INDUSTRIAL RELATIONS - STRIKES

1989

SEP - DEC
Wage strike: SAB slams 'union violence'

SAB yesterday expressed concern about alleged escalation in violent incidents relating to the week-old wage strike by 5,500 Food and Allied Workers' Union (Fawu) members.

A spokesman said a second stabbing, following one on Friday, had been reported from the Prospecton brewery in Natal, that casual workers had allegedly been attacked and there had been intimidation of salaried black employees.

He added sales representatives had been threatened and the company had received reports of homes being petrol bombed. Police were investigating all criminal charges, the spokesman said.

The company, he said, had called on Fawu to renounce "these senseless acts." A Fawu spokesman said the union would respond to these allegations and other strike developments at a press conference tomorrow.
SA BREWERIES management stressed yesterday beer supplies would not dry up as a result of the national wage strike at seven of its 11 breweries.

SAB public affairs manager Adrian Botha described reports that beer was running out as "panic reaction." Beer outlets in Cape Town last week reported shortages.

Between 3,000 and 5,000 workers downed tools on Wednesday to back demands for a 35% increase in the minimum wage.

The SAB reported several incidents in a statement to Sapa on Friday, including the alleged stabbing of a casual labourer by a unionist in Kimberley.

SAB and Southern Associated Malsters also won a Supreme Court order to evict about 1,500 workers from SAB's Roselyn, Alfredo and Isando plants after alleged intimidation.
Union weapon

In rejecting SA Breweries' appeal last week in a test case against the Food & Allied Workers' Union's overtime ban, Justice Smalberger of the Appellate Division states: "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. It assists them to organise their labour power effectively in negotiations with their employer. They would be deprived of this right, at least for a period of time, and their bargaining power would be correspondingly weakened, if the word 'work' was interpreted to encompass voluntary overtime."

The landmark judgment (in concurrence with Chief Justice Corbett and Judges Van Heerden, Milne and Steyn) follows conflicting findings in both the Industrial Court and the Supreme Court on the definition of the word "work.

The judgment would seem to strengthen the position of the Cosatu unions, which have staged overtime bans as part of their protest against the Labour Relations Amendment Act.

For employers, it raises the question of whether overtime should be written into employment contracts. In labour law, however, it remains to be seen whether the Industrial Court could yet find overtime bans to be unfair labour practices in certain cases - even though they're not unlawful.

A cardinal point in the judgment centred on the proper meaning to be ascribed to the word 'work' in the phrases 'to continue to work' and to resume their work'.

The Act does not define work. So the judge wrestles with whether its usage and meaning in the strike definition "cover only activities which a worker is contractually obliged to perform, or whether it includes activities which a worker can be said to perform habitually (or normally or usually), even though he is not bound by contract to do so, for example, voluntary overtime work regularly done."

The company naturally argued for the wider definition, while the union sought to limit the meaning to contractual work.

The employees were not contractually obliged to work overtime in the SAB case. Nor was it disputed that they have in the past regularly worked overtime when required to do so. A long-standing practice of working overtime, the judge observed, could conceivably give rise to a tacit agreement between an employer and an employee that the latter will work overtime whenever required to do so. The employee would then be contractually obliged to perform such overtime.

"In the present matter, the existence of any such tacit agreement has been expressly ruled out by Breweries' acceptance in its founding affidavit that the employees were not contractually bound to work overtime. If the concept of work in the definition of 'strike' only encompasses work which an employee is contractually obliged to perform, the refusal to work overtime cannot constitute a strike as defined." 

In cases where contrary judgments were reached (the Plasson Evans case against CWIU last year and East London Furniture against Ppawu, earlier this year), Smalberger said the judges "were primarily swayed by the view that the definition of 'strike' contemplated all manner of work habitually performed, whether contractual or not." And Judge Landman last year concluded that it would be anomalous and contrary to the legislature's intention, if overtime bans in respect of non-contractual work alone were excluded from the statutory conciliation process which the Act makes provision for, because they did not fall within the statutory definition of a strike.

Grey areas

However, Judge Smalberger's most important consideration for giving the word "work" a limited meaning was that "vagueness would be imported into the definition of 'strike', if the word were not confined to activities an employee is contractually obliged to perform."

In the case of voluntary overtime work, where would one draw the line in determining whether it has been habitually performed? What criteria would one apply? How long would the practice of working overtime have to be established to make it habitual (or normal or usual)? With what frequency must it have occurred? Must it have permeated the whole work force, or would it suffice if only part of the work force engaged therein?

"In the latter instance, must it have prevailed among the majority or a substantial minority of the work force? Must it have prevailed in a particular factory, or in the industry generally? What if workers were required to perform overtime substantially in excess of the limited overtime previously done? The grey areas would be legion."

Also, since the strike provisions are penal, they must be strictly construed. "A construction is, therefore, called for which does not render criminal (that) conduct which at common law is perfectly lawful. This would be the inevitable consequence of including voluntary overtime in the meaning of the word 'work.'"

Though there are cogent arguments to support the contrary view, Smalberger's principles and considerations he mentions are "decisive."

"Furthermore, the worker loses no common law rights which affect his negotiating position. Nor will the employer be prejudiced, because he can protect himself from the consequences of a voluntary ban on overtime by contracting with his workers to do overtime, or supplementing his work force where necessary."

The companies argued on appeal that the employees' conduct could have "retarded or obstructed" the progress of work. However, the judge saw this provision as aimed at a go-slow strike or work-to-rule - "a situation where work is done, but at substantially reduced levels of activity and productivity."

A ban on voluntary overtime did not fall into either of these categories.

As it was in the nature a test case and since the parties agreed, no costs were awarded.

FINANCIAL MAIL OCTOBER 6 1989
Beer shortages

As Strike Bites

By Charlie Vulters
30c discount to beat strike

By Robyn Chalmers

SA BREWERIES distribution lines were hit by a strike this week, forcing retailers to queue at depots to ensure drinkers of their weekend beer.

As compensation, SAB lowered its beer price by 30c a case for the many retailers who preferred fetching supplies to facing the wrath of pintless tipplers.

Retailers reported that some of the more popular brands of beer were in short supply, causing them to stock up on slower-moving lines.

Casuals

All hands in SAB were called in to help keep production going. SAB hired hundreds of casual workers to fill in for the 5,000 strikers.

SAB spokesman Adrian Botha said temporary staff were hired from all sections of the population. Black and white were working side by side in bottling plants to meet demand.

Mr Botha said: "The strike means that we cannot deliver as effectively as we would like."

"Unfortunately, we received widespread allegations of violence, some casual workers receiving bomb threats and monthly paid black staff being intimidated.

Violence

Police were called in at various plants to evict strikers carrying pangas, knobkerries and wooden replicas of AK47 rifles. A casual labourer was allegedly stabbed in Kimberley and several delivery trucks were stoned in Soweto.

Fawu said it rejected violence. If SAB could provide it with the names of union members allegedly involved, it would call on them to stop.

Fawu branch organiser Ernest Buhlelele said the company had to realise that the strikers had many sympathisers over which the union had little control.

If the company had not locked out workers and had allowed union members to remain on the premises, there would have been better control over them.
A NATIONAL beer drought is looming following a strike by between 3,000 and 4,000 South African Breweries workers.

The strike is one of several involving more than 20,000 workers in different sectors throughout the country.

The SAB workers were due to down tools on Thursday after attempts at mediation failed to resolve a dispute between the company and the Food and Allied Workers Union (Fawu).

The dispute was declared on the second day of annual wage negotiations when the company presented a set of demands which Fawu claims would seriously impede the union's ability to take industrial action.

The workers have called on the community and government to support them.

Another 5,000 Fawu members are on strike at the milling, feed and oil divisions of Premier throughout the country.

The workers downed tools last Thursday after wage talks deadlocked the previous day.

They are demanding an across-the-board increase of R39 per week.

The company has offered R28 to milling workers, R24 to Epac workers and R23 to Epol workers.

The workers are also demanding that the agreement cover Tamla Milling, a Premier subsidiary in the Transkei.

Meanwhile in Atalan, sources said that an industry-wide workstoppage is due to take place today.

The stoppage is in support of more than 400 motor workers who have been on strike at the ADE factory for about three weeks.

The strikers are demanding an increase of 90 cents or 24 per cent.

Management is holding out for 15 per cent or 56 cents.

A spokesperson for the National Union of Metalworkers of South Africa (Numsa) said management had given the strikers until Friday this week to return to work or face dismissal.

Community leaders last week delivered a letter of protest to the company and several demonstrations have taken place outside the factory.

The Numsa spokesperson said local schools and sports organisations sponsored by ADE have threatened to return the company's money.

He denied company claims that most strikers have returned to work.

A company spokesperson said management had warned workers that they would not have their increases backdated to July 1 unless they returned to work.

About 180 workers are also on strike at the National Parsonage factory in Parow Industria.

More than 10,000 members of the Chemical Workers Industrial Union and the National Union of Mineworkers in the Transvaal are also on strike.

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UNIVERSITY OF CAPE TOWN
Centre Co-ordinator
SHAWCO
(WO NO 0002)

This progressive student run health and welfare organisation is seeking a Centre Co-ordinator for a new large community centre in Khayelitsha, to assume duties as soon as possible.

Skills required: - Broad range of administrative and organisational skills - Interpersonal skills - Basic financial skills - Research ability - Fluency in Xhosa and English

Experience in and commitment to community based structures, consciousness and creativity are essential. Appropriate training or a university degree in a related field would be a recommendation.

The salary is R30,000 per annum with fringe benefits.

Applications to include a full curriculum vitae and the names, addresses and telephone numbers of two contactable referees should be submitted by 31 October 1989 to The Khayelitsha Centre Working Group, c/o SHAWCO Headquarters, 65, 12th Avenue, Kensington 7405. Telephone (021) 593-2420 for further details.

Applicants are considered irrespective of gender, race or creed.
Striking SAB workers evicted

EMPLOYEES at SAB’s Isando brewery and other locations were evicted from the premises yesterday, on the second day of their wage strike, in terms of a court order granted to the company.

An SAB spokesman said workers had been occupying the sites and interdicts had been applied for where necessary. Their removal had been peaceful, he said, although police were reported present in some cases.

Food and Allied Workers’ Union (Fawu) assistant general secretary Mike Madiiwa confirmed there had been no incidents. He said members at a number of other plants and transport depots had been locked out yesterday morning. He said four unions were arrested in Atrode yesterday and were expected to appear in court today.

The seven strike-hit breweries are at Atrode, Roslyn, Pietersburg, Durban, Cape Town and Bloemfontein, SAB said.

Madiiwa disputed management’s view that its 15% wage increase offer was fair, while the union’s demand for a 28% minimum wage increase and other improvements was unrealistic.

“What is fair to management is not necessarily fair to workers—it is a relative term. Any manager would think his offer reasonable,” Madiiwa said. He said Pawu’s position remained negotiable, and the entire purpose of the strike was to compel management to negotiate further.

Responding to SAB accusations that the strike had been planned and timed for the company’s peak summer season, Madiiwa said the action was, in fact, due to management’s rigid approach to negotiations.

He said there had been no direct contact between the union and management since the strike began, although he had been informed by officials of the Independent Mediation Service of SA that management had contacted them with a view to possible mediation.

‘Shotgun’ guards after beer driver murdered

THE South African Breweries has employed armed guards to “secure” the brewery on its delivery trucks after a driver was gunned down in Durban this week during a bitter wage strike at beer depots around the country.

The 29-year-old driver, Ivan Runghia, was shot dead near SAB’s Prospecton plant on Tuesday evening while driving back to the brewery. Runghia had accepted the post of temporary driver to stand in for striking workers.

Ragnhur Nacker, national organiser for the Food and Allied Workers’ Union (Fawu), said the union was conducting an investigation into the killing.

Nacker said he was discussing the possibility of reopening talks with management and this would help defuse the tension.

A representative for SAB said the decision to put armed guards on delivery trucks was “a measure neces-
SAB strike hits black retailers

The Argus Correspondent

Johannesburg — Small liquor retailers, mostly black, who depend on beer for over 90 percent of their trade, could face financial trouble as the strike by 5,500 South African Breweries workers continues.

SAB had up to now been able to meet its production demand, but there were distribution problems, public affairs manager Adrian Botha said yesterday.

In most areas SAB is now offering a 50c a case discount to licensed liquor retailers who collect their own beer.

But small retailers fear a huge increase in costs of staff and transport.

Mr Zamus Kunene, national vice-president of Ukhamba Liquor Association, which represents black liquor traders, said small retailers were not geared to collect their stock from SAB depots.

What was worse, said Mr Kunene, was that beer accounted for more than 90 percent of the liquor business in black townships.
Beer strike ends—and union wins no extra concessions

THE labour dispute between SAB and Food and Allied Workers Union, which began more than seven weeks ago, ended after the parties reached agreement last Friday. According to a brief statement issued jointly by the company and the union, the strike stopped with immediate effect.

Although the statement provided no details, it appears the workers did not win any concessions from the company around their wage demands.

In addition, the workers have been forced to waive their rights not to work overtime unless they choose to do so. The overtime issue has been a long-standing point of contention at SAB, which has a monopoly over beer production and needs to keep its breweries running for 24 hours a day to meet demand.

However, the end of the strike came as a relief to taverners and bottle store owners in the black townships.

The dispute was accompanied by a boycott of beer in the townships and thousands of people who make a living from selling the liquid in informal taverns or shebeens were unable to work because of the strike.

At least a dozen people died in the dispute. Most had been brought in to replace the strikers. Three of those killed were the victims of shebeen owners who opposed the boycott.

SAB and FAWA said the end to the conflict would allow both parties the opportunity to call in mediators whose job it will be to devise a method of improving relations between the company and union members.
Beer strike hits pubs

By PETER DENNEHY

PUBS and hotels had begun to "experience problems" in maintaining their supplies of pint bottles (350ml) of all brands of beer because of the breweries strike.

SA Breweries spokesman Mr Adrian Botha said yesterday Mr Botha would not say where these shortages had taken place. He said they were due to distribution rather than production problems.

Fedhassa's Western Cape regional director Mr James Vivier said he had not yet heard of any such shortages in Cape Town. Meanwhile, the union claimed that the wage strike kept growing as it entered its second week.

A Food and Allied Workers' Union (Fawu) spokesman said that 22 plants at which the workers were unionised by Fawu were all out on strike.

On Friday the Chambor beverages plant near Soweto, organised by another union, Food and Beverages, had joined the strike and on Monday another plant at Butterworth had joined in too, the union said.

SA Breweries expressed concern yesterday about "an escalation in reported incidents of violence relating to a strike at seven of the company's breweries.

A SAB spokesman said in a statement issued yesterday that "a second stabbing has been reported from our Prospecton brewery in Natal.

Mr Sam Tutubela, chairman of the Western Cape Taverners' Association, declined to say how or whether his organisation was being affected while it was engaged in talks with "the workers, SAB, and community leaders".

Drop Inn also declined to comment. But Mr Pat Veary, who owns several Solly Kramer outlets, said all his bottle stores had "come back on line" after receiving slightly late deliveries of all brands and packs.
Strike by 5000 at SAB goes on

The strike by 5 500 SAB employees continued yesterday with management reporting an upsurge in strike-related violence at seven of the company's breweries.

A SAB spokesman said two workers had been stabbed at the Prospecton, Durban, brewery, casual workers attacked homes belonging to certain staff members, petrol-bombed and some employees intimidated. The strike follows a wage deadlock between SAB and the workers' representatives, the Food and Allied Workers Union (Fawu).

**Wages**

The company urged Fawu to denounce "these senseless acts." But the union has rejected company's allegations, saying management "is, instead, provoking our members."

The SAB spokesman said management stood by its wage offer of R1 003 a month for the lowest-grade worker.

About 8 000 members of the National Union of Mineworkers have suspended their wage strike at De Beers mines pending the outcome of fresh talks between management and the union today.

Production has almost come to a standstill at six Van Leer plants following a strike by about 1 600 members of the National Union of Metalworkers of SA (Numsa), a spokesman for these
By CHRIS BATEMAN

AS violence erupted in Cape Town’s beer strike yesterday, some hotels reported problems with deliveries and beer stocks started to dwindle.

The strike by South African Breweries (SAB) workers entered its sixth day yesterday and violence broke out at Newlands station near Olieta’s Cape Town. A shopkeeper who had been working at the brewery for the past week was yesterday stoned and knifed unconscious after getting off a train at Newlands station.

Mr Ismail David, of Woodstock, was treated by SAB factory staff before being driven to Woodstock Hospital where he was bandaged and later discharged.

The injured Mr David said he was on his way home when he was attacked by striking workers. He said he had been chewing gum when he was attacked.

The strike by SAB workers has led to a shortage of beer supplies.

Cullinan key man in Northerners’ humiliation

By MICHAEL OCHS

DARYLL CULLINAN started and finished the first day humiliation of Northern Transvaal in the Castle Cricket Cup match at Newlands yesterday. Opening the batting early in the morning, Lee Bernard had won the toss in humid conditions and took the normal Newlands conditions to his team. Northern opener Vernooi de Vries pushed into the covers and coaxed down the pitch for what he thought was an easy single. But Cullinan, who is as quick off the mark as Peter Kersten in his prime, raced in from point, picked up cleanly and with only one stump up at the bowler’s wicket, his wicket was not out. He knocked the stump clean out of the ground with Pa Peirse well short.

Later he took two catches as Northerners crumbled.

SET FOR 100

Daryl Cullinan plays a stroke that brings up his 12th hour with a 120-pound shot to chalk up one of the highest 12-hour innings in Newlands yesterday. He could well have reached 200, but for a last-wicket partnership of seven minutes.

Full report — Back Page
SAB strike giving retailers problems

The nine-day-old SAB strike is causing major cash-flow and manpower headaches for retail liquor outlets, spokesmen for two of the largest liquor chains said yesterday.

And, said SAB, a "pretty effective" boycott of SAB products had been imposed in East London.

Solly Kramer's Boetie Rietoff said while there were shortages of certain lines, including Amstel 375ml bottles and Castle dumpees, there was an adequate supply overall.

But all stores were still trying to build up as much stock as possible, and were forced to take large supplies of slow-moving lines.

"The big problem will come on November 15 when payment to SAB is due. Many bottle stores will not have sold sufficient of their stocks to be able to pay," Rietoff said.

SAB spokesman Adrian Botha declined to comment on these matters.

He disclosed that a beer boycott had taken hold in East London. Leaflets calling for such action had been circulated in many black townships but, other than East London, had no noticeable effect so far.

Botha said the SAB welcomed the statement by the Food and Allied Workers' Union on Wednesday distancing the union from alleged acts of violence and intimidation.

Fawcett said it was collecting a mandate from its 5,000 striking members on whether to take the initiative in arranging talks with management.

National organiser Rajan Naicker said a decision would be made next week. Until then, the union remained open to approaches from management.
Strike knocks beer sellers

SMALL liquor retailers, mostly black, who depend on beer for over 90 percent of their liquor business, could face financial trouble as the week-old wage strike by 5 500 workers at the South African Breweries continues.

SAB has up to now been able to meet its production demand but there are distribution problems, SAB public affairs manager Adrian Botha said yesterday.

In most areas the SAB is now offering a 30 cents discount per case to licensed liquor retailers who come and collect.

The distribution problem has worsened because of threats to independent distributors who are contracted to the SAB, according to Durban liquor consultant Mr Jonathan Miles.

Small retailers fear a huge increase in their costs mainly due to increased staff and transport.

The national vice-president of Ukhamba Liquor Association, which represents black liquor traders, Mr Zaman Kunene, said small retailers were not geared to collect their stock from SAB depots.

"They rely on the SAB delivering to their liquor outlets. Collecting from the SAB depots will increase their overheads as they will have to pay transport and more labour,"

What’s worse, said Kunene, was that beer accounted for over 90 percent of the liquor business in black townships. Blacks are mostly beer drinkers and latest figures indicate that they account for over 80 percent of all beer consumed in South Africa."
A delegation of stinkers meet with a tavern owner in Langa after a group of workers had marched from Salt River

**Beer strike drama**

This wave of strikes, involving about 1,700 workers, which has hit the Western Cape continued this week with more posed to down tools

The week hundreds of stinkers from the South African Breweries' plants in Pinelands and Newlands marched to Community House in Salt River to the township to demand that taverns take support action for the strike which involves about 2,000 members of the Food and Allied Workers' Union (Fawa) throughout the country.

The march followed a statement by the National Taverners' Association expressing support for the stinkers.

The only black liquor distributor, Swakkie Wines in Woodstock, has decided to stop supplying SAB products.

Meanwhile, several taverns this week reported a shortage of beer supplies but an SAB spokesman said the company was confident it could meet demand.

SAB is using "stink labour" in continued production and several violent clashes have occurred between strikers and "tinkers" since the strike began.

About 400 workers were locked out from the Newlands Breweries on Monday. Workers at the Pinelands Depot were locked out when the strike began a fortnight ago.

Another 50 Fawa members were locked out from the Bokomo Winkels factory in Atlantis at the beginning of the week.

**Look out**

A Fawa spokesman said the company had threatened to lock out a further 150 stinkers at the company's Epping plant.

The workers are demanding an across-the-board increase of 9.5%.

The company is Bokomo for SAB services.

Negotiations are continuing, he backed which forms part of the Tiger group of companies.

Fawa members at the Bokomo are poised for strike action at state demands not met, according to sources.

About 700 construction workers are on strike at Concor sites in the Boland and Cape Peninsula.

**Down tools**

A Construction and Allied Workers' Union (Cawa) spokesperson said about 200 workers downed tools at Helderberg last Thursday at the company's Newlands at an employee's request for a renegotiation of 18% retroactively.

The workers were also reported to the company's interest to discontinue transport to the other Cape Town firm.

The union had no response when contacted.

The workers wanted to be paid on a fortnightly, not monthly basis.

Workers at Concor sites in Grassy, Worcester, Hout Bay and Riebeekshoek subsequently downed tools.

A meeting between the company and Cawa is due to take place later this week.

**Daily bonus**

A two-day strike by about 200 Cawa members at Marlin & Hart construction company ended last Friday when the company agreed to provide protective clothing to employees working on it site.

A Cawa spokesperson said the company had also agreed to provide the workers with a $2.50 daily bonus.

Members of the National Union of Metalliferous South Africa (Numsa) are on strike in support of wage demands at Van Leer in Langerug. The strike is a part of a national strike by the company.

And in Parnow where the marathon National Panasonic strike has entered its fourth week, the 168 workers rejected a revised offer from management because the offer did not apply to contract workers.

**Dispute over fund**

More than 1,000 chemical workers are poised to down tools around the country to demand that their employers agree to a national proposal fund stipulated by their union, the Chemical Workers' Industrial Union (CWIU).

A CWIU spokesperson said about 250 workers have been on strike at SA Cyanamid over the fund for more than two weeks.

Workers at 15 other plants were planning action over the fund, he said.
SAB strike violence rises

Labour Reporter

Violence continues to rise in the South African Breweries (SAB) strike.

The company said yesterday that new incidents have been reported on the Reef. They include the stabbing of a bottle store employee, an assault on a casual worker, and firebomb attacks on homes of monthly-paid.

They come after the death of an SAB driver in Durban.

SAB public affairs manager Mr Adrian Botha said he welcomed a union statement condemning violence.
Beer demand swamps new Cape brewery

BEER drinkers cannot turn to the new Waterfront Brewery to quench their thirst if the SA Breweries' three-week-old strike results in a nationwide beer drought.

This news comes from Mr. Don Ball, a partner in the independent beer-making venture in Cape Town harbour.

Mr. Ball said Mitchell's beer had proved so popular, they were struggling to meet present demand.

"We can't cope with what we are selling at the moment and are supplementing our stock from Knysna," he said yesterday.

"We haven't benefited by the strike at all. We will be increasing our capacity from the end of this month just to supply the people we committed ourselves to before the opening."

"It is comforting to know we enjoy public awareness," he added.

CONSULTING STRIKERS

By yesterday, there was still no sign of an end to the strike.

A spokesman for the Food and Allied Workers Union (Fawu) said last night no decision had been reached on the reopening of wage negotiations but Fawu's national organiser, Mr. Rajin Naker, was consulting strikers to obtain a mandate to do so.

SAB public affairs manager Mr. Adrian Botha said "absolutely nothing" was happening regarding negotiations.

"We would like to resolve the matter. Now we are just waiting for the union." He said SAB had responded in writing to a list of demands handed to them by strikers during a protest last week.

SAB is using armed escorts for their delivery trucks following the gunning down of a driver in Durban this week.

An SAB spokesman said "Because of the increasing incidence of violent attacks, and particularly in the light of the recent killing of one of our drivers, we have been obliged to take every precaution possible to ensure the safety of our employees." — Staff Reporter.
The Argus Correspondent.
Beer strike goes on but output 'is high'

Own Correspondent

JOHANNESBURG — There was still no end in sight to the strike by 6,000 SA Breweries workers yesterday but management said production was soaring and that sales were almost higher than last year.

The brewery’s public affairs manager, Mr Adrian Botha, said that although the strike was dragging on, the company had embarked on contingency plans that were helping it cope well under the circumstances.

"It is absolutely clear production is at least equal to the same period last year. I reiterate we are confident we will not have a dry festive season," said Mr Botha.

The company’s use of casual labourers was working well and in some cases SAB customers were fetching supplies from the breweries.

He said the company had also deliberately curtailed runs on certain packages like pints in order to meet market demand more exactly.

SAB’s reasoning is that pints are not essential in bottle stores as they are in bars. And the company is producing only enough pints to meet demand and the rest of the beer is bottled in quarts, dumpees and cans.

However, Mr Botha admitted that the company was experiencing shortages of particular packs and brands but said the problem was short-term.

The Cape Times Labour Reporter writes that black tavern and shebeen owners will meet representatives of the striking SAB workers in Johannesburg today to work out plans for sympathy action with the strikers.

Confirming this yesterday, Food and Allied Workers’ Union assistant general secretary Mr Mike Madlala said SAB faced losing up to 70% of its customers if black beer drinkers shunned SAB products.

Mr Botha said this week that the company would await further developments before commenting on moves by black liquor distributors.

In Cape Town members of the Western Cape Taverners’ Association have potentially forfeited nearly R3 million monthly turnover by refusing to sell SAB beer.
No end in sight to SAB strike

The strike by 6,000 workers at South African Breweries shows all the signs of developing into a protracted war of attrition now in its third week at seven breweries countrywide, the strike followed months of negotiations, including two conciliation board hearings and mediation.

Since workers downed tools, there have been no national-level talks between SAB and the Food and Allied Workers' Union (Fawu).

Management says it has proposed fresh mediation, but the union insisted this week it knew nothing of the offer. Fawu's Mr Mike Madlala said, "I understand SAB has no intention of shifting its position. If that is true, mediation will be useless."

Mounting violence

SAB has complained of mounting violence against staff, casual workers removing strike-hat plants and the liquor trade. Fawu denies its members are involved.

In the latest move, the union is seeking the support of black taverners' associations. leaflets urging consumer action have been widely distributed, and a beer boycott is under way in East London.

The most visible rift is over wages. SAB has offered a 16 percent rise in minimum pay against Fawu's demand for 38 percent and, management says, a total package amounting to 150 percent.

SAB's human resources director, Mr Rob Childs, argues that the proposed basic monthly minimum of R1 063 is among the highest offered by a major employer in the country.

For Fawu, the beer division's profits — R228 million in the last financial year, up 28 percent on the year before — are a key consideration.

Its national organiser, Mr Rajan Naicker, adds that the union's pay demand is negotiable and that "anti-union" SAB proposals on working conditions also lie at the core of the dispute.

These included Saturday working and contractual overtime, he told a press conference last week.

On one issue management and the union agree their relationship throughout this year has been highly problematic.

Fawu's Mr Madlala traces the breakdown to moves for a continuous shift system at SAB's Rosslyn brewery.

"Management was not interested in the social inconvenience of weekend work for workers," he said.

SAB attitudes had hardened noticeably since last year's controversial amendments to the Labour Relations Act, he added.

For Mr Childs, the central problem has been Fawu's persistent flouting of agreements.

This year had seen unprecedented strikes in Port Elizabeth, Airdale and Rosslyn, he said, while the union appeared to have set its heart on the current national strike from the start of negotiations.

"To remedy the situation, management had proposed a "relationship-building programme" earlier this year.

Firebombing

A danger inherent in a protracted dispute is that strike-related violence will intensify. This week SAB reported that the homes of monthly-paid staff had been firebombed and casual workers had been attacked.

In what appears to be the first fatality linked to the dispute, an SAB driver was shot dead in Durban on Monday.

Mr Childs believes the violence springs from the "contrived" character of the strike and consequent need for coercion. He adds "It's one thing for Fawu to denounce violence, but practically, we see little effort to restrain it."

Fawu says SAB has not supplied the name of any member involved in violence. "Some of these things happened but when we investigate we find that the incident was not strike-related, or that our members know nothing about it," said Mr Madlala.

He added that SAB's eviction of strikers from breweries had simply made it harder to enforce discipline.
Armed guards for beer delivery trucks

SOUTH African Breweries have resorted to armed escorts for their beer delivery trucks following the gunning down of a driver in Durban this week.

An SAB spokesman has confirmed that armed guards would "rule shotgun" on all SAB beer trucks following increasing violence blamed on the current strike.

"It's not because we want to resort to Wild West tactics but that we have an obligation to our employees," he said.

"Because of the increasing incidence of violent attacks and, particularly, in the light of the recent killing of one of our drivers, we have been obliged to take every precaution possible to ensure the safety of our employees.

The driver, Mr Ivan Mthakathi

Mrs Monica Mthakathi (68) of 6335 Motloung Section, Katlehong, will be buried at the Schoeman Cemetery in the township tomorrow at 2pm.

Mrs Mthakathi died last week after a long illness. The funeral service will start at her home at 10am.

Rungiah (29), was gunned down at the Joyner Road traffic lights near the SAB Prospecton plant on Tuesday evening as he was returning to the brewery. A car drew up next to him and four shots were fired through the window, one hitting him in the head and two in the chest. He died instantly. A fellow employee, Mr Siyagc Moodley, who accompanied him, was uninjured.

Driver

Mr Rungiah was employed as a temporary driver after 6000 SAB workers went on strike for higher wages and better working conditions two weeks ago.

The strike has been marked by increasing violence, including the shooting of Mr Rungiah, the stabbing of another employee and the stoning of buses carrying temporary workers. SAB has linked the murder of Mr Rungiah to the strike. Police have launched a manhunt for the gunman, but so far no arrests have been made.

Meanwhile Durban is suffering from a shortage of "pints" but otherwise beer is freely available as SAB contingency plans managed to cope with the demand.
nation-wide boycott

Besieged SAB Faces

Black business throws weight behind strikers
Boycott

The Congress of South African Trade Unions, which is affiliated to the National Union Congress, announced that it planned to put pressure on management by peacefully persuading workers not to "scab" and by urging other unions to "withdraw their labour power from SAB".

Seven of SAB's 11 breweries are currently strike-bound, and casual workers are helping maintain production.

Fawu's president, Mr Chris Dlamini, said attempts to link the union to violent incidents were "a ploy to put us in a bad light".

Stressing that it was impossible for the union to monitor the 6,000 SAB strikers, he said: "We have done our best to co-ordinate the strike in a peaceful way."
SAB strikers join city march

Staff Reporter

STRIKING SA Breweries workers joined a march of unemployed workers to the headquarters of the Department of Manpower in Cape Town centre today.

About 500 workers gathered at the corner of Darling and Sir Lowry Streets shortly after midday to march to the Thomas Boydell building to deliver demands including a freeze of prices on basic foods.

Other demands were jobs for all, a living unemployment benefit, no rents, free education, free medical care, an end to evictions, the withdrawal of troops from the townships, the unbanning of all political organisations, an end to police/army violence and the meeting of the demands of the SAB and Bokomo strikers.

The majority of marchers were youths from KTC, New Crossroads, Green Point and Khayelitsha, many of whom had not had a job since leaving school.

Behind the main body was a group of SAB workers, 500 of whom are on strike in the Western Cape as part of a national legal strike.

Placards read “Freedom from SA We demand a living wage De Klerk”, “Socialism means jobs for all”, “40 hour week means 10 000 jobs”, “Freeze all prices on basic food”.

SAB workers carried placards saying “Bosses robbed us of hours” and “Forward with a living wage, down with beer”.

The Regional director of Manpower, Mr Willie Mabin, accepted a list of demands handed to him by a representative of the chanting and singing group at the Thomas Boydell building.

He told newspaper reporters that he would convey the grievances to the Minister of Manpower, Mr Elie Louw.

UNEMPLOYED MARCH: A poster, top, advertising the American Roots television series on slavery was cut out and hoisted high by unemployed workers on their march through Cape Town today. Below: Toting a gun made out of wood and metal, a marcher mimics a gun battle.
Nationwide boycott to hit SAB

Own Correspondent
JOHANNESBURG — A nationwide consumer boycott faces South African Breweries from today because of the beer giant’s failure to meet a 30% wage-increase demand by its 6,000 striking workforce.

Negotiations have virtually stalled, with the company saying it is not prepared to revise its wage offer of 16%.

SAB spokesman Mr Adrian Botha declined to comment, saying the company would wait to see if there was a boycott and how extensive it was.

More than 65,000 liquor traders represented by the National Taverners’ Association and the South African Taverners’ Association, which accounts for about 80% of SAB’s custom, announced at a press conference on Friday that they would withdraw their buying power in support of the strikers.

The National Stokvels Association of South Africa, representing more than 7,000 beer-consuming groups in the country’s black townships, also pledged to withdraw its consumer power. The stokvels are fast-growing small financial cooperatives whose members consume thousands of litres of beer in weekend parties.

Also present at the press conference were representatives of Ukhamba, an organisation of black liquor store owners representing more than 600 members countrywide.

The announcement came as management claimed production was soaring and sales were higher than last year.

Although hundreds of Ukhamba members in Natal and the Eastern Cape have pledged their support for SAB strikers, leaderships in other provinces are still to hold meetings to seek mandates from members.

Organisations represented at the conference were the Food and Allied Workers Union, which represents the 6,000 strikers, the National Soccer League, the Congress of South Trade Unions and the Soweto Youth Congress.

Fawu assistant general secretary Mr Mike Madlala said the union viewed SAB as rigid and stubborn, and boastful of super-profits which resulted from the “exploited labour and buying power of our people.”

He announced that in most parts of the country, the traders had already withdrawn their buying power from SAB.

The work stoppage had been marred by reports of alleged violence in which a driver was shot dead in Durban last week.
Labour Reporter

A CHILD was critically injured when the home of an SA Breweries (SAB) worker was firebombed, the company said.
This latest act of violence in the three-week-old strike took place in Pietersburg on Thursday.

SAB public affairs manager Mr Adrian Botha also said a casual worker was attacked in East London.

The Food and Allied Workers’ Union (Fawu) national organiser, Mr Ragin Naicker, said yesterday that SAB had failed to substantiate its claims of violence by strikers.
However, he said Fawu had called on strikers not to resort to violence.

• No end to strike yet — Page 9
Beer workers fired as strike starts 4th week

Staff Reporter

NINE workers have been dismissed at the SA Breweries Rosslyn plant in Johannesburg as the strike of 6000 Food and Allied Workers' Union (Fawu) members drags on into its fourth week.

The dismissed workers were all monthly paid employees and "not party to the bargaining" according to SAB spokesman Mr Adrian Botha.

In the meantime Fawu has rejected an offer by SAB for mediation while the company remains inflexible on its final wage offer of 16 percent across the board.

Fawu is demanding a 38 percent increase on the basic minimum wage.

SAB has not responded to Fawu's rejection because it is waiting to hear from the union, Mr Botha said today.

The Cosatu Witwatersrand branch said in a statement: "With the strike entering its fourth week, SAB is still reluctant to come before the negotiating table and address the demands of workers. This attitude is not new. We also believe that SAB had a hand in the drafting of the new Labour Relations Act which is responsible for the industrial conflict in the country."

The Argus Correspondent in Johannesburg reports that the strike by railway workers escalated today and South African Transport Services now estimates that 8000 workers--about a third of the total black workforce--are now refusing to work in the Southern Transvaal.

Sats labour director Mr Jan Bredenkamp said the strike had spread to Johannesburg's Kazerne depot and the Eastern Transvaal coalfields. The East Rand is also affected.

Indications are that Durban is also hard hit, although Mr Bredenkamp had no figures.

Sats says 700 workers were on strike in the area yesterday.

Yesterday the SA Railway and Harbour Workers' Union estimated 10,000 were on strike nationally.
Beer strike to intensify after deadlock — union boss

By ANDREA WEISS
Staff Reporter

AN official of the Food and Allied Workers' Union has declared that the nationwide strike at the South African Breweries will intensify following a deadlock at a meeting between the two warring parties.

They met in Johannesburg yesterday — for the first time since mid-September — in an attempt to find ways of ending in the five-week strike. However, the talks ended after four hours.

In a Press statement SAB condemned Fawu for being "obdurate" and "unimaginative" and said no progress was made because Fawu "offered too little, too late".

Dropped

According to SAB, Fawu dropped six percent on its 38 percent increase demand but was not prepared to discuss other demands which included benefits such as additional compassionate leave and increases in shift allowances.

In the statement SAB said it was "dismayed at Fawu's reluctance to include violence as an issue".

"In the face of such obduracy any attempt at successful collective bargaining is futile."

The company announced that employees had returned to work at the Welkom depot and claimed there were "many more" workers wishing to return to work.

"Cheap"

Fawu general secretary Mr Rajiv Naiker said SAB was using a "cheap tactic of trying to sow confusion and division amongst the workers."

There was no dissension within Fawu ranks, he said.

Responding to reports of violence and intimidation by Fawu members, he said this was "an attempt by SAB to make Fawu responsible."

He added "until we are certain Fawu membership has been involved, we're not prepared to enter into negotiations with SAB over violence."

He said that in some cases Fawu members had been provoked and that the union could not call on its members to desist from violence when attacked.

The union was not accepting lower wage offers from other employers, as alleged by SAB, and, in fact, some smaller companies had settled for even higher increases this year, said Mr Naiker.
30c discount to beat strike

By Robyn Chalmers

SA BREWERIES distribution lines were hit by a strike this week, forcing retailers to queue at depots to ensure drinkers of their weekend beer.

As compensation, SAB lowered its beer price by 30c for the many retailers who preferred fetching supplies to facing the wrath of pintless tipplers.

Retailers reported that some of the more popular brands of beer were in short supply, causing them to stock up on slower-moving lines.

Casuals

All hands in SAB were called in to help keep production going. SAB hired hundreds of casual workers to fill in for the 500 strikers.

SAB spokesman Adrian Bolha said temporary staff were hired from all sections of the population. Black and white were working side by side in bottling plants to meet demand.

Mr Bolha said: "The strike means that we cannot deliver as effectively as we would like.

"Unfortunately, we received widespread allegations of violence, some casual workers receiving bomb threats and monthly paid black staff being intimidated."

"In some cases we were forced to call in the police to restore order among rowdy strikers. We regretted having to use the police, but circumstances forced our hand."

The strike started on October 11 after wage negotiations between the Food and Allied Workers Union (Fawu) and SAB broke down.

Members of Fawu demanded a R1,80, or 38%, across-the-board increase in the hourly minimum wage of R3.70. The SAB final offer is 14%, boosting the minimum monthly wage to R1,063.

Violence

Police were called in at various plants to evict strikers carrying pangas, knuckledusters and wooden replicas of AK47 rifles. A casual labourer was allegedly stabbed in Kimberley, and several delivery trucks were stoned in Soweto.

Fawu said it rejected violence if SAB could provide it with the names of union members allegedly involved; it would call on them to stop.

Fawu branch organiser Ernest Buthelezi said the company had to realise that the strikers had many sympathisers over which the union had little control.

If the company had not locked out workers and had allowed union members to remain on the premises, there would have been better control over them.
Labour Reporter

A "REASONABLE" wage offer, escalating strike violence and a faltering beer boycott had edged the Food and Allied Workers Union (Fawu) into final settlement with SA Breweries, company public affairs manager Mr Adriaan Botha said yesterday.

About 6,000 beer workers who engaged in a nine-week legal strike will return to work over the next week without having won any gains on basic wages.

Fawu assistant-general secretary Mr Mike Madlala yesterday described the settlement as "fair", but said SAB had to ensure fair labour practices were also practised at plant and shopfloor level.

Mr Botha said the union had not anticipated the high level of violence fomented by the strike, which was "extremely" disruptive for the company, strikers, township shebeens and the black community.

A "good" 16% wage offer — bringing the minimum monthly earnings to R1,085 — and violence had already induced some workers to break the strike in the week preceding final settlement on Friday night, he said.

The company's monopolistic position in the industry combined with well-laid contingency plans are regarded by commentators as adding to its ability to weather the strike.

In this regard the union leadership had "underestimated" SAB, which Mr Botha described as a company with a good reputation for its wages, social responsibility programmes and political stance.

The company still had to form the mechanisms to retrain casual labourers employed during the strike as permanent employees started returning to work, he said.

The settlement was reached at 10.30 pm on Friday after SAB, Fawu and a representative of the Mass Democratic Movement, acting as an external facilitator, met in Johannesburg.

"Denying that "outside factors pushed the union into settlement", Mr Madlala said Fawu had never exhausted its mandate on wages and was still willing to negotiate the issue."
Cosatu call for backing of SAB strikers

COSATU yesterday called upon all beer consumers, shebeens, taverners and their associations to support the South African Breweries (SAB) workers who are on strike over wages by withdrawing their buying power from the brewery.

In its monthly Wit Regional Executive Committee meeting held at the weekend, Cosatu resolved to call for the boycott of all SAB products.

With the strike entering its fourth week, SAB is still reluctant to come to the negotiating table and address the demands of the workers, Cosatu said.

This attitude is not new, it has been seen in the past and we also believe that SAB had a hand in the drafting of the new LRA (Labour Relations Amendment Act) which is responsible for the industrial conflict in the country," a union spokesperson said.

We call on all our people to conduct this campaign in a peaceful and disciplined manner and give the reactionary forces no loophole. The boycott will not end until the demands of the workers are met," the spokesperson said.

Cosatu condemned the dismissals of about 300 workers in Windhoek, Namibia by SAB. "We stand in solidarity with those workers and we will force the SAB to reinstate them unconditionally."
PREPARE FOR NEC AND ANNUAL CONFERENCE

Two important meetings of the union will take place in the next few weeks. Delegates and officials make their way to Bloemfontein soon for the Fawu national executive committee meeting. The meeting will be held at the Four Ways Hotel on 3, 4, 5 and 6 of August. The meeting will mainly concentrate on preparing for our unions most important gathering - the annual national conference. This years conference will be held in East London. The venue will be announced later. The conference will start on September 5 and end on September 10. Branches and regions must start preparing for the national conference. Comrades must start having discussions and get together resolutions.

The theme for the conference will be decided on at the NEC meeting in Bloemfontein. All branches and regions are required to submit their proposals on budget increases and their monthly statements for June. Failure to do so will mean that your proposals cannot be entertained at the NEC.

BREWTERIES DECLARE DISPUTE

The South African Breweries and Southern Associated Malsters have declared a dispute with Fawu regarding the present wage negotiations.

SAB says that Fawu’s demands are unreasonable.

They say the union does not want to consider their proposals and demands.

They say the union does not want to compromise on generous and reasonable offers.

Management has proposed that the dispute be held on August 2 in Cape Town.

The wage talks took place on 18-21 July in Durban.

The Fawu delegation represented more than 6,000 workers in the industry.

National organiser Rajin Nicker told UPDATE "Management put a thick document with many proposals on the table.

We believe this was wrong. They have to give us proposals in advance. We told them we have no mandate to discuss their proposals.

We have a list of 15 demands which are clear and to the point. Management is being unreasonable.

Fawu is demanding a minimum wage of R10 an hour. The present minimum is R4.70. Management has offered a 60c an hour increase.

NEW OFFICES FOR FAWU?

Our union could have smart new headquarters by January next year.

The union wants to buy hotels in Cape Town for R560 000. This would be a great bargain for the union as the hotels are worth millions.

Fawu treasurer Erwin Perreira told UPDATE, "Workers do not have to be worried. The money will not come from the subscriptions."

A Trust has been set up which will finance the building. The Trust, he said, can get back money from rent for office space.

A conference hall and hotel rooms can also be hired out to other organisations.

Perreira said the union can also get organisations to rent their present offices in Woodstock. Branches and regions must make the final decision.

WORKERS KEEP UNION ALIVE

The union cannot survive without the subscriptions paid by members each week. Through our subs, offices throughout the country manage to stay open and organiser can be employed to help in strengthening the union.

Recently our subs went up from 75c to R1,50. It was the first increase in two-and-a-half years. The increase means that the union can survive on its own funds. It does not have to get help from overseas. Many Fawu members say the union must be self-sufficient. This means that the union must raise its own funds.

They say that if the government stops overseas funding then the union will be in serious trouble.

Presently Fawu gets overseas funds for its legal, education and relief projects. With the cost of living going up, FAWU's expenses increase all the time. We have to look at ways of raising more funds.

RELEASE COMRADE MPETHA

The South African Government is keeping an old sick comrade in prison. He is Comrade Oscar Mpeha, a former general secretary of our union.

Comrade Mpeha turns 80 on August 5. He has only one leg. His other leg was removed because of illness. Comrade Mpeha is serving five years for terrorism. When he is released at the end of next year, his wife and son will not be at home to meet him.

Comrade Mpeha's wife died in 1986 and his son Karl died in an accident last year. The government did not allow him to attend their funerals.

Comrade Mpeha is well known among the membership of the union for his dedication, commitment and hard work. Fawu has started a fund which will assist our comrade now and after his release.

Comrade Mpeha is a former general secretary. Fawu wants to make the necessary arrangements to demand Comrade Mpeha's release.

Fawu says Release Oscar Mpeha now.

COSATU NATIONAL CONGRESS...

THE WORKERS PARLIAMENT MEETS

Here are some of the major decisions at the COSATU Congress which was attended by 1,882 delegates from 15 national trade unions representing 924,497 paid up members and over a million signed up members.

- On the Labour Relations Act
- To oppose it in every possible way.

On September 1 if the act is not changed. The action will start five days before the next general election on September 6.

- On trade union unity
- To establish one union in the industry under the slogan one union, one federation. A timetable to be agreed on between COSATU, NACTU and the Independent trade unions.

- On national violence
- COSATU to host a joint peace conference of all affected organisations and to set up peace committees in affected areas.

To attend a meeting of presidents of COSATU, UDF, Inkatha and the ANC.

- On a workers charter
- COSATU to launch a campaign to draw up a workers charter. The campaign must involve many people in our country.

The campaign must end with a workers charter conference attended by COSATU, NACTU and other organisations of the people.

- On negotiations
- COSATU says that if the South African Government wants real negotiations, it must show it is genuine by first doing the following:
  - unban the people's organisations like the ANC
  - release all detainees and political prisoners
  - let our people return from other countries
  - lift the state of emergency
  - end political trials and hangings
  - scrap all security laws
  - confine the SAP and SADF to their barracks

- On the Mass Democratic Movement
- COSATU will encourage youth, women and student organisations to strengthen and build national structures with strong branches and regions.

COSATU women members must participate in the formation of the Federation of South African Women (Fedswa).
SPLIT IN EASTERN CAPE

A new union has been formed in the Eastern Cape region by Fawu's former regional secretary Elliot Nduzulwana. The union is called the Eastern Cape Food and Allied Workers Union.

Nduzulwana was dismissed from the union by the Fawu NEC He and P Kawa, the former regional chairperson did not want the region to attend the workers summit in March. He issued a statement condemning Cosatu for holding the summit.

Nduzulwana went to the Industrial court while the Fawu NEC was being held in Johannesburg. The court will hear Fawu's side of the story in Port Elizabeth on 7 August.

What Fawu cannot understand is why Nduzulwana wants his job back but at the same time forms another union. This move is dividing and causing confusion amongst our members.

On Wednesday 25 July management at one of the plants of Cadbury contacted the union. They said Fawu no longer has a recognition agreement with Cadbury's. They claimed that many workers had joined the new union and 41 percent of the workers now belong to Fawu.

Fawu knows that we still have a majority. Most workers at Cadbury have denied they signed up with the new union. Cadbury is using this opportunity to weaken Fawu.

Thousands of Fawu workers in all the regions are worried about the actions of Nduzulwana and Kawa. Fawu believes in worker unity.

FIKILE KOBESE FROM ONE PRISON TO ANOTHER

Fawu Eastern Cape organiser Fikile KobeSe was released in May this year. But, comrade Fikile was heavily restricted on release. It is like he is in another prison.

Vlok, the minister of law and order, issued KobeSe with a restriction order.

* be outside his Kwa Nobi home between 5 in the evening and 9 in the morning
* take part in the activities of the Uitenhage Residents Civic Organisation and the United Democratic Front
* attend a gathering of four or more people
* take part in any interview with any journalist
* enter any educational institutions

In addition, the comrade must report twice a day to the Uitenhage police station between 9am and 11am and between 3pm and 5pm. Fawu condemn these restrictions. We say, Lift the restrictions on our comrade.

NEW MEDIA DEPARTMENT IN FAWU

Fawu wants to build a media department in the union. Fawu has already employed a co-ordinator for the department. He is based at the head office. The duties of the media department will be:

1. to bring out a regular union newsletter as well as pamphlets, posters, booklets, calendars, etc
2. to set up media structures in the union
3. to give information to the newspapers
4. to do media training amongst our membership
5. to start a resource library at the head office

If members do not participate in the department, it will collapse. Members have to help to gather news and distribute the publications. This must be discussed at the NEC and the national conference.

Members must suggest a name for the newsletter. Send all suggestions to the NEC and the national conference or the Fawu Head office in Cape Town.

FAWU OFFICIAL HARRASSED

In the early hours of Sunday, 23 July, Comrade Henry Koopman was awoken by loud knock at his door. It was the police who had come to search his home in Lambert's Bay, Western Cape.

Comrade Koopman is the chairperson of the local Fawu branch.

The eight policemen took some documents as well as Cosatu newsletters from his home.

They told Comrade Koopman that Cosatu News was banned. When the Fawu head office checked with the Cosatu office in Johannesburg, they said the newspaper is not banned.

We urge all comrades who are harassed or intimidated by the police to immediately contact branch officials, the regional office or the head office to report the matter.

DISCUSS THE CONSTITUTIONAL GUIDELINES

The African National Congress last year came up with some ideas for a new constitution. A constitution for a free and democratic South Africa.

The constitutional guidelines, as it is called, must be discussed by all the people of our country.

We must decide what our country's final constitution must look like.

It is very important for us in Fawu to discuss the guidelines. We must make suggestions. We must say what we want added and what we want removed.

Ask our education structures to meet and organise workshops. Ask officials in branches and regions to get us copies of the guidelines.

We also see that the government is talking a lot about negotiations. At the last NEC, we discussed this at length. Get a report from your representatives.

FAWU PRESIDENT ELECTED FOR COSATU

The president of our union, Comrade Chris Dlamini, was unanimously re-elected vice-president of the giant Congress of South African Trade Union last month.

Comrade Dlamini is the first vice-president of Cosatu. He has been serving in this position since the launch of Cosatu in 1985.

Other executive members elected are, Elsah Barayi (President), Jay Naidoo (Secretary), Sydney Mafumadi (assistant general secretary) and John Gomomo (second vice-president), and Ronald Mofokeng (treasurer).

BUILD UNITY - SMASH THE LABOUR RELATIONS ACT

Issued by Fawu Media Department, 355 Albert Road, Woodstock.
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5000 SAB workers strike after dispute

By Drew Forbes

A national strike involving more than 5000 employees of South African Breweries erupted yesterday following a protracted wage dispute between the Food and Allied Workers' Union and SAB.

More than half the beer division's workforce downed tools at seven of the group's 11 breweries and 15 of its distribution centres.

SAB's human resources director, Mr Rob Childs, said as a result of stockpiling and the implementation of contingency plans the company would be able to meet demands for beer.

He added, however, that distribution in some areas, particularly the black townships, was likely to be problematic.

Mr Childs said management had offered a "fair" minimum wage increase of 16 percent, as against the FAWU demand for a 38 percent minimum wage rise and a total package amounting to 150 percent.

Mr Childs also confirmed that because of sit-ins by workers, the company had applied for interdicts ordering strikers to vacate strike-bound breweries. All the sites had been peacefully cleared, he said.
Strike by 5,500 at breweries

By DICK USHER
Labour Reporter

A NATIONAL wage strike, so far involving about 5,500 employees, has begun at South African Breweries.

Plants in the Transvaal, Durban and Bloemfontein went out yesterday, and the Cape Town operation joined the strike today.

The company is in dispute with the Food and Allied Workers' Union over wage demands.

According to a SAB spokesman, the union "demands totalled more than 150 percent in compensation" including a 38 percent increase on the minimum wage.

Against this the company offered a 16 percent across-the-board increase.

MINIMUM WAGES

The spokesman said this would bring minimum wages at SAB to R1,053 a month.

Union spokesmen in Cape Town were not available late yesterday, but it is understood that SAB operations in Cape Town — the brewery at Newlands and the Pinelands depot — joined the strike today.

The spokesman said operations affected in Transvaal were breweries and depots at Isando, Alrode, Rosslyn and Pietersburg.

About 5,500 out of 12,500 employees were on strike.

He said contingency plans were in place and the company was confident it would meet the demand for beer.
ABOUT 1,000 SA Breweries (SAB) workers in the Western Cape are set to march off the job today to join another 5,000 colleagues striking nationally over wages and conditions of service.

Confirming the dispute yesterday, an SAB (Western Cape) spokesman said the beer giant would "ensure all that is possible that stocks do not run out".

The strike by 6,000 members of the Food and Allied Workers' Union (Fawu) follows about three months of negotiations involving Conciliation Board hearings and mediation, a Fawu spokesman said. The parties remained deadlocked.
Employers hit back at the strikers

The recent upsurge in industrial action has caused a distinct hardening in the attitudes of managers, many of whom say enough is enough. Labour relations have been in a constant turmoil since before the September general elections, and there are few indicators that they are improving.

After the two-day strike by workers on September 5 and 6, major organisations have been hit by widespread and lengthy strikes - Basil, South African Breweries (SAB), Premier Food Industries and De Beer.

Many experts believe that the new industrial action on a smaller scale. Among them are Volkswagen, Dorn, Bafaka, Fiat and the Cape Breweries.

The diversity of the industries hit by labour unrest and the fact that most strikes took place early in the year or at mid-year suggest there is more to the strikes than meets the eye.

Many experts believe that the new industrial action on a smaller scale is the result of the state of the economy.

The two factors common to almost all of the industrial action are opposition to the Labour Disputes Amendment Act (LRAA) and a breakdown in wage negotiations.

The underlying factor could however be the developments taking place in politics. Laid back to this is the state of the economy.

On the one hand management is less sympathetic to the political agenda of unions arguing that the Government is sincere in its intentions to bring about reform.

On the other hand, unions believe new is the time to step up the pressure to ensure their own position in the political arena and force the Government to move as quickly as possible.

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The SAB reacts to the strike involving about 3,500 food and Allied Workers Union (Fawu) members as evidence of the need for the hard-line approach being adopted by management.

SAB has placed advertisements in several newspapers showing what workers are paid and the firm's wages offer. The advertisements say the SAB offers a grade one worker - an unskilled labourer - R1,500 a month.

That is not an unknown tactic. SAB used it to break the 1997 strike by showing workers' colleagues what they really earned and causing them to lose credibility.

The economy is also an important factor. High interest rates and inflation give the unions a good weapon when entering wage negotiations. Managers are having none of it.

Yet the first wage strike in its history, De Beer implemented a pay offer which had been rejected by the National Union of Mineworkers (Num)

De Beer told workers Monday that the company is informing all employees affected by the dispute that the offer on wages is being increased. The pay offer is also being increased.

"Employees are also being informed that if they return to work by Wednesday, 23 October, they will receive a lump-sum payment of the backdated value of the difference between the old and new pay rates from the relevant agreement date.

"All they return to work after SAB October, they will also qualify for the additional benefits. Labour unions do not force an early departure in the number of strikes. If anything, they believe the political situation could heighten conflicts.
SAB strike turns into court battle

Pretoria Correspondent

The strike by more than 5,000 South African Breweries workers — which erupted on Wednesday following a protracted wage dispute — turned into a legal battle in the Pretoria Supreme Court when SAB approached the court to obtain an interdict.

This follows a series of countrywide strikes by Food and Allied Workers Union (Fawu) members which affected breweries in Isando, Alirod, Rosslyn, Pietersburg, Durban, Cape Town and Bloemfontein.

