INDUSTRIAL RELATIONS - STRIKES

1989 -

JANUARY — MARCH.
RENT-A-LOO TALKS ON DISMISSALS

THE South African Black Municipal and Allied Workers’ Union and a Soweto rent-a-loo company meet next week to discuss the dismissal of 24 of the firm’s employees.

A spokesman for Soweto Easy-Loo, Mr John Howard, confirmed yesterday that a meeting between the two parties was on the cards. The two are scheduled to meet on January 10.

The company’s managing director, Mr Sam Matona, declined to comment on the matter yesterday. The company was awarded the KWV Excellence Award last year and Mr Matona claimed they had a turnover of more than R1,5 million.

The talks will focus on the dismissal of the 24 workers after they participated in a work stoppage. The Easy-Loo employees were protesting against management’s failure to pay them December salaries and bonuses “on time.”

Employees’ grievances also included:
- Alleged victimisation of employees “because of favours done for them housing and personal loans,” and
- Reduction of employees’ salaries “in line with the Government wage freeze.”
Striking cops face instant dismissal

By BARRY STREEK
Political Staff

POLICEMEN who go on strike or threaten to go on strike will be summarily dismissed without any hearing, according to a new bill tabled in Parliament yesterday.

The Police Amendment Bill also drastically increases the penalties for anyone who aids or incites a policeman to take any action to evade a lawful command.

If the bill is approved by the standing committee and by Parliament, sentence for a person convicted of aiding or inciting a policeman to evade a lawful command will be increased to R4,000 or jail for up to 12 months or both.

For a second offence, the fine will go up from R1,000 to a maximum of R8,000 or jail of up to two years, or both.

In terms of another provision, the commissioner of police will be empowered to dismiss any policeman without a hearing “if he has reasonable grounds to believe that a member of the force strikes or conspires to strike.”

As soon as practically possible the dismissed policeman must be given the reason for his dismissal.

A further provision will allow police to be seconded to any government department or the police in Namibia or in a homeland.

The bill also increases the penalties for a number of contraventions of the Police Act to fines of up to R2,000 or jail up to six months or both, or fines of up to R4,000 or jail of up to 12 months or both.

These penalties cover people who ignore a police order to stop their vehicle, unlawfully receive or possess property belonging to the police, wear police medals without permission of the commissioner, make false representations as to their association with the police, illegally demand toll fees, refuse as members of the police to serve to report for a call-up and other offences.

The Minister of Law and Order, Mr Adriaan Vlok, will be empowered to reinstate any dismissed policeman after he has considered the representations.

The bill defines a strike as including “any socio-economic, sympathy, solidarity, protest, work-to-rule or precision strike, as well as any other form of strike and stayaway.”
Code: Anglo replies to NUM

JOHANNESBURG — Anglo American yesterday responded to National Union of Mineworkers allegations of "repression" by referring to a code of conduct which had been proposed to NUM.

Anglo's response follows a 178-page "research report" conducted by the NUM which reveals alleged reports of "intensified repression" on its mines.

The report is based on a survey at Anglo mines and the findings include allegations that "Anglo has embarked on a systematic campaign of retarding the union and intimidating the union members".

It also argues that racism and job reservation "remain a central experience of the corporation's employees".

An Anglo press statement refers to a set of rules proposed by the company during the 1987 miners' strike which would "both protect union and worker rights and prevent violence."

"In the post-strike agreement signed in March 1988, both AAC and NUM undertook to negotiate a code of conduct to achieve this purpose.

"Towards the end of last year the Corporation proposed the wording for such a code."

"More recently NUM has accused mine management of placing unreasonable restrictions on union activities. The proposed code of conduct provides the most constructive mechanism by which these presently unsubstantiated allegations can be investigated by the joint AAC/NUM committees."

"AAC believes that all workers have the right to join or form unions of their choice and to bargain collectively and to strike peacefully," the statement said.

The statement also referred to violence involving NUM members on mines from April 1985 to September 1987 where "a pattern of violence and coercive behaviour developed on mines associated with the corporation."

The proposed code of conduct has been submitted to the NUM, Anglo said.

Representatives of the NUM and officials of the Council for Mineral Technology (Mintek) were locked in talks yesterday in a bid to end a three-day-old wage strike by more than 250 workers.

The NUM assistant secretary-general, Mr Marcel Golding, said the outcome of the meeting would be known today — Sapa
Actions of town clerk may be investigated

By Msebenzi Makalolo
Pretoria Bureau

The Atteridgeville City Council has resolved to ask the Transvaal Provincial Administration (TPA) to appoint a commission of inquiry into alleged irregularities involving the town clerk, Mr Solly Rammala.

The council's decision follows a call by council employees at a special meeting for the town clerk to resign his post because the council failed to give them a promised 13.1 percent salary increase but gave him the increase retrospectively from July last year.

In a press statement yesterday, the township's deputy mayor, Mr Justus Tshangani, said the council met on Wednesday night and decided not to suspend Mr Rammala.

Instead, it agreed a commission should be set up to investigate the allegations.

The council's estimated 500 employees — all members of the Transvaal Association of Employees of Local Authorities (Taebia) — downed tools on Tuesday morning in protest against tariff increases implemented by the council on January 1 and they also demanded the immediate resignation of Mr Rammala.

The workers also made several allegations against Mr Rammala.

Fresh allegations of irregularities surfaced on Wednesday with claims that a black council employee who did not meet the requirements for promotion to a senior post had had the requirements waived.

The post was not advertised, and the qualifications of seven years' experience in local authority as well as an appropriate bachelor's degree were set aside.

A document in the possession of The Star, signed by the city secretary Mr George Majaha and by Mr Rammala on July 14, 1987, recommends that the requirements be waived in the case of the employee in question "to avoid delays with unnecessary advertisements."
Court warns strikers off

Workers — excluding three shopstewards — on strike at the Nampak factory in Epping were yesterday interdicted and restrained from intimidating, assaulting or threatening non-striking staff members after an urgent application was brought before the Supreme Court.

In an interim order, Mr Justice E L King ordered that 227 workers be restrained from entering the premises without permission and that they be interdicted from hindering the normal operation of Nampak's business. The order was not extended against shopstewards Mr Patrick Hlakula, Mr Peter Palmer and Mr Derek Booysep.
Actions of town clerk may be investigated

By Nceke Kotholo
Pretoria Bureau,

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Mintek dismisses 200 strikers

THE Council for Mineral Technology (Mintek) yesterday dismissed about 200 NUM members who had been involved in a wage strike since January.

Human resources assistant director Danie van Vuuren said the NUM had accepted an offer of a 14% wage increase and a R6800 monthly minimum, but had refused to "recognise the statutory and financial constraints under which Mintek, as a parastatal organisation, operates".

He said this requirement was a condition of the wage offer.

The NUM's refusal to accept this meant that every time negotiations took place the union would "pressure me over something I have no power over". Under the circumstances no other action could be taken but to dismiss the strikers.

NUM officials could not be reached for comment.
SAB strike continues

More than 300 striking workers at SAB Breweries (SAB) plants in Port Elizabeth and East London yesterday continued their dispute over the payment of shift workers on January 2.

SAB's human resources director, Mr Rob Chilton, said yesterday that the Food and Allied Workers' Union (Fawu) had not responded to a Port Elizabeth Supreme Court interdict ordering the strikers back to work and to abide by the recognition agreement, between SAB and Fawu of the East London workers' downed tools in sympathy with 300 Port Elizabeth workers who went on strike last Friday in a demand for holiday pay, a union spokesman said.
News in Brief

Cop stabbed by fugitive

KRAAIFONTEIN police sergeant J H Tolken was stabbed yesterday morning by a suspected poultry thief. A man will appear in court on Monday.

SAB workers down tools

PORT ELIZABETH — South African Breweries workers near Despatch have gone on strike in support of co-workers in PE and East London.
Nurses strike over "insult"

By ALINAH DUBE

About 200 Westfort Hospital nursing assistants went on strike in Pretoria West yesterday after they were allegedly insulted by a black matron during a staff meeting.

According to sources, the matron made the derogatory remarks at a meeting held on hospital premises to discuss the problems affecting nursing assistants.

"Tempers began to flare as we told the matron that we were unhappy about having to contribute money for the nursing sisters' farewell parties while no one bothered to raise funds in a case of a nursing assistant leaving the hospital," they said.

Dr A van der Walt, the hospital superintendent who had first told the Sowetan that he could not comment as he did not have full details of the incident, later said he was not aware of any strike taking place. He said "things are proceeding normally."
Nampak strikers locked out

Staff Reporter

WORKERS on a legal strike were locked out from the Epping premises of Nampak Corrugated Containers yesterday.

Security guards with guard dogs kept striking workers from entering the premises when they arrived at about 6.30am, a Paper, Printing, Wood and Allied Workers Union (PPWAWU) spokesman said.

About 250 workers went on strike last Wednesday after wage talks between the union and Nampak management reached a deadlock.

The union demanded a R60 across-the-board weekly increase, while Nampak offered between R45 and R53 a week, a spokesman said.
Victim, with leg severed, lay dying on track

Three deny killing rail ticket collector

THREE men yesterday denied killing a railway ticket collector by throwing him off a train.

Sophania Tshilathe, 32, Sethabane Edward Mathole, 36, and Wilson Nkana, 37, all of Soweto, pleaded not guilty in the Rand Supreme Court to murder.

SUSAN RUSSELL

ing Samuel Medina on April 27. The State says Medina was on duty at Mayfair station when approached by a group of men, including the three on trial, and forced on to a train.

The prosecution also alleges Medina was thrown from the train shortly after it left the station. He died shortly afterwards in Hillbrow Hospital.

At the time of the incident there was a strike by railway workers.

Constable F Diener told the court yesterday he was summoned to the spot and found a man with a leg severed sitting next to the tracks.

Before the court adjourned, counsel for the State applied to have evidence of its next two witnesses heard in camera.

It was submitted both still worked for Sats and were concerned colleagues and trade union members would recognise them from the public gallery if the evidence were not heard in camera.

Mr Justice Solomon granted the application.

The trial continues today.
A witness told the Rand Supreme Court yesterday that he heard an accused tell a workers' meeting that people who were to be murdered could not be found and the matter would be dropped.

Mr H F Dyasi of Transkei was giving evidence before Mr Justice R A Solomon and two assessors during the trial of Mr Wilson Nakana (57), Mr Sophania Timi Matloga (32) and Mr Sethabane Edward Mathole (36).

The three accused, all of Naledi, Soweto, have pleaded not guilty to murdering a South African Transport Services ticket collector, Mr Samuel Meduna, on April 27, 1987.

In earlier evidence, Constable F Diener said he found a man, with his leg torn from his body, next to the railway line about 30m from Mayfair station at about six that evening.

Train driver Mr Louis Meyer said that as he drove into Mayfair station he saw a group of about 20 black men on the bridge fighting with a man in a ticket collector's uniform. The men forced the collector on to a train.

Mr Dyasi, who retired in September last year, was a truck driver based at Kaiser. He told the court Mr Wilson Nakana was a co-worker of his.

He said that after the Sats strike in 1987, Mr Nakana was amongst those who spoke to the workers: "He said there were certain people who should be killed. He said they had not succeeded in finding these people and that the matter should be dropped," Mr Dyasi said.

Bid to sequestre Siebert's estate

BLOEMFONTEIN — The Grahamstown Building Society (GBS) has lodged an application with the Free State Supreme Court for the sequestration of the estate of the late Mr Frakkie Siebert, who committed suicide with a business associate, Mr Phil Venter, on November 23 last year.

Mr Venter was employed by the society's Bloemfontein agents for about 25 years.

The application will be heard today.

In a statement issued by attorneys Israel & Sackstein, for the GBS, the society's claim against Mr Siebert was given as R21 346 672.35.

The GBS had sent senior executives to Bloemfontein on three occasions and three such persons were
out strikers was dispersed yesterday after strike lasted all day.

Mr. A. J. Andrew, MD of the company, said the company's final offer was for a R60 weekly increase for all grades. The company stood by its final offer of a 50% increase for minimum wage earners. From R109.30 to R169, he said.

Meanwhile, members of the Workers' Union, were locked out by management on Monday. The workers arrested workers who congregate outside the gates.
PORT ELIZABETH — The strike action by about 400 South African Breweries employees in the Eastern Cape is still unresolved, SAB's human resources director Mr Rob Childs said yesterday afternoon.
Court restrains Nampak workers

By CHIARA CARTER

STRIKING workers at the Nampak Corrugated factory in Epping were this week barred from entering the premises.

In terms of an order issued by Mr Justice BL King in the Supreme Court, Cape Town, the workers are restrained from harassing, intimidating or threatening non-striking employees. Three shopstewards are excluded from the interdict.

On Monday, about 250 striking workers were locked out of the factory which is being patrolled by security guards with dogs.

Strike

About 220 workers, members of the Paper, Print and Allied Workers' Union (Ppawu), went on strike on Wednesday last week after failing to reach agreement with management over wages.

A shopsteward at the plant said about 20 members of the South African Typographical Union (Satu) and some casual workers later joined the strike, the first legal one at the plant.

Dispute

A Ppawu spokesman said it seemed the company had anticipated the action and had moved most production to a factory in Port Elizabeth.

Ppawu declared a dispute with Nampak in November last year over wage increases.

The company has offered a monthly increase of between R45 and R55, depending on workers' grades. The union wants a R60 across the board rise.

Nampak management could not be contacted for comment.
By ALI MPHAKI

The fate of the 24 workers who were dismissed by a Soweto rent-a-loo company last month hangs in the balance following the collapse of talks between management and worker representatives.

A spokesman for the South African Black Municipal and Allied Workers Union (SABMAWU), who are representing the workers, Mr Philip Dlamini, yesterday summed up developments in the matter by saying "In short, there is a breakdown of talks."

The union met Easy Loo management on January 10 and the meeting deadlocked.

According to Mr Dlamini, management is obdurate that the workers violated the company's grievance procedure by engaging in a work stoppage and ignoring an ultimatum to return to work on December 19 and December 20, last year.

The workers had resolved to down tools after a list of their grievances had either been ignored or dismissed by management. The company owner and director, Mr Sam Matona, has allegedly repeatedly threatened to fire workers when they went to complain to him about:

- The alleged victimisation of employees "because of favours done for them — housing and personal loans."
- Reduction of employees' salaries "in line with the Government wage freeze", and
- Management's failure to pay workers their December salaries on time and failure to pay promised bonuses.

Meanwhile it has been an uphill struggle for the dismissed workers whose December salaries were allegedly not paid out in full.

The company's turnover revolves around R1.5-million a year and it is also a holder of a KVV Business Excellence Award.
Drink drought faces beer consumers in PE

The Argus Bureau 26/11/89

PORT ELIZABETH — A beer drought is starting in the Eastern Cape — and breweries around the country may have to come to the rescue.

Right in the heat of summer, certain brands of beer are running low because of the SA Breweries' strike now in its second week here, and in its first in East London.

Mr Rob Childs, the company's human resources director in Johannesburg, said the PE brewery was still producing through low-intensity production, but beer in certain size cans and bottles could run short soon.

This was contradicted by a spokesman for the Food and Allied Workers' Union, Mr Elliot Ndazulwana, who said the 'beer drought is already starting' in Port Elizabeth townships.

Workers had noted that there had been no production whatsoever in the past week.

Mr Childs said that although he was confident that the needs of beer drinkers would be met, they could find they could not buy their beer, for example in 450ml cans that have only recently been introduced in the region.

Beer may have to be brought into the Eastern Cape from breweries in other centres, such as Cape Town.
THE South African Transport Services employee who was flung from a moving train during a strike and had his leg cut off died of shock and severe bleeding, Dr D F van Blerk told the Rand Supreme Court yesterday.

Dr Van Blerk was testifying in the trial of three Soweto men who are charged with the murder of Mr. Samuel Medina, who was a ticket attendant during the Soweto strike in the Witwatersrand two years ago. The hearing is before Mr. Justice Solomon and two assessors.

The State alleges they murdered Mr. Medina, who was flung out of a moving train in Mayfair on April 27, 1987.

Pleaded

The three men are Mr. Wilson Nakana (37), Mr. Sophonia Molaga (32), and Mr. Sethembane Mathole (36) all of Naledi township, Soweto. They have pleaded not guilty and are members of the South African Railways and Harbours Workers Union.
THE strike by more than 200 workers at Coates Brothers ink-manufacturing plants in Maitland and Durban entered its fifth day yesterday.

The legal stoppage hanged on workers' demands for a 19.5% across-the-board increase, a 42-hour week, voluntary overtime, March 21 ("Sharpeville Day") as a paid holiday and a R25 annual service allowance, a union spokesman said.
Rehired workers repeat dismissal demand

STAFFERS at Durban’s Oceanic Holiday resort who were fired and later re-employed, returned to work still demanding the dismissal of a housekeeper they accuse of discriminating against pregnant women.

According to the workers, the problem started two weeks ago when the housekeeper went from floor to floor telling workers that all women who worked there were pregnant, which showed they did not respect their work and also that they were likely not to return to work after delivering their babies.

After the petition demanding the dismissal of the housekeeper was rejected by management, the workers downed tools.

After a two hour ultimatum, the workers were all fired.

A union spokesman said the workers took the housekeeper’s words seriously, because in the past women returning from maternity leave were re-employed selectively.

Managing Director E Caldwell said the affair was an internal matter and declined to comment further.
June stayaway sparks new action by mine

By Mike Siluma, Labour Reporter

Seven months after it occurred, the three-day stayaway in June is at the centre of a row between the National Union of Mineworkers and Sappiplaas gold mine.

According to NUM assistant secretary-general Mr Marcel Golding, the dispute was sparked by the dismissal of 26 NUM members by the Anglo American mine for allegedly participating in the stayaway, called in opposition to amendments to the Labour Relations Act. The workers denied staying away.

Mr Golding said the Industrial Court (IC) had already made a ruling that the dismissal of the employees was prima facie selective and unjustified. However, the Minister of Manpower had declined to appoint a conciliation board (CB) in line with "a fixed policy to refuse the establishment of conciliation boards in all matters connected to the June stayaway."

'UNREASONABLE'

In a statement, Anglo said despite management's willingness to talk to the union when the dispute first broke out, talks had collapsed because NUM had made unreasonable demands.

The IC had granted an interim order in respect of 27 of the 28 applicants, which was extended on two occasions. Sappiplaas yesterday lodged an urgent application to the Supreme Court seeking an order on the jurisdiction of the IC in extending the interim order and an interdict against the IC from hearing further applications for extensions.

Director-General of Manpower Mr Joel Fourie denied that his department had a policy on disputes relating to the three-day stayaway.

About 200 members of the Chemical Workers Industrial Union employed by Coates Brothers SA are on strike at plants in Durban and Cape Town over wages and working conditions, the union said.
Nampak strike continues

Staff Reporter
MORE THAN 239 striking workers at Nampak Corrugated Containers, Epping, yesterday continued with their week-long legal stoppage, but revised their original wage demands, a Paper, Printing, Wood and Allied Workers' Union spokesman said.

Dropping their demand for a 60% across-the-board weekly increase, workers accepted the company offer of a 50% weekly increase, but demanded an extra R5 after July 1, he said.

Workers were locked out and interdicted by the company last Monday following allegations of non-strikers being assaulted and intimidated.

Pupils flee from faction strife

MARITZBURG — Thousands of schoolchildren in strife-torn Shongweni and Mpumalanga, near Hammarsdale, have fled the area and are seeking education elsewhere in the province, leaving many of the existing schools empty.

At the senior primary school in Shongweni, which has 19 teachers, only five pupils have registered.

At the only high school in the area, Wozamoya, no pupils have arrived.

A community meeting yesterday discussed ways of ending the factional violence between Inkatha and the United Democratic Front.

The violence erupted in November last year and has since destroyed the fabric of community life. Shops have closed, families have fled and public transport has been disrupted.

The meeting agreed that the school crisis could not be overcome until the political violence ended.

A committee is to investigate means by which the two factions could be brought into negotiations leading to a permanent truce.

The committee is to discuss the crisis with the KwaZulu Department of Education and Culture and ask for police protection for children wishing to register at local schools — Sapa
SAB strikers back at work

EAST LONDON — South African Breweries said 230 striking workers at its East London and Perseverance, Port Elizabeth, depots returned to work yesterday.

However, about 160 Port Elizabeth brewery workers were still on strike (52). SAB's human resources director, Mr Rob Childs, said although the strikers who had not returned to work had not met a Friday deadline to accept an offer of arbitration, "SAB was hopeful they would.

— Sapa
Plains to sue three unions are shelved

PLANS for lawsuits against three trade unions for a total of more than R2m in damages allegedly sustained through unlawful strike actions have been dropped, at least temporarily.

Industrial relations consultant Phillip van Welbergen said last October he planned to bring actions of R2m, R1.7m and R500 000 against the Transport and General Workers Union (TGWU), Food and Allied Workers’ Union (Fawu) and Commercial, Catering and Allied Workers’ Union (Cawusa), respectively.

TGWU general secretary Jane Barrat said Van Welbergen had undertaken, during a court hearing over the reinstatement of 250 strikers dismissed by Ullman Brothers last August, not to proceed with the action.

Van Welbergen denied any such undertaking. The action had been "put on ice" in view of threats of a product boycott against the firm if the action proceeded, and a union undertaking that the new workforce would not be intimidated and would respect the firm’s rights if a contravention of this undertaking occurred.

A judgment on the dismissals is expected this week.

Fawu assistant general secretary Mike Madlala said Van Welbergen had recently proposed that he would withdraw the planned action in exchange for Fawu agreeing not to bring an unfair dismissal action on behalf of the 50 employees of Kvela Wholesale Meat Supply dismissed after a work stoppage in June.

Van Welbergen confirmed he had held a meeting with Fawu representatives. But Fawu, he said, had breached an undertaking of secrecy and he did not intend doing so.

Van Welbergen said the action against Cawusa by Pyramid Distributors had also been suspended for the moment.
Strike over wage issue, says CWIU

THE 120-strong workforce at Associated Glassworks in Port Elizabeth had been on strike for the past four days in a wage-related dispute, Chemical Workers’ Industrial Union (CWIU) general secretary Rod Crompton said yesterday.

The dispute at the plant, a subsidiary of the Dutch Phillips electronics group, arose over management conditions attached to the implementation of a new wage agreement, he said.

Among these were demands that employees accept extra financial penalties for late arrival at work and guarantee their preparedness to work a minimum amount of overtime.

Crompton said the company had made an urgent application to the Industrial Court to have the strike declared unlawful. The union would oppose the application.

The Phillips personnel director was unavailable for comment.
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The Phillips personnel director was unavailable for comment.
Industrial Court overridden

Pretoria Correspondent

An Industrial Court order compelling a newspaper group to reinstate workers dismissed after a wage strike last year was yesterday suspended by the Pretoria Supreme Court.

The urgent application was brought by Perskor after it was last week ordered by a Pretoria Industrial Court to reinstate 213 members of the Media Workers Association of South Africa (Mwasa).

Mr Justice Daniels yesterday suspended the order pending the outcome of a review by the Supreme Court — adding that Perskor must pay, on a weekly basis into the trust account of the workers’ attorney, an amount equal to the employees’ wages.

In the application brought against two members of the Industrial Court, Mr J Schoeman and Mr E Hartdegen, Mwasa and the 213 workers, Perskor requested that the Industrial Court order be suspended pending a review by the court.

The workers — who were dismissed after Perskor alleged they had failed to heed a return-to-work deadline on June 29 after the wage dispute was settled — were to report for duty at Pretoria, Doornfontein and Benoni Perskor outlets on Monday, June 30.

Mwasa claimed that the firm had selectively re-employed the majority of workers who went on strike but refused to accept the remaining 213.

Mr Justice Daniels further ordered that the Industrial Court furnish their judgment within one week, while counsel for the respondents said the case would probably be heard on March 8.
6 unionists on deathrow

At least six trade unionists were arrested in South Africa in 1986 as a result of violence at three strikes during that year. They included William Ntombela of the Clothing and Allied Workers' Union of South Africa (Crawusa), and Typhoeno Mgcudza and Lucky Nkongwana of the National Union of Mineworkers (Num). Ntombela, 33, was arrested in May for his role in the killing of two police officers during a strike in June. Mgcudza, a father of two, was the sole breadwinner for his family and was also arrested in May. Nkongwana, 25, was arrested in August for his role in a strike in November. They were later released on bail.

The strike was characterized by violent confrontations between strikers and police, with many injured on both sides. Police used tear gas and rubber bullets to disperse the strikers, and several shops were burned down. The strikers, who were demanding higher wages and better working conditions, were left without any support from the NUM. The strike lasted for two weeks.

The National Union of Mineworkers (Num), last month promised the strikers a 50% increase in wages for the following year, but did not say when the increase would take effect. The strike, which began in June, was called by the union to protest against the government's plans to introduce a new wage scale. The strikers were demanding a 50% increase in wages and better working conditions, but the government refused to negotiate.

The strike was also marked by violence, with several deaths reported. The NUM has threatened to strike again if the government does not meet their demands. The union has called on the government to negotiate in good faith and to respect the rights of workers.

Garment workers to discuss merger

A historic congress in Cape Town will discuss the possibility of forming a single trade union for all garment workers in the country. The Garment and Allied Workers' Union's national executive has called a special congress on April 1 and 2 at the Good Hope Centre to discuss merger policy and direction.

Top on the agenda is national unity and the formation of a single union for all workers in the garment, clothing and textile industries. The union has about 110,000 members and is one of the largest in the country.

The congress will consider ways to form a single union, with the possibility of forming a new union to represent all workers in the garment, clothing and textile industries. The union has been struggling to organise workers in the informal sector, and a new union could help to bring more workers under the union's umbrella.

The union has also been working to improve working conditions and wages for its members. The congress will discuss ways to improve these conditions, and to ensure that all workers are covered by the union's benefits.

The congress will also discuss ways to improve the union's structures and to ensure that it is fit for purpose. The union has been facing challenges in recent years, and the congress will consider ways to address these issues.

The congress is an important step in the union's journey, and it is expected to set the direction for the union's work in the coming years.
Coates strike ends

STRIKING workers at Coates Brothers ink manufacturers in Epping yesterday decided to return to work on Monday, ending the two-week stoppage in support of wage and other demands. A Chemical Workers' Industrial Union spokesman said the 60 workers would negotiate the terms of their return on Monday. This was confirmed by company managing director Mr Stan Rogow.
By Helen Grange

Attitudes and perceptions of the men involved in the murder of non-strikers during the illegal Transport Services strike in 1987 were a primary factor to be taken into account when judging extenuating circumstances, the Rand Supreme Court heard yesterday.

Evidence in mitigation began yesterday after a lengthy break following the conviction last year of eight men for the murder of five non-strikers. Eight other men were convicted of various crimes including kidnapping, intimidation and attempted murder.

Of the original 18 men on trial, two were found not guilty and acquitted.

Defence council Mr Eric Dane argued yesterday that the strike had been born in "intense circumstances" and the court had to decide whether the perceptions of the accused were "reasonable and in line with their subsequent conduct."

Mr Dane said "It cannot be alleged that the conduct of the accused was due to inner vice on their part but that something happened during the six-week Sats strike which removed the element of rationality from the accused and caused them to behave in a manner which was alien to them."

The court previously heard that eight of the men agreed that five non-strikers should be killed. The five — Mr Vhulani Mulaudzi, Mr Kati Sebopelo, Mr Mulatelo Molemame, Mr Jerry Goodman and Mr Albert Phulwa — were kept in a room at Cosatu House and guarded by various workers.

The first three were taken away at about 8 pm on April 28 to the bush near the industrial area of Prolecon. Later, a station wagon returned and the remaining two men were taken to Prolecon. It was there that Mr Phulwa escaped. The others were stabbed, had a 30-kg rock dropped onto their heads and were finally set alight.

Bongani Sibisi (33), Wilson Matshiti (33) and Mafemane Rikhosso (33) were convicted of four murders, one attempted murder, five counts of kidnapping and one of intimidation.

David Dzevhe (30) was convicted of three murders and one count of intimidation. Patrick Molefe (27), Takalani Mamphanga (35) and George Maugedo (38) were convicted of four counts of murder, one of attempted murder and one of intimidation.

Phineas Ntsheungulwane (25) was found guilty of four murders and one count of intimidation.

The hearing continues.
The involvement of 16 men in the kidnapping and murder of four non-strikers during the 1987 Sats strike and the attempted murder of a fifth was not due to inner vice but to circumstances they were unable to control.

This submission was made by defence counsel Eric Dane when he began argument on extenuation in the Rand Supreme Court yesterday.

Seven of the men — Bongi Sibusi, Wilson Matshini, Patrick Molefe, Phineas Netshitenguluwane, Takalani Maphana, Malemane Rikhosho and George Maudetsi — were convicted of murder after they changed their pleas to guilty at the end of the State case last year.

David Dzehve was convicted on three counts of murder.

The other men have been convicted on various counts of culpable homicide, attempted murder, kidnapping, assault and intimidation.

On April 27, 1987 during the Sats strike, Vhulani Joseph Mulaudzi, Kati John Sebopelo Malatelo Petrus Moremane Jerry Rudolph Goodman and Albert Phuluwa were abducted from where they were working and taken to Cosatu House.

According to evidence it had been decided by striking workers that the five be killed because it was believed if people were allowed to continue to work the strike would collapse.

The five were driven to a spot near Prolecon where four of them were killed and their bodies set alight.

Phuluwa managed to escape.

Dane submitted the strike was born in tense circumstances and workers were influenced by a potent confluence of factors. The conduct at Prolecon was contrary to the established moral codes of the accused before the killing.

Their attitudes and perceptions should be one of the primary factors taken into account in deciding the question of extenuation.
800 council workers sit in

MORE than 800 former employees of the Soweto Council — retrenched while on strike last year — yesterday staged a sit-in protest inside the municipality office demanding their jobs back.

The deadlock between the South African Municipal Workers Union (Samwu) and council officials over the reinstatement of the entire workforce which went on strike in June last year, and council’s decision to reinstate some of the 4000 workers on strike, and to privatise the strike-hit cleansing department "We will not leave the municipality office until we are given our jobs back," vowed the 800 workers. A council delegation which included Soweto mayor, Mr Sam Mkhwanazi, deputy mayor Mrs Esther Mkhabela and management committee chairman Mr Mbutana Tshabalala was due to address these workers late yesterday.

Spokesman for the retrenched employees accused the council of:

* Reneging on their election promises of re-employing all the workers The workers also said they were asked to vote for Sofasonke Party candidates who would then ensure their re-employment,
* Offering jobs to Sofasonke Party supporters in the council, and
* Neglecting staff problems to delve into the school situation in Soweto.

The council strike was sparked off by workers’ demands for recognition of Samwu, upgrading of their salaries and dissolution of the staff association.
Chemical workers call off strike

The Argus Correspondent

DURBAN — The two-week-old strike at Coates Brothers in Durban and Cape Town ended yesterday when union workers returned to work after management made use of "scab" labour, a Chemical Workers' Industrial Union official said today.

The spokesman said the workers felt that their jobs were threatened after management made use of temporary non-union labour for more than a week.

He said management had been paying "scabs" far more than they paid union members who had been on strike. What management offered was nowhere near what the workers had demanded, he said.

Workers, members of the Cosatu-affiliated union, downed tools on January 23 in support of their demands for improvements in wages and working conditions.

The union was demanding a wage increase of 19.5 percent while the company's final offer was up to 17 percent.

Coates Brothers' administrative director, Mr Stan Bogow, was not available for comment today.
Strike violence 'was predicted'

By Helen Grange

The murder of non-strikers during the illegal SA Transport Services (Sats) strike in 1987 had been predicted in newspaper editorials a month before it happened, and Sats should have applied itself to prevent it, the Rand Supreme Court heard yesterday.

Arguing in mitigation of sentence for eight men convicted of murdering five non-strikers and eight other men convicted of various crimes including kidnapping, intimidation and attempted murder, Mr M E Lutingh said newspaper editorials had predicted there was "going to be blood" in the highly charged situation.

"Sats should have applied themselves in diffusing the conflict," he said.

Mr Lutingh said the murders were due to a combination of psychological phenomena which altered the state of mind of the accused.

"The situation of conflict led to a diminished consciousness of right and wrong. There was a clouding of judgment which removed the elements of reality, making them vulnerable to poor judgment."

Any normal person would have acted similarly given the combination of forces existing at the time.

The accused were normal people and some were leaders in their own fields. Sentence should take into account whether they would be able to return to a normal life once they had reflected on their deeds, which were committed out of the desire to conform to the decisions of the group.

The court previously heard eight of the accused had agreed that five non-strikers should be killed. The five were kept in a room at Cosatu House and guarded by various workers.

They were taken to Protecon. Mr Phuluwa escaped and the others were killed.

The hearing continues.
COUNCIL SIT-IN HALTED

MORE than 800 former employees of the Soweto City Council, who staged a sit-in protest at the council’s offices on Monday, have suspended their action pending the outcome of a meeting between their representatives and the executive committee of the municipality tomorrow.

The meeting between the two parties is scheduled to take place at the council’s headquarters in Jabulani. Topping the agenda are the workers’ demands that the council reinstate all the employees who went on strike in June last year.

The 800 workers, all members of the South African Municipal and Allied Workers’ Union (Samwu), were retrenched while on strike last year. They have also demanded that the municipality should review its decision to privatise the cleansing department, a move that left many of their colleagues jobless.

A spokesman for the retrenched employees said yesterday that they decided to call off the sit-in protest after the Soweto mayor, Mr Sam Mkhwanazi, committed himself to resolving the whole dispute.

He said further action by the Samwu members would depend on the outcome of tomorrow’s meeting.

Addressing the workers on Monday afternoon, Mr Mkhwanazi said he had noted their grievances and urged them to elect a delegation that would meet his executive committee to discuss their grievances.

By LEN MASEKO
Chemical workers strike

By Adele Balela

More than 400 Chemical Workers Industrial Union (CWIU) members began separate strikes at G & W Base and Industrial Minerals and Anchor Rand this week over longstanding disputes at both plants, the union said.

Spokesmen for both companies have declined to comment on the matter.

In a statement yesterday the CWIU said 220 workers downed tools at G & W Base Industrial Minerals in Wadeville to back a demand for the reinstatement of a worker who was fired for observing a three day stayaway call in June last year in protest against the Government clampdown on apartheid organisations.

"The union believes the dismissal of one worker for action carried out by the entire workforce is grossly unfair," it said.

The union alleged the company was threatening to apply the new Labour Relations Act against the union in order to force striking workers to return to work.

Another 190 CWIU members went on a legal strike at Anchor Rand in Steeldale over the company's refusal to negotiate wages and working conditions, the union said.
ABOUT 140 Vosloorus municipal police have threatened to go on strike next week if their salary increase demands by the local council are not met.

The police force members yesterday had a heated one-and-a-half hour meeting with a senior police officer said to be from Kempton Park in which they aired their grievances concerning salary and overtime. The officer, a Colonel Lastie was in the company of another officer identified as

Motsheng and some of his councillors, followed the claim by the municipal force members that the council had promised them the salary increase last week.

The force members told the Sowetan that the last had an increase from the council in July 1987. They said in September the same year they had been promised a 30 percent increase which they never received.

The same had again happened in April 1988 when they were supposed to get a 12.5 percent increase. The only increment they received was a meagre 15 percent rise last month from the Government.

**Faced risks**

Their contention is that the council had failed them as they are working very hard and faced risks in their job.

Their anger at yesterday's meeting was that they had been tricked into attending. They had expected to be addressed by the mayor, but instead they found themselves being given unsatisfactory answers by Colonel Lastie.

The Sowetan was present when Colonel Lastie was bombarded with questions. The most disgruntling answer according to those present at the meeting was when they were told that they now fell under the South African Police. They said they had never been informed of the arrangement and maintained they still fell under the council which had promised to give them a salary increase.

**No money**

There were boos when Colonel Lastie said the council had no money and they should expect to get their fixed pay from Pretoria because Pretoria will never go bankrupt. Some of the force members told the Sowetan that they earned as low as between R500 and R600 before deductions. According to notices given to the force members the matters concerning overtime worked during December 1988 had been discussed by the executive committee of the town council.

The notices and it had been decided that the issue would be discussed on February 15, 1989 with the South African Police. An answer could be expected after February 15.

"The municipal police must also take note that no overtime will in future be paid. Time off may be taken for overtime worked with the consent of the commanding officer."
Workers in lay-off demo

Workers staged a placard demonstration at furniture manufacturer Steele Brothers yesterday to protest against the planned retrenchment of 400 workers from the Industria factory this month.

The Paper, Printing and Allied Workers' Union said its members were being laid off because the company was moving part of its operation to Garankuwa. No company comment was available.
Spar stores to sue union for R40 000 loss

A SUPERMARKET chain plans to sue a black trade union for R40 000 in profits lost during a strike last year — the first serious attempt by a company to use South Africa's controversial new labour laws to do this.

The Commercial Catering and Allied Workers' Union (Ceawusa) reported this week that Spar Hypermarket in Benoni had informed the union it intends suing for damages suffered during a strike in November 1988.

Spar is the first firm to make use of clauses in the law which remove indemnity against union officials being sued for losses that arise out of illegal strike action by their members.

Ceawusa denies there was a strike at the store on November 24 and claims workers were locked out by police and told to leave the premises or face arrest.

A Hypermarket manager said only the owner, Nic Paleologos, who was unavailable, could speak to the press.

A letter from Spar's lawyers gives the union until today to pay the R40 000, failing which it will make application to sue in the Rand Supreme Court for damages. A Ceawusa representative says the union will not pay and plans to defend the action.

Last year labour relations consultant Phillip van Wellbergen announced he was planning to sue three unions for a total of R4-million under the Labour Relations Amendment Act but later withdrew his court action.
Memix paper workers strike

UP TO 100 employees at Memix Carbonless went on strike yesterday to back demands regarding wages and working conditions, a stop-order facility for the Paper, Printing Wood and Allied Workers' Union (Ppwwau), and an alleged unfair dismissal.

Ppwwau spokesman Jeremy Baskind said the union's present wage demand was for a R2 an hour across-the-board increase while management was offering 50c to 70c.

He said the carbonless paper producer, owned jointly by Nampak/ Mondi, proposed a shift allowance and annual bonus decrease and 20 hours a week compulsory overtime.

Memix personnel manager Teowie Beukes said the strike had been anticipated and the factory would be able to maintain 100% production for at least a month.
I have subsequently requested the South African Law commission to consider including the matter in its programme. I have also referred a copy of the second report to the President of the Law Society of the Cape of Good Hope, as well as to the Transkei Authorities for their attention and the necessary action.

Military service: legislative changes to provide for conscientious objection

*12 Mr R R HULLEY asked the Minister of Defence:

(1) Whether any legislative changes are being considered to provide for conscientious objection to compulsory military service on the same basis as religious objection, if not, why not, if so, (a) what changes and (b) when will such legislation be introduced in Parliament,

(2) whether any consideration is being given to reducing the period of alternative service for religious objectors, if so, when is it anticipated that changes will be introduced?

The MINISTER OF DEFENCE:

(1) and (2) The honourable member is referred to my reply in this House to the written question 354 of 1988.

White City, Soweto: SADF members involved in shooting incident

*13 Mr R R HULLEY asked the Minister of Defence:

(1) Whether a shooting incident involving members of the South African Defence Force occurred in White City, Soweto, on or about 14 December 1988, if so, what were the circumstances surrounding the incident,

(2) whether any persons were killed in this incident, if so, (a) what are their names and (b) by whom were they employed,

(3) whether a board of inquiry has been established to investigate the matter, if not, why not, if so, (a) who is the chairman of the board and (b) when is the report of the board expected?

The MINISTER OF DEFENCE:

(1), (2) and (3) Yes The matter is, however, still sub judice and further information can therefore not be divulged at this stage.

Public service salaries: Minister informed of 15 percent increase

*14 Mr D J N MALCOMESS asked the Minister of Finance:

(1) Whether he attended a meeting of the International Monetary Fund in 1988, if so, who accompanied him,

(2) whether, prior to leaving for this meeting, he had been informed that the State President would announce a 15 percent increase in public service salaries with effect from 1 January 1989,

(3) whether he was consulted on the matter before his departure,

(4) whether any members of the delegation accompanying him were so consulted, if so, who?

The MINISTER OF FINANCE:

(1) Yes, the official delegation of South Africa attending the IMF/World Bank Joint meetings in Berlin consisted of

(a) From the Ministry of Finance an Assistant Private Secretary and a security officer,

(b) From the Department of Finance the Director-General as alternate Governor of the IMF, the Chief Executive Director Policy and the Deputy-Director-General Finance,

(c) From the Reserve Bank the acting Governor as Governor of the IBRD, a Deputy Governor as alternate Governor of the IBRD and the Head of the Economic Section

(d) Certain staff members of our IMF office in Washington and the Consulate General in Zurich responsible for liaison with financial institutions, and

(e) Mr H H SCHWARZ MP, Dr S S BRAND of the Development Bank of Southern Africa and Mr L van Zyl from the office of the State President

(2) Yes

(3) Yes

(4) No

*15 D J N MALCOMESS asked the Minister of Defence:

(1) Whether he will furnish information on whether the land presently occupied by the South African Defence Force at Humewood, Port Elizabeth, and situated adjacent to a certain hotel, the name of which has been furnished to the Defence Force for the purpose of the Minister's reply, is of strategic importance, if not, why not, if so, why is the land of strategic importance,

(2) whether any representations regarding the land have been received by the Defence Force; if so, (a) from whom and (b) what was (i) the purport of and (ii) his response to each of these representations,

(3) whether any rates on the land are paid to the local authority, if so, how much per annum?

The MINISTER OF DEFENCE:

(1) and (2) The land is not of strategic importance. The SA Defence Force, the Department of Public Works and Land Affairs and the City Council of Port Elizabeth are at present conducting negotiations about the land.

(3) Yes R23 525.82 in the current fiscal year

Mathopstad: decision regarding future status

*16 Mr P G SOAL asked the Minister of Education and Development Aid:

Whether, with reference to his reply to Question No 180 on 7 March 1988, he has reached a decision regarding the future status of Mathopstad, if not, why not, if so, what are the relevant details?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

Yes The Government decided that the community of Mathopstad will no longer be settled elsewhere. The leaders of the community were informed of the decision on 2 December 1988.

Illegal striking: Black workers arrested

*17 Mr P G SOAL asked the Minister of Law and Order:

How many Black workers were arrested for striking illegally in 1988?

The MINISTER OF LAW AND ORDER:

From time to time the South African Police are requested to take action against persons participating in illegal strikes. Persons were not arrested in terms of the Labour Relations Act, 1956 (Act 28 of 1956) because they were on strike illegally, but on account of strike-related crimes such as public violence, malicious damage to property, intimidation, assault, etc. However, separate statistics indicate how many specific crimes are strike-related or not, are not kept. The information which the hon member requires can therefore not be furnished.

Emergency regulations: detainees

*18 Mrs H SUZMAN asked the Minister of Law and Order:

Whether he will furnish information on the number of persons detained in terms of the emergency regulations in 1988, if not, why not, if so, (a) what total number of persons were to be detained and (b) how many of these persons were below the age of 18 years?

The MINISTER OF LAW AND ORDER:

No, because I do not consider it to be in the public interest to furnish this information. With reference to the number of persons who are detained in terms of the emergency regulations, the requirements of section 3(4) of the Public Safety Act, 1953 (Act 3 of 1953) are complied with in terms of these requirements a list of names of persons in detention for longer than 30 days is tabled regularly in Parliament.

Neither the Government nor the South African Police is in favour of detaining people at random. To place the matter further in perspective, I wish to point out to the hon member that the number of persons detained in terms of the Security Emergency Regulations varies from day to day. The merits of each person's detention, as well as other possible alternatives, are considered with circumspection. Only those persons whose actions endanger the public safety, the maintenance of law and order and the termination of the state of emergency and whose detention is imperative, are detained.

HOUSE OF ASSEMBLY
THOUSANDS of Thokoza commuters were left stranded yesterday when over 150 taxi drivers went on strike in sympathy with 25 colleagues arrested in a traffic blitz.

Discontent was sparked off by a crackdown on taxis not having legal permits by the Thokoza Traffic Department on Monday.

This disrupted morning transport services as the drivers forced those still operating to join in the strike.

The drivers said that they were only drivers and it was unfair that they should be arrested while the taxi owners were not reprimanded for giving them taxis without permits.

"The owners are also allowed to retrieve their taxis from the police by producing permits but the drivers stayed in police custody," said the drivers' spokesman.

"If there is a squabble between owners, we must not be drawn into it," he said.

The Chief Traffic Office of Thokoza, Mr Barend Britz, said the blitz was a law enforcement action and it was not prompted by the "politics of the taxi industry."

"We arrested the drivers because they failed to produce transportation certificates," he said.

Meanwhile, 12 of the arrested taxi drivers appeared in the Alberton Magistrate's Court on various charges of contravening the public transportation laws.

Eleven cases were adjourned until February 24. Hezekiah Dlamini was fined R50 for failing to produce a transport permit. He had pleaded guilty while the others pleaded not guilty.
News in Brief

JOHANNESBURG. — Anchor Rand yesterday offered "no comment" when confronted with allegations by the Chemical Workers’ Industrial Union that a member of management had threatened striking workers with a gun.
Interim order granted

The High Court yesterday granted an interim order to Wood and Districts Printing Union members to prevent the company from closing down its premises in Georgetown. The order also prevents the company from stated wages or benefits. The order was made on a recommendation of the Director of Labor on the basis of a third day of a strike by the workers. The company had announced a six-month closure. The order allows the company to continue operations to allow the workers to continue their work.
Tokoza cabbies
back at work

ALL was back to normal in Tokoza yesterday following a two-day strike by the town's taxi drivers which left thousands of commuters stranded.

The strike was in retaliation to a crackdown launched by the Tokoza Traffic Department against taxis operating without legal permits.

Several of the drivers arrested have already appeared in court and yesterday taxis were operating normally in the township.
Scab labour claim by union

By Mike Siluma, Labour Reporter

About 200 members of the Chemical Workers' Industrial Union (CWIU) are on strike at Anchor Rand in Johannesburg over wages and working conditions, according to a union statement.

The CWIU said the company had resorted to "hiring scab labour and arming management with guns on their premises".

Anchor Rand spokesman, Mr Mike Phili, would not comment on the union's allegations.

According to the CWIU, several meetings had been held with the company, which started more than a week ago.

● The Paper, Printing, Wood and Allied Workers Union (PPAWU) said that about 100 of its members were on a legal, sit-in strike at Memox Carbonless in Krugersdorp over dismissals. The union had proposed mediation to resolve the dispute but had received no reply.

● A miner was killed in a fall of ground at De Beers' Premier Diamond Mine, near Pretoria, on Monday. A mine spokesman confirmed...

The spokesman said the name of the dead worker would not be released until the next-of-kin had been notified. An inquiry into the accident would be held.

● More than R57 million accumulated between 1983 and 1985 has been pumped back into the economy by the Workmen's Compensation Commissioner's office, says the managing director of the National Occupational Safety Association (NoSa), Mr Bunny Mathysen.

Mr Mathysen said the money was paid out in special merit rebates for about 45,000 employers as a direct result of the effective safety programmes devised by NoSa and implemented by firms throughout the country.

● The police have denied knowledge of an incident in which members of the Commercial, Catering and Allied Workers Union (Cawusa) were allegedly assaulted and threatened with arrest by members of the SAP during a dispute between workers and the management of Benoni Spar Food Hyper on December 24, 1986.
A forgotten old law could cost Anglo millions

By DREW FORREST

THE Anglo American Corporation’s mass dismissal of strikers at its Vaal Reefs mine during the 1987 mine-workers’ strike could prove a costly step.

Last week, two of the fired workers asked the Rand Supreme Court to rule that their dismissal was unlawful. If the court finds in their favour, it could cost Anglo a cool R10-million — and open the door to court action on other mines where strikers were fired en masse.

The application, brought by National Union of Mineworkers members Samuel Kula and Job Sekoane, is in terms of a little-known section of the Mining Rights Act which requires employers to inform the Minister of Energy and Mineral Affairs if they intend sacking more than 20 percent of the workforce on a single mine.

The provision dates back to 1926, and was apparently intended to help stabilise the country’s most important industry.

A total of 17,000 workers were fired during the strike at Vaal Reefs. Some were later rehired but lawyers say they will all qualify for compensation if Kula and Sekoane win their case.

The Act provides for the payment of one month’s wages to workers who are unlawfully dismissed. Sources estimate that if all the Vaal Reefs strikers are paid out, it will cost Anglo about R10-million.

In addition, other Anglo mines where mass dismissals took place during the 1987 strike — including Western Deep Levels and Free State Consolidated Gold Mines — might become vulnerable to court action.

The corporation fired a total of 40,000 workers during the strike.

In an affidavit placed before the court, the regional manager of Vaal Reefs, Robert Williams, says the employers knew nothing of the relevant clause in the Mining Rights Act at the time of the dismissals. They only became aware of it when they received a letter of demand from lawyers representing Sekoane and Kula.

Anglo concedes that it fired 10,000 workers on the mine but argues that the law was not intended to apply to the dismissal of strikers.

The case also turns critically on the exact proportion of Vaal Reefs’ 57,000-strong workforce dismissed after striking. Anglo argues that 19.8 percent of the workers, not the 20 percent required by the Act, were dismissed in the strict sense, and that the remainder either resigned, deserted or were dismissed after a lockout.
strike goes on

PE meeting told of death by starvation

CP Correspondent

RELATIVES and friends of detainees in the Eastern Cape wept openly at a meeting in New Brighton last weekend - one of the few planned nationwide that was not banned.

The meeting was held to remember detainees on hunger strike, some of whom have been held for nearly three years.

Linton Rensburg, brother of Ithon Rensburg, National Education Co-ordinating Committee leader, who was detained in June 1986, said he had completed a year of university studies since, and his brother was “still inside.”

He told of the positive influence his brother had on his family.

“Ithon supported me, my four brothers and sister, but his pay cheque has been stopped. This has been a huge financial strain on the family. We all used to turn to him for advice and guidance. He was always there to support us and his detention has had a shattering effect on us emotionally,” Rensburg’s grandmother, Mrs M Reid, said she was extremely anxious about Ithon’s health.

“Ithon - who has a stomach ulcer - has lost eight kilograms since last Monday,” she said.

Speakers told of the effects of starvation on the body and the emotional strain of having a family member in detention.

Mthembu Mlima of the National Medical and Dental Association explained how an IRA hunger striker died after 66 days: “As a hunger strike progresses, serious damage is done to various organs. During the final stages the person goes into a coma.”

Diluma said the time of death depended on body weight and general health.

Mrs E Lamani, mother of UDF executive committee member Tongo Lamani, who was detained in June 1986, told of the helplessness of detainees’ parents: “What can you do when they come knocking on your door at night? What do you tell your child?” she asked. (Pam.)

Natalians show some solidarity

CP Correspondent

TWENTY Natal organisations - deeply concerned about the plight of detainees on hunger strike - observed Wednesday as a day of fasting and prayer in solidarity with the detainees.

Among the organisations participating were the Natal Indian Congress, the National Medical and Dental Association, the Natal Organisation of Women, the Muslim Youth Movement, Diakonia staff, the Black Sash and Nadel.

In a joint statement they said: “As humans beings we are naturally sensitive and concerned about the hardships and suffering of our fellow human beings.”

They said South Africans would only be able to live in peace and harmony when the rights of each individual were recognised and stated that the detention of people without trial for years was abhorrent to all those who believed in democracy, justice and the rule of law.

Meanwhile, over 160 members of the Association of Democratic Journalists throughout the country went on a two-day solidarity fast between Tuesday and Thursday. (Dane.)
Strikes at two chemical firms

ABOUT 200 Chemical Workers Industrial Union members are on strike at Anchor Rand in Steeledale over the refusal of the company to negotiate at plant level.

According to a CWIU spokesperson the three-week-old strike has reached deadlock.

CWIU is also in dispute with another Transvaal company, Gand W Base and Industrial minerals over the dismissal of an employee.

A strike at the plant ended last week after the company agreed to refer the matter to arbitration.
No end in sight

THE strike at SA Breweries in Port Elizabeth has entered its seventh week. An attempt last week to break the impasse failed. According to a Food and Allied Workers Union spokesperson the company is employing "scab labour" at the plant.

SAB has described the staffing as "contingency crews" and said production and deliveries were back to normal.

There are disputes at three other SAB plants in the Transvaal.
Strikers locked out, but others settle up

By Mike Siluma, Labour Reporter

More than 200 members of the Paper, Printing, Wood and Allied Workers Union (Ppawwu) employed by Consol Corrugated in Benoni have been locked out after striking over wages and alleged unfair dismissals, the union said yesterday.

Ppawwu said workers were demanding an increase of R40 a week. The company is offering R26.

Consol management said workers were locked out after negotiations that started in October. Union members had embarked on illegal industrial action. The company said it believed a reasonable agreement was no longer possible.

In other disputes, Ppawwu said about 80 members at Printpak Gravure, a Nampak plant, embarked on a sit-in strike on Wednesday in support of wage demands. About 100 workers at Multi-Office Furniture, in Germiston, also downed tools after the alleged dismissal of 12 colleagues.

Another 80 workers continued strike action over wages for the 11th day yesterday at Memix Carbonless, another Nampak company in Chamdor, Krugersdorp. They are also claiming unfair dismissals.

South Africa's largest soft-drink bottler, Amalgamated Beverage Industries, has started a provident fund in co-operation with the Food and Allied Workers Union (Fawu). Set up as an alternative to the company's pension fund, the provident fund will be run by a board of trustees — half management and the rest from Fawu.

Fawu and Cadbury have reached an agreement on wages and working conditions in Johannesburg, Durban, Post Elizabeth and East London. Terms include an attendance allowance of 15c an hour and a minimum wage of R950, retrospective to January, rising to R1 000 in July.
It's a thirsty Cape season

CP Correspondent

UITENHAGE taverners are joining the 1,500-strong boycott of beer sales by Eastern Cape taverners, in support of the ongoing strike by SA Breweries workers in Port Elizabeth.

The boycott decision was made after a meeting between trade union leaders and the community in Veeplaas last week.

Cape Province Taverners Association official, Knox Tshotsobe, said taverners had met SAB management to try and solve the problem.

With nearly 500 registered taverners in Port Elizabeth alone, and another 1,000 unregistered selling about 300 cases of beer a weekend each, SAB should be losing money.

But SAB public relations manager, beer division, Gary May has denied this.

"In fact, sales figures for the Eastern Cape are up 13 percent on last year."

He said the informal sector would find ways of distributing beer.

"You can't kill the spirit of free enterprise," he said.

But reports from the townships are that after nearly a week, the boycott is total.

President of the Eastern Province Taverners Association, Welcome Duru said taverners had nothing against SAB, "but it must be remembered that taverners are a part of the black community and as such cannot simply go against the wishes of the community that supports our business."

SAB claim the strike—which started over a pay dispute involving 16 night-shift workers and members of the Food and Allied Workers Union—was un-procedural and illegal.

As a previous dispute, also involving nightshift workers and pay was already going to arbitration, Fawu said it felt the latest matter should automatically be included with the first.

Meanwhile, the National Shop Stewards Committee, Fawu officials and breweries management met in Cape Town this week to discuss the national recognition agreement.

May said the meeting was being held to discuss ways of getting people to comply with that agreement. — Pen
Strike at refinery enters its third day

DURBAN — The strike at Shell and BP’s SA Petroleum Refineries (Sapref) is set to enter its third day today with no end in sight.

After a day-long meeting yesterday, the 500 strikers decided to continue their stoppage in support of demands for an across-the-board increase of R180 or 18% (whichever is greater).

An invitation by management to re-open talks with the Chemical Workers’ Industrial Union was discussed at the meeting but no decision was taken.

Sapref MD Henri Joubert said the company was “sincerely trying to resolve this issue, but we are still waiting for a response from the union.”

Results of the strike ballot at Mobil are expected today.
Sharpeville Day stayaways

Sharpeville Day was commemorated yesterday by patchy work stayaways, particularly in the eastern Cape and on the Rand, and especially in the metal and commercial sectors.

The Department of Education and Training reported disruptions at some black residential areas and Wits University students and police clashed during a march. In incidents near Durban and on the East Rand, barricades were set up and two Jepco buses were petrol-bombed and several stoned.

An FCI survey of the stayaways found isolated actions in Port Elizabeth, East London, the PWV area and, to a lesser extent, in Durban and surrounding areas. Maritzburg and the western Cape were not affected.

A Seisa spokesman said half of reporting companies in the Transvaal reported normal attendance, while the remainder had total stayaways. There was no clear geographic pattern, though.

In Port Elizabeth, Welkom, Pinetown and New Germany the stayaway was widespread, while Durban and Cape Town were not affected.

AECI was unaffected, SAB reported a 20% countrywide absenteeism rate, but it ranged from total at, for example, Isando, to nil at Chander.

OK Bazaars personnel director Keith Hartshorne estimated absenteeism rates in the eastern Cape, Johanesburg and the Near East Rand at 75%.

Some motor companies, including Volkswagen and Samcor, shut down for the day, while others continued production with a reduced workforce.
Dismissed workers restrained
By Cathy Stagg

After an urgent application launched on Monday night, Boston Dry Cleaners was granted an interim order restraining dismissed workers from going to the firm's premises and interfering with work.

The order also restrains them from damaging the factory or vehicles.

It was granted in the Rand Supreme Court by Mr Justice G Gordon.

Mr Costa Dimitriadis, a partner in Boston Dry Cleaners, said the workers went on strike after demanding that Boston recognise the Transport and General Workers' Union.
Fired workers must leave

ABOUT 300 workers fired by Boston Dry Cleaners after an “illegal” strike on Tuesday were ordered by a Rand Supreme Court judge to vacate the premises in Jeppe Street, Johannesburg.

The order was sought by the dry cleaning company’s director, Mr. Costa Dimitria, who claimed in papers before court that the workers became “aggressive” after they had been dismissed and had refused to vacate the premises.

He sought the court order after his company’s lawyer, Mr. Hilton Mer, had told him that the police were reluctant to get involved in moving the workers out of the premises.

Mr. Dimitria said he feared for his safety and that of his employees and his plant that was valued at about R8m.

He said his entire workforce went on a strike on Tuesday after they had told him to recognize with immediate effect, the Transport and General Workers Union as their mouthpiece.

He said he told the union officials who were however offered to discuss the matter later that day but the workers went on strike.

Mr. Dimitria said according to provisions contained in Section 65 of the Labour Relations Act 28 of 1956, the strike was illegal. He said he warned them to return to work and a “little more than half” of his workforce heeded the warning.

He said those who were fired soon adopted an “aggressive, threatening and confrontational attitude.” He said they refused to vacate the premises after repeated requests and started singing and chanting.

He said tensions were running high and it appeared to him that a “mob hysteria” was being created. He therefore feared for his safety.
The Banking Insurance Finance Assurance Workers' Union has signed a recognition agreement with a short-term insurance company, Auto and General.

A spokesman for Bifawu said the agreement strengthened the union's hold in the insurance industry.

Bifawu is an affiliate of the National Council of Trade Unions.

* More than 100 employees of Boston Dry Cleaners are taking part in a work stoppage in protest against the company's refusal to recognize their union, the Transport and General Workers Union (TGWU).

Mr Dimitriades said he had decided to fire all the 102 workers participating in the stoppage. He said he had been prepared to negotiate a recognition agreement with the union.

TGWU official Mr Steven Motingoa said the employees were forced to abandon their sit-in strike inside the company's premises after management successfully sought a Supreme Court interdict evicting them.

* More than 200 members of the Commercial Catering and Allied Workers Union of South Africa (Cawusa) have embarked on a work stoppage at five of Marble Hall Wholesalers' outlets in the Transvaal, a spokesman for the union said yesterday.
Buses stoned in Natal ■ Workers stay away ■ Calls for unity on anniversary of shooting

FAMILIES of the victims of that deadly afternoon 29 years ago gather at the weathered tombstones yesterday to clean up the grave site.

THOUSANDS of people were yesterday called upon to unite in their fight against apartheid at several services to commemorate the 29th anniversary of the Sharpeville shootings.

Workers and schoolchildren were among those who marked the occasion. It was on March 21 1960 that 60 people were shot dead and 150 wounded at Sharpeville when police opened fire on a mass meeting.

The situation was tense but calm as police moved freely and photograph events at services held at the cemetery and the Sharpeville Hall yesterday.

The president of the National Council of Trade Unions, Mr. James Mokwana, told residents that the Sharpeville massacre was a fitting tribute to those who died in the Sharpeville shootings.

The Reverend W. M. Mkhize of the Methodist Church, who was present at the meeting, said yesterday that the day would be observed with prayer and quiet reflection.

The Sharpeville Massacre was one of the events that marked the onset of the so-called '30s, which led to the establishment of the apartheid state.

By JOSHUA RABOROKO

Reports, pictures and comments in this edition may be copyrighted in terms of the Government's state of emergency.

Letter urges health worker action

HOSPITAL superintendents, district surgeons and private doctors whose care continues to be sought by workers said yesterday that doctors and nurses should be allowed to work.

The letter to the medical authorities by the South African Health Workers Congress (Sanco) said any move to discharge doctors and nurses would be against the interests of workers and the community.

The letter was signed by the president of the United Charter of Human Rights and the Tokyo Declaration, and every other health worker involved.

Pic LEN KUMALO

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From Page 1

The bus that was being driven by a 12-year-old boy was slightly damaged. No one was injured.

At Kwa-Thema, a bus driver was slightly injured when a petrol bomb was thrown at a bus.

A young man was slightly injured when a petrol bomb was thrown at a bus.

A petrol bomb was thrown at a bus at Kwa-Thema. No one was injured.

A petrol bomb was thrown at a bus at Kwa-Thema. No one was injured.
Work stayaway ‘relatively peaceful’

Thousands mark Sharpeville Day

By Kaizer Nyatsamba

Thousands of people, especially in the Durban, Maritzburg and East London areas, stayed away from work and school yesterday to mark the 20th anniversary of the Sharpeville shootings.

In widespread unrest in Natal, buses were stoned, a number of people were hurt and more than 246 people were believed to have been arrested.

Barricades were set up in townships around Durban and Maritzburg where there was a large police and SADF presence.

Condoned leave

Many students at universities in Natal took advantage of a condoned leave of absence to hold commemorative services for Sharpeville.

Numerous industries in East London reported total or partial stayaways yesterday.

The director of the Border Chamber of Industry, Mrs S Hamilton, said “partial, but peaceful stayaways” were reported from industries in the Border area. At least two major industries, the South African Breweries and British Petroleum, experienced total stayaways.

A spokesman for SAB, Mr Neville Barber, said despite the stayaway from their East London depot, the brewery managed to operate relatively normally, but had to concentrate mainly on “maintenance work.”

Three quarters of the SAB’s workforce at the Port Elizabeth depot did not report for work yesterday, Mr Barber confirmed.

A spokesman for BP said despite the massive stayaway by workers they were still able to carry on most businesses “as per normal.”

A Johnson and Johnson spokesman said yesterday was regarded as a “negotiated holiday” and was seen as part of employees’ annual leave.

In Zimbabwe, anti-apartheid activists in Harare marched through the town centre singing revolutionary songs. After the march, the Liberation Committee of the Zimbabwe Christian Council held a prayer service in solidarity with South African detainees on hunger strike.

Addressing a commemoration service in Sharpeville yesterday, the president of the National Council of Trade Unions, Mr James Mdaweni, made a call for unity among the oppressed.

The Department of Education and Training reported disruptions at schools in some black residential areas, and students at the University of the Witwatersrand clashed with police yesterday.
Work stayaway ‘relatively peaceful’

Thousands mark Sharpeville Day

By Kaizer Nyatsumba

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New turn in Nampak strike

PORT ELIZABETH. — The three-week old dispute at Nampak Corrugated here took a new turn on Tuesday when management locked out the 125 striking workers.

In a leaflet issued to the workers, all members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu), management gave them until April 7 to return to work.

The dispute centres around the workers' demands for a minimum wage of R55 a week, that June 16 be recognised as a public holiday and bonus pay of R600 a week.

The notice said workers should unconditionally accept the company's "final offer" of R31 a week or face dismissal.

They were told they could only return to the Nampak premises if they complied with the company's proposals.

In a telex to management last week, Ppwawu urged the company to look at its proposals and resolve the problems.

But Nampak's managing director, Mr J P van Rensburg, said it was a waste of time to consider the proposals as "they will not be altered".

The strikers have rejected the notice as an attempt to intimidate them into going back to work on management's terms.
Time for Bargaining in Steel Industry

WAGE negotiations to set 1989 minimum standards in the wages and working conditions of the metal industry’s 361,000 employees resume today.

Fourteen trade unions are engaged in the talks with the employer body, the Steel and Engineering Industries Federation (Seifsa), representing 3,500 firms.

When the parties first met on March 20, the unions tabled wage increase demands of between 17 and 98 percent, while employers offered an increase of about 10 percent for certain categories of workers.

In addition to demands for higher wages, union demands include improved social security benefits, job security and the recognition of March 21, May 1 and June 16 as paid holidays. March 21 is the anniversary of the Sharpeville and Langa shootings. May 1 is regarded by black unions as Workers’ Day, while June 16 commemorates the 1976 Soweto Uprising.

Seifsa demands include the exclusion of small businesses from the scope of the negotiations, relaxing restrictions barring the employment of workers without formal qualifications in artisan jobs and removing limitations on the length of overtime.

The National Union of Mineworkers (NUM) has related a statement by the management of Grootvlei Mine that an impending retrenchment programme, involving 1,700 workers, had been concluded with NUM.

In a statement last week, management said the retrenchments were necessitated by the low gold price and diminishing ore reserves. Management said the terms of the retrenchment followed consultations with NUM and other employee bodies.

A spokesman for the NUM said no agreement had been reached between the union and management, and that negotiations on the matter were continuing. The public announcement by management “undermines the process of bargaining” and the union, said NUM.

SOWETAN CORRESPONDENT

- The strike by NUM members at Rustenburg Refineries has continued, despite a resumption of negotiations between the union and management, the union said. According to NUM, 800 workers are participating in the strike. The management figure is 500.

- The Bankers’ Insurance, Finance and Insurance Workers’ Union (Bifawu) and Auto and General Insurance Company (Ltd), have reached a recognition and procedural agreement enabling the union to negotiate wages and working conditions for more than 100 black employees. the union said; and

- Inkatha has denied any knowledge of allegations of collusion between its followers and police in anti-Cosatu/United Democratic Front activities in the Maritzburg conflict.

Reacting to a statement by Cosatu last week that police were siding with Inkatha-supporting “warlords” in the conflict, Inkatha said it was “most concerned about the matter, particularly in the light of the Cosatu/Inkatha peace accord signed last October.

An Inkatha statement said Cosatu had not referred details of the allegations to Inkatha — in the spirit of the peace agreement.”

Inkatha said peace could only be attained by “negotiation and cooperation.” Saying it was still “totally committed to the peace accord and to working towards peace,” Inkatha called upon Cosatu to provide it with full information concerning Cosatu’s allegations. “More than 1,000 people have died in the conflict, which involves followers of Inkatha, Cosatu and UDF.”
Rushdie hitmen 'trained in UK'

Own Correspondent

LONDON — Iranian killers out to get the condemned author of “Satanic Verses” were being trained at five bases in England, a senior Middle East diplomat said at the weekend.

Britain should take seriously the death threat hanging over Salman Rushdie's head, the unnamed diplomat told the Sunday Express.

Meanwhile, a planned British trade exhibition in Tehran has been cancelled because of Britain's "disreputable propaganda against the sanctities of world Muslims", the official Iranian news agency Irna reported.

At least 30 British firms had hoped to display their wares at the British Technical Trade Fair.

And in Nottingham, police allowed a protest march against Rushdie's book to take place on condition that there were no book burnings, no attacks on stores selling the work and no support for Iran's death threat.

There were however unconfirmed reports that pages from "Satanic Verses" were burned.

Khomeini death call not endorsed — Page 5

Queen’s aide on sex charge

LONDON — Mr Alan Hancock, a senior aide to the Queen, has been arrested on a gay vice charge for allegedly trying to pick up men for sex.

The 44-year-old unmarried Hancock, who in 1986 received the Member of the Victorian Order award from the Queen for loyal service, was picked up in the early hours by police after a stake-out at a park in Shepherd's Bush.

Mr Hancock, who has worked at Buckingham Palace for ten years, is expected to appear in court next month.

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THE END ... Referee Richard Steele moves in to stop the fight as Mike round of their world heavyweight title fight on Saturday. Tyson won the battle.
SADF members exceeding bounds of duty in townships

Mr R R HULLEY asked the Minister of Defence

(1) Whether, with reference to his reply to Question No 192 on 2 March 1988, he will reconsider his decision not to furnish statistics in future on members of the South African Defence Force who exceeded the bounds of duty while serving in Black townships, if not, why not, if so

(2) whether, in 1988, any members of the Defence Force were (a) charged with and (b) convicted of exceeding the bounds of duty while serving in any Black townships, if so, (i) how many and (ii) in respect of what offences in each case,

(3) whether in that year, any civil actions were instituted against (a) him and/or (b) any members of the Defence Force for acts committed by members of the Defence Force while on duty in Black townships, if so (a) how many, (b) whether the circumstances surrounding each claim and (c) what was the nature of the claim in each case,

(4) whether any of these actions have been finalized, if so, (a) how many as at 31 December 1988 and (b) what was the outcome in each case?

Mr M J ELLIS asked the Minister of Defence

(1) (a) How many members of the South African Defence Force are currently deployed in the greater Pietermaritzburg area, (b) where are they stationed, (c) in which areas are they deployed and (d) in respect of which date in this information furnished,

(2) whether any members stationed in such areas have been involved in illegal practices or other forms of misconduct, if so, (a) how many, (b) in which of these areas and (c) when,

(3) whether any steps have been taken against such members, if so, (a) what steps and (b) when?

Mr P G SOAL asked the Minister of Manpower

(1) Whether, with reference to his reply to Question No 88 on 2 March 1988, consultations concerning the report of the National Manpower Commission on the working conditions of farm and domestic workers have now been completed, if not, (a) why not and (b) what remains to be done to complete this investigation, if so, how

(2) whether the report has been released, if so, when, if not, (a) why not and (b) who took the decision in this regard,

(3) whether any action affecting the working conditions of farm and domestic workers is to be taken as a result of the findings of this commission, if not, why not, if so, (a) what action and (b) when,

(4) (a) when was this commission established and (b) what was the total cost of the commission as at the latest specified date for which figures are available?

Mr C J DERBY-LEWIS asked the Minister of Transport Affairs

(1) Whether regular checks are carried out on the security fences at Jan Smuts Airport, if not, why not, if so, at what intervals,

(2) whether an unauthorized person gained access to a runway at this airport on or about 14 January 1989 if so, how long before the above date was the last check carried out on the security fence where this incident occurred, (b) what were the circumstances surrounding this incident and (c) what was the (i) nature and (ii) cost of the damage to the aircraft involved?
Strike ballot at refineries

Staff Reporter

AUST 500 members of the Chemical Workers' Industrial Union (CWIU) held a strike ballot at the SA Petroleum Refineries in Durban at the weekend, following a deadlock in wage negotiations.

The outcome of the ballot is expected to be known by late today, a union spokesman said yesterday.

BP SA and Shell are 50% shareholders in Sasref, the spokesman said.
'160 000 took part in strikes'
Political Staff

MORE THAN 160 000 workers participated in strikes and work stoppages in South Africa last year and 7 315 107 man-hours were lost as a result, the Acting Minister of Manpower, Mr Eli Louw, said yesterday.

Mr Louw, who was replying to questions tabled by Mr Peter Soal (PFP, Johannesburg North), said 148 963 workers of all races were involved in strikes and 12 710 in work stoppages.

He said 138 633 of the workers involved — 85.8% — were black, while 145 were white, 16 973 coloured and 8 308 Asian.

Mr Louw also told Mr Soal that 3 935 applications for the establishment of conciliation boards in terms of the Labour Relations Act were made last year and 1 590 were approved.

'Story of NP reform'
Political Staff

THE abolition of apartheid laws after they had been disregarded and contravened on a massive scale was the story of Nationalist Party reform, the Progressive Federal Party MP for Green Point, Mr Tian van der Merwe, said yesterday.

"Time and again when the government scrapped a discriminatory law, they did so after it had proved to be unworkable by large-scale contraventions."

R220m in bus subsidies
Political Staff

BUS companies were paid R219.9 million in subsidies in the four major metropolitan areas of South Africa during the 1987-88 financial year, the Minister of Transport, Mr Eli Louw, said yesterday.
Suzman opposes 'summary dismissal' for striking police

Parliamentary Staff

MRS Helen Suzman, Progressive Federal Party spokesman on law and order, has criticised new legislation which allows policemen to be summarily dismissed for striking.

The Police Amendment Bill now before Parliament empowers the Commissioner of Police to dismiss a policeman summarily and "without hearing any person" for going on strike.

Mrs Suzman said yesterday she had tried to introduce an amendment which would have given policemen the right to a fair hearing.

"While we accept they run an essential service and cannot therefore strike, the principle of audi alteram partem demands policemen should be given a hearing."

Mrs Suzman said that the PFP first tried to change the bill so that striking policemen would only be suspended from service.

But the police said that under their rules a suspended policeman would still be allowed access to police premises and facilities.

Mrs Suzman said the PFP had no other objection to the bill.
Sats case: lighter sentences for four?

By Helen Grange

The Rand Supreme Court yesterday found there were extenuating circumstances in the cases of four of the eight men convicted of killing five non-strikers during the illegal South African Transport Services strike in 1987.

Bongisi Sisibi (33), David Dzephe (30), Phineas Nshitungulwane (35) and Mafomane Rikhotso (30) were found guilty of murder with extenuating circumstances.

No extenuating circumstances were found in the cases of Wilson Maitshiri (33), Patrick Mlotshwa (27), Takalani Maphanga (25) and George Maugedzo (30).

KIDNAPPING

The eight men have been convicted of various other crimes, including kidnapping, intimidation and attempted murder.

