to agree to plant-level negotiations.
Work stoppages hit metal plants

STRIKES at three metal-sector companies yesterday heralded the beginning of a wave of selective industrial action over the wage dispute between Seifsa and International Metalworkers' Federation unions, a union spokesman said.

National Union of Metalworkers of SA (Numsa) official Geoff Schreiner said strikes at Femco, Brits, and Denver Steel, Benoni, were in protest against management's refusal to agree to plant-level negotiations which would be aimed at improving on the Seifsa offer.

Schreiner said a significant number of companies that normally did not bargain at plant level had agreed to do so this year. The unions had decided to isolate those that had refused, and focus attention on them. He predicted the strike would spread over the coming week.

Seifsa director Brian Angus said a third company, which he declined to name, had also been hit. Unions had not yet informed Seifsa whether the actions represented a formal rejection of the employer offer made at the industrial council last week.

Union spokesmen have alleged recently that Seifsa's attempt at a ballot of members over a lock-out in the industry had been unsuccessful, in that few companies had responded.

However, Angus said Seifsa would continue to pursue the lock-out option. He said members would be advised Seifsa did not believe their or the industry's interests would be served by plant-level bargaining.

Angus said in the face of strike action members would be advised to offer to implement the final Seifsa wage offer. Companies report many employees have signed a document accepting the offer and undertaking not to strike.
Fired miners fairly sacked, says Browde

BY EDDIE KOCH

ABOUT 2,000 workers from Anglo’s Western Deep Levels gold mine were
inappropriately dismissed during the min-
er’s strike last year, an independent ar-
biter has found.

About 2,400 workers were fired
from the mine during the strike after
staging a sit-in underground.

Advocate Jules Browde, who headed
an inquiry into the incident, ruled this
week that about 2,000 of the workers
had not been forced underground and
were fairly dismissed.

The National Union of Mineworkers
(Num) claimed at the time that the
workers were protesting at being part
of a 6,000-strong group forced under-
ground at gunpoint by mine security.

Anglo American rejected the allegation
and said the strikers had caused
R65,000 worth of damage to under-
ground equipment during the sit-in.

Num and Anglo agreed to refer the
dispute to arbitration to decide whether
the 2,400 miners should qualify for
compensation that Anglo has agreed to
pay to most of the 40,000 workers it
sacked during the strike.

Browde ruled that only 400 workers
who had been at a deeper level of the
mine during the sit-in were unfairly
dismissed and therefore qualify for
compensation.

“Senior officials on the mine gave
evidence before me and it is clear from
that evidence that they were un-
aware of any intention by management
to force people to go to work,”

Browde acknowledged that rubber
bullets had been fired by mine secu-
ritv at strikers on the mine that af-
fternoon and that some workers had
been injured.

“While there may have been some
instances of aggressive behaviour by
security personnel, this was not, on
the evidence, sufficient to have driv-
en underground 6,000 workers,”

Anglo representative Michael Spicer
said in a statement that the ruling
“lays to rest what we always reg-
ed as an irresponsible and unfounded
allegation that Anglo management
and security had forced work-
ers underground.

“The union should be more careful
in future before releasing such claims
and the media has a duty to submit
such allegations to close scrutiny be-
fore publishing them.”

Num representatives were not avail-
able for comment at the time of going
to press.
 Strikes spread further

STRIKES in the metal sector in support of wage demands rejected recently by employers federation Seifsa had spread to eight plants by yesterday afternoon.

National Union of Metalworkers of SA (Numsa) official Bernie Fanaroff said the present strikes had not been centrally planned. However, feelings were building up due, in part, to companies implementing the Seifsa wage offer only for non-International Metalworkers’ Federation union members.

Late last week union spokesmen said they would “focus their attention” on companies which refused to bargain at plant level on their demands which include a R3.21 an hour minimum wage. Seifsa’s offer stands at R3.02.

Seifsa director Brian Angus said he was aware of four more affected companies, but declined to name them. The number of workers involved is estimated at close to 1,500.

Numsa spokesman Geoff Schreiner said one of the first two affected companies had made offered a new production bonus and the other had proposed a transport allowance. The union was not opposed, in principle, to such offers. However, in order to keep the strikes unlawful, it could not make demands additional to those already tabled at the council.

National Bolts MD Alan Schlesinger said employees “were exercising their democratic right to achieve higher wages” and negotiations were underway. He declined to elaborate as he wanted to preserve goodwill.

JCI’s David McGilvray, however, said T-M was bound by Seifsa’s offer, and the company did not negotiate rates over and above these
Return to work, urges mayor

By Stan Hofe

The mayor of Soweto yesterday appealed to more than 30,000 striking workers to return to work and serve the community.

Mr. Nelson Bottle said the workers should resume their essential services to avoid a crisis facing the township.

Maintenance and repair services have ground to a halt because of the strike. Sewage pipes have become blocked, and no graves have been dug. The telephone service in the council headquarters in Jabulani is being manned by the SADP.

Workers have vowed not to return to work until their demands have been met. Their demands include recognition of their union, disbanning of the staff association, and salary increases.
ARGUMENT ON COSTS

COUNSEL for the Minister of Home Affairs and the Postmaster General applied for the legal costs of former post office employees who failed in their application for reinstatement to be borne by the Post and Telecommunications Workers Association (Potwa).

In argument before Mr Justice D A Melamet in a packed courtroom in the Rand Supreme Court, Mr R Levine, SC, said the legal costs of 111 former employees from the Crown Mines depot who were dismissed for striking last year would be considerable.

And it would be unfair to expect them — many of whom were out of work — to finance court proceedings.

"It appears the true litigant is Potwa," he said, "because Potwa entered into the agreement which gave rise to these proceedings."

Mr Justice Melamet, however, said it was unfair to make this appeal at this stage.

Counsel for the respondents had initially asked that the applications be dismissed with costs.

Mr Dennis Kuny, SC, appearing for the 111, said there was no basis for Potwa being held responsible for costs as it was not party to the proceedings.

Applications

"The applications were from individuals," he said.

He submitted that the question of costs be dealt with after judgment.

Arguing that the dis-  

dismissal of the 111 had been unlawful, Mr Kuny submitted that the bulk of dismissals had not been properly dealt with and workers had not been given a chance to challenge these.

He said the agreement between Potwa and post office management signed on September 3 was a settlement relating to a strike situation and not a dispute relating to dismissal.

"It should not constitute a new regime wiping out the past and regulating the future to become the sole source of right for the post office and its workers."

Judgment was reserved to an unspecified date.

TCP is the effective oral antiseptic mouth and throat, helping to keep the harmful bacteria.

So for sore mouths and bad breath treatment by using TCP as a mouthwash. And for sore throats, gargling with TCP guard against this winter's common infections with the proven oral antiseptic.
THE 5400 striking Soweto council workers did not receive their pay yesterday and may not be paid at all this month unless they go back to work, town clerk Nico Malan said in a circular issued to strikers yesterday. Council workers are normally paid on the 27th of the month.

Thousands of copies of the circular were dropped by council officials outside the Tabernacle Church in Soweto yesterday where the workers had been meeting.

Only a few workers picked up copies as most had left.

The circular, signed by Malan, read "It is with regret that I have to advise you that, as a result of the disruption caused by the prevailing circumstances, it may not be possible for employees to be paid as usual on July 27 but may possibly be delayed until August 2 or 3, provided the employees concerned are at work to implement the administrative procedures.

"However, the assurance is given that all possible is being done to ensure that salaries and wages are paid out as soon possible"

"Members of staff are nevertheless advised to keep the possible delay in mind and adjust their affairs accordingly."

Meanwhile Soweto Funeral Undertakers Association (SFUA) chairman Kenneth Shibali said he had made sure the chaos at the Avalon Cemetery last weekend would not be repeated.

Undertakers and bereaved families had to dig the graves themselves as a result of the strike. 
Families dig graves as cemetery staff strike

SOWETO mourners had to help dig graves over the weekend as about 60 gravediggers had joined the strike by council workers.

There were hour-long delays at Soweto cemeteries, causing queues of coffins and mourners. Family members dig graves, a Soweto undertaker said.

Nearly 300 burials take place each weekend in Soweto.

"The funeral is a status event for many township families," said an undertaker. "It was a pathetic sight to see sons and brothers of the deceased shovelling in their best attire."

The strike by more than 3,000 Soweto council workers entered its fifth day today. Strikers ignored the council’s warning that those not returning to work yesterday would lose their jobs.

Having suspended last month’s strike after three days, strike leaders said they were not prepared to compromise now.

Town clerk Nico Malan said the strikers’ salary demands would cost the council R3m. The council, in the midst of an 18-month rent boycott, says such funds are not available.

Strike leaders have asked Constitutional Development and Planning Minister Chris Heunis to intervene. They also intend taking legal action.

Support for the strike grew yesterday, as 12 council managers (city deputies, personnel managers, auditors and the assistant housing director) joined the strike. Police services in the township have not been affected.
MEDIATION talks between Gallo Limited and the Commercial Catering and Allied Workers Union of SA to resolve a wage strike by the company's employees would resume at a later date, a spokesman for the company said yesterday.

The Gallo spokesman said mediation proceedings were scheduled to have taken place last weekend, but were postponed indefinitely after Ccawusa officials failed to attend. He said the two parties would set a new date for the talks this week.

The legal strike involving about 850 Gallo employees countrywide, follows the collapse of talks between management and Ccawusa at a conciliation board meeting on July 8.

Ccawusa demands an across-the-board increase of R262 a month while management is offering R108 a month. Other union demands include a reduction of the working period from 45 to 40 hours, without loss of pay, 13th cheque in December, an extra week's leave, interest-free personal loans and recognition of tribal doctors in the medical aid scheme.

The strike took a new turn last week when music groups contracted to the record company refused to perform in solidarity with the workers. The groups are Stimela, Plush and Volcano.
POST office officials "sabotaged" a meeting that was set to resolve the issue of employees who had attempted to return to work after their strike had ended, Mr D Kuny, SC, told a Rand Supreme Court judge yesterday.

This was one of the submissions Mr Kuny made when he argued the case of 112 former employees of the Post Office who applied for an order to declare their dismissal in September last year, wrongful and unlawful.

Mr Kuny based his argument on evidence before court that three members of the negotiating team from the workers' committee were told they had been fired and could therefore no longer represent workers.

This resulted in a breakdown of talks between the officials and the workers' committee, said Mr Kuny.

He said the three men were apparently given no notice or reasons for being sacked and this caused a breakdown in attempts that were made by both parties to resolve the plight of the workers.

Mr Kuny said another factor that caused confusion was that workers were locked outside the gates of the Crown Mines depot when they attempted to return to their jobs.

There was further confusion, he said, on the list of workers who were fired and those who were to reapply for their jobs.

He said a Mr Muller did not unlock the gates for those who were not dismissed to start work or explained to those dismissed that they should go home but reapply for their jobs.

The case is before Justice Melamet and the court's public gallery was again packed to capacity.

The application is also for an order to direct the two respondents, the Minister of Home Affairs and Telecommunications and the Postmaster General and other "relevant" officials of the Department of Post and Telecommunications to permit the dismissed workers to reapply for their jobs and that such applications should be considered.
Shop steward allegedly held by vigilantes

By Stan Hlophe

The strike by Soweto Town Council workers, which enters its fifth day today in defiance of an ultimatum issued by the council, took a dramatic turn yesterday when a shop steward, Mr Khaya Khunjwa, was allegedly held for questioning by council vigilantes.

It is alleged Mr Khunjwa, who was on his way to Orlando West, was later locked up at the municipal headquarters in Dube.

LEGAL ADVICE

South African Municipal Workers Union representatives have sought legal advice on the incident with a view to taking legal action regarding the ultimatum issued by the council.

During a meeting at the Soweto Tabernacle, the workers reiterated that they would not return to work until their demands were met.

The town mayor, Mr Nelson Boile, said he knew nothing of the attack on the shop steward.
5000 strike in Soweto

287-418 96

From MONO BADELA
Johannesburg - Community services ground to a halt in Soweto this week as industrial action by more than 5000 council workers entered its second week. The workers defied an ultimatum by Soweto town clerk Nico Malan that they go back to work or face dismissal. They vowed to continue the strike in support of their demands for increased salaries, recognition of the South African Municipal Workers Union (Samwu) and dissolution of the "sweetheart" Staff Association.

At a meeting in Soweto this week, the workers demanded Malan's resignation.

The union telephoned Constitutional Development Minister Chris Heurns, asking him to dismiss Malan and intervene to settle the dispute.

Entire workforce

Last Friday, Soweto mayor Nelson Botile said the strikers' demands could only be met when the township's residents ended their two-year-old rent boycott.

He said the council did not want to deny its employees increases, but the rent boycott had affected the council's ability to increase salaries.

Rent and electricity were the main source of the council's income, he said.

The entire workforce of the municipality went on strike last week. Departments affected include maintenance, electricity, administration, water, treasury and parks and recreation.

Botile said the council was receiving financial assistance from a bridging fund.

Wage talks between the council and Samwu have reached a deadlock. The Transvaal Provincial Administration had failed to break the stalemate, according to the union.
SOS to
Soweto, 26/7/8
Heunis

SOWETO mayor Mr Nelson Botile yesterday sent a telex message to the Minister of Constitutional Development and Planning, Mr Chris Heunis, asking an urgent meeting to resolve the week-long strike by more than 3600 council employees.

The single issue on the agenda is a request for money to make-up for the increased salaries of the striking council workers.

The Soweto Traffic Department, attached to the Soweto City Council, stopped work and joined the striking workers in a meeting at the Tabernacle Church Hall at Crossroads in Soweto yesterday.
Settlement to Soweto workers' strike likely

By Stan Hlophe

The Soweto council workers' strike, in its ninth day today, is likely to end if yesterday's negotiations between a workers' delegation and the council management is anything to go by.

Although it was agreed that the outcome of the meeting not be disclosed pending a further meeting this morning, both parties appeared satisfied and hopeful.

The workers' delegation was headed by its legal adviser, Mr MD Legodi, and the management team was led by Town Clerk Mr Nico Malan.

The Star established that negotiations were "fruitful" and an agreement was about to be reached.

According to sources, the implications of the strike by more than 30,000 workers were realised by both parties.

"There is no longer any tough line attitude from either party," one source disclosed.

High on the agenda at today's meeting will be a circular, distributed by Mr Malan, warning workers they would not be paid this month unless they went back to work.
Mwasa to act against Perskor dismissals

THE Media Workers' Association of South Africa will challenge the dismissal of the union's 2000 members who lost their jobs at Perskor after participating in a wage strike early this month.

And yesterday Mwasa lodged papers at the Department of Manpower in an application for the reinstatement of the workers.

Mr Sthembile Khala, Mwasa's general secretary, said the union recently filed papers in the Industrial Court seeking reinstatement of the dismissed workforce.

The dismissal followed a strike by about 3500 Mwasa members, who downed tools after talks between the union and Perskor management reached a stalemate. The two parties later reached agreement on across-the-board increases of R16.

minimum pay of R109 for "factory aids" and a minimum weekly wage of R118.

Mr Khala said: "The Mwasa national council decided over the weekend to go full blast against Perskor for dismissing the union's 2000 members."

Meanwhile the union has decided to hold its annual congress early in September to enable the outgoing treasurer, Mr Thami Mazwai, who will be going overseas later this year, to attend the meeting.

Mr Khala said: "Our union has also resolved to co-operate with media organisations such as the South African Society of Journalists, Association of Democratic Journalists and Anti-Censorship Action Group in the fight against the registration of journalists and news agencies."
The collapse of essential services in Soweto because of the strike by more than 3,000 council workers has forced residents to empty their ash cans on streets corners.

Soweto 29/7/88
Mountain of garbage grows as strike-hit Soweto Council seeks government aid

By SOPHIE TEMA

THE hard-pressed Soweto Council - dogged by a week-long strike by its workforce - may have to turn to the government for financial help.

Information leaked to City Press this week indicated that the council executive had been making overtures to the Minister of Finance, Barend du Plessis, to help out with money to bring an end to the strike which is paralysing Soweto's services.

The 3 400-strong council workforce is out on strike demanding more pay.

The council says it has no money to meet workers' demands because of millions of rands lost in the rent boycott.

But the workers are equally adamant, saying they will not go back to work until they get more money.

City Press sources revealed that although the government had indicated it would no longer finance township councils, the Soweto Council has made this last-ditch appeal to the finance authorities to get striking workers back to their jobs.

Earlier this week the council resolved to seek a court interdict ordering the workers back to work.

But mayor Nelson Botle rejected court action in favour of a personal appeal for workers to return to work while negotiations with their representatives continued.

All council activities have ground to a halt and members of the SADF are doing some of the work normally done by council staff.

All administration offices have been closed, including the maintenance departments.

When workers went on strike last month, town clerk Nico Malan told a worker delegation the council was not in a position to increase salaries because residents were not paying their rent.

Workers then returned to work while their representatives continued wage talks.

When worker demands had not been met by the beginning of this month, they went on strike again.

In the meantime, Soweto services are being neglected, with rubbish piling up on every street corner.

In a desperate move to keep services functioning, the council has contracted privately for garbage removal.

Botle said the council wanted to privatise garbage removal, because it could not afford the R30-million bill.

Burst pipes, cesspools from blocked sewers, dead animals and mountains of garbage are littering the township's streets.

In some areas, garbage bins have not been collected for almost three weeks.

Every council activity has been hard-hit, including maintenance, administration, electricity, the treasury and parks and recreation.

The National Environmental Awareness Campaign - an organisation that has dedicated itself to improving townships - embarked on a five-year plan for the provision of proper services - like sanitation and water reticulation - claiming the local authorities have failed to develop these areas.

The plan includes the improvement of living conditions, street planning, the encouragement of homestead and industrial beautification and the establishment of parks and botanical gardens.

President and chief executive of the organisation, Japtha Lekgootso, said council inefficiency had encouraged dumping.

"We are now looking for a long-term solution to the problem and have committed ourselves to an urban environment that would uplift the spirit of the people and promote orderly existence."

"The excuse by local government - that there are no funds available even for cleaning up black townships - is not acceptable, because an orderly environment is more conducive to growth and stability."

"My organisation believes the demands as stated in our five-year plan are not privileges, but the rights of all individuals."

He said the rubbish accumulating on Soweto's streets was a health hazard.

"Residents are sitting on a powder-keg which can explode at any time, and can result in a serious outbreak of disease."

Lekgootso said his organisation had suspended its clean-up programme of townships because it encouraged the local authorities to abandon their responsibilities.

\[Signature\] 31/7/88
INDUSTRIAL RELATIONS - STRIKES
1988
AUG. - SEPT.
Metal workers pour back to work

By Adele Balata

Thousands of striking metal workers returned to work yesterday after wage settlements were reached between the International Metalworkers' Federation (IMF) and the management of several companies.

The IMF and the Steel and Engineering Industries Federation of SA (Seifsa) both reported a fall-off in the number of workers striking for more pay and to force employers back to the negotiating table.

An IMF spokesman said yesterday more than 100 companies had negotiated separate wage agreements with the union federation and more than 4000 workers had returned to work so far this week.

Most of the firms involved in the agreements had offered more than the IMF’s demanded 60c an hour increase.

He said two of the major settlements reached yesterday were with the giant Siemens group and National Bolts. Both companies had agreed to pay more than the Seifsa offer of 41c an hour.

A Siemens spokesman confirmed the settlement. He said the 1400 workers on strike at five plants had returned to work.

National Bolts managing director, Mr Alan Schlesinger, said “constructive” negotiations had resulted in a minimum increase of 50c an hour. The agreement would affect more than 600 workers at four plants, he added.

Seifsa said 38 factories were still hit by strikes yesterday — 23 fewer than the previous day. A total of 11270 workers were said to be on strike and four companies had dismissed 1214 workers.

A Seifsa spokesman said 4368 workers had returned to work at 25 companies and 10 of those firms had agreed to the 17.4 percent wage increase offered by Seifsa at industry level.

He said it not clear on what basis the remaining 15 companies had secured a return to work.
3,000 workers fired

By Stan Hoppe

More than 3,000 Soviet Council workers on strike over a wage dispute have been summarily dismissed for failing to report to work last Friday.

The mayor, Mr. Nelson Botile, said the workers "fired themselves" for not reporting to work on Friday following an agreement between the workers' delegation and the council's management and its consultant last Thursday.

Mr. Botile however, said the workers would be allowed to re-apply to be reinstated and the vacancies would be advertised.

"At a meeting last Thursday with the workers' legal adviser, the council offered them a 10 percent increase across the board with effect from September 1 on condition they reported for work on Friday."

The workers unanimously rejected the council's 10 percent salary increase offer.
Services crumble before strike

SOWETO'S essential services — water, electricity, sewerage and cleaning — began to crumble yesterday as the strike by more than 5,000 council workers entered its 10th day.

Several sections of the township were without water and electricity. In some hostels, ablution blocks had no water and toilets did not function. Rubbish had not been collected and was piling up on street corners and on open land.

Among the few staff working were traffic officers, council policemen and health staff.

The workers, who are on an illegal strike, yesterday rejected a 10% salary increase offered by the council.

However, town clerk Nica Malan said, "The workers have actually fired themselves by not responding to an ultimatum to report back to work." He declined further comment.
Allegations fly in metal industry.

Strike action set to begin

28/8/83 8:00

CO-ORDINATED and "strategic" strike action in the metal industry would begin tomorrow, the SA council of the International Metalworkers' Federation (IMF) said yesterday.

Mass meetings of shop stewards at the weekend had endorsed recommendations to that effect made by the IMF negotiating team last week.

The IMF said the action would take place primarily in the major industrial areas and in companies which were important in Seifsa decision-making.

The four unions involved are demanding a 23% increase in the minimum wage, while Seifsa has offered 14% to 17%.

However, 66 companies which had "decided to move away from Seifsa's rigid position", most of whom had already agreed to increases close to the IMF demand, would be excluded from the action. So would others which made acceptable offers.

before tomorrow

The IMF said Seifsa's wage offer did nothing to reduce the industry's wage gap, which was a result of a history of job reservation and the exclusion of African workers from collective bargaining.

Seifsa director Brian Angus said those allegations had been raised and refuted several times during negotiations.

He said employees at another company had yesterday notified management of acceptance of the Seifsa offer, suggesting certain elements in the National Union of Metalworkers of SA were not supporting the union stand.

Employer sources said they understood there had been substantial worker support for the acceptance of the wage offer.

However, a group of militant East Rand elements had swung the decision in favour of a strike.
Big jump in sympathy strike action

WHILE strike figures this year are substantially down on those for 1987, there has been a marked increase in the proportion of sympathy strikes, FSA industrial relations director Mike Beaumont said yesterday.

Beaumont said 18% of strikes in the second quarter could be termed solidarity action, against 3% in the first quarter.

While it was difficult to make definitive observations, a possible explanation for this was that unions were seeking to increase their leverage in large companies, he said.

To this end they were looking for national recognition agreements, and bargaining at corporate and industry level. Sympathy strikes over particular issues were a way of mobilising workers to act in union.

Beaumont's statistics showed while wages were the major cause of strikes in the second quarter (41%), 60% of sympathy strikes were over dismissals.
Metalworkers opt for strategic strike

JOHANNESBURG. - Co-ordinated and "strategic" strike action in the metal industry is to begin tomorrow, the SA council of the International Metalworkers' Federation (IMF) said yesterday.

Mass meetings of shop stewards at the weekend had endorsed recommendations of this effect made by the IMF negotiating team last week. Strike action involving about 2,000 workers is already occurring at seven Transvaal firms.

The IMF said the action will take place primarily in the major industrial areas, and in some companies which are important in Seifsa decision-making.

The four unions involved are demanding a 23% increase in the minimum wage, while Seifsa has offered 14% to 17%.

However, 68 companies which have "decided to move away from Seifsa's rigid position", most of whom had already agreed to increases close to the IMF demand, will be excluded from the action. So, the statement, said would others which made acceptable offers before Wednesday.

The statement said Seifsa's wage offer did nothing to reduce the industry's wage gap, which was a result of a history of job reservation, the exclusion of African workers from collective bargaining.

The wage gap was also a consequence of Seifsa's continuing practice of signing agreements with predominantly white minority unions, and its refusal to bargain properly with the majority unions representing semi-skilled and unskilled workers, the IMF said.
300 are dismissed

About 300 members of the Food and Allied Workers' Union have been dismissed at Farm Fare's Wynberg plant after going on strike.

Dr Eugene Brems, managing director of Farm Fare, said these workers had contravened "an undertaking" signed by their representatives and Fawu on June 28 that they would not take unprocedural strike action.

He said this agreement was signed after "unprocedural work stoppages" affected productivity and customer service over the past months.

The strike action was broken in sympathy with drivers at Farm Fare central distribution in City Deep, who had been retrenched after refusing an offer of transfer on full benefits to a transport company, which has been contracted to carry out Farm Fare's chicken distribution.

Fawu's assistant general secretary, Mr Mike Madlala, could not be reached for comment yesterday.
Confusion reigns as 3600 are fired

By MOJALEFA MOSEKI

The strike by more than 3600 Soweto City Council workers has resulted in confusion in statements from the Soweto mayor, Mr. Nelson Botle and town clerk, Mr. Nico Malan.

While Mr. Malan insisted yesterday that the striking workers remain fired, Mr. Botle said his invitation to workers to return to work while negotiations were continuing was still open.

Loan

Mr. Botle also told a team of reporters that he was continuing his efforts to meet the Minister of Development and Planning, Mr. Chris Heunis, to ask for a loan to enable them to pay the striking workers' increased salaries.

Mr. Malan, on the other hand, said talks with the Minister would be futile as his office had been informed that no funds were available from the Ministry or the Transvaal Provincial Administration.

Mr. Malan, together with council legal advisors, meet with lawyers and union representatives for the striking workers tomorrow.

A union official said talks will centre on a 10 percent salary increase offer made by the council last week. The union representatives rejected the offer on Friday, resulting in the collapse of talks.

Yesterday about 4000 workers urged that Mr. Malan resign before they could accept the offer.
Services crumble in Soweto strike

JOHANNESBURG — Essential services began to crumble yesterday as the strike by more than 5,000 council workers entered its 10th day.

Several sections of the township were without water and electricity. In some hostels ablution blocks had no water and toilets did not function. Rubbish was piling up on street corners and open land.

Among the few departments working are traffic officers, council policemen and health staff.

The workers, on an illegal strike in terms of the Labour Relations Act, yesterday rejected a council offer of a 10% salary increase.

Town clerk Mr Nico Malan said, "The workers have actually fired themselves by not responding to an ultimatum to report back to work." He declined to comment further.

Hard-hit by the water supply breakdown are the Jabulani Hostel and several trading centres.
Metal workers set to strike tomorrow

Mass meetings of shop stewards from International Metalworkers' Federation unions at the weekend endorsed recommendations of the IMF's negotiating committee for strike action in the metal industry from tomorrow, a statement from the National Union of Metalworkers of South Africa said today. The statement followed the Steel and Engineering Industries Federation of South Africa's (Seifsa) 'refusal to make any further move on the wage offer it agreed with minority unions'.

The statement said the IMF represented the majority of organised workers in the industry and its members rejected Seifsa's wage offer which 'does nothing to redress the wage gap in the industry'.

'This gap is a result of job reservation, of the exclusion of black workers from collective bargaining in the past, and the continued practice of Seifsa to sign agreements with predominately white minority unions and refuse to bargain properly with the majority unions...'

66 COMPANIES

The statement said the 'legal strategic strike action' would occur primarily in the major industrial areas and at some of the companies which are important in Seifsa decision-making.

'The action is scheduled to begin on Wednesday August 3. Numsa said 66 companies had decided to move away from Seifsa's position.'

Wage increases close to the IMF's demand had been agreed in most of the 66 companies and they were not expected to be included in the strike.

Other companies which made acceptable offers on the IMF demands before tomorrow would also be excluded, the statement said.

The IMF was looking for an average wage increase of 23 percent and wanted to exchange two other public holidays for June 16 and Sharpeville Day.

Seifsa had offered increases of between 14 and 17 percent and had agreed to May 1 as a workers' holiday. A spokesman for Seifsa was not immediately available for comment - Sapa
HUNDREDS of workers continued their strike in the metal industry yesterday in an attempt to pressurize management to accede to their wage demands.

A spokesman for the Steel and Engineering Industries Federation of South Africa (Seisa) said six companies were affected by the industrial action. Workers at five other plants called off their strike and returned to work.

He said companies hit by the industrial action included Angostura, Royal Sovereign, Sunbird, Elizabeth and Wright. The workforce had embarked on a go-slow strike on Monday, following a rejection of a five percent wage increase.

Members of the South African International Metalworkers Federation (Samfl) are on strike in protest against Seisa's decision to lock out workers. The company's members with the National Union of Metalworkers of South Africa (NUMSA), Allied Workers Union of SA, Stock Engineering and Allied Engineering and Allied Workers Union of SA (SAEAWU) have also been locked out.

The workers have threatened to strike for a minimum of R112 per hour and that management's final offer stands at R90.
Distribution of the Cape Times could be disrupted tomorrow, after the Cape Times Publishing, employees have stopped work in support of wage demands. The South African Association of Editors Spokesman said the "disturbance" was "more than merely the usual industrial action by members of the Union".
Mwasa strike in Cape

SOWETAN Reporter

MORE than 400 members of the Media Workers' Association of South Africa have downed tools at Allied Publishers' Cape Town plant, Mwasa general secretary Mr Sithembele Khala said yesterday.

The official said the strike followed the failure by the Minister of Manpower to appoint a conciliation board to resolve a three-month-old dispute between the two parties.

Mwasa members, he said, demanded the acceptance of a principle of "equal pay, equal work" within the company. Allied was a subsidiary of both the Argus and Times Limited companies.

Mr Khala said attempts to resolve the matter through mediation had also failed and that the company had rejected the union's suggestion to refer the dispute to an arbiter.

A spokesman for the company confirmed that Mwasa members were on strike at the Cape Town plant. He said the company would issue a statement today.
Strike to focus on PWV area

THE metal industry strike planned for today is likely to be based mainly on the Witwatersrand, National Union of Metalworkers of SA leader Bernie Fanaroff said yesterday.

He declined to estimate how many of the 130,000 members of the four unions affiliated to the International Metalworkers Federation, which had called the wage strike, would take part.

Companies with formal in-house agreements, as well as those which have made satisfactory offers outside the industrial council, have been exempted from strike action.

ALAN FINE

Those include many of the industry's large groups, and it is expected the action will hit mainly smaller plants. However, there are some large groups, Dowty for example, which have refused to bargain outside the council. Fanaroff said few companies outside the Transvaal did not bargain outside the council. However, 70% of the industry's workforce was based in the Transvaal.

Seifz chief economist Michael MacDonald said base metals producers were unlikely to be affected.
DISTRIBUTION of the Cape Times could be disrupted today after industrial action by members of the Media Workers' Association of S.A (Mwasa).

Distribution of The Argus was severely disrupted yesterday as more than 500 Allied Publishing employees stopped work in support of wage demands.

Union and management spokesmen said a conciliation board had been appointed.
Soweto to pay dismissed workers

By Stan Hlopo

The Soweto Town Council will start paying out its 3500 fired workers on Friday and then start re-employing staff in spite of the meeting between the workers' legal representative and the council scheduled for today.

Town clerk Mr Nico Malan said yesterday all the workers would be paid all the fringe benefits due to them, including pension and leave pay, within three weeks.

Advertising for most jobs would start in this week's Sunday newspapers as a "large number" of services would be privatised, he said, without giving details.

"The council cannot waive these services but will hand them over to private individuals under the supervision of the council."

Asked about today's meeting, he said "I am not aware of the meeting as yet, but if it does take place it will depend on what the workers' represen-

Statute proposes to discuss

"As far as the council is concerned the dismissal of staff has already taken place and we are now in the stage of finalising the payout. There is no turning back as the administrative processes are at an advanced stage."

Mr Heunis had not replied as yet.

"We are busy with the process of re-engagement of staff on merit. But not all jobs will be available because a large number of services would be privatised," Mr Malan said.

Soweto's mayor, Mr Nelson Botile, reiterated that he had made efforts to meet the Minister of Constitutional Development and Planning, Mr Chris Heunis, to appeal to him to finance the council to pay the striking workers' salary increases.

Asking whether the council would rescind its decision if today's meeting turned out to be fruitful, he said the workers failed to meet the deadline and "that's it."
Solidarity

strikes up\(^{1,2}\)

Own Correspondent

JOHANNESBURG (c) -

While strike figures this year are substantially down on those for 1987, there has been a marked increase in the proportion of sympathy strikes, FSA industrial relations director Mr Mike Beaumont said yesterday.

He said 18% of strikes during the second quarter of 1988 could be classified as solidarity action, compared to 3% in the first quarter.

To increase their leverage in large companies, unions were looking for national recognition agreements, and bargaining at corporate and industry level. Sympathy strikes were a way of mobilising workers to act in unison.

Mr Beaumont's statistics showed that while wages were the major cause of strikes in the second quarter, 80% of sympathy strikes were triggered by dismissals.
The Food and Allied Workers Union (Fawu) yesterday accused Premier Group subsidiary Farm Fare of supporting the “Bantustan system which it always attacks on public platforms”.

In a statement on the dismissal of 300 Fawu members at Farm Fare’s Wynberg, Johannesburg, factory, the union said Farm Fare had “bused in scab labour from Bophuthatswana” during negotiations.

Fawu demanded the immediate reinstatement of workers dismissed at the Wynberg plant last Wednesday after a solidarity strike with workers at Farm Fare Central Distribution at City Deep.

Farm Fare MD Eugene Brock said the workers were dismissed because they had broken an undertaking signed between the company and Fawu on June 28 that workers would not take unprocedural strike action.

He said the agreement had been signed after unprocedural work stoppages had affected productivity and customer service over the past months.

The union said Farm Fare had also threatened to cancel recognition agreements with Fawu and to reemploy all workers who struck in solidarity. It added Premier intended “to bash Fawu”.

It said the Wynberg workers were discussing an ultimatum from management to return to work when they were issued with letters of dismissal. A request for more time to discuss the ultimatum was refused, Fawu said.

Three shop stewards were still in detention, Fawu said. — Sapa.

Rising support
Soweto strike: lawyers meet

LAWYERS representing the Soweto Council and the 5,000 striking council workers are to meet today in an attempt to resolve the strike that is threatening to disrupt the October municipal elections in the township.

The meeting between the legal representatives takes place at the Soweto Council Chambers at 10am, a few days before the August 12 registration deadline for the elections.

Some councillors said they were worried as the voters' roll had not been prepared due to the absence of administration staff.

The workers will be represented by a team from Johannesburg law firm Sowman, Kamdar, Legodi and Partners, while attorneys from Pretoria's Boschardt and Hansen will argue on the council's behalf.

Attorney Dennis Legodi, for the workers, confirmed that the meeting would be held today, while Peter Viviers for council was said to be out of town by his firm's secretary.

Legodi declined to give details, saying information would be available only after the meeting.

Soweto Council's Town Clerk Nico Malan was also not available for comment yesterday.
Benz strike rages on

THE strike at the Mercedes-Benz plant in East London continued into its sixth day amid contradictory claims over the number of workers on strike.

While the National Union of Metal Workers (Numsa) claimed the number of workers on strike had increased to about 2000, the company claimed that, despite intimidation, a large number of striking employees had returned to work.

Mr Gxarsa said working employees had been given temporary identification cards on Thursday and only those with cards were allowed into the enclosed area at the plant on Friday.

He said the union had not received any reports of intimidation or assault of employees by striking Numsa members.

A company statement said on Friday striking employees had been prevented from entering the plant to prevent further cases of intimidation and assault, such as the burning of employees' clothes.

A meeting was held between the union and management in an attempt to resolve the issue and both sides said they had put forward proposals for the other side to consider.

The regional secretary of Numsa Mr Viwe Gxarsa said many more workers had joined the strike because of alleged police action taken against union members on Friday.

He alleged police had assaulted workers both at the plant and outside the South African Domestic Workers Union offices, formerly the offices of Idasa, where they had attempted to meet.

"We have firm proof that the company called the police in," he said.
Metalworkers begin selective national action

By Adele Balela and Janet Heard

Thousands of metal workers — mainly in the Transvaal — began strike action today to induce industry employers to reopen wage negotiations for 1985.

However, spokesmen for the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa) could not give an indication of the areas and exact number of workers on strike at the time of going to press.

Numsa spokesman Dr Bernie Fanaroff said reports on the selective strike action, called by the International Metalworkers' Federation (IMF), would be received from local offices during the day.

Mr Brian Angus, Seifsa director, said today there has still been no communication between the IMF and Seifsa regarding the union's decision to strike.

He said the bulk of Seifsa's 3,500 members were unlikely to accede to the IMF demands because they regarded the employer's final offer to the unions as "very fair."

The IMF is demanding an average wage increase of 23 percent and a minimum hourly rate of R3.21, against an employer offer of 17 percent and R3.01. The parties are also in dispute over the recognition of June 16 and Sharpeville Day (March 21). The unions want the days exchanged for two existing public holidays.

IMF spokesman Mr Brian Fredericks said the unions were still open to negotiations.

In addition to Numsa, the other unions involved in the dispute are the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers Union and the Engineering and Allied Workers Union.
2000 workers down tools

UMTATA — Nearly 2000 Umtata hospital workers including nurses from various ranks staged a four-hour work stoppage this week.

The work stoppage followed pamphlets distributed on the hospital grounds last Thursday calling for work stoppage because of complaints related to certain financial allowances and other fringe benefits.

By 7am on Tuesday all workers paraded outside the hospital main entrance until they later moved to the auditorium where they drew up a list of their grievances.

While the meeting was in progress, doctors helped in feeding children in their wards while a handful of labourers made themselves available for other emergencies.

This was the second work stoppage by hospital workers in Transkei in less than a week. The first having been the All Saints Hospital at Engcobo.
MALAN TO HOLD TALKS

Bid to solve council strike

SOWETO town clerk, Mr Nico Malan, is to meet with representatives of the striking Soweto council workers.

Both parties will be accompanied by legal advisors. The meeting is expected to begin at 10am.

The meeting is a follow-up of talks between the council and the workers which broke down last week when workers' representatives rejected out-of-hand a 10 percent across-the-board salary increase offered by the council.

The workers said the offer, calculated on percentages, departs from the council policy which bases salary increases on grades. They are demanding that their salaries be raised from grade 8 to grade 12.

Mr Malan and Soweto mayor, Mr Nelson Bolile, were yesterday said to be attending a meeting with officials of the Transvaal Provincial Administration (TPA) in Johannesburg.

By MOJALEFA MOSEKI

The announcement brought hopes of the council receiving money from the Government to fund the increased salary demand, despite the bleak view given by Mr Malan that the TPA and the Government had said no money was available.

Meanwhile, community services in Soweto, which started crumbling two weeks ago when the strike began, reached breaking point this week, as water from blocked sewerage pipes flowed across streets in almost every township. Refuse bins overflowed, and street corners used as dumps rose sharply. Private companies hired by the council to deal with "urgent" situations battled in vain to contain the worsening crisis.
Illegal strike case put back

STATE prosecutor in the trial of two Transport and Allied Workers' Union members and an official facing charges of instigating an illegal strike yesterday applied for a postponement so that he could consult with the Attorney-General.

Mr M Pogrundt, who had asked for a postponement on Monday, told Pietersburg Regional Court magistrate, Mr A G Bouwer, he was not "in a position to reply to the defence's arguments". The case was postponed to September 9.

The defence team of Mr H J Brandt and Mr Ephraim Magoba have argued that charges of instigating an illegal strike and a call for an economic boycott could not be heard in a South African court because the Act allegedly contravened had been repealed in South Africa.

Mr Abraham Mahume Malatyi (39), Mr Namadzawho Rhodes Makamu (32) and Mr Daniel Malesela Sekele (37), are charged with instigating a strike of the Lebowa Transport workers in June last year. The strike took place at Seshego, Lebowa. They have not yet pleaded.

The State alleges that the strike was contravention of the Native Labour Act.

Mr Brandt yesterday said the second count of contravention of the Internal Security Act could not be heard as no certificate from the Attorney-General had been produced.

Mr Pogrundt replied that the certificate had been telefaxed to the security police in Pietersburg.

 Bail conditions for the three accused were relaxed yesterday. They are no longer required to report to the Pietersburg Police Station every Friday or when they leave the Pietersburg magisterial area. They are on R10 000 bail each.
'SOWETO IS A STINK'

THE breakdown of essential services in Soweto has made the township totally ungovernable and it should be declared a disaster area, Mr Japtha Lekgetho, president of the National Environment Awareness Campaign, says.

Mr Lekgetho said a disastrous health hazard is in the making with the stinking sewerage water flowing in the streets and the ever growing heaps of uncollected rubbish at street corners.

"The situation is very critical that I cannot find a strong word to describe it," he said.

This has been given rise by the now five-week old strike by Soweto Council employees, who among others, demand a wage increment.

The council has announced its intention to privatise services, a move which Mr Lekgetho strongly critiqued.

He said the council should negotiate with the striking workers and should not privatise services in order to come to terms with the strikers.

"Privatisation of services is not the solution. It needs to be accepted and supported by the community. You privatise where there is no existing labour force," he said.

Mr Lekgetho said the absence of leadership and community participation has encouraged paternalism on the part of the authorities. "The authorities are prescribing solutions to our problems without community participation. I do not see the problem being solved in the foreseeable future," he said.

He also called for the uplifter of the state of emergency and the unbanning of community organisations.
Metalworkers on strike for 23% wage increase

JOHANNESBURG. — Metalworkers yesterday went on a strike in demand of a 23% wage increase, but figures for numbers who took action differed and employers said the strike had limited impact.

International Metalworkers' Federation secretary Mr Brian Fredericks said reports showed that 20,517 union members at 111 factories were involved. The majority were members of the National Union of Metalworkers of SA (Numsa). The action is confined to the PWV area in all but two cases.

A statement by the employer body, the Steel, Engineering and Industrial Federation of SA (Seifsa), said members reported that 10,123 workers at 83 companies were on strike. This represented 8% of total IMP membership and suggested employees were generally not in favour of strike action.

Numsa leader Mr Bernie Fanaroff said the union had received indications from certain major groups in Seifsa that they may be prepared to negotiate.
Paper rounds back to normal

Staff Reporter

NEWSPAPER distribution is expected to return to normal this morning following yesterday's decision by members of the Media Workers' Association of SA (Mwasa) to call off a wage strike.

Allied Publishing's provincial manager, Mr John Rayner, said distribution of the Argus and Cape Times had been disrupted by the stoppage, but would be "back to normal" today.

Confirming the workers' decision to return to work, the company's managing director, Mr J Mould, said the company and Mwasa had agreed to attend a conciliation board hearing tomorrow.

He added that Allied had adopted a "no work, no pay" policy, but regarded the strike as illegal.
PWV metalworkers begin wages strike
Witbank workers down tools

By Adele Baleta

At least 1,000 National Union of Metalworkers of SA (Numsa) members at Middelburg Steel in Witbank went on strike yesterday to back demands for the dismissal of a management staff member, a union spokesman said.

A management spokesman said last night that the strike, which involved between 350 and 500 members, ended only yesterday afternoon following talks with Numsa.
Two parties meet on strike

By Stan Hlobo

Yesterday's crucial meeting between counsel for the Soweto Council and striking workers was postponed until Monday.

After four hours of talks behind closed doors, the two parties agreed to hold a further meeting in Pretoria, apparently to reach final agreement.

The striking workers were represented by Mr M D Legod and a South African Municipal Workers' Union organiser and the council by Mr P J Vivier and Mr S S Lemmer.

The two negotiating parties agreed not to reveal any details to the press, except to say negotiations were continuing.

After the meeting it was evident that the discussions centred around workers' dismissals, salary upgrading structures and the recognition of the union.

Counsel revealed a "lot of common ground was reached" and they were optimistic the next meeting would be more "fruitful" and would probably reach a conclusion.