Mr Justice Kriegler granted an interim interdict late on Wednesday, evicting striking SAB workers from SAB premises.

The workers were also interdicted from attending any SAB premises, save for the execution of their duties.

They were further ordered not to intimidate or assault any SAB employee who returned to work.

In an affidavit Mr Andries Hendrik Jooste, SAB's industrial manager for the northern Transvaal and the Free State (beer division), said the brewery had a contingency plan which incorporated the use of casual workers, but if the strikers were allowed to intimidate these people it could foil the contingency plan.

Mr Jooste said the strike resulted from a deadlock in wage negotiations which started in May this year.

Mr Justice Kriegler ordered Fawu and the striking workers to show cause on November 7 why a final interdict should not be made against them.
Ban on overtime work only a partial success

By Drew Forrest

What impact has the labour movement's national overtime ban -- now officially a week old -- had on industry?

The answer seems to be some, but less than the unions would like.

Part of a campaign against the Labour Relations Act (LRA), which includes a consumer boycott, the ban is indefinite but subject to review. It is meant as a background to union-employer talks aimed at joint submissions to the State on the LRA.

Its launch sparked a backlash from the employer body, SA Employers' Consultative Committee on Labour Affairs (Sacola), which pulled out of the talks to consult members. Its decision whether or not to resume discussions will be made known this week. Unions will review the ban on Friday.

Mrs Chris Honner of the Chemical Workers' Industrial Union says the ban is being widely applied at Transvaal and eastern Cape chemical plants.

Employer responses ranged from the declaration of a dispute (Shell) to threats to cancel union recognition (Field Rubber on the East Rand) and the refusal to release shop stewards for seminars.

According to the Paper, Printing, Wood and Allied Workers' Union, workers refusing to work overtime have been intercepted at Transvaal Mattress and Printpak Gravure A Poet.

Elizabeth Park has cancelled pay talks and Carlton Paper in Roodekop has declared a dispute, the union says.
Sasol staff reinstated with R3m backpay

Own Correspondent

THE Industrial Court yesterday ordered the reinstatement, with six months' backpay worth an estimated R3 million, of 730 Sasol employees dismissed during a wage strike in October 1987.

The matter was brought in Johannesburg by the South African Chemical Workers' Union (Sacwu).

Sacwu general secretary Mr Humphrey Ndaba, describing the judgment as a major victory, declined to release a copy of the 102-page judgment till after a media conference this morning.

A Sasol spokesman said management had not yet had an opportunity to study the judgment thoroughly, and would react once this had been done. A copy was not available. Industrial Court judgments are released only through the contesting parties.

The workers employed at Sasol 1 at Sasolburg, were among 1 300 dismissed a week after going on strike.
Strikes loom over call for central fund.

By Drew Forrest, Labour Reporter

Widespread labour unrest looms in the chemical industry over demands that employers join an industrywide provident fund.

Chemical Workers Industrial Union general secretary Mr Rod Crompton said strike ballots would be completed by the end of this week after disputes with a range of firms, including Ciba-Geigy, SA Cyanimid and two Shell subsidiaries.

Because of the many small firms in the sector, the union wanted to bring all employers into the Chemical Industries National Provident Fund, an industrywide fund under joint management-union control.

This would bring administrative savings and make it possible to maximize asset earnings.

Mr Crompton said management reluctance to move away from in-house funds had already triggered one strike. Completed ballots showed an overwhelming desire for industrial action.
Sasol and Natref played foul, says court

SASOL and Natref "used rough and ugly tactics, played foul, and deserve to be shown the red card."

That was one of the hard-hitting criticisms of management made by the Industrial Court in ordering the reinstatement, with six months back-pay, of 730 SA Chemical Workers' Union (Sacwu) members unfairly dismissed during an October 1987 wage strike.

The 180-page judgment, published in Johannesburg on Monday by advocate M A E Bulbulia with advocate V W Apostolou concurring, was released yesterday by Sacwu.

Sasol yesterday announced its intention to appeal against the judgment, and declined to comment on its contents.

Bulbulia found management had used every means at its disposal — including unfair means — to paralyse the strike.

It had established a special "labour unrest task force" which used informers to monitor union activities, and secured the presence of the police to induce or intimidate strikers to return to work.

The strike, he said, had been a legitimate, economic strike. Management had shut its eyes to the root cause of the action and was unable to resume wage negotiations after the strike began. Instead, "they had concentrated their efforts on securing the capitulation of the union."

It was, he said, incumbent on the parties to resume negotiations as soon as possible after the commencement of the strike — which management had refused to do.

This case, he said, was an illustration of diametrically opposing schools of thought on the purpose of economic strikes.
Sasol ruled out of order in Industrial Court finding

By Drew Forrest

Sasol seemed to be paranoid about strikes and like Rip van Winkel had “slept through and entire revolution in industrial relations”; the Industrial Court has said.

The criticisms are contained in a judgment reinstating 365 Sasol and Natref workers dismissed and not rehired after a pay strike in October 1987. The court also awarded the workers six months' back pay, estimated by the SA Chemical Workers Union to total R3 million.

APPEAL

Sasol and Natref are to appeal against the ruling. Sasol declined further comment yesterday.

In their judgment, Mr A E Bulbulia and Mr V W Apostolous said the firms had also used “unfair means” to break the strike.

Among the tactics were the creation of a “labour unrest task force” and the use of informers.

Ruling the dismissals unfair, the court said the strike had been legitimate, despite irregularities in balloting. Management should have considered alternatives to firing, such as a lockout. During the strike little attempt was made to negotiate on the union's pay demands.
Strikes due to tough climate

23 000 down tools

He said a number of the strikes were being driven at a local level, not as national campaigns. This was similar to the regional differences in the success of the consumer boycott.

Consultant Stuart Pennington said the wave of strikes — particularly those related to wage issues — showed there were tough times ahead for SA’s labour-intensive industries.

The gap in wage levels at capital and labour-intensive industries respectively was growing noticeably, and was a major issue facing employers.

"It was relatively easy for the motor manufacturers — where wages represent 15% to 18% of overheads — to grant the large increases they did last month," Pennington said.

Food producers, where the figure was closer to 40%, and mining where it was even higher, faced much greater difficulties.

Food producers, for example, were being squeezed on both sides — by the supermarket chains, their main customers, and by employees facing increasing inflation levels, Pennington said.

Mining wages, even in those sectors like diamonds where wage were high relative to goldmining, lagged behind those in SA’s manufacturing sector.

The beginning of a wage strike at De Beers, originally expected today, has been delayed so the parties can meet today to begin talks on strike rules. A De Beers spokesman said the corporation remained available for further negotiations in the hope of reaching agreement prior to any strike.

The most prominent strikes include actions by 8,000 Sasol coalminers, 1,400 Consolidated Murchison and 5,700 Premier Foods employees over wages and other financial matters.

Some 1,000 Cargo Carriers truckers have received an ultimatum to return to work by Monday, while 700 Barlowes Manufacturing employees are well into the second week of their strike.

Another 3,000 NUM members at Messina Mines were still on strike yesterday protesting over a variety of grievances.

Workers at several smaller metal sector firms were involved in actions triggered by wage issues and dismissals.

The week-old strike by 70 Chemical Workers’ Industrial Union members at Shell depots in the eastern Cape, over disciplinary action against a shop steward, is threatening shortages at petrol stations due to disruptions in deliveries.
May 1 is now a public holiday

IN A major concession to black worker power, the Government has recognised May Day as a public holiday.

Mr Eli Louw announced yesterday that from 1990, Workers' Day would fall on May 1 — instead of on the first Monday in May.

The move, which Mr Louw said was "for practical and productivity reasons", is likely to upset conservative white unionists, who dislike May Day's socialist connotations.

Workers' Day was introduced in 1987, as a partial concession to black worker demands that May Day be recognised. Workers have since stayed at home on both Workers' Day and May Day — at immense cost to the economy.

Mr Piroschew Camay, general secretary of the National Council of Trade Unions, said the latest policy shift was inevitable, given the "hundreds" of employer-union agreements granting May 1 as a paid holiday.

Mr Louw said so long as Workers' Day was not on May 1, "it would not only create uncertainty, but disrupt the economy".

In a comment directed at white unions, Mr Louw said associating May Day with socialism "is becoming irrelevant because of the economic failure of that ideology". May 1 was already a holiday in most of the West.

Mr Louw said the question of May Day being a compulsory paid holiday had been referred to the National Manpower Commission.

Sources say the policy change shows the differing political styles of Mr Louw and predecessor Mr Pietie du Plessis.
Garbage workers protest over LRA

Labour Reporter

NUMEROUS Peninsula households suffered erratic garbage removal this week as City Council dustmen joined countrywide protests against the controversial Labour Relations Act (LRA).

And as a nationwide two-week consumer boycott against the amended LRA was called off in most regions yesterday, it is reported that similar action has been launched in the Western Cape.

City Town Clerk Dr Stan Evans yesterday said certain refuse beats were not completed on their allotted days over a three-day period following industrial action by cleansing branch workers.

Suburbs “affected to some degree” ranged from Camps Bay via Sea Point to Maitland, Surrey Estate and the Southern Peninsula district Services returned to normal by yesterday, he said.

The action is believed to have been taken in line with a call for a national overtime ban by Cosatu, Nactu and some independent unions.
Bosses get tougher

A REPORT from the Institute for Industrial Relations this week hinted at the emergence of a "tougher" management attitude in negotiations with unions.

The report said that one trend the institute had identified for the first three-quarters of this year was that average wage increases were "moderately" ahead of inflation as opposed to being "more firmly ahead" of inflation during 1988.

It said various observers had credited this to a tougher management attitude as well as management becoming more skilled in bargaining which was said to have brought about "union restraint".

Although the report suggested that the lower level of wage increases might also be attributed to workers above the lower grades having attained, or at least being in sight of attaining, some form of moderately respectable standard of living, there are other indicators that management is adopting a tougher attitude.

One such is that several strikes, in the Western Cape anyway, have been much longer than normal, indicating management resistance to union demands.

Among those that spring to mind are the Everlite strike by Cawu which lasted 12 weeks, the Hextex strike by Actwusa which lasted about seven weeks, and two strikes involving Electrical and Allied Workers' Trade Union (EAWTUSA) - the eight-week Piesey strike and the strike at National Panasonic now in its sixth week.

Compare this with figures from the National Manpower Commission's annual report for 1988 which said that the average duration of strikes last year was 5.6 days, down from 9.9 days in 1987.

Union spokesmen said that management had definitely started taking a tougher line on industrial action and were also seeking stronger tactics to break strikes.

An EAWTUSA spokesman said that National Panasonic, for example, had now cut off medical aid facilities to strikers.

Another illustration of a more hardline management position is that lock-outs appear to be increasing.

Cosatu has mentioned this several times in statements on industrial relations and in this region it was used most recently by Atlantic Diesel Engines in the Numsa strike ADE initiated a lock-out of all Numsa members the day after the strike started, which effectively threatened union solidarity.

Members who accepted the company offer were allowed into the plant to work and ADE said in a statement on September 27 that 325 union members had accepted the offer in their individual capacities and returned to work.
Sacwu case breaks new ground

AMID the football analogies (the red card) and colourful metaphors (os- treiches, Achilles heel and Rip van Winkle), this week's Sacwu vs Sasol and Nattrif Industrial Court judgment contains an important discourse on the right to strike in SA.

Court member M A E Bulbulia has added substantially to the body of court opinion on the protection from dismissal of strikers.

However, his views differ from those in the previous key judgment on the subject, leaving for management and unions some uncertainty as to their rights and obligations.

Bulbulia's main conclusion is that "it is unfair to peremptorily dismiss, on the shortest of ultimatums, strikers who for higher wages or better working conditions have observed the conciliatory procedures of the (Labour Relations) Act, and have conducted themselves peacefully."

In Sacwu vs Sentrachem, delivered in February 1988, member David John seemingly made protection from dismissal for lawful strikers absolute.

John, who recently rejoined the court as a full-time member, argued that, since the law grants unions and strikers immunity from penal and civil sanctions if legal conciliatory procedures are followed, "it would be anomalous if workers were nevertheless penalised by dismissal for striking."

The key word in Bulbulia's judgment is "peremptorily" — a partial retreat from the Sentrachem judgment — suggesting that dismissals may, at some stage, become justified.

The question is when? What is clear is that it is impossible arbitrarily to set a time limit Bulbulia has, however, tried to set out certain basic principles.

Possible options

He does this by quoting from an article by prominent advocate John Myburgh SC who, as it happens, appeared for Sacwu in this case.

Dismissals, says Bulbulia, may take place only after all other possible options have been exhausted.

The judgment, and Myburgh's article, suggest a number of such options. These include, firstly, an obligation to continue negotiations, suggesting a preparedness to improve on the pre-strike offer. Mediation is another possibility.

Myburgh also proposes efforts to lessen the impact of the strike, including: more overtime by those not on strike and the use, where feasible, of temporary labour.

Attempts can be made to persuade strikers to return to work either through propaganda or the imposition of a lock-out, although the latter carries with it its own problems.

But eventually, the judgment says, quoting from Myburgh, "the day will dawn when, despite the steps I have mentioned, the strikers are steadfast in their determination not to return to work while their demands remain unsatisfied and the employer is no longer willing or able to tolerate a strike."

"The employer's level of tolerance will be exceeded when, for example, loss of production and concomitant loss of profits become unbearable."

Of course, an objective definition of the word "unbearable" is not easy to come by, and one can envisage future cases fought on this principle becoming battles between accountants.

Bulbulia, in line with John before him, refused to throw out Sacwu's case on the grounds of the alleged "unreasonableness" of the union's demand for R200-a-month wage increases. But he did give some attention to the parties' pre-strike proposals — which may provoke criticism from that school of thought which believes it is not the court's function to pronounce upon the merits of substantial proposals made in disputes.

Bulbulia says he could not find that the union demand was a "final" one. And Sasol's refusal to negotiate after the strike began on October 1, 1987, made it impossible for the union to moderate its demand.

He added Sasol's R100 offer for the affected Sasol 1 plant was lower than that paid by other comparable companies in the region, and also compared unfavourably with offers at its Secunda plants.
8,000 Sasoil Workers Strike As Court Reinstates 730
Miners strike

ABOUT 8000 miners workers downed tools at Sasol's Secunda mines on Wednesday night, the Chemical Workers Industrial Union said in a statement yesterday.

OVER 2000 miners at Mosama's copper mine are on strike over wages, a spokesman for the Black Allied Workers Union of South Africa announced yesterday.
Wage strike by 5000 hits top SA food producing company

By DICK USHER
Labour Reporter

WORKERS at plants of Premier Food Industries, one of the big three food producers, have gone on strike to back wage demands.

The strike has affected three divisions of Premier — milling, oils and fats and animal feeds — at plants of Premier Milling, Epic Oils and Epol in Cape Town, the Transvaal, Port Elizabeth, East London and Durban.

A spokesman for the Food and Allied Workers Union (Fawu) said at least 5000 employees were involved.

Deadlock
He said deadlock occurred with the union demanding increases of R33 a week across-the-board for workers on the grades and 16 percent for those above the grades.

The company's milling division offered R28 a week, Epic Oils offered R24 a week and Epol R23.

He said the minimum at Epol ranged from R152 to R182 a week, depending on region, and Fawu wanted to close that gap. The minimum at Epic was R182 a week and in the milling division R184.

Another point in the dispute was that Fawu wanted a Premier operation in Transkei, Tanda Milling, to be included in the national agreement.

The Fawu spokesman said Premier had refused this.

Premier said in a statement that the strike followed five months of negotiation, including a conciliation board and mediation.

Premier said the milling division had offered 16.3 percent on the minimum, which would have brought the minimum in urban areas to R214 a week.

If the offer had been accepted, the average minimum would have been R247 a week, approximating wages paid in the motor and pharmaceutical industries, considered the highest payers.

The overall average wage for unskilled workers in the division was R163 a month, in oils and fats R1 131 a month and in animal feeds R1 099 a month.
What kind of share the workers want

Alan Fine
A high price

It's unusual to hear a union leader say, after winning a long court battle. “You wouldn't believe it, it was terrible. Sure, it’s a victory, but to us the whole thing was so unnecessary.”

This was how SA Chemical Workers' Union (Sacwu) general secretary Humphrey Ndaba described Monday's Industrial Court (IC) ruling. The IC slammed two companies, Sasol I and Naitref, for firing 2,000 legal strikers. Advocates M-A-E Bulbulia and V W Apostoleros ordered the companies to reinstate 865 employees, who are also to get six months' backpay (which could amount to some R3m).

Ndaba's comments follow a particularly brutal two-year strike at the Sasolburg plants. In August 1987, Sacwu brought its members out on strike over the employer's refusal to grant more than R100 across the board, or a minimum wage of R570.

"Since then, 22 workers have died in clashes with non-strikers, diseases related to hunger and deaths from natural causes and suicide followed, four workers are invalided or crippled," says Ndaba. He says 100 workers were detained for periods of up to three months. "If Sasol was an equal opportunity and nonracial company, people would not have suffered like this. Never have so many people died in a legitimate wage dispute in the labour history of the chemical industry."

Bulbulia and Apostoleros, in their 102-page judgment, say the "peremptory" dismissal of the unionists who had "embarked on a legitimate strike for higher wages" was an unfair labour practice. They ordered their re-employment in conditions no less favourable.
Sacwu case breaks new ground

ALAN FINE

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R200-a-month wage increase. But he did give some attention to the parties' pre-strike proposals — which may provoke criticism from that school of thought which believes it is not the courts function to pronounce upon the merits of substantive proposals made in disputes of interest.

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Cargo hit by national strike

By Drew Forrest

Road transport giant Cargo Carriers has been hit by a national strike involving 700 workers at 24 depots, says the Transport and General Workers Union.

Cargo's industrial relations manager, Mr Nick Pretorius, said some branches were hit by "unprocedural sympathy action" yesterday.

The union says workers are demanding the reinstatement of 200 colleagues at the Vanderbijlpark depot, fired in August after striking.

Mr Pretorius said management was arranging a meeting with shop stewards.
American mining man pays tribute to chamber

THE supply of gold available is not keeping up with the world's population growth, an American mining executive, Harry Conger, said in Johannesburg yesterday.

Conger, chairman and CEO of the Homestake Mining Company of San Francisco, speaking at a banquet to celebrate the Chamber of Mines's centenary, said he found this a challenge.

"There are a lot more people out there in the world who would enjoy gold and can afford it, but they need some tactful stimulation," Conger said.

Conger credited the chamber with having established the basis for the current strong promotion of gold by the World Gold Council, which now had the backing of a large majority of gold producers in the US, Australia and Canada.

"We should not lose sight of how small the gold market is in dollar terms," he said.

Research

"The total gross revenue of all newly mined gold last year was less than $50bn — the same amount that an American firm raised in 48 hours to buy a cigarette company," US mining companies had greatly benefited from South Africa's research into the problems of deep-level mines, and from other research by the Chamber of Mines Research Organisation, Conger said.

"The studies the chamber has supported on rock mechanics and on how to design mines using this data have been of great assistance to our staff at the Homestake Mine.

"The research on ventilation in hot, deep mines also has been of great help."

"There are many, many other examples of the benefits of your research to the members of the chamber as well as to the rest of us in the mining industry," Conger said.

Conger said the fact that the chamber had survived and prospered during the political, social and economic turmoil of the past 100 years, was a testimony to its quality and strength.

"It is an organisation which we in the industry outside South Africa hold in high esteem," he said.

Strikers lobby consul

CAPE TOWN — A delegation of striking National Panasonic workers and representatives of anti-apartheid organisations yesterday met Japanese consul officials in a bid to muster support for the strike.

Members of the delegation said that because of the Japanese government's policy of discouraging Japanese companies from trading or investing in South Africa, they had turned to the consulate for help. The workers are all members of the Electrical and Allied Workers Trade Union of SA (Eawusa) Vice-consul K Nakajawa undertook to report the meeting to the Japanese embassy in Pretoria, but said diplomatic staff were unable to intervene.

About 100 workers at National Panasonic's Parow plant have been on a legal strike in support of wage and other demands since August 24.

The union expected a reply by next Thursday, the Eawusa spokesman said.

National Panasonic manufacturing manager MS Tiffin could not be reached for comment.
5 000 at Sasol vote to strike

THE Chemical Workers’ Industrial Union (CWIU) said yesterday 5 000 members at Sasol’s Secunda mines had voted to strike over demands for a food allowance for miners living outside hostels and because of “exorbitant” penalties when workers lost their company badges.

The union also expressed concern about members’ allegations that certain hostel managers and undunas had asked another group of workers to arm themselves so they could attack union members should a strike take place.

A Sasol spokesman said after a meeting with union representatives on Monday a search had not turned up any dangerous weapons. Allegations about the hostel managers had been investigated and found to be unfounded.

He said Sasol recovered R20 — the replacement cost — for lost badges.

He refused to comment on union allegations about management condoning certain action against strikers, saying they could be regarded as libellous.
Cops like wild dog pack

RIOT policemen with quips and batons
"fell over each other's
feet in their eagerness
to attack like a pack
of wild dogs," Mitchell's
Platoe policeman
Lieutenant Gregory
Rockman told the
Wynberg Regional
Court yesterday.

He was giving evi-
dence in the case in which
riot policemen Major
Charles Roger Braille
and Lieutenant David
Isaac Ross have pleaded
guilty to a charge of
rioting.

At the start of yester-
sday's hearing, Capo
prosecutor Mr T J Peter
read out the charge before
a courtroom crowded
with journeymen, several
policemen and other
people in the public.

The two policemen
were asked to plead to
the charge that on September 5 at Mitchell's Plane
Town Centre they gave
orders that the men
should use excess force
and become involved in
a manner against a crowd
of people.

Braille was regional
officer commanding
Western Province
Number 10 at the time
and Ross was commander
of Plaza 3 at the time
of the incident.

In evidence Rockman
told that he was
waiting outside
the Town Centre
when Ross had told
him that a group of
rioters were about
to enter the plaza.

He said that when
he arrived he
heard the noise and
saw a large number
of men charging
the crowd. He said
that Ross and he
ran into the
crowd to keep
it back.

Rockman said
he could not say
exactly how
many people
were in the
plaza but
that there
were at least
eight officers
and several
policemen.

He said that
Ross and he
were trying to
control the
rioters but
that they were
being pushed
back by the
crowd.

Ross and
Rockman then
went back to the
plaza where
they continued
to control the
rioters.

Ross said that
he was trying
to keep
the crowd
back but
that he
was being
pushed
back by the
too.

Rockman said
that he was
trying to
keep
the crowd
back but
that he
was being
pushed
back by the
too.

Ross said that
he was trying
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Wage disputes blamed as strike-action trigger

WAGES were the trigger for nearly two-thirds of the 847 170 workdays lost through strike action in the first nine months of 1988, figures released yesterday by consultants Andrew Levy, Johan Piron and Associates show.

The figures were based on a survey of 168 strikes recorded in this period.

After wage strikes, responsible for 64.4% of workdays lost, the next most prevalent triggers were retrenchment and recognition (11%), discipline and dismissals (5.8%) and grievances (3.1%).

**Numsa was the most strike-prone union, accounting for 31% of workdays lost and involved in 25% of the 168 strikes.**

Next came the Commercial, Catering and Allied Workers' Union which contributed 17% of workdays lost and the Construction and Allied Workers' Union, 15%.

Chemical Workers' Industrial Union members participated in 10% of the total number of strikes while Paper, Printing, Wood and Allied Workers' Union was involved in 9%.

This is the first year the company has provided quarterly statistics, so comparisons with the first nine months of 1988 are unavailable.

The 847 170 workdays lost are more than double the 340 000 midyear figure, probably largely due to the large numbers of wage negotiations.

The total in lost workdays for 1988 was about 1.5-million.
SAB, union to talk about strike

Labour Reporter

South African Breweries and the Food and Allied Workers Union are to meet today for the first time since the beer strike started five weeks ago.

However, prospects for progress at the meeting, to be held in Johannesburg, do not look promising.

SAB's Mr Adrian Botha said yesterday that the company's 16 percent wage offer was not up for negotiation. The position on backpay — management insists the pay deal will take effect from the date of acceptance — was also unchanged.

DEADLOCK

Today's encounter would not be a negotiating meeting but would look at "alternative ways of resolving the dispute."

However, FAWU's Mr Mike Madlala said a management refusal to negotiate on the union's key demands "will very soon land us in deadlock."

Mr Madlala also rejected claims of divisions among the strikers.

According to SAB, 127 strikers returned to work yesterday at its Welkom brewery after accepting the 16 percent offer. Workers at three other breweries and a depot had indicated a willingness to end their strike.
Police raid SATS union building on East Rand

JOHANNESBURG — The SATS strike by between 20,000 and 40,000 employees erupted yesterday after a confrontation between police and workers at Springs' Palladium building.

Lieutenant Ida van Zweel said police raided the building housing Cosatu-affiliated trade unions and confiscated knives, knobkerries, steel pipes, sjamboks and similar weapons from about 220 workers.

No one was arrested.

East Rand police could not confirm SA Railway and Harbour Workers' Union (Sarhwu) allegations that they fired teargas into the building and beat workers, who had to jump out of windows.

A meeting planned for yesterday between the two parties never came off after management informed the workers' representative committee their proposals made before the scheduled talks were non-negotiable.

Management yesterday dismissed 150 workers at Langlangte, Springs and Sentra Rand.

About 8,000 workers have until today to furnish reasons for their industrial action and to return to work or be dismissed.

The return to work deadline for more than 10,000 striking SATS workers in Natal was extended yesterday until Friday. — Sapa, Own Correspondent

Rail trucks crush man

DURBAN — A pensioner who was employed as a casual worker by the South African Transport Services during the labour strike was crushed to death on Monday night while sleeping under a railway truck.

Police have identified the man as Mr Petros Johannes Jacobsen, of Rutherford Street.

Lieutenant Bala Naidoo, police public relations officer for Port Natal, said Mr Jacobsen had fallen asleep under one of the railway trucks at a pier.

When the shunters came on duty they inspected the lines but did not see Mr Jacobsen.

They discovered his body after examining the rails to find out why the trucks were not running freely.

The railway trucks were loaded with steel — Sapa
Council strikers still out

THE strike by over 600 Tzaneen Municipality workers entered its second day yesterday with the town clerk saying that no negotiations would take place until the workers returned to their posts.

The strike over wages, has affected all divisions of the council operations, according to the regional organiser of the National Union of Public Service Workers, Mr Ernest Malematja.

Malematja said workers with over five years service earned R150 a month.

He said workers were demanding a minimum wage of R400 a month. He said the town clerk, Mr J de Lange, had refused to open negotiations with the union.

De Lange told Sowetan in a telephone interview that the council had adopted a resolution on Monday night regarding wages. He declined to disclose the contents of the resolution until the workers returned to work.
Beer strike: Worker attacked

By ANDREA WEISS, Staff Reporter

A CASUAL worker at the Newlands SA Breweries plant was attacked on his way to work today and a food and Allied Workers' Union member has allegedly been arrested.

Mr Peter van Zyl, 25, of Rugby, was attacked as he walked through the Newlands station subway at 5.55am, just before a picket, organised by union members, began.

Mr van Zyl, who has been working at the plant for a week as a boilermaker, said: "As I came out of the station a couple of men attacked me from behind. As I was trying to get away others attacked me from the front. I ran up the road towards the gates and then they stopped." Mr van Zyl was bloodied around the face and on the knuckles.

LEGAL STRIKE

Today is the 22nd day of a national legal strike at SAB plants by 6000 Fawu members. Negotiations between the union and the SAB are deadlocked, with the brewers offering a 16 per cent increase across the board and the union demanding a 38 per cent increase on the minimum wage.

After 6am about 100 brewery workers gathered in Letterstert Road and jogged up it singing and chanting towards Main Road, where a large group of police were watching.

The workers then moved down Main Road towards Boundary Road, brushing past a group of policemen who tried to stop them.

When they arrived at the main gates of the SAB plant they streamed past the security guard on to SAB property and stopped outside a second set of gates inside.

At this stage police asked journalists to leave the premises and they moved in with a dog. However, the police, too, left and waited outside as the SAB management were arriving for work.

According to shop steward Mr McWhellington Mtuya, the workers were refusing to leave the premises because one had allegedly been arrested for attacking a casual worker.

Mr Mtuya said earlier that the intention of the pickets had always been to show the public peacefully that the union had a problem with the SAB. He said the workers had not seen the attack.

Police spokesman Major Jan Caltz confirmed that a man was arrested and released after being told to appear in the Wynberg court tomorrow on an assault charge.

No money: 'We're the beggars...'

By ANDREA WEISS, Staff Reporter

SA BREWERIES strikers in the Western Cape are beginning to feel the pinch.

Without a strike fund and without pay, the 500 workers have to rely on friends and supporters to see their families through the lean period.

As the Food and Allied Workers' Union is a "food union", strikers are collecting food from members in other sectors of the industry to help them.

Members of sympathetic organisations and of the Congress of South African Trade Unions are being asked to give money.

All money and food is distributed according to need to workers who meet daily at Community House in Salt River to plan activities in support of their strike.

"We are the beggars right now," shop steward Mr McWhellington Mtuya said when asked how he and others were making ends meet.

"We have problems financially but we are prepared to sacrifice for our struggle as long as management is not prepared to listen to our demands."
Sats counts out any early talks on strike

TALKS between Sats management and striking employees were unlikely at this stage and dismissals would be reviewed this week, Sats spokesman Alan Lubbe said yesterday.

"No talks are on the cards and we will be seriously review the dismissal situation today," he said.

However, SA Railway and Harbour Worker Union (Sarhwa) assistant general secretary David Moeti said on Friday strikers were prepared to continue with their action no matter what the cost.

He accused Sats of having adopted a "very aggressive line" and of having harassed and threatened workers.

"We are prepared to fight no matter what the consequences even if it means the strike lasts three months or more," he said.

A further 792 workers were dismissed on Friday, according to Sats spokesman Fris de Stevenson. This brings the total number of workers fired to 2,400.

He said 493 people had now been dismissed in Natal, 183 in the Free State, 109 in the Southern Transvaal and 52 in the Northern Transvaal.

"We are monitoring the situation on a daily basis. Each case is looked into individually," Stevenson said. Sats said productivity and service levels were being maintained.

Police confirmed on Friday that a Sats employee shot in a clash between striking workers and police in Germiston on Thursday had died in hospital.
JOHANNESBURG. — Three workers have been killed and others injured in union clashes at Haggie Rand's Germiston plant. The conflict involves Cosatu's National Union of Metalworkers and the Inkatha-linked United Workers' Union. — The Argus Correspondent.
THE South African Breweries and the Food and Allied Workers Union meet tomorrow, against the backdrop of a six-week-old strike in the beer industry.

Fawu spokesman Mr Mike Madlala said the meeting was requested by SAB to discuss "relationships between his union and management".

He said it was unclear whether talks would centre around the strike and wage negotiations, but that the union's negotiators and office bearers would be present at the talks.

"If management wants to negotiate we will excuse ourselves and leave everything to our negotiators," he said.

Madlala reiterated the union's stand to continue the strike until SAB management "showed some flexibility to negotiate" on the R1.80 an hour demand.

A spokesman for the SAB, Mr Adrian Botha, said workers' demands were unreasonable.

Botha said workers had already lost R10 million since the strike began. Above all, he said, the company was concerned about the degree of violence against "innocent employees" of the company.

He also claimed that the distribution of a pamphlet at the Rosslyn plant was "an indication of worker dissatisfaction".

Fawu however dismissed these claims and said the pamphlets were "the job of management".

Link

Asked to comment on the recent attacks on scabs and several employees of the SAB, Madlala said "our members should not be linked to any violence because they only want to negotiate with the company".

Fawu also disputed a claim by the company that the majority of workers at one plant had accepted the 16 percent wage offer and were willing to return to work.

Meanwhile, the Soweto Taverners Association will hold a meeting at Uncle Toms Hall from 1pm today to discuss Fawu strike.
Bid to resolve beer strike

THE Food and Allied Workers' Union (Fawu) and SA Breweries meet tomorrow for the first time since mid-September in an attempt to resolve the strike which started on October 11.

According to SAB spokesman Mr Adrian Botha, Fawu has agreed to attend the meeting for "discussions."

However, negotiations are not expected to resume.

PERCENTAGES

In another move SAB have said that 75 percent of employees at an unnamed plant have signed their acceptance of a 16 percent across-the-board wage increase offered by the company.

Mr Botha said that SAB had negotiated "till exhaustion" the position on wages.

"It would be highly irresponsible of Fawu now to negotiate minor percentage increases," he said.

Tomorrow's meeting will be the first time SAB and Fawu have met since mediation broke down in mid-September, triggering the strike on October 11.

DEATH TOLL

Their last official wage negotiation meeting was on August 23.

The death toll in the bitter strike involving 8 000 Fawu workers reached six by the end of last week. Fawu members and casual workers have been among the casualties.

Fawu's demand is for a 38 percent wage increase but the union has indicated a willingness to negotiate this demand.
Some strikers back at work?

Johannesburg — The majority of SAB strikers at a small Free State brewery are expected to return to work today, SAB personnel director Mr Rob Childs said yesterday.

If they do, this would represent the first crack in the five-week-old strike by 6,000 workers.

Mr Childs said 75% of the 120-strong workforce at the Welkom brewery had signed their acceptance of the company’s 16% wage offer.

He said employees at another three breweries — two large and one small — and three transport depots had shown an interest in ending their strike.

Food and Allied Workers’ Union spokesmen could not be reached for comment.

The parties are scheduled to meet tomorrow for talks aimed at resolving the dispute.
SAB, Fawu to meet on beer strike

Own Correspondent

JOHANNESBURG. — Beer strikers and brewery owners will meet this week for talks amid claims by SAB that the strike is crumbling.

The union organising the strike, Fawu, and SA Breweries will meet on Wednesday to discuss the "overall situation."

Fawu disputed the SAB claim that the strike was crumbling, saying it had worked out plans at an executive meeting to intensify the strike.

The strike, involving 6 000 SAB workers, has been on for six weeks and the death toll reached six at the end of last week. There is also no sign that SAB is prepared to negotiate its 16% wage offer.

SAB claimed at the weekend that workers at one of the seven strike-hit breweries had indicated their desire to return to work today. The company did not name the brewery to prevent victimisation of employees. "This is a definite indication that the strike is crumbling," a spokesman said.

However, Fawu described this claim as false and said it planned to seek broadened support for the strike. This would include seeking assistance from workers at other SAB subsidiaries and from the Mass Democratic Movement. The union reiterated that its 16% wage demand, although reasonable in the light of SAB profit levels, remained negotiable.

SAB announced on Friday that two more deaths had been reported. The sister of a salaried employee had died during a grenade attack on her home in Tembisa and a casual worker was attacked and killed near a Durban station.

It said three strikers in Durban had been arrested with petrol bombs in their possession and there were many reports of intimidation of shebeens...
SAB strike heads for a turning point this week

THE sixth week of the violent and stalemate strike by 6 000 Food and Allied Workers' Union (Fawu) members at SAB could prove to be a dramatic turning point if the plans and hopes of either side are fulfilled.

As the death toll in the strike reached six at the end of last week, SAB claimed the strike was crumbling, while Fawu announced plans to work out at an executive meeting to intensify its fight.

The two parties have agreed to meet on Wednesday to discuss the "overall situation," although there is no sign the company is prepared to negotiate its 16% wage offer.

SAB claimed at the weekend that workers at one of the seven strike-hit breweries had indicated their desire to return to work today.

The company did not name the brewery "to prevent victimisation of its employees." "This is a definite indication that the strike is crumbling," a spokesman said.

However, Fawu described this claim as false, saying it planned to seek broader support for the strike.

Negotiable

This would include seeking (unspecified) assistance from workers at other SAB subsidiaries and from the mass democratic movement for those in the beer division.

The union reiterated that its 33% wage demand, although reasonable in the light of SAB profit levels, remained negotiable.

SAB said on Friday that two more deaths had been reported.

The sister of a salaried employee had died during a grenade attack on her home in Tembisa, and a casual worker was attacked and killed near a Durban station.

It added that three strikers had been arrested in Durban with petrol bombs in their possession, and that there had been many reports of intimidation of shebeeners.

Sapa reports that after four days of union meetings in Johannesburg last week, Fawu national organiser Nagn Naicker said the organization had "consistently stated its desire to negotiate an end to the dispute."

"We believe that SAB's refusal to negotiate has created conditions for the deep conflict which exists. "Yet in the interests of reopening talks, we are saying our demand is negotiable."
Seven people now dead in SAB strike

By SELLO SERIPE

SEVEN people have now died since the SA Breweries strike began four weeks ago, with two more killings reported in Natal.

But the figure released yesterday by Food and Allied Workers' Union (Fawu) national organiser Rajin Naicker at a press conference in Johannesburg was five – two union members in Soweto, one sympathiser in Katlehong on the East Rand and two scab workers in Natal.

During the earlier days of the strike an SAB truck driver was shot dead in Natal while in Tembisa on the East Rand the sister of an SAB employee died in grenade attack on her home.

Fawu also announced yesterday that the union was willing to renegotiate its R1,80 an hour wage demand. SAB has agreed to meet the union on Wednesday.

Naicker said the SAB was trying to criminalise the union by making false press statements, and accusing the union of intimidating taverners and shebeeners.

The Fawu national executive committee resolved to intensify and strengthen the strike.

In the light of this, Fawu would do the following:

- Initiate a meeting of all workers in the SAB group to formulate ways in which they could support the workers in the beer division;
- Initiate meetings with all the components of the Mass Democratic Movement to obtain their support for the striking workers, and
- Strengthen the structures of the union to ensure more effective co-ordination at a national, regional, and branch level.

SAB management was not available for comment yesterday.
JOHANNESBURG — Talks between SA Breweries and the Food and Allied Workers' Union (Fawu) reached deadlock yesterday, with the breweries accusing the union of being "obdurate and unimaginative" and the union saying SAB had no intention of trying to resolve their dispute.

"Fawu offered too little, too late, coming down from a 38% increase to 32%, and was not prepared to discuss its additional demands which totalled 150%," SAB said in a statement.

However, Fawu spokesman Mr Ragin Naiker said that the key to negotiating the dispute — an offer of R1.50 — had been put into SAB's hands.

SAB responded by having a caucus which "did not last 15 seconds", then just reiterated their position.

Mr Naiker said SAB would not address demands on working conditions and "seemed to block all moves" by Fawu towards negotiation. — Sapa
SAB STRIKE

Digging in

The strike by at least 5 500 SA Breweries (SAB) workers at nine plants and 13 depots has moved into its fifth week. At least one black liquor trading association says it has been hit "very hard" by calls for a national beer boycott.

The boycott was called in support of the demand by Cosatu’s Food & Allied Workers Union (Fawu) for a minimum wage of R6,50 an hour (38% more than the present R4,50). SAB’s offer is R5,45 (16%) and beer division MD Graham Mackay says emphatically that the offer won’t be raised simply to help the union “save face”.

The boycott seems to have affected trade mainly in Soweto — where a backlash among the black liquor traders seems imminent. The National Taverners Association (NTA) prepared to meet on Tuesday, sources say the likely decision would be "to tell Fawu that they are being unreasonable.”

The NTA, which claims a membership of 80% of SAB clients, together with the SA Taverners’ Association (Sata) and the National Stokers Association, came out in support of the boycott last week — but business has been affected only one major black trader group, the Ukhambila Liquor Association, declined to join the boycott.

Meanwhile, SAB Public Affairs manager Adrian Botha repeats SAB’s position that production has not only been unaffected by the strike, but, along with sales, is actually up on last year. He says the East London boycott (which had had some effect) “appears to be cracking.” Despite a “strict” boycott in Soweto, he stresses that it has had “no noticeable effect” on overall sales.

An explanation of this apparent contradiction comes from Ukhambila vice-president Zanoso Kunene. He says that while his members’ sales are suffering, this does not apply to SAB “I believe black consumers are still drinking beer, but either at home or in town.” Clearly, they are buying it at white outlets, or drinking in town.

Kunene claims harassment of black traders has been prevalent: “We have had a mixture of types walk into our stores and demand to know why we are selling beer. Without giving traders an opportunity to explain, unemployed looters and hooligans have smashed or taken beer. Fawu members (and high school pupils, believing the boycott is ‘for the struggle’) have also been enforcing the action.”

Fawu refused to comment this week on the effectiveness of the boycott, but last week assistant general secretary Mike Madlala claimed SAB lost two days of production at Isando. He says that on one day casual labourers (a major part of SAB’s contingency plan) ran away from the plant after “two groups of scabs — one group in a bus which was late for work and the other outside the plant gates — mistook each other to be Fawu strikers and got so scared that both ran away.”

Commenting on the high rate of anti-SAB violence, Madlala says “Any strike is a life or death affair with workers, who depend solely on selling their labour.”

With SAB claiming that its contingency plans have been working well so that it can hold out indefinitely, Fawu members are reported to be taking strain. Fawu concedes it costs R15 a day to fund a striker (R650 000 per week, based on Fawu’s figure of 6,000 strikers) — money which he says is not provided by outsiders.

These factors weigh heavily on Fawu’s national committee, which meets this week to discuss the strike and hear a shop stewards’ report-back. They will also have to consider the fact that the Pan Africanist (as opposed to Charterist) Food & Beverage Workers’ Union has not come out in sympathy. This means that breweries such as Chambor near Soweto are operating above normal capacity SAB has also calculated that by January 1 the lowest-paid striker would have lost R4 060.

Fawu has in effect said it is prepared to lower its demand, if SAB is prepared to resume negotiations. Mackay said this week that he was prepared to discuss shift work and overtime, “but we regard our wage offer as final.”

It looks as though Fawu has decided to dig in for a while. But a way out of what Madlala calls “the war” may well be founded on the offer to talk about conditions.
Two more die in violence linked to stoppage

TWO more people have died in violence linked to the four-week South African Breweries strike — one in a grenade attack — while SAB has reported “definite indications” that the strike is crumbling.

The Food and Allied Workers Union (Fawa) denied the attack claim, while the body of a third worker, 24-year-old Naas Elsabab, was found in the town of Senekal.

The strike has claimed the lives of two workers since it began, the first a 24-year-old worker who was shot dead at the Kriel Brewery in August.

A SAB spokesman said yesterday that two of its monthly-paid workers were killed when a bomb was thrown into their champagne-making plant in the Senekal area.

The spokesman said the two workers were killed when a bomb was thrown into their champagne-making plant in the Senekal area.

He declined to name the plant “to prevent victimisation of its employees.”

Fawa also said that discussions were under way with workers at other plants and that a pamphlet distributed by workers at its Rosslyn brewery was a further indication of the strike moving in that direction.

The pamphlet accuses Fawa of being weak and undemocratic, and its officials of “sitting back while workers starve”.

A Fawa spokesman said the union would respond fully at a press conference today.

However, he insisted that the strike was still strong and that Fawa was investigating ways of intensifying it.

Reacting to the pamphlet, the spokesman said that a strike was a union stronghold “that can’t be destroyed” and said that workers get printing facilities.

SAB’s public affairs manager, Mr Adrian Botha, confirmed yesterday that Fawa had formally rejected the company’s offer of mediation.

The process would continue no purpose, the union said, because of Fawa’s “inflexible position” on the wage issue.

SAB said that in the light of the apparent deadlock with unions, it had written to Fawa proposing a meeting next Wednesday to discuss the overall situation.

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TOGETHERNESS: National Party MP Dr Johann Visser, shakes hands with SWAPO leader Mr. David Stolte looks on.

Kotze names environment-watchdogs

OWN CORRESPONDENT

ENVIRONMENTAL Affairs Minister Mr. Gerhard Kotze has named the members of the new environmental council, which will act as an advisory body to the Government.

Mr. Eric Hall, a consultant engineer and the former city engineer of Johannesburg, is the chairman.

Other members include Prof. Richard Fugle, professor of architecture at the University of Pretoria, and Mr. George Fagan, director of the Institute for Environmental Studies.

The council, which was established in the Department of Environmental Affairs, will advise the Minister on environmental issues.

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TOGETHERNESS: National Party MP Dr Johann Visser, shakes hands with SWAPO leader Mr. David Stolte looks on.

Lawyers wait for go-ahead on mock hangings campaign

PAT DEVEREAUX

PERMISSION to stage mock public hangings in city centres throughout the country, to bring home to the public the “barbarism” of the death penalty, is still being awaited by the authorities, says the National Association of Democratic Lawyers (Nadel).

Nadel has organised a week-long anti-death penalty awareness campaign.

Three more people were hanged in Pretoria on Thursday, bringing the total number of executions in South Africa this year to 52.

Nadel says the awareness campaign coincides with the 25th anniversary of the first political executions.

Tomorrow at midday, recently released African National Congress leader, Mr. Ahmed
SAB strike erupts in violence in Natal

DURBAN. - The SAB strike erupted in violence again yesterday with reports of at least one employee killed, two others injured and four beer delivery vehicles gutted by fire outside the depot at Prospecton in Amanzimtoti.

SAB spokesman Mr Adrian Botha said a casual worker was attacked, beaten and stabbed to death at Reunion railway station while on his way to work early yesterday morning. Crowds, armed with fire bombs and stones, went on the rampage, causing damage to vehicles estimated at more than R70 000.

*Taverners withdraw strike support — Page 3*
Taverners call on SAB to resume talks with union

By Stan Hlpe

As the beer boycott in support of the South African Breweries strike continues, the National Taverners' Association and Ukhamba Traders have decided to call on SAB to resume negotiations with the Food and Allied Workers' Union (Fawu).

Seven organisations attended a meeting in Johannesburg on Wednesday night to discuss ways of defusing violence associated with the boycott and strike.

They were the Fawu, the UDF, Cosatu, Soweto Youth Congress, Soweto Civic Association, NTA Ukhamba and National African Stokvel Association of South Africa.

Fawu's assistant secretary-general, Mr Mike Madlala, said shebeen owners and bottle store owners would be allowed to buy stock, not to sell it.

The boycott would be monitored and assessed on a weekly basis, Mr Madlala said.

He added that he believed the organisations which had attended the meeting would eliminate any form of violence in future.

Estimated damage of R31500 was reported when a crowd attacked vehicles on three different occasions outside the SA Breweries plant at Prospecton near Durban yesterday.

A police spokesman said the first incident occurred at about 8am in Joyner Road, when about 30 people stoned an SAB truck, causing damage of about R1500.

About 10 minutes later when the crowd had swelled to about 40, a mechanical horse was set alight — with damage estimated at R20000.

Then at about 10am a truck belonging to Broadway Cartage, which had been hired by Khawam bottle store, was struck by petrol bombs.

The damage was estimated at R10000.
TWO of the country's largest black taverners' associations have withdrawn their backing for 6,500 striking SA Breweries (SAB) workers, aggravating conflict between community organisations and shebeeners.

The Ukhamba Liquor Association and National Taverners' Association announced this decision at a meeting with the Food and Allied Workers' Union (Fawu) and representatives of community organisations in Johannesburg on Wednesday, a Fawu spokesman said.

Ukhamba represents about 1,500 black bottle store owners in the Southern Transvaal and Eastern Cape.

The union, which earlier mustered taverners' and shebeeners' support for a ban on selling SAB brands, had been forced to mediate between the liquor distributors and community groups pressing for a beer boycott, the spokesman said.

Meanwhile, a crisis "how to survive" meeting to be held in Guguletu by the SA Taverners' Association (Sata) was yesterday called off.

And as the strike moved into its second month yesterday, SAB subsidiary Amalgamated Beverage Industries (ABI) granted 4,700 Fawu members an 18% wage increase, the union spokesman said.

SAB, however, has refused to reconsider its final 16% wage offer to Fawu.
The call from the shebeens: Settle the beer strike

By PHIL MOLESFE

The sooner the Food and Allied Workers Union and South African Breweries solve their dispute the better. That's the clear message coming from Soweto shebeens.

Shebeen patrons this week expressed a wish to return to the good old days as their drinking wells run dry as a result of the month-old strike of 6000 SAB workers and the call for a beer boycott.

A snap survey in Soweto showed a remarkable decline in beer sales. Patrons have turned to spirits and wine.

Some people are keeping away from shebeens out of fear following Fawu's boycott call. Soweto shebeens were deserted on Wednesday evening, a sight that belied the usual mid-week drinking sessions that continue late into the night.

"I am scared of selling beer, although I do not know what this boycott is all about," said Tabitha Leboalo, a well-known shebeen queen.

As we settled down for whisky and soda, Tabitha said she would be closing shortly "because touts are taking advantage of the situation".

Shebeen goers are scared after reports that groups of youths went on the rampage attacking shebeen queens and smashing beer bottles. In Orlando West a bootlegger and shebeener were attacked and beer worth more than R4 000 was smashed.

Lucy Mahlangu, who runs a shebeen known as Ha-Mnathabo, watched in horror last Friday as more than 200 youths smashed 100 cases of beer in her yard and in the street.

"I tried to plead with the youths that I had heed-ed the call and I would not sell the beer until I have been told to do so, but they would not listen," said Mahlangu.

"They broke down the garage door and smashed cases of beer. Others removed a freezer containing beer from my bedroom and threw it into the street," she said.

She sustained a cut on her right ankle and had bruises on her left arm when the rampaging...

To PAGE 2
The shebeeners say: Settle the strike

No ta (32)

Youths attacked her with beer bottles andジャンボ・ボトル喜歡

If the striking workers could have approached us, it would have been better. Now they just issue orders and we are expected to carry them out," she said.

Bheki Mhlongo, a well-known Orlando West bootlegger, lost more than 200 cases of beer when the boycott-supporting crowd invaded his place.

"I do not work for the breweries, so I do not know how I got involved in that dispute," said Mhlongo.

A member of Lazu, who did not want to be named, said although the union called for "the most disciplined action" at the start of the strike, the longer the strike continued the less the union could guarantee control over strikers.

In another development, two SAB workers were killed on Wednesday when they demonstrated against the sale of beer in Zola township.

According to Fawu the workers were killed by a gangster who was hired by "bootleggers" in the area.

Said Puleng Ndabele, another well-known Soweto shebeen queen and mother to film star Munywa of "Lollipop" fame: "I have resigned myself to watching TV with my kids and waiting until these people are over with their dispute."

In other parts of Soweto shebeens are selling beer only to their best customers.

"I still have some stock left and this is only reserved for my own people," said a Meadowlands shebeen who did not want her name mentioned.

In a well-known Diepkloof shebeen patronised by journalists, doctors, lawyers and other professionals, it was action as usual.

"Once you lose customers it's not easy to get them back, so I have kept something for my people," said the shebeen, who did not want to be named.

"These people should understand that we make a living off liquor and we will be left stranded, when they go back to their jobs after the strike," she said.

Added Moss, a patron of the establishment:

"How do we get involved in the strike? We support their demand but they should not involve us in their dispute.

"Do you mean if people who work at Mobil go on strike we should not buy petrol, or are you going to stop passing cars and drain the petrol," asked Moss as the house burst into laughter.

"Hal khona (no guys), we can't stop buying meaty-meal if people at the milling company go on strike," he said.

"Get me right fellows, we do support our brothers, but strategies need to be worked out."

The National Tavern Associations announced yesterday that they intend to start selling beer following a meeting on Wednesday night with Fawu, the Congress of South African Trade Unions and youth organisations at Century Plaza in Hillbrow.

NTA president Lucky Michals said his organisation will continue to support the striking workers in whatever way it could, provided it was not destructive to its members.

"We have kept out for two weeks with the hope that Fawu and the SAB would solve their problems, but now we are dying in the process," he said.

Last night there were no signs of an end to the beer strike. Fawu said the two workers were killed after demonstrating against the sale of beer in Zola had been attacked by thugs hired by "bootleggers" and called on SAB to dissociate themselves from the incident. The company responded by calling on the union to restrain members who were allegedly intimidating shebeen owners.
Beer boycott

By CHRIS BATEMAN

TOWNSHIP liquor dealers in the Peninsula have lost an estimated R16 million in beer sales and several could face bankruptcy within a month — but their boycott of SAB products will continue.

This was said yesterday by Tuntubele, chairman of the SA Taverners' Association, Sata.

Mr Tuntubele, the "father" of liquor trading in the Peninsula's townships, said Sata's support of the striking Fawu workers at the Newlands SAB factory was a pragmatic long-term decision.

A Cape Times tour of shebeens and taverns yesterday yielded several stories of group bands of youths raiding shebeens for any sign of SAB products and smashing full beer bottles.

Mr Tuntubele said Sata's position was painful but unavoidable.

"I cannot risk the lives and properties of my people. If we sold we'd arouse a sleeping giant which would crush us."

"We do not want the Hoppers and Casspurs that the government's beer outlets had for protection in past years — we all saw those outlets burnt down despite the state's power," he said.

Tuesday's decision by the National Taverners' Association to begin selling beer in Soweto again was "tantamount to suicide" and predicted widespread violence in the Reef township.

Mr Tuntubele said his own liquor wholesale outlet in Guguletu, Sivukile Liquors, had an average monthly turnover of R2.2 million — 80% from beer. He estimated the total Peninsula township liquor monthly turnover to be at least R20m, 80% of this from beer.

"I have sleepless nights over how this is hurting the black business image and what it will do to potential investors. The banks will be afraid — but they don't understand our situation," he said.

His views were independently supported by taverners in Langa and Guguletu.

Guguletu's Mr Thabo Matuka said he was losing about R4 000 a week and had "put off" 18 casual labourers.

One Langa backyard shebeen owner said "thugs" had smashed every bottle of beer in his home last week. "We go with the flow, you can't swim against it," he said.

The boycott has embraced even Windhoek Lager, which consumers perceive as being SAB-linked, while sales of apple cider made by Glays and SFW have soared in the beerless vacuum.

Sata will hold a "How to Survive" meeting at Sivukile Liquors at 2pm today.

BEERLESS MOUNTAIN. Mr Tuntubele with some of his 10 000 empty and uncollected SAB crates. "I cannot risk the lives and properties of my people," he said. "If we sold we'd arouse a sleeping giant which would crush us."
8,500 NUM members (the union claims 10,000, including about 2,000 sympathizers) Five mines and the De Beers geology division were affected.

The strike was suspended for a few days at the end of last month after the parties agreed to mediation. The union said De Beers had indicated it would improve its offer, which it did, from 17% to 18%. The union rejected this and resumed the strike.

It eventually settled, however, for the 18% increase together with a lump-sum payment backdated to May and recognition of June 16 as a paid holiday. The NUM also agreed to withdraw its demand for March 21 (Sharpeville Day) and October 1 (Kinross mine disaster) to be paid holidays.

Golding says that backing down on the wage demand was unimportant. "What is important is that, for the first time, we successfully shifted management's pre-strike position." He says concessions were a result of the NUM demonstrating it could bring out 98% of the work force and had the ability to use the strike weapon in a disciplined and tactical manner.

He says it was the company's agreement to backdate the offer, and grant the labour holiday, that made accepting 18% "a decision we could live with."

He adds the union was aware De Beers had stockpiled diamonds worth R4,8bn — enough to maintain sales for half a year — but the company still responded to labour pressure. This included, at the height of the negotiations, our refusal to endorse the company's exemption from the Basic Conditions of Employment Act — which provides that workers should have specific tea and lunch breaks.

"Normally, in terms of the exemption, they work up to nine hours at a time without these," he says. However, the union continues to accept De Beers' exemption from the Act.

De Beers' industrial relations consultant Shane Lesegang says 8,100 employees went on strike. "There are 9,900 employees in the bargaining unit, of whom 8,200 are NUM members, meaning that 82% of employees were struck."

"At the final stage of negotiations, the NUM came down nearly 10% in its wage demand, while De Beers went up 1%, NUM had opened talks at 60% and De Beers at 10%. Obviously, the NUM will claim a victory, but it is untrue to say we offered June 16 as a paid holiday because of strike pressure."

In fact, we made the June 16 offer before the conclusion board hearing. "The strike cost them. They lost six shift in pay. All the union got after resuming the strike was a uniform calculation of the lump sum, and not their demand to backdate the offer in its entirety — which would have included overtime pay, allowances, accumulated leave, and pension contributions.

The availability of the lump sum was conditional on an early return to work."

Lesegang adds, "It is totally untrue to say De Beers' employees work nine-hour shifts without a break. For years they have been getting at least a 20-minute lunch break and two 10-minute tea breaks. It is a fairly informal arrangement as it is not possible to stop certain operations."

"De Beers is among the highest payers in the mining industry."

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**Claiming the spoils**

The wage dispute between De Beers' mines and Cosatu's National Union of Mineworkers (NUM), which caused a national diamond mine strike, has been settled.

The union accepted an 18% increase to bring the minimum wage to R653 a month.