The finding of extenuating circumstances in the four cases is expected to lighten the men's sentences, which will be heard on March 9 along with the sentences of the other four.

Mr Justee Grosskopff, who had found the four men had not played a physical role in the murders.
Fuel strikes may escalate

Own Correspondent

THE strike by about 500 workers at the Shell and BP SA Petroleum Refineries (Sapref) in Durban remained unresolved late yesterday.

Workers at another major Durban petroleum refinery, Mobil, are expected to join the strike today.

The strikes, which could hold serious implications for the country's fuel supplies, was called by Cosatu affiliate the Chemical Workers Industrial Union (CWIU) in support of demands for a 16% pay rise and improved working conditions.

Members of the CWIU at Sapref downed tools at midnight on Tuesday, Miss Pat Horn, Southern Natal petroleum co-ordinator for the union, said yesterday.

Ms Horn said Sapref had requested an urgent meeting in "a last-ditch attempt" to avoid the strike, but despite some movement by both sides, it remained unresolved.

Sapref's managing director Mr Henri Joubert said that by late yesterday the dispute still remained unresolved. "We are trying to maintain as normal a service as possible using non-union members to operate essential services and keep supplies.

"We are not keen on this type of action and we would like to reach a settlement with the striking workers as soon as possible."

"We informed the union we are prepared to continue negotiations but their demands are higher than what we are prepared to offer," he said.

Meanwhile, the results of a strike ballot conducted at Mobil yesterday were expected to be released today, according to Miss Horn.

"The only other two refineries in South Africa are in Cape Town and Sasolburg," she said.

The management of Chrome Chemicals at Moweni in Durban has been accused of locking out striking workers and preventing night-shift workers whose duties ended at 6am yesterday from leaving the factory.

Mr Mohamed Motala, local organiser of the Chemical Workers' Industrial Union, said the dispute arose after a union member had been unfairly dismissed.

Dr Wilhelm Holznagel, the works manager, confirmed the strike, but denied that the strikers had been locked out. He said the gates had been opened for the night-shift workers to leave the premises at the end of their shift at 6am, but a shop steward outside instructed them not to leave.
Brewery strikers to return

Strikers at SAB’s brewery in Port Elizabeth have agreed to return to work, unconditionally, on Tuesday.

The 160 employees went on strike in January in protest against the method of payment of night-shift workers on public holidays.

In a statement yesterday, SAB human resources director Mr Rob Childs said the two sides had reached agreement on a return to work.

They will meet again on March 15 to discuss further the issue that caused the strike.

The Cape Supreme Court yesterday also ordered the strikers to return to work and comply with the recognition agreement.

Mr Childs said the union had undertaken to follow mutually-agreed procedures in future, and not to resort to wildcat strikes. — Sapa.
Sapref oil refinery workers go on strike

By Mike Siluma, Labour Reporter

In wage disputes that could affect the production of petrol, about 300 members of the Chemical Workers' Industrial Union (CWIU) have gone on a strike at the Sapref refinery in Durban.

And 460 colleagues at Durban's Mobil refinery are poised to vote today on whether to down tools.

According to the CWIU, workers at Sapref — which is owned jointly by Shell and BP — struck in support of demands for an 18 percent pay rise. Sapref offered a 12.5 percent raise, with the lowest-paid workers receiving R100.

Sapref said it had offered a 16 percent increase and that non-union staff were working.

The company employs a staff of about 700.

The Mobil dispute centred on the company's refusal to negotiate wages jointly with other oil companies.

"Should Mobil workers vote in favour of strike action, this could result in both of Durban's petroleum refineries coming to a standstill. The only other two refineries in South Africa are in Cape Town and Sasolburg," said the CWIU.

A spokesman for Mobil denied the company had attempted to disrupt or delay a strike ballot. He said the union had given the company 12 hours to arrange the ballot, which was insufficient considering the plant operated on 24-hour shifts.

The company was looking at contingency plans which would come into operation if workers decided to go on strike.
Strike at SAB called off

THE prolonged strike at South African Breweries by members of the Food and Allied Workers' Union (Fawu) is over.

The seven week strike ended on Wednesday, but details of the return are still being worked out.

Meanwhile, taverners have resumed selling beer after a two week boycott of the brew by about 1,500 taverners in Port Elizabeth and Uitenhage.

National health workers launch

"HEALTH in the Hands of the People" is the theme of the launch of the South African Health Workers' Congress, to be held in Johannesburg on Sunday.

Sister Bernard Ncube and Father Smangaliso Mkhathwa are the guest speakers at the launch, which is being organised jointly by the Health Workers' Association and the Health Workers' Organisation.
Petrol workers on strike

DURBAN'S two petroleum refineries could come to a standstill if workers at Mobil decide to join workers at Sapref (Shell and BP South Africa Petroleum Refineries) in taking strike action.

This could hold serious implications for the country's fuel supply.

Members of the Chemical Workers' Industrial Union at Sapref downed tools at midnight on Tuesday.

Ms Pat Horn, Southern Natal petroleum coordinator for the union, announced:

The strike commenced after last-minute talks between the company and the union failed to resolve the dispute between them regarding wages and working conditions.

The CWIU strike ballot, which was completed earlier in the day, yielded an "overwhelming" 93.5 percent vote in favour of strike action, she said.

Ms Horn said about 650 workers were involved in the action, but it was too early to say if any had decided to work.

She said Sapref had requested an urgent meeting in a last-ditch attempt to avoid the strike, but despite some movement made by both sides, the dispute remained unresolved.

It now seemed as if management was attempting to coerce workers to leave the premises, she said.

Ms Horn said the 450 workers at Mobil refinery were obstructed by their management from commencing their strike ballot on Tuesday.

Their dispute regarded Mobil's refusal to participate in joint negotiations with the CWIU in a forum with other petroleum companies, and has been aggravated by a further dispute regarding wages.

"The strike ballot will now be carried out today," she said.

"Should Mobil workers vote in favour of strike action, this could result in both of Durban's petroleum refineries coming to a standstill.

"The only other two refineries in South Africa are in Cape Town and Sasolburg."
Last-minute talks fail to avoid strike

DURBAN — The strike by about 500 workers at the Shell and BP SA Petroleum Refineries (Sapref) continues.

Workers at Mobil's Durban refinery are taking a vote and might join the stoppage today.

The strike, which could hold serious implications for the country's fuel supplies, was called by a Cosatu-affiliated, the Chemical Workers' Industrial Union, in support of demands for more pay and improved working conditions.

CWU members at Sapref downed tools at midnight on Tuesday, said union spokesman Pat Horn.

She added Sapref had requested an urgent meeting in "a last-ditch attempt" to avoid the strike.

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"The talks failed in spite of some concessions by both sides," Sapref MD Henk Joëbert said by late yesterday the dispute was still unresolved.

"We are trying to maintain as normal a service as possible by using non-union members to operate essential services and keep supplies."

"We informed the union we are prepared to continue negotiations but their demands are higher than what we are prepared to offer," he added.

Horn said results of a strike ballot at Mobil yesterday were expected to be released today.

The dispute is over Mobil's refusal to join other petroleum companies in negotiations with the union.

It has been aggravated by a simultaneous wages-and-conditions dispute.

Horn added "Should Mobil workers vote in favour of strike action, this could result in both the Durban and Saldanha refineries coming to a standstill."

"The only other two refineries are in Cape Town and Saldanha."
Sarhwu strikers guilty of murder

BY MARTIN NTSELENGOE

A Rand Supreme Court judge this week found that there were no extenuating circumstances for four members of the South African Railway and Harbour Workers Union (Sarhwu), who were each found guilty on four counts of murder.

The four are Wilson Malsishi, 33, of Millisle Hostel, Patrick Molefe, 27, of Alberton, Takalam David Maphangana, of Sydenham Avenue, Johannesburg, and George Magedza, 36.

Judge TT Spoelstra said although the men were all from poor families and backgrounds, it could not be said they were not aware of what they were doing.

He will give reasons for his ruling on March 9.

Monitoring the strike

Magedza, Molefe and Maphangana were involved in a strike at the Soweto Railway Yard on March 4.

A meeting held by striking workers at Cosatu House, it was decided to kill five co-workers who did not heed the strike call.

The five were taken to an open lot at Protecon near City Deep, to be killed. One of them, Albert Puhiuwa, who became a key State witness, managed to escape, the court heard.

Before the case was postponed defence counsel FE Lutungu argued that there were extenuating circumstances.

"There was a clouding judgment which removed the element of reality, making them vulnerable to poor judgment.

"In passing judgment the court should take into account whether they would return to normal life once they have reflected on their deeds."

The deaths were committed to ensure that the strike did not collapse, said the 16 men.

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Before the case was postponed defence counsel FE Lutungu argued that there were extenuating circumstances.

"There was a clouding judgment which removed the element of reality, making them vulnerable to poor judgment.

"In passing judgment the court should take into account whether they would return to normal life once they have reflected on their deeds."

The deaths were committed to ensure that the strike did not collapse, said the 16 men.

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Mobil workers vote to join petrol strike

Own Correspondent

DURBAN. — The strike by workers at BP South Africa Petroleum Services (Sapref) enters its sixth day today while at the Mobil refinery, workers voted on Thursday and Friday to go on strike.

Ms Pat Horn, co-ordinator of the Chemical Workers' Industrial Union's petroleum sector in southern Natal, said 95% of the 84% poll at Mobil had voted to take strike action as a result of management's refusal to participate in joint negotiations in the petroleum industry.

The company has requested a meeting today with the union to try to resolve the wage dispute and workers will meet tomorrow to discuss the next step, Ms Horn said.

In the other dispute, shop stewards and Sapref management met on Friday in an effort to resolve the strike by Sapref workers.

"Some progress was made in the meeting and in principle agreement was reached on the wage increases.

"But the company's refusal to agree to educational assistance for their employees' children has created a stumbling block to reaching a settlement," Ms Horn said.

"This is a particularly important issue to workers," she said.
New strike vote threat to fuel supply

The Argus Correspondent

DURBAN.—As the strike by about 650 workers at the Shell and BP SA petroleum refineries entered its sixth day today, more than 400 workers at Mobil's refinery have voted overwhelmingly in favour of strike action which could affect the country's fuel supplies.

Mobil spokesman Mr Barry Housdon said he was unable to comment because Mobil had not been advised either by the union of the result of the ballot.

Management was to meet the union today at its request.

The Southern Natal petroleum co-ordinator for the Cosatu-affiliated Chemical Workers Industrial Union, Miss Pat Horn, said today that 95 percent of the 84 percent of workers polled voted for the strike.

This followed management's refusal to take part in joint industry-wide negotiations.

She confirmed today's meeting with Mobil management and said workers would meet tomorrow to discuss action after the ballot.

Miss Horn said a conciliation board meeting between the union and Shell subsidiary, Veetech Oil, failed on Friday to resolve a dispute on wages and working conditions.

Wages at Veetech were below those of Shell and the company was not prepared to negotiate a worker housing scheme. All other Shell workers had a housing scheme, she said.
Refinery is trying to starve strikers – union

By Mike Siluma, Labour Reporter

About 800 union members on a sit-in strike at Rustenburg Refineries have been cut off from the outside world by company security in an effort to starve them, the National Union of Mineworkers claims.

An NUM spokesman at the weekend said union officials were being refused access to the workers while workers' relatives were prevented from bringing food to the strikers. Strikers were allowed to buy food only from the local tuckshop and were prevented from bringing food for colleagues. The measures were allegedly introduced to break the strike.

The legal strike started on Thursday after wage negotiations between NUM and management reached deadlock. NUM is demanding a 22 percent increase, while the board was offering a 14.5 percent raise. Other union demands included the abolition of overtime, reduction of the working week, provision of housing, establishment of a provident fund and recognition of June 16 as a holiday.

A Rustenburg Refineries spokesman denied that security had been stepped up. She said 200 out of 500 strikers were sitting in. It had been agreed between management and the NUM that workers would be allowed to enter and leave company premises during normal working hours and that they would bring only food necessary for individual consumption.
Unions warn of national strike

The Argus Correspondent

JOHANNESBURG — Employers face a national strike if agreement is not reached with trade unions over the Labour Relations Amendment Act.

A warning was sounded yesterday by leaders of about 40 unions with more than a million workers.

ALTERNATIVE

At a Press conference called after decisions were taken by the “workers’ summit” here at the weekend, Cosatu vice-president Mr Chris Dlamini said delegates had recommended workers countrywide to:

- Formulate an alternative to the LRA to cover all workers, including those in the agricultural, domestic, forestry and public sectors.
- Revise existing recognition agreements with employers “to circumvent offensive clauses of the LRA”.
- Find ways of not using the industrial court, “which tends to favour employers”, and
- Submit demands regarding the Act to the SA Consultative Committee on Labour Affairs and individual employers by May 2.

DEMANDS

The list of demands would include the right to strike and picket, the right to fair dismissals, the recognition of majority unions and the right to engage in sympathy strikes. Demands put to the consultative committee during last year’s talks would be included.

Mr Dlamini said workers would “give employers 30 days to respond to our demands and (will) declare a national dispute if employers refuse to make progress in meeting the demands”.

It was possible that a national strike would follow if no solution was found.

“LIBERATION”

In addition, workers and communities would be “mobilised around” the LRA demands and those related to the Living Wage Campaign and the struggle for unemployment benefits for all.

The “summit” also decided that meetings be held involving “all forces that are fighting for liberation” and to continue discussions with the National Council of Trade Unions and non-affiliated unions on the LRA.

“DIVIDE WORKERS”

Delegates to the weekend “summit” felt that the LRA was “intended to divide workers and destroy the labour movement”.

Consultative committee chairman Mr Bobby Godsell said his organisation looked forward to receiving written proposals.
400 workers vote for strike

MORE than 400 workers at Mobil's refinery have voted overwhelmingly in favour of strike action which could affect the country's fuel supplies.

The vote came as the strike by about 650 workers at the Shell and BP SA Petroleum refineries entered its sixth day yesterday.  

Mr Barry Housdon, Mobil's public relations manager, said he was unable to comment on the strike ballot because Mobil had not been advised either by the shop stewards or the Chemical Workers Industrial Union of the result of the ballot.

He said they were scheduled to meet union representatives yesterday at the request of the union.

Miss Pat Horn, southern Natal petroleum coordinator for the union, yesterday said 95 percent of the 84 percent of workers polled voted in favour of the strike. — Sapa
THE ACTION MINISTER OF MANPOWER

The acting Minister of Manpower, Mr. John Doe, states that the Ministry has been working on increasing the number of jobs for skilled workers. The government has implemented several initiatives to boost employment opportunities, including the expansion of vocational training programs and the creation of partnerships with local businesses for internships and apprenticeships.

The Acting Minister of Manpower, Mr. John Doe

THE MINISTRY OF TRANSPORT

In response to the growing concern over transportation issues, the Ministry of Transport is currently working on a comprehensive plan to improve public transportation across the country. The plan includes the introduction of new bus routes, the expansion of the rail network, and the enhancement of existing transport systems.

The Minister of Transport, Mr. Jane Smith

Q: What measures are being taken to reduce traffic congestion in the capital city?

A: To address traffic congestion, the Ministry of Transport is implementing a series of measures, including the expansion of the metro system and the introduction of carpool lanes. Additionally, the government is promoting the use of public transport through fare discounts and initiatives to encourage the use of electric vehicles.

Q: How will these measures impact the local economy?

A: The measures will not only improve the quality of life for residents but also have a positive impact on the local economy. By reducing traffic congestion, businesses can operate more efficiently, and the increased use of public transport will benefit local businesses through higher foot traffic and reduced vehicle emissions.

Q: What steps are being taken to ensure the safety of both passengers and drivers?

A: The Ministry of Transport is focusing on strengthening safety regulations and implementing stricter enforcement of traffic laws. Additionally, ongoing training programs for drivers and passengers will be held to raise awareness about road safety.

Q: Are there any plans to improve safety measures for public transport?

A: Yes, the Ministry of Transport is working on upgrading the safety features of public transport vehicles, such as installing seatbelts and improving emergency exits. Furthermore, the government is investing in the development of autonomous vehicles to eventually replace some public transport services, ensuring safer and more efficient transportation.

Q: How can the public contribute to improving transportation in their communities?

A: The public can contribute by supporting initiatives that promote the use of public transport, such as carpooling and using bicycles. Additionally, feedback on transportation services can be provided to the Ministry of Transport, which will be used to address any concerns and improve services.

Q: What is the government's stance on the use of private vehicles for long-distance travel?

A: The government recognizes the importance of private vehicles for long-distance travel. However, it encourages the use of public transport for shorter distances to reduce traffic congestion and promote a more sustainable mode of transportation.

Q: How are the proposed transportation projects funded?

A: The projects are being funded through a combination of government investments, private sector partnerships, and international aid. The government is also working on reducing the cost of transportation projects to make them more accessible to the general public.
1 strike ends, another looms

DURBAN. — The strike by 650 Saref workers here ended yesterday after the Chemical Workers' Industrial Union accepted management's wage offer of R160 a month or 15% across the board.

But CWIU organiser Miss Pat Horn warned that 450 workers at the Mobil refinery in Durban were "likely" to begin strike action today because "Mobil refused to negotiate jointly with other companies in the industry, and a dispute has arisen". — Sapa
Strike looms at Mobil as Sapref settles

DURBAN — Production at strike-hit SA Petroleum Refineries (Sapref) here was back in full swing yesterday, following the end of an almost week-long strike by more than 600 workers.

But at Mobil's Durban oil refinery, talks between management and Chemical Workers' Industrial Union representatives were still under way late yesterday in a bid to stave off threatened strike action by 450 workers in support of higher pay demands.

Pat Horn, the union's southern Natal petroleum co-ordinator, said although the wage dispute with Sapref was resolved, there were still "a number of items", particularly educational assistance for workers' children, which caused problems.

Sapref promised last November to negotiate with the union but had since refused to do so.

"We find this highly disappointing and unacceptable," she said, adding that this was unlikely to lead to any strike action owing to strike legislation.

Sapref MD Henri Joubert said most workers reported for duty yesterday morning, and he was optimistic that conditions would be normalised shortly.

Commenting on the dispute over educational assistance, Joubert said the type of financial assistance requested would discriminate against workers because allocations would be based on the size of the family.

Horn said Mobil refinery workers were likely to begin strike action tomorrow, as Mobil was offering workers "much less" in wage relief than Shell.

A spokesman for Mobil could not be contacted for comment yesterday.
Iraq slams call to kill Rushdie

LONDON. — Iraqi President Saddam Hussein said in remarks published yesterday that Iran's call for the killing of British author Salman Rushdie damaged Islam more than "The Satanic Verses." "Salman Rushdie insulted Islam and Muslims on purpose, not unknowingly, but we consider that killing and inciting killing harms Islam and Muslims more," the president said.

Meanwhile Britain yesterday urged its nationals to leave or avoid Lebanon after Iran cut diplomatic ties with London over the Rushdie affair.

Three Britons are among the 17 Westerners missing and believed kidnapped in Lebanon by pro-Iranian fanatics.

Iran will have to close its consulate in the British colony of Hong Kong following Tehran's decision to sever ties, a British official said yesterday.

Zanzibar yesterday banned Rushdie's controversial award-winning novel. Anyone who had already bought it had 24 hours to surrender it to police, authorities said.

But reports from New York tell a different story: there the book continues to sell out as quickly as it lands on bookstore shelves.

"People are really eager for blasphemy," said Mr. Daniel Price, a clerk at Gotham Book Mart. "We're selling it as fast as we can get it." — Sapa-Reuter-AP
Strike:
Kalk Bay
nurses
back on
payroll

Staff Reporter

THIRTY-SIX trained nurses were on strike yesterday at the New Kings home for the aged in Kalk Bay.

Two nurses - Ms Cynthia Vanya and Ms Sarah Msitu - who were dismissed recently for disciplinary reasons appealed to the Health Workers Union to mediate on their behalf. The dismissals were overturned by the management of the holding company, Life Care, in Johannesburg, and they were told to return to work this week.

On their return they were moved from ward duty to the occupational therapy department, which they maintain demeaned their standing as trained nurses. In addition, they complained of being treated as inferiors by senior staff. A strike was called.

After private talks between the secretary of the Health Workers Union, Mr Ivor Luke, and the manager of the home, Mr Henkie van der Walt, the two nurses were returned to ward duties and the strike was called off.

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Benoni medical aid fraud probe

JOHANNESBURG — East Rand police are investigating allegations of fraud against a Benoni pharmacist and a doctor suspected of collaborating to claim from a medical aid fund for toiletries described as "medicine".

A complainant told police he had sent his employees with letters to a certain doctor who had then referred them to a certain pharmacist to get their medicine. In all cases, the amounts charged were different.

On March 3, a policeman visited the doctor and went with a prescription to the pharmacist in question. There, he was allegedly informed by an assistant that he could buy R100 worth of toiletries, instead of medicine, which he did.

Later, the Altron Medical Aid offices in Boksburg received a claim of R137.51 for "medicine" supplied to the patient.

On Monday, police staked out the pharmacy and confronted a woman who left the shop with two carrybags.

The woman told police she had taken a prescription for her husband to the pharmacy. She was allegedly told that she could buy toiletries or anything else worth up to R145.

Outrage at IRA murders

DUBLIN — The IRA, committed to cutting down civilian casualties, was accused of blatant sectarianism by church and political leaders after killing three Protestant schoolchildren.

The gunmen laughed, cheered and fired volleys into the air after the triple slaying at a garage in the County Tyrone village of Coagh on Tuesday.

Witnesses and police said...
Mobil strike suspended

DURBAN. — Workers at Mobil's refinery in Durban yesterday suspended strike action pending a decision on management's new wage offer. The union is to announce its decision on the offer today.
800 on strike for pay hike

ABOUT 800 workers have been on strike since last Thursday at Rustenburg Refineries.
The workers, members of the National Union of Mineworkers (Num), are demanding a 22 percent
across the board increase while management is holding out for an across the board increase of 14,5 percent.
The workers are also demanding a ban on overtime, reduction in working hours, improved housing, a
provident fund, June 16 as a paid holiday and maternity rights.
Management has refused to change working conditions.
A WAVE of industrial unrest hit the petroleum sector in the past week as workers at two refineries in Durban last week voted to strike.

And the strikes are likely to encourage worker militancy at other oil companies where CWIU is negotiating wage increases, said a union organiser.

About 400 workers at the Sapref refinery began a six-day strike last Wednesday.

The strike ended on Tuesday after management and the union agreed on an across the board wage increase of R160 or 15 percent.

This has been confirmed by the company and the union.

Workers’ demands that the company agree to assist employees in the education of their children were not met.

Over 300 Mobil refinery workers are poised to go on strike after a 95 percent strike ballot was completed last Friday.

The workers are demanding an across the board increase of 17 percent or R170.

The dispute is linked to the union’s demand that the petrol companies agree to national industry wide bargaining.

The workers are demanding that Mobil agrees to negotiate wage increases jointly with the refinery and other Mobil operations.

A Mobil spokesperson said a statement would be issued later this week.

Workers at Shell subsidiary Vetec have been on a go-slow since Monday after a conciliation board hearing failed to settle a wage dispute last Friday.

The Sapref and Mobil strike ballots have encouraged workers elsewhere, said CWIU national petroleum sector organiser Martin Jansen.

“The oil companies underestimated the strength of the union at refineries,” he said.
NUM’s wage strike continues in Rustenburg

By Mike Sithole, Labour Reporter

The legal wage strike by several hundred members of the National Union of Mineworkers (NUM) at Rustenburg Refineries continued yesterday as talks between management and NUM remained deadlocked, the union said.

About 800 workers have been engaged in a sit-in strike since Thursday last week, according to the union. Management said about 200 out of 500 strikers were actually sitting in.

NUM said it was demanding a 22 percent, across-the-board wage increase, which would raise the minimum wage to R389/month. Management was offering a 14.5 percent raise.

Other union demands included the abolition of overtime, the reduction of the working week, the provision of housing, the establishment of a provident fund and the recognition of June 16 as a holiday.

In Durban, about 650 workers, mainly members of the Chemical Workers’ Industrial Union (CWIU), returned to work at the Sapreť refinery after nearly a week of strike action over wages.

CWIU spokesman Ms Pat Horn said they resumed work on Monday after accepting Sapreť’s offer of a R160/month increase, or 15 percent. No progress was made on the question of educational assistance for employees’ children.

At the Mobil refinery, also in Durban, 450 CWIU members delayed strike action after management made a new offer, according to the union. The union would say today if the offer was acceptable. The CWIU and Mobil started conciliation board talks yesterday to try to resolve a dispute over the company’s refusal to negotiate wages jointly with other oil companies.

The results of balloting involving thousands of metal workers on whether to observe June 16 or Founders Day as a holiday were still unknown yesterday. In terms of last year’s industrial council wage agreement, workers are entitled to indicate, by means of a ballot, if they wish observe June 16 as a holiday, in exchange for Founders Day.

A spokesman for the Steel and Engineering Industries Federation (Seifsa) said although employers had contacted the body for clarification, Seifsa was not monitoring the balloting. Balloting, however, appeared to be taking place on a “widespread” scale.
1,000 Soweto strikers still wait

By Stan Hlophe

At least 80 Soweto City Council workers have been reinstated since last week following negotiations.

But a spokesman for the workers yesterday expressed reservations about the methods applied in the reinstatement procedure.

So far about 1,000 of the 3,500 who took part in the three-month strike last year have not been reinstated.

The latest group to be reinstated include bond holders and teachers.

The spokesman accused the council of "dilly-dallying" and still being influenced by an old guard loyal to Mr Nico Malan, the former town clerk.

"Granted the new council has committed itself to the reinstatement of the workers but they are not doing enough."

The spokesman added, "We have done a lot of persuasive negotiations and convincing to drive home to the new council that the retrenchments were illegal in the first place.

"The council has agreed in principle to reinstate all the workers but they are still reluctant to keep their promise.

"As much as we sympathise with the new council we find it hard to understand why all the workers cannot be reinstated.

"We are fully aware that cannot happen overnight. We are still baffled by the slow action of the council. They are not doing enough to convince the majority of the workers that they are sincere in their efforts."

The mayor, Mr Sam Mkhwanazi, and chairman of the staff board, Mr J M Mangum, were not available for comment yesterday."
CAPE TOWN — More than 8-million man-days were lost in strikes in SA in the three years between 1986 and 1988, Manpower acting Minister Eli Louw said yesterday.

There were 2,966 strikes, involving 1,120,134 blacks and 490 whites, between January 1, 1986 and December 31, 1988.

Louw said in reply to a question tabled by Arrie Paulus (CP Carletonville) that 8,044,619 man-days were lost in these strikes, whose average duration was 6,2 man-days.

Information about how many of these strikes were illegal was not available.

He also said criminal prosecutions for participation in illegal strikes did not rest with the Manpower Department and as a result his department did not have information about the numbers criminally prosecuted.

In reply to another question, tabled by Peter Soal (PPF Johannesburg North), Louw said one union applied last year for registration for black employees only, one for white employees only and seven for employees for more than one population group.
A deal is oiled

A six-day strike at the Shell-BP Saref refinery in Durban has ended — but acrimony between the oil industry and the Chemical Workers Industrial Union (CWIU) continues. As the FM went to press this week, continuing dispute between the industry and the CWIU threatened to spill over in a second strike at the Mobil Refinery in Durban.

For the CWIU the settlement was greeted with mixed feelings. The union's Pat Horn expressed satisfaction with the wage increase — an across-the-board R160/month or 15%, whichever is greater — but disappointment that several other issues remain unresolved.

When negotiations opened, the union had demanded R180 or 18% and management’s opening bid was a 12.5% flat rate across the board. Chief among the unresolved issues, said Horn, were educational assistance for workers' children amounting to R50 a primary school child a year, and R100 for high school children. Horn said both Shell and BP agreed last year to negotiate this demand, but at plant level rather than on an industry-wide basis.

"But since then they have reneged on a written undertaking on the grounds that this would discriminate against workers without children," he said.

The minor amounts involved belie a major issue that of conducting negotiations between employers and employees on a nationwide industry basis; and this remains a divisive element in the negotiations at the Mobil refinery.

Mobil management spokesman Barry Houdson told the FM on Tuesday that "lots of progress" was being made in wage talks. But Horn said CWIU members — whom she put at 300 out of Mobil's total workforce of 450 — would meet this week to decide whether or not to strike.

CWIU members have already voted in favour of a strike at the Mobil refinery over the disputed issue of joint industry-wide wage negotiations. And underlying their grievances, according to Horn, was the fact that marketing employees at Mobil were being offered increases higher than those being offered to refinery workers.
BMW signs bold new labour code

BMW SA this week became the first company to sign a code that ensures SA unions enjoy the same rights as their West German counterparts.

The agreement is based on the 14 principles devised by the German union IG Metall and the SA Council of the International Metalworkers Federation (IMF) for German metal-sector companies in SA.

The most important aspects of the agreement, appended to BMW's recognition agreement with the National Union of Metalworkers of SA (Numsa), concern the right to strike and picket, and home

BMW signs bold new labour agreement

A previous agreement had guaranteed this right during the first four weeks of a strike. It had now been accepted that employees involved in an "authorised" strike should not be dismissed at any stage for this action.

It was also agreed that workers should not be prejudiced by apartheid laws. Kirby said employees at BMW's Bophuthatswana operation enjoyed identical conditions of employment as those elsewhere in SA.

It had been further agreed that wages of employees detained without trial would continue to be paid.

Finally, the right to picket on company premises had been written into the agreement.

IMF local secretary Brian Frederik confirmed the agreement.
Striking nurses to be disciplined?

Staff Reporter

DISCIPLINARY action could result from Wednesday's strike by 36 Kalk Bay nursing assistants at the New Kings old-age home.

Mrs Hester la Grange, of the SA Nursing Association's WCape branch, said the association was "extremely upset" about the incident and that it was "totally illegal". Disciplinary action could result, she said.

The strike was called over job allocation for two nursing assistants who had previously been dismissed but were given back their jobs after talks between management and the Health Workers' Union.

After being reinstated, the two nursing assistants refused to work in the occupational therapy department and a strike was called.

Nurses are barred by law from striking and could face disciplinary action.
JOHANNESBURG — Four railway workers, who took part in the 1987 SATS strike and were found guilty of murdering four non-strikers, were sentenced to death four times each in the Rand Supreme Court yesterday.

No extenuating circumstances were found in regard to the four:
- Wilson Matshiti, 33
- Patrick Molole, 27
- Takalani David Mamphanga, 25
- George Magedo, 35

The men were also found guilty on charges of attempted murder, kidnapping and intimidation, and were sentenced to between five and eight years of imprisonment each.

Four other railway workers were convicted of murder with extenuating circumstances:
- Bongisi Sibiya, 33
- David Dshue, 30
- Phumeza Neshtungulwane, 35
- Mafemane Rikhotso, 30

They were sentenced by Mr Justice T.T. Spoelstra to terms of imprisonment varying between eight and 12 years for the murder of the same four non-strikers.

Eight other employees were given suspended sentences for attempted murder, assault, kidnapping and intimidation — Sapa.
Winery workers in wage strike

Staff Reporter

HUNDREDS of workers downed tools at two major Western Cape wineries yesterday in support of wage demands during industrywide negotiations.

The stoppages at the Distillers Corporation Epping factory and Stehlenbosch Farmers Winery (SFW) followed workers' rejection of management's final wage offer, a spokesman for the National Union of Wine, Spirits and Allied Workers (Nusaw) said last night.

About 800 workers at the Distillers' Epping plant yesterday voted in favour of industrial action after rejecting the company's offer of a R28 across-the-board (ATB) weekly increase, the spokesman said.

Workers at the Epping plant were demanding a R45 ATB weekly increase over and above the minimum wage of R148, the spokesman said.

The secretary of the Wine and Spirits Manufacturing Association of SA, Mr Ruan Kruger, confirmed the stoppages last night, adding that Nusaw had till the end of the week to report back on the employers' final offer.
The National Union of Mineworkers (NUM) would propose mediation to resolve a wage strike by hundreds of members at Rustenburg Refineries which had lasted for nearly two weeks, the union said yesterday.

According to the union, about 800 workers are participating in the sit-in strike. Management said about 200 out of 500 strikers were actually sitting in.

The NUM is demanding a 22 percent, across-the-board wage increase, which would raise the minimum wage to R689 a month. Management has offered a 14.5 percent raise.

The union is also putting forward other demands.
1000 stop work at liquor plants

By JOHN YELD
Staff Reporter

MORE than 1000 workers have downed tools at liquor plants in the Western Cape after a pay dispute.

Stellenbosch Farmers' Winery, Monis and Nederburg in Paarl and Distillers' Corporation in Epping have been hit by the stoppage.

The National Union of Wine, Spirits and Allied Workers said in a statement that about 1500 members started industrial action on Monday after a report-back by union officials on wage negotiations with the South African Wine and Spirit Industry Employers' Association.

The association has offered increases ranging from R28,50 to R32,50 a week, against the union's proposal of R45 across the board.

The union and the association are to meet again in a few days to decide how to resolve the dispute.

Association spokesman Mr Riaan Kruger confirmed the work stoppage on Monday and yesterday but said he did not have information about attendances today.
Workers given the right to strike at BMW

By CHIARA CARTER
THE right of workers to strike without fear of dismissal and to picket on company premises is recognised in an agreement signed by BMW SA this week.

In terms of the code, which has been added to the recognition agreement between BMW SA and the National Union of Metalworkers in South Africa (Numsa), the company agrees that workers have the right to strike where all dispute resolving procedures have been exhausted and guarantees that workers on a legal strike cannot be dismissed.

Previously, strikers could be dismissed after four weeks.

Based on the 14 principles drawn up by the German union IG Metall and the International Metalworkers Federation for German companies operating in South Africa, the code gives South African workers the same rights as those in West Germany.

BMW employees in the homelands will have the same rights as those employed elsewhere in the country.

The company will pay the wages of employees who are detained.

BMW board spokesperson Dave Kirby said that, apart from the right to strike, most of the 14 principles were already met by BMW, which is the first company in South Africa to sign the code.

Labour Briefs

Wine workers want more pay

ABOUT 800 workers at Stellenbosch Wine Farmers and 700 workers at Epping Distillers joined a national strike by members of the National Union of Wine, Spirits and Allied Workers Union this week.

A NUWSAW spokesperson said the strike follows a deadlock in wage negotiations. Workers are demanding a weekly wage increase of R45 and management has offered R28,50.

A Wine and Spirits Manufacturing Association spokesperson said the union has until the end of this week to discuss management's proposals.

Mine fire investigated

INITIAL indications are that ignited polyurethane and timber caused the fire leading to the deaths of ten Western Deep Levels miners last Thursday, Anglo-American said this week.
Most of the miners suffocated in the blaze. Further investigations are taking place.

Mwasa 'yes' to summit

THE Media Workers Association of South Africa (Mwasa) decided in principle to participate in worker summits with the Congress of South African Trade Unions and independent unions.
The Mwasa decision, taken at a National Council meeting last weekend, overturns an earlier Mwasa decision not to attend.
It makes Mwasa the twelfth National Council of Trade Unions affiliate to opt for participation in defiance of a Nactu directive.

Bid to break deadlock

THE National Union of Mineworkers has proposed mediation to break the deadlock at Rustenburg Refinery where about 800 workers have been on strike over wages for over two weeks.
PLEA TO PUPILS - GO TO SCHOOL

Stay at home
rumour 'false'

THE Tembisa Students Co-ordinating Committee has dismissed rumours of a planned stayaway in the township tomorrow in honour of the victims of the 1960 Sharpeville shootings.

A spokesman for the committee said all pupils and students should go to school and observe a one-hour moment of respect "for the fallen heroes".

Rumour

He said the rumour was rife in the township that tomorrow was a stayaway and warned that there should be no intimidation of students.

"There is absolutely nothing to gain if we do not go to school tomorrow and we urge all pupils to attend," he said.

The spokesman said the decision to urge all pupils to go to school tomorrow was taken at a secret meeting on Thursday.
Mr R M BURROWS asked the Minister of Constitutional Development and Planning:

(1) Whether any strikes and/or work stoppages occurred amongst staff employed by the Natal Provincial Administration during the past six months; if so, (a) in what departments, (b) amongst which employees, (c) what total number of employees was involved and (d) in respect of what specified period is this information furnished and (e) were the reasons for and (f) was the outcome of these strikes or work stoppages.

(2) Whether the services of any employees were terminated as a result of these strikes or work stoppages, if so, what are the relevant details?

The Minister of Constitutional Development and Planning:

This matter vests in the Administrators of Natal and he has furnished the following replies:

(1) Yes
(a) (i) in the Hospital Services and Roads’ Branches as well as the Chief Directorate Works
(i) General Assistants (Labourers)
(iii) 3 (10)
(iv) 15 November 1988 to 28 November 1988
(b) (i) A demand for the recognition of the National Education, Health and Allied Workers’ Union
(ii) — A demand for a minimum basic wage of R1 500 per month
— Intimidation of workers to strike
(iii) — Workers were given the assurance that their grievances would be looked at.

125 Mr S S VAN DER MERWE asked the Minister of Constitutional Development and Planning:

Whether any applications received in 1988 by his Department or any provincial administrator for exemptions from the provisions of the Group Areas Act, No. 36 of 1966, in respect of business premises were granted, if so, how many premises from each race group were granted permission to occupy such premises in areas reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks in each province?

The Minister of Constitutional Development and Planning:

This matter vests in the Administrators of the different Provinces and they have furnished the following information:

— No

Land available for occupation by Blacks:

128 Mr J J WALSH asked the Minister of Constitutional Development and Planning:

(1) (a) How much land has been made available for occupation by Blacks in each development region since 1936 and (b) under what statutory provision in each case.

— How much of this land was situated in (a) urban and (b) rural areas?

The Minister of Constitutional Development and Planning:

(1) (a) No statistics before 1 January 1986 are readily available. To obtain the information, archive files dating from 1936 for the approximately 500 Black towns will have to be re-questioned for and studied which will result in a tremendous number of man hours being spent with high costs involved.

(b) Since 1 April 1984 land has been designated in terms of section 33(1) of the Black Communities Development Act, 1984 (Act No 4 of 1984) as development areas. In terms of section 33(4) of this Act any area deemed to be set apart before 1 April 1984, shall be deemed to be set aside as a development area.

Section B

Region C

Bedehlen (Bohlokong) 778
Bloemfontein (Mangaung) 786
Bothaville (Kgotong) 510
Hoopstad (Dikwana) 5
Parry’s (Tunahole) 200
Paul Roux (Molotentla) 122
Theresienst (Naisiu) 142
Wolkom (Thabong) 1 394
Zastron (Matlakeng) 108
Koffiefontein (Ditshuku) 60
Oendalsdrus (Kotwanang) 38
Viljoenskroon (Rammulotsi) 111

Total 4 054

Region D

Bathurst (Nokuhlelo) 33
Cathcart (Katikat) 168
Molteno (Nomondlo) 165
Port Elizabeth (Motherwell) 2 285
Port Elizabeth (Kwawest) 396
Port Elizabeth (New Brighton/Itbayi) 12
Uitenhage (Kwanobuhle) 573
Grahamstown (Rini) 127
Port Alfred (Nkwenkwezi) 341
Port Beaufort (Kwatiwubw) 115
Elliot (Masambane) 100
Janesville (Kwazamukungu) 47
Kenton-on-Sea (Murtelle) 238
Klipplaat (Wongatsha) 118
Lady Grey (Kwezumela) 62
Maclear (Sonwabile) 75
Indwe (Mapula) 35
Queenstown (Munpo) 120
Barkly East (Nkulekile) 47
Craddock (Lingelhe) 230
Ugibe (Dyshe) 109
Dordrecht (Sanako) 102

Total 5 906

Region E

Durban (Chesville) 93
Durban (Indiza Globe) 238
Durban (Langentfontein) 121
Moorside (Branville) 28
Pinetown (St Wendolins) 300
Tongaat (Hambaneti) 92
Louwsburg 125
New Hanover (Trust Feed) 313
Stanger (Shavakile) 123

Total 1 313
INDUSTRIAL RELATIONS—STRIKES

1989

APRIL — SEPT.
Bout of strikes across SA

A BOUT of industrial unrest has hit chain stores around the country as the season for wage negotiations in the retail sector opened this month with heated disputes between workers and management.

Some 600 workers at 80 branches of Edworks in the PWV area and Bophutatswana began a legal strike on Monday, while a deadlock in negotiations at the giant Pick 'n Pay chain could lead to a nationwide strike by 9 000 workers.

Pickets were mounted at many Edworks stores in Johannesburg this week after wage talks between Edworks and the Commercial Catering and Allied Workers' Union (Cawusa) deadlocked. The union is demanding a minimum wage of R350 a month and an across-the-board hike of R125. Management's last offer was a minimum of R320 and a R100 increase.

The company has rejected demands for May Day to be a paid holiday and for the union to be recognised at stores in Bophutatswana.

Edworks MD Stuart Dodo said the strike had forced some stores to close and had severely affected trade at others. "It is our intention to continue business as normal," he said.

By EDDIE KOCH

Meanwhile union officials and representatives of the Pick 'n Pay chain were yesterday locked in talks to try and stave off a nationwide strike by about 9 000 workers. The union has asked for a conciliation board to try and resolve a dispute declared after wage talks deadlocked. If the board fails to do this, it will open the way for a legal strike.

Cawusa is demanding an across-the-board hike of R160 a month, while Pick 'n Pay management has offered an increase of R142.50.

Tension is also mounting at OK Bazaars, where the union has declared a dispute after the company offered an increase of R79 a month in response to Cawusa's demand for R205 across the board.

Last Friday, some 500 workers, who had staged a sleep-in strike at 10 shops belonging to Score Furnishers in Johannesburg were tear-gassed and evicted by police after the company had obtained a court order declaring the strike illegal.

The workers, who were protesting against the retrenchment of 500 colleagues, have now asked for a conciliation board to hear the dispute.
Dispute for mediation

THE Food and Allied Workers' Union and the management of Ruto Mills will go to mediation on Sunday to resolve a wage dispute involving more than 800 workers.

A FAWU spokesperson said yesterday that both parties agreed that a settlement be mediated after workers were locked out a week ago. The lockout followed a go-slow strike over demands for better wages.
Strike action shuts four Edworks shops

FOUR Edworks Group stores were closed yesterday as a strike by workers over wages entered its fourth day, the Commercial Catering and Allied Workers' Union said.

It said about 600 strikers picketed many of the 60 Edworks stores in the Witwatersrand, the Orange Vaal and Pietersburg.

The four stores closed were Edworks and Koko in Market Street, Johannesburg; Edworks in Pietersburg and another group branch in the northern Transvaal.

Edworks Group MD Stuart Dodo confirmed the four stores had been closed as a result of the pickets. However, he was unable to say how many of his branches had been affected by the strike.
JOHANNESBURG — Charges of abduction — and possibly of theft and assault — are to be brought against a detective agency here whose personnel allegedly abducted, held for 25 hours, and interrogated the central figure in this week's Haggie Rand strike.

Shop steward Mr. Moses Mogodi said that he had been "arrested" at his Soweto home at 2 am on Monday. His room was searched and many union documents taken. He was eventually released at 3 am on Tuesday.

He now fears returning home as he was warned that if he disclosed these events to anyone he would "be prosecuted or shot."

Some of the five people who detained him identified themselves as municipal policemen, and he spent the first hour at the Dube municipal police barracks.

However, Mr. Mogodi said that two of the detectives involved are the head and an employee of the agency.

Mr. Mogodi said that the agency head told him that the agency had been retained by Haggie to investigate the shooting, during the six-week Haggie strike last year, of the then-personnel officer, Mr. Tom Ke kana. Mr. Mogodi was accused of having organised the shooting, which he denied.

However, Haggie managing director Mr. John Milburn flatly denied any company involvement. "It is not our way I am very disturbed to hear what occurred."
SOME 1,200 workers at Haggie Rand's wire-rope plant at Jupiter yesterday continued a work stoppage which became plant-wide on Monday, despite the fact that a dispute with 22 shop stewards was before the industrial court, the managing director of Haggie Rand said in a statement yesterday.
Fatter pay packets
all round display
manpower chiefs

PRETORIA — There is official
dismay at last year's average 19% rise in pay packets.

National Manpower Commission
acting chairman F S Barker says
the jump is disconcerting and diffi-
cult to justify considering a lower
inflation rate and rate of increase
in productivity.

He adds in the chairman's 1987
annual report, released in Pretoria
yesterday, that in some sectors
average salary and wage increases
amounted to 30%.

Central government workers' in-
creases averaged 12%.

Plateau

The incidence of strikes last year
decreased sharply, compared with
1987, and there had been an 80%
drop in the number of man-days
lost through stoppages.

Figures 1987 had, however, been
boosted by the mining strike.

"Although it is perhaps a bit ear-
ly to say, it would appear as if
strike incidence has provisionally
reached a plateau unless, of course,
a strike of the magnitude of the
1987 mining strike occurs again,"
Barker says.

He adds employers 'are now
more aware of the need to labour
relations.'

"Barker says there 'has been a
welcome increase in employment'
in the formal sector while there are
signs of a significant increase in
activities in the informal and semi-
formal sectors." — Sapa.
Striking Haggie Rand workers arrive at the Johannesburg Industrial Court where management yesterday tried to have shop stewards call off the spontaneous strike. (Photo: Robert Botha)
**OK workers in wage dispute**

By Mike Saluma, Labour Reporter

The Commercial, Catering and Allied Workers' Union (Cawusa) has declared a wage dispute with OK Bazaars after seven weeks of talks, the union said yesterday.

A Cawusa spokesman said the dispute, affecting about 9,000 workers, centred on a number of issues, including wages.

The union was demanding an across-the-board increase of R205 a month, against a company offer of R79.

The dispute will go to mediation.

OK management was unavailable for comment.

About 600 Cawusa members yesterday downed tools at Edworks' stores in the PWV area over wages, the recognition of May 1 as a holiday and improvements to bonuses. Workers were also protesting against the company's alleged refusal to recognize the union at its Bophuthatswana stores.

Edwards's group managing director, Mr Stewart Dodo, confirming a "stoppage" by Cawusa members, said the union had rejected a company offer of individual increases of R100, which would bring the minimum rate to R520. He said he could not comment on behalf of the Bophuthatswana stores.
"Minority" in cabin crew strike

Staff Reporter
A MINORITY of South African Airways cabin crew will be involved in a wildcat "go-slow" action that could disrupt flights tomorrow.

"At most one or two flights could be affected," a public relations officer for SAA, Mr Gerhard Fritz, said last night.

"There are only about 20 people involved in the action which the official union, the SAA Cabin Crew Association, wants no part of."

The union will meet management to discuss the action.

Yesterday a spokesman for the breakaway group said they would be protesting against working conditions.

Internal flights would be disrupted for up to 45 minutes, he said.

The spokesman said that daily allowances granted to married cabin crew had been halved without warning in March.
Cabin crew go-slow could hit SAA flights

The Argus Correspondent

JOHANNESBURG — South African Airways cabin crew will stage a work-to-rule on Wednesday, intended to delay flights on domestic routes by at least 45 minutes, an unofficial spokesman for 200 cabin crew members said today.

He said the “go-slow” was the outcome of a dispute over a 50-percent cut in the so-called daily allowance and those taking part would be acting independently of their official negotiating representatives, the SAA Cabin Crew Association.

“On March 26, without notice, management announced that they were halving the R500 to R600 a month received by a married man for meals, travel, recreation and cleaning of uniforms on domestic routes,” said the spokesman.

SAA public relations officer Mr Francois Louw said today: “We are aware of dissatisfaction and will investigate the matter thoroughly.”

Married cabin crew members, explained the unofficial spokesman, took home between R700 and R800 a month after tax and deductions for housing.

The allowance was essential for “making ends meet”.

LEAN TIMES

He said salaries had not been adjusted on the basis of job classification since 1982 and, although cabin crew members had received annual increments intended to compensate for cost-of-living increases, they were falling on lean times.

“We need a major salary increase and are not prepared to accept crumbs anymore,” said the spokesman.

“Our protest over the cut in the allowance is the start of a campaign for a living income.”

The work-to-rule will start with Flight 801 to Durban on Wednesday morning.

“We are purposely picking business-oriented flights as we believe this will have the most impact,” he said.

He said a further four people had become “fed up with an impossible situation” and resigned last week.
Charges laid

THE national director of Lawyers for Human Rights, Brian Currim, last night laid several charges against 'city' councillors who voted in favour of closing facilities in Boksburg to non-white people.

Mr Currim said the two policemen on duty at the Boksburg police station were 'taken aback when they understood the nature of the charges but took down my statement and said it would be handed to the captain tomorrow.'

At a news conference earlier yesterday in Pretoria, Mr Currim said the charges would be of subversion, in terms of the Internal Security Act of 1982 — Sapa

600 are on strike

OVER 600 workers at 80 Edworks outlets in Johannesburg and the Free State yesterday went on a legal strike over wages and the refusal by the company to recognise their union — Ccawua.
May Day dispute in rag trade

Labour Reporter

THE Western Cape garment industry faces a potential crisis over the May 1 holiday.

Employer sources said the Garment and Allied Workers' Union had made demands for May Day to be a paid holiday. Although it was agreed last year that June 16 would become an extra holiday instead of May 1.

The union and employers met urgently yesterday and a union spokesman said a statement might be issued.

Employers were said to be unhappy because they viewed the union moves as reneging on the original agreement.

According to sources in the industry employers offered either May 1 or June 16 as an extra paid holiday.

Members had mandated the union to accept June 16.
Metalworkers, Siemens reach accord

The strike involving between 900 and 1200 members of the National Union of Metalworkers at six Siemens plants on the Reef ended yesterday.

Workers were striking in protest at the proposed retrenchment of 130 colleagues at the Waarloos factory.

Siemens joint managing director Mr Johan Trotskie said the strike ended after the parties had agreed that workers with less than 10 years' service would receive two weeks' pay for each year of service, while those with more than 10 years' service would get three weeks' pay for each year worked.

The electronics giant also agreed to negotiate a new retrenchment procedure.

Labour Reporter.
Siemens and Numsa resolve 3-day strike

THE three-day strike by at least 800 Siemens workers at six locations appeared to be resolved last night after eight hours of mediation, which began on Tuesday, and nine hours of negotiations yesterday.

Siemens joint MD John Trotsky said the National Union of Metalworkers of SA (Numsa) negotiating team had agreed to recommend to members they accept the proposed settlement.

The settlement package included provisions that those of the 180 laid off workers with less than 10 years' service receive two weeks' pay for each year of service, while those employed for more than 10 years receive three weeks' pay for each year.

Siemens also agreed to renegotiate the existing retrenchment procedure, he said. Numsa spokesmen could not be reached for comment.
Workers' Day on May 1 — May Day

The traditional May Day — Labour Day — is May 1.

There has been confusion because some calendars show Friday, May 5, as the holiday.

There are two other public holidays in May: Ascension Day is on May 4 and Republic Day on May 31.
Siemens may go to court

with workers at Isando, Rosslyn, Spartan, Koedoesport and Johannesburg joining later, the union said. Siemens’ warning came after the failure of all-night mediation talks which ended yesterday.

The dispute centres on the proposed retrenchment of 136 workers from the Watloo plant, which the union said the company refused to negotiate. Siemens joint MD Mr Johan Trotszke said at least nine meetings had been held with the union.
ESKOM to award R859.5m worth of major contracts between 1989 and 1993, Eskom's Engineering group said in a press communiqué. The money will be spent on civil engineering projects, plant life extensions, power station and transmission contracts and modification projects throughout SA. The programme is based on the forecast electricity growth rate and could be altered at any time, the communiqué said.

The Tutuka, Lethabo, Matimba and Kendal power stations would be completed by the end of 1985, with the last station in the current generation of thermal plants, Majuba, planned for completion in 2000, a report in Engineering Week said.

ESKOM has 2.5m potential customers in SA, with the strongest growth potential in the western and eastern Cape and Border areas. It also aims to supply electricity networks throughout southern Africa during the next 20 years.

Row over own affairs hospital

DIANNA GAMES

The decision to make one of the Reef's teaching hospitals an own affair hospital goes against government's plan to rationalise hospital services.

This was said yesterday by Cedric De Beer, Wits University's Centre for the Study of Health Policy. De Beer said government, which recently made the Johannesburg General white own affairs hospital, was thereby further entrenching apartheid and further fragmenting services instead of making them more cohesive to save costs.

An own affairs hospital falls under a specific house of the triecranal parliament.

The hospital's superintendent, Dr. Idalette Coetzee, said she would not comment on the possibility of doctors from the Wits Medical School not being allowed to work at the hospital because it was now an own affairs hospital. She confirmed, however, that the majority of doctors working at the hospital were from the school.

Government legislation dictates that teaching hospitals should fall under general affairs, and therefore students from the university might now not be able to continue staffng the hospital.

National Medical and Dental Association (Nanda) spokesman Dr. Max Price said he would urge the university to refuse to allow its doctors to work in the hospital because of its commitment to the desegregation of hospitals.

"If people want white-only hospitals, they must appreciate the consequences," he said.

Mediator for lay-offs strike

ALAN FINE

Simeon joint MD John Trotskie said he was "very disappointed" talks yesterday afternoon, in which the company indicated willingness to improve severance payments, had deadlock.

He said the company could not accede to union demands that it should negotiate on the need for lay-offs.

Numsa negotiator Enoch Godongwana said Simeon's attitude to negotiating all issues related to lay-offs was the key issue in dispute.

SA council of the International Metalworkers' Federation secretary Brian Fredericks said Numa's West German counterpart, IG Metall, had been asked to press Simeon's parent company into ensuring the dispute was resolved through negotiation.
Numsa strike continues

Between 900 and 1200 members of the National Union of Metalworkers (Numsa) continued strike action at four Siemens plants on the Reef yesterday over proposed retrenchments at the Watllo, Pretoria, factory.

Workers at Rosslyn, Isando and Spartan have downed tools in sympathy with their Watllo colleagues, who stopped work late last week.

Numsa says 1200 workers are on strike, while management puts the figure at about 900.

— Labour Reporter
Workers strike at six Siemens establishments.

A MASSIVE 35% cut in the Post and Telecommunications (P & T) Department's digital equipment capex budget has led to a strike by workers at six Siemens establishments in a dispute over the planned retrenchment of 150 colleagues.

The action began at the affected Wallbox plant on Wednesday and spread yesterday to Isando, Spartan, Koebergpoort, Rosslyn and the company headquarters.

Siemens joint MD John Trotskie put the number of strikers at about 900, while the National Union of Metalworkers of SA negotiator Enoch Godongwana said 300 were involved.

Proposals made by management at talks yesterday were to be reported back to strikers this morning, Trotskie said.

However, Godongwana said the company had only consulted the union and had refused to negotiate. The union felt deadlock had been reached, although NUMSA was available for negotiation.

Trotskie said he could not negotiate on retrenchment, but Siemens had made other compensatory offers.
Ex-strikers who fled may be rearrested

JOHANNESBURG — Restricted former hunger-strike detainees who holed up at the British Embassy for 27 hours last month face possible arrest for continued contravention of their restriction orders, a spokesman for the Police Public Relations Directorate said yesterday.

The spokesman, however, said it was not SAP policy to divulge what their plans were on such cases.

The former detainees, Donnie Khumalo, Sandy Lebese, Grace Dube, Selebogo Mabena, Mike Soleane and Ignatius Jacobs, last month started a campaign defying the government by contravening the restrictions imposed on them in terms of the emergency regulations.

Mr Peter Harra, lawyer of senior Cosatu official Mr Donnie Khumalo, said police had been calling at Mr Khumalo's home looking for him. A source close to the six former detainees said police had also been to the homes of some of the other five.
Court order ends work sit-in

Workers involved in a sit-in at Score Furnishers stores to protest against the retrenching of at least 500 employees have been issued with a court order to leave their work premises, a union spokesman said.

A Commercial, Catering and Allied Workers Union spokesman said about 500 workers at eight Johannesburg stores, four in Pietersburg, two in Rustenburg and two in Natal slept at work for four nights last week.

He claimed police teargassed employees at Johannesburg stores, sjambokked workers in Rustenburg and arrested two at Harrismith. Police could not confirm the allegations.

Mr David Sussman, managing director of holding company Joshua Doore said only workers at Johannesburg and Germiston had been involved in the protest. He denied union members had been teargassed and sjambokked. Laying-off of 469 workers was effective on April 8.
Lock-outs, Strikes and Arbitration

THE stream of books on industrial relations in South Africa is growing all the time, an indication of the increasing importance of this once-neglected field.

In this, Cape Town-based publishers Juta are making a significant contribution and their latest offering, Strikes, Lock-outs and Arbitration in South African Labour Law, is another important work.

The book is a compilation of papers read at the 1988 Labour Law Conference held in Durban which attracted 400 delegates, including judges, trade unionists, managers, IR practitioners, lawyers, academics and students.

The fact that the conference drew such a wide range of participants and that it was held at all is a reflection of the great sea change that has come over the field since the early 1970s, forced into the forefront by the will of workers in their determination to change what was a hugely unjust system of industrial management.

As Mr Justice H C Nicholas, acting judge of Appeal, says in his introduction “Ten years ago, a conference such as this would not have been possible. Then labour law occupied a dark neglected corner of our legal system. Largely ignored by university law schools, it received scant attention from the legal profession. There were few who would have claimed to call themselves labour lawyers.”

Since the changes to the Industrial Conciliation Act which started in 1978, however, a vast body of law, practice and precedent has evolved to deal with the regulation of conflict in the workplace and the guarantee of the rights of all parties.

The conference focussed on the twin themes of industrial action and arbitration and the papers collected here were presented by many of South Africa’s highest experts in the field, including the president of the Industrial Court, Dr. Daan Ellers, eminent lawyers such as Martin Brasse, Edwin Cameron and Clive Thompson, and leading arbitrators including Theo Hefer and Charles Nupen.

The papers cover an overview of the Industrial Court, including an ad hoc reply to “some very nasty criticism” by a permanent member of the court, Mr M Bulbulia, strikes and lock-outs, and arbitration.

“They give what is essentially a very well-informed overview of the two disparate methods of settling industrial disputes while, at the same time, making the important point that industrial relations is essentially a matter of people trying to work out their own arrangements for co-existence and progress — socio-economic and psychological concerns that cannot be addressed solely by the law.”

The book has a table of cases, is well indexed and as an appendix includes a comparative table of sections of the Labour Relations Act on strikes and lock-outs.

Finally, its publication will continue the process of developing industrial democracy through education, a process whose importance was summarised in his concluding remarks by David McQuoid Mason, dean of the law faculty at the University of Natal, when he said “what we have to do is work out a middle road. If we can do that, then in a post-apartheid democratic South Africa we can have a vibrant industrial conciliation machinery based on a firm tradition on industrial democracy, and we can all play our rightful role in generating this country to be the powerful industrial giant of Africa that it should be.”
Workers at Score Furnishers’ Sauer Street branch occupy a display window as part of their sit-in protest against retrenchments.

employees stage a sleep-in protest

By Adele Baleda

At least 100 employees of seven Score and World Furnishers stores on the Witwatersrand slept at their work premises on Monday to protest against the retrenchment of nearly 500 colleagues countrywide, a Commercial, Catering and Allied Workers’ Union (Ccawusa) spokesman said yesterday.

Joshua Doore’s managing director, Mr David Sussman, said the laying off of 469 workers with effect from April 8 was due to the closure of 10 stores for geographical reasons and the shutting down of the group’s door-to-door selling.

The group’s restructuring of its World division — Score and World Furnishers stores — necessitated the move. The World chain’s township operation became too expensive, Mr Sussman said.

Ccawusa spokesman Mr Kaiser Tubedi said workers believed the move was unnecessary in view of the group’s R400 million operating profit and its R56 million overall profit. He said workers were expected to sleep at their workplaces again last night.
Sappi strike continues

PORT ELIZABETH. — Talks last weekend failed to end a two-week strike by about 400 Sappi workers at Adams Mill here.

The workers who are members of the Paper, Print, Wood and Allied Workers’ Union (Ppwwau) are demanding overtime pay on Saturdays, paid public holidays and holiday bonuses.

A Ppwwau spokesperson said workers had dropped demands for housing and an education scheme.

Three conciliation board hearings have failed to resolve the dispute. — PEN
Haggie eight-day strike ends

THE eight-day strike at Haggie Rand's Jupiter plant in Johannesburg was settled yesterday.

The main feature of the settlement is that agreement procedures for holding National Union of Metal-workers of SA (Numsa) meetings in departments will be made easier.

Disciplinary proceedings against shop steward Moses Mogodi will, however, continue.

The strike began on April 12 and spread to at least 1 200 workers after Mogodi was suspended for calling what the company considered an unauthorised meeting.

Numsa said it was agreed no disciplinary action would be brought against strikers and, if the union were unhappy with the outcome of disciplinary action against Mogodi, his case would go to arbitration.

Haggie will withdraw its urgent Industrial Court application, postponed from Tuesday to today, if strikers return this morning.
Fewer strikes in 1988

There was a substantial decrease in large strikes, the number of work stoppages and the duration of strikes last year, according to the Department of Manpower's annual report tabled in Parliament yesterday.

Strikes involving more than 1,000 workers were down 80 percent on last year when an upward trend had been experienced since 1986.

The report says that many reasons for the decrease were possible but it was probably due to the greater involvement of trade unions in strikes and the use of dispute-settling mechanisms.

The number of strikes had decreased in general in 1988 and work stoppages not accompanied by demands dropped from 123 to 80.

Approximately 31.5 percent of strikes lasted one day or less while 20.9 percent lasted for longer than 14 days.

The average duration of strikes was almost halved from 9.9 working days in 1987 to 5.6 last year. — Sapa
May 1 'official' Workers' Day

MAY-DAY, or Workers' Day, is on May 1 — and that's official, so disregard your diary or calendar if the day is noted on May 5.

The confusion arose because the government originally decided that Workers' Day would be on the first Friday of May. In September last year this was changed to the first Monday of May.

Mr Tommie Brand, manpower manager of Cape Town Chamber of Commerce, said the chamber had been "inundated" with calls from people confused about which day was the official holiday.
Strike at mills over

MORE than 680 Food and Allied Workers Union members who had been locked out by Ruto Mills in Pretoria West are due to report for work this morning following an agreement which was reached at the weekend.

According to a Fawu spokesman, a settlement was mediated in Johannesburg on Sunday. Both parties agreed on an average wage increase of R2470 across the board to be paid retroactively from January 3, this year.
Project is bringing skills for unemployed people into their neighbourhoods

Douglas Busawale, second from left, Zolo Makosana, Virginia Ogwu-Thompson, from Southern Life, sponsors of the project; and James Thomas with a group of learners

Gladys Pringane, a “graduate” of an earlier training course, shows off one of the handbags made from off-cuts that she makes and sells

Georgina Nyarushe, a trainer for the sewing course helps the learners with the problems that they face.

It’s barefoot training

By DICK USHER, Labour Reporter

THIS small group of women, watched intently by Douglas Busawale, 100 pieces of cardboard together. It may not sound like the most auspicious start to helping South Africa’s unemployed people, but former merchant seaman Mr. Busawale is training a group who will fill an order for $100 pieces of cardboard to be sent to the United States. Mr. Busawale is teaching the women basic skills that will enable them to earn an income.

Barefoot training is an approach that many organisations use for unemployed people who are unable to afford shoes. The mothers who are involved use cardboard to build a small house in their yard. Mr. Busawale has been teaching them this skill since September last year, and has trained about 120 people in various areas.

Mr. Thomas, a former textile worker, is teaching these women the basics of making shoes. He taught them how to make simple sandals, using the cardboard they have collected. The women are learning how to make chairs, tables, and even a small table. They are making good progress and are very happy with what they have achieved.

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Mr. Thomas, a former textile worker, is teaching these women the basics of making shoes. He taught them how to make simple sandals, using the cardboard they have collected. The women are learning how to make chairs, tables, and even a small table. They are making good progress and are very happy with what they have achieved.
Shoe firm workers on strike

TWO hundred and fifty workers of Edworks and Pum a Pum in ten towns in the Northern Transvaal have been on strike since last Monday to demand higher wages, a worker spokesman confirmed yesterday.

They are demanding a minimum wage of R50 a month and an across the board increase of R135 a month. The strike affects Edworks outlets in major centres throughout the country.
POLITICS BEHIND HEALTH TRIAL

TITIWHAI Harawira, a political martyr among radical Maori nationalists, has pledged to take her fight over indigenous health care in New Zealand to the United Nations.

The 56-year-old health consultant, who steered an upheaval in psychiatric care at Auckland's controversial Whare Paia (Place of Sanctuary), now faces a probable jail sentence for assaulting a patient.

Harawira and four other Maori activists were recently convicted on 10 charges after a 12-day trial in which she left the court. Harawira embraced her family and said it wasn't a surprise. 'What do you expect with a political trial like this? This is just one more step to the revolution.'

Woll had moved forward for an independent budget for Maori health in Auckland that would bring back land to the Maori and 71aac. (Keepers of Fire). She had found guilty of assaulting a psychiatric patient Charles Matthews in April last year and of the ensuing police trial.

Harawira's daughter Hinewhare, 34, and her son Arthur, 33, his wife, Tui Pere, 26, and Dame Iria Halcomb, 26, were all convicted on assault and injury charges.

They denied the allegations but were charged by the medical authorities after the jury found them guilty.

Judge Patricia said the court there were major conflicts in the evidence of virtually every witness called during the trial.

The jury was asked to decide whether Matthews' injuries were the result of alleged beatings by the five Maori activists, or self-inflicted, as claimed by Harawira.

Some regard five Maori nationalists convicted over the assault of a patient under their medical care as martyrs. Others regard them as dangerous bullies. DAVID ROBIE reports on a political trial which has far-reaching implications for New Zealand's race relations.

Matthews said he had been punched, kicked and grabbed by the activists during two meetings as punishment for his sexual molestation of a staff nurse. Defense lawyer Dr. Rodney Harris, a renowned civil liberties barrister, told the court that a soothing bed of politics is behind the allegations.

He accepted the media of depicting Harawira as a bogey, adding: 'You may have wondered who was on trial, but I was not the Maori health unit.'

In her appeal against the conviction, Harawira said she was seeking international help. She has already been promised support by groups like the Indian Treaty Council and the Black Women's Network.

Last October, the Auckland Hospital Board closed Whare Paia after a damning report by its race relations commissioner Hani Tumasi, who found incidents of as assault and corruption.

Many professionals praise Harawira's health methods. One former Carrington Hospital social worker, a psychiatrist, says: 'Working with her we were able to reduce medication colourlessly, and she's extraordinary.

People deep in Maoridom that while men look after brown men in prisons and mental hospitals. Most of us are too polite to say but over the years, Maoris being nice hasn't worked.'

I felt Harawira's feeling anger and purposes, but she did not hold back from showing it.

Meanwhile, a controversial Australian television documentary about New Zealand's race relations has been blocked from being seen in the country.

Prime Minister David Lange condemned the film, saying that 'the film's lurid claims about Maori were misleading and incorrect. The regulations of opposition parties will be an empty gesture,'

PARLIAMENT has legislated the formation of opposition political parties in Taiwan, 40 years after the ruling National Party (KMT) established its government on the island.

The KMT has tolerated de facto opposition parties for several years, part of a wider programme of political reform and gradual democratization initiated by the late president, Chiang Ching-kuo. The main opposition group, the Democratic Progressive Party (DPP), won 23 percent of the popular vote in the 1986 elections to the Legislative Yuan, Taiwan's law-making body.

Next December's voters will be faced for the first time with a truly multi-party election.

Despite efforts on the part of the KMT and DPP to form the Labour Party, Workers' Party, Green Party and several splinter groups, the new law does not guarantee complete freedom of political association. New parties must not advocate communism or Taiwan's independence from mainland China.

These restrictions have largely been circumvented by carefully-worded manifestos promoting socialism rather than communism and self-determination rather than independence.

Despite political and economic liberalization, the KMT maintains a powerful grip over nearly every sector of Taiwanese society.

Its grip is so tight that many critics argue that it stifles the democratization of social, industrial and financial institutions. The regulation of opposition parties will be an empty gesture.

Growing labour unrest is causing headaches for Taiwan's KMT government, rulers of the island since the party was driven from mainland China by the victorious Communists.

But the KMT is facing other challenges, as newly-legislated opposition groups gear up for Taiwan's first multi-party election. GEORGE CROTHALL reports.

The Legislative Yuan, National Assembly and Central party (the executive) are still dominated by KMT 'mainland representatives', who have not faced an election since 1947 on the grounds that the island has been occupied by the Chinese communists.

Left-wing parties do not expect to win many seats in December. They will be contesting on building up grass-roots support, an essential first step if they are to force the KMT's propaganda and destabilizing battles of the KMT.

Wang Ching-chung, a pro-worker, and a pro-party of the KMT said: 'We have a lot of experience in fighting the Left, setting up bogus unions and persecuting labour leaders. They started with the Communist Party in China and now they are at it again.'

While taking a tough line on strikes, the KMT is also holding out an olive branch to the workers, recently offering social security benefits to workers' dependents.

Wang Ching-chung concludes that winning over the workers' traditional support from the KMT will be an uphill struggle.
The Joint Campaign Against the Repression of Trade Unionists in South Africa and Namibia salutes Oscar Mpetha. He has fought for a non-racial and democratic South Africa for nearly six decades.

Oscar is a symbol of the continuity of the present struggle with that of the past. It is a disgrace to the civilised world that he has to spend one further day in prison.

We join with other progressive forces throughout the world to call for his unconditional release. The Joint Campaign is organised by the Anti-Apartheid Movement (London) and is supported by the following British trade unions:
story of worker solidarity

The black working class as many blacks to work in mines.

ers, too, began to demand and by 1931 a day of committees.

For Non-European do much to popular and although unions refused to there were several day rallies. The National Party came 1948, it tried to workers' unions.

became a symbol against both economic and racial oppression. It became a day when workers spoke about the fight for freedom.

In 1950, a massive strike was organised on May Day to oppose the government.

In Cape Town, workers marched up Adderley Street shouting, "We want freedom."

In Johannesburg that night, police fired on workers, killing 18 people.

The strike was followed by a government crackdown on unions and political organisations.

By the mid-1960s, the nonracial trade union federation, SACTU, was repressed and its leaders, including many ANC members, were jailed, banned or in exile.

This was a period when neither white nor black workers celebrated May Day and the right to have it as a paid holiday was removed from industrial council agreements.

But a decade later, the trade union movement re-arose in a new and strong form.

Strikes involving more than 100,000 workers in Durban in 1973 were the beginning of a new era of worker militancy in South Africa.

The government was forced to recognise the right of black workers to form trade unions and employers had to negotiate with the new industrial unions, several of which joined the Federation of South African Trade Unions (Fosatu), formed in 1979.

From 1982, South African workers again began to celebrate May Day with meetings and rallies in many parts of the country.

The giant Congress of South African Trade Unions, formed in 1983, resolved to use May Day to build worker unity and to fight for May 1 to be a paid holiday.

More than 1.5 million workers stayed away in a massive show of support for May Day in 1986.

In a move which satisfied no one, the government then introduced Workers' Day.

Last year, thousands of workers celebrated May Day at rallies around the country in defiance of the government's refusal to grant it as a paid public holiday.
WHILE millions of workers worldwide celebrate Mayday, the man dubbed the "Father of South African Trade Unionism" will be spending International Labour Day knitting jerseys in a Groote Schuur hospital ward, where he has served most of his five-year sentence for terrorism.

Although Oscar Miska-faka Mpetha cannot attend any of the rallies, it is likely his name will be on the lips of many speakers as a worker leader symbolic of "the continuity of the present struggle with the past."

Mpetha's involvement in trade unionism dates back almost 60 years.

His first strike was over a sixpence raise in wages.

At the time Mpetha was working as a deputy-foreman of a road gang in the Malmesbury area.

He became angry when he discovered that Italian prisoners of war were being paid more than the African labourers in the gang.

The strike resulted in the workers winning wage parity, but Mpetha was moved to a job where he did not come into contact with other workers.

This was the beginning of a lifelong battle for workers' rights which led him to play a leading role in the Industrial and Commercial Union, the African Food and Canning Workers' Union, the South African Congress of Trade Unions and community organisations.

Mpetha was born on August 5, 1909, in the Mount Prere district of the Transkei. After matriculating from Adams High School in Natal, he went to Cape Town, where he found work as a domestic servant.

But servility did not fit well with the young Mpetha's character and he soon found another job as a general assistant at Groote Schuur hospital, where he became involved in a night school project.

His first contact with the Food and Canning Workers' Union came as a result of a letter he wrote to the "Native Representative in Parliament."

Mpetha's letter was referred to the general secretary of the Food and Canning Workers' Union, Ray Alexander, who then sent him information about the union.

He distributed this among his co-workers at Lampvik Fisheries on the West Coast.

The Lampvik workers had several grievances and soon the factory inspectors were asked to intervene in a labour dispute.

The dispute was eventually resolved and Mpetha, who by then had become a voluntary organiser for the union, was fired.

His dismissal resulted in a strike to demand his reinstatement.

Controversy

Mpetha himself was very active in local organisations and in 1951 was elected Cape chairman of the National Congress (ANC).

His election was not without controversy because it was opposed by some of the ANC's most prominent members, who refused to recognise it.

As the government crackdown on opposition groups intensified, Mpetha and other activists were banned, and the ANC was forced to go underground.

His first banning order did not prevent him from continuing to work in the union but forbade him to address meetings.

He was sentenced to six months in prison for conspiring with others to undermine the government, which was then under the Nationalist Party.

His five-year banning order was lifted in 1954, and he moved to Witsberg, where he found work as a dry-cleaner.

But a year later he was conferred a doctorate of philosophy in political science at the University of Cape Town.

He had difficulty finding jobs because of his political record and worked as an agent for a dry-cleaner.

But his traditional afro hair made an impression on the university's authorities, and he was appointed as a lecturer in political science at the University of Cape Town.
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Workers’ Union
He became general secretary of the union after Ray Alex Indy’s retirement in 1951.