The workers are demanding a 20 percent increase for the low-income group, 10 percent for the middle group, and 5 percent for the high bracket, and the upgrading of salary scales retrospective to July last year.
COUNCIL STRIKE LAWYER HOPEFUL

More talks to be held in Pretoria

THE legal adviser of the 4000 striking Soweto City Council workers, Mr M D Legodi, said they had made “great progress” as he left the four-hour meeting at the council chambers yesterday.

But when pressed to elaborate Mr Legodi declined, saying both parties had undertaken not to release the contents of their discussions to the Press.

A consultant for the Soweto council, Mr S S Lemmer, and the council’s legal adviser, Mr J P Viviar, also declined to reveal the contents of their talks.

Both parties will be meeting in Pretoria at 10am on Monday to continue negotiations. They said they had postponed the talks to consider an “agreement” reached at the meeting.

By MOJALEFA MOSEKI

The contents of the agreement would be published in Pretoria on Monday, they said.

But Mr Legodi, who was in an optimistic mood, said he “hoped” an agreement could be reached in Pretoria next week which could result in the workers returning to work.

Workers, who had gathered at the Tabernacle Church Hall in Soweto yesterday distributed pamphlets asking Soweto residents for support during the strike and stating their demands.
Metalworkers continue strike action today

Between 10,000 and 21,000 metalworkers continued strike action today aimed at pushing employers to resume 1988 wage negotiations.

International Metalworkers' Federation (IMF) secretary, Mr Brian Fredricks, said yesterday the strike could last between two and five days, depending on the Steel, Engineering and Industries Federation of SA (Seifsa) response to the action.

He said 111 factories had been hit by the strike and 20,517 union members, mostly National Union of Metalworkers of SA (Numsa) members, had participated in the action which began yesterday.

In a statement yesterday, Seifsa said 83 companies were affected and between 10,000 and 11,000 employees were involved.

Seifsa director, Mr Brian Angus, said the strike appeared to have "limited impact" and would not affect Seifsa's final wage offer.

The strike arose from an ongoing dispute over wages and conditions of employment between the 3,500-strong employer federation and the four trade unions belonging to the International Metalworkers' Federation (IMF).

The IMF is demanding an average wage increase of 23 percent and a minimum hourly rate of R3.21. Seifsa has offered a 17.4 percent increase including an hourly minimum rate of R3.02.

The strike has centred primarily on the Witwatersrand, Mr Fredricks said.

The number of companies which had agreed to negotiate at plant level rose from 88 to 76 yesterday, he added. Mr Angus however, said he had not received reports from members who had reopened negotiations.

In a statement, Seifsa said reports had been received from certain companies yesterday that strikers were singing and chanting and interfering with the work of temporary employees.

"The companies have advised that they intend to seek court interdicts against striking workers and others have indicated that lock-out action is being considered."
Lawyers move to end council strike

SIPHO NGCOBO

The lawyers representing the Soweto Council and the 5000 striking council workers met behind closed doors at the Soweto Council offices yesterday in an attempt to resolve the 11-day dispute.

Lawyers said they had agreed to give no details of their discussions but said they would meet again next Monday.

There is no sign of the strike ending before then. Workers, who have rejected the council's offer of 10% salary increases, are continuing their illegal strike after demanding at least 50% pay rises.

Some councillors fear the strike could affect the October municipal elections in the township.
Workers down tools in pay row

ABOUT 40 workers at the Montagu Gardens depot of BP stopped work today over a wage dispute.

A spokesman for the workers, members of the Chemical Workers Industrial Union, said the parties had reached deadlock with employees seeking a R150 a month across-the-board increase or 15 percent, whichever was greater, and the company offering R150 a month or 14% percent.

He said a company offer of R155 a month was withdrawn when it was rejected.

Employees sought a service bonus of R5 a month for each year of service BP had offered R2 a month but this offer had also been withdrawn when the pay offer was rejected.

Workers also wanted hours of work reduced.

BP spokesmen were not available for comment.
STC employee dies after falling from bus

Johannesburg — An employee of Standard Telephone and Cables (STC) in Boksburg was killed instantly last night when she fell under the wheels of a bus after allegedly being pushed off, group executive of Altech, Mr Jacques Sellschop, said yesterday.

Mr Sellschop stressed that the woman was completely off STC property when the incident happened, adding that the bus was not a company vehicle.

East Rand police spokesman, Lieut Willie Meyer, confirmed that the worker was killed after being run over by the bus, but said they had not received any information that she had been pushed off.

The incident happened after a group of women were leaving the factory premises, Mr Sellschop said.

"To what extent the incident is industry related, we do not know, as an investigation into her death has not yet been carried out."

He said between 70 and 90 workers out of the 3,800-strong workforce went on strike for a few hours yesterday morning over a wage dispute, but were back at work in the afternoon.

Between 10,000 and 23,000 metal workers began striking yesterday in an attempt to coerce employers to push up their wage offer — Sapa.

Johannesburg — Metal workers from another 19 companies began striking yesterday in an attempt to reopen wage negotiations, bringing the total number of companies involved up to 30, the local secretary for the International Metalworkers Federation (IMF), Mr Brian Fredericks said yesterday.

About 23,000 workers were now engaged in the strike, he said.

However, director of the Steel and Engineering Industries Federation of South Africa (Seifusa), Mr Brian Angus, said the situation was "generally unchanged" from yesterday, and only a "small number of companies" had reported strike action yesterday — the second day of the wage strike — Sapa.

Metal worker strike swells in talks bid
ABOUT 25,000 workers were staging wage strikes in the metal industry yesterday as the industrial action spread to 130 factories, a spokesman for the National Union of Metalworkers of South Africa said.

Numsa official, Mr Bernie Fanaroff, said between 10,000 and 21,000 workers participated in the industrial action on Wednesday — the first day of the strike.

The strikes are aimed at forcing the employer body, the Steel and Engineering Industries' Federation of South Africa (Seifsa), to settle a wage dispute between itself and four unions affiliated to the International Metalworkers' Federation (IMF).

The IMF unions involved in the wage dispute include Numsa, Engineering and Allied Workers' Union and Steel Engineering and Allied Workers' Union. They demand — among other things — an average wage increase of 23 percent and a minimum hourly rate of R3.21.

Seifsa, which represents about 3,500 firms, has offered a 17.4 percent rise including an hourly minimum of R3.02.

Mr. Fanaroff said management had instituted lockouts at some plants affected by the strikes. These companies, he said, included Titley MacMill, Austen Safes, Printers' Rollers Services, Ahkins Steel, Dorbyl Heavy Engineering and Miteco Tools.

The Numsa official said a number of large companies were not affected by the industrial action because they had separate, in-house agreements with the IMF affiliates.
Metal strike starts to harden

THE metal industry wage strike spread yesterday as union leaders said they might extend the stoppage for two or three weeks. Sefsa said its members would sit it out.

Unions originally planned a strike of between two and five days.

An employee of one of the affected companies was killed on Wednesday outside the plant. It is not known whether his death was related to the strike.

Sefsa said about 12,000 employees at 89 firms were affected yesterday, compared with 83 on Wednesday.

Spokesmen for the local council of the International Metalworkers' Federation said 140 plants — 29 up on Wednesday — and 25,000 workers were involved.

Sefsa director Brian Angus, asked to explain the discrepancy, said his estimate might be an understatement as he relied on reports from members.

Angus said some companies were contemplating dismissing strikers. Sefsa had advised them to take note of recent industrial court judgments which indicated employers could not easily or quickly dismiss workers striking legally.

Unionists said another 15 firms had agreed to negotiate terms over and above Sefsa's offer to take the total to 91. Sefsa's failure to approach the IMF for negotiations meant the strike might last for two to three weeks.

Angus said Sefsa had notified the IMF yesterday that the July 15 offer would be withdrawn unless the unions communicated by close of business yesterday. By afternoon no reply had been received.

National Union of Metalworkers of SA leader Bernie Fanaroff expressed concern that 11 companies had locked out employees.

"Having hundreds of people milling around will not help matters," he said.

Metal industry strike starts to harden

Sefsa said workers had been told to leave company premises because of incidents of violence and intimidation. Reports of intimidation had been received from about 17 firms, a spokesman said.

A woman employee at Anglo American's Standard Telephones & Cables in Boksburg died on Wednesday night after being knocked down by, or falling out of, a bus. Anglo industrial relations adviser Don Ncube said. She had just been attacked by six balaclava-clad people.

Ncube stressed there was insufficient information to determine who her assailants had been.
Nampak strike over shift dispute enters fifth day

The strike by about 80 members of the Paper, Printing, Wood and Allied Workers' Union (PPAWU) at Nampak's plant in Chamdor, Krugersdorp, continued for the fifth day today as legal representatives of the parties attempted to resolve the dispute.

PPAWU spokesman, Mr Siobo Kubheka, said workers had downed tools after management introduced a new shift from 6pm to midnight, "which would put the lives of workers in danger". He accused management of introducing the shift without consulting workers or the union.

"The workers requested management to arrange transport to take them home after work on Saturday nights, but this request was turned down without any valid reason."

Three workers had already been dismissed as a result of the dispute, according to Mr Kubheka.

Nampak spokesman, Mr Ian Cameron, confirmed the Chamdor strike, which he said was illegal.

He said the company had made a proposal to PPWAWU lawyers concerning the strike and was awaiting a response. "It should be noted that the company's attitude is that it has not acted unfairly in any respect and the proposal has been made simply in an attempt to end the strike," Mr Cameron said.

The Black Health and Allied Workers' Union of SA and Kemtrade Distributors of SA have reached a wage agreement guaranteeing a new minimum rate of R520 a month, plus an across-the-board 33 percent rise.

A union spokesman said the parties also agreed on an overtime rate increase. May Day and June 16 were granted as public holidays.
Metal industry is set for long strike

By Adele Balse

The metal industry appears set for a long strike following a hardening of attitudes by the Steel and Engineering Industries Federation (Seifsa) and metal unions.

Employers reported yesterday incidents of intimidation and violence at a number of factories, and unions said workers were evicted from factories.

At the same time, the Congress of SA Trade Unions (Cosa
tu) entered the fray by promising support for the thousands of metalworkers "fighting for a living wage."

WOMAN KILLED

A National Union of Metalworkers (Numsa) spokesman said it was not known whether the death of a Standard Telephone and Cables employee in Benoni yesterday was a consequence of the strike.

Police said the woman was killed after being run over by a bus, but could not confirm allegations that she had been pushed off the bus.

A Seifsa statement said employers had told it they intended "to sit out" the strike, and many were employing temporary staff to ensure production was not disrupted.

And the International Metalworkers' Federation (IMF) warned yesterday the strike could last for two to three weeks as there had still not been any Seifsa response to the IMF's call to re-open the 1988 wage negotiations.

IMF local secretary Mr Brian Fredricks said metal workers from a further 29 companies came out in support of a 23 percent wage increase yesterday, bringing the total number of companies affected to 140.

There were 25 000 workers on strike.

Seifsa said reports showed that 12 000 workers at 69 companies were involved and said it had been informed that strikers at two companies yesterday decided to accept the Seifsa wage offer and return to work.

A Numsa spokesman, Dr Berne Fanaroff, said the union was planning to meet Seifsa to discuss the eviction of workers from at least 11 companies and the seeking of court interdicts by companies against striking workers.
Metal industry shop stewards meet today

JOHANNESBURG — Some 450 shop stewards in the metal industry will meet here today to decide whether to extend the strike, now in its third day.

The local secretary of the International Metalworkers' Federation (IMF), Mr Brian Fredericks, announced yesterday that the strike — initially planned to last between two and five days — could be extended to two to three weeks.

Between 14 000 and 23 000 workers, mostly in the Witwatersrand area, have been striking since Wednesday morning.

The proposed extended action is an attempt by the union to push Smifsa into reopening wage negotiations and raise their offer of a 17.2% increase, including an hourly minimum rate of R3.02. The four IMF unions are demanding a minimum wage increase of 23%.

Mr Fredericks said the full shop stewards council would meet at Wits University today to decide whether the strike should continue for longer than five days.

Smifsa's director, Mr Brian Angus, yesterday said he had received more reports of strike action, but could not confirm when the workers had begun striking. He said 14 800 workers at 102 companies had taken action since Wednesday. — Sapa
Metalworkers may extend strike

ABOUT 450 shop stewards in the metal industry will meet in Johannesburg today to decide whether to extend the strike.

The local secretary for the International Metalworkers' Federation (IMF), Mr Brian Fredericks, announced on Thursday that the strike — initially planned to last between two and five days — could be extended to between two and three weeks.

Between 14,000 and 25,000 workers, mostly on the Witwatersrand, have been striking since Wednesday.

The proposed extended action is an attempt to push the Steel and Engineering Federation of South Africa (Seifsa) into reopening wage negotiations and to up their offer of a 17.4 percent increase, including an hourly minimum rate of R3.02.

The four IMF unions are demanding a minimum wage increase of exchange for Workers' Day and Founders Day, subject to a 75% vote in favour by employees at each plant. Minorities will be protected through allowing them to work in extra hours so as to take leave on the latter two days if desired. This is believed to be the first such industry-wide agreement.

Seifsa is to attempt to persuade companies that have dismissed workers for their participation in the strike to reinstate them, and Seifsa will support the Saccoa initiative regarding the Labour Relations Amendment Act.

SIPHO NGOZOBO reports that Cosatu in a statement yesterday saluted the metalworkers for having won "major gains" following the strike, saying they had shown tremendous courage in pressing their demands "against one of the most hardline" employer bodies.

Landmark settlement to metal strike

are due back at work by Monday Fanaroff said most would return by today.

The settlement was based on an eight-point offer made by Seifsa, which supplements the final employer offer made last month. The entire deal was backdated to July 1.

It included one feature that will add to employees' annual pay packets this year — an attendance allowance of up to two days' pay a year. Angas said the quid pro quo for employers was the prospect of better attendance.

However, other aspects of the deal were noted as even more significant.

These included

- employer acceptance of a five-year programme to eliminate anomalies in the industry's wage curve,
- a procedure to investigate allegations of racial discrimination in individual firms. This will also be used for investigating alleged intimidation and violence.
- may 1 and June 16 as paid holidays in

TO PAGE 2
Mwasa workers strike

BY MARTIN NTSELENGOE

About 400 members of the Media Workers' Association of South Africa have downed tools at Allied Publishers' plant in Cape Town after attempts to resolve a wage dispute failed. The newspaper distributors went on strike this week after three months of negotiations with the publishing company failed to achieve a compromise.

Mwasa demands the acceptance of the principle of equal work for equal pay from Allied, an Argus subsidiary.

Mwasa's secretary-general Sihembele Khala said the strike resulted from the failure of the Minister of Manpower to set up a conciliation board to resolve the dispute. "After we had made representation to the Minister, and realised he was not prepared to appoint a conciliation board, we informed the workers and they decided to go on strike."

Khala said: "Allied is talking money when Mwasa is negotiating a principle, the two positions are irreconcilable."

Earlier, Mwasa and Allied agreed to have labour lawyer Clive Thompson as a mediator, but this never took place. Allied rejected the suggestion from Mwasa to submit the matter to arbitration.

"All attempts to resolve the dispute drew a blank as Allied refused to heed Mwasa's call for a conciliation board," Khala said.
Fired Soweto workers may be re-employed

By SOPHIE TEMBA

The Soweto City Council is considering re-employing more than 3,400 striking workers who were sacked for refusing to return to work.

Talks between legal advisors for the workers and the council resumed this week but a final decision was not reached.

Further talks are to be held in Pretoria tomorrow. Soweto town clerk Nico Malan said, "The workers are still discharged but we are looking at the possibility of re-employing them."

A four-hour meeting between lawyers of the two groups at the Soweto council chambers was postponed to consider an "agreement" reached at the meeting.

The council workers were fired last Friday after they rejected a back-to-work ultimatum.

Pamphlets distributed at the workers' meeting in Soweto called on the community to support the strikers in their demands, which include wage increases of 20 percent for the lowest paid workers, 10 percent for middle-income workers and five percent for the highest paid workers.

Other demands include the recognition of their union, the SA Black Municipal Workers' Union.

Workers have also demanded that they be paid for the days they have been on strike.
TODAY is D-day for the 400 (0) striking Soweto City Council workers as representatives of both parties meet in salary talks in Pretoria this evening.

Discussions are expected to focus on a tentative "agreement" which was reached during negotiations last Wednesday but was not adopted by the parties who asked for time to consider it.

The agreement is reportedly made up of several concessions by the council which approached the talks with a changed view aiming at ending the strike in the face of collapsing services in Soweto.

The bone of contention that forced the postponement of the talks today is whether the council should pay the workers for the days on which they were out on strike, according to a source close to both parties.

Efforts to hire private companies to provide urgent services in Soweto had been a failure as the companies could not cope with the workload. Several services have not been provided for almost four weeks today.
Estimates differ on striking metalworkers

The metalworkers' strike entered its third day today with employers and the union providing markedly different estimates of the number of workers and factories involved.

A National Union of Metalworkers of SA (Numsa) spokesman said a meeting of 800 shop stewards at the weekend had decided that the strike was to continue beyond Tuesday of this week.

The meeting was told that 28 745 workers were involved at 160 factories.

An employers' spokesman said that the numbers involved were 14 050 workmen at 102 factories — Staff Reporter.
Labour Upda

Accord is reached

GALLO (Africa) Ltd and the Commercial, Catering and Allied Workers' Union reached a settlement in their wage increase dispute yesterday ending a three-week strike by 180 of their employees.

A spokesman for Gallo said a statement to Sapa that striking workers would return tomorrow.

He said under the joint agreement, employees would receive a R120-a-month increase across the board, backdated to April 1, 1988. The company had also agreed to pay a Christmas bonus equivalent to three weeks' wage for 1988.

Gallo would also pay a retirement gratuity on a scaled basis to permanent employees who would not qualify for an extra week's leave after five years' continuous service.

The statement said the company had agreed to recognise traditional doctors for a trial period of one year on the basis that employees would be entitled to five days' sick leave per year within the recognised sick leave cycle on presentation of a traditional doctor's certificate. It was also agreed that employees may apply for a day's annual leave within the annual leave entitlement for March 21, 1989.

In a joint statement, Mr Byron Xypteras, Gallo's industrial relations manager, commented: "The company is gratified at the joint settlement reached and looks forward to a continuation of the good relations existing with Cawusa as a basis for future negotiations." — Sapa.
Council workers go on strike for increase

By Stan Hlophé

Four hundred Dobsonville Town Council workers went on strike yesterday in protest against an alleged refusal by the council to grant a wage increase promised to them in 1994.

A spokesman for the negotiating committee said the entire work force resolved to strike after the management failed to implement the 10 per cent wage increase.

In November last year the Dobsonville workers gave the management three months to implement the wage increase. Instead, the council promised to implement the increase provided workers returned to work while negotiations were under way, the spokesman said.

Matters came to a head when the council undertook to meet the Administrator on July this year and pleaded with the workers not to go on strike. The council told the workers that the scheduled meeting with the Administrator was postponed until last Thursday.

Last Friday the council reported back to the workers that the increase could not be implemented because the council was in financial difficulties and could not secure a loan from the Administrator.

The council was not available for comment.
Another 300 men fired

Metalworkers strike extended until end of week

By Adele Baleta

Another 300 striking metalworkers were dismissed yesterday, bringing the total number of those who have lost their jobs so far to over 1,200, a National Union of Metalworkers of SA (Numsa) spokesman said today.

The spokesman said the 300 workers had been fired from Vetsak in Isando, Johannesburg.

A company spokesman confirmed the dismissals but could not give an exact figure.

Numsa reported yesterday that 500 workers were dismissed by Vetsak in Bothaville in the Free State, 19 were fired by Printer Rollers in Germiston, 400 from Makoal Tubes in Springs and 48 from Baisch Engineering in Kempton Park.

The union would soon be taking legal action against the dismissals, the Numsa spokesman said.

The Steel and Engineering Industries Federation of SA (Seifsa) said 847 employees of two firms had been dismissed.

The employer federation also reported that 15,400 workers at 113 factories were on strike and 1,291 workers at seven companies had returned to work.

The International Metalworkers Federation (IMF) said a total of 20,025 workers were now on strike at 170 factories. This was an increase of more than 10,000 workers since the strike started on Wednesday last week.

An IMF spokesman said a meeting between Dorsby Metkor and union shop stewards ended in deadlock yesterday with the group refusing to raise the Steel and Engineering Industries Federation of SA (Seifsa) wage offer of 17.4 percent. Workers are demanding a 23 percent wage increase.

The strike, which was originally due to end today, would last until Friday.
Bid to resolve Soweto strike ends in deadlock

By Stan Hlophe

A five-hour meeting held in Pretoria last night in a bid to resolve the Soweto Council workers' strike ended in deadlock.

Mr M D Legodi, for the workers, said the council made these proposals:
- 70 percent re-employment of staff in terms of a new contract of employment to be concluded
- Upgrading of salary structure from grade 11 to 12 with effect from August 1 1988, but not retrospective
- Engagement of staff as indicated above would be considered to those who apply on or before August 15.
- Employees not reinstated would be paid a monthly salary based on grade 10.5.

Mr Legodi said his team rejected the council's offer and made the following counter proposals:
- 100 percent reinstatement of staff.
- Upgrading of salary structure from grade 11 to grade 12 to be effected from July 1 and payable on September 30.
- Implementation of grade 10.5 with effect from July 1 1988.
- Payment to staff during the strike.
- Grade 11 still to be negotiated.

The above offer was rejected by the council's advisers.
Court action over metalworker sackings

NEARLY 1 000 striking metalworkers at four firms had been dismissed and legal advisors would be proceeding with Industrial Court action on these cases soon, International Metalworkers' Federation local secretary Brian Fredericks said yesterday.

He added that Velsak in Bothaville had dismissed 500, Marshall Tubes in Benoni 400 and two Kempton Park small firms a total of 85. Seifsa said it had been notified that 847 employees of two firms had been dismissed.

According to the federation, 19 firms had applied for interdicts ejecting employees from premises and nine of these had been granted.

Seifsa said 15 400 workers at 113 companies were involved in the strike yesterday while 1 291 at seven firms had returned to work. Of the 113 firms only three had agreed to bargain at plant level. Employers, on the whole, were determined to resist union demands.

The IMF said an additional 18 firms had been hit by the strike and that 30 855 union members were now out.

Reacting to Seifsa allegations of violence and intimidation at six firms, reported on Friday, Fredericks said strike organisers had made it clear that such action would not be tolerated.

"If necessary we will send organisers and officials to the plants where this is allegedly occurring. But it would help if Seifsa supplied us with details," he said.
28,500 involved in metal industry strike
Gallo strike ended

Own Correspondent

JOHANNESBURG. —
Gallo Africa and the Commercial Catering and Allied Workers' Union of SA reached a settlement in their wage dispute after mediation, ending the three-week strike by 180 workers, a management spokesman said yesterday.

Workers will receive a R120-a-month increase.
Seifsa workers' strike spreads

JOHANNESBURG. — The metalworkers' strike entered its fourth day yesterday with management and unions providing different estimates of the number of workers and factories involved.

One of the four unions involved in the strike, the National Union of Metalworkers of South Africa (Numsa), said the number of striking workers had increased by 8,745 to 25,745 since the start of the strike. But the director of the Steel and Engineering Industries Federation of South Africa (Seifsa), Mr Brian Angus, said the number of workers on strike was 14,050 and 192 factories had been hit.

A spokesman for the International Federation of Metalworkers, Mr Brian Fredericks, said 506 workers had been dismissed by Vetak in the Free State town of Bothaville while two other companies in the PWV area had dismissed a total of 65 others.

The IFM was granted a Supreme Court interdict yesterday restraining the management at Dorbyl (Vaal) from evicting workers on strike there.

Management at Dorbyl informed the IFM that it intended to stick to the Seifsa offer and would not be induced to make a separate deal with the union.

The IFM unions are demanding a minimum wage of R2.21 an hour, and June 16, May 1 and Sharpeville Day as public holidays.

Seifsa have offered a minimum wage of just over R3 an hour and May Day as a holiday.
46 Bawusa men on strike

FORTY-SIX workers of the independent Black Allied Workers Union of South Africa in the Louis Trichardt area are on strike to demand the recognition of their union. They have also called for an immediate stop to alleged unfair labour practices.

Bawusa's branch secretary, Mr Mike Tharaga, said the workers are from the Laeveld Stone. The strike started on July 23. Mr Tharaga said management had agreed on verification of membership.
Firm is told to reinstate 110 axed workers

By Adele Baleta

Liberty Box and Bag Manufacturers in Stafford, Johannesburg, has been ordered to reinstate 110 workers dismissed on July 28 last year.

An arbitrator, Mr R Sutherland, ruled on Thursday that the dismissal of the workers was "substantively unfair".

He ordered that the company reinstate the workers on terms and conditions not less favourable than those applicable immediately before the dismissals.

Workers were to be given until August 18 to present themselves for work, Mr Sutherland said.

A Paper, Printing, Wood and Allied Workers' Union spokesman said the employees were fired after striking in support of a demand for the reinstatement of a shop steward who had been dismissed after being absent from work for two weeks.

"After long, fruitless meetings, both parties agreed to refer the matter to arbitration," the spokesman said.

Arbitration proceedings began on November 25, 1986, and final argument was addressed on July 4 this year.
Frustration led to strike killings, court is told

Susan Russell

GROWING frustration and aggression amongst participants in last year's Sats Strike led members of the SA Railways and Harbours Workers Union to assault non-striking colleagues and finally decide to kill four to prevent the collapse of the strike, the Rand Supreme Court heard yesterday.

Bongani Sibisi and 17 other former Sats workers were charged with murdering four non-striking colleagues and the attempted murder of a fifth.

Initially they all pleaded not guilty but Sibisi and six co-accused, on agreement between the State and the defence, yesterday pleaded guilty to the four murders at the start of the State case. An eighth pleaded guilty to three of the murders.

The strike began on March 18 last year and in early April Sibisi was elected chairman of the general council of Cosatu House, where many of the strikers gathered.

"With the passage of time and the influx of ever-increasing numbers of workers into the hall, discipline began to deteriorate," he said. "And frequently fights would break out to the extent where I once, in an attempt to mediate in a dispute, became involved in a fracas and was struck by workers."

Sibisi said the atmosphere became tense when management started replacing strikers with white labourers.

Non-strikers assaulted

Sibisi said the unruliness and aggression reached a fever pitch on April 22 with the death of workers in Germiston and Doornfontein shot by the SAP.

"It was difficult for me to control workers after this as there was an ever increasing call for violence against non-strikers who, the workers felt, would cause the strike to collapse."

"During the night of April 27 non-strikers were detained and assaulted at Cosatu House and made to clean the entire premises throughout the night.

"On the morning of April 28 I released them."

"The workers became angry, and in a heated argument, I was told I should choose with whom I wish to stand in the dispute," Sibisi said.

"The expression of this settlement underlined my opinion that my position of authority had been undermined and I was losing my influence in the general hall and ran the risk of being cast as a betrayer of the strike."

Sibisi said on learning of the decision to kill the five non-strikers he debated the matter with the workers to prevent it.

"I was told by these workers that the only way to ensure the strike did not collapse was to kill the five being detained."

"They argued that unless these persons were killed the strike would continue indefinitely and the hardships which had been brought upon the workers would continue, the workers would lose their jobs, their families would suffer, they would be evicted, more workers would be shot and all the ideals which had been striven for during the strike would be defeated."

"Eventually I agreed the five should be killed, which I knew was unlawful."

Although he agreed to the killings, he was not prepared to take part, Sibisi said.

14 August

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Regiments
Workers reject proposal

THE South African Municipal Workers Union, representing the striking 4000 Soweto City Council workers, rejected a proposal by the council to fire 1200 of the workers during talks which ended yesterday morning in Pretoria.

The Soweto City Council, through its legal advisor Mr P. Fuyiar and consultant Mr. S. S. Lemmer, presented a compromise proposal to re-employ 70 percent of the workers (2800) and pays out a month's severance notice salary to the other 30 percent (1200) employees.

Mr. Dennis Legodi, legal advisor of the dismissed Soweto City Council employees, council's proposal to upgrade salaries to Grade 12 as from August 1 and insisted the upgrading be effected retrospectively as from July this year.

In a counter-proposal the workers' representatives demanded that they be paid for the time on which they were out on strike and that the upgrading of their salaries to Grade 11 be entered for negotiations.

After more than five hours of exhaustive debate and bargaining, the workers' representatives made a counter-compromise proposal to the council's legal team.

Both teams agreed on a postponement until Saturday when the talks will continue with the Soweto City Council officials in Johannesburg.

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S. 21379

S. Stefan
16/78
Ex-Sats workers guilty of murdering non-strikers

JOHANNESBURG. — Eight former South African Transport Services workers have been convicted in the Rand Supreme Court of murdering four non-strikers who were found stabbed, beaten and burnt during a strike last year.

Eight other accused were found guilty on charges ranging from culpable homicide to kidnapping, intimidation and attempted murder.

Two accused, Mr Isaac Magorosi and Mr Jacob Mmatloa, were acquitted.

Statements by 16 of the 18 members of the South African Railways and Harbours Workers' Union were handed into court. In the statements, accompanied by new pleadings, the accused explained their roles in the kidnapping, assault and murder of Mr Vhulani Mulauladi, Mr Kati Sebopelo, Mr Mulatelo Moremame and Mr Jerry Goodman.

The 18 accused all originally pleaded not guilty of five kidnappings, four murders, one attempted murder, four assaults with intent to do grievous bodily harm, two robberies with aggravating circumstances and intimidation.

Bongisi Sibisi, Wilson Matshili and Mafemane Rikhotso, were convicted of four counts of murder, attempted murder, and five counts of kidnapping and intimidation.

George Maungedzo, Patrick Molefe and Takalani Mamphaga were convicted of four counts of murder, attempted murder and intimidation.

David Dzveyhe was convicted of three counts of murder and one of intimidation, while Phineas Netshitungulwane was convicted of four counts of murder and one of intimidation. — Sapa.

murdered Korean sailor

had made a poor impression on the court.

The court does not accept the story that Wallace shot the death of Taliep had been with Mr Son and his companion all evening, and noticed they had money.

Wallace knew Taliep intended...
Strikers due to return

By Adele Baleta

At least 180 Gallo Africa employees were expected to return to work today after a three-week wage strike.

A wage settlement was made on Monday between the company and the Commercial Catering and Allied Workers' Union (Ccawusa).

About 864 workers would benefit from the agreement, a Ccawusa spokesman said.

It was agreed that employees would receive a R120-a-month across-the-board increase backdated to April 1 1986, a Gallo spokesman said.

Ccawusa had demanded a monthly increase of R52.

Gratuity

The company also agreed to pay a Christmas bonus equivalent to three weeks' wages and a non-retirement gratuity on a pro-rated basis to permanent employees, who would also qualify for an extra week's leave after five years' service.

Traditional doctors would be recognised for a trial period of one year.

This was on the basis that employees would be entitled to five days' sick leave a year within the recognised sick leave cycle on presentation of a traditional doctor's certificate.

[Signature]

[Date] 10/10/88
Metal strike costing R3.5m a day

THE week-old strike in the metal industry is costing R3.5m a day in lost production, calculations by Seifsa's economics division head Michael MacDonald reveal.

The estimate was released yesterday as both sides met for the first time since the strike began.

They held talks on allegations of violence and intimidation and employer applications for interdicts for the eviction of strikers from company premises.

Seifsa said the R3.5m figure was based on employer estimates that the strike involved 15,400 workers at 118 companies, the industry's projected total output of R36bn for 1988, and on the assumption that affected companies were maintaining production at 50% to 60% of normal levels.

MacDonald also assessed strikers were losing about R500,000 a day in wages.

A union spokesman said yesterday the strike had spread to encompass 31,683 workers at 180 firms. Another 728 workers at four firms had been dismissed and two interdicts had been granted to employers — including one because of workers singing at the plant.

Seifsa said export supplies were not being disrupted by the strike because base-metal producers had separate wage agreements.
31 000 strike

By LEN MASEKO

THE wage strike in the metal industry spread to more companies yesterday bringing the total number of workers involved in the industrial action to about 31 000, a spokesman for the National Union of Metalworkers said.

Numsa national organiser, Mr Peter Dantsi, said 178 factories were affected by the strikes while 91 had so far reached wage settlements with the union through the International Metalworkers' Federation.

IMF affiliates which include Numsa and Steel Engineering and Allied Workers Union are locked in a wage dispute with the employer body, the Steel and Engineering Industries Federation of SA (Seifsa).

Demand

The IMF unions demand — among other things — an average wage increase of 23 percent and minimum hourly rate of R3.21 while Seifsa has offered an average 17.4 percent increase and a minimum rate of R3.02 an hour.

Mr Dantsi said other developments related to the strikes included:

• Plant-level bargaining between union officials and Printers Rollers' Services resumed yesterday in an attempt to resolve the wage dispute.

• Fresh wage talks between union officials and Dorbyl ended in a deadlock this week after, he said, the company indicated it would only negotiate wages and working conditions through Seifsa.

• Some of the 91 companies which had settled with the IMF had agreed to wage increases higher than the 23 percent demanded by the unions, and

• About 1200 workers had been dismissed at several companies as a result of the strikes.
Strikers try to break deadlock

REPRESENTATIVES of Soweto Council strikers submitted a set of revised demands yesterday afternoon after five hours of talks between legal representatives failed to resolve the dispute.

The council's legal adviser said the new proposals would be discussed on Saturday.

Differences between the two parties yesterday hinged on how many of the employees dismissed last week should be reinstated and details of wage structures.

Union spokesmen could not be reached for comment on the latest offer nor on reports that 400 Dobsonville Council employees had gone on strike when financial difficulties prevented the council implementing agreed wage increases.

There was also no reply from the council offices.
CWIU strike into fifth day

A STRIKE by 75 Chemical Workers' Industrial Union (CWIU) members at Janssens Pharmaceuticals would enter its fifth day today after workers downed tool last Thursday, a CWIU spokesman said.

He said they were protesting the alleged unfair suspension of a shop steward and management's unfair negotiating practices.

The CWIU said the company transferred the shop steward without prior negotiations and threatened him with dismissal should he object. Workers downed tools when the company obstructed more union meetings convened to discuss the issue.

A management spokesman said they would be prepared to consider worker grievances on condition they returned to work.
Pay strike costs R3,5-m a day — metal industry

The Argus Correspondent

JOHANNESBURG — The wage strike by thousands of metal workers was costing the industry an estimated R3,5-million a day in lost production, said a statement from the Steel Engineering and Industries Federation of South Africa.

In the statement issued by executive director Mr Brian Angus, the federation said more than one percent, or 113 of nearly 9 000 companies, had been hit by the strike, which entered its eighth day today.

Seifca said some firms had hired temporary labour and others were maintaining production with non-striking employees.

"Assuming that companies affected by the strike are managing to maintain between 50 and 60 percent of normal production levels, it is estimated that the strike is now costing R3,5-million a day in lost production," the statement said.

The employer federation said yesterday the situation remained unchanged with 15 400 workers on strike.

A total of 847 employees were reported to have been dismissed from two companies.

But National Union of Metalworkers of SA spokesman Mr Jeff Schreiner said the strike continued to gain momentum with 31 993 workers involved at 180 factories.

"LOCKED-OUT"

He said another 380 workers were dismissed yesterday, raising the total number of sackings since the strike began last Wednesday to 1 647.

"Standard Telephone Cables has again moved to evict workers. "One hundred and fifty were locked-out at the British Doughty company because they were singing and Hart employees in Alrod were threatened with eviction because they were also singing," he said.
SATS non-strikers died after threat to stoppage

JOHANNESBURG. — Participants in last year's SATS strike decided that five non-strikers should be killed because it was believed that their refusal to join the strike could cause its collapse, the Rand Supreme Court was told yesterday.

Mr Bongisi Sibisi, a member of the SA Railways and Harbours Workers' Union, said in a statement to the court that the decision to kill the non-strikers was taken after it became increasingly difficult to control the strike.

He and 17 other former SATS workers were charged with murdering four non-striking colleagues and the attempted murder of a fifth. They initially all pleaded not guilty, but Mr Sibisi and six co-accused, on agreement between the state and the defence, yesterday pleaded guilty to the four murders at the start of the state case.
Metal strike affects 1% of firms — Seifsa

JOHANNESBURG. — The Steel and Engineering Industries Federation of South Africa (Seifsa) said yesterday that this week's metal industry strike had affected "just over one percent of the nearly 9 000 companies in the industry".

A statement by Seifsa said that 113 companies had experienced strike action involving 15 400 workers.

The International Federation of Metalworkers (IMF), whose four member unions are involved in the strike, claimed that strike action involving more that 30 800 workers at 178 companies had taken place since last week.

Seifsa confirmed that more than 800 employees had been dismissed by two companies because of the strike.

The IMF said on Monday that workers were fired from Vetsak plants in Bothaville and Sandton. — Sapa
The cost of the strike was estimated to reach R3.5 million a day in South Africa and R4 million a day in Britain. The National Union of Metalworkers of South Africa (NUMSA) spokesman, Mr. Jean Schwartz, said yesterday that between 1,000 and 2,000 workers had been dismissed. The employer federation, still not ready to accept NUMSA's claims, was likely to continue with a strike that it had set for Monday. The employer federation's statement said yesterday that the strike situation remained unchanged. A statement by the NUMSA national head of the Southern Africa Federation of Industries (SAFi) yesterday was to the effect that the strike was expected to be ended before the end of the week.
Unilong wage dispute settled out of court

Labour Report

A DISPUTE between the Transport and General Workers Union and Unilong Distributors has been resolved in an out-of-court settlement after the matter was referred to the Industrial Court, according to a union spokesman.

The dispute led to a three-week strike at the company’s Bellville depot when the company rejected union demands for national bargaining and insisted on depot-based wage negotiations.

In the settlement the company agreed to wages being negotiated annually in a national forum to agree on overall increases for all workers at the company’s three depots—Bellville, Wadeville and Pietermaritzburg.
Metalworker strikes reach agreement with two major groups

A TIME MEDIA PUBLICATION

ALAN FINE
1 214 workers fired, ‘28 000 still on strike’

JOHANNESBURG — At least 1 214 striking metalworkers have been dismissed because of the stoppage while 4 368 workers have returned to work following the wage strike that started last Wednesday, the Steel and Engineering Industries Federation (Seifsa) said yesterday.

The statement said Seifsa was notified that 90 companies had experienced strike action involving 11 270 employees.

The International Federation of Metalworkers (IMF) earlier estimated that between 28 000 and 29 000 workers were still on strike at 180 companies.

“So far 25 companies have informed Seifsa that 4 368 workers are back at work,” the statement said.

Of the 25 companies, 10 have confirmed to Seifsa that workers had accepted the 17.5% wage increase offered by the employer federation while the IMF unions were demanding increases of around 23%.

Seifsa said it was not clear on what basis the remaining 15 companies had secured a return to work.

The IMF said that more than 100 companies had negotiated separate wage agreements with the IMF. Most of the companies involved in the agreements had offered more than the IMF’s demanded 23% increase.

Seifsa said it had been confirmed that 1 214 striking workers had been dismissed by four companies involved in the dispute. — Sapa
IMF in wage rise deal

JOHANNESBURG — The International Metalworkers' Federation (IMF) yesterday concluded a wage deal with the giant Siemens group for wage increases ranging from 36 to 50 cents an hour. The IMF said striking employees at their plants returned to work yesterday.
The Sanborn Agree to Stay Off Sick, If At Call, It’s Okay

BY EDDE KOOCH AND NICK MULVENA

Workers at the Call Recording

WEEKLY MAIL/NEWSLETTER 12/12
SOWETO STRIKE GOES ON

STRIKING Soweto City Council workers leaving the Soweto Tabernacle Church yesterday after one of their daily gatherings since they were engaged in a dispute with the council. Proceedings were tense because of a large presence of members of the security forces outside the church premises.

12/8/88 (52)
Strikers say they were teargassed

Police yesterday allegedly spambokked and teargassed Soweto municipal strikers at a meeting in White City, but this has been denied by a police spokesman.

No action was taken against municipal strikers yesterday, he said.

The workers say:

The meeting, attended by 3,500 workers, was held at the Tabernacle in White City, Jabavu, to discuss the three-week wage dispute.

Police allegedly teargassed the workers in the hall and outside. The workers said they were told by the police to disperse and go and fetch their pay at the council offices.

The workers refused to disperse, saying that there were still negotiations taking place between them and the council which were scheduled to continue on Saturday.

Mr M D Legodi, the lawyer acting on behalf of the workers said "This action was a breach of faith in view of the fact that negotiations were still in progress."

He said he was to consult with the council lawyers and take the matter up with them.

"There is no need to continue negotiations if such action is taken by the Soweto Council," he said.

Soweto Town Clerk, Mr Nico Malan confirmed that cheques were ready and that the workers were going to be paid off.

He refused to comment on the police action and said he would issue a press statement later.

The police say:

No action was taken against municipal strikers yesterday in White City, Soweto, say police.

A spokesman was reacting to reports that about 100 police and SADF members had gathered outside the strikers' gathering place and fired teargas canisters into it before a meeting began.

"No action was taken against the strikers. Workers at the scene were ordered either to disperse or enter the tent," said a Pretoria police spokesman.

No one was arrested or spambokked.

\[ S t o r y 128188 \]
Strike continues to see-saw in metal industry

By Adele Bleta

The metal industry strike is continuing to see-saw, with more workers going on strike while others return to their posts at the conclusion of wage deals between the International Metalworkers Federation (IMF) and several companies.

A National Union of Metalworkers of SA (Numsa) spokesman, Dr Bernie Fanaroff, said yesterday workers at another seven firms had joined the strike, which entered its eighth working day today.

They included four Dorbyl/Metkor plants, raising to 35 the number of the group's operations affected by the strike.

DEADLOCK

A meeting between Dorbyl/Metkor and union shop stewards ended in deadlock this week with the group refusing to better the Steel and Engineering Industries Federation of SA (Seifsa) offer of 17.4 percent.

A union spokesman based in the Eastern Cape said six companies in Port Elizabeth and Uitenhage had been affected by the strike.

Company comment was not available at the time of going to press.
ABOUT 400 Dobsonville Town Council employees downed tools this week and resolved not to return to work until their salary demands had been met.

The strike has crippled the council's administration section and services in Dobsonville which is just a stone's throw from other Soweto townships hit by the three-week old council strike.

Only the council police and traffic department were on duty this week.

The workers' negotiation team made up of 11 members, said the strike was a continuation of a short-lived strike last October. The workers are demanding a 10 percent salary increase owed them since 1984.

They said they had decided to forgo the 1986 annual increase of 10 percent as a compromise.
New SITE causes work stoppages

THE introduction of new tax scales set up a ripple of industrial relations problems in the Western Cape garment industry as employees at some plants demanded immediate refunds.

Problems arose because, with the introduction of Standard Income Tax for Employees (SITE), many lower-paid workers were taxed at a lower rate than previously.

SITE became effective in March, but tax tables were effective only from July and so employees, taxed at the old rates in the interim, became due for refunds.

 Threatened

Mr Colin McCarthy, director of the Cape Chamber of Industries (CCI), said there had been stoppages or threatened stoppages at several factories over the refunds.

Employers were told by the Receiver of Revenue to make refunds and subtract this from their returns to the receiver.

"But this meant that we were acting as bankers for the Receiver," said one employer.

"It's all very well the Receiver telling us to deduct the refunds from our returns and saying that we had until September to make refunds.

 Pay refunds

"But when you've got 100 workers threatening to stop work if they don't get their money back immediately you've got to do something quickly.

To pay the refunds some employers have had to borrow money from their banks, on which they're paying interest."

Mr McCarthy said it was an example of the government using employers as tax agents and changing systems without considering problems it could create in other areas.