In the final stages of negotiation the NUM had been pushing for a 26.6% increase. It started at 60% but assistant general secretary Marcel Golding claims the strike improved the confidence of union members; they had realised they can force De Beers to make small moves — away from a tradition of "making none at all."

The dispute prompted two three-day strikes (or six eight-hour shifts) by about
Strike costs millions — but who is losing?

By ANDREA WEISS
Staff Reporter

MILLIONS of rands are being lost in the bitter wage dispute between the Food and Allied Workers' Union and South African Breweries — but each claims the other is the bigger loser.

Fawu believes SAB must be losing millions as the strike moves into its second month. The SAB in turn has sent strikers letters pointing out how much they stand to lose financially if the strike drags on into the new year.

It says that in spite of a national boycott of its products, sales are up on last year. It also says the boycott is crumbling.

For the strikers, the personal sacrifices have been great. Because there is no strike fund, they have to rely on friends and fellow-unionists. However, in spite of hardships, strikers appear to be firm in their resolve to see the strike through even while there is no end in sight.

According to an SAB Press statement, strikers have lost R10 million in wages.

If the strike continues until January 1 the lowest-paid employees will lose a minimum of R4,900 in wages and R480 in back pay “forfeited when the strike started on October 10,” the company says.

Five percent

Fawu says its members knew the strike would bring them hardship but they believed SAB would lose more.

Besides, the union argues, the dispute is legitimate and the increases for it is asking will amount to only five per cent of the company's profits.

The consumer boycott was still strong in the Eastern Cape and Western Cape, he said.

The SAB denies vehemently that it is incurring losses.

Sapa reports from Johannesburg that the Congress of South African Trade Unions' Wits region has condemned the killing of three SAB workers who were demonstrating against the buying and selling of SAB products in township shebeens.

Who's bitter? Not these home brewers

By PAT CANDIDO
Argus Bureau

PORT ELIZABETH — There are a healthy bunch of beer drinkers who are still laughing all the way to the refrigerator

— brewery strike or not

They are the home-brew men, who are sitting pretty, completely unconcerned about strikes and the like.

Most are retired men who had already decided prices of beer were too heavy to be handled on pensions. So, instead of paying as much as R2.20 a pint, they started making the good stuff themselves.

A good pint made from top ingredients costs them 24c. Starter kits can be bought — at a city paint store, would you believe? — for between R11.30 and R20.99, and will make 25 pints.

The apparatus costs a little more — R20 for a special container with taps and R25 for a special bottle top machine.

A spokesman for a shop selling the kits said home brewing was catching on fast among retired men. Younger chaps still enjoyed a pint in a pub.

Homemade beer takes about a month to mature. A veteran brewer is Mr Brian Ashby, 74, of Humewood.

“I must have made thousands of litres of pilsner and lager since I started many years ago.”

He admits his brew is somewhat potent and likely to knock drinkers sky high, but he can also make a less potent variety and has already bottled 50 pints for the festive season.
Bid to end Parow strike

The Electrical and Allied Workers' Trade Union (Eawtu) is to meet with National Panasonic management next week in an attempt to resolve a marathon 12-week strike involving almost 200 workers at the company's factory in Parow Industria.

An Eawtu spokesperson said the union had agreed to a company proposal of mediation.

This follows the refusal by the strikers of an offer by National Panasonic of a one-off R250 bonus.

This week National Panasonic sent letters to the strikers asking them to return to work.

The Eawtu spokesperson said the major obstacle to a settlement was the company's refusal to agree to bigger increases than that negotiated with a minority union at the factory.

Bridging the gap: Veteran trade unionist Oscar Mpetha surrounded by a sea of "baby faces" who came from creches in the Guguletu/Nyanga area to pay homage after his release from imprisonment about two weeks ago. PIC: YUNUS MOHAMED
Some strikers want to return to work - SAB

South African Breweries was receiving many calls from disgruntled strikers who said they wanted to return to work, a SAB spokesman said yesterday.

"We are hopeful that the calls are an indication that the true value of our wage offer is being recognised," the spokesman said, adding that strikers had already lost R10 million in pay.

However, the assistant general secretary of the Food and Allied Workers Union (Fawu), Mr Mike Madlala, rejected the statement as "propaganda" and "a tactic to sow division among workers."

"We assess our strength on a daily basis and the strike is as firm as ever," he said.

Mr Madlala said strikers had been shot dead in Zola, Soweto, on Monday while demonstrating against the selling of beer in the township.

The union had also heard that a student had been killed and two others injured when a shebeen owner fired on demonstrators in Ktlehong this week.

The demonstrations were decided on at a regional meeting of the Congress of SA Trade Unions at the weekend.
'Gangsters’ kill strikers

The death toll in the beer strike rose to three this week when gunmen fired on workers picketing shebeens in Soweto and Katlehong, killing a striking SA Breweries worker and a pupil.

The Food and Allied Workers’ Union (Fawu) said all three were killed while taking part in peaceful demonstrations aimed at getting support for the beer boycott.

One striker died when a group demonstrating in Zola, Soweto, were accosted by a “gangsters presumably hired by a bootlegger in the area”, the union claimed.

A pupil who joined Fawu members demonstrating outside a shebeen in Katlehong was killed when the shebeen owner opened fire. Two others were injured.

Both incidents happened on Monday when workers staged demonstrations outside township shebeens selling SAB beers in defiance of a consumer boycott, Fawu said yesterday.

The union, which represents about 6,500 striking SAB workers, charged that the assailants were “gangsters” and “known thugs”.

Fearing further attacks on its members, the union has provisionally suspended all pickets against taverners and shebeeners, the spokesman said.

The Cosatu Wits region condemned the deaths and blamed SAB as it was “reluctant” to negotiate with the union and end the strike.

An SAB driver was also shot dead near the company’s Prospecton brewery in Durban on October 23.

The company, meanwhile, has urged Fawu to call off the “self-appointed vigilante gangs who are terrorising shebeeners”.

According to an SAB spokesman, striking workers lost about R10 million in pay.

Fawu representatives and the Ukumbha Taverners’ Association and National Taverners’ Association met in Johannesburg last night to discuss ways of extending the boycott, the Fawu spokesman said.

The union’s Anglo American shop stewards’ committee and SAB worker representatives will discuss possible sympathy action for the breweress strike at a meeting to be held in Johannesburg on Saturday, the Fawu spokesman said. — Labour Reporter and Sapa

Beer boycott unshakable — Page 3

Lawaatkamp reprieve?

LAWAATKAMP, the squatter camp outside George which has been threatened by forced removals since 1969 could be reprieved.

Last night George mayor Mr Wim Kiers said that he was confident that the squatter camp will be upgraded.

He was interviewed after meeting with the George Civic Association (GEOCA) on Thursday Mr Kiers said no final decision had been taken about the future of the community.

“I am confident that Lawaatkamp will be upgraded, but this depends on the cooperation of the community. It has to happen, they live under dreadful conditions,” he said.

A GEOCA spokesman said Lawaatkamp’s estimated 1,200 residents, living under fear of forced removal to the Sandbaal township for the past four years, believed that they had been granted a reprieve.

“Our meeting with the mayor, deputy mayor Mrs Hilda Burnett and town clerk Mr Carel du Plessis was very positive. Once funds are made available by central government upgrading can start,” he said.
Two SA Breweries' workers who were demonstrating against the sale of beer in Zola township in Soweto were killed by a gangster who had been hired by "bootleggers" in the area, the Food and Allied Workers' Union claimed yesterday.

The violence follows the imposition of a beer boycott at shebeens in townships in support of SAB workers who are striking for improved wages.

Fawu called on SAB to dissociate itself from the incident.

The SAB, however, has in turn called on Fawu to call off the self-appointed vigilantes who are terrorising shebeeners.

Fawu said in a statement the two workers had been approached by a pangawielding gangster while demonstrating against the buying and selling of SAB products.

After a fight, in which the strikers tried to defend themselves with beer bottles from a nearby stack, the strikers fled but the alleged gangster apparently fired two shots, hitting them, and then stabbed them.

Incidents of violence were also reported in Katlehong on the East Rand where shots were fired at workers demonstrating outside shebeens, Fawu said.

The eight-day pay strike at GEC Machines in Benoni was nowhere near resolution, National Union of Metalworkers' organiser Mr Alfred Woodington said in a statement yesterday.

The union had softened its demand for centralised bargaining but management had refused to budge on the issue, he said.
**Beer boycott holds firm in Cape Town, eases on Reef**

The beer boycott on the Reef and in Pretoria is threatening to collapse under pressure from township liquor retailers and nightclub owners but is still in force in the Western Cape.

Members of the National Taverners' Association (NTA) decided in Johannesburg yesterday to tell the Food and Allied Workers' Union (Fawu) that they were planning to start selling beer in Soweto today.

However, in the Western Cape, most shebeens and taverners belong to an organisation affiliated to a rival body, the South African Taverners' Association (Sata), who have not backed down on their decision to suspend beer sales.

**Guguletu**

The biggest liquor wholesaler in Cape Town townships, Siyukile Liquor Wholesalers in Guguletu, confirmed today that they were not selling SA Breweries products nor were any other members of the WC Taverners' Association affiliated to Sata.

In Johannesburg, vice-chairman of the NTA, Mr Ray Molison, said a meeting about the boycott was held yesterday by the NTA and Fawu.

It was decided that liquor retailers could no longer afford to back the boycott in support of Fawu.

"The NTA had to take practical measures, although reluctantly," said Mr Molison.

Another meeting will be held tonight.

NTA's chairman, Mr Lucky Michaels, said NTA members had more to lose than the SAB workers and other organisations.

He said that in the week since the boycott started several members had been assaulted and had their property and stocks damaged by gangs of youths. He said only black shebeen owners were affected, while liquor traders of other colours benefited from the boycott.

SA Breweries said violence was continuing. The latest victim was a supervisor at the Wadeville depot who had been admitted to the Garden City Clinic with a brain haemorrhage.

SAB yesterday obtained a final interdict against Fawu.

The Pretoria Supreme Court granted SAB an interim interdict on October 11, evicting the striking Fawu members from SAB premises and restraining them from interfering in any way with normal operation.

The interim order issued by Mr Justice Kriegler calling Fawu to show cause why a final interdict should not have been made against them, was yesterday confirmed by Mr Justice Van Dyk after Fawu failed to furnish a cause — Staff Reporter and The Argus Correspondent.
2 SAB workers killed in clash

TWO SA Breweries workers who were demonstrating against the sale of beer in Zola township were killed by a gangster who had been hired by bootleggers in the area, the Food and Allied Workers' Union claimed yesterday.

The violence follows the imposition of a beer boycott at shebeens in black townships in support of SAB workers who are striking for improved wages.

Fawu called on SAB to disassociate itself from this criminal action.

The SAB, however, has in turn called on Fawu to call off the self-appointed vigilantes who are terrorising shebeens.

Fawu said in a statement the two workers had been approached by a gangster carrying a gun and demonstrating against the buying and selling of SAB products.

The workers had found a stack of beer bottles with which they attempted to fight off an attack from the man. They then fled but the alleged gangster apparently fired two shots striking the workers, who were then stabbed.

Incidents of violence were also reported in Katlehong on the East Rand where shots were fired at workers demonstrating outside shebeens, Fawu said.

Meanwhile, SAB yesterday said its strike-affected plants were receiving many calls from workers who wanted to return to work. - Sapa
Violence prompts tavern owners to end beer boycott

SOWETO shebeen-owners told the Food and Allied Workers Union (Fawu) at a meeting yesterday they were ending — with immediate effect — the beer boycott many had supported for the past week.

And the 350 Soweto Taverners Association (STA) members who attended the meeting at Soweto’s Uncle Tom’s Hall appealed to the union to take schoolchildren, who had been using strong-arm tactics, out of the controversy.

About 100 shebeen operators had their stocks damaged and were assaulted and robbed by youths enforcing the boycott of SAB products, STA secretary Ray Mollison said last night.

Last week the STA agreed to support a call by black organisations for a national “withdrawal of buying power from SAB” to support the union’s 6 000 members who are on strike at SAB.

Yesterday’s meeting was called to discuss the accompanying violence which Mollison said had worsened over the past weekend as youths went from shebeen to

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THEO RAWANA

shebeen destroying stocks and assaulting people

By the time Fawu assistant general secretary Mike Madlala arrived at the meeting, it had already been decided that operators would open up again, while the STA executive would report to Fawu and try to work out alternative ways of supporting the strikers.

Exorbitant

Arguments put forward were that taverners had given Fawu support for a week whereas SAB workers at Kamdor had never stopped working; bottlestore owners’ association Ukamba had declared it was opening its shops, Fawu was doing nothing to stop youths from harassing shebeen keepers, and coloured liquor operators in neighbouring Eldorado Park and Nancefield were servicing Soweto.

Speakers also claimed that cafe owners in the city were stocking up more than they had ever done before, and were charging exorbitant prices.

Madlala said there had been problems with other organisations as well, and a meeting would be called to work out alternative strategies. Shebeen owners then called on him to defuse the situation by releasing a statement permitting them to open while this was being done.

He said, however, he could not make a unilateral decision as the resolution to boycott had been taken in conjunction with other organisations.

The STA executive agreed that a meeting would be held with Fawu and other organisations at the same hall tomorrow.

SAB said in a statement yesterday that Fawu’s threat to prolong the strike until next year would cost the lowest-paid employee a minimum of R4 050 in lost wages by January 1.

“Excluding benefits our grade one employees have already lost R450 in backpay which they forfitted when the strike started on October 10. In addition, by January 1 they will have lost 58 working days. Obviously, our higher-grade employees stand to lose far more.”
Breweries strike claims three more lives

The SAB strike has claimed three more lives with the deaths of two strikers and a student supporter, in two separate incidents, the Food and Allied Workers' Union (Fawu) said yesterday.

Fawu said all three were killed while participating in peaceful demonstrations aimed at garnering support for the boycott of SAB products.

Two strikers were among a group demonstrating in Zola, Soweto, when they were attacked by a "gangster presumably hired by a bootlegger in the area."

And a student who joined Fawu members demonstrating outside a shebeen in Katlehong was killed when the shebeen owner opened fire. Two were injured.

Fawu national organiser Rajan Naicker said the union was collecting statements from witnesses and, after consultations with union attorneys, would probably pass the information on to the police.

Police spokesmen said they had no information on the alleged killings. The first fatality of the strike was a Durban SAB driver, killed while making a delivery.

Fawu said "Workers have a belief SAB is involved in the hiring of these hitmen," and called on the company to confirm its opposition to intimidation and violence.

SAB spokesman Adrian Botha and the company treated "with contempt" any suggestion that it had supported violence. SAB's views had been made clear from the beginning, he said.

Naicker said Fawu's NEC would meet this weekend to discuss the strike.
SAB warns strikers

THE editor of the South African Press Association, Mr Edwin Lannington, made a statement before a magistrate yesterday in terms of Section 205 of the Criminal Procedure Act.

Lannington, who had been subpoenaed to make a statement about the receipt and transmission of a Press release from Cosatu in July this year, told the magistrate, Mr J F Zelke, he was making the statement most reluctantly.

After making the statement under oath, prosecutor Mr A van Wyk told the court that Lannington had satisfied Section 205 of the Criminal Procedure Act and no further information was required from him.

Cosatu

Lannington told the magistrate he had been subpoenaed to make a statement about the receipt and transmission of a Press release from Cosatu in July this year.

Spokesman Mr Lucky Michaels said it was suicidal for shebeens to stop selling beer.

He however urged Fawu to look for an alternative way of calling for support.

Other shebeens expressed support for the decision taken by STA. They urged boycott organizers not to involve students in the on-going fracas.

Fawu spokesman Mr Mike Madlala said his association was against the violence that led to a clamp down on the East Rand and two serious injuries in Soweto at the weekend.

The SAB spokesman said “We have received calls from shebeens who have been attacked and their beer supplies destroyed.”

Strike-related violence continues - the latest reported victims, a supervisor at SAB’s Wadeville depot, has been hospitalised at Garden City Clinic with a brain haemorrhage following an attack on him over the weekend, the company said.

Durban bathing puzzle

Sunbathers face an apartheid puzzle in South Africa’s premier beach resort this summer after Durban City Council decided to retain beach segregation.

Mr Mogomola recently joined Saba as marketing chairman.

The results will not be known before November 13 or 14.

News in brief

Voters line up in a long queue in a mixed area outside Windhoek to cast their votes in the mid-term elections.
Firing of strikers labelled unfair

Labour Reporter

The three-week strike by South African Cyanamid workers had been marked by intimidation, assaults on supervisors, firebombing of non-strikers' houses, and threats to management, the company said yesterday.

It confirmed that it had fired the strikers, who downed tools over demands that the firm join an industry-wide provident fund.

PROTEST

Yesterday the Chemical Workers Industrial Union said the management had acted "unfairly, if not illegally" by warning workers to return to work by Monday — then, when they complied, telling them that they had been fired three days earlier.

Cyanamid said it had consistently offered to negotiate a company provident fund with workers' representatives.
Shebeen beer boycott ended

JOHANNESBURG. — Soweto shebeen owners told the Food and Allied Workers' Union (Fawu) yesterday they were stopping the beer boycott many had supported for the past week.

And the 350 Soweto Taverners' Association (STA) members who attended the meeting at Soweto's Uncle Tom's Hall, appealed to the union to stop schoolchildren, who had been using strong-arm tactics, from participating in the controversy.

About 100 shebeen operators had their stocks damaged and had been assaulted and robbed by youths enforcing the boycott of South African Breweries' (SAB) products, STA secretary Mr Ray Mollison said last night.

Last week the STA agreed to support a call by black organisations for a national "withdrawal of buying power from SAB" to support the union's 6,000 members who are on strike.

Yesterday's meeting was called to discuss the accompanying violence which Mr Mollison said had worsened over the past weekend.

By the time Fawu assistant general secretary Mr Mike Madlala arrived at the meeting, it had already been decided that the operators would open up again.
SAB strike ‘could become longest ever’

SOUTH AFRICAN Breweries’ four-week-old strike by 6000 employees could become South Africa’s longest ever, Food and Allied Workers’ Union assistant general secretary Mr Mike Madlala said in Johannesburg yesterday.

And, another union spokesman said, the longer the strike continued, the less Fawu could guarantee control over strikers. He said the union’s accountability for strike-related violence “lessened as the strike drags on”.

By last night there was no sign of either party resuming talks, with Fawu stating that it was not prepared to meet SAB management for mediation, while the company remained inflexible on its final wage offer.

At a weekend meeting of union office-bearers and SAB shop stewards in Cape Town, the union decided to reject the company’s conditional attitude towards mediation as a way of resolving the wage dispute.

SAB human resources manager Mr Rob Childs last night reiterated that the company would not negotiate back-paying strikers, nor its final wage offer.

In a further incident of alleged strike violence, a supervisor at SAB’s Germiston plant was stabbed and his Tembisa home attacked at the weekend, the SAB said yesterday.

Nine Fawu members have been dismissed during the strike, they confirmed — Sapa, Own Correspondent, Labour Reporter.
Defy beer boycott by Kansas moderates
Beer boycott: Taverners to meet Fawu

Labour Reporter

Black taverners are to meet the Food and Allied Workers Union (Fawu) in Soweto today after reports of mounting harassment of liquor outlets since the launch of the national beer boycott.

The boycott, which started 10 days ago, arose out of the month-long wage strike by 6,000 workers at South African Breweries (SAB).

Confirming the Transvaal meeting, National Taverners' Association representative Mr Caleb Zulu said thugs had smashed beer bottles in raids on at least 11 Soweto shebeens since the boycott began.

A shebeen owner in the East Rand township of Tembisa had lost 56 cases of beer at the weekend. Fawu had promised to investigate, he said.

Fawu officials remained tight-lipped about the outcome of a national strike committee meeting last week. It was expected to yield a formal response to SAB's proposal of mediation to end the dispute.
SAB rules out face-saver for union

SAB was not going to improve its wage offer to the $500 striking Food and Allied Workers' Union (Fawu) members simply to allow the union to save face, SAB beer division MD Graham Mackay said at the weekend.

Mackay said he believed the company had negotiated to exhaustion at negotiations, conciliation board and mediation proceedings. By yesterday no word had yet been received from Fawu on decisions made at its weekend meeting on the strike.

SAB's Adrian Botha confirmed that seven monthly paid employees at the Roselwyn Brewery had been dismissed.

He said the seven, laboratory technicians, were not part of the bargaining unit affected by the wage dispute and therefore there was no legitimate reason for their absence from work.

He said the industrial court had recently ruled in favour of the company on a similar dismissal which had occurred during a strike in Port Elizabeth earlier this year.

Mackay said the company was prepared to discuss with Fawu other issues in its proposal, such as shift work and overtime.

"But we regard our final wage offer as final. If they are looking for a face-saver, we will not co-operate," he said in response to union statements that it was prepared to substantially reduce its 33% wage demand.

Mackay said SAB's contingency production plans, which had been well-laid long ago, had proved "extraordinarily successful." The company was building up stock for its summer peak season, partly due to raising production at one brewery by a round-the-clock operation.

(Picture: Page 3)
Wage rows 'chief cause of strikes'

JOHANNESBURG — At least half the 650 strikes recorded by the Institute for Industrial Relations (IIR) in the nine months to September 30 were triggered by wage issues, an IIR report issued yesterday showed.

IIR senior professional officer Adrian Hersch said he expected wages to remain as the largest single cause of strike for some time as it would still take a number of years before historical racial wage imbalances were fully corrected.

The second largest category of strikes, 15%, were over dismissals and other disciplinary issues.

Hersch noted a slow decline over the years in this figure, attributable to a greater realisation that disputes of right were more equitably settled by adjudication than by economic force.

The "other" category accounted for such issues as racial incidents, disinvestment, inter-union rivalry and stop order facilities, he said.

He noted the proportion of sympathy strikes had declined significantly in 1986 and this year, and said one factor causing this was probably the Labour Relations Amendment Act which decreed such strikes an unfair labour practice.

The majority of strikes, 58%, had occurred in the PWV area, with the eastern Cape (18%) and Natal (12%) next in line.
**BEER INDUSTRY**

**Frothy tussle**

On the face of it, the strike at SA Breweries and the painful beer boycott that has come in its wake creates an ideal opportunity for rival SW Breweries to grab a bigger share of the SA beer market (see *Currents*).

Not so. SW Breweries has problems of its own. The company, it turns out, is recovering from its own strike and related consumer boycott.

The action against the Windhoek brewer was called by Swapo two months ago after a Namibia Food and Allied Union member was fired. During the 45-day stoppage, drinkers in the two main Namibian beer markets, Katutura, north of Windhoek, and Ovamboland,

in the far north, were intimidated into not buying the brewery’s products.

That was the cue for SAB to make a big push for the 45m l/year Namibian market. Castle, Lion and Amstel, known among black beer-drinkers as boerboelen, quickly replaced the local brew.

So, not only has SW Breweries missed a heaven-sent opportunity to dent SAB’s share of the SA market, it’s actually losing ground to its chief rival at home.

SW Breweries marketing director Ernst Ender believes that SAB may now have as much as 15% of the Namibian market compared with little more than 10% a few months ago.

“Our strike was heavily politicised,” says SW Breweries’ MD Bernd Masche. “It started because we dismissed one man in terms of our disciplinary code. The union, which is Swapo aligned, objected and eventually we dismissed 192 workers. Of those, 30 have returned and production and deliveries are now back to normal.”

The boycott is also over except for small pockets in the north where there is still resistance to the company’s products.

SAB sales in SW Breweries’ backyard are not letting up. An official at Stellenbosch Farmers’ Winery in Windhoek, which distributes SAB products, says, “Our sales have shot up and it doesn’t appear as if they are tailing off.”

Unhappily, there’s little SW Breweries can do to retaliate. Ender says it’s not feasible to “exploit the situation in SA from our plants in Windhoek in the same way SAB did in Namibia. SAB’s products were well-known because it provided all the beer for the SADF before hostilities in Angola ended. We thought that was unfair.”

Ender adds “When we had our problems, SAB came on strongly and delivered beer to the black market, offering incentives — which we won’t do in SA. We supply on demand and penetrate the premium beer market in direct competition with Amstel.”

SW Breweries is at least reaping some benefit from SAB’s troubles. Ender says the National Taverners’ Association, which supports the SAB boycott, asked it to supply its members.

“It’s a way of launching our Windhoek Lager and Special into a new segment of the market. They started buying only two days ago, so I can’t say if that development is having a significant effect on our penetration. I do know it will be good for the quality beer market.”

SW Breweries estimates it has 1% of the 2bn l/year SA market, SAB puts the share much lower, at 0,02%.

Beer importers appear to be having even more difficulty in taking advantage of SAB’s problems. Inge Nubel, joint MD of N M K Shulz, probably the biggest importer of beer, says its tough to sell beer from overseas because of the 60% surcharge, “but we bought more when we knew SAB was running into trouble.” However, “orders from our clients haven’t increased, which indi-
SAB mediation offer: Workers meet today

Labour Reporter

REPRESENTATIVES of 6,500 striking SA Breweries (SAB) beer workers will meet in the city today to consider a company offer that the turbulent three-week dispute be referred to mediation.

Confirming the meeting yesterday, Food and Allied Workers' Union (Fawu) national organiser Mr Rijn Naicker said it would be attended by the union's national office-bearers and SAB shop stewards' committee.

But the strike-bound beer giant would not move from its final offer of a 16% wage increase, SAB spokesman Mr Adrian Botha said yesterday.

And as management proceeded with civil actions against alleged strike-related violence, the union "unequivocally" renounced the use of violence.

Fawu had called on the beer giant to "review its mandate" regarding the final 16% offer, but SAB had refused to consider this, Mr Botha said.

Meanwhile, 150 Ohlsson's Brewery workers were arrested in Butterworth in Transkei on Wednesday following "severe intimidation", SAB said.

About 300 striking workers at the company's Newlands brewery are set to stage their second picket in three days this morning.

On Wednesday the company was awarded an interim interdict, in consent with union lawyers, restraining Newlands workers from assaulting or intimidating other employees.

A striker was arrested, but immediately released and warned to appear in court, after a casual worker was allegedly beaten up by strikers outside the brewery on Wednesday.

Outlining its position on strike violence, Fawu noted with concern "aggravating factors" such as casual workers openly carrying weapons, the continued police presence and the company's ban on picketing on its premises.

Fawu said it believed that striking workers had the right to picket peacefully under the then existing strike code, but management had refused to negotiate the issue.

Commenting yesterday Mr Botha said: "It is not our problem if they (strikers) are picked up by police."

He dismissed" as "absolute nonsense" claims that some casual workers were armed, adding that the police would not be present if there was no violence.

Lawyers acting for Fawu said yesterday that SAB had not "won" an interdict on November 1, as was reported in the Cape Times yesterday.

The interim order was granted by consent, with Fawu and the other respondents being given the right to oppose the order and anticipate its return date.
A somewhat bitter festive season as beer strike brews

By EDDIE KOCH

THE Food and Allied Workers' Union (Fawu) yesterday said its national-wide strike at SA Breweries — by far the most bitter labour dispute this year — would continue beyond Christmas unless the company accepted a union call for renewed wage talks.

"We have sent a letter to management saying that we are open to renewed talks on the wages. We have a mandate to be flexible from our members," said Fawu assistant general secretary Mike Madlala.

SAB's board of directors yesterday announced it was keen to call in a mediator to resolve the dispute but would not increase its wage offer.

Company representative Adrian Botha said management was prepared to talk about improving employment conditions other than wages.

The carefully worded statements, which come against a background of escalating violence around the strike, indicate both parties may be seeking a way out of the deadlock.

Although Fawu has received pledges of solidarity from SAB's biggest customers, the National Taverners' Association (NTA) and the Ukhamba Liquor Association, the prospects of a successful consumer boycott seem doubtful.

A beer boycott in the townships is not likely to be received with widespread enthusiasm. Already Ukhamba, which represents 1,500 black bottle store owners, has announced it would not call a boycott as this would be "self-defeating." A number of shebeen owners in Soweto are opposing the boycott which they feel could lead to spiralling violence between supporters and opponents of the boycott.

SAB claims that it is currently producing more beer than at this time last year and appears to have stockpiled supplies in order to sit out an extended strike. However, there are signs that the strike is disrupting supplies of certain brands and this could push the company into renewed talks.

Some 6,000 striking workers at seven breweries and hundreds of depots around the country are demanding a wage hike of R1.50 and hour (38 percent). The company is offering an increase of 75 cents (16 percent) which it says will take the minimum wage to R1.663 a month.

Last week SAB said it was using armed guards to guard its delivery trucks after a driver was shot dead in Durban. SAB now reports a child of a staff member is in a critical condition after a fire-bomb attack in Pietersburg.

There have been a series of other violent incidents and at least seven union members are under arrest and face assault charges.
SAB wants mediation with Fawu, but not about wages

SAB yesterday proposed mediation with the Food and Allied Workers' Union (Fawu) aimed at resolving the three-and-a-half week strike — but on the understanding that an improved wage offer was not on the agenda.

The move was in response to a Fawu letter earlier this week proposing talks provided the company was prepared to bring a new mandate on its 16% offer.

Fawu national organiser Rajin Naicker said the union's national office bearers and SAB shop stewards committee would be meeting in Cape Town today to consider the company's communication.

He believed, however, wages were the main point in dispute Resolution, without movement on this issue from the company, was most unlikely.

Naicker reiterated Fawu's 38% demand had been, and remained, negotiable. "We are prepared to move substantially on this and other issues. We have just not had a forum in which to do so," he said.

An SAB spokesman said the board had met on Wednesday and decided it was not prepared to increase the wage offer, which was considered fair and reasonable.

Naicker rejected as weak SAB claims that it was among the highest payers in the industry: "Minimum wages at ABI, Cadbury's and UCT are all higher than at SAB," he said.

The SAB spokesman reiterated the company's "total rejection of intimidation and violence, and to that end we are collecting evidence and will be acting against all perpetrators".

Violence

Naicker said the company appeared more concerned with putting the union in a bad light than in attempting to resolve the problem of violence.

"In view of what is happening around the country — and in particular the assault on a worker in Cape Town (on Wednesday) — what must we do to substantiate our claims?" SAB responded.

Naicker said in the one case when plant management had called him in to address the issue — at Prospection, Durban — he had taken a number of steps in consultation with, and on suggestion of, management.

This included a public address to workers calling on them to desist from violent acts if they had indeed been involved in any; issuing a written memo to members in Durban and elsewhere; and issuing a press statement. This was done without evidence of Fawu involvement.

Naicker said he was prepared to meet with SAB at a national level to discuss the issue. He believed, though, that a more positive attitude by SAB to negotiation would do a great deal to create a more relaxed situation.

Labour observers said it appeared SAB's contingency production plans were sufficiently good to hold out for three to four months if necessary.

SAB's Adrian Botha agreed this was quite feasible. He said there were no thoughts at this stage of issuing an ultimatum to employees to return to work or be dismissed, nor to institute an official lock-out.
Union says no to SAB offer

South African Breweries' conditional offer of mediation to settle the three-week, wage strike at the company was 'undecideable,' the Food and Allied Workers' Union said today.

SAB announced yesterday it would propose mediation.

Fawu's Mr Ernest Buthelen said, 'They say they will only discuss the wording of the existing agreement.'

SAB has obtained a Supreme Court order restraining Fawu from intimidating temporary workers at its Newlands plant.

—Labour Reporter.
Strike at Van Leer is settled

Labour Reporter

The month-long wage strike by about 1,000 workers at nine plants of the Van Leer group was settled yesterday.

Van Leer personnel director Mr. Gerald Thompson said workers had agreed to go back to work on Monday after talks between management and the National Union of Metalworkers. Workers had accepted a 70c/hr increase back-dated to July and a further 20c from January.

The pay strike by 430 workers at GEC Machines, Benom, went into its third day yesterday.
Wage issue main cause of strikes

Historical imbalances not yet fully corrected

Major trends identifiable in the 50's strikes which the Institute for Industrial Relations noted for the three months ending September 30 are of wage issues being the largest single cause. These issues were followed by the internal and allied factors experiencing the usual activity.

The PWV area accounted for more than half of all the strike action in 1958. In 1957, strike action was concentrated in the Transvaal, the second largest region. In 1956, only the Cape Province had a significant number of strikes.

The March 1958 strike in the Transvaal had its origins in wage issues. In 1957, the strike was concentrated in the Cape Province, but the number of strikes was much lower. In 1956, the Cape Province had a significant number of strikes.

The strike in the Transvaal was caused by wage issues, while the strike in the Cape Province was caused by the internal and allied factors. In 1956, the Cape Province had a significant number of strikes.

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There have been an increasing number of wage recognition agreements concluded where the parties agree that the wage rates should be determined by the Industrial Court. This is in line with the recommendation of the Commission of Enquiry into Industrial Conciliation and Arbitration. The strike in the Transvaal was caused by wage issues, while the strike in the Cape Province was caused by the internal and allied factors. In 1956, the Cape Province had a significant number of strikes.

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Court rules for Premier

Supreme Court Reporter

IN TWO separate applications yesterday, Premier Milling Company obtained a final interdict and succeeded in having an inter-

im interdict against striking workers — members of the Food and Allied Workers’ Union (FAWU) — extended.

Mr Justice S Selikowitz ordered
Mr Ralph Dibela and 105 fellow
workers, alleged to be engaged in
an illegal strike at the company’s Epping plant, not to interfere with or intimidate Premier Milling employees or temporary staff and not to damage their property or obstruct normal operations of the factory.

Human resources manager Mr Andre Els said in an affidavit that the day after an illegal strike was started at the factory, three men who had arrived on a truck to load flour, maize and milletmeal were chased off the premises by the striking workers.

The company feared that the workers would continue their “il-

legal and criminal activities” and cause irreparable harm if an interdict were not granted.

In the second application, Mr Justice Selikowitz extended an interim interdict, granted on Oc-
tober 6, against Mr Raymond Sa-
sha and 107 other workers at Pre-

mer’s factory in Malta Road, Salt
River, till November 8.

Factory manager Mr John Wa-

terhouse said in an affidavit that the workers, all members of FAWU, started an illegal strike on October 8.

On that day a delivery truck from an oil company was prevent-
ed from entering the premises.

The next day six men on a truck which had arrived to load bran were forced off the premises and loading could not take place.

Mr R Dibela, instructed by Mr P.C. Bador at Goodwill,

Hoffman and Germany, appeared for Premier Milling in both
applications.
SAB workers suffer as strike enters 23rd day

Own Correspondent

CAPE TOWN — The 500 striking SA Breweries workers in the Western Cape are beginning to feel the pinch as the national legal strike enters its 23rd day today.

With no strike fund and no pay, workers have to rely on friends and supporters to see their families through the lean period.

Because the Food and Allied Workers’ Union is a “food union”, strikers are collecting food from fellow members in other sectors of the industry to help them.

Members of sympathetic organisations and other Cosatu unions are also being asked to donate money.

All money and food is distributed to workers according to need at Community House in Salt River where the strikers gather daily to meet each other and plan activities in support of their strike.

FINANCIAL PROBLEMS

“We are the beggars right now,” explained shop steward Mr McWellington Mtiya, when asked about how he and others were making ends meet.

However, the union members appeared firm in their resolve to see the strike through.

Said one striker: “The hungrier I get, the more energy I have. I grew up with hardship. I am used to it.”

He explained that there were seven members of his family living in Guguletu who relied on two breadwinners. With him earning no money, the family was struggling.

Mr Mtiya summed up the feelings of the strikers: “We have problems financially but we are prepared to sacrifice for our struggle as long as management is not prepared to listen to our demands.”

Liquor traders appeal
NEARLY half the 205 strikes recorded by the Institute for Industrial Relations (IIR) in the nine months to September 30 were triggered by wage issues, an IIR report issued yesterday showed.

IIR senior professional officer Adrian Hersch said he expected wages to remain the largest single cause of strike for some time, as it would still take a number of years before historical racial wage imbalances were fully corrected.

The second largest category (15%) of strikes were over dismissals and ca-
cess to the unions.

<table>
<thead>
<tr>
<th>STRIKE ISSUES</th>
<th>1 January - 30 September 1988</th>
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<tr>
<td>Wages 48%</td>
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<tr>
<td>Disciplinary 15%</td>
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<tr>
<td>Other 15%</td>
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<tr>
<td>Working conditions 4%</td>
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<td>Other 4%</td>
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<td>Sympathy 20%</td>
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<td>Recognition 6%</td>
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Hersch noted a slow decline over the years in this figure, attributable to a greater realisation that disputes of right were more equitably settled by adjudication than by economic force.

However, he said, as long as unions perceived disadvantages in the use of the Industrial Court, such strikes would continue to occur.

The "other" category accounted for such issues as racial incidents, disinvestment, inter-union rivalry and stop order facilities, he said.

He noted the proportion of sympathy strikes had declined significantly in 1988 and this year, and said one factor causing this was probably the Labour Relations Amendment Act which decreed such strikes an unfair labour practice.

The majority of strikes (54%) had occurred in the PWV area, with the eastern Cape (15%) and Natal (12%) next in line.

The IIR study also found that 20% of the strikes had been in the chemical industry, 17% in metal, 13% in services (mostly black municipalities) and 11% in commerce and catering.
Fired after stoppage

From MAKHAYA MANI
OUTSHOORN.— About 115 workers at an Oudtshoorn leather factory downed tools this week in protest against being penalised for a work stoppage last week.

Waving a Mass Democratic Movement banner, the workers marched out of the factory last Monday.

The strike followed a work stoppage at the plant, part of the Klein Karoo Agricultural Co-operative, last Thursday when management refused to allow South African Clothing and Textile Workers’ Union (Sactwu) organiser, Phillip Goliath, to brief the workers at lunch time.

Shopstewards said that although Goliath was eventually allowed access to the plant, workers were upset that money had been deducted from their weekly wages for the stoppage and that they wanted to be reimbursed.

Management has asked for seven days in which to respond because they have to consult with officials from the Co-operative.

The workers also protested against management’s refusal to accept their resignation from the National Union of Leatherworkers (NULW).

Shopsteward Ben Mapoe said workers had given their resignation forms to management in mid-July.

"Management told us the forms had gone missing in the post," he said.

Mr P Yzel, manager of the factory’s leather section, said workers were acting “unprocedurally”.

He said the resignations from the NULW were not done in the correct way and that he had told workers they would have to wait a month before their resignations could be considered.
Assault on casual worker: SAB man held

A STRIKING city beer worker was attacked by police yesterday after a casual worker on his way to work at Olschans Breweries in Newlands was allegedly assaulted by strikers.

There were also scuffles outside the brewery in Main Road when picketing strikers tried to force their way into the grounds.

The attack on the casual worker came hours before a Cape Town court judge indicted more than 300 striking SAB workers and their union from intimidating, assaulting or harassing permanent and casual employees.

And as company allegations of strikers' complicity in violence and intimidation continue, the Food and Allied Workers' Union (FBWU) has reacted 'with alarm' to reports of threats of violence against its members at SAB plants in Krugersdorp and Pretoria.

FBWU members are not party to the dispute over wages and conditions of service between SAB and 6,500 members of the Food and Allied Workers' Union (FBWU) at seven breweries and 12 depots.

Approached for comment, a SAB official in Cape Town said such reports were 'an unsubstantiated allegation till tested in court'.

Early yesterday morning, commuters at Newlands station were greeted by a peaceable picket of about 40 SAB strikers, which later swelled to a singing placard-waving crowd of about 100.

"We are using a picket to show people that we are peaceful and that we have problems with SAB," senator shop steward Mr Mac Wellington Mtya said.

Company security officer Mr Dave Kimmart vainly tried to block the workers from surging into the company premises after they marched to the brewery's main gates in Main Road, Newlands.

A large contingent of police stood outside the gates while management personnel asked them to leave the vicinity - Saps.

ABOVE Striking SA Breweries workers force their way past SAB security officer Mr Dave Kimmart into the company's Newlands plant yesterday. BELOW: SA Breweries general manager Mr Sam Motsi (second from left) and shop steward Mr Mac Wellington Mtya discuss the picket at the company's strike-bound Newlands plant yesterday.

Pinelands SAB workers indicted

Supreme Court Reporter

STRIKING members of the Food and Allied Workers' Union (FBWU) employed by South African Breweries (Olschans' Cape Brewery) at its Pinelands distributing depot have also been indicted and restrained from interfering with or obstructing the normal operations there.

Mr Justice S Selafo said: 'I make final orders that the union and 92 workers who have been on strike following a wage dispute.

In terms of the order the union and the workers were evicted from the premises, interdicted and restrained from entering the premises except to work.

In papers before the court Mr Eben Usan, industrial relations manager, said there were 1,500,000 litres of beer on the premises, of which 310,000 litres were scheduled to be delivered to 150 customers daily.

The continued presence of the strikers meant SAB was unable to introduce contingency plans which would result in losses which could not be quantified.

Mr P Botha, managing director, South African Breweries Ltd, and Mr Selafo (courtesy of SAB).
Court orders strikers to stop violence

By RONNIE MORRIS
Supreme Court Reporter

SOUTH AFRICAN Breweries (Ollisson's Cape Brewery) yesterday won an urgent interim interdict in the Supreme Court preventing striking workers — all members of the Food and Allied Workers' Union (FAwu) — from intimidating, assaulting, harassing or interfering with temporary or casual workers.

Mr Justice J Foxcroft issued an order indicting and restraining FAWu, Mr Miles Hartford and 307 striking workers from in any way interfering with or obstructing the normal operation of the Breweries.

The respondents will have to show on November 21, the return date of the interim interdict, why a final order should not be made.

In an affidavit before the court, Mr Mark Blackenber, human resources manager, Western Cape, said the workers went on strike on October 12 after a wage dispute.

On October 11, Mr Sam Montsi, general manager, addressed representatives of the workers and said the striking workers would be allowed to remain on the premises on condition they stay in the canteen area and not interfere with operations.

Threatened

The worker representatives gave a written undertaking to that effect, but on October 18 the workers left the canteen area and confronted, assaulted and threatened the substitute workforce, who were leaving the premises.

Several incidents of harassment and violence had subsequently been reported.

A meeting was held on October 23 and Mr Hartford and shop stewards were told of the acts of intimidation and violence and requested to address the striking workers and instruct them to refrain from further acts of violence, assault or intimidation.

The union was also asked to dissociate itself from acts of intimidation and violence. However, this request was refused, as was that for a written undertaking.

Because of this the striking workers were asked to vacate the premises on October 23, but a number of strikers gathered at the Newlands premises daily, Mr Blackenber said.

The strike was characterised by intimidation, violence and a boycott of SAB products, he said.

In one instance a driver was shot dead in Natal, and in another a monthly paid worker in Pietersburg had his house firebombed.

Since the start of the strike, SAB's supervisors and other monthly paid employees at Newlands who are not on strike had received threatening telephone calls.

As a result, these employees were concerned for the safety of their families and they feared for their lives and those of their families.

The monthly paid workers received an anonymous threatening letter on October 30, he said.

Yesterday morning, a substitute worker, Mr Pieter van Zyl, was assaulted by strikers from the ranks of FAWu while on his way from Newlands Station to the SAB premises.

His face was lacerated and his nose possibly broken. Later in the presence of the police he identified his attacker.

As a result of the strike, SAB's production had been severely reduced. The union and the strikers' intimidation further hampered and interfered with the current limited production process at Newlands, Mr Blackenber said.
Breweries threaten court action

South African Breweries has written to the Food and Allied Workers' Union (Fawu) indicating that it may resort to court action over violence linked to the current beer boycott.

Fawu's Mr Mike Mdhlala said the letter was "yet another attempt to intimidate the union to whatever violence is taking place".

In a statement, SAB said it had told the union it reserved its rights to possible action regarding intimidation and violence during the strike.

This, it said, was borne out by the Ukhamba Liquor Association's statement yesterday that it had obligations to its 12,000 employees and "to provide the community with the goods and services it requires".

Fawu's Mr Mdhlala confirmed that the union had written to SAB urging it to resume negotiations "with a flexible mandate".

SAB has proposed mediation, but has indicated that it is not prepared to move from its pre-strike pay offer.
Beer strikers ordered to stop assaults

Staff Reporter 2/4/89

STRIKING Food and Allied Workers' Union (Fawu) members have been interdicted from "intimidating, assaulting, harassing or interfering with" temporary or casual workers at SA Breweries plants.

The interim interdict restraining Fawu, Mr Miles Hartford and 307 striking workers from interfering with or obstructing the normal operation of the Breweries was handed down in the Supreme Court, Cape Town, yesterday by Mr Justice J Foxcroft.

A return date of November 21 was set for the respondents to show why a final order should not be made.

FATAL SHOOTING

The interdict comes in the wake of alleged attacks on casual workers, including Mr Pieter van Zyl of Rugby outside the Newlands brewery yesterday.

Other incidents of violence reported by SAB have been the fatal shooting of a driver in Natal and the firebombing of a worker's house in Port Elizabeth.

A final order evicting striking beer workers from SAB premises in Pinelands has been granted in the Supreme Court.

The order further restrains the workers from interfering with or obstructing normal operations at the plant.

PREMIER MILLING

An order against 105 striking Food and Allied Workers' Union workers at the Premier Milling factory in Salt River after an illegal strike on the premises last month has been made final.

Mr Justice Foxcroft ruled that the interim interdict obtained by Premier against the workers on October 6 be made final.

The order interdicted and restrained the workers from in any way interfering or intimidating employees or temporary staff.
Hefty pay deal averts clothing worker's strike

Strike action has been averted with the conclusion of a pay deal granting hefty increases to the Transvaal's 16,000 clothing workers.

The industrial council agreement is the first between the 185,000-strong SA Clothing and Textile Workers Union and the Transvaal Clothing Manufacturers' Association (TCMA).

Effective from January 1, the deal gives minimum pay rises of between 17 percent for skilled and 23 percent for lowest-paid employees. Most will get rises of between R22 and R26 a week.

Its other features include benefits for death, disability, retirement or redundancy of up to six weeks' pay, the extension of unpaid maternity leave to six months, paid leave of 25.5 days a year, including public holidays.
Bottle store owners in talks on SAB strike

THEO RAWANA

UKHAMBA Liquor Association, umbrella body of the 1500 black southern African bottle store owners, will meet the Food and Allied Workers Union (Fawu) — whose 6,000 members at SAB are on strike — tomorrow to decide whether or not to support the strikers.

The association issued a statement earlier this week saying although it aligned itself with Fawu’s struggle for better pay and working conditions for its workers, Ukhamba had obligations in its community in respect of meeting its contractual obligations to its own employees and providing its community with the goods and services it required.

Ukhamba’s Transvaal executive held a meeting with about 300 East Rand liquor traders in Katlehong, Germiston yesterday and a decision on whether to support the strikers by withdrawing purchasing power was shelved pending the outcome of tomorrow’s meeting in Johannesburg.

Affidavit

Our Cape Town correspondent reports that SAB (Ghislain’s Cape Brewery) yesterday won an urgent interim interdict in the Supreme Court preventing striking workers — all Fawu members — from intimidating, assaulting, harassing or interfering with temporary or casual workers.

Mr Justice J Foxcroft issued an order interdicting and restraining Fawu, Fawu official Miles Hartford and 300 striking workers from in any way interfering with or obstructing the normal of the breweries.

The respondents will have to show on November 21, the return date of the interim interdict, why a final order should not be made.

In an affidavit before the court, Mark Blackenberg, SAB human resources manager, Western Cape, said the workers went on strike on October 12 after a wage dispute.

The strike was characterized by intimidation, violence and a boycott of SAB products, Blackenberg said. A driver was shot dead in Natal and in another incident a worker in Pietersburg had his house firebombed.

Yesterday morning, a substitute worker, Pieter van Zyl, was assaulted by strikers while on his way from Newlands Station to the SAB premises, said Blackenberg.

His face was lacerated and his nose possibly broken. Later, in the presence of the police, he had identified his attacker, said Blackenberg.
500 Numsa members on strike at GEC in Benoni

NEAR BY 500 Numsa members employed by GEC Machines in Benoni went on strike yesterday to back demands for an improved company wage offer and a decentralised bargaining forum.

Numsa official Alfred Widdington said union members, having acceded to a management request that they give five hours notice of their proposed action, found themselves locked out when they arrived at the plant in the morning.

He said the strike was partly triggered by a demand that future wage talks for the entire Reunert group — a Barlow Rand subsidiary — be conducted in a single forum.

The Barlow group strongly supports decentralised bargaining.

A spokesman for the company said GEC had offered its workforce a 20% wage increase, an incentive bonus which could also double the increase, and a disability insurance scheme.

Numsa was demanding 30% plus additional housing assistance which would make the total increase worth 39%.
Union in new dispute over pension rules

By Drew Forrest

The Chemical Workers Industrial Union push for an industry-wide provident fund has sparked a fresh dispute — this time with the Pilkington group.

The CWIU yesterday accused the group of unilaterally altering its pension fund rules in a bid to undermine demands that it join the Chemical Industries National Provident Fund.

The union said it had launched an unfair labour practice case in the Industrial Court. About 2 000 workers in five plants were affected.

"Pilkington did not even consult, never mind negotiate, the changes to the pension fund, despite its undertaking to negotiate changes to conditions of employment," said the CWIU.

Pilkington said it would respond in due course to the union's claims, which "contained a number of inaccuracies".

About 250 CWIU members are currently on strike at SA Cyanamid over demands that the firm join the industry-wide fund.

Negotiate or we'll strike, union warns

A dispute over retrenchment procedures has sparked trade union threats of a national strike at Ellerines Holdings.

The Commercial Catering and Allied Workers' Union yesterday said it had declared a dispute over demands that the company negotiate, and not merely consult, over retrenchments.

It also wants Ellerines' Lesotho employees included in any agreement.

The union said it would give the group 10 days before setting statutory strike procedures in motion.

Ellerines' Mr Pierre de Villiers yesterday denied union claims that large-scale retrenchments were in the offing at the group — Labour Reporter.
Overtime ruling a setback for unions

By Drew Forres

In a setback for the trade unions, the Industrial Court has granted an urgent interdict against an overtime ban at Silvertone Tannery in Pretoria.

As reasons were not given for the order — which falls against the backdrop of a national overtime boycott — lawyers say its full significance cannot be assessed.

It was hoped that the case, heard last Friday, would highlight the Industrial Court's stance on the fairness of overtime bans in the light of an earlier Appellate Division ruling that a non-contractual overtime ban was not a strike.

The SA Clothing and Textile Workers Union argued that the Silvertone Tannery ban could thus not be an unfair labour practice. The return date for the case is October 11.
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No end in sight for SAB wage strike

Prospects for a quick settlement of the legal wage strike by 6 500 SA Breweries (SAB) workers are still dim as the strike enters its 21st day today.

SAB public relations manager Mr. Adrian Botha confirmed yesterday that SAB would not backdate workers' wages to the original implementation date, July 3, once final settlement had been reached with the Food and Allied Workers' Union (Fawu).

This was an added obstacle to creating the conditions for negotiation, Fawu national organiser Mr. Raghn Naicker said.

Commenting on SAB's drive to advertise its final wage proposal of 16% — bringing the minimum monthly wage to R1 065 — Mr. Naicker said that if the company's "record" profits were taken into account, it was able to afford the union's demand for a 38% wage rise.

In the financial year ending May 1999, SAB recorded turnover exceeding R10 billion, working profit exceeding R1bn and attributable earnings exceeding R500 million.

Meanwhile, SAB has disputed press reports that 30 000 black liquor outlets had imposed a ban on selling SAB brands in solidarity with the strikers.

There were only 1 400 licensed township outlets which accounted for about 30% of the beer giant's sales, Mr. Botha said.

Most of Soweto's beer was produced at the Chamdor brewery in Johannesburg, which was not affected by the strike since it was organised by the Food and Beverage Workers' Union, he said.

It was still too early to gauge the effects of a national beer boycott implemented last week by taverners and shebeeners, but a boycott in East London had had "some effect", he said.

Disputing the company's assessment of the boycott's impact, Mr. Naicker said blacks comprised at least 80% of SAB's clientele.

Mr. Botha said beer production remained steady, but added that there were limited distribution problems with certain brands and packs.
No more beer, say taverns

LEADING beer manufacturer South African Breweries faces massive losses in sales in coming months

Striking workers announced this week they had lobbied for support from black traders and community organisations, who agreed to shun SAB’s products countrywide.

“No beer will be on sale from Monday at all township bars around the country,” a spokesman for the National Taverners Association said in a statement.

The Food and Allied Workers’ Union, locked in a wage dispute with the SAB, told a press conference full-scale community action would begin on Monday.

The union did not issue an official boycott call as this would contravene emergency regulations.

The announcement followed a meeting on Thursday between the Food and Allied Workers Union, the South African Taverners’ Association, the National Taverners Association, Ukhamba and other community organisations.

The union also said the National Soccer League, which gets sponsorship from SAB, had given the strikers its support.

Management this week claimed production was soaring and sales were higher than last year.

An SAB driver was shot dead earlier this week in Durban - Sapa.
Black bar owners agree not to sell SAB beer

BLACK bar owners countrywide agreed yesterday to stop selling South African Breweries beer on Monday in support of the wage strike by about 6,500 SAB workers.

The beer giant faces massive losses if black beer drinkers, who comprise more than 70% of SAB’s patronage, refuse to drink the company’s brands.

The ban on drinking SAB products followed a meeting between the Food and Allied Workers’ Union (Fawu), the Transvaal-based National Taverners’ Association (NTA) and the South African Taverners’ Association (SATA), which operates mainly in the Cape.

A Fawu spokesman said the National Soccer League, which gets sponsorship from SAB, had also given the strikers its support.

“No beer will be on sale from Monday at any township bar in the country,” an NTA spokesman said in a statement.

The announcement followed a meeting on Thursday between Fawu, SATA, NTA and Ukhamba, a national black bottlestore owners’ association.

“The organisations committed themselves to a non-violent means of pressurising SAB and also reiterated their commitment to a negotiated settlement of the dispute,” he said.

Meanwhile, sources said last night that SAB’s beer production had definitely been affected by the strike, with a shortage of pubs for the hotel trade and a general shortage of “fast-moving lines” such as Lion Lager and Castle. They said SAB was also having problems with inexperienced scab labour, who were slower than the usual workers, and was suffering from escalating costs because of breakdowns — Sapa and Own Correspondent.
More evidence about police death squad

LAWYERS this week gathered further evidence which appears to support claims by Death Row prisoner Buana Almond Nofomela that he was part of a police death squad which assassinated civil rights lawyer Griffiths Mxenge and other suspected ANC members.

The findings, published in the Weekly Mail yesterday, include three photographs of suspected guerrillas which were allegedly found under a mattress in Nofomela's home by Lawyers for Human Rights (LHR) members.

Though the paper was unable to identify the three, the report said the men in the pictures were either assassinated or were targets for assassination before Nofomela's arrest in 1986.

Nofomela was given a last-minute stay of execution last Thursday — the day he was due to hang — after he said in an affidavit he was part of a security police assassination squad which in 1981 killed Mr Mxenge and a number of other suspected ANC members.

Attempts to get copies of the photographs yesterday failed and LHR spokesmen said the photographs were no longer in their possession.

The Durban lawyer acting on behalf of the family of Mr Mxenge is waiting for a reply from the Natal Attorney-General's office to his request for the inquest into the assassination to be reopened following Nofomela's claims.

He said yesterday that the departmental inquiry — under OFS Attorney-General Mr G P McNally and the head of the SAP detective branch, Lieutenant-General A B Conradie — which was appointed after Nofomela's allegations was not satisfactory and an independent investigation was necessary.

About 21 months after the assassination, an Umlazi inquest magistrate found Mr Mxenge had been murdered by a person or persons unknown. No-one has been charged with the murder.

Mr Mxenge's wife Victoria, convinced her husband was slain for political reasons, tried to establish the identity of the killers. Four years later she was hacked and shot to death by unknown assailants outside her home.

Mr Ahmed Motala, who works at the LHR's Johannesburg office, was reluctant to comment on the Weekly Mail disclosures because he feared for the safety of LHR members investigating Nofomela's allegations.
Should legal strikers be sacked?

By LEN MASEKO

Howard who asked for the company during the dispute says: "Before the strike further metagraphe of the management board were proposed by the company and rejected by the union. The company suggested referring the dispute to the Industrial Court for arbitration but this suggestion was also rejected.

Ulmatums

After receiving several ultamates the company demanded the workers to cease to strike, in vain. The strike was not extended but the overtime was rejected by the union.

After several ultamates the company demanded the workers to return to work on the regular terms. The company had offered the workers to return to work at the regular terms and conditions and the workers accepted the offer of re-employment in good faith. The workers were not dismissed.