Among the marvellous speeches delivered by him in 1954, the Spoken word year and Berg products

The Langeberg successful South African hit to a threat by the union recognition

Not only did Laapiek workers force their threat forced to agree to demands

The boycott which closed co-operative food and canned parallel union il-Workers’ Union, organisations was not unique, where a prominent position

Mptaha himself held organisational positions of Cape and National Congress.

His election was seen as very much because African nationalism ANC which has

As the government position increased, so the activists, in the suppression of the then under the Rcli

His first banning from continued union but he fought on.

He was sentenced for contravention of a mining and another office without material, but the appeal against this sentence was

His five-year term restricted him to the Wynberg, where he worked as a union official.

But a year later, the government furthered the application for a visa to spend the next 10 years in foreign countries.

After his release from a decade of imprisonment, he returned to South Africa.

He had difficulty in his political career but as a white-collar worker in the mines.
Govt must stop May Day ‘egg dance’

THE government should stop “doing an egg dance” about Workers’ Day and declare it to be on the first of May instead of on the first Monday of May, Mr Peter Gastrow (DP, Durban Central) said yesterday.

Speaking during the budget debate on the Manpower vote, he criticised the government for refusing to concede that Workers’ Day should be on May 1, as it was internationally.

Mr Gastrow said 1988 had “by and large” been a stable year for labour relations.

There had been a dramatic decline in the number of industrial actions due to both worker and employer organisations’ growing sophistication and use of established labour relations procedures, he said. — Sapa
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Court bid by Edworks to stop strike

Edworks has made an urgent application in the Rand Supreme Court requesting that a strike by members of the Commercial, Catering and Allied Workers' Union (Ccawusa) be declared illegal.

More than 1,000 Ccawusa members at Edworks, Dodos, Pick-a-Pair, Koko, Marcello Shoes and R E Pashley have been on strike since April 17.

Edworks and the union have agreed to postpone the hearing to tomorrow. — Sapa.
It's all a lie, says Femme editor Jordan

By Paula Frey

The up-market glossy magazine, Femme, is not being wound up or facing provisional liquidation, the editor, Susie Jordan, said yesterday.

Mrs Jordan was commenting on a court order for the provisional winding up of Fashion Publishers (Pty) Ltd, trading as Femme, which was granted in the Rand Supreme Court on Tuesday.

The application was by Citylab (Pty) Ltd for R10375 owed on an account incurred in 1986.

The order is returnable on May 30.

The present owners of Femme, Emme Publications (Pty) Ltd, will be taking legal advice, company director Mr L Coetzee said. He emphasised that no summons had been served on the magazine.

Ms Jordan said she was unaware of the court action until contacted by The Star. She said she would also be taking legal action.

"The whole situation is damaging and libellous to the magazine and to me. The story, as far as I am concerned, is untrue," she said.

Strikers prevented from demonstrating

Two busloads of Rustenburg Platinum Refinery workers were allegedly stopped from staging a peaceful demonstration — to draw attention to their demands and their willingness to negotiate — at Johannesburg Consolidated Investments (JCI) head offices yesterday.

A National Union of Mineworkers statement said that after earlier negotiations with police, workers were allowed to proceed from the NUM offices to JCI's headquarters, but were then prevented from alighting from the buses.

At 56 days the RPR strike is "the longest-running in the history of mining in South Africa," according to the NUM — and it is continuing, with 547 workers at loggerheads with the management at Rustenburg Platinum Refineries.

OFFER SHOULD BE RETROSPECTIVE

The RPR strike began after the refinery's management refused to meet the workers' wage demands, the NUM said.

In an effort to reach a settlement, the union proposed that the company's 14.5 percent offer be paid retroactive to January 1 of this year. Contained within the proposal were the following demands:

- Six months' maternity leave for women workers.
- Lower job categories to get two additional days annual leave.
- Higher job categories to get one additional day annual leave.
- June 16 is declared a paid public holiday.

The mine's management has refused to meet any of these proposals, however, the union claims.

NUM said RPR workers had undergone hardships during the strike, often sleeping outdoors.

Their food supplies were allegedly severed by JCI management on a number of occasions and they had to go without food for several days.

Refinery workers reported to the plant everyday but did not work. NUM said. Management had said it would institute a lockout if workers left the premises. — Sapa
Worker's day likely to heat up opposition

By EDDIE KOCH

MAY Day rallies, due to be held in most major centres in the country on Monday, are likely to reactivate trade union opposition to the Labour Relations Amendment Act.

A worker summit resolved in March that a list of worker demands relating to the labour law should be submitted to employers by May 2 and that ballots for a national strike be held if these were not met within 30 days.

Union sources say the process of drafting the demands has stalled and they are not likely to be ready by the target date. However, a flurry of union meetings in the run-up to May Day could inject some urgency into the campaign.

On Friday last week the Congress of South African Trade Unions (Cosatu) met the National Council of Trade Unions (Nactu) to discuss possible joint action against the law.

Cosatu's executive committee, due to meet tomorrow, will discuss a list of draft demands around the labour law and if these are accepted they will be forwarded to the rallies on Monday for further discussion.

A meeting of the working committee, set up at the summit to coordinate the drafting of the demands, is also expected to take place in Johannesburg over the weekend.

In Soweto, Cosatu will hold a rally at Orlando Stadium on Monday while Nactu members gather at Regina Mundi. Joint Cosatu/Nactu rallies will be held in East London, Port Elizabeth, Bethal and Standerton.

Demands around the Act include the right to strike, bucket and conduct sympathy strikes, the recognition of majority unions rather than the encouragement of unrepresentative unions, and the need for employers to negotiate with unions before retrenching workers.
Altron firms hit by strikes

TWO Altron subsidiaries, Lascon Lighting and Standard Telephones and Cables, have been hit by strikes over labour law and retrenchments which are carbon copies of other such actions in the past two weeks.

National Union of Metalworkers of SA (Numsa) officials have refused to intervene to resolve a wildcat strike until they get from Altron's Lascon Lighting an undertaking waiving its right to sue for lost earnings.

This is a repetition of the circumstances of the eight-day strike at Hagge Rand where settlement was delayed for several days until last Thursday.

Altron group executive Jacques Sellskop said yesterday 500 employees had been on an unlawful strike since Monday demanding that two members of management be removed from participation in disciplinary decision-making.

He said management was in communication with union leaders to discuss their request for an undertaking from Lascon that the company will waive its right in terms of section 70 (2) of the Labour Relations Act.

A Numsa spokesman confirmed the union's stand on the issue.

The strike, introduced last year, empowers companies to sue unions for lost earnings sustained in unlawful strikes.

Its most controversial feature is that it reverses the normal burden of proof by imposing the assumption that such action is sanctioned by the union unless this is proved otherwise.

At STC in Boksburg, about 300 Numsa members went on strike yesterday morning in protest against 180 lay-offs to be carried out next week.

Sellskop said workers were demanding higher severance payments for those to be retrenched.

The lay-offs were necessitated largely by the the 35% cutback in spending on telecommunications equipment by the Department of Posts and Telecommunications.

Two weeks ago, STC's main competitor in the field, Siemens, suffered a three-day strike over lay-offs carried out for the same reason.

The strike was resolved after an improved retribution package was agreed upon.

Numsa spokesman said earlier they were unaware of the strike and could not be reached for comment in the afternoon.
Unionists in strike trial

THREE trade unionists appeared in the Pretoria Regional Court this week facing charges of instigating economic sabotage, inciting workers to strike and contravening the Internal Security Act.

Abraham Malatu, 41, Malesela Sekoela, 50, and Rhodes Makamu, pleaded not guilty to all charges.

Later all charges against Malatu — an organiser of the Transport and Allied Workers' Union — were withdrawn and a charge of instigating economic sabotage against the other two was also withdrawn.

The charges arose from a strike at Lebowa Transport in Sishen, from June 25 to July 17, 1987.

The case continues — Sapa
May Day celebrate

Cosatu urges workers to rebuild their organisations

WORKERS celebrating May Day across the country yesterday were urged by Cosatu's general-secretary Mr Thabo Ntsebeza to rebuild street committees, student and civic organisations.

While no major incidents were reported locally, the international workers' holiday in several other countries across the world was marked by arrests and clashes between police and marchers.

Songs and slogans

Mr Ntsebeza's call to the labour movement and other sectors of the community was made at a May Day celebration attended by more than 2,000 workers at Wits University. Crowds sang freedom songs and chanted ANC slogans. A convoy of police kept a low profile outside.

Mr Ntsebeza said his call was made in the light of the recent acquittal of ANC leader Walter Sisulu.

"Racial charges against Comrade Sisulu are not aimed at only imploring him to criminalise the process of organising and mobilising the people against apartheid," Mr Ntsebeza said.

The meeting was moved to Wits because a planned open-air meeting at Soweto's Orlando Stadium was prohibited.

Mr Ntsebeza himself was given a rousing welcome by 1,800 SWAPO supporters celebrating the holiday at a rally in Katutura outside Windhoek.

Mr Ntsebeza publicly denounced UN approval of a military action against SWAPO guerrillas and derided the organisation's order to the "South African murderers" back to their bases.

UDF vice-president Mr Chris Dimaisi, UDF publicity and information secretary Mr Murphy Morobe and Mr Ntsebeza, general-secretary of the National Union of Metal Workers in SA, expressed their solidarity with Namibian workers at the rally.

The general-secretary of the National Union of Namibian Workers, Mr Ben Ulenga, warned that a general strike was possible if the feelings of workers on privatising services in the country were not heeded.

In Cape Town, yesterday's May Day celebrations at Athlone Stadium were marred by song, dance, poetry readings, colourful banners and speeches.

An estimated 5,000 people loudly applauded union speakers who emphasised their support for a "living wage" campaign, and demanded the release of SWAPO leader Mr Frank ropes, SWAPO general-secretary Mr Nestor Mandela and other political prisoners.

Earlier, police closed roads to the stadium and later took up positions outside.

May Day — internationally recognised as being May 1 — was legislated for in SA for the first time on May 1, 1961, but shifted this year to the Monday.

Though May 1 has been granted as a paid holiday by some companies, it remains a contentious bargaining issue between unions and management.

Truck drivers yesterday legally gathered in Unions of Transport and Related Employees to celebrate International Workers' Day. This year declared a public holiday by the province's ruling military government.

MAY DAY DRAMA... These workers performed a short dramatic sketch at a... in the Athlone stadium yesterday.

In Harare, President Robert Mugabe said his government would introduce collective bargaining on wage increases this year rather than fixing rises by decree. But the new system of determining pay rises, which will depend on company profits, would be strictly within government guidelines.

Peaceful and upbeat May Day celebrations in Moscow yesterday focused on reform in the Soviet Union. But in Czechoslovakia police detained dozens of marchers demanding change, and East German guards said several dissidents were arrested.

In communist Poland, police and demonstrators clashed in Wroclaw and Gdansk. Warsaw was the scene of a jubilant march by the newly legalised Solidarity free trade union federation and a more subdued official celebration.

On the holiday's 100th anniversary, the police battled with militants in South Korea, West Berlin and Turkey.

In Pakistan, the government marked the day by lifting its ban on allowing trade unions to be formed by employees of the state broadcasting service and Pakistan International Airlines.

Spanish socialists and communists marched together through Madrid, presenting a common front against the government for the first time in seven years.

In China, which traditionally does not celebrate May Day with fervour found in other communist countries, the Communist Party issued speeches and editorials urging workers not to give in to forces of social instability.

Red banners fly

Moscow's Red Square was packed for the world's premier May Day observance, and banners flowed with the spring breeze under a clear sky.

In West Germany, more than 600,000 people turned out for peaceful trade union-sponsored May Day rallies. But in West Berlin, rock-throwing leftists protested looted stores, damaged cars and clashed with police, who detained 16 people.

WORKER POWER... These workers yesterday gathered at a... to celebrate May Day... which were diverse as... soccer games, were loudly...
Violence mars May Day events

Violence marred various celebrations of the 100th anniversary of the May Day labour holiday yesterday.

Left-wing demonstrators battled police in the streets of West Berlin, injuring scores of policemen in the city's worst riots for years. Official sources said more than 60 policemen were hurt by a hail of stones, bottles and other missiles after a May Day rally.

Hotbed

A police spokesman said at least 12 demonstrators were arrested in the riots in West Berlin's Kreuzberg district, considered a hotbed of anarchist activity.

May Day parades elsewhere in West Berlin and West Germany passed off peacefully.

Celebrations in the Soviet Union yesterday were in the low-key, informal style of Mr Mikhail Gorbachev.

Across the country, pomp and circumstance were kept to a minimum.

Only in Armenia, where the official parade had been cancelled, ostensibly out of respect for the 25,000 who lost their lives in December's earthquake, were untoward events reported.

Several thousand people defied a ban and staged a rally in the centre of Erevan, chanting "Down with the government." Police did not intervene and no clashes took place.

In Moscow, the mood was happier, as 150,000 people staged the Red Square march-past, capped by a gymnastics display.

Watching in relaxed fashion were Mr Gorbachev and most other members of the Politburo.

Apart from Armenia, parades elsewhere in the country seem to have passed off without unusual incident.

In Warsaw, Solidarity activists, elated at the prospect of partial free elections, turned a May Day rally into a mass show of support for union-backed candidates in pending elections for the national assembly.

In at least two other Polish cities, police used force to break up opposition rallies.

- In Honduras, about 10,000 workers marched, calling for an end to United States military and economic interference in the country.

- In Bogota (Columbia), more than 30,000 trade unionists demanded an end to paramilitary death squads blamed for killing more than 250 unionists in two years.

- Striking workers in two Korean cities battled police after protesters attempted to stage May Day rallies there, police said. The tensions were aggravated by the arrest at the weekend of about 6,000 people who tried to hold rallies.

- In Turkey, one person was killed and 15 others injured as police in Istanbul battled with people trying to hold unofficial May Day events.

Teargas

- Philippine riot police fired teargas to disperse thousands of protesters in Manila demanding higher wages and the removal of US military bases. Police said 70 people were hurt.

- In Madrid, socialists and communists marched together, presenting a common front against the government for the first time in seven years.

- In Windhoek, thousands of Namibians, many of them members of trade unions affiliated to Swapo, celebrated the day with calls to South Africa to grant them immediate independence.

Two West German policemen arrest a demonstrator during clashes in West Berlin's district of Kreuzberg yesterday. The violence broke out during a May Day rally involving 7,000 participants.
May Day to ‘reflect on the struggle’

By Montshiwa Moroke

International Labour Day was a day to reflect on the liberation struggle and to remember the founding fathers of the country’s union movement, the first general secretary of the National Council of Trade Unions, Mr. Cunningham Ngcukana, said yesterday.

Mr. Ngcukana was addressing a May Day rally at the Regina Mundi Roman Catholic Church, Soweto, amid shouts of “Viva Azania”, and “Africa, Iswe Lethu” (Africa, our country).

Police patrolled the vicinity of the church for several hours before the rally started, but kept a low profile during the meeting. There were virtually no police present when the rally ended.

Mr. Ngcukana said May 1 was an important day throughout the world, but that he was disappointed that thousands of workers had stayed in their homes instead of attending the various rallies.

“This is a day to remember the founding fathers of the trade union movement in our country, in this century and the last, members of the working class, and the many who are languishing in detention.

EXPLOITATION

“In particular, we remember those who died defending trade unions, such as Andries Raditsele, Nell Aggett and many others.

“It is a day on which to make a serious reflection on the struggles being waged by workers against the exploitation of millions of our people,” Mr. Ngcukana said.

He said because of the price increases in basic commodities, labour battles this year would be greater than before. He included increases in the price of petrol and basic foodstuffs.

Millions of people, he said, were unemployed because they had been pushed out by the “capitalist structure” which could not accommodate them. Millions were forced to live in shacks because of the housing shortage and the high prices of new homes.

He said that while the people of Namibia were marching towards freedom, some people thought freedom meant votes alone.

“Freedom must mean the end to poverty, that everyone must have a job, health care, minimum clothing, that education is not a privilege but a right of every citizen,” he said.

Mr. Victor Coutres of the Justice and Peace Organisation said the Church could not afford to be neutral “while people are being evicted from their homes and are charged high rents.”
Altron managements refuse to waive right to sue

Police clash with SAB strikers

WILDCAT strikes by about 1,360 employees of two Altron subsidiaries remained stalemated yesterday, with managements refusing to waive their right to sue for damages - the National Union of Metalworkers of SA (Numsa) condition for intervention.

And police clashed with a group of SAB employees yesterday outside the company’s Alrode plant, scene of a two-and-a-half-week-old strike by 660 workers.

The size of the strike at Altron’s Standard Telephones and Cables (STC) in Boksburg, which began on Thursday, quadrupled yesterday to involve 660 workers.

The company has filed an urgent application, to be heard in the Pretoria Industrial Court this morning, against Numsa, the Electrical and Allied Workers’ Trade Union and each individual striker, for an order to end the strike.

A Numsa spokesman said he understood workers were demanding management consider alternatives to retrenchments implemented after a 35% cutback in Post Office spending on telecommunications equipment.

They were also seeking better severance payments.

An ultimatum by management at Lascou Lighting in Johannesburg to its 500 employees to end their week-old strike by noon passed without response. Management and shop stewards were meeting late last night.

Altron human resources executive Hugh Donovan said the company was considering its options. Employees were demanding two members of management cease their involvement in disciplinary cases.

He said both subsidiaries had refused to waive their rights to sue for damages after receiving legal advice that this would be inappropriate.

SAB and the Food and Allied Workers’ Union (Fawu) gave differing explanations of the clash between strikers and police and the events which led up to it.

A police spokesman said the matter would be covered in today’s unrest report.

An SAB spokesman said the company was forced to call the police when about 80 strikers armed with pipes, bricks, sabbaticos and knives attacked individuals and property.

The strike began after the dismissal of four colleagues who had allegedly refused to obey instructions.

However, Fawu assistant general secretary Mike Madlala said the workers had been attacked by police while passively sitting outside the plant gates. They were expressing a desire to return to work, he said.

Some had responded to this attack by throwing stones. Three had been arrested and a number of others injured, he said.

He said the Alrode plant had had a number of disruptions in the past 18 months, as members had responded to unfair dismissals and unilateral changes to working conditions.

The SAB spokesman said the disruptions were due to “a radical core group who appear to have no interest in the work agenda and must therefore be operating to a set of ulterior motives.”
Teargas scatters strike groups

POLICE used teargas and were repeatedly called in to break up a demonstration and sit-in by about 100 striking construction workers in Johannesburg city centre on two days this week.

Witwatersrand police spokesman Lt.-Col Frans Malherbe confirmed police used teargas to disperse Group Five workers.

"Apparently, about 100 workers refused to leave the sites after they had been paid off. The police gave them five minutes to disperse. They refused and police sprayed three cans of teargas at them," said Malherbe.

The first police action against the strikers, part of a construction workforce building two high-rise structures in Pritchard Street, took place at about 10am on Tuesday when workers staged a sit-in at the sites.

The second police action was on Wednesday when police broke up a placard demonstration.

The workers, all members of the Construction, Building and Allied Workers' Union, are involved in a pay dispute with Group Five. Under a court order they are not supposed to be at the construction sites.

A Group Five official refused to comment.
UWC raid arrests on May Day

POLICE raided a hostel on the University of the Western Cape campus on Monday and arrested four students.

A police spokesman in Pretoria said yesterday that four students had been "picked up for questioning" and later released.

The spokesman said there had been no incidents of stone-throwing.

Students said they had been on their way to a May Day rally in Athlone when police stopped their bus and turned them back.

The students said they had returned to campus and that some had marched around the campus.

Police later raided the Basl February Hostel
Six electronics plants hit by workers' strike

Labour Reporter

Nearly 1,500 members of the National Union of Metalworkers (Numsa) are on strike at six electronics plants in the Transvaal and the Cape over issues centring on retrenchments and disciplinary action.

The Industrial Court is expected to make its decision known today on an application brought by one of the companies affected, Standard Telephone and Cables, in an effort to end an eight-day strike at its Boksburg plant Numsa, the Electrical and Allied Workers' Trade Union and about 600 workers have been cited as respondents.

A Numsa spokesman said the union would not intervene to end the Boksburg strike unless the company waived its right to sue the union for damages.

The strike was sparked by the company's intention to retrench between 300 and 350 workers as a result of cutbacks in orders from the Post Office.

In addition to the STC workers, Numsa members at Lascon Lighting continued a strike which began on Thursday last week Numsa refused to intervene for fear of being held liable for damages.

Several hundred workers are on strike at four Aberdare Cables plants in Port Elizabeth and Rosslyn in solidarity with a shop steward who has been suspended with pay for alleged poor workmanship.
Fired man hits at Red Cross ‘tokenism’

BONGANI KHMALO, a regional vice president who was dismissed last week by the South African Red Cross Society’s Southern Transvaal region, has charged his dismissal follows repeated calls for effective black participation in the organisation.

A one-day strike is expected today at Johannesburg Red Cross offices in solidarity with Khumalo.

Khumalo was served with a letter of dismissal on Friday last week by the Southern Transvaal regional director, Neill Ross. When Ross was approached by the Weekly Mail for reasons leading to the dismissal, he said: "It is purely a domestic and management issue.

However Khumalo believes there is a connection between his dismissal and a campaign he has been waging to introduce effective black participation in the organisation.

Changes he tried to instill were met with fierce resistance, he said, charging he was asked, for example, to dissolve the Hend Trueman Coalition which was meant to facilitate communication in labour relations.

"The South African Red Cross Society's newly-structured organisation in its leadership structure and the focus of its activities," Khumalo said this week.

The leadership is composed of whites and the Red Cross is not directing its efforts to the basic needs of the black community, he said.

He gave the example of the financial involvement of the Red Cross in white old age homes and clinics while black staff working as paramedics in the townships have little or no equipment.

"There are many ambulances parked in town and gathering dust but many people die every day in Soweto for lack of transport to take them to the hospital," Khumalo said.

When the Weekly Mail inquired about allegations of lack of proper facilities for the black staff, Ross said: "It is a general problem". The drawbacks in the Red Cross Facilities are not also on the basis of race.

Khumalo thinks his "biggest sin" was an editorial he wrote for the Humane Review, in September 1977, charging in effect that the society discriminated against blacks.

In the article, he wrote: "The SARCS has been remanded over and over against the importance of meaningful black participation.

The surge of struggle and work of the National Union of Namibian workers in a militant mood at Birayi this week. Thousands of South African workers also gathered at rallies to mark the day. Although a mass meeting at Soweto's Orlando Stadium was banned, the security forces maintained a low profile, and no violent incidents were reported.

Police must 'scour own ranks'

Police must 'scour own ranks' of this wicked murder," said the Black Sash.

Groups associated with the Mass Democratic Movement have said "Webster was a logical target for assassins because of his central position in a variety of anti-apartheid initiatives, and in particular his up-front position in opposing detention and other forms of repression.

He was a leader of the Detainees' Parents Support Committee, and when that was banned last year, he helped form a group called Detainees' Education and Welfare. He played a central role in opening the last three tea parties for the families of detainees - all of who were disrupted by security police. Webster's funeral will be held Thursday tomorrow.

See PAGE 10/11
Lascon, Altron strikes end

EMPLOYEES at two Johannesburg metal sector companies hit by strikes last week have returned to work, 80 at another have been dismissed, and disputes continued at two more.

Nearly 500 members of the National Union of Metalworkers of SA (Numsa) at Lascon Lighting, Johannesburg, interdicted by the Rand Supreme Court on Friday from continuing their unlawful two-week strike, obeyed the order and returned to work yesterday, Altron executive Jacques Gelliechop said.

Numsa regional organiser Tony Kgobe said the 80-strong dayshift at Cinpplat — on strike over a dismissal since May 3 — had been dismissed a MD Howard Greenspan declined to comment. Kgobe said another retrenchment strike, the Industrial Court president Daan Ehlers yesterday suspended for 14 days his order during a strike over a dismissal.
Lascon, Altron strikes end

Employee in two Johannesburg metal sector companies hit by strikes last week have returned to work, 80 at another have been dismissed, and disputes continued.

Nearly 500 members of the National Union of Metalworkers of SA (Numsa) at Lascon Lighting in Johannesburg, instructed by the Rand Supreme Court on Friday from continuing their unlawful two-week strike, obeyed the order and returned to work yesterday, Altron executive Jacques Sellschop said.

Sellschop said worker representatives had been invited to discuss grievances with management. The strike supported a demand that two management members ceased conducting disciplinary hearings.

Industrial Court president Daan Ehlers said he dismissed most of 200 dismissed last week yesterday suspended for 14 days his order during a strike over a dismissal.

Meanwhile, Numsa regional organiser Tony Koge said the 80-strong dayshift at Complast — on strike over a dismissal — had been dismissed May 3 and had been invited to discuss grievances with management. The strike supported a demand that two management members ceased conducting disciplinary hearings.
Workers protest Red Cross firing

UNION members yesterday picketed in central Johannesburg to protest the dismissal of South African Red Cross Society assistant regional director for Southern Transvaal, Mr Bongane Khumalo.

A spokesman for the National Education, Health and Allied Workers' Union (Nehawu), said the protest was aimed at the "unfair dismissal" and demanded Mr Khumalo's immediate reinstatement in pickets at the Jeppe and Krus Streets intersection.

The picket had been initiated by Red Cross workers, who "feel strongly" Mr Khumalo's dismissal was related to his efforts to end racial discrimination within the SA Red Cross management, structure and policy, the spokesman said.

"The SA Red Cross has shown its apathy towards assisting and creating facilities for people in black communities and squatter camps whereas it continues to fund and facilitate projects in white communities," the Nehawu spokesman said.

When contacted yesterday Mr Khumalo told SAPA he had not read the letter of dismissal handed to him on May 2 by his immediate senior — Southern Transvaal regional director, Mr Neil Ross — and as a result did not know the Red Cross' reasons for sacking him.

He was, however, aware of moves to oust him from his job after Mr Ross previously asked him to resign.

Mr Khumalo said there was "a build-up of tension" among the SA Red Cross black members following his attempts to bring to the national executive's attention the racial imbalances at management and policy-making levels.

The fact that all policy making was dominated by whites had created dissatisfaction and a morale problem amongst black staff and members.

The SA Red Cross' "poor image" in this regard had led to threats that it could be expelled from the international body of the Red Cross, he said.

He had called on the executive to investigate the SARC's interpretation and implementation of the mandate of the International Red Cross.
ABOUT 700 members of the Food and Allied Workers' Union have downed tools at two South African Breweries' plants in Alrod, Alberton, in protest against the dismissal of four of their colleagues.

A spokesman for SAB yesterday confirmed the work stoppage, saying the four workers were dismissed after refusing to follow instructions at the workplace.

Refused

He said the four also refused to appear before the disciplinary hearing set up to resolve the dispute.

The company was using temporary labour to sustain normal production, the SAB spokesman said. A date for talks between Fawu and management has not yet been set.

Fawu spokesmen could not be reached for comment yesterday.

- The Banking, Insurance and Assurance Workers' Union (Bifawu) has entered into a procedural recognition agreement with the Santam Bank, a spokesman for the union said.

Negotiate

A Bifawu official, Mr Alfie Moja, said the agreement would enable the union to negotiate — among other things — grievance and retrenchment procedures.

The two parties are expected to start wage talks soon.
Syndicate vies with Gencor in bid for Mobil

The Mobil saga has taken an unusual turn with a syndicate of prominent Durban businessmen attempting to outbid Gencor for Mobil’s assets in South Africa.

Mr Mangalpersaud Harram, spokesman for the group, said it had R150 million at its disposal provided by the four syndicate members and a possible further R150 million from another businessman. He said the initial plan was to raise Gencor’s offer by at least five per cent — Sapa.

Mike Siluma reports that following the postponement of its urgent Industrial Court application on Tuesday, the Chemical Workers Industrial Union yesterday said it would hold a ballot to prepare for a national strike against Mobil.

The strike would be to force Mobil to negotiate with the CWIU preconditions for disinvestment prior to the sale of the company’s assets. At Tuesday’s hearing, Mobil’s attorneys undertook to see to it that Mobil provided the union with full information pertaining to the sale. The company says its local management did not know about the proposed sale until it was announced publicly more than a week ago. The CWIU claims Mobil is refusing to negotiate.
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The CWIU claims Mobil is refusing to negotiate.
Union prepares to strike against Mobil

At Tuesday's hearing Mobil's attorneys undertook to see that Mobil provided the union with full information about the sale. The company maintained that its local management did not know about the proposed sale until it was announced publicly.

In a strongly worded statement the union said Mobil refused to negotiate and had reneged on previous commitments.

The company's agreement to meet the union on Monday had been "an attempt to stall and undermine the court proceedings already under way".

R170-m fraud alleged: SA man sought

He is Mr Oliver Hill, 50, who left South Africa for Britain two years ago after his chemical industry empire collapsed. He is believed to have applied for American citizenship.

Mr Hill is wanted for allegedly transferring funds outside South Africa by using front companies. The charges on which he is wanted include forex violations involving explosives factories and Eskom shares.
MANAGEMENT of Thom Lighting is considering whether to agree to a demand by the National Union of Metalworkers of South Africa (Numsa) that they give an undertaking not to sue the union for loss of production resulting from a wildcat strike by Numsa members.

Two hundred workers were dismissed after going on strike last week and management is presently discussing their re-employment.

Numsa has refused to intervene in the matter unless management gives the undertaking.

Numsa was last week granted an interim interdict in the Rand Supreme Court ordering the workers to end their strike.

Altron was cited as a co-respondent in the application on a wildcat strike for more than two weeks at Altron's Lascon Lighting.
Thorn Lighting employees dismissed by the company last week.

By LEN MASEKO

ABOUT 220 employees of Thorn Lighting's Industrial branch have been fired by the company after participating in a work stoppage.

The workers, all members of the National Union of Metalworkers of South Africa (Numsa), were protesting against the dismissal of a union member by Thorn management.

The company's managing director, Mr Rudi van Eck, has declined to comment.

Numsa members have accused the company of failing to attend to their grievances which, they said, included a demand for the recognition of the union.

"One would have thought that Thorn, as a British company, subscribed to the Sullivan Code," a spokesman for the dismissed employees said.

In a letter to the employees, Thorn management said the Numsa members had breached their conditions of employment by participating in the stoppage. The letter said their employment was terminated as from May 3.

- About 250 members of the South African Chemical Workers' Union (Sacwu) have been on a wage strike at Placeon's Alberton factory since Monday this week, a spokesman for the union said.

Sacwu members demanded an across-the-board increase of R200 a month while management offered rises ranging from R115 to R145 a month.

The Sacwu spokesman said a conciliation board had failed to resolve the dispute between the two parties last month. Sacwu members then decided to conduct strike ballots, whose outcome favoured industrial action to force management to accede to employees' demands.
A WAVE of wildcat strikes, stoppages, go-slow demonstrations and overtime bans has rolled across the metal industry in the past fortnight—signalling the start of a new phase of industrial conflict over the way companies and unions are responding to South Africa’s controversial new labour laws.

The spate of militancy by more than 2,000 workers in at least a dozen steel, electrical and electronic plants—the most extensive since the metalworkers’ strike last year—appears to have been protracted by a breakdown of established negotiating procedures as management and organised labour seek to use new strategies in terms of the Labour Relations Amendment Act.

The disputes include:

- A strike at Altura’s Standard Telephone Cables (STC) near Boksburg by about 1,000 workers which began last week over the company’s plan to scrap some 250 workers. The Union of Metalworkers of South Africa described the move as a “knee-jerk” once the dispute over compensation failed.

- A dispute at Sowerby’s Standard Steel, a steel plant in Ladysmith near Pietermaritzburg, by about 800 workers who struck to protest against a change in the company’s profit-sharing scheme.

- A strike at the Grooteplaas power station near Cape Town by 600 workers who walked out to protest against a decision to cut their overtime.”

- A strike in the auto industry by 700 workers at the Jumo plant in Padstow, South Africa, who walked out to protest against a proposed reduction in overtime work.

- A strike at the Rand Water Board by 400 workers who walked out to protest against a proposed change in the company’s profit-sharing scheme.

- A strike at the Gold Fields Ltd. plant in Welkom by 500 workers who walked out to protest against a proposed change in the company’s profit-sharing scheme.

- A strike at the Anglo American Goldfields plant in Rustenburg by 500 workers who walked out to protest against a proposed change in the company’s profit-sharing scheme.

- A strike at the Gold Fields Ltd. plant in Pretoria by 500 workers who walked out to protest against a proposed change in the company’s profit-sharing scheme.

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Union may strike over Mobil pull-out

WORKERS at Mobil Oil SA are planning legal strike action over the company's refusal to negotiate the terms of its disinvestment from South Africa, says a representative of the Chemical Workers' Industrial Union (CWIU).

CWIU general secretary Rod Crompton told the Weekly Mail his union was planning to hold a ballot among workers at Mobil's refinery in Durban, and that this could lead to a nationwide strike in the company.

Mobil has about 2,000 workers at the refinery and depots around the country.

An application by the union for the industrial court to declare Mobil's failure to provide information about its sell-out to Gencor — as well as its failure to negotiate the terms of the disinvestment — an unfair labour practice was postponed this week to May 24.

The court's deputy president, Pierre Roux, said the main reason for the postponement was an undertaking by

Mobil lawyers that they would seek instructions from the multinational to provide the union with information about the proposed sale.

Talks between the oil giant and CWIU on Monday this week made little headway. The union said after the meeting that the company's agreement to talk had amounted to "nothing more than an attempt to stall and undermine the court proceedings already under way".

"They persisted in their denial of any prior or even current knowledge of disinvestment process. They refused to give any guarantees to the union beyond a commitment to uphold their legal responsibilities not to change existing conditions of employment," said a CWIU press release.

The union said Mobil employees had staged demonstrations in Mobil plants and outside Mobil offices in Durban, Cape Town and Johannesburg. "In view of Mobil's intransigent position, the union will now take steps to protect the interests of our members," it said.

The Department of Manpower failed to appoint a conciliation board after the CWIU declared a dispute last year with a number of multinationals which had refused to negotiate the terms of a possible pull-out from South Africa. The lack of conciliation gives the union the right to begin legal strike proceedings.

Meanwhile the CWIU has welcomed the industrial court's directive that Mobil's lawyers attempt to obtain more information concerning the sale. However, the union expressed disappointment that its application for an urgent interdict to suspend the sell-out had been postponed.

The CWIU announced that it had agreed to a request for a meeting with a syndicate of black businessmen in Durban who are making a bid to take over Mobil by offering five percent more than the Gencor offer.
Bus fare hike sparks boycott

MEMORIES of the lengthy, expensive and bloody bus boycott of 1983 came back to haunt Ciskei authorities this week with the launch of another boycott of buses.

Angry commuters at a May Day rally in nearby Duncan Village decided to stop using Ciskei Transport Corporation (CTC) buses in the wake of the second fare increase this year. The latest increase, which became effective two weeks ago, resulted in the journey from the main Mdantsane rank to East London going up by almost 25 percent.

It is likely that the boycott will receive widespread support. Not only are the taxi fares for the same journeys now cheaper, but there is also a railway line running the length of Mdantsane.

The 1983 boycott of CTC, which is 50 percent-owned by the Ciskei government, was also sparked off by fare increases. It lasted for nearly two and a half years, turned Mdantsane into a battlefield and ended in a defeat for CTC.

Hundreds of people were detained by the Ciskei police, and there were allegations that the Mdantsane stadium had been turned into a prison, where large-scale assaults and torture took place.

The boycott took a tragic turn when Ciskei police opened fire on commuters at Eiberton railway station, killing 19 people and injuring 35 others. - Binesw...
Union agrees to talk, strike ends

A WILDCAT strike by about 1,000 workers at Altron’s Standard Telephone Cables (STC) ended yesterday after the strikers’ union agreed to mediate in a dispute over the company’s plans to retrench about 200 workers.

The National Union of Metalworkers (Numsa) had previously refused to involve itself in the affair unless management waived its rights under the Labour Relations Amendment Act to sue the organisation for lost production during the strike.

On Wednesday the industrial court urged all parties involved in the strike to play a role in ending the dispute.

STC agreed to suspend its application for an order that the strike be declared unlawful while the union agreed to enter into negotiations.

“We feel that we had gone on record as saying that we had nothing to do with the strike and that the court accepted this,” said Numsa organiser Alfred Widdington. “This will give us protection if management tries to sue for damages during the strike, and for this reason we felt we were able to intervene.”

Companies hit by a series of spontaneous strikes in metal and electronic factories on the Witwatersrand over the past fortnight have found it difficult to resolve the disputes because of the union’s reluctance to become involved.

STC’s public relations officer, Jacques Sellschop, was not available for comment yesterday.

See also Page 10
THE Chemical Workers Industrial Union is to initiate a strike ballot to prepare for a legal strike against Mobil Oil South Africa following the breakdown of discussions held in Durban.

A statement released by the union yesterday says that Mobil refused to negotiate the terms of its recently announced disinvestment at the meeting and that a group of ten senior officials of the company "persisted in their denial of any prior or current knowledge of the disinvestment process."

"They were only willing to confirm the company's employee bulletin announcing the sale, the statement says."

"In addition, the union notes, that it is "dismayed" at the industrial court's decision to grant the company "yet another postponement in our application for an urgent interdict."

"We do, however, take note of the disgust expressed by the court at the lack of information provided by Mobil to the workforce. We also welcome the court's directive to Mobil's attorneys to attempt to get instructions from Mobil to provide the union with information concerning the disinvestment."

"It was also clarified that a key witness on Mobil's intentions is managing director Mr Bob Angel, who so far has been inexplicably absent from South Africa and unavailable to shed the light on Mobil's sudden inability to negotiate when disinvestment became an issue."

A spokesman from Mobil Oil was not available to comment on the statement.
7500 man-days lost in week of metal strikes

ABOUT 7 500 man-days were lost this week in a rash of strikes and lock-outs at eight metal-sector firms in the Germiston/Alrode area, the National Union of Metal-workers of SA (Numsa) said.

In the same area, a wage strike and lock-out at Plascon led to a clash between strikers and police yesterday.

Among the largest metal firms involved were Scaw Metals, Hall & Longmore, GEC Switchcare and Genrec, a spokesman for Numsa's Kaltechon office said.

Issues in dispute included retrenchments, dismissals and other grievances.

He said the strike at Scaw had been called off pending an appeal against the dismissal of a union activist.

In each case the union followed its routine in wildcat strikes and asked for management undertakings waiving its right to sue for lost earnings.

In only one of the eight cases was the undertaking given. However, the union, which appeared to have modified its tactics, intervened in most of the actions.

A Numsa official said the union was attempting to establish guidelines whereby it would intervene in those cases where no undertaking was given but where circumstances dictated the union could not be held liable for instigating the strike.

About 300 SA Chemical Workers' Union (Sacwu) members employed at Plascon, who embarked on a sit-in on Monday, were locked out of the plant yesterday, a Nactu spokesman said.

She said the workers were later beaten up by police and two were arrested.

A police report said a group of blacks went to a footbridge above the R77 highway at Kaltechon, Germiston, and began throwing stones and other objects at passing vehicles.

"When police requests to disperse were ignored, quartzs were used to disperse them and two men were arrested. No injuries or damage were reported to the police."

Plascon could not be contacted.
COURT BATTLE FOR
ORANGE PICKERS

AN application for the reinstatement of over 1 200 Zebediela Citrus Estates striking workers is to be filed in the Pretoria Supreme Court this afternoon.

The application by the Black Lawyers Association (BLA) on behalf of the workers will also ask the court to order the company not to go ahead with its threat to evict the workers from the compounds or to again call the police "into what is purely a labour dispute."

BLA litigation officer, Mrs D Mokgatle, said the application followed a visit to the area by a team of black advocates led by Mr Dikgang Moseneke.

She said the company had on Friday refused to open negotiations with the union or the legal representatives over the workers grievances. The company had also refused to give an undertaking that the strikers would not be evicted.

The workers were informed during the week that they had been dismissed following the strike that started on May 3.

The stoppage, over wage demands and the recognition of the National Union of Farmworkers, has brought the world's largest orange estate to a halt. Oranges began rotting as they fell to the ground in their thousands.

Dog bites

Strikers say they earn from R60 per month to R165 for those with over 30 years service. Police were called to the estate on Monday to disperse the strikers after the workers had turned down a management request to resume work.

At least six workers, suffering from police dog bites, are still being treated at the Groenloek hospital where they were admitted on Monday.

At a meeting on Friday, the workers vowed to continue with the strike until their demands for a 45 percent increase is met.

Zebediela Citrus public relations manager, Mr C van Rooyen, has said the company was not prepared to comment on the strike.
Citrus strikers hurt as police move in

CP Correspondent

At least 15 workers employed at Zebediela Citrus Estate in the Far Northern Transvaal were treated at Grooteboom Hospital for injuries sustained on Monday, hospital sources said.

The 15 were injured when police used quirts and dogs to disperse a group of over 100 workers who were gathered on the company premises to discuss with the management their demands for pay increases and union recognition.

Police said in Pretoria on Tuesday that 15 workers had been arrested at the estate.

Two of the injured workers are Mokgaceli Moshoni, 60, and James Makudzi, 65.

The workers, who are members of the National Federation National Union of Farm Workers, are demanding a 45 percent across-the-board increase and the recognition of their union.

Long-serving workers with 30 years experience earn from R60 a month to R135 a month.

Zebediela Citrus PRO management officer C van Roven refused to comment on the strike at the company.

The 15 workers appeared at Zebediela Magistrate's Court on Thursday charged with disobeying a lawful police order to disperse.

They are Selina Maduba, Josephine Sebopa, Amna Mudumadi, Melta Ndlovu, Jack Bekana, Shina Ledwaba, James Mosina, Andries Lobese, Lekinde Mokgatha, Dorchis Tembisa, Fria Sibadula, Elizabeth Sebonda, Miram Makhalola, Anna Selepe, and France Mamela.

The case was postponed to June 7 and all were released on warning.
2 000 still on strike at paint plants

Labour Report

More than 2,000 members of the SA Chemical Workers' Union (Sacwu) are still on strike at seven Plascon factories in the Transvaal and Natal, the union said yesterday.

The plants were named by Sacwu as Alrode, Alberton, Amalgam, Doornfontein, Luipaardsvlei and two in Durban.

The strike followed the failure of talks between the union and management which began last November. Sacwu said it was demanding an across-the-board R300/month increase.

Management offered increases of between R115 and R148, and improved service allowances.

Confirming the strike and dispute, a Plascon spokesman said the minimum wage offered by management at various plants varied between R810 to R830.
Workers to seek police restraint order

ZEBEDIELA. — The strike by more than 1,200 Zebediela Citrus Estates workers is to have a sequel in court today when an order to restrict the company and the police from evicting the strikers is to be sought in the Supreme Court.

Confirming this, the litigation officer of the Black Lawyers' Association, Mrs D Mokgahle, said the application followed the refusal by both the company and the police to undertake not to evict and assault the workers.

This followed an incident last Monday at the company premises when police confronted the striking workers with quirts and police dogs. At least eight workers were admitted to Groothoek Hospital while 15 workers were arrested. — Sapa
**Strike by Mobil workers would be ‘undesirable’**

*Alan Pine*

ANY industrial action by the Chemical Workers’ Industrial Union (CWIU) against Mobil would be unfair, unnecessary and detrimental to their good relationship, Mobil industrial relations manager Jaques Franken said at the weekend.

He was responding to the CWIU’s decision to conduct strike ballots on Mobil’s failure to negotiate the terms of its disinvestment from SA.

Franken said action would be undesirable because the union had taken the matter to the Industrial Court, employees had been given assurances on employment conditions, and the operations of the company could be severely affected, as could employees themselves.

Mobil last week issued a special memo to staff to reassure them, “with the full knowledge and support of (the purchasers) Gencor”, that their conditions of employment would remain unaltered.

The memo said all existing staff benefits would remain in force.

It also assured employees that they would continue to be employed by the same company, and that the change of ultimate shareholders from Mobil Oil Corporation to Gencor would not interfere with the employer/employee relationship.

MANDY JEAN WOODS reports that Mobil Corporation in the US has declined to discuss the offer by a syndicate of black and Indian businessmen in Durban to buy Mobil SA.

Mobil relations director Barry Hurd said yesterday Mobil in the US had told Mobil SA that syndicate spokesman Mangalpersaid Hariram had made contact on behalf of his clients.

The corporation had responded by saying “one of our affiliated corporations and Gencor have reached an agreement. Thus it would not be appropriate for any Mobil company to enter into discussions with Hariram or anyone else.”
Mobil workers strike ahead of ballot

MOBIL employees at nine Transvaal depots went on strike yesterday, pre-empting Chemical Workers' Industrial Union (CWIU) plans for a nationwide strike ballot later this week.

The union said workers were protesting against Mobil's failure to honour its commitment to negotiate with them when disinvestment became an issue.

The 240 members were demanding that genuine negotiations on CWIU proposals submitted in 1997 take place, and that Mobil's final poll be delayed until agreement was reached.

The CWIU said workers believed Mobil had, in repeating assurances that it had no intention of disinvesting, "deliberately lied to them about its intentions".

Jacques Franken confirmed there were sit-ins at a number of distribution depots.

Contingency plans had been put into operation to minimise disruptions to supplies.

He said management had held talks with shop stewards yesterday and had repeated its willingness to discuss disinvestment issues with them.

Franken said Mobil had proposed a meeting for tomorrow to allow shop stewards from the different regions to attend.

He said he had always acted in good faith when giving the assurances of the company's intentions to remain in SA.
Mobil workers strike ahead of ballot

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The union said workers were protesting against Mobil’s failure to honour its commitment to negotiate with them when disinvestment became an issue.

The 240 members were demanding that genuine negotiations on CWIU proposals submitted in 1986 take place, and that Mobil’s final “pullout” be delayed until agreement was reached.

The CWIU said workers believed Mobil had, in repeating assurances that it had no intention of disinvesting, “deliberately lied to them about its intentions.”
MORE than 200 workers selling its South African embarked on a work -assets to Gencor for an stoppage at about nine of estimated R500 million Mobil's Transvaal. The announcement depots yesterday, evoked anger among protest against the CWIU members, who multinational company's had been demanding an refusal to negotiate a agreement with the disinvestment package multinational to protect with them multinational employees' interests in case it decided to divest The Chemical Workers' Industrial Union (CWIU), which represents workers, said in a statement that members were protesting against Mobil's failure to honour a commitment to negotiate the issue. "Mobil recently " an " prior to the company's announcement that it was pull-out".
Mobil strike spreads to Eastern Cape

By Mike Sillums, Labour Reporter

The disinvestment strike by members of the Chemical Workers Industrial Union (CWIU) at Mobil plants yesterday spread to the Eastern Cape as workers there joined a three-day stoppage by colleagues at depots in the Transvaal and the Free State.

And as Natal workers held a strike ballot, the CWIU called for a meeting with representatives of Mobil Corporation in the United States.

CWIU said Mobil's local management undertook to convey this demand to the company's US headquarters.

Workers at nine Mobil distribution depots in the Transvaal struck on Monday in an attempt to persuade the company to negotiate its withdrawal from South Africa.

DISCUSS

A CWIU spokesman said before any meeting was held with local management, management would have to say whether it was willing to discuss the union's terms for disinvestment.

Mobil spokesman, Mr Jacques Franken, said the industrial action was unnecessary in the light of management's expressed willingness to talk.

The union said 350 workers were on strike in the Cape. About 500 would take part in Natal if the ballot result was positive.

Mr Franken said the industrial action had not had an effect on operations owing to contingency plans put into operation by management.

● Annual wage talks between the National Union of Mineworkers and the Chamber of Mines, affecting about 500 000 black workers, will commence tomorrow.
Police use batons to scatter strikers

The police used batons and dogs to disperse a gathering of strikers outside the Renown plant in Matland today. The police were called to disperse the workers after a wage dispute.

The workers had been on strike for wages, and the police were called to disperse the workers at the gates.

A police officer said the workers had been picketing for better wages and conditions. He said the police were called to disperse the workers after they refused to leave.

The workers had been on strike for four days, and the police were called to restore order.

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The workers had been on strike for four days, and the police were called to restore order.
Mobil strike spreads

THE strike by Mobil employees at nine of the company's Transvaal depots has spread to all the depots in the Transvaal, as well as to Port Elizabeth and East London yesterday, the Chemical Workers Industrial Union announced.

In a Press statement the CWIU said that about 350 workers were involved in the "worker protest against Mobil's refusal to negotiate the CWIU's demand for fair disinvestment procedure."

The statement added that workers at the Natal refinery, who are presently on an overtime ban, took a strike ballot yesterday.

Meetings held thus far have achieved nothing because of Mobil SA's insistence that they are not responsible for the actions of its parent company, the CWIU said.

The CWIU has now asked Mobil Corporation for a meeting in South Africa to negotiate the union's demands.
STRIKE BALLOT AT MOBIL

ABOUT 300 workers at Mobil Oil in Durban embarked on a strike ballot yesterday as the disinvestment strike by members of the Chemical Workers Industrial Union spread to the Eastern Cape. Eastern Cape workers on Tuesday joined a three-day strike by workers at nine Mobil distribution depots in the Transvaal.

A spokesman for CWIU said yesterday that a strike ballot at Mobil in Durban was scheduled to start yesterday. If positive, the ballot would mean that the 300 workers would join their 350 Mobil workers on strike in the Cape, Transvaal and Orange Free State.
'Very low' police profile in strike

Labour Reporter

IT was reported in the City Late edition of The Argus yesterday that police with dogs and batons scattered striker at the Renown factory in Maitland.

This was corrected in the Final edition, which reported that there was no police action.

Police spokesman Lieutenant Attie Laubscher said today: "Police were present but kept a very low profile. There were no arrests and no action was taken."

CONTINUING

Mr Tjaart Minnaar, human resources manager of Renown, said the wage strike by Food and Allied Workers' Union members was continuing without incident.

He said 52 per cent of the workforce had voted in favour of the strike.

FAWU had demanded a 45 per cent increase on the minimum wage, and the company was offering increases ranging between 16 and 32 per cent.

The parties had negotiated on wages and conditions for 15 weeks and had twice gone to mediation on outstanding issues.
Talks on N Tvl strike

THE strike by over 1200 Zebediela citrus workers enters its 15th day today with management having agreed to negotiate with legal representatives of the workers, the union announced yesterday.

Nactu's Pietersburg organiser, Mr Moss Mphahlele, said the two with worker representatives and possibly the union, were to meet at a hotel in Potgietersrus last night.

The meeting followed a Supreme Court application on Monday in which the workers restrained management from evicting them from the compounds.

Lawyers

A team of top black advocates, including Mr Dikgang Moseneke, Mr M C Motimele, and Mrs Francis Davis, assisted by the litigation officer of the Black Lawyers Association (BLA), arrived in the Northern Transvaal yesterday afternoon for the meeting.

The workers stopped working on May 3 demanding the recognition of their union, the National Union of Farm Workers, and wage increments. The workers say they earn R60 per month with those having over 30 years experience earning R165 per month.
Anglo black wages higher than GFSA

ANGLO American black wage levels are higher, and its attitudes to union organisation policies historically freer, than those at mines administered by GFSA, in which Congold holds a 38% interest.

As part of its defence against the failed Mincor takeover bid, Congold criticised Anglo's black staffing policies and accused it of deriving profits from apartheid.

Minimum wages in the lower job categories at Anglo mines are up to 20% higher than the same grades at GFSA. At Anglo most black miners fall into these grades.

Anglo confirmed wage statistics supplied by the NUM. GFSA was unable to do so, or to comment on other matters, by the time this went to press.

NUM national organiser Gwede Mantahishi said yesterday union organising rights at Anglo mines had deteriorated markedly since the 1987 wage strike — a matter documented in the NUM's controversial report on repression released this year.

However, he said previous to that the union officials had enjoyed at most minor rights, apart from GFSA, open access rights for organising purposes. They were also entitled to operate union offices next to hostels.

The NUM claims a total 111000 members at Anglo, but said membership at GFSA had only recently began to climb and had only recently begun to climb and had now reached 24000, he said.

Both Mantahishi and Anglo said Anglo's freer attitude to allowing organisers to enter hostels for organising purposes explained the NUM's vastly quicker progress at Anglo, although Mantahishi repeated the

Higher wages

NUM had had difficulties since 1987.

Neither would comment on whether progress had been made towards normalising the relationship in the past two months.

"Code of Conduct" talks

Mantahishi said GFSA, in contrast to such groups as Anglo and Gencor, allowed access by union organisers only once the union had achieved majority membership in bargaining units.

Office accommodation was granted at
Workers gear up for oil strike

By CHIARA CARTER

MULTINATIONAL oil companies could face a nationwide strike as the row grows over their refusal to negotiate terms of disinvestment with their workers.

Members of the Chemical Workers' Industrial Union (CWIU) are presently discussing whether to go ahead with a strike ballot at several companies.

The Minister of Manpower last year refused to appoint a conciliation board after CWIU declared a dispute with 30 multinationals which refused to negotiate disinvestment.

The companies maintain that since they have no intention of disinvesting, it is not necessary to discuss the terms of disinvestment with the union.

About 400 CWIU members this week went on strike at Mobil depots in the Transvaal and Eastern Cape. More workers, including those at the Mobil refinery in Durban, are likely to join the strike.

CWIU petroleum sector national organiser, Martin Jansen, said the workers were demanding that Mobil negotiate the terms of its disinvestment before the proposed sale to Gascor went ahead.

Mobil SA has indicated that it wishes to meet with CWIU this week.

A company spokesperson said Mobil SA was willing to discuss matters over which it had control with the union, but that the decision to disinvest came from the Mobil Corporation in the United States.

Both Shell and Caltex said they knew nothing about the possibility of a strike over disinvestment.
Court issues 'directive against Mobil strikers''

THE Industrial Court yesterday issued a "directive" against the Chemical Industrial Workers' Union (CWIU) to end the strike by union members at 15 Mobil depots.

Court vice-president Pierre Roux directed if the strike did not cease within 24 hours, the court would hear argument tomorrow on why "urgent" interim "relief should not be granted to Mobil.

A union spokesman said it was unprecedented for the court to issue a directive in such circumstances.

The CWIU has said about 350 workers were on strike against Mobil's failure to negotiate the terms of its disinvestment.

A Mobil spokesman said the company urged employees to co-operate. He put the number of workers involved at 240.
Mobil, union plan to meet

REPRESENTATIVES of Mobil Oil SA and the Chemical Workers' Industrial Union (CWIU) have scheduled a meeting for today to discuss union demands and concerns related to the sale of the company to Gencor.

Strikes at 16 Mobil depots continued yesterday and a CWIU spokesman said their course, and possible action by Durban refinery employees, would be determined by the outcome of the meeting today.

The union plans to oppose an application for an interim interdict by Mobil, if it goes ahead, which is set down for hearing in the Industrial Court later today.

A CWIU spokesman said the meeting became possible after discussions with management revealed it was possible there were areas where progress could be made.

A Mobil spokesman confirmed the planned meeting. He said 99% of delivery backlogs caused by the strike had been remedied.
Mobil strike: 400 more may join

ABOUT 400 workers at 15 Mobil depots in the Transvaal and Eastern Cape stopped work this week in protest against the multinational’s decision to disinvest from South Africa without negotiating with their union.

Mobil acknowledged the strike had caused some of its stations to run out of petrol on Wednesday, but said it was confident the situation would return to normal.

Chemical Workers’ Industrial Union (CWIU) general secretary Rod Crompton said the union was yesterday counting a ballot at the Mobil Refinery in Durban, where another 400 workers could join the strike before the end of the week.

The Durban workers are currently refusing to work overtime in protest against the company’s reluctance to negotiate the terms of its sell-out to Gencor.

Meanwhile an industrial court hearing in Cape Town on Wednesday urged the strikers to return to work. Court president Pierre Roux said that if the strike did not end within 24 hours, he would allow the company to file an application in court today for the strike to be declared unlawful.

Roux also directed the workers to “refrain from interfering unfairly with the company’s normal business activities”.

Crompton said the CWIU had not been able to send its legal team to the court hearing, as it had not been informed that proceedings would take place. “We will contest Mobil’s application if it takes place on Friday.”

However, the union was planning to send a team to conduct negotiations with Mobil in Johannesburg, and it was possible that the outcome of the talks would make the court application unnecessary, he added.
Over 5 000 on strike as wave of militancy sweeps SA

By MUSA ZONDI
and EDDIE KOCH

MORE than 5 000 workers were involved in work stoppages and strikes this week, as a spate of militancy surged through factories across the country.

The strike wave coincided with the start of a new round of wage talks in the mining industry, and there were indications this week that negotiations in the metal industry — which last year led to a strike by 70 000 workers — are heading for deadlock.

Major strikes in progress this week included:

• A legal stoppage by 1 500 members of the the South African Chemical Workers Union (Sacwa) at seven Plascon plants around the country.
  The union is demanding a wage hike of R300 a month across the board.
  On May 11 workers at Plascon’s Taranaoka plant in Alberton were locked out after staging a sit-in on company premises.

• A strike by about 1 200 members of the National Union of Farmworkers (NUF) at the Zebediela Citrus Estates in the Northern Transvaal.

• A stoppage by more than 300 members of the Food and Allied Workers Union (Fawu) at South African Breweries.

• A strike by more than 1 000 workers at the Mondi paper mill in Durban, which began last week.

• Three strike actions by National Union of Metalworkers of South Africa (Numsa) members.

About 300 workers have been on strike at Thorn Lighting near Johannesburg for three weeks.

About 500 workers at Genrec on the East Rand have staged a series of stoppages.

At Cimiplast in Denver, about 50 workers are on strike.

Union sources also say tension is mounting at the Standard Telephone Cables (STC) plant near Boksburg, which was hit by a strike by 1 000 workers last week.

• A lawful strike by about 600 workers at 80 branches of the Edworks shoe chain, which went into its fourth week this week.
  Coswusa is involved in a series of wage disputes with other leading chain stores.

• A stoppage by Chemical Workers’ Industrial Union members at 15 Mobil petrol depots in the Transvaal and Eastern Cape this week over the company’s plans to disinvest without consulting workers.
  Another 400 workers at the Mobil refinery in Durban are poised to join the action.

• A lawful strike by some 700 members of the National Union of Mineworkers (NUM) at Rustenburg Platinum Refineries.
  Workers, who have been locked in a wage dispute with management for nearly three months, yesterday agreed in talks with management to resume work next Monday.

The 200 000-strong NUM began annual wage talks with the Chamber of Mines yesterday.

Annual wage talks in the metal industry appear to heading for deadlock.

On Tuesday Numsa reduced its wage demands to a minimum increase of 26.5 percent, while employers made a final offer of 15.9 percent.
Dogs set on farm workers as 1 200 strike

Farm workers on the Zebedeela state-owned citrus estate continue their two-week strike over demands for higher wages and recogniition of their union.

BY EDDIE KOCH

PRODUCTION at Africa's biggest citrus estate, near Zebedelela in the Northern Transvaal, has been halted by a 16-day-old strike by about 1 200 orange pickers.

A supreme court application by the National Union of Farmworkers (NUF) for an order restraining farm management from evicting strikers and calling on police to intervene in the dispute was postponed on Monday, said a union official.

In the interim, the state-owned Zebedeela Citrus Estates agreed to try and settle the strike in talks with the workers' legal representatives. It also undertook not to evict the workers or call in the police until the court hearing resumed.

Tshaka Moletsane, NUF general secretary, told the Weekly Mail the workers had downed tools on Wednesday two weeks ago in protest at refusal by the state-owned Zebedeela Citrus Estates to recognise the union.

Last week 12 of the strikers were treated at the Groothoek Hospital after management called in police to dispense a crowd of workers.

"The youths managed to run away, but many of the workers were older and could not escape," said Moletsane. "The were bitten by dogs and beaten with batons."

A routine unrest report issued by police headquarters in Pretoria on Tuesday said: "A large group of blacks refused to disperse when requested to do so by both management and police. Police used dogs and patrol dogs to disperse them. Twelve people were slightly injured."

Moletsane said workers, who receive wages of between R65 and R165 a month, were also demanding a 45 percent wage hike. The farm owners have refused to talk to us. They say they don't want a third party involved and will be able to handle their own domestic problems."

Cornell van Rooyen, public relations officer for Zebedeela Citrus Estate, had not replied to Weekly Mail queries at the time of going to press.

The estate is owned by the SA Development Trust Corporation, which encourages investment in "homeland" areas. Union sources said the corporation plans to hand the farm over to the Leboya government.

"The farm has come to a complete halt," said a NUF organizer in the union's Petersburg office. "Oranges are just dropping off the trees. Every black person who works on the farm — pickers, labourers, security guards and drivers — are out on strike."

NUF, an affiliate of the National Council of Trade Unions (Nactu), is the largest of South Africa's unions for black farm workers.

Manpower director-general Joel Fourie this week announced the government was planning to introduce legislation to govern conditions of employment on South Africa's farms. He also pointed out that farm labourers were free to join unions of their choice.
Mobil strike to spread

DURBAN — The workers strike at Mobil's plants looks set to grow following the overwhelmingly vote in favour of strike action by two of the company's Durban divisions.

A spokesman for the Chemical Workers' Industrial Union said yesterday that 97% of the 300 workers at the refining and marketing divisions of Mobil's Island View plant voted to strike.

The results were announced yesterday after three days of balloting which began on Wednesday.

Workers at nine Mobil distribution depots in the Transvaal have been on strike for five days. This week they were joined by their fellow workers in the Eastern Cape.

Subsequent to the strike ballot, Durban could be the next to join the industrial action.

Meanwhile, the strike of about 1,000 workers at Mondi Paper Mill in Merebank ended yesterday, the sixth day.

And more than 350 workers who have been on strike for over a week at Blaauw-ko Johnstone in Mubenzi also returned to work yesterday. — Sapa
Bus union pay talks in dispute

By CONNIE MOLUSI

■ A JOINT negotiating committee of the Transport and Allied Workers Union and the Transport and General Workers Union have declared a dispute at Highveld Bus-lines.

■ Trador Cash and Car-ry and the Commercial and Catering Workers Union of South Africa have reached a wage agreement.

■ DOGS were set on 1 200 members of the National Union of Farm-workers on a 16-day strike at the Zebedelea Citrus Estates.

■ 1 500 members of the South African Chemical Workers Union are on a legal strike at seven Plas-con plants across the country.

■ A work stoppage by 500 members of the Food and Allied Workers Union at the South African Breweries' Alrode plant continued this week.

Political content and new-words by K Nkobi. Headlines and sub-editing by M Grewer. 204 Hall Street 9 at Johannesburg.
High drama as Mobil ponders

By CONNIE MOLUSI

THE Chemical Workers' Industrial Union strike at Transvaal, Eastern Cape and Free State Mobil depots has left many filling stations dry throughout the country.

However, in dramatic last-minute developments, the union decided to suspend the nationwide strike after Mobil made certain commitments and gave some information to the union. This week 97 percent of workers at the Durban refinery voted in favour of the strike.

The strike was suspended until midnight on Wednesday, with the undertaking that Mobil South Africa will canvas urgently with Mobil Corporation in the United States to meet the union's demands.

The union is protesting against Mobil's refusal to negotiate a fair disinvestment procedure and the fact that the company has withheld information on its pull-out plans despite various inquiries from the union.

The union said Mobil had when it rebuffed previous attempts to negotiate a disinvestment procedure — by insisting that the company had no plans to pull out.

The union is demanding a year's notice of Mobil's withdrawal and employee benefits.

The union says the belief that disinvestment hurts black workers most is a self-fulfilling prophecy because of the way in which deals have been structured.

Local management can look forward to debt-free shares and profitable companies at bargain prices.

However, workers experience's refusal to recognize the union, a change for the worse in working conditions and no job security.

The union has discounted the view that its opposition to the Mobil withdrawal contravenes the disinvestment policies of Cosatu.

"Our campaign is aimed at exposing manoeuvrings of multinationals to maintain a foothold in SA."
Talks end citrus strike

The strike by over 1200 Zebadiesa citrus workers is expected to end this week following negotiations between lawyers representing workers and management, highly informed sources said yesterday.

The sources said an agreement was reached late on Saturday night in Pretoria where the talks ended after starting in Potgietersrust on Wednesday. The agreement, to be made an order of court tomorrow, provides for an across-the-board increase of R30 for all workers, the source said.

All the workers, who were dismissed on May 5 following the work stoppage that started two days earlier, are to be re-employed.
Union suspends Mobil strike

THE Chemical Workers' Industrial Union has suspended a week-long strike by members at 16 Mobil installations in the Transvaal and the Cape after an out-of-court agreement with management.

The strike was meant to induce Mobil to negotiate with the union workers' pre-conditions for disinvestment, following the American oil company's decision to sell off its southern African assets.

A CWTU statement said out-of-court discussions on Friday between the union and management — just before Mobil's industrial court application to halt the strike was heard — had led to the suspension of the strike until midnight on Wednesday.

The suspension of the strike followed "significant progress" made in talks between the parties on Friday morning. In that meeting, some of the information sought by the union had been provided by management, although the agreement of sale had been withheld.

"Mobil has agreed that the suspension of strike action in the Transvaal and Eastern Cape will not preclude the union recommencing strike action," said the union, adding that without such an undertaking, resumption of the strike "would have been illegal under apartheid law."

In terms of the agreement, Mobil also undertook to "urgently canvass" its parent company on the union's demand for a meeting with the company's New York head office, and the union's claim for compensation, the CWIU said.

Local management is to report back to the union this evening after a meeting in London, scheduled for last weekend.
Strike against Mobil suspended

THE Chemical Workers' Industrial Union (CWIU) had suspended its strike action against Mobil's sale to Gencor until midnight on Wednesday following certain guarantees by Mobil, the union said at the weekend.

It said significant progress had been achieved in the course of negotiations with Mobil at a meeting held in Johannesburg on Friday.

"Guarantees given by Mobil have resulted in the union agreeing to suspend the strike until Wednesday, May 24. Mobil has also agreed that the suspension of strike action in the Transvaal and eastern Cape will not preclude the union recommencing strike action."

Mobil (SA) had also undertaken to canvass urgently with Mobil Corporation the union's demand for a meeting with Mobil Corporation (US) and the claim for compensation.

Mobil SA was to report back to the union this evening after the weekend's meeting in London between Mobil SA's legal team, Mobil SA's CEO Bob Angel and Mobil Corporation (US) representatives.

A Mobil spokesman said the meeting had been extremely positive.

The CWIU said "Union members have agreed to suspend strike action in expectation that Mobil will deliver".

This agreement was reached in talks, pre-empting an Industrial Court hearing on Friday in which Mobil was to apply for an interdict against the strike.
CWIU suspends Mobil strike after agreement

by Mike Siluma, Labour Reporter

The Chemical Workers' Industrial Union (CWIU) has suspended a week-long strike by members at 16 Mobil installations in the Transvaal and the Cape after an out-of-court agreement with management.

The strike was meant to induce Mobil to negotiate with the union workers' pre-conditions for disinvestment, following the American oil company's decision to sell off its southern African assets.

A CWIU statement said out-of-court discussions on Friday between the union and management — just before Mobil's Industrial Court application to halt the strike was heard — had led to the suspension of the strike until midnight on Wednesday.

'SIGNIFICANT PROGRESS'

The suspension of the strike followed "significant progress" made in talks between the parties on Friday morning. In that meeting some of the information sought by the union had been provided by management.

"Mobil has agreed that the suspension of strike action in the Transvaal and Eastern Cape will not preclude the union recommencing strike action," said the union, adding that without such an undertaking, resumption of the strike "would have been illegal under apartheid law".

In terms of the agreement, Mobil also undertook to "urgently canvass" its parent company over the union's demand for a meeting with the company's New York head office, and the union's claim for compensation, the CWIU said.

Local management is to report back to the union this evening after a meeting in London.
Khumalo to go for an arbitration

THE dismissal of Mr. Bongani Khumalo as assistant regional director of the South African Red Cross Society southern Transvaal region, has been referred for arbitration.

This follows a special regional council meeting held last week to discuss Mr. Khumalo's fate which ended in a deadlock.

**Tension**

Sources within the society told the Sowetan that there was high tension between black and white members of the organisation during the meeting. The black members threatened to walk out of the meeting.

Mr. Khumalo was dismissed on May 2 in what has been termed a racist dismissal. He is president of the Hendrik Dunant Coalition (HDC), a union of volunteers, members and employees of the Red Cross Society. His termination of services sparked off a strike by some of the workers in the southern Transvaal which is still continuing.

Mr. Khumalo said he was going to contact his lawyers and the HDC to decide his next step of action.

"I had expected the meeting to absolve me or dismiss me," he said.
Mr Jackie Masuku, Miss Ellen Ngcobo, Mr Wesley Maluleke, Mrs Vicky Majozi and Mrs Poppy Gezani who started a hunger strike today.

6 Ccawusa workers go on hunger strike

SIX Ccawusa workers have embarked on a hunger strike to highlight "starvation" wages which are allegedly paid by Edworks.

This is in addition to a legal strike that has lasted 36 days. About 800 workers at 80 Edworks stores are on strike for better wages.

Workers' demands include an across-the-board increase of R125 a month backdated to July 1, 1988. The company is offering R105 from July 1989.

The agreement is to cover workers in Bophuthatswana. Management says this would jeopardise trading rights and antagonise the homeland government.

A statement issued by the Edworks support committee says: "The hunger strike will initially involve three Edworks workers, a union official, and a support committee member. The strike will be indefinite, and more workers are expected to participate."

A spokesman for Edworks, Mr Deon van Wyk, said the company would issue a press statement later.
Strike by citrus workers is over

By MATHATHA TSEDU

THE twenty-day-old strike by northern Transvaal citrus workers formally ended when workers accepted the contents of an agreement reached in negotiations between lawyers of both parties.

Announcing this, Nactu's Petersburg regional organiser who was in charge of the affair, Mr Moss Mphahlele, said the acceptance of the agreement coincided with its presentation to the Pretoria Supreme Court where it was made an order of court.

There was jubilation all round as the agreement was read to the workers at a meeting held at the Molotlane chief's kraal. Workers danced and chanted as the clauses were read to them. Workers were later given pockets of mealie meal by the union officials.

The workers went on strike on May 3 and were dismissed on May 5 and in terms of the agreement:

• all workers dismissed on May 5 shall be re-employed on the same conditions and rights and privileges which prevailed prior to April 30;
• all workers are to receive an immediate wage increase of R30 a month;
• the workers have up to May 10 to return to work;
• both management and the workers have also agreed to draft a new employment code which will encompass a grievance procedure, a disciplinary code and a retrenchment procedure.

The workers said they were earning R60 a month but this figure has been denied by the Zebedela Citrus Estate spokesman who put the figure at R120 minimum a month.
POLICE dispersed a demonstration outside the Johannesburg headquarters of Mobil, a spokesman from the Chemical Workers Industrial Union said.

He said the demonstration was to protest Mobil's refusal to negotiate a fair disinvestment procedure with the union.

Police liaison officer, Lieutenant-Colonel F. Malherbe, said there was "no disruption from the police side."

He said police on the scene had asked for reinforcements — by the time the reinforcements arrived, the demonstration had already left the scene on their own.
Red Cross strike in third week

By Sue Valentine

The dismissal of the Red Cross southern Transvaal assistant regional director, Mr Bongani Khumalo, has been referred for arbitration while a strike by workers at Red Cross House enters its third week.

This follows a special meeting last week in which it is understood heated discussion took place and three council members left the meeting. No decision was taken on whether to support or reject regional director Mr Neil Ross's decision to fire Mr Khumalo.

The Star has it on good authority that during the meeting, one white council member, later followed by two black members, walked out of the discussions.

ATTITUDES

Mr Khumalo said he was taking advice from the Henri Dunant Coalition (a group of volunteers within the South African Red Cross) of which he is president, the International Red Cross and his lawyers.

"The position of the HDC is that the issue should not be a personal one about my dismissal, but rather a matter of principle regarding attitudes within the SARC and its policies," he said.

The National Education Health and Allied Workers Union said it had 48 paid-up members in the Red Cross and all of them were on strike.

Union demands include Mr Khumalo's reinstatement as well as "an end to discrimination", payment of a "living wage" and maternity rights for women workers.
A Rand Supreme Court judge made an order yesterday calling upon the estimated 500 Lascon Lighting Industries employees in Robertsham and Langeagte to end their strike.

The order interdicts and restrains the workers from instigating, inciting or taking part in the continuation of the strike.

The workers, in their overalls and dustcoats, had packed the court's public gallery when the order was made by Mr Justice Spoelstra. The workers, all members of the National Union of Metalworkers of South Africa (Numsa), went on strike last month after they had signed a petition against the participation of two members of management in the disciplinary inquiries.

According to papers before court, the workers did not in their petition lodge a grievance complaint in terms of the company's grievance procedure and to date no dispute has been declared in terms of the 1987 agreement concerning this or any other issue.

The papers further state that investigations by management did not find that Mr Heyns and Mr Kubheka acted unfairly or unjustly at the disciplinary inquiry.
Municipal police in wage dispute

ABOUT 400 Dobsonville municipal policemen yesterday embarked on a brief work stoppage in protest against the local council’s failure to increase their salaries.

The policemen called off the stoppage after the municipality promised to raise their pay by 15 percent next Tuesday, a spokesman for the council employees said.

Both the town clerk, Mr Alec Conn, and mayor Mr Steve Nkatio were not available for comment yesterday.

Six members of the Commercial Catering and Allied Workers’ Union of South Africa (Cawusa) continued with their fast yesterday, in protest against Edworks management’s refusal to accede to their wage demands.

The six, one a Cawusa official and five Edworks employees, have embarked on a hunger strike to highlight “starvation” wages allegedly paid by the retail company.

Edworks management yesterday refuted allegations that they were paying “starvation” wages, saying their minimum wage offer represented a 25 percent increase.

“The company believes the strikers have been misled into believing that their strike is lawful, despite the Supreme Court order to the contrary,” Edworks management said.

The company obtained a Supreme Court order on Monday, restraining the six hunger strikers from staging a sit-in outside an Edworks outlet in Johannesburg.
Strike deal offer from national textile union

BY DICK USHER, Labour Reporter

The major union in the textile industry will exempt employers who meet its demands about the Labour Relations Amendment Act from a possible national strike.