The CCI is holding a morning seminar on August 17 at the Arthur's Seat, Sea Point, to inform employers about the SITE system.
8 Sarhwu men guilty of Sats strike murders

BY MARTIN NTSOELENGOE

FIGHT members of the South African Railway and Harbour Workers Union admitted to a Rand Supreme Court judge this week that they murdered four non-strikers during the 1983 Sats strike.

Two of the 16 originally charged, Isaac Magoqo, 30, and Jacob Minialon, 33, were found not guilty.

In papers before the court, the 16 accused admitted holding a meeting at Cosatu House at which they plotted and a 3kg rock decision was taken to kill all those who did not heed the strike call.

After the meeting, Alphonse Msuthu, 33, and Murtajt Phulewa, John Lathemane, William Nhlapo, Muzalo Petafu, Mpho, 33, Patrick Molae, Moremane, Vukan Joseph, Mulandri and Jerry Rudolph Goodman were abducted from various places where they worked and found guilty of four murders.

On April 28 they were taken to a place near Protecon where Phulewa, a key State witness, managed to escape.

David Dzeve, 30, was convicted of three murders.

Johannes Nguobo, 24, Daniel Mkhokholo, 36, John Mokgon, 36, Simon Mulumpi, 42, Jacob Msikha, 33, Freddy Motsi, 30, Wilson Mushumane, 33 and Michael Likenga, 38, were convicted on various counts of culpable homicide, kidnapping, assault, and intimidation.

The trial was postponed to August 22, when defence counsel intend calling a psychiatrist to give evidence.
Workers cost metal industry $40m so far

BY ROBIN CHAMBERS

The strike began on August 9. The union, the Nationalederation of Metalworkers' Unions, the employers, and the government have all been trying to reach a settlement. The dispute centers on a pay increase for the striking workers. The union has been demanding a 5% raise, while the employers are offering a 3% increase. The government has been mediating the negotiations. The strike has caused a significant disruption in the metal industry, with many factories forced to shut down. The cost of the strike is estimated to be $40 million so far.
Wage action becomes more bitter

Lock out strikes

Metal firms sack 1,000 workers

By Kerry Curtain

Wage action becomes more bitter

Lock out strikes

Metal firms sack 1,000 workers
Workers' Day moved but still 'no' to May Day

PRETORIA. — The government has decided to shift the controversial Workers' Day from the first Friday of May to the first Monday of May.

The idea is to give more workers a long weekend. Many people have to work on Saturdays, which means that with a holiday on Friday their long weekend is interrupted.

The government is still set against moving the day to May 1, the holiday celebrated as Labour Day by workers throughout the world.

Government sources said the government opposed the move because of the communist associations of May 1, and also because it has a general policy of moving away from holidays on fixed dates, for productivity reasons — Sapa.

* The first Monday in May next year is May 1.
Soweto talks deadlock

The meeting between the legal representatives of the Soweto Council and striking workers ended in yet another deadlock when the parties met in Johannesburg at the weekend.

There now appears no end in sight for the strike involving 500 workers which has grounded every service in the township to a halt.

The council has already paid off 500 cleansing department staff as a first move to privatise initial services.

According to a spokesman for the South African Municipal Workers Union "it's back to square one" while the strike enters its fourth week.
The meeting between the legal representatives of the Soweto Council and striking workers ended in yet another deadlock when the parties met in Johannesburg at the weekend. There now appears no end in sight for the strike involving 3500 workers which has ground every service in the township to a halt. The council has already paid off 600 cleansing department staff as a first move to privatise a quarter of its essential services.

According to a spokesman for the South African Municipal Workers' Union, "It's back to square one" whilst the strike enters its fourth week.
Strikes periodically close motor assembly plants

JOHANNESBURG. — Strikes at motor components manufacturers have forced at least two motor assembly plants to shut down production lines periodically over the last 10 days.

A Samcor spokesman said the company's Pretoria plant had been shut down twice early in April. He would not say which parts were unavailable, but a union spokesman said he thought it was a product of a company affected by the main metal industry strike.

A Delta spokesman said a wage strike at Hella had caused a shortage of wiring looms and the vehicle assembly plant been forced to close early last Monday and Wednesday and for the full day on Tuesday. The Hella strike, now resolved, was not part of the Seifsa dispute.
Union to meet on Seifsa strike offer

Own Correspondent

JOHANNESBURG — The International Metalworkers' Federation's national strike committee is to meet today to consider a fresh offer by the Steel and Engineering Industries' Federation of South Africa (Seifsa) aimed at resolving the 11-day-old metal industry wage strike.

Neither the unions nor Seifsa would disclose details of the offer. Seifsa stressed it had been made informally after three meetings last week and still had to be confirmed by membership.
Container depot workers on strike

Labour Reporter 16/4/84

WORKERS at South African Container Depots downed tools today over the dismissal of a senior shop steward.

A spokesman for the Transport and General Workers' Union said the stoppage was a legal strike involving employees at depots nationwide.

General manager Captain Philip Penn said there had been stoppages in Cape Town and Elizabeth and Johannesburg, but the Durban depot was working normally.

The union applied for a conciliation board following the dismissal in May of the shop steward, Mr Randall Howard, for alleged insubordination.

This was not granted and after a dispute was declared in June a strike ballot was held.
'NON STRIKERS' ARE SLAIN

THE metalworkers strike, now in its third week, has been hit by another violent outbreak, with two Hart workers being stabbed to death at the weekend in what is believed to be a strike-related incident. A police spokesman said yesterday two Indian workers were killed at the Buttercup tearoom in Bellair while on their way home from work at 5.30pm on Friday.

However, although the managing director of Hart, Mr. Elwood Parritt, confirmed the murdered men were Hart workers, he would not disclose whether the assailants were an employee of his company.

He also declined to say whether the incident was strike-related.

The dead men have been identified as Mr. Gagan Dass Baxi (29) of 46 Nasion Road, Merebank, and Mr. Dass Vepkatpatry (44) of

To Page 2

Strike - 2 men killed

Federation (Seifsa) said last week reports ranging from "threats by striking workers bearing sticks and home-made firearms, to death threats and physical assault," had been received.

A worker from Standard Telephone Cables (STC) in Boksburg was killed outside the factory premises ten days ago after allegedly being pushed under the wheels of a bus.

Meanwhile, employer and union federations were engaged in meetings with their members yesterday afternoon in an effort to resolve the strike.

Seifsa's director, Mr. Brian Angus, said the employer group would be meeting with its members yesterday to consider a fresh wage offer discussed with the International Metalworkers Federation (IMF) at the weekend.

However, the proposed offer did not include a wage increase above Seifsa's initial offer of 17.4 percent, a Seifsa spokesman said.

The number of striking workers has dropped drastically, according to yesterday's employer figures.

A Numsa spokesman said they were awaiting a report on the incident from union officials in the Durban region. The union would issue a statement today, he said.
Workers' Day avoids issue

THE Cape Chamber of Commerce yesterday welcomed the government decision to shift Workers' Day to the first Monday of May. But Chamber manpower director Mr Tommy Brand said the government was "avoiding the issue of trade union demands for May 1 as Labour Day."
Two metal workers die in stabbing

Johannesburg

The metal workers' strike, now in its third week, has been hit by another outbreak of violence, with two Hart workers stabbed to death at the weekend in what is believed to be a strike-related incident.

Police said yesterday the two workers were killed on Friday afternoon at the Buttercup tearoom in Bellair while on their way home from work.

However, though the managing director of Hart, Mr Edward Parritt, confirmed the murdered men were Hart workers, he would not say whether the assailant was an employee of his firm. He also declined to say whether the incident was strike-related.

The dead men have been identified as Mr Gotaul Ganassen, 29, and Mr Dass Venkatspatly, 44.

The Steel and Engineering Industries Federation's (Seifsa) director, Mr Brian Angus, said yesterday that the employer group would be meeting with its members to consider a fresh wage offer discussed at the weekend — Sapa
AFTER a day-long meeting yesterday to discuss a fresh Seifsa offer aimed at resolving their wage dispute, representatives of striking metalworkers requested a further meeting with Seifsa on the proposed deal.

The meeting was scheduled for last night. However Numsa official Bernie Fanaroff said no further statement would be made until after today's meeting.

Neither he nor Seifsa director Brian Angus would disclose details of this offer, because unions not party to the dispute had to be informed first.

Sapa reports the strike, now in its third week, has been hit by another violent outbreak, with two Hart workers stabbed to death at the weekend.

Police said two Indian workers were killed in Bellair on Friday. They were Gotaal Ganase, 29, of Merebank, and Dass Venkatspatly, 44, of Chatsworth.

Meanwhile, the number of striking workers has dropped drastically.

A total of 5 594 workers from 33 companies had returned to work since the strike began on August 3, Seifsa said.
Dobsonville workers return to jobs

FOUR-HUNDRED Dobsonville council workers yesterday returned to their jobs after a week-long strike during which they demanded the upgrading of their salaries.

The workers returned after the council officials agreed to effect the Grade 10 salary for all which was owed as from 1984. Negotiations between legal teams representing both parties were concluded on Sunday.

The Kopanong Centre, near the council offices where the workers had been meeting during their strike was ransacked yesterday morning. The centre's co-ordinator, Mr Maswabi Legwale, said they found several items missing from their offices when they reported for duty. Pens, cassettes, kitchen utensils, R265 in cash and keys of several cabinets and phones at the centre were missing. Filing cabinets were ransacked. Police took statements from the officials at the centre.

Meanwhile, the strike by 4000 Soweto City Council employees took a new turn yesterday after talks broke down over the weekend between legal teams representing both parties.
Metal workers come out of strike ‘stronger’

The Argus Correspondent

DURBAN — The national strike by unions affiliated to the International Metalworkers Federation has been called off and workers are expected to return to work by tomorrow.

A statement from the National Union of Metalworkers of South Africa said members had been asked to convene meetings of the shop stewards’ councils tonight to discuss this.

“General meetings of workers should be held tomorrow so that there can be a return to work by Thursday,” Numsa said.

The union said although they did not force the Steel and Engineering Industries Federation of SA to move on money, the employer organisation gave them benefits that would make them much stronger in future.

The strike had damaged the Steel and Engineering Industry of South Africa’s ability to control its members as more than 126 companies had offered more than Sefsa’s 41c increase an hour.

The wage structure of the whole industry had been changed as many companies were now paying more than R4 an hour.

Pressure would be put on companies to reinstate dismissed workers, the union said.

The union said their strike was the only national industrial strike which had taken place this year.
Beer-loaders stop work

ABOUT 30 labourers at the South African Breweries depot at Bellville have stopped work over employment conditions.

They are employed by drivers contracted to SAB for deliveries under a scheme in which the company helps the drivers to become small businessmen.

After a specified period the drivers get ownership of the trucks.

WORKING AS CASUALS

Workers said they had been promised permanent employment, but had been working since October 1987 as casuals and paid R25 a day with no benefits or overtime.

They stopped work on Monday in protest at this and other working conditions and, though not members, consulted the Food and Allied Workers Union.

Union officials were understood to have approached the breweries.
May 1 conflict may be averted

REPORTED government plans to change Workers' Day from the first Friday to the first Monday in May effectively avert until 1990 any possible conflict between the public holiday and May Day.

Plans for the change were reported on Monday and attributed to government sources. The stated intention was to give shopworkers along weekend.

A Manpower Department spokesman said yesterday he could supply no official confirmation or detail.

One employer noted the first Monday of May next year fell on May 1, suggesting government was again trying to avert a controversy over the issue without yielding to what it saw as the ideological implications of May Day.

When Workers' Day was introduced by presidential proclamation in terms of the Public Holidays Act last year it fell on Friday May 1, and this year May 1 was a Sunday. The reported change would avert any conflict between the two until 1990.

Reacting to the report, Naetsa said yesterday it would continue to implement agreements with employers recognizing May 1 as a paid holiday, but would also take any other holidays granted.
Decision likely on metal strike

Leaders of the National Union of Metalworkers of SA (Numsa) have made a recommendation to regional union structures on Sefsa’s new offer, and a final decision on ending the two-week-old strike is expected today.

Numsa official Bernie Fanaroff declined to give details of the recommendation or of the offer, but Sefsa described the offer as one which had been developed jointly between Seisa and Numsa leadership.

The offer does not include any changes to the basic wage rates on the table at the time the strike began.

In the event of acceptance by Numsa members at meetings scheduled for last night, an agreement will probably be formalised at the industrial council on Thursday.

Sefsa said the strike involved 18,650 employees at 95 firms yesterday.

Meanwhile, Durban-based Numsa officials visited the Hart factory yesterday to investigate the killings of two Indian employees on Friday.

A spokesman said they had found no clear evidence linking the deaths to Numsa members, but the union was prepared to take the matter further if management supplied more detailed information.

He said the visit was in response to a telex from Hart’s attorneys about a number of incidents of violence and intimidation allegedly perpetrated by union members.

Hart GM Ted Parrett confirmed the visit but declined to comment further.
900 Rennies workers strike

By Adele Baietta

At least 900 Rennies Group workers went on strike nationally yesterday to back a demand for the unconditional reinstatement of the Transport and General Workers' Union (TGWU) vice-president who was dismissed in May.

TGWU publicity officer Ms Kally Forrest said Mr Randall Howard, who is also western Cape treasurer of the Congress of SA Trade Unions, was fired for insubordination from the Rennies-owned SA Container Depot in Cape Town.

Ms Forrest said workers at the branch went on strike on Monday.

TGWU members at Rennies freight companies in the western and eastern Cape, Transvaal and Natal went on legal sympathy strikes yesterday after ballots were held off company premises, she added.

The Rennies human resources manager, Mr. G Penke, said the company refused to allow strike ballots to be held on company premises as the union had not followed the recognition agreement.

**ARBITRATION**

He said the union had rejected management's proposal to refer the dispute to mediation or arbitration following the refusal of a conciliation board by the Manpower Minister.

He said the strike was illegal and workers had been urged to resume their normal duties.
Workers’ Day moved

THE Government has decided to shift the controversial Workers’ Day from the first Friday of May to the first Monday of the month.

The move has met with criticism from the National Council of Trade Unions (Nactu) which has described the change as ridiculous as the previous proposal by the State President (declaring the first Friday of May a holiday).

Sapa reports that the idea was to give more workers a long weekend. Many people have to work on Saturdays, which meant that with a holiday on Friday their long weekend was interrupted.

The Government was still set against moving the day to May 1, the holiday celebrated as Labour Day by workers throughout the world.

Government sources told Sapa that the authorities opposed the move because of the Communist associations of May 1, and also because they had a general policy of moving away from holidays on fixed dates, for productivity reasons.

Nactu said yesterday “We remain firmly committed to May 1, no matter what day of the week it is. We will fully implement all the agreements we have negotiated for May 1. In addition, we will take whatever other days granted.”

Mr. Frank Mntini, Press officer of the Congress of SA Trade Unions, was not available for comment yesterday.
Meeting over IMF wage deal

The International Metalworkers Federation strike committee yesterday met with local shop stewards to discuss the offer made by metal industry employers at the weekend.

The Steel and Engineering Industries Federation of SA (Seifsa) package offer did not include an increase on their wage offer of 17.4 percent. An IMF spokesman said yesterday the Shop Stewards council would report back today on meetings held with workers.

He declined to give details of the Seifsa proposals. Seifsa director, Mr Brian Angus, said Seifsa officials had ratified the proposals.
legal sympathy strike

SEVERAL hundred members of the Transport and General Workers' Union who work for the Rennies Group have gone on a legal sympathy strike, the union said in a statement yesterday morning.

The TGWU information officer, Ms Kally Forrest, said the strike concerned the dismissal in May of a vice-president of the TGWU, Mr Randall Howard, from the Cape Town branch of SA Container Depot.

A strike ballot was held in the Durban area yesterday among the approximately 500 Rennies workers there.

Ms Forrest said various isolated industrial actions demanding the reinstatement of Mr. Howard had been held since May, but the strike was the first national co-ordinated demand.

The reinstatement of Mr. Howard, who is also an office-bearer in the Western Cape region of Cosatu, is the strikers' only demand, Ms Forrest said.

She said Rennies management had refused to allow strike ballot facilities on company premises and had not observed the balloting.

Comment from Rennies Group management was not immediately available.

Sapa
1 200 metal strikers fired

JOHANNESBURG - About 1 200 of the more than 30 000 metal workers involved in a national strike were dismissed this week.

The two-week strike was sparked off after wage negotiations for a 23 percent increase ended in deadlock. The employers offered 17.4 percent.

The strike, affecting 178 factories, is believed to have cost more than R22-milion.

A Numsa spokesman said the union would challenge the dismissals in the Industrial Court.
Soweto strike: council saves

THE Soweto Council saved money during the last month of the strike by 3,500 workers, town clerk Nico Malan said yesterday.

Malan said savings were made on salaries, petrol costs and maintenance costs, at the expense, however, of the community.

He said cleansing, electrical and structural maintenance services were drastically affected by the strike. Temporary workers and private sub-contractors were being used to overcome some of the more pressing problems.

He hoped dismissed workers would re-apply for their jobs by Monday and said if they failed to do so the council would hire new workers.

The SA Municipal Workers Union said strikers would not re-apply for jobs until union demands were met.
Wage strike nears end

JOHANNESBURG — Metal industry sources yesterday said settlement of the 15-day-old wage strike, which involved at its height up to 30,000 workers, appeared imminent.

Report by Desk Correspondent, Sapa (Reuters AP and LPH)
Strikers' lawyers blamed

Legal representatives of striking Soweto Council workers have been blamed for the breakdown of negotiations on wage and other grievances.

In a statement, the council accused the workers' representatives of not displaying any long-term intention of searching for a negotiated solution to the four-week strike.

The statement said that, with very little debate, the council's offer was turned down and replaced by one from the union which hardly differed from the union's original proposal.

"This leaves the council with no option but to commence the recruitment of employees to ensure that essential services are restored to the citizens of Soweto as soon as possible."
THE Soweto City Council will start paying off the 4000 council workers who have been on strike since July 20 as from tomorrow and the council will start employing new workers from next week, said town clerk Mr Nico Malan on Tuesday.

The council will advertise several council posts formerly held by the striking workers. The advertisements will appear in various newspapers this week, according to Mr Malan.

He said the final salaries of the striking workers were being processed and will be ready by tomorrow.

The council decided that the workers had dismissed themselves by failing to return on deadline two weeks ago.

The deadline was seven days after the strike started and according to council regulations, a dismissal can be effected if an employee fails to report for duty in that period.

The dismissals follow a deadlock between the legal teams representing both parties during a meeting in Johannesburg at the weekend. The parties came close to an agreement but the council insisted it was firing 30 percent of the workers, who number 1200, of the total number of strikers.

**Benefits**

Those to be fired were to be offered some benefits with the payment of their pension contributions. They were to be chosen from workers who are 55 years old and older. The council undertook to recommend the fired employees to private companies contracted by the council for employment.

The South African Municipal Workers Union (Samwu), which represents more than 50 percent of the striking workers, has indicated that it will be taking the Soweto council to the industrial court over the matter.

Meanwhile, the workers remain firmly united in their stand not to return before the council implements the grade 12 salary increase back-dated to July 1 this year.
900 still out in Rennies strike

WORK at three Rennies subsidiaries was severely disrupted yesterday in strikes by 900 Transport and General Workers' Union members, company human resource manager Graham Pemke said yesterday.

Staff at Renfreight Air Cargo, SA Customer Depots, and Renfreight Forwarding were being called upon to alleviate backlogs.

The union said it had not yet received a reply to a mediation proposal. It added workers were unlikely to return without the unconditional reinstatement of dismissed union vice-president Randall Howard.
Metal strike settlement 'soon'**

METAL industry sources said yesterday settlement of the 15-day-old wage strike, which involved at its height up to 30 000 workers, appeared imminent.

An employer spokesman monitoring the action said information was that most strikers had decided on a return to work.

National Union of Metalworkers of SA spokesman Bernie Fanaroff said yesterday the union was still receiving reactions from regions to new Seifsa proposals negotiated at four meetings between Thursday and Monday.

Both Numsa and Seifsa have scheduled media conferences for tomorrow after an industrial council meeting in the morning.

Seifsa officials yesterday briefed leaders of the Confederation of Metal and Building Unions, which was not involved in the strike, on the details of the offer.

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18/10/81
SATS death trial hears: I lost control

A UNIONIST on trial for murder told the Rand Supreme Court this week he had lost control of striking railway workers when they decided to kill five strike-breakers.

Bongissi Sibisi said workers had told him the only way to ensure the April 1987 South African Railway and Harbour Workers' Union (Sarhwa) strike did not collapse was to kill five non-strikers "detained" in Cosatu House.

Sibisi's startling evidence came soon after eight Sarhwa members changed their not guilty pleas to guilty this week.

In pleas read in court, the trialists said they felt the strike would not be successful if some people worked. They felt those who worked should be eliminated.

Sibisi, 32, of Soweto, Wilson Mjaha, 33, of Krugersdorp, David Dzeche, 30, of Germiston, Patrick Molefe, 27, of Alberton, Senior Ntsitshingwane, 25, of Soweto, David Maphanga, 25, of Johannesburg, William Rikhosane, 33, of Meadowlands and George Magedza, 36, of Soweto all pleaded guilty. Some were also found guilty of attempted murder, intimidation and kidnapping.

Vhulani Mulaudzi, Katleho Sebogo, Moletele Moresane, Jerry Goodman and Albert Phulwana were taken to bushy ground at the Proleco industrial area near Johannesburg. Four were killed there, the court heard, but Phulwana managed to escape. He was the state's main witness.

Sibisi was chairman of the hall in Cosatu House where members stayed during the strike. He said as the strike spread, workers' discipline deteriorated, leading to fights.

Strike-breakers were taken to Cosatu House, assaulted and made to clean premises, Sibisi said.

"I was told by these workers that the only way to ensure the strike did not collapse was to kill the five being detained," Sibisi said.

Defence lawyers will argue for mitigation on August 22.
Workers join legal sympathy strike

Workers in the Durban depot of SA Container Depots yesterday joined a legal sympathy strike along with workers from other Rennes Group depots in Johannesburg, Port Elizabeth and Cape Town. The Transport and General Workers' Union said the number of strikers was "about 950" while Rennes management estimated the number of workers involved as "between 700 and 800".

Rennes Human Resources manager, Mr G Perrie, said that the company was studying a union proposal that the matter of the reinstatement of a dismissed shop steward be referred to mediation.

He said the company would prefer arbitration, and said communication with the union was continuing.

Earlier the union said the strike began at the Cape Town depot of SA Container Depots where the dismissed worker, Mr Randall Howard, had been employed as a clerk.

Mr Howard is a shop steward and a vice-president of the TGWU.

Rennes said Mr Howard's dismissal was "fair and reasonable" and Mr Randall was dismissed only after "due process and agreed procedures had been adhered to" — Sapa
City Rennies strike still on

A COUNTRYWIDE sympathy strike involving about 900 workers in the Rennies Group yesterday entered its second day, according to a spokesman for the Transport and General Workers' Union (T&GWU).

Rennies Group human resources manager Mr G L Peine yesterday confirmed the stoppages, which had "adversely" affected operations at SA Container Depots, Renfreight Forwarding and Renfreight Air-cargo.
ABOUT 500 members of Food and Allied Workers' Union have downed tools at seven of the Irvin and Johnson plants demanding higher wages and better working conditions.

A Fawu spokesman said the strike revolved around workers' demands for a minimum hourly rate of R3.71, paid maternity leave and a service bonus of R50 a year. In addition, Fawu members demand recognition of June 16, March 21 as paid holidays.

The company, he said, had made a final offer of R3.21 an hour as a minimum rate and R20 for 14 weeks' maternity leave.
Metal workers' strike ends with settlement

The Argus Correspondent
JOHANNESBURG — The metal workers' strike is over.

A settlement described as historic by the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa) was agreed to this week, securing a return to work by thousands of metal workers by Monday.

Although workers will not get an increase above the Seifsa final offer of 17.4 percent, Seifsa has made concessions concerning public holidays, attendance bonuses and stop order facilities.

It was the first time the 90,000-strong union — the largest in the industry — had agreed to sign the main agreement for the metal industry.

The Confederation of Metal and Building Unions, representing mainly skilled workers, the Mineworkers' Union and the SA Iron, Steel and Allied Industries Union also accepted the proposals at a special Industrial Council meeting yesterday.

Numsa spokesman Dr Berme Fanaroff said the strike had been "successful" and had "changed the power-balance in the industry".

"It is the first time Seifsa has recognised that it must now deal with the unions that represent the majority of workers in the industry," he said.

Seifsa director Mr Brian Angus described the agreement as a "breakthrough" for collective bargaining.

Agreed proposals included:

- A 17.4 percent rise (76c an hour for artisans and 41c an hour for labourers), backdated to July 1, and
- An amendment to the main agreement to give compulsory stop-order facilities to unions which are party to the Industrial Council.
Way now paved to restructuring
Metal strike
settlement
a landmark

THE strike in the metal industry ended yesterday after a landmark agreement between Seifsa and the National Union of Metalworkers of SA (Numsa) that heralds the beginning of a restructuring of employment conditions in the industry.

While it contains no improvement to the original employer wage offer, the deal establishes a five-year programme to eliminate anomalies between different skill levels in the wage curve — seen by Numsa as racially based — and a procedure for dealing with alleged discrimination at individual firms.

The deal is the first in five years on the council Numsa has signed the main wage agreement, which covers some 330 000 employees at 9 000 firms.

Numsa's Bernie Fanaroff said the major significance of the "historic" deal was that it had changed the balance of forces in the industry. It was the first time Seifsa had recognised it needed to deal primarily with the unions representing the majority of organised workers rather than pushing through agreements with the support of the smaller artisan unions.

Seifsa director Brian Angus, who agreed that Numsa had to be reckoned with, said three major factors had facilitated settlement, which he also described as historic.

They were Numsa's accommodating approach to negotiations over the past week; union fears of mounting dismissals of strikers; and the Mangosuthu University of Technology's decision that he could not lawfully intervene to force an agreement so as to exclude members of the unions in dispute.

Fanaroff said the latter was decisive in strengthening the union's position. Angus estimated the strike cost R55m to R70m in lost production. All strikers

Metalworkers' strike

23 percent

Mr Fredericks said the full shop stewards' council would meet at the University of the Witwatersrand today to decide whether the strike should continue for longer than five days.

The general view is that we are going to have to extend the strike, but it depends on how the shop stewards view the situation.

Seifsa's director, Mr Brian Angus, said yesterday he had received more reports of strike action, but could not confirm when the workers had begun striking.

He said 14 600 workers at 102 companies had taken strike action since Wednesday.

Mr Fredericks said yesterday the situation remained unchanged from Thursday, and he had not received any more reports of factories on strike.

On Thursday the IMF claimed 23 000 workers from 140 companies had taken strike action.

Incidents of intimidation and violence were reported to have taken place at six plants yesterday, Seifsa said.

"These range from threats, by striking workers bearing sticks and homemade fire-arms, to death threats and physical assault," a Seifsa statement said last night.

It said strikers interfering with the work of temporary employees continued to be a problem.

A number of employers had applied for court interdicts against the National Union of Metalworkers (Numsa)
Unions more responsible, says Pietie

DURBAN — Trade unions were displaying more realism and acting more responsibly, Mr. Pietie du Plessis, Minister of Manpower, said at the Natal National Party congress yesterday.

This had been reflected in massive reductions in the number of workers involved in strikes. There had been 321 strikes in the first six months of this year compared with 355 in the same period last year.

But the number of workers involved had dropped from about 180,000 to 52,000 and man-days lost had plummeted from about one million to 158,000. Many unions had started out radically but were now adopting the system.

But if unions wanted to snatch political power through revolutionary means, the government would restrict them.
Politics is the problem, says Tvl cricket boss

IT was no use lashing out against the "hypocrisy and double standards" that keeps SA cricket out of the international arena when the real problem was the political system in this country, Transvaal Cricket Council (TCC) chairman, Raymond White said last night.

Speaking at the AGM of the TCC, White, the MD of Metal Box, said it was not only in cricket that the road to the future and international participation was blocked.

"Technologically, culturally, academically and in sport, the decision makers and responsible people in their fields find their paths blocked by barriers marked 'white supremacy'."

he said

Regarding the possibility of further cricket tours to SA, especially as 1989 is the Centenary of the SA Cricket Union, White felt that against the background of increasing international hostility and a deteriorating Rand, tours were becoming "more unlikely and difficult to arrange."

How long, asked White, would South Africans accept declining standards to support an indefensible system? When that was known we might be able to judge when we would return to international cricket.

Rennies strikers return to work

ABOUT 860 workers at 11 Rennies Transport Group depots streamed back to work yesterday after management decided to submit reinstatement of a dismissed driver referred to mediation.

Human resources manager G Pemke said the union agreed to recommend that strikers should return by noon.

A Transport and General Workers' Union spokesman confirmed management had agreed to mediation.

The original stoppage began in Cape Town - Sapa.

Dorbyl has eyes on a R100m deal

STEELWORK of the R40m accommodation module for the Mossel Bay platform is almost complete at a Durban shipyard with the likelihood of a further R100m state contract shortly.

Dorbyl Marine MD Joe Bullough said fitting-out for 105 workers would take until June.

It has also received a letter of intent for the construction of a 4 000-ton support frame for R100m. - Sapa.
Workers to return to their jobs on Monday

Historic agreement ends metal strike

By Adele Baleta

The strike by workers in the metal industry is over.

A settlement described as historic by both the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa) was reached yesterday, securing a return to work of thousands of metal men by Monday.

Although workers will not get an increase above 17,4 percent, Seifsa has made concessions on public holidays, attendance bonuses and stop-order facilities.

It was the first time that the 90 000-member union, the largest in the industry, had agreed to sign the main agreement for the metal industry.

STRIKE SUCCESS

The Confederation of Metal and Building Unions (CMBU), representing mainly skilled workers, the Manworkers' Union and the SA Iron, Steel and Allied Industries Union also accepted the proposals at the special Industrial Council meeting yesterday.

Numsa's spokesman, Dr Berne Fanaoff, said the strike was successful and had "changed the power balance in the industry."

Seifsa director Mr Brian Angus said the agreement was a breakthrough for collective bargaining.

The proposals agreed to included:

- The implementation of the 17,4 percent wage offer (76 c/hr for artisans and 41 c/hr for labourers) backdated to July 1;
- That the main agreement be amended to give compulsory stop-order facilities to unions which are party to the Industrial Council;
- Acceptance of a three-year timetable to flatten anomalies in the industry's wage curve;
- The substitution of May 1 for Workers' Day (first Monday in May) as a paid holiday and the substitution of June 16 for Founders' Day or another holiday. This would be binding on all employees and be determined by a 75 percent worker ballot at plant level;
- That employees who work 180 shifts in one leave cycle receive an attendance bonus equal to one day's extra pay. 235 shifts worked would accrue two days extra pay. Pay would not be deducted for absenteeism and short shifts;
- That an Industrial Council procedure be developed to investigate allegations of racial discrimination.
PARTICIPANTS in last year's Sats strike decided five non-striking colleagues should be killed because it was believed they could cause the collapse of the strike, the Rand Supreme Court heard yesterday.

This admission formed part of a statement by eight of the 18 Sats employees charged with murdering four non-strikers and attempting to murder a fifth.

David Dzeve changed his plea to guilty on the four murder charges.

Mthulimile Mulaudzi, Katl Sebepelo, Mutselato Moremane, Jerry Goodman and Albert Phuluwa were kidnapped from work and taken to Cosatu House on April 29 last year.

They were assaulted before all five were driven to Protea Camp. All except Phuluwa, who escaped, were murdered and their bodies set alight.

The statement described events leading up to the murders. 'It was decided by the workers that the aforementioned five persons should be killed because the workers believed that persons who worked could cause the collapse of the strike.'

It said Mulaudzi's and Sebepelo's hands and feet were tied and Moremane was stabbed. After Phuluwa escaped, Goodman was taken into the bush, bound and stabbed.

'Petrol was poured over the four who were set alight — at this stage the four were already dead.'

When the defence case began yesterday, 16 of the 18 accused changed their pleas to guilty and were convicted on various charges of murder, attempted murder, kidnapping and intimidation.

After being convicted on the charges they had pleaded guilty to, the trial was postponed to August 22.
Metalworkers' strike is over

THE metal industry's wage strike, which involved about 31 000 workers at its peak and cost the sector an estimated R17 million in production losses, was resolved yesterday.

The International Metalworkers' Federation affiliate, the National Union of Metalworkers of SA, reached an agreement with the Steel and Engineering Industries' Federation of SA (Seisa), ending a three-week-old strike by thousands of Numsa members in the Pretoria-Witwatersrand-Vaal areas.

In terms of the agreement, the two parties have settled on — among other things:

- Seisa's final offer of between 41 cents-an-hour increase (labourers) and 76 cents-an-hour (labourers) to be backdated to July 1,
- compulsory stop orders for unions which are party to the industrial council,
- bonus an extra day's pay for employees who work 180 shifts "in one leave cycle"; a two days' extra pay for those who work 235 shifts,
- Recognition of June 16 as a paid holiday in exchange for Founders' Day and May 1 for Workers' Day (first Monday in May),
- Wage anomalies to be eliminated in the industry over the next three years,
- Seisa agreed to recommend to its members and the South African Consultative Committee on Labour Affairs (Saccola) not to rely on the rights conferred on them by the Labour Relations Amendment Act.

THE Roodepoort Durban Deep mine this week honoured nine employees — among them Mr Mathews Maphukata — who have completed 25 years' service with the company. Presenting Mr Maphukata with a wrist watch and a certificate, is Mr C. Webster, the company's industrial relations officer.
Hundred out at Durban depot

ABOUT 100 workers in the Durban depot of South African Container Depots — part of the countrywide total work force of 1 300 at various Rennie Group depots — went on strike on Tuesday over the dismissal of a union official in Cape Town.

Rennie Group human resources manager Mr Graham Peinke said yesterday that the strike began on Tuesday, but that the Durban Depot joined in only yesterday.

He said another Rennie Group subsidiary in Johannesburg, Rennes Express Deliveries, had joined the strike yesterday.

The strike began at the Cape Town depot of SA Container Depots where the dismissed worker, Mr Randall Howard, had been employed as a clerk. He is the shopsteward and vice-president of the Transport and General Workers' Union.

Mr Penke said Mr Howard was dismissed after "due processes and agreed procedure were adhered to."
Landmark deal ends strike

Own Correspondent

JOHANNESBURG — The strike in the metal industry ended yesterday after a landmark agreement between Seifs and the National Union of Metalworkers of SA (Numsa) which heralds the beginning of a restructuring of employment conditions in the industry.

While it contains no improvement to the original employer wage offer, the deal establishes a five-year programme to eliminate anomalies between different skill levels on the wage curve — seen by Numsa as racially based — and a procedure for dealing with alleged discrimination at individual firms.

This is the first time in its five years on the council that Numsa has agreed to sign the main wage agreement, which covers some 330,000 employees at 9,000 firms.

Numsa's Mr Bernie Fanaroff said the main significance of the "historic" deal was that it had changed the balance of forces in the industry. It was the first time Seifs had recognized it needed to deal primarily with the unions representing the majority of organized workers rather than pushing through agreements with the support of the smaller artisan unions.

Seifs director Mr Brian Angus, who agreed that Numsa had to be reckoned with, said three major factors had facilitated settlement which he also described as historic.

They were Numsa's accommodating approach to negotiations over the past week, union fears of mounting dismissals of strikers, and the Manpower Minister's decision that he could not lawfully gazette an agreement so as to exclude members of the unions in dispute.

Mr Fanaroff said this was decisive in strengthening the union's position.

Mr Angus estimated that the strike cost R50m to R70m in lost production. Mr Fanaroff said most strikers would return by today although some, not happy with the absence of an improvement in basic wages, were reluctant.

The settlement was based on an eight-point offer made by Seifs which supplements the final employer offer made last month. The entire deal was backdated to July 1.

Mr Fanaroff said he was pleased this year's only industry-wide strike had ended with a minimum of damage and casualties. Mr Angus conceded the action had largely been conducted in a disciplined way, and the union had attempted to prevent incidents of intimidation and violence.
Metal unions trying to resolve squabble

DAYS after metalworkers ended their wage strike, metal industry unions are trying to resolve a domestic squabble over the agreement ending the stoppage.

Smaller affiliates of the International Metalworkers Federation (IMF) have not yet signed the agreement, alleging they were left out of the negotiations with the Steel and Engineering Industries Federation (Seifsa).

The two-week strike ended last week after Seifsa reached agreement with the National Union of Metalworkers (Numsa), the majority union in the IMF. IMF spokesman Brian Fredericks yesterday said a special meeting had been called for Friday to discuss the matter.

"It was not a good situation. I am optimistic we will be able to resolve the problem on Friday," he said.

He said members of the Steel, Engineering and Allied Workers' Union, Engineering and Allied Workers' Union and the Electrical and Allied Workers' Trade Union had voted against the strike during ballots.

He said 89% of strikers were Numsa members and "at the end of the day, Seifsa negotiated with Numsa. The other unions were not part." "I accept Seifsa did divide the unions," Fredericks said.

The strike ended after Numsa accepted a compromise offer from Seifsa, granting May 1 as a paid holiday and June 16 as unpaid holiday.

The wage offer had not been improved and the union accepted increases of between 14 and 17%. Its original demand was 24%.

EAWTU secretary J Hlongwane said union members would meet at the weekend to decide whether or not to sign the agreement. The other unions were not available for comment. — Sapa
Rent despite start sackings

Soweto Council collecting outstanding arrears
Strike cost tops R50m

By Robyn Chalmers

The metalworkers strike cost the industry upwards of R50 million.

The National Union of Metalworkers (Numsa) and the Steel & Engineering Industries Federation of SA (Seifsa) reached an agreement on Thursday to end the three-week strike.

Seifsa economics division head Michael McDonald estimates that the strike cost the industry between R50 million and R55 million, but this is worked out on Seifsa's figure of about 15 000 striking workers.

Mr McDonald says "it is difficult to come to an exact amount because there are no exact figures on how much production each company lost or of how many workers went on strike."

"We calculate the amount of revenue lost from industry sales of R32 billion for 1988 as opposed to R31 billion in 1987. We found the value output a man by dividing the number of workers in the industry - 350 000 - into R32 billion."

"This we multiplied by the number of workers on strike, keeping in mind that we believe that most companies managed to maintain between 50% and 60% of production."

The union says there were 30 000 strikers. If that were so, the cost of the strike would be more than R100 million.

Large operations, such as Monagas and Edcom, were indirectly affected by the strike, and so were motor manufacturers who had to go into slow time last week.

All of the Seifsa-member companies which did not reach individual agreements with Numsa were affected, some to a larger degree than others.

Concessions

Mr McDonald says, however, that because most companies have been working below capacity for some time, they can probably make up the loss over the next month or two.

The four unions linked under the International Metalworkers' Federation (IMF) failed to gain the wages they demanded, but won concessions.

They include:
- May 12 and June 16 as
- To Page 3
- From Page 1

paid holidays in exchange for any other public holidays.
- Elimination of anomalies between different skill levels in the wage curve.
- The acceptance that Numsa represents most blacks in the industry.
- Permission for IMF unions to collect membership dues by stop orders on wage cheques.
- A Numsa spokesman says "This is a breakthrough for the unions as it has set a precedent for restructuring of wages and conditions. It has also damaged Seifsa's ability to keep control over its members.
- "Seifsa has agreed to encourage its member companies to reinstate dismissed workers. At least 1000 of them have been reinstated."
Numsa, IMF in dispute on strike

JOHANNESBURG — A row has broken out between the National Union of Metalworkers of SA and other affiliates of the International Metalworkers’ Federation (IMF) over Numsa’s “unilateral” settlement with Seifsa last week of the 15-day wage strike.

Mr Tommy Olifant, IMF local president and general secretary of the Electrical and Allied Trades Workers’ Union, said on Friday that his union and two others felt betrayed at not having been involved in the negotiations which finally resolved the strike.

"Seifsa has won the day. They succeeded in dividing the IMF unions — with Numsa’s help," he said.

The wage dispute was originally declared jointly by the four IMF unions.

A Numsa spokesman said the allegations were without basis. The deal had been negotiated with Numsa because only Numsa members had participated in the strike, he said.
Spring holiday call

ALAN FINE

COMMENTING on government's decision to change Worker's Day to the first Monday in May, the whites-only SA Confederation of Labour (Sacol) said on Friday it believed Workers' Day should mark the beginning of spring, as it did in Europe. So it would be more appropriate if it fell in September.
Row erupts over metal strike settlement

A ROW has broken out between the National Union of Metalworkers' of SA and other affiliates of the International Metalworkers' Federation (IMF) over Numsa's "unilateral" settlement with Seifsa last week of the 15-day strike.

IMF local president and general secretary of the Electrical and Allied Trades Workers' Union Tommy Olfant said on Friday his union and two others felt betrayed at not having been involved in settlement negotiations.

"Seifsa has won the day. They succeeded in dividing the IMF unions - with Numsa's help," he said.

The wage dispute was originally declared jointly by the four IMF unions. A Numsa spokesman said the allegations were without basis. The deal had been negotiated with Numsa because only Numsa members had participated in the strike.

Seifsa director Brian Angus said there had been only a handful of non-Numsa members on strike. Therefore Seifsa needed an agreement urgently with Numsa.

Olfant said the three unions left out had not yet signed the agreement as they had no mandate to do so. Members were angry about an agreement that contained no improvements in the employer wage offer, he added.

IMF local secretary Brian Fredericks also questioned why the IMF had been excluded from the talks leading to settlement, but added that the agreement was "the important thing."
Court curb on hotel leaflets

By RONNIE MORRIS
Supreme Court Reporter

AN interim interdict restraining 103 dismissed hotel workers and three organizations from distributing pamphlets to guests and employees at two City hotels was yesterday extended until judgment is given at a later date.

This was the order yesterday of Mr Acting Justice Conrie in an application by the Townhouse and Vineyard Hotels, interdicting and restraining the Unemployed Workers' Movement (UWM), the Townhouse/Vineyard Workers' Support Committee, the Liquor and Catering Trades Employees' Union and Mr Winston Kom and 39 others.

Mr Francois George Petousis, managing director of the Townhouse, said that up to mid-June, Mr Kom and 99 other workers were all employed at either the Townhouse or the Vineyard hotels.

After a stayaway on June 6, 7 and 8 this year, a disciplinary hearing was held between June 11 and 17, and they were dismissed.

On June 21 he found pamphlets — issued and printed by the UWM — on a bench at the front of the Townhouse Hotel.

Replacement workforce

Mr Richard Johnston, general manager, of the Vineyard Hotel, said that on June 20 his attention was drawn to a man distributing pamphlets in the coffee shop by placing them on the tables.

The man ran off when approached, he said.

Mr Shaheed Mohammed, treasurer of the UWM, said that after the dismissed workers had approached the movement, it was decided to distribute pamphlets to the replacement workforce and guests at the hotel.

Mr W G Turling and Mr J A Newdigate, instructed by P Waver of Soozenburg, Hoffman and Galabin, appeared for the Townhouse and the Vineyard Hotel. Mr L A Bock and Partners, instructed by E Moss and Associates, appeared for the UWM. Mr K Engers, instructed by Berth, Vahé and Vosk, appeared for Mr Kom and remaining respondents.
masquerading as tribal police entered the KwaMashu house at the weekend.

4 convicted of murder

DURBAN — Three Putco drivers and a hired hit man were convicted in the Supreme Court yesterday of murdering a Putco bus driver who refused to take part in a strike.
Court curb on hotel leaflets

By RONNIE MORRIS
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Unions clash over settlement of SA metalworkers’ strike

By Adele Baleta

The International Metalworkers’ Federation (IMF) will hold a special meeting this week in an attempt to resolve a row over the settlement which ended the two-week metalworkers’ strike last Thursday.

The National Union of Metalworkers of South Africa (Numsa) was the only one of four IMF affiliates to sign the agreement with the Steel and Engineering Industries Federation of SA (Seifsa).