Legal

After the demonstrations the union demanded the reinstatement of the dismissed strikers - but the company took the original offer of re-employment. The matter was then referred to the Industrial Court which found that the strike was unfair and the workers were dismissed.

Genuine

Throughout the dispute, management appeared bent on manipulating the process of negotiations - that is if the company's notified willingness to explore other ways to resolve the dispute prior to the strike action were anything to go by. This, argues the workers, management did so they could go to court "with clean hands."

The lessons from the Hermes judgment are that employers faced with strike action by their employees first have to explore alternatives before demonstrations.

As the Industrial Law Journal says: "As strikes are regarded as a corollary of collective bargaining in South Africa it follows that an employer's decision to dismiss legal strikers should be evaluated against the relevant concepts of fairness;
Strike
over
'R20 a week-
wage'

DOZENS of KwaNdebele workers employed by a Johannesburg cane company have downed tools in protest against R20-a-week wages they earn, Sowetan learnt yesterday.

According to the Commercial Catering and Allied Workers Union of South Africa (Cawusa), the workers stopped working at Bramley Cane's Sylabuswa branch last Thursday.

The company's managing director, Mr Barry McNamara, yesterday declined to comment saying the newspaper was 'reporting a pack of lies about my company.'

Union official Mr. Mathabatha Seema said union members employed by the company decided to go on strike to force management to start wage negotiations with the union.

Yesterday the two parties started negotiations with the union demanding a R110-a-week wage, recognition of June 16 and March 21 as paid holidays, and a 40-hour working week, according to Seema.

The union official said management agreed in principle to recognise the two commemorative days but complained that the union's wage demands were 'too high.'

Earlier, McNamara told Sowetan he was paying 'higher than average wages' compared to other firms in the bantu-
tan's industrial area.
Holomisa pledge

A WEEK-long strike by workers at 37 Butterworth factories ended this week following a meeting between worker representatives and Transkei's military head, General Bantu Holomisa.

Holomisa promised the workers a new labour policy and an investigation into their grievances.

The workers conveyed their grievances through a labour advice centre since no trade unions are illegal in the Transkei. — EL-NEWS
TOWNSHIP SHEBEENS

RUN DRY

By CHIARA CARTER

DESPITE soaring summer temperatures, township beerlovers have little chance of slaking their thirst this weekend.

They face a beer drought as a result of a ban on South African Breweries products declared earlier this week by black taverners in support of more than 5 000 SAB workers on strike countrywide over wage demands.

Face losses of millions

Hundreds of the SAB strikers marched from shebeen to shebeen in Cape Town this week to ensure that the beer ban declared by the National Taverners' Association was being enforced.

Cape Town's only black liquor distributor, Sivukile Liquor Wholesalers, subsequently said it will not supply SAB products for the duration of the strike.

The township taverners, who are SAB's biggest customers, face losses which could run into millions of rands.

See page 4
Transport strike mounts

BY MARATHA

THE strike by over 500
Bottlestore association declines to call beer boycott

By ANDREA WEISS
Staff Reporter

THE Ukhamba Liquor Association, representing 1,500 black bottleshop owners, has agreed to give verbal support to South African Breweries strikers, but declines to call for a beer boycott.

This is the latest development in response to a call for a national boycott of SAB products in support of the Food and Allied Workers' Union (Fawu) strikers at SAB plants throughout the country.

"NO CHANGE"

Fawu and SAB have reportedly no change in the strike, which has seen the National Taverners' Association and the Southern African Taverners' Association suspend sales of SAB products.

Fawu workers are demanding a 38 percent increase on the minimum wage and SAB has made a final offer of an across-the-board 16 percent increase, bringing the minimum monthly wage to R1,063.

Fawu assistant general secretary Mr Mike Mdlala said yesterday there had been no correspondence between Fawu and SAB and the strike was continuing.

Ukhamba president Mr E M Thahalala said today that while Ukhamba aligned itself with the 8,000 strikers, it planned to support the industrial action at its own pace and in its own way.

VIOLENCE

Ukhamba also had to meet contractual obligations to its 12,000 employees, most of whom were labourers paid far lower wages than brewery workers.

A source said Ukhamba had also expressed concern about the escalating violence and felt that the Fawu should settle the dispute with SAB around the negotiating table.

It also felt that a beer boycott would be self-defeating as shebeen operators would simply turn to white-owned stores for their supplies.

The suggested beer boycott has also been rejected by some Soweto shebeens and nightclubs, which fear it could result in black-on-black violence and that the market would simply shift to white outlets.

QUESTION

SAB has also questioned the effectiveness of a national consumer boycott of its products.

In a Press statement an SAB spokesman said "At this stage there is no clear indication as to how effective the boycott is. It will take some time for us to gauge.

"It is possible that many black liquor traders could lose their businesses, as beer accounts for a large proportion of their income."

Charges have been laid against two strikers who allegedly attacked a casual worker, while the child of an SAB superintendent is in a critical condition following an attack on his Pietermaritzburg home."
Offer rejected: NUM to resume De Beers strike

JOHANNESBURG. — The National Union of Mineworkers (NUM) will resume the strike at five De Beers' diamond mines and at the company's geology division after rejecting a wage offer this weekend.

De Beers said the union had told the company that members had decided not to accept the offer on improved wages and other conditions of employment made at a mediation meeting last Wednesday. NUM suspended its four-day strike last Tuesday, pending a report-back to members on the outcome of the mediation attempt.

De Beers are offering increases ranging from 16.5% to 18%, while the union is demanding 26.6%.
Transkei leader in bid to end labour crisis

The Argus Correspondent

JOHANNESBURG — Transkei’s youthful military leader, General Bantu Holomisa, determined to draw industrialists to his country and create much-needed job opportunities for the people, is locked in a major labour crisis.

Factories in Transkei’s industrial hub — Butterworth — closed following a breakdown in negotiations between workers and employers last week.

There were also reports of looting and there were rumours that whites were leaving the country until the strikes were resolved and the tension eased.

General Holomisa spent much of last week meeting both workers — who do not have trade unions — and industrialists, some of whom were threatening to remove their factories if “trouble” continued.

NEW POLICY

The President of Transkei, Mr Tutu Ndamase, is expected to announce a new labour policy this week to coincide with the celebrations of the 13th anniversary of the state.

Last week, however, General Holomisa, was in the thick of the fray, discussing problems with both sides.

Workers were demanding another look at minimum wages, ill-treatment by employers, job security, workers’ compensation, sick leave, salary disparities between Transkeian companies and their sister companies in South Africa, lack of recognition of service and experience, unlimited working hours, lack of training and lack of communication between employer and employee.

The industrialists had their problems too. A number had established factories in the Transkei because labour is traditionally cheaper in the independent states and there are fewer problems with trade unions.

Some factory owners complain that labour may be “cheap” but productivity is low and skills limited.

General Holomisa and his government, in the words of an Umtata businessman, walked a tightrope. They had to find a way of ending the strikes without sacrificing workers’ rights — or frightening away potential investors.

At the end of the week, General Holomisa admitted the Transkei would not be able to “escape” trade unions forever.

“Workers want representation,” he said.
Fired after legal strike

ABOUT 360 workers were fired from the Bokomo Border Roller Mill in Aliwal North this week after they downed tools in a legal strike.

The workers were demanding a R40 across the board increase. Management offered R18.

About 420 bakery workers went on strike in the Border region following deadlock in annual wage negotiations.

The strikers are all members of the Food Workers' Council of South Africa — a breakaway from the Food and Allied Workers' Union which recently obtained a court order restraining the new union from operating under the name "Fawu East Cape".

Meanwhile, in Queenstown, charges have been dropped against 58 Albany bakery workers arrested last Thursday.

A company spokesperson said all workers had returned to work following an agreement reached between the bakery and the union in terms of which the workers will receive a R21 across the board increase on the weekly wage backdated to July and a further R7 next year.

Settlement was also reached at Albany bakery in Grahamstown where workers last week took part in a sit-in at the company premises.

The workers agreed on Tuesday to accept a R22 across the board increase backdated to July with a further R5 from April next year.
Many injured, 200 arrested as police and strikers clash

The Argus Correspondent

PRETORIA — Clashes between police and strikers at a factory here left scores of people injured early today.

At least 200 strikers were arrested at the Boerstra Bakery in Pretoria West.

Cosatu claimed that people had been killed, including two pregnant women, but this could not be confirmed by the police or the bakery.

BATONS AND TEARGAS

Major Reg Crewe, police liaison officer, said between 200 and 300 people had been arrested.

"After being attacked by the workers, police moved in with batons and teargas. At least two policemen were injured — one with a broken nose and the other a broken ankle."

Mr Robin Kitchin, director of Boerstra Bakery, said he believed people had been injured and taken to Kalafong Hospital in Atteridgeville, but could not confirm this.

"It started with a wildcat strike yesterday afternoon with staff staying on the premises and refusing to negotiate. We have yet to determine the reasons for them striking."

"In the early morning members of the public in the vicinity of Boerstra apparently complained to the police, who then spoke to the senior trade union leaders."

"The workers then apparently attacked the police with anything they could lay their hands on, forcing the police to retaliate," Mr Kitchin said.

A formal statement would be issued later, he said. Police said they were still sorting out the details."
15 hurt as strikers clash with cops

JOHANNESBURG. — A policeman was stabbed three times and at least 15 people were injured when police and striking workers clashed in Johannesburg yesterday.

Several hundred workers were gathered for a solidarity march with striking SATS and SA Breweries workers when the clash broke out.

Police claimed they teargassed workers after they refused to disperse. Workers claimed police baton charged and began teargassing them and firing buckshot as they gathered for the march in Wanderers Street.

Doctors said three of injured treated had extensive birdshot injuries. The policeman was not seriously injured.
Union overtime ban, consumer boycott start

By Drew Forrest

A nationwide trade union overtime ban and consumer boycott in protest against the Labour Relations Act (LRA) has been called for today.

The action, the latest phase in a campaign decided at last month's "worker summit", coincides with talks between the unions and the employer body SACOLA aimed at producing joint proposals to the Government on restructuring the LRA.

Cosatu's Mr Neil Coleman said seven out of nine Cosatu regional secretaries had been detained or sought by police since the summit. Mr Swayi Mokoena, western Transvaal secretary of Transport and General Workers' Union, was detained this week and seven officials of the National Union of Mineworkers were also being held.

Cosatu and Nacta, the union bodies spearheading the action, stated that the overtime ban was indefinite but subject to monthly review. The consumer boycott, directed primarily at white businesses, would end on October 6 but could be extended.

EMPLOYERS REACT

Early indications are that the overtime ban "could" spark a flood of employer interdicts.

Yesterday, Cosatu, said a Nampak company, Prinptak Gravure, and an Afco subsidiary, Transvaal Mattress, had used the courts to stop workers' action.

About 300 workers at Northern Transvaal Sawmills were fired for refusing to do overtime, Cosatu said. Company confirmation could not be obtained.

NUM press officer Mr Jerry Majatladi, "detained" under the emergency at the weekend, has been released, said Mr Coleman.

See Page 12.
RWB fires striking workers

By Drew Forrest

The Rand Water Board (RWB) fired about 400 workers at its Zunderbosch pumping station near Vereeniging after they downed tools over the detention of a trade union shop steward.

RWB spokesman Mr A Carstens said the mass dismissal yesterday came after numerous pleas to workers, ending with a return-to-work deadline. Water supplies would not be affected.

Mr Carstens said management had made representations "at the highest level" to secure the detained unionist's release.

Mr Steven Kolsang of the Municipal, State and Allied Workers Union said the workers were demanding the release of shop steward Mr Richard Ramagabe who was detained under emergency regulations on Tuesday after a union meeting.

The union was also demanding the dismissal of the compound manager, whom they believed was responsible for the detention.
Unions scent victory in Labour Law battle

PAGES AND PAGES OF THE BROADCAST IN SOUTH AFRICA

APPLICATIONS

See page 13

Are on the Move

People at the Top
Dry festive season looms for beer-lovers

Breweries strike may drag on for months

SOUTH African Breweries has warned that a strike by black beer workers could last into the festive season.

Dealers told the Saturday Star yesterday that SAB representatives had said the strike — now in its second week at seven breweries countrywide — was the most serious to hit the group and might continue until mid-December.

Retailers also said they had received a circular from SAB announcing a shortage of pint bottles.

There are signs that as more black communities support the strikers, prices have been cut by as much as two-thirds, and would be temporarily reduced.

There is a plan by SAB to choose black communities to support the strikers, with reports that numbers in East London had been hit by a beer boycott.

Retailers have been forced to distribute wooden crates in some black areas.

It is understood that SAB is to place advertisements in major newspapers on Monday explaining that it was unfair to workers to pay a 17% raise.

ACTION GALORE There was lots of drama for Roof of Africa competitors

Photograph: Jacob Kyliwa

Day of high drama in Roof of Africa Rally

MOTOR cyclists and their bikes had to be airlifted from inaccessible parts of the Leesno yesterday during the second day of The Roof of Africa Rally that saw about half the competitors abandoned by sunset and one missing in rugged terrain.

In a day of high drama, competitors were airlifted by helicopter, while many others had to carry their machines down the last few miles on foot.

Heavy thunderstorms and electrical storms added another dimension to the race, and those who failed to make contact with the organizers had to be airlifted to safety.

DAWN BARKHUZEN and STEVE KEALY

In the late afternoon, German endurance champion Joerg Masur was slightly injured when he tried to avoid hitting a Zulu child. The child stood up and ran away.

Last night a helicopter was scouring the Tshaba Bosu area for the missing rider.

"It was rough, there were breakers and it was dark," said Craig Drake of the Leesno team.

At least two riders had been airlifted because of the rough terrain, and the race was temporarily halted.

On the first day that the 'Comrades Marathon' of motor racing has been raced across the Leesno lowlands instead of the highlands.

But nothing could have been farther from the truth. According to navigator John Price, who was first across the line yesterday with driver Erick Pringle after a gruelling 480km journey:

"Navigator John Amos hung over the side of his "Avro" special for 150km of rocky terrain as driver Klaus Degener steered the vehicle home on three wheels.

The two, who had been ahead of the other competitors, survived a crash during a 15m embankment and lay out of sight.

TO PAGE 2.

Big issue for house hunters

Today's Property Guide, including the Property Gazette's Essential and the Home Buyer's Circle supplement, is a bumper issue of 110 pages.

It is one of the biggest releases of the Saturday Star's popular Property Guide.
Beer

test called for the lifting of interdicts evicting strikers from SAB premises and changes in the management negotiating team "that led to the early breakdown of negotiations."

"We want to talk to the plant managers, who understand the shop floor, not to the intellectuals in SAB's human resources department," said Fawu's Mr. Goodman Seahlodi.

Dealers, hotels and clubs contacted yesterday have been affected in different ways by the strike.

The resident manager of Braamfontein's Devonshire Hotel, Miss Ria van Zyl, said beer supplies had been normal, while the general manager of the Kyalami Country Club, Mr. Cyril Katz, complained that he had been rationed to 41 cases a week.

"This is not enough to meet normal demand," he said.

Mr. Katz said he had been told by SAB's order department that the strike could last "anything up to 10 weeks."

Earlier this week, small bottle stores in Johannesburg reported losing turnover because of delivery problems. Dealers said that they were queuing for up to a morning to collect beer.

Order on hospital stoppage postponed

Staff Reporter

The finalisation of an interim order against 1,500 workers on a work stoppage at the Johannesburg Hospital last month was postponed to November 7 in the Rand Supreme Court yesterday.

A huge crowd of hospital workers had packed the courtroom to hear the case.

Mr. L.S. Weinstock, SC, who appeared for the Administrator of the Transvaal, told Mr. Justice P.J. van der Walt some of the workers had opposed the matter while others had not.

He said a postponement was needed to sort out the situation.

The interim interdict against the workers, brought by the hospital superintendent, was granted on August 18.

The workers were restrained from being at the hospital except to work or as genuine patients, from gathering at the hospital’s branches and from interfering with the free movement of any person within the hospital.

The hearing yesterday followed a planned protest march by about 1,500 hospital workers from the Johannesburg Hospital to the Rand Supreme Court.

The workers were stopped by police only a few blocks from the hospital and were told the march was illegal in terms of the state of emergency.

They returned to the hospital and waited all day for their lawyers and buses to transport them to the city centre.

They dispersed when no one arrived to inform them whether permission for the march had been granted.
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They returned to the hospital and waited all day for their lawyers and buses to transport them to the city centre.

They dispersed when no one arrived to inform them whether permission for the march had been granted.
Labour consultant Professor Johan Piron says the number of strikes increased tremendously since February. "This is because of the normal causes — wage demands, conditions of employment demands and overtime bans — but we might see a further increase in industrial action as President De Klerk's initiatives get under way. This would be a way of pressuring government to do more. But such actions may also be undertaken as a way of keeping up the momentum of solidarity action."

Piron says the presence of the NUM's Cyril Ramaphosa at recent talks between the UDF's Soweto leadership and government is evidence of the unions' growing role in politics. The employers alliance, Sacola, was to meet Cosatu and Nactu on Wednesday to thrash out a position on proposed amendments to the Labour Relations Act. They have less than two weeks to make submissions to the National Manpower Commission.

As the FM went to press a week-long national strike by 6 000 Breweries workers had lapsed into stalemate. The Cosatu-linked Food and Allied Workers' Union (Fawu) wants a minimum wage of R6.50 an hour (38% more than the present minimum of R4.70), while SAB has offered R5.45 (16%) to take the minimum monthly wage to R1,063.

Fawu assistant general secretary Mike Madlala says his members are out at 22 plants, leaving unaffected only the four plants organised by Nactu's Food and Beverage Workers' Union. He expects the Nactu union to join the strike soon in solidarity.

SAB human resources director Bob Childs says the number of plants as defined in the agreement is 42 (comprising breweries, distribution depots and malting plants). He says Fawu is recognised at only seven plants, including one brewery. Madlala says Fawu controls 6,000 of the 7,000 unionised SAB workers.

So far SAB has obtained a series of interim court orders for strikers to vacate plants in the Transvaal, Free State, northern and western Cape.

Madlala claims the strike has left SAB without the necessary expertise to operate capital-intensive plants and the imminent summer has placed strikers in a good position. "Unless SAB has stockpiled we are certain the beer in circulation will last only a week."

Childs, however, denies supplies will be severely disrupted. He says the company has over the years developed "pretty sophisticated" contingency plans, which it put into action last week. Childs also asserts that, while at no stage were police called to eject strikers (5,000 left after being requested by management and 1,000 left after a court order) there is sporadic strike-related violence all over the country. He says outlet managers and non-strikers have been threatened, "don't sell beer or we will burn your house down."

He says a senior Fawu shop steward in Kimberley, who allegedly stabbed a casual worker, has disappeared and police have opened an attempted murder docket. Fawu's Madlala emphatically denies union involvement in the violence. He says stonings of SAB vehicles in Soweto could be the work of "dependants and sympathisers, but it is definitely not by us or directed by us."

Childs maintains the union planned a strike at the outset to coincide with SAB's summer peak. Madlala rejects this, saying the union would not have gone on strike if SAB had "bargained in good faith." He says the strike was decided on two weeks after the final conciliation board hearing failed.

Childs responds: "What have we done? We had three rounds of negotiation talks, two conciliation board hearings and a lot of mediation. We have a 16% offer on the table, which we think is reasonable and warrants a response. The union has chosen to respond to it in various terms, which we regard as delaying tactics." Childs says there are no immediate plans to end the strike but Madlala says SAB has tried to make informal contact through mediator Charles Nupen.

Whether the strike was planned at the outset or not seems to make little difference. What counts now is a race against time for both sides the unions must find finance for 6,000 strikers and their dependents while SAB has the difficult task of trying to quench the beerlust of a nation.
A WAVE of strikes has surged through the Transkei in the last 10 days, forcing military ruler Major General Bantu Holomisa to re-draft the territory’s outdated labour laws.

Wildcat strikes, which began with stoppages at three Umtata factories last week, have now hit at least eight plants in Umtata and Butterworth, the Transkei’s two industrial centres.

In the midst of this labour unrest, the Transkei Department of Manpower last Friday issued a statement that new labour legislation would be announced at the homeland’s independence anniversary celebrations next week.

On Wednesday Holomisa held talks with worker representatives and he was yesterday locked in talks with both worker and employer delegates over the issue.

Wildcat strikes wave pushes ’Kei to redraft labour laws

Workers plan to hold a march through the streets of Umtata on Monday to demand trade union rights.

The Transkei, like most independent “homelands”, is governed by outdated labour legislation that existed in South Africa in the 1950s. It lays down basic conciliation procedures, but excludes the right of workers to bargain collectively or strike. There is no industrial court in the territory.

It is believed that Holomisa, who recently met with the African National Congress and distanced himself from Pretoria, will allow unions to operate and give them the right to bargain collectively.

“Even when the chief is being questioned by workers who perceive a silent bias towards capital, he has indicated that no striking workers will be dismissed and that trade unions may be legalised,” according to a legal representative for the union.

While most of the strikes were spontaneously organised, there are signs of attempts to set up a trade union for workers in the territory.

Violence has marred some disputes.

Management staff at Sun Manufacturers in Umtata are due to appear in the magistrate’s court in connection with an alleged assault on 120 striking workers. Employees at Vundilela were teargassed by the Transkei police last Friday, the legal representative said.

Other factories hit by the strike wave include Olsson’s Breweries in Butterworth, Tally Clothing Industries in Butterworth, Wild Coast Diamonds in Umtata and the Ingleox plant in Umtata.

Workers at Vundilela have been dismissed and brawn-wielding police were called in to disperse 150 workers who this week occupied a clothing factory in Butterworth to back their demand for a 25 percent wage hike.

Meanwhile, a bitter strike by more than 5,000 Food and Allied Workers Union (Fawu) members continued at SA Breweries plants around the country without any sign of a resolution.

Management has reported high levels of worker violence, including the stabbing of casual workers, petrol-bombing of the homes of non-strikers and threats to SA customers.

Union organiser Ramon Nacasser said the union did not support or condone violence and called for a halt to such acts.

SAB says production had not been affected but the strike had disrupted deliveries in some areas.

• A 10-day strike by 700 Fawu members at Premier Food’s milling, Epic and Epol plants was settled yesterday after agreement was reached over wages and conditions of employment. The company lifted a lockout imposed on the workers during the strike. Workers will receive a 13 percent increase on minimum wages of R184.

• A strike by 1,600 members of the National Union of Metalworkers of South Africa has brought production to a halt at six Van Leer plants around the country.
Roadshow cancelled over strike

BY KENOSI MODISANE

The strike by 5000 SAB employees has led to the cancellation of the Luen Lager Roadshow, which was planned for next Sunday at the Okwethu Pleasure Resort.

A spokesman for the organisers said the festival was cancelled to show sympathy with striking workers.

"It would serve no purpose to continue with the show while the majority which always supports such events is involved in a cruel matter that affects their livelihood," he said.

The festival was to feature big acts like Brenda Fassie, Chico, Lazarus Kgugud and many more.

However, fans will get a consolation in another festival which will take place on the same day at Sebokeng.

The Sebokeng show will feature almost the same bill except for Chico and Splash.

Lazarus Kgugudi, whose latest album "You Don't Know Me Now," has already achieved a platinum status, is set to thrill revellers at the show. The album features disco tracks like "Mokasana" and "Kgudede.

Other artists billed for the show - from 14h30 to 00h30 - are Prince, Mthembu, T Touch and Cola and Cola.
The workers demand that there be a 3-day week in Naden and that instead of the current 6-day week, 5-day working week be introduced. The workers are demanding a 5-day working week as the international practice. The 3-day week will reduce the amount of work and will give workers more time to enjoy their family and friends. The introduction of the 3-day working week will also reduce the risk of fatigue and will improve the workers' health and safety. The workers are also demanding a 4-hour working day on the 3-day week. The current 7-hour working day is too long and is causing stress and fatigue for the workers. The workers are demanding a 4-hour working day to improve their quality of life.

Provisional Fund

The workers are demanding a Provisional Fund to be established to help workers during periods of unemployment. The fund will be used to provide workers with financial assistance during periods of unemployment. The fund will be funded by contributions from the employers and the workers.

The workers are demanding a 3-day working week to reduce the amount of work and to give workers more time to enjoy their family and friends. The introduction of the 3-day working week will also reduce the risk of fatigue and will improve the workers' health and safety. The workers are also demanding a 4-hour working day on the 3-day week. The current 7-hour working day is too long and is causing stress and fatigue for the workers. The workers are demanding a 4-hour working day to improve their quality of life.
ABOUT 13 000 mineworkers are on strike at five mines in various parts of the country.

And 10 000 more mineworkers, all members of the National Union of Mineworkers (Num), are poised to embark on a legal wage strike at De Beers’ diamond mines this week.

The mines affected are Sasol’s Secunda mines (8 000 workers), JCI-controlled Consolidated Murchison (1 500), Messina Copperbelt and Campbell (3 000).

The members of the Chemical Workers’ Industrial Union (CWIU) downed tools at Sasol’s Secunda mines on Wednesday night, a spokesman for the union said. They are protesting against the company’s refusal to provide a food allowance to mineworkers living outside the hostels.

The dispute between Num and De Beers revolves around the union’s demand of a 37.6 percent minimum increase against management’s offer of 17 percent. The conciliation board has failed to resolve the dispute.

At Consolidated Murchison, Num members demand a minimum wage of R400 a month and recognition of such days as June 16 and October 1 (Health and Safety Day).

The strike at Messina Copperbelt and Campbell mines, both owned by Messina Development Corporation, enters its second week today.

Num official Mr Jerry Majladi said workers at the mines were dissatisfied with “low wages and poor working conditions.” Management has given Num members an ultimatum to return to work or face dismissal, according to Majladi.
Taxi drivers converge on the Baragwanath taxi rank, where they held a meeting with taxi association officials.

Commuters are stranded after Soweto taxi strike

SOWETO taxi drivers went on strike on Friday morning, leaving thousands of commuters stranded in the area.

Commuters who turned to railways for alternative transport discovered it was just as bad, their day trains were running late, thanks to a technical fault in the South African Transport Services' rail system.

Townships affected by the one-day strike were Soweto, Protea, Tshwane, Diamani and Naledi.

The drivers, who parked their kombis near Baragwanath Hospital, Diepkloof, were protesting against what they termed "bad working conditions". Their grievances included ill-treatment by taxi owners, who they claimed often called them "boys".

The strike was suspended after Soweto Taxi Association officials, addressing the drivers at the AME church in Tshwane on Friday, promised to investigate the complaints. The two parties will hold another meeting on Wednesday.

"One of our grievances is that whenever there is a disciplinary case against a driver only the complainant and taxi association officials are allowed to attend the hearing," a taxi driver told the Sowetan.
By Drew Forrest, Labour Reporter

About 1,500 striking transport workers have been fired in the last week, while at least another 18,000 workers remain on strike in a range of industries across the country.

Yesterday, Cargo Carriers fired 1,000 workers on a national strike who ignored a return-to-work deadline. The strike centred on the earlier dismissal of 280 colleagues.

The Transport and General Workers Union said the company had agreed to meet union officials over both sets of dismissals. Describing this as a "breakthrough," the TGWU spokesman said Cargo had earlier insisted on talking at Industrial Council level only. Management was not available for comment.

Alleged corruption

The TGWU said 500 workers were fired last Tuesday at Interstate Bus Services in Bloemfontein after striking over "unfair" disciplinary measures and alleged corruption in the firm's pension fund.

Interstate's chairman, Mr Fred Kinear, said the insurance company managing the fund had assured workers their money was in safe hands.

The service was running normally with temporary staff.

Several strikes remained unresolved yesterday:

• Management confirmed that 5,700 workers in three divisions of Premier Food Industries were still on strike over pay.
• The situation at Sasol's collieries in Secunda, where 8,000 workers struck over food allowances, was unchanged said a Sasol spokesman.
• The strike by 1,400 miners at Consolidated Murchison continues, according to the National Union of Mineworkers.

Attacking the "terribly low" wages at the mine, NUM said it was demanding a R400 minimum for workers at level one.

• Mr Attie du Plessis, a director of Messina Ltd, confirmed the strike at the firm's copper mine. He declined to give details, but the NUM says 3,000 workers "spontaneously" struck on Monday last week over wages.
kwaNdebele workers in Sandton demo

By Drew Forrest

About 300 workers travelled from kwaNdebele to Sandton yesterday to stage a placard protest outside the headquarters of Anglo American's Boart International.

The workers, from Strata Control Systems, near Bronkhorstspruit, were fired after downing tools on Thursday over the disciplining of a colleague. Boart has a controlling interest in the firm.

Mr Zithulele Cindi, of the Metal and Electrical Workers Union, said the root problem was management's refusal to recognise the union on the grounds that the factory was located in a homeland. The union represented 90 percent of the workforce, he said.

Boart public relations manager Mr Ted Scannell confirmed a dispute at Strata.
ONE of the country's largest transport companies, Cargo Carriers, has dismissed more than 800 employees taking part in a national strike at its depot.

The workers, all members of the Cosatu-affiliated Transport and General Workers Union, were sacked after ignoring an ultimatum to return to work on Monday.

The dispute between workers and management revolves around the dismissal of 280 workers at Cargo's Vanderbijlpark depot on August 3. The TGWU members had been participating in sporadic work stoppages at the plant in protest against the sacking of a colleague, according to the union.

The Cargo employee was apparently sacked after being involved in a fight with a white colleague.

TGWU official Kelly Forrest said the more than 800 strikers had resolved not to go back to work until management attended to their grievances. Their grievances included demands that their 280 colleagues be reinstated unconditionally and that a manager at the branch be transferred.

"Our members want the Vanderbijlpark depot manager to be removed because he is the one who created the climate in which our member got assaulted," Forrest said.

Talks between the union and management reached a deadlock at the industrial council on August 29.

Cargo industrial relations manager Mr. Nick Pretonus was not available for comment this week.

Earlier Pretonus told Sapa that the strike was of such a scale that it was regarded by Cargo as a "total" strike.

"Cargo regards this national strike as illegal and we have met with the Industrial Council," the Cargo manager said.

He said between 700 and 800 workers were involved in the strike.

The two parties are scheduled to meet soon in a bid to resolve the dispute.
Sasol strike still unresolved

SECUNDA — Negotiations on Wednesday night failed to end the two-week-old strike by 8,000 Sasol coal miners at Secunda, the Chemical Workers’ Industrial Union said yesterday.

Strikers are demanding a food allowance for workers not living in company hostels. The CWIU said Sasol was now threatening to withdraw hostel services.

A meeting is scheduled for today — Sapa
Workers to march tomorrow in 17 centres

SEVENTEEN marches organised across the country by two major labour federations representing over 1.2-million workers, to protest against the Labour Relations Amendment Act, will take place tomorrow.

NUM general secretary Cyril Ramaphosa said at a press conference yesterday that the marches would also celebrate the release of the eight political prisoners.

National Council of Trade Unions (Naeto) first assistant general secretary Cunningham Ngwukanla said Naeto "does not believe in applying for permission to march to resist oppression, exploitation and repression by the ruling class".

Naeto had chosen to defy rather than comply by refusing to apply for permission for any march, he said.

In a statement to Sapa, Cosatu general secretary Jay Naidoo said over a quarter of a million workers countrywide were expected to march tomorrow.

The 17 marches would take place in Johannesburg, Pretoria, Pietersburg, Secunda, Nelspruit, Sandton, Witbank, Durban, Maritzburg, Port Shepstone, Empangeni, Bloemfontein, Welkom, Kroonstad, Port Elizabeth, Cape Town and another western Transvaal town still to be named.

"These peaceful marches will demonstrate the degree of opposition among workers to the anti-worker LRAA," Naidoo said.

The marches would present memorandums setting out objections to the LRAA at manpower offices, employer associations, state sector employers, courts and police stations, Naidoo said.

A Cosatu spokesman said 50,000 people were expected to take part in the Johannesburg march for which permission was denied.

Marches

given by the chief magistrate and the Johannesburg City Council.

A spokesman for Law and Order Minister Adriaan Vlok said yesterday police would maintain a low profile to ensure law and order was maintained.

However, in cases where permission was not granted, the police would stop the marches.

The spokesman said illegal marchers would be warned to disperse. If this did not happen action would be taken. He said police would "try to use the absolute minimum force" to stop an illegal march.

Naidoo said the rules laid down for tomorrow included that the marches would be disciplined and peaceful. All marchers

were to walk abreast in rows of between eight and 12.

All members of the crowd were to immediately obey instructions of marshals — identified by arm bands. Anyone acting provocatively would be considered to be acting in the interests of the enemy, Naidoo said.

Workers should not respond to provocative actions but report the problems to the marshals.

Our Cape Town correspondent reports that the Cape Town City Council yesterday gave the go-ahead for a march tomorrow to Parliament by members of unions affiliated to Cosatu and the National Council of Trade Unions. Council spokesman Ted Dorman said yesterday.
Public support for workers

In a massive display of public support for striking National Panasonic workers, an estimated 2,000 people yesterday joined the workers in a march from Tygerberg Hospital to the company's Parow Industrial factory.

A Parow magistrate said the Parow municipality granted permission for the march to be held. A company spokesman could not be reached for comment last night.
Bus drivers halt work in protest

By DICK USHER
Labour Reporter 3/10/89

BUS drivers from the Transport and General Workers' Union at City Tramways Arrowgate depot have stopped work over a disciplinary dispute.

Workers claim at least 200 drivers are involved. City Tramways spokesman will not comment and a union spokesman says the situation is not clear.

Drivers said they stopped work yesterday in protest at a driver being dismissed without a disciplinary hearing.

SHOP STEWARDS

He allegedly refused to attend a hearing without a union representative, but Transport and General shop stewards refuse to take part in disciplinary hearings outside working hours.

The union spokesman said Tramways previously allowed shop stewards from the Tramways and Omnibus Workers' Union time off for hearings, but Transport and General did not have the same facility.

After the driver refused to attend the hearing he was dismissed and colleagues stopped work in protest.

A Tramways spokesman said the company did not discuss labour problems through the media, but negotiations to settle the dispute were under way.
No more 'Maybe Day'

MANPOWER MINISTER Eli Louw's decision that Workers' Day be celebrated on May 1 in future is an important and enlightened one.

Reasons for the announcement include that workers would benefit from a long weekend, that a large number of workers regard May 1 as a holiday in any event and that it is the norm in most Western countries.

Mr Louw said any association between May 1 and the socialist and communist ideology was becoming irrelevant because of the economic failure of that ideology.

"Workers' Day will therefore increasingly stand separate from any specific ideology. To perpetuate this point of dispute would be artificial and not in the interests of peace in the labour field."

The decision has been welcomed by the Association of Chambers of Commerce and Industry (ASSOCOM), saying the Government is to be congratulated on the announcement, which "the association has urged since 1985 and given evidence thereon to the President's Council investigation into public holidays in 1997."

Chamber of Mines vice-President Clive Knobbs said in a statement the announcement indicated that Government was attentive to the wishes of the majority of employers and employees in SA, many of whom had reached agreement to recognise May 1 as the appropriate day to pay tribute to labour.

May 1 has been a controversial and emotional issue for years, and Mr Louw has certainly set himself a high standard to live up to for the rest of his term of office.
150 000 march countrywide

MORE than 150 000 people took part in Cosatu-organized marches in 17 centres countrywide on Saturday to protest against the Labour Relations Amendment Act.

The largest march was held in Port Elizabeth. There an estimated 20 000 people gathered at their march starting point at 10.30am, but were joined by at least another 20 000 by 12.30pm as the march proceeded.

The march was led by the Anglican Bishop of Port Elizabeth Bruce Evans.

Apart from Maritzburg’s march, during which shop and bus windows were smashed and people were arrested for looting, no incidents of violence were reported.

At Secunda, a march by 6 000 protesters went ahead in spite of a refusal by the town’s CP-controlled council to sanction it.

Shocked conservative residents watched the members of Cosatu-affiliated unions march through the streets.

The workers decided to go ahead with the march even after the CP City Council refused permission for it.

Earlier in the week the local chief magistrate granted permission for the march provided the Town Council approved.

At the march in Witbank, which was attended by about 5 000 people, one banner was confiscated by police.

In Cape Town, demonstrators tore down the SA flag outside Parliament and draped the ANC colours and the SA Communist party flag over a statue of former PM Gen Louis Botha.

About 5 000 protesters joined this march, which, in spite of these incidents, went off peacefully.

An estimated 4 000 protesters joined the Pretoria march which went off peacefully.

The colourful crowd which joined the march in Johannesburg was estimated at about 15 000. The march ended peacefully at the University of Witwatersrand.

Four speakers addressed the enthusiastic crowd, but police ordered that they disperse.

Between 2 000 and 5 000 protesters joined the march in Pietersburg, which was conducted in good spirit.

In Durban, marchers numbered between 3 500 and 5 000. The march ended without incident shortly after midday.

About 15 AWB members were seen standing next to the local police station in Nelspruit showing live bullets to marchers.

— Sapa
Workers
down tools
over fund

By Drew Forrest

About 250 workers launched a
legal strike at SA Cyanamid
yesterday in the first of a threa
tened wave of strikes over a na
tional provident fund in the
chemical industry.

The Chemical Workers Indus
trial Union has declared dispu
tes with at least six other
firms over demands that they
join the Chemical Industries Na
tional Provident Fund.

Jointly run by the CWIU and
management, the fund has seven
employer members.

The union says an industry-
wide scheme will maximise
earnings and strengthen work
ers in negotiations with insur
ance companies over benefits.

BACK AT WORK

Confirming a strike at its
Isando and Witbank plants,
Cyanamid said it was willing to
negotiate an in-house fund.

However, it had not been
determined whether it was
to the creation of the fund
or the negotiation of its rules.

About 8 000 striking Sasol col
liery workers in Secunda re
turned to work yesterday.

The CWIU said workers liv
outside Sasol hostels had won a
R40-a-month food allowance,
half to be paid next year and
half in 1991.
School indaba off

A meeting between the Diepkloof Parent-Teacher-Student Association and Soweto police chief Major General J F Viktor scheduled for yesterday did not take place.

According to a spokesman, Mr Danny Maamane, Viktor could not meet the delegation at Protea police headquarters where a memorandum was handed to the police.

Maamane said Viktor sent a mediator.

In the memo, the association had asked for the release of the eight pupils so that they could sit for their final examinations, starting tomorrow.

To discuss steps taken by the police to track down criminal elements responsible for acts of violence.

The fate of restricted pupils whose bans have had a serious effect on their studies.

Security talks

The Minister of Foreign Affairs, Mr Pik Both, held talks on the security situation in Angola and Namibia with his Angolan counterpart, Mr Loy van Dunmen, in Maputo yesterday.

A statement issued by the Department of Foreign Affairs said the talks, which lasted about 2 1/2 hours, were a follow-up to those held last month with Mr van Dunmen in Maputo.
Num strikes
By LEN MASEKO

ABOUT 8,000 members of the National Union of Mineworkers went on a pay strike at De Beers’ mines at the weekend.

The strike follows a wage deadlock between the Num and management. The union demands increases of between 18.6% and 37.6% while the company has offered hikes ranging from 16% to 17%.

De Beers spokesman Mr Sej Motau said the mine company was among the highest paying employers in the industry.

"The Num is also reported to have said that De Beers is pursuing a policy of ‘poverty wages’. This allegation is untrue."

He said the Num had yet to respond to a management proposal that negotiations resume with a view to settling the dispute.

* The Sasol Collieries strike at Secunda by more than 8,000 mineworkers has been resolved, the Chemical Workers Industrial Union (CWIU) said yesterday.

A CWIU spokesman said the company had finally agreed to a food allowance to workers living outside the mine hostels.

Any further improvements on the allowance would be discussed by the two parties at their annual negotiations, he said.

* About 250 SA Cyanamide workers, who are members of CWIU, began a legal strike yesterday demanding that the company negotiate and join a provident fund initiated by the union.

CWIU said in a statement the company wanted to negotiate an in-house provident fund.

The strike involves two plants, one in Witbank and the other at Isando.
Mwasa 20
down tools
at Perskor

By MATHATHA TSEDU

ABOUT 20 members of the Media Workers Association of South Africa employed by Perskor in Pietersburg yesterday downed tools for seven hours after the regional manager allegedly assaulted a worker on Monday.

The work stoppage affected the distribution of all Perskor stable papers including Citizen and Beeld.

Perskor's manager, Mr Piet Swanepoel, confirmed the stoppage and said the workers had complained of "working conditions".

Workers said Swanepoel assaulted Mr Obed Masemane on Monday after alleging that the latter had been involved in an accident in a company car.

It was alleged Masemane had not reported the accident.

Abusive language

The workers also said Swanepoel used abusive language when speaking to them. Assault of workers were also very common, they said.

Masemane yesterday laid charges of assault at the Pietersburg police station.

During the work stoppage, police were called in but left after speaking to the workers, according to Mwasa regional secretary, Mr Peter Mohlaka.

Mohlaka said a meeting was held between Mwasa officials, Swanepoel and shopstewards which resolved the dispute.

Swanepoel undertook to stop "his unbecoming behaviour", Mohlaka added.
1 000 Van Leer workers strike

In a new twist to the spiral of pay strikes across industry, about 1 000 workers at nine plants of the metal and plastics firm Van Leer have downed tools. More than 1 900 workers have downed tools over pay in recent weeks.

A Van Leer spokesman said the strike, now in its second week, followed pay talks with the National Union of Metalworkers. Workers were demanding a 50c an hour increase, as against the 70c offered by the company, he said.

*The Food and Allied Workers Union officials said the union had called for a peaceful strike at South African Breweries. SAB reported that buses carrying casual workers had been attacked.* — Labour Reporter.
Sats strike claims conflict

THOUSANDS of Sats employees are on strike in the southern Transvaal and in Durban over wages, working conditions and in protest against privatisation.

And the Cosatu-affiliated SA and Railway and Harbour Workers Union (Sarhwa) warned yesterday the strike was likely to spread if workers' demands were not met and management continued to refuse to recognise the union.

Sats labour relations director Jan Bredenkamp said full recognition would not be granted until the union had registered and proved it had substantial membership, but management was already dealing with the union on local issues.

Bredenkamp said the strike, which began on Wednesday at the Braamfontein and Springs depots, had spread to 10 Sats centres in Johannesburg and the East Rand and involved 1,200 workers. Over 700 employees had downed tools at Durban harbour and other Sats centres in the city.

But Sarhwa general secretary Martin Sebokwane said the number of workers on strike early yesterday was between 10,000 and 13,000. The union and management also gave conflicting accounts of the effects of the strike.

Bredenkamp said services were marginally affected and contingency plans were in place. The strike was localised and there was no indication of it spreading.

Sebokwane said commuter services from Soweto were disrupted yesterday and ticket offices closed. He said "gangs" of ticket collectors backed up by management had attacked three striking workers at Mankoele station in Soweto.

Management comment on the alleged assaults was not available at the time of going to press.

Workers are demanding a wage increase to R1500 a month minimum. The current minimum is R600.

Sebokwane dismissed Sats' claim that between 2% and 4% of the 170,000-strong labour force were on the bottom rate. It was about 90%, he said.

Workers were also objecting to the company's use of disciplinary and grievance procedures to "get rid of employees" to pave the way for privatisation to which workers were ideologically opposed.
SA BEER WAREHOUSES READY TO IMPROVE WAGE OFFER TO $5,300

The SA Beer Wages Board is set to improve its wage offer to $5,300. The move is expected to boost wages by up to 30% for beer warehouse workers.

Mr. Mackey, the chairman of the SA Beer Wages Board, said the improvement is in response to pressure from the union and workers. He said the original offer of $4,500 was raised to $5,000 after discussions with the union.

Mr. Mackey also said that the company had not yet responded to the union's latest demand to reduce its wage demand. He said the union was seeking to reduce the current wage demand by 50%.

The company had previously rejected the union's demand for a $5,000 wage increase. Mr. Mackey said that the company was considering a counter-offer to meet the union's demands.

Meanwhile, Paul said that the company's counter-offer was prepared to improve the current offer to $5,000. He said the company was prepared to negotiate further with the union to reach a compromise.

The company's offer of $5,000 was considered to be a significant improvement from the previous offer of $4,500. Mr. Mackey said that the company was prepared to negotiate further with the union to reach a compromise.

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Thousands on strike at Premier Food Industries over pay increase

By Drew Forrest

Premier Food Industries was hit yesterday by a national pay strike involving 5700 workers in the group's milling, edible oils and animal feeds divisions.

Premier said most of the affected plants would continue operating using casual labour.

The strike is the sequel to five months of pay talks between the company and the Food and Allied Workers Union. These culminated in conciliation board hearings, which included mediation.

In a statement, the union said workers were demanding a R33 minimum pay increase and the inclusion of a Transkei operation, Tanda Milling, in the national agreement.

It said the company had offered different increases in the three divisions, ranging from R23 to R28 a week.

Premier said its offer for the milling division, by far the largest in the group, would bring the average minimum wage to R247 a week.

This approximated to rates in the motor and pharmaceutical industries, considered South Africa's highest payers.

The union had rejected a management proposal of further meetings.
No pints as strike hits beer supplies

BY ROBYN CHALMERS

PINTS are out for beer lovers this week, but drinkers in search of cans or dumplings should have no problems if they go to the big liquor outlets.

The SA Breweries beer strike is now well into its fourth week with little hope of an immediate settlement.

Contingency plans have enabled SAB to supply liquor stores with stocks, although there have been widespread distribution problems.

The only major affect the beer strike has had on bottle stores has been the unavailability of pints.

Rebel managing director Trevor Pearman said deliveries had been severely disrupted.

Boycott

The chain has been buying stock from South West Breweries in order to boost depleted stocks.

Magnum manager Chris van der Merwe said he had been unable to buy any pints at all. Otherwise, Magnum had sufficient stocks, but Mr van der Merwe said smaller liquor outlets had been badly hit.

They have had to either collect supplies direct from SAB or get them from the larger stores.

A mediation proposal by SAB was this week rejected by the Food and Allied Workers' Union.
Violence must stop, say beer strikers

BY ANDREA WEISS

Weekend Argus Reporter

THE Food and Allied Workers Union, representing 6,000 striking South African Breweries workers, has unequivocally announced the use of violence.

In a Press statement issued by its lawyers Fawu said it renounced violence but noted concern aggravating factors including

- Dangerous weapons openly carried by casual workers,
- The continued presence of the police, and
- The refusal of SAB to allow picketing on its premises.

The union said it believed that striking workers had the right to picket peacefully.

Because they were not allowed to picket on SAB premises, in accordance with a code drawn up at the start of the strike, strikers were forced to picket outside, where they had daily been confronted by police.

The release said “Fawu believes in the principles of freedom of association and the right of strikers to organise support for their struggle in a disciplined and peaceful manner.”

OWN CHOICE

“In line with this principle Fawu believes strikers have the right to freely associate outside the company’s premises and to explain by peaceful means the reasons for the strike to casual and permanent SAB workers.

“The individuals concerned are free to make their own choices.”

SAB spokesman Mr Adrian Botha said on the question of a strike code “We have tried to get strike rules at all plants. We have only been successful at a few and even at the few, strike rules are ignored.”

He denied that casuals were carrying dangerous weapons.

Police were only called in if there was violence, he said.

Our Durban correspondent reports that Fawu national organiser Mr Ray Naicker said the time had come for both parties to take a more responsible attitude towards violence.

Mr Naicker also said SAB claims that the union was not prepared to re-assess its demands were not true “Our position is open to negotiation and our demands are not a final offer.”
Beer boycott blues

SAB strike could force us to close shop — taverners

TOWNSHIP nightclub and shebeen owners have expressed deep concern over a call by Food and Allied Workers Union (Fawu) to boycott SAB products in support of its striking members, as they fear it could force them to close shop.

Although taverners' associations countrywide and community organisations have agreed in principle to support the four-week wage strike a number of businessmen admitted this week they were feeling the pinch.

After a meeting last week with Fawu, a range of black business organisations — including the 9 000-strong National Taverners' Association (NTA), South African Taverners' Association and the National Stokvel Association of South Africa — agreed to "withdraw their buying power" from SAB.

Since then, the black liquor traders' association, Ukhamba, has expressed solidarity with the strikers but declined to endorse the boycott. "The association has contractual obligations to its 12 000 employees nationally, and to provide the community with the goods and services it requires," it said.

Ukhamba and Fawu were locked in a meeting in Johannesburg last night.

Mr Peggy Senne, president of the NTA, said the boycott was hurting shebeen owners, but they were prepared to make the necessary sacrifice.

NTA vice-chairman Mr Ray Mollison added that the Soweto Taverners' Association would hold an urgent meeting at Uncle Tom's Hall on the dispute. Among the topics for discussion were intimidation and damage suffered by shebeen owners since the strike began. Mollison said: "The sooner the strike is settled, the better for everybody concerned. Nobody is a winner in this game."

Nightclub owner, shebeen king, taxi owner and sports promoter Mr Godfrey "Godfather" Moloi expressed fears that the boycott would result in black-on-black violence.

Mr Moloi, owner of the R500 000 Blue Fountain International complex, said the black liquor trade was a huge industry. There was concern that thousands of people could lose their jobs as a result of the boycott.

"What happens to the people we supply who depend on selling beer to educate their children? They will suffer because of people who can't or won't reach agreement with their employers," Moloi said.

Boycotting SAB was not the answer, because the beer giant would target its products at alternative markets.

"Since you can't keep the drinking man thirsting, the Guzzle will follow wherever there is a well," he said.

"We in the business sector are doing our part in the struggle by trying to uplift the lot of our fellow blacks. You don't take the whole community to war. You take the soldiers to war while others keep the home fires burning."

Meanwhile, SAB has reported further incidents of strike-related violence this week, including the fire-bombing of a house in Pietersburg which left a child in a critical condition.

The company won a Supreme Court order restraining Fawu from intimidating or harassing temporary workers at its Newlands brewery in the Western Cape.

Fawu complained of persistent SAB attempts to link the union to the violence, despite the fact that it had done its utmost to ensure the strike was peaceful.

Settlement remained a distant prospect this week, after Fawu rejected an SAB proposal of mediation. The company stressed that it would not revise its wage offer.

Fawu's Mr Ernest Buthelezi said the union had no objection in principle to mediation, but expected the company to enter the process with an open mind.
How strikers keep going

ONE of the Western Cape's longest running industrial actions this year has been the strike by workers at National Panasonic — now in its 11th week.

The strike started August 24 following extended negotiations, which included a tussle with management over recognition of the Electrical and Allied Workers' Trade Union (EAWTU) during which the union declared a dispute over the company's unwillingness to negotiate with it.

Negotiations with a second worker organisation, the Radio, Television, Electronic and Allied Workers' Union, were completed and EAWTU members started a go-slow action in support of their union.

A union memorandum on the dispute said National Panasonic threatened to sue EAWTU for damages arising from actions and without admitting liability, called on members to stop the go-slow.

This was followed by the signing of an interim recognition agreement but the company would not grant Electrical and Allied members higher increases than already negotiated for Radio and Television members.

According to the memorandum the union was told by management that "although it can afford bigger increases it refuses to do so".

In attempts at settlement the parties went to mediation and the industrial council and, following a strike ballot on August 18, went on strike.

Currently the two parties are in a stand-off situation.

A union spokesman said that survival for the 195 workers on strike was very much a matter of community and mutual support.

Their need is for both financial and moral support. To meet these needs a series of committees, co-ordinated by a strike committee, organise fund-raising, education and counselling.

Funds are received from the union's head and regional offices and the fund-raising committee also collects food and money from stores in the community, organises activities such as discos and sports events, collects money at major workers gatherings and drums up support from other plants organised by EAWTU.

Members also go to community meetings to explain their cause and appeal for assistance.

What is collected is distributed according to need, determined by a finance committee, and the strike committee has written to local authorities and other organisations to explain why members are temporarily unable to meet commitments and appealing for understanding.

National Panasonic cut off strikers' access to medical aid, but through the Health Workers' Union arrangements for health care were made with doctors living in the same areas as members.

Strikes often cause intense domestic stresses which can weaken morale. To help obviate this a counselling committee assists with home problems and counsels members and their families.

An educational committee, in conjunction with Sached (South African Council for Higher Education) and CAP (Community Arts Project) organises discussions and courses for strikers on matters such as basic worker rights and the structure of society.

Strikers also propagandise their cause locally with marches through their industrial area and internationally through links with overseas unions and international federations.
STANDING FIRM. A striker holds her poster up high in the face of police warnings that the picket was an "illegal gathering."

Strikers Picket Newlands Brewery

By ANDREA WEBB
Staff Reporter

STRIKERS held a peaceful picket outside Ohlsson's Brewery in Newlands for more than an hour this morning.

The picket came two days after SA Breweries were awarded an interim interdict restraining workers from "assaulting or intimidating" casual employees.

The strikers lined up outside the front and back entrances of the brewery and displayed placards to dissuade casual workers from taking their jobs.

Vehicles leaving the SAB grounds ferrying casual workers to other transport points were greeted only with raised placards.

Elsewhere, casual workers were spotted climbing over a fence to avoid the picketers.

Shortly after 9am police arrived at the main entrance in Boundary Road and warned the strikers to disperse. They responded by calling the other group of men from the back entrance to join them.

Together, the group numbered about 60.

Nobody was arrested and the strikers returned to Community House in Salt River shortly after 9am.

Food and Allied Workers' Union representatives met in Cape Town this evening to discuss the latest move by the SAB in the strike of 8,000 workers nationwide.

The breweries have proposed a mediator and a date of mediation to end the strike. However, they have refused to budge on their 16 percent wage offer. The offer will be one of the chief points of discussion.

Police ordered an Argus reporter and photographer to leave the scene at the brewery early today. Asked for an explanation, a police spokesman later said the picket was an "illegal gathering," the strikers had been warned to disperse and the police had been about to take action against them in terms of emergency regulations.
The test of taste

Are 80% of SA's beer drinkers committed enough to the black political struggle to abstain from their cherished habit? The answer could determine who will win the bitter — and violent — wage dispute between SA Breweries (SAB) and Cosatu's Food and Allied Workers Union (Fawu). About 6,000 Fawu members are on a legal strike at seven breweries, two malting plants and 13 depots nationally. The action entered its fourth week on Wednesday.

The union has appealed to the townships to refuse to drink beer until the company pays its workers a minimum of R6.50 an hour (up 38% on the current R4.50) SAB has offered R5.45 (16%). At least 80% of SA's beer drinkers are said to be black.

Last week, after being canvassed by the union, key township liquor traders and organisations came out in support of a black consumer boycott of beer. Major SAB clients, the National Taverners Association (NTA) and the SA Taverners Association (Sata), said that, from Monday, they would withdraw their buying power from SAB while the strike lasts. The National Stokvel Association of SA also joined the action.

Talke together, the groups control large numbers of licensed and unlicensed shebeens (township pubs and drinking clubs) which supply township consumers. However, it is debatable whether the NTA controls 65,000 traders and 80% of SAB's customers — as it claims it does. Some sources say there are 14,000 licensed black traders, of which the NTA controls 15% and 30% of SAB's sales.

Nonetheless, the test of the boycott's strength will be known only on Monday, according to Fawu assistant general secretary Mike Madlala. He says the union hopes to slash township consumption by at least half (or 40% of beer consumption nationally).

SAB, however, continues to state that union agitation has left it unperturbed. Public affairs manager Adrian Botha says: "We have seen no visible effect on our sales. Production is increasing and previous shortages of brands and packs are almost resolved in some areas."

Not monolithic

He adds that it looks as if the township taverners are "less than totally unified." However, Botha does admit that sales have been lost in East London where a boycott has been in place for over a week.

Botha's comments are reinforced by the response of the Ukamba Liquor Association which, on Monday, decided to support the boycott, saying it had "contractual obligations" to its 12,000 employees and was also bound to provide the community with the required goods and services Ukamba, however, undertook to "interact" with various communities and to ensure "maximum support for all workers," particularly those employed by SAB and Ukamba.

Reported outbursts from irate shebeeners indicate that protests against the boycott could become violent. However, the number of violent incidents favouring the strikers has been excessive, with one non-striker shot dead at the wheel of an SAB truck in Durban.

In another incident, a worker was stabbed, allegedly by a Fawu shop steward, in Kimberley.

SAB says the child of a non-striker has been critically injured in a fire-bomb attack on his home in Pietersburg. Fawu denies involvement but concedes that "dependants and sympathisers" may be involved.

Unfortunately for SAB, the townships have a history of violently enforcing liquor boycotts. Mob attacks on government-owned beerhalls were so effective that most have been burned to the ground or privatized. The State has almost totally withdrawn from this market.

During the 1984-1986 unrest, gangs of youths forced liquor drinkers to swallow buckets of water and washing powder solutions — termed the "Omo treatment."