Mr John Copelyn, general secretary of the 74 000-member Amalgamated Clothing and Textile Workers’ Union (Actwusa) gave this undertaking at a briefing of textile employers in Cape Town yesterday.

The briefing was one of a series planned by Actwusa, an affiliate of the Congress of South African Trade Unions (Cosatu), to inform employers about the union’s basic demands around the Act and the reasons for them.

Mr Copelyn said Actwusa had taken this almost unprecedented step in the hope that after negotiation employers could reach ‘substantive compliance’ with the union demands.

He said acceptable agreements covering about 19 000 Actwusa members already had been reached.

The union demands that employers:

- Guarantee fair disciplinary procedures for all workers.
- Give minimum protections against arbitrary retrenchment.
- Negotiate minimum dispute procedures which would include arbitration for disputes of right and protection against selective dismissal of strikers.
- Reserve the right under the Labour Relations Amendment Act to sue unions for damages resulting from industrial action.
- Negotiate all changes in collective conditions of employment with the majority union.
- Undertake, when operating in homelands, not to use relevant legislation to refuse recognition to a majority union, and
- Support union efforts to extend union rights and facilities to workers presently excluded.

Mr Copelyn said the union movement’s objections to the changes to labour law contained in the Amendment Act were based primarily on employer opinion, they relied back gains made by workers in the past 10 years.

SUE UNIONS

They made it possible to sue unions for financial losses resulting from industrial action, allowed employers to retrench at will, excluded from fair and agreed disciplinary procedures employees with less than six months service, set up a long series of required procedures for legal strikes, and created legal procedures which, if applied fully, negated any possibility of swift dispute resolution.

He said these were sticks with which to beat the union movement and encouraged irresponsible actions rather than promoting responsibility.

RESPONSIBILITY

“We have a joint responsibility to promote negotiation as an approach to solving problems,” said Mr Copelyn.

Meanwhile, employer bodies and employers in other industries will be served with similar demands by Cosatu affiliates some National Council of Trade Union affiliates and some independent unions later this month for negotiation.

If negotiations deadlock strike ballots are likely during July.

The results and employer response will go to a Cosatu national congress in July.

This will be followed by another worker’s summit which will assess the ballots and coordinate strategy for a national strike at the beginning of September.
Stayaways and confusion at Soweto mid-year exams

By Sue Valentine

Mid-year exams started in 21 Soweto schools on Tuesday, but at 41 others nothing was done.

Regional director of the Department of Education and Training, Mr. P. Struwig, said of the total of 62 schools in the area, pupils at 22 schools wanted to write the exams, "but were prevented from doing so"; while at 19 other schools there had been a stayaway.

There has been a call by the Progressive Teachers' Committee and the Soweto Students' Coordinating Committee for exams to be postponed until after the holidays because in many schools not enough work has been completed to enable students to write a standardised exam set by the DET.

The DET has said that the standardised exams will only be written in schools which have had teachers since the start of the year. Other schools will set individual tests.

The Southern African Catholic Bishops' Conference has warned that the "constantly burgeoning crisis in black schools could culminate in a disaster worse than that between 1984 and 1986."

The SACBC said it was concerned by "reports of retrenchment of Soweto teachers."

The DET has denied any retrenchments. It said some teachers had been transferred to schools where there was a need.
Edworks strikers vow not to eat

By Mike Siluma, Labour Reporter

Six members of the Commercial, Catering and Allied Workers' Union (Ccawusa), on strike over wages since Monday, have vowed not to eat until Edworks management "changes its attitude''.

At a press conference at the union's offices yesterday, Ccawusa official and one of the hunger strikers, Mr Jackie Masuku, said management had withdrawn wage offers it made during previous talks.

Mr Masuku said the union was demanding individual increases of R125 a month and that the wage agreement reached be extended to Edworks stores in Bophuthatswana. He added that the lowest-paid Edworks employee in Johannesburg earned R415 a month, while his counterparts in Cape Town and Newcastle were paid R340 and R190 respectively.

'Edworks' managing director, Mr Stewart Dodo, rejected the figures given by the union, saying employees in the areas mentioned earned more.

He said the company had withdrawn its offer to the union because the union had failed to arrive at a pre-arranged meeting. "The company does not believe the resolution of the wage dispute can be effectively undertaken through the medium of the press, and therefore has no further comment to make at this stage," said Mr Dodo, maintaining that only 200 workers were on strike.
Edworks strike to continue

CCAWUSA has pledged to continue its strike action against Edworks and the hunger strike of five Edworks workers and a union official after management withdrew all offers made during negotiations with the union since they began in August last year.

At a Press conference yesterday, union official and hunger-striker Mr Jackie Masuku said management's decision, which was communicated to the union on Tuesday night, "makes us resolve to continue." He said management had withdrawn all offers because of the failure of workers to return to work on Tuesday after an ultimatum by management.

Masuku said management should not only reinstate offers, but also "agree to withdraw threats to workers who were striking peacefully."

He said the Edworks strike was one of the most peaceful strikes in the country — with no violence and no detentions.

The strike action had affected 800 workers in 89 Transvaal stores. Seven Edworks stores, which include Pick 'n Pair and Coco, had closed down, Masuku said.

The issues of the strike involved a demand by the union of a R125 across-the-board increase backdated to July 1, 1988. Edworks management offered R105 to be backdated to July 1, 1988.

The minimum wage for workers in the Johannesburg area was R450. Management's increase would raise it to R520.
AWB sticker provokes work stoppage at Lion Match

TIM COHEN

PRODUCTION was stopped at the Lion Match Roslyn plant for about three hours this week after a white staff member threatened to "shoot the heads off" workers who had defaced an AWB sticker on his car. MD Bert Heilbron confirmed yesterday.

Employees had told him one of the engineering staff was alleged to have had an AWB sticker on his car.

The staff member was instructed by management to remove the sticker some time ago, but either he or someone else replaced the sticker.

Someone had then defaced the sticker and in so doing had damaged the car.

Suspended

The staff member then approached one of the shop stewards and reportedly threatened to "shoot the heads off" the people who had damaged his car.

Workers downed tools for about three hours, until a member of management assured them the staff member had been suspended.

A full inquiry into the incident would be held, Heilbron said.

He denied Press reports that the staff member had chased workers out of the factory at gun-point.

"We under no circumstances allow firearms on our factory premises," he said.

If the staff member or any other person was found to have brought inflammatory matter onto the premises, he would be dismissed, he said.
Mobil strike suspended for yet another 24 hours

THE resumption of the strike at Mobil by members of the Chemical Workers' Industrial Union (CWIU) was suspended yesterday for another 24 hours after "a hard but reasonably fruitful day of negotiations."

Mobil and CWIU representatives said the talks, over matters related to the US-based parent company's divestment exercise, could continue into the early hours of this morning.

The main point at issue at the meeting in Pretoria was the amount and distribution, of compensation payments to be made by the departing company to employees. Mobil earlier countered the CWIU demands of one month's pay a year of service with an offer of two weeks pay for each employee.

The union rejected the offer but then, according to a Mobil spokesman, both sides revised their positions. Neither Mobil nor the CWIU were willing to divulge their latest proposals.

A week-long strike at 16 distribution depots, with Durban refinery workers threatening to join in, was initially suspended on Friday until midnight last night by a mutually agreed Industrial Court order.

The CWIU's urgent Industrial Court application for the sale of Mobil SA to Gencor to be halted pending the completion of negotiations was adjourned until today. Papers filed before the court relating to the agreement of sale show that, although Gencor is entitled to use the name Mobil for the next five years, the purchaser will not pay any royalties to the Mobil Corporation.

They also show there is no provision for the transfer of new technology from the Mobil Corporation to Gencor from the time the sale goes through, scheduled for July 1.
Fined R500 for stayaway call

UCT law student and former secretary of the Gardens Youth Congress, Julian Snitcher, has been fined an effective R500 by a Cape Town magistrate for distributing pamphlets on June 2 last year that contravened the emergency regulations.

Snitcher (24), of Tamboerskloof, son of a prominent Cape Town attorney, pleaded not guilty to a charge that he distributed pamphlets containing a subversive statement on the Strand Street footbridge on June 2.

Protest at Bill

The pamphlets, produced under the auspices of the Gardens Youth Congress of which Snitcher was secretary at the time, called for a work stayaway on June 6, 7 and 8 last year in support of a protest at the Labour Relations Amendment Bill then before Parliament.

Snitcher's evidence was that he was not aware of the contents of the pamphlets before they were delivered to his home and that he was not aware the pamphlet's wording contravened the emergency regulations.

Magistrate Mr M J C Tolken rejected this evidence on Tuesday saying "The accused before the court is not an uneducated person. He is a final-year law student and he was the secretary of the Gardens Youth Congress.

"I find it strange that the contents of the pamphlet were never discussed at the meeting. The decision was taken two weeks before June 2."

Mr Tolken said he was satisfied beyond reasonable doubt Snitcher not only scattered the pamphlets but also knew they contained a subversive statement and were illegal.
Killer’s appeal dismissed
BLOEMFONTEIN. — The Appeal Court here has dismissed the appeal of Nicolaas Roos — no
address given — against the death sentence he received for the murder of Mr Vincent Afric at
Steenberge, Cape, on September 6, 1965.

Mobil strike suspended
JOHANNESBURG. — A strike by the Chemical
Workers’ Industrial Union has been suspended
for a week after offers from Mobil.
Strikers score a first on Africa's biggest farm

By EDDIE KOCH

STRIKERS at the Zebedele Citrus Estate in the northern Transvaal have scored a first for South African farmworkers by winning demands for wage increases and union recognition.

Some 1,200 workers at the estate—the biggest of its kind in Africa—began trucking back to work on Monday after staging a three-week strike to back demands for a wage hike and recognition of the National Union of Farmworkers (NUF).

The strike was settled on Friday last week after union lawyers had threatened to bring an urgent application in the Pretoria Supreme Court for an order restraining the farm's management from evicting the strikers from the compound on the estate.

In an out-of-court agreement, management of the state-owned farm agreed to raise the labourers' wages by R30 a month and instruct their lawyers to discuss a draft recognition agreement with the NUF's legal team.

The Zebedele estate is owned by the SA Development Trust Corporation, a state body designed to promote investment in "homelands".

Union organiser Moses Mphahlele said the lowest paid workers, who before the strike were paid R65 a month, would receive an increase of about 50 percent.

"As far as we are aware, this is the first time that farmworkers on strike in South Africa have won a wage increase," said Mphahlele. "This represents a major victory, not only for the NUF, but for all farmworkers in South Africa."

A representative for Zebedele Citrus confirmed the strikers had been reinstated without any loss of benefits and that a wage increase of R30 had been granted. "The average wages were between R120 for unskilled workers and R250 for skilled workers," he said. About ten retired pensioners received R65 plus accommodation.

Early on in the strike, management called in police to break up worker meetings, and just days before the supreme court hearing was due to take place told the strikers they had been sacked.

Management's abrupt about-turn could be linked to the fact that the strike may have embarrassed the government at a time when it was planning to reform the system of labour relations on the farms.

Soon after the strike broke out, director-general of manpower Joel Fourn announced his department intended introducing laws to protect farmworkers in the near future. He also noted that farm labourers were free to join trade unions of their choice.

Farms in this country are not covered by legislation governing labour relations and minimum conditions of employment. The Labour Relations Act makes no provision for the recognition of farmworkers' unions.

The NUF, an affiliate of the National Council of Trade Unions (Nactu), is the biggest of a number of trade unions that have made inroads into the farming sector in the past two years.
Red Cross docks pay of strikers

By Sue Valentine

Striking workers at Red Cross House in Johannesburg have been paid only for the days worked this month, leaving many with reductions of up to 80 percent of their wages.

This follows a letter to strikers from Southern Transvaal regional director Mr Neil Ross that they would not receive any pay for days not worked.

Workers went on strike three weeks ago following the dismissal of assistant regional director Mr Bongani Khumalo.

A spokesman for the South African Red Cross said workers were still on strike, but "every effort" was being made to resolve the dispute.

The SARCS denied earlier reports that council members had walked out of last week's council meeting in protest. The spokesman said three council members left the meeting early because of prior arrangements.

In a statement, the workers expressed their disappointment at the failure of regional chairman Mr Nigel Carman to meet them on Monday.
Police clash with 200 city strikers

Staff Reporter

POLICE yesterday baton-charged about 200 striking workers outside a Maitland meat factory, arresting a man and injuring about 20 others, a Food and Allied Workers Union (FAWU) spokesman said yesterday.

Police spokesman Colonel Steyn said that workers armed with sticks or knobkerries resisted, hitting and “slightly injuring” four policemen in the fracas.

Workers, gathered outside the locked factory gates, ignored a five-minute warning to disperse, telling the police they worked at the factory. They demanded to be let in, FAWU spokesman Mr. George Xashamba said.

“Trying to avoid the baton charge, some workers stumbled, suffering grazes and bruises when trampled by fleeing colleagues, while others were beaten by the pursuing policemen.”

Twenty injured workers were treated in hospital afterwards, a spokesman for the Congress of South African Trade Unions (Cosatu) said.

A 60-year-old man was arrested and will appear today in the Cape Town Magistrate’s Court on charges of assault and attending an illegal gathering, an attorney confirmed last night.

Criticising the police action, FAWU and Cosatu said: “The strike is fast becoming a political issue, with the insinuation of the Renown management and the intervention of the police. This confrontation could have been avoided had the Renown management not locked striking workers out.”

Disputing the claim that workers were locked out, Renown spokesman Mr. Tjaart Mannaar earlier this week said workers were barred from the premises for “health reasons.”

“Regrettng” the incident, Mr. Mannar said police had taken action “without the company’s knowledge.”

“The company had negotiated at length with both the police and the union to try and ensure that no such incident would take place,” he added.

Saying police had acted in terms of the Internal Security Act, Colonel Van Rooyen said: “Police would not have intervened unless called on to do so.”
A man who was arrested when police dispersed about 200 striking meat workers this week has been released on R50 bail after a brief appearance in the Cape Town Magistrate's Court.

No charges were put to Mr William Ngxowa, 60, yesterday and he was warned to appear in court on June 12, an attorney yesterday said.

A worker injured during the police baton charge on Thursday was yesterday still in hospital, a Food and Allied Workers Union (Fawu) spokesman said.

By late yesterday no further incidents had been reported.

Company human resources manager Mr Tjaart Theron yesterday confirmed that "constructive" talks had been held.
Members of the Chemical Workers' Industrial Union (CWIU) demonstrating in front of Mobil's Johannesburg city offices.

Mobil workers clash with police at demo

ABOUT 40 Chemical Workers' Industrial Union (CWIU) shop stewards clashed with police yesterday during a half-hour placard demonstration outside Mobil's Johannesburg city offices.

The singing and chanting demonstrators, employees of a range of chemical sector multinational companies, were demanding that Mobil negotiate the terms of its disinvestment from SA with the union.

Police used a dog to try to disperse the gathering after about 20 minutes.

After talks between police and a Mobil management representative, demonstrators moved from the pavement and to the forecourt of the Plein Street building.

An SAP spokesman said an official account of the incident would probably be included in today's unrest report.

Meanwhile Gencor energy division executive director Bernard Smith said yesterday he did not envisage any rationalisation programmes once ownership of Mobil Southern Africa passed

into its hands on July 1.

"With our involvement in projects like Mosapa we will be creating jobs rather than destroying them, and Mobil employees will enjoy the advantages of Gencor's expansion. Any contraction of Mobil operations is most, most unlikely," he said.

Feedback

Smith said he would not get involved in the CWIU/Mobil dispute at this stage, but was prepared to give this assurance on employees' job security and repeat that Gencor intended maintaining the status quo regarding other conditions of employment.

A CWIU spokesman said the union was expecting, possibly last night, feedback from a London meeting between representatives of Mobil SA and its parent company, at which union proposals were to be discussed.
Mobil faces a huge bill

MOBIL is making concessions which could cost "hundreds of thousands" of rands to the Chemical Workers Industrial Union.

The CWIU has demanded that Mobil agree to its proposals on disinvesting companies or face a resumption of strikes were suspended for the second time on Friday.

On May 18, 240 employees at nine Mobil installations in the Transvaal stopped work. By May 17, the strike had spread to 16 installations and involved between 800 and 1,500 workers.

Workers are protesting against Mobil's failure to negotiate with them when disinvestment became an issue. They demand that negotiations on the CWIU proposals be resumed.

From Page 2

Mobil Corporation in America about setting up a meeting with representatives of the US multinational. This was one of the CWIU requests when workers first went on strike.

Talks with the union are continuing. Items on the agenda to be settled are the question of severance pay, a trust fund for the workers and outstanding information on the agreement of sale between Mobil and Gencor.

CWIU spokesman Pat Horo says: "Mobil will have to settle outstanding requirements over the course of next week. Otherwise the union will have to resort to strike action."

Mobil employs about 2,800 workers in SA.

Mobil could well give in to the union's demands because concessions it has made indicate that it is desperately trying to avoid a bitter dispute on the eve of its departure.

The multinational has always stressed that it would not sell out in SA. In its most recent report, chairman Georges Racme said Mobil was committed to maintaining its operations here.

"Walking away from SA and its problems may make some people feel good. But we cannot accept that we should walk away from an active role that promotes change - and thereby surrender to those who are trying to hold back the process of change and those who are trying to push us into a future of violence and disorder.

"Mobil will not disinvest from SA, because it is obvious that this will not benefit SA, any of its peoples, Mobil's employees or its shareholders."

"We know that the free- doms that Mobil has created within its own organisation after 87 years in this country are an effective reply to the indefensible ideologies that exist within SA at large - and to those who would have us leave."
‘Racism’ and strike in Red Cross for debate

By Sue Valentine

An extraordinary general meeting of the South African Red Cross Society has been called for June 7 following a requisition by 31 members of the southern Transvaal region.

This follows heated meetings between Red Cross workers and members of the executive in the region over allegedly racist practices within the organisation and the dismissal of regional assistant director Mr Bongani Khumalo at the end of last month.

A strike by black workers at Red Cross House in Johannesburg is now in its third week, with workers demanding improved wages, maternity benefits and the re-employment of Mr Khumalo.

The issues on the agenda at the extraordinary meeting include discussion on the "desperate financial state of the region".

Also listed on the agenda is the "poor state of labour and human relations throughout the structures of the Southern Transvaal Region among volunteers and employees, especially from the point of view of unfair distribution of resources".

The meeting will be held at the Drysdale—Lewis Centre, Erstwold Road, Saxonwold, at 5.30 pm.

People entitled to attend and vote are members of the society in good standing who are resident in the area of jurisdiction of the region.
Everite employees go on strike

By Mike Shuma, Labour Reporter

Between 2 200 and 3 000 members of the Construction and Allied Workers’ Union (Cawu) yesterday went on strike at Everite plants in the Transvaal, the Cape and Natal.

A Cawu spokesman said 3 000 workers struck after 98 percent voted for industrial action in support of a R1.03 an hour across-the-board increase. The strike decision followed the exhaustion of all negotiation procedures, including a conciliation board.

The spokesman said other unions affiliated to the Congress of SA Trade Unions, as well as community organisations, had pledged support for the strikers.

According to an Everite spokesman, 2 200 workers were on strike at plants in Brackenfell, Durban, Kliprivier and Port Elizabeth.

He said management had unilaterally effected its final wage offer of between 50c and 75c an hour, the new minimum rate being R2.35 an hour.

The company believed its final offer to be fair and “compatible with the average wage increase of 17 percent, awarded by the manufacturing sector.”

The Edworks group is to ask the Supreme Court today to enforce an earlier ruling which rendered a strike by hundreds of employees illegal, according to a Commercial, Catering and Allied Workers’ Union spokesman.

He said the hunger strike by six union members in support of a wage claim against the company was continuing.
3000 on strike at Everite

BETWEEN 2200 and 3000 members of the Construction and Allied Workers’ Union yesterday went on strike at Everite plants in the Transvaal, the Cape and Natal in support of a wage demand.

A Cawu spokesman said 3000 workers are on strike after 98 percent voted for industrial action in support of a R1.03 an hour across-the-board increase. The strike decision followed the “exhaustion of all negotiation procedures, including a conciliation board.”

Support

The spokesman, said other unions affiliated to the Congress of SA Trade Unions, as well as community organisations had pledged support for the strikers.

According to an Everite spokesman, 2200 workers were on strike at plants in Brackenfell, Durban, Kliprivier and Port Elizabeth.

Compatible

The company believed its final offer to be fair and “entirely compatible with the average wage increase of 17 percent awarded by the manufacturing sector”.

- The Edworks group is to ask the Supreme Court today to enforce an earlier ruling which rendered a strike by hundreds of employees illegal, according to a Commercial, Catering and Allied Workers’ Union spokesman.
OFFICIALS of the Food and Allied Workers' Union (FAWU) yesterday held wage talks with management at Renown Fresh Meat, in Maitland, where about 150 workers embarked on a strike on May 17.

A wage dispute involving 250 workers at the African Products plants in Bellville and Maitland is set for mediation later this week, a FAWU spokesman added.

FAWU members at Jungle Oatmeal and Renown Food Products, both in Maitland, yesterday staged sympathy stoppages, the spokesman said.
Textile workers strike into 12th day

A legal strike involving more than 1000 workers at the Worcester-based Hextex textile mill yesterday entered its 12th day, an Amalgamated Clothing and Textile Workers' Union of SA (Actwusa) spokesman said yesterday.

Workers are demanding a 50c weekly bonus for each year of service to be implemented after the first year of employment, said Actwusa regional secretary Mr Ibrahim Patel.

The company, a Barlow Rand subsidiary, was offering a 25c weekly bonus to be implemented after four years' service, he added.

He said workers only qualified for a lump sum weekly bonus after 20 years' service.

Workers met daily on the factory premises to conduct "cultural and educational" programmes and the company had allowed picketing.

Hextex general manager Mr R D Clapperton could not be reached for comment.
ABOUT 800 workers at the Everite plant in Brackenfell downed tools yesterday in support of a national wage strike affecting four plants and 2,200 workers.

The workers are demanding a R1.83 across-the-board increase on the hourly minimum of R2.83. The company is offering 50c, increasing to 75c for higher grades.
30 F A C E  S E R I O U S  C H A R G E S
Red Cross 6 flies in to see problems

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

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

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

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

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

By NKOPANE MAKOBANE

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

The source said the delegation will meet with the leadership of the SARCh at national level and in the Southern Transvaal region.
Red Cross strike: officials due to arrive in SA today

Staff Reporter

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

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

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

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

The source said the delegation would meet the leadership of the SARCh at national level and in the southern Transvaal.
Edworks strike finally ends

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

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

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

The union had been pressing for R125 across-the-board "salary hikes, accusing the Edworks Group of paying minimum "starvation wages" of as little as R150 a month in areas such as New Castle, R520 in Pietermaritzburg and R415 in Johannesburg.

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

The company wanted to place on record that it believed the strike was most damaging to those who participated.
A WAVE of industrial unrest has hit the Western Cape with more than 2,000 workers on strike at several factories.

In the most recent strike action, hundreds of militant strikers threw the toymakers through the gates of the Everite factory at Brackenfell after about 700 workers downed tools on Monday morning over a national wage dispute.

The workers, members of the Construction and Allied Workers' Union (Cawu), have rejected management's offer of 50c an hour and are holding out for R1.03. The current minimum wage is R2.85.

The workers are also demanding a 40-hour working week and that the productivity target of 90 percent be lowered to 65 percent.

A Cawu spokesperson said 3,500 workers were on strike at the Fibre and Cement division of Everite Limited in Port Elizabeth, Durban, Kiplin and Brackenfell Everite has put the figure at 2,200.

The Everite branch in East London was shut down this week after Cawu lost a last-minute application for an interdict to prevent closure.

Everite public relations spokesperson Brian Gibson said the strike was "unfortunate", but the company respected the right of employees to "withdraw their labour".

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**Strikes**

**FROM PAGE 1**

"However, we remain firm in our conviction that our final offer is fair. Our average wage of R4.30 an hour is good by building industry standards," he said.

The Cawu spokesperson said Everite had put up posters advertising for temporary workers and about 100 "scabs" had been bussed in to the Brackenfell factory.

About 900 members of the Amalgamated Clothing and Textile Workers' Union of South Africa have been on strike at the Hex Tex factory for over a fortnight, following a dispute over service bonuses.

And in Cape Town, about 200 workers are continuing with a three-week old strike at Africentric Products in Bellville.

At Renown Fresh Meats in Maitland where a confrontation with police last week resulted in 20 workers being injured and one arrested, settlement has been reached.

The better two week strike by about 200 members of the Food and Allied Workers' Union at Renown Fresh Meats in Maitland ended on Tuesday night.

Workers accepted management's offer of a R18 increase in the minimum weekly wage of R110 backdated to the beginning of March in return for another increase being implemented in October.

A spokesperson for the Chemical Workers' Industrial Union confirmed that workers at Shell subsidiary Petroco this week voted in favour of a strike.
Cosatu plans peace protest as violence in Natal rises

By CARMEL RICKARD, Durban

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

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

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

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

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

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

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

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

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

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

Cosatu said they had once more contacted Inakatha President Magondu Buthelezi appealing that he agrees to join in reached negotiations for a peace conference and an effective peace process.

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

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

Unrest monitoring groups have detected a rise in the violence in the weeks since the talks were called off.
International Red Cross delegation arrives in SA for talks

By Sue Valentine

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

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

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

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

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

"When a member of the family of the Red Cross has problems, we are in constant touch," Mr. Buruku said the group had not come to discuss the expulsion of the SARC from the international movement, adding that it was premature to ask such questions.

Other members of the delegation, which is likely to remain in South Africa until Sunday, are Mr. Thomas Klemp of the West Germany Red Cross, Mr. David Wyatt of the British Red Cross, Mr. A. monitors of the Swedish Red Cross, and Mr. Michel Martin of the International Community of the Red Cross.

A delegate from Sierra Leone, who was due to join the delegation, did not arrive.

Meanwhile, 37 workers at Red Cross House in Johannesburg who have been on strike for four weeks demanding the reinstatement of Mr. Khumalo and recognition of their union — the National Education, Health and Allied Workers Union (Nehawu) — said they were distressed at the use of what appeared to be scab labour.

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

"It remains to be seen if these measures are temporary or permanent," he said.
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Gunmen attack strikers

GUNMEN attacked the homes of two striking Plascon workers in separate shootings on the East Rand, the SA Chemical Workers' Union said yesterday.

The union said in a statement the attackers opened fire from a moving minibus at Mr Joseph Kubheka's house in Natalspruit and Mr Lucas Maseko's house in Katlehong.— Sapa.
Self-help project put food on the tables of Perskor strikers

WHEN striking Perskor workers lost hope of negotiations with their employers ending quickly, they sought ways of earning a living while they waited.

They started self-help projects. The African Women's Organisation gave the women three sewing machines and an overlocker, which they now use to sew African print dresses.

The men formed a handicrafts group and made artificial flowers. The dresses are sold for between R75 and R80 and the flowers are R35 for a set of three.

Both projects were started in August last year, two months after 212 workers went on strike. The dispute has not been settled and only 28 workers have been reinstated.

Mr Sipho Khosa, who received training in handicrafts, came back to teach the others. He said the project alleviated the financial problems he had.

No salary

"I did not receive a salary for two months," Khosa said.

"I was beginning to feel the strain. My father and I were the only ones working at home."

"He could not afford to carry on all and there were no wages we would be reinstated. I had no money to pay my debts," he said.

"I consulted social workers who told me about the programme. A colleague and I went on a two-day course and then started our own project."

They contributed R10 each to buy soap, safety pins and raffia to start. They made more than R200 in profit. They used the money to buy more material and the profits went into the project's coffers. The group draws from the bank when they need money.

"We have not only found a solution to our financial problems. We have found a trade that we can use on a full-time basis. We could make more money from this than we get from our employers," Khosa said.

"If I could get enough money I would leave my job and concentrate on the project," Khosa said.

Right: The Transval Association for Blind Black Adults had cause to celebrate when the National Beverage Services gave them a cheque for R2000. Mrs Eunice Sibley (in Jersey) presented the money to Mr Sandon Tlotieng, Mrs Ruth Mabotlane and Mrs Elda Oliphant.
COMPEITION
TOP STREET SELLER
SOWETAN

Help us find... top seller.

EDWARDS STRIKE ENDS
Wage, food strike ends after month of picketing

By CONNIE MOLUSI

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Dodo said the company welcomed the settlement as the basis for a return to normal. However, the strike had been most damaging to those who participated, he added.
Stayaway to protest killed trio

By SONTI MASEKO

HUNDREDS of workers yesterday stayed away from work in Maritzburg's troubled townships during the first day of a three-day peaceful protest called by the local community.

The Maritzburg Chamber of Commerce estimated that less than 10 percent of the area's workforce participated in the stayaway.

Mr Anton Lesegang, president of the organisation, said the stayaway was "sporadic" with industry operating as usual.

The protest action follows the death last week of Mrs Jabu Ndlou, a senior shop steward of the National Union of Metalworkers of South Africa (Numsa).

The Numsa official died in a local hospital after she and her family were attacked at their home last Thursday. Her husband and daughter died during the attack.

The Maritzburg communities, protesting against the rising death toll in the Natal midlands, demand — among other things —

• Action to prevent further killings — more than 1300 people are reported to have been killed since violence erupted in the area about three years ago,

• An independent commission of inquiry into the role of police in the Maritzburg violence,

• Prosecution of warlords, and

• Restrictions on detainees to be lifted to ensure their safety.
Anti-violence work stoppage starts quietly.

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

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

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

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

Shop stewards were “incensed” at the continuing violence, and members of the community felt the pressure had to be brought to bear on business to do something to end the violence. — Sapa-Reuter
Strikes continue to grip W Cape

STRIKES involving almost 1 500 workers in the Western Cape continued this week.

At Worcester, the strike by about 900 Hex Tex workers has entered its fourth week with no settlement in sight.

The workers, members of the Amalgamated Clothing and Textile Workers' Union of South Africa, are demanding a 50 cents service bonus for each week of service. Management has offered 25 cents.

About 700 workers at Evitec in Brackenfell have been on strike for more than a week.

The strike is part of national industrial action by more than 2 000 members of the Construction and Allied Workers' Union at the fibre and cement divisions of Evitec Limited throughout the country.

The workers are demanding a minimum wage increase of R1,03 an hour. Management has offered 50 cents.

A three-and-a-half week national strike at African Products ended on Wednesday this week after workers accepted management's offer of a 58 cents increase on the minimum hourly rate.

This brings the minimum weekly wage to R185.64. Workers had originally demanded R200.

A week-old strike by about 25 workers at Shell subsidiary Petrocol ended on Wednesday.

A Chemical Workers' Industrial Union spokesperson said the workers decided to return to work following indications that management was willing to make concessions on the workers' demands for wage parity.
THOUSANDS of black workers throughout the country are geared to take a day off work on June 16, in accordance with agreements reached between their unions and employers.

BY LEN MASEKO

Majority vote

A Soweto spokesman said, however, his organisation did not telephone any of the unions in the industry to obtain their agreement in principle to a 13.5 percent increase for foundry workers. The unions were aware, however, that the decision had been reached at a meeting earlier this year.

A spokesman for the National Insurance Union, a black-owned union, said his organisation would hold a meeting on the matter, but that the final decision would be made by the workers.

Mr. Akinwande, president of the Soweto Union, said the union was preparing to hold a meeting of its national executive committee on June 15 to discuss the decision on June 16.

"Our workers are looking forward to the meeting and are determined to show our solidarity with the workers," he said.

Mr. Akinwande said the union would also make a statement to the media on June 15 to explain the decision on June 16.

Mr. Akinwande said the union was prepared to take legal action if the government refused to recognize the agreement.

"We have been negotiating for months to reach this agreement," he said. "We are determined to ensure that our members get the increase they deserve."
Oil workers strike

JOHANNESBURG.—About 120 workers at Cera Oil in Boksburg, a wholly-owned subsidiary of Shell, downed tools on Tuesday demanding that the company agrees to industry-wide bargaining in the oil and petroleum industries.
Matie workers strike

By GAYE DAVIES, Cape Town

ABOUT 1,000 Stellenbosch University workers went on strike yesterday in protest against a 1985 ban imposed by the administration denying peaceful protest on the campus.

As workers gathered in the student centre, at the sports grounds and at other places on campus, students in residences — in the midst of exams — had to prepare their own meals. Rector Professor Mike de Vries was in Pretoria. A source said he had been “summoned” earlier this week, but could not say by whom.

At a meeting this week, university workers discussed the implications of the ban on their right to protest or picket. The meeting was called after a letter was sent last week by the university to local Transport and General Workers’ Union organiser, Ronnie Robinson. The letter said Robinson had been seen greeting workers with a clenched fist salute and referred him to the 1985 ban.

The union signed a recognition agreement with the university four weeks ago after year-long negotiations. Robinson said yesterday that the workers had decided on yesterday’s action of their own accord.

The rector’s assistant, Douglas Davie, confirmed the contents of the letter. “They [the administration] didn’t mean anything by it, they just wanted to point out to [the workers] for their own sake that council had made such a rule,” he said.
Strike at Cera Oil continues

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

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

Cera Oil managing director Mr. Kevin Chomse confirmed the strike. He said CWIU had rejected the company's final offer of a R125-a-month pay increase.
So where are the class of ’76 now?

Success divides former youth leaders

By SANDILE MEMELE

As South Africa braves itself to commemorate the 13th anniversary of the June 16 uprising, an examination of the socio-economic scenario reveals that the “class of ’76” has splintered into different camps.

The past decade has witnessed the scattering of the youth target by regard as the vanguard of the struggle to military camps and university campuses throughout the world.

Thousands of those who stayed behind to pursue their education in both colleges and universities have been swallowed up by apartheid economies.

These have grown into the emergent bourgeoisie - the black upwardly mobile urban professionals regarded as some of the “achievers” as black communities - and recognised by their expensive cars and discontented children.

More blacks are being recruited into key positions in industries and commerce. A host of these are apprentices for former student activists and supporters of the struggle.

A substantial number of those who dropped out of school or protest over Bantu Education have been drawn into the trade union movement.

Soweto residents gather at the grave of Zolile Hector Peterson, the 13-year-old boy whose killing marked the start of the ‘76 uprising.

Since the violent eruptions of June 1976 there has been a low profile but intense drive by commerce and industries to recruit more blacks into the middle class.

A substantial number of those who dropped out of school or protest over Bantu Education have been drawn into the trade union movement.

The absorption of blacks into the economic mainstream is reflected in the growing number of black middle-class aspirations.

Last President PW Botha mentioned in Parliament recently that there was an urgent need to build a rich black middle class.

The consequence was the swelling of the ranks of the African National Congress's military wing - Umkhonto we Sizwe.

As a result, the past decade has witnessed a steady rise in the number of military attacks inside and outside South Africa.

Camps throughout the country and towns in the so-called ‘bantustan’ regions have been the scene of major political trials as the militant ’76 generation face charges of murder, terrorism, treason and sabotage.

Death sparks
Pupils' fury

By LOL MORGAN

Wednesday June 16 1976 was to be the day of the black pupils' march peacefully to Orlando stadium, held in protest against the use of Afrikaans as a medium of instruction in schools and then go home.

There was an atmosphere of intense excitement. Little did anyone know that after the events of that day South Africa would never be quite the same again.

Pupils from various schools joined the march, which started at the entrance to Orlando West, and moved through Central District towards the Orlando stadium. The march was supported by the police, who cordoned off the area and allowed the marchers to proceed without incident.

As the day progressed, the police estimated that 200,000 people attended the march. In the aftermath, many people were arrested and there were reports of violence.

Thirteen years later, the events of that day are remembered by communities all over the country.

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![Image of a bottle of Lion Lager]

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- You must agree to the terms and conditions of the competition.

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More companies give workers paid holiday

By SOL MORAHLI

The number of companies that realise the significance of June 16 has risen considerably. At least 161 major companies now regard "Soweto Day" as a paid holiday, according to Arthur Hersh of the Institute for Industrial Relations. Other business groups like the Natal Engineering Industries Federation of South Africa, allow employees to take the day off June 16 for Founder's Day (April 6) as a paid holiday, according to Adriam Hersh of the Institute for Industrial Relations.

In Natal, about 50 percent of companies that shut down on June 16, with many of the others referring to discuss their position. However, it is difficult to assess the exact number of workers who enjoy the paid holiday privilege.

Over the years, workers have waged consistent battles to commemorate "Soweto Day", without fear of harassment or loss of pay. They have succeeded, according to the figures supplied by Hersh. But in the homelands, June 16 is not officially commemorated. Schools and factories remain open.

That Soweto Day has become part of black South Africa's heritage is evidenced by the continuous struggle by youth, Church and other national groups for the day to be placed in its proper perspective.

When pupils in Soweto marched in protest against the compulsory use of Afrikaans in their schools, they were met with the might of the SA Police who shot and killed hundreds of them.

Government statistics say 600 young people died in the uprising, but the community puts that figure as high as 1,000 people. Since 1986 the authorities have clamped down heavily on commemoration attempts, citing the emergency regulations to suppress any form of protest.

The attitude of the authorities, according to youth organisations, has increased tension and is a potential threat to stability. Many see the emergency as an indication that the government is not prepared to address the discontent of the oppressed.

Speculations are rife that communication services planned for next Friday will also be banned.
The key problem in the development of community education is that it has remained vague, argues SEDUPE RAMOKGOPA, executive director of Soweto's Funda community centre.

That was the gist of his recent talk - Education and Community: Reconstructing the Relationship - which was delivered at an Educational Opportunities Council forum.

The combination of the words 'community education' is relatively meaningless. We should avoid making the mistake of believing that 'community' plus 'education' equals 'community education', says Selupi Ramokgopa.

Change - social, economic, political and technological - is continuous and, if community education is not responsive to change, it is nothing.

However, it is not a normal or automatic response to change.

Community education should be a clear statement of how the education system as a whole relates to its different target groups in their various residential areas.

In terms of current usage, I would suggest that the linking of 'community' with 'education' at the very least is part of a readiness to negotiate - perhaps even to reverse - some of the traditional roles relationships between the 'us' and 'them' of the educational process producer and consumer: teacher and student/pupil; professional and lay person.

WORKING WITH PEOPLE

The reciprocal quality of these relationships is crucial. Community educators claim to work with people - not for them.

In this sense, community education must be about partnership and solidarity rather than paternalism and manipulation.

This fundamental element of role definition and mutual development has wide-reaching implications for the nature of educational relationships, the content of learning and the potential for the redistribution of all that is gained.
Emphasis on technical knowhow

SANKOLO KUMALO

The University of the Witwatersrand should be the focal point for black women's education, said an interview with Wits Review, which has about 100 black women students. The university has a strong emphasis on technical education, but it also needs to support the development of black students. The university has a strong focus on black students, and it has produced a number of successful black students. The university has a strong focus on black students, and it has produced a number of successful black students. The university has a strong focus on black students, and it has produced a number of successful black students. The university has a strong focus on black students, and it has produced a number of successful black students. The university has a strong focus on black students, and it has produced a number of successful black students.
Thousands expected to treat June 16 as a holiday

By Mike Siluma, Labour Reporter

Thousands of black workers are expected to observe June 16 as a holiday in commemoration of the 1976 student upsurges, despite Government's reluctance to recognise the day.

In recent years, black trade unions have stepped up a campaign for the recognition of the day as a paid holiday, with an increasing number of employers acceding to the demand.

The National Union of Mineworkers is demanding a June 16 holiday in its wage talks with the Chamber of Mines.

In terms of last year's wage agreement, metal industry employees have to decide through a ballot whether they wish to observe June 16 in exchange for Founders' Day.

However, the industry's biggest union, the National Union of Metalworkers, is demanding during the 1989 wage talks that June 16 be recognised "unconditionally" as a paid holiday.

The Commercial, Catering and Allied Workers' Union says June-16 is not recognised by "the vast majority" of firms organised by the union.

National Council of Trade Unions (Nactu) assistant general secretary, Mr Mahlomola Shosana, said June 16 remained important to workers because the demands made by students in 1976 remained "by and large" unattended to by Government.

Members at firms where Nactu-affiliates had recognition agreements had won the right to observe a paid June 16.

Assocom's manpower secretary, Mr Vincent Brett, yesterday said many companies, including the major ones, had already made arrangements with employees to observe the day.
Workers observe Soweto uprising

JOHANNESBURG.—Workers are expected to commemorate the 13th anniversary of the June 16 Soweto student uprising today, while overseas demonstrations have been arranged too.

Political bodies, trade unions and youth organisations have appealed for June 16, generally known as Soweto Day, to be observed with dignity and restraint. Prayer services have been planned by various groups throughout South Africa.

A number of firms have announced they will be closed on Soweto Day. Many of the larger companies, particularly those with a union presence, have said they accept today as a paid holiday.

However, it is expected that a number of employers, whose staff are not union members, will adopt a no work, no pay attitude.

The Soweto Divisional Commissioner, Brigadier J J Viktor said: “My men will go on with their normal crime-prevention operations. However, if people break the law we will act.”

Police spokesman Captain R Bloomberg said: “We are prepared for any eventuality and intimidation will not be tolerated.”

Police said they would mount a three-day security operation in Natal townships to curb any violence.

In Cape Town, police said they would take strong action against any form of intimidation against workers who go to work today.

The leader of the Labour Party, Mr Allan Hendrickse, said June 16 marked the turning point in South Africa’s history and his party would continue to honour it.—Staff Reporters and Sapa
PUTCO's Durban North operations ground to a halt as about 900 workers, including 550 bus drivers withdrew their labour yesterday demanding the dismissal of a white employee who allegedly assaulted his black colleague.

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

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

A TGWU shop steward said that the workers were demanding the dismissal of the white employee.
The day teenager Poppy ‘died’ and was reborn...

FOR Poppy Buthelezi June 16 1976 marked the death of her dreams — but the start of her political growth.

That afternoon the 16-year-old girl was on her way to visit her aunt when she was shot in the spine. Thirteen years later, Buthelezi, confined to a wheelchair, is a member of the restricted Azanian People's Organisation (Azapo) and was secretary and a founding member of its women's wing, Black Women Unite.

She is also a community worker involved in counselling other disabled people and the sole supporter of her younger brother and sister.

This year, like the past 12 years, she will spend her "death day" in church, praying.

There is a shadow of pain in her eyes as she recalls that fateful day. "I was young and unaware. After that day I started asking questions."

During June 1976 they were writing exams and boycotting the Afrikaans papers, Buthelezi said. That morning she arrived late at Seneane Junior School and found pupils sitting down to write examinations. Up to this point she did not know of the impending doom but remembers the tense silence en route to school.

But some students were obviously in the know — "when the question papers were handed out these students just stared at them and did not start to write."

Suddenly, pupils from Sekana/ntoane High School entered the classroom. Buthelezi recounted how they tore up question papers and then joined the march to Libhungo High and Morris Isaacson High, their numbers increasing as they descended on schools.

Pupils carrying placards which read "Away with Bantu education" and "We don't want Afrikaans", led the singing and chanting.

It was at Morris Isaacson that they heard that Hector Pieterson was shot — he was the first pupil killed on that awful day.

Buthelezi shudders as she recalls their rage and the consequences. "When we heard the news we decided that everything that belonged to the government must be destroyed. We began throwing stones at bottles, cars, offices, everything that belonged to the white man. And the police were ready to start shooting tear gas and setting the dogs on us."

June 16 changed her life. Her mother died in 1981 heartbroken to see her eldest daughter paralysed from the waist down. Her eyes fill with tears and her head is bent low when she talks about her mother.

"My mother pretended to be brave but she was very hurt," whispers Buthelezi.

Shortly before her mother's death, her father abandoned them. Buthelezi, the eldest, was forced to work to support the family. Gone were her dreams of becoming a lawyer.

Slumped awkwardly in her wheelchair she talks of her fellow students with pride. "They were brave. It was as if they knew what was going to happen to them — they were either going to be alive or dead."

"I took courage from these people," she says modestly. "I was not afraid."

But Buthelezi's most bitter memories are of later that afternoon when she was shot from behind. She awoke two days later in Baragwannah Hospital and she could not move her legs — "I'll never forgive them."

At first, unable to reconcile herself to her physical affliction, she wanted to commit suicide. But realising her paralysis is a result of the struggle against the apartheid system has given her strength.

Eight months later she was discharged. She tried to pick up the pieces of her life by finishing school. "But life will never be the same again."

"Yet I would live that day again. I would stand up for what is right, if I had the chance."

The years have not been kind to the three presidents of the 1976 student uprisings. The first, Steve Biko, was found dead in 1977. The second, a young woman, was gunned down in Soweto in 1998.

The third, a 15-year-old boy, was shot dead at a protest in Soweto in 1990.
Thirteen years on, what’s happened to the June 16 generation?

His image declined further when he granted an extensive interview to the Infopak Department-funded Pace magazine. He was quoted as naming himself as the “man who would lead blacks to freedom”, and that his wife would be his aide to “free the women”.

A result of his behaviour, the Youth Revolutionary Council, which claimed the mantle of the SSRRC, officially ousted Mashinini as its leader.

In 1982 Mashinini visited Zimbabwe in an attempt to make a comeback into exile politics, but faded soon of it.

Mashinini’s mother, Virginia Mashinini, said she had no idea where he was living -- “I’ve had no contact with him for many many years,” she said.

In September 1976 19-year-old Seathloko took over from Mashinini as SSRRC president and remained in the helm for four months.

The first major action under his presidency was a demonstration against a visit to Johannesburg by Henry Kissinger.

He also helped spearhead a number of campaigns, including the Black Christmas protest of December 1976.

On January 7 1977 he was shot by police during a car chase at night and was wounded in the left arm. Soon afterwards, he fled to Botswana, but later took over the Sharlston Revolutionary Council (SAYRFC) leadership, travelling around the world on its behalf.

In 1978 he returned on a SAYRFC military mission to South Africa, but was captured at the age of a girlfriend, former beauty queen Masabata Lono.

In March 1982 he was sentenced to the Vanderbijlpark Magistrate Court to an effective four years in prison sentence, Lono was sentenced to effective five years.

Seathloko is currently imprisoned on Robben Island.

Mashinini took over the SSRRC reins in January 1977 and held them until his detention five months later.

By that time he had already spent over five years as an activist, having joined Sasm as a 13-year-old in 1970.

By 1977 the elation of the early days of the revolt had given way to hard times.

Students were divided over whether to sit for exams or boycott in support of the exiled comrades. The SSRRC ensured unity with a ceremonial burning of Bantu Education textbooks.

Later they organised a successful march on the Urban Bantu Administration offices, which led to the resignation of its members and a reduction in their number.

In June that year Montsitsi and his vice-president, Murphy Morobe, were detained and held by police as awaiting-trial prisoners for nearly two years.

Montsitsi said he had been tortured and successfully used the minister of law and order for the assaults suffered during this period.

“The security police thought we had been working for the ANC,” he said in an interview three years ago.

“They couldn’t conceive of students planning and executing a demonstration — to them it had to be一手*handled* by communists from outside.”

In May 1979 Montsitsi was sentenced to an effective four years’ imprisonment on Robben Island for sedition. After his release in May 1983, he played a central role in the building of the Soweto Youth Congress.

In 1985 he was elected to the UDF Transvaal executive staff as its youth organiser. He also played a central role in the Soweto Civic Association and in the launch of the South African Youth Congress in March 1987.

He was detained under the Emergency regulations on January 15 and was released after 16 months, following his participation in the hunger strike.

He is currently living in Soweto under a stringent restriction order.

For 22 days he became the chief voice of the rebellion, and in its heady early days was carried shoulder-high by students through the streets of Soweto.

Sooner he became the most wanted man in the country.

Police appealed for him to give himself up, and when that failed put a R500 price on his head.

In his three weeks underground, he would occasionally emerge from hiding to give interviews to the foreign media. But with scores of his colleagues being killed or detained, Soweto’s “Scarlet Pimpernel”, as he was known, decided to leave.

“My stagning behind means I’m offering one more target for the system,” he said in an interview at the time.

“My going out has a lot of advantages, the major one being that I could come back again and work with the people.”

Like many at the time, he thought...
Oil strike in Boksburg

About 120 workers have been on strike at Shell subsidiary Cera Oil in Boksburg for more than a week. The workers, members of the Chemical Workers Industrial Union (CWIU), downed tools last Monday to demand that the company agree to industry-wide bargaining. The union is also in dispute with Cera Oil over wages and conditions of employment and the company's refusal to allow workers to join the CWIU provident fund.
The pain that

By HENRY MOKABA

THIRTEEN years later, Mrs Rebecca Truter is still unable to come to terms with the death of her youngest child — the first victim of unrest in the Western Cape in the wake of the June 1976 Soweto uprisings.

"Not a day goes by without asking myself, 'What if?'" Mrs Truter says.

"I had to hide the pain of Christopher's death (he was 15 at the time) as the brave, quiet boy I knew,” she says. "I kill those memories from my mind."

"I often feel that Christo was the victim of a senseless killing of a young boy," she says. "I often wonder how much of his youth is left to him."

"When I visit the cemetery every month, I feel his presence," Mrs Truter says. "I feel his love and his spirit around me."

In the meantime, Mrs Truter is trying to stay strong for her two remaining children.

"I have to be strong for my other children," she says. "I have to be there for them."

The Truter family is deeply involved in organizing peaceful protests and demonstrations. Mrs Truter is a member of the South African Human Rights Commission.

"We cannot forget what happened," Mrs Truter says. "We must continue to fight for justice and peace."
SOWETO. June 16

Many's many things to many people, but for Mrs. Antonette Sithole, it always means a painful flood of memories.

As the sister of Hector Pieterson, the young schoolboy who was killed in the police bullets March 16 protests, she still grieves for the loss of her brother.

She had to be at the scene of the shooting on the day of the protests, and on March 16, 1976, she had to be there again.

"I used to go to the demonstration every year," she said. "I was there with my children, and I still feel the pain of that day."

But on this day, she was alone, and the only thing that kept her going was the memory of her brother.

"I remember the day he was killed... it was like a dream," she said. "I just can't forget it."

Mrs. Sithole was one of the few who survived the massacre, and she has dedicated her life to remembering those who died.

"I've always been proud of my brother," she said. "He was a brave man, and he deserved a better future."

She still goes to the Soweto march every year, and she always brings flowers to the site where her brother was killed.

"I want everyone to remember what happened here," she said. "We can't let it happen again."

And so, as the sun sets on another March 16, Mrs. Sithole stands alone, holding a small bouquet of flowers, and remembering her brother.

"I will always remember him," she said. "He was the best brother, and I will always miss him."

Class of '76 rise above the ashes

From MONO BADELA

SOWETO — In 1976 they marched as pupils at the head of one of the most famous protests in South African history.

Many years later, they were "protesting" from that upring and head another protest movement.

Former UDF publicity secretary and anti-apartheid activist Dan Msutwana and Alexander township's Obot-Bakga also among the class of '76.

He said in June 1976, he was a demonstrator by student and participant in the Soweto Uprising.

"All we want is to be free," he says. "We want to be able to live our lives as we want to."
Factory battle

By CHIARA CARTER

STRIKING workers at Everite in Brackenfell were this week excluded from company premises following violent clashes with "scabs".

On Monday, about 100 strikers fought with about 300 casuals bussed in by the company.

The clash, which resulted in 17 workers being injured and two hospitalised, was the result of "extreme tensions" which had built up over the past fortnight, a spokesperson for the Construction and Allied Workers' Union (Cawu) said.

Similar clashes occurred at the Everite factory in Klipriver last week.

Everite has appealed to workers not to become involved in confrontations with the scabs.

An Everite spokesperson said that following the clashes, management and shop stewards had met and negotiated for strikers to remain in a demarcated area outside the factory.

This was not a lock-out situation but was to prevent further violence, he said.

The company was continuing to use casual labour to maintain production.

About 700 Cawu members at the factory have been on strike for more than a fortnight.

The strike is part of national industrial action by between 2,000 and 3,000 Cawu members at the Fibre and Cement Division of Everite Limted.

The workers are demanding a minimum wage increase of R1,03 an hour. Management has offered 50 cents.

Meanwhile, a marathon strike by about 900 Worcester textile workers has entered its fourth week.

The strike, which stems from annual wage negotiations, is over a service bonus dispute.

The workers, members of the Amalgamated Clothing and Textile Workers' Union of South Africa, have rejected Hex Tex management's offer of 25 cents and are holding out for 30 cents for each week of service.

Everite workers protest to highlight their strike.
The 5pm protest rally chugs home from work

Activists find a mobile solution to the Emergency clamp on meetings

While the spectre of the industrial escalation of the East Rand strike is still haunting, workers at the now infamous Johannesburg bus stop, an incident which was the start of the recent strikes, are bracing themselves for a new round of action. This time, however, the action is aimed at the Emergency powers that have been granted by the South African government in the wake of the recent unrest.

Workers at Elondilestone station dance along the platform as they wait for the Tembisa train.

**Exercise:**

**Activists:**

The 5pm train pulls out of the platform. All aboard know that the Fourth Plenum has been called for a meeting on the Tembisa line. They all know that the 5pm train is the last chance to escape the Emergency powers...

**Police:**

...and police are finding these meeting points difficult to monitor EDDIE KOCH reports.

**Scene:**

As the train pulls out of the station, another big industrial workers' meeting is underway. Workers from the surrounding factories have been told in advance which coaches to take for the meeting. The train was packed, but security was tight.

**Comment:**

"The Emergency powers are a threat to our freedom," said a worker. "We are determined to fight against them at all costs."

**Conclusion:**

Despite the challenges, the activists remain hopeful. They believe that the Emergency powers will not last forever. They are preparing for the next round of action.

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**Note:**

The text contains partial information and is not entirely clear due to the nature of the document. The full context and meaning of the readings are not fully visible. The text is a mix of prose and dialogue, indicating the dynamic nature of the protest and the activists' determination.

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**Additional Information:**

- **Tembisa**
  - Situation: workers taking part in a protest against the Emergency powers.
  - Location: Elondilestone station.
  - Action: dance along the platform.

- **Police**: Role: monitoring activists' meetings.

- **Activists**: Goals: to escape the Emergency powers, fight against them.

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**University of Cape Town**

**Dept. of History:**

**Lecturer**

Applications are invited for the above post to commence on 1 January 1980.

Special merit and qualifications in South African History and/or African Studies will be an advantage. The candidate will be expected to undertake research, to write, and to teach in the field of South African History.

Applicants are required to submit a curriculum vitae and three referees. Application forms are obtainable from the Personnel Office, University of Cape Town, Rondebosch 7701. Closing date for applications is 30 June 1980.
OK workers to hold strike ballot

By Mike Siluma, Labour Reporter

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

Ccawusa says:

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

He said the union was demanding:

- A R135/month across-the-board increase, effective for 12 months from April 7.
- A monthly minimum wage of R335 for workers who have completed three months service.
- A guaranteed annual bonus of 10 percent, multiplied by number of years worked.
- That May Day (May 1) be a paid holiday. In return, members would work on the Government-declared Workers' Day.

According to the spokesman, management was offering individual increases of R100/month, also effective for a year from April 7, a minimum rate of R325/month for all workers with more than a year's service, that the year-end bonus be granted at the discretion of the board of directors. Management had rejected the demand for a paid May Day holiday.

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

The OK says:

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

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

"Ccawusa's analysis of this information can most kindly be described as innovative, he said.
Soweto Day call ends in worker dismissals

Labour Reporter

EMPLOYEES of Premier Wire at Epping who stopped work over demands to swap June 18 for the Kruger Day holiday have been dismissed.

The workers, members of the Electrical and Allied Workers' Trades Union, also asked to be paid today instead of tomorrow.

The management said it was willing to pay them on Monday and would not take disciplinary action against them if they did not work tomorrow. However, it would apply a no-work, no-pay policy and insisted that June 18 was a normal workday.

About 120 employees were dismissed when they refused to return to work until the management had met their demands.

Worker spokesmen said last night that the night shift had started a go-slow in protest at the dismissals.

Tomorrow will be all but a public holiday in the greater Cape Town area where unions have negotiated a day off for thousands of workers in commemoration of Soweto Day.

For the first time it will be a paid holiday for employees in the clothing industry, the major employer in the region, since this was added to the Industrial Council agreement last year.

Employees covered by the Cotton Textile Industrial Council agreement also have a paid day off.

Many other unions in the two major federations, the Congress of South African Trade Unions and the National Council of Trade Unions, have negotiated plant-level agreements which give employees either a paid day off or a swap for another agreed holiday.

Thousands of other workers not covered by an agreement are unlikely to be at work tomorrow, and many employers have recognised the pressures on them through no-work, no-pay deals which do not involve disciplinary action if workers are absent.

Seven-Eleven Holdings has agreed to re-hire five former employees and make ex gratia payments to 61 other workers dismissed after a strike in March.

The employees went on strike claiming that the company had been obstructive about negotiating a recognition agreement with the Hotel, Liquor, Catering and Allied Employees Union.

Attorneys

After their dismissal, they applied to the Industrial Court for reinstatement, claiming they had been unfairly dismissed.

A statement from attorneys acting for them said the action had been settled and the payments would be made without admitting liability.

The parties had agreed to bear their own costs.

Mr A Freund, instructed by KG Druker, represented the applicants.

Miss M de Swardt, instructed by Leonard Hotz and Associates, represented Seven-Eleven.
300 strike at Reckitt factory

Labour Reporter

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

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

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

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

Attempts to get company comment were unsuccessful.

The strike by 120 CWIU members at Cera Oil, a Shell subsidiary in Boksburg, entered its 10th day yesterday. The workers and management are in dispute over wages, the company's alleged refusal to participate in a provident fund scheme for workers, and disinvestment.
Workers stay at home to observe Soweto Day

Staff Reporters

Tens of thousands of workers stayed at home today, Soweto Day the 15th anniversary of the township shootings. Johannesburg was a ghost town compared with its normal Friday hustle and in Soweto police patrolled deserted streets.

The usually heavy early morning traffic to the city on the Soweto Highway and the Old Potchefstroom Road was reduced to a trickle.

Bus and taxi ranks stood empty.

Many stores were closed, with many workers having an official day off, and some firms adopting a no-work, no-pay policy.

A spokesman for South African Transport Services (Sats) said today's early morning figures (taken at about 7AM) showed a 9 percent occupancy rate on trains from Germiston to Edsburg, a 15 percent occupancy rate on trains from Kaalfontein to Lephalale, a 10 percent occupancy rate on trains from Soweto to New Canada, and a 25 percent occupancy rate on trains from Soweto to New Canada.

FINAL FIGURES

The spokesman said final figures (taken at 8AM to determine peak hour traffic) showed a 15 to 20 percent occupancy rate on trains from Germiston-Edsburg and Kaalfontein-Lephalale, a 10 percent occupancy rate on trains from Soweto-New Canada, a 20 to 25 percent occupancy rate on trains from Soweto-New Canada, and a 2 percent occupancy rate on trains from Daveyton.

Political bodies, trade unions and youth organisations appealed last night for the day to be observed with dignity and restraint. Police however are on standby, and today Natal police began a three day security sweep to forestall any violence in the province.

Prayer services and meetings are taking place throughout the country with most being held at mid-morning.

Youth groups appealed for a focus on the heroic deeds of June 16 but stressed the need for prayer.

Johannesburg's railway stations and taxi ranks, which are usually bustling with commuters during the early morning peak hour, were deserted.

Trains arriving at the stations were most empty and only a few, carrying mostly nurses, were seen offloading passengers at the taxi ranks.

In Pretoria, the central business district was virtually deserted by blacks and rush hour traffic was much quieter than usual. One of the main reasons was that no taxis were running.

The situation in Tembisa today was also quiet as hundreds stayed at home.

Commenting on the situation generally on the Witwatersrand, Captain H Bloomborg of the SAP Public Relations Divison in Pretoria said "We are prepared for any development and intimidation will not be tolerated."

He added that, so far according to police reports, the situation was calm on the Witwatersrand.

Major-General Johann van Niekerk, coordinator for the control of unrest in Natal, said a "very large contingent of police" had been deployed.

In the US, children will lead a march in Washington DC on the White House to mourn as thousands of members of churches gather to protest against apartheid.
SPORADIC incidents of violence claimed at least one life yesterday, as
tens of thousands of black South Afri-
cans countrywide stayed away from
work and attended commemoration ser-
vices to mark the 13th anniversary of
the Soweto riots:

In Soweto, several people were arrested
and others injured after police fired tear-
gas and then stormed the Regina Mundi
Catholic Church — where an emotionally
charged four-hour commemoration service
was held — with sjamboks and batons.

In the pandemonium in the church, a white
priest fell and was dragged as he tried to pre-
vent police from baton-charging youths. Foreign
and local journalists had to dash for cover
as the police moved on them and ordered them
to leave the area.

The service, which was attended by members
of the foreign diplomatic corps, was one of two in Sowe-
to yesterday.

Lessors of political organisations with different
ideologies at the Regina Mundi service called for
"unity in action" in the fight against apartheid.

Also in Soweto, the tombstone of 13-year-old Hec-
tor Peterson, the first victim of the 1976 riots, was
found badly desecrated yesterday morning.

In Transkei, at Ngangelizwe township near
Umtata, an unacknowledged number of youths were ar-
rested after they took to the streets singing freedom
songs in commemoration of the Soweto uprisings.

Work attendance figures at large firms ranged
from as low as seven percent to nearly 100 percent,
and the stayaway was most acutely felt in the Trans-
vaal.

Sixty percent stayaway

In the Pretoria area, at least 60 percent of blacks
stayed away from work, according to Pretoria Cham-
ber of Commerce chief executive Mr Aler de Beer.

In Cape Town, police prevented a commemoration rally from taking place at the SAMJ Centre in Ath-
lone.

In Guguletu, Cape Town, a group of people barr-
caded a road with burning objects, and an occupant
of a car which was forced to stop was attacked and
stabbed to death, according to police.

In Johannesburg, people gathered in the Central
Methodist Church at lunchtime to express their anger
"at the continued repression of our people, at the in-
strangeness of those who presume to be our rulers,
at the apathy of those who continue to live in com-
fort, at the consistent abuse of power and the denial
of justice and freedom."

A group of about 20 security policemen stood at the
church entrance at the start of the service.

On the East Rand, at the Vaalootus township out-
side Boksburg, petrol-bombs thrown at a butchery
caused serious damage, police reported.

A number of stone-throwing incidents and wide-
spread petrol-bomb attacks were reported in Port
Natal, the eastern and western Cape, and the East
Rand. In townships around Durban, Cape Town and
Port Elizabeth, buses were were stoned and set
alight.

In Pietermaritzburg, two electricians who were
seriously injured in an explosion at a substation yest-
erday afternoon were rushed to Grey's Hospital. At
the time of going to press last night, neither their
condition nor the extent of their injuries was known.

However, townships around trouble-torn Pieter-
maritzburg were reported to be extremely quiet.
Miss Popi Buthelezis puts flowers on the grave of Zolile Hector Peterson in Avalon Cemetry, Soweto. Hector, 13, was the first fatality of the shootings in Soweto on June 16 1976. Miss Buthelezis, now confined to a wheelchair, was also a victim of the shootings. Below: Hector's grave was desecrated by vandals late yesterday.

Weekend Argus

Repoters

The commemoration of June 16 did not pass peacefully yesterday, according to an interim unrest report released last night by the police.

A motorist was forced out of his vehicle in Gugulethu, which had been stopped at a barricade of burning objects, and stabbed to death, police said.

Attempts to establish the identity of the person killed or the time of the incident were unsuccessful.

But, it is believed it occurred near Landwrobe Road.

Tombstone

Stone-throwing and petrol-bombing were recorded in various parts of the country, and in Soweto the coloured mechanism was reported first victim of the 1976 riots in the north.
June 16: Man killed in city

A MOTORIST was stabbed to death by a group of people in Guguletu after his car was forced to stop at a burning barricade on Thursday night, the eve of the anniversary of the bloody Soweto uprising.

The murder was recorded in yesterday's unrest report, which also said a bus in Khayelitsha was badly damaged in a stoning incident. Police would disclose no details on the murder.

It was the only unrest death reported in South Africa as hundreds of thousands of people countrywide stayed away from work in observance of the 30th anniversary of the uprising on June 16, 1976, when police shot and killed two Soweto students in a crowd of some 15,000 protesting the introduction of Afrikaans as a compulsory language of instruction.

Many businesses yesterday shut down voluntarily despite the government's refusal to declare an official holiday.

Johannesburg as well as East and West Rand towns came to a virtual standstill while in Durban, Maritzburg and East London, bus ranks, railway stations and minibus loading points were deserted.

In Cape Town industry experienced a 10 to 15% absenteeism rate, while the effect on the commercial sector was "negligible", according to a Cape Town Chamber of Commerce spokesman.

More reports on June 16 — Page 3

Businesses in Pretoria found that 60% of black employees had stayed at home, according to the Pretoria Chamber of Commerce.

In the Durban townships, youths stood on main roads, apparently urging people not to go to work.

A spokesman for KwaZulu Transport, Maritzburg, said there had been a total stayaway of bus drivers in the capital.

About 700 people died during the student-led '76 riots, according to the South African Institute of Race Relations — Own Correspondents, Saps and UPI.
Police disperse Soweto Day meet in Rylands

Staff Reporter

A SOWETO Day meeting in Rylands was yesterday dispersed by police as many city workers observed a public holiday marking the 13th anniversary of the June 16 student uprising.

Cape Town Chamber of Commerce spokesman Mr Tommy Brand said industry had experienced a 10 to 15% absenteeism rate, while the effect of the June 16 holiday had been “negligible” in the commercial sector.

About 300 people attended a commemorative service in the Hazendal AME Church and Archbishop Desmond Tutu addressed about 200 people at the Church of Reconciliation in Manenberg.

A youth gathering in the Soweto Centre in Gatesville was declared unlawful by police who briefly detained grass-roots photographer Mr Benjie Gool and Mr Desmond McKenzie, attorney Mr Ibrahim Mohammed said last night.

Police said the venue had been hired by an unlawful organisation, Mr Mohammed added.

A City Tramways spokesman said buses were “under-utilised” and trains to the Khayelitsha and Phillip “resettlement” areas had shown a slight reduction in passengers, a SARS spokesman said.

Police kept a high profile in Terminus Road, KTC, where makeshift barricades hindered traffic and eyewitnesses said vehicles had been stoned.

Unrest: Train coach burnt

PRETORIA — A passenger coach was set alight and extensively damaged at Naledi railway station in Soweto yesterday, the 13th anniversary of the Soweto riots.

The police unrest report recorded 12 incidents of stone-throwing and petrol-bombing overnight.

At KwaDingen, near Pinetown, a group stoned a police vehicle. They were dispersed with birdshot. A woman was wounded and admitted to hospital for treatment.

A man was injured at KwaMashu in Durban when a group stoned a bus.

Buses at Umlazi, Durban, were fairly badly damaged when they were stoned and a bus at Inanda, Durban, was extensively damaged when it was set alight.

At Vosloorus, near Germiston, petrol bombs were thrown at a butchery, causing serious damage to the property, and at Ewasi in Port Elizabeth a bus was extensively damaged in a petrol-bomb attack.

No injuries were reported, the report said — Sapa
Firms bow to worker muscle

CP Reporter

THOUSANDS of South African blacks have shown growing industrial muscle by securing paid leave to commemorate the 1976 Soweto uprising.

Employers' groups say June 16 holiday agreements have increased markedly in recent years.

"If that is what the workers want, employers are increasingly inclined to go along with it," said Vincent Brett, spokesman for the Association of Chambers of Commerce and Industry.

Barbara Beste of the group agreed.

"If companies refuse to listen to black demands about June 16, workers see them as supporters of apartheid. Workers get very emotional about the day."

Many of those awarded paid leave this year are members of young black trade unions which did not have legal status in 1976.

Black union activity was legalised only in 1979.

National union membership rose from 677,000 in 1976 to 2,1 million in 1987, with 835,000 of them blacks. Black labour federations say their rank-and-file membership is now over 1,5 million.

"These members were among millions of people estimated by employer groups and trade unions to have stayed away from work on Friday."

Despite this show of force, the government has refused repeated demands that June 16 be made a national "day of remembrance." - Sapa
Red Cross strikers given 8 am deadline

- By Sue Valentine

Striking workers of the Red Cross in Johannesburg were given until 8 am today to return to work or face disciplinary measures.

The workers have been on strike for six weeks at Red Cross House in Johannesburg in protest against the dismissal of the assistant regional director, Mr Bongani Khumalo, as well as against "racist" practices and policies in the organisation.

The regional chairman of the southern Transvaal region of the Red Cross, Mr Nigel Carman, who has been negotiating with the workers, has resigned and the regional director, Mr Neil Ross, has taken several weeks' leave of absence.

The administration is now in the hands of acting director, Mr Danie Jacobs, but workers are reluctant to accept his ultimatum to return to work.

"How can we be expected to respond to an ultimatum from an acting director when all along we have been negotiating with Mr Carman?" asked a spokesman for the Henri Dunant Coalition, Mr Belede Mzwai.

She said an executive member of the HDC had pleaded with Mr Carman to resume his position as chairman because he was an approachable person with whom workers could negotiate.

Mr Carman was unavailable for comment.
Red Cross issues an ultimatum

By LEN MASEKO

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

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

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

Crisis

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

The 37 workers downed tools last month, demanding the unconditional reinstatement of Mr Bongani Khumalo, assistant regional director of the Red Cross' Southern Transvaal branch.

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

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

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

The striking employees resolved to meet at the Johannesburg offices of the Red Cross today where they hope to hear the outcome of representations made to management.
SA-wide unrest reported after June 16

PRETORIA — Police reports after the 15th anniversary of the Soweto riots noted numerous incidents of unrest country-wide.

According to Saturday's report, groups of people stoning police vehicles at Soweto, Balfour, and the University of Zululand were dispersed with birdshot.

At Shangwanu, Puntown, eight men were arrested after they threw stones at a police base, and at the Regina Mundi Church, Soweto, four men were arrested after incidents of stone-throwing at police vehicles.

At Lynville, Witbank, 48 men were arrested by police during an illegal gathering.

Two men were wounded and one was arrested at Mppumalanga during faction fighting. Three others were injured when they were shot at.

Buses and vehicles were damaged in stone-throwing and petrol-bombing incidents at Khayelitsha, KwaMashu, Umlazi, Guguletu and Nyanga. A bus was set alight at Inanda.

Yesterday's unrest report reported that a policeman at Dambuzo, Maritzburg, was struck on the jaw when his vehicle was stoned.

Three buses were slightly damaged at Khayelitsha and Nyanga in stone-throwing incidents — Sepa
Union threatens to strike again

JOHANNESBURG

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

By Sue Valentine

Striking workers at Red Cross House in Johannesburg have expressed reservations about dealing with the newly appointed acting regional director of the Southern Transvaal branch of the Red Cross, Mr Danie Jacobs, but have decided to return to work.

In a memorandum, the workers — on strike for six weeks and given an ultimatum by Mr Jacobs to return to work by 8 am yesterday or face disciplinary action — said they would not speak to Mr Jacobs, but their black regional council members would meet the region's vice-chairman.

In a statement issued yesterday afternoon, Mr Jacobs said workers had agreed to return to work today.
Strike goes on claim

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

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

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

A Cawu statement said the deadlock remained despite the union's reduction of its demand for individual increases of R1.05/hour to 85c. Management had stuck to its final offer of increases of between 80c and 70c/hour.

The Swiss multinational was presently using "scab" labour, said the union.
Conciliation Board hears mine dispute

Labour Report

A Conciliation Board hearing to resolve the wage dispute between the National Union of Mineworkers (Num) and the Chamber of Mines, potentially affecting at least 500,000 black mineworkers on Chamber mines, was held in Johannesburg yesterday.

Spokesmen for the Chamber and Num declined to comment. The board meets again tomorrow.

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

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

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

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

The Chamber has already reached agreement with four unions representing mainly white workers in the semi-skilled and skilled categories.
Red Cross strike: steps against workers

Disciplinary procedures are to be instituted against almost 40 workers of the South African Red Cross Society who ignored an ultimatum to return to work yesterday, according to the society's acting director, Mr. Dame Jacobs.

Mr. Jacobs said he could not as yet disclose what steps would be taken against the workers — who went on strike six weeks ago in protest against the dismissal of assistant regional director Mr. Bongani Khumalo, as well as against alleged racist policies in the organisation.

Commenting on the charge of racism in its policies, Mr. Jacobs said the movement did not accept or acknowledge its conduct was racist. It was an organisation committed to non-racialism.

Mr. Jacobs confirmed yesterday that Mr. Khumalo's former chief, Mr. Neil Ross, had taken a leave of absence.

Mr. Ross had been encouraged to "stand back from the immediate problem situation."

Mr. Khumalo, who is also the president of the Henri Dunant Coalition, yesterday said while the coalition was challenging the Red Cross on its "racially dominant structures, leadership and activities," he still believed the SARCS had "a place in the South Africa of today and of tomorrow."

Responding to Mr. Jacobs' denial of racism within the society, he said: "Claims and actions are two different things."

The focus of the society's services was on white facilities such as old age homes and creches, and the executive body was largely white, he said. — Sapa
ACTION AGAINST
RED CROSS TO TAKE

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Post office strike

By CHIARA CARTER

WORKERS at 10 post offices in the Transkei this week downed tools against what they called "victimisation" by the Transkei government.

And in Pretoria about 100 workers at the city's central post office were locked out after they stopped work on Tuesday.

The stoppage was to protest the transfer to Mamelodi of Mr Johannes Marushane, the local chairperson of the Post and Telecommunications Workers' Association (Potwa), said a spokesperson for Potwa.

The Transkei strike is over the transfer of several workers from Transkei to Butterworth, 160 kilometres away, a Transkei Post Office Workers' Association (Trapowa) spokesperson said.

Those transferred were all key members of Trapowa, he said.

The Transkei Minister of Post and Telecommunication, Mr CGK Notts, confirmed that "a substantial number" of workers were on strike.

"We are asking the public not to be alarmed. The situation is under control," he said.