The IMF meeting will be held on Friday to discuss accusations that the remaining three IMF unions were excluded from the settlement negotiations.

The three smaller unions — the Steel, Engineering and Allied Workers’ Union (Seawusa), Engineering and Allied Workers’ Union (Eawusa) and the Electrical and Allied Trade Workers’ Union (Eatwu) — have not yet signed the agreement.

Numsa spokesman Dr Bernie Fanaroff said the settlement was signed with Numsa because members of the other three unions had not taken part in the strike.

Northern Transvaal regional Numsa organiser, Mr Jerry Moropa, was detained in terms of the emergency regulations last Thursday, a union spokesman said yesterday.
Boycott in Venda ends

PRETORIA. — The school and work boycott in troubled Venda appears to have ended with hundreds of workers and pupils returning to work and school yesterday.

The director-general of Information in Venda, Mr N D Nethomonda, said hundreds of pupils and workers returned to school and work “and everything appears to be back to normal”.

The boycott, which lasted five weeks, was the result of allegations of ritual killings.

The pupils demanded the dismissal of the Minister of Justice, Mr A A Tshirhase, whom President F N Re- vele relieved of his portfolio last week. A spokesman for Thohoyandou magistrates court said the inquest into the death of Mr James Mukosi Mavhina, 30, whose death sparked the boycott which started in the Tahakuma area and spread throughout the homeland, will resume this week — Sapa
I&J strikers still camping out

Workers are pressing for a wage increase of 50% and have rejected the company's offer of R120.

They have not reached agreement on when increases would start. Workers propose July 1 and the company says August 1.

The union spokesman said the bid for higher wages was part of the living-wage campaign launched by the Congress of South African Trade Unions.

More than 500 workers — crane drivers, packers, merchandisers and labourers — are involved in the strike.

The two sides met yesterday in further efforts to reach agreement.

Meanwhile, the union said the company had hired coloured workers in an effort to break the strike.

Irvin & Johnson, part of the giant conglomerate Anglovaal, is a major fish distributing concern — Sapa.
Workers pass no confidence motion

THE 400 Dobsonville Council workers who were on strike two weeks ago have passed a motion of no confidence on the Dobsonville Council and all the councillors.

A spokesman for the workers said they passed a motion of no confidence after councillors resolved workers will not be paid for the five days they were on strike. The resolution was reportedly taken by councillors during a special council meeting at the council offices last Thursday.

The workers were also angry with the council because it had changed the agreement between it and the workers by stating that it will only pay a third of the 400 employees who were working for the council in 1984, the year the council did not implement the increases in workers' salaries.

Workers' representatives are expected to meet council officials today to negotiate for an increase to be effected in the salaries of all workers and the payment for the five days they were on strike.
200 still on strike

WORKERS at the food distributing company Irvin and Johnson continued their wage strike yesterday as union representatives and management sought a solution to the one-week-old stoppage.

Over 200 strikers continued to occupy tents pitched at the largest Johnson depot at Roodepoort after a court order evicted them from buildings, a spokesman for the Food and Allied Workers Union told Sapa.
Day 2 of BP drivers' strike

Staff Reporter

A GROUP of BP drivers yesterday stopped work for a second day while waiting for a reply to their demand for the suspension of a supervisor — but BP management said yesterday's stoppage did not affect deliveries of petrol.

A Chemical Workers' Industrial Union (CWIU) spokesman said yesterday that 35 bulk-vehicle operators at BP — supported by other workers — were calling for the suspension of a supervisor and had stopped work on both Tuesday and yesterday.

They had sent a letter to management containing their demands for an commission of inquiry and would continue their stoppage today until a reply was received.

A BP spokesman said that while there had been a "small disruption" of deliveries on Tuesday, deliveries were back to normal yesterday.

The CWIU spokesman said there was an estimated backlog of 100 deliveries to BP, Shell and Trek garages from the stoppage on Tuesday.

Workers had staged a demonstration at BP's Montague Gardens Terminal yesterday.

The BP spokesman said in a statement that 35 employees continued to refuse to work yesterday.

Partly cloudy, mild

CAPE PENINSULA and vicinity

Belt: Partly cloudy and mild becoming cloudy and cooler along the coast. Fog patches will occur later. Wind moderate to northerly but strong south-easterly over the extreme southern parts. The minimum and maximum temperature will be between 12 and 21 degrees.

Coastal belt: Cape St. Francis to Port Alfred. Cloudy and mild with fog patches. Namaqualand and the South-Western Cape: Interior cloudy and mild with isolated thunderstorms, clearing.

[[Image of weather map]]

Supplied by the Weather Bureau at D.F. Malan Airport

Humidity 65.0 75.0
Temperature 20.8 18.1
Max 22.0 Min 10.7

(AT D.F. Malan 24 hours to 8pm)

TIDES (TABLE BAY) TODAY
High 0139 1402
Low 0759 2016
Sun rise 2123 rise 2135
Moon rise 1656 set 0511

TIDES (TABLE BAY) TOMORROW
High 0245 1558
Low 0803 2163
Sun rise 2123 rise 2135
Moon rise 1722 set 0533

PHASES OF THE MOON
Full Moon, Aug 27
Last Quarter, Sept 3
New Moon, Sept 11
First Quarter, Sept 19

POOL, SEA TEMPERATURES
Mutenberg Pool 15, Sea 13
Sea Point Pool 14.5, Sea 13
Newlands 16
Long Street 24

WEATHER ELSEWHERE

Athens 20 24
Brussels 12 18
Buenos Aires 9, Nis 9
Geneva 68 80
Hong Kong 27 31

Yesterday's Readings

TOKYO

Good Morning SA

3:30 One week's tapes

3:40, Insektedrag, mensil, betrag

4:00, Lwie Hekale

TV TODAY

*Programmes supplied by SABC

TV1

8:00-8:30 Good Morning SA

3:30 One week's tapes

3:40, Insektedrag, mensil, betrag

4:00 Lwie Hekale
Sea pollution penalties mooted

HEAVY new penalties, including the impounding of vessels, are possible in terms of proposed new legislation to control shipping pollution. Vessels discharging oil along SA's coastline could face fines from R20 000 to R100 000, as well as impounding if the legislation is passed. Anton Moldan, assistant director of Pollution Control of the Sea Fisheries Institute of the Environment Affairs Department, said in a statement yesterday that operational discharges of plastic and other garbage from ships at sea were becoming "a serious problem".

Afrikaans church rejects party politics

WARMBATHS — The Afrikaanse Protestantse Kerk (APK) would not serve any political party, the church's synod decided at its meeting here yesterday.

The APK had been seen as the "CP's church", because its members consisted mainly of disaffected, former Dutch Reformed Church members who rejected the DRC's "liberalism".

The synod is closed to the Press, but a "communication commission" releases a statement each day on issues raised at the synod.

The synod said yesterday it was alarming that churches were increasingly entering the political terrain.

The commission's release said the APK's parishes had raised more than R4m since the first synodal meeting eight months ago.

A budget of more than R910 000 had been approved for the next year.

The synod would also be requesting Finance Minister Barend du Plessis to scrap GST on Babes.

The synod encouraged female members to pray together, but it did not associate itself with the racially mixed form the World Prayer Day for women was assuming.

The synod is chaired by APK moderator Willem Lubbe. — Sapa.

1 & J strike continues

THE legal strike at Irvin and Johnson continued yesterday.

Workers, exercised by court order from company buildings when the strike started nine days ago, are demanding a 35.9% pay increase.

1 & J has offered an across-the-board 22.9% increase. — Sapa.
TAKEOVER

SEVERAL white workers yesterday started work at the Soweto City Council Chambers in Jabulani. They were employed on Monday to replace some of the 4000 striking council workers.

For the first time in more than a month the council chamber was bustling with life yesterday as another group of about 15 white work-seekers waited outside a first floor office in the council chambers.

More than 50 black job-seekers sat in groups in the courtyard while another 20 queued outside another first floor office where recruitment was continuing.

In the meantime, the town clerk, Mr Nico Malan, was making preparations to meet a 10-man workers delegation in a second floor committee room as the recruitment continued.
UNITY has become the key issue as both the trade unions and employers in the metal industry mop up in the aftermath of a two-week wage strike which set back the bonuses about R70 million in production losses.

The strike, which involved about 31,000 workers at its peak and resulted in losses of about R35 million a day in the sector, was called off last Thursday after a historic settlement between employers and the National Union of Metalworkers of South Africa (NUMSA).

The settlement, in the meantime, has sparked an internal dispute among four unions affiliated to the SA Council of the International Metalworkers Federation (IMF).

The four are NUMSA, Steel Engineering and Allied Workers' Union (Seawau), Electrical and Allied Workers' Trade Union of SA (Ealted) and Engineering and Allied Workers' Union (Eawau).

The dispute revolves around the "unilateral" agreement reached between NUMSA and the employer body, the Steel and Engineering Industries Federation of SA (Seifed), which represents about 800 firms.

It was the first time NUMSA — now the largest union in the industry — had agreed to sign the main agreement for the metal industry.

The four unions normally present joint demands under the umbrella of the IMF, discussions and negotiations at the industrial council.

NUMSA local president and General Secretary, Mr Tommy Khosa, has questioned NUMSA's decision to sign the agreement without the other three IMF affiliates and without any improvement on Seifed's wage offer.

**Dividing**

"Sifisa has succeeded in dividing the IMF unions. How could NUMSA decide to sign the agreement when they have said, on the past, that it is (the agreement) perpetuated poverty. Mr Khosa told the Welfare and NUMSA, in a..."

The agreement, had failed to take into cognisance a number of factors which included that the move would "break solidarity among IMF unions", that lives had been lost and dozens of workers dismissed during the strike.

"It was not a good agreement," Mr Khosa said in a statement.

"The employers have not come out unscathed in the aftermath of the metal industry's strike. And it's not just the NUMSA members who have suffered. The employers have also been hit."

**Disturbing**

The employers have made representations to NUMSA that the agreement will be revisited.

"And while the three IMF unions have not yet signed the agreement, with Seifed as they still have to seek a mandate from their members on the matter.

NUMSA and NUMSA have agreed to proposals which include:

- **Implementation of the 17.4% per cent wage offer:**
  - 76 cents an hour for artisans and 41 cents an hour for labourers,
  - 
- **Stop order facilities to unions which are acting in the interest of the industrial council,**
- **Acceptance of a three-year timetable to scrap wage anomalies,**
- **The submission of May 1 for Workers' Day,**
- **Employees to be entitled to jury duty leave, sick leave and the submission of June 16 for Constitution Day.**

"The three IMF unions have not yet signed the agreement."

Moreover, the three IMF unions have not yet signed the agreement. The agreement IMF unions demanded an average wage increase of 25 percent and a minimum hourly rate of R21.

All as well, the metal industry's strike had a significant lesson for the employers that they will have to take the IMF unions seriously in future negotiations.

"In the past, Sifisa — in agreement with the voluntarily Confederation of Metal and Building Unions — has proceeded with the giving of the main agreement without the IMF affiliates..."
The old catch-phrase was ‘making the townships ungovernable’. This township is just plain non-governed...

SOWETO UNGOVERNED

A MASS march through the streets, garbage piling up as municipal workers strike, rent boycotters defying eviction ... Soweto this week was a township lurching out of control.

An eventful few days climax yesterday when:

- The 4,000 striking Soweto council employees marched through the streets. Security forces took action to disperse them — but the action cannot be reported in terms of Emergency regulations.
- Rent defaulters, whose houses had been sold by the council, defiantly ignored repeated attempts to evict them. "Comrades" helped them move back into their homes and stood guard to prevent anyone else moving in. (See Page 3)
- Garbage piled up around the township, the result of the lack of municipal services during the month-long strike. (See Page 3)

The strike erupted into mass protest yesterday when 4,000 municipal workers marched on the Soweto City Council offices, reported THABENGA GQUEQUE.

Marchers set off from the Roman Catholic Regina Mundi church — near the Old Potchefstroom Road, Soweto's main road — around 11am. When Weekly Mail received the news, about a hundred metres away, the crowd — a few hundred at the beginning — had reached 4,000 as concerned residents joined strikers.

Scores of military vehicles and troops with cocked guns were stationed around the council offices.

A loudhailer, a policeman announced the gathering was prohibited under Emergency regulations.

Although guns were pointed at them — from the council office roof and all angles of the building —
Theandon tent dwellers whose houses have been attacked by the council have decided to refer the matter to the Johannesburg City Council. The council递出 a notice to the residents stating that the houses will be demolished if they do not leave on or before September 15. The residents have until then to appeal to the city council for a postponement of the demolition.

Soweto was never clean. But now the filth is everywhere.

MUSA ZONDI on the effects of the strike

Sitting on a homemade bench beside the road, Mason Mgobu, 35, is surrounded by piles of rubble. He is the resident of the neighborhood, Maputso, which has been affected by the strike. The city has begun the process of removing the thousands of tons of garbage that have accumulated in the area.

The strike has affected the residents of the neighborhood, Maputso, which has been affected by the strike. The city has begun the process of removing the thousands of tons of garbage that have accumulated in the area.

As the municipal strike drags on, the residents are forced to deal with the consequences of the strike. Garbage is piling up, and the streets are filled with waste. The residents have had to find alternative means of disposing of their rubbish, such as burning it or burying it in their yards.

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IMF unions' Fredericks... better placed for the future

Manpower Minister Piet du Plessis' refusal to go along with Seifsa's request that he gazette the "partial agreement" that had been approved by the mainly white, minority Council of Mining and Building Unions. While this undoubtedly strengthened the IMF union's hand and undercut Seifsa's stance, the unions too would have faced the impossible task of negotiating plant-level deals with, in all, some 9,000 companies which adhere to the Man Agreement's provisions.

It may be recalled that the metal unions were in the last two years snookered out of launching legal strike action when the minister at the final moment went ahead and gazetted the Man Agreement despite their refusal to sign, which the IMF hasn't in the past five years. This year's belated agreement is, therefore, "historic," in the words of IMF affiliate Numsa's Bernie Fanaroff.

The strike had in any event begun to fizzle out by last Tuesday, Seifsa said. 6 555 striking workers at 39 plants had returned to work, leaving 95 of the 3 500 member companies experiencing strike action involving about 10 650 workers. Of course, the unions' figures differed. At its peak, the unions say the strike involved 31 000 employees. They also claim that more than 130 plants "broke ranks" with Seifsa's refusal to budge on the central demand — a 23% wage increase (60c/hour) for the lowest grades — and granted increases near or at that level. Seifsa stood by its 17.4% (41c) offer to the end.

This may be regarded as its face-saver. The increase is to be backdated to July 1 (when the old agreement expired), but excluding the period of industrial action which began on August 3.

For the party that appeared at one stage to be over a barrel in the dispute, the unions fact came out of it with a nice clutch of improvements to their members' conditions of employment, despite losing the wage battle.

Most important, Seifsa accepted a five-year timetable to eliminate anomalies in the industry's wage curve starting in 1987. This means that the final special wage adjustment will be made at the 1991 annual negotiations. The size and extent of the wage anomalies have yet to be agreed between the parties.

The Man Agreement will now include provision for stop-order facilities for the payment of union dues. It will also be amended to accommodate May 1 and June 16 as paid holidays where requested, on the basis of swapping them for, respectively, the first Monday in May, and Founders' Day (April 6).

An attendance bonus will be introduced amounting to a day's payment for 180 shifts in one cycle, and two days per 235 shifts. The shifts will include authorised absences.

An industrial council procedure is to be developed which will aim to investigate and determine allegations of racial discrimination by appointing a panel of "facilitators" from the industry. Appeals against their decisions will be decided by a "panel of arbitrators" selected by the industrial council. This arrangement will be coupled to a formal procedure to resolve allegations of violence and intimidation at company level, or failing that, by the facilitators and arbitrators.

Seifsa undertook to "make representation" to those member companies which have dismissed or locked out legally striking employees. This will be done on the basis of its guidelines on strikes and lockouts.

The employer body also undertook to support the current Saccola initiative on the Labour Relations Amendment Act, and to support any Saccola recommendations to amend it.

Despite all this, the future of the union negotiating front, the IMF, seems rocky, since, towards the end of the dispute, Seifsa effectively clinched the deal through talking with the main affiliate on strike, Numsa. A meeting of the IMF to address the issue takes place this Friday.

Yet IMF secretary Brian Fredericks says the deal is "reasonable and leaves us better placed for future collective bargaining in the industry. It has stabilised the relationship between Seifsa and the IMF on the industrial council. This doesn't necessarily mean labour peace will stem from this factor, but we have a more equal standing and respect for each other's position, which augurs well for the future of collective bargaining."

The union has also learned that "strategic strike action" like this has many problems. Not all the IMF's four affiliates were able to muster support for the strike, nor, evidently, have an equal say in negotiations.
ULLMANN Brothers had fired its entire workforce for staging a protest strike, Transport and General Workers Union (TGWU) representative Rally Forrest said on Wednesday.

Forrest said 300 workers downed tools over "divide and rule" tactics and the hiring of a detective to screen workers. She said the company sacked the workers after they allegedly failed to obey a return-to-work ultimatum. But she said the union, which signed a recognition agreement with Ullmann Brothers, had never been informed of the ultimatum.

Forrest claimed management had failed to recognize shop stewards, and had refused to talk to the union.

BRONWYN ADAMS reports management offered the workers a reward in an attempt to break an internal theft ring. Management consultant Philippe van Welbergen and a shop steward had been fired after being arrested for theft from Ullmanns. He said a grievance hearing was subsequently held at which the workers' representative was requested to attend another disciplinary hearing for insubordination.

He said these meetings were convened according to agreed procedures. He said workers downed tools protesting against the hearing and demanding the reinstatement of the shop steward. The workers were dismissed as they had received two previous warning notices on participating in illegal industrial action.
3,000 council workers in march

MORE than 3,000 striking Soweto Council workers yesterday staged a peaceful march for about 5km to the council chambers to confront the Town Clerk, Nico Malan and Mayor Nelson Botile.

The marchers included garbage collectors, township managers, accountants, internal auditors and social workers.

The marchers, chanting slogans and singing freedom songs in praise of the outlawed ANC left Regina Mundi Church shortly after 10am with the union leaders maintaining strict discipline at the front.

As the workers approached the council chambers they unfolded placards which denounced the SADF and the council.
PRODUCTION has been halted in sections of the Mercedes-Benz plant in East London as a result of strike action by members of the National Union of Metal Workers of South Africa.

The company said in a statement: "illegal strike action by a relatively small number of employees continues."

According to the statement, the action followed the refusal of Mercedes-Benz to accede to a request by NUMSA to lift the suspension of a worker who had been suspended on full pay pending a disciplinary hearing.
Still no resolution in I&J wage talks

WORKERS at food distributor Irvin and Johnson continued their wage strike as union officials and management seek a solution to the one-week-old stoppage.

Over 200 strikers continued to occupy tents pitched at the Johnson depot at Roodtsoorp after a court order evicted them from the buildings, a spokesman for the Food and Allied Workers Union said.

The spokesman, who declined to be identified, said there had not been much movement in negotiations.

Workers are pressing for a wage increase of 50 per cent.

Agreement has also not been reached on the date on which the increases are to take effect.

The workers propose July 1, while the company says it would implement them from August 1.

Crate drivers, packers, merchandisers and labourers are involved in the strike.

The two sides were meeting today in a further effort to reach agreement.

Meanwhile, the union said the company had hired coloured workers to try to break the strike.

Irvin and Johnson, part of the giant Anglovaal conglomerate, is a major fish distributing concern. — Sapa
MAY Day has been celebrated by trade unions for many years with official recognition, but not in SA. Celebrations of this kind are viewed as subversive in SA. This year, unions were denied permission to hold outdoor rallies. They went indoors where meetings were watched by police who filmed the proceedings.

The latest Steel and Engineering Industries Federation of SA (Seifisa) agreement with the National Union of Metalworkers (Numsa) is therefore significant.

**PRECEDE**

It allows workers to take May Day and June 16 as paid public holidays. This was decided as part of the settlement which ended a 16-day strike in the metal industry.

Numsa spokesman Bernie Fassafoff says it is an important breakthrough for unions and could set a precedent. "To the best of our knowledge, it is the first such industry-wide agreement."

Seifisa has always been a trade union and we hope to see more companies going this way," he says.

Seifisa does not see the granting of May 1 as a holiday as conflicting with Government policy.

A spokesman says "It merely formed part of the employer response to trade union demands of three or four years, and was a deal struck during negotiation."

Companies may decide whether they wish to give their workers May Day as a paid holiday. The State calls it Workers Day, which President Botha last year promulgated as the first Friday in May.

The Government's reason for choosing the first Friday is that the holiday will not interrupt the working week. It argues that it will guarantee a long weekend every year instead of awkward midweek holidays.

Most unions have rejected the proposal. Many thousands of black workers congregated and protested peacefully on May 1 against the Labour Relations Amendment Bill, the banning of organisations and the state of emergency.

Trade unions affiliated to SA's two biggest labour federations, the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu), ignored Workers Day.

For them, May Day is more a political than a labour issue.
Striking council workers tear gassed at chambers

Soweto workers demand reinstatement

By SOPHIE TEMBA

TEAR GAS canisters were yesterday used to disperse more than 3,000 Soweto Council workers who had converged at the council chambers to demand a meeting with town clerk Nico Malan.

Captain RHV Bloem-berg, of SA Police Headquarters in Pretoria, confirmed security forces involvement in the incident, but said: "Unfortunately we do not issue interim reports. You will have to wait until tomorrow's official unrest report.

The workers, who went on a wage strike about five weeks ago to demand that all employees alleged to have been sacked be reinstated.

About four weeks ago Malan announced that the services of the workers had been terminated after they failed to respond to an ultimatum to return to work.

The workers were reacting to Malan's statement this week that cheques for the 3,500 employees were waiting to be collected.

He added that the negotiation machinery had been closed.

Negotiations between the council and a delegation appointed by the workers were still continuing, the spokesman said.

Yesterday, as the workers approached the council chambers chanting slogans, they were prevented from entering.

A helicopter which flew overhead gave the strikers 20 minutes to disperse.

When the time elapsed they were tear gassed.

This newspaper may have been censored to comply with the emergency regulations.
Soweto areas hit by water supply cuts

By SIBUSISO MABASO

SOWETO residents are up in arms after water supplies in various parts of the township were cut off two days ago.

Areas affected are Emde, Rockville, Tladi, Naledi Extension, Naledi, Naledi Extension Two and Protea North.

Residents in these areas returned from work on Wednesday to find their taps had dried up.

It appears that the water cuts are a result of the strike by Soweto Council workers which has led to the disruption of essential services.

Besides water cuts, Soweto residents are being buried under mountains of garbage that have accumulated on every street corner following the five-week-long strike.

Some residents said they had been forced on a number of occasions to plead with residents in other townships for water.

UDF man may be brain dead

UDF Northern Transvaal publicity secretary Alfred Makelele, who has been in detention since June 1986, was yesterday in Johannesburg Hospital in critical condition.

Cosatu said Makelele, an organiser for the Construction and Allied Workers Union, is brain dead.

Police say Makelele was treated for repeated headaches. His condition rapidly deteriorated on Tuesday and he was transferred to Nytsbroom Hospital from where he was taken to Johannesburg.

Fisher conceded under cross-examination by ad-

vent estate - was valued at
Five-week strike brings stench, filth

By Stan Hophe

The strike by Soweto municipal workers entered its fifth week today with apparently no solution to the deadlock in sight.

Essential services in the township have come to a halt, but the Soweto City Council isadamant that it's entire workforce has been dismissed and it has started recruiting new employees.

Hapless residents are preparing for another month of living in filth.

Street corners, empty lots and even back yards have become rubbish dumps and pools of stagnant water, from an overflowing sewerage system, fill the air with an unbearable stench.

Small piles of rubbish have mushroomed along the roads and near schools and shops.

To make matters worse, some areas and schools in Thabane, Emnelani, Zola, and Naledi have had no running water and sewerage facilities for two weeks.

Residents with buckets and wheelbarrows have to queue for hours for water from a burst water pipe, one of the few places where water can be obtained.

Hundreds of housewives are forced to carry their washing to a well.

Children, unaware of the dangers of unhygienic water, play in the pools fed by the sewers.

Even the 'elite' townships have not escaped the effects of the strike. Rubbish is also piling up in the gateways of the elegant homes of Pinville, Protea North, and Chawelo Extension.
Strike at freight firm causing food delays

DELAWS in delivery of sugar, powdered milk and fish products, caused by the dismissal of 300 workers from freight company Ullmann Brothers last week, could be expected at all major retailers, Transport and General Workers' Union co-ordinator Kally Forrest said yesterday.

Checkers, Jet, Pick 'n Pay and OK Bazaars were among those affected, Forrest said.

Ullmann Brothers' management consultant Philippe van Welbergen said work had been badly affected in spite of employment of temporary workers.

He added that problems arose when workers went on strike in response to management's refusal to drop an inquiry into the behaviour of a shop steward representing a worker accused of theft at a disciplinary hearing.

He said the shop steward was charged with insubordination.

Van Welbergen said workers dismissed themselves when they embarked on their eighth illegal strike in as many months because they had received two warnings of dismissal if they went on strike again.

Van Welbergen said there was no lack of clarity on the theft.

Forrest said the strike was a result of worker confusion over accusations of theft and lack of clarity on the issue of the hearings.
Sugar refinery workers strike

BRONWYN ADAMS

TONGAAT: Huletts Sugar workers have gone on strike after both the Industrial Court and mediation talks failed to resolve a five-month wage dispute, the Food and Allied Workers' Union (Fawu) said yesterday.

Management was not available to comment.

Meanwhile, at the Mercedes-Benz assembly plant in East London, more workers returned to work yesterday, despite management's and the National Union of Metalworkers of SA (Numsa) failure to resolve the issues leading to the nine-day illegal strike, management said.
**Labour Act: Employers under pressure**

By DICK USHER

Employers in two major Cape industries are under pressure not to apply contentious aspects of the new Labour Relations Amendment Act, which comes into effect tomorrow.

The garment industry, with about 60,000 employees, is expected to hammer out a response today to a Garment and Allied Workers' Union (Gawu) request that employers not apply clauses that are not in workers' interests.

The request will be considered by the Cape Clothing Manufacturers' Association.

The Cape Province Textile Manufacturers' Association met yesterday to consider a similar request from the Amalgamated Clothing and Textile Workers' Union.

The association's response is not yet known.

A Gawu spokesman said two emergency shop stewards' council meetings were held on Saturday and Monday to consider the union's response to the Act.

Workers were urged to make their feelings known to employers at plant level and actions ranging from factory meetings to overtime bans were being considered.

Work stoppages had happened at several factories.
Settlement ends.

Fawu strike

By Adele Baleta

The two-week legal strike by about 500 members of the Food and Allied Workers Union (Fawu) at Irvin and Johnson Transvaal depots has ended with a wage settlement.

Fawu and management reached a wage agreement yesterday, guaranteeing an across-the-board increase of R117 a month effective from August 1 this year.

Both parties also agreed that a further across-the-board increase of R140 a month would be granted on March 1 next year.

The worker demand that June 16 be recognised as a paid public holiday was not settled, but a union official said the issue would be looked into again at a later stage.
Strike at Merc's EL plant is ending
By Adele Baleta

At least 200 workers taking part in the eight-day-old strike at the Mercedes-Benz East London assembly plant were expected to return to work soon, a company spokesman said yesterday.

At least 1200 National Union of Metalworkers of SA members went on strike initially to back a demand for the reinstatement of three workers who were suspended on full pay pending disciplinary hearings.

The spokesman said the workers were suspended after "alleged involvement in an incident involving gross misconduct."

She said at least 400 employees had returned to work and more were expected to return after the union's acceptance on Tuesday that the disciplinary hearings take place.

The union was preparing a written response in regard to the hearings, she added.

A union official refused to comment.
Striking workers: meeting besieged

By SOPHIE TEMB

ABOUT 3000 striking workers of the Soweto Council were besieged at a meeting held at the Regina Mundi Church on Wednesday.

While the meeting was in progress, the church was surrounded and people going to the meeting were questioned.

Several people living in adjacent houses were turned back and told to use other means of getting home.

No vehicles were allowed to drive through the streets, as they had all been cordoned off.

Earlier in the day the workers representatives met Soweto Town Clerk Neo Mabu, to discuss the announcement that only 70 percent of the vacant positions would be made available.
Union federations move closer in backing sacked city workers

Labour Reporter

A FURTHER sign of the increasing closeness of South Africa's two major trade union federations came today when the Western Cape region of Nactu came out in support of members of Cosatu affiliates dismissed during the June stayaway.

The three-day stayaway evolved from combined calls by Cosatu (Congress of South African Trade Unions) and Nactu (National Council of Trade Unions) for protests against proposed amendments to legislation in the Labour Relations Amendment Bill.

After a shop stewards' council meeting at the weekend Nactu issued a statement strongly condemning the dismissal of employees of Cape Gas and the Town House and Vineyard hotels who stayed away from work and called for their unconditional reinstatement.

Those dismissed were members of Cosatu affiliates.
Union for court on car strike issue

By Adele Baleta

A strike by workers of the Mercedes Benz plant in East London entered its third week yesterday.

The strikers are demanding the reinstatement of a worker suspended for "gross misconduct".

A National Union of Metalworkers of SA (Numsa) spokesman said a union application in the Grahamstown Supreme Court was expected to be heard later this week. It seeks to have the company treat disciplinary hearings involving the suspension of three employees separately.

Mr. Vwe Gxarsa, Numsa regional secretary, said earlier that Mercedes Benz had proposed that hearings for three suspended workers be consolidated.

He said the company had changed its original proposal saying that the hearings would be heard after arbitration.

A management spokesman said the company had been informed that the court application would proceed on Thursday. The company intended opposing the application.

Numsa said 1500 workers were on strike while management placed the figure at less than 900.
EAST LONDON. — There were no meetings between the union and management of Mercedes-Benz of South Africa as the strike at the company's car plant here entered its 12th day yesterday. The strike started over a National Union of Metal Workers of South Africa demand to have a suspended worker reinstated.
Sacked workers claim racial slur

TWENTY-ONE workers dismissed from a Blackheath engineering plant last week claim they were insulted daily by management.

The workers were fired last Wednesday after a two-hour work stoppage aimed at persuading management to negotiate with the Electrical and Allied Workers Trade Union.

Shop steward Michael Marthinus was fired after the stoppage. The rest of the workforce then went on strike. They were ordered return to work or leave the premises.

The dismissed workers claim working conditions at Dual Engineering are appalling and that the owner often uses racist insults.

"We are referred to in derogatory terms such as 'kaffirs'."

"For the past three months we have not had any hand-cleaning. Our hands are covered with industrial waste when we sit down for lunch," said

"The area where we have our breaks can at best be described as filthy and the toilet has not flushed for the past month.

"When we tried to speak to the boss he said 'Voetsek, houtkop'."

Another worker, Isaac Nomdoe, has worked for the company for seven years. Two years ago, he injured his foot at work.

"The accident could have been averted if I had been wearing safety boots. Things have not improved. We are still without adequate protective clothing."

The workers also complained that the tools with which they had to work were unsuitable. Often, they ended up providing their own tools for which they received no allowance from the company.

The workers were paid R4.52 an hour. They were regarded as unqualified labourers although they say they had to do the work of qualified artisans.

Dual's owner, Mr. P. Kuhn, denied insulting his workers. He said the safety clothing and tools provided were adequate.

He admitted that hand cleaning had not been provided and that this was "a slip up, but not the cause for workers to down tools."

"Workers are expected to take responsibility for the condition of the canteen and toilet."

"Those workers doing semi-skilled jobs were being paid more than their labour was worth," he said.

Last year workers at the factory went on strike about working conditions.

Five of the 25 workers who were fired have been re-employed. The others are demanding that they are reinstated and their grievances addressed.
Since local authority legislation forbids industrial action, the strikers are deemed to have dismissed themselves. For the moment, at any rate, the union says it will not accept Malan’s terms—but they may be the best available.

The strike by the S.A. Municipal Workers’ Union (Samwu—an affiliate of Cosatu), seemed to have the makings of a more widespread action when council workers, together with students and rent defaulters, marched to the Soweto council chambers to confront Malan. The march was defused after police action, which the emergency regulations prevent newspapers from describing.

This is the second strike by the council workers in less than nine months. In late 1987, they demanded improved pay and working conditions, removal of race discrimination in the council, abolition of the staff association, and an end to victimisation. Only the workers’ pay demands were met.

In addition to the outstanding demands, council workers this time want recognition of their union, and to be upgraded from grade nine to 12 in terms of government’s remuneration structure for councils. This, in turn, depends on the graded level of a municipality, the highest being 15. To support their demand, the union points out that Soweto was this year promoted to grade 12.

Malan’s earlier stance was that the council could not afford pay increases because of the two-year rent boycott, which has left it

**SOWETO COUNCIL STRIKE**

**A little leeway**

A way out of the six-week-old strike by Soweto Council workers may be on the cards. Town Clerk Nico Malan said last week the council is prepared to meet all the strikers’ demands—except that only 70% of the striking workforce would be re-hired.

R150m in the red.

However, the union says the council has advertised almost all senior posts in the council, including that of the town clerk, at higher salaries than the levels the union is seeking. According to Samwu, Malan has privatised all services falling under the cleaning department (which employs 20% of the striking workers), and some white posts have been appointed to senior posts during the strike. The FM was unable to reach Malan for comment.

Apart from turning Soweto into a health hazard and putting a stop to essential services, the strike and last week’s march have been a setback for the council, which has to contend with the rent boycott as well. Before the march, it appeared some progress towards ending the boycott was being made, with Transvaal MEC John Griffiths reportedly saying that more than half the township’s residents were paying their rent. But the march may have instilled a new mood of defiance among residents.

Soweto rent defaulters are refusing to budge even in cases where their houses have been put up for auction by the council. With the help of community organisations and street committees, residents are standing their ground. It appears that youths are maintaining a 24-hour surveillance of auctioned houses to ensure that new buyers do not move in.

Nthato Motlana’s Soweto Civic Associ-
Trespass charges withdrawn

False Boy Bureau

CHARGES of trespassing against 13 women employees of the Copper Creek Spar restaurant in Fash Hoek were withdrawn when they appeared in the Simon's Town Magistrate's Court today.

They were charged after a labour dispute.

They are Beverley Fimela, 23; Monica Ntugela, 27, and Miriam Lawana, 20; all of Khayelitsha, Kate Sikun, 36, Linda Mpamla, 25, and Roseline Ntsane, 32, all of Guguletu; Beatrice Valele, 22; Shirley Nonnganga, 20, of Nyanga, and Candy Qwantu, 23, Angela Zbu, 31, Judith Sigato, 26, Constance Mthoko, 24, and Yvonne Mthombo, 25, all of Langa.
RUCTIONS over the Labour Relations Amendment Act continue, and will probably do so for the foreseeable future.

The major federations, Congress of South African Trade Unions (Cosatu) and National Council of Trade Unions (Nactu), now regard the employer-organization South African Co-ordinating Committee on Labour Affairs (Saccola) with some suspicion.

A Cosatu statement said: “Saccola absolutely refused to issue a statement calling on employers not to use the six clauses which the parties had identified as problematic. Cosatu reiterated its position that talks could not continue unless an atmosphere of negotiation was re-established.

“This could only be done if Saccola honoured the spirit of negotiation in which it was decided that labour legislation should not be imposed ... but should emerge from agreement.”

Meanwhile, a statement by the Cape Chamber of Industries (CCI) does not ease the situation. Unions in the region called on managements for undertakings that they renounce certain rights conferred on them in the Act.

In the CCI’s latest weekly bulletin members are warned that “the signing of any specific undertaking should be treated with circumspection, particularly in the absence of a quid pro quo.

“Examples of quid pro quo could be a moratorium on stayaways till December 1989, or industrial peace for a specified period or a renunciation of the call for sanctions on the part of unions.”

Unions and labour consultants said the suggested quid pro quos were ill-advised as they were non-negotiable issues for unions.

Two of them — stayaways and sanctions — were “political” issues over which, it was pointed out, employers consistently refused to negotiate. And to promise industrial peace for a specified period would simply hamstring a union.

“It’s a hardline response which leaves no room for flexibility,” said an industrial relations consultant.

The Cape Clothing Manufacturer’s Association and the Cape Province Textile Manufacturer’s Association have made more flexible responses to similar requests from unions in their sectors.

Meanwhile, the Cosatu central executive committee met on Thursday to consider employer responses to requests for undertakings. No word on what decisions were reached was available at the time of writing, but it seems certain that a meeting planned for mid-September to decide on Cosatu’s reaction will go ahead.
Council strike may end

By SOPHIE TEMB

THE Soweto Council strike could come to an end if the council agrees to re-employ all the workers who lost their jobs about six weeks ago.

Representatives of the SA Municipal Workers Union confirmed that council workers had agreed to accept the council’s proposals in an effort to try end the strike, but emphasised that the strike could only end if the council agreed to re-employ all 3 500 workers.

The workers lost their jobs a month ago after they had failed to honour an agreement to return to work.

Samwu further resolved that workers who had re-applied for their jobs would not resume work until a favourable response was received from the council.

After a breakdown in negotiations, the council announced that workers could re-apply for jobs but only 70 percent of the total workforce would be appointed. Thirty percent of the workers would be retrenched, the council said.

The council also indicated that it could not guarantee that all workers would be reinstated.

In a document containing the proposals, the council further stated that it had arrived at a position where it had to be financially sound.

Experiments in privatisation had proved that the council would be able to save a lot of money.

Further proposals made by the council are that:

- Seventy percent of the employees be re-employed on the new Grade 12 scales.
- The remaining 30 percent receive two months’ allowance and be paid for the period between July 1 and July 19. This would, according to the council, help them over the period of unemployment. Afterwards they would be assisted to obtain unemployment benefits in terms of UIF rules.
- Some employees be given training which will advance their careers in future.
- Ex-employees eager to find alternative employment be assisted in achieving their objective. They will have the benefit of the council and the union’s resources to find such opportunities and an added benefit of a recommendation from the council for employment.
- Some employees be assisted to set up their own businesses.
- Employees with sufficient service be granted a gratuity from the Pension Fund in terms of the rules of the fund.

The council had stated that the proposals were open for consideration until September 7, and if not accepted by that time, it would have no option but to proceed with the recruitment of new workers.
Mercedes-Benz strike continues

EAST LONDON — Members of the National Union of Metalworkers of SA (Numsa) have indicated they will continue the three-week-old strike at the Mercedes-Benz (MBSA) plant.

A Numsa application against MBSA failed on Thursday when it was struck off the roll in the Grahamstown Supreme Court.

Numsa regional secretary Vwe Gxarsa said on Friday the continuation of the strike depended on management as workers were not prepared to return to work on MBSA's preconditions.
Two hour stoppage

More than 2,000 Southern Sun employees yesterday took part in two hour stoppages and placard demonstrations at six of the company’s hotels, a spokesman for the Commercial Catering and Allied Workers’ Union of South Africa (Papi Kganare group) said.

The CCAUW spokesman said the stoppages were sparked by the company’s refusal to reinstate 200 employees dismissed for staying away from work on June 16.

According to the union, hotels affected by the protest action included Jan Smuts Holiday Inn, Southern Sun Airport Hotel and Devonshire in Johannesburg.

Southern Sun management had not responded to an enquiry from the Somethan by the time of going to press.
The Soweto Municipal strike in perspective

A statement by the Town Clerk of Soweto City Council

On 20th July 1988, 3,400 municipal workers of the Council went on an illegal strike, following a wage demand which the Council, because of its poor financial position, could not meet. Municipal workers are not permitted to strike because municipal services are deemed essential services. In the event of a wage or other dispute, municipal workers are entitled to follow various industrial actions in order to settle a dispute. In the case of Soweto, this has not happened and the illegal strike eventually led to the dismissal of all 3,400 employees. Here are the events that led to the dismissal.

In November 1987 the Soweto Council qualified for Grade 12 status in terms of the Act on the Remuneration of Town Councils. This enabled the Council - but did not compel it - to approve a salary structure applicable to Grade 12 municipalities. In February 1988 the Council approved a Grade 12 salary structure, but because of its poor financial position caused by the two year long 'tent' boycott, the Council made the implementation subject to the availability of funds.

An immediate and full implementation of the Grade 12 re- muneration scale would mean an increase of some 21 per cent over the present scale. It would entail finding an extra R15,500,000 annually - money which we just do not have.

In April 1988 worker representatives met the Council and demanded the immediate implementation of a Grade 12 salary structure. Protracted negotiations between worker representatives and Council representatives commenced.

The entire dispute revolved around the availability of funds, as the Council had already approved the new salary structure. At the time the Council was borrowing approximately R6 million per month to meet its operating expenditure such as its water account from Rand Water Board, electricity account from Eskom, savings account from Johannesburg City Council, wages and salaries of its workers, etc.

In the presence of worker representatives, the Council was told by the Transvaal Provincial Administration - that because of the economic climate in South Africa, no additional money could be made available to the Council to meet the wage demand. It made it clear to the Council that should it want to implement the Grade 12 scale, it would have to find the extra money itself.

The Council was therefore in a catch 22 position in order to meet the wage demand, it either had to restore its sources of income by convincing tenants and homeowners to pay for the municipal services they are using, or lower the standard of services in order to cut expenditure and also to look at cutting costs by other means.

In an endeavour to settle the dispute with its workers, the Council on 28 July 1988, nine days after the strike commenced, offered re-instatement of all workers and to increase all salaries by 10 per cent with effect from 1 July 1988. It has to be pointed out that staff regulations pertaining to all local authorities in South Africa, state that an employee who absents himself/herself from work for a period of seven or more consecutive working days, shall be deemed to have been discharged from the service of the local authority concerned.

The Council offered to pay the full Grade 12 salary structure with effect from 1 January 1989. The offer was, however, rejected by the workers who continued to demand the implementation of the Grade 12 salary structure with effect from 1 July 1988.

The Council's financial position did not improve in January 1988, long after the dispute had arisen. The Council embarked upon a programme of privatisation in order to cut costs. It was well known that the private sector, because it is more business and profit orientated than municipal and government institutions, can render certain municipal services more effectively and at cheaper rates.

This, of course, is of great benefit to the community because they can buy municipal services at cheaper rates.

The Council, in another attempt to meet the wage demand of its workers, on 4 August 1988 offered to re-engage 70 per cent of the workers at a recognition Grade 12 salaries as demanded, from 1 July 1988. The Council also suggested that services which can be effectively privatised, be identified and the remaining 30 per cent of dismissed workers be offered job opportunities with the private companies who will be rendering such services on behalf of the Council.

It was also suggested to the worker representatives that some ex-employees be assisted to develop businesses, but these undertakings and to enter into contracts with the Council to render certain municipal services such as grave digging.

Contracts that the Council entered into made specific provision for the engagement of ex-municipal employees in order to ensure that jobs will be secured for ex-staff members. The Council also offered to treat the dismissed workers as if they had been retrenched. This meant that all dismissed workers would have received full pension and other benefits, in other words, the so-called "golden handshake".

This very generous offer was also rejected by the worker representatives who insisted on a 100 per cent re-engagement and Grade 12 salaries from 1 July 1988.

Despite all efforts on the part of the Council to meet the wage demand under difficult financial circumstances, worker representatives were extremely flexible in their approach to negotiate a settlement.

Council has now reached the stage where further discussions will serve no purpose. The Council is therefore proceeding to retrench workers from elsewhere. The Council is, however, still prepared to re-engage up to 70 per cent of its ex-employees. But as time is running out, this offer is open only until Wednesday 14 September.

As a result of the intransigent stance taken by the South African Municipal Workers Union (SAMWU), who, for the sake of trying to break the strike impasse had been recognised by the Council as the negotiating party on behalf of the workers, the Council's offer related to the 30 per cent affected by privatization, had to be withdrawn. It is a matter of great regret to the Council that its considerable efforts to negotiate an assistance package to the 30 per cent employees referred to above, have not been recognised and sadly the people involved are regretfully going to be the suffering parties.