Efforts to resume negotiations are under way with the parties both stating they are willing. As summer approaches, the pressure on both sides must be enormous. It is of course open to SAB to pay the strikers what they want — and raise the price of beer to fund the raise.

48
3 000 in wildcat work stoppage at Mercedes-Benz plant

Representatives of Mercedes-Benz management and employees held several hours of talks yesterday to resolve a wildcat work stoppage by 3,000 hourly-paid employees at the company’s East London plant.

A Mercedes spokeswoman said it was hoped the dispute, sparked by disciplinary action taken against eight people who had embarked on a go-slow, would be resolved by tomorrow.

The stoppage, which began on Monday, is the first in several months to mark a period of industrial peace at the plant, which suffered industrial action almost monthly during 1987 and 1988.

It is also the first strike since July when Mercedes and NUMSA signed a new and advanced procedural agreement designed to extend to the workforce the same collective bargaining rights enjoyed by their West German counterparts.

Mercedes industrial relations manager Ian Russell said management was disappointed that a breach of the agreement had occurred, it recognised the reality that such breaches would take place from time to time.

“We are committed to resolving the problem through our procedures,” he said. He added relationships between management and the workforce had “genuinely improved.”

NUMSA spokesmen could not be reached for comment.
SAB and Fawu to meet for first time since strike began

TOP SAB and Food and Allied Workers' Union (Fawu) representatives are to meet in Johannesburg today for the first time since the bitter strike by 9,000 union members began more than five weeks ago.

While the meeting is designed to discuss ways of resolving the dispute, there is no sign yet of possible avenues for overcoming the impasse.

SAB yesterday reiterated it was not considering improving the value of its offer, saying the solution did not lie in negotiating over minor percentages. "There comes a time in collective bargaining when it is constructive, and indeed necessary, for final positions to be taken," a spokesman said.

Fawu's assistant general secretary Mike Madlala reiterated that the union's position was flexible. But he said he did not believe that reshuffling the remuneration package - for example decreasing shift allowances to increase wages - was an option. "You cannot reduce existing benefits," he said.

The union had not yet considered extending the life of the agreement to allow for a higher basic wage for the extended period.

He said he did not think recent management statements had helped bring the parties closer together. He described as untrue SAB claims that nearly 100 workers at the Welkom brewery had returned to work and that others were considering following suit.

He felt management's repeated statements about not increasing the 16% wage offer had not helped matters.

A meeting of the National Taverners' Association (NTA) held in Soweto yesterday resolved to seek a meeting with Fawu after the union's talks with SAB today.
Strikers must leave hostel

By Brendan Templeton

Dismissed National Union of Metal Workers of SA (Numsa) strikers at Haggie Rand have until November 28 to vacate their hostels after the company brought an urgent interdict against them in the Rand Supreme Court yesterday.

The 92 workers were dismissed for embarking on an illegal strike on October 23, causing Haggie Rand to lose about 2,550 tons of steel wire production, after losing pay for time lost when they held a meeting to discuss an overtime ban.

Mr Justice G Leveson ruled their dismissal on October 23 was lawful.

The dismissed workers refused to leave the hostel.

The company feared this would make it more difficult to employ new staff.

The original application called for the workers' immediate eviction, but after a pre-trial agreement between Numsa and Haggie Rand the judge ruled that the workers need only leave the premises on November 28.
THE first round of talks aimed at ending the five-week wage strike by 6000 SAB workers ended in deadlock yesterday in spite of a drop in the Food and Allied Workers' Union's (Fawu) minimum wage demand.

Fawu's movement in coming down on its demand from a 36% (R1,80 an hour) minimum increase to 32% (R1,50 an hour) was described by management after the four-hour talks as "too little and too late."

In a statement, SAB condemned Fawu as "obdurate and unimaginative" and said the union had not been prepared to discuss the additional demands totalling 150%.

SAB said it was "dismayed" at Fawu's reticence to include the issue of violence in talks.

However, Fawu national organiser Ilan Necker told a Johannesburg press conference, attended by shop stewards from SAB complexes countrywide, the key in negotiating the dispute had been put into SAB's hands.

He said Fawu attended the talks at SAB's invitation as a way of finding alternative ways outside mediation to ending the dispute which had claimed seven lives so far.

Fawu's new demand was made to prompt negotiation, without which the dispute could not be resolved.

Necker added SAB would not address demands on working conditions and "seemed to block all Fawu's moves toward negotiations."

Fawu's initial demand was an increase of R1,60 an hour taking the present minimum to R6,50 an hour while the company's confined offer remains an increase of 75c an hour (16% or R5,45 an hour) which it says will push up the minimum wage to R1,063 a month.

Necker said the strike would be intensified "What other options are open to us?" he asked. A meeting would be held this week with community organisations including the National Fawuers Association to discuss the boycott.

He stressed that there was no dis- sention within Fawu ranks regarding the strike.

Reports of violence by Fawu members, he said, was an SAB attempt to make Fawu responsible. "Until we are sure our membership is involved, we're not prepared to enter into negotiations with SAB over violence."

Necker stressed Fawu was not ac- cepting lower wage offers from other employers, as alleged by SAB, and, in fact, some smaller companies had settled for even higher demands this year.
SAB, union stalemate after talks

By Drew Forrest
Labour Reporter

A four-hour meeting between South African Breweries and the Food and Allied Workers Union, the first since the six-week beer strike began, ended in stalemate yesterday.

At a press conference later, Fawu accused SAB of seeking to smash the union, while SAB condemned Fawu as "obdurate and unimagnative".

Both sides confirmed that no progress had been made towards settlement. Fawu warned that it is to meet sympathetic organisations this week in a bid to intensify the strike.

Statement SAB said the union offered "too little, too late", reducing its demand for a 26 percent pay rise to 32 percent and refusing to discuss other demands totalling 150 percent.

On Tuesday SAB stressed it would not revise its 16 percent pay offer.

Fawu's Mr Rajm Nacker said the union had dropped its demand and proposed that the meeting become a bargaining forum in a sincere bid to spur negotiations.

Claims that workers had indicated a willingness to return to work were a ploy to sow division, he said.
Foundation calls for June 16 holiday

The Foundation has called for a holiday on June 16, 2022, to recognize and celebrate the significant contributions of June 16 to the advancement of knowledge and education. This event is a part of the Foundation's annual festival, which celebrates the achievements of notable figures in the fields of science, arts, and humanities. The call for a holiday on June 16 aims to raise awareness and appreciation for the importance of education and the contributions of those who have dedicated their lives to advancing human knowledge.
SATS fires 600 rail workers

JOHANNESBURG — South African Transport Services dismissed 600 striking black rail workers yesterday in a bid to break an 11-day-old stoppage over pay.

SATS spokesman Mr Alan Lubbe said the workers had been laid off because they failed to meet an ultimatum to return to work by November 14.

He said SATS, which also controls harbours and airports, would continue to fire workers until the estimated 20,000 strikers ended their action.

"Let's hope the strike is resolved before we have to fire all of them," Mr Lubbe said.

Mr Martin Sebakwane, general secretary of the South African Railway and Harbour Workers' Union, which represents the strikers, put at 40,000 the number of black workers taking part in the strike.

Strikers are demanding a minimum monthly wage of R1,500, more than double the present average wage of R600 per month.

The company has refused to recognise the union and has rejected the pay demand.

The union condemned police for raiding union offices on Tuesday.

Police said they seized dozens of knives and whips in the raid.

Union and management have accused each other of violence and intimidation after a growing number of assaults and attacks on trains in recent weeks by unidentified groups.

"It is becoming very difficult to understand the concept of labour relations with regard to the way SATS is conducting itself," said Mr Sebakwane, adding that workers would not bow to "strong-arm" tactics.

Unionists said the strike was growing and could spread to airports and key harbours.— SAPA-REUTERS
Railway worker shot, claims striking union

A South African Transport Services employee shot and wounded a railway striker in Johannesburg yesterday, the SA Railway and Harbour Workers' Union (Sarwhu) has claimed.

Sarwhu's general secretary, Mr Martin Sebakwane, said the incident occurred at Jeppe station after an argument between the two men.

Mr Benjamin Mamakoko was being treated at the Natalspruit Hospital after being shot in the hand.

Mr Sebakwane said he was appalled by the dismissal of 476 more strikers in Johannesburg yesterday. Sats has fired more than 600 workers in phases and thousands have been warned their jobs were at risk.

However, the strike showed no sign of abating yesterday. Sats estimated there were 20,000 on strike.

HÄGAR the Horrible

O.K.!: WHEN I GIVE THE WORD —
Bid to ease beer embargo

TOWNSHIP taverners, who face financial ruin after a failed bid by the Food and Allied Workers' Union (Fawu) and the South African Breweries (SAB) to resolve their dispute on Wednesday, hope the union will give them the go-ahead to sell an alternative brand of beer.

Fawu said the breakdown in talks meant that the beer boycott in support of 6 500 strikers would be "magnified".

Western Cape Taverners' Association secretary Malachi Dyam said the taverners intended pushing for Fawu to clear Windhoek Lager for sale.

Alternative

He said taverners had investigated the links between the South West African Breweries and SAB and would present their findings at a meeting with Fawu next Tuesday.

Unless an alternative were provided, many taverners would have to close their doors, Dyam said.

"Taverners will go hungry over the festive season because beer accounts for between 80 and 90 percent of sales," he said.

Taverners had no option but to stand behind the strikers, he added.

"We live in the community. History has shown us that we cannot risk becoming targets of community anger, as in 1976 and 1985,"

Fawu national organiser Rajiv Nacker said the union shared the taverners' disappointment at the breakdown in talks.

Nacker said the union had hoped Wednesday's meeting, which took place at the request of SAB, would be a means of negotiating an end to the five-week strike. As a "sign of goodwill" the union had dropped its wage demand by 30 cents from R1.80 an hour to R1.50—still negotiable, he said.

SAB, however, refused to budge on its offer of 75 cents.
Strikers and police hurt in Germiston clashes

By Drew Forrest, Labour Reporter

Two striking railway workers were shot and six policemen injured in further clashes at trade union offices in Germiston yesterday afternoon.

Police said they raided World Centre, which houses offices of the SA Railway and Harbour Workers' Union (Sarwhu), after reports that workers intended making petrol bombs.

Police were attacked by workers armed with planks, iron pipes and knobkerries, said a spokesman, Mayor Reg Crewe. Two men were shot and five arrested in the ensuing conflict.

According to the Congress of SA Trade Unions, scores of policemen cordoned off the area, forced entry into the building, and baton-charged workers.

Earlier yesterday, six policemen and an unknown number of workers were hurt in clashes in the city.

"The violence coincided with further mass dismissals of strikers by SA Transport Services (Sats), whose senior labour manager, Mr Victor van Vuuren, said 1,300 workers were fired in Johannesburg and Durban yesterday, bringing total dismissals this week to more than 1,900." About 20,000 workers are still on strike.

Labour unrest spread to Cape Town yesterday. Sats said about 300 workers marched to the harbour director's office to present pay and other demands.

Commenting on yesterday morning's clashes between police and strikers, an SAP spokesman said three policemen were hurt when they were attacked at Germiston Station after warning workers to pay their fares. The spokesman said three other policemen were injured when dispersing a group of 150 armed men outside World Centre.

Cosatu said workers were attacked by police without provocation while on their way to a union meeting."
No surrender yet

SA Breweries and Food & Allied Workers' Union representatives were to meet on Wednesday to discuss the six-week strike and two-week partial beer boycott. About 5,500 union members have been striking for an increase to R5.50 an hour to put 38% on the current minimum of R4.50.

SAB has dug in at a minimum R5.45 an hour.

The company has maintained its image as a non-repressive employer.

It has resorted to a handful of court orders to evict striking workers and prevent violence against casual employees and non-strikers. It says it has figures to prove that it has kept up production, distribution and sales. The union claims these figures have been slashed by half.

SAB said Wednesday's talks would discuss "alternative ways" of resolving the dispute.

The union ended negotiations eight weeks ago, protesting at SAB's refusal to grant its wage demand, and proceeded to lobby for a township boycott of beer (80% of beer sales are to blacks). While township political organisations and sympathisers were willing to support the boycott, it took a great deal of arm-twisting to persuade black liquor traders. One refused.

Now both sides claim the liquor merchants for themselves. SAB says it has not heard more than a statement by the black liquor organisations two weeks ago in which they said they had changed their minds and were not prepared to support the boycott.

The union says they all again agreed at a meeting last week to resume support for the boycott.

It may not matter much because at least one major black liquor trader has said township residents are buying in the cities or have stocked up.

SAB public affairs manager Adrian Botha said Wednesday's meeting was called to reassess the union's "continued rejection of SAB's mediation offer. The time for trading percentages has long passed. We believe it is highly inappropriate at this stage to negotiate union percentages when the strikers and the community have suffered enormous financial losses, through lost wages, lost business and violence."

Botha says "There comes a time in collective bargaining when it is constructive, and indeed necessary, for final positions to be taken..." The company points out the union was not only demanding a 38% wage increase but demanded additional annual leave, an increase in a leave bonus and annual bonus, an increase in long-service allowances, additional compassionate and maternity leave increase in shift allowances and a 100% subsided medical aid scheme for all employees.

"This total package is an increase of more than 150%, the equivalent of an additional R5.25 an hour. It is in the light of this ridiculous demand that SAB was obliged to make its final offer."

We believe the meeting is also particularly significant because one plant has already accepted SAB's offer and has returned to work and others are on the brink of following suit," Botha adds.

SAB personnel director Rob Childs said earlier 120 union members at a small Welkom brewery were to accept SAB's offer and return to work.

The union calls these comments untrue and cheap propaganda. Assistant general secretary Mike Madlala says the national Fawu and Cosatu executives, township political organisations and the black liquor traders are firmly out in support of the strike and boycott.

He says the national executive decided to attend Wednesday's meeting with SAB but, he claims, this is because the executive wants "to see for themselves SAB's approach" and not because it wants to oversee the union's SAB shop stewards.
Sats strikers, police hurt in clash

AT LEAST 300 Sats employees at Cape Town's Table Bay harbour stopped work yesterday, while strikers and police clashed at Germiston station in the Transvaal.

Sats spokesman Alan Lubbe said yesterday it was not yet clear whether the Cape Town harbour workers were on strike, as talks in the region were in progress.

The union was unavailable for comment late yesterday.

A further 1 207 employees were dismissed in Johannesburg, and 46 at Sats' catering department in Durban, for ignoring a return-to-work deadline. This brings the total number of dismissals nationwide so far to 1 679, Lubbe said.

He could not say if Sats was still considering new proposals for negotiations with the workers' representative committee, but confirmed no talks had taken place yesterday.

Police and the SA Railway and Harbour Workers' Union (Sarhwu) gave conflicting accounts of the confrontation at Germiston station on the East Rand early yesterday.

Sarhwu Germiston office organiser Tezanile Tshini said police attacked and beat 50 Springs workers at the station after they alighted from a train to attend a meeting at Cosatu's regional office.

He said policemen and ticket examiners attacked the group with batons. A worker had three fingers chopped off, allegedly by a pangawielding ticket official.

Later about 200 striking workers from Delmore hostel, East Rand, were attacked at the Cosatu offices, he said.

He claimed police chased the workers from the station to the offices, where they took knuckledusters from workers and beat the Sats employees.

Five people were taken to hospital three Sats employees, an SAB employee and a bystander.

Pretoria police spokesman Maj Marilus Bonthuys said six policemen were injured in the incident.

He said the Springs workers armed with sticks and sjamboks had not paid their fares. Police gave them five minutes to pay up or travel on.

Police then tried to make arrests but were attacked by workers who pelted them with stones from the railway line.

Three policemen were injured. Police fired two shots with a pistol and the group scattered. No injuries other than those to the police were reported.

Bonthuys said that about 10.30am police received information Sats workers were being attacked at Cosatu's offices.

They found about 150 people in front of the building and in the street, singing, dancing and holding knuckledusters and iron pipes.

The police warned them to disperse, but instead they charged, injuring three policemen. No arrests were made.
Union willing to have further talks with SAB

ADELE SABLETA

THE Food and Allied Workers’ Union (Fawu) said yesterday it was still prepared to negotiate with the SAB although the first round of talks this week, aimed at ending the five-week-old dispute, failed.

Fawu national organiser Rajin Naicker said the union was now trying to explore alternative ways to resolve the dispute but said he could not be more specific.

He said Fawu hoped for a speedy resolution to the strike, which had so far resulted in seven deaths.

He said there were no new developments.

SAB management was unavailable for comment yesterday.

Wednesday’s talks between the two parties ended in deadlock in spite of Fawu tabling a new minimum wage increase demand which was 5% down on its initial 8% demand.

Naicker said management claimed that striking employees had returned to work at certain depots were “lies”.

“Management is trying to sow division among workers. In Welkom, for example, members of management have tried to persuade striking workers to return to work,” he said.

“As far as we are concerned no one has gone back to work,” he said.

Naicker said the union was planning to meet community organisations this week to report back on the unsuccessful talks with management and to call for support for the 6 000 workers.

Our Durban correspondent reports that the SA Taverners’ Association in Natal and KwaZulu (Sata), representing thousands of shebeen-owners, has called for an end to the violence and intimidation surrounding the strike.

At a press conference at Umlazi yesterday, Sata national public relations officer Menzi Ntshane said members of the organisation had been intimidated at Umlazi and KwaMashu and these included Natal branch chairman Sylvester Ntuli.

He said Sata gave support to striking workers on a long-term basis.

“We don’t want our fellow Africans to harass us while we are committed,” Ntshane said.

He said some of the intimidators were not even SAB workers but Fawu could not be held responsible for that.

“We are saying to those involved — stop it.”

Being Carlton Premier Class

Inclusive way to make business
Two shot as police swoop on railway strikers

OLICE shot two men inside the offices of the Congress of South African Trade Unions (Cosatu) in Germiston while breaking up a meeting of striking railway workers yesterday afternoon.

The police swoop was part of the escalating violence that has accompanied the nationwide strike by up to 40,000 railmen as it spread to new areas of the country this week.

The two men shot in the raid were taken to hospital by ambulance, said Cosatu press officer Neil Coleman. Scores of workers were hurt after being beaten with batons and many required medical attention.

A trail of blood, shards of broken glass and shattered doors were left in the wake of the raid. Many members of the SA Railway and Harbour Workers' Union (Sarhwa), were hurt as they broke through window panes to escape the police.

Earlier in the day eight workers were injured in a clash with police in Germiston while a ticket examiner shot a young woman at the Johannesburg station yesterday morning.

Sarhwa says 42,000 of their members are on strike to back demands for a minimum wage of R1,500, the reinstatement of about 400 workers dismissed during a strike in East London last year and recognition of the union. Sarhwa says 20,000 black workers of all grades have downed tools.

Last night union lawyers were busy taking statements from injured workers and witnesses to the police operation. The lawyers, who had apparently received an undertaking that police would not interfere with indoor union meetings on the premises earlier in the day, are planning legal action to protect union members from further attacks.

Attorney Hailton Chadee said the commander of the police station in Germiston had informed him that the police acted after receiving reports from a nearby bottle store that workers were planning to make petrol bombs in the Cosatu office. However, when lawyers visited the bottle store the attendants said they had no knowledge of such a call.

Said Cosatu general secretary Jay Naidoo: "This is part of conscious strategy on the part of the state to smash the strike. Cosatu and Sarhwa are committed to re-

To PAGE 2
Bloodshed, broken glass in railway strike fracas

Police liaison officer Major Reg Crewe said the police acted because they had cause to believe a crowd of workers outside the Cosatu officers were planning to make petrol bombs. Two officers had opened fire only after they were attacked by knuckleduster-wielding workers.

Six policemen were taken to hospital, including one who was beaten over the head with a club. Five workers were arrested on charges of public violence and a number of knuckledusters and steel pipes were confiscated, said Crewe.

The strike has spread to Cape Town harbour and goods at the huge Sats depot in Kafersna, Johannesburg, piled up. Management resorted to using administrative staff to drive trucks in a bid to clear the backlog.

Thousands of commuters on the Reef rode the trains for free as many stations were left without ticket collectors. Sats has confirmed that arson attacks on railway carriages have cost them at least R9-million.

A Tuesday deadline for workers to return to work or face dismissal went unheeded and by yesterday some 1,500 strikers had been fired.

The police raid in Germiston followed an earlier, less serious, incident. Workers said South African police and municipal police stopped workers who had come by train from the East Rand to attend a meeting at Germiston station.

"The police ordered us to go back and we refused. They told us we only had five minutes to disperse. When we refused, explaining that we were attending a meeting, the police attacked us with batons and we ran into the union offices and they followed us," a Sarswu shop steward said.

The police then apparently went back to the union offices at midday and were refused entry by workers who barricaded the doors. They returned with reinforcements at 3pm and mounted the raid that left scores of workers injured.

Sarswu general secretary Martin Sebakwane has announced that 17-year-old Elizabeth Rankswa was admitted to hospital yesterday after being shot in the leg by a white man in plainclothes who fired wildly into a crowded platform while chasing two commuters who had not paid their fares at the Johannesburg station.

Sebakwane said armed policemen were being used as ticket collectors at stations where the strike has left commuters either unmanned and their provocative behaviour was responsible for the spiralling violence at stations.

At Mlambakuni station and Orlando station in Soweto yesterday commuters spilled out of the trains without paying their fares.

At the New Canada depot on the outskirts of Soweto, employees outside the gates said work had slowed down dramatically inside the plant.

Sarswu public relations officer Franks Stevens said many ticket collectors had joined the strike and police were "enforcing law and order".

"Police headquarters in Pretoria said an SAP patrol retaliated after being attacked by striking workers at Germiston station yesterday morning and that six policemen were hurt. The clash erupted after police warned workers, travelling from Springs to the Sarswu office in Germiston, to pay their fares.

Liaison officer Eugene Opperman said a ticket examiner had shot Rankwa while chasing two men who had assaulted him on the platform at Johannesburg's Park station. "The two black males then ran away and it is alleged the examiner then fired a shot into the platform. The bullet ricocheted and hit a passer-by - a black female 17-years-old - in the left leg just below the knee."

The railway strike began on November 1 after talks between Sarswu and Sats over recognition for the union deadlock.
Sats fires workers

South Africa's state-owned transport company has dismissed 600 striking black rail workers in a bid to break an 11-day-old stoppage over pay.
Police raid strikers' village

17/11/89

KEMPTON PARK — Police helped by members of the SADF yesterday raided the SA Breweries village at Tembisa, where most of the company's striking workers live.

A police spokesman said the raid was to follow up allegations of attacks on shebeen owners by SAB workers, apparently because the owners were selling beer in defiance of the national boycott.

Cosatu said in a statement the security forces invaded the village about 5:30am, breaking doors and windows, assaulting workers and searching homes.

"In the process watches, money and other belongings of workers disappeared," Cosatu said, adding that the raid had apparently been initiated by SAB management.

Police said a number of weapons, including knobkerries, iron pipes and axes and union literature were confiscated.

They rejected Cosatu's allegations that workers' possessions were stolen or that they were assaulted during the raid.

Prepared to negotiate

"On occasions entry was refused and in terms of the Criminal Procedures Act the necessary force was used to enter," the spokesman said.

Our Johannesburg correspondent reports that the Food and Allied Workers Union (Fawu) said yesterday it was still prepared to negotiate with SAB, despite the failure of the first round of talks this week aimed at ending the five-week-old dispute.

Fawu national organiser Mr Rajji Naicker said the union was now trying to explore alternative ways to resolving the dispute.

SAB management was unavailable for comment.

Wednesday's talks between the two parties ended in deadlock, in spite of Fawu tabling a new minimum wage increase demand which was six percent down on their initial 38% demand.

Mr Naicker said management claims that striking employees had returned to work at certain depots were "lies".

"As far as we are concerned no one has gone back to work," he said.
300 harbour workers down tools

Own Correspondent

JOHANNESBURG — At least 300 SATS employees at Table Bay harbour stepped work yesterday, as strikers and police clashed at Germiston station in the Transvaal.

About 600 workers at the SATS Salt River mechanical engineering work shops also downed tools yesterday. A railway and Harbour Workers' Union (Sarbou) regional organiser Mr Suleman Haque said:

"About 600 workers at the SATS Salt River mechanical engineering work shops also downed tools yesterday."

The Culemborg container depot at more than 300 workers embarked on a day-long work stoppage, he added.

More than 20,000 SATS workers worldwide are demanding a R1,500 minimum wage — more than twice the present average wage.

SATS spokesman Mr Alan Lube said a further 1,200 employees were dismissed in Johannesburg and 40 at SATS catering department in Durban for ignoring a return to work deadline.

This brings the total number of dismissed nationwide so far to 1,700, he said.

He could not say if SATS was still considering new proposals for negotiations with the workers representatives committee, but confirmed no talks had taken place yesterday.

Sarbou and the police gave conflicting accounts of the confrontation at Germiston station yesterday.

Sarbou spokesman Mr Tozanile Tha said police attacked and beat up 50 springs workers at the station after they alighted from a train to attend a meeting at Cosatu's regional office.

He said special constables, police and ticket examiners attacked the group with batons.

A worker had three fingers chopped off allegedly by a paard-wielding ticket officer.

Mr Tha said about 200 striking workers from Delmore hostel in East Rand, were later "brutally attacked" by police at Cosatu regional offices.

Five people were hospitalised for injuries. Three SATS employees and an SAB employee and a bystander caught up in the violence.

Pretoria police spokesman Major Mario Bomfodun said six policemen were injured in the incident.

He said the strikers workers armed with sticks and samboks had not paid their fares. Police gave them five minutes to pay up or travel on.

Police then tried to make arrests but were attacked by workers who fell them with stones from the railway line.

Three policemen were injured.

Police fired two shots with a pistol and the group scattered. No arrests were made.

On Strike About 250 harbour workers of a workforce of 1,200 yesterday downed tools and joined the strike by SATS employees throughout the country. The workers, seen here at a meeting in Table Bay harbour addressed by Mr P Muller, assistant to the port director, stopped work from six.
Runaway train

Management at SA Transport Services, astounded by a sudden union demand for an increase of R900 on the minimum wage of R600, has started firing hundreds of striking blacks.

Labour relations director Jan Bredenkamp says the wage demand was unexpected.

“We had already completed our wage negotiations in May/June; we considered the living-wage demand and the minimum was increased by 26%.”

Bredenkamp adds soon after the demand a strike broke “almost simultaneously” on November 1.

This week union and Sats strike figures varied wildly. The SA Railways and Harbour Workers’ Union says 40,000 are out.

Bredenkamp says the only explanation Sats can think of for the stoppage is the current climate of political protest and negotiation. He adds workers have also demanded a new disciplinary procedure and no privatization of Sats.

The union claims it is not taking a leading role in the strike, which is being run by local workers’ committees, but Bredenkamp claims the union has been the logistical centre for the strikers by making its facilities available.

The union was locked in a meeting and unable to comment on Tuesday when the first 150 strikers in the southern Transvaal region were fired.

General secretary Martin Sebakwane claims some Sats workers had time off to join police in intimidating strikers. He says members across the country have acted in a disciplined manner.

Sebakwane says “until now management has not even made an offer. They just say our demand is ridiculous. We hope they will now enter into serious negotiation. Once they have made an offer it is up to the workers to decide.”

Sats spokesman Alan Lubbe says the dismissals followed an ultimatum given on November 8 to return to work by November 14.

The fired employees are from the Langlaagte, Sentra Rand and Springs depots — where the strike started.

Bredenkamp says more dismissals are expected this week and could continue until all 17,000 strikers are affected. He adds: “I sincerely hope we can get them back to work.” He says the Sats figure of 17,000 must be believed because “it is not in our interests to lie about them. Our managers must depend on a daily basis on the figures to see that our employee complement is filled.”

He says 40,000 strikers would mean half the black work force was out and this is not reflected in disruptions in services. “The harbours and railways are working fine. In fact, we had a couple of thousand superfluous workers on our lists.”

Lubbe admits services have been “marginally affected.” At Durban harbour shifts have had to be lengthened. Work at Durban’s Bayhead goods depot and at Kazemne and City Deep in the Transvaal has also been disrupted.

He says administration personnel and casual labour are being used.

Bredenkamp is concerned that “false expectations” are being raised by union claims that negotiations are possible. He says “in terms of Sats’ Conditions of Service Act, further demands for salary increases cannot be considered before 12 months have elapsed.” Bredenkamp adds the Act also forbids strikes without authorisation from the Supreme Court. So this one is illegal.

Sats says it is prepared to talk to the strikers — about “ways and means of ending the strike” — but this does not mean dismissals will stop.

Thus far there have been no strike-related deaths though Sats claims R7m damage has been caused by arson. Three suburban motorcoaches and two carnages have been gutted.

The union vehemently denies strikers were involved and has accused police of beating men at Geldenhuis Station near Johannesburg. Police say riot police intervened to stop eight workers breaking windows and seats at Johannesburg Station.

The strike has affected Kimberley, Port Elizabeth, Durban, Bloemfontein, Pretoria and the Witwatersrand. On Monday 400 strikers marched on the regional office to present their demands.
Beer strike is crumbling - SAB

GIANT beer producer South African Breweries yesterday claimed workers at two more plants had accepted the company's wage offer in what it said was a further indication that the six-week strike was crumbling.

Mr Bob Childs, SAB human resources director, also said in a statement a shop steward at the Maritzburg depot had been charged with attempted mur-

der after he allegedly fired a shot at casual workers on Tuesday.

"We are convinced that the majority of SAB workers have grown weary of the strike and wish to return to work," Childs said.

SAB says workers at Welkom, Kimberley, Bloemfontein and Port Shepstone have accepted the offer.

Spokesmen of the Food and Allied Workers Union could not be reached for comment yesterday as the organisation's assistant general secretary, Mr Mike Madlala, and union official Mr Regin Naicker were in Natal. Their comment will be published as soon as they are available.

Childs said the beer boycott in East London "which was the only area where it was having any impact, has broken and sales are soaring."

Saying violence was continuing, he appealed for a non-violent and democratic resolution to the strike.

He added that four strikers arrested a few weeks ago on charges of violence and intimidation at Airode would appear in court today.

At least six people have died during the strike - one of two major labour disputes this year.

Strikers and SA Transport Services met on Tuesday in a search for a resolution to the three-week stoppage.
Railway striker shot by police dies

ONE of the two railway strikers shot by police yesterday has died in hospital, a police spokesman confirmed yesterday.

And in other developments linked to the two-week strike:

- South African Transport Services fired another 792 workers, bringing the number of dismissals this week to 2,600.
- An estimated 500 riot policemen surrounded Johannesburg’s Central Methodist Church, where strikers had joined journalists planning a protest march. The workers dispersed without incident.
- Police also massed at the Germiston Station before a meeting at nearby union offices, but no confrontations were reported.
- Twelve policemen and 11 strikers were hurt in clashes in the town on Thursday.
- Sats reported that another motor coach had been destroyed.

Drew Forrest

Strike unabated

Despite the dismissals and police action, the strike continues unabated, with Sats reporting that over 20,000 employees refused to work yesterday.

This week, strike action escalated in Pretoria and Kimberley, flared anew in Richards Bay and spread to Cape Town.

Workers are demanding a R1,500 minimum monthly wage, recognition of Sarhwa and changes in the application of a newly introduced disciplinary code.

Sarhwa general secretary Mr. Martin Sebakwane confirmed that a striker shot in Thursday’s clashes died yesterday in the Nataispruit Hospital. Two workers were shot, one with a shotgun.

He said the union would withhold the man’s name until his next-of-kin had been informed.

Conflict at Germiston Station had only been averted because strikers had alighted from trains at the next station, he said. Mr. Sebakwane has urged the authorities to respect workers’ democratic right to meet.

Mr. Sebakwane also said the union’s lawyers were looking at possible court action, both in relation to the dismissals and the eviction of workers from hostels.
Workers lay siege to factory

By MARIUS BOSCH and BELINDA BERSFORD

STRIKING workers at a Parow electronics factory broke through the factory fence and laid siege to the administration block yesterday.

After members of the Electrical and Allied Workers' Trade Union of SA (EATUSA) broke through, they attacked a guard dog with steel pipes and "occupied the company's administration offices". Mr Richard Burger, production manager of National Panasonic's Parow factory, said National Panasonic will "approach the court for urgent relief to protect the company and its employees from further intimidation and violence."

He said workers had also prevented other employees from entering or leaving the premises during the course of the day and had disconnected computers and other office equipment.

A union spokesperson said about 70 workers took control of the building. The workers intended to stage a "sleep-in" through the weekend.

The workers had been on strike for the past 13 weeks since the union rejected management's offer of 20% wage increases. About 200 other workers, however, accepted the offer.

Management had offered to pay the workers for the day on condition they vacated the offices, union officials said.

Yesterday security guards tried in vain to open the gates of the factory which had apparently been jammed by the workers.

All telephone lines at the factory had been disconnected, Mr Burger said, adding that management had requested an urgent meeting with the workers.

EATUSA secretary-general Mr Tommy Oliphant said he was also in the dark.

"The workers decided to do this by themselves, because management was not moving on their demands," he said.
JOHANNESBURG — A striking SATS worker shot in a clash between striking workers and police in Germiston on Thursday has died in hospital, police liaison officer Major Reg Crewe said yesterday.

Nine policemen and an unknown number of strikers were injured in Thursday’s violence.

Workers’ options to hand in their reasons for going on strike expired on Thursday night, with the result that 450 workers were dismissed in Durban yesterday, according to public relations manager Mr Mike Asafowitz.

He said the dismissed workers, who would be receiving letters of dismissal, were among the first group who went on strike.

However, SATS strikers are prepared to continue with their action no matter what the cost, a union spokesman, Mr Dave Moeti, said in Durban yesterday. — Sapa
One dead, 10 hurt in strike clashes

By CONNIE MOLUSI

VIOLENT clashes erupted this week between police and striking South African Transport Services (Sats) workers, leaving one worker dead and policemen and workers hurt.

Six policemen were injured when police forced their way into South African Railways and Harbour Workers' Union (Sarhwu) offices to break up a meeting.

A police spokesman said two strikers were wounded by gunfire after police, acting on information that the group intended to make petrol bombs, were attacked with sticks and iron bars as they entered the building.

Five strikers were arrested.

In another incident, three policemen were injured after strikers disembarked from a train at Germiston and refused to pay their fares. Police who tried to arrest them were stoned.

A Cosatu spokesman said the workers were indiscriminately attacked by police on the station platform en route to a meeting at Sarhwu offices.

He said police manning ticket collection points in the absence of striking workers had provoked commuters by refusing to return change.
Sats strike seems set to continue

Staff Reporter

The national strike by Sats workers is continuing today, but both union and management officials were waiting for figures this morning to see whether it had escalated.

The six-week, nationwide strike at SA Breweries' plants is also continuing, following a deadlock between SAB and the Food and Allied Workers' Union at a meeting last Thursday.

Mr Adrian Botha, SAB's manager, public affairs, said today there was "nothing new" and that no further meetings had been scheduled.

Fawu spokesmen were not available.

Last week at least 300 Sats employees stopped work in Cape Town harbour and another 600 downed tools at Sats' Salt River mechanical engineering workshops.

A Sats spokesman said from Johannesburg today that management was waiting for absenteeism figures from the regions.

Sats has so far dismissed nearly 2 000 workers, who are among more than 20 000 Sats' employees demanding a R1 500 minimum wage.
Talks now unlikely

— SATS

Own Correspondent

Johannesburg — Talks between SATS management and striking workers were unlikely at this stage and dismissals would be reviewed this week. SATS spokesman Mr Alan Lubbe said yesterday.

SA Railway and Harbour Workers Union (Sarhwu) assistant general secretary Mr David Moeti said on Friday that strikers were prepared to continue with their action no matter what the cost.

He accused SATS of having adopted a "very aggressive line" and of having harassed and threatened workers.

A further 782 workers were dismissed on Friday, bringing the total number of workers fired to 2,600, said a SATS spokesman.

He said 493 people had now been dismissed in Natal, 158 in the Free State, 109 in the Southern Transvaal and 32 in the Northern Transvaal.
Parow strike over soon?

Staff Reporter

STRIKING workers at a Parow electronics factory, who broke through the factory fence on Friday and laid siege to the administration block appear to be nearing a settlement with management.

Mr Richard Buerger, production manager of National Panasonic's Parow factory, told the Cape Times yesterday that workers had left the premises "of their own accord" on Friday night.

Mr Buerger said yesterday that management had made a new offer to union officials and shop stewards on Saturday which seemed acceptable.

This was confirmed last night by a union official.
worth more than R300 000.

Mercedes strike ends

EAST LONDON - Some 1,000 workers at the Mercedes-Benz plant here yesterday returned to work after a week-long stoppage, a company spokesman said.

Reports by Staff Reporter Own Correspondent, Sapa Reuter AP and UNI
More Sats workers fired as talks go on

TALKS between Sats and the SA Railway and Harbour Workers Union (Sarhwu) yesterday failed to end the national wage strike by about 18 000 workers.

Sats said workers who ignored return-to-work ultimatums would continue to be fired.

Sats spokesman Alan Lubbe said last night various proposals aimed at resolving the strike were tabled by both sides at two meetings yesterday. "The meetings failed to resolve the strike, but talks are due to continue," he said.

He refused to divulge details of the discussions but said there was a possibility new proposals would be put forward by Sarhwu representatives. Union comment was unavailable late yesterday.

Lubbe said 112 employees were fired from Sats road transport depots in Durban and the Southern Transvaal yesterday, bringing the total number of workers dismissed countrywide to 2 929.

"Dismissals are a slow procedure but we will continue with them," he said.

A total of 840 workers had returned to work. On Monday 1 032 employees in Kimberley had resumed duties, leaving 49 Sats workers on strike in the town, Lubbe said.

Railway ticket examiner J Grobelaar, who was set alight on Monday, allegedly by a group of people believed to be linked to the Sats strike, was in a stable condition at Kenridge Hospital, Lubbe said.

A suburban coach was destroyed by fire late on Monday at Mzimhlope station in Soweto.
Food workers locked out as disputes grow

Labour Reporter

ABOUT 70 workers were locked out at Jungle Oats in Maitland in a further food industry dispute.

The lock-out yesterday followed a breakdown in wage negotiations which started in August with the Food and Allied Workers Union (Fawu).

Meanwhile, wage negotiations at Fattus and Mons are scheduled to go to mediation after management and Fawu failed to reach an agreement.

27 DISMISSED

Union spokesmen were not available last night for comment.

In a third dispute, involving the South African Dried Fruit Co-operative, 27 workers dismissed last week over a dispute about working hours and overtime have been reinstated and will return to work today, according to a Fawu spokesman.

He said the union and management had reached agreement on changes management wanted to make in hours of work, and all those dismissed would be taken back under certain conditions.

The company's manager, Mr J Kirsten, was not available for comment.

Jungle Oats managing director, Mr Michael Paddick, said workers had been given statements on Monday night detailing the company's wage offer and warning that those who did not accept would not be allowed on to the premises.

He said the company had decided to approach employees directly because union representatives had failed to take part constructively in negotiations, and it wanted to make sure they fully understood what the company considered to be a "most reasonable wage offer".

At Fattus and Mons, Fawu demanded a minimum of R235 a week against a company settlement proposal of R202.22 a week, plus benefits, according to a company spokesman.

Proposals about mediation had been sent to the union and management was waiting for a reply.

Fine for 'drunk' cat killer halved

The Argus Correspondent

MARITZBURG — A 27-year-old Pinetown man who was convicted of throwing two cats from the eighth floor of a block of flats on January 8 this year, has had his sentence effectively halved on review to a R1 000 fine (or six months' imprisonment).

Bruce French was originally convicted under the Animal Protection Act and sentenced to a R2 000 fine or two years.

French claimed he was intoxicated at the time.
SAB boycott goes on in spite of sellers' wishes

By ANDREA WEISS
Staff Reporter

CAPE taverners and shebeeners will still not sell South African Breweries products in spite of their growing dissatisfaction with the beer boycott.

This decision comes amid increasing dissatisfaction with a boycott of SAB products because of the national legal strike by 6000 workers at SAB plants.

Mr Makh Dyam, secretary of the Western Cape Taverners Association, confirmed last night that the Food and Allied Workers Union (Fawa) met liquor dealers late yesterday.

Resume sales

Taverners asked that they be allowed to resume selling SAB products to rescue their faltering businesses from excessive losses.

But the outcome of the meeting was that no SAB products would be sold by taverners who are members of the Western Cape Taverners Association or Cape Town Taverners Association.

Alternative sales of Windhoek beers and Mitchell's beer were approved.

It is understood that township liquor sellers are extremely unhappy about the beer boycott, which is severely affecting business.

"Tired of strike"

"People are now tired of the strike," said one source.

The beer boycott is reported to be still in force in certain areas of the Transvaal although shebeeners in parts of Soweto have resumed SAB sales.

The order interdicting striking SAB workers from intimidating, assaulting, harassing or interfering with temporary workers, has been extended in the Cape Supreme Court.

The interim order, which was granted on November 1 with the consent of Fawa, followed attacks by strikers on casual and temporary workers employed by SAB.

Mr Justice A J Burger extended the order, which also prohibits strikers interfering with normal company operations, to December 14.
SAB claims partial break in beer strike

The Argus Correspondent

JOHANNESBURG — Strikers at a South African Breweries' Bloemfontein brewery and Kimberley depot have accepted management's 16 percent pay offer and more are soon expected to follow suit, according to SAB.

Food and Allied Workers Union national organiser Mr. Rham Naicker said he knew nothing of these developments. Even if the claim were true, he said, the mass of SAB workers remained determined to pursue the strike, he said.

SAB's public affairs director, Mr. Adrian Botha, said the Kimberley workers were already back at work, while workers in Bloemfontein were likely to return tomorrow.

Depot employees in Welkom had returned recently and SAB's south-central region was now returning to normality, Mr. Botha said. Talks were under way with workers at a number of other plants, which he declined to name.

ATTEMPTED MURDER

SAB also said that the beer boycott in East London — "the only area where it was having an impact" — had broken.

According to Mr. Naicker, the boycott as a whole was being reviewed so it could be intensified in a non-violent way.

Commenting that violence linked to the seven-week strike continued, SAB said a union shop steward in Maritzburg, Mr. P. Zondi, had been charged with attempted murder after a shot was fired at temporary workers on Tuesday.

Four people arrested on charges of violence and intimidation at Alrode would appear in court in Germiston today.

In Cape Town the situation remains unchanged with workers still on strike.

● Meanwhile Sapa reports South African Transport Services has received a counter proposal for resolving the strike from the South African Railways and Harbours Workers' Union and a meeting would soon be set up to continue negotiations.

The deputy director of media relations for Sats, Mr. Allan Lubbe, said Sats was studying the proposal made by SARHWU and a meeting would be arranged.
Ex-Sats man shot dead

A DISMISSED Sats worker was shot dead at Johannesburg's Langhaagte station on Tuesday after allegedly attacking a policeman and ticket controller with a baton, police said yesterday.

Sapa reports that the incident, the latest violence in the three-week-old national strike which has claimed at least one life and left at least 29 injured, has again prompted police to appeal for a peaceful settlement to the dispute.

The latest shooting happened at 5.30pm after a man armed with a heavy rubber baton apparently attacked ticket controller J de Wet from behind and hit him on the head. A policeman ran to De Wet's assistance but was attacked.

The policeman tried to fend off the attacker, but was hit on the head, suffering two deep gashes. He drew his gun and fired a shot, killing the man instantly.

"The striker really seemed to have no other choice but to defend himself," said Capt Eugene Opperman, Witwatersrand police spokesman.

He said the dead man had a South African Railway and Harbour Worker's Union (Sarhwa) sticker on his clothes. It was later established he was fired from Sats for Sats has received a proposal for resolving the strike from the Sarhwa and a meeting will soon be set up to continue negotiations.

The deputy director of media relations for Sats, Allan Lubbe, said Sats was studying the proposal.

About 160 labourers striking at Cape Town harbour in demand for a 250% wage increase faced disciplinary action after not returning to work yesterday, Sats said.

Our Durban Correspondent reported that Sats has fired 1155 striking workers in Natal and will continue dismissing strikers.

Union spokesmen could not be reached for comment last night.
Plant sit-in ends dispute

A DRAMATIC takeover of a Parow Industria factory was the turning point in a marathon 14-week long strike.

This is the view of more than 180 strikers at the factory who are due to return to their jobs this week.

A spokesperson for the strikers said the takeover came after workers had decided to break the stalemate in the strike.

Last Friday about 90 strikers cut through a fence surrounding the factory and "took over" the administration block for more than 12 hours.

They felt after being threatened with a Supreme Court interdict.

The spokesperson said that the takeover, which he described as a "snatch", came after mediation failed earlier in the week.

A spokesperson for the Electrical and Allied Workers' Trade Union (EATU) said the workers had agreed on Wednesday to end the strike following two meetings with management this week.

He said the company had agreed to permanent status for workers currently employed on a contract basis.

They had also agreed that workers' annual bonuses would not be affected by the strike and that union members would be excluded from certain disciplinary measures relating to the strike.

The spokesperson said the strikers had agreed to drop their wage demands. They would, however, be paid a lump sum which equalled an extra 12 cents an hour in addition to the 80 cents increase on the minimum wage offered by the company.

Violence as Sats strike continues

A MARATHON all-day meeting between South African Rail and Harbour Workers' Union representatives and management of South African Transport Services on Tuesday failed to resolve the national strike which has entered its third week amid reports of escalating violence.

According to police unrest reports this week, 15 strikers were injured when police used live ammunition to disperse about 3 500 strikers at Umkazi on Tuesday morning and a Sats supervisor, Koos Grobler, was set on fire at Johannesburg station on the same day.

Two coaches were set alight at Mmabatho station in Soweto also on Tuesday.

Last week, several strikers were injured and one striker died after police stormed the Sathwa offices in Germiston.

2 800 strikers have been fired so far.

Sats has placed the number of strikers at 18 000 while Sathwa claimed that 40 000 workers are on strike.

About 800 SATS employees are on strike in Cape Town.
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About 800 SATS employees are on strike in Cape Town.

Striking Sats workers gather at K-berth in Cape Town docks for a daily meeting.
SAB death sparks ‘child labour’ probe

THE death of a 14-year-old casual worker at the Newlands plant of South African Breweries (SAB) is to be probed by both the company and the Food and Allied Workers' Union (Fawu).

Fawu have accused SAB of using “child labour” to break the national strike by breweries workers.

Shaun Applegreen of Rocklands, Mitchells Plain, died on Saturday when he was overcome by carbon dioxide fumes inside a brewing tank.

He was employed by the breweries as a casual worker for the past three weeks — contrary to labour legislation forbidding child labour.

According to SAB spokesman Mr Adrian Botha, “employing children is contrary to SAB rules. A full-scale investigation will be launched today.”

Shaun and another casual worker were working on top of the tank when a tool fell in. When he climbed into the tank to retrieve it, he was overcome by the gas.

The other casual worker climbed down to assist Shaun, but was also overcome by the fumes. Shaun was already dead when rescue personnel entered the tank.

The Fawu spokesman said it was obvious that safety regulations had not been followed at the plant.
Dry festive season for Umlazi drinkers

By S'BU MNGADI

DRINKERS in Umlazi, Durban, face a dry festive season following this week's closure of 17 bottle stores in the face of pressure to heed the nationwide beer boycott.

The fate of other liquor outlets in the greater Durban townships and informal settlements will be decided today at two separate meetings in Umlazi and Clermont, according to Ukhamba president Vuka Tshabalala.

The meetings take place at 10am and 1.30pm respectively.

Ukhamba, a national association for African liquor traders, and the SA Taverners' Association (Sata) will also hold a regional meeting in Durban next week to formulate a common strategy concerning the Food and Allied Workers' Union's beer boycott campaign.

Tshabalala said sporadic incidents of violence had forced the bottle store owners to close their businesses. Even traders who had stopped selling SA Breweries products were not exempted from attacks.

However, he said Ukhamba continued selling beer and would give only moral support to the striking SAB workers.

At a meeting of Umlazi liquor dealers on Tuesday night, Sylvester Ntuli, the Natal president of the SA Taverners' Association, told the meeting his organisation had committed itself to stop stocking beer until the SAB-Fawu dispute had been settled.

Ntuli and the organisation's liaison officer, Menzi Ntsala, said shebeens who disregarded Sata's stand were frustrating the commitment of their organisation.
2 stabbed, hacked to death in Natal

PRETORIA — The bodies of two men who had been stabbed and hacked to death were found in Hammarsdale, Natal, by police after their patrol had been fired on, yesterday's police unrest report said.

A woman suffering from stab wounds was also found by the police, who took her to hospital.

In another incident in the area, a mob attacked a private dwelling with petrol bombs and also fired shots at it. Four men and a girl were injured.

And at Ntuzuma, Durban, a private house was extensively damaged in a petrol-bomb attack. No injuries were reported.

Other incidents were reported at Katlehong, Germiston, where arsonists caused serious damage to a squatter shack, and at Croesus railway station, Johannesburg, where it was discovered that two railway coaches were on fire. Extensive damage was caused.

At Roodekop, Germiston, a group of strikers from a timber company allegedly attacked two workers. Another worker, who apparently attempted aid the two, was wounded and arrested — Sapa
Tearing the social fabric

Only in an ideal world do the antagonists in a labour dispute quietly consult their constituents, consolidate their position and settle down at the bargaining table to make all ends meet. Instead, violence often erupts.

At Johannesburg Station this week a group of strikers attacked a superintendent — seconded from elsewhere — and vented their rage at his presence by setting him alight. In Durban police fired at a huge crowd of transport strikers, said to be chanting: “Kill them! Kill them!” — wounding at least 15. In the Brewer's strike, at least nine people have died (see Current Affairs).

The anger felt by unionists in a strike is directed at perceived scabs and officials like the police who are meant to keep the peace.

This is hardly new. In SA, however, the spur to desperate action is the actual hardship suffered by strikers. At the beginning of this decade, in a protracted consumer boycott, the deaths of strikers from hunger became a grim statistic.

Furthermore, as the unions are aware, after a period in which employers were more than normally compliant in meeting wage and condition-of-work demands, there has been a certain hardening of attitude.

The miners' strike two years ago was a turning point. There was serious violence then, too, at a time when foreign corporates were departing en masse, leaving both employers and workers in a contracting, recessionary environment.

The convergence of recession and a new employer tough-mindedness is far from being the whole of the story, there is now, too, the fresh blade of economic restructuring of which privatisation is the cutting edge.

The Sats strikers, among other things, don't want privatisation. It will, as they fear, compel a reduction in the work force, and an immediate political implication of that would be a narrower grasp of job security and privilege — among those who enjoy them — than many union leaders might wish.

For a while, unions were where black political leaders not only emerged, but had a legal avenue of expression. With President F W de Klerk's reforms — specifically, with the release of the ANC old-timers — this base of support for broad political ambitions has been eroded and the unions are required by history to revert to being negotiating bodies.

There is no conspiracy in any of this — it is just the way events have gone, including those events which might be described as being welcomed in advance by politicised unionists: the effects of the economic pain of sanctions.

The wave of labour violence needs to be stemmed by the police and by union leaders. A laissez-faire attitude — exemplified by the transport union leader who told the PM that "we are prepared to fight no matter what the consequences and even if it means the strike lasts three months or more" — will invite a strong police response, and we all know where that leads.

Workers who are hungry will soon enough resort to desperate measures if the strike is that long. Why encourage them? Because they are expendable?

The real loser in this strike is likely to be the negotiation process itself — and that tears at the social fabric.
Taverners call for lifting of beer ban

Staff Reporter

THE SA Taverners' Association (Sata) has publicly appealed to the Food and Allied Workers Union (Fawu) to lift a ban on the sale of South African Breweries products.

The appeal comes in the seventh week of the strike affecting about 6,000 workers at SAB plants around the country and amid SAB claims that strikers are returning to work.

A meeting earlier this week between taverners and Fawu failed to end the beer boycott in force in the Western Cape.

But in a statement yesterday, Sata (the governing body of the Western Cape Taverners Association) appealed to Mr Mike Madlala, assistant general secretary of Fawu, to "review the ban on SA Breweries products."

"SAB are pressuring the taverners and bottle-store owners to pay up what they owe or face legal proceedings and even liquidation," Sata said.

However, Sata reaffirmed its support for Fawu in its dispute with SAB.

Sapa reports from Johannesburg that the South African Railways and Harbours Workers Union (Sarwhu) has demanded recognition and the reinstatement of all dismissed workers as a precondition for ending the two-week South African Transport Services strike by about 18,000 workers.

A Sats senior labour relations manager, Mr Victor van Vuuren, said about 4,000 strikers country-wide had been dismissed.
Strikers ready to walk to the bitter end

THE Mass Democratic Movement (MDM) warned last night that its members will begin a set of protest marches next week unless steps are taken to end bitter labour disputes on the railways and in the beer industry.

Thousands of railway workers remain on strike across the country despite 18 hours of intense talks between management and the rail line's union this week aimed at ending the violent dispute.

SA Transport Services (Sats) yesterday afternoon rejected a document drafted by the South African Railway and Harbour Workers' Union (Sarwhu) saying it had problems with the union's proposals.

South African Breweries (SAB) says about a thousand strikers at depots in Kimberley, Bloemfontein, Welkom and have accepted management's offer of a 16 percent wage increase and have returned to work.

Some 6000 members of the Food and Allied Workers' Union (Fawu) began a national wide wage strike, seven weeks ago.

"The leadership of the MDM is concerned about the brutal violence and intimidation being used against striking workers, and the counter-violence which has been the result of these tactics," said a press release from the anti-apartheid coalition.

"The MDM is discussing a programme of action to put pressure on management and the state to resolve the strikes at the negotiating table.

The movement announced plans for a series of marches and protests that will begin on Wednesday next week on the Witwatersrand unless the strikes are settled.

The four-week rail strike has claimed the lives of two strikers, shot dead by police in separate incidents, and a ticket collector is being treated for serious burns after being set alight at the Johannesburg station.

Some 4000 strikers have so far been sacked. At least 10 railway carriages, worth more than R10-million, have been destroyed in arson attacks and Sats is losing revenue on its commuter lines as black passengers refuse to pay fares in solidarity with the workers.

At least nine workers have died in the beer strike. At least six of the dead were casual workers while three union members died in clashes with shebeen owners in Soweto.

Sarwhu and Sats met on Tuesday and Wednesday in a bid to break the deadlock. After the meetings, Sarwhu general-secretary Martin Gebhardwane submitted new proposals that were rejected by Sats yesterday.

The union document includes suggestions that management to recognise the union and appoint a conciliation board to deal with the workers' demand for a R1500 monthly minimum wage. The union undertakes to get workers back to work in exchange for these concessions.

The union also proposes that Sats reinstates all those dismissed as a result of the strike and undertakes not to victimise workers who have taken part in the stoppage.

Once an agreement to settle the current dispute has been signed, the union suggests that a date can be set for negotiations on worker grievances that relate to disciplinary procedures on the railways, plans to privatise Sats and the dismissal of about 400 strikers in East London last year.

Victor van Vissen, senior manager for labour relations, said Sats was not in a position to negotiate substantive issues with Sarwhu until the union was registered and a recognition agreement had been drawn up.

SAB representative Adrian Botha said about 1000 beer workers had returned work and the beer boycott in East London, the only area where consumer action has affected sales, had been broken. Bloemfontein national organiser for Fawu, said he was not aware of this.

Asked to comment on reports that SAB planned to use ambulance drivers and firemen as part of its plans to ensure the delivery of beer supplies, Botha said "I have no knowledge of that.

See PAGES 6, 7 and 9.
MDM calls for end to Big 2 strikes before Christmas

THE mass democratic movement (MDM) has appealed for a resolution to the SAB and Sats strikes before Christmas.

In a statement yesterday the MDM said it had met to discuss the escalating violence following the two strikes.

The movement said it was discussing a programme of action to put pressure on management and the state to resolve the strikes.

The first step in the programme would be a series of marches and mass meetings on Wednesday to protest at the use of violence. They are scheduled to take place in various townships on the Witwatersrand.

Sapa reports that in new proposals placed before Sats management on Wednesday, the SA Railway and Harbour Workers Union (Sarhvu) demanded recognition and the reinstatement of all dismissed Sats workers as a precondition for ending the three-week old strike.

The demands include that striking workers are not victimised and that they return to work as soon as a settlement has been signed.

The union also suggested that Sats appoints a conciliation board to deal with its wage demands or agree on a date for wage negotiations.

Both parties should also agree to discuss disciplinary issues, working conditions, privatisation and maternity and paternity leave.

Sarhvu general secretary Martin Sekwane said acceptance of the proposals would solve the dispute, but he warned continuing dismissals were jeopardising the possibility.