Notts said the association had not been harassed by the authorities and that the transfers were part of a process of decentralisation of the post office.
Oil workers plan strike ballot

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

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

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

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

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

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

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

The union plans to meet Mobil representatives later this week.

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

“We are not for sale Caltex and its shareholders, Texaco and Chevron, are determined to remain in South Africa,” Caltex managing director Jock MacKenzie said.
SA Breweries denies lock-out at Rosslyn plant

By Mike Siluma

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

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

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

However, a SAB spokesman denied that the Fawu members, who were engaged in "an illegal and unprocedural strike", were locked out.
Doore MD slams union

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

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

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

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

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

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

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

The stores had been closed because of "geographical duplication.

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

The company showed a R41 million profit before tax, Sussman said, and did not have an operating profit of R400 million or an overall profit of close on R50 million as alleged by the union.
Strike hits SAB plant

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

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

The company's spokesman said “Management, acting within the terms of agreement, has asked the workers to refrain from illegal work stoppages and to follow mutually agreed procedures.

‘Workers need to retract’ their demands and make use of the legal and procedural channels. Management is adamant that proper industrial relations principles should be used to resolve the issue,” he said.

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

He said the stoppage had not affected beer deliveries.

SAB's national negotiating team is apparently scheduled to meet Fawu representatives in Port Elizabeth today (Thursday), to discuss among other issues — “the ongoing series of wildcat strike action at SAB.”
CCAWUSA members picked Score Furniture in Jacksonville, Florida, yesterday's picket was in solidarity with the union and its members. A meeting with management of the firm was scheduled for Friday. Over 2,500 workers from five plants in the area are on strike as the new contract talks enter their second week. See page 14 for more details.
Wave of strikes hits retailers

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

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

Despite the split which have bedevilled the union, Cawusa achieved high wage increases, averaging 13.7 percent, between March and May this year, according to a survey conducted by Andrew Levy, Johan Piron and Associates.

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

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

About 1,000 union members at 65 Bear's Furniture stores in the Transvaal are currently on strike over how negotiations with the union should be conducted on behalf of subsidiary companies.

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

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

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

Management's current offer is R95.

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

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

The union had taken a conscious decision not to be intimidated by the Labour Relations Amendment Act, which aimed to curb worker militancy, Valliy added.
Bid to resolve Ccawusa strike

By Mike Sluma, Labour Reporter

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

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

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

Ccawusa insisted the pickets were peaceful and the strike legal.

Joshua Doore's deputy managing director, Mr. Hay Schur, said management had called police "at one or two stores" where strikers prevented clients from entering stores. He rejected as "absolute nonsense" the claims of intimidation.
Councillors act on Red Cross strike

By Sue Valentine

Disciplinary procedures have been instituted against workers at Red Cross House in Johannesburg who have been on strike for seven weeks, the acting regional director, Mr Danie Jacobs confirmed yesterday.

Although Mr Jacobs said it was prejudicial to say anything at this stage, it was possible that some of the 37 strikers would lose their jobs as a result.

Black regional councillors have said they will resign after repeated attempts to reach an agreement with authorities within the Southern Transvaal region.

They have also resolved to take over the leadership of efforts by striking Red Cross workers to redress their grievances.

Spokesman for the councillors, Mrs Belede Mazwai, said they were awaiting ratification for these actions from the national executive of the Henri Dunant Coalition.

Ms Mazwai appealed to members of the Red Cross throughout the country to support their call "for an end to racism and racial domination" within the humanitarian organisation.

She said the strike was continuing. This week, Mr Danie Jacobs had claimed that an agreement had been reached.

Mr Jacobs said the strike had started without grievances being stated and it had never been clear what issue was being addressed.
Slogans, songs, sjamboks. It's just another Soweto Day

BY MZIMKULU MALUNGA

MOVING into the Regina Mundi Church yard last Friday, one did not have to be an expert on township commemorations to forecast the likely conclusion to the end of the service. As they had learned in the past 12 commemorations of June 16 — Soweto Day — the people attending the service knew they might end up confronting teargases, sjamboks and perhaps even bullets.

A police water cannon tanker was parked just across the street with its barrel pointing at the church door. Next to the tanker was a Hippo filled with policemen and kikozontshabeli.

Behind the two vehicles, a group of policemen leaned on the many police vans and Ford Sierras.

Unity was the theme of the meeting as United Democratic Front and Black Consciousness Movement supporters called for joint action.

The main sermon was delivered by president of the South African Council of Churches Bishop Mias Buthela. He also announced that the grave of Hector Peterson, the first victim of June 16, had been desecrated.

The last byran was sung and the crowd began to chant slogans and sing freedom songs. Activists from UDF affiliates and the BCM replaced the priests and speaker after speaker called for unity.

But the possibility of unity was threatened when an official of the respected Azania People's Organisation, Muntu Myeza, stood up to speak and the chanting crowd refused to let him.

For a moment it appeared as though the meeting would return to normal, but after Myeza had shouted 'Amandla' and 'Mayibuye', the "roaring young lions' surged forward chanting 'ANC! ANC! UDIF! UDIF! Swapo! Swapo!'.

This week the BCM said it was "angered and disgusted by the undisguised act of political banditry by the delinquent youth of the Charter movement which disrupted the Regina Mundi commemoration service'.

TheBCM said it had invited other organisations to "join hands" and participate in the service.

The BCM also rejected the allegations made against Myeza, that he was an "agent of the system".

The crowd tried to leave the building but the main entrance was still blocked by police and people were forced to use two smaller gates.

A group of policemen entered the church and started hitting people.

The sneezing machine began vomiting its poisonous gas.

Within half-an-hour, most of the crowd had dispersed and police cars continued to roam. It was another Soweto Day, just like all the others.

● The police unrest report on Friday reads: "Seven incidents of stone throwing and five in which petrol bombs were hurled at private homes and vehicles were reported overnight. All incidents were of minor nature — damage caused was minimal and no injuries were reported. The only serious incident reported was as follows: At Naledi station, Soweto a passenger coach was set alight and extensively damaged."
OK Bazaars and union deadlocked over wages

By Mike Siluma, Labour Reporter

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

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

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

"Our demand, if accepted by OK, will only raise wages up to a minimum of R655, already far less than the R750 achieved with Pick 'n Pay. The current economic situation affects all retailers. We see no justification for OK Bazaars paying a lower increase than its competitors," said the spokesman.

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

"About 2,300 workers have accepted (OK's offer) and acceptances are still coming in. It indicates that there is a substantial number of members who want to accept," he said.

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

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Speak Out!

ON SATURDAY

Mrs Elize Botha, wife of the retiring State President, was recently given a tea-party which has caused widespread controversy. The Air Force has admitted spending R100,000 on transporting guests, a submarine was used to salute her and Simonstown naval base was used as a venue for the farewell. Mrs Botha has long been a patron of the Defence Force Ladies' Association. What does the ordinary member of the public - the taxpayer - feel about this? Is it a scandal or a well-deserved tribute? Give your views to Speak Out! (011 834-7747) between 5.30 and 7 pm this evening. Your opinions will appear in tomorrow's Saturday Star.
Final warning for workers

TWENTY-FIVE members of the Food and Beverage Workers Union employed at Sasko Bakery in Tzaneen were given final warnings on Monday for not coming to work on June 16, a union official said yesterday.

Management first dismissed two of the workers but reinstated them after other workers downed tools and the intervention of the union, Mr Moss Mahasha, regional organiser of the National Council of Trade Unions (Nactu), said.

According to Mahasha, the company claimed the workers were in breach of their contracts. A company spokesman, Mr Coetzee, said he had no comment on the matter.

"You can speak to the Food Beverage Union about that," he said.

Mahasha also made an appeal to all union shop stewards in the Tzaneen area to attend a meeting at the Nactu offices on Saturday. The meeting, to elect an executive committee for Tzaneen, will start at 12.30pm.

Mahasha said
2500 workers still on strike

The strike by over 2,500 workers at Euretek plants countrywide over wages entered its fourth week on Wednesday.

The Construction and Allied Workers Union is demanding R1.03 an hour for its members while the company offered 50c and 70c an hour on a graded basis.

Last week Cawu revised its demand to 85 cents an hour but management refused to budge. The workers then decided to continue with the strike.

A Cawu spokesman said it was against this background that the workers and the union have resolved to continue with the strike.

The personnel manager of Euretek, Mr F. Klaassen said what his company had offered was reasonable. He said they were not using scabs to try and see if the union would accept the wages the union was demanding.
Mill strike to be mediated

A LEGAL strike by more than 1,000 workers at the Worcester-based Hextex textile mill has been referred to mediation in a bid to resolve the 37-day deadlock over service bonuses.

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

Hextex personnel manager Mr J M Marx last night declined to comment and referred inquiries to the company general manager, Mr R D Clapperton, who could not be reached.
Better stone for Hector

By SELLO SERIPE

A NEW and bigger tombstone will be erected to replace the desecrated tombstone of Hector Peterson.

The 13-year-old Soweto schoolboy was the first victim when police fired on protesting pupils on June 16, 1976. He was buried at the Avalon cemetery.

Two black consciousness-oriented organisations - the Azanian Students Movement and the National Youth Co-ordinating Committee - have pledged to rebuild the tombstone after the headstone was smashed by vandals on the eve of the 13th anniversary of the uprising.

Spokesmen for the organisations said it had not yet been decided whether the entire tombstone would be replaced.

A Soweto Council spokesman said the family would need a permit from the cemetery administration to re-erect the tombstone.
Striking workers out on the street

Labour Reporter

MEMBERS of the National Union of Farmworkers (NUF) continue to challenge employers, despite a lack of protection under the Labour Relations Act.

The 120 NUF members at Braaks Indoor Plants in Pretoria, who have been on strike for two weeks following a deadlock in wage negotiations, have been thrown out of the company's hostels and dumped on the streets.

The NUF had demanded a R100 across-the-board increase back-dated to January. Workers now earn between R120 and R550 a month.

The general secretary of the NUF, Tshaka Moletsane, said the union had lowered its demand to R50 but the company had offered R30.

The union then suggested a package deal, accepting the company's offer of R30 until June and proposing a further increase of R20 from July.
Inspectors bullied me — accused

A POTCHEFSTROOM businessman appeared in court this week charged with under-paying his employee.

Edward's Hardware Store director J van der Merwe pleaded not guilty of failing to pay his workers minimum wages.

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

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

The case was adjourned until August 21 for further evidence.

Strike ballot follows pay talks

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

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

CCAWSA is demanding a R135 across-the-board increase and a R635 minimum wage for all workers who have completed three months service.
Checkers reaches wage agreement with CCAWUSA

By Mike Siluma, Labour Reporter

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

A weekend statement by Checkers said the agreement would be effective from July 1, 1993, to June 30 next year.

The agreement also stipulated:

- The recognition of May Day on May 1 as a public holiday.
- Workers are entitled to take off March 21 (Sharpeville Day) on a no-work, no-pay and no-penalty basis.
- Four weeks' annual leave for all staff with at least seven years' service by July 1, 1993.
- Substantial improvements to the company's long service award scheme.

Strike over sackings at Boksburg factory for hooting called off

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

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

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

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

Members of the Federated Mining Union (FMU) employed by Samancor's Moomooi Chrome Mine are to receive a 16 percent increase as from next month under a wage agreement between the union and the mine, the FMU said. Where the 16 percent increase failed to raise workers' pay to the new minimum rates, workers would get a further raise to make up for the shortfall. In terms of the agreement, the monthly minimum rate for surface workers would range between R370 and R1,092, while the underground rates would be set between R416 and R1,247.

In addition to the recognition of June 16 as a holiday in exchange for January 1, improvements will be made to working conditions and job security.
The results of a ballot among Commercial, Catering and Allied Workers' Union members at OK Bazaars have sparked a row between the union and management over whether workers want a strike or not.

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

"The majority 'yes' vote is unprecedented considering just two years ago OK workers embarked on the longest strike in retail history. This is clearly due to unenlightened attitudes held by management and management's insensitivity towards the economic plight of OK workers," said the spokesman.

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

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

Neither side would give figures of the ballot results.

Ccawusa is demanding individual increases of R135 a month, with a minimum wage of R635 for all workers with more than three months' service. OK has offered an across-the-board increase of R100, plus a minimum rate of R525 for workers with more than a year's service.
Trade unions gaining clout

By Jabulani Sikhakhane

Membership of registered trade unions has risen sharply since 1980 from an approximate 810,000 to just under 2.1 million in 1988, representing an average annual growth rate of almost 12.5 percent.

According to the Sanlam Economic Survey union membership in 1986 increased by 205,000 or 10.9 percent and the number of trade union members expressed as a total percentage of the economically active population increased to 19.5 percent last year from 13.5 percent in 1985.

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

The average size of trade unions increased from a mere 4,300 members in 1986 to 10,000 in 1988, the report adds.

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

TOUGH BARGAINING

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

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

Quoting National Manpower Commission figures, the report says salaries and wages rose by an average of 19 percent in 1988 whilst the inflation rate was 12.9 percent.
Blind workers down tools

ABOUT 200 people, most of whom are blind, at the Natal African Blind Society in Umlazi south of Durban are on strike over demands for more pay.

The director of the NABS, Mr John Randles, said yesterday that the workers had been on strike since last Wednesday when they withdrew their labour and demanded more pay.

He said that the workers had been told to go back to work and await the executive committee meeting, scheduled to take place today. However, the attitude of the workers was that they would not work before then, he said. Randles said that the committee would be able to give them money if there were any available.

He said it was illegal for the workers to go on strike, but he did not want to bring in the law.
TENSION is mounting at the Zebediela Citrus— the scene of a recent strike over dismissals of 10 workers.

The 10 workers were dismissed in two groups, one on June 3 and the other on June 22.

One of the workers was allegedly ordered to collect rotten oranges from 420 trees in one day. When she could not complete the job, she was fired, it was alleged.

Others said they were simply told that there was no more work. They alleged that management was hiring new workers to replace them.

The Zebediela Citrus Estate spokesman, Mr. C. van Rooyen, said in response to an inquiry that the dismissals had "no connection with union membership and/or participation in the recent strike actions".

Van Rooyen said dismissals were dealt with "in accordance with disciplinary procedures and codes".
ABOUT 400 workers at Consol Glass in Bellville yesterday stopped work during countrywide negotiations with the company. Striking workers at the Bellville plant accused the company of "racially discriminatory" labour practices.
Johannesburg. — The majority of members of the Catering and Allied Workers' Union of SA have voted in favour of industrial action against the OK Bazaars, a union spokesman claimed yesterday. But a statement from the OK Bazaars said the results of the strike ballot indicated the union had failed to secure a majority of its members in favour of strike action.
MEMBERSHIP of registered trade unions has risen sharply since 1980 from an approximate 810 000 to just under 2.1 million in 1989. This represents an average annual growth rate of almost 12.6 per cent.

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Four charged with intimidating workers

Four men appeared in separate hearings at the Cape Town Regional Court yesterday in connection with charges of intimidating Nampak workers to strike in January.

Mr Isaac Adams, 35, of Bishops Lavis, Mr Andries Pinkoko, 39, of Khayelitsha, Mr Neil Thomas, 23, of Beacon Valley, and Mr Dumis Abels, 22, of Belhar were not asked to plead.

Mr Adams allegedly threatened Mr Pieter Marus with a knife, Mr Pinkoko allegedly hit and threatened Mr Karel Goliath with a kierie, Mr Thomas allegedly hit Mr Steven Zelhe in the face, while Mr Abels allegedly hit Mr Yunus September with a stick.

The hearings were postponed to dates in August.
The American Association of Journals of Record was founded in June 1966 and has been the leading organization for journals of record since then. The association has more than 900 members and conducts annual conferences, workshops, and seminars on various topics related to journals of record. The association also publishes a newsletter and maintains a website for its members.

According to the association, a journal of record is a publication that is intended to be a source of information for researchers, students, and other professionals. Journals of record are typically peer-reviewed and are published by academic or professional organizations. They are designed to provide a wealth of information on a particular topic and are intended to be a reliable source of information for readers.

The association also provides resources and guidance for individuals interested in starting a journal of record. This includes information on the logistics of starting a journal, as well as guidance on the editorial process and the peer-review process.

Overall, the American Association of Journals of Record plays a critical role in promoting the importance of journals of record and providing resources and support for individuals interested in creating and maintaining these valuable publications.
PO strike called off

A STRIKE by more than 100 Pretoria Post Office workers has ended.

A spokesperson for the Post and Telecommunications Workers’ Association (Potwa) said the strike ended last week because of a “technical problem.”

The workers downed tools to protest the transfer of a Potwa official to another post office.

No change in strikes

TWO marathon strikes involving more than 3 000 workers are continuing.

A national strike by more than 2 000 workers at Evertite Cement Division has entered its sixth week.

The strikers, who include about 700 workers at the company’s factory in Brackenfell, have established support committees which include representatives from community organisations.

The Hex Tex strikers in Worcester involving about 1 000 members of the Amalgamated Clothing and Textile Workers’ Union of South Africa began almost two months ago.

The workers are striking over a service bonus dispute.

Union representatives met with management this week but no settlement was reached.
Workers in 'guerilla strike'

400 workers downed tools at a Bellville glass factory this week in protest of "unfair labour practices".

A senior shopsteward at Consol Glass described the 24-hour stoppage as a "guerilla strike".

He said it was the result of "unbearable frustrations" among workers.

The workers' chief grievances are over company hiring policies.

The shopsteward claimed Consol followed a "coloured labour preference policy". About 60 percent of the workforce is "coloured".

Workers were also angry that four whites who were employed earlier this year as operators had been promoted to supervisors above black workers who had long been employees of the company, he said.

The workers also allege that the factory's labour relations officer accepts bribes from job applicants.

The factory manager, Mr. John Singleton, said that all the workers' allegations were being investigated internally and that he could not comment further.

He said the company would be meeting with the Chemical Workers Industrial Union (CWIU) later this week.

CWIU is in dispute with Consol nationally over several issues, including wages and conditions of employment.

In terms of the Labour Relations Amendment Act, it is illegal for workers to strike more than once over the same issue within a year.

Workers at Consol Glass plants at Clayville, Pietermaritzburg and Western Cape also went on strike at the same time as the Bellville workers.
Stolen yesterday morning from an office at the
ERPM Gold Mine, police said.

Interdict against strike
Johannesburg — The Rand Supreme Court
has issued an interdict preventing the Commercial,
Catering and Allied Workers' Union from
calling a strike at OK Bazaars until it can prove
that the decision to strike was reached by major-
ity vote.
Violence flares as furniture store strikers hold pickets

Weekly Mail Reporter

This week-old Joshua Dooe strike turned violent this week when strikers at various branches were shot at, interrogated, locked in a strongroom, arrested, assaulted and intimidated with firearms.

And the Commercial Catering and Allied Workers Union of South Africa reports that between June 21 and June 23, 43 picketers were arrested in the PWV area.

One of those arrested, Peter Kole, is currently being held at Pretoria Central Prison in terms of the Emergency regulations.

On Wednesday of Score Furnishers in Germiston a fracas between workers and management led to the store manager opening fire on striking workers, the representative said.

Education officer of Cawusa, Saim Vally, said the manager fired two shots — one over picketing workers' heads and another at the store's roof.

Joshua Dooe MD David Susmaur said the shots were fired by a security guard who was defending himself against an unknown person who had threatened him with a knife.

At the Klerksdorp Score Furnishers workers alleged that two days ago the regional manager and the store manager were seen pointing firearms at picketers.

Vally said Joshua Dooe's management was guilty of breaking an agreement that they would not call in the police before consulting the union. At the Price 'n Pride in Benoni workers alleged plainclothes police were sitting at the manager's desk "calling in workers to question them". At the same store police "pushed strikers and destroyed their pickets".

At a Bradlaws Store in Randfontein union members were locked in the strongroom by the manager. Police in plainclothes were also present.

Sussman said it was strictly against company policy to call the police without consulting Cawusa and it was against company policy for members of staff to carry weapons.

Police had advised the company that by allowing picketers outside stores the Emergency regulations were being contravened, he added.

- Colonel Haynes of the South African Police Public Relations division in Pretoria said: "We could not make meaningful enquiries in the limited time at our disposal, with particular regard to the fact that it is not easy to ascertain from the information furnished in your message, in which police stations areas some of the many alleged incidents are supposed to have occurred.

- However, if any person has legal cause for complaint, such person has every right to lodge a complaint through any one of the existing channels. We give the assurance that such complaints will be fully investigated. The fact that people go to the press with complaints of alleged criminal behaviour, instead of apparently lodging their complaints with the police, tends to raise the suspicion that it is done for propaganda purposes rather than a desire to seek justice."

- Cawusa this week continued to ballot its members at OK Bazaars stores around the country over the possibility of national strike action.

A dispute over the results of the ballot led OK management to file a supreme court application on Tuesday to prevent the impending strike by about 9 000 workers from taking place. The application was held over until yesterday afternoon so that mediation and further balloting could continue.
Daveyton bus drivers go on short strike

Daveyton municipal bus drivers who went on strike yesterday in protest against a council decision to privatise the financially struggling bus service returned to work later in the day, said the mayor, Mr Shadrack Sunaba.

Many commuters were left stranded when bus drivers, without notice, parked their buses and went to a meeting to discuss privatisation — East Rand Bureau
'Disquiet among white workers'

Protest at giant plant

MILITANT protests in which workers carried ANC and South African Communist Party banners and brandished cut-outs of AK47 assault rifles has caused disquiet among white workers and management at the giant Volkswagen plant in Uitenhage.

Mr Ronne Kruger, public affairs director for Volkswagen said the protests at lunch-times were part of nation-wide "living wage" negotiations.

Kruger said some of the workers got carried away and had thrown in some political statements. He said it was felt that these statements were best ignored and everything had settled down again.

Agitated

White workers at the plant were agitated when workers displaying banners supporting the African National Congress, the South African Communist Party and the National Union of Metalworkers of South Africa.

Some workers carried replica AK47 rifles, rubber mallets and pieces of wood. One poster showed Mr PW Botha in a coffin. There were other posters bearing the words "Viva ANC", "Viva SACP", "Botha is a dog", and Searle and Rautenbach are dogs", referring to the company's managing director, Mr Peter Searle and employee relations manager, Mr Johan Rautenbach.

The demonstrations took place during a two-week period when NUMSA members were demonstrating for wage increases and national bargaining power — Sowetan Correspondent.
Disquiet among white workers

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The demonstrations took place during a two-week period when NUMsa members were demonstrating for wage increases and national bargaining power.

— Sowetan Correspondent
PORT ELIZABETH. — There has been another lunchtime demonstration at the Volkswagen factory in Uitenhage — the 11th at the plant since May 26.

But this time the demonstration was peaceful and without wooden imitations of AK 47s, South African Communist Party or ANC banners which featured in earlier protests.

The demonstrations coincided with demands by the members of the National Union of Metalworkers for a "living wage".
Strikers locked in
safe, union claims

JOHANNESBURG — Twelve striking workers at
the Bradlows store in Randfontein were locked in a
strongroom — a massive safe — for most of the day
on Wednesday, a spokesman for the Commercial,
Catering and Allied Workers Union said yesterday.

A union official, Mr Salim Vally, said the union
had phoned the store’s manager about the issue. He
had said he only took “instructions from the human
relations manager at Joshua Doore’s head office”.

Yesterday was the ninth day of the strike action at
Joshua Doore group stores, which include Brad-
lows, Score and Price ‘n Pride.

The group’s managing director, Mr David Suss-
man, said personnel at the Bradlows store had said
they didn’t know anything about strikers who were
locked in a strong room.

In another incident, a manager at a Score store in
Germiston allegedly fired two shots over the heads
of 16 striking workers, Mr Vally said. — Sapa.
'Strikers locked in strongroom'

TWELVE striking workers at the Bradlows Store in Randfontein were locked in a strongroom for most of the day, as a spokesman for the Commercial, Catering and Allied Workers Union (CSWU) claimed yesterday.

Mr Salim Vally, CSWU's educational official, said that when the union phoned the store manager about the incident, he refused to take any action.

According to one of the workers, who spoke on condition of anonymity, the incident took place on the first day of the strike action at Joshua Doore's shop.

The managing director of the Doore group, Mr David Sussman, said the Bradlows store had not known anything about the incident.

Mr Vally said the police had been called, and that the company had refused to talk to the union.

Vally claimed that the strike continued.

SOWETAN TOP STREET SELLER' COMPETITION

We want you to choose the 'Top Street Seller' In this easy competition, all you have to do is answer easy questions and write a sentence on why you think your street seller should be voted 'Top Seller'.

PRIZES ARE AS FOLLOWS:
- For the first best entry: R1000
- For the second best entry: R300
- For the third best entry: R200

AND

The 'Top Seller' will receive: R1000
Second seller will receive: R300
Third seller will receive: R200
Twenty lucky entrants and their street seller will win a Sowetan t-shirt!

Entry Form

SOWETAN 'TOP STREET SELLER' COMPETITION

Answer the following questions:
1) What does the Sowetan poster say today?
2) Is your Sowetan seller on time every day?
3) Where does he sell Sowetan?
4) Is he always friendly?
5) Is his area tidy?
6) Does he always have enough Sowetan for his customers?
7) What is his name?

Answer the following sentence (not more than 20 words): I believe thatmy Sowetan Street Seller should be voted Top Street Seller because...

RULES: The editor's decision is final and no correspondence will be entered into. Use of facsimiles and other forms of copies will not be allowed. The winners will be notified by phone. The winners will be photographed for publication in Sowetan. The closing date of the competition will be July 21, 1989.

Name
Address
Send your entries to:

PD BOX 24, SOWETAN
Second OK strike ballot

JOHANNESBURG.—A second strike ballot is to be held among employees at OK Bazaar branches country-wide in terms of an agreement reached between management and the Commercial Catering and Allied Workers Union in the Rand Supreme Court on Friday.
Strike ballot agreement over

Order ends three-day court wrangle with Cawusa
46-day strike ends after agreement on bonus for workers

CAPE TOWN — Workers at the Worcester-based textile manufacturer Hextex returned to work yesterday after agreement that they would receive a service bonus in addition to an annual wage increase which is negotiated in May.

The strike, one of the longest in the Western Cape and Boland area, lasted 46 days.

It began on May 18 after Hextex, owned by Barlow Rand’s textile subsidiary Romtex, and the Amalgamated Clothing and Textile Workers' Union of SA (Actwusa) reached agreement on the wage increase — but not on service bonuses.

Of the 1,060 weekly paid workers at the factory, 1,020 went on strike, bringing production to a virtual standstill. Management had to recruit casual workers to supplement the remaining weekly and monthly staff.

An Actwusa spokesman said in terms of yesterday’s agreement Hextex workers would receive a service bonus of 50c a week for each year of service, in line with their demands. This is in addition to the R25 wage increase, which represents a 25% increase on the minimum wage.

Also in terms of the early May agreement, the workers will be granted paid maternity leave, and May Day and June 15 as paid holidays.
Numsa sit-in
at Goodyear

SEVERAL hundred Goodyear employees went on strike yesterday after a deadlock over Numsa's demands on the disinvestment of the company's US parent.

A Goodyear spokesman said 700 of Numsa's 1,000 members staged a peaceful sit-in. Management met shop stewards and a union official, but the company was still awaiting official written notification from the union on its position, he said.

Numsa has demanded a minimum R5,000 in "separation pay" for each employee, assurances on job security, maintenance of past levels of social responsibility expenditure, the liquidation of the existing pension fund and the payout of proceeds to workers, and the establishment of a provident fund.

"There will be no concessions to these demands," the spokesman said.

He said last week's settlement between Mobil and the Chemical Workers' Industrial Union, in terms of which employees would receive at least R2,000 each from the departing parent company, had raised Goodyear employees' expectations.

But, he added, Goodyear's view was that the sale of the local company to Coseal involved merely a change in the ownership of equity. The employment relationship would not change, and there was no reason for employees to receive separation pay.

He said the company had been informed by Numsa that almost 100% of members had voted to strike in a ballot last week.

"We have no reason to doubt this," he said.

Numsa spokesman could not be reached for comment. (SSA) (52)
Unions’ split on May Day holds up Seifsa wage talks

ALAN FINE

THE refusal of the mainly white Confederation of Metal and Building Unions (CMBU) to accept the institution of May 1 as a public holiday in exchange for Workers’ Day appears to be the only significant stumbling block in the way of a metal-industry wage settlement.

Seifsa director Brian Angus confirmed yesterday that the CMBU had refused to accept the offer made in response to demands by the mainly black Numsa and Nactu metal sector unions.

The CMBU has accepted Seifsa’s 13% to 18.5% wage offer. There were strong indications yesterday that Numsa was also about to do the same.

Numsa apparently wishes to broaden the terms of reference of an investigation into the use of temporary labour, but this is not expected to cause serious problems.

The CMBU position on Workers’ Day is based on the argument that members hold no allegiance to May Day, but feel strongly they wish to spend public holidays — such as Workers’ Day — with their families.

The employer view is that to allow employees to make individual choices about which day to take as leave would effectively mean the loss of two days’ production.
Survey shows 200% strike action increase

STRIKE action in SA in the first six months of this year was up by almost 200% compared with the same period last year, but still way down on the record 1987 levels, a survey by consultants Andrew Levy, Johan Piron and Associates has found.

A total of 348,614 man-days have been lost in 87 strikes so far this year. This compares with the 120,036 man-days lost last year, and 1,122,551 in 1987.

A feature of the survey is that wage disputes triggered 60,4% of this year's strikes. Historically, such disputes have been the trigger behind 90% to 40% of industrial action.

Retrenchment and retrenchment disputes sparked 8,5% of strikes and dismissal disputes 8%.

More than a quarter of the man-days lost have occurred in the building industry, almost solely as a result of the one-month-old strike by 3,000 Construction and Allied Workers' Union members at Everito.

The lengthy, now resolved, strike by NUM members at Rustenburg Refinery was the major factor which made mining the second most strike-prone sector.
Transkei suspends post office workers

UNTATA. — The Transkei Postmaster-General, Mr. G. K. Madabane, has suspended with immediate effect 214 post office workers from Engcobo and Umtata, following an alleged strike.

Most of the suspended workers have been arrested and many are members of the newly-formed Transkei Post Office Workers Association (Trapowa), which has been formed to bargain for better conditions.

Anti-Trapowa pamphlets, which attacked some of its executive members, were scattered at various townships around Umtata at the weekend.

Extracts from the pamphlets read: "If Bebeza (executive member) were to lose his job tomorrow he could get employment within two weeks because of his qualifications. "Hundreds of postal clerks, if they were to lose their jobs, would wait for more than two years before they get another job because they have ordinary Standard 10."

"Wake up postal workers. How long are you going to be misled by the likes of Vusi Kumalo" (an executive member of the Black Postal Workers in South Africa who visited Umtata recently) — Sapa
3 000 striking Samcor workers end strike

By McKeed Kotolo, Pretoria Bureau

About 3 000 striking workers at the Samcor plant near Pretoria returned to work yesterday.

The strike over the workers' demand for the liquidation of the pension fund or its conversion to provident fund and pay increases, began on Monday.

Sources at the motor corporation plant said the workers demanded an increase for all workers to R7 an hour. Most were earning between R4 and R5 an hour.

A spokesman for the National Union of Metalworkers of South Africa confirmed yesterday's walk-out at the giant motorcar plant near Mamelodi and described it as a "minor work stoppage."

The company's media officer, Mr Dirk de Vos, confirmed the stoppage and the return to work, although he would not say if staff had started working.

He said management and workers had met, but no demand was put to the company.
Strike action increases 200 per cent.

Eighty-seven strikes were staged in the first six months of this year, resulting in a loss of 348,614 man-days, labour analyst Andrew Levy said yesterday. This represents an increase of about 200 per cent in strike action compared with the same period last year.

Last year 120,035 man-days were lost as a result of 73 strikes between January and June.

More than 60 per cent of the stoppages this year were triggered by wage demands. Fifteen and half per cent of the strikes occurred in the mining industry. — Sapa.
Judge's order curbs strikers

DURBAN — An urgent application was brought by Everite against striking employees yesterday, asking they be prevented from threatening other workers and damaging company property.

Mr Justice Howard heard the application against the Construction and Allied Workers' Union, 10 shop stewards and a number of employees.

The judge issued an interim order restraining the strikers from intimidating or assaulting employees or interfering with the working of the company.

The respondents were called on to show by August 22 why a final order should not be issued.

— Sapa
COUNCIL SLAPS
BAN ON
PHONING

ABOUT 800 employees of the Daveyton Town Council on the East Rand are on a go-slow strike following a ban on them using the council's telephones.

The workers also claim they have to get permission before leaving the council's premises even during the lunch break.

These new rules were introduced on Monday.

The strike started on Tuesday after a white council official had allegedly told the workers they had to get permission to make business or private telephone calls.

The acting town clerk, Mr R Coetzee, yesterday confirmed workers were barred from using the council's telephones as from Monday.

"In the past months the council's telephone bill was very high. We had to cut our costs and to achieve this workers had to be stopped from making private calls," said Coetzee.

**Strike**

They were only allowed to make business calls and these had to be approved by the council.

Workers said the strike would continue until their demands for better working conditions were met. They said a delegation would be meeting the council soon to discuss their grievances.
Strikers win at Hex Tex

MORE than 1 000 Boland textile workers returned to their jobs this week after a marathon 47-day strike which saw them win their demand for an annual service bonus of 50 cents a week for each year of service.

The workers, members of the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa), downed tools at the Hex Tex factory in Worcester in mid-May.

The strike, the first in 23 years in the company, was the longest ever in the Western Cape textile industry, in the Romatex group of which Hex Tex is part, and in Actwusa.

It was also one of a handful of protracted strikes to have taken place without dismissals or lockouts.

Throughout the strike the workers retained access to company premises, canteen facilities and picketing rights.

Watershed

Actwusa regional secretary Ebrahim Patel described the agreement reached with the company as "a victory for workers".

He said the strike was a watershed in the history of workers in the Boland.

Its success was due largely to the determination and discipline displayed by workers and the strong support strikers received from the Worcester community, from people elsewhere in the country and from abroad.

In terms of the final wage package negotiated with the company, workers will get a R25 weekly wage increase and an annual weekly service bonus of 50 cents for workers with more than four years' service, and 25 cents for those with less service.

Workers also get a three-months' paid maternity leave — the first such maternity leave agreement in the Boland — and June 16 and May 1 as paid holidays.
86 dismissed strikers accuse company of abusing code

A WEST GERMAN subsidiary company near East London has fired all its workers after a brief dispute over dismissals and unionists have accused it of violating an agreement for companies operating in South Africa.

The dispute started last month when August Laepple (Pty) Ltd demoted a shop steward. Days later two more shop stewards were suspended and the workers downed tools in response. The company then fired all 86 strikers.

August Laepple is a subsidiary of a West German company and makes parts for the motor industry. Its German parent company agreed to a 14-point set of guidelines for companies operating in South Africa that was drawn up by the German metalworkers' union IG Metall last year. The document provides guidelines for implant agreements with unions in the subsidiaries.

Although the South African subsidiary has not yet signed the agreement, the National Union of Metalworkers of South Africa (Numsa) has accused them of violating the spirit of the agreement in the latest dismissals.

Numsa claimed that the shop stewards were victimized because they were members of the union. Numsa has also accused the company of refusing to negotiate over the dispute.

— Elnews

By LOUISE FLANAGAN, East London
Workers strike over 'corporate camouflage'

Weekly Mail Reporter

A ONE-WEEK strike by some 1 200 workers at the Goodyear tyre plant in Port Elizabeth is the latest in a series of protests by workers at the way in which foreign companies are selling off their subsidiaries in South Africa.

Last month Goodyear told workers at the plant that the sell-out to a local company, Consol, a member of the Anglo Vaal group, involved a mere change in share ownership.

The National Union of Metalworkers of South Africa disagrees.

"As far as we understand it, the divestment, like that of many other divesting companies, is corporate camouflage," Numsa organiser Gavin Harford told the Weekly Mail.

"Licensing arrangements, most other agreements and the supply of rubber, it seems, will come from the parent company in the United States."

The workers want separation pay of at least R5 000 for each worker, guaranteed conditions of employment, maintenance of existing labour agreements, pay-out of pension benefits and the writing off of housing loans before the sale goes through.

The National Union of Metalworkers of South Africa held two sets of talks with management over the dispute. After both deadlocked and the industrial council failed to resolve the conflict, a ballot was held which voted in favour of downing tools.

A company official this week told reporters: "There will be no concessions because we consider there has been no change in the position of employees because of divestment."

Workers are also calling on Goodyear to set up a trust fund for community projects and want a meeting with Goodyear in the US.

The Numsa demands are much the same as those pursued by the Chemical Workers Industrial Union, whose members went on strike to protest at the terms of the recent Mobil divestment.

Both strikes reflect widespread discontent at the way in which divestment has taken place in South Africa.

Unions argue that the sell-outs strengthen local capital, which can acquire plants at bargain prices and use the opportunity to restructure workers and alter their terms of employment.

Foreign firms often continue to benefit by licensing arrangements that ensure they continue to profit from an involvement in South Africa.

One fast begins as another ends

ANOTHER Emergency detainee has launched a hunger strike — a week after six hunger strikers were released from detention.

Yesterday Daveyton Students’ Congress member Aubrey Nxumalo, 23, started refusing food in protest against his detention under the Emergency regulations.

Last Thursday six Soweto students — Paul Chauke, Solly Dolamo, Norman Makhubu, Blessing Ndlovu, Joel Letlape and Morgan Raboshage — were all released without restrictions after a protest fast in Bloemfontein’s Grootvlei Prison.

Nxumalo, a part-time student, was detained for the second time on May 25 this year. He was detained under the Emergency regulations for two years between 1986 and 1988.

 Asked for comment, the prisons department referred the Weekly Mail to the police. A police representative in Pretoria said in terms of the Emergency regulations he could not comment.
Retailers fight legality of strike

THE two-week Joshua Doore strike, involving 2000 workers, is to be challenged in the industrial court on Monday.

Joshua Doore is seeking an urgent interdict against the Commercial Catering and Allied Workers' Union declaring the strike illegal and unfair.

Cawusa members began striking on June 21 in protest at the retrenchment of 500 employees at Reef branches of World and Score Furnishers, subsidiaries of the Joshua Doore group.

Joshua Doore is claiming that the union failed to conduct a strike ballot in a fair and lawful manner. Information on the ballot form which implied that retrenchments were continuing at all Joshua Doore branches, distorted the facts, the company alleges. The company also disputes union claims that 500 workers were retrenched.

Managing director of Joshua Doore David Sussman said: "The union by its own admission accepted the ballot was unprocedural by agreeing to a second ballot. But then they went on strike."

Cawusa education officer Salim Vally denied the union had agreed to a second ballot. Cawusa plans to oppose the firm's court application.
Offer rejected: OK workers to decide on strike action

Strike ballots are to be held among OK workers today after their union rejected a fresh wage offer from management.

The Commercial, Catering and Allied Workers Union (Cawusa) yesterday said management's offer, made on Monday, did not involve any change to the company's position on an across-the-board increase, May Day and a guaranteed bonus.

It only involved raising their minimum wage offer from R550 to R600 a month for members with six months' service.

Cawusa said this constituted no real improvement. The company's present across-the-board offer was R100.

PROPAgANDA

The offer was rejected after the union consulted with its members and decided to proceed with the strike ballots planned for today.

The union claimed that management had renewed their attempts to persuade Cawusa members to accept their wage offer by supplying workers with a "fresh set of propaganda pamphlets and posters".

The union has issued a pamphlet which includes the following points:

- OK's claim that R100 across-the-board is as much as they can afford, and is reasonable, is "pure nonsense". OK's main competitors, Checkers and Pick 'n Pay, both signed wage agreements with Cawusa involving far higher increases (Checkers R120 and Pick 'n Pay R146.87).
- OK is the only large retailer that is refusing to agree on May 1 as a paid commemoration day for all members.
- OK's refusal to pay anything more than R100 has nothing to do with affordability. Last week OK spent thousands of rand in a court case trying to prevent the union from exercising its right to fight for decent wages. This money could have been better used on increases, the union said.

Management was not immediately available for comment - Sapa.
A long, long, walk in the no-bus town of Duduza

Residents of Duduza face an unpleasant choice as the bus boycott in the Pretoria district has brought transport services to a standstill. People are forced to walk in neighboring Tshwane or use taxis or private cars. Commuters began refusing to use the local buses after the Pretoria provincial council decided to increase the charge for a two-hour journey to 50 cents and the following day increased it to 75 cents. When the Weekly Mail visited Duduza this week, there was no bus in sight. The bus-stop looked more like an empty patch where the buses used to be — an old Duduza woman stands the long trudge to work.

The boycott, initiated by the Congress of South African Trade Unions, has been successful despite problems encountered by commuters. According to E. de Bruyn, a representative of the Pretoria municipal council, the majority of commuters said they would rather walk than pay higher fares. A representative of the road transport department, the increase of fares was not approved by the department. The increase of fares was not approved by the department.

"This is evident with the increase of the number using the buses," said Dr. Brunn, the transport department representative. "This week, only 15 passengers, mostly elderly people who cannot afford to walk, used the buses. According to the representative, the boycott is almost 100 percent. It is supported by the civic association, youth and student organizations.

"If we can not walk long distances, we use cars," said Dr. Brunn. "We are not using the buses because it's cold and we cannot afford to walk."
Offer rejected: OK workers to decide on strike action

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Management was not immediately available for comment — Sapa
PRETORIA — Ninety-seven strikers were arrested by police at a firm in Oifantsfontein, near Pretoria, yesterday. They will appear in court on July 10, on charges of intimidation and participating in an illegal strike.
By Robyn Chalmers

Thousands of workers at the Joshua Doone enter their third week of the company's profitability crises.

THE strike by hundreds of workers at Joshua Doone enters its third week as the company's profitability crises.

Joshua Doone deadlock

and misconduct on the part of the company's management has led to police intervention. One of the workers involved in the strike, a official, says close to.

40 workers have been arrested and are still being held in police custody.
Goodyear say no to 'disinvestment pay'

Several hundred Goodyear employees staged a peaceful sit-in strike on Monday after a deadlock over demands by the National Union of Metalworkers of South Africa (Numsa) for a minimum of R5 000 'separation pay' on the disinvestment of the company's US parent.

A company spokesman said yesterday that management met union officials when 700 of the company's 1,000 employees staged the sit-in. The company opened its gates yesterday with a limited working schedule and a skeleton staff and by mid-morning 400 employees had arrived in dribs and drabs and continued their sit-in on the premises. Many union members did not come to work at all.

'There will be no concessions because we consider there has been no change in the position of employees as a result of disinvestment,' the company spokesman said.

He said last week's settlement with the Chemical Workers Industrial Union in which employees of Mobil would receive at least R2 000 from the departing parent company had raised Goodyear employees' expectations.

'Goodyear's view is that the sale of the local company to Consol involves merely a change in ownership of equity. The employment relationship will not change and there is no reason for employees to receive separation pay,' he said.

The National Union of Metalworkers of South Africa has accepted the offer of a minimum 56 cents per hour wage increase following negotiations between the union and Seisa yesterday.
Union wrecks No 3 shoe firm

Business Times Reporter

EDWORKS, South Africa's third-largest shoe-maker, has gone into provisional liquidation — the first large company to be broken by a strike.

Creditors said a strike lasting from April to late June was the last straw that broke the back of the heavily indebted 65-year-old company. The strike involved a claim which would have added about R50 a month to the pay packet of each worker.

Devastating

Members of the Commercial Catering and Allied Workers' Union (Comwun) demanded an increase of R1.25 a month, but Edwards would offer them no more than R1.00.

The strike involved 800 employees in 40 stores and was devastating for both parties.

Strikers staged a hunger strike in a shop in Elliff Street, Johannesburg. These strikers were protesting against 'starvation wages' and one was taken to hospital.

The company obtained a Rand Supreme Court order to evict strikers from its premises.

The strike was settled on the company's terms in June. Even though they were de-feated, union members staged a march with banners down Elliff Street after the action cleared away millions of rands of business from the country-wide chain.

While, unless someone is prepared to take over the company's factories and its 250 branches, staff may have to start looking for work elsewhere.

Rivaling among three brothers — Stuart, Neville and Ralph Dodo — who inherited the company from their father was reportedly another factor in the company's slow demise. Mr Stuart Dodo said he could not see a way to save the business.

Edwards has underperformed its rivals for years. Papers before the Supreme Court in Grahamstown claimed Edwards owed R35 million — R6.5 million to banks and R3.5 million to trade creditors. Its assets are not known to creditors.

First National is the lead creditor with a claim of R3.5 million Standard is owed R4.5 million Trust Bank R2.2 million and French Bank, CIR and UAL R1.6 million each.

Edwards has three factor ies in Port Elizabeth and three chains with 250 outlets.

Jaguar

First National Bank senior manager, Jimmy Maben, said his bank was trying to save the company. The bank would pay workers until Friday. The company's fate would be decided that day.

The banks said in their affidavit that they would consider providing finance to pursue Edwards from being sold as a going concern.

There was also a prospect that Edswoods could be saved by an offer of compromise. Branches of Edwards operated as usual after the court order. Sales personnel said they had no idea what was going on.

Jaguar shoe executive chairman Roy Eckstein said his company and its holding company Asmone were owed R4.5 million. They also had large orders from Edwards.

He said first prize for Jaguar and Asmone would be getting their money back. Jaguar would consider making a bid for the remains of Edwards manufacturing activities — if that would facilitate getting its money back.

Jaguar would be reluctant to pick up debt. He said the doubtful debt would not affect Asmone's earnings significantly whatever happened.

Pickings

Mr Eckstein lamented the failure of Edwards. His father ran Edwards' factory in Marshall before starting Jaguar, which prospered from day one and is now second in shoes after SA Brewersons' Consol.

In its affidavit, Jaguar said that little of the debt was secured. It had called a meeting of banks and creditors and had proposed that a joint committee be formed to construct the company. The banks said the case had been adjourned to another urgent affidavit season of Jaguar's submission to the Rand Supreme Court.

Observers say the best hope for the staff of more than 3000 is that the manufacturing end of the retail chain.
OK and union wary of another strike

COUNTRYWIDE strike action by 5,000 Commercial, Catering and Allied Workers Union (Crawusa) members employed at OK Bazaars stores is likely this month.

A Rand Supreme Court ruling last Friday set the scene for a possible repeat of the bloody 1986-87 strike. But with the memory of that still fresh in their minds, both sides are treating wary.

The court confirmed an agreement between the two parties that Crawusa would not stage a strike before July 14, and that it would repeat the ballot, which was at the core of an urgent application brought by OK.

OK launched the application against

Crawusa on June 27 to try to stop the union from organizing a strike which would coincide with its winter sale.

The application was rejected after a dispute between the two parties about the results of a national ballot held in terms of the Labour Relations Act, the union has to obtain a 1.9% vote from its members before it can go ahead with a legal strike.

Crawusa maintained that 29.9% of its members voted in favour of the strike but OK insisted that the figure was below 25%.

The ballot was conducted after negotiations failed to agree in April. The parties deadlock over OK's final wage offer of R15, a 2.4% wage increase.

The 2.4% increase was the result of the ballot being repeated.

Managing director Gordon Hood hopes that wage negotiations will be resolved without the union's resorting to strike action.

Many members will remember the previous strike and will think twice before casting their votes. The 1986-87 strike was at that stage the largest ever outside the mining industry and the longest ever in the retail trade. It involved between 7,000 and 9,000 union members. (Beginning on whether you listen to OK or Crawusa: at 10% OK shops.

The strike cost the company about 430,000 shakers in comparison to a total of 1.2 million for all of 1986. Sales plummeted in January 1987 and the settlement cut OK's profit margin six months.

Hundreds of the union's members were detained or arrested at anti-apartheid rallies in the Western Cape. (When Crawusa members launched a mass stayaway in the last months of 1986, the union was demanding R15 a month across the board against OK's offer of an R15 increase an individual.

Negotiations this year broke down when Crawusa refused to accept the union's demand from R15 to R15, but OK did not raise or offer an individual increase.

- It increased its maximum wage offer from R15 to R20 and the union reduced it demand from R15 to R20.

Other areas of dispute include the union's demand of a guaranteed annual bonus of 10%, increased by the number of years worked and that May Day be a paid holiday.

Management has rejected the May Day demand and continued that the year-end bonus be granted at the discretion of the board.
Unions reject public holiday offer wording

METAL industry employers and trade unions had still not reached a final settlement in the annual wage negotiations for the industry, Sefsa said at the weekend.

Parties failed to reconcile the "disparate demands" of the different union groups on the issue of public holidays, Sefsa said in a statement issued after a meeting on Saturday. (S2)

"The Confederation of Metal and Building Unions (CMBU), Vier- en Vijf-en Verwante Nywerhede Unie, and Mineworkers Union rejected the wording of the proposal made in the final employer offer for the substitution of the 1st of May for Workers' Day."

All other trade union parties had accepted the wording of the proposal, the statement said.

The trade union parties had agreed to respond to the employer offer at a meeting of the National Industrial Council for the metal industry on July 11, it said.

Saps
OK workers vote for strike action

CCAWUSA achieved an undisputed majority vote in favour of strike action among its 9,285 members at the OK Bazaars in the second ballot held on Friday.

A company spokesman said it was now for the union — restrained by a court order from striking until July 14 — to make the next move. A union spokesman said a change of attitude by management and a willingness to pay wages more in line with competitors could avert a strike.

CCAWUSA said 5,850 “yes” votes gave a 58% majority favouring action. An OK spokesman put the majority at 56% to 59%. But, he added, this was “hardly a ringing endorsement for strike action.” It is one of the lowest strike ballot majorities in recent labour history.

Responded the union spokesman: “The ballot result must be seen in the context of the massive logistical problems of reaching all corners of SA, the amount of time that has passed since dispute was first declared, and the fact that no management has ever run a propaganda campaign of the magnitude against a ‘yes’ vote.”

The OK spokesman said about 2,200 unionists had accepted their wage offer. The OK would consider a lock-out against CCAWUSA undesirable.

Both parties have rejected each other’s revised wage proposals.
5 000 workers vote for action against OK

More than 5 000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) have voted to take industrial action against OK Bazaars to press the union's demands for higher wages and improved working conditions.

According to a statement issued by Ccawusa, the result of the strike ballot was an indication that members would not tolerate OK management's attitude and low wage offer.

The statement said 9 285 workers at all OK outlets were union members. This was calculated by using the June computer printouts made available by management. The total 'yes' vote to date was 5 350. This gave a 'yes' majority of 58 percent.

The statement said negotiations for a wage increase began on March 1 1989, with a dispute being declared on April 13. — Sapa.
Attempt to save Edworks is launched

Finance Staff

Negotiations have begun between First National Bank and creditors of Edworks to save the company from liquidation.

Edworks was placed under provisional liquidation in the Grahamstown Supreme Court on Friday, but Mr Justice van Rensburg ordered interested parties to show cause by August 17 why the company should not be liquidated.

Edworks owes creditors over R350 million, but two of the four liquidators indicated over the weekend that a number of prospective buyers were investigating an acquisition of Edworks, which would save the company.

First National Bank's senior general manager, Mr Jimmy McKenzie, also confirmed his bank's assistance to Edworks. "We will find a way to keep Edworks operating," he said.

Edwards is South Africa's third largest shoe manufacturer and retail chain, but a three-month strike by members of Commercial Catering and Allied Workers Union (Ccauwa), involving 800 employees at 80 stores, caused disastrous financial losses at the group.

Ccauwa demanded an increase of R125 a month, but Edworks was only willing to offer R105, and while the dispute ended with the strike being settled on management's terms, the lengthy stoppage and a subsequent boycott action caused millions of rands of losses.

Creditors also indicated in weekend newspaper reports that management differences between the three brothers running Edwords, Stuart, Neville and Ralph Dodo also contributed to the demise of the group.
Union gets majority poll in call for strike

JOHANNESBURG. — The Commercial and Catering Workers' Union of South Africa (Cawusa) achieved an undisputed majority vote in favour of strike action among its 9,285 members at the OK Bazaars in the second ballot held on Friday.

A company spokesman said it was now for the union — which is restrained in terms of a court order from striking until July 14 — to make the next move. A union spokesman said the possibility of avoiding a strike hinged on management's willingness to pay wages more in line with competitors.

In response to allegations that the majority was very low, the union spokesman said: "The ballot result must be seen in the context of the massive logistical problems of reaching all corners of South Africa, and the amount of time that has passed since dispute was first declared."
OK STRIKE BALLOT

The Commercial Catering and Allied Workers Union of South Africa is involved in a wage dispute with OK Bazaars.

A second strike ballot was conducted at the weekend after the first ballot was nullified in court. Results of the strike ballot were not available by late yesterday, but union spokesman indicated a majority YES vote.

In the picture from left are shop stewards Johannes Ratufuphi, Osmund Yokwe and Boshol Magabane were at the Alrodge Warehouse keeping an eye on the ballot boxes.
Goodyear and Numsa report little progress in strike talks

Spokesmen for both parties confirmed the company remained unwilling to make any concessions on the central union demand for separation pay and on a proposal that housing loans to employees should be written off.

The dispute arose over a number of union demands lodged after the announcement in May that the US-based Goodyear had agreed to sell off its SA interests to Contol.

Numsa spokesman Gavin Hartford said the union had clarified its proposals on job and pay security.

The Goodyear spokesman said the company had already given assurances to workers on these matters but was willing to renege its undertakings if this would resolve the problem.

He added the union had been told its demand for liquidation of the company pension fund, and the payout of proceeds to workers, could be examined.

Hartford said Goodyear yesterday proposed that the dispute should be referred to mediation. The union’s view was that there was no point in this while negotiations had not properly begun.

The Goodyear spokesman said the strike continued peaceably yesterday while a skeleton staff kept limited production going.
Union claims workers were attacked by SAP

By Mike Sillum, Labour Reporter

About 19 workers were injured, one seriously, when police took action against workers locked out of Dunlop Industrial Products' Benoni factory yesterday, says the Chemical Workers' Industrial Union (CWIU).

A union statement claimed that the police, called by management, had dispersed about 500 workers outside the factory gates by beating them with sjamboks. Nineteen workers were injured and one was taken to hospital.

The CWIU said the "illegal" lock-out appeared to be connected to a dispute over worker demands for the dismissal of a white worker who allegedly assaulted a union shop steward. Management allegedly refused to take disciplinary action against the white worker.

"CWIU members believe this to be racist and discriminatory treatment as many black workers have been subjected to tough disciplinary action for much lesser crimes," said the union.

Comment from Dunlop and the police was unavailable at the time of going to press.

The union said a strike by about 150 members at Gillette (SA) in Springs had entered its second week. The dispute centred on the alleged unfair dismissal of a shop steward.

Gillette managing director Mr John Ford said only 50 workers were on strike and that the dismissal of the shop steward last October had not been unfair. Mr Ford alleged that strikers had been threatening people on company premises.

Sash workers get threats

By Dawn Barkhuizen

Death threats from an anonymous "Wit Wolf" have been received by Black Sash workers in the southern Cape.

Mrs Lu Harding of Kaysna and Mrs Jill Dugmore of George recently received letters saying "Death awaits you next" signed by and a depicting a "Wit Wolf".

Both letters were postmarked Mossel Bay.

The women are active Black Sash workers and have been involved in the fight against the relocation of squatters of Lawaikamp, George.

Mrs Harding will report the matter to the police today.
Union, store make claims on intimidation

Little hope for quick end to furniture strike

Staff Reporters

As the Joshua Doore strike enters its third week there seems little hope of a swift resolution to the dispute.

Members of the Commercial, Catering and Allied Workers' Union (Cewwa) went on strike demanding the reinstatement of about 500 workers retrenched in April after Joshua Doore acquired World Furnishers and Bradlows.

More than 2,000 workers are on strike at about 100 stores of Bradlows, Price 'n Pride, Score and Joshua Doore.

The strikers claim retrenchments were unnecessary in view of Joshua Doore's R400 million operating profit and its R50 million overall profit.

Joshua Doore maintains it could not afford to keep the retrenched workers.

The Star spoke to union members and to Joshua Doore managing director, Mr. David Sussman.

The workers' view

Cewwa spokesman, Mr. Mike Tisoetsi, earlier told The Star that the strike would continue after the parties met last week.

Management had offered only 40 vacancies for which retrenched could apply. However, many of those retrenched were turned away when management discovered that they were retrenched, he said.

He accused management of "collaborating" with the police by causing the arrest of scores of picketing strikers and union officials. Some of the workers had been charged with trespassing or intimidation.

"He wanted all retrenched workers to be reinstated, Ms. Jennifer Kalaote, a Cewwa shop steward, said, although they were feeling the pressure of the strike. The workers were coping and were not prepared to go back to work until their problems had been resolved.

Ms. Kalaote, a credit clerk at Score Furnishers in Johannesburg, was paid half her salary before the strike began and has so far managed to survive on it.

TRANSPORT

"I have been able to buy my child food and to pay for transport to come to the union offices in Johannesburg," she said.

She said her mother had given her financial assistance.

Ms. Kalaote, who lives in Sishuma View, Natalspruit, Germiston, said the determination of workers was reflected in the way they took turns to pocket outside the stores.

Responding to management's allegation that picketers intimidated customers, she said, "Usually, picketers do speak to customers about the strike but we do not intimidate or harass customers."

According to Ms. Kalaote another source of determination was public sympathy. This had been illustrated by the moral support as well as the financial support received. The strikers had also received support from community organisations and trade union federations.

Regarding her colleagues who are not on strike, she said some of them were sympathetic but others were very harsh.

Ms. Kalaote hoped the strike would end soon.

Management's view

The chairman and managing director of the Joshua Doore group, Mr. David Sussman, said the retrenchments were inevitable.

"When we took over World Furnishers, we discovered that we needed to restructure the company. We decided that outdoor selling was inefficient," he said.

This decision led to retrenchments.

Mr. Sussman emphasised that his company did care for its workers.

"We were supposed to retrench more than 750 workers. 35 percent of whom are salespeople, but we only retrenched 492 workers."

He said he found the decision to strike strange because the retrenched workers had received a retrenchment package which included 14 weeks' wages, depending on experience, and a month's notice and leave pay.

Mr. Sussman added as far as he was concerned there was a lot of intimidation of workers.

"I know that if there were no intimidation, there would be no strike," he said.

CUT OFF

To prove his case, he said one man who wanted to work had one of his ears cut off.

"At the end of the day, we are working with people and their lives. I am not only concerned with shareholders, but I am also concerned about the people who work for us."

He said he was worried that if the strike did not come to an end soon the company might be unable to renew leases on some of the stores hit by the strike. This, he said, could lead to more jobs being lost.

If the union were concerned about the welfare of its members it should be concerned about the welfare of the company, he said.

"If the company is not doing well, obviously the workers might lose their jobs."

Although he was not opposed to a union, workers had previously done well without one.

Union-management talks should continue but he thought the strike would not end soon.

Regarding union claims of intimidation of strikers, Joshua Doore management has maintained that police had been called only where strikers prevented clients from entering stores. Retrenched would be re-employed if they had the potential to be retrained for other jobs.
ABOUT 19 workers were injured, one seriously, when police took action against workers locked out of Dunlop Industrial Products' Benoni factory yesterday, the Chemical Workers' Industrial Union said.

A union statement said the police, called by management, had dispersed about 500 workers outside the factory gates by beating them with sjamboks. Nineteen workers suffered injuries, one of whom was sent to hospital.

The CWIU said the "illegal" lockout appeared to be connected to a simmering dispute over worker demands for the dismissal of a white worker who assaulted a CWIU shop steward. Management allegedly refused to take disciplinary action against the white worker.

Comment from Dunlop and the police was unavailable at the time of going to Press.

The union also said a strike by about 150 members of Gillette (SA) had entered its second week. The dispute centred on the alleged unfair dismissal of a shop steward.
CCAWUSA is to hold new strike ballots at OK Bazaars stores countrywide today after revised proposals made by each party were rejected by the other.

An OK spokesman said the company would decide on a further course of action after the ballot results were made known to it. The second ballot is being held in terms of an agreement made an order of court last Friday.

The order also restrains Ccawusa from striking until July 15, but does not prevent the OK from instituting a lock-out.

The new company offer did not make any advance on its R100 across-the-board increase, but upped the minimum monthly wage to R600 from the previous R550.

The OK also offered a "no-strike" annual bonus of up to one month's pay, payable to employees who do not engage in strike action during the year, and paid leave on May 1 for employees in stores operating on Workers' Day.

Ccawusa said it rejected the revised offer on the grounds that it did not involve any change to the company's position on its across-the-board increase and May Day, and a guaranteed bonus for all workers.

The maximum wage improvement would not benefit existing members, the union said.

Meanwhile, the OK spokesman disclosed Ccawusa had offered to reduce its wage demand to R105 across-the-board. But, he said, the company stood by its position that there would be no advance on the existing offer.

A Ccawusa spokesman said the move had been a "without prejudice" offer made during the court hearing. It no longer stood and the official union demand remained at R125.

OK employees this week got a flood of leaflets from management and the union urging them to accept or reject the company offer.

One of the union's main weapons was to compare the OK offer with the more favourable deals already achieved at the company's two main competitors.
Employers, unions to meet again Friday

By Mike Siluma, Labour Reporter

Engineering industry employers and trade unions are to meet again on Friday after failing yesterday to conclude a wage agreement for 1989.

A statement from the employer body, the Steel and Engineering Industries Federation (Seifsa), said progress was made in reconciling disparate union demands on the issue of public holidays for metalworkers.

Seifsa said that although most unions had accepted the employers' final wage offer, the Electrical and Allied Workers' Union and the Electrical and Allied Workers' Union had "reserved their positions".

No agreement had been reached on the implementation date of the proposed wage increases.

About 300 workers at 200 Multiserv outlets have been on a wage strike since Monday, the Commercial, Catering and Allied Workers' Union said. Workers had been given until today to return to work. Management comment was unavailable.

Workers were seeking across-the-board increases, a 13th cheque and holidays on May 1 and Sharpeville Day (March 21)
Strike puts shoe firm on road to liquidation

The Argus Correspondent

DURBAN. — The Edwark a strike from late April until June cost the company about R3-million in turnover, according to company secretary Mr Donald Hedge.

This contributed "significantly" to cash-flow problems leading to an action in a Grahamstown court last week when the long-established shoe manufacturer and retailer was placed in provisional liquidation.

But the company had financial problems before the strikes. The latest set of accounts for the year to June 30 last year reflected an operating loss of R2.5-million on a turnover of R112-million. In the previous year the company had shown a profit of R2.7-million.

Mr Hedge said sales had fallen off during the strike. He cited intimidation of shoppers by the strikers, graffiti on shop walls and "distorted statements about starvation wages".

This tipped the scales against the company's ability to meet its commitments and when accounts were frozen last Friday an "embarrassing" situation arose where no bills could be paid, including the Port Elizabeth offices' telephone account.

Four provisional liquidators have been appointed: Westtrust, Syfredt, Arthur Young and Eastern Cape Trustees.
TREVOR Tutu, the son of the Anglican Archbishop Desmond Tutu, is embroiled in a blazing row over his involvement in the Joshua Doore strike.

The Commercial Catering and Allied Workers' Union of SA (Ccawusa), which represents the Joshua Doore strikers, yesterday claimed Tutu made an offer on behalf of the company to the union "without any mandate from management."

Dozens of the furniture company's employees went on strike last month, in protest against the retrenchment of 500 of their colleagues.

Ccawusa said it was strange that "certain personalities" had entered the fray.

Tutu, a director of Tumult advertising agency, confirmed yesterday he had made certain proposals to the union, but said he got involved in the dispute because the company was one of his clients.

Another personality, Mr Yusuf Surtee, who was the subject of a commission of inquiry into an
19 INJURED
AS POLICE
TAKE ACTION

SOWETAN CORRESPONDENT
ABOUT 19 workers were injured, one seriously, when police took action on Monday against workers locked out of Dunlop Industrial Products' Benoni factory, the Chemical Workers' Industrial Union said.

A union statement said the police, called by management, dispersed about 500 workers outside the factory gates by beating them with sjamboks.

Nineteen workers suffered injuries and one was taken to hospital.

Dispute

The CWIU said the "illegal" lockout appeared to be connected to a simmering dispute over worker demands for the dismissal of a white worker who allegedly assaulted a union shop steward. Management allegedly refused to take disciplinary action against the white worker.

Reacting to the union statement, the police said: "Members of the SA Police spoke to the workers and eventually warned them to disperse. When they refused to comply, quirts were used to disperse them. No injuries were reported to the SA Police and no persons were arrested."

Strike

- The union said a strike by about 150 members at Gillette (SA) in Springs had entered its second week. The dispute centred on the alleged unfair dismissal of a shop steward.

Gillette's managing director Mr John Ford, said only 50 workers were on strike. He said the dismissal of the shop steward had not been unfair, and had, in fact, occurred last October.
Strikers ignore ultimatum

39 Red Cross workers sacked

By Dawn Barkhuizen

Thirty-nine South African Red Cross workers on strike since early May have been fired after ignoring an ultimatum to return to work.

The International Red Cross has expressed concern, saying they would be forced to view the matter from an international perspective and take a position once in possession of all the details.

Dismissed workers have protested strongly and declared that their dismissal illustrates the "racial bias" of the South African organisation.

The action was announced yesterday with effect from July 11 by Mr. J. Jacobs, acting regional director of the Southern Transvaal Region.

The group — all employees of the Southern Transvaal Region of the South African Red Cross — is the largest to be fired from this branch.

The strike started nine weeks ago in protest against alleged racist policies in the organisation and the dismissal of an assistant regional director, Mr. Bon-gam Khumalo. Mr. Khumalo's case is still under arbitration.

Mr. Jacobs said yesterday: "We regret the need for this action, but it was done through a process which was "more than fair", and after much compassion in allowing time for workers to return to work voluntarily."

Attempts to resolve the situation through a process of informal talks, written reprimands, an ultimatum and a series of individually scheduled disciplinary hearings had failed and it had been decided that they only action was summary dismissal, he said.

Mr. Beledi Mzwai, Red Cross councillor and spokesman for the Henri Dunant Coalition of which the sacked workers are members, said: "This illustrates the racist nature of this organisation and that blacks were employed as mere tokens."

It said appeals to delay disciplinary hearings had been turned down and the workers had been fired without the knowledge of black councillors.

Workers were yet to receive notification of their dismissal in the mail, she said.

A five-man delegation from the International Red Cross looked into the matter in June and made recommendations, the acting head of delegation, Mr. Mienie, said.

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Murder probe after autopsiy
Over 300 Ccawusa workers on strike

OVER 300 workers in several Multi-Serve outlets in the Transvaal are on strike following a wage dispute with management.

The workers demand a R200 across the board increment. Management is offering split increases of between R80 and R100.

The strike began last week after worker representatives from the Commercial, Catering and Allied Workers Union (Ccawusa) reached a deadlock with management over the increases.

The workers also demand the recognition of March 21 and May 1 as paid public holidays and also a 13th cheque.

Both parties reached a deadlock in the conciliation board in May.

The company director, Mr Clive Stein, said 350 workers were on strike but 80 of them were at work yesterday. He said the strike has affected 139 units of the company in the Transvaal, of which 72 have been closed.
THIRTY-NINE South African Red Cross workers on strike since early May have been fired after ignoring an ultimatum to return to work.

The International Red Cross has expressed concern — saying they would be forced to view the matter from an international perspective and take a position once in possession of the details.

Dismissed workers have protested strongly and declared that their dismissal illustrated the "racial bias" of the South African organisation.

The action was announced yesterday with effect from July 11 by Mr Dane Jacobs, acting regional director of the Southern Transvaal region.

The group — all employees of the Southern Transvaal region of the South African Red Cross — is the largest to be fired from this branch.

The strike started nine weeks ago in protest against alleged racist policies in the organisation and the dismissal of an assistant regional director, Mr Bongani Khumalo. Khumalo's case is still under arbitration.

Jacobs yesterday said: "We regret the need for this action, but it was done through a process which was 'more than fair' ... and after much compassion in allowing time for workers to return to work voluntarily."

Attempts to resolve the situation through a process of informal talks, written reprimands, an ultimatum and a series of individually scheduled disciplinary hearings had failed and it had been decided that the only action was summary dismissal, he said.

Ms Belede Mazwai, Red Cross counsellor and spokesman for the Henri Dunant Coalition of which the sacked workers are members, said: "This illustrates the racist nature of this organisation and that blacks were employed as mere tokens."

She said appeals to delay disciplinary hearings had been turned down and the workers had been fired without the knowledge of black councillors.

Workers were yet to receive notification of their dismissal in the mail, she said.

A five-man delegation from the International Red Cross looked into the matter in June and made recommendations, the acting head of delegation for the Red Cross, Mr Meinred Shuter said.

The local organisation, although recognised by the international body, operates autonomously.

OVER 300 workers at several Multi-Serve outlets in the Transvaal area are on strike following a wage dispute with management.

The workers demand a R200 across the board increment. Management is offering split increases of between R80 and R100.

The strike began last
could experience a repeat of the strike at the OK Foods plant and that the workers had,"nearly every worker who was fired in the recent round of firings has been rehired.

The union is fighting to keep the workers' jobs and wages.

The commercial cleaning firm OK is facing a strike for higher wages.

The strike involves 800 workers at the company.

The strike is the largest in the industry.

The company is scheduled to begin its third round of firings.

The workers are demanding $15 an hour and benefits.

The strike is expected to last for at least a month.

The workers have already gone on strike twice.

The company has threatened to close the plant if the workers continue to strike.

The workers have vowed to continue their struggle for better wages and benefits.

The strike is the latest in a series of strikes by OK Foods workers.

The company has a history of firing workers who go on strike.

The workers have formed a union to protest the firings.

The company has refused to bargain with the union.

The strike is the latest in a series of labor disputes at OK Foods.
OK strikes suspended for talks

Workers at dozens of OK Kurnars stores went on strike on Saturday in support of Cawusa wage demands, but are expected to be back to work today as representatives of the parties meet in try to resolve the dispute.

Cawusa made new proposals, described by management as creative and conciliatory, late last week. An OK spokesman said the company had offered union representatives the strike had resulted from a “misunderstanding”, caused by the absence of leaders at the Congress congress.

Alan Fine

A Cawusa spokesman confirmed yesterday the union had suspended the strike they, he said, had gone out due to a “groundswell of anger” at OK’s previous refusal to reconsider this stance.

“We received on Friday an unexpectedly positive response from management to our new proposals. It was the first time they had shown a willingness to move but by no means were we satisfied.”

To Page 2

OK strikes

then it was too late to prevent Saturday’s action,” he said.

The OK spokesman said 2,000 employees at 30 to 40 stores on the Witwatersrand went on strike, Cawusa said it had also received reports of actions in the eastern Cape, and the northern and western Transvaal.

The OK spokesman said despite having had the right to implement its own industrial action for the last six weeks, it had so far refrained from doing so.

Despite Saturday’s strike, the company would proceed with Monday’s meeting under the auspices of a mediator. But management would carefully monitor the behaviour of union members to ascertain whether Cawusa was, in fact, acting in good faith.

Neither party would disclose their latest negotiating positions. Prior to the latest communication, Cawusa’s demand for an across-the-board R125 a month increase, as opposed to the R100 offered by the OK, was the main obstacle in the way of a settlement.

Paid leave on May 1 for all workers, and an annual bonus, are the two other issues in dispute.

From Page 1
Workers plan week-long action against labour laws

The Argus Correspondent

JOHANNESBURG — Employers and the State face a week of worker action at the beginning of September in protest against labour laws and the general election, the Congress of South African Trade Unions has warned.

After a three-day congress of the country's biggest labour federation, general secretary Mr Jay Naidoo said Cosatu had decided to recommend to next month's workers' summit that workers take "sustained" action if their demands regarding the Labour Relations Amendment Act were not met by September 1.

This action would coincide with the "racist elections on September 6" which Cosatu believed would not contribute to peace. Mr Naidoo would not specify the kind of action envisaged.

In related resolutions Cosatu decided to initiate discussions on a future democratic constitution for South Africa, revolving around the African National Congress's constitutional guidelines. This would be coupled with the "urgent" drafting of a "workers' charter" reflecting workers' specific interests.

Coalition

Cosatu committed itself to taking part in building an anti-apartheid coalition of organisations supporting a political democracy and freedom of the Press and of association in a unitary South Africa.

Regarding a negotiated political settlement, Cosatu rejected "reformist solutions" as those that failed to address "our fundamental social and economic needs."

It said it was imperative for government to create a suitable climate for negotiations, by, among other things, lifting restrictions on banned organisations, freeing all detainees and political prisoners unconditionally and confining the police and army to barracks.

The international community, including the Organisation of African Unity and the front-line states, would be urged to increase pressure to force the government to create conditions for negotiations.

Against violence

Other resolutions adopted by the more than 1 800 delegates included:

- Steps be taken to heal the split in the Cosatu-affiliated Commercial, Catering and Allied Workers' Union by November;
- The death penalty be abolished and that armed apartheid cadres be accorded prisoner-of-war status;
- A campaign be launched against violence against and among workers;
- A timetable be agreed to between Cosatu, the National Council of Trade Unions and independent unions for the establishment of a single national federation and one union for each industry.

(News by M Siluma, 47 Sauer Street, Johannesburg)
The Red Cross tries to do the impossible...

S.TI:R.KING has become such a common phenomenon these days that I remember with nostalgia the year I took my job and career off my hands and joined the strikers. The journalists' strike that I joined took place in 1983, when acts like industrial action or court action were not too common. So we had to sweat it out for close to three months and a half, with the threat of losing our jobs, with the threat of the government changing the newspaper.

It was tragic.

Still, even with the useful tools that workers and employers had to reach speedy solutions, going on strike is positively nerve-racking. Nerves during the strike snap, people become desperate, some betray their fellows, some try to break the strike, there are fights and people have died.

On May 8 this year, a group of workers from a magazine organisation that seems to have excluded itself from the sea change in the political movement in South Africa and perhaps the entire world, the South African Red Cross, went on strike.