One of the demands of the workers representatives which reached the Council on behalf of the striker workers, had been that SAMWU be recognised as the sole employee body and that the internal staff association be dissolved. This could not be done. For full recognition, the Council asked SAMWU to submit proof of its representativeness. This has to date not been forthcoming. If the necessary proof is provided the Council will gladly recognise SAMWU.

We wish to tender our sincerest apologies to the inconvenienced residents of Soweto. We are trying very hard to normalise services as soon as possible. We have a duty and responsibility to the residents of Soweto. The Council is acting after all merely the servant of its residents. We are determined to provide the best possible service to our residents, within our financial means.

N. Malan
Town Clerk, Soweto City Council.
Hotel chains expect more work stoppages

SOUTHERN Sun and Holiday Inn were expecting further illegal work stoppages today after management and a trade union alliance failed to resolve a dispute, Southern Sun Group Personnel Director Carl Ludick said yesterday.

The dispute was caused by the dismissal of 142 workers after the June 16 stayaway.

The Commercial Catering and Allied Workers' Union (Cawusa) said 2,000 hotel employees stopped work on Monday in order to protest against management's breaking of an agreement signed in 1996 granting May 1 and June 16 as public holidays.

Cawusa said it would be seeking support of its 9,000 members to join in a sympathy strike.

Double pay

Ludick said Cawusa was not recognised by management as part of the six-member alliance with whom it negotiated. He said management had agreed to the two days as holidays but this did not mean workers could stay at home on those days. Rather, those who had to work would receive double pay.

When employees failed to arrive for work on May 1 they were given warnings and when they were again absent on June 16 they were dismissed, he said.

He said workers indulging in further illegal work stoppages may have to face disciplinary inquiries.
The Soweto Municipal strike in perspective

A statement by the Town Clerk of Soweto City Council

On 20th July 1988, 3,400 municipal workers of the Council went on an illegal strike following a wage demand which the Council, because of its poor financial position could not meet. Municipal workers are not permitted to strike because municipal services are essential. In the event of a wage or other dispute, municipal workers are entitled to follow various industrial actions in order to settle a dispute. In the case of Soweto, this has not happened and the illegal strike eventually led to the demotion of all 3,400 employees. Here are the events that led to the demotion.

In November 1987 the Soweto Council qualified for Grade 12 status in terms of the Act on the Remuneration of Town Clerks. This enabled the Council – but did not compel it – to approve a salary structure applicable to Grade 12 municipalities.

In February 1988 the Council approved a Grade 12 salary structure but because of its poor financial position caused the Council to reduce the two year long basic salary by 10 per cent in order to settle the dispute. An immediate and full implementation of the Grade 12 remuneration scale would have increased the budget to R15 million per month. The latter was a burden to the Council, and several more charges were demanded, including the dismissal of 1,000 workers, and an increase in the salaries of all workers.

The presence of employee representatives on the Council was a matter of the remuneration of the employees. The Council had approved a Grade 12 salary structure but because of its poor financial position caused the Council to reduce the two year basic salary by 10 per cent in order to settle the dispute. An immediate and full implementation of the Grade 12 remuneration scale would have increased the budget to R15 million per month.

The Council therefore decided to implement a Grade 12 salary structure. The remuneration of the employees would be increased by 20 per cent. The latter was a burden to the Council, and several more charges were demanded, including the dismissal of 1,000 workers, and an increase in the salaries of all workers.

The Council therefore decided to implement a Grade 12 salary structure. The remuneration of the employees would be increased by 20 per cent. The latter was a burden to the Council, and several more charges were demanded, including the dismissal of 1,000 workers, and an increase in the salaries of all workers.

Contracts that the Council had awarded to private contractors in order to ensure that the work was done using the best available staff. The Council also reorganized the terms of employment of all its employees. This meant that all dismissed workers would have received full pension, and other benefits, in other words, the so-called “golden handshake.”

The very generous offer was also rejected by the workers as they felt they had not been offered enough. They were offered a R100 per cent re-engagement and Grade 12 salaries from 1 July 1988.

Despite all efforts on the part of the Council to meet the wage demand under difficult financial circumstances, worker representatives were extremely irreligious in their approach to negotiations.

The Council has now rejected the wage increases 32 per cent of all employees. The Council is therefore proceeding to re-employ workers from elsewhere. The Council is however still prepared to re-employ up to 30 per cent of all employees. But as soon as running into difficulty, the offer is open only until Wednesday 14 September.

As a result of the unexpected action taken by the South African Municipal Workers Union (SAMWU), who, for the first time in history, tried to break the strike through a letter of the workers, the Council has decided to seek the assistance of the workers to resolve the dispute. The Council has decided to seek the assistance of the workers to resolve the dispute.

One of the demands of the workers representatives which approached the Council on behalf of the striking workers had been that SAMWU be recognized as the sole employer body. This could not be done. For full recognition the Council asked SAMWU to submit proof of its legal status. This has to date not been forthcoming.

We wish to tender our sincerest apologies to the non-wage-earners of Soweto. We are trying our best to resolve the dispute as soon as possible.

N. Malan
Town Clerk, Soweto City Council.
Scabbing claimed.

THE National Union of Steel and Allied Workers yesterday claimed that the management of Bessans and Du Plessis was engaging scab labour to replace its 650 striking employees.

Union organiser Mr N Thibane said he feared that the company's actions would lead to chaos because the workers felt they were being provoked.
MERCEDES STRIKE

Set to roll again

The strike by members of the National Union of Metalworkers of SA (Numsa) at Mercedes-Benz SA (MBSA) in East London has entered its fourth week. Judging by the trend of previous MBSA strikes, it could be in its final stages.

At time of going to press, union officials and MBSA representatives were in concourse to resolve the strike, which has cost the company an estimated R50m in production and workers about R1m in wages. It started on August 22 when 500 Numsa members walked out, and has since swelled to a union estimate of more than 2 000 employees.

MBSA public relations manager Delene MacFarlane says that in June an employee, Marshall Mrwetyana, was involved in an incident of gross misconduct and was suspended on full pay. Two other employees, previously suspended on full pay pending arbitration for another case, were also involved in the Mrwetyana affair. The company scheduled three disciplinary hearings to investigate the charges.

Problems arose when Numsa asked the company to postpone the hearings so that they could be included in the arbitration. Numsa also asked for Mrwetyana's case to be separated, and for him to be reinstated and subjected to a disciplinary inquiry. MBSA management refused.

Numsa spokesman Les Cattleas says only white artisans and administration staff are working. MacFarlane disputes that 2 000 workers are on strike, claiming the number is between 800 and 900. And that most Numsa members are at work. "Numsa claims that production has come to a halt. We know it has been maintained at reduced levels," she says.

MBSA alleged in the start that the strike was illegal. This was confirmed when Justice Ludorf struck an urgent application by Numsa against the company off the roll in the Grahamstown Supreme Court on September 9, thereby declaring the strike illegal.

MacFarlane says the strike will create a greater backlog of cars, and buyers could wait up to nine months. Before the strike, buyers had to wait three to six months.

Cattleas attributes MBSA's woes to bad industrial relations. He says none of the strikes have been about conditions of employment, and most have been due to unfair treatment of workers.

The strike follows the warning in June by Western German management board member Manfred Gentz, after a four-week work stoppage, that Daimler-Benz could pull out of SA if worker violence and strikes continued.

However, MacFarlane doubts that Daimler-Benz will threaten to withdraw Again, as the issue of lack of discipline, which preceded the last threat, had not arisen again.

RM 69/88
Council Workers Protesting

THOUSANDS OF CITY COUNCIL WORKERS

BY PETER BERNIER

Mr. Gys H.N.(posite)

To return to work while negotiations with the nation continue. Second from the right is the Mayor, Mr. Peter Muller, and on the right is the City Administrator.

LEFT: Council workers gather in the Civic Centre yesterday. RIGHT: Mr. Dick Friendende, chairman of the council's executive committee, asks the workers to return to work.

The council has introduced to the city's employees a new system of work rules that would change the way work is done. The workers are concerned about the changes and want to continue their work without the new rules.

The council has stated that they are ready to negotiate with the workers to address their concerns. However, the workers are not satisfied with the proposed changes and are determined to continue their work as before.

The situation is tense as both sides are unwilling to compromise. The workers have expressed their determination to continue their protest until their demands are met.
Compromise ends Mercedes-Benz strike

A strike by 900 workers at Mercedes-Benz's plant in East London has ended in an agreement after four weeks.

The strike began on August 22 after the company refused to reinstate a suspended worker.

It cost Mercedes-Benz R75 million in lost production, according to the National Union of Metalworkers of South Africa (Numsa).

Numsa's regional secretary, Mr Vwe Gxarisa, said the agreement with the company was a "general compromise" for the union.

A company spokesman said Numsa had agreed with a company proposal that a hearing on the suspended worker be held after arbitration on allegations of misconduct against two other suspended employees.

Common allegations of misconduct against all three workers would then be addressed at internal disciplinary hearings.

Until then the three employees will remain suspended.

'Flu confused with other illnesses

Doctors in and around Johannesburg are reporting an "extraordinary" number of patients with influenza-like symptoms, but it may not be 'flu at all.

While there appears to be an epidemic of 'flu-like illnesses, there are at least half a dozen other viruses which cause various upper respiratory tract infections often confused with 'flu, according to Professor Barry Schoub of the National Virology Institute.

He said it was very difficult to identify 'flu as such.
Hagge sacks 1,800 workers

Hagge Rand Ltd yesterday locked out and dismissed 1,800 workers "who had been in the process of balloting" for a strike.

A company spokesman said this morning that the company had "many many discussions" with the National Union of Metal-workers of South Africa "but got nowhere"
African, Indian workers join hands

DURBAN. — The more than 10,000 South African Transport Services (SATS) workers on strike here since the beginning of last week have not received a wage increase for the past three years.

The workers first went on strike in solidarity with a dismissed colleague, Mr. Welcome Lupindo, sacked after being convicted of assaulting a white colleague. Lupindo was subsequently reinstated.

The strike has now become a full-scale wage dispute with workers demanding a 300 percent pay hike. At the moment African and Indian workers earn an average of about R437, 50 a month.

The strike has crippled the harbour here with ships being redirected to Richards Bay and the harbour being shut to the general public.

SATS is using casual labour including white employees to take part in the strike.

There have been conflicting reports about a strike by SATS workers at Richards Bay. The SATS regional manager denied that about 500 workers went on strike there this week.

In East London striking SATS workers have been dismissed from the cartage department. Sarhwu claimed that 250 workers were dismissed, while SATS has put the figure at 150.

The regional manager for SATS in East London, Mr. Louis du Toll, said workers were dismissed because the strike violated the Transport Services Act which prohibits strikes.

Refuse

Du Toll said he wrote three letters to each striker requesting they return to work but the workers refused.

The workers went on strike last week to demand a wage increase of 343 percent.

SATS spokesperson Mr. Alan Lubbe, confirmed that about 10,000 workers were still on strike and that negotiations were continuing.

"Representatives of SATS are still negotiating with representatives of the workers. We would very much like to resolve the issue and not resort to having to fire the striking workers." Mr. Lubbe claimed that all SATS workers last received a salary "adjustment" or increase on June 16, 1977. After negotiations with "registered unions", a general increase was agreed on from October 1. He would not say what the increase would be.

DETU

We, the Democratic Teachers' Union, remember in solidarity our comrade

Nosipho Mntwanambi

Qina Qabane
A luta continua

ISSUE BY DETU
Numsa disputes 1 800
Haggie Rand dismissals

By Adele Balela

The National Union of Metalworkers of SA has disputed the claim by Haggie Rand Limited — South Africa's largest manufacturer of steel wire rope — that it dismissed 1 800 union members.

The company said:
The workers were sacked for failing to sign a house agreement with the company.
The Steel, Engineering and Allied Workers Union of SA (Seawusa) and the Confederation of Metal and Building Unions (CMBU) had already signed the agreement.

At least six meetings between Numsa and the company had failed to reach a resolution.

Management said Numsa members were given notice of a lock-out on Friday.

They were informed of the company's intention to dismiss them if they did not accept the final offer by 5.30 am yesterday.

Numsa said:
The union completed the counting of strike ballots of its more than 2 000 Haggie Rand members on Saturday.

At 3.30 pm, after the overtime shift, management was notified that Numsa was on strike.

The dismissals were null and void as, according to law, there can be no lock-out while workers are on strike.
Workers’ Day to fall on May 1 next year

The government announced today that Workers’ Day would now be celebrated on the first Monday of May, beginning next year.

This means that South African workers will, together with much of the Western world, observe May 1 1988 as Workers Day.

The Minister of Manpower, Mr Pietie du Plessis, said the Government’s proclamation of the first Friday of May as a public holiday for workers had created problems.

Black workers have persistently pressured employers to grant the day as a paid public holiday, and thus often emerged as one of the demands in wage disputes.

Mr Du Plessis said the change was aimed at giving “as many persons as possible” the opportunity of a long weekend.

“Representations were received from various interest groups, requesting that the matter be reconsidered as problems were experienced,” he said.

The Minister appealed to employers, “in the spirit of the government’s intention with Workers’ Day and in recognition of the workers of South Africa, to grant this day as a holiday to their workers and to remunerate them for this day.”

Western countries which recognise the first Monday in May as Workers’ Day include Australia, Denmark, Finland, France, West Germany, Greece, Italy, Norway, Portugal, Spain, Sweden, Switzerland and the United Kingdom. Most socialist and communist countries observe May 1 — Sapa
**Haggie Rand production hit after management lockout**

PRODUCTION at Haggie Rand's factories in Germiston and Jupiter was at a virtual standstill yesterday as the management lockout of 1,800 workers entered its fourth day, said a management spokesman.

The spokesman said although the major wire production company had been affected by the lockout, the effect on the market would only be felt by the end of the week.

Numsa organiser Alster Smith claimed the legal strike by 1,800 workers — which began on Monday — could be the start of a protracted power battle between workers and management.

Smith said management, by locking out strikers, had taken the matter beyond a mere wage dispute. He accused management of attempting to force workers to accept its low wage offer by dismissing them.

Haggie MD John Milburn emphasised he had dismissed workers with due warning after they refused management's wage offer.

Milburn said management sent Numsa a letter advising it of Haggie's intention to lock out workers last week.

Workers decided to strike only after this announcement, he added.

However, Numsa's Smith maintained management was aware of the workers' intention to strike before it issued its lockout warning.
Dock strike: SATS warns of sackings

Own Correspondent

DURBAN — The dock strike in the harbour here continued into its second day yesterday, with prospects of damaging repercussions for South Africa's busiest port.

A representative of the union concerned has claimed that the strike could drag on for three weeks and South African Transport Services (SATS) has issued a thinly veiled warning that strikers could be sacked.

A SATS spokesman last night said there was no strike in Cape Town where "all is quiet".

The South African Railways and Harbours Workers' Union (SARHWU) claimed that 8,000 employees were on strike. SATS said about 1,000 employees in Durban harbour and at railway stations and depots in the Durban area had stopped work.

SARHWU has demanded an increase in salary of R1,625 a month (30%) to bring the starting salary of general workers to R1,500 a month.

Arising from salary claims of Transport Services unions, a conciliation board had been appointed.

He said a decision could be expected before the end of September.

SAPA reports that a total of 910 SATS workers are on strike in railway and harbour depots in East London.

The strike, in support of a 300% salary increase, concurred with the start yesterday of arbitration proceedings on a salary dispute between Sats and the transport services unions.

The arbitration proceedings, under Professor Johan Pienaar of the University of South Africa, are expected to continue today.

A worker speaking on behalf of the workers said most of the strikers were members of the South African Harbours and Railways Workers' Union which was not recognized by SATS and had no part in the arbitration negotiations.

A Sahruw spokesman denied the union was involved in the strike.
Police question striking dockers

DURBAN — About 150 striking dockworkers were taken to C R Swart Square — the SAP headquarters in Durban — yesterday where their identities were noted. The workers were then released.

Police liaison officer Maj Charl du Toit said the strikers had been held because "they took part in an illegal gathering." He added details would be submitted to the attorney-general, who would decide whether there should be prosecutions.

The strike by 500 workers at the country's biggest port started on Monday in a dispute over a suspended worker and pay increases.

Sats said in another stoppage 831 of its workers in East London were pre-emting wage negotiations and the strike was regarded by management as illegal.

SAR regional manager Louis du Toit said the strike was started on September 16 by 29 cartage staff but spread to the East London area.

"Strikers claim an unrealistic 300% increase, which means that a minimum starting wage of R1 500 a month will have to be paid to labourers," Du Toit said.

He added that transport unions declared a wage negotiation dispute with Sats in April. A conciliation board was appointed but the parties could not agree.

Unsa's Prof Johan Piron, arbitrator, was due to start hearing evidence yesterday. His binding decision would be announced as soon as possible.

"The strikers already showed signs on September 14 that they were dissatisfied about the finalisation of salary claims. They were again informed about the state of arbitration and since then Sats management has tried to negotiate. To date the strikers have remained unyielding in their demand and unwilling to negotiate," he said. — Sapa

Wholesalers put up wine prices

ALTHOUGH demand for wine has yet to recover from the last two years' slump and stocks remain high, wholesalers have increased their prices.

Wholesalers said inflation necessitated last month's 8%-10% mid-year price increase Stellenbosch Farmers Winery (SFW) marketing director

CHRISTOPHER TUCHER

Richard Cleshaw said input prices for glass bottles and transport had risen about 23%.

Traditionally, wholesalers have adjusted prices only once each year, but this is the second increase of 1988.
Hotel workers stay away over sackings

An estimated 300 to 1,000 workers at four leading hotels in Johannesburg downed tools in a three-day protest against the sacking of members of the Commercial Catering and Allied Workers Union (Ccawusa) who took off June 16.

There were stoppages yesterday morning at Sandton Sun, Milpark Holiday Inn, Rand International Hotel, and at Gold Reef City involving about 1,000 workers, said a spokesman for Ccawusa.

But the group managing director of Southern Sun/Holiday Inns, Mr Bruno Corte, said only about 300 workers were involved in the stoppages.

The union declared a dispute with Southern Sun and Holiday Inn management after the dismissal of workers who took off June 16 — the day marking the Soweto uprising of 1976.

A deadlock was declared and workers this week received warnings that they would be dismissed if they downed tools or took any form of protest action concerning the sackings.

Ccawusa claim that 300 workers were dismissed after not working on June 16.

The hotel chain put the figure at 94.

Mr Corte said the hotel group had negotiated June 16 as a holiday with the union and had agreed to pay workers who had to work on that date double time.

"We had given people the day as a holiday, but we still require people to work as we are a seven-day-a-week business," Mr Corte said.

He added that most of the staff scheduled for work on that day had turned up. — Sapa.
September 23, 1988

Four top Reef hotels hit by strike

Johannesburg:

Between 300 and 1,000 workers at four leading hotels here went on strike yesterday in a three-hour protest against the sacking of members of the Commercial Catering and Allied Workers' Union (Ccawusa), who took the day off on June 16, hotel management and the union said.

There were stoppages at the Sandton Sun, the Mill Park Holiday Inn, the Rand International Hotel and at Gold Reef City involving about 1,000 workers, a spokesman for Ccawusa said.

But Southern Sun/Holiday Inns management said about 300 workers were involved in the stoppages.

The union declared a dispute with Southern Sun and Holiday Inns management after the dismissal of workers who took off June 16 —

Sapa
PROKLAMASIE

van die

Staatspresident van die Republiek van Suid-Afrika

No. 168, 1988

VERKLARING VAN EERSTE MAANDAG VAN MEI TOT 'N OPENBARE FEESTDAG

Kragtens die bevoegdheid my verleen by artikel 2 van die Wet op Openbare Feestdage, 1952 (Wet 5 van 1952), verklaar ek hierby die eerste Maandag van Mei tot 'n openbare feestdag in die Republiek om as Werkersdag herdenk te word.

Proklamasie 58, 1987, word hierby ingetrok.

Gegee onder my Hand en die Seel van die Republiek van Suid-Afrika te Pretoria, op hede die Twintigste dag van September Eanduisend Negehonderd Agt-en-tig.’

P. W. BOTHA,
Staatspresident.

Op las van die Staatspresident-in-Kabinet:

J C G. BOTHA,
Minister van die Kabinet.

50—A

PROCLAMATION

by the

State President of the Republic of South Africa

No. 168, 1988

DECLARATION OF FIRST MONDAY OF MAY AS A PUBLIC HOLIDAY

Under the powers vested in me by section 2 of the Public Holidays Act, 1952 (Act 5 of 1952), I hereby declare the first Monday of May as a public holiday throughout the Republic to be commemorated as Workers’ Day.

Proclamation 58, 1987, is hereby withdrawn.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Twenty-first day of September, One thousand Nine hundred and Eighty-eight.

P. W. BOTHA,
State President.

By Order of the State President-in-Cabinet:

J C G. BOTHA,
Minister of the Cabinet.
Staatskoerant  
Government Gazette

As 'n Nuusblad by die Poskantoor Geregistreer
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P. W. BOTHA,
State President.

By Order of the State President-in-Cabinet.

J. C. G. BOTHA,
Minister of the Cabinet
Workers still on strike at 14 Checkers stores in PWV area

By Jovial Rantao

Workers at 15 Checkers stores in the PWV continued a strike today which began on Friday in support of three dismissed colleagues.

A spokesman for the company said efforts by Checkers management to resolve the situation amicably were rejected by the Catering, Commercial and Allied Workers' Union of South Africa (Cawusa), which insisted that workers be reinstated before negotiations could continue.

The spokesman said the union submitted papers recommending the appointment of a conciliation board, but Checkers management proposed that the matter be directed to the Industrial Court.

Cawusa did not react to the proposal, but conducted strike ballots at various branches.

The union later proposed that workers be reinstated while the case was handled by the Industrial Court. The proposal was rejected by Checkers.

No Cawusa official was available for comment.
Checkers ultimatum to striking workers

Own Correspondent

JOHANNESBURG. — Checkers management has locked out striking workers at 40 Witwatersrand branches of the group and has given them until 4pm tomorrow to sign their acceptance of the dismissal of two colleagues, failing which they will not be rehired by the company.

The strike by a small number of employees began on Friday, but spread at the weekend and yesterday. The Commercial, Catering and Allied Workers' Union (Ccawusa) puts the number involved at 3,000, while Checkers group human resources director Mr. Andy MacLaurin said as many as 2,000 could be participating.

The two Eastgate branch workers, one a senior shop steward, were dismissed in February for allegedly assaulting a co-worker.

A Ccawusa spokesman in Cape Town said last night: "A lot will depend on (national) management's response to demands."
Management locks out workers at 40 branches

Ultimatum given to strikers at Checkers

CHECKERS management has locked out striking workers at 40 Witwatersrand branches of the group and has given them until 4pm tomorrow to sign their acceptance of the dismissal of two colleagues, failing which they will not be rehired by the company.

When the strike began on Friday, it involved only a small number of employees. However, it spread on Saturday and yesterday.

The Commercial, Catering and Allied Workers' Union (Cawuna) puts the number involved at 3,000, while Checkers group human resources director Andy MacLaurin said 1,500 to 2,000 workers were participating.

The two Eastgate branch workers, one a senior shop steward, were dismissed in February for allegedly assaulting a co-worker.

Appeals against the decision had failed.

Cawuna general secretary Vivian Mtwa said the dismissals were an attack on union leadership at Checkers. He said they had followed a "scuffle" precipitated by the alleged victim.

MacLaurin said the strike was primarily due to management's refusal to reinstate the two, pending an arbitration process which Checkers had proposed.

The parties met yesterday and were due to meet again this morning. However, management felt strongly that the two should not be reinstated, he said.

The arbitration offer had lapsed when the strike began, he added.

The company has employed temporary labour at the affected stores.

Although the union has said the strike is a national one, it has not spread to areas where a faction opposing the Mtwa group is in control.
Children and women work as dockers strike

Own Correspondent

DURBAN. — Men, women and children were hired yesterday as casual labourers while the dock strike continued here.

Some departments were working extra time in an effort to avoid a backlog with the strike going into its eighth day today.

About 10,000 striking South African Transport Services workers will queue up tomorrow for their pay while management has started hiring casual labour to try to break the strike.

SATS says it will not try to stop striking workers from receiving wages, but Mr Alan Lubbe, public relations manager for SATS in Natal, accused the instigators of the strike of not having the welfare of the strikers in mind.

The organizers, the unregistered SA Railways and Harbours Workers' Union (SARHWU), are demanding a 20% pay increase. Their initial demand for SATS to reinstate a suspended worker has been met.

The SARHWU regional secretary, Mr David Moet, said they estimated that there were 18,000 strikers and said they had instructed the workers at a meeting to collect their wages.
A MAJOR showdown loomed between the South African Transport Services and its more than 10,000 striking workers as yesterday was the last day before Sat’s has the authority to fire them.

Meanwhile there are conflicting reports that about 5,000 workers at Richards Bay joined the strike yesterday.

Sat’s spokesman Mr Alan Lubbe yesterday said: “Today is the crucial day for the strikers as it is the last day before the general manager has the authority to act in accordance with the Sat’s Conditions of Service Act and terminate the services of those on strike.”

He said the meeting between the legal representatives of Sat’s and workers, which began on Monday night, would continue “in the hope of finding the solution.”

Among the people who have participated in the strike since Tuesday last week are general labourers, cartage drivers, ticket collectors, barrier attendants, truck drivers and bus drivers.

They are demanding a 300 percent pay increase. Their demand for Sat’s to reinstate a suspended worker was met on Thursday.

The strike has affected harbour operations as well as the delivery of goods.

Mr Lubbe said yesterday that it was hoped that the parties’ legal representatives would find a solution as the continuation of the strike could have what he called far-reaching effects on the strikers and their families.

Sarwhu’s regional secretary, Mr David Motee, said yesterday that the workers were not intimidated by Sat’s threats about yesterday being the crucial day.

“We know it’s a mere tactic and we are used to that.”
Showdown looms in Sats strike

DURBAN — A major showdown is looming between Sats and more than 10,000 striking workers, as Sats has the authority to start firing workers from today.

Meanwhile, there are conflicting reports that about 5,000 workers at Richards Bay joined the strike yesterday.

Sats spokesman Alan Lubbe said: "Today is the crucial day for the strikers, as it is the last day before the general manager has the authority to act in accordance with the Sats Conditions of Service Act and terminate the services of those on strike."

He said the meeting between the legal representatives of Sats and workers, which began on Monday night, would continue.

The strikers are demanding a 300% pay increase.

SARWHU regional secretary David Moeti said the workers were not intimidated by Sats "threats" about yesterday being the crucial day.

He said workers at Richards Bay had joined the strike, but Sats regional manager Willem Kuys denied this. — Sapa.
Workers living in fear

SOWETO council workers were hiding in committee rooms and were refusing to go to their offices for fear of more than 3,000 of their striking colleagues, several of the workers said yesterday.

Meanwhile, garbage had piled up along the streets of Soweto, making the township smelly and a health hazard.

Dube, Central Western Jabavu, Mofolo North, Mofolo Central, Ermdeni and men's hostels such as Jabulani, Dube and Mapetla are plagued by mountains of rubbish.

In spite of repeated threats and ultimatums by Soweto's town clerk, Nico Malan, for striking workers to re-apply for their jobs, only a few hundred have responded and about 500 have been reinstated.

Several houses belonging to reinstated workers and those who refused to go on strike have been attacked by people with hand-grenades.

Some workers said they were living in fear of their lives because they were accused of "selling out" their striking colleagues by returning to work.
EAST LONDON. — The four-week-old dispute at Mercedes Benz has ended after agreement was reached last week.

Workers returned to work on Monday

The dispute was sparked off by the suspension of Marshall Mrwetyana on full pay on June 30 following a stabbing incident. Two shop stewards, Abraham du Plessis and Mtholli Nonyakela, were suspended a month earlier. Management's reason for the suspensions was "gross misconduct".

Border regional secretary of the National Union of Metal Workers South Africa (Numsa), Viwe Gxarsa, said agreement was reached on the basis that the three suspended workers be referred to the arbitration board scheduled for next week and that other allegations of misconduct be addressed later at the internal disciplinary hearing.

There were conflicting reports on the situation at the plant during the dispute. Management said that about 700 Numsa members were involved in an "illegal strike". Numsa said 2,000 of the total plant workforce of 3,200 were involved prior to police intervention.

Thirty-seven Numsa members were arrested during the dispute and were charged with holding an illegal gathering. They appeared in court twice this month and were granted bail of R100 each. The hearing was postponed until November 2.
West Berlin — Three West Berliners were yesterday convicted of attempting to import a statement by South African President, Mr. P. de Klerk, that they called "a victory for South Africa." Mr. de Klerk's statement was published in a German newspaper. The French, by the way, have said that the French Liberation Day will be observed on May 1 in their country, and the French Liberation Day will be the first of May in their country. The French have said that the French Liberation Day will be observed on May 1 in their country.
Checkers' lockout still on

JOHANNESBURG — Representatives of Checkers and the Commercial, Catering and Allied Workers' Union (Ccawusa) were still locked in negotiations yesterday evening as the deadline passed for some 2,000 locked-out workers to accept management's terms for the resolution of a dismissal dispute. Neither could be reached for comment on the progress of the talks.
14,000 SATS strikers back at work

JOHANNESBURG. — All 10,000 striking SA Transport Services workers in Durban, together with the 4,000 Richards Bay members who joined the strike in sympathy yesterday, were expected to return to work today, SATS spokesman Mr Alan Lubbe, would say only. "The management of SATS is very pleased that we could come to an agreement to end the strike."

The nine-day-old strike ended when workers accepted management's offer of a 12% wage increase for graded workers and a 20% increase for general workers, Mr Moeksi said. In addition, management had to agree that the Eastern Cape dispute, over the dismissal of 200 workers, be discussed today.

Mr Moeksi said he had the assurance of the labour director that all 200 workers in the Eastern Cape would be unconditionally reinstated. He predicted that the 4,000 strikers there would return to work tomorrow.

He added that management had agreed wages would be discussed further at a national level on October 13 as the "tentative" increase was by no means sufficient.
Eviction looms for Haggie strikers

BY EDDIE KOOH

MORE than 1 800 metalworkers at two Haggie Rand plants on the East Rand face eviction from their hostels as a wage strike at the steelworks drags to the end of its first week.

The workers, who began striking last Saturday after a protracted annual wage talks, were dismissed early in the week and told they would only be re-employed if they accepted the company's wage increases.

Haggie management says the company had locked the workers out before the stoppage began and that subsequent strike action has thereby been rendered illegal.

The National Union of Metalworkers of South Africa insists the workers had exhausted all conciliation procedures before downing tools and that the strike is legal.

It plans to challenge the validity of the dismissals and the threat of evictions in court, says union organiser Alistair Smith.

The strike began after workers rejected management's offer of a minimum wage increase of 45 cents an hour. Workers are demanding an 85 cents an hour hike across the board.

Production at Haggie's Jupiter plant in Cleveland, which manufactures steel cables, and at its Germiston steelworks has been halted. The Jupiter factory, jointly owned by Anglo American and Gencor, is the biggest of its kind in the world.
Sats harbour workers in Natal end strike

BRONWYN ADAMS

All 10 000 striking Sats workers in Durban, together with the 4 000 Richards Bay members who joined the strike in sympathy yesterday, returned to work today, SA Railways and Harbour Workers' Union (Sarhru) regional secretary David Moeki said yesterday.

He said the nine-day-old harbour strike ended when workers accepted management's wage offer of 3.12% wage increase for graded workers and a 20% rise for general workers.

In addition, management had to agree the eastern Cape dispute, over the dismissal of 200 workers, be discussed today.

Moeki said he had the assurance of the labour director that all 200 eastern Cape workers would be unconditionally reinstated.

He predicted the 4 000 strikers there would return to work on Friday.

He said management had agreed wages would be discussed at a national level on October 13 as the "tentative" increase was by no means sufficient.

In Durban, Sats spokesman Alan Lubbe would say only "The management of Sats is pleased we could come to an agreement to end the strike."
Sats has a clear line on the SA Railways and Harbours Workers' Union (Sarhwa), which represents the 10,000 workers who downed tools in Durban two weeks ago; it doesn't talk to unregistered unions, says public relations manager Alan Lubbe. So it was lawyers representing the two sides who met instead to try to resolve the strike over wages, with Sarhwa demanding a raise of 300%, the reinstatement of a suspended worker (a condition Sats met last Thursday), and the recognition of the union.

To keep essential services in the harbour and depots going, Sats used just about everybody at their disposal — clerical staff, workers shipped in from other centres and "casual labour", which includes schoolchildren and students.

At the time of going to press, Sats management was optimistic that its employees would come back to work, although it were adamant that the wage demand would not be met. A spokesman for Sarhwa was equally confident that workers were united and "strong" — and would hold out for their increase.
Some deadlines

On Tuesday Sats management in the strike-hit East London area was hoping for a significant return to work - which would deflect the threat of a second dismissal of strikers on Wednesday. The fate of 400 workers at Cambridge Goods Sheds, whose three-day deadline to return to work expired as the FM went to press, hung in the balance.

About 200 strikers (the first group to come out) at the East London railways division were so far been paid off and demobilised, says Sats regional manager Louis du Toit, leaving about 900 of this division's 7,000 workforce still out. In addition, some 200 of the 300 full-timers at the city's harbour division are also on strike over a 345% wage demand. That would mean a minimum starting wage of around R1,500 a month, described as unrealistic by management.

Black employees began the strike on September 16 when 29 carriage workers downed tools. The action soon spread to the whole East London area.

Matters have been complicated by the entry into Sats labour relations by the Co-
MORE THAN 100 workers at the Arthur's Seat Hotel in Sea Point yesterday joined a strike of the Karos Hotels, the Hotel and Allied Workers' Union (Hawu) said.

Six Karos hotels have been affected by industrial action after the dismissal of a number of workers following the June 16 stayaway and a deadlock in wage negotiations.

The manager of the Arthur's Seat Hotel yesterday declined to comment on the strike and referred queries to his head office in Johannesburg where there was "no one available to speak to the press".

The union claims that Karos Hotels had dismissed 122 workers at the Karos Wilderness Hotel for commemorating June 16 and more than 70 workers at the Arthur's Seat Hotel.

More than half the workers at the Arthur's Seat Hotel earned less than R250 a month for a 54-hour, six-day work week, Hawu added.

In Johannesburg about 120 workers spent Wednesday night in the Johannesburg Hotel basement after being locked out on Tuesday.

Hawu met management yesterday afternoon to discuss the dispute.
Union threatens national Sats strike

THE 14,000 Sats workers in Durban and Richards Bay who returned to work yesterday would participate in national strike action next week if the dispute in East London was not resolved today, SA Railways and Harbour Workers' Union (Sarhwu) regional secretary David Moeki said yesterday.

Sats in East London reacted on Wednesday to the continuing strike of 4,000 workers by dismissing 200 Sarhwu members—bringing the number of dismissals to 420 since the start of the industrial action.

Sats East London port director Hermie Visser confirmed the dismissals. He added that 70 port employees had returned to work today and negotiations were continuing, but would not comment further.
Hotel on skeleton staff as strike enters Day 2

Staff Reporter

THE Arthur's Seat Hotel is operating on a skeleton staff as the strike by workers entered its second day.

Yesterday the Liquor and Catering Trades Union, which represents Karos workers in the Western Cape, said that about 100 employees had joined the national strike by Karos workers.

They were backing demands for the reinstatement of colleagues dismissed after stayaways in June to commemorate June 15 and to protest against the Labour Relations Amendment Act.

Mr B Humphreys, the manager of the Arthur's Seat Hotel, said reports that more than 100 workers were on strike were "inaccurate" but declined to give the exact number.
LOCKOUTS of more than 4 000 workers involved in labour disputes at three major metal, mining and retail plants on the Rand indicate the get-tough tactic is becoming a popular management method of dealing with strikes.

Checkers this week locked out some 1 500 workers at 15 stores across the Transvaal after 3 000 union members went on strike in protest over the dismissal of two colleagues.

The Rand, on the East Rand, closed its gates to more than 600 workers who were planning to hold a strike ballot after annual wage talks at the firm deadlock.

And at Haggie Rand steelworks, more than 1 800 metalworkers were locked out and dismissed after wage negotiations between management and the National Union of Metalworkers of South Africa (Numsa) broke down.

A war of words over the legality of the lock-out has erupted in the disputes, indicating that the issue could soon be taken to the industrial court for clarification.

Haggie Rand managing director John Millburn says the company's legal advice is that dismissal of workers who refuse to accept a reasonable wage offer from management is legitimate and insists the firm followed all procedures laid down in the Labour Relations Act.

Zincor's labour relations adviser, Judy Paul, said the company had gone through conciliation board procedures and was entitled to lock workers out as a way of urging them to accept the mine's wage increases.

Checkers human resources director Andy Maclean says workers were last Saturday issued with "lockout notices" and had their services terminated after the Commercial, Catering and Allied Workers' Union (Cawusa) rejected management offers to refer the dispute to the industrial court or arbitration.

The workers were told they would be re-employed if they sign a "declaration of acceptance" stating that their dispute with the company is over.

Unions at all three plants have rejected the validity of the lock-outs and considered mounting legal challenges to them. Numsa representative Alastair Smith says Haggie's legal advice is archaic and that the union has briefed its lawyers to investigate the situation.

The National Union of Mineworkers, said Zincor had closed its gates before workers had begun conducting a strike ballot.

"Even though the union suggested that parties consider either mediation or arbitration to resolve the dispute, management rejected these proposals out of hand," he said.

The new labour law has signalled a change in shop-floor tactics: the lock-out. Some 4 000 workers are locked out today in three different disputes, reports EDDIE KOCH.

"Zincor's decision to illegally lock out workers, and their refusal to consider mediation, clearly reflect attempts to bash the union and is contrary to the spirit of collective bargaining."

Zincor declined to comment on the allegations saying talks to resolve the issue were still under way. At Haggie, the metalworkers' union has announced it will revise its demand for a wage hike of 85c an hour when negotiations resume next week.

The Checkers dispute was resolved yesterday morning after all-night talks between the union and management. Maclean said the workers would be re-hired after they agreed to sign the company's "declaration of intent" because the union had agreed to take the dismissals to arbitration.

The Institute for Industrial Relations says in a recent editorial that there is general consensus in legal circles that lock-outs cannot be challenged as unfair labour practices in the industrial court if all procedures have been adhered to. However, there is considerable debate over the legality of "termination lockouts" that involve mass dismissals.
man for the Western Cape Regional Services Council said last night that the road had been closed from about 4.30pm yesterday after it became slippery in the rain.

Swapo demo dispersed

WINDHOEK. — Riot police with batons and quirts dispersed a group of about 100 members of Swapo's Youth League demonstrating outside South West Africa House here yesterday, police said. Yesterday was the 10th anniversary of Resolution 435.

No action against strikers

DURBAN. — Thousands of SATS workers who streamed back to work yesterday here and at Richard's Bay at the end of a nine-day strike have been assured that no disciplinary action will be taken against them.

Solidarity service

A CHURCH service will be held in Port Nolloth's Anglican Church at 10am tomorrow in solidarity with about 350 members of the community who face forced removal, the Surplus Peoples Project said yesterday.
Checkers strike resolved

JOHANNESBURG. — Checkers and the Commercial, Catering and Allied Workers' Union resolved a five-day-old strike and lock-out at 7am yesterday after a 21-hour negotiating session. The strike, which involved about 3,000 workers at at least 42 Transvaal branches of the group, was triggered by a disagreement over the means of resolving the disputed dismissals of two union members.

Reports by Own Correspondent, Sapa-Reuters-AP and UPI.
INDUSTRIAL REL. STRIKES

1988

PERIOD: OCT - DEC
Jan Theron steps down

JAN Theron, general secretary of the Food and Allied Workers' Union, has stood down to take his delayed sabatical.

Mr Theron, previously secretary of the Food and Canning Workers' Union, was elected general secretary in 1986 when the union amalgamated with several others in the industry to form Fawu as part of the one-industry, one union policy of the Congress of South African Trade Unions (Cosatu).

Mr. Theron announced his intention of taking extended unpaid leave to write at the union's 1987 conference.

While he originally spoke of starting the leave early this year, it got postponed, partly because of some internal problems.

These led to a special congress in Cape Town during June to deal with dissension stemming mainly from financial problems associated with the Sp kapsam strike and the concert held to raise money for the strikers.

Fawu issued a statement this week announcing that Mr Theron had stood down and that his place would be taken by Mandla Gxanyana, previously national organiser for the milling and baking sectors.

The announcement should settle a period of quite intense rumours about Fawu.

For some reason, possibly because the length of time it has been around and the industry in which it operates, there have been a seemingly never-ending series of rumours about Jan Theron and Fawu around the industry.

At one stage it seemed like a fresh story cropped up about once a week.

Conference

According to the Fawu statement, about 200 delegates and 200 alternates and officials attended the conference in Soweto over the weekend of September 23-25.

They came from 31 branches and Fawu now has 75,000 paid-up members "reflecting the growth of the union despite loss of membership through retrenchment and dismissals."

Start of the conference was delayed by restrictions placed on president Chris Dlamini, who eventually got permission to attend.

The conference deplored the restrictions placed on Mr Dlamini and other Cosatu leadership.
Strike at Karos hotel: Police hold 43 workers

Staff Reporters

MORE THAN 40 striking hotel workers were arrested yesterday for trespassing after the management of the Karos Arthur's Seat Hotel in Sea Point allegedly "broke an agreement and called the police". A police spokesman confirmed that 43 people had been arrested for trespassing at the hotel yesterday afternoon.

Six of the Karos group's hotels have been affected by industrial action since the dismissal of a number of workers following the June 16 stayaway and a deadlock on wage negotiations.

The Liquor and Catering Trades Union (LCTU) claims that Karos Hotels dismissed 122 workers at the Karos Wilderness Hotel for commemorating

To page 2.

From page 1.

Hotel strike

June 16 and two workers at the Arthur's Seat Hotel for the same "offence".

A union official said that workers at the hotel were picketing peacefully off the hotel premises yesterday and was standing in the canteen - an area agreed upon for workers to meet - when the general manager, Mr Bruce Humphreys, requested a meeting with shop stewards of the union.

"About 2pm the strike committee met with Mr Humphreys and he said that workers who were not living on the hotel premises must remove themselves within 10 minutes or he would call the police.

"Two police vans arrived Mr Humphreys said he was telling the police to remove everyone from the premises. The police then moved in and arrested workers in the staff canteen."

The company had also evicted all workers.

Mr Humphreys, the hotel's spokesman, was unavailable for comment last night.
Court stops hotel pay increase

The release of 'Karoo Wilderness' Hotel shop steward Mr. Gladwell Southey from police custody yesterday morning was delayed by the court. According to 'Cape Town's' reporter, the hotel's management had not yet agreed to release the employee, despite previous promises.

A court order was issued for the immediate release of the worker, who is alleged to have been involved in a minor incident. The court's decision is being awaited.

The management of the 'Karoo Hotel Group' has been under pressure from workers over pay increases, with allegations of poor working conditions and unfair treatment.

The hotel is located in the heart of Cape Town and is well-known for its luxurious accommodations.
2,300 are locked out

THE lock-out of 2,300 workers at 12 Southern Sun Hotels on the Witwatersrand comes in the wake of numerous illegal work stoppages in the last month, Mr Karl Ludick, the company's personnel director said in Johannesburg yesterday.

He said this was despite an agreement reached with the Hotel and Restaurant Workers' Union (Harwu) on January 8, this year.

The agreement "clearly made provision" for six public holidays a year. Mr Ludick said, and workers scheduled for those days would receive double pay, "as per various industrial council agreements."

Mr Ludick said Southern Sun had decided to institute a legal lock-out at all their hotels on the Witwatersrand, effective from 6am yesterday.