A Sats spokesman said Sarhvu's proposals concerned "substantive issues" which management would not consider because Sarhvu had no recognition agreement with the union.

But he also said problems could be overcome because Sarhvu was "not averse" to recognising Sarhvu.

Sats dismissed 908 workers in Natal, Free State and northern and southern Transvaal yesterday, bringing the total number of workers hired to 4,866. There were 163,541 employees still on strike.

Management said a motor coach was destroyed by fire and a suburban coach was damaged after it had been set alight at Croesus station, near Langlaagte, late on Wednesday night.

SAB and the Food and Allied Workers Union (Fawu) said yesterday there were no new developments in the more than six-week old strike by about 6,000 workers.

Sapa reports from Cape Town that four policemen were injured yesterday morning when action was taken against about 70 SAB workers.

The demonstrators, who were armed with batons, sticks and stones, refused to disperse when told to do so by the police and a fight broke out. They were later dispersed by teargas.

In another incident in Cape Town, a march by striking Sats workers was broken up before they could leave the harbour where they had gathered...
A bloody war breaks out on the labour front

South African strikes have often been bitter and brutal, but never quite as bitter as this month, when tensions have exploded into open war, including shootings, stabbings, petrol bombs and burning to death. **EDDIE KOCH** reports

A Free Police gun down workers inside trade union offices when a man is shot as "scab" on strike, that something must be amiss in the country's system of industrial relations.

Violence has always been a feature of labour action in South Africa. It is commonplace for strikers, para-military units and police to take action against striking workers. And, as in most countries, labour unions who keep machines running during a stoppage are nationally regarded as a broad front by union members that the current strike wave is in which up to 45,000 workers are in dispute and violence has been long established.

On Tuesday evening a shot was fired by police after they had closed the station to the Language station near Johannesburg.

This followed an incident on Monday when a man in Durban where 15 workers were injured after police opened fire on a group of striking workers. The official version is police fired in self-defence in the crowd.

Legal issues are the police attended without provocation.

On the same day a strike committee was in Johannesburg with flames after a man was shot at by a mob. He was being treated for serious injuries. Three other men were injured.

Last week police opened fire over a group of striking railway workers of the Congress of South African Workers (COSATU) in Johannesburg. One of two workers seriously injured in the shooting has died in hospital. Police say they acted on reports that the strikers were making petrol bombs. Laywers for the union have denied that.

In the South African Engineering (SAB) strike, 1,000 workers were arrested. Most of the victims were casual workers who had been attacked by a group of strikers. Others were union members who hindered entry to the factory and supported the strike call for a consumer boycott of beer.

What is the cause of all this?

In each of the strike-bound areas there are the political factors that give rise to violence. On the railways, the most understandable cause of violence is the long-standing anomaly between police and members of the South African Railways and Harbours Workers' Union (SARWU).

During the Durban railway strike of 1984, a police raid on the German offices of SWAPO was a major factor in violence.

However, in this case, police have also whipped up public hostility to officials of the South African Transport Services (SATS) during the strike.

Last week an armed ticket collector was beaten by a crowd while sleeping. At two men who didn't get out of their trousers. SARWU general secretary Marjoe Sebastiano says planes, trains and police are being used to replace ticket collectors who are on strike. The Weekly Mail says the state has been warned that the railway strike is a major threat to the government that is only a few weeks away from a major strike action.

This is not the only thing that has happened. Police have also been accused of shooting at the railway workers.

Then there is the frustration felt by SWAPO workers who, for more than three years, have been negotiating for the recognition of their union without success. While the union members speak of negotiating a political settlement, the strike has failed to achieve that with its own workers. The strike cannot be laid on the railway workers.

In the beer industry, SAB has made what is to be strike action to affect production. Asked for his view on why the strike was called so violent, SAB public relations officer Bobo said it may be because of dissatisfaction among workers that the union has made over the years with the industrial council on the factory floor.

The company denies it had anything to do with a police raid on a hotel near Johannesburg last week in which workers were injured.

There is little evidence to back the union's claim that the company collaborated with the police.

But there are signs of collusion between SAB and other government departments to undermine the strike. A recent trip to London was to be arranged to get in touch with government officials, including the ministers of supply and development. The difficulties of organizing a boycott in township areas, where there are no sources of supply other than SAB, also play a role in violence.

The gunning down of the two men, some of whom are black, as they do their jobs, is not what the strike is about. It is the lack of consultation and cooperation between the police and the unions that is in the root of the problem. The police have been working against the unions rather than with them.

The police have been working against the unions rather than with them.
by EDDIE KOCH

Film them, then fire them

remunerations and efforts by management to overcome the will of individual workers making over the labour process.

The analysis is confirmed by strike trends in the industry, says Nunn. The report notes that disputes over the introduction of new machinery and the replacement of old machinery by factory automation and equipment, the use of non-union labour in the factories, the failure to union recognition, and the threat of violence and physical assault on workers, have contributed to the high level of strikes in the industry.

For the industry leader, Mynah concludes, the future of the industry is in the hands of the workers who choose to fight for their rights and against the exploitation of their efforts.
injuring eight others.

Panasonic strike ended

AN AGREEMENT has ended the 14-week strike of some 185 workers at National Panasonic’s Parow factory and workers will be back at their posts today. The agreement includes an across-the-board 20% wage increase, a shorter work week, increased overtime rates, death benefits, long service awards, a cash bonus and “back pay” since the strike began in July.
SAB strike closes bottle stores

DURBAN — Bottle store owners in Umlazi near Durban yesterday decided to close their businesses indefinitely until the South African Breweries strike is resolved.

The Umlazi Liquor Traders' Association, part of the black bottle store owners' union Ukhamba, announced this at a meeting of the National Taverners' Association to discuss the effect of the two-month-old strike.

The Taverners' Association, which represents more than 500 shebeens in the areas surrounding Durban, has not sold beer since last month in solidarity with the SAB workers.

Sapa reports from Johannesburg that SAB claimed yesterday that workers at two more plants had accepted the company's wage offer.

Mr Bob Childs, SAB human resources director, also said that a shop steward at the Maritzburg depot had been charged with attempted murder after allegedly firing a shot at casual workers on Tuesday.

SAB says workers at Welkom, Kimberley, Bloemfontein and Port Shepstone have accepted the offer.
Savimbi confident of poll victory

From PATRICK COLLINGO

PRETORIA — Unita leader Dr Jonas Savimbi was last night confident of winning the Angolan general election which will follow Friday's signing of the historic peace accord with the MPLA government in Lisbon.

Dr Savimbi met President F W de Klerk here last night hours before he was to fly to Portugal for the signing with Angolan President Jose Eduardo dos Santos.

Angola's first elections after 15 years of civil war are scheduled for 1992.

Dr Savimbi predicted that he would win the scheduled elections. If he lost he would "not go back to the bush", he said. He would return to Luanda as soon as it was confirmed that the last Cuban troops had left Angola. Unita had already bought a hotel and several houses in Luanda for members.

He described the accord, brokered by Portugal, the United States and the Soviet Union, as "the end of a long journey".

The three nations will form a joint political and military commission with representatives from the two Angolan factions to oversee the elections.

• Sapa-AP reports from Lisbon that UN Secretary-General Mr Javier Perez de Cuellar arrived there yesterday to attend Friday's signing of the peace accord. US Secretary of State Mr James Baker and Soviet Foreign Minister Mr Alexander Bessmerjukh are also due at the peace meeting.
Tamil woman held in Gandhi killing

MADRAS — A Sri Lankan Tamil woman is being held for questioning in southern Tamil Nadu state in connection with the assassination of former prime minister Mr. Rajiv Gandhi, police said yesterday.

The 40-year-old woman, identified only as Vasanthi, was picked up in Cuddalore town, about 150 kilometres south of the state capital, Madras, police said.

"We are questioning the woman," a police official said, without giving details.

Police are looking for a fair-skinned woman and two men, suspected to be accomplices of a woman bomber who blew up Mr. Gandhi in a suicide mission last Tuesday during an election rally in Sripuranthapuram, near Madras.

Witnesses at the rally said they saw a dark-complexion woman wearing glasses rush to garland Mr. Gandhi moments before the blast. They said she arrived in a car with a fair-skinned woman and two men, who then fled.

Police said they believed the assassin was wearing a belt packed with an American-made plastic explosive called RDX and hundreds of steel pellets, which were detonated with a toggle switch as she bowed down to touch Mr. Gandhi's feet in a gesture of respect.

The woman, whose face was intact after the blast, is the only one of 17 people killed with Mr. Gandhi, who has not been identified.

Police said the woman held for questioning was a prostitute who operated in a Madras suburb. — Shyam Reuter
A five percent a year subsidy on approved Land Bank loans to average farmers was announced by President FW de Klerk this week.

He said this would bring the interest rate from 17 percent to 12 percent and would cost government about R150-million — Sapa
THE GOVERNMENT said yesterday it would introduce a crisis plan to address the problems of black schools in the country. Mr Kele Andrew, spokesman for the National Education Commission, said the plan would include the appointment of new principals and teachers, and the provision of additional teaching materials. He said the government would also provide financial assistance to schools to improve their academic performance.

"It is madness to expect our children to go back to a system that has already cost SA a great deal. It should not be like this," Mr Andrew said.

"The government has done everything in their power to ensure that our children have the best possible education. We need to work together to make sure that they do not fall behind."
Acting the drama of education

YOMELELA Primary School stands neat and four-square amid a sea of Khayelitsha shacks. In the otherwise bare foyer a poster declares "Education is the salvation of the nation". From a nearby dump wafts the acrid smell of burning plastic.

Inside one of the classrooms, about 50 expectant pairs of eyes focus on the three strangers standing before them.

Mpunzi Malulele introduces her colleagues, Buyiswa Bala and Dudu Luthuli, to the class: "We would like to speak to you in English today, and we would like you to answer us in English, okay?" she says.

The kids roar, "Yes!" and the lesson is underway.

"It's an English lesson unlike any the children have had before. No textbooks, nor laborious copying of notes from the blackboard, norote readers. Instead, they watch Luthuli and Bala enact a simple drama, involving the sale and purchase of a pair of shoes.

Flashcards with key words and simple sentences get stuck up on the blackboard. The unfamiliar words stumble off the children's tongues.

Then it's time for them to do the buying and the selling. Within minutes, the classroom has become a bustling market and each of the children is a stallholder. "What are you selling?" asks Malulele. A forest of hands. Soon the blackboard is covered with lists of wares.

Down the corridor, Vukhile Handula and Sipho Vanga are guiding their class through the tricky business of deciding their market's name.

The vote goes to Ncedulunta — Help the People — and trading is soon underway.

In another class, Sdumiso Mdimbula and Amasham Ramklow has presented their stallholders with a problem to solve. For months,

A new education project is using spontaneous theatre to teach English to schoolchildren — a series of lessons not quite like any other. Gaye Davis reports from Cape Town.

The authorities have failed to clear away the rubbish. What to do? The market committee needs ideas from its stallholders.

Foreheads furrowed with concentration, the children write out their ideas, which are later presented to the class.

Participation is the name of the game and the game is let's pretend. But the children aren't so much playing, as learning. In this kind of lesson, no-one is ever right or wrong and the teacher is not the font of all knowledge.

Phyllis Kloz, who trained in speech and drama at the University of Cape Town, "before the Boer War", founded the Young People's Educational Trust in 1985 to use theatre and drama as a medium for teaching.

"I had always seen theatre and drama as an incredibly powerful educational tool, but totally undermined," said Kloz.

The trust's Living English project, which involves Yomelela and 21 other Khayelitsha higher primary schools, has a two-fold aim: teaching children English and honing the skills of teachers being trained by the trust.

Sdumiso Mdimbula: "We have all worked in theatre. Some of us have BA degrees in drama, others have worked in theatre groups for a long time. We see our work as very important. For a long time, we've been people talking about people's education, but not much has been done.

"We work in the classroom and teachers can see what we do. We cover syllabus work and try and get every child participating — whether by speaking, reading or writing."

"It's a very hands-on, practical training and we have to keep adapting models for the South African situation," said Kloz. "Here you've got large numbers of children in classrooms, many of them hungry or suffering from malnutrition, so it's hard for them to concentrate.

"We develop lessons so that their content is applicable and not divorced from the children's experience. Hopefully, by the end of the year, we'll be able to publish some of the lessons for English teachers to use.

Drama in education emerged as a technique in England during the Sixties. One of its main aims is to stimulate children's imaginative thinking. Through role-playing, the teacher creates a learning environment in which children can make use of and build on what they already know.

"We're teaching English as a second language — building confidence is our major aim," said Kloz.

It's an important intervention because, although English is used as a medium of instruction in black schools, few children hear it often enough to understand it really well.

"We introduce the children to words and phrases they've never heard before, and at the end of the day they're using them. Because they're acting out roles, they have more confidence. It's not them making a mistake, but their character," said Vukhile Handula.

"Each time we develop a lesson, we have got to take the whole history of black education into account," said Kloz.

"We're fighting against the whole tradition of rote learning. The children are never expected to think for themselves, they have their thinking done for them."

For Mziwakele "Stucks" Mdimbula, former drama co-ordinator of the Nyanga Arts Centre and an actor in his own right, drama in education offers "a new way of developing a child's mind."

"It makes things easier for the kids to understand — the teacher isn’t the one who knows everything. By using theatre, you can stimulate, entertain and educate. It’s more a question of facilitating, letting what the children do come out, rather than telling them what they should know.

Initially, the trust operated on an ad hoc basis — doing projects as funds came in. Now it has a resource centre in Athlone and a full-time co-ordinator, although funding is still a problem.

"We’ve got permission from the Department of Education and Training to work in its schools, but we don’t get any funds from it," said Kloz.

In addition to working in schools, trainees attend daily lectures in linguistics, pedagogy and the theory of drama in education. "Ultimately we hope our facilitators will train others — teachers, and people running community programmes," said Kloz. "There are only a handful of drama specialists in South Africa and they’re all white — a ridiculous situation."

DEU teachers' response has been varied, according to Kloz. "Some are supportive, some not. Some feel threatened: we're working with a system that has ground them down into nothing, they're completely demoralised."

"The way we teach empowers the child. Learning becomes active, rather than passive. We’re moving from top-down, teacher-centred learning," said Amasham Ramklow, who joined the trust after completing a BA degree at the University of Durban-Westville.

For trainee Sipho Vanga, the "best part" is the children’s reaction. "They always say how much they've enjoyed it and they always ask when we are coming again."

"
DP appoints Gastrow to law and order post

THE Democratic Party yesterday appointed Mr Peter Gastrow, MP for Durban Central, as its new spokesman on law and order.

The former spokesman, Mr Tian van der Merwe, died after a road accident earlier this month.

Mr Gastrow, an advocate, has considerable experience in the areas of justice and law and order.

He will be succeeded as manpower spokesman by the MP for Wynberg, Mr Robin Carlisle.

The MP for Simon's Town and currently deputy spokesman on home affairs, Mr Jannie Mom-
Namibia planning R280m refinery

Own Correspondent

JOHANNESBURG — Namibia is planning a R280m refinery capable of processing 10,000 barrels of oil a day.

The refinery is to be built in South Korea under the guidance of London-based development group Enerkor.

On completion it will be transported to Usakos in central Namibia.

There are no details of other companies involved.

Yesterday Enerkor chairman Frank Atherstone said the refinery would be financed by public subscription. Initially Enerkor expected to process crude oil from SA, though Atherstone could not confirm this as oil was "a strategic commodity".

There is no indication that Angolan oil will be refined.

Namibia itself has discovered comparatively large off-shore gas fields.

Bidding for the first on-shore oil exploration licences was recently initiated by Mines Minister Andamba Tlovlo ya Tolvo.

Atherstone said the refinery would be built by the South Korean and Montana Engineering of Germany.
Exports
boosts
clothing
industry

Johannesburg — Increased exports, especially from the Western Cape, contributed to exceptional growth of 4.5% in the SA clothing industry last year, measured by production volume.

The SABC reports that the executive director of the Cape Clothing Manufacturers' Association, Peter Clegg, says R77m, or 14% of the R540m increase in clothing manufactured last year, was contributed by exports.

He says the government's export incentive schemes as well as fashionable, high quality products were behind the increased exports.

However, Clegg says, in spite of the volume growth in the industry, the number of manufacturers decreased with the resultant loss of jobs.
Farmers slate claim by minister

that his R5bn estimate was conservative.

The government has recently tightened up the granting of credit. Aid is now granted strictly on merit.

Nampo chairman Mr Cemeeels Claassen said Dr Van Niekerk's claim was "extremely irresponsible".

Mr Claassen said Dr Van Niekerk had told Parliament on Thursday that it was not possible to determine what part of farmers' debt was with commercial banks and what part with the Land Bank.

Although a small minority of farmers were perhaps guilty, there was no justification for tarring all farmers with the same brush, Mr Claassen said.
Absa pays maiden dividend

JOHANNESBURG — Amalgamated Banks of SA (Absa), the recently created banking group, has reported attributable income of R321m for the year to end-March and expects the fuller benefits of the merger to start flowing through by next year.

Absa was formed in January when United Building Society (UBS) acquired the total assets of Allied Group, Volkskas Group and certain interests of Sage Financial Services in a deal worth R1.76bn.

The results, which take into account the contributions of Allied and Volkskas with effect from October 1990, and those of Sage from January 1991, therefore cannot be strictly compared with those of the previous year.

A breakdown of the R321m attributable earnings figure shows banking accounted for R210m (or 66%) of the total, for R76m (24%) and the "other" category for the balance of R18.9m (6%).

Earnings, based on the weighted average number of shares in issue during the period under review, were 22.4c a share. A dividend of 36c a share was declared, covered 2.6 times.

Absa CE Piet Badenhorst said at the detailed presentation of the results in Johannesburg that the group would seek to increase this cover to three times.

On the operational level, income from interest and investments exceeded interest paid out by R1.35bn. This net margin was reduced by provisions for bad and doubtful debt of R175m.

He cautioned against reading too much into the doubtful debt figures at this stage, saying Absa had made "ample provisions" based on a very conservative policy.

On the general implications of the merger, Badenhorst said accounting policies had been brought into line with UBS's own conservative policies. Thus costs like computer software would be written off in the year they occurred, and investments like gifts would be valued at market rates.

The issue of trimming Absa's 28,558 staff complement would be addressed from June onwards "with sensitivity for the people concerned", he said.

On future trends, he said Volkskas was set to benefit most from the merger, followed by Allied.

He spoke of a good spirit of cooperation at board level. "There are no signs of any petty jealousies," he said.

Absa's total assets as of end-March stood at R51.8bn. Its return on average assets was 1.01%, while the return on average shareholders funds was 15.4%.
Training facilities
'high priority'  
Political Staff

A growing economy could be a better guarantee for order and peace than a well-drawn-up constitution, the Minister of Manpower, Eli Louw, said last night.

However, economic growth could only be activated and maintained if training of people kept pace with market needs, he said at an annual trade test function in Johannesburg.

Reference was often made to the 'little dragons of the East', Korea, Taiwan and Singapore, and what they had achieved, but they had trained people. The objective of training should always be prepare people for self-development and achievement.

The utilisation of the limited training abilities of the country needed to be addressed and a national convention to start such a strategy is considered a high priority, said Louw.

The National Manpower Commission had identified a number of professions, such as engineers, metal and engineering artisans, building artisans, electrical and electronic artisans, engineering technicians, and accountants as critical.

Only 2% of all degrees, diplomas and certificates which were awarded in 1969 were in engineering and engineering technology and only 4% were in science subjects.

'This' definitely does not answer the market needs, as indicated in the National Manpower Commission investigation.

'The training of a sufficient number of qualified artisans is disturbing.'

The number of artisans who qualified between 1965 and 1969 declined, but although 7 132 people completed artisan training in 1960, and this was about 2 000 more than in 1969, this was regarded as insufficient for SA's manpower needs, said Louw.
Pepkor to expand offshore operations

By PIETER COETZEE
Financial Editor

THE Pepkor group's overseas arm, Pep International, is making significant progress, said chairman Christo Wiese at the Mount Nelson-Hotel last night.

"We expect to draw a substantial part of Pep Ltd sales and income from international markets in the 1990s.

He said the company is making significant progress in its mission to promote exports of clothing and textiles and to apply Pep technology abroad by setting up stores in other parts of the world.

An agency agreement has been concluded with an European associate to apply the Pep concept elsewhere in the world.

For obvious reasons he did not want to elaborate on where these stores are based or plan to be based.

"We are well aware of the risks and problems in international dealings and we are being very cautious in our approach, we have put in the infrastructure and the systems to form a solid base, capable of handling rapid growth that we anticipate over the next few years." For the group as a whole, Wiese said, he expects further real growth in dividends in the current year and all divisions are expected to make a positive contribution to profits.

Shoprite turnover is expected to top R1,1bn and management is determined to ensure profitability reflects a growing realization of the potential.

We believe Smart Centre will improve turnover in the year ahead and produce real growth over last year's earnings.

He said the Pepkor group's outlets are expected to reach 1,500 in 1991 from the present 1,000 outlets.

"The group will nevertheless adhere to certain disciplines such as a 25% return on capital employed, a similar aim for earnings on shareholders' funds and a 50% debt equity ratio.

Referring to Smart Centre, he said, "we will not allow credit sales to exceed 15% to 20% of turnover.

On expansion plans, he said, "we firmly believe our current business can generate enough organic growth to satisfy our shareholders, we are not looking to acquisitions to achieve this, we will, however, continue to pick our targets.""
Bus strike: R4-m loss

DURBAN — Durban's month-long bus drivers strike, now settled, cost the Durban Transport Management Board about R4 million.

Reports by Staff Reporter, Own Correspondent, Sapa, Reuters AP and UPI.
Death at SAB: Foul play

Family's fears of foul play

Staff Reporter

SHAUN APPLEGREEN, the 14-year-old Mitchell's Plain boy who died in a huge tank at Ohlinsen Breweries in Newlands in the early hours of Saturday morning had a broken neck, according to his family.

His father, Mr Edmund Applegreen of Rocklands, Mitchell's Plain, at a meeting he had yesterday with the SAB general manager in Cape Town, Mr Sam Montsi, voiced his fears that something untoward might have happened to his son.

Mr Adrian Botha, a spokesman for SAB in Johannesburg, said yesterday that Mr Montsi had explained that Shaun had tried to retrieve a nozzle that he had dropped to the bottom of a tank that was full of carbon dioxide.

Instead of opening the door at the bottom of the tank, which would have let the gas out, he used the hose with which he had been cleaning the deep tank as a rope to climb down into it.

On the way down, he was overcome by carbon dioxide fumes.

Miss Denise Applegreen, Shaun's 25-year-old sister, said "something else" might have happened to her brother, as she had heard that his neck had been broken, there had been a "boot mark" on his clothing and his shirt had been torn.
Textile strike ends

By Drew Forrest

About 3 000 Western Cape textile workers, who downed tools last Friday over an industry sick pay fund, returned to work yesterday — but further industrial action appears imminent.

A spokesman for the SA Clothing and Textile Workers Union (Sactwu), Mr Ebrahim Patel, said the one-day strike was part of an ongoing campaign which included a three-hour stoppage on Monday last week and an overtime ban.

The strike, at nine plants, virtually paralysed the cotton textile industry in the region.

It follows a deadlock in long-running negotiations and centres on Sactwu's rejection of employer proposals relating to the fund, including the exclusion of Holand workers from benefits and a cut in annual sick leave from 30 to 15 days.

Employers have cancelled their industry-wide recognition agreement with the union in response to the overtime ban.

Mr Patel declined to say when the next strike would be, saying the element of surprise was crucial to union strategy.

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Aids: 'education is the key'

Pretoria Correspondent

Education, starting with children of eight, is the keyword to containing the spread of Aids. Briefing the press after an Aids imbaba in Pretoria yesterday, the Minister of National Health and Population Development, Dr Rina Venter, said a decision had been taken at the meeting to focus on a co-ordinated education effort to stamp out the spread of Aids.

She said statistics showed that over the past six months the number of diagnosed cases in southern Africa had doubled.

Health and education officials and representatives from the self-governing states attended the imbaba.
Own Correspondent

JOHANNESBURG — Concerned at the continuing township conflict arising out of the SAB strike and boycott, the Food and Allied Workers' Union (Fawu) yesterday announced two new initiatives aimed at resolving the seven-week-old strike.

Fawu president Mr Chris Dlamini said yesterday he was trying to set up a meeting this week between leaders of the Mass Democratic Movement (MDM) and SAB management in the hope such a meeting would facilitate further negotiations based on open minds and an absence of rigidity on both sides.

He said he hoped SAB, said to be a liberal and socially responsible company, was equally concerned about the situation.

"I know both Fawu and SAB are worried about damage to their reputations should they give in to the other side. But resolving the violent situation overrides this," Mr Dlamini said.

Fawu national organiser Mr Rajin Naicker said the national SAB Shop Stewards' Council is to meet tomorrow to review the strike and he was confident the meeting would come up with a proposal which would create room for a settlement.
Fawu in new attempt to resolve SAB strike

Concerned at the continuing township conflict arising out of the SAB strike and boycott of the Food and Allied Workers’ Union (Fawu), yesterday announced two new initiatives aimed at resolving the seven-week-old strike.

Fawu president Chris Dlamini said yesterday he was attempting to set up a meeting this week between leaders of the mass democratic movement (MDM) and SAB management in the hope such a meeting would facilitate further negotiations based on open minds and an absence of rigidity on both sides.

MDM hopes it could play a conciliatory role.

The strike has given rise to a ‘degeneration’ of the whole social situation, and conflict between taverners and supporters of the boycott will continue so long as the strike continues, he said.

Dlamini said he hoped SAB was equally concerned about the situation and would be prepared to help resolve it.

“Both Fawu and SAB are worried about damage to their reputations should they give in to the other side. But resolving the violent situation overrides this,” he said.

Fawu national organiser Rajen Nauer said the national SAB shop stewards council was to meet tomorrow to review the strike and he was confident the meeting would come up with a proposal which would create room for a settlement.

He said he expected, in a spirit of compromise, a substantial decrease in Fawu’s wage proposals.

MDM, he hoped, would view this in the same light.

Invitation

Nauer said the meeting would also discuss the strike-related violence and ways of cutting it.

SAB spokesman Adrian Botha said the company could not give a formal response to the proposed meeting with the MDM until a formal invitation had been received.

But he said, he and the MDM had always had a good relationship.

The company, which considered itself enlightened, did not like being lumped together with “Sabs” in an MDM statement last week.

The police are investigating.
Ivory Coast opens door to links with SA

PARIS — Ivory Coast President Felix Houphouet-Boigny opened the door to diplomatic relations with South Africa in an interview published yesterday.

He told the influential French daily Le Monde it was up to Pretoria, which is campaigning to end black Africa’s diplomatic boycott, to make the first move.

“South Africa has not yet asked us, it is not up to me to do it,” said Mr Houphouet-Boigny, interviewed in Abidjan on December 19.

Africa’s longest-serving leader said his conservative West African country’s policy was to have relations with any foreign state provided it respected the Ivorian regime.

President de Klerk said earlier this month after a meeting at Mr Houphouet-Boigny’s home town of Yamoussoukro that he hoped to establish diplomatic ties.

REALITY

“I do not think that it (diplomatic ties) is a dream, it can become a reality but I do not want to bind the government of President Houphouet-Boigny and I do not want to make specific predictions,” Mr de Klerk told a news conference on his first foreign trip since taking office in September.

At that time the Ivorians had no comment to make on their relations with Pretoria.

The establishment of diplomatic links with the Ivory Coast would be a political coup for Mr de Klerk, who has vowed to end racial discrimination in South Africa.

President Houphouet-Boigny has earned criticism from most African states for his long-standing policy of dialogue with Pretoria. — Reuter

Only 2 800 managers are black — survey

There were only 2 860 blacks in managerial, executive and administrative positions in the country, compared to 180 000 whites, according to the recently released “Race Relations Survey.”

Published by the South African Institute of Race Relations, the survey documents social, economic and political trends in 1988/9.

The chairman of the National Manpower Commission, Dr Hennie Reynders, said one of the reasons for the lack of black managerial progress was the attitude of white personnel. Although they paid lip service to black advancement, they displayed an unwillingness or inability to do so in practice.

On the labour front, the number of man-days lost in strike action during 1988 was 914 388, against 5 8 million in 1987 — an 84 percent drop.

Strike action in the first six months of 1989 was up by almost 200 percent compared with the same period the previous year.

Workers’ wages increased an overall average of 22.5 percent in the first five months of 1988. However, there was a downward trend in wage settlements between unions and employers. The increase averaged 16.7 percent in the first five months of 1988 — lower than the 1988 average of 17.9 percent.

There were an estimated one million registered unemployed people, but the real unemployment figure was probably closer to three million.

HAGAR the Horrible

By Dik Browne

[IN A SITUATION LIKE THIS, I (ORDINARILY.) ]
police after he fell ill. He was taken to hospital where surgeons removed 52 heroin pellets.

*Brewery workers fired*

UMTATA. — Three hundred Olsson's Brewery Transkei workers were yesterday dismissed at the Butterworth brewery "because of persistent, illegal and unprocedural industrial action".
Sit-in at Sappi

Labour Reporter

ABOUT 60 workers at Sappi Cape Kraft in Montagu Gardens have staged a sit-in strike in support of wage demands since Saturday, a Paper, Printing, Wood and Allied Workers Union (PPWAWU) spokesman said yesterday.

Workers were demanding a R1.30 and R1.20 across-the-board hourly increases for lower and higher-paid employees, respectively.

According to the PPWAWU spokesman, the company implemented a lockout on Saturday afternoon.

Provided the strike was ended by today, the company would implement its final offer on January 1 next year.

Service and shift allowances are also at dispute.
Strike action on the increase

3-million man-days lost due to political strikesways in 1989
Strike talks in new year

TALKS to resolve the eight week old rail strike are unlikely to resume before the new year, according to officials of the SA Railway and Harbours Workers Union.

The union and SA Transport Services have been locked in a dispute which has resulted in a total of 21 438 workers being dismissed countrywide.

Sats' Mr Ian Blaasdale said yesterday that management was waiting to hear from the union on the question of talks.

Mr Elton Sogom, national treasurer of Sarchwu, said the union was still awaiting the results of a meeting held over the weekend to thrash out a mandate for further talks with Sats.
Police fire on strikers: 14 hurt

By CHARL DE VILLIERS

POLICE yesterday opened fire on 400 SATS strikers at Salt River station, wounding 14.

However, unofficial sources said 54 strikers were wounded, one of them critically.

Police fired birdshot at the strikers.

The shooting followed the death of two people in one of two Johannesburg explosions – which were linked to the violence-torn strike – and another blast between Bishop Lavis and Boiteheuwel stations yesterday.

Attorney Mr. Essa Moosa confirmed last night that at least five wounded men were being treated under police guard in Groote Schuur Hospital following the police action at Salt River station.

And police spokesman Colonel H.B. Heymans confirmed that 14 people were injured after police used rubber bullets and birdshot to disperse the group.

He said a large group of blacks "wanted to board a train at Salt River without paying".

The group was armed with knives and iron pipes and were allegedly aggressive.

"They ignored police warnings to disperse and stones were thrown at the police," Colonel Heymans added.

He said of the 14 people injured, eight were hospitalised.

Police were investigating reports of members of a private security firm employed by SATS allegedly firing at the group.

According to a South African Railways and Harbours Workers' Union (Sarhwa) spokesman, police opened fire "without warning" on the crowd of workers returning from a union meeting in Salt River.

Denying that there had been any "clashes", the Sarhwa spokesman said he was "adamant" that no warning had been given by police and that shots had been fired at men who were fleeing.

A Groote Schuur Hospital spokesman said yesterday that 15 men with wounds resembling those inflicted by birdshot were admitted to the hospital.

One was in a critical condition.

Six more people were injured yesterday afternoon in one of the Johannesburg blasts, which occurred at New Canada Railway Station in Soweto. A hand grenade exploded after it was thrown from a moving train.

Police said four of those hurt were engine drivers. Damage to the station was not extensive.

Early yesterday another blast ripped up a section of track between Bishop Lavis and Boiteheuwel stations, but there was no proof linking it to the strike.

Thousands of early-morning commuters were left stranded after 20 trains were cancelled and repair crews battled to fix the section of line destroyed by the explosion at 2:05am, SATS spokesman Mr. Brian Lotter said yesterday.

All train movements between Langa and Kapteiniskop and Langa and Khayelitsha were stopped until about 7:30am, as was the service between Boiteheuwel and Bellville.

SATS continued its crackdown on strikers yesterday when another 1,672 were dismissed, ac-
Widespread strike violence continues

Countrywide outbursts of violence continued yesterday with the sacking of a further 100 Sats workers, bringing to more than 13,000 the dismissals during the six-week strike deadlock in involving Sats and the South African Railway and Harbour Workers' Union (Sarhuw).

Police said that at Sald River Station in Cape Town at least 10,042 workers' rubber bullets had been used to disperse a crowd.

However, other reports alleged that as many as 54 workers were injured, three seriously.

A motor coach had been destroyed by fire and a suburban passenger coach damaged in Wadewill, Germiston, last night, said Mr. Stevenson.

On the West Rand, four train drivers and two passengers were injured when a grenade was thrown from a train at New Canada station.

In Natal, many striking rail men were injured when non-strikers led by white supervisors attacked a union meeting in Empangeni yesterday. Congress of SA Trade Union (Cosatu) members alleged police had not been present.

Police confirmed there had been a clash. Reacting to allegations that policemen stood by during the raid, a spokesman said he could not confirm that police had been present.

OVERALLS

Cosatu's Mr. Vusi Sibika said about 300 men wearing Sats overalls and armed with knobkerries and bush knives attacked SA Railway and Harbour Workers' Union members at union offices in Empangeni yesterday morning.

They were led by about 20 white men who were known railways employees, he said.

At least four workers had been taken to hospital.

The Salt River shootings occurred when Sarhuw members were on their way to the station after attending a meeting at the nearby Saatu Hall.

Groote Schuur Hospital confirmed that 14 people had been admitted.

One was in a critical condition and two were serious, a spokesman said.

Six would require surgery, three would probably be discharged and by 6 p.m. yesterday three had not yet been assessed.

A further 39 strikers were treated by private practitioners for wounds caused by birdshot and rubber bullets. A doctor said none of the men had been seriously injured.

A cafe owner said shooting lasted for three to five minutes.

Holiday much to
Springs bus workers strike

A strike by 150 workers at Putco's depot in Springs has left the nearby townships of kwaThema and Davyton without bus transport for a week.

The strike started last Tuesday, said the Transport and General Workers' Union (TGWU). A spokesman said workers had handed management a list of 43 grievances, most relating to company discipline. One demand was for the local depot manager to be excluded from inquiries into union members.

Mr Charl Breyveld of Putco confirmed the strike.

The TGWU spokesman also said the dismissal of 500 strikers from Interstate Bus Lines in Bloemfontein in October had sparked violent conflict in townships such as Boitiabele and Thaba Nchu.

Last week five workers were taken to hospital, one in critical condition, after vigilante attacks on 20 houses. Strike-breakers' houses had also been burnt.
Workers agree to toyi-toyi at tea-time

Supreme Court Reporter

WORKERS engaged in an overtime ban at a Belleville textile firm have agreed to toyi-toyi, dancing only in “designated areas” during recognised tea and lunch breaks.

Their agreement with management came after an interdict order was granted on November 27 by Mr Acting Justice B. Hoberman interdicting and restraining them from performing these acts on the factory premises except in designated areas.

They were also interdicted and restrained from interfering with normal operations of the factory or intimidating other workers.

The interdicted order was discharged in the Supreme Court this week when legal representatives of both sides held discussions.

In granting the order, Mr Justice CT Howie congratulated the parties — Table Bay Spinners Ltd and the South African Clothing and Textile Workers' Union — on the settlement.

The union agreed that its members would only be allowed to participate in toyi-toyi demonstrations, singing and dancing in the designated area located between the factory and the store during recognised breaks.

AGREEMENT REACHED... Textile workers engaged in an overtime ban are pictured outside the Supreme Court where an interdict order, interdicting and restraining them from demonstrating on company property, was discharged.

Journalist jailed for keeping sources secret

PORT ELIZABETH — Port Elizabeth journalist Miss Keri Harvey was sentenced to an effective 30 days imprisonment yesterday for refusing to disclose the names of her sources for an article she had written on illegal abortions.

Miss Harvey, who was not given the option of a fine, refused to disclose her sources on the basis of “the journalistic code of conduct.”

The article appeared in the Algoa Sun of August 31 this year, under the heading “Difficult to detect illegal abortions.”

Miss Harvey was convicted and sentenced at an inquiry at which she was called upon to disclose her sources under the Criminal Procedure Act. She had been called upon in a subpoena to disclose the names of the Greenacres Hospital sister and “the well-known general practitioner” who had made allegations in the article.

Asked by Mr TC Goosen, for the state, if she knew that in law she had no right to refuse to disclose her sources, Miss Harvey replied she did not.

She said she could not provide the court with the names of her sources because of the journalistic code of conduct.

When the magistrate asked if she knew she could be sent to prison for up to two years, she replied “I do.”

She was granted R50 bail pending the outcome of her appeal against her conviction and sentence. — Sapa
Sats sacks another 2,461 railway strikers

The Argus Correspondent

JOHANNESBURG. — Another 2,461 railway strikers have been sacked — the largest single number since the strike started six weeks ago.

And in another development yesterday Sats confirmed that fresh labour unrest had erupted in Kimberley, where workers appeared to have ended their strike. About 300 workers downed tools.

Mr Martin Sebakwane, SA Railway and Harbour Workers' Union secretary, warned that the Mass Democratic Movement had noted the dismissals and would be discussing them.

He referred to a resolution of the Conference for a Democratic Future pledging support for strikers.

Mr Sebakwane also said the union was considering legal action on the dismissals "now that Sats has abandoned the path of negotiation".

According to Sats spokesman Mr Frikkie Stevenson, 11,544 strikers have now been dismissed.

A total of 13,179 workers remained on strike, although included were more than 2,000 in the Pretoria area who were "too frightened" to come to work.
Bomber blows himself up as two men die

Station blast tied to railway strike

Staff Reporters
Police have linked the explosion at Johannesburg Station late last night in which two men were killed to the strike by members of the South African Railway and Harbours Workers' Union.

The fatal blast brings to at least seven the number of people who have died in strike-related violence in the six weeks of the strike.

Sats has also suffered losses of at least R20 million in coaches burnt out in strike violence. A passenger coach was destroyed by fire at Angus station on the East Rand last night. Two derailments of rolling stock have also occurred that have been blamed on strike action.

At least 11 000 strikers have been dismissed, of whom 2 641 were served in the Transvaal and Natal yesterday, and strikers have lost at least R16 million in pay since the strike began.

Sats and Sarhwu remain deadlocked. Sarhwu general secretary Mr Martin Sebakwane said the Mass Democratic Movement would meet today to plan new initiatives in the strike.

In the Johannesburg Station explosion, one man was badly mutilated and could not be identified. In the second explosion, near the financial headquarters of Sats, damage was minimal and confined to shattered windows.

Picture on Page 2

The first explosion, near the entrance to the station, took place at 11.25 pm.

The second happened 12 minutes later.

The second lump of mune to explode was apparently placed first and police believe one of the men who died in the blast was responsible.

The two dead men have not yet been identified. One of them, a black man, was badly mutilated. The other, believed to be Indian, sustained severe burns.

Witwatersrand police liaison officer Captain Eugene Opperman said one of the dead men at the station was suspected of carrying the bomb, while the other man was apparently a passerby.

Police were at the station about 10 minutes after the explosion, and later cordoned off the Rissik Street bridge near the station and the building to the public.

A man who was on the scene of the explosion minutes after it occurred told The Star: "The dead man was totally mangled — his head and his leg are off."

A resident who lives on the corner of Hok and King George streets said he was outside when he heard a huge explosion.

"I went to the scene and saw the body, that was a man's head. It was horrible."

A young couple who live in Jeppe Street, three blocks from the station, also heard the blast. "Since we have lived here there have been about six bomb explosions, we know the sound by now."
Sats boots out more strikers

THE South African Transport Services yesterday fired about 2,600 railway strikers, bringing the total of dismissals since the strike started last month to 11,500.

Sats has threatened to fire all their Durban workers unless they return to work. Natal regional manager Mr Andre Fourie said yesterday:

A Sats spokesman said 2,295 of the railway strikers were staying away from work in Pretoria “because of intimidation”.

By LEN MASEKO
and Sapa

He said these employees had indicated that they would not return to work unless “police protection has been arranged for them.”

SA Railway and Harbour Workers Union official Mr Elliot Sogoni said his union was not aware of the incident.

Sogoni said Sarhwa did not recognise the dismissals because the union was still in dispute with Sats.

Fourie said at a Press conference that Sats would not negotiate wages under any circumstances.

He said Sats was investigating the possibility of suing the unions for the R20 million damage Sats had suffered nationwide since November 6.

Sats would dismiss those still on strike as fast as the administrative work could be completed.

Dismissed workers would not be given their jobs back but could apply to be rehired.

Mr Vic van Vuuren, Sats’ director of labour relations, said from Johannesburg that under no circumstances would Sats discuss the wage situation as it was not negotiable.

This was because the current wage agreement has been negotiated with the recognised trade unions - which represented 150,000 members - and because the current strike had been called by the unrecognised SA Railways and Harbours Workers’ Union.

The minimum wage is between R575 and R620 a month for a 45-hour week.

Sarhwa is demanding R1500
JOHANNESBURG
South African Transport Services fired another 2641 striking workers yesterday and reiterated its threat to fire the remaining 10884 strikers.

SATS spokesman Mr Alan Lubbe said damage to the company's property had exceeded R20 million.

The number of strikers did not include 2265 workers from the Northern Transvaal region who downed tools on Friday demanding protection from SATS and the SAP against intimidation, he said.

"These people are not part of the Railway and Harbour Workers' Union strike.

"They demanded nothing else but protection and did not arrive for work today," Mr Lubbe explained.

- In Cape Town police allegedly prevented striking workers without valid railway tickets from boarding trains at two Khayelitsha stations. — Sapa
Strike clashes flare in city

RAIL strike violence flared sharply in the Peninsula yesterday as police clashed with strikers at Salt River and Cape Town stations, and at least two coaches were gutted on Cape Flats lines.

An estimated 1,600 SAWS workers in the Western Cape have joined the strike driven by the recognition of the SA Railways and Harbours Workers Union (Sharwlu) and wages. More than 300 striking dock workers were fired on Wednesday, and another 66 dismissals would follow, SAWS harpor spokesman Mr Roger Farley said.

At Salt River station police used birdshot, rubber bullets, and tear gas to disperse about 200 workers getting off trains about 11 a.m. eyewitness said.

And at the Strike Workers' Group, SAWS-Bellville goods yard who were on their way to a lunch meeting were injured by rubber bullets. A Sharwlu spokesman said yesterday police intervened when fights broke out between strikers and ticket clerks in the third-class hall at Cape Town Station early yesterday.

Two railway coaches were yesterday burnt out by arsonists at Netreg station and on the Khayelitsha-Philippi line.

Another 1,883 workers were fired yesterday bringing the total number of dismissals to 3,003.
Sarwhu men granted an interdict

SIX men who allegedly abducted and assaulted five striking SA Transport Services workers - all union members - were this week restrained by the Supreme Court from assaulting, threatening, intimidating, harassing or interrogating the workers.

Acting Judge I Farlam called on Lennox Mpopiya, George Ziyange, Linda Ndzingwe, Patrick Khuphe, a Mr Malongwe and a Mr Hem to show cause on December 27 why an order should not be made.

Earlier, in an affidavit, Wilson Mthendeni said that last Monday a group of about 30 armed men, including the six, forced him out of his house into the street, where he was beaten.
Putco drivers strike

COMMUTERS of Kwa-Thema on the East Rand have been hardest hit following a strike by 150 Putco bus drivers who are protesting against “poor working conditions.”

The stoppage started last Tuesday and it was those commuters who had bought weekly tickets who had to dig deeper into their pockets for taxis.

The Transport and General Workers Union said in a statement that the workers were unhappy about the disciplinary procedures at the Springs depot and were demanding that their grievances be tackled by senior management and not by the local manager.

The statement had talks between the union and Putco will resume today.

The union said no workers had been dismissed but their salaries and other wages would be affected because the company operated on a “no work, no pay” basis.
A SATS worker was admitted to Woodstock Hospital yesterday morning after he was injured when an explosion rocked the SATS bus he was apparently loading at Langa railway station.

It is believed the bus was petrol-bombed. The worker, Mr Frederick Snyman, sustained burns on one arm and his back. A hospital spokesman said he was not seriously injured.

The incident is believed to be related to the strike by an estimated 1 600 SATS workers in the Western Cape, concerning the recognition of the SA Railways and Harbours Workers Union (Sarhwa) and wages.
South African Transport Services yesterday sacked another 2641 railway strikers— the highest single number since the strike started six weeks ago.

In other developments:

- A goods train was derailed near Stanger in Natal on Sunday. Police suspect sabotage.
- Sats confirmed that fresh labour unrest had erupted in Kimberley, where workers had seemed to have ended their strike.

Mr Martin Sebakwane, SA Railway and Harbour Workers Union (Sarhwu) general secretary, warned that the Mass Democratic Movement had noted the dismissals.

Mr Sebakwane also said the union was considering legal action on the dismissals.

Sats spokesman Mr Frickie Stevenson said 11544 strikers had been dismissed.

More than 13000 were still on strike including about 2000 in the Pretoria area “too frightened” to go to work.
NINE people were injured - four of them seriously - during a clash between railway strikers and employees who are not on strike at Braamfontein station yesterday.

Police found the body of an unknown man on the scene but couldn't confirm whether his death was linked to the strike violence.

A spokesman for the SA Transport Services said violence started when a group of armed men tried to attack railway employees at the station.

Several commuters and railway employees were injured during the scuffle.

**Pangas**

dBafana, a man in his 80s, was stabbed in the lumbosacral region and his chest.

A police spokesman said about 500 striking workers arrived by train at the station and "unmanned" other people on the platform as they blocked the doors. The clash started after the people on the platform resisted.

Most of the injured had multiple stab wounds and one was hacked with an axe.

Meanwhile, Sats spokesman Mr Allan Lubbe said a further 411 strikers were dismissed yesterday, bringing to 7,012 the number sacked since the strike began.

Lubbe said coaches were damaged in three separate incidents on Tuesday. He said damage to Sats property since the strike started could be more than R19 million.

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By MATSHUBE MFOLOE and LEN MASEKO

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A Paramedic (foreground) objects to Sowetoan photographer Joe Molokwane taking pictures at one of the people during a clash at Braamfontein station yesterday.
**Strike violence on trains, stations**

Weekend Argus Reporter

SEVERAL incidents of vandalism and violence at rail stations and on trains have been reported as Sats workers enter the fifth week of a national strike.

Police report that a first class passenger coach was set alight at Netreg railway station near Cape Town yesterday, causing extensive damage.

The train was en route from Cape Town to Kaperinklip. It is believed that the fire started inside the carriage as the seats were quickly engulfed in flames. No one was hurt in the fire which is suspected to be related to the strike. The fire brigade was called to douse the fire.

At Khayelitsha a crowd threw stones at a train. Police on the train dispersed the crowd. A youth was slightly wounded by pellets.

Passengers commuting between Kapteinklip and Langa were stranded when two other trains were delayed and a further two cancelled.

During incidents of violence both strikers and non-strikers have sustained injuries.

According to Sats, a conductor was stabbed on the Kraalfontein train on Thursday.

SA Railways and Harbour Workers Union spokesmen said two of their members were taken to Somerset Hospital yesterday after sustaining injuries at Cape Town station.

A police helicopter has been used to monitor the movements of trains carrying strikers in and out of Cape Town.

In a statement today a spokesman said Sats apologised for disrupted services due to circumstances beyond our control.

An indication that striking and non-striking Sats employees have locked horns in several violent confrontations emerged in the Cape Town Supreme Court yesterday.

An urgent application to restrain six non-strikers from assaulting or otherwise interfering with five strikers was granted late yesterday.

The temporary interdict brought by Mr N M Arendse instructed by E Meck & Associates followed violent eruptions between Sats strikers and non-strikers.

The five applicants, all members of the South African Railway and Harbour Workers Union (Sarwha) are Mr Wilson Atsdeni, Mr Montsha Mabhathwana, Mr Nandakane Nogwegwe, Mr Colin Buzan and Mr William Mkwata.

The application was brought against Mr Lennox Mponya, Mr George Ziyange, Ms Linda Ndhlingo, Mr Patrick Khumalo, Mr Malongwe and Mr Hem.

Mr Justice Ian Farlam granted the
Sarhwu to challenge evictions

By Drew Forrest

The SA Railway and Harbour Workers Union is to launch further court actions this week, challenging the eviction of fired strikers from railway hostels.

Sarhwu general-secretary Mr Martin Sebakwane said yesterday the actions would be test cases with key implications for 500 workers evicted from hostels in Johannesburg, the Reef, Bloemfontein and Pretoria.

Papers were served on SA Transport Services last week over two evictions, he said.

Sats had withdrawn one and denied the other had taken place.

Mr Sebakwane confirmed Sats had rejected a union proposal of mediation on its demands for pay talks and the re-instatement of 4 900 dismissed strikers at a meeting yesterday.

Sats spokesman Mr Alan Lubbe said the meeting had ended in deadlock and that the dismissal of strikers could resume. Dismissals were suspended last week during negotiations.
Cape textile strike still on

CAPE TOWN — About 3 500 textile workers from six western Cape manufacturers were still on strike yesterday after the intermittent strike action, which followed a dispute over the industry’s medical aid fund, was resumed last Friday.

A separate dispute over annual wage increases in the textile industry is expected to go into mediation today, while a third dispute called by the SA Clothing and Textile Workers’ Union (Sactwu), has been relegated to the back-burner.

The prolonged dispute between Sactwu and the employers’ representative, the Cape Province Textile Manufacturer’s Association (CPTMA), began when the two parties failed to agree on proposed changes to the cotton and textile industry’s medical aid fund.

The dispute took a new turn recently when the CPTMA cancelled an industrial council agreement with Sactwu which, it claimed, the union had breached by prejudicing one employer more than another in an overtime ban it had called.

In effect, the cancellation of the agreement nullified the industrial council. This meant that, in future, CPTMA members would have to conduct separate wage negotiations.

Sactwu rejected the cancellation, claiming that it constituted an unfair labour practice.

The CPTMA subsequently made itself available for further discussions on the future of the medical aid fund and the industrial council.

A further complication in the medical dispute is that a number of companies which were CPTMA members when the industrial council agreement was signed have subsequently resigned.

Sactwu still regards them as being bound by the agreement.

A spokesman for the CPTMA said the industry’s labour affairs were in a state of upheaval but said he expected more clarity and direction early in the new year.

New body for quality controllers

THE 10 000 black quality controllers employed by commerce and industry are to fall under the protective wing of a new organisation, the Institute of Black Quality Management.

Institute director Henry Sambhane says members of this “useful sector” of SA’s labour force are often denied the opportunity to advance in their careers, and for this reason the Consumer Institute for Research and Promotion (CIRP) felt the need to establish this wing.

Sambhane says research conducted by the institute shows that despite the fact that 60% of these potential quality engineers have more than 10 years’ experience, they are denied the opportunity to expand in their chosen career.

The CIRP will, among other things

☐ Train and prepare future quality engineers.
☐ Organise courses for members and maintain a central library of books, documents and papers.
☐ Hold conferences and meetings for dissemination of information, and
☐ Organise awards for members.
Durban area hit by massive stayaway

DURBAN—An almost total black worker stayaway in Kloof, Pinetown, New Germany, and Hammarsdale yesterday saw white men collecting refuse and raking leaves.

Natal Chamber of Industries' executive director John Pohl said his organization canvassed major industries and employers yesterday and found there had been a stayaway of between 80% and 100%.

The one-day stayaway was called by the Natal Chamber of Industries as a sign of respect for those killed in recent unrest violence.

Another aim was to highlight the need for businesses to do more work for peace in the township, according to a statement.

Stayaway

Issued by the Mpumalanga and Hammarsdale communities.

Trade union spokesman said they had tried to bring the planned stayaway to the attention of as many people as possible by circulating pamphlets in the townships and informing employers and their members.

However, not all black workers were aware of the stayaway until they were prevented from going to work yesterday.

People who did attempt to go to work were stopped by groups of youths in several areas, and taxis, buses and private cars were stoned when they tried to leave townships, police said.

Police later used teargas to disperse the groups.

Transport services were suspended and businesses and industries ground to a halt as workers failed to arrive.

Kloof Town Clerk Hercules Hattingh said not one of the 86 council workers had arrived for work.

But they had been warned of the stayaway, he said, and none of the municipal services was affected.

He said white municipal health inspectors, mechanics and administrative staff were yesterday responsible for vital municipal services.

Durban Transport Management Board GM Marshall Cathbert said DTMV buses operating in the western areas were badly affected.

He said one of the board's two new articulated buses worth about R450 000 had been hijacked and later set alight.
Strike as five more die in Natal unrest

DURBAN.—Five deaths were reported in the Natal conflict yesterday as tens of thousands of workers staged a crippling stayaway from work in Kloof, Pinetown, New Germany and Hammarsdale.

A man was killed and at least 15 people, including eight policemen and DPM Mr Pierre Cronje, were hurt when officers clashed with hundreds of people trying to attend a protest meeting in Edendale, near Maritzburg, on Sunday. At Mphumulange, between Durban and Maritzburg, a 30-year-old woman was killed by a group who beat her and set her alight. And in nearby Camperdown the body of a man was found.

At Imbali, outside Maritzburg, an unidentified gunman shot and killed a 24-year-old man and injured a 16-year-old youth.

The bodies of two men were found at KwaMashu near Durban.

A statement issued by the Mphumulange and Hammarsdale communities said the one-day stayaway was called by residents as a sign of respect for victims of the violence.

Other aims of the strike were to bring attention to recent allegations of police partisanship in the violence and to highlight the need for businesses to do more to help peace in the townships.

The almost total black worker stayaway in Kloof, Pinetown, New Germany and Hammarsdale yesterday saw whites collecting refuse and removing sewage.

Mr John Pohl, executive director of the Natal Chamber of Industries, said they canvassed major industries and employers and it was clear there had been a stayaway of between 80% and 100%.

Mr Pohl said the Natal Chamber of Industries was concerned with the residents' need to call for the stayaway. — Own Correspondent and Sapa
18 injured as SATS strikers attacked

JOHANNESBURG—About 18 striking SATS workers were apparently assaulted by ticket collectors as they alighted from a train at Johannesburg station yesterday morning, according to a Cosatu spokesman.

Cosatu's Witwatersrand regional secretary Mr Ariel Mabalane said the workers were on their way to a South African Railways and Harbour Workers' Union (Sarwhu) meeting when they were attacked by about 20 ticket collectors.

"Weapons such as knives, pangas and kieries were used by the ticket collectors," Mr Mabalane alleged.

He added that though police were at the scene they did not intervene till fighting between the two groups had stopped.

Eighteen injured workers were taken to Hillbrow Hospital, according to Mr Mabalane.

"We are calling on SATS to stop this violence on our membership and negotiate with the authentic body of the workers," Mr Mabalane stated.

SATS' deputy director of public relations, Mr Alan Lubbe, said he knew nothing of the incident and added it was a "police matter". — Sapa
Strike over violence in township

By Drew Forrest
Labour Reporter

The major Pinetown-New Germany industrial complex was crippled yesterday by a one-day stayaway called to protest against vigilante violence in the township of Mpumalanga.

The Natal Chamber of Industries executive director, Mr John Pohl, said the stayaway had been called by the Congress of South African Trade Unions.

It involved between 80 and 100 percent of the workforce.

He said the action was apparently to express sympathy for victims of long-running political violence in Mpumalanga.

Mr Cobs Pillay of the National Union of Metalworkers said the protest had been sparked by a vigilante rampage in Mpumalanga, a Mass Democratic Movement stronghold, on November 28. This had left about 10 people dead and many injured, he said.

Sapa reports that a pamphlet calling for a stayaway "to mourn the deaths of the Hamarsdale people" was distributed in Clermont, Klaarwater, Shongweni, St Wendolin's and other townships.

Buses, private cars and taxis trying to leave Clermont had been stoned by youths who sealed off all exits.
POLICE and the SA Transport Services have denied any knowledge of violence between striking and non-striking Sats workers at the Johannesburg railway station on Monday morning.

According to a Cosatu spokesman, Mr Anel Mabalane, about 18 striking workers were assaulted by ticket collectors as they alighted from a train at the station at about 9am.