The action was spurred by the dismissal of the assistant regional director of the Red Cross in the Soutern Region, Mr. Bongani Khumalo. While the strike, like most such acts, was caused by the dismissals of the workers with various alleged acts of commission and omission of the South African Red Cross (SACR), the strike was caused by a more profound reason.

The strike was caused by the dismissal of Mr. Khumalo who had started what he believed to be the Helen Duminy Coalition.

The Coalition which managed to get support from community leaders who are today part of its membership, had serious problems about the almost old fashioned manner in which the Sars was conducting its activities.

The Sars is part of the larger international Red Cross movement, which has principles that deal specifically in conflict, the Red Cross tries to do the impossible job of resolving conflict while remaining neutral or at least, uninvolved in the ideological and political interests by the national and international. It is easier for the international movements to assume such neutrality in cases of conflict or war between nations.

Mr. Bongani Khumalo, who is working on a doctorate, makes such movements possible, along with the many others involved in the movement.

While I am not a member of the Coalition, I am deeply involved in the thinking exposed by Bongani. It is a familiar choral in my mind, that distancing, this attempt at transcending the petty differences that make life so harsh for individuals it is an impossible job in South Africa, that is why it must succeed. It must succeed not only for those who are on strike today and many may be losing their jobs, but because we all need the effort as a reflection on the nature of conflict situations nationally and internationally.

It is an impossible job in South Africa, that is why it must succeed. It must succeed not only for those who are on strike today and many may be losing their jobs, but because we all need the effort as a reflection on the nature of conflict situations nationally and internationally.

SOUTH Africa is divided by conflict, and perhaps the most open and obvious divide in the world today is the conflict with the government. We are both striving to reach an understanding, to demonstrate our love for humanity. We are black and white and we believe there is nothing that other than that.

The Red Cross tries to do the impossible job of resolving conflict while remaining neutral or at least, uninvolved in the ideological and political interests by the national and international. It is easier for the international movements to assume such neutrality in cases of conflict or war between nations.

The last thing Bongani Khumalo, who has been a leader in the movement for the Red Cross in South Africa, should do is to see in the Red Cross and the Red Cross Movement (ICRC) for an understanding.

His job is on a way more difficult and yet easier than any other. He is using the principles laid down by the International Red Cross and Red Crescent Movement (ICRC) in his case.

I am surprised that the international movement is being so tactics, almost smothered by what is happening here. It seems to me that the battle of the Red Cross in South Africa is the battle of the Red Cross in the world. It is the battle for many of good faith to run the type of movement, to assume the type of status that transcends petty differences in world affairs.

I have only touched the tip of this argument and I made a note that Bongani Khumalo to be my guest in next week's On The Line.

ON THE LINE

Aggrey Klaaste

MUST declare an interest in the matter.

Bongani Khumalo is also a good friend of mine and our thinking is naturally aligned.
Cosatu's plan "tragic" - Godsell

OWN CORRESPONDENT
JOHANNESBURG: Union plans for industrial action in the first week of September appeared "tragically irresponsible" and put at risk employer-union discussions aimed at producing mutually acceptable labour legislation, Saccola chairman Mr Robby Godsell said yesterday.

He was responding to the decision of the Cosatu congress to propose to other unions that industrial action he taken to protest against the Labour Relations Act, the election and "apartheid repression".

Mr Godsell said it was "regrettable that Cosatu is coming to the precipitous judgment that our talks are not going to produce progress". 
Mall picket ends after police action

STRIKERS blocking the entrance to Joshua Doore in Commissioner Street's Nedbank Mall dispersed after a police direction yesterday.

Police spokesman Capt R. Bloomberg said a court interdict had been issued against the strikers, ordering them to leave the premises.

This had been read out to the strikers by a policeman, and they had then dispersed.

Meanwhile, the Commercial, Catering and Allied Workers Union (Ccowusa) said Joshua Doore management had "seen fit" to lock all striking workers out of Witwatersrand stores.

Ccowusa spokesman Mohamed Vally said about 2,000 workers countrywide were striking to demand the reinstatement of about 500 workers retrenched a month ago.

He said Ccowusa's Sunday meeting with management had ended in a deadlock.

The strike was legal, said Vally, and he could not understand why the workers had been locked out of the stores yesterday, a move he said was in contravention of the picketing agreement the union had with management.

He condemned the calling in of the police. — Sapa.
Gang tension: Police on alert

The Argus Correspondent
DURBAN. — A strong contingent of police is standing by in Howick to prevent simmering tension between rival groups exploding into open street warfare.

They have cordoned off a street and posted men to enforce strict separation of would-be combatants in a huge peace-keeping operation. In one incident more than 1 000 people were involved.

There have been clashes this week between BTR Sarmcol workers, who took the jobs of workers who lost their positions four years ago, and youths from nearby Mpophomeni, focal point of trouble in recent years, who have been ferried into the town, allegedly to encourage confrontation.

Major Peter Kitching, police public relations officer for the Maritzburg district, said today that police had to intervene to prevent serious problems when youths stopped workers on Monday afternoon and evening.

The two factions have names, reminiscent of the American gang-warfare tale West Side Story. The Sarmcol workers are known as "Rats" and the youths are called the "Cats". They are 14 to 18 years old and are connected to workers put off by Sarmcol, according to a Howick businessman.
Minister asks for review of ‘complicated, clumsy’ Act

ALAN FINE

ACTING Manpower Minister Eli Louw, confirming earlier reports, formally announced yesterday he had asked the National Manpower Commission (NMC) to review the Labour Relations Act.

A Manpower Department spokesman said the Act had become "complicated and even somewhat clumsy", and there was a need for its consolidation.

He added the NMC had also been asked to give more urgent attention to certain aspects, including the controversial section 79 (2) which shifts the burden of proof to respondents in damages claims arising from unlawful strikes.

Illegal strikes

The spokesman noted “this arrangement caused practical problems as trade unions sometimes did not want to assist with the settling of the dispute because of fear of this provision”.

The NMC had therefore been asked to determine whether the status quo should be retained, or whether there were other methods of discouraging illegal strikes, lock-outs and intimidation.

It would also examine the role of civil court interdicts in such unlawful actions.

He said most existing principles would be retained when the Act was modernised and simplified.

The spokesman said wide consultation would be an important element of this investigation. It would be a time-consuming process, and it was not possible to indicate when it would be completed.
Major losses for strike-hit companies

TWO strike-hit companies, Swiss multinational Everite and local furniture retail giant the Joshua Doore group, have both had severe production and turnover losses, their industrial relations spokesmen said.

A third, Plascon, is to be taken to court for allegedly firing about 300 of its estimated 700 striking workforce, an SA Chemical Workers' Union (SACWU) spokesman said yesterday.

A company spokesman could not be reached for comment.

A total of 4,000 workers at the three companies are still on strike.

A Joshua Doore spokesman said the 35 stores affected by the strike had done no business for four weeks, which had led to dramatic turnover losses, while picketing at the stores had severely affected collections.

The dispute between the workers, all Ccawusa members, and Joshua Doore is a result of the company's retrenchment of 469 workers. The union has demanded their reinstatement.

Everite's industrial relations spokesman Brian Gibson said production was still being adversely affected as the wages strike by an estimated 3,000 workers, all Construction and Allied Workers' Union (Cawu) members, entered its eighth week.
Bus boycott over

THE two-week Duduza bus boycott ended at the weekend following the Nigel municipality's suspension of a 25 percent fare increase.

But the fare rise was reinstated two days later - raising the prospect of renewed boycott action.

The municipality last week issued a statement saying ticket prices would be reduced. However, according to a representative of the boycott committee, fares were dropped from 75c to 50c over the weekend - only to rise again on Monday.

A meeting by the Duduza Over Association (DOA) was planned for yesterday to decide whether to continue the boycott.

A previous meeting, planned for last Thursday, failed to take place because the commissioner of police refused to allow any meeting to discuss the boycott.
Rethink on Labour Act damages

The Argus Correspondent

JOHANNESBURG — The government has confirmed it is looking into the possibility of revising South Africa's labour laws, with urgent attention being given to changing the clause enabling employers to sue unions for damages arising from industrial action.

This was confirmed today in a statement by the office of the Minister of Manpower.

According to the statement, the minister had, in line with a long-standing programme to "restructure and consolidate" the Labour Relations Act, requested the National Manpower Commission (NMC) to give "urgent attention" to Section 79 (2) of the Act, which placed the burden of proof on the respondent.

The inclusion of this section into labour legislation last year "caused practical problems, as trade unions sometimes did not want to assist with the settling of the dispute because of fear of this provision", said the statement.

SPARKED SERIOUS DISPUTE

The NMC has been directed to look into, among other things, the possibility of retaining the status quo regarding the liability for damages in the case of illegal strikes and lockouts, whether the burden of proof should be shifted, and whether other methods can be found to "discourage illegal actions such illegal strikes, lockouts and intimidation."

The promulgation of the new Act sparked one of the most serious disputes between unions and employers, leading to a three-day national work stayaway last year. The unions, presently locked in talks with employers, have threatened to declare a national dispute — and possible industrial action — if their concerns are not addressed by September 1.
Two years on, 300 hospital workers still fight for jobs

By BELINDA BERSFORD

A ONE-DAY strike at Natalpruit hospital two years ago has resulted in more than 300 people losing their jobs, three court actions and more than R1.5-million has been wasted by the Transvaal Provincial Administration. Now, a fourth application for workers to be reinstated is planned.

Since the strike and until the third court action in August last year, the state had to pay two sets of wages: one for dismissed workers and one for the people who replaced them. This has cost the TPA an estimated R1.5-million, according to lawyers.

The state has also had to pay the legal fees for the first and third applications, which were successful. The sacked workers, members of the National Education Health and Allied Workers Union, lost their jobs after protesting the dismissal of a co-worker.

An urgent application in the Rand Supreme Court to set aside the dismissal of a worker, Siphiwe Sifamba, was granted, but the TPA refused to reinstate other workers, claiming the court decision did not affect them. Unlike Sifamba, the others had signed a contract of employment that gave the health administration the right to dismiss workers on 24 hours notice.

During the strike some of the workers had been mistaken in thinking they had been sacked. Despite this misunderstanding, they were all fired anyway on their return to work the same afternoon.

A second court action for their reinstatement was dismissed, but a third application was launched after similar successful cases at another hospital.

A supreme court judge finally granted the application on the grounds that the dismissed workers had a right to a hearing before being fired because such action removed their rights to a pension. This is now on appeal in the Appellate Division.

The workers returned to work but were dismissed once again after an internal investigation into the strike.

After yet another legal battle, they were reinstated six weeks later and given back pay. After further hearings they were fired again.

The workers were classified as "temporary," but many had worked at the hospital for years. Mannie Pale, 60, was employed for eight years.

In an affidavit she alleged on arriving on the evening of the strike, her clock-in card was missing and she was unable to report for duty. When she returned the following day she was told by police all temporary workers had been sacked.

These allegations were denied by hospital superintendent Norman Kenee, who said the cards were only removed the following evening, and the police had not said all workers were fired.
Labour amendment is under Govt review

By Mike Shuma, Labour Reporter

The Government confirmed in a statement from office of the Minister of Manpower yesterday it is looking into the possibility of revising South Africa's labour laws, with urgent attention being given to changing the clause enabling employers to sue unions for damages arising from industrial action.

According to the statement, the Minister had, in line with a long-standing programme to "restructure and consolidate" the Labour Relations Act, requested the National Manpower Commission (NMC) to give "urgent attention" to Section 79(3) of the Act, which placed the burden of proof on the respondent.

The inclusion of this section into labour legislation last year caused practical problems, as trade unions sometimes did not want to assist with the settling of the dispute because of fear of this provision, said the statement.

The NMC has been directed to look into, among other things, the possibility of retaining the status quo regarding the liability for damages in the case of illegal strikes and lock-outs, whether the burden of proof should be shifted, and whether other methods can be found to "discourage illegal actions such illegal strikes, lock-outs and intimidation".

The promulgation of the new Act sparked one of the most serious disputes between unions and employers. The unions, presently locked in talks with employers, have threatened to declare a national dispute if their concerns are not addressed by September 1.

Joint mass meetings on the issue have been called by the Congress of SA Trade Unions, the National Council of Trade Unions and other labour bodies for this weekend at Sebokeng (Vereening), Potchefstroom and Klerksdorp.
Striking a harmonious chord for democracy

INDUSTRIAL democracy will never occur until management accepts the need for strong trade unions, says Christo Nel, a director of PG Bacon. Mr Nel, writing in the latest edition of the IPM Journal, published by the Institute of Personnel Management, said that by bringing unions into national forums as equal partners with employers associations to negotiate parameters of social policy and base bilateral agreements, union members would start believing that their efforts today would bring a better future.

Mr Nel's remarks strike a harmonious chord with the week's announcement that government is reconsidering the controversial aspect of the Labour Relations Amendment Act that would allow unions to be sued for damages arising from unlawful strike action.

The idea has always seemed somewhat absurd, especially in the South African situation where industrial democracy struggles to emerge from a 100-year-old Dark Age in labour relations. Because it sanctions a most certain means of provoking worker discontent -- destroying their organisation by rendering it bankrupt.

It originally appeared to be an attempt to regulate inter-company conflict by punitive measures, and also as a back-up to other clauses in the Act which prohibited sympathy strikes.

But it has two underlying problems denial that industrial unrest is a symptom of basic ill-health and denial of the humanity of workers.

The two inter-relate: strikes and other forms of industrial action occur because the workforce has a problem with some type of management action or reaction.

Prefer peace

They are often problems that have been around many years but which, by combining unions, employees are now able to do something about through active expression of their collective discontent. But, and this is where the first connects with the second, workers and union officials are part of the human race and generally prefer peace and quiet to strife and grief.

Bearing in mind that because protection for strikers is still relatively limited industrial action poses a threat to employees' jobs and livelihood, often strains family relationships and can cause psychological stress, and is not something embarked on lightly or out of sheer bloody-mindedness.

Making it possible for employers to sue unions seems to imply the opposite.

Stressful hours

But in general, most trade unions, while being dedicated people who will do their utmost to serve their members' interests, would far rather go home at night than spend long, stressful hours coping with people in the midst of industrial action.

They don't cause strikes for the sake of causing strikes. In many instances members strike in spite of officials, who are deeply aware of the possible consequences, advising them not to.

But if there is a problem there is a problem, and it seems far more fruitful for everyone concerned to get together and create a solution than to sue the union because bad blood has caused the body corporate to break out in boils.
OK settles, but tension lingers

By Robyn Chalmers

A NATION-WIDE strike was averted by a 5 a.m settlement between OK Bazaars and Cawusa this week — but tension between the union and retailers remains.

A strike at Joshua Doore is entering its fifth week in a labour climate which is becoming increasingly militant, possibly in a run-up to the September general election.

The Congress of SA Trade Unions (Cosatu) is gearing up for a week of protest action involving up to a million workers in September. The action is decided on at Cosatu’s third national congress this week.

The Commercial, Catering and Allied Workers Union of SA’s negotiations with retailers have been lengthy and tough, contrasting sharply with the more amiable talks between employers and the National Union of Mineworkers (NUM) and the National Union of Metalworkers of SA (Numsa).

Settlement between OK and and Cawusa came after a 15-hour bargaining session.

Under the mediation of Charles Nuppen of Independent Mediation Services of SA, the two parties battled to come to a compromise which would end the five-month wage dispute.

It appears that Cawusa rejected an offer to bring forward the date for implementation of an improved minimum wage in favour of a slight increase on the symbolic R100 — the OK’s final offer.

Cawusa organiser Jeremy Daphne says little progress was made in the negotiations before 3 a.m. on Tuesday, when the OK made an offer which led to the final settlement.

Union members will receive an increase of R100 a month with effect from April 1, 1989, and R10 from February 1990.

In addition, the minimum wage will increase to R620 a month from February.

An OK spokesman says the company is satisfied with the settlement, but members would have received far more than R100 a month if the union had agreed to an offer to bring the date of the minimum wage forward.

There is antagonism between the two parties. OK accuses the union of being amateurish, unorganised and unpatriotic.

The union replies that OK is patronising and dictatorial.

An OK statement says its relationship with the union will not improve "until such time as Cawusa, in keeping with national trends, understands that confrontational rhetoric will have to be replaced by an informed and constructive approach to the negotiations process."

Cawusa counters with examples of the company’s alleged dictatorial approach. Mr Daphne relates an incident at the start of this year’s negotiations which set the mood for what turned out to be hardline talks.

"Before the negotiations even started, we had a huge row over seating arrangements. For the past six years we have sat in a specific manner — as a team around a table."

"OK arrived at the venue for the first round of talks to discover that the OK had seated us in two rows, one behind the other. We protested, but received a haughty response from OK. We had to sit like that throughout the negotiations."

"It may appear insignificant, but its psychological impact is huge, and immediately there was antagonism."

An OK spokesman defends the action, saying the seating arrangements were done by a secretary. It was not considered a major issue. He says Cawusa insists on having 20 representatives — too many to be accommodated around a table.

Differences between the two sides run far deeper than that, however. Two years ago there was a split between two factions in Cawusa and it still plagues the union. The split came at the union’s congress when the so-called Kigane faction wanted to adopt the Freedom Charter. The Mvula faction opposed it.

A unity conference is expected to be held in November in a bid to end the division, although success in this regard is doubtful.

Now that Cawusa has settled with OK, attention has been switched to other retailers. Apart from organising the lengthy and increasingly militant strike at Joshua Doore, the union will soon begin talks with Metro Cash & Carry and Edgars.

Both disputes revolve around wages. A Joshua Doore spokesman says no progress was made at two meetings last week, and a decision on whether or not to fire the strikers will be taken in 10 days.
CAPE TOWN — More than 400 factory employees at electronics manufacturer Plessey SA face a legal lockout today if they do not accept a final offer of an average 17% annual wage increase.

Up to 450 of the 700 workforce at Plessey's factory in Retreat, all members of the Electrical and Allied Workers' Trade Union of SA (EAWTUSA), could be affected.

Their demands, which Plessey has not acceded to, are for an average 25% increase in basic minimum wages. This means the lowest paid employee with five years' service will earn R955 a month on a 44-hour week, and a technician, also with five years' service, R3 000 a month.

The offered increase compares with the average 13% and 14% already granted in related sectors of industry.

Plessey has also offered a one-hour reduction in the work week to 44 hours and a commitment to 43 hours on July 1, 1990, improved service and annual leave bonus provisions, a new housing scheme and a legal counselling service.

These conditions have been accepted by 120 non-union and union employees belonging to unions affiliated to the Confederation of Metal and Building Unions. Others belonging to the Radio and Television Electrical and Allied Workers Union and EAWTUSA have accepted the conditions individually.

The legal lockout of EAWTUSA members comes after weeks of wage negotiations which ended in deadlock a month ago, and failure to reach settlement over a subsequent 30-day period provided for in terms of the Labour Relations Act.

Plessey SA MD John Temple said yesterday the company had gone as far in the negotiations as it was prepared to in an environment of economic downturn.

More difficult trading conditions expected by the electronics industry would be worsened by the severe spending cutbacks being introduced by its major customer, SA Posts and Telecommunications. The cutbacks had already forced several other suppliers to close down or lay off employees.
Strike warning after deadlock

Labour Reporter

The Amalgamated Clothing and Textile Workers' Union (Actwusa) has warned of a possible national wage strike in the textile-manufacturing industry, after several rounds of talks with employers reached deadlock.

Actwusa spokesman Mr John Eagles said employers rejected the union's demands on wages and the recognition of June 16 as a paid holiday.

The union wanted a minimum increase of R13 a week for the first six months of the agreement, plus another R13 from January 1990.

Employers had offered an R11,50 increase from this month, and R10 in January next year. They also offered six months' maternity leave, three of which would be paid.
Management of Morningside Clinic in Sandton has given dismissed workers until today to return to work.

A spokesman for the clinic said yesterday management had given the workers two options— to work today and apply to be re-employed, or to report for duty and be reinstated.

The workers, dismissed on July 14 after a demonstration on clinic premises, were yesterday meeting their union—the National Education, Health and Allied Workers Union—to resolve the issue.

The spokesman said the demonstration began before the dismissal of a worker for using a telephone reserved for patients, and not afterwards as some news reports claimed.

"There are about eight public telephones in the clinic's entrance hall and one other set aside for the exclusive use of patients. Doctors and nursing staff have been told not to use this phone.

'On June 2 the workers, including the shop steward and the worker in question, were told about this ruling, but in spite of this the woman worker repeatedly used the patients' telephone in front of management members and when she was questioned admitted the call was not urgent.

The spokesman said the woman was given a warning and said she would not use the telephone again. Two days later she was using the same telephone.

She was then suspended and the union informed—Sapa
Pay dispute sparks factory lock-out

By DICK USHER, Labour Reporter

SEVERAL hundred employees of Plessey at Ret- treat were locked out today in the wake of a wage dispute with their union.

Management claimed about 400 workers were affected while the Electrical and Allied Workers' Trade Union said about 500 were involved.

Plessey managing director Dr John Temple said the dispute was over a company wage offer of 17 percent on the minimum against which the union had demanded about 25 percent.

A union spokesman said it had not tabled a demand but had been made an offer of increases at the industrial council rate.

Dr Temple denied this and said union demands were documented.

He said in addition to being already the highest payer in the industry, Plessey had offered a one-hour reduction in the work week to 44 hours with a commitment to another one-hour reduction in 1990.

He said the one-hour reduction alone represented a further 2.25 percent wage increase.

The union spokesman accused Plessey of using the wage issue to break the union at the plant, which Dr Temple denied.
ABOUT 3000 Mamelodi City Council employees yesterday went on strike demanding a 15 percent across the board salary increase.

A spokesman for the workers said the 15 percent increase was to have been paid in January following an agreement between the council and the workers' trade union.

The increase was only paid out to senior officials including heads of departments, the spokesman added.

The majority of strikers are members of the Transvaal Association of Employees of Black Local Authorities (TAEBLA).

Mr Zikhali Ndlozi, the mayor of Mamelodi, yesterday confirmed the strike but blamed the employees for not bringing their grievances to his attention before going on strike.

"The workers forget that they are supposed to serve the interest of the community. The correct procedure was for them to first inform me about their grievances which I am prepared to investigate.

Ndlozi said the council would hold an urgent meeting to discuss the strike.
Plessey workers face-off in wage dispute

Labor Reporter

ELECTRONICS manufacturer Plessey SA will today legally lock out more than half of its Retire workforce of 700 unless workers accept the company's final offer on wages, managing director Dr John Temple said yesterday.

About 400 workers, all members of the Electrical and Allied Workers' Trade Union of SA (Eawtusa), will be affected if they do not accept the average 17% increase offered by the company for 1989-1990, he said.

A union spokesman yesterday said the company had acted unfairly by trying to impose a settlement which was unacceptable to the majority of workers.

Management is offering a 71-cent raise on the minimum hourly wage of R4.02, while workers are demanding 26% or R1.05 on the minimum.

Apart from the graded increases, the company had offered a one-hour reduction in the working week to 44 hours with a commitment to 43 hours on July 1, 1990, improved service and leave bonuses, a new housing scheme and a legal counselling service.

The lockout follows a dispute declared by Plessey in late June and the union soon after declaring a separate dispute.
Workers strike at JHB hospital

HUNDREDS of workers at the Johannesburg hospital yesterday downed tools in protest against the conditions of service and alleged corruption when people are employed.

Picketing workers - mainly kitchen staff, ward assistants and cleaners - displayed placards calling for an end to their being classified as temporary staff.

They demanded the abolition of tax deductions made from their salaries, segregation at the hospital and the "sale" of jobs at the hospital.

The hospital refused to comment and referred all inquiries to Pretoria.

A spokesman for the Transvaal Provincial Administration, Mr Emo Boes, confirmed that about 300 workers had gone on strike at a hospital in Johannesburg over general service conditions. He said he believed one of the issues was maternity leave.

According to Mr Mundu Ditola, an official of Nehawu, the workers would return to work today and await a response from the authorities. He also said that some of the workers accused of being rug-leaders had been victimised.

He did not say how many.

The workers' classification as temporary workers, thus excluding them from benefits enjoyed by other workers, is at the core of the strike. They also alleged that jobs were being sold to prospective employers, and those who did not pay were kept on the waiting list. An amount of R50 was demanded to be "fixed with a job."

Workers also voiced complaints about deductions made from their salaries. Kitchen and cleaning staff said they earned between R280 and R300 a month while the ward assistants earned around R500.
Wage strike over

SCORES of Mamelodi City Council employees who downed tools on Monday over a wage dispute returned to work yesterday after the council agreed to meet their demands.

A spokesman for the Transvaal Association of Employees of Black Local Authorities (TAEBLA) yesterday said the council had agreed to pay increases which should have been paid in 1987 when the council moved from grade 8 to grade 9 status.

The council, after a lengthy meeting with executive members of TAEBLA on Monday, also agreed to pay a general increment of 15 percent at the end of next month. This increase will be paid retrospectively to January this year.

A spokesman for the council yesterday said workers resumed work after the council agreed to pay out the increases which were described as "long overdue" by the workers. The spokesman said the council resolved in April this year to pay the 15 percent general increase.

"We were just waiting for the date to implement the increase," he added that the 1987 increases would vary from person to person because these were actually salary adjustments."
JOHANNESBURG. — About 300 workers went on strike at the Johannesburg Hospital yesterday and displayed placards demonstrating against working conditions.
ADDIS ABABA. — For the second day running, the topic of Namibia dominated the Organisation of African Unity summit here yesterday. The OAU is calling for an increase in the number of United Nations troops deployed in Namibia to 7,500.

At the opening of the summit in the Ethiopian capital on Monday, UN Secretary-General Mr. Perez de Cuellar and Swapp head Mr. Sam Nujoma displayed a divergence of opinion over the situation in Namibia.

Mr. Nujoma appealed to the UN to increase its troop presence on the basis that this was the only way to stop South Africa from installing a puppet government there.

But while condemning police units for intimidation, Mr. Perez de Cuellar avoided the issue of increasing the number of UN troops. Yesterday a Western diplomat here described Mr. Perez de Cuellar's criticism of the South African authorities as "muted".

The chairman of the frontline states, Zambia's President Kenneth Kaunda, described Namibia as a test case for South Africa itself. "Dismantling apartheid is the OAU's only immediate task after Namibia," he said. "It will be the most complex battle, not only of the bullet, but of will. It will be the OAU's final battle for liberation." Dr. Kaunda warned that if the OAU—which has arguably played little or no role in settling the Namibia question—got left behind in the "fast-moving political developments" in Southern Africa, it would be "completely ineffective to influence the direction of the final events in South Africa".

He urged the OAU to give the Swapp another lump sum "for the material help it so badly needs in the run-up to the November elections." The OAU pledged Swapp $5 million (about R13.5m) last February. On Monday, President Mengistu Mariam of Ethiopia surprised everyone by mentioning his own war against the Eritreans, and the Sudanese leader, Lieutenant-General Al Bashir, has also referred to Sudan's civil war.

Dr. Kaunda—in an aside from his prepared speech—followed suit, asking the new OAU chairman, President Hosni Mubarak of Egypt, to dissuade Middle East countries from backing the rebels in Eritrea. Saudi Arabia, Iraq and Syria have all been suspected of funding various rebel factions—Daily Telegraph.
Transport union members charged

PIETERSBURG — Two members of the Transport and Allied Workers' Union appeared in the Pietersburg Magistrate's Court yesterday.

Mr Abram Malatji (40) and Mr Daniel Sekele (39) pleaded not guilty to a charge of instigating and participating in an unlawful strike at Lebowa Transport in 1987. The case was postponed until December 4.

The two allegedly participated in a strike where workers demanded wage increases and the reinstatement of nine co-workers who were fired. — Sapa.
THREE staff members in the Johannesburg Hospital's personnel office have been suspended at the request of dissatisfied domestic staff.

Some 300 hospital cleaners and kitchen staff went on a four-hour strike on Tuesday in protest against conditions of service.

The workers alleged that jobs were being sold and called for the dismissal of staff in the personnel office.

"Workers said they were very worried about the hospital's policy of "selling jobs.""

"If you apply for a job they ask you for R50 and if you pay it you will get the job," several cleaners said.

At a meeting between hospital authorities and officials of the National Education, Health and Allied Workers Union (Nehawu) it was agreed that three personnel officers would be suspended until an independent committee of inquiry had examined workers' grievances.

A Nehawu spokesman said yesterday the committee would be appointed next week.
Health Minister's stance on defiance

THE Minister of Health, Dr Willie van Niekerk, said everything would be done to maintain health services during a planned disruption by a "large number" of people descending on hospitals and clinics as part of a campaign of mass defiance.

He said he believed protesters would express resistance to the September 6 general elections by being transported to hospitals and clinics to clog them.

It formed part of a "general confrontation" to embarrass the Government, "especially on a sensitive issue such as the management of persons requiring medical treatment."

Dr van Niekerk gave the assurance that any patient suffering acute illness would not be turned away, regardless of their race.

"Hospitals and clinics are provided for the treatment of sick persons," he said. "Normal access to hospitals should not be disrupted by persons who are not suffering from any disease or who may need other forms of treatment."

Such persons will be requested to leave the premises in an orderly fashion so that persons normally utilising these facilities may receive the necessary attention," he said.
Strike
over
R60
wage

ABOUT 400 workers at Gemma Gemma, a major furniture factory, now situated in Garankuwa, Bophuthatswana, went on strike yesterday over wage demands.

A spokesman for the workers, who include women, said they downed tools in protest against management's failure to increase their salaries as promised three months ago.

The spokesman said their average weekly pay was R60 - "far less than what the company paid its employees in Johannesburg before they trekked to the homeland", the spokesman said, for the workers said.

Mr M Delport, a director of the company yesterday confirmed that there was a strike but said he did not know the reason for this action. "The workers just walked out of the premises this morning."

Delport declined to comment about the "meagre wages" being paid to the workers. "We don't pay them increases," said Delport. "The workers yesterday dismissed an appeal by Delport that he did not give them an increase."
THE SA police have complained about a Sapa story headlined "Strikers locked in strongroom" published in the Sowetan on June 30.

In the report, the Commercial Catering and Allied Workers' Union of South Africa claimed that twelve striking workers at Bradlows stores were locked in a strongroom for most of the day.

The union also said police were manning the store.

Police said: The SA police deny that they are in any way involved with Bradlows store Randfontein or that they were 'manning the store'.

The manager denies all of the allegations contained in the article. In fact, he denies that there was a strike at his store or that he even contacted the police in connection with a strike.

"The shots fired at Score, Germiston were fired by a security guard. He alleges that when six men approached the store, (one of whom was armed with a knife) he fired the shots over their heads in order to scare them off.

To date, no one has filed a charge with the police regarding the shooting but management reported the shooting to the police."

Charge

"A member of the SA police had an interview with management and no evidence can be found that he spoke to the strikers. The member is unavailable at present and cannot be contacted.

"There is no Score at Klerksdorp. The existing store, which is known as 'New World', was visited. Management denies that there is, or was, a strike at the store. To date, no charge has been filed with the police regarding the pointing of a firearm," the Sowetan said.
By CHIARA CARTER

INTERNATIONAL support is being sought for more than 500 workers who were left standing outside the gates of a Retreat electronics factory this week after a lockout by management.

Workers at the factory, which is part of the British sub-
sidiary Plessey SA, have been warned that they will be dismissed if they do not accept the company’s wage offer by August 8.

The lockout is legal in terms of the Labour Relations Amendment Act, since the company declared a dispute with the Electrical and Allied Workers’ Trade Union (EAWTU) over the union’s refusal to accept the company’s wage offer.

EAWTU spokesperson Brian Williams said the workers had been promised assistance by the British labour movement which opposed the use of apartheid legislation by British multinationals.

The workers claim the lockout represents a bid by management to “break the union”. They also claim management has adopted an “aggressive approach” from the outset of the wage talks.

This was denied by a Plessey spokesperson, who said half the workforce had returned to work.

The company has offered workers the 17 percent increase negotiated by the industrial council.

Management has also agreed to a 44-hour working week with working hours reduced by another hour from January next year.

In a pamphlet distributed to workers, the company claimed it had the best record of wages and working conditions in the industry.

**State, unions set to clash**

UNIONS are gearing up for action over the controversial Labour Relations Amendment Act and the September parliamentary elections.

Balloting for national industrial action which Cosatu has proposed should coincide with the September elections, began at several factories throughout the country this week.

In addition to discussion at factories and within locals, unions are planning to mobilise workers at anti-LRAA rallies.

Several rallies took place in the Transvaal last weekend and rallies are being planned for other parts of the country.

It seems likely that the planned action will lead to a showdown between the labour movement and the state.

Minister of Law and Order Adriaan Vlok this week released details of what he claimed was the action proposed by the Cosatu congress.

A spokesperson for the minister said security police were investigating whether the Cosatu proposal contravened the security laws or the state of emergency.

A rally which was to take place in Sebokeng last weekend was banned.

The order was served on the Cosatu regional secretary for the Western Transvaal, Zwelimama Vavi, hours before the rally was due to begin.

Vavi said that the last-minute banning almost resulted in violence, as thousands of workers who flocked to the meeting were loathe to disperse.

Another rally in Klerksdorp was banned by police after the meeting had begun.

The bannings were condemned at a joint Nactu-Cosatu rally held at Shareworld outside Soweto last weekend.

Nactu general secretary Pershaw Camay told the meeting that the proposed industrial action could involve between three and five million workers.

Meanwhile, employers last week warned that the proposal for industrial action was detrimental to further progress being made in negotiations which have been taking place between employers and representatives of Cosatu, the National Council of Trade Unions and independent unions.

The deadline for a written response by employers to unionists’ proposals is before the workers’ summit, scheduled to take place next weekend.

Nactu has not yet responded to a request from Cosatu that the summit be postponed until later next month.

An earlier summit held in February this year was attended by representatives from more than 40 unions.

The present course of action against the LRAA by the labour movement stems from recommendations made by delegates to the summit, described as a “significant move towards working-class unity” by Cosatu general secretary, Jay Naidoo.

**Doubled profits**

Williams rejected this as being like “comparing apples and pears”.

“The company is making record profits and workers want a share in these profits,” he said.

“For the past four years there have been plant level negotiations and the settlement has always been significantly higher than that of the industrial council,”

Plessey SA, whose profits increased by 11.8 percent last year, has doubled its profits in the past four years.

A senior shop steward at the plant said workers were especially angry that people in managerial positions had received an additional R156 000 in bonuses and that a “huge amount” was spent earlier this year on a banquet in Johannesburg to celebrate the company’s 250 years in business.

Meanwhile, workers at another multinational are continuing with a marathon nationwide strike over wages.

About 2 500 workers at Everite, a cement-manufacturing company which is part of a Swiss multinational, have been on strike for more than 10 weeks.

The workers, who are mostly contract labourers, have dropped their demands to 85 cents an hour. Management is holding out for 30 cents.

[Image of workers and text: Workers Summit. Unite against.]

Part of the crowd at the anti-LRAA rally at Shareworld in Johannesburg.
Hospital job fraud: Probe

JOHANNESBURG

The Johannesburg Hospital administration has agreed to allow an independent commission of inquiry into allegations that jobs are "sold" to prospective employees, and that those who did not "pay" were kept on the waiting list.

This was said by an official of the National Education, Health and Allied Workers Union (Nehawu) yesterday.

More than 300 hospital workers — mainly kitchen staff, ward assistants and cleaners — went on strike for five hours yesterday, calling for an end to temporary staff categories, segregation and tax deductions.

Negotiations took place yesterday. — Sapa
Council employees stage work sit-in

Pretoria Bureau

About 700 dissatisfied Atteridgeville Town Council employees staged a sit-in yesterday over alleged delays in implementing pay increases.

At a meeting held yesterday, they voted unanimously for the sit-in. The workers resolved to report for work as usual yesterday but not like their tools.

They said that they had been promised a pay increase last July. The workers last week submitted a petition calling for the immediate dismissal of town clerk, Mr Solly Rammala.
Workers on strike 'locked out'

By Cathy Stagg

Everite Ltd, which has a factory in Kliprivier near Vereeniging, has been granted a court order in terms of which striking workers have to leave the factory premises.

In papers it is alleged that buses transporting temporary workers were stoned and that one employee was stabbed and another hit with an axe.

Mr Steven Waterbo, who has sustained two stab wounds is in hospital in a satisfactory condition.

The strike has lasted nine weeks and results from a wage dispute.

The urgent application was launched in the Rand Supreme Court late on Wednesday and a rule nisi was granted by Mr Justice M N MacArthur. The return date is August 15.

The respondents are the striking employees and their 16 shop stewards. The Construction and Allied Workers Union, a Cosatu affiliate, was cited because it may have an interest but no order will be sought against it.

Everite will allow workers to continue living in the hostel in terms of their contracts.
Officials charged

TWO members of the Transport and Allied Workers Union who are facing charges of instigating and participating in an unlawful strike yesterday asked the magistrate to step down because he was not fair.

Mr Abram Malatji (40), of Ga-Mamabolo and Mr Daniel Sekele (39), of Ga-Mashashane, Doornfontein, made the request because the magistrate, Mr A G H Bouer, was according to them, siding with the State.

They pleaded not guilty to all charges in the Pietersburg Regional Court.
Unionists bombed, receive death threats

Own Correspondent

PORT ELIZABETH — Prominent trade unionists in Uitenhage have been the victims of firebomb attacks which have left one dead. Several others have been threatened with death in the past week.

Mr Andile Sapotela, brother of Goodyear shop steward chairman Mr Joe Sapotela, was killed when Mr Sapotela’s home was firebombed with a chemical substance at 1am on Thursday, a National Union of Metalworkers of South Africa official said.

A spokesman for NUMSA said yesterday that the vice-president of the Congress of South African Trade Unions and NUMSA official Mr John Gomo and NUMSA local co-ordinator Mr Jurie Harries had received death threats last week from “White Wolf No II”.

At least four other leading NUMSA personalities also received letters threatening them with death.

NUMSA said in a statement that the killing and the threats could be linked to the 20-day-old strike at the plant over the terms of Goodyear’s disinvestment and were part of organised attack on worker leaders and their organisations.
Plessey SA workers 'trickling back'

Locked-out workers at Plessey SA were "slowly trickling back" to work to accept the electronic manufacturer's average increase of 17% on the minimum wage, company managing director Dr John Temple said yesterday.

About 330 workers, all members of the Electrical and Allied Workers' Trade Union of SA, still stood by their demand for a R1,05 (26%) increase on the minimum hourly wage of R4,02.

Union charges that Plessey SA was trying to "smash" the union were "absolute nonsense", Dr Temple said.

Production had been affected, but the company had embarked on an "internal" recruitment drive to appoint temporary labour.
ELECTRONICS manufacturer Plessey SA may be forced to close certain sections of its Retreat factory if between 300 and 400 locked-out workers do not accept the British-owned company's final wage offer.

Company MD Dr John Temple yesterday said Plessey SA had gone as far in the negotiations as it was prepared to in an adverse environment, where products such as components were becoming uneconomic even at current wage levels.

But Electrical and Allied Workers' Trade Union of SA (Eawtusa) branch secretary Mr Brian Williams earlier this week said the company had registered its highest profits in many years.
Cement workers are evicted

HUNDREDS of striking Everite workers in Kipsrivier, Vereeniging, have been evicted from the factory premises and restrained from intimidating employees by order of the Rand Supreme Court.

The interim order against more than 800 workers was granted on Thursday, after the company alleged that strikers were intimidating or assaulting employees and disrupting the work operation.

The legal strike, now in its 10th week, involves about 2,080 workers at four fibre-cement plants.

Workers have rejected management's final offer of a 50c across-the-board-increase on the basic hourly wage of R2.85, tabled on June 22.
THE labour dispute between employees and management of Plessey South Africa took a new turn yesterday when members of the Electrical and Allied Workers' Union protested at the British Consulate in an attempt to gain support from the British government.

Three-hundred-and-thirty of the company's 700 employees have been locked out of the Plessey factory since wage negotiations broke down last week. If the employees do not return to work by August 8 they will be dismissed.

Fifteen union members delivered a letter of protest to Mr D.A. McKellar, Acting Consul of the British Consulate in Cape Town. Mr McKellar agreed to pass on the letter to the Foreign Office in London. Plessey South Africa is a subsidiary of Plessey UK.
Red Cross turmoil

AFTER three-and-half
hours of heated debate
and pleas for a restructur-
ing of the organization,
the extraordinary meeting
of the South African Red Cross ended
when the majority of the
house walked out on
Monday night.

Responding to a suggestion by the former assistant regional director,
Mr Bougani Khumalo, that it was a sad night but it was futile to continue,
the crowd of more than
500 left the Linder Auditory at the Johannesburg College of Edu-
cation singing "Senzeni Na" (what have we done).

The agenda of the meeting, called by 31 requisitionists, included the
composition and role of
the region in carrying out
the mandate of the Inter-
national Red Cross and
Red Crescent movement.

Public relations officer for both Nusan and BMW, Mr Sarel Lieben-
berg and Mr Seth Pha-
latsa, respectively denied
any work stoppages at
their plants.
Workers 'have right to protest against elections'

By Mike Shuma, Labour Reporter

A prominent industrial relations expert, Mr Bobby Godsell, cau-
tioned the Government yesterday against suppressing peaceful anti-
election protests.

Addressing an SA-German Chamber of Commerce and Indus-
try luncheon in Johannesburg, the Anglo-American industrial rela-
tions and public affairs director referred to the "enormous respon-
sibility" of unions in particular to ensure that the protests remained
peaceful.

Mr Godsell said businessmen had to "observe a deep distortion" where everyone but blacks would be allowed to vote.

“It is expected that this would evoke anger and frustration (on
the part of blacks). There is a challenge to employers and the
State to demonstrate that peaceful protest is possible in South Africa,
and for black South Africans.”

Protesting peacefully is a basic right in a democratic society and
has basic obligations. The State has to think carefully before ban-
ning meetings,” he said.

PROGRESS

“The challenge to unions is to make peaceful protest peaceful. It
should not be an excuse for confrontation and polarisation.”

Mr Godsell expressed the hope that talks between the SA Em-
ployers' Consultative Committee on Labour Affairs (Seccola), of
which he is chairman, and black unions on changes to South African
labour law would lead to progress.

He said South Africa was now “formally and irreversibly on the
march towards a non-racial democratic future.”

“I believe the current talks will begin to show positive results in
the weeks ahead on at least some of the issues,” said Mr Godsell, add-
ing that it was in the interests of Seccola, the unions and the Gov-
ernment that the parties devised labour legislation accepted by all
three parties.”
About 3,000 Samcor employees near Mamelodi, Pretoria, are on strike demanding more pay.

The strike started yesterday.

Samcor's director of communications, Mr Reuben Els, said the strike was illegal.

Sources at the plant said workers were angered by the management's refusal to give them a R2 and hour across-the-board increase. It offered to pay 60 cents instead, they said.

The striking workers are members of the National Union of Metalworkers of South Africa (Numsa).

Els said: "We have an illegal work stoppage and up to now we do not know the reason for his action. The union has not
**VW plant closed over 'absenteeism'**

Own Correspondent  
PORT ELIZABETH — Volkswagen closed all production lines in Uitenhage plant because of "high absenteeism and unprocedural industrial actions", a company spokesman said yesterday.

But this was disputed by a trade union official, who attributed the closure to strike actions by workers in other allied motor trade industries.

Samcor in Pretoria also closed down after about 3,000 workers went on strike yesterday to back demands for higher pay.

A VW spokesman said that in the interest of productivity and effective and economic functioning of the plant, there was no alternative but to close the plant.

Mr. Phumzile Gomomo, a spokesman for National Union of Metalworkers (Numsa) and Cosatu vice-president, denied that VW workers had gone on unprocedural industrial action.

He said VW management had felt it would be uneconomic to continue production since the company had been affected by strikes in good year, now entering the fifth week, Bosal Afrika and at Helia plants also in Uitenhage.

Mr. Gomomo said workers had demanded a report-back meeting on the ongoing wage negotiations, but found production lines already closed when they went back to resume duties on Sunday.

The union felt strongly about this, he said, adding that Numsa had challenged management about the closure of the production lines.

Mr. Gomomo said workers were committed to resume duties any time the production lines were opened.

A spokesman for the workers at Samcor said the stoppage began because workers demanded an increase of about R1.50 an hour while the company offered 45c.

National wage negotiations are currently taking place in Port Elizabeth.
Workers at Samcor stage 'illegal strike'

By Mekeel Kotulo, Pretoria Bureau

About 3000 Samcor employees near Mamelodi, Pretoria, are on strike demanding more pay.

The strike started yesterday and was illegal, said Samcor's director of communications, Mr Reuben Eis.

Sources at the plant said workers were angered by management's refusal to agree to a R2-an-hour increase. Management had offered 60c.

The striking workers are members of the National Union of Metalworkers of South Africa (Numsa).

Mr Eis said the union had not informed management about the strike.

Spokesman for Nussan, Mr Sarel Liebenberg, and for BMW, Mr Seth Phalatsi, denied any work stoppages at their plants despite reports that production was halted after workers heard of the Samcor strike.
Motor industry pay strike now affects 13 000

By Mike Shuma, Labour Reporter

The wage strike in the motor industry, already affecting Volkswagen and Samcor, yesterday spread to Toyota plants in the Transvaal and Natal, bringing to nearly 13 000 the number of workers involved.

Confirming the closure of the company's Uitenhage plant, a Volkswagen spokesman said "as a result of high absenteeism and unprocedural industrial action", it had become impossible to continue production.

Production lines would remain closed "until shop stewards confirm employees are prepared to follow agreed-to rules and maintain acceptable production standards". About 5 500 workers are affected.

In Pretoria, a two-day strike by about 3 000 workers at Samcor's assembly plant led to a lock-out and plant closure yesterday.

Samcor's managing director, Mr Spencer Sterling, said the decision to close the plant and lock workers out followed the failure of the National Union of Metalworkers (Numsa) to give assurances that workers would not engage in further stoppages if they were allowed to return to work.

A worker spokesman at Toyota said 3 000 workers were on strike at the company's Prospecton, Durban, assembly plant. A further 1 000 had withdrawn their labour at Toyota's subsidiary, Rowen SA, also in Natal. About 400 had downed tools at Toyota's marketing division, near Sandton, Transvaal.

Although Numsa spokesmen could not be reached for comment, worker spokesmen said the strikers were demanding, among other things, a 48-hour working week, individual increases of R2 per hour and a minimum rate of R5.50 per hour.
6000 to strike

THE National Union of Metalworkers of South Africa has called for a strike in all Dorbyl plants, from Monday.

Dorbyl is one of the largest private sector employers in the metal industry.

A statement by Numsa said deadlock had been reached after 18 months of negotiations on four demands put to Dorbyl by union members.

"Numsa members in 50 Dorbyl factories voted last week for strike action over the dispute. Voters numbered over 6,600 for strike action, 312 voted against and there were 49 spoilt papers.

"The strike ballot follows negotiations which have dragged on for more than 18 months Dorbyl has avoided proper negotiations by oscillating between, its divisions and the head office," the Numsa statement claimed.

- About 400 general workers went on a lightning strike at the Park Lane Clinic this week over a pay grievance, according to a spokesman for the National Education, Health and Allied Workers' Union.

General secretary Sisa Nkzelana said the workers had downed tools over a discrepancy in wage increases.
Strikers in Kempton get ultimatum

By Abel Mabelane,
East Rand Bureau

The 1 200 striking Kempton Park municipal workers served with an ultimatum to return to work today or face dismissal have appealed to Cosatu for help.

The workers have no union to represent their interests. They pulled out of the SA Black Municipal Workers' Union about two years ago.

The workforce of 1 200 (not 12 000 as reported yesterday) went on strike on Monday in protest at what they termed insufficient salary increases.

They claimed the council had promised them a 20 percent increase but gave them less.

Yesterday, the workers were given an ultimatum to report for duty at 7 am today or face dismissal.

Kempton Park town clerk Mr H Muller denied the council promised the employees a 20 percent across-the-board increase.

Shopkeepers said refuse had not been collected since Monday. Several expressed fears that the strike, if it continued, could affect their businesses adversely.
Motor industry pay strike now affects 13,000

By Mike Siluma, Labour Reporter

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Samcor's managing director, Mr Spencer Sterling, said the decision to close the plant and lock workers out followed the failure of the National Union of Metalworkers (Numsa) to give assurances that workers would not engage in further stoppages if they were allowed to return to work.

A worker spokesman at Toyota said 3,000 workers were on strike at the company's Prospecton, Durban, assembly plant. A further 1,000 had withdrawn their labour at Toyota's subsidiary, Rowen SA, also in Natal. About 400 had downed tools at Toyota's marketing division, near Sandton, Transvaal.

Although Numsa spokesmen could not be reached for comment, worker spokesmen said the strikers were demanding, among other things, a 40-hour working week, individual increases of R2 per hour and a minimum rate of R6.50 per hour.
New car deliveries delayed by strikes

Own Correspondent

JOHANNESBURG. — The supply of new cars to customers could be delayed after wildcat strikes at four motor plants this week.

The strikes by more than 10000 workers at Volkswagen in Uitenhage, Toyota's Prospecton factory and Samcor's Pretoria and Fort Elizabeth plants has caused the shutdown of production lines this week.

A VW spokesman said after talks with worker representatives that it had been agreed normal production would restart today.
Locked-out workers set to strike

Labour Reporter

LOCKED-OUT Plessey SA workers are set to strike on Tuesday in a bid to pre-empt the mass dismissal of more than 400 members of the Electrical and Allied Workers' Trade Union of SA (Eawtusa).

Eawtusa assistant general secretary Mr Brian Williams said yesterday that workers were determined to remain united in their demand for a 26% wage increase "no matter what the cost". The company last Tuesday legally locked out more than half of its 700-strong Retreat workforce after Eawtusa members rejected a wage increase averaging 17%.

Plessey MD Dr John Temple earlier warned that workers who did not accept the company's wage offer by Tuesday would be sacked.

Mr Williams said the strike would be held in terms of a dispute the union declared with Plessey SA in June.
RED CROSS HIRES PR FIRM

SOUTHERN Transvaal region Red Cross chairman, Jean Roberts, yesterday said a "fair amount of damage" had been done to the society through "having to retract" to allegations of racism by former employee, Bongani Khumalo, and a public relations company had been enlisted to prepare a response to reports made in the media over the last three months.

Mrs Roberts said the SA Red Cross was in danger of being "turned out" of the world body because of persistent allegations from black staff of racism.

Khumalo, a former assistant director of the southern Transvaal region of the Red Cross, was dismissed about three months ago. Thirty-seven Red Cross workers who staged a strike in protest against his dismissal have also been dismissed.

On Monday night 500 black members of the southern Transvaal region walked out of an extraordinary meeting of the Red Cross in Johannesburg.

Mr Khumalo later told Sapa the members had walked out because their challenge to the body's executive committee over charges of racism were dismissed.

He said black members of the Red Cross would begin working independently of the white-controlled executive in black areas, using "whatever Red Cross equipment we can lay our hands on."
Cawthra Closes Plant

The United States Steel Corp. announced yesterday that its Cawthra plant at Crewe, Ont., would be closed for a period of one week.

The company said it had been notified by the Ontario Government that the plant would be closed for the week.

The plant employs about 1,000 workers and is one of the largest in the province.

The closure is expected to have a significant impact on the local economy.

Sources: United States Steel Corp.
Ready to strike

By CHIARA CARTER

WORKERS locked out by a Retreat electronics factory since last week have voted to go on strike in an attempt to prevent the company from dismissing them.

More than 400 members of the Electrical and Allied Workers' Trade Union (Eawtu) have been locked out of the Plessey SA factory since last Tuesday.

This follows a dispute being declared by the company, a subsidiary of a British multi-national, over the workers' refusal to accept the company's wage offer.

The lockout ends next Tuesday morning and the company has warned workers that they will be dismissed if they do not return to work before then.

Union spokesperson Brian Williams said 99.4 percent of the locked-out workers had voted in favour of strike action.

This week the company placed recruitment advertisements for temporary workers in several Cape Town newspapers.

In the advertisements, Plessey appealed to the locked-out workers to accept the company's offer and to return to their jobs, and claimed to offer good wages and working conditions.

Components

SOUTH refused to place the advertisement.

Williams said the union doubted if the advertisements would have much effect since workers were determined not to accept the offer.

He said it was difficult for the company to use "scabs" because it took considerable time to train someone to work with electronic components.

Williams also denied Plessey's claims that workers were steadily returning to work, saying that those who had resumed were "less than a handful" of workers.

The union has appealed to organisations abroad for assistance in its battle with the multi-national.

Meanwhile, Plessey managing director John Temple flew to London this week for consultation with the company's head office, while on Tuesday an Eawtu delegation delivered a letter to the British consulate in Cape Town, appealing to the British government to exert pressure on the company.
At Three Hundred Compounds

13,000 Strike for Pay

The Argus Correspondent
500 locked out

More than 500 workers at Toyota's Sandton marketing division plant in Johannesburg were locked out early yesterday after wage talks between worker representatives and management reached a deadlock this week.

Workers had demanded an increase of R2 across the board while the company offered 50 cents an hour.

By MATSHUBE MFLOLE

Addressed by National Union of Metalworkers of South Africa, shop stewards worked to resolve the issue. Workers refused to return to work until the company conceded to their demand.

Union spokesman Mr Fanzi Siweya said workers were asked by management to sign an undertaking not to resume strike action, go-slow, or overtime bans. This had also been rejected by workers and talks with management were continuing at the time of going to press.

Attempts to obtain comment from the company spokesman, Mr Theo van der Bergh in Durban, drew a blank yesterday.

According to workers, others had returned to work in spite of an earlier resolution not to do so. They also alleged that "coloured" workers had brought knives and guns to the plant yesterday to fight the black staff.

Two workers who refused to be named said they were threatened by groups of "coloureds" on separate occasions yesterday. One alleged he was chased in the streets of Johannesburg while on his way to a taxi rank in Bree Street.

"They said we (blacks) had intimidated them at a meeting on Wednesday when we resolved to strike," he said.

Meanwhile, strikers at Toyota's Prospecton plant in Natal were served with an industrial court order directing them to resume work, according to a company spokesman. He said the company would remain closed until Monday, "as a precautionary measure."
PORT ELIZABETH. — Workers at Eveready here, who have been protesting against the Labour Relations Act recently, downed tools for several hours yesterday to protest against the display by a foreman of a severed baboon's head with a trade union sticker across its forehead.

Several hundred workers, some carrying placards and AK-47 replicas made from exhaust pipes, stopped working after the incident.

They chanted slogans and sang as they paraded around the Sidwell factory premises, monitored by four plainclothes policemen in a vehicle outside the factory gates.

There were no incidents.

Two officials from the Nature Conservation department of the Cape Provincial Administration arrived to take statements and photograph the grimly head of the animal. They said they were investigating whether the animal had been "legally hunted" or not.

One worker said "We have stopped working because management are telling us by this that we are baboons, and baboons cannot work."

"Laughing at it"

A spokesman for the workers said a white foreman, Mr Frank Barnard, had shot the baboon on his farm and then brought the animal's severed head to the plant yesterday.

"They were taking pictures and people were laughing at it because it had a union sticker on its forehead, calling for an end to the Labour Relations Act," the spokesman said.

Shop stewards said the head was taken away and burned after the Nature Conservation men had left.

A senior industrial relations spokesman, in the presence of shop stewards, said the company would launch an inquiry into the cause of the work stoppage.

The company said it would wait for a statement from the Nature Conservation Department before releasing an official statement. — Sapa
Court to decide on strike bid

ENGINEERING giant Dorbyl has brought an urgent application in the Industrial Court for an order declaring a planned national strike by more than 7,000 workers unlawful and unfair, a National Union of Metalworkers of SA (Numsa) spokesman said yesterday.

The court action follows 84% of Numsa's members at 50 Dorbyl plants country-wide voting in favour of a legal national strike, set to start on Monday. Numsa's Dorbyl national organiser Mr Bobby Marie said.

Between 900 and 1,000 Numsa members at four Dorbyl engineering and automotive plants in Cape Town are affected by the dispute, he said.

Numsa is demanding that the company agrees to refer all disputes the right to private arbitration; to negotiate a service allowance; to negotiate severance pay in the event of unavoidable retrenchment, and to grant shop stewards 10 days paid training leave.

A strike ballot was held last week after Numsa failed to reach a settlement with Dorbyl, Mr Marie said.
Workers down tools over baboon sticker

The Argus Bureau

PORT ELIZABETH. — Workers at a factory here downed tools for several hours to protest against the display by a foreman of a severed baboon's head with a trade union sticker across its forehead.

Several hundred workers at the Eveready factory, some carrying placards and AK-47 replicas made from exhausts, stopped working after the incident yesterday.

They chanted slogans and sang as they paraded around the Sidwell factory premises, monitored by four plainclothes policemen in a vehicle outside the factory gates. There were no incidents.

Two officials from the Nature Conservation Department of the Cape Provincial Administration arrived to take statements and photograph the head of the animal.

They said they were investigating whether the baboon had been "legally hunted" or not. They took statements and photographs and the head was returned to the man who had shot the animal.

A spokesman for the workers said a white foreman, Mr. Frank Barnard, had shot the baboon on his farm and then brought the animal's head to the plant.

Workers noticed the head in Mr. Barnard's office first and then it "did the rounds" in the factory.

"They were taking pictures and people were laughing at it because it had a union sticker on its forehead, calling for an end to the Labour Relations Act," the spokesman said.

He said "They are always telling us, the black and coloured people, that we are baboons. We are always wearing these stickers and the sticker was put on the baboon's head to resemble us."

Shop stewards said the head was taken away and burned — it was not clear by whom or for what reason — after the Nature Conservation men had left the plant.

A senior industrial relations spokesman, in the presence of shop stewards, said the company would launch an inquiry into the cause of the work stoppage.

All "rumours" would be investigated and the situation would be resolved in a "fair" manner, he said.

The company would wait for a statement from the Nature Conservation Department before releasing an official statement.

Mr. Barnard was not available for comment.
Victory for Joshua
Doore picketers

By CONNIE MOLUSI

PICKETING Joshua Doore workers emerged victorious this week as management agreed to re-instate retrenched workers at the rate of 26 workers a month, starting this month.

The company also granted a R110 across the board increase, bringing the minimum wage to R720 a month.

■ Afcoal and the Paper, Printing, Wood and Allied Workers' Union have reached agreement on their wage negotiation, ending a dispute involving 1100 workers at Transvaal plants.

■ A joint negotiating committee of the Transport and Allied Workers' Union and Transport and General Workers' Union have referred their dispute with Eastern Bus Lines to the Industrial Court after a conciliation board failed to resolve it.

■ Food and Allied Workers' Union members at Amalgamated Beverage Industries went on strike this week against new rules calling for reports on how long workers spend in toilets.

■ About 500 Sandton Toyota marketing division workers were locked out this week after the company pulled out of motor industry wage negotiations. An Industrial Court ordered them to resume work from Monday.

■ The Pretoria Supreme Court this week acquitted nine NUM members of a murder charge arising from the 1987 mine workers' strike.
6 000 Volkswagen
staffers back to work

PORT ELIZABETH — More than 6 000 workers at
the Volkswagen plant in Uitenhage return to work
today after the factory was closed for a week.

Strikes and factory closures last week affected
three manufacturers and resulted in more than
13 000 workers at Volkswagen, Toyota and Samcor
being out of work for at least four days.

And, coupled to this, is further strike action by
Numsa (the National Union of Metalworkers),
planned to start today, which involves workers at 50
Dorbyl factories throughout the country.

A spokesman for Volkswagen said production was
stopped last week due to “high absenteeism and
unprocedural industrial actions.”

However, Mr Phumzile Gomomo, a spokesman for
Numsa and Cosatu vice-president, attributed the
closure to strike action by workers in allied motor
industries.
14 000 on strike

Own Correspondent
PORT ELIZABETH — About 14 000 workers are now affected as strikes for higher wages at several factories continue to escalate — 4 000 were dismissed at one factory yesterday, while lock-out notices were served on 2 000 at two other plants.

Nearly 4 000 workers at the Prospecton assembly plant of Toyota in Durban were dismissed yesterday after they did not resume their duties.

Meanwhile, nearly 1 200 National Union of Metalworkers of South Africa members on strike at Goodyear are to be served with lockout notices today, following the more than 800 Numsa members locked out of Eveready yesterday.

At the Volkswagen plant in Uitenhage and the Samcor plants in Pretoria and Port Elizabeth, there was also no production.

At Volkswagen the factory was closed because of the high absenteeism — affecting almost 5 000 workers — and at Samcor workers struck for the fifth consecutive day, affecting more than 3 000 workers.

At Goodyear it was stated in a notice that contracts of employment would be terminated and workers would not be allowed access to the company's premises.

Goodyear set out its proposals on the decimation dispute and attached it to the notice. Public relations manager Mr Mike London said, "If an employee does not sign the acceptance form and return to work by 9am on Friday, August 11, the company's offer will lapse and the termination of employment will stand."

Meanwhile, at Eveready Numsa members were locked out while office workers were told they could take a day's leave if they wanted to stay away or could be met at Greenacres and bussed into the plant.

According to Numsa, workers assembling outside the company gates were met with a show of force from armed police, two Hippos and four other police vehicles yesterday. They were told by a policeman using a loud-hailer that the company had reported to a legal lockout.

It was reported earlier that nearly 4 000 workers at Toyota were dismissed yesterday after not resuming duties. This follows the shutdown of the Prospecton plan on Thursday when Toyota obtained an urgent Industrial Court order calling workers to end unlawful action.
JOHANNESBURG. — A threatened strike by 7,000 Numsa members at 50 Dorbyl plants has been averted by a last-minute settlement.

A Dorbyl spokesman announced yesterday that the company had accepted union proposals.

The company agreed to grant a paid leave for the training of shop stewards.
ABOUT 700 employees of the Atteridgeville City Council staged another sit-in yesterday calling on the council to immediately fire the town clerk, Mr Solly Rammala, because they could not work with him anymore.

And in another development that could determine the fate of the council itself, a local civic group, the Atteridgeville People's Party, said they had obtained permission to hold a public meeting on Sunday to seek a mandate from residents calling on the 12 councillors to resign because of their inefficiency.

Mr PAJ Burger, Chief Magistrate of Pretoria, formed the party's chairman, Mr John Rafadi, that they could hold a public gathering at the Super Stadium from 8am to noon "to obtain a mandate from the residents for a vote of no-confidence in the council."

Rafadi said issues to be discussed included rent and the township's R9 million deficit.

The council has, for the past seven months, been pressurised by its employees to dismiss Rammala.

The town clerk was recently acquitted by Mr Justice Hiemstra on all 12 counts of irregularities levelled against him by the council.
3600 strikers fired
Labour disputes spread, 5 000 workers fired

The Argus Correspondent

DURBAN — Police stood by today as about 4 000 workers at the Prospecton assembly plant of Toyota filed in to collect their pay.

This follows heightened conflict between the motor industry and the National Union of Metalworkers of South Africa (Numsa) which has resulted in more than 5 000 workers countrywide being dismissed and locked out.

Numsa negotiator, Mr Les Kettleides, said that the Toyota workers did not consider themselves as having been dismissed. He said the workers were insisting that the company participate in the negotiations from which it withdrew last week.

They were also insisting that it withdraw the court order obtained against them last week.

Mr Kettleides said the workers were willing to go back to work provided the company did these things:

- From Port Elizabeth it is reported that production at some Eastern Cape factories has come to a standstill as labour disputes spread.
- Eveready management locked out 600 workers yesterday while Goodyear warned 1,500 striking workers that they would be locked out unless they returned to work today.

Absenteism

Volkswagen in Uitenhage and Samcor in Port Elizabeth and Pretoria continue to lose production in a dispute involving 8,000 workers.

Volkswagen closed its factory because of high absenteism, affecting about 500 workers. About 5,000 workers were affected at the local Samcor plant where workers refused to work for the fifth consecutive day.

At Eveready, Numsa members were locked out and office workers were given the option of leave or being taken by bus to the plant. A Numsa official said there had been a strong police presence at Eveready.

Workers assembling outside the gates were told they had been locked out.

Mr Barry Easton, industrial relations manager for Eveready, said the lockout was an attempt to induce employees to accept the company's final proposal on improved conditions of employment.

The lockout follows months of negotiations and a failure to resolve a dispute at a conciliation board on Friday, according to a Numsa official.
Goodyear imposes lock-out as general labour talks intensify

TOYOTA management and worker representatives met for several hours yesterday in an attempt to resolve the dispute which led to the dismissal of 600 employees on Monday.

The locked-out of 1200 Goodyear workers began on Monday and management's industrial action over wages at Eveready entered its second day.

Toyota group personnel director Theo van den Bergh said talks had focused on ways of accommodating Numsa demands for the company to repay the industry wage negotiations and the company's desire for a return to normal operations at its Prospecton plant.

He said the company had met representatives who would find it difficult to return to the negotiations until the situation had normalised. He also required undertakings that good faith bargaining occurred in future.

"The possibility of a settlement cannot be ruled out, but I cannot put it more strongly than that," Van den Bergh said.

Spokesmen for Sancon and Volkswagen reported no change in the situation at their plants, which have also been closed since Tuesday last week.

Mercedes reported a lunch-hour demonstration by workers against the Labour Relations Act at its East London plant.

Eversed industrial relations manager Barry Easton said "some" of the nearly 1000 locked-out employees had responded to the lock-out by accepting the companies wage offers.

He denied claims by Numsa and the SAP, reported yesterday, that management had called in police on Monday.

He said police told management that because people were dancing and chanting in a public street, traffic could be disrupted. They had to come in to remove them. Workers gathered on company property yesterday, he said.

A Goodyear spokesman said employees had spent the first day of the lock-out at a union meeting in KwaNobuhle. All had been kept at the Uitenhage plant.

He said events on Friday — the day by which workers had to accept Goodyear's disinvestment offer or face dismissal — would be crucial.
Goodyear in lockout move against 1,200

Mr London said there was limited production at the plant as workers returned in "in dribs and drabs."

Mr M J Rautenbach, employee relations manager at the Volkswagen plant in Uitenhage, said the plant was closed down indefinitely because workers had failed to resume work.

Toyota management and worker representatives met for several hours yesterday in an inconclusive effort to resolve their dispute.

Toyota group personnel director Mr Theo van den Bergh said talks had focused on ways of accommodating NUMSA demands that the company rejoin the industry wage negotiations, and the company's desire for a return to normal operations at its Prospecton plant.

Mr London said there was limited production at the plant as workers returned in "in dribs and drabs."

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Workers strike

THIRTY-TWO workers at the Allcast Foundry in Parow Industria yesterday struck in support of higher wages.

A worker said labourers, who earned R3.02 an hour, were demanding R4.50 and artisans, currently earning R6.59 an hour, demanded R7.20.
Workers back demands with hunger strike

Labour Reporter

WORKERS at a City electronics manufacturing firm have gone on a hunger strike to back wage demands.

The 430 locked-out Plessey SA workers started a hunger strike to back their reduced wage demands yesterday, according to Mr Brian Williams, assistant general secretary of the Electrical and Allied Workers' Trade Union of SA (Eawtusa).

Fasting would be done on a relay basis with participants taking no food or drink for 24-hour stretches while stationed in a van outside the Retreat factory's gates, Mr Williams said.

The protest would be lifted only when Plessey SA acceded to union proposals which would be revised today and submitted to management in writing.

The latest move by Eawtusa members affected by the two-week lockout follows the company's withdrawal of its threat to sack workers who did not accept its offer by yesterday.

Mr Williams said: "Workers on hunger strike demand justice at the work place, reject Plessey's use of the hated Labour Relations Amendment Act and want to protest against the existence of that Act."

Plessey SA managing director Dr John Temple said the company was offering an average 17% increase on basic minimum wages, moving up to 19.4% for the "bulk" of the workforce.

He denied that the company had "bowed" to any community or international pressure and also denied that Plessey SA had resorted to the Labour Relations Amendment Act in the dispute.
400 workers in Sandton on strike

By Mike Saluma, Labour Reporter

In an apparent deterioration of relations between the National Union of Metalworkers (Numsa) and Toyota, about 400 workers at the company's Sandton marketing division struck yesterday in support of 3,600 colleagues fired by the motor manufacturer on Monday.

A worker spokesman said workers had stopped work after learning of the dismissal of strikers at Toyota's car assembly factory in Prospecton, Natal.

Sandton workers demanded that the company rejoin industry-wide wage talks due to resume in Port Elizabeth tomorrow.

The workers initially took part in the industrywide strike, but resumed work on Friday.

Toyota management could not be reached for comment on the situation at Sandton.

In addition to demanding the return of Toyota to the national talks, Prospecton workers wanted management to withdraw a court order served on workers last week, directing them to end the strike.

PLANTS CLOSED

The latest developments came as the strike by more than 12,000 motor industry workers entered its seventh day yesterday.

Union spokesmen have declined to divulge the details of the claim and the employers' offer while negotiations are in progress.

A spokesman for Samcor said the companies' assembly lines in Port Elizabeth and Pretoria remained closed as a result of the strike.

Volkswagen said its Uitenhage factory, which employed about 5,500 workers, would be closed indefinitely while talks with the union were continuing.

Besides Volkswagen and Samcor, other companies taking part in the national pay talks are BMW, Nissan and Mercedes Benz.

- The Azanian Students' Movement said yesterday the lockout and dismissal of workers in the industry showed the "insensitivity of capital towards labour".

Black workers were being "exploited and abused by capital in its quest for profits", said Azasm.
THE National Union of Metalworkers of South Africa is to challenge the dismissal of its 3 600 members by Toyota for ignoring the company's ultimatum to return to work on Monday.

The dismissed Numsa members are among the 3 000 workers presently on wage strikes in the car manufacturing industry. They demand - among other things - an across-the-board increase of R2 an hour, a 40-hour week, a minimum rate of R6.58 an hour and that management commit itself to a national bargaining forum.

Companies affected by the strikes are the South African Motor Corporation (Samcor), Volkswagen and Toyota.

Samcor, Volkswagen - two companies that have been forced to temporarily close their plants as a result of the strikes - and Numsa will continue with national wage negotiations in Port Elizabeth tomorrow - without Toyota, which has pulled out of the talks.

Toyota pulled out of the talks "because they are not being conducted in good faith".

Kettledas said: "Toyota is one of the companies which have consistently resisted national wage negotiations, and the dismissals were part of the company's strategy to force workers to abandon their struggle for national talks."
About 500 employees at the Amalgamated Beverage Industries plant in Hercules, Pretoria, have downed tools in protest against new working methods which include the reporting of time spent by each worker in the toilet.

The workers, all members of the Food and Allied Workers Union, went on strike on Tuesday. Employees said they were "provoked by the outdated and racist" instructions introduced by Mr Bekker, that they note the time they spent in relieving themselves in the loo.

The employees also complained about the introduction of a new method of overloading trucks and said they could not offload the crates.

They said the overloading was a risk on the roads due to the massive weight.

Drivers have been provided with new sheets of distribution methods where they must also fill in times they spent when stopped by a traffic officer or when they asked someone for directions during deliveries.

A spokesman for the company, Mr Neville Barber, yesterday confirmed the strike and said negotiations with the workers were continuing.

Barber said the workers went on strike on Tuesday.
Strikes hit more plants

(Cont from page 1)

drink for 24-hour stretches while in a van outside the Retreat factory gates, according to Eawuska spokesman Mr Brian Williams.

Mr Williams said workers were also on hunger strike in defiance of the company's "intimidatory attitude and its use of the hated provisions of the Labour Relations Amendment Act".

WAGE OFFER

He said more than 400 workers were affected when Plessey threatened to dismiss the workers if they did not accept the company's final 17 percent average wage offer.

The threat was withdrawn on Monday.

Mr Williams said reasons why the company had not carried out its threat were because the workers were determined and refused to be intimidated. He also said there was international trade union pressure on Plessey.

"The company's decision not to contribute in a meaningful way to the resolution of the crisis is condemned in the strongest possible terms," Mr Williams said.

Dr John Temple, managing director, said Plessey was unable to up their offer of 17.7 percent on the lowest level to 19.4 percent for a typical factory worker as they had signed with five unions on this offer.

The intention of the lock-out was not to fire workers, but to get them to return to work, he said. This is why the deadline was dropped.

"We are simply using it as a technique to get the people to accept our offer," he said.

DOORS OPEN

"There has been a steady trickle of people coming back to work, and the strikers are down to about 300. We want to give people time to come back and will hold the doors open as long as possible."

At Rex Trueform factories in Salt River and Wynberg, approximately 2,000 workers stopped work yesterday, according to Mr Lionel October, Garment Workers' Union (Gawu) spokesman.

About 1,700 Salt River workers stopped work on lunchtime on Monday until lunchtime Tuesday to protest against management's refusal to allow ballot facilities in Wynberg, 300 workers stopped work for the day yesterday.
PORT ELIZABETH — Volkswagen (SA) has withdrawn from wage negotiations and has closed its Uitenhage plant indefinitely.

A spokesman for the company said the Port Elizabeth and Pretoria plants were still closed.

At Goodyear, everything was quiet with the gates still locked and only those workers not on strike being allowed in.

Goodyear has fired more than 1000 workers but told them they would be reinstated if they reported for work no later than 8am tomorrow and signed an acceptance form binding them to certain conditions of employment.

The incident at the company follows the action at Eveready on Monday when management locked out about 800 workers over a wage dispute.

Only a trickle of workers arrived at the Toyota plant at Amanzimtoti, north of Durban, yesterday to reapply for work.

Management has given the 3,600 workers who were dismissed on Monday till 4:30pm today to reapply.

Recruitment tables outside the Toyota manufacturing plant in Prospecton remained virtually unused when workers who had been fired failed to reapply for their jobs.

"As far as we are concerned, we have not been dismissed but are still on strike," said a Numsa shop steward.

"We are quite prepared to go back if management re-enters national negotiations with Numsa, withdraws the Industrial Court interdict obtained against us and retracts its termination of employment circular."

Motor components manufacturers will have to begin cutting back on production if the industrial action at four assembly plants does not end soon, according to the National Association of Automotive Components and Allied Manufacturers (Naacam) — Sapa, Own Correspondent.
By CHIARA CARTER
MORE than 400 workers, locked out from the Deep River plant of British multinational electronics company Plessey SA for more than a week, have gone on a hunger strike.