He said the company was insisting on an acceptance by employees that they were required to report for duty even if it was scheduled on public holidays — Sapa
Get back or be tired

Workers are warned

The lockout of about 600 workers at Gold Fields of SA's Zinkor refinery on the East Rand took a new turn yesterday when management gave notice of its intention to dismiss the workers.

According to National Union of Mineworkers' (NUM) assistant general secretary Mr Marcel Golding, the workers, locked out since last Monday, have been given two weeks starting yesterday to return to work or be fired.

DEADLOCK

The lock-out resulted from a conciliation board deadlock in wage negotiations between the NUM and the refinery.

The union is demanding a 12.5 percent wage increase, retrospective to July 1, and a freeze in hostel fees. Management has offered a 10 percent raise and has proposed that hostel fees be increased from R70 to R78.

A refinery spokesman said the action was "in furtherance of the lock-out which followed the failure of talks with the NUM to resolve the wage dispute."
Striker shot dead in hotel

JOHANNESBURG - A striker was shot dead in the lobby of the Johannesburg Sun hotel today, police said.

Mr John Mkhize, a member of the Commercial, Catering and Allied Workers Union of South Africa, was employed at the Sun.

He was shot through the heart at close range by a policeman.

He had allegedly run into the lobby after an argument with another worker, who he chased into the hotel.

The Sun is one of the hotels in the Southern Sun/Holiday Inn chain that has locked out 2 800 workers since yesterday - Sapa.

See page...
3 000 hotel workers on the Reef locked out

The Argus Correspondent

JOHANNESBURG. — At least 3 000 Southern Sun/Holiday Inn workers on the Witwatersrand were locked out yesterday as the dispute in the industry over June 16 worsened.

The lockouts followed similar action taken by the Karos Hotel Group last week, involving about 390 workers.

A Commercial, Catering and Allied Workers' Union (CCawusa) spokesman, Mr Alan Hurwitz, said employees at all Southern Sun/Holiday Inn hotels on the Reef were threatened with dismissal unless they agreed by October 7 to the company's demand that they may be required to work on May 1 and June 16.

BRING TO A HEAD

The hotel group's spokesman, Mr Carl Ludick, said "The legal lockout action is an attempt to bring to a head the six-month dispute over public holidays and illegal stoppages at the group's hotels."

He said if workers accepted the company's offer they would be reinstated with full benefits.

The hotel group has been hit by a spate of stoppages to protest against the dismissal of 142 workers for staying away on June 16 (the anniversary of the 1976 Soweto uprising).

STRIKE ACTION

Mr Hurwitz said the lockout was a company attempt to preempt strike action by CCawusa, which intended taking a strike ballot at the hotels this week.

Mr Hurwitz added that at least 43 employees of the Karos group's Arthur's Seat Hotel in Cape Town were arrested at the weekend for alleged trespassing.
Union to contest legality of lockout by hotel group

The Argus Correspondent

JOHANNESBURG — The Hotel and Restaurant Workers' Union intends to bring an urgent application to contest the legality of a lockout by the Southern Sun/Holiday Inn hotel group, a union spokesman said.

The management locked out 3,000 workers at the group's hotels on the Witwatersrand on Monday following a dispute over the recognition of June 16 and May 1 as holidays.

Management spokesman Mr. Carl Ludick said 400 to 600 workers had accepted that they may be required to work on May 1 and June 16 and that they would be paid double time.

The company has given workers until Friday to accept the proposal or be dismissed.

IN QUESTION

The union spokesman agreed that some workers had accepted the proposal, but questioned the management's figures.

Mr. Ludick said managers, trainees, and casual employees were filling positions of workers who had been locked out. There had been no cancellations of bookings and all facilities were open.

The Karos Hotel group yesterday notified the Commercial Catering and Allied Workers' Union in Cape Town that it intended to take legal action against strikers at the Arthur's Seat, Sea Point.

A union spokesman said the group intended to bring an urgent application restraining workers from picketing or demonstrating near or at the hotel.

The management could not be reached for comment.

Employees at the Arthur's Seat and six other hotels in the Karos group nationwide are still affected by a strike over the dismissal of 125 workers for failing to report for duty on June 16.

FATAL SHOT

• There are conflicting accounts of the shooting yesterday of a worker in the lobby of the Johannesburg Sun.

• Police claim that a policeman fired the fatal shot in self-defense.

• According to the Hotel and Restaurant Workers' Union, the off-duty employee, Mr. John Mkhize, was shot through the heart at close range.

• A union spokesman, Mr. Alan Hurwitz, said the union's information was that Mr. Mkhize attacked another employee, Mr. Gift Ngubane, outside the hotel during an argument. A policeman fired at Mr. Mkhize.

• Hotel spokesman Mr. Ludick said, "According to our reports, Mr. Mkhize stabbed a man with a screwdriver outside the hotel and then ran inside shouting and tried to stab an employee at the reception desk."

• The policeman told Mr. Mkhize to put down the screwdriver, but Mr. Mkhize advanced towards him and was shot.

• Mr. Ngubane is in Hillbrow Hospital.
Hotel workers' union will contest lockout in court

By Adele Balloot

The Hotel and Restaurant Workers' Union intends to bring an urgent application to contest the legality of lockout action taken by the Southern Sun/Holiday Inn hotel group, a union spokesman said yesterday.

Management locked out about 3,000 union members at all the group's hotels on the Witwatersrand on Monday after a dispute over the recognition of June 16 and May 1 as holidays.

Management spokesman Mr. Carl Ludick said between 400 and 600 workers had accepted the company's proposal that they might be required to work on May 1 and June 16 but would be paid double time.

The company has given workers until Friday to accept their proposal or be dismissed.

The union spokesman said some workers had accepted the proposal but management's figure of up to 600 was doubtful.

Mr. Ludick said the group's hotels were functioning normally. Managers, trainees and casual employees were filling in for the locked-out workers and all facilities were open.

The Karos Hotel group yesterday notified the Commercial Catering and Allied Workers' Union in Cape Town of its intention to take legal action against striking workers at the Arthur's Seat Hotel in Sea Point, Cape Town.

Employees at the Arthur's Seat and six other hotels in the Karos group nationwide are still affected by a strike over the dismissal of 125 workers for failing to report for duty on June 16.
Worker killed in plush Jo'burg hotel

By Mike Sithuma, Adele Baleta and Craig Kotze

A worker died after being shot in the lobby of the plush Johannesburg Sun hotel yesterday as the lock-out of thousands of Southern Sun/Holiday Inn hotel employees entered its second day.

Conflicting accounts of the shooting were given by unions, management, witnesses and the South African Police.

The police claim that a policeman fired the fatal shot in self-defence.

A total of 150 business people attending a seminar in the hotel at the time of the incident sent The Star a signed petition condemning the shooting and describing the events as "extraordinary."

The delegates to the conference collected R350 for the family of the dead man, a spokesman for the group said.

He said no warning had been given to the worker before he was shot.

According to the Hotel and Restaurant Workers' Union (Harwu), the off-duty employee, named as Mr John Mkhize, was shot through the heart at close range.

Harwu spokesman Mr Alan Hurwitz said the union's information was that Mr Mkhize had attacked another worker outside the hotel after an argument. A policeman had then fired at Mr Mkhize, killing him.

No attempt had apparently been made to disarm Mr Mkhize before he was shot, said Mr Hurwitz.

Southern Sun/Holiday Inn spokesman Mr Carl Ludick confirmed that Mr Mkhize was employed by the Johannesburg Sun.

He denied allegations that management had called in the police and said Mr Mkhize was shot and killed by a policeman who was passing by the entrance of the hotel while on his way to work at the Rand Supreme Court.

A police spokesman confirmed the events as described by Mr Ludick.

He said the shooting happened at about 8:10 am after Constable Jaco Wentzel, stationed at the nearby Rand Supreme Court, noticed a man screaming and shouting in Small Street in front of the hotel.

Constable Wentzel saw the man stab Mr. Gift Ngubane, of Denver Hostel, in the back with a screwdriver before running to the hotel.

Mr Ngubane is in a satisfactory condition in the Hillbrow Hospital.
Lock-out hits hotel service

ELEVEN Witwatersrand hotels in the Southern Sun group affected by a two-day-old lock-out of 3,100 employees were yesterday offering only limited services to guests through the employment of casual labour.

And about 150 delegates attending a business seminar at the Johannesburg Sun yesterday signed a strongly worded petition condemning the shooting of Hotel and Restaurant Workers' Union (Harwu) member John Mkhize by a police constable in the hotel's foyer area yesterday morning.

Regarding the fatal shooting, Witwatersrand police spokesman Col Frans Malherbe said shortly before, Mkhize had stabbed passerby Gift Ngubane with a screwdriver. He then turned and charged Constable Wenzel, who drew his pistol and shot Mkhize in the left side of the chest from 2m.

However, two delegates who witnessed the shooting and signed the petition said Mkhize had been shot unnecessarily as four hotel security guards could have pounced on him but instead did nothing.

The union, meanwhile, was preparing an application to the Industrial Court to have the lock-out declared unlawful and/or unfair, and a spokesman threatened that strike action would spread to the rest of SA in both Southern Sun and the Karos group should the disputes over May 1 and June 16 — and, at the latter

Lock-out hits 11 Witwatersrand hotels:

The dispute is over whether workers are entitled to time off on those days or are obliged to work if required, while receiving the normal double pay for working on a public holiday.

Southern Sun/Holiday Inn personnel director Karl Ludick said all facilities at the 11 hotels were being serviced, however, some restaurants and bars were operating on a limited scale.

Security guards at the Downtown Holiday Inn told people entering that the hotel was not accepting guests "because workers were on strike.

The Johannesburg Sun had only one restaurant operating in the lobby, and guests at the Rand International were told there would be no room service.
MARITZBURG — Edendale hospital could provide only vital services on Monday as about 200 general assistants, who downed tools on Friday, were joined by about 89 clerks in a sit-in.

The workers have given poor working conditions and delays in parity pay, which was due in March, as the reasons for their action. According to hospital sources, only vital services were provided on Monday and only emergency patients admitted.

In response to questions put to him on Monday, Edendale's chief medical superintendent Dr Peter Evans said patients were being admitted and arrangements had been made to continue to provide services. He would not elaborate on the arrangements.

Hospital sources said the sit-in had resulted in filthy wards, with piles of rubbish and dirty linen waiting to be collected and patients waiting hours for meals.

Patients were being fed only porridge, milk and bread because of the closure of the main kitchen.

The pharmacy department staff refused to dispense drugs and medicines to outpatients and wards.

Sapa.
Bid to settle Parow strike

Staff Reporter

A WAGE strike involving 180 workers at Mossop and Son leather manufacturers in Parow has been referred to mediation in a bid to settle the dispute.

A spokesman for the SA Chemical Workers' Union yesterday said management had agreed to resort to mediation on October 12.

Workers rejected the company offer of R20 and demanded a R50 increase, to be implemented in two instalments, the spokesman said.
800 locked out of hostel

The strike by more than 1,800 Hagge Rand workers in Durban and on the Witwatersrand entered its third week with workers being dismissed and locked out of the company hostel.

Some 800 workers live in the company compounds. Most others live in bachelor hostels.

The strike follows a deadlock in negotiations over this year's house agreement.

Hagge is jointly owned by Anglo-American and Gencor. It is the only supplier of wire ropes to South African mines and the largest producer in the southern hemisphere.
WIVES, STUDENTS REPLACE WORKERS AT STRIKE-HIT HOTELS

By Adele Bolela

Schoolchildren, housewives and university and technikon students are standing in for thousands of workers locked out at least 11 Southern Sun Holiday Inn hotels on the Witwatersrand on Monday.

The hotel group's personnel director, Mr Carl Ludick, said bookings at all hotels were still being accepted.

Although the group was not advertising for schoolchildren, several 16-year-olds were helping out at the coffee shop at the Jan Smuts Holiday Inn.

ROOM SERVICE

"A contingent of housewives are attending to room service at the hotel, and students are working mainly in the restaurants," he said.

At least one restaurant and one bar was open at all hotels, he added, but there was only limited room service available.

A Hotel and Restaurant Workers' Union (Harwu) spokesman said the hotel group was exploiting replacement labour by involving them in a battle which did not concern them.

He said the dispute over May 1 and June 16 was a matter of principle for workers.

One hundred and fifty business people have condemned the shooting and killing of a union member, Mr John Mkhize, by a policeman in the Johannesburg Sun's foyer yesterday.

The delegates, who were attending a conference in the hotel at the time, signed a petition describing the shooting as "outrageous."

They collected R350 for the dead man's family.

Police said Mr Mkhize was shot in self-defence after he had stabbed another man.

COURT ACTION

A Harwu spokesman said the union intended bringing an urgent application to contest the legality of the lock-out by the company.

He warned that the dispute over holidays was a national issue, and added that a strike ballot would be held countrywide on the dismissal of 140 workers by the company for being absent from work on June 16.

The company claims that at least 700 of the 3 000 workers who were locked out on Monday have accepted the company's proposal that they may be required to work on June 16 and May 1.

The Karos Hotel group has notified the Commercial Catering and Allied Workers' Union in Cape Town of its intention to take legal action against striking workers at Arthur's Seat Hotel in Sea Point.
Dismissal of Afcol employees upheld

The dismissal of nearly 300 workers by Afcol's Star Furniture, about four months ago, has been upheld by an arbitrator, the company said yesterday.

An Afcol statement said the arbitrator had, however, decided that the furniture manufacturer must pay each of the 290 dismissed workers the equivalent of five months' pay.

The employees were dismissed after striking in solidarity with four fired colleagues. Up to 1,200 Afcol employees in several other Transvaal plants subsequently embarked on a six-week-long sympathy strike before the dispute was referred to arbitration.
JOHANNESBURG — Haggie Rand yesterday entered the 18th day of its lockout of 1,500 workers after a meeting between the parties on Tuesday failed to reach agreement on annual wage increases, a management spokesman said yesterday. The National Union of Metalworkers of SA (Numsa) dropped its wage increase demand from 45c an hour to 65c, but management refused to alter its 45c offer, the spokesman said.
CAUSES OF STRIKES...

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<th>Man-days lost</th>
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<td>Public</td>
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<td>Retail</td>
<td>3</td>
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<tr>
<td>Agriculture</td>
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... and involved...

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<td>CCWUSA</td>
<td>COSATU</td>
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<td>3 515</td>
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Source: FSA

Encouraging, though, is the fact that compromise and negotiation increased by 11 points as the main ways of resolving strikes, which, not surprisingly, tend to be concentrated in the PWV industrial heart of SA and which were all staged by Cosatu affiliates.

INDUSTRIAL ACTION

Striking period

Nearly half the man-days (432 881) lost through industrial action so far this year were chalked up in the third quarter of 1988. The total loss to end-September was 939 107 man-days, of which 506 226 were lost in stoppages in the first two quarters.

Figures are, however, dramatically down, compared with the same period last year. Yet, more employers have been struck this year, according to FSA, Industrial Relations director Mike Beaumont, who points out that last year's high incidence of lost man-days could be traced to strikes in the mining and public sectors.

With Numma's "selective" strike against 120 Sefisa members having accounted for about 200 000 lost man-days, the manufacturing sector was the hardest hit in the period under review, losing 254 900 man days thus far. These statistics do not reflect go-slows and overtime bans.

Disputes over wages and working conditions remain the major strike trigger (see charts). However, sympathy strikes were the next main cause for the second successive quarter. This is despite the coming into effect on September 1 of the new Labour Relations Act which, among other things, outlaws sympathy strikes. No doubt its effects will start telling in the last quarter and beyond — assuming the talks on labour law between employer body Sacculo and the unions bog down. Almost all sympathy or solidarity action was tied to dissensions or retrenchments, including a significant number of dissmissals for stayaways on June 16. This remains a point of contention: Southern Sun Staff members locked out some of the 2 500 Ccawusa-member employees at 12 of its hotels over the June 16 and May 1 public holiday issues.

FSA suggests the rise in sympathy action could be due to unions' tactic of increasing solidarity among members at different plants and companies; emotions associated with dissmissals for staying away on June 16; protest linked to the new labour Act; dispute linkage — for example, wages with dissmissals; and the potential inadequacy of statutory dispute resolution procedures, particularly regarding disputes over rights such as dissmissals. This factor could lead to alternative procedures being worked out — specifically, arbitration over disputes of right, FSA surmises.

Most strikes still last less than seven days; the longest so far this year have been the CWIU-Plascon Evans action (10 weeks), and PPWAWU-Afcol (six weeks). Also linked to the tightened labour Act, however, is the expectation that the length of strikes could well increase, given the new prohibitions against intermittent action and in line with recent union philosophy, observes Beaumont.
Locked-out hotel workers hold a lunchtime placard demonstration outside the Johannesburg Sun yesterday.

**Strike-hit hotels take legal action**

By Mike Siluma, Labour Reporter

Industrial action affecting at least 18 hotels countrywide and involving nearly 3,000 workers, continued yesterday as management proceeded with legal action.

A spokesman for the Hotel and Restaurant Workers’ Union (Harwu) said yesterday that an application by the Karos hotel chain, seeking to restrain the union from conducting pickets and demonstrations on or near the premises of Arthur’s Seat Hotel, was brought in the Cape Supreme Court yesterday.

In Johannesburg, a similar application against the union in the Rand Supreme Court was postponed this week until October 18.

At least seven of the group’s hotels are presently affected by strike action in protest against the sacking of 125 workers for being absent from work on June 16.

Southern Sun workers, locked out since Monday, yesterday staged a lunchtime placard demonstration outside the luxury Johannesburg Sun, demanding, among other things, the reinstatement of more than 100 colleagues fired for absenteeism on June 16. The demonstration ended after the arrival of several vanloads of policemen.

Southern Sun employees have been given until noon today to agree to work on June 16 and May 1.

However, Southern Sun spokesman Mr. Carl Lodick said the company was “looking sympathetically at extending the deadline” due to the union’s Industrial Court application against the lockout, due to be heard today. The company would oppose the application, he said.

According to a union spokesman, the union’s argument is that the company has “no material interest” in the workers accepting management’s demand that they be willing to work on June 16 and May 1 when required to do so.

The union feels that there is enough time to re-negotiate the issue before May 1 or June 16 next year.

The dispute between Southern Sun-Holiday Inn and Harwu centres on the company’s insistence that workers agree to work on June 16 and May 1 when called upon to do so—at double pay.

The union regards the days as symbolic, and wants working on those days to be optional.

Karos management could not be reached for comment at the time of going to press.
Hotel workers' lockout lifted pending hearing

SOUTHERN Sun said it would lift a lockout on about 3,000 striking workers at its Windhoek Rand hotels following an Industrial Court order.

Southern Sun group personnel director Mr. Karl Ludick said yesterday that in terms of the interim order pending the outcome of court proceedings, workers would resume their normal duties in the next 36 hours "but by no later than 7 am tomorrow".

The court also ruled that should the union, or its members breach the order in any way, the company would be entitled to approach the court to re-impose the lockout, according to Mr. Ludick.

Earlier yesterday, a spokesman for the Hotel Workers and Restaurant Union said workers would return to work tomorrow following the court order.
Cape hotel workers to vote on strike

Labour Report

HOTEL strikes appear set to spread following ballots in the Transvaal.

A spokesman for the Liquor and Catering Trades Union (LCTU) in Cape Town said that Southern Sun employees in the Transvaal had voted to strike and voting locally would take place next week.

And strikes at Karoo hotels in the Cape and Transvaal, backing employees demands for the reinstatement of workers dismissed after taking off June 16, continue.

Hearings opposed

The LCTU spokesman said the union also opposed disciplinary hearings scheduled for Monday arising out of the strike at the Arthur’s Seat Hotel in Sea Point and there was a fair chance they would not take place.

In Johannesburg the Industrial Court has ordered Southern Sun to lift the lockout of about 300 workers engaged in industrial action over dismissals following stayaways on June 16 and the cancellation of the recognition agreement.
Court orders SOUTHERN SUNS to end lock-out

SOUTHERN SUNS Hotels yesterday agreed to lift a week-long lock-out of 3,000 workers at 11 Johannesburg hotels following an Industrial Court ruling that the termination of the workers’ contracts was invalid.

An application by the Hotel and Restaurant Workers’ Union (Harwu) that the lock-out be declared unfair was, however, turned down by the court.

The court ordered that workers be permitted to return to work and restrained the hotel chain from excluding employees from their premises.

Reciprocally, the union undertook that members affected by the lock-out would not engage in strike action or work stoppages, pending the outcome of Section 43 proceedings concerning the dispute over workers’ obligation to work on May 1 and June 16.

The union was ordered not to conduct strike ballots before the Section 43 proceedings.

A union spokesman yesterday told Sapa that more than 200 strikers demonstrated yesterday outside the Johannesburg Sun — scene of the fatal shooting of a striking worker.

Meanwhile Sapa reports that, according to a Harwu spokesman, 14 Karos Hotel workers were yesterday detained for picketing.

“We have received reports that four strikers from the Safari Hotel, Rustenburg, were detained for picketing and 10 more from the Manhattan Hotel, Pretoria, were also detained,” the spokesman said.
Union dispute with nine oil companies makes little progress

THE conciliation board dealing with a dispute between the Chemical Workers' Union and nine oil companies has made little progress. It adjourned after its first sitting and there will be talks between the union and individual employers in the interim.

The dispute is over the employers' refusal to negotiate on an industry-wide basis with the union.

Demands for industry-wide negotiation have come from several unions in the past year, either to one employer with several operations or to individual employers in the same industry, and have mostly been resisted.

CWIU's demands included industry-wide negotiation on social responsibility, pensions, public holidays and educational assistance.

Initial debate at the board was around the terms of reference, which specifically excluded social responsibility, pensions and taxation, and it was agreed to deal with the question of industry-wide negotiations first.

According to a statement from the union, employers had several reasons for their reluctance to accept industry-wide negotiations. These included interference with their freedom of association, not being prepared to deal with the union alongside their competitors, they were not necessarily part of the same industry, not being convinced that it was feasible, and employees would not benefit.

The union argued that the petroleum companies associated at various levels sharing resources such as refineries and transport, having the same raw material, crude oil, having similar working conditions for employees, and because petrol prices were fixed competition was limited to marketing.

Positive step

The union views the dispute seriously and hoped that the exploratory talks with senior management from individual companies would ease the situation "from the constraint of the multi-company conciliation board proceedings". This is viewed as a positive step towards reaching settlement on the issues.

The union said it was not contemplating industrial action "at this delicate phase" of negotiation but would report back to members in order to "take its campaign for industry-wide negotiations in the petrol sector further."
Hospital in chaos after worker strike

Conditional agreement reached

By BUGU KUNENE

FILTHY wards, piles of garbage, dirty linen and hungry patients became the order of the day at Edendale Hospital this week when domestic workers and clerks went on strike.

The five-day long sit-in of 200 domestic workers and 60 clerks ended on Tuesday evening after a meeting with the KwaZulu Secretary of Health, Dr Darryl Hackland.

Workers downed tools because of delays in parity pay which, they said, was due in March.

Other grievances were long working hours - 6am to 7pm - a shortage of staff, inadequacy of leave benefits and little opportunity for promotion.

Concerning the delay in parity pay, Hackland put the blame on the Department of Development Aid.

The department has since admitted responsibility for the delay and given November 1 as the target date for rectifying the situation.

However, the clerks also gave a list of demands to Hackland. One of the demands is for an immediate payment of R500 to make up for the delay.

Clerks threatened to walk out again on Monday if this wasn’t met.

Medical superintendent Dr Peter Evans declined to comment. During the sit-in, nurses had to wheel corpses to the mortuary as there were no porters.

The pharmacy department staff refused to dispense drugs and medicine to out-patients.

Patients were only fed porridge, milk and bread because the main kitchen was closed.

The hospital could only provide vital services and only emergency patients were admitted.

Commenting on the strike, a spokesman for the Health Workers’ Organization said the actions of the domestic workers and clerks were understandable, given their low wages and the rising cost of living.

“Rent, food prices and bus fares have all increased in the last six months, which makes it increasingly difficult for these workers and their families to purchase even basic necessities,” the spokesman said.

“Health workers are also now being made to pay for their hospital treatment.

“Non-classified workers - domestic workers and porters - are the most exploited workers at hospitals,” he added.

“They work under very difficult conditions - long hours, staff shortages, hard work and temporary status.”

Vietnamese Siamese twins separated

TWO seven-year-old Siamese twins were in a satisfactory condition on Wednesday after their separation in a 14-hour operation a day earlier in Vietnam, a Japanese Red Cross official said.

A team of 72 doctors and nurses separated twins Viet and Duc at Tu Du Hospital in Hanoi City, formerly Hanoi. It was believed to be the first separation of Siamese twins who had been joined for more than seven years.

Yoshiki Nemoto, of the Japan Red Cross, quoted Tadao Kono, one of three Japanese observers in the operation, as saying the twins were "in a satisfactory condition on Wednesday morning."

The medical team will keep a round-the-clock vigil on the two boys for four days until tomorrow. Nemoto quoted Kono as saying.

The Japanese Red Cross provided some medical equipment and medicine needed in the operation. Nemoto said.

Kyodo News Service quoted a Vietnamese doctor as saying "It will take about a week to tell about the outcome of the operation."

Viet and Duc were joined at the pelvis and had a single pair of legs. They shared a large bowel, anus, bladder, genitals, one pair of kidneys and a major artery, leaving doctors with the difficult ethical question of how to divide their shared parts and give both a chance of survival.

Japanese newspapers reported that each twin received one leg, while the single organs went to Duc, the healthier of the two. Viet has been comatose since May 1986.

Vietnamese officials have attributed the rise in the number of Siamese twins births in the country to the American use of defoliants during the Vietnam War.

Natal child on robbery rap after repeated arrests and detention

He has been detained under the state of emergency "at least six times" said his mother.

"Every time something happens to Inkatha in Kwandengezi, the police fetch my son. They single him out because he is a comrade," she said.

She said police had arrested her son 12 years on a previous occasion when they had hospitalised him.

A police spokesman said a lack of evidence rather than harassment was often the reason behind failed arrests.

But PFP Unrest Monitor member, Stephanie Miller, said:

"I have had five cases of children arrested where the State has not been able to prosecute."

"When the case is dropped, the kids are put in state of emergency detention," she said.

DNews

Musos' tribute to Dick
Hotel staff return to work as lockout ends

JOHANNESBURG — Most Southern Sun employees returned to work yesterday by 7am after a week-long lockout affecting 11 hotels.

Southern Sun-Holiday Inns human resource director Mr. Karl Ludick said that by yesterday afternoon there had been no reported incidents from any of the hotels and most workers had returned to work according to the agreement.

He said that during the past week, Southern Sun had operated on a 50% staff complement of casual labour, students, housewives and some employees.

He said he believed Southern Sun had rendered an "average service" throughout the week and had guaranteed the functioning of one bar and one restaurant.

On Friday, Johannesburg Industrial Court member Mr. Mohammad Bulbulia ruled that the termination of the contracts of employment of workers locked out by Southern Sun be declared void.
DURBAN — About 1,000 workers at the Mondi Paper Company at Merebank downed tools on Sunday, demanding the immediate dismissal of one of the managers.

A spokesman for the strikers had complained to the management about an executive who had "changed things". He said that a further 1,000 workers were expected to join the strike.

The general manager, Mr Ian Halliday, could not be contacted for comment last night. — Sapa.
MORE than 4500 Durban factory workers went on strike yesterday after management offered them what they called a "pittance" in wage increases.

The workers, all members of the Garment and Allied Workers Union, rejected the R9-a-week offer made on Friday. They went on strike yesterday morning.

The workers demanded an increase of R35 a week across the board.

Media spokesman for GAWU MP Ricky Naidoo said the affected factories were SA Clothing, Sterling and Prestige.

However, a Mrs Burns of Sterling denied that their staff was on strike.

"Mr Naidoo said last week's negotiations show stewards representing workers were taken aback with management's offer. They said it was an insult and should not have been put on the table."

**Demand**

According to Mr. Naidoo, further negotiations are expected to be held soon and the management should seriously consider acceding to the workers demand.

Management for the three factories could not be reached for comment.

A total of 1150 workers at Mondi Paper mill in Meremank and MacRall Timber in Prospect are also reportedly on strike.

A spokesman for the Paper, Pulp and Allied Workers Union, representing workers at the factories, said the strikes were for different reasons.

He said the Mondi workers — nearly 1000 of them — were striking because they were unhappy with certain job specifications, while those at the timber factory were involved in a wage dispute. — Sapa
Fewer strikes this year — survey

JOHANNESBURG — Wage settlements between employers and trade unions in the first nine months of the year averaged 17.3% — higher than the average for the previous three years — while there was a marked decrease in the number of strikes.

These are among the findings of the latest Wage Settlement Survey published by industrial relations consultants Andrew Levy, Johan Firon and Associates.

The survey found that settlements for the June-September period lessened to 17.5%, but this remained above the 15.7%, 15.5% and 17.5% recorded between 1985 and 1987.

This represented an "impressive" performance by the unions — Sapa.
Hotel groups spurn unions

JOHANNESBURG (AP) - Hotel groups want to cancel their agreements with an alliance of three catering unions, according to an organiser for the Hotel and Restaurant Workers' Union.

The alliance had agreements with 54 Southern Sun/Holiday Inns hotels and eight Karos hotels.

Mr Allan Horwitz said Southern Sun/Holiday Inns and Karos Hotels had issued notices of termination of recognition agreements with the alliance, made up of Harwu, the Commercial Catering and Allied Workers' and the Cape liquor unions.

Southern Sun/Holiday Inns personnel director Mr Karl Ludick confirmed that he had given notice of termination of procedural agreements as unions within the alliance could not agree on strategies when entering into negotiations with management.

A Karos representative would only deny that his management had withdrawn recognition.

Mr Horwitz said Harwu would declare a dispute and added that Karos and the alliance were to meet today to discuss re-employment of 125 people dismissed after June 16, pay increases and recognition.
Hotels, unions in talks impasse

Labour Reporter

A meeting between the Hotel and Restaurant Workers' Union (Harwu) and the Karos Hotels' management to discuss alleged union violations of the parties' recognition agreement was cancelled by the union yesterday.

Workers are on strike over pay increases and the dismissal of 123 colleagues for being absent on June 16.

Southern Sun-Holiday Inns has terminated recognition agreements with three hotel unions so far, "incapable of agreeing on common strategies for negotiations," a spokesman said.
Karos workers return

KAROS Hotel employees belonging to the Hotel and Restaurant Workers' Union (Harwu) were resigning their membership daily and returning to work at many of the group's hotels, a Karos representative claimed yesterday.

Management said this meant union members were abandoning the strike.

Karos confirmed the union was in breach of its recognition agreement and said a meeting scheduled for yesterday was cancelled by Harwu.

The meeting was arranged to discuss the dismissal of 152 workers following the June 18 stayaway, wages and the alleged withdrawal of recognition of the union alliance. Harwu spokesman Allan Horwitz said.

Management was unprepared, however, to give details on both the number of union resignations and strikers returning to work.

Horwitz said the strike was still effective and he had no knowledge of management's allegations.

Horwitz said police were again called in by Karos to intervene during picketing outside the Johannesburg Hotel.

A police spokesman said no incidents were reported yesterday.
From MONO BADELA
JOHANNESBURG — Soweto is South Africa’s biggest slum area to receive more than two million black inhabitants.

It is also one big stink.

The state of the environment has become catastrophic. Foul piles of rotting rubbish and the stench from burnt sewage pipes are creating a health hazard with each passing day.

Even for a Third World city the filth is enough to make a pig protest. That is the price residents have to pay because of the unresolved three-month strike by Soweto’s 3,000 municipal workers, including garbage collectors.

The Soweto town council’s problems are meddling. The council has no cash. Since June 1986 it has been losing more than R6 million a month because residents are refusing to pay rent and service charges.

Residents complain that rats, mice, and flies are increasing with every day the strike continues.

**Sacked workers**

The unresolved strike by administrative personnel, garbage collectors, technicians, treasury staff and workers is in its third month.

Soweto town clerk Nico Malan remains adamant in refusing to re-employ all sacked workers.

Just about every street corner and empty lot has been turned into dumping grounds while household refuse bars are overflowing.

Sewers are also open in many parts of Soweto, spewing out filth all over the place.

A strong smell greets those entering Soweto from either the old Potchefstroom road via Baragwanath Hospital, or from the south-west entrance on the Potchefstroom national road. The stench is unbearable late in the afternoon and early evening.

The rubbish heaps have become playgrounds for small children who dig up “lost treasures”, unaware of the health hazards.

Even new housing complexes like Devemac, Lenasia, Pretoria North and Pineville’s Selection Park are affected.

During a recent visit to Soweto to launch an anti-pollution campaign, the Deputy Minister of Health, Dr Michael Yelden, commented, “Soweto is not yet a health hazard but it could develop into one if the situation is not monitored and checked.”

Soweto residents disagree with him:

“The stench is unbearable and our doors these days remain closed even in humid and hot weather,” said a Jhavu White Complex mother.

We simply can’t open our doors and windows as the smell is unbearable and vertigo Soweto or later we shall be plagued by disease. Does he want our children to die?”

However, Yelden did say the squatter camp at Mabhengwani was “impeccable”.

Malan claims that the strike was precisely because rents were unaffordable.

Employees were not paid salary increases because the rent boycott had been deep into the council’s coffers and until residents paid outstanding arrears there could be no pay rises.

Besides demanding more pay the council workers wanted their South African Municipal Workers Union recognised in place of the “sweetheart” staff association frowned upon by the authorities.

The council has never fired all 3,000 workers, but made it clear that it would only return 70 percent of the sacked workers. Less than 500 of these have since trickled back to their jobs but early this week the problem was far from being resolved.

Several houses belonging to retrenched workers and those who refused to go on strike have been attacked by people with handymen.

Some workers said they were living in fear of their lives because they were accused of “selling out” their striking colleagues by returning to work.

Residents seem resolve in their refusal to pay arrear rentals until their demands have been met.

Residents want the council to resign, the council to dissolve and increases in rents and other charges to be determined by executive officers of the council together with residents “recognised representatives”.

Malan announced this week that the council had awarded three contracts for its newly privatised cleaning services. He expressed the privatization of these services to save the municipality R4 million a year, about two percent of the council’s annual budget.

The contracts stipulated that the firms would re-engage former city employees affected by the council’s decision to privatise targetted services.

Cleaning services were the first to be contracted out because they had been partially privatized outside the city.

“We lost a number of cleaning vehicles because of the rent boycott, so we didn’t have the funds to buy more,” Malan said.
New moves in Goldberg strike

By Mike Shuma
Labour Reporter

Goldberg is expected to respond today to revised union proposals made during mediation yesterday, according to the Commercial, Catering and Allied Workers' Union (Ccawusa).

The proceedings yesterday were aimed at resolving a 14-day wage dispute at the company's Wynberg liquor outlet.

Ccawusa spokesman Mr Abe Ramalohe said workers had been locked out after going on strike on September 30. He said the workers' demands before mediation were:

- A minimum monthly wage of R720
- An across-the-board rise of R235 a month
- Six months' maternity leave at 50 percent of pay
- A 15 percent staff discount and a 40-hour working week
- Increased staff loans and improvements in the long service bonus

Mr Ramalohe said the company had offered a new monthly minimum pay of R630 plus an individual increase of R100 a month.

Management further offered a maternity leave pay of 20 percent of employees' salary for six months, as well as a 10 percent staff discount and a 45-hour working week. Improvements to long service awards were also proposed by management.

He said both the union and management had revised their positions during mediation, but that a settlement was dependent on agreement on wages...
Public picket at Karos hotel

By Adele Baleta

At least 30 members of the public held a placard demonstration outside the Karos Johannesburger Hotel yesterday in support of workers on strike over pay increases and the dismissal of 125 colleagues for staying away on June 16.

Employees at seven Karos hotels countrywide have been holding daily demonstrations.

Some of the slogans on the placards carried by members of the strikers support group who stood outside the foyer of the Twart Street hotel read "I won't stay in Karos Hotels" and "We support workers who were fired on June 16."

Two members of the South African Defence Force told The Star they had been called by management to monitor the situation.

A Hotel and Restaurant Workers' Union (Harwu) spokesman said the union had sent a telex to the Commissioner of Police requesting that they stop interfering with people who were picketing legally outside Karos hotels.

He said the union would apply for an urgent interdict to restrain the police from harassing demonstrators.

He said Harwu was also considering taking the company to the Industrial Court to prevent management of the Karos Johannesburger Hotel from holding disciplinary hearings, relating to intimidation, while the strike was still on.

Company comment was unavailable at the time of going to press.
Demand for pay sparks sit-in strike

By Adele Balata

Seventeen Construction and Allied Workers' Union (Cawu) members were arrested and three wounded when riot police used dogs to break up a sit-in by about 100 workers at Falart Ceramics in Rustenburg, the union said yesterday.

The workers, according to Cawu, were demanding wage increases for over 30 colleagues reinstated earlier this year.

According to Cawu, the court found that workers had been unfairly dismissed for joining the trade union.

The company's lawyers, however, said workers were dismissed for incompetency and the court ruled that the dismissal procedure was unfair.

A union spokesman said workers staged the sit-in on Tuesday after meetings with management had failed to secure the wage increases for the reinstated workers.

He said the company called in the riot police and dogs were set on the workers.

A police spokesman confirmed the riot unit was called by management to help remove the workers from the company's premises.

He said five workers had paid admission of guilt fines, three were released after a warning and nine were due to appear in court yesterday.

Lawyers for the company said attempts by management to find out why employees had staged a sit-in were fruitless.

They said that according to the Industrial Court ruling, the reinstated workers were entitled to the same increases as their colleagues.
Spirits run slow at strike hit Bennie’s

BY EDDIE KOCH

A TWO-WEEK strike by more than 100 shopworkers has stemmed the flow of spirits from the biggest bottle store in the world. Benny Goldberg’s Liquor Store, which bills itself as the “biggest bottle store in the universe”, was hit by strike action after wage talks between the owners and the Commercial Catering and Allied Workers’ Union (Cawusa) deadlocked last month.

“After holding strike ballots the workers started a legal strike on September 30 and have been out since then,” said Cawusa organiser Able Ramalope. “On the same day the company responded by locking out the workers.”

While the strikers were leaving the premises they were dispersed by a baton charge, said Ramalope. “There is strong evidence that the company called in the police. A number of injured workers have been sent for medical examinations and we are planning to take legal action against the company.”

A senior police liaison officer for the Witswatersrand rejected the union’s claims and said police were never present at the strike.

The store has been operating on a skeleton staff since all its 110 black members of staff stopped working. Management and the union were locked in mediation today in a bid to resolve the issue.

Said Dawie Smith, the manager of the store: “I cannot make any comment at this stage because we are currently involved in negotiations.”

Workers are demanding a wage hike of R235 a month across-the-board and a minimum wage of R720 a month. Management has offered increases of R100 and a minimum of R630 a month.
Hospital workers discuss grievances

Staff Reporter

The executive director of hospital and health services in the Cape will be asked to address the grievances of hundreds of auxiliary workers at Groote Schuur Hospital who yesterday downed tools in a four-hour stoppage, a hospital spokesman said.

Hospital representatives met with worker delegates in the hospital's Nico Malan hall to discuss the grievances and "unsatisfactory" pay and conditions of service of the lowest paid categories of public service employees, the spokesman said.

A spokesman for the Health Workers Union, which represented some of the striking workers, said nearly 2 000 workers demanded an R800 minimum monthly wage, a 40-hour working week, three months' maternity leave, permanent appointment and the recognition of the union of their choice.

"Patient care was not detrimentally affected," the spokesman added.
By STAN MHLONGO

HUNDRED and seventy members of the Media Workers' Association of South Africa, employed by Republican Press, go on strike today following the Industrial Council's failure to resolve a wage dispute.

A Mwasa spokesman told City Press that the strike follows a successful ballot in which 96 percent of the Republican Press work force voted in favour of a strike.

The strike will affect the production and distribution of 10 magazines, including Personality, Bona, Living and Loving, Femina and Pace.

The spokesman said eight months of negotiations between the National Council of Trade Unions, to which Mwasa is affiliated, and the company had failed to produce positive results.

Nactu official Patrick Mkhize emphasised that the work stoppage was being implemented to persuade management to comply with the grievances of the workers.

Republican Press personnel manager Lame Gouws refused to comment and said anything concerning the dispute would be reported "in our newspapers."
By STAN MHLONGO

HUNDRED and seventy members of the Media Workers' Association of South Africa, employed by Republican Press, go on strike today following the Industrial Council's failure to resolve a wage dispute.

A Mwasa spokesman told City Press that the strike follows a successful ballot in which 96 percent of the Republican Press work force voted in favour of a strike.

The strike will affect the production and distribution of 10 magazines, including Personality, Bona, Living and Loving, Femina and Pace.

The spokesman said eight months of negotiations between the National Council of Trade Unions, to which Mwasa is affiliated, and the company had failed to produce positive results.

Nactu official Patrick Mkhize emphasised that the work stoppage was being implemented to persuade management to comply with the grievances of the workers.

Republican Press personnel manager Fanie Gouws refused to comment and said anything concerning the dispute would be reported "in our newspapers."
Hotel strike: war of words

KAROS Hotels has been challenged to justify its claim that workers are abandoning their strike and quitting the union.

The challenge was issued at the weekend by the Hotel and Allied Workers' Union (Harwo), which threatened legal action against the hotel group if it did not publicly retract its claim.

Union official Allan Horwitz said the three-week-old strike by 700 members over June 16 Dismissals and a wage dispute was still strong and accused Karos of furthering a "strategy of disinformation."

A Karos representative said management had declined to comment.

Horwitz also criticized Southern Sun/Holiday Inn human resource director Karl Ludick for terminating recognition agreements with the union alliance. Ludick could not be contacted.
Major clothing strike looming

Own Correspondent

DURBAN — A major strike is looming in the clothing industry after a weekend decision by more than 1 000 shop stewards of the Garment and Allied Workers' Union (GAWU) to pursue their wage demands.

A J Moodley, regional secretary of GAWU, which represents more than 43 000 workers, said yesterday the workers rejected management's offer of a R9 pay rise in January and another R5 in July.

"We are preparing the spadework for a legal industry wide strike which will follow the normal procedures as laid down in the Labour Relations Act," he said.

More than 15 000 workers at clothing factories in Mobeni, Durban, have been striking for a week, demanding a R35 across-the-board pay rise. Most have returned to work, but for 3 000 at SA Clothing.

Keith Robson, the media spokesman for the Natal Clothing Manufacturers' Association, could not be reached for comment yesterday.
TROUBLED HOSPITAL... Groote Schuur Hospital has been hit by striking over wages and working conditions.

Cape Times

Groote Schuur workers stop work for 12 hours

Staff Reporters
MORE THAN 1,000 auxiliary workers at Groote Schuur Hospital stopped work for over six hours yesterday, a hospital spokesman confirmed. It was the second work stoppage in a week.

A spokesman for the Health Workers' Union said "about 1,000" auxiliary workers had stopped work because the hospital management had failed to inform them whether and when they would meet the executive director of Cape Hospital Services, Dr. George Watermeyer, to discuss grievances.

The workers went back to work on Thursday when hospital management told them a meeting with Dr. Watermeyer had been scheduled for that day.
ABOUT 200 members of the Media Workers' Association of South Africa yesterday downed tools at Republican Press' Durban factory.

Mwasa's general secretary, Mr S'thembile Khala, said the legal strike followed the collapse of negotiations between the union and management last month.

The union demands, among other things, upgrading of their members' salaries "to be the same as that of their white fellow workers in the same job categories".

Mr Khala said: "The union questions the consciences of the managers of the company in allowing racism to take precedence over sound industrial relations."
Workers told to accept offer or go

By Adie Beete

Haggie Rand management has issued an ultimatum to striking members of the National Union of Metalworkers of SA (Numsa) to accept the company's final wage offer by 4.30 pm today or be dismissed.