Mabalane said the workers who were on their way to a South African Railways and Harbours Workers Union meeting were attacked by knife- and pang-wielding ticket collectors while police locked on.

He added that police took no action until the fighting had stopped and only then were people ordered to disperse.

A spokesman for the SAP Public Relations Division, Captain R. Bloombeg, said that "nothing was reported and police have no record of the incident."

Sarhwa's Press officer, Mr Martin Sebakwane, said however that "workers were injured at the station and taken to various hospitals and clinics."

**Confrontation**

He added that railway stations around Johannesburg had become a "flash point" for confrontations between striking and non-striking Sats workers.

He said a trend had arisen where workers were frequently attacked as they alighted from trains to attend union report-back meetings.

A spokeswoman at the Hillbrow Hospital said 10 Sats workers and three train passengers were treated there yesterday morning.

She said two of the injured were admitted while the others were treated for light injuries and discharged.

A senior Sats spokesman said he knew nothing of Monday's incident and added that it was a "police matter."
SATS set to sack 16 000

Own Correspondent

JOHANNESBURG. — SATS is poised to fire more than 16 000 striking workers following the breakdown in talks this week between management and the union.

The five-week strike has been marked by violence.

Yesterday a SATS spokesman, Mr. Alec Labbe, said 16 workers and 3500 coaches had been fired, resulting in a loss of about R12.2 million.

There have been conflicting reports of escalating violence and intimidation.

SATS had suspended talks pending the outcome of Monday's talks when reached a deadlock after the SA Railway and Harbour Workers' Union (SAHCU) rejected SATS's proposals aimed at ending the industrial action and management refused to accept counter proposals that the matter of wages and discrimination be mediated.

Mr. Labbe said 100 workers were fired in Natal and the Western Cape yesterday bringing the total number of employees dismissed since the start of the national strike to 5 000. He added there were 16 000 workers still on strike.

Accusations and counter-accusations of violence and intimidation were made by SATS and SAHCU.

Evictions

Mr. Labbe said management was "very concerned" about the situation. "Incitement is rife, especially on trains." He said SATS was using violence as a way for SATS to negotiate wages.

All employees arrested in recent raids SATS would negotiate in good faith with the workers' representatives.

Mr. Labbe reiterated SATS's position that the question of dismissals be referred to arbitration.

SAHCU general secretary Mr. Martin Schabwane has said violence, intimidation and vandalism were part of an attempt by management to break the strike. He condemned "those parties conducting activities, especially when the perpetrators are in SATS uniform".

A police spokesman said a group of people shot two coaches at Ellis Park station yesterday. There were no reported injuries and no arrests were made.

Some reports police believe sabotage may have caused the derailment of a goods train on the Umgeni River Canal Bridge in Durban yesterday.
Scores injured in new railway violence

The railway system is under severe pressure, with workers reporting an increase in violent incidents. The situation has escalated, with several injuries reported in recent days. The authorities are investigating the cause of the violence, which is believed to be related to strikes over pay and conditions. The railway company has urged passengers to use alternative transport methods during this time.

Armed vigilantes attack passengers without tickets

In a separate incident, armed vigilantes were spotted attacking passengers who did not have valid tickets. The vigilantes claimed to be protecting the railway system from what they described as illegal activity. The authorities have condemned the attacks and are seeking to identify and arrest the individuals involved.
Back in line

Employers will have noted the Mass Democratic Movement (MDM)'s role in ending the strike at SA Beverages, along with the sometimes violent township beer boycott.

The union's emphatic denials that it settled because of MDM pressure do not hold up. According to an MDM spokesman, the broader thrust of the movement — specifically, its major political Conference for a Democratic Future, set down for this weekend — had to take precedence over the strike-cum-boycott.

It seems that the MDM's drive for unity was not to be jeopardized by the indulgent behaviour of a few thousand members of a labour aristocracy, in what was a straight wage battle with no "political" profile. After all, the minimum wage at SAB is R1 063 a month, which does not seem at all bad when compared, say, to the starting salary (R1 387) for a male teacher with four years of training.

However, the 5 500 strikers of the Food & Allied Workers' Union maintained throughout that their demand (for a 32% increase on the minimum wage of R4,50 an hour) had to be seen against SAB's beer monopoly, its healthy profits and "the needs of workers."

In the end, the struggle simply petered out. The last days of the nine-week stoppage saw union shop stewards being assisted, first by the union's national executive and, in the end, by MDM leaders, in looking for a way out of a strike which had effectively collapsed.

Cosatu, in the shape of vice-president Chris Dlamini, who is also Fawu's president, withdrew its support for the strike. It said that the chaos caused by the boycott could not be allowed to continue disrupting the township. This sounded like a reference to the damage being caused by thuggish boycott enforcers, who, incidentally, got as good as they gave from township liquor traders.

The strike claimed eight lives.

Following Dlamini's announcement that the MDM was to intervene, the parties quickly settled when the union accepted the company's 16% increase offer.

Fawu assistant general secretary Mike Madlala, who might have been thinking he was merely prosecuting Cosatu'sliving wage campaign, is philosophical about the turn of events. "Sometimes there has to be contradictory pulling movements to enable you to make the train go forward. It's a necessary contradiction."

He says the settlement is fair — "neither party won or lost". But he is slightly less generous towards the MDM, which, he says, adopted a "very passive stance," only getting active to persuade the parties to settle.

An SAB source says, "What did they get in the end? Nothing but a few fish-and-chip items." On the other hand, no union members were dismissed during the strike.

Among the union's concessions a remarkable undertaking to waive its legal right to enforce overtime bans, as well as the accompanying right to institute dispute procedures. This is a major defeat for Fawu. The Appeal Court recently ruled that overtime work is entirely voluntary.

SAB will place 50 strikers under investigation for disciplinary breaches relating mainly to violence — for instance, the stabbing of a non-striker by a shop steward in Kimberley.

It was also agreed to establish a forum to discuss ways of improving industrial relations.

SAB public affairs manager Adrian Botha says the strike was disruptive, yet SAB "surprised itself" by its ability to cope. It relied mainly on casual labour.

"If there is a lesson to be learnt," says Botha, "it is that when the company says 'this is the final offer' they mean it. They aren't playing games. We made a reasonable offer."

In resigning itself towards the black market (comprising 80% of its beer sales), SAB has been liberalised. It has managed to withstand almost everything a militant black union had to throw at it, without calling in the police. It has also emerged with a measure of township approval.
Beer strikers licked

RELIEF on many sides greeted this week's settlement of the strike at SA Breweries.

Beer drinkers are assured of their pints over Christmas and SAB management is slowly letting out its breath, but members of the Food and Allied Workers Union (Fawu) are quietly licking their wounds.

At the end of one of the most violent strikes for some time, the concessions they gained were not large, and their losses were heavy.

The 6,000 workers who walked out on strike on October 11, hoping to secure wage increases of up to 32%, lost between R15-million and R50-million in wages and benefits in 8½ weeks.

The strike, which included a nationwide beer boycott by blacks, did not budge SAB from its initial wage offer of 16%.

Fawu assistant general secretary Mike Madlala describes the settlement as fair. Financial gains for union members amounted to an increase of a cent an hour in long-service allowances for some.

The agreement included an across-the-board pay increase of 16%, backdated to November 17, and provided for the establishment of a joint industrial relations initiative to help prevent a repeat of the violence which erupted during the strike.

SAB spokesman Adrian Botha says the cost of the strike to the company was minimal because of contingency plans laid by management to shield it from the worst of the walk-out.

"Sales were considerably up on last year during the strike, so it is impossible to estimate what we might have lost."

"Part of the settlement included that workers would return between December 6 and 11. We expect the company to be in full production by tomorrow."

ADRIAN BOTHA cost to SAB minimal
Beer strike ends — but who really won?

The nine-week strike at South African Breweries was an impressive display of collective worker muscle — but there can be no real doubt about which side came off best.

Food and Allied Workers Union (Fawu) president Mr Chris Dlamini said yesterday that both parties had gained by the settlement agreement signed last week.

An inspection of the agreement suggests otherwise. The union accepted the 16 percent final offer tabled before the strike — it originally demanded 37 percent — and lost its demand for backdating the award.

SAB estimates that workers lost about R20 million back-pay and wages during the strike.

COVETOUS EYES

Fawu also made a key concession on overtime work, the subject of a prolonged court battle. It undertook to follow agreed procedures before launching an overtime ban, thus limiting a right to refuse non-contractual overtime upheld by the Appellate Division earlier this year.

The settlement of the protracted strike at South African Breweries looks like a defeat for the union but it may herald a new era in a strife-torn relationship.

DREW FORREST reports.

Beer distribution did suffer, but carefully-laid contingency plans — involving stockpiling and the use of temporary labour — meant that production remained largely unaffected.

There can be no doubt that worker frustration at continued SAB output lay behind much of the violence which marred the strike.

PRODUCT BOYCOTT

The cards were also stacked against workers in their second-line strategy of a product boycott. SAB's virtual monopoly in the beer market, and the fact that many black people depend on beer sales for a living, were potent obstacles.

Fawu evidently believed that black solidarity would make the boycott stick. But except in some areas — SAB says sales were only hit in East London — shebeeniers and township liquor dealers paid no more than lip-service to the ban.

The boycott sparked township violence, alienating potential strike support. Mass Democratic Movement concern over the divisive effect of the action appears to be one reason why Fawu settled.

It would be wrong, however, to see the strike as a complete failure. Industrial relations consultant Mr Theo Heffer believes the union has not necessarily lost face or power.

"Unions use a far more democratic decision-making process than management's top-down style, and one should not ignore the effect of pent-up feelings and group frustrations on their decisions."

The most gratifying aspect of the settlement, Mr. Heffer said, was the joint commitment to the relationship-building programme. This will investigate ways of reaching common goals on issues such as the Labour Relations Act, the current recognition agreement and employee welfare.

The hope is that the initiative will usher in a new labour relations era.
Sats fires more strikers

By ANDREW GILLINGHAM

SATS strike violence has diminished over the Christmas period but more strikers have been dismissed.

Sats spokesman Ian Bleasdale said that altogether 22 strikers had been paid off and R20.5-million in wages had been lost.

Damage from violence during the strike is estimated at R38-million. But Mr Bleasdale said Sats was hopeful that the strike would be resolved early in the new year.
He was killed for working

Knock on the door led to a

fight - and a brutal murder

A MAN who put the
The fire brigade was notified at 12.24 pm by Mr W.G. Jooste, who works at the neighbouring Joubert Park post office when he saw smoke coming from the roof of the building.

The first pump arrived from Berea fire station three minutes later.

A total of five pumps, two hydraulic platforms, and two emergency vehicles from four fire stations were used and the blaze was extinguished within half an hour.

The fire was contained in the top storey of the building and lower stories suffered only slight water damage.

Acting director for the Johannesburg Fire and Emergency Services Mr A.F. Cloete said officials did not know what caused the blaze but the fire prevention branch was investigating.

"It was a big fire. If it had been at night we might have had problems," he said.

"By the time the fire brigade arrived everyone had evacuated the building."

No major structural damage was incurred but the post office was left внутреннее содержание

22 000 fired by Sats

SA Transport Services yesterday dismissed another 669 striking SA Railway and Harbours Workers Union members bringing the total number of dismissals since the start of the wage and recognition-related dispute, Sats public relations head Leon Els said.

Members of Sathwu's national executive committee met at the weekend and a set of proposals for further talks aimed at ending the almost eight-week-old strike is to be formulated and presented to Sats management later this week, Sathwu's publicity secretary Martin Sebakwane, said yesterday.

According to Sats there are still 3984 workers still on strike who have not been dismissed.

The situation nationwide was "particularly quiet" at the weekend and the only incident reported was the burning of a mail van at Kempton Park on Saturday.
More dismissed as Sats strike goes on

Staff Reporter

Talks to resolve the eight-week rail strike are unlikely to resume before the new year, according to officials of the South African Railways and Harbours Workers' Union (Sarhswu).

Sarhswu and South African Transport Services have been locked in a dispute which has led to the dismissal of more than 20,000 workers.

Mr Ian Bleasdale of Sats said yesterday that its management was waiting to hear from the union on the question of talks.

Sarhswu national treasurer Mr Ehot Sogom said the union was still awaiting the results of a meeting at the weekend to thrash out a mandate for further talks. "It is unlikely that any further development will take place before the new year."

Sapa reports that Sats dismissed another 669 Sarhswu strikers yesterday, bringing to 22,112 the number of dismissals since the start of the wage and recognition dispute, according to Sats public relations chief Mr Leon EIs.

Members of Sarhswu's national executive committee have set proposals for further talks, but they have to be formulated to be presented to Sats management, Sarhswu publicity secretary Mr Martin Sebakwana told Sapa yesterday.

According to Sats, there are still 3,984 workers on strike who have not been dismissed.

The situation nationwide was "particularly quiet at the weekend."

The only incident reported was the burning of a railway carriage at Cape Town on Saturday. There was minor damage, Mr EIs said.

No date for the next round of discussions between Sats and the union has been set, said Mr EIs, but Sarhswu said talks would continue in the near future.

The loss in salaries, not counting overtime and allowances, is estimated by Sats to be in excess of R20 million, but the loss to Sats through strike-related damage has been estimated at R37 million.
Post Office agrees to give workers transport

By Joe Openshaw

The Post Office yesterday agreed to transport workers — who fear harassment on trains due to the Sats strike — to and from their homes in Randfontein, Soweto, E flaton and Kagiso.

Agreement was reached at a meeting yesterday between the senior regional manager of the Post Office in Johannesburg, Mr Trevor Olmsdahl, and the Post Office and Telecommunications Workers' Association (Potwa).

On Tuesday and Thursday last week 4000 postal workers downed tools and demanded that the Post Office arrange transport for them because they feared harassment on trains from "vigilantes" — non-striking members of the South African Railways and Harbours Workers' Union (Sarwru) — who intimidate strikers and postal workers on trains.

"The vigilantes assault striking Sats workers and others indiscriminately. Potwa members who work on the North Rand and have to come in by train refuse to travel by rail to work," said Mr Siwe Matshuki, media representative of Potwa.

NEGOTIATIONS

The post offices affected when the postal workers downed tools during negotiations on Tuesday and Thursday last week stretched from Yeoville to Lanseria and included Sandown, Bryanston, Fourways and Halfway House.

The Post Office management also agreed yesterday to pay overtime wages to drivers of the buses transporting postal workers to their homes, and to report back to Potwa by January 3 on long-term arrangements to provide transport for workers.

Potwa wants management to agree to transport workers to and from their homes for the duration of the Sats strike.
22 380 strikers fired by end of year

JOHANNESBURG — The SATS strike will enter 1980 with 22 380 striking workers having been fired, following the dismissal of another 109 strikers on Friday.

The remaining 3 406 workers on strike are also set to lose their jobs unless the dispute is resolved early next year.

SATS public relations chief Mr Leon Els said the situation regarding dismissals would remain static until Tuesday, when dismissals are expected to resume.

Mr Els said SATS would continue with its programme of firing strikers in 1980 unless the SA Railway and Harbour Workers' Union (Sarhwa) contacted SATS yesterday.

— Sapa.
Court interdict against "toyi-toyi" dancing at work

CAPE TOWN — Bellville workers engaged in an overtime ban were yesterday interdicted and restrained in the Supreme Court from "toyi-toyi" dancing, demonstrating, or singing on the factory premises, except in certain areas.

The interim order was granted yesterday afternoon by Mr Acting-Justice Hoberman in an application by Table Bay Spinners Limited against SA Clothing and the Textile Workers' Union, five of its shop stewards and 451 workers.

The workers were further interdicted and restrained from in any way unlawfully interfering with or obstructing the normal operation of the factory.

They were also interdicted and restrained from intimidating, assaulting, harassing or unlawfully interfering with any employee.

In an affidavit, Table Bay Spinners personnel manager Edward George Arnott said two 12-hour shifts operated and employees did two hours compulsory overtime per day. Overtime by these two shifts had been compulsory for the past 30 years.

Since November 13 the employees on the two 12-hour shifts had embarked on an overtime ban in support of the union's demands regarding the change of rules of the Industrial Council Sick Fund, Arnott said.

The overtime ban had been accompanied by singing and "toyi-toying" and in March this year the company concluded a verbal agreement with the shop stewards that the workers could toyi-toyi in a designated area.

In spite of the agreement the workers had demonstrated and toyi-toyed inside the factory and caused disruption of the production process. Defamatory remarks had also been made about the MD on placards, Arnott said.
Return to work or leave docks, strikers told

By JOHN YEO
Staff Reporter

MORE than 300 striking South African Transport Services workers at Cape Town docks have been told to return to work or to leave the harbour area because of "intimidation".

In another development in the countrywide strike by about 18,000 Sats workers, 13 ticket examiners at Langa station have refused to work.

Sats harbour spokesman Mr Roger Farley said today that 321 workers in the docks had been given an ultimatum after being paid yesterday for the previous month's work.

DISPERSED

"If they don't continue to work or return to work, they must remove themselves from the harbour because of intimidation and so on."

He said the workers had dispersed after being paid and the harbour management was still assessing the situation.

South African Railways and Harbour Workers' Union (Sarhvu) representative Mr Suleiman Isaacs said today that 500 Sats workers were still on strike at the Salt River workshops, in addition to those in the docks.

He also said that 13 ticket examiners at Langa had refused to work since Saturday and that Sarhvu was negotiating with them.

Sats passenger services spokesman Mr Brian Lotter confirmed that black commuters had been "asked, commanded, use what terminology you will" not to pay their train fares in support of the striking workers.
Court restrains workers from factory toyi-toyis

SUPREME COURT REPORTER

BELFAST workers engaged in an overtime ban were yesterday interdicted and restrained in the Supreme Court from toyi-toying, demonstrating, singing or dancing on the factory premises except in designated areas.

The interim order was granted late yesterday afternoon by Mr Acting Justice B Hoberman in an application by Table Bay Spinners Ltd against the SA Clothing and Textile Workers' Union, five of its shop stewards and 451 workers.

The workers were further interdicted and restrained from interfering with the normal operation of the factory or intimidating other workers.

In an affidavit, Mr Edward George Arnott, personnel manager of Table Bay Spinners, said employees did two hours compulsory overtime per day.

Since November 13 the employees on the two shifts had embarked on an overtime ban in support of the union's demands regarding the change of the rules of the Industrial Council Sick Fund, he said.
Day of solidarity

TODAY has been declared a day of solidarity with striking workers from South African Breweries, SA Transport Services, Haggie Rand and SA Dynamid by the Southern Transvaal affiliates of the United Democratic Front. "We join in declaring November 29 as a day of solidarity with the striking workers," a statement from the UDF said on Tuesday.
"We give our unqualified support to their demonstrations outside the factories and mines and call on the masses of our country and the international community to make donations to the strike committees," the UDF said. - Sapa.

Soweto 29/11/89
"Real progress' in new SAB and Fawu talks

REPRESENTATIVES of SAB and the Food and Allied Workers' Union (Fawu) met last night for the third in a series of so far unpublicised meetings aimed at finding ways of ending the seven-week-old strike.

Fawu president Chris Dlamini disclosed plans for last night's meeting. SAB personnel director Rob Childs confirmed the company was 'working with lawyers to make contact with union representatives'.

He believed some real progress had been made. Neither he nor Dlamini would divulge details.

Disclosure of these contacts followed optimistic statements by union officials earlier this week that a possible resolution of the bitter and violent dispute was closer than it had been until now.

The national SAB shop stewards' council is to meet in Johannesburg today to review the strike and the union's position.
9-week beer strike over

By JACQUELYN SWARTZ
Weekend Argus Reporter

THE NINE-week South African Breweries strike, which caused a huge boycott of beer sales, has ended.

The dispute between SAB and the Food and Allied Workers Union was resolved in Johannesburg last night where a settlement was reached.

The nationwide strike, which began because of a pay dispute, was marked with outbreaks of violence with many deaths and arrests being made.

The first outbreak occurred on the sixth day of the strike on Newlands station near the Ohlsson's Cape Brewery, where a casual labourer who had been working at the brewery for a week was stoned and knocked unconscious. This was the start of several incidents of violence at the brewery, resulting in a interdict being sought in the Supreme Court by SAB.

The interdict order was granted, banning all striking workers from intimidating, assaulting, harassing or interfering with temporary or casual workers.

In another incident, the child of a Maritzburg worker was injured when his house was firebombed because of his continued work at the breweries.

Violence was also reported in Durban with several deaths and injuries being reported.

One casual worker was stabbed and beaten to death on his way to work.

Delivery vehicles were also gutted by fire outside the Amanzimtoti depot.

Crowds of strikers also went on the rampage in Durban, causing damage to vehicles estimated at R70 000.

Outbreaks of violence were also reported in Johannesburg.
Strikers restrained from 'intimidation'

STRIKING South African Transport Services (SATS) workers were yesterday afternoon interdicted and restrained in the Supreme Court from intimidating any employee or preventing any employee from continuing normal duties.

Mr Acting-Justice B Hoberman ordered the 348 workers to show cause on December 8 why they should not be interdicted and restrained from entering or remaining in Table Bay harbour for any purpose other than working, and why the workers opposing the application should not be ordered to pay the costs of the application jointly and severally.

In an affidavit, Mr Richard Cornelius Miller, manager of the Manpower Department, said the workers had been involved in a work stoppage in Table Bay harbour since November 13.

Yesterday morning about 80 strikers gathered at J-Berth, Duncan dock, and remained there all day.
Police at factory 'to enforce court order'

Staff Reporter

POLICE were outside the Jungle Oats factory in Maitland yesterday to "enforce a Supreme Court order" issued against striking Food and Allied Workers' Union members, according to Jungle Oats management.

A union spokesman said workers, interdicted from "interfering" with casual workers, were prevented from picketing.

In addition, a police truck had brought casuals into the factory, the spokesman said.

Mr J Paddick, deputy-managing director of Jungle Oats, said about eight policemen were outside the premises to enforce a Supreme Court Order served on Monday.

ORDERLY MANNER

"The police requested the workers to move away from the gate, which they did in an orderly manner, after which the police withdrew," he said.

The company had made no arrangements with the police or any other party for transport of casuals.

"It is possible that casual workers sought and were given protection by the police in order to apply for work," said Mr Paddick.
Eight hurt as police stop docks meeting

EIGHT harbour workers were injured and two arrested when police used rubber bullets to disperse striking workers who had been told by Sats they were not allowed to meet in the harbour area.

And, in a further development on the Sats strike, about 500 workers at the Salt River mechanical engineering yard downed tools yesterday when they heard that 12 of their colleagues had been dismissed.

Regional organiser of the South African Harbor and Railway Workers' Union, Mr Suleiman Isaacs, said the eight workers did not go to hospital, but were treated by a private doctor.

RETURN TO WORK

According to Mr Isaacs workers met at K-berth in the harbour yesterday as usual, but police arrived and told them they either would have to return to work or disperse.

While the workers' committee was talking, police started firing rubber bullets, he said.

Later, workers were stopped at Salt River station while on their way to Community House in Salt River for a meeting.

Mr Isaacs intervened and workers were allowed to go ahead on condition they walked quietly and did not sing.

The workers from the Salt River mechanical yard joined docks workers for the meeting.

Captain R Bloomberg of the South African Police said the men at the harbour had "gathered illegally" and were warned to disperse within five minutes.
Police use birdshot on Jo'burg protesters

A POLICEMAN was stabbed three times and at least 15 people injured when police and protesters clashed in central Johannesburg yesterday. Police have not yet released the name of the injured policeman but said his condition was not serious.

Several hundred workers, marching in solidarity with striking Sats (Sarwhu) and SA Breweries (Fawu) workers, were involved in a clash with police that led to hundreds of people fleeing through central Johannesburg while police fired teargas and birdshot.

Police and worker versions of the incident differed. Police said they teargassed workers after they refused to disperse. Workers said police had begun teargassing and beating them with batons as singing workers gathered for the march in Wanderers Street.

Doctors who treated some of those injured said most injuries were minor, but three of those treated had extensive birdshot wounds.

Protest clash

The march was planned to protest at violence surrounding the strikes and as a gesture of solidarity with striking Sarwhu and Fawu workers. The Sarwhu strike is in its fourth week, while the SAB strike has dragged into its eighth week.

There have been numerous allegations from all sides of violence and intimidation, and at least 10 workers have died in strike-related incidents.

SAPA reports that police said an "unknown explosive device" was detonated next to the SA Breweries head office in Johannesburg early yesterday.

The blast, at the intersection of Jan Smuts Avenue and Ameshof Street, did only slight damage. No casualties were reported.

Fawu president Chris Dlamini said: "It is regrettable that an explosion, from whatever source, had to take place at the SAB head office at a time when the wage dispute negotiations between Fawu and SAB have made significant progress.

"These talks which have been in progress with Fawu, SAB and their respective lawyers since Thursday last week have reached a critical point."

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From Page 1
Beer strike: Taverners 'hold thumbs'

AN end to the marathon seven week beer strike might be on the cards.

This week the Food and Allied Workers' Union (Fawu) met with management from the South African Breweries for two days of secret talks aimed at reaching a settlement in the strike which has meant a beer drought in many townships.

Sources said the meeting was arranged through lawyers representing the two parties but both sides denied the talks were taking place.

The details of the negotiations were presented to the SAB shop stewards' council on Wednesday and the union was due to meet with SAB again later this week.

With the festive season approaching, there is considerable pressure on both sides to resolve the strike by about 6 000 workers.

Malcolm Dyani, secretary of the Western Province Taverners' Association, said taverners were "holding thumbs" that the strike would end soon because the decision not to sell SAB products meant "financial disaster" for most shebeens.

Dyani said he had already been forced to lay off 22 employees.

Members of the Mass Democratic Movement this week offered to meet the company to discuss the strike.

SAB spokesperson Adrian Bodha said the company had not yet been formally approached by the MDM.
Strikers from SAB and SATS were among about 600 people who took part in a march through the city centre to protest against the high cost of living and unemployment. The march was organised by the National Unemployed Workers' Co-ordinating Committee.

**Police act against dockyard strikers**

The South African Transport Services (Sats) strike in Cape Town took a violent turn this week with police taking action against strikers.

Sarchwu organizer Suleiman Isaacs said eight strikers were injured by rubber bullets in the confrontation in the Cape Town docks.

Later the same day strikers "broke out" of Salt River workshop and marched to the union's offices in Community House to meet with the dock workers.

An order issued by the Supreme Court, Cape Town, on Tuesday, 349 restrained workers from entering the docks unless for the purposes of work.

They were also restrained from intimidating other workers or preventing them from carrying out their duties.

In another development this week several ticket collectors joined the strike.

Isaacs said that six strikers were dismissed this week. More than 300 workers in the Cape Town docks were warned in writing that they could be fired.

Meanwhile national negotiations have stalled over the reinstatement of an estimated 5,000 strikers dismissed throughout the country since the strike began more than a month ago.

Sarchwu general secretary Martin Sebakwane said the union's minimum demands were the reinstatement of the workers and a commitment by Sats to engage in wage negotiations.

Sats spokesperson Brian Lotter said commuters were being instigated not to pay their fares.
By CHIARA CARTER

An urgent meeting is due to take place this week between textile employers and the giant South African Clothing and Textile Workers' Union (Sactwu) following the union's first industry-wide strike.

In the past fortnight, textile factories in the Western Cape have been rocked by stoppages — described by a Sactwu spokesperson as "interrupted strikes" — and employers have cancelled their recognition agreement with the union.

About 4 000 workers downed tools last Friday forcing many factories to close early.

Employers cancelled the recognition agreement last Wednesday after a two-hour work stoppage the previous Monday and a widespread overtime ban.

The ban was over a dispute about sick benefits.

Graeme Poynton, secretary of the employer association, said employers cancelled the recognition agreement because the industrial action contravened its terms.

He said in terms of the agreement, industrial action had to be industry-wide.

Poynton claimed a strike ballot taken by the union last month had not been completed before the industrial action began.

A Sactwu spokesperson said the union did not agree that the ban was a breach of the agreement and that employers had declined to supply the union with details of which plants had not taken part in the ban.

He said the union had rejected a proposal by employers to reduce the amount of sick leave by half.

Employers have also said they want workers at Boland factories, which are not part of the Cotton council, excluded from the fund and all workers at new factories organised by Sactwu to join the fund.

The Sactwu spokesperson said the union could not agree to exclude members from the fund or compel them to join it.

He said the union had demanded that all workers were paid from the first day of sick-leave and that the percentage of sick pay was increased from 50 percent to about 65 percent.
Blast at SAB office

SOUTH African Breweries head office in Braamfontein, Johannesburg, was the target of an early morning explosion yesterday.

According to Witwatersrand police liaison officer Major Eugene Opperman a small explosive device was apparently placed next to a wall outside a fence. Damage was slight.

Police are investigating.

SAB officials were not available for comment.
Strikers dismissed

MORE than 150 members of the National Union of Metalworkers of South Africa have been dismissed by a Benoni company after taking part in a strike apparently triggered by racial conflict within the firm.

Racial tension at Asas company has apparently led to occasional fights between black and white employees on the shop-floor, according to Numsa official Mr Alfred Woodington.

But Asas management denies that there is "such a thing" as racial strife in the company.

He said relations between the two groups went sour this month when a white worker allegedly assaulted a black colleague.

The white employee was subsequently fired by the company.

"Even then, our members had to take part in a brief work stoppage to force management to haul the man before the disciplinary hearing," Woodington said.

He said the union was in possession of a derogatory pamphlet titled "Die Kaffirs se Psalm 27" allegedly distributed by a white employee on the plant.

He said the company's white workforce, angered by the dismissal of their colleague, pensioned management to take action against the employees who participated in the stoppage.

As a result, he said, 15 Numna members who already had final warnings for previous offences were sacked.

The Numsa official said "The dismissal of the 15 workers led to a strike by their fellow union members on November 22.

"More than 150 strikers have now been dismissed by the company."

Numsa demands the unconditional reinstatement of its members. But the company intends only to re-employ some of the workers in January next year, according to the union.

Numsa has called for a meeting between itself and the East Rand Ysteren Staal Vakbond, a union which represents Asas' white workforce to discuss racial tension between their members.

The Cosatu affiliate has proposed that the two parties and management establish a joint committee to deal with racial prejudice on the plant.

Woodington said Asas human resources manager Mr Piet Kruger said management was not aware of any racial strife within the company.

"We have a system through which grievances are channelled inside the company," he said.
On Strikers

Bats used in Soweto have a long history. On 16 June 1976, students used batons in their anti-apartheid protest. This image from a historical newspaper clipping highlights the use of batons in Soweto and the struggle for freedom. The title "On Strikers" suggests a focus on the strikers and their actions, while "Bats used in Soweto" refers to the tools they used in their fight against apartheid. The image encapsulates a moment in South African history, where the use of such weapons was part of the struggle for equality and freedom.
try that Vlok's assertions are justified
80 strikers hurt in clashes

Staff Reporters and Own Correspondent

About 80 people were injured in violent clashes between striking workers and police at the Boersstra Bakery in Pretoria early yesterday afternoon. Colonel Vic Haynes, police liaison officer, confirmed the incident, saying about 200 people had been arrested during the police operation.

According to the Food and Allied Workers Union organiser Mrs Ella Magum, about 900 workers went on strike yesterday over commission for drivers and other grievances, which were first raised with management in January this year.

After four meetings with management failed to settle the dispute, striking workers decided to sleep in the factory. Mrs Magum said a supervisor had called police after complaining that strikers' singing was disturbing residents in the area.

More than 50 policemen arrived at the factory and tear-gassed and baton-charged workers without first warning them to disperse, she said.

"The operation lasted 1½ hours. People were lying everywhere and being beaten,"

Colonel Haynes said police had reacted to a complaint of workers disturbing the peace and asked the large group of singing and shouting strikers to disperse.

"After being attacked by the workers with, among other things, bread crats, police moved in with batons and tear gas. At least five policemen were slightly injured," he said.

Of the 80 strikers treated at the Kalafong Hospital, 50 had already been discharged, said superintendent Dr J A Kunzmann.

"The others are being treated for aches and pains and bruising," he said, adding that all injuries appeared to be minor.

In a statement, Boersstra management said the strike had been illegal.

"It started as a wildcat strike with staff members staying on the premises and refusing to negotiate with management. We have yet to determine the grievances which prompted the strike."
MIKE MADLALA & GRAHAM MACKAY

Across a table

After almost eight weeks of unprecedented violence, court applications and a beer boycott, it seems the SA Breweries strike could be nearing its end. Reports suggest that workers at various plants are accepting the company’s offer and are returning to work.

Mike Madlala, assistant general secretary of Cosatu’s Food & Allied Workers’ Union (Fawu), insists there is no prospect of resolving the crisis while negotiations remain deadlocked. The union is demanding a minimum wage increase of 38%, while SA Breweries refuses to budge from its offer of 16%.

Neither side will take responsibility for the crisis, says Madlala. “We believe we are open to negotiations and can’t be accused of causing the deadlock. We don’t regard our demand as 38% as final. We understand negotiations as being give and take.” He believes there’s still a test of strength going on.

Madlala is no newcomer to the labour negotiating process. He has served the union full time in his present position since 1986. He has also learnt the art of patience. After a conflict for sabotage during the 1976 unrest, he entered Robben Island at the age of 18, serving a five-year sentence. During this time he passed matric.

Finding work after leaving prison was not easy: “Employers soon regretted employing me when they realised I was still under police surveillance.” But soon the police realised it was easier to keep track of my movements if I was permanently employed.” He worked as a dispatch clerk for a pharmaceutical company for six months, before joining Royal Beech-Nut (then Royal Planter’s) during his three-year stint with Royal Beech-Nut, he became a shop steward and chaired the shop-steward committee. He also became involved with the Sweet, Food & Allied Workers’ Union at a regional and national level. When the union merged with others to become Fawu in 1986, he was elected assistant general secretary. “Brewers”

Though the strike and the boycott (which Madlala insists was not called for by the union) have resulted in several deaths and much violence, Madlala stresses that Fawu tried to ensure that the strike would remain peaceful.

Madlala stays in Tembisa and is married to Susan, a general office assistant; they have a six-year-old son, Lwazi.

The union’s judgment must be question-able when it picked on SA Breweries, says Graham Mackay, MD of the beer division that produces nearly 100% of the country’s beer. “Number one, we are a liberal enlightened company that does a lot for our workers and the community,” he says. “Number two, they perceived the wrong issue- our workers are universally acknowledged to be highly paid. And number three, they underestimated our resolve and they weren’t listening to what we were saying.”

Mackay (46) was promoted to head the beer division three years ago, after working his way through nine years of manag-ment. His pale blue eyes blazed when asked if the company plans to raise its offer of a 16% wage increase. “No, under no cir-cumstances. We are not going to move on wages.”

Mackay says that when the two sides began bargaining five months ago, the union put a package on the table that would have seen members’ wages and benefits go up 300%. They knocked it down to 150%, including a 38% wage increase and hikes in paid leave and bonuses.

But Mackay says demands are still way out of line and that it makes no sense to embark on a strike and a consumer boycott in an attempt to bring the company to its knees.

“A beer strike is always attention-grabbing. However, I don’t think we’ve yet lost significant sums of money because of the strike. But there is a huge cost in effort.” And in lives; several people have been killed and injured over the past two months.

Mackay says the company will seek out the instigators and, if they are employees, sub-ject them to disciplinary hearings.

He dismisses the idea that the company relishes the chance to teach the union a lesson by breaking the strike. “Who relishes the sadness and hurt that goes with this? We can’t teach the union a lesson without hurting our own employees.” He thinks it’s unlikely the strike will last past mid-December.

Mackay was born in Swaziland and educated at St Andrew’s in Grahamstown. He then went to Wits on an Anglovaal scholarship, and graduated with a degree in electrical engineering. He also earned a B.Com through Unisa. He and his wife, Brigid, have three sons: Gavin (15), Bruce (11) and Alastair (5).

Selwin Hurwitz

Hungry hotelier

Karos Hotels offers couples who use its facilities a free honeymoon suite and chauffeur-driven Rolls-Royce for rides on their wedding days. The idea has been a winner. Karos chairman and joint MD Selwin Hurwitz (46) might be a hands-on manager but he stops short of donning a chauffeur’s cap and taking the wheel of the company’s 1961 Silver Cloud on his free Saturday mornings. Suffice to say the promotion was his idea. It’s that kind of innovation that has seen Karos grow from a tiny, family-owned hotel company into a listed chain with 10 three-star hotels and assets worth more than R110m.

More surprising is that the company has found a profitable niche in an overrated market. In the six months to end-September (in April the company was reversed into the New Bernica cash shell so figures are adjust-ed) Karos showed a 36% improvement in...
Sats makes new offer to strikers

By Drew Forrest, Labour Reporter

S.A. Transport Services tabled new proposals at a meeting with unionists yesterday, but the four-week-old rail strike shows no sign of ending.

At the meeting, the S.A. Railway and Harbour Workers Union (Sarhwu) conveyed members' continued demands for the reinstatement of 4,900 dismissed strikers and for pay talks, said Mr. Martin Sebakwane, Sarhwu's general secretary. Mr. Sebakwane also mentioned:

- It would not talk about pay as Sarhwu was not yet recognised.
- A 10 percent increase had already been negotiated with recognised unions this year.
- It offered to refer the reinstatement issue to an arbitrator who would decide on the fairness of the dismissals.
- Offered to recognise Sarhwu, but it was a 40 percent representative.

Mr. Sebakwane said that as the law stated that recognised rail unions had to be "substantially representative," this was no concession. Sarhwu would report back to its members on the proposals before the next negotiating session, set for Monday.

In a statement yesterday Sats said 16,000 workers remained on strike countrywide.
36 people arrested in march to city meeting

Labour Reporter

POLICE yesterday arrested 36 striking workers and trade union officials who were marching from Community House to a meeting in Industria House, Victoria Road, Salt River.

The marchers, who were arrested in terms of the Internal Security Act about 12.30 pm, appeared individually in the Cape Town Magistrate's Court, an attorney acting for them said.

The hearings were in camera. No charges were put to them and they were warned to appear again on January 30, he said.

The group was on its way to a mass meeting attended by, among others, about 1 000 striking Jungle Oats, beer and railway workers in the Industria House headquarters of the SA Clothing and Textile Workers' Union.

ANC leader Mr Govan Mbeki, Mass Democratic Movement leader Mr Dullah Omar and trade unionists addressed the gathering.

Meanwhile, Fawu yesterday brought an application to the Industrial Court contesting the lockout of 70 Jungle Oats workers from the Mainland factory on November 21, an attorney confirmed.

And an SAB spokesman said more than half the 200 striking workers at the Pinelands depot had returned to work and accepted the company's 16% wage offer yesterday.

Too Late for Classification

DEATH:

Dolly, my beloved sister-in-law, passed away peacefully on 1st Dec 1983. Mourned by myself, Gilrs, Children, and Ade.
Elbows up as beer strike ends

It's going to be elbows up for the Charles Glass Society in what was threatening to be a dry festive season.

The good news came on Friday that the long dry nine-week beer strike ended when the Food and Allied Workers' Union (Fawu) and SAB Breweries settled.

A joint Fawu-SAB statement yesterday said efforts by both parties in tough negotiations resulted in settlement. The strike was immediately called off. 3/12/89
Emergency

The area of emergency is...
President F W de Klerk to "put a little schparkie into your cabinet!"

**Strikes being considered**

JOHANNESBURG. — Members of the 32,000-strong Paper, Printing, Wood and Allied Workers' Union are considering a series of work stoppages in protest against the detention of their general secretary, Mr Sipho Kubheka, who they say is being held in terms of the emergency regulations. Mr Kubheka was arrested during a march on Thursday with other Alexandra community leaders, four of whom are allegedly on a hunger strike in protest against their detention.
Sighs of relief as beer strike ends

Shebeens and taverns swamped liquor supplies over the weekend as they battled to replenish after a nine week strike over pay increases which has left several people dead.

The strike, which resulted in township liquor supplies boycotting South African Breweries (SAB), has caused huge rifts in both black and white communities.

The dispute between SAB and the Food Allied Workers Union (FAWU) was resolved in Johannesburg on Friday night.

According to a joint statement issued by the two organisations, the agreement came into effect immediately and applied to 22 of SAB’s 30 operations nationwide.

**SOWETAN Correspondent**

No details of the agreement were released and some strikers said they were not even aware of the announcement.

A tour of Cape townships taverns, the hardest hit in the SAB products boycott, revealed that most taverners rushed to botte stores as early as 6am on Saturday to buy beer and patrons were visibly relieved.

Guguletu tavern patron Mr Lungile Gosa, who had switched to wine after the strike, said, "We are happy, it’s now all over. We didn’t even know what it was all about in the first place. I even drank wine for the first time in my life."

The president of the Cape Town Taverners Association, a National Taverners Association affiliate, Mr Sydney Chiloane, said taverners had been hardest hit by the strike and many of his members were on the brink of going under.

He said they had written to the Western Cape UDF president, requesting an "urgent meeting."

**Violence**

"Although the strike is now over and we are happy, we are still going to meet them because we feel very strongly about the way the whole thing has been handled," he said. "Violent behaviour" by youths enforcing the boycott had put about five of his members out of business for the entire period of the strike.

They had been found with some cases of beer and all their products had been destroyed, he said.

"SAB and FAWU and the agreement they reached provided for the appointment of a joint industrial relations initiative, a programme involving third party facilitators to improve relationships between them...

On the list of priorities was an investigation into the causes of the high level of violence."
Breweries get best deal in beer-strike pact

The Argus Correspondent

JOHANNESBURG — The nine-week strike at South African Breweries, among the most bitter labour disputes this year, has been settled on terms highly favourable to SAB.

This emerges from the settlement agreement signed last week after an intensive mediation process which provides for strikers at 22 of SAB's operations to return to work between Wednesday and next Monday.

Workers are to receive SAB's pre-strike offer of a 15 percent pay increase. The Food and Allied Workers' Union's most recent demand was for 22 percent.

Backdated

The union also lost its demand for the rise to be backdated to July 1. The agreement is effective from November 27.

The only substantive management concession appears to be a one-cent-an-hour increase in the long-service allowance for some of the workforce.

The deal also provides for a "joint industrial relations initiative", involving facilitators from the Independent Mediation Service, to improve relations between the parties.

A priority would examine

the high level of strike-linked violence, with a view to preventing its recurrence, said a joint union-management statement. Also to be examined are the current recognition agreement, the Labour Relations Act and worker welfare in housing and health.

Fawu has agreed not to ban overtime without following agreed procedures.

Disputes arising out of disciplinary action against strikers will be subject to voluntary arbitration. About 50 workers are apparently affected.

Fawu lost its demand for the immediate signing of a provident fund agreement. This will be concluded only when the industrial relations initiative has made adequate progress.

SAB's bargaining strength sprang from carefully laid contingency plans which maintained production at satisfactory levels throughout the strike.

Sources indicate that there was a further crumbling in strike solidarity last week, with strikers returning to work in Pinelands, Cape Town.
Guguletu back to drinking beer

Almost everyone he contacted then went to the pub and fetched supplies. Mr Chiloane said, but there was only a limited amount available and they all ran out. More supplies will be fetched today.

"We were all involved in this thing, we were jeopardising our business. Instead of the strike affecting S A Breweries, it was mostly affecting us the taverners and shebeens.

News that the strike was over had spread fast and he had not heard of any incidents of tavern patrons being attacked anywhere in the township.

"Most of my customers are back," he said. He had sold wine during the strike, but it was not nearly as popular as beer.

The strikers had indicated that they would not object to the sale of Windhoek beer, "but we still did not sell it. We were not happy," he said.

Meanwhile, customers in his tavern were delighted that they could drink beer again in peace.

A Food and Allied Workers' Union member at the Johannesburg office said he did not have the details of the settlement, but he expected that they would be made known this week.
STRIKES OVER

Delighted tippees (from left) Mrs Ruby Higgins, Neverill, Mr Sydney Chirnoge, Mrs E Hulse and Mr Mike Dube and Mr F. Noonan celebrate the end of the beer strike in the Sydney Tavern at the Weekend.

Beer flows as

Cavedale's}

STRIKES OVER

Delighted tippees (from left) Mrs Ruby Higgins, Neverill, Mr Sydney Chirnoge, Mrs E Hulse and Mr Mike Dube and Mr F. Noonan celebrate the end of the beer strike in the Sydney Tavern at the Weekend.
Assault on Sats strikers alleged

ABOUT 18 striking SA Transport Services workers were allegedly assaulted by ticket collectors as they alighted from a train at Johannesburg station yesterday morning, according to a Cosatu spokesman.

Cosatu's Witwatersrand regional secretary Mr Aneil Mabalane, told Sapa the workers were on their way to a South African Railways and Harbours Workers Union meeting when they were attacked by about 20 ticket collectors.

Sats' deputy director of public relations Mr Alan Lubbe said he knew nothing about the incident and added it was a "police matter."

"Weapons such as knives, pangas and kieries were used by the ticket collectors," Mabalane alleged.

He added that although police were at the scene they did not intervene until fighting between the two groups had stopped. "They then ordered people to disperse but no arrests were made," he said.

Eighteen injured workers were taken to the Hillbrow Hospital, according to Mabalane.

"Cosatu condemns the attack on their workers. We view this as an attempt to intimidate workers in their struggle against exploitation."

"We are calling on Sats to stop this violence on our membership and negotiate with the authentic body of the workers," Mabalane said.

Talks between South African Transport Services and the SA Railway and Harbours Workers Union collapsed yesterday plunging the railways in a crisis only days before the peak Christmas period.

Lubbe said the two parties had reached deadlock and no further talks were planned to end the nationwide strike by thousands of Sarhwu members.

More than 16,000 railway employees have been dismissed since the beginning of the strike on November 2.

Sarhwu rejected management's fresh proposals at yesterday's meeting and instead reiterated its demand for recognition, wage increases and unconditional reinstatement of the dismissed workers.

In addition, the union proposed that these issues be referred to mediation, a demand which was rejected by management.

The Sats has, instead, proposed that the dispute over the dismissals be referred to an arbiter.
ADELE BALETA

Sats strike set to continue into new year

THE four-week-old Sats strike was set to continue beyond Christmas after two-hour talks between management and the SA Railway and Harbour Workers' Union ended (Sarhwu) ended in deadlock yesterday, Sats spokesman Alan Lubbe said.

But Sarhwu, which rejected management's proposals tabled last week, insisted talks had not stalled. Sarhwu general secretary Martin Sebakwane said: "We still believe the matter can be resolved through mediation."

Sats's proposals, conditional on a return to work by striking workers by noon today, included that there be no further dismissals and that the cases of 817 workers who had been fired be referred to arbitration.

Conditions were also set for recognition, including registration, representativeness and a recognition agreement.

Sarhwu turned down Sats's proposals as they did not include the possibility of wage negotiations. Sats rejected Sarhwu's counter proposal yesterday that the issue of dismissed workers and wage negotiations be resolved through mediation.

Lubbe said the deadlock resulted after management turned down Sarhwu's mediation proposal. He added Sats would today consider firing more workers.

He said it had already been pointed out that salary increases would not be negoti-

Sats strike

Sebakwane said "Throughout talks Sats refused to discuss the issues of wages and the subsequent dismissals and changed the tack of the talks to recognition."

He accused management of trying to use the question of recognition as a way out of dealing with wages, disciplinary issues, dismissals and privatisation.

"They have shifted from their position of refusing to negotiate wages and working conditions for technical, legal and econom-
No wage gains for strikers

Johannesburg. — The 6,000 beer workers who agreed on Friday to end their strike, return to work over the next seven days without having won any gains on basic wages.

In a joint statement, Fawu and SA Breweries said the settlement reached on Friday night had come into effect immediately. The strike affected 22 of SAB's 34 operations nationwide and was accompanied by a boycott of beer sales.

The workers have also agreed to waive their legal right to embark on overtime bans without first complying with dispute procedures.

Two concessions were made by SAB on its pre-strike offer in the agreement reached with the Food and Allied Workers' Union (Fawu). Employees with less than five years' service are to receive an extra 1c an hour as part of their long-service allowance, and the company has undertaken that those who choose not to work on March 21, Sharpeville Day, would be treated on the basis of no work, no pay, no discipline.

Fawu's concession on overtime bans is particularly significant in that it was in a matter between Fawu and SAB that the Appeal Court earlier this year decided a company had no legal remedy against a collective overtime ban unless the parties had a separate contract on the issue.

An SAB spokesman said about 50 strikers are liable to face disciplinary inquiries related to alleged incidents such as intimidation, which had occurred during the strike.

It was agreed any dispute arising from the hearings may, by agreement, be referred to arbitration.

A major feature of the settlement was agreement on a "joint industrial relations initiative" designed to establish "a sound foundation for a healthy future relationship".

The initiative is to be facilitated by four members of the Independent Mediation Service of South Africa's panel of mediators and arbitrators.

The process, according to the agreement, is to address a post-strike review, future approaches to negotiation, a revised recognition agreement, the Labour Relations Act, employee welfare and SAB's shift system.

The joint SAB/Fawu statement said a priority of the initiative would be an investigation into the causes of "the very high level of violence which accompanied the strike with a view to preventing recurrence".

— Own Correspondent and Sapa
Workers accept pre-strike pay offer

SAB scores most from settlement

By Drew Forrest, Labour Reporter

The nine-week strike at South African Breweries has been settled on terms highly favourable to SAB.

This emerges from the agreement signed last week after an intensive mediation process which provides for strikers at 22 SAB operations to return to work between December 6 and 11.

In terms of the agreement, workers are to receive SAB’s pre-strike offer of a 16 percent pay increase. The Food and Allied Workers Union’s most recent demand was for 22 percent.

Joint initiative

The union lost its demand for the raise to be backdated to July 1. The agreement is effective from November 27. The major concession by SAB appears to be a 1c-an-hour increase in the long-service allowance for some of the workforce.

The deal also provides for:
- The launch of a “joint industrial relations initiative” to improve the relationship between the parties.
- A priority would be to examine the high level of strike-linked violence with a view to preventing its recurrence, a joint union-SAB statement said. Also to be examined are the current recognition agreement, the Labour Relations Act, and worker welfare in areas like housing and health.
- Fawu has agreed not to ban overtime without following agreed procedures.
- Disputes arising out of disciplinary action against strikers will be subject to voluntary arbitration, about 50 workers are apparently affected.
- Fawu lost its demand for the immediate signing of a provident fund agreement. This will be concluded only when the industrial relations initiative has made adequate progress.
- SAB’s bargaining strength sprang from carefully laid contingency plans which kept production at satisfactory levels throughout the strike.
- Sources indicate there was a further crumbling in strike solidarity last week, with strikers returning to work at SAB’s Pinelands depot.
Sats fires hundreds of striking workers

SATS management continued firing striking workers for failing to respond to return-to-work calls in the Transvaal and Durban yesterday.

And it appeared the two-week-old strike by at least 20 000 had spread to the Western Cape.

Sats spokesman Alan Lubbe said Sats dismissed an additional 522 striking workers yesterday — 46 in Natal and 476 in the Transvaal — bringing the number of dismissals nationwide since Tuesday to 672.

The organisation sacked 150 workers from the Sentra Rand, Springs and Langlaagte complexes after issuing ultimatums on Tuesday.

More workers were fired from Sentra Rand, Durban and Johannesburg catering departments, and the Transvaal Road Transport Harmony depots yesterday.

The sackings would continue this week, Lubbe added.

He said there were "rumblings" of strike action in the Western Cape, but no definite reports of action had been received.

SA Railway and Harbour Workers' Union (Sarhwu) general secretary Martin Sebakwane confirmed the reports but could give no further details.

Management said it was still considering new proposals by the workers' representative committee for negotiations aimed at ending the dispute.

A meeting scheduled between the two parties failed to take place on Tuesday.

Although Sats was talking to workers on the ground "when we have the chance", there had been no talks with the committee, and the company would not negotiate salaries, Lubbe said.

It was "sad" management was resorting to dismissals at this stage, as it was ignorant of the massive support for demands for increased wages and improved working conditions, Sebakwane said.

Sats strike

He alleged a striking worker was shot in the hand by a white Sats employee after the two men alighted from a train at Jeppe Station yesterday.

Sats management claimed another two coaches were destroyed by fire yesterday at Railachem and New Canada stations.

The estimated cost of damage to motor and suburban coaches since the start of the strike was R10 million.

Seshekane said he had no knowledge of a report that harassment of some passengers, plus incidents of stone-throwing involving Natal South Coast train services, caused police to provide protection on some trains operating in the area.

Our Durban Correspondent reports that police have in fact placed armed guards to protect passengers on Natal South Coast train services who have been harassed during the past few days.

A police spokesman said yesterday incidents of stone-throwing were also involved. He added that a young girl was also reported to have been stabbled by an unknown person near Warner Beach Station, but police were unable to identify the girl.

After receiving requests from frightened commuters, police decided to provide protection to stop the harassment.

Police appealed to anybody who could provide information about the whipping incident to contact their nearest police station.
SATS workers
face dismissal

THE strike by thousands of railway workers throughout the country escalated this week as an ultimatum for the strikers to return to work or face dismissal expired.

A spokesperson for the South African Railway and Harbour Workers' Union (Sarhwu) in the Western Cape said about 600 workers had downed tools at the South African Transport Services (Sats) workshop in Salt River on Wednesday morning.

A further 1,500 workers were poised to join the strike in the Western Cape, he said.

Meanwhile, Sarhwu remained hopeful that the dispute could be resolved.

Sarhwu general secretary Martin Sebakwane said the union remained "committed to negotiations".

He said a meeting planned for this week was cancelled after the South African Transport Services (Sats) informed the union that they were not prepared to go over the grievances outlined at a meeting between the two groups last Thursday.

The union had proposed a further meeting and Sats responded on Tuesday saying they were examining the union's proposals.

Sats last week issued an ultimatum that workers should return to work by November 14 or face dismissal procedures.

At least 600 strikers have been dismissed.

Sebakwane said a conservative estimate of the number of workers on strike was 40,000.

Sats spokesperson Alan Lubbe put the figure at 17,000.

Lubbe confirmed that the strike involved workers in the Transvaal, several parts of Natal, Bloemfontein, the Northern Cape and Port Elizabeth.

In Kimberley, workers marched to the offices of the Sats regional manager on Monday after they had joined the strike.

Sebakwane said the union had presented several proposals about dismissal procedures and wages to Sats.

Earlier this week, Sats described the workers' demand for an increase of more than 200 percent as "unrealistic" and said the matter was non-negotiable because in terms of the South African Transport Services Act, a wage increase is only due next year.

Sebakwane claimed that police had taken action against workers on several occasions.

Rochelle Plastics workers outside the factory after being locked out

Plant shut after demo

MANAGEMENT at a Kensington plastics firm closed the factory doors and left with a police escort on Tuesday following a demonstration by workers dismissed earlier in the day.

South African Chemical Workers' Union (Sacwu) organiser, Mr Peter Roman, said 27 workers — the entire workforce — were fired from Rochelle Plastics for taking part in a two-day work stoppage.

Roman said the stoppage was to demand the reinstatement of four workers fired a fortnight ago because of a shortage of work.

He said Sacwu began organising at the factory last month but management had not responded to the union's requests for a meeting.

Management could not be contacted for comment.
MORE than 600 striking workers of the South African Transport Services have been fired since Tuesday.

A spokesman for Sats, Mr Alan Lubbe, warned that further dismissals were possible unless workers returned to work.

He said Sats fired the workers after they ignored the Tuesday ultimatum to return to work.

Lubbe said more than 20,000 members of the South African Railways and Harbours Workers Union were involved in a wage dispute with Sats.

Sarhwa is demanding a minimum wage of R1500 a month.

Southern Transvaal workers' representatives walked out during the talks, according to the Sats spokesman.

Lubbe said Sats workers had received an increase in July and the present demand was unreasonable.

Areas affected by the strike are Southern Transvaal region, Durban, Bloemfontein, Northern Transvaal and Kimberley.

Sats also confirmed that two train coaches were vandalised and extensively damaged in separate incidents on Tuesday bringing to five the number of trains attacked since the strike started.

Motor coaches were torched in Katlehong on the East Rand and at New Canada station outside Soweto.

No one was injured.

A Sarhwa spokesman, Mr Martin Sebakwane, said his union was concerned by Sats action in dismissing workers who had a right to negotiate for a living wage.

He said if Sats felt workers demands were unreasonable nationally, then it (Sats) should suggest a counter offer and "unfortunately we have not heard from them."
Thousands of SATS workers on strike

OWN CORRESPONDENT

JOHANNESBURG. — Thousands of SA Transport Services employees are on strike in the Southern Transvaal and in Durban over wages and working conditions, and in protest against privatisation.

And the Cosatu-affiliated SA Railway and Harbour Workers' Union warned yesterday that the strike was likely to spread if workers' demands were not met and management continued to refuse to recognise the union.