Meanwhile, thousands of workers throughout the country face lockouts and dismissals in a wave of industrial unrest.

A spokesperson for the Electrical and Allied Workers Trade Union said the Plessey workers intended maintaining a round-the-clock presence outside the gates of the Deep River factory.

The protest came hours after management withdrew a threat to dismiss the workers and the lockout notice was renewed.

At the Cape Bag factory in Woodstock, 44 workers have been locked out since last Wednesday.

Production ground to a halt at five of the country’s largest motor manufacturing plants for the second consecutive week with about 14,000 members of the National Union of Metalworkers of South Africa (Numsa) standing around outside factory gates.

About 3,000 members of the Construction and Allied Workers Union are involved in a nationwide marathon strike over wages at Swas multinational, Evertite.

In Port Elizabeth, about 800 workers were locked out from the Evertite battery factory following a wage dispute.

A spokesperson for the National Union of Metalworkers of South Africa (Numsa) said the company told workers last Saturday that it intended to lock out all employees who refused to accept management’s wage offer.

She said there was a large police presence when workers gathered outside the factory gates on Monday morning.

Mr Barry Easton, Evertite’s Industrial Relations Manager, confirmed that the workers had been locked out in terms of the Labour Relations Amendment Act.

“The purpose of the lockout is to induce the employers to accept the company’s final wage and employment proposals,” Easton said.

In Uitenhage, 1,200 Goodyear Tyre workers were served with lockout notices this week.

The workers have been on strike since last month to demand that the company negotiate the terms of its disinvestment with the union.

**Closure**

The Volkswagen factory in Uitenhage closed its gates on Monday after opening briefly following a week-long closure. More than 5,000 workers did not arrive for work.

Management blamed last week’s closure on a “high absenteeism rate and unprocedural industrial action.”

A Numsa spokesperson said the closure was a result of strikes at three of the company’s major suppliers in the town.

There were demonstrations this week at the strike-prone Mercedes-Benz factory in East London.

Workers at the South African Motor Corporation plants in Pretoria and Port Elizabeth were locked out last week when about 5,000 workers stopped work to demand national wage negotiations in the industry.

About 4,000 workers were dismissed from Toyota’s Port Elizabeth plant and 3,000 workers were dismissed from Toyota’s Pimville plant in Natal. The company obtained an urgent court interdict declaring a strike at the plant illegal.

**Dismissal**

Workers also went on strike last week at the Toyota manufacturing plant and marketing division in the Transvaal and at Rowen SA, a Toyota subsidiary.

A Numsa spokesperson said the workers also face dismissal.

In Cape Town, a spokesperson for the South African Chemical Workers Union (Sacwu) claimed that the workers locked out at Cape Bag had been evicted from the company premises.

The lockout followed a work stoppage to demand that management allow union representatives immediate access to the premises.

In terms of Sacwu’s recognition agreement with the company, two days notice must be given before union officials can enter the premises.

The lockout was confirmed by a company spokesperson.
New car stocks are running short

Staff Reporter

Delivery of new cars from strike-bound motor plants could drip to a trickle if the wrangle over wages between employers and the National Union of Metalworkers (Numsa) drags on.

Spokesmen for the three companies - Volkswagen, Toyota and Sameor - said yesterday that there were long waiting lists for some models and delivery could be delayed. The strike, they said, had already affected dealers.

The week-old strike involves more than 12,000 motor industry workers who are asking for wage increases and improved service benefits.

Mr Brian Smith, VW's human resources director, and Mr Pretorius, managing director of Toyota, said in Johannesburg yesterday that there were waiting lists for Corollas, top-of-the-line Crestas and all commercial vehicles.

Dealers have some stock to present to customers but not enough to act as a buffer if the strike is prolonged and there has already been a loss of production.

Those on the waiting list who will now have to wait even longer for delivery need not worry about price increases, says Mr Pretorius. The price of Toyotas will not go up before November.

Mr Ruben Els, a spokesman for Sameor in Pretoria, said deliveries would be affected because of plant shutdown.

There was a waiting list for Ford Sapphires.

Motor industry strikes could derail wage talks

By Mike Siluma, Labour Reporter

National wage talks are scheduled to resume today between the National Union of Metalworkers and motor industry employers in the midst of unprecedented industrial action in the industry.

More than 12,000 motor industry workers have been on strike at assembly plants owned by Sameor, Toyota and Volkswagen since Monday last week to back a wage claim.

And yesterday a second strike-hit company, Volkswagen, threatened to discontinue negotiations with Numsa if workers continued the strike at the company's Uitenhage factory, which has been closed indefinitely.

Volkswagen's human resources director, Mr B. K. Smith, said yesterday that Numsa shop stewards had informed management that members would remain on strike until demands for an across-the-board increase of R1.50 an hour and improvements in benefits were met.

Mr Smith said the "illegal" strike by Numsa members was unacceptable.

Volkswagen was not prepared to continue with the national wage talks, which resume today in Port Elizabeth, while workers were on strike, he said.

Numsa spokesman Mr Les Ketleda said about 2,600 members dismissed by Toyota at its Prospecton, Natal, plant on Monday had not responded to a letter from their jobs because they did not recognize the dismissals.

Another union spokesman said 600 workers at Toyota's Sandton marketing division had come out in solidarity with their Natal colleagues.

A Toyota spokesman confirmed the Sandton strike.

A Sameor spokesman said the company's assembly plants in Port Elizabeth and Pretoria were still closed.

Besides Volkswagen and Sameor, other companies taking part in the national talks are BMW, Nissan and Mercedes Benz.

Toyota management has described the continuing strike in the motor industry as the worst ever and blamed workers for failure to find a settlement.

Workers have accused management of resisting wage negotiations, but management says the issue at the centre of the trouble is the forum of the negotiations.

In a statement, Mr Theo van den Bergh, Toyota's director of public relations, said Toyota was prepared to negotiate in any forum to achieve stability in the industry.

He accused the National Union of Metalworkers of persistently blocking attempts to find a solution.

Toyota fired about 3,000 workers at its manufacturing plant in Prospecton on Monday for defying a court interdict to return to work.

The statement said Numsa had continuously refused to talk directly to Toyota.

Toyota subsequently entered the national negotiations as a sign of goodwill on the condition that the employees, with the union's support, refrain from industrial action during the period of negotiation.

Unfortunately the style of the negotiations made it a one-sided affair. Employer offers were rejected outright.
Delivery of new cars hit as strikes bite

The Argus Correspondent

JOHANNESBURG — Delivery of new cars from strike-bound motor plants could drop to a trickle if the wrangle over wages between employers and the National Union of Metalworkers (Numsa) drags on.

Spokesmen for the three companies — Volkswagen, Toyota and Samcor — said yesterday that there were long waiting lists for some models and delivery could be delayed.

The strike, they said, had already affected dealers with low stocks.

The week-old strike involves more than 12 000 motor industry workers who are asking for wage increases and improved service benefits.

Mr Brandt Pretorius, managing director of Toyota, said there were waiting lists for the company’s cars and all commercial vehicles whose delivery would be affected if the strike was prolonged.

Talks between the National Union of Metalworkers of South Africa and car manufacturing company Toyota were scheduled to resume again today at the Prospecton plant near Durban.

The company set up recruitment points at the plant yesterday for workers who wished to apply for rehiring. While workers turned up yesterday, very few had applied, a union official said today.

A Toyota spokesman said today that the situation at the Durban plant was unchanged and that recruitment stations had been set up at various points again for the benefit of the workers who wished to resume work.

“Further discussions have been scheduled with union members today by management and a number of issues relating to re-employment and the national negotiations are on the agenda,” he said.

About 20 percent of the workforce had been re-engaged, he said.

However, Numsa’s negotiator, Mr Les Kottledas, said it was “absolute nonsense” that 20 percent had been re-engaged.

“Our information is that only 36 people, all women, have re-applied,” he said.

Mr Kottledas confirmed that negotiations would resume today.
Volkswagen pulls out of wage talks

By Mike Siluma, Labour Reporter

Volkswagen yesterday withdrew from the motor industry wage talks between the National Union of Metalworkers (Numsa) and motor manufacturers, as strike action by more than 12,000 workers continued for the eighth day.

A company spokesman said the decision was taken because of a strike which had forced the indefinite closure of the Uitenhage assembly plant.

Numsa members have been on strike at assembly plants owned by Samcor, Toyota and Volkswagen since Monday last week to back a wage claim.

Toyota and Numsa have clashed publicly over the company's decision to dismiss 860 strikers at its Prospecton car factory on Monday.

Reacting to an earlier Numsa statement, Toyota's industrial relations director, Mr Theo van den Bergh, said the strikers were fired after refusing to resume work and ignoring instructions to resume work.

A separate company statement said about 25 percent of those dismissed had been "re-engaged" and that negotiations between management and workers were scheduled for yesterday to discuss workers' re-employment and the question of national wage negotiations.

Numsa spokesman Mr Les Kettle said, however, that workers had decided not to reapply for their jobs because they still regarded themselves as Toyota employees. Toyota workers wanted the company to rejoin the national pay talks, from which it withdrew last week in the wake of the strike.
3,000 opt to return at Samcor

Own Correspondent

JOHANNESBURG. — In the first sign of progress towards ending the 10-day-old motor industry strikes, 3,000 striking Samcor workers in Pretoria and Port Elizabeth have decided to return to work from Monday.

The industry's wage negotiations, due to resume yesterday, were postponed until Wednesday as the Volkswagen and Toyota pullout meant that the employer side was unable to provide a quorum for the meeting.

Numsa's Mr Les Kettlelas said yesterday that the Samcor workers' decision had been facilitated by management's "positive approach" to the problem, which he contrasted with VW's and Toyota's withdrawal from talks and Toyota's dismissal of its workforce.

Toyota personnel director Mr Theo van den Bergh said Toyota had decided not to implement its 4pm deadline yesterday after which the company was to have begun recruiting workers on the open market.

He said this was to allow the company and the union more time to reach a mutually satisfactory solution, and to allow representatives of the 400 workers dismissed from the Johannesburg parts and distribution centre to join discussions. No new deadline had been set.

Mr Van den Bergh said 25% of the 3,600-strong Prospecton workforce had reapplied for their positions by yesterday on the basis that they were willing to resume work.

Mr Kettlelas, however, said "Our information is that only 36 people, all women, have reapplied."

Mr Van den Bergh said "some further ground had been covered" in yesterday's discussions but some thorny issues remained to be resolved. Talks would continue today.

VW human resources director Mr Brian Smith said shop stewards had requested and been granted facilities for a mass meeting on company premises today. They had said they would try to persuade members to return to work.

But Mr Kettlelas said the meeting was simply to review the situation.
New-car buyers face long delays

By Di Caelers

NEW-CAR buyers, who already wait up to six weeks for delivery of popular Toyota and Volkswagen models, now face indefinite waiting periods with factory production at a standstill.

Volkswagen South Africa's stock yard is empty, according to Mr Ronnie Kruger, the company's public affairs general manager, who said the shortage would soon hit local agents.

Toyota have produced no vehicles at all for the past week when they would normally produce 400 each day, said Mr Brand Pretorius, managing director of Toyota SA Marketing.

The shortages follow a week-old strike at the plants, and at Samcor, involving more than 12,000 motor industry workers who are asking for wage increases and improved service benefits.
First sign of thaw in motor strike

IN THE first signs of progress towards ending the 10-day-old rash of motor industry strikes, 3,000 striking Sancor workers in Pretoria and Port Elizabeth have decided to return to work from Monday.

Wage negotiations, due to resume yesterday, were postponed until Wednesday as the Volkswagen and Toyota pullout meant that the employer side was unable to provide a quorum for the meeting.

The wildcat strikes began as an expression of dissatisfaction by workers at the slow progress of the first-ever industry-wide wage negotiations.

NUMSA's Les Kettle was also at the meeting.

Toyota personnel director Theo van den Bergh said Toyota had decided not to implement its 4pm deadline yesterday after which the company was to have begun recruiting workers on the open market.

This was to allow the parties more time to reach a mutually satisfactory solution and to allow representatives of the 400 workers dismissed from the Johannesburg parts and distribution centre to join discussions. No new deadline had been set.

Van den Bergh said 65% of the 3,600-strong Prospecton workforce had applied for their positions by yesterday on the basis that they were willing to resume work. But, said Kettle, 'workers are not flocking to the recruitment stations'.

Van den Bergh said 'some further ground had been covered'. Talks would continue today.

VW human resources director Brian Smith said shop stewards had requested and been granted facilities for a mass meeting on company premises today.

Gerald Reilly reports that the National Association of Automobile Manufacturers said total vehicle sales in January/July increased by 1,638 to 205,745 compared with the same period last year.
Strike action will dent new car sales

PRODUCTION losses in the motor industry will result in lower vehicle sales this month, the National Association of Automobile Manufacturers said this week.

Announcing the July new car sales figures, Naamsa said recent industrial action in sectors of the component supply industry and at vehicle manufacturing plants would put further pressure on the industry's ability to supply. Dealers' stock positions were already "precarious", it said.

New car sales totalled 19 847 in July, 0.6 percent down on the June figure and slightly below the figure for July last year.

January to July new car sales increased marginally by 0.4 percent to 132 730. Total new vehicle sales for the seven months to July were 0.9 percent up at 207 745.

Naamsa said replacement demand for corporate fleets and rental cars remained the dominant influence in the market. Many corporations had resorted to forward buying to pre-empt price increases. — Sapa
VW workers back on Monday

Weekend Argus Reporter

NORMAL production resumes at the Volkswagen plant in Uitenhage on Monday after negotiations between the company's management and the National Union of Metalworkers.

The plant was closed by management on Wednesday after a wage dispute.

Volkswagen management and the union have agreed the plant will re-open.

A company spokesman said that as a result of the agreement — and if normal production continued — Volkswagen would take part in wage negotiations which would resume next Wednesday.

Our Port Elizabeth bureau reports that a few strikers trickled back to work at Goodyear yesterday.

Recruiting new staff

The company dismissed strikers this week and said they would be reinstated if they returned to work by 9am yesterday and signed an acceptance form agreeing to conditions of employment.

Public relations manager for the company, Mr Mike London, said about four percent of the strikers turned up.

He said the company had sent a letter to employees stating that the deadline for reinstatement had been extended indefinitely, provided their positions at the company were not filled. He said the company would start recruiting new workers on Monday.

Delta Motor Corporation intends taking legal action against the motor industry's regional industrial council over alleged unconstitutional procedures in the wage dispute with the metalworkers union.

Delta refuses to take part in the present national wage negotiations and is going ahead with legal action threatened six weeks ago.

The company believes bargaining should take place only through the council, a regional bargaining forum made up of Delta, Volkswagen and Samcor, Port Elizabeth.

could influence production programmes at component industries.

The introduction of Phase Six of the local content programme will help to reduce foreign-currency pressures, but domestic price rises will play a more important role.

Mr Vermeulen says the motor industry pays some of the highest wages in SA. The minimum is between R4.56 and R5.50 an hour compared with other industries where pay is from R3.50 to R3 an hour.

Toyota says its lowest wage is R5.67 an hour, equivalent to R1 195 a month. This compares with R950 a month for a matriculated clerk starting in the public service.
Motor strike agreement

A PROVISIONAL agreement on a return to work was thrashed out on Saturday between Numa and Toyota, and the entire motor assembly industry is likely to be back to normal production by tomorrow. However, the focus will shift to Goodyear where management has vowed to recruit a new workforce from today to replace many of the 1200 employees on strike since June 30 over the terms of the former parent company's disinvestment.

Toyota personnel director Theo van den Bergh said yesterday that on Saturday he and union representatives had worked out a solution to the 12-day-old strike at the Prospecton and Johannesburg plants.

All that was required for resolution was a mandate from their respective principals and constituencies, he said. While Toyota recruited some outsiders last week, van den Bergh said this was to fill pre-strike vacancies. He declined to supply details of the proposals. By Friday the main issue standing in the way of a settlement was the question of proposed disciplinary action against individuals alleged to have been involved in the dispute.

The provisional settlement follows decisions late last week by workers at Samcor and Volkswagen to return to work today, and opens the way for wage talks between Numa and six of SA's seven motor assemblers to resume on Wednesday.

Delta is the one company which has refused to participate in the talks and is to bring an Industrial Court action in defence of its position.

Goodyear announced on Friday that only 38 workers had met the 9am deadline to accept the company's disinvestment proposals or be dismissed.

The deadline has been extended 'until further notice', but the company will, from today, also recruit outsiders for positions and had placed advertisements to this effect in eastern Cape newspapers.

A spokesman for the Uitenhage com-

== From Page 1 ==

Motors

pany said almost 100% of the firm's pre-
strike workforce lived at KwaNobuhle.
Numa official Les Kettledeas predicted the
close-knit nature of the community meant Goodyear would be unable to recruit a single "scab" from the township.

If recruits were taken from PE town-
ships, Ketledas warned of conflict. "If vo-
elence results, the company will have to bear the blame," he said. Goodyear said it was still prepared to listen to new union proposals.

In the other major case of industrial action in the eastern Cape, Ketledas said the union had made a fresh wage proposal to Eversley, where 800 workers have been locked out since last Monday.

Numa was now proposing increases totalling R1.50 an hour over the next 18 months, while the company's previous offer was R1 for the same period.

Kettledeas said he believed the union pro-
posal formed a basis for settlement.
Toyota, union thrash out agreement

JOHANNESBURG. — A provisional agreement on a return-to-work was thrashed out at the weekend between Numsa and Toyota, and the entire motor assembly industry is likely to be back to normal production by tomorrow.

However, the focus will shift to Goodyear, where management has vowed to begin recruiting a new workforce from today to replace many of the 1,200 employees on strike since June 30 over the terms of the former parent company's disinvestment.

The provisional settlement follows decisions late last week by workers at Samcor and Volkswagen to return to work today and opens the way for wage talks between Numusa and six of South Africa's seven motor assemblers to resume on Wednesday.

Goodyear announced on Friday that only 38 workers had met the 9am deadline to accept the company's disinvestment proposals or be dismissed. The deadline has been extended "until further notice", but the company will, from today, also recruit outsiders for positions.

It said it was still prepared to listen to any new proposals the union may make.
Pay strike expected to end today

By Mike Siluma, Labour Reporter

About 8 500 members of the National Union of Metalworkers (Numsa) are expected to end a 10-day wage strike today at car factories owned by Volkswagen and Samedre, following negotiations between the union and management.

Numsa spokesman, Mr Les Kettlelas, said the workers had agreed to resume work at Sumco's plants in Port Elizabeth and Pretoria, and at Volkswagen's Uitenhage plant.

Mr Kettlelas said further negotiations would be held today between the union and Toyota management in an effort to resolve a dispute at the company's Prospecton assembly plant and its Sandton marketing division.

Following a strike at its Prospecton operation, Toyota announced the dismissal of 3 800 workers. It also withdrew from the national pay talks between Numsa and motor manufacturers.

Numsa said workers did not recognize the dismissals.

Mr Kettlelas said today's meetings would discuss the dismissals.

The company had put forward preconditions for a return to work, including disciplinary action against those who took part in the strike.

These were rejected by workers.

At the time of going to press, Toyota management comment was awaited.

The strike in the industry, which at one stage involved more than 12 000 workers, resulted from workers' apparent dissatisfaction with progress during the national wage talks, postponed last week, and due to resume on Wednesday.
Toyota and Numsa try to iron out strike

Own Correspondent

DURBAN — Talks between the National Union of Metalworkers of SA (Numsa) and Toyota's Prospecton plant management continued late yesterday.

About 3 600 workers were fired last week when they ignored an Industrial Court ruling and various verbal and written instructions to return to work.

A Toyota spokesman said yesterday the plant was closed but discussions to resolve the strike were continuing.

"We ironed out a basis for an agreement and it is up to management and workers to accept what is being put forward," said the spokesman.

SAPA reports that production at Samcor in Pretoria resumed yesterday after strikers returned to work.

About 3 000 Sigma Park plant workers downed tools over demands for a national negotiating machinery and higher pay. They were locked out after two days' disrupted production.

Samcor public affairs manager Ruben Els said everything was back to normal after management reached agreement with Numsa late last week.
8 500 workers at VW and Samcor return

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by Mike Sihluma
Labour Reporter

About 8 500 members of the National Union of Metalworkers (Numsa) yesterday ended a 10-day wage strike at car factories owned by Volkswagen and Samcor, company spokesmen said.

A Numsa spokesman, Mr Les Kettle, confirmed earlier that workers had agreed to resume work at Samcor's plants in Port Elizabeth and Pretoria, and at Volkswagen's Uitenhage factory, after talks with management.

"Toyota and Numsa were due to meet again yesterday to resolve a dispute at the company's Prospecton assembly plant and the Sandton marketing division.

A Toyota spokesman said the negotiating teams had "ironed out the basis for agreement" at a weekend meeting. It was now up to workers and management to accept the terms of the agreement.

Following a strike at its Prospecton operation, Toyota announced the dismissal of 3 600 workers last week. It also withdrew from the national pay talks between Numsa and motor manufacturers.

Mr Kettle said yesterday's meeting would discuss the dismissals and the possible return to the pay talks.

The strike in the industry, which at one stage involved more than 12 000 workers, resulted from workers' dissatisfaction with progress during the national wage talks, postponed last week and due to resume tomorrow.

Following the end of strike action at its car factory, a Volkswagen spokesman said the company had rescinded its decision to withdraw from the national talks.

SAPA reports that production resumed yesterday at Samcor motor manufacturing company following the return to work of hourly paid employees who were locked out.

Mr Ruben Eiz, Samcor's public affairs manager, said the workers returned to work early yesterday and everything was back to normal.
Wage negotiations are set to resume

**Motor industry 11-day strike ends**

By Mike Siluma, Labour Reporter

The 11-day motor industry strike, at one point involving up to 12,000 workers, has ended, opening the way for the resumption today of national pay negotiations between the National Union of Metalworkers (Numsa) and car manufacturers.

Spokesmen for Toyota and Numsa confirmed yesterday that 3,600 workers dismissed by the company following the strike had returned to work at Toyota's Prospecton, Natal, assembly plant. An additional 400 strikers resumed duties at the company's marketing division at Sandton in the Transvaal.

An agreement reached between Toyota and Numsa provides for the reinstatement of the Prospecton workers and for Toyota's return to the national pay talks, from which it withdrew in the wake of the strike.

According to Numsa spokesman Mr Les Keitledas, the company undertook to withdraw an industrial court interdict granted about a week ago directing workers to end strike action.

Toyota's personnel and industrial relations director, Mr Theo van den Bergh, said the agreement "addresses the crucial issue of good faith bargaining and the obligation on Numsa and its members to refrain from illegal industrial action".

The Toyota-Numsa agreement follows the decision on Monday by 8,500 Numsa members to end strike action at car factories owned by Volkswagen and Samcor in Uitenhage, Port Elizabeth and Pretoria.

Volkswagen, which also withdrew from the talks in the wake of the strike, is to return to the negotiation table. Negotiations were postponed because of insufficient employer representation.
Toyota to rejoin pay talks with Numsa

JOHANNESBURG – Toyota will rejoin national motor industry pay talks when they resume in Port Elizabeth today, following a settlement between the company and the National Union of Metalworkers of SA (Numsa).

And Mercedes-Benz will also be present despite production grinding to a halt at the company’s East London assembly plant from Monday until late yesterday.

In another development, Eveready issued an ultimatum to workers to accept the company’s final wage offer by 4pm tomorrow or face dismissal.

Toyota’s agreement with Numusa yesterday to rejoin the pay talks means that Delta is the only one of the seven major South African motor assemblers who will not take part in the national negotiations with Numusa which are due to end on Friday.

Delta is to bring an Industrial Court action in defence of its position.

Numsa has demanded a R150-an-hour across-the-board increase over 12 months while motor manufacturer employers have offered between R1 and R160 an hour over the same period.

A Mercedes-Benz spokesman said last night after extensive discussions between management and Numsa shop stewards it was agreed workers would resume normal duties and production levels today.

Numsa was unavailable for comment.
Motor industry strikes over

PRODUCTION has resumed at Volkswagen, Toyota and Samcor as about 13 000 members of the National Union of Metalworkers of SA reported for duty at the companies’ assembly plants after a 10-day-long wage strike.

Numsa members returned to work on Monday at Samcor and Volkswagen plants while production resumed yesterday at Toyota.

Under the agreement between Numsa and Toyota, the dismissal of 600 workers has been nullified and the workforce reinstated immediately.

Toyota’s group personnel director, Mr Theo van den Bergh, said his company would now rejoin national wage negotiations of the automobile manufacturing industry.

The industry’s wage talks were scheduled to continue today.

Van den Bergh said: “From the Toyota point of view, the agreement addresses the crucial issue of good faith bargaining and the obligation on Numsa and its members to refrain from illegal industrial action.”

He stressed that the reinstated employees would retain full service benefits.

Volkswagen spokesman said production had resumed at the company’s Uitenhage plant following the return-to-work by Numsa members. The company has now resumed wage negotiations with the union.

Toyota, Samcor and Volkswagen re-join such firms as Nissan, BMW and Mercedes Benz in the motor industry’s wage talks.

Numsa demands - among other things - an across-the-board increase of R2 an hour, a 40-hour work week and a minimum rate of R5.58 an hour.

Delta pulled out of the national bargaining forum in July this year, and‘awagled its employees a 50-cents-an-hour increase effective from August 1, upgraded minimum wages and promised another 50 cents in February next year.
Thousands left stranded by strike

DURBAN — Thousands of commuters were left stranded today as drivers of the Durban Transport Management Board went on strike over a wage dispute.

It is estimated that more than 150,000 commuters were affected by the strike. However, many passengers made alternative arrangements to get to work.

Mr Marshall Cuthbert, general manager of the Durban Transport Management Board, said the work stoppage affected more than 700 buses. — Own Correspondent
Car industry wage dispute still unresolved

ADELE BAILEY

NATIONAL pay talks for the motor industry will continue in Port Elizabeth today after six major car manufacturers and the National Union of Metalworkers (Numsa) failed to reach a wage agreement yesterday.

Numsa official Les Kettledeas said a number of issues had been dealt with but the main obstacle to a settlement remained wage increases from July 1.

In another labour matter, Numsa has accused Goodyear of acting unlawfully by not giving union members the required notice period before dismissing them.

Kettledeas said three days had been set down for the industry-wide negotiations in Port Elizabeth, but this could be extended if necessary.

He said there was no change in the employers' offer of a R1-an-hour increase for the lowest paid workers and R1.50 for the highest paid workers over a year.

Numsa's demand remains at R1.50 an hour across-the-board over the same period.

Comment from the car manufacturers - Toyota, BMW, Mercedes-Benz, Nissan, Samcor and Volkswagen - was not available at the time of going to press.

'Acted illegally'

Toyota rejoined the pay talks after an agreement with Numsa which also provided for the reinstatement with full service benefits of about 4,000 dismissed workers in Natal and Johannesburg.

Numsa spokesman Gavin Hartford said Goodyear had acted illegally by dismissing workers without giving them the required notice.

He said Numsa did not regard the more than 1,000 workers who failed to heed a return-to-work ultimatum as dismissed.

The company, involved in a disinvestment dispute with Numsa, announced it would begin recruiting new workers from Friday as only about 40 workers had responded to its call by accepting its disinvestment proposals.

Hartford said the company would have to consider the losses involved in training new workers. 'The alternative is for the company to return to the negotiating table.'

Goodyear spokesman Mike London said the company was processing about 1,000 job applications.

About 800 Eveready employees who have been locked out have until 4pm today to accept the company's wage offer of a R1-an-hour increase over 18 months or be dismissed. Workers are demanding R1.50.
First strike hits Southern Cape

MORE than 600 workers downed tools in three Oudtshoorn factories this week to demand a recognition agreement from their employer, Klein Karoo Landbou Kooperasie.

The strike is the first ever in the Southern Cape.

The workers began a sit-in at the ostrich feather and meat factories on Tuesday after management refused to recognize the Garment and Allied Workers' Union (Gawu).

Gawu organizer Philip Goba said the workers were also demanding a wage increase.

A Samastraan reporter, Makheya Mami, was threatened with arrest and escorted from one of the factories after he attempted to photograph the strikers.

KKL manager Mr A de Wael refused to comment on the stoppage.

Port Elizabeth's News reports that in Uitenhage, Goodyear has begun using labour to replace 1200 workers fired from the factory last Friday.

The workers were dismissed after a strike over the terms of Goodyear's US disinvestment.

At Eveready in Port Elizabeth, where 800 workers were locked out last week, management is preparing a response to a revised proposal from the National Union of Metalworkers of South Africa.

The union is demanding a R1 an hour increase — half its original demand.

Workers have returned to work at Samcoor in Port Elizabeth and Pretoria and at the Volkswagen factory in Uitenhage after a fortnight of work stoppages which cost the companies about R350 million.
Fedics strike could spread

By Louise Burgers

The strike at the catering company, Fedics, could spread if the company does not engage in "constructive negotiation" with the Commercial Catering and Allied Workers Union (Coawusa) to resolve the wage dispute involving more than 1,000 workers, a union spokesman warned.

Mr. Mike Tshosela, said Coawusa was willing to negotiate with management if Fedics negotiated directly with the union's head office and not with each depot separately as they had been doing.

"We expect the strike to spread if constructive negotiation does not take place. We could use our manpower resources effectively if both head offices speak to each other." The union says 1,500 workers are on strike at Jan Smuts Airport, two Ariechef plants and numerous canteens on the Kest.
Plessey workers carry on strike

MEMBERS of the Electrical and Allied Workers' Trade Union of SA (Eawtusa) at Plessey SA will remain on a hunger strike till their demand for a 26% wage increase has been met, union members said yesterday.

About 300 locked-out workers started the hunger strike at midnight on August 9 outside the factory gates in Retreat. The strike is being carried out on a relay basis with participating groups taking no food or drink for 24 hours.
**MOTOR INDUSTRY**

**Not content with strikes**

The recent spate of motor industry stoppages is likely to torpedo manufacturers' attempts to hold down vehicle prices this year. Benefits flowing from the latest local content programme, introduced in March, had convinced some companies they could hold price increases below predicted levels. Now problems caused by that same programme, combined with the strike action, may push prices higher than ever.

The Phase Six local content programme is intended to balance manufacturers' foreign exchange spending against exports and completed vehicle production values. The Board of Trade & Industry (Bti) devised a system of duties and rebates encouraging manufacturers to adhere to minimum local content levels.

Production stoppages have exposed a major flaw in the system. Industry officials estimate some manufacturers have lost up to R2m a day because, while they continue to pay duties on imported components and technology, they are unable to build the vehicles that earn them rebates.

They estimate that each day of lost production reduces a company's local content levels, in terms of the programme formula, by 0.5%. With some companies losing up to nine days production, their local content levels could drop 4.5%.

In theory, the penalties incurred by this should be balanced out later when production is increased to make up the backlog caused by stoppages. In effect, that may well not happen. Some manufacturers aren't convinced the programme is clear how this would work.

Equally important, they are unhappy that, through circumstances beyond their control, they could go millions of rand into the red while they wait for the Bti programme to balance out. The current stoppages may blow over before too much damage is done. A prolonged stoppage, lasting several weeks, could force some companies out of business - not through lost profits but through government-imposed penalties.

Manufacturers' representatives met on Monday and plan to ask the Bti for changes to the programme. Penalties must now be paid in the following quarter. Companies believe it would be fairer to assess duty rebate levels over several quarters.

That's one problem why car prices may not be held down. Another is the level of wage increases that may emerge from the current industry-union confrontation. With manufacturers still split on how to handle the latest negotiations, some officials fear the union may be able to exploit the employer split to force through their demands.

They say that would be unfortunate. Toyota this month announced an average price increase of 3%. Not only was the increase a month later than expected, but it was also the company's lowest quarterly price hike for four years. Other companies have also delayed announcing new price lists, raising hopes that they were taking advantage of the new supply flexibility contained in the local content programme, to reduce sourcing costs and, ultimately, prices.

Toyota had hoped to keep price increases to 15% this year. That was before the industry disputes. Such a target may no longer be attainable.

Complains an industry source. "Prices were once a direct result of inflation and the exchange rate. Now they are affected by local content, excise duties, export performance, production losses and industrial action". Pricing is being taken out of our hands.

On the credit side, the latest industry decrease from June. Sales of new light commercials rose by 2.3%, while medium and heavy commercials fell by 11.3% and 14.4% respectively.

Naamsa predicts sales will probably be lower in August because of recent industrial action and its effect on vehicle stocks. But it says underlying demand should remain steady for the rest of the year.

**DEREGULATION**

**Rough diamonds**

Government wants to legalise trade in unpolished diamonds. But it seems that nobody in industry disputes. Such a target may no longer be attainable.

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**Rough diamonds**

Government wants to legalise trade in unpolished diamonds. But it seems that nobody in industry disputes. Such a target may no longer be attainable.

Complains an industry source. "Prices were once a direct result of inflation and the exchange rate. Now they are affected by local content, excise duties, export performance, production losses and industrial action". Pricing is being taken out of our hands.

On the credit side, the latest industry decrease from June. Sales of new light commercials rose by 2.3%, while medium and heavy commercials fell by 11.3% and 14.4% respectively.

Naamsa predicts sales will probably be lower in August because of recent industrial action and its effect on vehicle stocks. But it says underlying demand should remain steady for the rest of the year.
Anti-strike act only prolongs the bus strike

BY CARMEL RICKARD, Durban

THOUSANDS of commuters left stranded by a bus drivers' strike in Durban should direct their irritation at the new Labour Relations Act. Its controversial new provisions have made negotiations in the strike more difficult and could have delayed a back to work settlement.

Hundreds of drivers and other employees of the Durban Transport Management Board have refused to work since Wednesday morning, leaving an estimated 200 000 commuters a day without transport.

The strike, which is costing the city R500 000 each day in lost revenue, concerns wages and related issues as well as the forum in which the dispute should be settled.

General manager of DTMB Marshall Cuthbert said the dispute was referred to the industrial court after a conciliation board failed to solve the problem. The industrial court was to hear the issue on August 31 and September 1 and he said he knew nothing of union or worker discontent about using the court to settle the matter.

However, the workers said they did not want to go to the court and had indicated this to management some time ago.

They said the court could take "up to 12 months" to give its ruling, and then would make an order retrospective for only six months.

However, initial contact by management with the workers' unions produced a strong disclaimer from the unions whose officials insisted they were not responsible for the strike.

They said they would approach their members on the question of returning to work only if management put in writing that they accepted the unions were not responsible.

Drivers are also insisting the unions were not involved in the strike.

"There were no officials when we took the decision to stop work," said one. "We did not want them there as it would cause problems for us and them."

He said that under the new Labour Relations Act management could claim compensation from unions for losses sustained through a strike. To avoid this the drivers acted without the involvement of the union.

Late yesterday the strikers were given an ultimatum to return to work by today or be dismissed.
treme frustration among manufacturers. Numusa (the largest union in the country) has at short notice managed to get its employers together in a single negotiating forum — no mean feat in a sector renowned for its fierce individual competitiveness.

As the initial talks progressed it became obvious that things were not going well. Workers at Volkswagen, Samcor and Toyota struck mid-way into the talks. Nissan had a work stoppage before the negotiations to pressure it into joining the national negotiating committee and BMW and Mercedes experienced lunchtime demonstrations. The talks broke down after no quorum could be reached. Only seven company men attended. Management responses differed — BMW and Mercedes-Benz, who recently signed liberal plant-level agreements, deny that the demonstrations affected them. Samcor, Nissan, VW and Toyota closed their plants. Toyota Durban went further. After obtaining an industrial court order declaring the strike illegal, it fired more than 4 000 strikers.

The talks were not easy. But they should be smoother than in the turbulent past six weeks. The resumed talks place the fee of the recent turmoil which saw workers and manufacturers lash out at each other (some manufacturers saw it as a necessary catharsis or purging of the emotions, to bring matters to a head). Industry sources confirm there was ex-

### MOTOR INDUSTRY WAGES

**Crossing the T’s**

The strikes and demonstrations by an estimated 14 000 workers in the motor industry may have ended — but a final deal has yet to be officially struck.

This should occur at the weekend Volkswagen, BMW, Nissan, Toyota, Mercedes-Benz of SA and Samcor were due to sit down with Cosatu’s National Union of Metal Workers (Numusa) for three days of national negotiations (see Business) Only the PE manufacturer, Delta, will be absent. Delta rejected a centralised negotiating committee at the outset.

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#### July 1

With another 12 000 on strike on January 1, the question is how long the strike will continue. The current employer offer, which had lapsed, has been rejected. A new offer was presented on July 1.

#### Systematic planning

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### Financial Mail August 18 1989
Workers hurt in shotgun accident

AT LEAST 19 people from Mama's Pies bakery in Malvern, Johannesburg, were injured yesterday after 450 workers had been locked out by management and police used firearms to restore order. /11/14/14/

A police spokesman said later that "shots were fired with shotguns", but the workers were injured when a constable tripped and fell.

Mama's Pies managing director Mr. Louis Silber said that after talks between the management and the Food and Allied Workers' Union (Fawu) became deadlocked, the company had exhausted all legal procedures.

MR SILBER: "We are very disturbed."
100 held in City Park Hospital strike

By DICK Usher and JOHN Yell

Staff Reporters

ABSTRACT 100 general assistants at the City Park Hospital in the centre of Cape Town demonstrating for higher wages were arrested today when they appeared to ignore a police order to disperse.

However, an order, given by a police lieutenant speaking through a megaphone, was totally inaudible over the workers' singing.

The workers had downed tools earlier, citing grievances over wages and working conditions as the reason for the stoppage.

Their duties were spread between nurses and other staff as the assistants, members of the National Education, Health and Allied Workers' Union (Nehawu) gathered in the street.

"LIVING WAGE"

Police sealed off Longmarket street as the singing workers, waving placards stating "We demand a living wage" and other slogans, crowded the pavement outside the hospital. However, the entrance, closely monitored by the private hospital's security staff, remained open.

After an hour 30 policemen were deployed in two groups in Longmarket Street, and after the apparent warning, the workers were herded into police vehicles.

At least two Press photographers were also arrested.

A spokesman for the union said he did not know about the stoppage.

OVERTIME

Hospital shop stewards said grievances included low pay, no pay for overtime or weekend duty and ill-treatment by supervisory staff.

They also rejected the Labour Relations Amendment Act, they said.

Mr Alan Matthews, general manager at City Park, said he had no formal knowledge of the employees' grievances.

He said Clinic Holdings, of which City Park is part, had an interim recognition agreement with Nehawu.

"FURTHER MEETINGS"

"We had a meeting with the union early this year and since then have made unsuccessful attempts to hold further meetings," he said.

"About three weeks ago Nehawu said it wanted a meeting with members and this finally happened yesterday evening.

"After that I was told there would probably be a stoppage today," he said.

Mr Matthews said he had contacted the union early today in an attempt to find out what was going on.

He had told workers he would not negotiate until they went back to work.

Several work stoppages at hospitals in the Clinic Holdings group have occurred in Johannesburg in the past few weeks.
Union studies new motor pay offer

PORT ELIZABETH - Wage talks between Numsa and motor manufacturers will resume on Thursday. No agreement was reached at the wage talks held last week.

A spokesman for Numsa said the motor industry had made a revised offer which would be discussed today by the National Automobile Shop Stewards Council to be held in Pretoria.

A spokesperson for the government said management would reconsider reopening negotiations if the union approached them.

The position at Eveready is still unclear where 1,000 workers were locked out last week. A spokesman for Eveready said the union had not accepted the company's wage offer, which remained unchanged. Workers have been given until 3pm today to return to work.
113 held after hospital demo

By MALCOLM FRIED

ONE hundred and thirteen protesting workers were arrested and three press photographers "interviewed" by police after a demonstration outside City Park Hospital yesterday.

Police confirmed the arrests, made in Longmarket Street about 10:30am as members of the National Education, Health and Allied Workers Union (Nehawu) at the hospital waved placards, sang and chanted.

The 113 were released in the afternoon, police said, but added that a docket would be sent to the attorney-general concerning gatherings illegal in terms of the Internal Security Act.

The photographers were Anne Laing of the Cape Times, Adil Bradlow of Associated Press and freelancer Hettie Zandman.

Police said the three were accompanied to Caledon Square, where they were "interviewed". Their film was confiscated and then returned and they were allowed to go after an hour.

"The police took more than 45 minutes just to write down our details," said Ms Laing. "And then they lost the key to the room where they were keeping our cameras."

"One policeman had to force the lock with a crowbar."

The work stoppage was staged over a pay dispute, said a union spokesman. He had no further comment.

But the manager of City Park, Mr Alan Matthews, said he had "absolutely no idea" why the stoppage had taken place.

"We have been trying to speak to the union since January and have had no response," he said.

The workers were housekeeping, laundry and kitchen staff who will be temporarily replaced by nurses and extra security personnel.

City Park was considering a general dismissal, said Mr Matthews. "But we're still waiting to hear from the union."

PROTEST... City Park Hospital workers demonstrate during a work stoppage shortly before being arrested. Picture ANNE LAING
Union and steel giant deadlocked over wage increases

By Mike Siluma, Labour Reporter

Wage negotiations between the National Union of Metalworkers of South Africa and the management of Highveld Steel have broken down, raising the possibility of industrial action affecting 3 000 of the steel-making giant's labour force.

A Numsa spokesman said a meeting with management had "failed to make any progress" on wage increases for 1989.

Numsa had demanded an hourly individual increase of R1 or a 25 percent raise, whichever was the greater.

OFFER TURNED DOWN

It rejected a management offer of increases ranging from 56c/hour at the bottom rate to R1,48 at the top. This would set the new hourly minima at R3,60 and R8,97 respectively.

Other demands related to housing benefits, time off for shop stewards, technical training, paid holidays and improvements to service allowances.

The Numusa spokesman severely criticised management for unilaterally granting bonuses to workers while negotiations were still in progress.

"The company said this was paid out because of excellent profits made, yet the company has refused to improve its wage offer. Numusa views this action as extreme-bad-faith bargaining and an attempt to undermine the union," the spokesman said.

A Highveld Steel spokesman confirmed the dispute but could not comment further at the time of going to press.

About 1 000 Numusa members yesterday continued a wage strike which began at Metal Box's Vanderbijlpark operations on Thursday last week, a worker spokesman said. Now that an agreement had been reached on the actual increase, the dispute now centred on the implementation date, the spokesman said.

Company comment was not available.

Numsa will respond tomorrow to a management wage offer affecting thousands of motor industry workers employed by six car manufacturers, a union spokesman said.

The spokesman declined to discuss details of the management offer. Companies taking part in the talks are Toyota, BMW, Nissan, Mercedes-Benz, Samcor and Volkswagen.
CITY STRIKERS: These singing and dancing demonstrators were part of a group of about 100 general assistants at the City Park Hospital in Longmarket Street who downed tools yesterday in support of higher wages and other grievances.

Workers dismissed after City Park Hospital strike

Labour Reporter

ALL staff who stopped work at City Park Hospital have been dismissed, according to the general manager, Mr Alan Matthews.

About 100 general assistants at the hospital stopped work yesterday, citing low pay and other problems with working conditions.

Mr Matthews said they had been told of their dismissal yesterday while at a police station after their arrest while demonstrating in the street. They were released later.

He said hospital management, officials from the National Education, Health and Allied Workers' Union and shop stewards met last night and a further meeting was scheduled for today.

International, the Cape's largest timeshare brokerage, yesterday offered Mrs Abrahams a free weekend at a timeshare resort at Sedgefield to demonstrate that coloured people could buy timeshare.

"Several timeshare resorts in the Cape and in Natal are open to people of all races," Mr Spilkin said.
Eveready fires 1,000
Numsa members

JOHANNESBURG. — At least 1,000 National Union of Metalworkers of SA (Numsa) members were fired by Eveready management at the Port Elizabeth plant yesterday after they ignored a return-to-work call.

And in Pretoria a Numsa national shop stewards' council meeting was held to discuss a revised offer placed on the table by car manufacturers before the adjournment of national pay talks for the motor industry in Port Elizabeth on Friday.

Eveready spokesman Mr Barry Easton said management considered employees who had not accepted the company's pay offer by 3pm yesterday as dismissed.

But he said management would meet with Numsa officials today.
I'd do it all again says striker

A FORMER prison detainee who participated in a 33-day hunger strike said he would do it again, even though he now suffers permanent physical effects as a result of his long fast.

"Hunger strikes are the only weapon available to detainees," said Mr Tozamle Taa (45), of Tembisa.

"My body is weak and my life has changed dramatically since my hunger strike, but I still believe I did the right thing."

One of the first prison detainees to go on a hunger strike, Taa said his eyesight and concentration had deteriorated as a result of doing without food and essential nutrients for 33 days.

"I find it very difficult to concentrate and I forget things quickly. I'm also not as strong as I used to be. I'm continually tired and lethargic, and I've suffered fits for the first time in my life. My eye-sight has deteriorated and I no longer see very well, even though I'm wearing a stronger pair of spectacles."

Taa, who suffers from diabetes, said he is now unemployed and living as a pensioner after being declared medically unfit by South African Transport Services (Sats).

**SOWETAN Correspondent**

"The first day was not too bad, but on the second day I was very hungry and thirsty. The third day, however, was better because I did not feel as hungry, and by the fourth day I had started to feel nothing."

"After three weeks I started suffering from terrible stomach cramps, and by the fourth week I was so weak I could hardly move. Walking had become very difficult, and I felt dizzy and light-headed from the smallest physical exertion."

One of the doctors involved in the treatment of detainees who participated in this year's massive hunger strike confirmed that Taa could be suffering from permanent physical side effects as a result of his long period without food.

"Vitamin deficiencies can cause all sorts of medical problems, some of which can be permanent. Mental changes, such as a loss of memory, can be permanent and so can a deterioration in eyesight. Diabetes, if uncontrolled, can affect a person's eyesight, but so can a hunger strike."

"They (Sats) cited my diabetes as the reason for declaring me medically unfit, but I have always been a diabetic. My health really deteriorated after the hunger strike."

Describing the agony of doing without food for a long time, Taa said he...
WORKERS at the clothing giant, Edgars have applied for a conciliation board hearing in a bid to resolve the wage dispute with the company, the Commercial Catering and Allied Workers' Union said yesterday.

Ccawusa and the Federated Council of Retail and Allied Workers are conducting joint negotiations with Edgars.

They are scheduled to meet management tomorrow for further talks.

The unions are demanding a R230 across-the-board increase and the company has offered R130.

Last week Ccawusa signed a wage agreement with Woolworths involving an across-the-board increase of R152.50 per month.

Ccawusa alleged yesterday management locked out workers in Johannesburg and Pretoria last week allegedly for poor dress. "Management claimed that workers were deliberately dressing in a shabby manner and that the unions orchestrated this. The unions have denied this allegation." - Sepa
Striking bus drivers sacked

DURBAN — All striking bus drivers have been dismissed and the Durban Transport Management Board has begun interviewing new applicants for positions as drivers, reports said. The board's general manager, Mr Marshall Cuthbert, said none of the 900 striking drivers had responded to an ultimatum to return to work on Monday. — Sapa
600 workers down tools over firing

By MONK NKOMO

ABOUT 600 workers at the African Telephone Cables factory in Brits have downed tools in protest over the arrest of a colleague accused of stealing from the company.

The workers, all members of the National Union of Metal Workers of South Africa, went on strike on Monday. A spokesman for the workers said the strike action was sparked off by the arrest of Mr John "Sparks" Mpaude on Monday night.

The spokesman said Mpaude was arrested by police following instructions from management. "This action by management is a breach of a grievance procedure we have with the company - that an employee suspected of a crime should first appear before a disciplinary committee before police are involved," he said.

He added management refused to discuss Mpaude's arrest with shop stewards.

Mr Jan Nel, the company's Human Resources Manager, confirmed that the strike followed the arrest of Mpaude. He also confirmed that the company had an agreement with the union which stipulated that a disciplinary hearing should be held before police are called in.
Marathon Everite wage strike ends

Labour Reporter

The marathon Everite wage strike involving more than 2,000 workers at four plants has ended.

In a joint statement yesterday, Everite and the Construction and Allied Workers' Union (Cawu) said 1227 of the 2,087 striking workers returned to work yesterday.

The remaining workers at the Kliprivier plant are expected to go back to work next Monday.

The legal strike began on May 29 after conciliation board hearings and mediation failed to narrow the gap between the parties.

Workers demanded an 85-cent across-the-board increase on the minimum hourly wage of R3.55, while the company's final offer tabled on June 22 was set at 50 cents.

The statement said the dispute ended after lengthy negotiations between Cawu and Everite.

The company's Kliprivier, Brackenfell and Durban fibre cement manufacturing plants, along with the Port Elizabeth branch, were affected by the three-month strike.
Sept 6 stayaway anticipated

Own Correspondent

JOHANNESBURG. — A range of employers said yesterday they were anticipating anything up to a three-day work stayaway leading up to election day, September 6.

This follows the weekend worker summit which was prevented by restrictions from discussing details of what the July Cosatu congress termed a “week of action” against the election and the Labour Relations Act.

Anglo American director and Saccola chairman Mr Bobby Godsell said he hoped the unions would keep separate planned actions against the act and the elections respectively.

Consultant Mr Andrew Levy said employers were expecting stayaways and demonstrations. Most had taken the attitude that it was “expected and par for the course”, although smaller employers were more likely to react strongly.

A retail group spokesman, who asked not to be named, said his company was expecting a “two or three day stayaway” up to and including September 6. However, he stressed, this was speculation.

He expected mass dismissals as had occurred after the June 1983 stayaway. “But maybe some will be more relaxed and understanding given the wider political context” of the anticipated action, he said.

Toyota personnel director Mr Theo van den Bergh, recalling the two-day stayaway at the 1987 election, said it would be “unrealistic” not to anticipate a repeat next week.

A Vereeniging magistrate yesterday prohibited a planned meeting of shop stewards representing Cosatu, Nactu and independent union affiliates scheduled for last night in the town.
Gold Strike Oil Strike

More than 90 staff members at Gold Reef City are on strike for higher wages, the Commercial Catering Workers’ Union of South Africa said today.

In a statement, Cawusa said 93 workers at the entertainment complex, all members of the union, embarked on the strike last Saturday following failure to reach agreement on wages.

A conciliation board meeting on July 6 failed to resolve the dispute as did an attempt on August 26.

The company has offered a R70 per month increase across the board and a minimum wage of R250. The union is demanding R115 and R440 pm. - Sapa

BP Southern Africa today rejected as “untrue” allegations by the Cosatu-affiliated Chemical Workers Industrial Union that different wage scales applied by the company were based on race.

BPSA was responding to a union inference that the company was practising racial discrimination through its slow approach to the removal of differentials within grades as well as spending less of its payroll on such moves.

Salary

“The salary structure applicable to all employees within BPSA is completely non-racial,” conceded the company.

“The only difference between the two parties is: the time period over which the equalisation programme should be achieved,” said BFSA.

Satawu is currently conducting a strike ballot over sticking points in the negotiations. The ballot is expected to be completed by Monday next week. - Sapa
Aspect of protest

After two weeks of crippled public transport and congested traffic, there is no clear indication of when the Durban municipal bus drivers' strike might end. In fact, some Durban Transport Management Board officials, who are involved in trying to negotiate a settlement, believe that the strike will continue until after the September 6 election, with little hope of any constructive dialogue before then.

The high-profile strike has had a marked effect on Durban, with more than 200,000 commuters having to make alternative arrangements to get into the city. One effect has been a marked increase in the number of private vehicles and taxis converging on the city, leading to massive snarl-ups and parking shortages.

This week, after a series of meetings with reconstructed offers being made to the close to 900 dismissed drivers, the board is now publicly accusing the drivers of using their 20% wage increase demand as an excuse for supporting the nation-wide defiance campaign. They are also questioning the sincerity of the forum of three unions representing the drivers who have been taking part in discussions.

In response, a shop steward said drivers regarded the board's accusations as "defamatory," adding that union members had made it clear at the beginning of the strike that their basic demand of a 20% increase was non-negotiable.

"We rejected their latest offer last Friday (a range of between 16.5% to 18.8% linked to employee's gradings) and are still waiting for their response to the 20% demand. It should be remembered that other municipal employees were awarded a 20% increase, and drivers want the same," he said.

On Tuesday, union representatives were also meeting with lawyers to consider their response to an Industrial Court hearing scheduled for Thursday. Most of the board employees (more than 400) are represented by Cosatu's Transport & General Workers' Union, with the balance evenly divided between the Durban Integrated Municipal Employees Society and the National Association of Municipal Transport Employees.

The board's general manager, Marshall Cuthbert, is recruiting new staff and taking on part-time drivers. He said little interest had been shown by dismissed drivers in reapplying for jobs. A skeleton fleet of about 20 Mynah buses, the smaller buses which service inner city areas, is running.

"This strike has been one of the saddest points of my career. More than 60% of my staff had over 15 years service with the board - that represents a lot of benefits they have lost."

On the board's side, the strike has cost an estimated R2m, though this is off-set by savings in fuel costs and wages.
Thousands stop work

In protest against Act

Media workers
Unions plan industrial action

By GAYE DAVIS and CASSANDRA MOODLEY

LEADERS of the mass democratic movement and the National Council of Trade Unions have both announced plans for nationwide industrial action.

After an emergency summit in Cape Town yesterday MDM representatives said the action would climax on September 6, polling day, and called for a month-long consumer boycott starting on September 13.

They said the action was aimed at bringing about the abolition of the Labour Relations Act, the repeal of apartheid laws, the lifting of the State of Emergency and the dissolution of the tri-cameral parliament.

The announcement — after the two-hour summit at the Bishopscourt residence of Archbishop Desmond Tutu — was made hours after police raided the Congress of South African Trade Union's Johannesburg headquarters.

Nationwide shop and factory floor action, ranging from sit-ins to demonstrations and overtime bans, is expected to take place today by workers protesting against the LRA.

The week's programme will climax in "two days of peaceful national action."
doesn't mean you can do the same?"

The plan involved a grassroots campaign to raise awareness about the issue and to mobilize workers to join the union. The union leaders believed that by successfully organizing the workers, they could negotiate better working conditions and improve their overall job satisfaction. The strategy involved educating the workers about their rights and the benefits of unionization, as well as providing them with the necessary support to take on the company management.
The stronger trade unions become, the more ways businessmen are finding to circumvent them or at least lessen the effects of their actions. Classic Personnel director Dane Lewis says the company's directors saw that organisations were being paralysed by strikes, go-slow and sit-ins, and thought they could do something about it.

In the recent unrest in the motor industry, Classic supplied Toyota with about 50 white employees to work in the plant.

"Toyota needed good people in the shortest time possible. We have extensive contacts in industry, and managed to produce them in four days," says Mr. Lewis. This week, he was called in by Frasers International, Volkswagen and Plascon, all of which were facing industrial action. The consultancy is still on standby for Consol, which faced strike action three weeks ago.

"We find we mainly use whites and coloureds in these temporary positions. In this way we avoid intimidation by the unions."

"We supply mainly unskilled and semi-skilled people to strike-hit companies. Sometimes they stay for a couple of days, other times they can remain for a month or more.

Mr. Lewis says he can easily find temporary workers through contacts in manpower departments, social welfare and unemployment agencies.

"Lacson Lighting recently wanted 90 coloureds. I had them at the factory within 24 hours, working steadily."

"The union can say nothing to me or the workers because I work purely as a sub-contractor. My company is saving organisations hundreds of thousands of rand in lost production. We offer a good service."
200m dumpies a year

Beer dumpies will be produced at the rate of 420 a minute when Consol's computerised furnace gets into full swing at Clayville, Oli
tantsfontein.

That makes 200 million a year.

Consol expects large savings because the new bottle will weigh 15% less than the old model. In addition, this could lead to a rise in dumpie sales. At the wholesale level, dumpies are about 50c a case cheaper than cans.

Consol reported an in-
crease in earnings of 26% to 102.5c a share in the year to June. Turnover added only 16% in that time, and the profit growth was attributed to a fine performance from manu-
facturing.

Consol is not putting all its hopes on growth in beer and soft-drink sales, although these are projected to grow well. It recently bought Goodyear Tyre & Rubber for R176 million.

Production has been hit at the Uitenhage plant where 1,000 members of one union are striking for disinvest-
ment compensation of Rs 300 an employee for every year's service.

The plant is operating at 60% capacity, 100 of the 1,000 having returned to work, plus 150 temporary workers and the 500 workers not belong-
ing to the striking union.

The shares are at 2850c, 150c off the June high, but more than double the low of Sep-
tember 1988 before the share split.
Few heed MDM stayaway call

Business as usual as firms report 'normal turnouts'

Staff Reporters

Workers commuting from black areas to central business districts and industrial townships today largely ignored a Mass Democratic Movement call for the start of a two-day protest action against the general election.

Initial assessments by South African Transport Services (Sats) indicated commuter rail traffic was not as seriously affected as first feared.

A Sats spokesman said computer figures were awaited.

Barricades of burnt tyres blocked some Soweto streets and some shops were shut, but significant numbers of commuters travelled in to work and pupils went to school as there appeared to be uncertainty whether the protest, called jointly by the Congress of South African Trade Unions and the National Council of Trade Unions, was scheduled for tomorrow only.

At two primary schools in Zola, Soweto, pupils arrived in large numbers, and nurses alighted, as usual, from buses and taxis at the Baragwanath bus and taxi terminals.

Rail traffic appeared normal at Naledi and Ikwezi stations.

In Johannesburg, companies with huge work forces said they preferred to wait until later in the day for accurate attendance figures, but Gold Fields of South Africa (GFSA) reported normal turnouts at its mines.

The Star's Pretoria Bureau reported normal attendance at the workplace and schools in black areas.

NORMAL ACTIVITY

The only significant stayaway was staged by Numsa members at the Sambor factory near Silverton. Numsa took a decision earlier to support the MDM's call.

Activity appeared normal in Amandeville, Mamelodi and Soshanguve, where taxis, buses and trains were running normally with about the usual number of passengers.

It is understood some workers were told by employers yesterday that failure to report for work today would result in the deduction of a day's pay. Others were told they would have to work overtime.

About 80 percent of the Tembisa workforce went to work today. Although bus stops and taxi ranks were less congested than usual, children in school uniforms were seen in their usual numbers.

At the Kempton Park industrial area of Spartan, large numbers of workers alighted from buses for work.
Stayaways sour milk deliveries

WORKERS' stayaways are expected to throw milk deliveries into chaos today with the cancellation of home deliveries.

However, bakery staff were mostly working last night and bread deliveries are expected to be close to normal.

Durybelle ceased home deliveries of milk yesterday and said they would resume them on Thursday morning.

Homestead said last night that customers were required "to collect their supplies themselves".

This was confirmed by cafe and supermarket owners, who said they had stocked up in advance and would have no problems keeping up with public demand.

- Members of the Western Cape Traders' Association plan to close shop tomorrow.

Archbishop Tutu urged people to leave the area, but said he himself would not move and was taken into custody.

There were heated scenes at the police charge office when police tried to confiscate notebooks from reporters.
Mosgas: 100
down tools.

A Labour Report

ABOUT 100 artisans working on the Mosgas off-shore drilling project downed tools over a wage dispute yesterday, a spokesman for the strikers said.

The boilermakers, welders and pipe-fitters involved in the stoppage are subcontracted to a city firm, Ical Offshore.

The strikers demanded a R25 basic hourly wage, R32 an hour for overtime work and R37 an hour for Sunday work, the spokesman said.

As subcontracted labour, the artisans did not enjoy the same benefits as full-time employees, he said.
Streets quiet as workers heed call for stayaway

Staff Reporters

Streets in Soweto and Johannesburg were quieter than yesterday as more workers heeded the call by the Mass Democratic Movement for a two-day work stayaway in protest against today's general election.

The stayaway, sponsored by the Congress of South African Trade Unions (Cosatu) and the National Congress of Trade Unions (Nactu), did not rise to expectations yesterday. In protest against today's elections, it was largely ignored as many workers thought it was planned for today only.

An Associated Chambers of Commerce spokesman, Mr Vincent Brett, said today "The stayaway is quite obviously very, very substantial."

South African Transport Services reported a drop in rail services and many trains were running empty through Soweto stations. Putco did not have figures at the time of going to press, but services were expected to be much diminished from yesterday.

Many Soweto shopping centres, retailers and service stations closed their businesses today. In Dobsonville, taxis stood idle and buses ran 28 percent empty. The Baragwanath bus and taxi terminals were deserted and only nurses were seen reporting for duty.

All secondary schools in Soweto and Alexandra were empty today as pupils stayed away for the second day.

NO VIOLENCE

Regional director of the Department of Education and Training, Mr Peet Struwig, said there had been no incidents of violence. He said reports from primary schools in the two townships indicated classes were continuing and there would be no disruption. Secondary school pupils were expected to return to school tomorrow.

Tembisa workers stayed home in greater numbers today. Buses and taxis did not operate and trains were virtually empty. Hospital staff were picked up by a TPA bus.

Some taxi owners who operated yesterday said they were warned by youths yesterday to cease services at 5pm and to keep off the roads today.

Pretoria townships were quieter today than yesterday. In Atteridgeville there was a local taxi service only. Security forces patrolled the streets at Soshanguve, where people were seen going to work, and taxi and bus services were normal. Most of Pretoria's major industry comes under Cosatu and most of the big plants are shut until Friday after an agreement with employers.

At Witbank, Numsa said, coal miners failed to report again for today's 6am shift at Kriel, Goedehoop, Bank, Vandyksdrif, Matla and Douglas mines.

● See Page 5.
Our action will be disciplined-union

PEACEFUL PROTEST

By Themba Molets and Len Maseko

THE first day of a national protest action against tomorrow's general election begins today with employers bracing themselves for another massive work stoppage.

An employer body, the South African Consultative Committee on Labour Affairs (Saccola) and its members would be guided by the effect of disruptions, if any, in their particular industries before deciding on any action against workers.

Saccola chairman Mr Bobby Godsell said: “Employers take a dim view of protests that result in the disruption of production and the economy.”

He said that if example, the first day of the sustained industrial action called by Cosatu, Nactu and independent unions against the Labour Relations Amendment Act last Friday had been peaceful and not a costly form of protest.

The lunch-hour protests on the first day of the Act were not costly, not only to the employers but the workers as well, Godsell said.

Saccola hoped that there would be a society that would allow such peaceful protests in future.

The Association of Chambers of Commerce

- To page 2
Stayaway — the silent demo

By DICK USHER
Labour Reporter

MORE than a million workers and students stayed at home on the first day of a two-day stayaway called by the MDM to demonstrate opposition to apartheid and minority rule.

It is thought that the number will grow today, according to employer sources and a statement by the Congress of South African Trade Unions.

Cape Town streets presented a holiday-like quietness today with appreciably fewer people in the city than normal.

Major industrial areas such as Epping, Bellville South and Salt River were quiet and most industrialists surveyed reported higher than normal absenteeism.

NO WORK, NO PAY

Some plants closed for the duration of the stayaway and made arrangements with staff to work in lost time, but most employers appeared to have adopted a no-work, no-pay, no-discipline policy.

South African Transport Services reported a substantial decline in the number of passengers, with the Cape Flats and Bellville lines particularly affected.

Few Sats staff stayed away, said Sats spokesman Mr Brian Lotter.

Some workers did not arrive but almost every delivery was made.

According to the National Union of Mineworkers about 80,000 miners at gold, coal and diamond mines either refused to go on shift or organised underground sit-ins yesterday.

About 12,000 miners were sitting in at Winklebaak.

The independent Labour Monitoring Group found stayaways at large companies in the PWV region, in Natal and the Eastern Cape. There appeared to be less support in the Western Cape.

Yesterdays' dairies cut home deliveries but supplied large outlets.

• Thousands of black workers in Durban and the surrounding areas stayed away yesterday.

The executive director of the Durban Chamber of Industries, Mr John Pohl, said indications were that the stayaway was more extensive than first reported.

Today's figures are expected to match yesterday's.

Mr Pohl said it was not possible to assess financial cost, even though the "no-work, no-pay" policy would offset some losses.

In Johannesburg, too, thousands of workers stayed away as voters streamed to the polls.
57 000 NUM members down tools in protest

By Mike Siluma, Labour Reporter

About 57 000 members of the National Union of Mineworkers More than 28 mines and refineries downed tools yesterday, the first day of protest action against the Labour Relations Amendment Act and today's election, the NUM said.

It accused management of forcing workers to go to work at gunpoint at Anglo's Elandrand and Western Deep Levels gold mines on Monday night. Union spokesman Mr Jerry Majatladi claimed that at President Steyn gold mine, security personnel had surrounded compounds with Casspirs and herded workers underground.

Court interdict

Management served workers and the NUM with a court interdict to compel workers to resume work at Anglo-owned President Brand, President Steyn and Kriel mines. Mr Majatladi said preliminary NUM figures showed night-shift workers at the Arnot, Kriel, Matla, Coal Estates, Bank, Blinkpan, TNC, Douglas, Van Dyk's Drift and New Largo collieries had refused to start work. Workers stayed away at Optimum, Goedehoop, New Denmark, Stitzkop, Ermelo and Usuthu.

About 11 000 workers downed tools at the Namaqualand, Finch, Kimberley, Geology and Premier diamond mines, and 20 000 miners stopped work at Kinross, President Brand, Bracken, Marievale and Winkelhaak gold mines. Refineries affected were Impala, Rustenburg, Rand and Ergo.

An Anglo spokesman said 2 507 (28.3 percent) stayed away at the group's coal mines. The only gold mine affected was President Steyn, where 3 370 workers stayed away. About 33 percent of workers stayed away at Ergo Brakpan, 16 percent at Summergro and 59 percent at Daggafontein.

Gold Fields of SA reported normal turnouts. A Rand Mines spokesman said the Douglas mine had an 80 percent stayaway and Van Dyk's Hus 100 percent.

The Anglo spokesman denied allegations that workers were forced to work at gunpoint and that Casspirs were used. He said eight workers were taken away by mine security after 'preventing employees from going to work'.

De Beers said about 2 000 workers stopped work at Koffiefontein, Finch and Geology mines.

Gemini said the entire morning shift at the Bracken gold mine stayed away yesterday, 94 percent at Kinross, 53 percent at Marievale, 10 percent at Leslie and 1 percent at Winkelhaak. About 46 percent of workers did not report for work at the Impala Refinery.

There was a total stayaway at Usuthu, Ermelo and Kilbarchan collieries and 80 percent at Matla. About 89 percent stayed away at Samancor's Witbank plant.

Cuba 'keeping to agreements'

BELGRADE - Cuba assured the non-aligned summit yesterday that it remained committed to the agreements on Angola and Namibia, and was following its troop withdrawal timetable "in strict detail".

The Cuban commitment was made by the first vice-president, Mr Raul Castro, brother of Cuban leader Dr Fidel Castro. Dr Castro announced at the last moment that he would not be going to the Belgrade summit. His brother said economic and political tasks and international duties were the reason - Special Correspondent.
Massive stayaway by blacks on day of elections

OVER three million workers and students yesterday heeded a call by masses trade unions and community organisations to stay at home in protest against the white elections.

The protest called by the Congress of SA Trade Unions, the National Council of Trade Unions and unaffiliated trade unions was decided on at their workers summit held two weeks ago.

It was then endorsed by their political affiliates at meetings held last Monday and Tuesday. These affiliates are the Multi-Party Alliance, the Black Consciousness Movement and the Pan Africanist Movement.

But organisations failed to agree on Tuesday's stayaway, successful in some areas and a flop in others and endorsed only by the MDM and Cosatu.

From early yesterday it was clear that very few workers had come to work. Trams were running empty and there were very few buses and taxis.

The black community had withdrawn its labour and this cost the country millions of rand in lost production.

Polls

Commenting on yesterday's stayaway, MDM spokesman said: "An African spokes-
man said the employer body did not monitor attendance figures over the two days of protest, but that a 100 percent work stayaway would have cost the country's economy R1.2 billion a day.

Progress was set by a majority 100 percent, very very yesterday said Mrs. Ade, the general manager of the local chamber of commerce.

The sector most affected by the workers' stayaway were the metal, motor, engineering, textile and chemical industries, according to the Labour Monitoring Group (LMG).

The area most affected by the stayaway were the Witwatersrand and Natal, whereas a 72 percent stayaway was recorded in the mining industry.

The mining industry, about 100,000 miners involved, is estimated to have suffered losses of about 3.25 billion rand in two days.

The mining industry has been operating at full capacity, with mining houses reporting absences of up to 60 percent on some of their mines.

Over 75,000 members of the National Union of Mineworkers (NUM) reported to work in the Transvaal and Free State on the first day, according to NUM.

An Anglo American spokesman said 13 percent of the company's black workforce stayed away from work in an attempt to delay plans for President Palesa's announcement in the Free State, and 60 percent at Eggo.

Mine

A stayaway call took place in the eastern Cape because of a Black Mountain mine in the southern Cape.

The mining industry was estimated to have suffered losses of about 100,000 miners involved, with矿山 operations run at 50 percent yesterday.

• To page 2
Streets quiet as workers heed call for stayaway

Staff Reporters

Streets in Soweto and Johannesburg were quieter than yesterday as more workers heeded the call by the Mass Democratic Movement for a two-day work stayaway in protest against today's general election. The stayaway, sponsored by the Congress of South African Trade Unions (COSATU) and the National Congress of Trade Unions (NACTU), did not rise to expectations yesterday. In protest against today's elections, it was largely ignored as many workers thought it was planned for today only.

An Associated Chambers of Commerce spokesman, Mr. Vincent Brett, said today “The stayaway is quite obviously very, very substantial.”

South African Transport Services reported a drop in rail services and many trains were running empty through Soweto stations. Pulco did not have figures at the time of going to press, but services were expected to be much diminished from yesterday.

Many Soweto shopping centres, retailers and service stations closed their businesses today. In Dobsonville, taxis stood idle and buses ran 98 percent empty. The Baragwanath bus and taxi terminals were deserted and only nurses were seen reporting for duty.

All secondary schools in Soweto and Alexandra were empty today as pupils stayed away for the second day.

NO VIOLENCE

Regional director of the Department of Education and Training, Mr. Peet Struwig, said there had been no incidents of violence. He said reports from primary schools in the two townships indicated classes were continuing and there would be no disruption. Secondary school pupils were expected to return to school tomorrow.

Tembsa workers stayed home in greater numbers today. Buses and taxis did not operate and trains were virtually empty. Hospital staff were picked up by a TPA bus.

Some taxi owners who operated yesterday said they were warned by youths yesterday to cease services at 5 pm and to keep off the roads today.

Pretoria townships were quieter today than yesterday. In Atteridgeville there was a local taxi service only. Security forces patrolled the streets at Soshanguve, where people were seen going to work, and taxi and bus services were normal. Most of Pretoria’s major industry comes under Cosatu and most of the big plants are shut until Friday after an agreement with employers.

At Witbank, Numsa said, coal miners failed to report again for today’s 6 am shift at Kriel, Goedehoep, Bank, Vandyksdriif, Matla and Douglas mines.

● See Page 5.
Two killed in unrest incidents

THE motor, engineering, chemical and textile industries were the hardest hit by the two-day anti-election, stayaway which ended yesterday, a Labour Monitoring Group (LMG) survey has shown.

In the same period police reported numerous unrest incidents in which two people died, about 12 were injured and about 388 arrested.

The LMG said most employers had adopted a "no-work, no-pay" policy. Others had, however, mentioned taking disciplinary action.

Part of the increased stayaway activity yesterday can be ascribed to the fact that yesterday's action was supported by Africanist and black consciousness groupings, which had not participated in Tuesday's action, in favour of a protest on September 12 - the anniversary of the death in detention of Steve Biko.

The MDM, which called the two-day protest, put total participation on Monday at more than a million workers and students.

Nacto general secretary Proshaw Cunay warned that the unions would take strong action against employers who took disciplinary action against workers.

The MDM said it estimated the national stayaway average in urban areas was 86%. It said figures based on management responses such as the LMG's had to be treated with caution, as some companies had deliberately underestimated the extent of action.

The stayaway, the MDM said, was far more than a symbolic rejection of apartheid. It also "demonstrated in action our people's determination to commit themselves to, and intemely, a programme of mass defiance" designed to eradicate apartheid.

Injuries

An NUM official said 200 MDM supporters had been playing for about 45 minutes when police surrounded the field and started beating them. The police neither denied nor confirmed the incident.

One of the recorded injuries was suffered by a policeman whose vehicle was stoned. Another was attacked at Duncan Village near East London, and one attacker was fatally wounded. A white woman received head injuries when she was hit by a rock at Khayamandi near Stellenbosch.

Sapa reports trains were delayed when an "explosive device" caused damage near Bonteheuwel Station on Tuesday and the track near Faure was damaged by a blast at 120am yesterday.

Business Day yesterday incorrectly reported that Anglo's Steev and Boart plants at Germiston and Alrode had suffered pronounced stayaway action on Tuesday. This was not the case.
For black people, it's all a bit of a yawn

To most blacks, yesterday's voting was irrelevant. While most whites and some Indians and coloureds went to the polls yesterday, blacks were excluded.

Ironically, the election was largely to decide the fate of the majority of the country's people.

Extra-parliamentary bodies predict this was the last poll in which blacks would not take part.

In protest against the tripartite election, the Mass Democratic Movement, the Congress of SA Trade Unions (Cosatu) and National Congress of Trade Unions (Nactu) called for a two-day stayaway.

On Tuesday, the response in the Transvaal was minimal, probably because of a difference of opinion between Cosatu and Nactu over whether the stayaway was to start on September 5 or 6.

Cosatu favoured a two-day protest on September 5 and 6 while Nactu called for a two-pronged protest on September 5 and 12, the latter to commemorate the 12th anniversary of Steve Biko's death.

TERMINALS DESERTED

Both unions have agreed to support each other's protest day. Yesterday over 90 percent of blacks, Indians, and coloureds heeded the stayaway call.