A Numsa organiser, Mr Tony Kgobe, said yesterday the 1,800 workers who went on a wage strike five weeks ago would not accept the offer.

He said that Haggie Rand had also threatened to evict 860 workers from the company hostel.

This was denied by a company spokesman, who confirmed that an ultimatum had been given to Numsa with a revised wage offer on Tuesday.

Mr Kgobe said workers would picket Anglo American and Gencor headquarters and the Johannesburg Stock Exchange today to protest against the wage offer.

He said sympathy action in the form of demonstrations and pickets had been staged by workers at Mokotlwa Tungsten Springs, Denver Metals and Consolidated Wire Tubes in the Vaal Triangle.

Mr Kgobe said Numsa had also approached the National Union of Mineworkers over sympathy action.

The company spokesman said that the offer on Tuesday did not reflect movement on the basic wage offer of 45 cents across-the-board increase and a minimum of R3.45 an hour. The union is demanding an hourly increase of 65 cents across-the-board, bringing the minimum wage to R5.65.

The company spokesman said there was an improvement on the total wage package, which was now 70 cents an hour or R136.50 a month.

In addition, an attendance bonus of 2 cents an hour (R15.18 a month) had been offered for the first time.

The total wage package would be retrospective to July 1, May 1 and June 16 would also be granted as holidays.
Bid for equality - 200 strike

DURBAN. - More than 200 people of Republican Press here are on strike to back demands for better wages and conditions the same as those of white colleagues, according to Mr Sithembele Khala, general secretary of the Media Workers' Association.

The strikers want salaries for black workers be restructured and on par with those of whites. They also want:

- Black editors to have transport like their white colleagues.
- Transport subsidies to apply to all workers.
- Black workers be on a medical scheme.

The union criticised Republican's management for "allowing racism to take precedence over sound industrial relations".

Annual talks between the company and the union collapsed in September — Sapa
At a sober legal conference, the talk turns to ... going on strike

At a conference on the role of the judiciary in South Africa, the discussion turns to "moral" judges: should they resign, or should there be more of them? GAYE DAVIS reports

WHEN judges, lawyers and academicians discuss going on strike, it surely says volumes about the legal system they are part of.

Not that the issue was canvassed in any great detail at last weekend's Institute for a Democratic Alternative for South Africa (Diasa) conference in Cape Town; it came up during discussion when it was suggested judges suspend their services in protest at the law's erosion.

Earlier, legal academics Professor John Dugard of Wits law school and Mike Robertson of the University of Natal had each spoken strongly against "moral" judges resigning from the South African bench.

Instead, they should make better use of their position and influence and speak out against the unjust laws they were forced to apply, at the same time exploiting what little legal space remained to them.

Dugard said that, depending on one's perspective, judges were seen as tools of the apartheid order, carrying out the wishes of the ruling elite in the name of legality.

Mainstream jurists, however, all saw judges as having some constructive, enlightened role to play the idea that a judge was required to subordinate his discretion to the ruling elite was "foreign to our law."

Repressive laws that excluded judicial discretion had white-anted this tradition and the South African legal order was "grossly abnormal, one of which I, as a lawyer, am ashamed to be part", said Dugard.

But there were still opportunities for judges to advance justice within the law — and as long as there was, they should remain on the bench.

Lawyers and academicians should remember that, by participating, they also lent the system credibility and legitimacy.

"I really cannot see how we can continue to practice and preach within the system while we call on moral judges to resign."

When the power of the judiciary to do any good within the system was denied by law or the complete overruling by the Appeal Court of progressive decisions, "I hope moral judges will resign. But I also hope that progressive lawyers will likewise withdraw from appearances before the courts."

Robertson urged judges to shake off their traditional reserve and follow the example of Mr Justice John Dutcott in his outspoken condemnation of the denigration of law.

"Judges cannot be silenced as others can, at least not yet. By communicating their message of disapproval or anger they can make it clear that there is something fundamentally wrong with the legal system, that it cannot last in its present form and that there is a better way that lies ahead."

An "anti-legal culture" was burgeoning, threatening the tragic consequence that "it will be increasingly difficult in later years to convince ordinary people that proper law should possess those intrinsic qualities ."

Namibian advocate Anton Lubowski said that in South Africa and Namibia people had lost all respect for a legal system which did not dispense justice but depended on the political whims of a minority.

For any credibility to be restored, the bench should start denouncing the state's increasing role in dictating an interfering in the discretionary power of the judiciary.

The Appeal Court had acted "as an arm of the National Party and has become part and parcel of the oppression in this country."

Drawn from an elite and isolated pool, judges were not even representative of white society. For 30 years the Appellate Division was dominated by Afrikaans-speaking Free State-born men who had worked in Pretoria at the Bar or as civil servants.

Magistrates emerged from the ranks of Department of Justice public prosecutors — accustomed to looking at things from the state's point of view.

In almost 90 percent of criminal cases before magistrate's courts, the accused had no lawyer, Lubowski said.
SADF slow on posts — Angola

within a few days.
Van-Dunem also said there was dis-
agreement on whether black Namibian
soldiers should man the posts.

A Defence Force spokesman said yes-
terday that in terms of the Geneva
agreement channels of communication
had been set up deal with such issues
"The SADF respects and follows these
channels and would hope that the other
parties would do the same."

□ A member of Namibia's interim gov-
ernment, Jan de Wet, said yesterday it
saw no reason possible to implement
Resolution 433 on November 1. His com-
ments followed talks between President
P W Botha and members of the interim
government — Sapa-Af

Minister calls for
flood preparedness

PRETORIA — The massive destruction
caused by recent floods, and the need
for a sharper and more effective reac-
tion to future disasters, were stressed
by National Health Minister Willie van
Niekerk yesterday.

"Speaking at a Floods in Perspective
conference organised by the South Af-
ican Institute of Civil Engineers at the
CSIR, Van Niekerk said R67m had been paid out
in flood relief, R6.7m — of it to victims in
KwaZulu. The public's "magnificent" contribution was R27.6m.

Up to the end of August, a total of
135 000 applications for aid had been
received and another 17 000 were being
processed.

The Langeberg floods in 1991 de-
stroyed 184 of the 255 houses in the
town. Only 29 were repairable.

In the Natal and Free State floods
more than 600 people died. Damage was
estimated in excess of R1bn, 4 000 far-
mores suffered heavy damage and more
than 700 farm dams burst

It was worrying. Van Niekerk said,
that so many disasters had to occur
before attention was pertinently fo-
cused on the problem.

In spite of recent disasters' expe-
riences "we have not yet prepared our-
selves properly for possible future di-

The effect could be minimised by
a comprehensive national flood de-
defence policy which would provide
immediate and short-term assistance to
victims. It would also have to include
long-term assistance and proper flood
management.

Shortcomings in previous disasters,
including communications and lack of
facilities, were discussed recently by a
task team which included representa-
tives of state departments and Civil
Defence.

GERALD REILLY

Durban strike spreads to Maritzburg

WORKERS at Prospective, a subsidiary of
Republicand Press in Maritzburg, yester-
daughter joined the strike by its Durban plant
workers, bringing to more than 200 the
number of strikers.

The Workers' Association general sec-

erty SiXhenyehle Khala said workers in Durban
were locked out yesterday as the stoppage entered its third day.

Talks called by management had broken
down over allegations that the company
had failed to follow the agenda. Wages and
conditions of service were to be discussed.

Khala said the company allegedly talked
to a paper worker to be restructured to match
to those of white workers.

Workers demanded that salaries for
black workers be restructured to match
those of white workers.

They also demanded transport for black
editors as provided for white col-
leagues, that the transport subsidy apply to
all workers and that black workers be on a
medical scheme — Sapa
Three firms to sue unions for R4-m

THREE Reef companies are planning to sue trade unions belonging to the Congress of South African Trade Unions (Cosatu) for a total of more than R4-million for damages allegedly suffered during illegal strike action.

The claims are the first to be made in terms of controversial clauses in the new Labour Relations Amendment Act which make it possible for companies to claim losses caused by unlawful strikes.

Cosatu and the National Council of Trade Unions (Nactu) say the law could be used to close down militant unions by bankrupting them.

Kwela Wholesale Meat Supply in Springs has served papers on the Food and Allied Workers’ Union (Fawu) giving notice that it intends claiming R1.7-million for damages allegedly suffered during a series of illegal strikes this year, according to

By EDDIE KOCH

the firm’s industrial relations adviser, Phillip van Welbergen.

Van Welbergen said he was also preparing papers on behalf of the Ullman Brothers cartage company, which wants R2-million compensation from the Transport and General Workers’ Union (TGWU) for damages allegedly sustained during a strike last month.

Pyramid Distributors in Denver is planning similar action against the Commercial Catering and Allied Workers’ Union (Cawusa) for R500 000 which Van Welbergen says was lost during a stoppage last month.

He said Kwela had calculated their claims according to lost production, the cost of hiring new staff during the strike, the cost of training new staff, loss of customers and the cost of regaining the market position of the company at the time of the strike.

One of the unions’ main complaints about the new labour law is that it removes their indemnity from the consequences of illegal industrial action and places an onus on them to prove that they had no connection with such action by their members.

Reacting to union claims that the Labour Relations Amendment Act could be used to bankrupt unions, Van Welman said “it is likely that this will happen — but then again the unions must act responsibly."

Representatives of Fawu were not available for comment at the time of going to press. But a Cawusa source said the union had been on the verge of signing a recognition agreement with Pyramid when the company had hired Van Welbergen in a deliberate move to “union-bashing.”

Van Welbergen wore a pistol and behaved in a provocative way when dealing with union representatives, the source said. Cawusa has declared a formal dispute with the company for breaking off talks on union recognition.

Last week the HL&H timber company applied to the Industrial Court for an interdict restraining Nactu’s Building Construction and Allied Workers’ Union (BCAUW) from staging an overtime ban which the company claimed had cost it R1.1-million in lost production.

Nactu general secretary Prashaw Canay said the federation feared the application could herald a damages claim against the union. However, the dispute was settled this week.
Strikers unbroken

Spirit of Sammol
Builders challenged on unemployment

Industrial violence is ‘all too common’

By Frank Jeans

CAPE TOWN — Violence and intimidation are assuming alarming proportions in industrial relations, the Building Industries Federation’s annual congress was told yesterday.

“Brutal physical violence and murder are unfortunately all too common,” Mr. R.H. “Robbie” Botha, executive president of the Mine Surface Officials’ Association, told delegates.

“I doubt whether, given the kind of violent intimidation we have seen, the Wiehahn Commission recommendation that peaceful picketing be legalised can be carried out,” he said.

The commission recommended that the Industrial Conciliation Act be amended to provide for the legitimate use of peaceful picketing as an instrument of industrial action.

The commission also recommended, however, that picketing “accompanied by coercive action of an unlawful nature be prohibited.”

Mr. Botha had plenty of praise for the former Minister of Labour, Mr. Fanie Botha, for his part in averting what he called a “mounting revolutionary onslaught” against South Africa.

“He was the one who had to sacrifice popularity with the hardliners in his own party,” said Mr. Botha.

“He was the one who had to cope with the political in-fighting which preceded the appointment of the Wiehahn Commission and if it had not been for Fanie Botha having grasped the conceptual shortcomings in our whole system, an Armageddon would probably have been upon us before reform could cushion the impact of revolutionary onslaught.”

Mr. Botha said he had no doubt that the exclusively white trade unions were “relics of the pre-Wiehahn era” and were becoming increasingly irrelevant.

The opening speaker, Professor Atie de Vries of Stellenbosch University, challenged the building industry to take the initiative in helping to absorb the massive unemployed workforce into its rank and file.

“We must change dramatically and include in our forward planning the 50 percent unemployed instead of just talking about what we have to do.

“No political system can afford that number of unemployed,” he said.

Anti-South African lobbyists

While acknowledging what had to be done, Natal builder Mr. Bob Stevenson, a Bifa past president, crossed swords with Professor de Vries and pointed out that compared with industries abroad, the local building industry had achieved much in the promotion of blacks.

“It should be remembered that elsewhere in the world blacks are not brought into the building industry and this is true in America where anti-South African lobbyists persist in criticizing this country,” said Mr. Stevenson.

Mr. Stevenson said he had approached the question of bringing a black on to his board but not as a token gesture.

“The black board member must elevate himself and contribute something to the board,” he said.
200 Sats workers go on strike in Port Elizabeth

Own Correspondent

EAST LONDON — More than 1 000 Sats employees in the railway depots and 200 harbour workers were on strike again, a Sats spokesman said yesterday.

He said the first 70 striking railway employees were dismissed on Friday and 150 employees would be dismissed if they had not returned to work by yesterday. Another 790 workers had rejected a re-employment package.
Threat to sue unions after strikes

TWO of three trade unions facing possible action for R4.2m in damages allegedly sustained by companies during unlawful strikes, yesterday said the stoppages had been minor events which occurred months ago.

Spokesmen for the Food and Allied Workers' Union (Fawu) and the Transport and General Workers' Union (TGWU) said the stoppages lasted for less than two hours before participants were dismissed.

They added the stoppages had occurred before September 1, so the terms of the new Labour Relations Amendment Act could not be applied. The Act transfers the onus of proof to unions.

But labour relations consultant Phillip van Welbergen, acting for the three companies, said the stoppages were the culmination of a pattern of misconduct, rogue behaviour including wildcat strikes, and intimidation: “I will bankrupt every union I deal with, and act against each worker, to get back the money lost by such behaviour,” he said.

He added the new Act would apply to the contemplated actions.

Kwela Wholesale Meat Supply has threatened a R1.7m suit against Fawu and 56 workers for a stoppage in June after which the workers were fired.

TGWU and 250 workers at Ultiman Brothers plan a R2m action after an 18-hour-long work stoppage in August.

Pyramid Distributors intend suing Commercial, Catering and Allied Workers' Union (Cawusa) for R500 000 in a separate defamation case. Van Welbergen said Cawusa could not be reached.
BTR Dunlop wins interdict on strike

Alan Fine

BTR Dunlop yesterday won a temporary Industrial Court interdict against the National Union of Metalworkers of SA (Numsa) after employees at four plants went on strike in protest against the dismissal of a senior shop steward.

A union spokesman said national Dunlop shop stewards committee chairman Basang Nkumgo had been dismissed in July after allegedly taking sick leave to attend a union meeting in Harare.

Some 600 members at plants in Durban and Port Elizabeth took part in yesterday's action, and had previously followed procedures for lawful strike action, he said.

However, BTR Dunlop industrial relations manager Glen Sutton said the court had ruled the strike unlawful, and Numsa had been ordered to end it.

Nkumgo had been dismissed for gross dishonesty, he said, and the strike action was a 'premeditated attempt to obstruct the determination of the dispute under the compulsory arbitration provisions of the Labour Relations Act.'

Numsa said the company had refused a proposal to settle the matter through private arbitration.
Election day boycott affects black schools

Black schools in Johannesburg, the East Rand, the Western and Eastern Cape and Durban were seriously affected by boycotts yesterday, although most Reef workers turned up for work.

The school stayaways were confirmed by a spokesman for the Department of Education and Training, Mr Job Schoeman, yesterday.

He said the Vaal triangle had an attendance figure of 50 percent. Other schools in the area reported pupil stayaways.

At Wits University most black students stayed away and absenteeism in different departments varied from 10 percent to 100 percent.

Bus operators and municipalities on the Reef reported minimal absenteeism.

An ANC statement released in Lusaka last night said that calls for a boycott of the elections had been a success.

It said: "The democratic movement has been able to get its message across despite restrictions, harassment and repression." — Star Reporter
Hopes for end to Mercedes strike

EAST LONDON — Almost the entire workforce of 3,000 at the Mercedes Benz of South Africa (MBSA) plant in East London has been on strike for the past two days.

A spokesman for MBSA said yesterday production at the plant had been seriously affected.

However, settlement in the dispute which caused the strike was reached late yesterday.

In a statement, the company said production was expected to resume today, but a National Union of Metalworkers of South Africa (Numsa) spokesman in Port Elizabeth, Mr. Les Kebede, said a report-back meeting would be held with workers and it was difficult to predict whether or not workers would then return to work.

Disciplinary

Numsa's regional secretary, Mr. Vwe Gxarisa, said the work stoppage was over two separate disciplinary matters.

The first was a case of mutual accusations of drunkenness between an assembly-line worker and a foreman.

The worker refused to take a breathalyser test unless the foreman did the same and he was dismissed.

In the second case, a worker was dismissed after only a few hours in a new job because he was said to be performing inadequately.

Mr. Gxarisa said management had failed to follow the strict procedures applicable to such circumstances.

In a meeting between management and Numsa yesterday afternoon, it was agreed to reinstate the latter worker and hold an internal disciplinary inquiry for the former, he said.

Chissano visits Cuba again

Man molested seven schoolboys
BRONWYN ADAMS

70 arrested in Karos strikes

A police spokesman in Pretoria refused to comment

A Karos representative denied calling in police where picketing occurred off company premises

Horwitz said 52 workers from Rustenburg's Safari Hotel were arrested after four people were held by police when they distributed union pamphlets in the town. They were expected to appear in the Rustenburg court today.

6 workers from the Johannesburger Hotel were to appear in court on Tuesday also on charges of intimidation.

Horwitz said Karos and Harwu would meet late next week to discuss all the issues in dispute.

Karos management refused to comment.
in sight for Soweto strike
Four months on, no end

THE SOWETO MORTAL STAKE
23 November 1978

FOLLOWING MURDERS in the townships, a general strike of workers three decades is over.

The strike began with an attack on the hip area of the township of Soweto. The strike was called by the West Rand Mineworkers Union (WRMU) and the Soweto Mineworkers' Union (SMU) to protest against the government's policies of racial segregation and discrimination. The strike was supported by workers across the country, and the government responded with violent repression, including the murder of several protesters.

The strike lasted for four months and ended in December 1978. It was a significant event in the struggle for the liberation of South Africa, and it inspired similar strikes and protests throughout the country.

Despite the government's efforts to suppress the strike, the workers remained strong and determined. They continued their struggle for a better life and a more just society. Today, the legacy of the Soweto strike is remembered as a symbol of resistance and hope.
JOHANNESBURG — THE six-week-old strike at seven Karos hotels throughout the country remained unresolved and 74 members of the Hotel and Allied Workers of SA (Hawu) were arrested, union spokesman Mr Allan Horowitz said yesterday.
Claims against trade unions pose dangers

SOME employers have already entered claims against unions for alleged damages arising from industrial actions, one of the elements in the Labour Relations Amendment Act which roused vehement opposition.

In one case the amount claimed against a National Council of Trade Unions (Nactu) affiliate was R1.3-million, but a federation spokeswoman said it had been withdrawn. A Cosatu spokesman said at least three actions were pending against affiliates.

Unfortunately, it seems likely that such actions are going to proliferate.

Which seems extremely short-sighted in a country with a staggering economy where industrial peace, productivity and co-operation would seem to be hugely important.

Union busting might be satisfying to employers who've had a difficult time stomaching newfound assertiveness from employees. But, in any scenario where people are learning to live together, destroying one of the bases of people's self-confidence can only be self-defeating.

To say that unions are angry about the readiness with which employers have appeared to respond to this weapon would be understating it. And it's also difficult to see what employers think they might gain from winning an action for some massive damages claim.

If a court did award an employer a sum anywhere in the region of R1.3-million in damages, the likelihood of collecting would be less than slim and the union itself would be bankrupted, effectively destroying it.

A couple of actions for much smaller amounts would have the same effect. Even if the actions were unsuccessful there would still be heavy legal bills to meet.

But whatever happens, the workforce will see it as an attack on themselves and an organisation they helped create, at some risk to themselves, and this can only lead to bitterness and aggravation in the workplace. And not having a union to fight cases for them will not render the workers docile and facilitate an easy return to the “dark ages” of industrial relations.

Further, it hasn’t been unknown for management to provoke a fight with a union in the hope of destroying its effectiveness in the workplace. The possibility of a crippling damages claim against a union at the end of the line could spur crude “union-bashing” actions and undermine the relatively slender degree of sophistication that South African industrial relations have achieved over the past decade.

All that one can really see damages actions accomplishing would be a serious deterioration in management/worker relationships. Not to mention possible political repercussions in the wider sphere where they would reinforce worker and union perceptions of employer/government collusion in repression of worker organisations.
Hotels strikers stage city protests

By CHRIS BATeman

About 80 Karos Arthur's Seat Hotel workers marked the 30th day of their legal strike yesterday by holding council-approved one-man placard demonstrations in Sea Point's Main Road.

The hotel's general manager, Mr Bruce Humphreys, said the demonstrations and strike by more than 60% of his staff were no longer causing any problems in the running of the hotel. "We've employed casuals and things are running extremely well. We've had very few complaints from guests; mainly compliments," he said.

The strike is part of a nationwide protest by an estimated 500 members of the Commercial, Catering and Allied Workers' Union (CCAWUSA), and affects seven hotels.

It is to protest at the June 16 dismissals of 122 workers at the Karos Wilderness hotel. "Equally important" were minimum wages and allegedly unfair final-warning hearings after June 6, 7 and 8 stayaways, a Johannesburg co-ordinator said.

Sixty-four workers — 52 in Rustenburg and 12 in Pretoria — have been arrested during the strike.

A mediator has been appointed and hearings are set to begin in Johannesburg on November 3 and 4.
Karos strike moves into mediation

Own Correspondent
CAPE TOWN — A mediator in the Karos Hotels legal strike dispute over the June 16 dismissal of 122 workers from the Wilderness Karos Hotel, has been appointed and hearings will begin in Johannesburg on Thursday and Friday, management and Commercial Catering and Allied Workers Union (Ccawusa) spokesmen say.

The union is also opposing a Karos application in the Rand Supreme Court tomorrow to have six Johannesburg Hotel workers barred from entering the hotel premises.

The strike, in its 34th day today, has seen 52 workers arrested in Rustenburg last week and 12 in Pretoria, the latter pleading not guilty to charges of intimidation before a Pretoria magistrate on Thursday.

Five-hundred Ccawusa members are striking at seven of the group's hotels.

Karos Hotels last week denied that the Hotel and Restaurant Workers' Union — a Ccawusa breakaway group — had achieved a majority at the Mont-aux-Sources Hotel, reports Sapa. The union said it would hold a strike ballot there this week.

300 workers
SA strikes at record levels

SAIRR

SA recorded its highest number of strikes and unprecedented levels of violence in the labour field in the period 1987/88, an SA Institute of Race Relations (SAIRR) survey found.

In spite of government restrictions in February limiting Cosatu to trade union activities, 1988 saw SA’s biggest worker stayaway when at least 1.5 million protested against the Labour Relations Amendment Bill.

SAIRR research showed unleashed black workers, who obtained wage increases averaging 18% in 1987, alone appeared to keep up with inflation.

However, during the first half of 1988 there were signs that wages in unionised companies were going up more slowly than in the previous year; and the first eight months of 1988 saw much lower levels of strike activity than the comparative period.

The survey recorded 1,148 strikes during 1987, with the biggest in mining and the railways.

Unemployment

Incidents of violence noted in the labour field included the bombing of Cosatu offices in Johannesburg in May 1987 and in the Western Cape in August that year; and eight railway union members pleading guilty to the murder of four railways employees who had not joined the strike in April 1987.

The survey also found unemployment dropped to its lowest level in almost two years in March 1988.

The effects of economic decline pervaded the picture of society during the past 18 months.

Economic problems continued to be exacerbated by expenditure on segregated structures and by government’s failure to meet black political demands - Sapa
Transport dispute to arbitration

AN INDUSTRIAL council dispute over wages in the goods motor transport industry, covering 16 000 workers in most parts of the Transvaal, has been referred to arbitration after three months of talks ended in deadlock.

Transport and General Workers' Union (TGWU) official Kally Forrest said yesterday her union was demanding a R50-a-week increase on minimum rates (50% to 72%), plus a guaranteed R25 increase for all.

Management was offering 11% and refusing to negotiate any across-the-board element.

The current three-year agreement, which expires next year, provides for annual wage reviews and makes arbitration compulsory. Other conditions of employment may not be negotiated until the agreement expires.
Hotel chain 'to retrench strikers'

The Karos Hotel chain will begin retrenching striking workers on January 1, according to a Hotel and Restaurant Workers' Union (Harwu) spokesman.

He said the Karos group announced its intentions at a meeting this week, the 10th week of the strike over a demand for the reinstatement of about 100 employees who were fired by the hotel chain for absenteeism on June 16.

The union regarded the proposed retrenchment of 254 out of 500 striking workers as disguised dismissals, the Harwu spokesman said.

He said management's withdrawal of previous wage offers and its tabling of a lower offer at the meeting was "another form of punishment" for striking employees.

Karos management maintained that its retrenchment campaign was part of a productivity drive to bring staffing levels in line with the rest of the industry.

Responding to the dispute over wage increases, the spokesman said when the group wanted to implement wage increases on September 1, it received a court interdict initiated by the union restraining it from implementing a unilateral wage increase.

The spokesman said new staff had been employed since the start of the strike on the new scales of pay.
Mercedes-Benz says it will stay in spite of strikes

MERCEDES-BENZ of SA (MBSA) would never pull out because of problems with strikes, chairman Sepp van Hülten said yesterday.

And he launched an angry attack on the homeland system, describing the Ciskei in particular — where many MBSA employees live — as a "political prison".

In an interview with Business Day after another bout of industrial action at the firm's strike-prone East London plant last week, he said an apparent threat by Daimler-Benz (DB) during a strike in June to pull out had been misconstrued.

DB management board member Manfred Gentz had, in a general response to a journalist's question, merely said no unmanageable plant could continue to exist.

"There is no reason for MBSA to shut down because of strike action. We have to overcome these problems by means other than running away."

"We have the full support of DB to maintain business in SA. DB has never bowed to political pressures. It has maintained business in countries like Argentina, Iran and Brazil where pressures have been strong," he said.

He said MBSA was a business and would continue doing business. Secondly, he said, the company had a social obligation to develop, together with unions, new understandings of, and new roles in, society.

"We believe only by talking and negotiating with properly elected and mandated representatives of the union can we resolve the situation. If there is necessary will on both sides, we can do it."

Van Hülten attributed MBSA's operational problems to its reputation as a wealthy multinational; political pressures in the East London region; the aggressive actions of a small group of employees; and sometimes inexperienced management reaction to this aggression.

He said MBSA wages were relatively high and employees enjoyed all normal fringe benefits.
The United Nations Educational, Scientific and Cultural Organization (UNESCO) has identified human violence and aggression as one of the major issues facing the world today. The agency has focused on the need to reduce violence and aggression through education and cultural programs.

UNESCO has launched several initiatives to address this issue, including the World Conference on Violence in 1999, which brought together experts from around the world to discuss ways to prevent violence and promote peace. The conference resulted in the adoption of a Declaration on Violence, which calls for the promotion of non-violent conflict resolution and the elimination of all forms of violence.

UNESCO also works with governments and international organizations to support education programs that promote non-violent behavior. The agency has developed guidelines for teachers and educators on how to create a safe and inclusive learning environment.

In addition, UNESCO has launched the Mediterranean Children's Film Festival, which promotes peace and understanding through film. The festival brings together filmmakers from around the world to share their stories and promote dialogue.

UNESCO continues to work towards a world free of violence and aggression, where all individuals can live in peace and dignity. The agency recognizes the importance of education and cultural programs in achieving this goal, and continues to develop initiatives to promote non-violent behavior and prevent violence.
Transport workers in dispute

Labour Reporter

WAGE negotiations for Boland transport workers have dead-
locked and a dispute has been declared.

A spokesman for the Tramways and Omnibus Workers Union
said workers employed by Boland Passenger Transport were de-
manding parity with City Tramways employees.

Both are wholly owned subsidiaries of Tramway Holdings.

He said the variation in wages ranged between 24 percent and
114 percent.

After the dispute was declared a conciliation board had been
applied for but members had decided to seek arbitration.

Mr B W Gie, regional director of Tramway Holdings, confirmed
the deadlock and dispute.

He said the normal legal processes were underway but it had
not been decided whether to go to arbitration or refer the dispute
to the Industrial Court.
Strikers get ultimatum

DURBAN. — The nearly 3,000 striking Natal provincial administration workers have been given an ultimatum to return to work by Wednesday next week, failing which they will be dismissed, an NPA spokesman said.
MORE than 100 black employees at a large supermarket in Soweto are facing prospects of shattered careers following the closure of chain stores after a dispute between managers of Jazz Stores and the Blackchain board.

Blackchain senior supervisor Mr Jacobson Madikizela said the supermarket was closed temporarily and that staff will be paid their full salaries for this month.

He said the store would be re-opened as soon as they have resolved their problems, but he would not say when it would be over.

He explained that there was a dispute between the Blackchain board and the Jazz Store management following terms of a contract entered between the parties two years ago.

**Performance**

Jazz Stores chief executive Mr Clive Sacher said they had been more than satisfied with the performance of Blackchain over the past two years.

They enjoyed a mutual beneficial working relationship with the board of directors. It was therefore a great shock to them when the chairman of the Blackchain board unilaterally terminated the contract and instructed them to vacate the premises.

The discord has come in the wake of management disagreement over future development plans.

He added: "Considerable planning has been undertaken regarding the prospective opening of a store in Katlehong, while the onerous lease commitment on the Pimville store which closed in 1988 will shortly expire. Thus providing further growth potential. In fact Blackchain's prospects are looking better than ever before."

Hospital workers 'Sick of conditions'

Hospital workers' dissatisfaction came under the spotlight this year with workers in Cape Town and Durban resorting to industrial action to focus attention on their grievances.

CHIARA CARTER spoke to workers at the City Park Hospital

WORKERS at a R195-a-day luxury private hospital in Cape Town earn as little as R250 a month.

The workers, mainly women, claim to work a 45-hour week at the City Park Hospital.

Cleaner Maria Klein smith, 51, said she had worked at the hospital for five years and still earned the minimum wage.

"I feel like a slave here," said Klein smith (not her real name). Workers would not give their names for fear of victimisation.

"I have to clean three floors on my own. It includes sweeping, dusting, working with heavy machinery, and scrubbing on my hands and knees for thus I am paid R250 a month."

Elizabeth Swarts, 35, a cleaner at the hospital for the past four years, is a sole breadwinner.

The minimum wage of R250 has to support her and her four young children. "It's not easy to make ends meet. Every month I slip more into debt," she said.

Like Swarts, most of the workers are women with children.

The 45-hour working week, split into shifts with concomitant transport problems, means their family life often suffers.

"I worry about my two children who are alone at home when I work late or over weekends," said.

"It makes me angry that we do not get proper compensation for the way our work intrudes on family responsibilities."

Workers complained that they are not allowed any time off, even at the end of the month to bank their wages.

They also do not have benefits like a pension scheme.

Nehawu recently negotiated an agreement with City Park, which is part of the Clinic Holdings Group, a Rembrandt subsidiary. The agreement is still subject to ratification by management.

But even the agreement does not signal a great improvement in working conditions.

The minimum wage will be raised from R250 to R300, an increase of 36 percent.

Workers wanted R700.

Provision was also made for a 10 percent shift allowance and unpaid maternity leave with jobs being guaranteed.

Clinic Holdings also agreed to pay a bonus equivalent to a 13th cheque, dependent on profits.

Workers were hampered in negotiations because the union has only an interim recognition agreement with the company.

Mr AR Mathews, manager of City Park, said the agreement with Nehawu was not yet concluded.

He said the information given to SOUTH contained substantive errors.
Brewery strike ended after new hours deal

Labour Reporter

The 10-day strike at SA Breweries’ Alrode brewery has ended after negotiations between management and the Food and Allied Workers’ Union (Fawu), the company said yesterday.

The strike, involving about 200 Fawu members, was in solidarity with 72 workers fired for refusing to work a new 40-hour working week pattern after the intervention of senior union officials agreed on a method of introducing the new system.

He said the 72 workers whose dismissal sparked the strike would be re-instated. The full workforce was expected to resume work on Monday.
Cadman calls on NPA's workers

MANILLA - The Administrator of Natal, Mr Radclyffe Cadman, has appealed to striking NPA workers to consider carefully the consequences of not returning to work by today.

About 3,000 workers are involved in the strike, about 8% of the administration's work force. Mr Cadman said letters terminating their employment would be withdrawn if they returned.
E Cape hit by strikes and dismissals

Sats fires 1 467 strikers, Checkers 100

CP Correspondent

South Africa Transport Services has fired the last strikers in East London.

A total of 1 467 strikers at railway depots and harbour have lost their jobs as a result of the lengthy dispute. Workers first downed tools in mid-September, demanding a minimum wage of R1 500. Sats said this meant a 340 percent pay hike and refused to grant it.

After two weeks on strike, over 1 000 workers were dismissed. Sats later offered them re-employment, but workers instead demanded full reinstatement.

Days later, a second strike started, with the workers demanding their full reinstatement. Ever since, Sats has periodically dismissed groups of workers in both the railway depots and at the harbour.

Sats have again offered re-employment to those dismissed, but this time without some of the extra concessions available after the first dispute.

Few workers have taken up the offer. Sats officials said this week that as far as they were concerned, the strike was over.

Although a small wage increase was granted recently, the minimum wage is only R453.50 and goes up to a maximum of R510 — still way below the workers' demand.

Although the SAs Railway and Harbour Workers' Union was not officially involved in the strike as Sats does not recognise it, the union is currently considering court action against Sats.

Meanwhile, retail chain Checkers is deadlocked in a dispute which started six weeks ago.

The dispute, spark off by the dismissal of a shop steward at the Queenstown branch, has affected stores in Queenstown, King William's Town, Mdantsane and East London at various times. Workers said the man appeared to have been dismissed because he was wearing a hat which he had been told to take off.

Workers are demanding the reinstatement of the shop steward and several others dismissed at various stores. Checkers has now declared a dispute with the union over the issue.

So far, about 100 workers have been dismissed from branches at Oxford Street and Anylinda off East London, Mdantsane and Queenstown — just over a third of the workforce.

A spokesman for Checkers said the workers originally dismissed — which resulted in the dispute — had not exhausted all their appeal procedures before the strike. Shortly after the strike started, Checkers obtained a court ruling ordering the strikers to return to work.

The Checkers spokesman said no progress had been made and they considered the situation to be deadlocked.
Johannesburg — The Karos hotel group, in the tenth week of a strike by members of the Hotel and Restaurant Workers' Union (Harwu), yesterday gave notice of its intention to retrench more than half of the 500 strikers, a union spokesman said.

Alan Horwitz said the proposed retrenchments of 264 employees were clearly dismissals in disguise. The union was taking legal advice. Karos spokesmen were unavailable for comment.
Karos strikers: Charges dropped

FORTY-THREE Sea Point hotel workers, who had been arrested for trespassing while on a legal strike on October 2, had charges against them withdrawn in Cape Town Magistrate's Court yesterday.

Charges were withdrawn in absentia and before they were asked to plead.

Mr B van Eck was the magistrate. Mr D Home prosecuted.
Over 200 hospital strikers dismissed

DURBAN. — More than 200 workers at Addington Hospital have been fired for taking part in a two-week strike involving more than 3,000 Natal Provincial Administration workers.

A spokesman for the National Education, Health and Allied Workers' Union, Mr Themba Nxumalo, said yesterday that letters of dismissal were also being handed out at Clairwood Hospital. — Sapa
Industrial Court win for sacked Bawu men

THE Industrial Court this week ordered Durban's Edward Hotel to reinstate about 80 employees dismissed after going on strike on May 2.

The order, which was handed down by the Industrial Court after seven days of hearing, also stipulated that the workers be back-paid from May 30 this year.

In terms of the order, those workers who fail to turn up for work by 9am on Tuesday, November 15, forfeit their right to reinstatement.

The court has yet to release reasons for the judgment.

The workers, all members of the Black Allied Workers' Union, were among 800 from 10 hotels and restaurants who were dismissed on the same day.

Bawu's general secretary, Bheki Khumalo, said it was regrettable that the workers had been dismissed when they were engaged in a legal strike and that their reinstatement had to be achieved by a court order.

The Edward judgment follows judgments against two other Durban hotels - the Palm Beach and the Asoka. Khumalo said workers had been reinstated at The Beach, Killarney, Four Seasons, Lonsdale and Palmerston hotels after the union and hotels had reached out-of-court settlements.

The Blue Waters Hotel, the Lady Prawn and the Lord Prawn restaurants have yet to settle. - Sapa
200 more join SAB strikers

By Mike Silim
Labour Reporter

About 200 SA Breweries (SAB) employees have gone on a sympathy strike at the company's Aleshe-brewery after the dismissal of 72 colleagues following a dispute over working hours, the company said.

SAB public affairs manager, Mr Gary May, said yesterday the 72 workers were dismissed after refusing to move to a 40-hour working week pattern. Two hundred other employees had then staged a non-procedural sympathy strike.

Mr May said police had been called "with reluctance" to disperse the dismissed workers after they had refused to leave the site.

He said following the company's agreement to implement a 40-hour working week, the Food and Allied Workers' Union (Fawu) had agreed that "the mechanics of how the hours would be reached would be decided at local brewery level.

Local talks at Aleshe had, however, deadlocked.

"Despite the deadlock, continuous efforts were made to keep discussions alive with shop stewards and a brief was given to all employees explaining the situation," said Mr May.

The 72 workers, dismissed after ignoring the ultimatum, might be reinstated if agreement was reached on the new shift pattern, he added.

Fawu officials could not be reached for comment today.

A police spokesman in Pretoria said police had no record of the incident.
"Call for sanctions incomprehensible"

Strikes cost SA 5.8-m man-days

By Jon Qwelane

South Africa lost 5.8 million man-days due to industrial unrest last year, according to the Director-General of Manpower, Dr PJ van der Merwe.

The figure was lost in 1.146 strikes and work stoppages, and some 591,000 workers were involved in the industrial unrest.

But the position seemed to have improved in the first six months of the year, in which 141,000 man-days were lost in 321 strikes which were reported to the department.

Dr van der Merwe gave these statistics when he addressed the annual conference of the South African Federated Chamber of Commerce in Pretoria.

He was alarmed by the intimidation of workers to coerce them to participate in illegal strikes, stayaways and boycott actions, the risks to workers’ job security, and the loss of income for their personal and family needs.

Another alarming feature was the “myopic reticence of certain trade union leaders” to engage in discussions and consultations at official level on policy, legislative and other manpower issues or to serve on official bodies such as the National Manpower Commission, Dr van der Merwe said.

An “incomprehensible development” was the call for sanctions and disinvestment by some South Africans, including “fomentably” trade union leaders.

The calls for sanctions were made despite the many positive developments in manpower and other fields, and the opportunities for constructive engagement in policy and other matters.

Programmes

A further disturbing development was the “internationalisation” of labour matters in South Africa, and the intensification and broadening of action programmes against the country by international organisations and individual governments.

He said “The International Labour Organisation’s Programme of Action against Apartheid” which was updated this year, and the activities of its “Conference Committee on Action against Apartheid” are of particular concern.

“The growing polarisation of the workforce was a worrisome trend, Dr van der Merwe said, because it put the trade union movement and employers into separate camps.”

The recently promulgated Labour Relations Amendment Act had been widely criticised in some local and overseas quarters despite the fact that “it is largely based on an exhaustive investigation,” and reports by the National Manpower Commission.

Dr van der Merwe said he believed it was the labour field, more than any other, which provided opportunities to improve relations.
Hospital cleaners strike

DURBAN — About 700 cleaners at Addington Hospital have gone on strike and are demanding a wage increase of more than 50% — from R300 to R670 a month.
Natal provincial workers arrested
MARITZBURG — Fifty-six workers were arrested yesterday as a stoppage by Natal Provincial Administration staff entered its second day.

An NPA spokesman said the workers had clocked in at Natalia Building but gathered in the foyer and refused to work. (152)

They were arrested after they ignored an instruction to return to their posts or leave.
Angry workers strike at Samcor

A wildcat strike crippled the giant Samcor motor plant in Waltloo, Pretoria, yesterday. Unconfirmed reports say the strike started after black workers objected to a decision by management to retain the services of a white worker who had allegedly been discovered stealing parts from the factory — Own Correspondent
1200 workers on strike at four Natal hospitals

The Argus Correspondent

DURBAN. — A strike by hospital workers has spread to four hospitals in Natal, affecting more than 1,200 employees.

The stoppage is part of a wider protest by about 3,000 Natal Provincial Administration workers over union recognition, wage increases and other issues. The strike is in its fourth day.

Mr. Louis Potgieter, public relations officer for the NPA, said Addington and Clairwood hospitals in Durban, as well as Midlands Psychiatric Hospital and Greys Hospital in Maritzburg were affected.

"There are 450 workers on strike at Addington, 230 at Clairwood, 150 at Midlands and 424 at Greys," Mr. Potgieter said.

The workers were asking for R1,500 a month and recognition of their union, the National Education, Health and Allied Workers' Union.

He said he could not comment on what their present salaries were "That is confidential."

"Volunteers and other staff members" were doing the jobs of striking workers.

Yesterday the 3,000 strikers were told to resume work, or steps might be taken to end their employment.

Provincial Secretary Mr. Roy Hindle said that they would lose certain pension benefits if their services were ended.

The NPA said it could not by law recognize trade unions but could not prohibit employees from belonging to unions.

On Wednesday 56 workers arrested in the Natalia building at Maritzburg, appeared in the magistrate's court charged with refusing to vacate a public building or, alternatively, trespassing. They were released on their own recognizances, and the case was adjourned to January 25.
Report says 89% fewer man-days lost in strikes

MAN-DAYS lost because of strike action were likely to be down by about 89% this year compared with 1987, said a report released yesterday by Levy, Piron and Associates.

This was a reflection of greater caution on the part of union officials and their members, it said.

However, in terms of the number of strikes, only a minimal decrease was likely. The decline in man-days lost was due instead to a changing pattern, away from large, drawn-out actions such as the Sats and miners strikes of 1987.

Projecting from the 761 340 man-days lost in 125 strikes in the nine months to September, the report expected the final 1988 figure to be just above the 1-million mark, compared with about 9-million last year, just above the 1965 figure.

Among the important trends were that the public sector had been responsible for 29.5% of man-days lost, predominantly at Sats and local authorities.

And the increasing use of lock-outs by employers was reflected in the fact that they represented about 15% of the total man-days lost through industrial action.

Lock-outs, the report argued, were serving their desired purpose of allowing management to seize the initiative and hasten the outcome of disputes, while avoiding the uncertainties the Industrial Court has placed in the way of firing strikers.

They would continue to gain popularity unless curbed by unfair labour practice actions, by unions modifying demands which are clearly not viable, or by unions bringing negotiations to a conclusion more speedily after disputes have been declared.

The National Union of Metalworkers of SA, with 42.4%, and the SA Railways and Harbours Workers' Union, 26.9%, were together involved in strikes which accounted for more than two-thirds of the total man-days lost.

Some 40% of strikes were triggered by wage disputes.
Chemical workers to vote on strike action

Members of the Chemical Workers' Industrial Union (CWIU) will today ballot for industrial action at Shell and Mobil after talks for industry-wide negotiations broke down.

A union spokesman said yesterday that CWIU had reached a "compromise proposal" with Caltex, BP and SA Petroleum Refineries for national company-wide negotiations next year.

The union blamed Shell and its subsidiaries Veetech, Cera-Oil and Shell Chemicals, together with Mobil Oil and Mobil Refinery, as being "intransigent."
MARITZBURG — About 3,000 Natal Provincial Administration general assistants have been told to resume work, or steps might be taken to end their employment. Provincial secretary Mr Roy Riddle said they would lose certain pension benefits if their services were ended.

The stoppages are part of a protest over union recognition and wages. — Own Correspondent.
Court orders strike stopped

MARITZBURG — There was reason to fear that recent strike action by Natal Provincial Administration (NPA) employees, which was already endangering vital services, could escalate further, according to papers before the Supreme Court here yesterday.

The court issued an urgent interdict restraining the National Education, Health and Allied Workers Union from continuing with the strike.