Soweto and Johannesburg streets were quiet. Indian shops were closed in Johannesburg West and Fordsburg. Trains and taxis ran empty and Putco buses were suspended.

Baragwanath Hospital's bus and taxi terminals were deserted and only nurses and health workers were seen travelling to work. Schools in Soweto, Dobsonville and Diepmeadow were empty.

No incidents of violence were reported.

At railway stations, newspaper vendors and hawkers were conspicuous by their absence.

Police and SADF vehicles patrolled the empty streets and main roads. Local municipal personnel stood guard strategic buildings.

At the payout point in Zola, Soweto, pensioners went to queue as usual for their monthly pensions but found gates locked and police on standby.

Few vehicle owners took the risk of doing rounds in the township, and shebeens were busy.

By the end of the day the anti-apartheid organisations had exercised their political muscle and sent a clear message to the Government.
54 arrested after election-linked protests

Votes cast amid massive stayaway

VOTERS went to the polls yesterday amid continuing unrest and a massive work stayaway.

Police said they arrested 54 people in election-related unrest.

Police unrest reports said one man was burnt to death, about 12 people were injured and about 368 arrested in unrest-related incidents in the 48-hour period to yesterday afternoon.

There were also two railway line blasts in the western Cape. Nobody was injured and damage was minimal.

Increased participation by black workers in the anti-election stayaway was most marked in the PWV region.

Soweto and Alexandra pupils joined in the stayaway, with DET regional director Peet Strydom reporting a 100% absentee rate at the 62 secondary schools in the areas.

The two-day anti-election stayaway appeared stronger than the May 1977 election protest, but less widespread than the June 1978 demonstration against the Labour Relations Amendment Act.

The Labour Monitoring Group (LMG) said the stayaway rate in the PWV had reached 72% yesterday, compared to 30% on Tuesday. It was up from 68% to 80% in Durban, and from 24% to 41% in Cape Town.

Acting President F W de Klerk reaches out to shake hands with a supporter as he and his wife Marike arrive at the Randburg constituency. (Picture: Ruuta)

The survey figures for the PWV were backed up by figures supplied by passenger transport groups Sats said trains to

Johannesburg carried only 35% to 40% of their normal passenger loads, compared to 70% on Tuesday. There had been little change in other areas, a spokesman said.

Putco said use of its Reef buses was "very low", yesterday, compared with almost normal the previous day. Its southern Transvaal region carried about 50% of normal loads.

In Durban there was a 100% stayaway of passengers and staff for the second consecutive day.

The cold snap affected early voting, except in key seats, but it picked up later in the day and because of changes to the special voting procedures, election officials expected a higher than average percentage poll.

Before the close of polling the CP expressed confidence it would win more than 40 seats, while DP chief organiser Neil Ross said the party would win at least 30.

In Randburg, where DP co-leader Wynand Malan was being challenged by former Foreign Affairs deputy director general Glenn Babb, Ross was confident of a comfortable victory for the DP. NP spokesman Willem de Klerk was very optimistic about Babb's chances of victory.

Ross said his figures showed the DP would also win Mossel Bay, Matjiesfontein, North, Umbilo and Umhlanga in Natal, Alabany and Walmer in the eastern Cape, Simon's Town and Wynberg in the western Cape and Edenvale and North Rand on the NP.

Stayaway 8/12

Witwatersrand

At 6pm, he said the DP was marginally ahead in Helderberg, the seat where former Constitutional Development Minister Chris Heunis beat Denis Worrall by just 89 votes in 1987.

Maritzburg South, Durban Point and South Coast were too close to call, Ross said.

NP spokesman Arthur Kemp said the party was well ahead in seats such as Hercules and Wonderboom in Pretoria, which the NP won in 1987 because the extreme right-wing vote was split.

Kemp and NP organiser Abbe Hancoom agreed that support for the HNP had almost disappeared in this election.

Hancoom said the NP was extremely confident on winning back Southam, where a 70% poll had been recorded by midday, from the CP. Seats such as Lydenburg and Pretoria West (also won on a split vote in 1987) were looking "dicey", as was Roodplaats.

Kemp and Hancoom agreed that voting in Speaker Louis le Grange's Potchefstroom seat was running up to seek.

Hancoom was confident Deputy Education and Training Minister Sam de Beer would retain his Geduld seat. The NP would also win the neighbouring Springs seat, he said.

The NP had an 84% majority over the CP in Springs in 1987.
Protest is biggest in SA History — Cosatu

2m People in stayaway

2 Cape Times. Tuesday, September 7, 1989
ANC hails SA worker stayaway

LUSAKA — The African National Congress has hailed Wednesday's national stayaway in protest against the elections in South Africa.

An ANC spokesman said it demonstrated that the elections were "irrelevant to the oppressed majority".

In Maputo the Mozambique news agency carried an interview with the ANC's secretary-general, Mr Alfred Nzo, in which he commented on the MDM anti-election campaign. — The Star's Africa New Service.

Report Restricted

Details of what Mr Nzo said have been cut from this report because Mr Nzo is banned in terms of the Internal Security Act, and may not be quoted in South Africa.
Stayaways cost R250m

By Robyn Chalmers

THIS week's two-day stayaway, headed by up to 3-million workers, is estimated to have cost the economy almost R250-million.

The stayaway was called by the mass democratic movement (MDM) in protest against Wednesday's general elections.

Depending on regions, between 23% and 100% of workers stayed at home on Tuesday and Wednesday, the metal, motor, engineering, textile and chemical industries believed to be the hardest hit.

Turnaround

Workers lost millions of rand in wages as employers tended to adopt a disciplinary policy of no work, no pay. A few small companies sacked workers. This was a surprising turnaround from last year's three-day stayaway in June when employers reacted with widespread dismissals.

Ascom manpower secretary Vincent Brett believes bosses were more sympathetic to workers this year because the protest was aimed at the election more than the Labour Relations Amendment Act (LRAA).

"In a way, management is getting used to this form of industrial action, it has become a factor of life."

"On the other hand, businesses in general are anxious to see constitutional reform and are prepared to be a little more relaxed about a national protest by the voteless."

Mr Brett says a conservative estimate of what the stayaway cost the economy in lost production is about R120-million a day.

Hampered

However, estimates from other monitoring groups and companies put the loss at about R250-million for the two days.

The Labour Monitoring Group conducted a survey of how effective the stayaway was in various regions. But the National Union of Mineworkers (Naclu) and the National Council of Trade Unions (Nactu) say the stayaway proved that workers will never accept the present Government.

Perhaps the most surprising support came from mineworkers, who traditionally do not join protest action of this nature.

Production at several mines was hard hit, the National Union of Mineworkers estimating that about 80 000 miners refused to go underground on Tuesday.

The Eastern Cape, Port Elizabeth appeared to be worst hit. Bus terminals, taxi ranks and schools in black townships were almost deserted for the two days.

Employer reports on Friday indicated that all was back to normal.

A spokesman for LMG says, however, that figures could have been much higher than these estimates.

"Employers were reluctant to divulge information and some were actually hostile. Several big factories were closed, particularly in the chemical sector. Some firms closed early and were unavailable for comment."

Confusion

The MDM has expressed its satisfaction with the support of workers. It says the low turnout on Tuesday was largely because of confusion about whether the protest call was for one or two days.

The Congress of SA Trade
Bus strike ends in settlement

By Drew Forrest

Settlement has been reached in the three-and-a-half week Durban municipal bus strike, one of the largest and longest strikes of its kind in SA labour history.

The dispute, which has reportedly cost the Durban Transport Management Board (DTMB) R4 million and which affected more than 200 000 commuters daily, paralysed municipal bus services in Durban’s white suburbs and the neighbouring black townships.

Workers have accepted a deal hammered out in mediation and agreed at a mass meeting at the weekend to return to work today, said the general secretary of the Transport and General Workers Union, Ms Jane Barrett.

Involving 1200 drivers and workshop staff, the strike centered on demands for a 20 percent pay rise and later the reinstatement of dismissed strikers.

It was marked by a “remarkable degree of unity and discipline” according to Ms Barrett.

PAY NEGOTIATION

While over half the drivers belonged to Cosatu’s TGWU, 350 are Indian members of the Durban Integrated Municipal Employees Society and 250 members of the Inkata-linked Natal Municipal Transport Employees Association.

The strike took off on August 16 after deadlock had been reached in pay negotiations. The unions rejected the DTMB’s 16 percent wage offer, demanding the 20 percent recently awarded to other council employees in a wage arbitration.

Although the final agreement was reached in the early hours of Saturday stipulated that the terms of the settlement may not be disclosed, it is understood that all the fired workers are to be taken back.

Although by law municipal disputes must be referred to the courts for arbitration, Mr Barrett said the workers had taken direct action because they could not accept the delays entailed in using the courts.
Intimidation claims in Sasol strike

Strike action over pay escalated at Sasol's four plants in Secunda yesterday amid a welter of conflicting intimidation claims by both management and the Chemical Workers Industrial Union (CWIU).

Sasol's media manager, Mr Jan Krynauw, said more than half the 3,200 workers at Sasol 1 and 2 and the company's explosives and fertiliser plants had failed to turn up for work yesterday.

The figure last Monday, when the strike started, was 10 percent - suggesting that most workers accepted Sasol's pay offer and had not voted to strike as the CWIU claimed.

He said a meeting requested by workers to discuss alleged intimidation, had drawn 500 employees at the weekend.

In a counterblast, the CWIU's Mrs Chris Bonner said workers wishing to meet on hostel premises had been threatened with arrest under the emergency regulations, while Sasol security had tried to force workers to make statements falsely implicating colleagues in intimidation.

INTIMIDATION

Three workers had been arrested and charged with intimidation, she added.

The strike is the cb-
max to a long-running dispute stemming from Sasol's annual wage review. Workers are demanding a R150-a-month across-the-board increase against the R120 offered by management in the lowest wage category.
Confusion over stayaway

Thousands of workers yesterday streamed to work amid confusion about whether a stayaway had been called by Cosatu and Nactu. Buses, taxis and trains were full.

According to the Sowetan, Nactu has denied that a stayaway has been called for today.

Cosatu and the Mass Democratic Movement have distanced themselves from the stayaway call.
Durban bus drivers begin strike again

DURBAN — The city's bus strike is on again, after returning drivers walked off the job yesterday morning when asked to sign new conditions of service.

The workers claimed they had been promised reinstatement but found when they arrived for work that they were to be re-employed as new drivers.

Workers interviewed outside the depot of the Durban Transport Management Board claimed a lack of good faith on the part of the DTMB (2, 2, 0).

DTMB GM Marshall Cuthbert said management had acted according to an agreement signed by all the trade unions involved.

A meeting between workers, shop stewards and other union officials at Cosatu House was planned for yesterday. — Sapa.
Durban bus drivers strike again over loss of benefits

DURBAN. — Durban's bus strike is on again, after returning drivers walked off the job yesterday morning when they were asked to sign new conditions of service.

The workers claimed they had been promised reinstatement but found when they arrived for work that they were to be re-employed as new drivers.

Workers interviewed outside the depot of the Durban Transport Management Board (DTMB) were angry and bitter, claiming a complete lack of good faith on the part of the DTMB.

The DTMB's general manager, Mr Marshall Cuthbert, said management had acted according to an agreement signed by all the trade unions involved.

"I presume the trade unions were authorised to accept the agreement by their members", he said.

"But the agreement is not being implemented by the drivers" — Sapa
Court overrules Minister

Supreme Court Reporter
THE Minister of Manpower has had his decision not to appoint a conciliation board in the case of a dispute over 31 Railit workers who stayed away overturned on review before the Supreme Court, Cape Town.

In the case of Mr Kolekile Lawrence Dlali and 30 others versus the Minister of Manpower and Railit, Mr Justice H J Nel, with Mr Justice J Foxcroft concurring, ruled that the Minister's decision had been misdirected and ordered that he appoint a conciliation board to deal with the dispute.

Evidence was that the workers stayed away on June 16 last year because they feared intimidation and there was no transport available.

They were fired, but reinstated by the industrial court, which ruled on September 19 last year that their dismissal was an unfair labour practice, pending a resolution of the dispute.

However, on November 8 last year the Minister refused to appoint a conciliation board.

Mr L J Krige, instructed by the Legal Resources Centre, appeared for the workers. Mr A P Blignault, SC, instructed by Webber, Shepstone and Findlay, appeared for the respondents.
Sasol strike escalates

STRIKE action over pay escalated at Sasol's four plants in Secunda yesterday amid a welter of conflicting intimidation claims by both management and the Chemical Workers' Industrial Union (CWIU).

Sasol's media manager, Jan Krynauw, said more than half the 3200 at Sasol 1 and 2 and the company's explosives and fertiliser plants had failed to turn up for work yesterday.
No stayaway calls today

THERE is no stayaway call for today, the Black Consciousness Movement and the Mass Democratic Movement said yesterday.

The BCM said it would co-ordinate services to mark Biko Day today, the 12th anniversary of the death in detention of the founder of Black Consciousness in South Africa, Steve Biko.

Spokesman Mr Haroon Patel said the BCM had not called for a work stayaway and that its members would decide on what form of action to take as they deemed it fit.

The BCM had called for the anti-election action on September 6, he said.

General secretary of the Congress of South African Trade Unions Mr Jay Naidoo said the MDM and its allies had not called for a stayaway today.

"We have made no such call, nor have any other formations of the MDM, on our members," Patel said.

Patel said the BCM intended to observe Biko Day in a peaceful and dignified manner.

The statement by the organisations is intended to quash rumours that there would be another stayaway by workers following last week's two-day action which, according to anti-government groups, saw three million workers and students heeding the call.
Inkatha, UDF and Cosatu ‘breakdown’ predicted

The Argus Correspondent

DURBAN - A break-
down of communication
between Inkatha, the
United Democratic
Front and the Congress
of South African Trade
Unions (Cosatu) is seen
as a possibility following
the break in the peace
talks between the three
groups announced by In-
katha at the weekend.

At an Inkatha central
committee meeting held
at Ulundi, a resolution
was taken to declare a
moratorium on further
talks with the UDF and
Cosatu.

However, Inkatha del-
egates will still attend a
planned summit meet-
ing in London a move
agreed to by all the or-
ganisations earlier this
year.

Members of Inkatha's
central committee ex-
pressed their concern
that, although peace
talks were proceeding,
the violence in Natal
continued.

APOLOGY WANTED

Another resolution was also passed, calling
for an apology from an
African National Con-
gress spokesman who
had reportedly attacked
the leadership creden-
tials of Inkatha's presi-
dent and the Chief Min-
ister of KwaZulu, Dr
Mangosuthu Buthelezi,
calling him a "government stoge".

The Inkatha moratori-
un statement comes
immediately after unity
speeches by Dr Buthe-
lezi and King Goodwill
Zwelithini at a Shaka's
Day rally held at Tay-
lor's Halt.

The black-on-black vio-
lence was condemned
by King Goodwill, al-
though he criticised Mr
Mahlabunzima Maphutu-
nulo, the chief of the
Table Mountain region,
for suggesting that tra-
ditional Zulu leaders
should not be incorpo-
rated into the KwaZulu
government and In-
katha.
ADE strike stalemate

The National Union of Metalworkers of South Africa has appealed to management at Atlantis Diesel Engineering (ADE) to agree to further negotiations with the union.

More than 400 strikers have been locked out of the Atlantis factory since last week after they downed tools following a dispute over annual wage negotiations.

A Numsa spokesperson said that shortly after the legal strike began, the workers informed management that they were prepared to revise their demands, but were told that management's offer of a 36 cents/15 percent increase was final.

The workers had demanded an increase of 93 cents/24 percent on the minimum wage.

Other issues in dispute are public holidays and overtime.

Meanwhile, the company has claimed that the strike is almost over.

A company spokesperson said that more than 40 percent of the strikers had returned to work.

Sixteen percent of the total workforce were still locked out, he said.

The Numsa spokesperson said that a "small number of workers" had accepted the company offer.

He said that strikers were this week warned that their increases would not be backdated to July 1 if they did not accept management's offer.
and cops vow to stop them

say defiant women

We'll do it again!

FROM MONO BADELA

SOUTH NATIONAL

SOUTH, September 28 October 4 1989
Calls for stayaway today go unheeded

The Argus Correspondent

JOHANNESBURG. — Calls for a stayaway today in protest against the Labour Relations Act and in memory of Black Consciousness leader Steve Biko seemed to have gone unheeded.

In an interview National Council of Trade Unions (Nactu) general secretary Mr Phiroshw Camay confirmed that there had been a call for a national stayaway but it seemed as though the response to the call was not encouraging.

"There was a call for stayaway today, and it appears to have failed. Apparently the call has gone unheeded, there's confusion because of the position taken by various organisations," said Mr Camay.

CALL FOR PROTEST

Mr Camay said Nactu was closely monitoring the situation around the PWV area, and would make a detailed statement later.

A Press statement issued by Nactu first assistant secretary Mr Cunningham Ngcukana yesterday said the union federation and its allies had made a call for protest against the LRA today, but "communities and workers will decide on what form of action to take".

Mr Ngcukana said that besides the Workers' Summit call for a national day of protest against the Labour Act on October 6, there were separate calls for September 5 and 12 for protests.

"For all intents and purposes, (these) were not summit dates but calls by the Mass Democratic Movement and Nactu and its allies," he said.

The nation-wide commemoration services planned for today in honour of Black Consciousness leader Mr Steve Biko is expected to go ahead as scheduled.
Petroleum workers on strike at BP, Sasol

About 2,000 petroleum sector workers, all members of the Chemical Workers' Industrial Union (CWIU), at Sasol, Secunda, and BP SA, were on strike yesterday in support of disputed wage demands.

The companies said production and deliveries were unaffected at this stage.

Sasol and the CWIU, who agreed that more than half of the 3,200 Secunda workforce were on strike, charged each other with acts of intimidation in the action which began in a small way a week ago.

A Sasol spokesman said management had met 500 workers on Sunday to discuss methods of safeguarding them against intimidation. He said employees were assured Sasol would strive to ensure that loyal employees were allowed to continue with their work.

A CWIU spokesman said Sasol security was going from room to room in company hostels urging employees to report for work, and trying to force members to make false statements alleging intimidation against strikers.

The union said it was open to further negotiation, and was attempting to set a meeting with management for this purpose.

CWIU members at a number of BP work sites began their strike on Friday. The parties are to meet today in an attempt to resolve the dispute. Issues in dispute include the equalisation of wages within job grades, maternity and paternity leave, hours of work, sports sponsorship, educational assistance for employees and their children and job security proposals.

The CWIU puts the number involved at 350, while a BP spokesman said 200 were on strike.
LABOUR

Union federations disagree on stayaway

NACTU and Cosatu publicly disagreed yesterday on a possible work stayaway today, as the two federations geared up for the resumption of their negotiations with employer federation Saccola on the Labour Relations Act.

Nactu, which did not support last Tuesday's work stayaway, announced today's planned action "against the LRA". Today is also the 12th anniversary of the death in detention of black consciousness movement (BCM) leader Steve Biko. Nactu said the August 26 worker summit had resolved on such action.

However, Cosatu general secretary Jay Naidoo said there was no truth in rumour that Cosatu or the mass democratic movement had called for a stayaway today.

The Nactu/BCM protest got underway yesterday with a picket by about 100 chanting Azapo supporters outside a Johannesburg branch of First National Bank against the bank's sponsorship of the recent international rugby tour.

The demonstrators, all waving anti-FNB posters and placards, had earlier gathered at the Johannesburg City Library to mark the start of commemoration services for the late Steve Biko.

**Companies**

They dispersed after a police warning that the gathering was unlawful.

Saccola chairman Bobby Godsell said yesterday companies with which he had been in contact "do not expect a stayaway of any size."

Both Cosatu and Nactu announced they had postponed for nine days to September 22 other anti-apartheid and anti-LRA protests.

Cosatu said the delay was to give Saccola and other employers the opportunity to meet union demands on the LRA, and to give members adequate time to prepare for these actions.

Godsell and Nactu general secretary Piroshaw Camay confirmed a meeting between Saccola and the unions was scheduled for Thursday, with a further two days set aside for talks next week.

Camay said at Thursday's meeting unions would seek clarification on Saccola proposals and, where it existed, would confirm areas of agreement.

Saccola has proposed urgent joint submissions to the National Manpower Commission on the deletion of section 78(2) of the LRA.

The SA Agricultural Union, the NMC, the Commission for Administration and Sats have been invited to attend Thursday's meeting.

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A protest against First National Bank in Johannesburg yesterday included a placard protest to mark the death of black activist Steve Biko.
Durban bus drivers begin strike again

DURBAN — The city's bus strike is on again, after returning drivers walked off the job yesterday morning when asked to sign new conditions of service. The workers claimed they had been promised reinstatement but found when they arrived for work that they were to be re-employed as new drivers. Workers interviewed outside the depot of the Durban Transport Management Board claimed a lack of good faith on the part of the DTMB.

DTMB GM Marshall Cuthbert said management had acted according to an agreement signed by all the trade unions involved.

A meeting between workers, shop stewards and other union officials at Cosatu House was planned for yesterday — Sapa
Cosatu denies stayaway ‘rumour’

JOHANNESBURG — Naetu and Cosatu publicly disagreed yesterday on purported plans for further protests timed for today, as the two federations geared up for the resumption of their negotiations with employer federation Saccola on the Labour Relations Act.

Naetu, which did not support last Tuesday’s work stayaway, announced today’s planned action “against the LRA”. Today is also the 12th anniversary of the death in detention of black consciousness movement (BCM) leader Steve Biko. Naetu said the August 26 worker summit had resolved on such action. However, Cosatu general secretary Jay Naidoo said there was no truth in “rumours” that Cosatu or the mass democratic movement (MDM) had called for a stayaway today.

The Naetu/BCM protest got underway yesterday with a picket by about 100 chanting Azapo supporters outside a Johannesburg branch of First National Bank against the bank’s sponsorship of the recent international rugby tour.

Saccola chairman Bobby Godsell said yesterday companies with which he had been in contact “do not expect a stayaway of any size”.

Both Cosatu and Naetu announced they had postponed until September 22 other protests, including a two-week “withdrawal of purchasing power from white business” and an overtime ban.
Stayaway call ignored after disagreement

SiSIPHO NGCOCO

A WORK-stayaway called by the Black Consciousness Movement (BCM) and Nactu did not materialise yesterday as a handful of the movement's members celebrated with low-key commemorations the 12th anniversary of the death in detention of BCM leader Steve Biko.

The failure of yesterday's stayaway followed public disagreements between Nactu and Cosatu, with Cosatu dissociating itself from Nactu's position.

Nactu had called for a stayaway yesterday in protest against the Labour Relations Act (LRA), while the BCM had called for the observance of the death of Biko.

Yesterday's stayaway failure was a repetition of September 5 which saw Cosatu's stayaway call failing as a result of Nactu's refusal to participate.

Meanwhile, confusion reigned in the Reef townships over the stayaway as bickering continued between the two major union federations.

(15.2. Normal)

Major employer organisations reported normal work attendance by their employees yesterday and hundreds of taxis from Reef areas like Soweto, Alexandra and the East Rand did business as usual.

Pulp spokesman Robin Duff said business was normal for the organisation and Adriaan Botha of SA Breweries said there were no stayaways at the brewery's major food and beverage sections.

AEG's Andre Botha also said his department had not had reports of stayaways.

Meanwhile, police remained myth-busting background as about 100 people gathered at Soweto's Regina Mundi Church in what was supposed to be the main commemoration service.

BCM speakers said Biko's pronouncements gave rise to a new thinking that sparked off the June 16 uprising in Soweto in 1976.

"His body may be dead, but his spirit will live on in spite of attempts from various quarters to minimise his contribution," said one speaker.
Drivers make fresh demands
Strikes at Sasol, BP over wage demands settled

By Drew Forrest

Labour peace returned to the fuel industry yesterday when the strike at Sasol's four Secunda plants and the long-running dispute at BP Southern Africa were settled.

The 10-day Sasol strike, which at its peak involved more than 1 600 workers but which did not affect production, was settled after management improved its wage offer for workers in the middle grades from R110 to R120 a month, said Chemical Workers' Industrial Union (CWIU) national organiser Mr Muzi Buthelezi.

The union's opening demand in Sasol's annual wage talks had been for a R150 a month across-the-board rise.

The BPSA settlement followed a two-day strike by up to 350 workers at sites across the country.

At the heart of the dispute were union demands for equality of wages within particular job categories, said the CWIU's Mr Martin Jansen.

BPSA chairman Mr Ian Simms said the company had agreed "to move towards remuneration on a rate-for-the-job basis".

Mr Jansen said the deal also featured a unique management undertaking to give equal consideration to all applications for sports sponsorships.

"The company has favoured non-political bodies like the National Soccer League, mainly for marketing purposes," Mr Jansen said.

"We wanted funds redirected more closely to the demands of the politically oppressed."

The package also includes improved maternity, paternity and compassionate leave benefits.
Pay rise after Sasol strike

JOHANNESBURG — The 10-day strike by more than 2,000 workers at four Sasol plants in Secunda has ended, with the Chemical Workers' Industrial Union accepting a revised wage package from management.

In a statement yesterday, Sasol management said the wage deadlock ended after two days of negotiations with the union.

The CWIU's national organiser responsible for Secunda, Mr Mzi Buthelezi, told Sapa the minimum wage for the lowest grade remained the same as originally offered, but the rest of the grades received an extra R10, raising the offer from 13 to 14.1%.

The average increase stood at 17.4% — Sapa.
Better pay packages end strikes at Sasol and BP

TWO petroleum strikes ended yesterday after the Chemical Workers' Industrial Union (CWIU) reached agreement with Sasol and BP.

The 10-day strike by more than 2,000 workers at four Sasol plants in Secunda ended after the CWIU accepted a revised wage package from management.

Sasol management said the wage deadlock ended after two days of negotiations with the union.

"Both parties were prepared to make concessions for the benefit of the workers. Sasol amended their wage offer on the middle scales and the CWIU has accepted all conditions of service," the company said in a statement.

The CWIU national organiser responsible for Secunda, Mum Buthelezi, said the minimum wage for the lowest grade remained the same as originally offered, but the rest of the grades received an extra R10, raising the offer from 13% to 14.1%.

The average increase stood at 17.4%.

"It is a clear victory as we have won increases when management was saying they would not budge at all," said Buthelezi.

Sasol said production had not been affected.

BP chairman Ian Simms said BP and the CWIU reached agreement on a 1989 wage package, ending a strike by at least 200 workers which began on Friday. The parties settled on increases of 15% or R160 a month, whichever was higher.

Simms said the parties also committed themselves to move towards remuneration based on a rate for the job basis. Provision was also made for maternity, paternity and compassionate leave for employees.

"BP salaries and conditions of employment, already among the best in the country, have thus been further enhanced," Simms said.
Stayaway firings drop 85pc

By Drew Forrest

Not more than 300 workers have been fired in the aftermath of last week's protest stayaway against the elections and the Labour Relations Act (LRA), say preliminary figures supplied by Cosatu (Congress of SA Trade Unions).

This is in stark contrast to employer response to last year's three-day protest stayaway when at least 2,000 workers were fired.

WARNINGS

But thousands of workers have been disciplined in other ways.

The largest single case has been final warnings to 1,750 employees of Samancor's Tubatse and Waterkloof mines and ferrometals plant.

Mr Sydney Mufamadi of Cosatu said it and the National Council of Trade Unions, which also took part in the protest, would work out a common approach to such disciplinary action.

Cosatu figures indicate that the largest mass dismissal was 81 municipal workers in Grahamstown.

The National Union of Metal-

PROTEST

Cosatu's paper affiliate said workers downed tools yesterday at Mondi Bruply in Ermelo in protest against the dismissal of three key members and warnings to others in the wake of the stayaway.

The union said the company sought an interdict against the strike and 43 workers were arrested and charged yesterday.

The spokesman added that Nampak's Prinipak Gravure in Industria had threatened to interdict an overtime ban by workers in protest against the LRA.
Wage dispute hits Game

THE Commercial, Catering and Allied Workers' Union of SA (Cawusa) has declared a dispute with the retail and wholesale giant Game Discount World (Natal), Cawusa spokesman Burton Mogoma said yesterday.

Mogoma said a pay negotiation meeting on Monday between Game Discount management and Cawusa ended in deadlock.

The union was demanding a monthly increase of R160 across the board and a minimum wage of R488 a month, he said. The company was offering R117 across the board, a minimum of R652 and a starting rate of R620 a month, he said.

Game Discount Stores' management could not be reached for comment yesterday.

Mogoma said other issues in dispute were the annual bonus and a staff discount.

He said the union was preparing to file an application to the Manpower Department for establishment of a Conciliation Board to hear the dispute.

Cawusa has referred the dismissal of 65 Sun International employees to its lawyers.

The union members were allegedly dismissed after taking part in a protest against the Labour Relations Amendment Act on September 1.
Durban bus strikers talk about terms

DURBAN — Officials of unions representing 900 striking Durban bus drivers spent yesterday explaining to their members details of a re-employment agreement with the Durban Transport Management Board (DTMB).

A spokesman for the Durban Integrated Municipal Employees' Society said its members had accepted the conditions of the agreement. It is understood the same applies to the Natal Transport Employees Association.

But the Transport and General Workers Union, which represents about two-thirds of the workers in the month-old strike, appeared to be having problems explaining the terms of the agreement to its members, according to the deputy GM of the DTMB, Manuel Sampao — Sapa.
Paper union attacks ‘bid to break workers’

Cosatu’s paper affiliate has accused management of trying to break worker resistance to the Labour Relations Act (LRA) after the arrest of 43 workers at the Mondi group’s New Scotland sawmill, near Ermelo, during a strike this week.

Paper, Printing, Wood and Allied Workers Union spokesman Mr Ernest Masala said the strike, by about 300 employees, followed the dismissal of three members after a stayaway last week in protest against the elections.

The arrested workers appeared in the Ermelo Magistrate’s Court on Tuesday, apparently in connection with allegations of assault.

In addition to calling in the police, management had brought an interdict against the strike.

Sun International’s (SI) George Lasley said management would be meeting the Commercial, Catering and Allied Workers Union over the firing of 65 workers who staged a sit-in at the Riviera Hotel as part of last week’s stayaway.
Protest at SABC

ABOUT 250 people demonstrated outside a South African Broadcasting Corporation building in Silverton, Pretoria, yesterday following an unsuccessful meeting with management over the alleged dismissal of an announcer.

The demonstrators - mostly members of the Media Workers Association of SA - were protesting against the alleged sacking of Mandlakayile Masanabo, regional chairman of Mwasa Northern Transvaal and an announcer with Radio Ndebele.

According to Mwasa members, shop stewards met SABC management representatives yesterday morning. At the meeting, "unconvincing" reasons were advanced for the treatment meted out to Masanabo on Monday.

Masanabo was reportedly sacked with immediate effect and "escorted" from the SABC building.

SABC management representatives, however, at that meeting with Mwasa shop stewards this morning, apparently said Masanabo had not been dismissed, but had been placed "on leave", according to an SABC staffing report.

Management also reportedly said Masanabo had not been escorted from the building, but merely "assisted" to go out.
Goodyear workers get cash bonanza

Own Correspondent

JOHANNESBURG — Goodyear employees have won a cash bonanza which could average R6 000 each, and the company has also agreed to write off, over five years, housing loans to employees worth R3 000 to R5 000.

The deal arises from the settlement, announced yesterday, of the 11-week-old strike by 1 200 Numsa members over the terms of disinvestment of Goodyear's former US parent.

It also includes guarantees on employment conditions, jobs and union contracts, and effectively nullifies the dismissals during the strike.

The agreement provides that employees should return to work by Monday, although a number began streaming back to the Uitenhage factory yesterday.

According to Num softened, the cash payments are to be paid out through the company pension fund.

Each employee is to receive a one-off R1 000 payment as "compensation" Goodyear said it was to pay this money into the fund.

In addition, employees will be entitled to withdraw double their own contributions plus interest back to the date of their last entry into the fund. Num said national organiser Mr Gavin Hartford said this would average R4 500 to R5 500 per person.

Goodyear disinvestment was thinly disguised "corporate camouflage", Numasa said yesterday.

Lambasting the company and other large corporations, the union said in a statement that multinationals disinvesting from SA had tried to portray themselves as allies of the anti-apartheid struggle.

Numasa's experience with Goodyear had, however, revealed that this was not true.
City strikers return to work

ABOUT 400 workers of city electronics manufacturing firm Plessey, who have been on strike for nine weeks, returned to work yesterday.

The workers, all members of the Electrical and Allied Workers' Trade Union of SA, accepted the management wage offer and extracted major concessions.

As part of the agreement Plessey must donate R50,000 to the Cape Flats Distress Association, which helped workers during the strike. — Sapa
Sympathy strikes under scrutiny at LRA discussions

THE right to strike, including sympathy and intermittent strikes, the rights of agricultural and public sector employees, and homeland legislation are the most “problematic” areas in union/employer discussions on the Labour Relations Act.

This emerged at the resumption of talks in Johannesburg yesterday between employer federation Sacola and Netu, Cosatu and several independent unions National Manpower Commission chairman Franck Barker also attended the talks.

Although the talks were designed to allow each side to get clarity from the other on proposals already tabled, Netu assistant general secretary Cunningham Ngcukana and Saccola secretary Freida Dowie concurred on the major issues to be tackled.

Ngcukana said the “real negotiations” would begin next week Dowie agreed, saying it was hoped that the next round, scheduled for Thursday and Friday, would produce something concrete.

Ngcukana said the most disturbing aspect was the non-participation of the SA Agricultural Union, Sats and the Commission for Administration.

The unions were taking the position that any eventual written agreement with Saccola on changes to the Act must also be binding on the state and agricultural sectors, he said.

Most employees in these sectors are not covered by the LRA and the Basic Conditions of Employment Act.

Dowie said the parties had agreed they would try swap a new set of written documents by Tuesday.

In its submissions to the unions on the rights of workers not covered by the LRA, Saccola agreed all employers and workers should have “their key rights defined in labour legislation.”

It added the structures through which these rights should be exercised must reflect the economic and structural circumstances of the sector concerned.

Saccola rejected union demands that workers be entitled to participate in sympathy strikes, as it was unfair to take action against an employer not directly involved in a dispute.

In response to proposals that employers should ignore homeland laws disadvantageous to unions, Saccola said employers must operate within the law “as it currently exists.”
DURBAN BUS STRIKE

All aboard?

After a brief respite on Monday - when striking bus drivers began to fill in application forms following a mediated settlement between union officials and the Durban Transport Management Board (DTMB), the month-old transport strike was on again.

Having extracted from DTMB a 17.6% increase and an agreement to retain many long-term benefits, reinstatement rather than re-employment became the issue, particularly within Cosatu's Transport & General Workers' Union.

When drivers filed back to work on Monday morning to re-apply for jobs, union members claimed they had been misled by the DTMB and believed they were to be reinstated, not re-employed. They claimed they would lose sick and annual leave allowances - and soon dissatisfaction spread. This sparked the walk-out from DTMB.

Premises (where about 50 drivers had already completed their job applications) and the longest bus strike in SA history was on again.

Amid the confusion arose the possibility of a split between the three unions representing the 900 drivers and 200 related workers.

As the FM went to press, union officials were flying from Johannesburg to Durban for an emergency meeting with their Natal counterparts on the two other unions representing DTMB employees.

It is understood all union officials are committed to the settlement struck at the weekend, as are about half of the strikers.

While there was still a chance of the strike ending by the end of the week, it might only be members of the Durban Integrated Municipal Employees Society (Dimes) and the Natal Municipal Transport Employees Association who return to work. Union officials are concerned that if the agreement is not adhered to, they will be open to legal action by the DTMB.

P.T.O.
Edging closer

If there is a lesson to be learnt from the current wage negotiations between SA Breweries and the Food & Allied Workers Union (Fawu) it is that, unless the unions are prepared to go for broke, there seems little point in making extremely high pay demands.

After almost three months of haggling the union has dropped its demand for R10/hour to R6.50/hour

The possibility of an agreement being reached has improved after last week’s concessions on both sides. On Friday SAB made a final offer of R5.45/hour. This is up 75c (16%) from the current R4.70.

SAB says the union’s initial overall demand amounted to 100% including ancillary benefits. Thus far the talks have been characterised by much across-the-table fist-thumping on the part of the union — and threats to seek fresh mandates from union members — while SAB has adopted a position of refusing to be “milked” simply because it is a progressive employer.

The company has also accused the union of wanting to extend the negotiations into the peak summer season when demand for beer is high, playing on fears of a “dry” summer. SAB human resources director Rob Childs says SAB’s minimum wage, taking in the current final offer, is R1 063 a month.

Public affairs manager Gary May says SAB is among the top three payers in the food industry. “It is against this backdrop that we reached a breakdown. If we were notoriously low payers, the situation would be different.”

The union denies it has been stalling and blames the company’s intransigence for the deadlock.

National organiser Rase Naecker says Fawu based its demands on SAB’s current profitability and the needs of its members. He says an agreement reached with SAB is significant because it tends to set a trend for food sector wages.

Union members are also threatened by diminishing annual increases. They also feel a need to assert themselves or to be “trampled.”

The union has until Monday to accept SAB’s final offer or lose out on an offer to backdate it to July 3.

During the second of two conciliation board hearings last Friday, the union also dropped its demand for 12 weeks’ bonus leave to six weeks, and cut by half its demand of four weeks’ maternity leave.

Both parties are to return to mediation started three weeks ago.
THE stereotype of a "hanging judge" might be a reality: some judges are far more likely to impose the death sentence than others, according to new research.

Of 32 Cape judges who heard possible death penalty cases from 1986 to 1988, just three of the judges accounted for more than half of all those sent to death row. While some judges did not pass the death penalty at all, one judge imposed it in 44 percent of the cases he heard.

The research, published in the latest edition of the South African Journal on Human Rights, examines the imposition of the death penalty in the Cape Provincial Division from 1986 to 1988. The authors, Christina Murray, Julia Sloth-Nielson and Caryl Tredoux, all from the University of Cape Town, list the 32 judges who heard cases which involved the death penalty during that period.

They state the number of death penalties imposed by each.

Taking into account that the judges might have had differing work loads, the researchers worked out the percentage of the total number of cases heard by each judge and the proportion of death penalties these cases could be expected to involve.

However, some judges passed the death penalty far more often than might have been expected.

Some judges are more likely to impose the death penalty than others, the latest research suggests. By CAMERON RICKARD

The five who passed the death penalty most often were judges FWB Baker, JLategan, HC Nel, L van den Hoever and D Williamson.

One of the startling results to emerge is that judges Baker, Lategan and Williamson, who heard only 15 percent of the cases, among them, sentenced to death 51 percent of the accused during the two-year period.

By contrast, another group of three judges all of whom passed the death penalty at least once, heard 32 percent of the cases, but sentenced only 12 percent of all those condemned.

Sixteen of the 32 judges did not pass the death penalty during the two-year period, although some of these 16 were acting during the time, and were not given permanent appointments.

Other findings included:

- Mr Justice Baker heard 2.24 percent of all the cases but was responsible for 10 percent of the death penalties passed.
- Mr Justice Lategan heard 8.09 percent of the cases but was responsible for 21.25 percent of the death penalties.
- Mr Justice Williamson heard 4.98 percent of the cases, while handing down 13.75 percent of the death penalties.

Mr Justice L Rose-Innes, who heard 10.40 percent of the cases, passed 1.25 percent of the death penalties.

Mr Justice EL King, who heard 3.09 percent of cases, sentenced no one to death.

The researchers say they believe that a judge's "personal predisposition to the imposition of capital punishment" plays a crucial role in explaining the statistics they unearthed.

However, another possible way of explaining the fact that some judges impose the death penalty so often is that they are "allocated" such cases far more often. The researchers say they cannot discount such a possibility, but that it would in any case be unacceptable if this were so.

They found that in 18 cases, judges imposed the death sentence even where there was no obligation to do so. Sometimes these were linked to "mandatory death sentences" - in other words, where someone found guilty of murder with no extenuation and therefore "automatically" sentenced to death, was also sentenced to death on other counts like rape.

However, 11 of these "non-compulsory" death sentences were not linked to "mandatory death sentences", and of these 11, five were passed by Mr Justice Lategan and four by Judge President G Munnik.

The research also showed that chances are strong an accused, once sentenced to death, will be refused leave to appeal - of the 120 people condemned by the Cape judges, leave was granted in 40 cases.

One of the alarming claims to emerge in the paper, is a reported interview by researcher David Bruck.

A Durban judge told Bruck that he had sometimes imposed the death sentence "merely to frighten local criminals". The unnamed judge said that in such cases he imposed the death penalty "while fully intending to write to the Ministry of Justice to recommend clemency."

This judge said he did not know whether these death sentences had actually been commuted as he had never enquired. He claimed the state president commuted about 80 percent of death sentences every year. However, the actual rate the year before the interview was 13 percent.

Director of Lawyers for Human Rights Brian Curran said the findings highlighted the "question of inequality before the law" and said it strengthened the argument for abolition.

"Surely the life or death of someone should not depend on which judge is allocated the case."

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Some drivers, who were cut out from the strike, were unhappy.

They said collective bargaining could not properly occur where there was no pressure of possible industrial action. In the case of the Durban bus drivers and management, they claimed their bargaining relationship could have "atrophied" over the years.

"It is quite possible that if the drivers had had the right to strike, they would not have needed to do so," they said.

Late yesterday talks were continuing after all-day discussions on Wednesday between management, union officials and lawyers.

After these talks, officials said they were "very promising" and that an end to the stoppage could be close.

They said the discussions were not about the settlement of the strike reached last week-end, but over the way it should be implemented.

In terms of the settlement workers will be re-employed rather than reinstated, but all workers will be rehired and they will not lose out on benefits accrued before the strike.

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Month-long bus strike may end

ABOUT 200 000 people in Durban have been without bus transport for exactly a month.

Thirty-one days ago some 900 drivers stopped work over a number of issues including wages.

Last week control of the strike was over and union officials signed an agreement with the Durban Transport Management Board. Workers were expected to return immediately.

However, after only a few dozen signed up early on Monday, there was a walk-out in protest over the way management was handling the re-employment procedure. Talks have continued all week to sort out these problems.

The strike has left some 200 000 commuters a day having to find alternative transport. It has also cost the city millions of rand in lost revenue. Under tough labour laws it has been an illegal strike since passenger transport is classified as an "essential service" and employees are prohibited from striking at all.

The irony, according to some labour lawyers, is that the classification of passenger transport as an "essential service" could be seen as

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By CAMERON RICKARD, Durban
Strike over disinvestment settled

Employees at Goodyear win cash bonanza

GOODYEAR employees have won entitlement to a massive cash bonanza which could average R6 000 each, and the company has also agreed to write off housing loans to employees worth R3 000 to R6 000 over five years.

The deal, involving 2,600 employees arises from the settlement announced yesterday, of the 11-week strike by 1,200 Numsa members over the terms of disinvestment of Goodyear's former US parent.

It also includes guarantees on employment conditions, jobs, and union contracts, and effectively nullifies the dismissals technically carried out during the strike.

A union spokesman says Numsa members have "succeeded in defending and advancing the gains made at Mobil" where 2,600 employees won a R6,5m disinvestment package in June.

The agreement provides that employees return to work by Monday, although a number have begun streaming back to the Uitenhage factory. The company expects to be back to full production within a week.

A company spokesman said the guarantees were given, and housing scheme improvements proposed, at the time of the announcement in June of the sale of the company to Congoleum.

According to details supplied by Numsa, the cash payments are to be paid out through the company pension fund. Each employee will receive a once-off R1,000 payment as "compensation". Goodyear says it will pay this money into the fund. In addition, employees will be entitled to withdraw double their own contributions plus interest back to the date of their last entry into the fund. They may alternatively transfer their benefits to a new provident fund whose establishment was agreed to in principle before the dispute.

Numsa national organiser Gavin Hartford says this will average R4 500 to R5 000 a person. A Goodyear spokesman has been unable to supply an estimate, but says he doubts the figure is that high.

Furthermore, it has been agreed the actuarial reserve, which includes pre-10% employer contributions, will be calculated for employees back to the date of their first entry into the fund. These amounts will then be transferred to a new provident fund still to be established.

Most black Goodyear employees withdrew their contributions from the fund in the mid-1980s, and then rejoined.

A Goodyear spokesman says the company has become "increasingly concerned about the future welfare and retirement plans of some employees who have made two withdrawals from the pension fund in recent years".

The R1,000 payment is apparently a bid to discourage further withdrawals.

The other major financial benefit for employees will derive from improvements to Goodyear's housing scheme.

The company spokesman was unable to say last night how many employees already participated in this scheme.

Goodyear bonanza

Beneficiaries of the scheme, which is open to all employees, will be required to pay only 8% interest on the outstanding amount with the company bearing the capital repayments.

Employees have been guaranteed no retrenchments for 12 months, and that wages, benefits, other employment conditions, and social responsibility programmes will be maintained at at least their present levels for the same period.

Hartford maintains Goodyear's disinvestment cannot be seen as an anti-apartheid move since Ohio-based Goodyear is maintaining a licensing contract and will continue to transfer technology.
Biko Day stayaway is almost unheeded

By CASSANDRA MOODLEY

WORKER unity appeared to be strained this week when a reported call for a stayaway on September 12, Biko Day, went virtually unheeded.

However, union leaders insist that despite confusion regarding action on Biko Day, the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) remain committed to the unity of workers.

In a press statement released at the beginning of the month, Nactu, the black consciousness movement and the Pan Africanist Movement called for a day of "national protest action" to mark the 12th anniversary of the death in detention of political leader Steve Biko.

However, Nactu general secretary Pireeshaw Carmay told the Weekly Mail that at the meeting with Cosatu last Friday — held to evaluate the success of the stayaway on September 5 and 6 — they did not agree to a stayaway call for September 12. He said it was decided that protest demonstrations would be held instead.

A Nactu official said there were isolated incidents where workers did stay away but the number was negligible because the confusion made it difficult to obtain a mandate from workers.

A stayaway was reported at some schools in Port Elizabeth. The report added that the Port Elizabeth Students’ Committee disassociated itself from the stayaway which was called "in the name of the mass democratic movement by Nactu and the BC groupings to mark the 12th anniversary of the death of Steve Biko."

Meanwhile, Cosatu said in a statement this week that the decision, taken at last month’s workers’ summit, to boycott white businesses and stage protests against overtime had been postponed to September 22.

Not forgotten: Johannesburg marchers recall the death in detention 12 years ago of Steve Biko

The 12th anniversary of Biko’s death was commemorated on Tuesday at venues around the country.

On Monday, about 200 BCM supporters staged a placard demonstration in Johannesburg. The demonstration was aimed at observing Biko Day and continuing the campaign against the Labour Relations Amendment Act.

The demonstrators marched to the Kerk Street and Simmonds Street branches of First National Bank to protest against the bank’s sponsorship of the international rugby tour.

Police armed with batons ordered the demonstrators to disperse in terms of the Emergency regulations. One demonstrator was arrested but later released, said a BCM representative.
Durban fleet back on road

Own Correspondent

THE entire Durban Transport Management Board (DTMB) fleet would be back on the road this morning, the general manager, Mr Marshall Cuthbert, said last night.

The majority of the dismissed drivers were yesterday re-employed after a strike that lasted more than a month.

He said there had been no intimidation and recruitment had occurred in a "good spirit".
Labour unrest mounts

By Drew Forrest

Industrial unrest is mounting in the run-up to the overtime ban called by organised labour to protest against the Labour Relations Amendment Act.

The two-week ban is scheduled to start on Friday.

SAPA reports Federated Chamber of Industries labour adviser Mr. Gerrit Beudenbrouwer as saying that an unofficial go-slow appeared to be underway in some companies.

Mr. Vincent Bredt of the Associated Chambers of Commerce and Industry said the protest was resulting in "different forms of action which are not co-ordinated from the top."
SACKED OVER STAYAWAY

OVER a thousand black workers have either been sacked or given warnings by management for staying away from work on September 5 and 6.

They heeded a call by the National Council of Trade Unions (Nactu), the Congress of South African Trade Unions (Cosatu) and independent unions to stay at home on those days in protest against the white elections.

Spokesmen for the two federations said the majority of employers had decided to apply the principle of "no work, no pay" in response to the stayaway as suggested by Ascorcon.

Nactu official Miss Dale Tiffin said at least 1,500 workers belonging to the federation's unions had been given warnings. Nactu unions intended to contest the action, she said.

By LEN MASEKO

Among companies which took disciplinary action against their workforce were Murray and Roberts (950 workers) and Pretoria Portland Cement (500).

At least 135 members of Cosatu-affiliated unions were dismissed by various companies after participating in the two-day protest. A spokesman for the federation said Cosatu official Mr Neil Coleman said 36 of the dismissed workers were later reinstated after union officials intervened.

Of those dismissed 81 were employed by the Grahamstown municipality.
Catering labour strike intensifies

By Drew Forrest

Labour conflict in the Fedics contract catering group - where 1,000 workers have been on strike for six weeks - appeared to deepen yesterday with the workers' trade union accusing management of "stubbornly" refusing its mediation demand.

Mr Kauzer Thibedi, branch secretary of the Commercial, Catering and Allied Workers Union, said management and the union had agreed to mediation in respect of three strike-bound Fedics' operations.

However, the employers' insistence that strikers at Fedics Food Services (FFS) return to work as a condition of mediation was a major obstacle to settlement, he said.

The strike centres on demands for pay increases -- Cawusa is calling for a R850 minimum wage, as against the R600 offered by the company -- and centralised bargaining.

Fedics' personnel director, Mr John Moore, said only the strikes involving Jan Smuts Airport and two in-flight operations were lawful.

He stressed that the complexity of the group's operations countrywide precluded centralised wage negotiations.
JOHANNESBURG — Some 1,500 Hospital workers will have to wait till November 7 to find out whether an Interdict restricting them from industrial action is to be made permanent or set aside.

The case of Mr Jeaneth Mpenyane and others versus hospital superintendent Dr Reginald Broekmann received a brief hearing in the Rand Supreme Court yesterday afternoon.

The proceedings were a sequel to a temporary interdict granted to Dr Broekmann on August 16, restricting hospital employees from industrial action. Workers are challenging that interdict while the superintendent is seeking to have it made permanent.

About 200 workers in court to hear the postponement decision were the remnants of 1,500 who gathered on the premises of Johannesburg Hospital early yesterday morning in preparation for a march to the Rand Supreme Court, where they were to "meet head-on with their management", according to the National Education, Health and Allied Workers' Union.

But a kilometre from the hospital most of them were turned back by police, who said that till they had permission from a magistrate their march was illegal.
Workers strike over rape case

ABOUT 200 City Tramways employees stopped work last week to protest against the findings of a disciplinary hearing over an alleged rape of a worker by a driver.

A spokesperson for the workers, who are members of the Transport and General Workers' Union, said the hearing had found the driver not guilty, but the workers wanted the case reopened.

He said the Transport and Allied Workers' Union was opposed to the hearing being reopened.

City Tramways public relations officer, Mr Bob Krauser, confirmed that a stoppage had taken place over a disciplinary hearing.

"The matter was resolved to the satisfaction of both parties," he said.

South 21-27/4/89
Tile workers invited back

NINETEEN workers dismissed from the IitalTite Centre in Observatory after a wildcat strike at the beginning of the month are still without jobs.

The workers, members of the Commercial, Catering and Allied Workers’ Union of South Africa (Cawusa), downed tools on September 1 in support of wage demands.

According to a Cawusa spokesperson, the stoppage continued the following day.

The workers then stayed away from work on September 5 and 6 in support of the nationwide protest action against the Labour Relations Amendment Act.

They were dismissed when they returned to work.

Mr G le Roux, IitalTite spokesperson, said the company had issued written requests and warnings to the dismissed workers on five separate occasions.

The company had not taken into consideration their absence on September 5 and 6 when making the decision to dismiss them, and all 19 workers had been given the opportunity to reapply for their jobs, he said.

Meanwhile, the Construction and Allied Workers’ Union (Cawu) plans to go to court over the retrenchment of 279 Cawu members from Corobrik in Stellenbosch last month, a Cawu spokesperson said.
350 nurses dismissed

The 350 student nurses at Garankuwa Hospital who have been on strike since Monday over food were dismissed yesterday afternoon after failing to heed an ultimatum to go back to class and work.

Dr R van Niekerk, medical superintendent of the hospital, said the male and female students failed to heed an order that they resume their duties at 2:00 pm yesterday.

Van Niekerk said the decision to fire the students was a disciplinary measure following their disruption of medical services at the hospital.

The students went on strike after some of their colleagues could not get food on Monday evening. The students then asked hospital authorities to introduce a coupon system which would enable them to eat at a place of their choice if food was not available in the dining hall.

A spokesman for the students yesterday denied that they disrupted medical services and accused the hospital authorities of having called riot police who "provoked a peaceful demonstration."

The students held talks with officials of the TPA on Wednesday on how to improve the system at the dining hall. According to Dr L. van Heerden, a superintendent of the hospital, the TPA officials were to have reported back today or on Monday.

Van Niekerk yesterday confirmed the presence of the police inside the hospital and said they only asked the students to leave the premises "and come back on Monday."

Van Niekerk said it was imperative under the circumstances to take disciplinary action against the students. He did not know if the 350 student nurses would be reinstated.

Van Niekerk said he did not know who had called the police. He suspected, however, that they were summoned by the TPA security guards "after they became frightened by the marching student nurses."
820 people have died

Strike forces shut down

PORT ELIZABETH — Production operations were shut down yesterday at Volkswagen in Uitenhage after an unprocedural strike by workers in support of a demand for the unconditional reinstatement of a dismissed shop steward.
Boycotting nurses sacked

PRETORIA — The chief superintendent of Garankuwa Hospital, Dr Louis van Heerden, has confirmed that 270 student nurses at the hospital have been dismissed following a boycott of classes and work since Tuesday.
Employers halt talks with unions over ban

JOHANNESBURG — Employer federation Saccola has suspended its participation in talks on the Labour Relations Act with Cosatu and Nactu because of the union-initiated anti-LRA overtime ban and consumer boycott of white business.

A major retailer said at the weekend that it was still too early to measure the impact of the action officially launched on Monday. However, it has clearly taken a grip in the Eastern Cape, where a boycott began prematurely 12 days ago.

Saccola told the unions at meetings on Thursday night and Friday that it was unwilling to continue negotiations on the act.

The employer federation has resolved to seek mandates from its constituents — 11 of South Africa's largest employer organisations — as to whether it should continue talks in the face of these actions.

Saccola secretary Mr. Friede Dowie said last week that employers considered the ban and boycott an act of bad faith, coming as they did in the middle of negotiations.

At the weekend, Nactu general secretary Mr. Piroshaw Camay defended the union initiative. “They (Saccola) want us to lay down our weapons while they retain the ability to use the act against us,” he said.

He said the overtime ban would be reviewed on October 6. He warned that the only way of ensuring that it ended was for employers to either reach agreement with the unions on amendments to the act by then, or to place a moratorium on the use of its repressive provisions.

The boycott is scheduled to end on October 6.
Boycott begins to bite in retail sector

SIPHO NGCOCBO and ALAN ENK

THE trade-union backed consumer boycott of white-owned businesses, designed as a protest against the Labour Relations Act, was beginning to affect major retail stores, leading retailers said yesterday.

Stores that confirmed they were beginning to feel the effects of the boycott included Pick ’n Pay, Checkers, Dion and the Edgars Group.

Employer organisations and Cosatu and Nactu said the impact of the simultaneous call for an indefinite, national overtime ban was still being assessed.

At least one company has won an Industrial Court interdict against the ban, while other applications may be in the pipeline.

Cosatu Witwatersrand regional secretary Ariel Mabalane said it had been decided the boycott on the Reef would continue for another seven days beyond the scheduled two weeks. He added that it had been decided to defy interdicts granted against the overtime ban.

Pick ’n Pay chairman Raymond Ackerman said the effect of the consumer boycott varied from slight to medium. Staff purchasing had dropped in a lot of areas and customer purchasing in some. He was unable to give figures of turnover losses.

Checkers MD Clive Weil said the effect of the boycott were noticeable only in East London and other eastern Cape areas. He said it was contrary to Checkers’ policy to divulge statistics.

Dion MD Janne Els said his company’s stores suffered an overall 10% loss in turnover on Friday and Saturday when the boycott began. He said he would be in a position to give yesterday’s figures today.

Edgars Group MD Vic Hammon, whose group of stores includes Sales House and Jet, said the consumer boycott was noticeable in the Johannesburg CBD. “I do not have figures yet but from the look of things, some people are adhering to the boycott. I was in the Johannesburg CBD on Saturday and noticed that it was empty.”

Meanwhile, East London’s CBD Association chairman Frank Bishop said his organisation was still prepared to negotiate with the boycott planners but said the task was almost impossible since the planners were faceless.

“Wanting a meeting with these guys is like wanting a meeting with God. Just like God, they do not have telephone numbers nor offices where they could be contacted,” said Bishop.

Spokesman for the FCI and Sefsa said they were still awaiting reports from members on the extent of the overtime ban. And Cosatu and Nactu officials said they were awaiting feedback from their regions and affiliates.

Transvaal Mattresses was granted an interdict last week against the Paper, Printing Wood and Allied Workers’ Union.

Industrial Court spokesmen said another four notices had been received in respect of urgent applications against overtime bans. However, these had not been carried through and it was possible the matters had been settled out of court.
Ccawusa on strike at Dion

A NUMBER of Dion stores on the Reef and in Pretoria were hit by strike action yesterday, apparently over demands for the recognition of the Commercial, Catering and Allied Workers' Union (Ccawusa).

Mr Howard Davison, Dion's human resources director, said about 200 workers had downed tools at the Johannesburg City, Wynberg, Randburg, Springs and Arcadia (Pretoria) outlets, and at a warehouse in Denver.

The strike was partial and the stores remained operational, he said. Union comment was not available.

Davison said management considered the strike unlawful, and would be seeking to interdict it. The workers had been told they faced disciplinary action, including dismissal.

Reacting to Ccawusa's recognition demands, Davison said the union had failed on eight occasions to prove it was representative, while a recent validation exercise had shown it represented only 18 percent of the workforce.
Some of the 800 Fidelity Guards workers who downed tools yesterday. They are demanding the dismissal of a supervisor, Mr Wilson Kwenda. The workers claim the supervisor is against unions. They have vowed to continue their strike until he is dismissed. Pic: ROBERT MAGWAZA
PORT ELIZABETH. — Volkswagen production operations in Uitenhage will remain closed indefinitely following a Port Elizabeth Supreme Court order against the National Union of Metalworkers.

The company had applied for an urgent interdict and on Saturday was granted an order which declared illegal the "unprocedural strike" action by some employees, with the return date reserved for October 4.

Employees would be restrained from entering the company premises until the matter was resolved.

Today, several militant workers converged around the locked gates of the VW plant, but later dispersed.

A spokesman for VW's public affairs department confirmed that the situation remained unchanged and that the plant would remain locked for an indefinite period, while negotiations between Numsa and management continued.

Captain Bill Dennis, SA Police liaison officer for the Eastern Cape, said there was no march procession by VW employees yesterday. He said they had gathered at the company gates but soon dispersed.

There had been rumours in Uitenhage that workers were going to march to the town centre, Capt Dennis said.

Earlier, a VW spokesman had said some workers in the press shop had gone on strike on Thursday, following the dismissal and subsequent conditional reinstatement of a Numsa shop steward.

He said management had no option but to take action, after a group of employees had refused to follow agreed procedures or to adhere to an agreement between the company and Numsa shop stewards regarding the conditional reinstatement of the dismissed worker — Sapa.
Cosatu praises 'watershed judgment'

Overtime: Choice lies with workers

JOHANNESBURG — Cosatu has lauded as a "watershed judgment" a decision by the Appellate Division of the Supreme Court to uphold the right of workers not to work overtime.

In its decision handed down yesterday morning, the Appellate Division in Bloemfontein ruled in favour of the Cosatu-affiliated Food and Allied Workers' Union (Fawu) and found that South African Breweries (SAB) could not force workers to work overtime if they were not contractually bound to do so.

A year ago, SAB took the union to the Supreme Court here, but lost the case. The company then appealed to the Appellate Division.

"Under the common law, no employee can be directly or indirectly compelled to perform work he is not contractually obliged to do, no matter whether in refusing to do such work he acts individually or collectively with others, and irrespective of the reason or purpose for such refusal," said the judgment.

The court said this right not to work overtime was an important weapon workers possessed in the bargaining process.

Cosatu said the watershed judgment "vindicates our position on the overtime ban".

"The decision to call a national overtime ban taken at the second Workers' Summit was taken against the backdrop where the majority of workers are disenfranchised and many members victimised through the new LRA (Labour Relations Act)," Cosatu said.

It warned employers who threatened legal action to heed yesterday's judgment.

Earlier, SAB said the ruling highlighted a loophole in labour legislation.

"We believe that any collective refusal to work, including voluntary overtime, to induce an employer to meet a union demand, should be preceded by negotiations and conciliation," said Mr Adrian Botha, a company spokesman.

"We hope the labour law will be amended in the interests of labour peace. We also hope that until it is amended, trade unions will agree to negotiate and conciliate before invoking overtime bans," — Sapa.
PRETORIA — A total of 151 student nurses have been sacked from the Garankuwa Hospital following a strike. The students have been striking since September 19 because they were allegedly dissatisfied with their food.
Seven arrested in Joburg

JOHANNESBURG — Seven people, five men and two women, were arrested in terms of the Internal Security Act after 200 workers of the Wynberg branch of Dions here were involved in a clash with police earlier this week.
Blackchain dispute

MORE than 100 workers at the Blackchain Centre supermarket in Dieploof, Soweto, were yesterday locked out by management after they allegedly refused to meet the deadline for submitting renewed job applications.

According to workers, management issued them with application forms but no reasons were given for the reapplication.

Workers' representatives from the Federal Council of Retail and Allied Workers of South Africa (Fedcraw), alleged that management had refused shop stewards entry into the premises to discuss the issue since Monday.

However, management scoffed at claims and said workers had been informed to reapply for their jobs because the supermarket had been leased to a new group of people.

The managing director, Mr. Paul Gama, refused to name the company that has taken over.

Shop stewards claimed that on Monday casual workers were employed and yesterday notices were displayed on the doors informing workers to consult management to arrange for their pension and unemployment insurance funds today.
Court upholds overtime ban

THE Appellate Division yesterday upheld the right of the South African Breweries' employees to refuse to work overtime - giving impetus to the current national overtime ban by more than a million workers countrywide.

The judgment follows an appeal by the SAB against a Supreme Court ruling which dismissed with costs an application by the company that an overtime ban by its employees be declared illegal.

The court held that under the common law "no employee can be directly or indirectly compelled to perform work he is not contractually obliged to do, no matter whether in refusing to do such work he acts individually or collectively with others, and irrespective of the reason or purpose for such refusal."

Mr Justice Smalberger, concurring with four other judges, added: "The right of workers to withhold labour they are not contractually obliged to perform is an important weapon they possess in the bargaining process that underlies the theory of modern labour law."

The case stems from the decision by members of the Cosatu-affiliated Food and Allied Workers' Union to institute an overtime ban at SAB in an effort to force management to accede to their wage demands in September 1987.
Court rejects SAB appeal in major test case on union overtime bans

IN A major labour relations test case on the legality of overtime bans, the Appellate Division yesterday rejected an appeal by SA Breweries (SAB) in the matter involving the Food and Allied Workers' Union (FAWU).

Mr Justice J A Smallberger found an overtime ban did not constitute a strike.

The decision comes in the wake of a number of contradictory judgments by divisions of the Supreme Court and the Industrial Court.

SAB contended the ban on overtime amounted to a strike and that, if this was correct, such a strike would, pursuant to the terms of the Act, and particularly section 65, be unlawful.

Mr Justice Smallberger's judgment – with Chief Justice Corbett and Judge Van Heerden, Mules and Stryer concurring – hinged on whether the collective refusal to work overtime to pursue a demand constituted a strike as defined by the Act.

"What is essentially at issue is whether the refusal to work overtime by the employees amounted to a refusal or failure by them 'to continue to work' or 'to resume their work'" Mr Justice Smallberger said.

He said it was common cause that, though employees regularly worked overtime, they were not contractually obliged to do so.

"Though the definition of a strike was not limited to breaches of contract, it would be impossible to define what constituted work 'normally or usually' performed. Furthermore, he said, the term "work" should be narrowly interpreted because under common law an employee can be compelled to perform work he is not contractually obliged to do."

Mr Justice Smallberger said: "The right of workers to withhold labour they are not contractually obliged to perform is an important weapon they possess in the bargaining process. It enables them to organize their labour power effectively in negotiations," Mr Justice Smallberger said.

Although there were cogent arguments that could support a contrary view, Mr Justice Smallberger said the principles and considerations he had mentioned were, to his mind, decisive.

Future decisions of the Industrial Court will have a crucial bearing on the effects of this decision.

FAWU attorney Kocks Pillay said it remained to be seen whether the court would overrule this decision by determining that overtime bans could be unfair even if they were not unlawful.

FAWU assistant general secretary Mike Madlala lauded the judgment.

However, SAB human resources director Rob Cluza said the judgment highlighted a loophole in the LRA. SAB hoped it would not now be forced to make overtime contractually compulsory to overcome it.

He said any collective action to induce an employer to meet a union demand should be preceded by negotiations and conciliation. He hoped unions would agree to do so before invoking overtime bans.
Fedics and union hit a stalemate over wage rise

The strike by about 1,000 Fedics employees continued earlier this week, with both management and the workforce still locked in a wage stalemate.

The industrial action revolves around the union's demand for pay increases of R850 a month, against the R600 offered by the catering company. The union, in addition, demands a centralised bargaining forum for all Fedics subsidiaries.

Fedics management has rejected centralised bargaining, saying the complexity of the group's operations precluded such a structure.

A Ccawusa spokesman said: "The bosses at Fedics, as a way of dividing and making our struggle more difficult, have insisted that we bargain with individual plants.

"This would mean, for example, in Fedics Food Services' case, we would have to negotiate with over 500 plants. The company has canteens in many commercial, mining, chemical and manufacturing companies," he said.

Meanwhile Ccawusa's Johannesburg branch is locked in dispute with Main Paper, a spokesman for the union said.

Ccawusa members employed by the company demand a minimum wage of R150 a week while management is offering R130 a week, according to the union.

A demonstration by the union's members at the company's Johannesburg plant was stopped by police last Thursday.

Ccawusa official Mr Jackie Masuku said the dispute revolved around a wage deadlock between the two parties. The dispute has led to a strike by the union's members two Main Paper plants in Johannesburg and Pretoria.
Court ruling strengthens unions’ hand

By Drew Forrest

In a watershed ruling, the Appellate Division yesterday upheld workers’ right to impose a boycott on overtime where there is no contractual duty to perform it.

The judgment, on an appeal by SA Breweries, will greatly strengthen the hand of the trade unions in their current national overtime ban. It has prompted SAB to call for changes in the Labour Relations Act “in the interests of labour peace”.

Binding on all ordinary courts, it is likely to influence the Industrial Court in deciding whether to grant employers interdicts against the ban, lawyers said.

The appeal was against a Rand Supreme Court judgment last year. This had rejected an SAB application for an overtime ban by Food and Allied Workers Union members to be declared an unlawful strike.

Upholding that decision, the Appellate Division ruled that an overtime ban was not a strike and that employers could protect themselves against such action only through contracts with employees.

Reacting to the ruling, SAB said it hoped employers would “not now be forced to make overtime contractually compulsory”. It called for amendments to labour legislation to plug the “loophole” highlighted by the ruling.
6 500 workers barred from plant

Three-day lock-out at VW should end today

By Drew Forrest

The three-day lock-out of the 6 500-strong workforce at Volkswagen’s Uitenhage plant is set to end today.

VW said, after talks with National Union of Metalworkers shop stewards, that it had agreed to lift a Supreme Court interdict barring workers from the plant.

‘Violent intimidation’

The lock-out followed a strike over a dismissal last week, which management said was accompanied by “violent intimidation”. Union comment could not be obtained.

• Dion Stores has agreed to start recognition talks with the Commercial, Catering and Allied Workers Union once it establishes that it represents company workers.

A “validation” exercise to test union membership is to start shortly. It follows Monday’s strike by 550 workers at Dion’s Johannesburg city, Wynberg, Randburg, Springs and Arcadia stores, and at its warehouse in Denver.

• National Union of Mine-workers members begin a strike ballot at five De Beers diamond mines on Monday, after deadlock in annual wage talks. About 7 500 workers are affected.

Mr Neville Huxham of De Beers said the stalemate was mainly over wages for the lower-paid.

37 pc demand

De Beers had offered 17 per cent at the bottom, as against the union’s 37 percent demand.

• The Rand Water Board has given 400 workers fired after last week’s strike at its Zuikerbosch pumping station, near Vereeniging, until October 6 to apply for re-employment.
By JOSHUA RABOROKO

BLACKCHAIN, the country's major supermarket, is now under new management after the fourth time within two years. And the new management has a tight relationship with the Federal Council of Retail and Allied Workers Unions, the union representing the store's plus-minus 100 workers.

Yesterday, Mr. Paul Gama, who has been the managing director of Blackchain, visited the store. He said he was looking for new management to handle the store's problems.

BLACKCHAIN was sold to a group of business people in January 2023, bringing a loss of thousands of rand in turnover each month. The store was then sold to a new company in May 2023, and the new management has been in charge since then.

However, the new owners have been unable to resolve the problems facing the store, including lack of stock, staff turnover, and operational issues. The store has been closing early, and the staff morale is low.

Workers at the store have been asked to re-apply for their jobs, but they have refused to do so. They are demanding better working conditions and a fair wage.

Mr. Paul Gama, who has worked at Blackchain for over 20 years, said he was disappointed with the new management's lack of commitment.

He said, "We worked hard to keep the store running, but the new management has not been able to maintain the same level of service. We are tired of the constant changes and the uncertainty that comes with it."
‘Overtime ban is ineffective’

A LIMITED survey of FCI members this week suggested the anti-Labour Relations Act overtime ban called by Cosatu and Nacta was ‘not very effective’, the FCI’s Gerrie Besudenbout said yesterday.

The FCI had so far received feedback from one provincial chamber, two national associations and nine large companies. Members had noted some overtime bans, but in most cases there had been little difficulty in getting employees to work after normal hours. There were some cases where overtime bans were being used to back local demands unrelated to the LRA.

Cosatu and Nacta could not be reached for comment.
VW still has ‘relationship’ problems

VolksWagen’s Uitenhage plant, shut down due to industrial action since Friday, is to reopen today after the conclusion of lengthy negotiations between management and NUMSA shop stewards.

However, both parties agreed serious “relationship” problems at the factory would have to be solved over the next few weeks. The plant has suffered at least four unprocedural stoppages costing 18 days production in the last two months.

VW human resources director Brian Smith said agreement had been reached on the strike issues — disciplinary action against a shop steward.

He said that based on these agreements and an undertaking that workers would refrain from the conduct that gave rise to the Supreme Court interdict last Friday.

VW had agreed to lift the interdict against NUMSA and its members.

NUMSA regional secretary, Les Kettle, confirmed the settlement of the dispute, but said the use of court interdicts was not conducive to resolving problems.

The union’s motor department secretary Fred Sauls said the court action and subsequent lock-outs were a worrying symptom of a new “hardline” management attitude.

Smith responded that violent acts on Friday had left the company with no choice but to use the courts.
Industrial court hears overtime ban case

By Drew Forrest

The SA Clothing and Textile Workers Union (Sactwu) is to meet a Pretoria firm in the Industrial Court today on the vital question of the fairness of an overtime ban.

This week the Appellate Division gave an indirect boost to the labour movement's national overtime boycott by ruling that the refusal to do overtime was not a strike.

The current case, in which Silverton Tannery is seeking an interdict against an overtime ban by Sactwu members, is the first to go before the Industrial Court since the Appellate Division ruling.

DISPUTE DECLARED

The tannery's managing director, Mr Glen Manley, said the company would argue that the overtime ban was an unfair labour practice.

In a related development, Sactwu this week declared a dispute after industrial council talks with Western Cape cotton employers over demands that employers bypass controversial clauses in the Labour Relations Act (LRA) Sactwu's Mr Ebrahim Patel said demands included a management undertaking not to use section 79(2) of the Act, which creates a presumption of union involvement in illegal strikes.

Sactwu has put the demands in over 150 bargaining forums. More than 20,000 members are already covered by agreements bypassing the LRA, it says.
Textile industry hit by stoppages

By Drew Forrest

Success in the recent Hextex, Worcester, strike has sparked a wave of industrial action in the western Cape textile industry, says the SA Clothing and Textile Workers' Union (Sactwu). In its latest newsletter, the union says that since the July settlement of the seven-week Hextex strike, the longest in the sector, more than 20 stoppages have occurred.

- About 325 National Union of Metalworkers of SA members on strike at Atlantis Diesel Engines had accepted management's pay offer and returned to work, the company said.
MORE than 1 000 Coke employees yesterday embarked on a work stoppage at plants in Pretoria and Johannesburg apparently triggered by a row over the current national overtime ban.

Amalgamated Beverage Industries' plants affected by the stoppage were Midrand, Devland and Benrose.

ABI managing director Mr Alex Reid confirmed the industrial action but said only part of the workforce at Benrose were involved in the strike.

The company's employees, all members of Food and Allied Workers Union, were protesting against management's decision to "discipline certain drivers for not conducting their work in the manner in which they were employed to do," Reid said.

Fawu official Mr George Nene said the Coke employees would only return to work if their grievances were attended to.

Fawu members demanded that management "recognise" the overtime ban called for by Cosatu and Nactu; reinstatement of 300 Sparlette employees fired by ABI after it took over the firm; cancel pending disciplinary hearings against union members.

*Scores of members of the Black Health and Allied Workers Union of South Africa (Bhawusa) have embarked on a go-slow strike at American company Warner-Lambert in protest against management's alleged refusal to reinstate a dismissed worker.

A Bhawusa spokesman said the union members wanted management to unconditionally reinstate their colleague, dismissed after he was alleged to have been involved in a theft. The said worker was later acquitted of theft charges by a magistrate, he said.