The NPA's assistant director, personnel, Mr Johan Barnard, said in an affidavit that there were 20 provincial hospitals in Natal which could be affected by the strike.

He said the strike was endangering vital services and could endanger the lives of patients.

He alleged some employees had been threatened with violence if they did not take part in the strike.

"Only basic medical care can be provided at hospitals concerned and only emergency operations can be performed," Mr Barnard said.
Judge calls for oral evidence in firings case

A dispute of fact in a court case between Coin Security and 75 sacked security guards led to a Supreme Court judge ordering oral evidence be led.

Mr Justice C T Howe made this order on Friday in an application by Coin Security (Cape) (Pty) Ltd to have 75 guards living in the company’s hostels in Khayelitsha evicted and to interdict and restrain the guards from causing unlawful damage to hostels.

The guards, all members of the Vukan Guards and Allied Workers’ Union, said they had stopped work because the company had underpaid them and also that when Coin lost the SATS contract re-trenchment of some of the guards was imminent.

They also claim that on September 19 the company, which was obliged to offer the guards food, was in breach of contract when it removed a food van before the guards had an opportunity to eat.

Mr L Rose, instructed by Brian Luttebeen and Associates, appeared for the guards. Mr F Hazell, instructed by Silverhout, appeared for Coin.
Sats workers don't want jobs back

EAST LONDON. — None of the 1,438 South African Transport Services workers dismissed in East London has applied for re-employment.

A total of 1,122 workers have now been dismissed from railway depots in the city.

The regional manager of Sats, Mr Louis du Toit, said this was almost the final figure of workers dismissed during the three-week strike in support of reinstatement of workers dismissed during a previous strike.

Only about 20 workers were still on strike in railway depots and they had until today to return to work before they faced dismissal, Mr du Toit said.

The port director, Mr Hermie Visser, said there had been no further dismissals in the harbour.
Hospital workers strike for more pay

Labour Reporter

HUNDREDS of auxiliary workers at Groote Schuur Hospital stopped work again today to back demands for higher wages.

A spokesman for the employees said that after stoppages last month they had met the director of hospital and health services to discuss pay and requested a report on progress within two weeks.

"That period ended today and we have heard nothing so obviously the director doesn't have the power to do anything," the spokesman said.

"We had to force a crisis to get a meeting with him. Now we want to meet the Commission for Administration or the relevant government Minister."

FREE ASSOCIATION

The employees are demanding that minimum wages be raised to R800 a month from the present R260, a 40-hour week, permanent status and job security, and the freedom to join the worker organisation of their choice.

A spokeswoman for Groote Schuur Hospital confirmed the stoppage, but said no details were available.

Workers claimed that staff at the Carinus Nursing College, which is attached to Groote Schuur, Somerset Hospital in Green Point and Victoria Hospital in Wynberg would be joining the stoppage.

The Groote Schuur spokeswoman said she had no information on the Carinus staff, and spokesmen for Somerset and Victoria said this morning no stoppages had occurred.
MORE than 2000 members of the Building, Construction and Allied Workers' Union have downed tools at six of Vereeniging Refractories' factories, a spokesman for the union said yesterday.

BCAWU official Mr Thabo Libé said the strike followed the failure by the Anglo American subsidiary to prevent the union members from going on strike.

The company, he said, launched an unsuccessful Supreme Court application in an 11th hour bid to stop the industrial action last week. The application, heard by Mr Justice Coetzee, was dismissed with costs, the union official said.

The court action stemmed from a wage deadlock between the company and the BCAWU, whose members had told management of their intention to go on strike.

In its application, the company "pointed out that — in terms of labour legislation— workers were prevented from engaging in strike action during the first 12 months of the operation of a wage determination. Management was referring to the Wage Determination 454, published in the Government Gazette in August.

The union had argued that the dispute between it and management was not in respect of the said determination, but that the determination dealt with only minimum wages and not with the actual wages and/or wage increases being negotiated with the company.

Industrial Relations manager Mr Gustav Karlsson was not available for comment.
'Picture not bright'

The picture does not look especially promising in the metal industry in the second half of 1988 - mainly due to the strike which occurred in the sector about three months ago.

This is according to the latest survey of the Steel and Engineering Industries Federation of South Africa, an employer body representing more than 7,500 firms in this sector.

Many sectors of the metal industry, according to the survey, are reporting a "fall-off" in consumer demand and this trend is likely to continue as interest rates rise. Import surcharges begin to bite and the inflation rees.

Another increase in interest rates - expected in the near future - is likely to "further dampen demand," according to the survey.

The total number of hourly-paid employees in the industries now stood at about 351,000, up from 326,000 in August 1987.
MORE THAN half the workforce at Power Engineers in Epping yesterday resumed a strike in support of their demand for plant-level wage bargaining, a spokesman for the Electrical and Allied Workers Trade Union (Eawu) said. The spokesman, disputing company claims yesterday that 144 workers out of a total workforce of 311 were on strike, said 260 union members had yesterday voted for strike action.
Striking workers call for backing by UK unions

STRIKING workers at Power Engineers in Epping have appealed for support from two international bodies — the British Trade Union Congress and the International Metalworkers Federation.

The strike began on Monday over demands for plant-level bargaining at the company.

The union claims that about 200 members are on strike but the company says only 144 are out.

Mr Brian Williams, acting general secretary of the strikers’ union, the Electrical and Allied Workers Trades Union, accused the company of having an industrial relations policy in South Africa which differed from its international policy.

TO THEIR ADVANTAGE

"They are a British multinational who claim to be in South Africa for progressive reasons but their practices have shown they are here to use the system of apartheid to their advantage," he said.

Company managing director Mr Jim Lappin denied the allegations.

"The NEI Africa group policy complies with the country’s legislative framework," he said.

"The union has implied by its statement that the company practices racial discrimination.

"The group categorically denies this," he said.

"The group is committed to creating a favourable industrial relations climate and continually strives to ensure equal opportunity for all employees, irrespective of race, colour, sex or creed."
Epping workers still on strike

A strike by workers demanding plant-level wage bargaining at Power Engineers, Epping, yesterday entered its third day, a management spokesman said. He said 143 employees out of the workforce of 311 were still on strike. The "issue" was plant-level bargaining, but the company negotiated wages and service conditions on the National Industrial Council for the Iron and Steel Industry, he said.
Hospital workers to get pay rise

Staff Reporter:

Auxiliary workers at Groote Schuur Hospital were promised a wage increase yesterday after a 15-minute meeting with the executive director of Cape Hospital Services, Dr George Watermeyer.

The meeting follows three work stoppages and threats by the hospital to take disciplinary action against striking workers.

Workers, who are demanding a minimum monthly wage of R800, had been promised an increase retrospective to November 1, a spokesman for the workers said.

The increase would probably be higher than the 15% increment due to all civil servants in January, he said.
80 sympathy strikers get R210 000

CAPE TOWN — Eighty workers dismissed after a sympathy strike and reinstated by a landmark Industrial Court ruling, have been awarded R210 000 in an out-of-court settlement.

In April the Industrial Court reinstated the 80 workers — all members of the Chemical Workers' Union — after it held that employers Cape Lime Limited had to apply fair disciplinary steps before dismissing workers.

The 80 men had asked the company to intervene on behalf of workers allegedly assaulted by police during a Sasol strike last November and had then struck in sympathy.

After legal costs have been met, the R210 000 will be distributed among the 80. — Sapa.
R210 000 payout to dismissed workers

CAPE Lime Ltd has paid R210 000 in an out-of-court settlement to 50 workers dismissed from its Robertson plant in November last year.

The dismissals followed a series of industrial actions at the plant.

Issues included a demand for management to intervene in the detention of a national union organiser and a strike in sympathy with union members striking at Sasol.

In April, the Industrial Court ordered the reinstatement of the workers.

In his judgment, presiding officer Mr P Roux said "Even if the actions may have been unlawful, regard still has to be had to both the fairness of ensuing procedural steps and the fairness of the sanction."

Yesterday two Supreme Court review applications were removed from the roll after the settlement was reached.

Cape Lime agreed to withdraw an application against Mr Roux and the Chemical Workers Union on the basis that each party paid its own legal costs.

The union withdrew its application against the Minister of Manpower and Cape Lime.

As part of the settlement the 50 workers accepted their dismissals from Cape Lime on November 6, 9 and 11 last year.

In addition to R125 684.88 paid by Cape Lime to the union in terms of an order by Mr Roux, the company undertook to pay the union an additional R210 000.
EAST LONDON — Production at the Mercedes-Benz plant here resumed yesterday after a three-day virtual standstill at the plant last week, the company said.

Almost the entire workforce of 3,000 went on strike on Wednesday last week after two employees were dismissed.

One was dismissed for poor performance after only a few hours in a new job and the other for refusing to take a breathalyser test. — Sapa
Big rise in truck licence fees

The licence fees of trucks in the Transvaal will be increased by between 60 and 80 percent from today.

Mr Arbey rejected accusations that the increases were designed to improve the South African Transport Services (Sats) market position, pointing out that increased revenue from Sats trucks would total about R30 million.

He said it could be argued that the consumer would eventually pay for the increases, but this should be seen against the increase in the road accident rate.

The funds would be used to improve roads.

He added that the Transvaal had budgeted R200 million for this.

Sapa

Haggie Rand strike ends after pay deal

By Adele Baleta

More than 1,000 labourers locked out by Haggie Rand six weeks ago returned to work yesterday after a wage settlement between the National Union of Metalworkers of SA and the company.

The agreement, reached on Friday, guarantees a new minimum increase of 50c an hour at the bottom rate and 88c at the top.

Haggie Rand managing director Mr John Milburn said the company had withdrawn dismissals of workers at Jupiter and Germiston plants.

The union hailed the settlement as a "major victory" for its members as it "comes at a time when an increasing number of bosses feel confident they can use the lock-out to force workers into accepting poverty wages."
Sats strike spreads to Durban airport

As the Sats strike in Durban spread to Louis Botha Airport yesterday, management met with worker representatives to ascertain their precise grievances, Sats chief industrial relations director Brian Berndt said.

A SA Railways and Harbours Workers' Union (Sarhwu) head office spokesman said there were rumbles among members in other parts of the country, unhappy with the dismissal of 1,000 East London colleagues and threats of dismissal against the Durban strikers.

Berndt said the strike appeared to have been sparked by dissatisfaction at pay packets received on Friday. Increases were not as high as anticipated and some lost 11 days' pay for the previous round of industrial action.

There have been reports workers want a 200% increase.

While he was still awaiting feedback from Durban, it appeared the more than 6,000 strikers had a list of 15 demands. Berndt said these included pay, maternity leave, permanent status for employees with homeland citizenship and alleged irregularities regarding racial pay parity.

He said Sats had employed casual labour to ensure services remained unaffected.

The Sarhwu spokesman confirmed workers had numerous grievances, but the main ones were the East London dismissals and pay.

He believed an assurance from management that Sarhwu would be invited to take part in the 1989 wage negotiations may be sufficient to resolve that issue, but a reversal of the dismissals was also a key to a settlement.

Reluctant

Sats and Sarhwu are engaged in talks over an interim recognition agreement. But resistance from the conservative Federal Council of Sats Trade Unions may block Sarhwu participation in the recently-established Labour Council, the negotiating forum.

Berndt said he was reluctant to consider dismissing the Durban strikers.

"This would have grave social and logistical consequences," he said. While there remained a possibility of resolving the dispute, that option would not become operative.
EAST LONDON — A total of 1,352 striking South African Transport Services workers at East London have been dismissed from railway depots and the harbour.

Yesterday the first group of 270 workers from the harbour, as well as another 206 workers from railway depots, were dismissed.

The regional manager of SATS, Mr. Louis du Toit, said there were about 80 workers still on strike in the railway depots. They would have until the end of the week to return to work before facing dismissal.

The public relations officer for the harbour, Mr. Clive Boucher, said he did not know exactly how many workers were still striking in the harbour, but the balance of the workforce there was about 100.

The strike, now in its third week, started over dissatisfaction with re-employment conditions for 700 workers dismissed during a two-week long strike in support of a 300 percent wage increase in September.

Mr. du Toit confirmed a statement by the branch organiser of the South African Railways and Harbour Workers' Union (SARHU), Mr. Derek Suleman, that had workers accepted the re-employment package, some of their salaries could have been affected.

He said the package had included a formula which recognised service but it was obviously not reinstatement.

Some workers who had a number of years' service would have gone back into the top grade.

"It was the best package we could offer," he said. SARHU's spokesman could not be contacted for comment.

— Sapa
SCORES of members of the Media Workers Association of South Africa have suspended their strike at Republican Press factories in Durban and Maritzburg pending the outcome of mediation, a spokesman for the union said yesterday.

Mr S'thembile Khala, Mwasa's general secretary, said the two parties — meeting in Durban last Friday — initially disagreed over the suspension of the strike by union members.

The Mwasa official said "The union undertook to suspend the strike if management would agree to mediation. Management countered by undertaking to accept mediation if the union called off the strike."

Mwasa, Mr Khala said, rejected management's offer and insisted on suspending the strike pending the outcome of mediation proceedings.

However, he said, Mwasa members returned to work on Monday.

The date for mediation has not yet been set.

The company has also agreed to restructure pay of the lowest-paid employees by percentages ranging from 50 to 70 percent, according to the union official. The two parties, however, are still in dispute over:
- The union's demand for wage increases for all departments,
- Transport subsidy for all workers,
- Medical aid for all workers,
- The company's car scheme to apply to black workers as well, and
- Party subsidy for the canteen.

Mwasa has indicated that if intends to take the company to the Industri
ABOUT 6 000 SA
Transport Services
workers in Durban
downed tools this week
in protest at the dis-
missal of 1 000 Sats
workers in East London.

The sacked workers
were fired after they
protested against the
dismissal of 400 work-
ers earlier last week. The
dispute is now entering
its seventh week.

The latest work stoppage
in Durban comes shortly
after over 8 000 Sats
workers decided to go
back to work last month
when Sats management
agreed to implement wage
increases and discuss
recognition of the South
African Railway and Har-
bour Workers' Union
(Sarhzu).

The strike was hailed by
Sarhzu as a victory since
it was the first time Sats
agreed to discuss recogni-
tion.

The East London workers
originally went on strike in
September, but returned to
work after agreement was
reached between manage-
ment and Sarhzu that
workers would not lose
benefits or be victimised.

The workers, who again
went on strike two weeks
ago, claim management
broke this agreement.

Sarhzu organiser Derrick
Simoko said workers' now
faced losing benefits and a
consequent drop in pay.

Simoko said Sats refused
to negotiate the re-em-
ployment deal with the
union.

Sats regional manager
Louis du Toit confirmed
the re-employment offer
would affect workers' ben-
efits but said this would be
minimal.

He said re-employment
would now be on a selec-
tive basis.
Lecturer wins June 16 'stayaway' appeal

Pretoria Correspondent

An acting senior lecturer at the Johannesburg College of Education (JCE), who was found guilty of misconduct by the Director of Education after failing to conduct a lecture on June 18 1986, yesterday had the decision set aside in the Pretoria Supreme Court.

Mr Justice Preiss also ordered that the Director of Education pay Mr Andrew Charles Hofmeyr's costs.

In papers before court, Mr Hofmeyr, a lecturer in educational studies at JCE, claimed he refrained from giving normal lectures on June 18, 1986 — the anniversary of the Soweto uprising — as "a mark of respect to the significance of the date in South Africa's history".

Mr Hofmeyr, of Kerry Road, Parkview, Johannesburg said he had not stayed away, but had attended a devotional and religious service which had apparently been organised by the rector of the college, Mr Roderick Conacher.

In his affidavit, Mr Hofmeyr said: "The departmental bureaucracy under the control of the Director of Education appears to have taken a retributive and punitive stance towards me."

Mr Hofmeyr said he had filled in a leave application form after the rector had required him to do so.

The rector, Mr Conacher, had said he would respect Mr Hofmeyr's decision not to lecture on that day but that he should fill in a leave form. The director acted unfairly and without due lawful competence, according to Mr Hofmeyr, because he had apparently not sent any appropriate explanation of the charges.
'Strikers planned murders'

By Adele Baleta

The murder of four non-strikers during the rail-ways strike last year was deliberately planned and not the result of "situa-tional factors" affecting the killers, the Rand Supreme Court heard yester-day.

This was according to State Advocate Mr Brink Ferreira who was cross-examining American social psychologist, Dr Scott Fraser.

Dr Fraser this week gave evidence in mitigation for eight South African Railway and Har-bour Workers Union (Sarhwu) members who have been convicted of the murder of the four non-strikers.

Another eight Sarhwu members were convicted of crimes including intimi-dation and assault.

Dr Fraser had testified that prior to the killings on April 28 1987 powerful psychological forces im-pinged on the accused.

Mr Ferreira said the reason for killing the non-strikers was to keep the momentum of the strike going.

During cross-examina-tion Justice T T Spoeistra said the State would probably argue that the strike began when nego-tiations between South African Transport Services (Sata) management and Sarhwu broke down.

The hearing continues...
Big unions sour invitation to talks with State

Weekend Argus Correspondent

JOHANNESBURG. — At least two major black industrial unions have turned down a government invitation to the Manpower 2000 conference, to be held in Pretoria in three weeks’ time.

The meeting has been organised by the Minister of Manpower, Mr Pietie Du Plessis, to discuss key issues including privatisation, deregulation and developments in the country’s economy.

It is expected that South Africa’s foreign relations would also come under the spotlight.

The meeting, to be opened by President PW Botha, will also be addressed by the Minister of Finance, Mr Barend du Plessis, the Minister of Administration and Privatisation, Dr Dawie de Villiers, the Minister of Foreign Affairs, Mr Pik Botha, and Mr du Plessis.

See no point

The National Union of Metalworkers (Numsa), one of the unions invited, said it would not be attending.

“We are opposed to National Party government policies and we see no point in going to be lectured by them,” said a Numsa spokesman.

“Our experience of (the government’s) bona fides is bad because they implemented the Labour Relations Amendment Act in September without notice to either the unions or the employers who had talks with them. We believe the act will have the effect of killing the unions,” said a Numsa spokesman.

A spokesman for the biggest union in the National Council of Trade Unions (Nactu), the SA Chemical Workers’ Union, said the union would not be attending because it did not believe the talks would benefit it. The spokesman, Mr Humphrey Ndaba, said his union was also bound by Nactu’s policy of non-collaboration.

Some not invited

National Union of Mineworkers’ secretary general Mr Cyril Ramaphosa, another of those invited, said the invitation would be one of the issues discussed at a regular meeting of the union’s executive committee.

Union sources do not, however, expect the NUM to accept the invitation.

However, the general secretary of the SA Confederation of Labour (Sacoll), Mr L Gilhers, said his leadership had been invited to the summit and would be attending.

Earlier this week, two of South Africa’s biggest labour federations said they had not been invited.

The director of the Steel and Engineering Industries Federation, Mr Brian Argus, confirmed that Sefsa had received an invitation to attend the meeting.

A spokesman for the Federated Chambers of Industry, Mr G Beudenbendo, said his organisation had not yet received an invitation, but hoped that one would be forthcoming.

Announcing the summit, Mr du Plessis said the meeting would provide an opportunity for the government to hear different points of view and meaningful dialogue.
Court prohibits strike

DURBAN — The Industrial Court has confirmed the interdict prohibiting National Union of Metal workers (Numsa) members from striking at BTR Dunlop.

This is despite the fact that the strike, to compel Dunlop to agree to arbitration on the dismissals of the chairman of the BTR Dunlop National Shop Stewards Council, was legal in terms of the Labour Relations Act, said a statement from the union yesterday.

The court held that the strike should be prohibited because there was an alternative remedy and that the case could be referred to the Industrial Court. Numsa said, “The judgment makes it clear that the court feels it has a duty to prohibit strikes.”

The court also held that the strike was a “repeat” strike and so was unfair.

“This constitutes a gross interference in the right of workers and unions to bargain collectively.” — Sapa
Natal sacks 2 000

DURBAN — More than 2 000 workers from the Natal Provincial Administration, mostly from Durban and the surrounding areas, have been fired for taking part in a two-week strike.

A spokesman for the National Education, Health and Allied Workers' Union, Themba Nxumalo, said yesterday workers from the works branches and the Roads Department had been told to collect their pay at the NPA offices in Mayville yesterday. Workers from the Road Department had also been told to vacate the NPA compounds by 5pm, he said.

Deadline set

Nxumalo said most of the fired workers were from Durban and the surrounding areas, as most places in Maritzburg had abided by the decision taken at the weekend between NDM MP for Greytown Pierre Cronje, and Provincial Secretary Roy Hindle.

However, Hindle issued a statement on Tuesday saying the Administrator-in-Executive Committee had considered the present circumstances and had decided to abide by the previous announcement which set the close of duty on November 28 as the deadline for the return to work. He said a third of 3 100 workers who were originally on strike had resumed work. NPA officials met again yesterday — Sapa.
Police detain hotel strikers

By Adele Baleta

Fourteen Hotel and Restaurant Workers Union (Harwu) members were picked up by police outside the Karos Johannesburg Hotel on Wednesday and briefly detained, according to the union.

Harwu organiser, Mr Alan Horwitz, who was among those held at John Vorster Square, said the 14 had been picketing outside the hotel for over an hour when the police arrived.

The 14 were kept for about three hours before they were released with a warning, he said.

A management spokesman denied the union's allegation that police were called in on the hotel's instruction.

Police comment was unavailable at the time of going to press.

Mr Horwitz also said 68 employees at the Karos Richards' Bay hotel, who staged a picket protest on Wednesday, were arrested and charged with trespassing after a complaint was laid by management.

He said the workers were released on bail of R300 each.

The strike, which has hit seven of the group's hotels, entered its 10th week on Monday. The action began after management refused to reinstate more than 100 employees who were fired for absenteeism from work on June 16.
Hospital workers win pay-rise war

By CHARL DE VILLIERS

GENERAL assistants at Cape Provincial hospitals have won a wage increase of more than the 15% promised to public servants in January, following protracted industrial unrest at Peninsula hospitals.

The increase, to be backdated to November 1 and made effective on January 1, was announced yesterday by the Administrator, Mr Gene Louw, and Mr André van Wyk, MEC in charge of hospital and health services.

General assistants will receive at least one additional salary notch and a non-pensionable allowance will be paid to personnel in specific areas, the statement said.

Workers backed their demands for an R800 minimum monthly wage, a 40-hour week, permanent appointment and recognition of the union of their choice — with at least three work stoppages.

The provincial authority also said it would attend to “sources of dissatisfaction.”

Calling on the “loyalty of all employees,” Mr Louw said he trusted the increases and the 15% increment would “greatly help to effect labour peace.”
Coin application for guards' eviction fails

Supreme Court Reporter

An urgent application in the Supreme Court by Coin Security (Cape) to evict 75 sacked security guards from their Khayelitsha hostels has been dismissed with costs.

Coin Security brought the application against the Vukani Guards and Allied Workers' Union, on the basis that there was an unlawful work stoppage between September 19 and 21 this year, which was in breach of contract.

The security guards' employment was terminated as a result, Coin said. Coin said that, in terms of the employment contract, accommodation was provided at three hostels in Khayelitsha, but the security guards were no longer entitled to live there and asked for an urgent eviction order.

The workers said the reason for the work stoppage was that Coin Security had been in breach of contract by failing to pay them the minimum wage.

Passing judgment, Mr Justice G. Friedman said that because no evidence had been led, he had to accept the version of the workers as it appeared on the papers.
Security firm fails in bid to evict workers

Supreme Court Reporter

A SECURITY firm lost an urgent application to evict 75 employees from its hostel in Khayelitsha after the Supreme Court found the company had breached its employment contract with the men.

The application by Con Security (Cape) was dismissed yesterday by Mr Justice Friedman, who ordered the firm to pay the costs of two counsel.

The application followed a stayaway by workers on September 19, 20 and 21.

Con dismissed them on September 24.

At an earlier hearing Con alleged the stayaway resulted from a company warning that workers would be retrenched after a security contract with SA Transport Services was not renewed.

The company said the stoppage was unlawful and a breach of the employees' contract. Con was thus entitled to evict the workers from the hostel.

UNDERPAYMENT

The employees alleged the stayaway was in response to underpayment of their wages and a breach of contract by Con in not supplying them with food.

Mr Justice C T Howe postponed the case for oral evidence.

But this week Con elected not to call oral evidence and Mr Justice Friedman said as no evidence was being led he had to accept the workers' version.

He held the workers were entitled to refuse to work because of Con's material breach of contract.

The court found Con could not evict the employees as they still worked for the company.
LABOUR Relations Act
architect Nic Wiehahn says
IR will continue to be the cru-
cible for race relations.
He made several predictions at
the annual IR conference titled, Wie-
hahn — 10 years on, on what the next
decade held for this country.
He does not expect the number of
politically motivated strikes to in-
crease and believes there will be
enormous increases in demand for
training.

"We can expect a greater degree
of sophistication in the application of
strike action during the next few
years. On the other hand, an expect-
ed decline in economic activity and
growth would tend to correspond
with a decrease in industrial action.
"Trade unions would choose rath-
er to negotiate than to strike during
such periods since job security for
their members is more important
than many issues which they would
strike about.
"I expect that strikes of a national
or even industry level will decrease
and that any increase that may come
will be more company or undertak-
ing based."

Professor Wiehahn said training
would receive more attention as the
numbers of black pupils leaving
school and wishing to progress were
increasing. The skills drain coupled
with the low birthrate of whites
meant the only available source of
additional skill was the black com-

Other predictions included:
- The degree of sophistication in
  trade union structure, collective bar-
  gaining, dispute settlement and in-
  dustrial action would continue to im-
  prove.
- IR in most of its elements and
  features would develop in the public
  sector — the setting up of organisa-
  tions and structures within which
  collective bargaining and dispute
  settlement could take place.
- The affiliation of SA trade unions
  with international trade union federa-
  tions would increase.
- The State would be hoped, not re-
  vert to interventionism in the sys-
  tem.
- Employers and management who
  had taken a relatively cautious
  adjustment to the new developments
  would develop a high degree of skill
  and knowledge about IR.

"All of what I have predicted has
one important qualification — the
outcome of a general election.
Should there be a change in Govern-
ment after the next election all my
predictions would be definitely
wrong.

"In all probability a new commis-
sion would be appointed and I pre-
dict accurately that I will not be its
chairman."
Drop in strikes lauded
as more sophisticated
approach by unionists

The 1965 strike season was
hailed by Labour
showed signs of maturing, striking
and the scene was set for an even
more sophisticated
approach by unionists.

As a result of the new approach,
striking was less frequent and
more coordinated, with unions
focusing on longer-term
strategies to improve working
conditions and wages.

The shift towards a more
sophisticated approach was
welcomed by many in the
union movement as a positive
development, marking a move
towards more strategic
organising and a greater focus
on the long-term.

This change in approach was
part of a wider trend towards
more mature and
professionalised union
representation, which
reflected broader changes in
the economic and social
environment of the time.
THE 16-week-old strike by Karos hotel employees has been resolved, a spokesman for the Hotel and Restaurant Workers' Union said yesterday.

The Harwu spokesman said the two parties had agreed on various issues including a minimum wage of R350 a month and an across-the-board increase of R50 a month.

Harwu members were expected to report for duty at six Karos hotels today, he said.

Karos employees downed tools at the company's hotels about three months ago, demanding wage increase and the reinstatement of their 125 colleagues who were dismissed for observing a June 16 stayaway this year.

The Harwu spokesman said the case of the 125 employees would be referred to the Industrial Court.
Karos strike finally resolved.

JOHANNESBURG — The long-standing strike by Karos hotel employees has been resolved, a spokesman for the Hotel and Restaurant Workers' Union said, the Sowetan reports.

The Harwu spokesman said the two parties had agreed on various issues — including a minimum wage of R350 a month and an across-the-board increase of R50 a month.

Harwu members were expected to report for duty at six Karos hotels yesterday, he said.
Hotel strike goes on despite wages 'deal'

By Mike Sliema, Labour Reporter

The 10-week strike by about 500 Karos Hotels employees continued today despite a wage agreement between management and the Hotel and Restaurant Workers Union (Harwu), the union said.

Karos employees have been on strike for higher wages and to back demands for the reinstatement of about 120 colleagues fired for failing to attend work on June 16, the anniversary of the 1976 Soweto uprising.

Harwu spokesman Mr Alan Hurwitz said although agreement had been reached on wages and the dismissed workers, the union declined to sign the agreement because management had demanded that the proposed retrenchment of 246 strikers become part of the wage agreement.

"The union has refused to allow the retrenchments to become part of the wage agreement," said Mr Hurwitz, adding that the strike was continuing.

The company had been given until today to withdraw its demand or face industrial court action.

Karos comment was still pending at the time of going to press.

According to Mr Hurwitz, the wage agreement entailed the raising of the monthly minimum wage from R350 to R475 from March 1978 and again to R525 in September 1979. The present minimum was R50 a month, he said.
The Karos hotel group and the Hotel and Restaurant Workers' Union (Harwu) have reached agreement on wages and dismissals — the issues which sparked a 10-week strike — union spokesman Alan Horwitz said yesterday.

However, there would be no return to work until agreement had been reached on management's attempt to link a retrenchment exercise to the settlement, he said.

The group planned to lay off about 250 employees. The union management should address the matter separately. The union considered it to be bad faith bargaining for Karos to link it to the settlement.

A Karos spokesman said a national wage agreement was reached on the basis of common productivity requirements throughout the group.

This, unfortunately, rendered certain posts redundant. He believed this problem could be resolved.

At talks on Monday, a minimum monthly wage of R360, a R70 across-the-board increase and the abolition of monthly meal deductions had been agreed on.

The minimum wage would increase to R475 on March 1 and to R525 from September.
Settlement in NPA strike

DURBAN — An agreement has been reached to settle a two-week strike by more than 5 000 workers employed by the Natal Provincial Administration.

- But more than 2 000 striking workers who reported for work on Tuesday in a confusing situation, were turned away.

The strike was resolved after the National Education, Health and Allied Workers Union, a Cosatu affiliate, asked Mr Pierre Crone, MP for Greytown, to intervene.

The workers had demanded an across-the-board wage increase of R1 500 a month and improved working conditions. They were all served with notices of dismissal after going on strike.

After discussions the NPA agreed to:

- Look into an improved system of dealing with collective issues concerning the workforce,
- Submit representations made by workers to the Commission for Administration as a matter of urgency,
- Withdraw the notices of dismissal but would reserve the right to re-employ on a selective basis. This would be done in a responsible manner with a right to review;
- Consider the cases of those charged with criminal offences, pending the outcome of the legal procedures and
- Consider the workers’ absence from work during the strike as leave.

Mr Thembu Nxumalo, Natal organiser of Nehawu, said the union had instructed its attorneys to lodge an urgent application to the Supreme Court for the re-instatement of the dismissed workers.

Nxumalo said although they had not been able to win their demands, the NPA had accepted that the workers had genuine grievances to be addressed.

A spokesperson for the NPA, asked to comment on the more than 2 000 workers turned away, said they were supposed to return to work a day earlier.

— PTSA
Natal mob stab man to death

PRETORIA. — The body of a man stabbed to death was found near Taylors Halt in Natal after a mob attacked a home, police said yesterday.

The body was found at Ndindi at daylight — about three hours after the attack.

A man was also injured at Botshabelo in Bloemfontein when a group set a house alight.

Police said they baton-charged a large group of placard-wielding demonstrators outside the Karos group's Johannesburger Hotel when they refused to disperse. Four men and a woman were arrested.

Workers have been on strike for three months over wages and the dismissal of colleagues who observed the June 16 stayaway. — Sapa
Mount Nelson staff get a raise

WORKERS at the Mount Nelson Hotel have been given an average 27.5% salary increase, with their minimum wage going up to R500 a month.

A spokesman for the Liquor and Catering Trades Employees' Union said yesterday the settlement with the hotel management had been reached on Friday and was reported back to workers yesterday.

"The workers are happy with the settlement — but next year we negotiate again," he said.

Hotel spokesmen were not available for comment.

The lowest-paid workers will receive a 44% increase — from R340 to R500 a month — by next month, while the highest-paid workers' salaries will be increased from R822.70 a month to R900 a month — a 9% raise.

The average increase for the nine categories of workers is 27.5%.

Hours of employment were also changed from 53 hours a week to 48 hours a week.

During the wage negotiations, workers downed tools for about two hours, disrupting lunchtime service on November 29.
Rumblings on the shop floor

By CHIARA CARTER
THE Commercial, Catering and Allied Workers' Union of South Africa (Cawusa) has begun preliminary discussions with the Western Cape Traders Association (WCTA) over work conditions of shop workers.

Cawusa has members at several stores owned by WCTA members and has signed a recognition agreement with one supermarket chain.

Mr Yusuf Pahad, a WCTA spokesperson, confirmed its representatives met the union recently.

He said one of the issues discussed was the problem of shop assistants being dismissed from the giant retail chain Cawusa normally dealt with.

An earlier meeting broke down after the traders objected to the inclusion of workers from their stores in the Cawusa delegation.

The two groups are to continue discussions in an attempt to reach what the spokesperson termed a "broad understanding".

The next meeting is planned for early in the new year.

One of the topics for discussion is the possibility of a closed shop agreement to cover all WCTA stores, according to a reliable source.

He claims that many workers at small stores in the Western Cape are exploited because they do not have the protection of a union.

Call to help dismissed workers

EAST LONDON — Residents here have been asked to support workers dismissed by Checkers and the South African Transport Services.

The call, made in a pamphlet issued by "the community" this week, follows lengthy union disputes with Sats and Checkers.

Checkers dismissed 105 workers several weeks ago after they went on strike in support of a shop steward dismissed at the Queenswood branch.

The man was allegedly fired because he wore a hat in contravention of company rules.

Checkers' management declared a dispute with the Commercial, Catering and Allied Workers' Union (Cawusa) over the issue. Negotiations have deadlocked.

This week Cawusa issued a statement condemning Checkers' actions.

Cawusa accused the company of using clauses in the recognition agreement as an excuse to harass the workers.

They said this was done to make the workers lose confidence in the agreement.

Mr J Christensen, of Checkers' regional administration, said the situation at the chain's stores in the region was normal.

"There's no boycott on stores here," he said.

At Sats, over 1000 workers were dismissed last month after two disputes began in September.

The disputes began when workers demanded a minimum wage of R1,500, an increase of 340 percent. Sats refused and hundreds of strikers were fired.

The strikers were eventually offered re-employment, but went on strike again to demand full reinstatement.

As a result, over 1000 were again fired.

They have again been offered re-employment and the strikers decided to apply for this as a temporary measure.

Many applied last week for re-employment but have not heard from Sats yet.

A Sats spokesperson, Mr Martin Slabber, said train services and passenger levels were "normal".

Cape Democrats urges South African Government, which claims to be democratic, to:

- lift the State of Emergency
- release all political prisoners
- negotiate with the people
- bring peace to our land

Concorde News reports from Durban that a three-week tussle between Cawusa and Bond Hyper Supermarket, a black-owned business in Durban's Grey Street area, ended with the supermarket agreeing to re-employ 55 workers fired after they downed tools to demand a meeting with management.

Among the workers' grievances was that the lunchbreak of half an hour was too short and that they did not get an afternoon tea break.
Workers re-employed

THE Soweto City Council this week started re-employing some of the 1700 council workers who lost their jobs when the council fired all those who were on strike during August this year.

The council started re-employing the workers on Monday at the Zondi offices of the council. Those re-employed were to be placed with the cleansing section of the council which is presently engaged in a massive pre-Xmas clean-up operation. The operation was launched by the council last week.

The mayor of Soweto, Mr Sam Mkhwanazi, last week said that he had requested the council to re-employ the remaining workers as most of them have been unemployed since the former council administration fired them in August. He could not say how many of the remaining 1700 will be re-employed.

The clean-up operation, in which the workers are being re-employed to assist with, was progressing at a fast pace this week with scores of children and youths filling plastic bags with refuse and queuing for the 30 cions' reward. Several teams continued working throughout the weekend. Mechanical loaders and tipper trucks assisted with the clean-up.
Work stoppages hit PG Glass

PG Glass has been hit by several work stoppages in the past week. Over 100 workers at the Epping plant stopped work for six hours last week and there were further stoppages at branches in Cape Town, Wynberg, Goodwood and Bellville. The workers are members of the Chemical Workers' Industrial Union which is in dispute with PG Glass over wages and conditions of employment for next year.
Big wage increases follow strike action

By Our Own Correspondent

DURBAN — About 180 employees of Republican Press (RP) in Durban have been given pay increases — of more than 20% in some cases.

The increases, to be backdated to November 1, follow a strike by members of the Media Workers' Association of SA (Mwasa) on October 18 this year.

Mwasa regional secretary Dluzo Mqabza says although the increases appear high, the wages are still "very low.

A union statement says: ´Now that the wage dispute has been resolved, we are looking forward to further talks in January." RP personnel manager S P Gouws yesterday confirmed the wage increases.
Firm's workers down tools

By LEN MASEKO

A NUMBER of workers employed by a Soweto rent-a-loo company downed tools citing various grievances, including non-payment of wages and 13th cheques.

These workers wanted all day yesterday for their employer, Mr Sam Matona, managing director of Soweto Easy-Loo company, to respond to their grievances.

Comment

Mr Matona was not available for comment.

In a letter to his employers Mr Matona warned that they would be dismissed if they did not return to work by noon yesterday.

"Please be informed that you are on an illegal and unfair work stoppage. If you have any grievances please make these known through the company's grievance procedure so that management may attend to same," Mr Matona said in the letter.

Pay

Easy-Loo employees said they were supposed to have received their pay last week. Their grievances, they said, included:

- Victimisation of employees "because of favours done for them housing and personal loans";
- employees were "always threatened with dismissal"; and
- employees' wages reduced allegedly "at the instruction of the Government".
25 toilet company workers dismissed

By Adele Balela

At least 25 employees of Easy Loo, a Sweto-based toilet hiring company, were dismissed yesterday after failing to heed a return to work ultimatum, according to a spokesman for the workers.

She said employees stopped work on Monday to back a demand that they be informed when they would receive their annual bonuses and December salary.

"In previous years workers' salaries were paid on December 11. This year has been different. We have still not received our money so we cannot budget or buy gifts and food for the festive season," she said.

She said employees were given until yesterday morning to return to work or be fired.

When workers arrived at the company premises, the gates were locked.

Before taking up their posts they asked for an undertaking that they be informed by the end of the day's shift when they could expect their money.

"We were told not to order management about and were then fired," she said.

The spokesman said workers had several grievances with the company, which is owned by Mr Sam Maitena.

"We have often been insulted, accused of stealing company money and gang up against Mr Maitena.

"This is particularly worrying as Mr Maitena, a black businessman, should know better," she said.

Mr J Howard, the company's industrial relations consultant, refused to comment.
In these far-right days, some white workers go left

SOME white workers — particularly in the motor assembly and retail sectors — are bucking the rightward trend in white politics.

In October, more than 200 white, coloured and African workers downed tools at the Volkswagen plant in Uitenhage after a dispute with management over wages.

A representative of the National Union of Metalworkers of South Africa (Numsa) at Volkswagen said the week-long strike had involved only skilled workers.

He said most of the white workers who had joined the strike were members of a prominent affiliate of the all-white SA Confederation of Labour, the Yster en Staal Unie.

According to the Numsa representative, over 100 white workers in the plant have joined Numsa “and we also have one white part-time steward”.

In the retail sector, the Commercial, Catering and Allied Workers Union (Ccawusa) has received numerous applications from white workers wanting to join.

Ccawusa officials said more interest was shown in areas where bargaining had been successful. “Whites are impressed by our negotiating power. In particular, they get worried when they see non-union members facing retribution without representation,” said an union official.

He added, however, that most of the union’s white members were inactive — they did not attend meetings and did not want management to know about their union membership. “They want the material benefits of membership, but are suspicious of black trade unions, which they regard as radical organisations.”

The representative said the passivity of Ccawusa’s white members made it difficult for the union to gain access to them. However, there were moves to try and accommodate them, as well as a conscious organising drive across the colour line.

The Weekly Mail spoke to a 24-year-old Afrikaans woman, Mrs W, who is a Ccawusa member at Checkers in the Western Transvaal town of Klerksdorp. She asked not to be named for fear of victimisation.

Mrs W said that on her arrival at the company, she had thought Ccawusa was meant only for black workers. “But they just accepted me. In an era when white working class politics moves steadily right, an irony has been the growing willingness of whites to join black unions. MZIMKULU MALUNGA reports when I told them that I wanted to join.

“My main reason for joining the union was that I wanted to have somebody who would fight for me in the workplace,” she said.

“Now that I’ve joined the union, I get an increase every year.”

Politics were not a factor in Mrs W’s decision to join Ccawusa, but another white member of the union in Johannesburg, 30-year-old Mrs A, said she was drawn to unionism by her dislike of racial discrimination.

“I didn’t like the way black workers were treated in the workplace,” she said, adding that management at her place of work had tried on several occasions to discourage her union involvement.

Mrs A said she also enjoyed the protection the union gave her. “It is advantageous in the sense that if management wants to get rid of me, they can’t.”

Asked how her black colleagues had responded to her application, she laughed and said: “They know I am a crusade anyway.”

Mrs A agreed there was some reluctance among white workers to join black trade unions.

“When they have problems they think of joining, but once their problems are sorted out, they backtrack.”

At its national congress in October last year, the South African Railways and Harbour Workers Union (Sarhwa) resolved to encourage white workers to join the union, and to promote interaction between black members and their white colleagues.

A Sarhwa representative said the union had white members in Johannesburg and Cape Town, but said he could not give figures.

He believed that most of them had joined “purely for economic reasons”.

The general secretary of the National Council of Trade Unions (Nactu), Phiroshaw Camay, said the federation had white members in the food, electrical, metal and building industries.
Soweto’s garbage bags brimming over

THE firm recently contracted to collect garbage in Soweto, Wade Refuse, is carting as much refuse as is collected in the whole of Johannesburg, says Wade contract director Richard Nero.

About 5 500m³ of garbage was collected in Soweto daily. This was to be compared with 8 000-9 000m³ a day in Johannesburg, Nero said.

"Last month alone we moved 81 000m³, and 90 000m³ so far this month."

Following the Soweto strikes this year, the Soweto Council awarded a five-year contract to Wade to remove several years of accumulated garbage.

A Wade worker, Macabia Ngubo, was murdered and two employees stabbed.

In September this year by striking Sowetan workers.

"They saw us as scabs, and the situation was very dangerous," said Nero.

Education

He said "The job ahead of us is both challenging and staggering. The actual amount of garbage is incalculable."

"We have a problem in Soweto, in that people aren't educated not to throw their garbage on the ground."

He said Wade performed an essential service by protecting Sowetans from the health hazard posed by excess amounts of garbage.

Wade director Alistair Maclean says the company was paid by the ton waste removed, which was "usually in terms of the growth of Soweto."

And Nero added "We are running out of room for garbage. At present we're dumping on three separate sites in Soweto, which one could vaguely be called 'sanitary landfill', but the future of these sites is questionable."

The value of Sowetan garbage that could be recycled would be minimal, as it was contaminated with large ash percentage, making it unsuitable for re-processing. He said...
SOWETO employees walk out of their jobs for the duration of their demands for a rise in wages and better conditions of work. The management of the company has dismissed 200 employees who took part in the work stoppage.

The dispute is over a wage increase of 20 percent. The company has offered a 5 percent increase. The workers have also demanded a reduction in working hours from 11.6 hours to 8 hours a day. The company has refused to comply with this demand.

The workers have also demanded that their wages be increased to R1000 per month. The company has offered R800 per month.

Meanwhile, the workers threatened to fire anyone who interfered with their strike. They have also demanded that the company pay them for the time they have lost during the strike.

EASY-LOO managing director Mr Sam Malone said the company was sticking to its original wage offer.

BY LEN MASEKO