SATS labour relations director Mr Jan Bredenkamp said the strike began on Wednesday at the Braamfontein and Springs depots.
Kaserne workers join strike

THE strike by thousands of railway and harbour workers in the Transvaal and Durban is spreading amid conflicting reports of violence by Sats and the SA Railways and Harbours Workers' Union (Sarhwu).

Workers in the Eastern Transvaal downed tools yesterday at several depots and employees at the Kaserne depot in Johannesburg joined the strike.

Sats labour relations director Jan Bredekamp said the number of strikers had increased to 6 563 at 20 complexes in Durban and the Transvaal, while Sarhwu general secretary Martin Sebakwane said 20 000 had stopped work.

Bredekamp described the union's figures as a "gross exaggeration" and Sebakwane accused management of trying to "hide the real figures".

This month's strike to back demands for increased wages, improved working conditions, recognition of Sarhwu and to protest against privatisation began last Wednesday at the Braamfontein and Springs depots.

Services were "almost normal" and where there had been problems administrative staff had been pulled in to help out, Bredekamp said.

Sebakwane, however, said commuter services, especially between Soweto and Johannesburg, had been disrupted. There were no cleaners or ticket collectors and ticket offices had closed.

He listed incidents of alleged violence perpetrated by groups of armed ticket collectors in uniform. Sebakwane said eight workers were beaten on the central Rand yesterday and a striker was attacked without provocation by a group of people at Dunswood station near Benoni.

On Monday three strikers were attacked at Mamelodi station in Soweto, he said.

A Sats spokesman denied these claims, saying instead workers wearing Sarhwhu T-shirts and brandishing knobkerries, iron rods and sjamboks had attacked non-strikers who attempted to go to work at depots on the central Rand.
A REPEAT of the bloody 1987 railway strike is looming as industrial action by South African Transport Services workers in the Transvaal and Natal threaten to spread countrywide.

About 13,000 workers have so far downed tools in the Witwatersrand and Durban, the eight-day strike which was sparked off when Sats' management refused to meet a committee of worker representatives to discuss grievances.

Sources said the strike was rapidly escalating with about 500 workers poised to join the strike at Richards Bay and a further 6,000 workers in the Eastern Cape.

They claimed there was substantial disruption of essential services and said Sats was diverting traffic from Durban to other harbours.

South African Railways and Harbour Workers' Union (Sarhwu) general secretary, Martin Sebakwane, said the union was alarmed at several violent attacks on strikers by what he described as "organised gangs of armed strike-breakers."

Sebakwane said these attacks included:
- An assault on a worker at the Delmo hostel in Germiston resulting in the worker being hospitalised.
- The hacking of a worker with a sharp instrument by gate attendants at Germiston station.
- The shooting of a worker by a trolley conductor at Mahlopo station.
- The stabbing of a worker with a reforced steel rod at the same station.

Four other workers were seriously assaulted at a station on the East Rand.

He said Sarhwu was seeking an urgent interdict to prevent Sats staff from assaulting strikers.

Meanwhile, Sats has also expressed concern over the violence which it has blamed on the strikers.

Sebakwane strongly denied Sats claims that strikers were to blame for the violence. He said the strikers had exercised "extreme restraint despite being provoked."

Sebakwane said workers' chief grievance was wages.

The strikers are demanding a minimum wage of R1,500. This is more than double the current minimum wage of R600.

Sebakwane claimed that about 50 percent of Sats employees received the minimum wage but Sats placed the figure at between two and four percent.

He said Sarhwu rejected claims that Sats was operating at a loss and had evidence to prove that Sats was making a "considerable profit."

Another key issue is the new disciplinary procedures introduced by Sats at the beginning of September.

Most previous strikes in the industry were sparked by the old disciplinary code.

According to Sebakwane more than 1,000 workers have been dismissed under the new code.

He said workers felt that these dismissals were "hidden retracements" linked to the process of privatisation which Sarhwu is opposing.

Sats has refused to allow Sarhwu stop-order facilities for its estimated 60,000 members until a recognition agreement is signed.

**Wage Increase**

Sats refused to accept an interim recognition agreement which the union submitted at the beginning of September.

The strikers have demanded to meet with Sats' general manager Anton Moolman. He has refused this request.

The strike is the fourth major strike since the union was launched in 1985.

A strike by about 10,000 workers just over a year ago ended when Sats agreed to implement wage increases and discuss recognition of Sarhwu.

In 1987, 14,000 strikers virtually paralysed transport in the greater Johannesburg area in a marathon strike which cost eight lives and ended with Sats agreeing to reinstate dismissed strikers.

By the time of going to press, Sats' labour relations manager had not responded to requests for comment.

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**3 November 1989**

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Coaches burnt as Sats strike action spreads

The Argus Correspondent

JOHANNESBURG. — Strike action by black railway workers intensified as coaches were burnt in Soweto — and there were claims that police had beaten, teargassed and harassed strikers.

South African Transport Services (Sats) deputy PRO Mr Alan Lubbe said a coach was burnt out between Merafe and Inhlanzane stations in Soweto yesterday, but a fire on another coach at New Canada station was extinguished.

A third coach was set alight near Soweto on Wednesday. He could not say if the incidents were strike-related.

Yesterday, South African Railway and Harbour Workers' Union (Sarhwu) general secretary Mr Martin Sebakwane claimed police used teargas on a train full of strikers at Park Station, Johannesburg, and that the strikers were beaten as they poured on to the platform.

Cosatu said strikers on their way to a meeting at Geldenhuyys station on the East Rand were beaten by police.

Police spokesman Major Reg Crewe confirmed police took action at Geldenhuyys station, but said full details were not available.
rail strike spreads

violence erupts as coaches burn

Update: Rail workers failed to resolving the dispute and continued the strike, leaving many commuters stranded. The union representing the railway workers claimed that the company was not acting in good faith.

In London, the main train station was closed, and many trains were canceled. The police were called to maintain order, but there were reports of violence and damage to property.

Social media was buzzing with images of damaged coaches and scenes of chaos. It seemed that the strike had spread beyond London, affecting other major cities as well.

The government announced that it was considering emergency measures to restore services. However, the strike appeared to be gaining momentum, with more workers joining the strike.
Crisis talks as thousands join railway strike

By EDDIE KOCH

A STRIKE by thousands of black railwaymen rolled into stations and depots across the country this week with claims from the union that 40 000 workers had downed tools by yesterday afternoon.

The South African Railway and Harbour Workers' Union (Sarwhu) and management were locked in talks last night in a bid to resolve the escalating industrial dispute.

Workers are demanding recognition for Sarwhu and that management begin talks on the union's demand for a living wage of R1 500 a month. The South African Transport Services acknowledges that 13 000 workers are out and that the strike is growing.

Although there are conflicting claims about its size, railway strikes have shown a tendency in the past to spread dramatically.

Sarwhu general secretary Martin Sebakwane said the strike had fanned out from the PWV area to the Eastern Transvaal, Northern Natal, Durban, Bloemfontein and the Eastern Cape.

Sats and the strike was strongest in the Transvaal and Durban.

Sebakwane says the dispute has its origins in recognition talks with Sats in August this year when management declined to discuss wages and other employment conditions.

Management says it cannot negotiate any substantive issues until the union has been fully recognised and registered.

The workers have since added calls for the reinstatement of 400 workers sacked in a strike last year and a halt to the privatisation of Sats.

Meanwhile Sebakwane says strikers have been attacked by armed ticket collectors and white supervisors in Johannesburg, Soweto and on the East Rand. He alleges that union member Labusit Chihawu was admitted to hospital after being shot by a white supervisor at Mzimhlope station in Soweto yesterday.

Sats has denied the allegations of violence and says armed strikers have been harassing non-strikers.
Sats strike (CB) protest against privatisation

Sebakwane said Sarbhu was in the process of applying for registration and said management had attempted to discuss recognition of the union at the meeting. Staff were not targeted by the workers' committee

Sats spokesman Alan Lubbe said on Friday more than 16,000 workers were on strike nationally. Sebakwane said the figure had moved up marginally from more than 49,000 when about 460 East London workers stopped work on Friday

Lubbe said: "There is a slight disruption of service, but we can cope with staff from other departments and temporary staff to help"

He stressed that passenger trains were running smoothly

A further 500 workers were on strike at places like Richards Bay, Capital Park in Pretoria and in Bloemfontein, he said

Both the workers' representatives and Sats reported they were prepared to hold further talks
Sats begins dismissing strikers

By Drew Forrest

South African Transport Services started dismissing striking railway workers in the southern Transvaal today.
Sats's Mr Jan Bredenkamp said 150 workers who had been among the first to strike had been sent notices of dismissal. The figure could rise to about 300 today, he said.

Thousands of other strikers have been warned to return to work tomorrow.

Yesterday Sats said a motor coach had been destroyed by fire near Umlazi on Sunday night, bringing to over R7 million the damage caused by arsonists since the strike began.

Three motor coaches and two passenger coaches have been gutted in the past week.

About 1,000 employees have stopped work countrywide.
Police harass strikers, claim

SOME South African Transport Services workers are being given time off to join police in intimidating their colleagues who are on strike.

This allegation was made by a South African Railways and Harbour Workers Union spokesman yesterday.

Martin Sebakwane said union members across the country had conducted a disciplined strike action.

Referring to the burning of a Sats coach last week, he said striking workers had been in a meeting when the incident took place.

The union deplored allegations in the Press that strikers had been responsible for the arson.

Reportbacks indicated Kimberley and Port Elizabeth had joined the strike, which had spread country-wide since it began on the East Rand on November 1.

The union is hoping Sats will soften its stance on worker demands at a meeting today.

"Until now they have not even made an offer, they just say our demand is ridiculous," said Sebakwane.

"We hope they will now enter into serious negotiation. Once they have made an offer, it is up to the workers to decide."

The union is asking for a R1 500 monthly wage.
Sacked

THE South African Transport Services fired more than 2,200 striking workers yesterday, the SABC TV news reported last night.

This brings to more than 10,000 the number of sacked employees so far since the bloody strike started more than a month ago.

More than 8,000 other workers are still on strike.

Workers are demanding a minimum monthly salary of R1,500. - Sapa

Hawkers’ party

THE South African Black Hawkers and Informal Business Association will host a party for its members in Daveyton tomorrow.

It will be held at Timken swimming pool.
changes, he is responding to the situation on the ground created by our people. Thus he opens the beaches after our people have already done so; and he is going to unban the ANC, but we've done so already.

The conference further sends a very clear message to De Klerk rejecting his idea of a great undaba, as well as a black election to choose leaders.

"He can't escape our demand for a constituent assembly based on one person, one vote" We'll see.

**SATS STRIKE**

**Season of ill will**

In the end, the Sats strike will probably see the SA Railway and Harbour Workers' Union negotiating simply to regain the jobs of about 12 000 fired members.

If so, it will mean that a second major strike by a Cosatu-affiliated union will have proved almost futile.

It has achieved little more than economic hardship, chaos, pain and the loss of life.

The eight-week Breweries strike ended recently after the Mass Democratic Movement intervened, withdrawing its support from the SARS striking Food & Allied Workers' Union members, and effectively ending a somewhat pointless strike and beer boycott that fizzled out.

The strikers got no more money than the company offered and even conceded to waive an Appeal Court ruling that overtime work was voluntary. At least eight people died.

Will the Sats strike echo this? Sats certainly won't be granting a wage increase — it already did so after negotiations in June with 12 unions representing 130 000 out of 177 000 employees. The union on strike says it represents 45 000 employees but Sats' figures show only 22 500 are involved.

A union spokesman says the violence surrounding the six-week strike has claimed the lives of four unionists while 12 have been seriously injured and more than 100 suffered minor injuries.

The spokesman says that "every day" union leaders call on members not to compromise strikers' discipline and the chances of negotiation. He accuses the police of supporting vigilantes who have attacked strikers and travellers.

Sats, like SAB, believes its increases are generous. Spokesman Alan Lubbe says they averaged 10% with "the general worker" getting up to 27%.

The union, meanwhile, has begun a climbdown on wage demands. Spokesman Elliot Sogom says it has decided to make its demand for R1 500 a month (up from a R600 minimum) flexible — which means that it will take less.

The MDM is also poised to intervene again though, at its Conference for a Democratic Future at the weekend, it resolved to support any union opposing privatization for fear of lay-offs.

Recognition of the union, originally an issue, is now also apparently history. It has applied to register — 14 months after Sats got the union to sign an agreement that it would do so, and proposed to recognise the union on a regional level on condition it had more than 40% representation.

"For some reason they don't want to follow the standard path and register like most of the Cosatu unions have done," Lubbe says. He suggests the union wants "a shortcut to recognition."

Sogom says the union still wants Sats to grant maternity leave for the "lady comrades" to negotiate a grievance and retraining procedure, and provide better safety measures.

All this at a cost of seven deaths, hundreds of injuries, R20m in lost pay, R20m-worth of torched railway coaches, the derailing of two goods trains and the indirect costs of at least three bomb blasts, one of which killed a passer-by.

Sogom says the union is prepared to return to work immediately but Sats must agree to reinstate strikers and not use its disciplinary procedure against them. Lubbe says Sats has already proposed arbitration — with the mutually agreed arbitrator's decision as final — but that those who used intimidation and harassment are still to be subjected to investigation.

Sats, meanwhile, says it has felt the effects of the strike but that all main lines and services are operating adequately. It adds this should be maintained over the Christmas holiday period.
17,000 fired in 7-week SATS strike

Own Correspondent

JOHANNESBURG. — More than 17,000 SA Railway and Harbour Workers Union (Sarhwu) members have been fired and damage to SATS property has reached R37 million.

The strike today enters its seventh week with prospects of an early settlement apparently remote.

Management yesterday dismissed 2,221 workers in the southern Transvaal, Natal, northern Transvaal and Western Cape. SATS spokesman Mr Frikkie Stevenson said 8,902 workers were still on strike.

The figure included more than 2,000 workers in Pretoria who had stopped work for fear of intimidation, he said.

Earlier SATS said 72% of 80,018 black employees were at work.

Natal has been hardest hit by the strike with 64% of workers on strike, followed by northern Transvaal 31%, southern Transvaal 30%, Western Cape 12%, Kimberley 11%, Bloemfontein 10% and northern Natal 7%. The percentages include workers who have been dismissed.

Sarhwu has consistently claimed higher strike figures.

Salt River shooting — Page 9
Sats strike: Violence goes on as coaches set alight

Weekend Argus Report

VIOLENCE centred around the SA Transport Services strike is continuing to escalate.

Train coaches have been set alight in Khayelitsha and near Wellington and have been derailed near Pinetown.

Already the strike has claimed four lives and scores of people have been injured.

Nearly 20 000 workers have been hired since the start of the six-week-old strike.

According to Sats, 'workers' want a minimum wage of R1 500 a month.

Sats says it cannot negotiate wages with the strikers because:

• A salary increase of up to 27 percent for general workers was granted on July 1 after negotiations with 12 recognised unions representing 130 000 employees.

• It was not practical to have wage negotiations more than once a year, and

• The strikers' union, Sarhwa, was not recognised.
Close to 20,000 black railway workers have now been sacked by SA Transport Services — but the dismissals strategy shows no signs of breaking the six-week rail strike.

And although the strike has had no major impact on Sats services, the cost in lives and property represents mounting pressure on management to find a negotiated solution.

The strike has already claimed 11 lives, according to Sats figures. Strikers are increasingly the victims of violent attacks by non-striking railworkers.

Sats spokesman Mr Alan Lubbe has revealed that total damage to Sats rolling stock during the strike amounts to R37 million. Twenty-six coaches have been destroyed by fire and 36 damaged.

Re-employment

Yesterday Sats fired another 2,352 workers, mainly in Natal, but Mr Lubbe conceded that fired strikers had not re-applied for their jobs in large numbers.

He said management was considering re-employing dismissed workers. No decision had been taken on whether re-employment would be selective and the criteria for selection.

The director of the SA Association of Freight Forwarders (SAAFF), Mr Alan Cowell has confirmed that no major backlogs had developed at the Sats terminals in Johannesburg.

The only way forward appears to be through negotiations between Sats and the SA Railway and Harbour Workers Union (Sarhwu).

This week, there were reports of low-profile contact between the parties. Sarhwu is demanding pay increases and the unconditional reinstatement of strikers Sats has refused wage talks — arguing that it has already negotiated increases with recognised unions this year.
Labor Reporter

WITNESSES to Tuesday’s shooting at Salt River station — in which 89 people were injured — claimed this week that they heard no warning before police fired on railway strikers at “at close range”.

The witnesses, all people who worked within sight of the scene, near the corner of Foundry and London roads, Salt River, gave their accounts in interviews with the Cape Times on Wednesday.

The general story was that a train had arrived with the crowd of strikers on board, and police fired into the crowd. The crowd then attacked the train, and the police fired again. The crowd then retreated and was attacked by police again.

Witness told of city clashes

River station about 1pm

They said they saw a large group, some of whom were singing and dancing, walking down London Road towards the station.

Some in the crowd — estimated at 1,000 strong — were seen throwing ‘planks’ and sticks while others waved rolled-up newspapers.

Witnesses said they saw no pangs or knives. The crowd was blocked at the station gate and shots rang out.

“Without lashing a warning, police suddenly shot at the people in front at close range,” a witness claimed.

The crowd scattered, some fleeing up London and Foundry roads and others running into nearby shops for shelter.

Police were then seen firing at people throwing stones from a nearby pedestrian bridge spanning the railway lines.

“Our person who was shot lies in a ‘dubious” condition in Groote Schuur Hospital’s surgical intensive care unit, a hospital spokesman said.

The spokesman said some of the wounded had been hit from behind, and others had injuries “consistent with birdshot fired from close range”.

The police fired on private security guards hired by SATS, who had fired birdshot from revolvers.

SATS spokesman Mr Brian Lotter confirmed yesterday that armed security guards from CIPS Security Guarding had been on duty at Salt River station on Tuesday.

CIPS manager director Mr Kenny Uys had “refused to comment”. Commenting on the witnesses’ claims, Major Crewe said police rejected allegations that anybody in the crowd was armed. “In our report we didn’t state that police took possession of numerous weapons.”

Police had admitted that birdshot was used and had “no argument” with witnesses’ claims.

Reiterating that police had fired birdshot...
Two kids burnt to death as rail strike spreads

VIOLENCE continued to characterise the six-week-old strike by SA Transport Services workers with two limpet mine blasts on Cape Town suburban railway lines and a fatal firebomb attack on the home of a Pretoria railways employee on Friday.

Another 2 352 strikers were sacked on Friday bringing the total number of dismissals to 19 667 since the start of the strike, Sats said.

About 10 000 workers downed tools seven weeks ago, demanding recognition of the SA Railways and Harbour Workers' Union and a R1 500 monthly wage.

There were still 6 863 workers on strike of which 2 300 were Pretoria workers who walked out on Thursday "demanding police protection from intimidators", a Sats spokesman said.

Damage to Sats property had exceeded R26-million and workers had so far lost R17-million in wages.

In Cape Town a man was arrested following two explosions which caused slight damage to railway lines last week, a Sats spokesman said.

In all, five children near Pretoria were burnt to death when the home of a Sats public relations officer was razed, police added.

They said the incident appeared to be strike-related.

The Sats employee was not at home during the attack, but his mother and a relative were in a "serious condition" with burns.

The strike had moved to Durban harbour on Friday, where shifts were slashed by half and schoolchildren were employed to clean railway lines and coaches, a Sats spokesman said.
Sats strike is in bad odour with commuters

CP Correspondent

THE Sats labour strike, which has been marked by dismissals, violence and allegations of intimidation on both sides, is now forcing commuters to use other forms of transport to get away from the smell of trains and stations which have not been cleaned for days.

Worst affected are third-class coaches, township stations and the more isolated areas where non-striking workers fear to tread.

Commuters have complained about the unhygienic conditions, but Sats says it is experiencing manpower problems because of the strike.

Sats Pretoria spokesman and transport manager Marcus Butler said the problem could not be solved overnight and appealed to commuters to be patient.

To alleviate the problem, Sats was using white employees to do menial work abandoned by the strikers, but he denied they were "scab".

"There has been a good response from Sats employees who help with cleaning and other jobs. I can assure you they are full-time employees of Sats," Butler said.

They did their normal jobs during working hours and took over the jobs of striking workers on overtime he said.

Taxi operators are making a killing as train commuters switch to road transport to avoid the smell of trains and stations. Many commuters said they were also unhappy about the heavy presence of the police and Defence Forces who "turned railway stations and platforms into parade grounds.

Butler said apart from the smell, several factors drove commuters off trains, particularly at this time of year.

"There has been a lot of intimidation. Certain elements are conducting tickets from commuters and there are recent incidents Sats normally experiences a drop in commuters. It is difficult to link the drop in commuters directly with the prevailing conditions," said Butler.

Death and misery in wake of strike

By CONNIE MOLUSI

The strike, which was sparked by workers' wage and recognition demands, has developed into one of the worst incidents of industrial violence in recent years.

Pretoria has been deadlocked over the issue of wage increases, which Sats has stated categorically it is not prepared to negotiate with the SA Railways and Harbours Workers' Union (SARHU).

Sats says it is prepared to talk about ending the strike, but will not negotiate with SARHU on wages or a disciplinary code because it does not recognise the union, which is unregistered.

Strike violence has caused damage to motor coaches and commuter carriages estimated at R263 million, and there are other losses which cannot be calculated easily.

Sats spokesman Allan Lubbe said such losses were, for example, when commuters did not buy tickets.

He said although there were people handing ticket check points, there were not enough of them to check all commuters.

Sats has enjoined police at stations to protect workers not on strike and the public, while several court orders have been granted preventing strikers from intimidating other workers at goods depots or entering the premises.

To date 19,667 people have lost their jobs and 8,863 are still on strike, but Lubbe said these figures represented only 28 percent of the Sats black labour force, but two percent of black workers are still working and, as a result, there has been no major disruption of operations as passenger, mainline and goods services are operating well.

Lubbe said workers had lost R167 million in wages, excluding overtime and over-time.
SATS does paperwork for mass dismissals

Own Correspondent

JOHANNESBURG — Violence continued to mar the seven-week SATS strike by thousand of workers with two impolite mine blasts in Cape Town and the deaths of two children in a fire at a SATS employee’s house.

SATS paid out another 2,352 strikers on Friday — 2,327 in Natal, 14 in Southern Transvaal and 11 in the Western Cape — bringing the total number of dismissals to 19,667 since the start of the national strike in November.

A total of 6,863 are still on strike. The figure includes 2,322 workers in Pretoria who stopped work for fear of intimidation.

All 27,000 striking SATS workers will have been fired by this afternoon before a massive re-employment programme to fill vital skilled positions begins tomorrow.

Our Durban correspondent reports SATS public relations manager Mr. Mike Assefowitz as saying the strikers were being dismissed as quickly as paperwork could be completed and an advertisement for new workers had already been placed in one black newspaper.

Two children were burnt to death in Atteridgeville, near Pretoria, when the home of SATS public relations officer Mr. Ephraim Mohale was razed on Thursday, police said.

At first a firebomb attack was suspected but it is now thought an electrical fault — cause by overloading — was the cause of the fire.

Eleven people have died in strike related violence so far.

In Cape Town police said a man was arrested following two explosions which caused slight damage to lines at Athlone and Observatory stations early on Friday.

Damage was slight and rail services were not disrupted following the blast.

Two goods trains were derailed near Pinetown on Thursday.

Police said two passenger coaches were set on fire and destroyed on Friday, one on the train from Yehshana and the other at Work went station near Paarl.

Our Durban correspondent reports police said the body of a SATS employee, Mr. Petros Gereana, was found at a rubbish dump in Umbilalazana Road on Thursday.

It is believed he and another SATS worker, Mr. Sipho Mheta, both hunters near Clermont Hotel on Monday.

Mr. Mheta was pounced on by a group of men, stabbed and assaulted. He pretended to be dead and the mob then chased after Mr. Gereana.

Mr. Mheta walked to a nearby truck depot and called for an ambulance. He was discharged from hospital yesterday.
Police act against strikers

TERRIFIED bystanders, including small children, ducked for cover as police took action against striking SATS workers on Cape Town station on Wednesday.

The group had earlier taken part in a march by about 200 workers from St George's Cathedral to the City Park Hospital in Long street.

The march was to demand the reinstatement of workers dismissed from the hospital earlier this year after a work stoppage.

On Tuesday afternoon more than 50 people were injured when police opened fire with birdshot and rubber bullets at Salt River station.

Twelve workers are presently being held under police guard at Groote Schuur Hospital. At least three are believed to be seriously injured.

Police confirmed that birdshot and rubber bullets were fired and that 14 people were injured.

 Talks between Sarchwu and SATS reached a deadlock two weeks ago.

The workers are demanding a minimum wage of R1 500 a month—more than double the current minimum.
Mob burns man to death in day of Sats violence

By ANDREA WEISS and JOHN YELD
Staff Reporters

A MAN was burned to death by a mob, several people were wounded in clashes with police and three railway coaches were set alight in incidents in Cape Town yesterday.

According to a police unrest report, the unidentified man was burned to death by a mob at Salt River station yesterday afternoon.

About the same time, police and employees of a private security firm employed by Sats opened fire on a group of striking Sats workers at Salt River station, wounding 33. Three were seriously hurt.

Three railway coaches were set alight — one on platform 17, at the main Cape Town station, one at Netreg station, near Bonteheuwel, and one at Lentegeur station, Mitchell's Plain. Damage was reported to be slight.

The clash between police and railways workers at Salt River occurred when members of the South African Railways and Harbour Workers' Union were on their way to the station about 1.30 pm yesterday after attending a meeting at the Sactu hall in Salt River.

According to police spokesman Major Reg Crewe, a large group of men with sticks, knives and pangas approached control points at Salt River station and tried to force their way through without tickets.

"They were warned to put down their weapons and to go through in an orderly manner. They ignored this and stormed the control point while displaying their weapons," he said.

Major Crewe said police used rubber bullets and birdshot while employees of the private-security firm fired five ammunition from revolvers.

Press curbs

In terms of the emergency regulations, reporters, comments and pictures may be restricted. 
17,000 Sats strikers have been dismissed

More than 17,000 railway strikers have now been fired by SA Transport Services, after the dismissal of another 222 workers across the country yesterday.

Sats said 8,902 workers remained on strike but stressed that strikers and dismissed workers together constituted only 20 percent of Sats' general worker complement.

It is reported that police dispersed a meeting of about 1,000 Sats workers at union offices in Pretoria yesterday.

Two houses in Daveyton, Benoni, which belong to two non-striking Sats employees, were petrol bombed on Wednesday — Labour Reporter
Salt River station shootings: 10/4 12/9

Strikers reject police version

By ANDREA WEISS
and JOHN YELP
Staff Reporters

THE South African Railway and Harbour Workers' Union (Sarhwu) has rejected a police version of events at Salt River station earlier this week when more than 50 people were injured — three seriously — after police and private security guards opened fire on striking Sats workers.

According to the police version of Monday's events, a large group of men carrying sticks, knives and pangas approached the control point at the station and attempted to force their way through without tickets.

Police said the men "stormed the control point displaying their weapons" and that police used rubber bullets and birdshot while employees of the private security firm fired live ammunition from revolvers.

However, Sarhwu said in a statement that about 1,800 strikers had been returning from their normal daily meeting in a peaceful manner and that riot police had allowed many of them onto the station before opening fire without warning.

POLICE GUARD

Twelve of the injured are under police guard in Groote Schuur Hospital and those who are fit enough are expected to appear in court tomorrow, according to Sarhwu lawyers.

The Sats strike needed to be resolved "urgently" as it was doing "in calculable harm" to industrial relations in South Africa, according to Democratic Party spokesman on manpower Mr. Tony Leon.

The DP deplored the strongest possible terms the "violence and lawlessness" which had characterised the strike in the past month and was also dismayed at the "intransigence" of Sats management, he said.

The strike could also pose long-term damage to related issues such as the privatisation of Sats, Mr. Leon added.

"Strike violence against Sats property and rolling stock, now estimated to have exceeded R2.5 million in damage, should be seen as misdirected, since it has damaged assets of state which belong to all the people of South Africa.

"According to our information, there have also been individual acts of violence and harassment by strikers against non-strikers and by vigilante groups of Sats workers against strikers. Thus cycle of violence must end," said Mr. Leon.
Durban port operations hit by strike

Labour Reporter

Durban harbour is operating only 12 hours a day and shipments are being delayed by a labour shortage due to the SA Transport Services workers' strike, shippers told a businessman who contacted The Star yesterday.

This is the first clear sign that the strike is hitting strategic services. Sats and the SA Railway and Harbour Workers' Union (Sarhwu) are believed to have met last night in a fresh bid to break the strike logjam. Sats would not comment on the reports.

In another development, a further 2,477 strikers were fired yesterday, mainly in the Natal region. More than 15,000 workers have been fired in all, but the dismissals tactic does not seem to be weakening the strike.

Mr Colin Cormack, who described himself as a "one-man business", said a shipment due to leave Durban for Europe on December 10 had been delayed to today and then December 19.

STEVEDORES

"The shippers wrote to me to say that the port was only operating between 6 am and 6 pm and that their stevedores were having to organise casual workers to prevent a total collapse of port operations."

In a subsequent telephone conversation, the shipping company had said the situation in the port was chaotic, he said. Sats had not commented at the time of going to press.

The Democratic Party's deputy manpower spokesman, Mr Tony Leon, yesterday attacked the "intransigence displayed by Sats' management" over the rail strike and called for the urgent resolution of the dispute.

He also deplored the "violence and lawlessness" which had marked the strike.

TO TONNESS
Another 22 SATS workers dismissed

Johannesburg, 20/12/87

SATS dismissed another 22 workers yesterday, bringing the total number of workers fired countrywide to 20,438. There are now only 5,765 employees on strike, SATS spokesman Mr Ian Bleasdale said.

Twelve of the strikers were fired in the South Transvaal, five in Natal and five in the Western Cape.

Mr Martin Sebakwane, SA Railway and Harbours Workers' Union (Sarhwu) general-secretary, said there had been no substantial difference in the proposals put down by SATS at Monday's talks compared with those tabled when negotiations deadlocked two weeks ago.
Few fired Sats strikers reapply for jobs

Labour Reporter 1984

Less than 20 of the 11 000 dismissed railway strikers in Natal have reapplied for their jobs, SA Transport Services senior labour manager Mr Victor van Vuuren revealed yesterday.

After the conclusion of the dismissals in Natal — the region hardest hit by the rail strike — Sats placed advertisements in the local press calling on strikers to apply for re-employment.

Yesterday a further 22 strikers were fired. Over 20 000 have been dismissed countrywide and 5 765 workers remain on strike, according to Sats.

Mr van Vuuren said there was a possibility of a further meeting between management and the SA Railway and Harbour Workers Union tomorrow.

On Monday the parties' legal representatives exchanged fresh proposals in the first official contact since talks deadlocked a fortnight ago.

"We are looking at structuring a long-term relationship with Sarhwa, and see this as the way to break the deadlock," Mr van Vuuren said.

No further incidents of violence had been reported, Mr van Vuuren said, adding that this was the pattern when negotiations were under way.
More down tools, but some strikes settled

By Drew Forrest

In a new twist to the spiral of pay strikes across industry, about 1,000 workers at nine plants of the Van Leer metal and plastics firm have downed tools.

A spokesman said the strike, in its third week, followed company-wide pay talks with the National Union of Metalworkers. Workers are demanding a 90c-an-hour rise. The company is offering 70c.

The wage dispute which led to a two-week strike by more than 5,000 Premier Food Industries workers has been settled.

Premier said yesterday that it had ended the lock-out of 2,000 Epic and Epol workers on condition that they returned to work. Milling workers would receive a minimum R50 weekly increase, and Epic and Epol workers a minimum R27,50.

Fawu had called for a peaceful strike at South African Breweries and did not condone violence by members, union officials said at a press conference. But the eviction of strikers from plants made it harder to exercise control.
Sats tries to woo strikers back to work

SOWETAN Correspondent and Sapa

IN A bid to encourage fired strikers to reapply for their jobs, SA Transport Services yesterday launched an advertising campaign in the Natal Press.

Sats PRO Mr Leon Els said another 500 strikers were due to be paid off in Natal yesterday, rounding off the dismissals process in the region.

Natal has been hardest hit by the rail strike, with more than 11 000 workers being fired there. Close to 20 000 have been dismissed countrywide.

Els said 6 000 workers remained on strike elsewhere in the country, and that as dismissals were concluded in other areas, further Press advertisements would be placed.

Re-employment would be selective, he said.

The advertising campaign is a sign that the dismissals have so far not had much effect in weakening the strike. Els confirmed that few dismissed strikers had reapplied for their jobs.

On the prospects for fresh negotiations between Sats and the SA Railway and Harbour Workers Union, Els said management was waiting for proposals from the union.

Meanwhile, an explosion on the railway line near Whitehouse Station rocked surrounding neighbourhoods at about midnight on Sunday night.

A police spokesman said the explosion happened about 100m from the station, on the Simon's Town side.

It caused unspecified damage to the lines and there were no injuries, he said.
Sats dismisses another 427 striking workers

By Drew Forrest

A further 427 striking SA Transport Services workers were dismissed yesterday.

Sats said 4813 workers were still on strike after the sackings, which had taken place mainly in the southern Transvaal Close to 21,000 strikers have been dismissed in phases.

At the same time, SA Railway and Harbour Workers Union general secretary Mr Martin Sebakwane has poured cold water on Sats optimism about a meeting last Monday.

Management's description of the meeting — the first official encounter since talks deadlocked two weeks ago — as 'fruitful' was premature, he said.

"The only substantive change in their position is that they want to re-employ dismissed workers' selectors," he said.

Sarbwa's national executive committee would meet today to formulate a mandate for further discussions, he said.

Mr Sebakwane also hit out at the transport tariff increases announced by Sats on Tuesday, saying they appeared to be a prelude to privatisation.

There had been no consultation with the wider community on the rises, which could only erode the living standards of workers, he said.

"As Sats' own employees will be affected, management should be more receptive to workers' pay demands," Mr Sebakwane added.

Although the rail strike is essentially about union recognition, pay has been a key bone of contention.
Sats fires 21,500 strikers (See)

Mr Els said the dispute would end before Christmas.

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No Christmas settlement in sight for SATS strikers

JOHANNESBURG. — The seven-week-old SA Transport Services (SATS) strike, during which about 21 500 striking workers have been fired, is set to continue past Christmas.

SATS spokesman Mr Leon Els said the dispute would “definitely not” be resolved before Christmas.

Dismissals had slowed down over the Christmas period, with 56 striking workers sacked yesterday.

Mr Els said SATS had not been approached by the South African Railways and Harbours Workers' Union (Sarhwu) since Monday's talks between the union and SATS, adding he hoped talks would resume next week.

Meanwhile, Sarhwu officials attended a National Executive Committee meeting on Thursday to discuss the strike, but they could not be reached for comment yesterday.

According to Mr Els there are still 4 200 workers on strike.

SATS' re-employment programme in Natal was proceeding “very slowly”, with only 82 applications by fired workers to be re-employed, Mr Els added.

Strikers have lost close to R19 million in wages, and damage to SATS property stood at almost R38m, he said. — Sapa
Only 1 600 still on strike, says Sats

ONLY 1 611 Sats workers were still on strike following the dismissal of 20 195 workers in just more than a month, Sats spokesman Alan Bleasdale said yesterday.

At the peak of the seven-week-old strike, Sats said 22 000 workers were involved in the industrial action, while the SA Railway and Harbours Workers' Union (Sarhwu) said 40 000 members had stopped work.

Bleasdale said 427 workers were fired yesterday — 314 in the southern Transvaal, 62 in northern Cape, 48 in the western Cape and three in Natal.

The breakdown of the number of workers still on strike was: 864 workers in the western Cape, 546 in northern Cape, 93 in northern Natal, 58 in the southern Transvaal and 50 in the Free State.

The figures do not include more than 2 000 Pretoria employees who stopped work in fear of intimidation.

Sats management said only a few work-

ers in Natal had responded to a Sats advertisement by reapplying for employment.

Early yesterday a Sats train was delayed when a truck left the rails in a shunting incident at Durban's Bayhead yard. A Sats spokesman ruled out sabotage, adding the 'minor mishap' happened at 5:15am and the line was clear an hour later.

Police said a clash between strikers and non-strikers at Tembisa on the East Rand left one man dead and three others injured.

From Page 1

Since the reopening of talks on Monday, no date has been set for further talks between the parties.

Sarhwu pointed out yesterday that Sats had not at any stage agreed to discuss wages — one of the strikers' key demands.

When talks deadlocked on December 4, Sats rejected Sarhwu's proposal to refer all matters on the agenda to mediation.

Sarhwu had earlier turned down a proposal that dismissals be arbitrated.
as strike continues

with at least 296 workers involved, the president of the SATS (South African Transport and Allied Workers Union) has told the company that the strike has reached deadlock.

The union, which represents about 100 workers, said that the company had failed to negotiate a settlement with them.

The union has threatened to continue the strike indefinitely unless the company agrees to their demands.

Amidst the ongoing tension, the company has announced that it will begin a consultation process with the union to try and resolve the dispute.

The strike has caused widespread disruption, with thousands of passengers affected by the closure of several airports.

The union has been demanding better working conditions and higher wages for its members, who have been working for several months without a contract.

The company, on the other hand, has been trying to negotiate a deal that would protect its profits.

The situation has become increasingly tense, with both sides accusing the other of not being willing to compromise.

The union has called on the government to intervene and help resolve the dispute.
Taking its toll

The striking SA Railways & Harbour Workers' Union and Sats management were locked in crisis talks on Tuesday. The meeting, convened at the union's request, was the first since the strike started on November 6. Sats says 18,000 are out but union claims 40,000.

One striker was killed in a clash with police at Germiston on Thursday. Six policemen were hurt when strikers fought with sticks, sjamboks and stones. In Natal, 16 strikers were injured when police opened fire on 3,500 people at Umlazi. One policeman was injured after a shot was apparently fired from among strikers.

Set alight

On Monday a 50-strong mob, presumed by police to be linked to the strike, attacked two Sats ticket examiners (one a senior financial superintendent, seconded from Sats' head office to take a striker's place).

Superintendent Koos Grobler was set alight with petrol. He has serious burns on most of his upper body. The other man escaped unharmed.

The cost of damage to property has been put at R10.5m. Four motor coaches and six passenger coaches have been burnt out.

Sats spokesman Alan Lubbe says three

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SATS STRIKE

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Lubbe admits rail services have been affected but are "coping very well under the circumstances."

Paid workers

Lubbe has fired 2,871 strikers from the 3,500 who joined the strike, Lubbe says 644 strikers have returned to work. He adds: "Let's hope the strike is resolved before the end."
Injuries as police, strikers clash in Newlands streets

Staff Reporter

FIVE people were arrested and several workers and policemen injured in strike-related violence in Newlands yesterday.

About 100 workers arrived at Claremont station about 10.30am to march along Main Road and establish a strike picket outside the gates of Ohlsson's Breweries in Newlands. The workers included striking South African Breweries and Italtile employees as well as members from the South African Railways and Harbour Workers' Union.

Captain Hendrik Opperman said information was received of a large group "armed with wooden batons and stones, gathering at the station."

"When the police warned them to disperse they attacked, injuring several policemen. Police dispersed the crowd and arrested three men and a woman."

The injured policemen were identified as a Major Dodd, who was allegedly struck on his chest with a brick and hit with a wooden baton; a Constable Lavery, hit in the face with a brick; Warrant-Officer FJ de Klerk, struck on the neck with a baton, and WO F Barnard, struck in the face with a brick. They were treated at hospital for their injuries and released.

The workers regrouped in Main Street and continued their march to the breweries.

According to a union spokesman "it was a peaceful march, but the police were waiting for us and when we were about 200 metres from the gates we were warned to disperse. "Seconds later police fired teargas canisters and baton-charged, severely beating up and arresting one man."

A bystander said he saw two policemen holding a man while a third beat him over the head with a teargas launcher. "The man looked badly injured and was taken away by the police."

Captain Opperman said anyone who had complaints should "come forward" and give a statement to police.

Those arrested are expected to appear in the Wynberg Magistrate's Court soon. 
MDM marches in support of Sats and SAB strikers

By CONNIE MOLUSI

THE Mass Democratic Movement (MDM) has scheduled a series of protest marches at Witwatersrand townships in support of striking Sats and SAB workers.

The marches are to protest against the use of violence against strikers, to express support for their demands and to put pressure on management to settle the disputes.

The MDM said in a statement that both Sats and SAB workers have legitimate grievances, relating to their demand for a living wage and recognition of their union.

They accused management of using a range of tactics which have led to violence instead of negotiation.

The four-week-old Sats strike has led to the death of two workers, shot by police in separate incidents, while there have been three casualties as a result of the SAB action.

- This week a white ticket examiner was admitted to hospital suffering multiple burns after he was doused with petrol and set alight;
- A dismissed Sats worker was shot dead at Langlaagte station on Tuesday for allegedly attacking a policeman and ticket controller with a baton;
- A Fawu shop steward was charged with attempted murder after a shot was fired at casual workers on Wednesday in Maitzburg; and
- Five people were arrested and several workers and policeman were injured in strike-related violence in Newlands.
OVERTIME BAN SPARKS STRIKES

By CHIARA CARTER

A BAN on overtime sparked industrial unrest at several companies in the Western Cape this week.

At the Jungle Oasis factory in Nkonons near Matlaske, an overtime ban was one of the reasons given for a lockout affecting about 100 workers.

A Fawu spokesperson said the workers were given notices stating they faced a lockout if they did not agree to the company's wage offer and undertake not to take part in go-slow and a ban on overtime.

The company declared a dispute with the union after a breakdown in wage negotiations which began in August.

Jungle Oasis managing director Michael Paick and the company decided to approach the workers directly to explain what he described as 'a most reasonable wage offer'.

Those who did not accept the offer would not be allowed onto the premises.

Paick said the union representatives had failed to participate constructively in negotiations.

He said the notice given to workers also referred to a workers' petition to go slow and an overtime ban.

About 55 workers at the South African Dairy Fruit Co-operative (SAD) at Epping showed their support last Tuesday when six workers were suspended following a clash with management over working hours.

SAD general shop steward Andrew April said the workers had refused to accept new working hours introduced by management earlier this month after the workers began an overtime ban.

Transport problems

April said that workers were unhappy about beginning work an hour later because of transport problems.

He claimed that management had neglected their concerns and that they had broken in.

SAD's personnel manager Solly Veenkamp said the company had extended the terms of its national agreement with Fawu to the Epping plant after the union gained majority membership at the plant in August.

He said workers had subsequently demanded a lunch break which meant their working hours had to be adjusted.

They had then refused to work overtime, necessitating a further change in working hours.

The workers had refused to begin work on time later and had received final disciplinary warnings.

Six workers were suspended last week and the rest of the Fawu members had been advised to file grievances.

The workers were reappointed on Wednesday and returned to their posts today (Thursday).

The Chemical Workers' Industrial Union (CWU) met with management of Dunlop Plastics this week after a new overtime ban at the company's factory in Bruma.

The CWU claimed that workers had been locked out at Dunlop Industries Plastics on Monday morning after they refused to work overtime.

Dunlop Industrial Relations manager Glen Sutton denied that the workers were locked out.

Sutton said the company had introduced a new shift system after the workers began an overtime ban.

A CWU spokesperson said the new system meant transport problems for the workers.

The union is in talks with the company this week.

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Union slams 'fake' T-shirts

The Communications Workers Association has denounced them, saying they are 'fake'.

"The union has received complaints from members about the T-shirts," said the CWU.

The T-shirts have the logo of the Communications Workers Association (CWA) and the words "Fake T-shirts" written on them.

The CWU said the T-shirts were not genuine and had been distributed without their knowledge or permission.

The union has called on members to refuse to wear the T-shirts and to report anyone distributing them to the authorities.

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Landmark deal for mothers

The University of the Western Cape (UWC) will kick off the new year with a landmark maternity agreement.

In terms of the agreement reached between the university personnel department and the university's Women's Committee, pregnant women employed at UWC for more than a year will be entitled to a leave of half a month per pregnancy, and they will also have the right to return to the same position at the end of the leave period.

Maternity benefits will be worked out on the following scale:

- An employee taking the full six months' maternity leave will be entitled to 70 per cent of salary for four months and 50 per cent for the other two.
- Aabsenteeism leave will be paid a month's salary after delivery.

Another change is that all members of staff are entitled to receive their maternity benefit.

The new maternity benefits are modelled after the university's Women's Studies group promoted at discrimination against women on campus.

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BRUIN, ON 14!!!
PRETORIA. — Police used shotguns, rubber bullets and tear smoke to disperse a crowd of about 3,500, apparently striking SATS workers, at Reunion station, Umhlazi, on Monday, according to yesterday's police unrest report.

The crowd had surrounded a ticket examiner and police on duty at the station to guard against intimidation.

One of the crowd allegedly incited others to kill the police, the report said, and a shot was fired at the police from among the crowd.

Twelve men and three youths were wounded.

At Muzimhlope station in Soweto, a group set fire to a passenger carriage. Damage was extensive.

Two private homes at Mpumalanga, in Natal, were damaged in petrol-bomb attacks. A number of shots were fired at a third house. Two occupants of the house, a man and a woman, were wounded. — Sapa
MP unsure of decision to leave LP

CONFUSION reigned last night about the future political home of the MP for Bontehewol, Mr. Patrick McKenzie, who appears torn between remaining with the Labour Party and joining the National Party.

The former chairman of the LP in the Peninsula, Mr. Gerald Morkel, told a press conference on Friday that Mr. McKenzie had informed him that he (Mr. McKenzie) would be defecting from the LP and joining the NP.

However, Mr. McKenzie made a surprise appearance yesterday at a press conference called by LP MPs apparently loyal to party leader Mr. Allan Hendrickse.

When questioned about his political allegiance, Mr. McKenzie said the issue was in the hands of his constituents.

"It's anyone's bet where he will eventually end up — he seems to be under a lot of stress," one LP MP said last night.
Farmworkers to continue action

Nactu's National Union of Farmworkers lost last week's supreme court challenge to the dismissal of 130 strikers at the Sapekoe Tea Estate, near Tzaneen— but plans further action challenging their eviction from company housing.

NUR secretary Chaba Molemsane said the action would be based on the lack of adequate notice of the evictions.

The strike was allegedly sparked by harassment of unionists at Sapekoe, but also centres on recognition and a R600 minimum wage demand. Management had consistently refused to meet the union on the dispute, Moletlaeng said.

Reports by Weekly Mail staff
85 arrested in attempt to enter DET building

PRINCIPAL, teachers and students who tried to enter the Department of Education and Training building on the Foreshore yesterday were arrested.

Mr Mondo Tulwana, chairman of the National Education Co-ordinating Committee and one of the 85 arrested, said last night that the group had tried to "visit" the DET offices to discuss the "serious problems" in high schools in Western Cape townships.

Mr Tulwana said doors were locked to the group. Police spokesman Major Jan Calitz said the group was arrested after they ignored a police order to disperse.

Major Calitz said 10 youths were released on a warning.

The other 75 people were issued with a R50 admission of guilt fine, alternatively to appear in court on charges of holding an illegal gathering.
Peace-advert campaign flops

The government's R4-million peace advertising campaign has fallen flat, a new public opinion survey has found.

Recall of the advertising, measured throughout the country, was relatively low; the survey of 2,000 blacks and whites found. The finding was released yesterday by Research Surveys.

"Only about half of whites questioned were aware of the campaign, and only 45% of black men and a low 35% of black women could actually remember seeing the commercials."

The response among the whites who remembered the advertisements was lukewarm while the response among blacks was low, given their traditionally more positive reactions than whites', Research Surveys said.

There was also a significantly more positive reaction in both race groups among those who were already well-inclined towards President F W de Klerk.

"These were respondents who thought he was doing a good job as president of the country and who thus viewed government action aimed at creating peace in a positive light," Research Surveys said.
Sats strike erupts in Springs

Sats strike by between 20 000 and 40 000 employees erupted yesterday after a confrontation between police and workers at a building in Springs on the East Rand.

Lt Ida van Zeeuwen said police raided a building, known as the Cosatu-affiliated trade union, confiscating knives, knobkierries, steel pipes, sjamboks and similar weapons from about 200 workers. No one was arrested.

East Rand police could not confirm SA Railway and Harbour Worker Union (Sarhwa) allegations that tear gas was fired into the building and workers beaten.

Sats strike erupts

Knobkierries, but he could not comment on other "weapons".

A meeting planned for yesterday between the two parties did not happen. After management informed the workers' representative committee, its proposals made prior to the talks were non-negotiable.

These related to an increase in the minimum wage from R699 to R1 500 a month and the current disciplinary procedure.

Sats said yesterday it was considering new committee proposals aimed at ending the strike.

According to Sebakwane, the new proposals showed workers were not in conflict with the current disciplinary procedure or the Labour Council wage agreement.
PRESS WATCH

What the Afrikaans papers are saying

Grave concern at strike violence

THE violence and intimidation which mark strikes lately, is a matter of grave concern, says Beeld in an editorial.

During the the strike at South African Breweries, people were killed and a petrol bomb was thrown at the house of a non-striker.

And since members of the South African Railway and Harbours Union have stayed away from work, somebody has been set alight while damage worth millions has been done to trains.

South Africa’s labour legislation is among the most modern in the world. It is widely accepted as an example of the progress made with reform.

The legislation has demanded huge adaptations and sacrifices from employers.

Employer and trade union bosses must learn to accept – and trust – each other.

Nowhere in the world can terror be justified as a means to to solve labour disputes.

How can you destroy the property of your employer and expect at the same time that he will have money left to pay you increased wages?

“We have no sympathy with the striking Sats workers. Decent people despise their methods and we hope the police apprehend those who are guilty so that the courts can punish them thoroughly.”
Rail strike erupts into violence

THE SA Transport Services strike enters its sixth week tomorrow - leaving in its trail four people dead, many more injured and damage estimated at R127.2 million.

Observers fear more trouble could erupt if the SA Railways and Harbours Workers' Union (SBHWA) and Sats do not reach a settlement.

The strike started when Sats and Sats reached deadlock over a wage proposal.

Sats's deputy director of public relations Allan Labinne said seven strike officers and their colleagues had been killed and their replacement would cost about R17.3 million.

In another incident, a train was set alight near Ellis Park station destroying one coach and causing more than R500,000 damage.

So far 250 workers have been dismissed and another 16,000 are facing dismissal.

Sats was granted court interdicts barring striking workers from entering company properties in Durban and the Natal north and south coast.

Labinne accused strikers of resorting to violence to force Sats to negotiate on wages.

One worker was allegedly killed in Johannesburg Station for allegedly attacking a security guard employed by Sats and about 15 others were treated at Hillbrow Hospital after being assaulted.

Grossome attacks were reported on Friday as workers who had gone back to work launched indiscriminate attacks.

Workers gathered at Yeoville station waiting for those on strike when the strikers arrived in town, the workers attacked them.

Later, the workers moved to New Complex where they searched trains.

When they found strikers, they assaulted and allegedly bashed them over the police.

Three strikers were attacked at New Complex and were beaten and allegedly bashed over the police.

The regional organiser of SBHWA in Southern Transvaal, Durban, said a man who got off the train at New Complex was assaulted.

Africam said Sats that strikers were attacking non-strikers was absolutely false.

He said that at Braamfontein station on Thursday, several workers had amassed at the running shed and moved to the platform with one aim - to attack commuters and strikers.

Trains burn

Damage to trains vandalised in the six-week-old passenger strike has cost the company at least R17.2 million.

Three people have died and several have been injured.

Above, a train burns in Johannesburg, South Africa.

The order against the Rev P Fakele, chief Ndwabana Chiloane and the police follows an incident a fortnight ago when an armed mob allegedly burnt seven homes belonging to members of the all-white congress.

The residents thought to sympathise with the Venda Democratic Movement were allegedly assaulted.

By SELLO SERUBE

Residents of Acoeshoek near Boksburg have been granted a court order restraining a local priest, a tribal leader and the police from assaulting and harassing them.

The order against the Rev P Fakele, chief Ndwabana Chiloane and the police follows an incident a fortnight ago when an armed mob allegedly burnt seven homes belonging to members of the all-white congress.

Other residents thought to sympathise with the Venda Democratic Movement were allegedly assaulted.

The interdict was granted last Sunday at the Pretoria Supreme Court on application of the Durban Democratic Movement and the Sello Molekele MF Lenkosile Masibala.

The homes were targeted by the mob.

The respondents have until December 27 to show cause why the order should be declared void.

By SELLO SERUBE

SA prisons based on violence, says ex-Death Row man

The government is calling on people to abandon violence but the state is running a prison system based on violence, according to recently released reports.

Death Row inmate Mzizi Thafela

He made the comment at a meeting organised by the Society for the Abolition of the Death Penalty in South Africa (SADPSA) to protest against the continued use of capital punishment.

The worst time for us is in the condemned section is when our fellow brothers are going to the cells where they must say goodbye to their friends before they go to the gallows.

Thafela said it was painful when loved ones have to see them die because of violence but the pain was terrible when a relative said goodbye to a child knowing it was his last but would never be dead.

SADPSA executive member and law professor, Ebenhezer Morris, said the death penalty was the fourth evil along with slavery, colonialism and the modern world in condemning people to death.

He said the abolition of the death penalty was coming but the world was still using the standard by which to judge whether a country was civilized.

Law and order had one of the highest judicial execution rates in the world, despite having cut executions by two-thirds in the past 25 years.

"Racial politics" began the kind of contempt for people that makes it possible to hang seven humans in a day," he said.

He called on the government to put a moratorium on further hangings while investigating the system of capital punishment.

By SELLO SERUBE

Lawyers for Human Rights (LHR) member Shaba Schramm said little comparator has been received from the Department of Justice since SADPSA's claim on death squads were exposed.
22 more fired after strike talks re-open

ADELE BALETI

SATS dismissed a further 22 workers yesterday bringing the total number of workers fired to 20,430, leaving only 5,765 employees on strike. SATs spokesman Ian Bleasdale said.

He said 12 strikers were fired in the Southern Transvaal, five in Natal and five in the Western Cape yesterday.

SA Railway and Harbours Worker Union (Sarhwu) general secretary Martin Ebakwane said there was no substantial difference in the proposals put forward by SATs at Monday's talks compared to when negotiations deadlocked two weeks ago.

On December 4 SATs had proposed that the issues of wages and dismissals be arbitrated. This was turned down by the union.

He said Sarhwu's national executive committee would discuss the industrial action this week and would then give the union's negotiating team a mandate for further talks.

Ebakwane said Monday's session was merely to re-open talks in an attempt to find a solution to the strike that has claimed at least 11 lives.

To Page 2

Sats strike

He said the two parties had not "covered any new ground".

Sats was still considering Sarhwu proposals put on the table at Monday's meeting. Bleasdale said.

He said the suspension of dismissals was not on the agenda at Monday's talks. Further discussion between the parties would be held sometime this week but a date had not yet been set.

Bleasdale said the home of a non-striker was petrol bombed in Mamelodi near Pretoria yesterday. Pretoria police could not confirm the incident.

SAPA reports Cape Town police were investigating possible malicious damage to property, and not arson, in connection with a Sats passenger coach which was damaged by fire on Friday night near Wellington station.

This was confirmed by a Western Cape police spokesman Capt Attie Laubscher.

Damage to the passenger coach between Mabekwe Station and Wellington Station, was estimated at R150,000, Laubscher said.
Strike: SATS use children

Own Correspondent

JOHANNESBURG — Schoolchildren have been hired by SATS to clean railway tracks and coaches as the violence which has characterised the six-week-old strike escalated and SATS continued firing striking workers.

A special constable died after he was thrown from a moving train near Krielshoog on the East Rand, where two coaches were also extensively damaged.

SATS spokesman Mr Frikkie Stevenson said 83 children over the age of 16 — most of them matriculants — were employed for the Christmas holidays to help carry parcels in SATS' depots and to clean trains and tracks.

The children were taking the place of unskilled striking employees.

Mr Stevenson stressed the youths were being protected by security guards.

A total of 2,477 strikers were dismissed in Natal and Johannesburg yesterday, leaving 3,379 workers still on strike.

Mr Stevenson said the figure did not include 2,811 workers in Pretoria who had stopped work “for fear of intimidation.”

 Altogether 15,094 have been dismissed since the start of the nationwide strike on November 2.

In Athlone, three trains were set alight in separate incidents, but little damage was caused.

In Johannesburg, police dispersed a crowd of about 50 at Mayfair railway station. There were no incidents and those who had gathered left peacefully.

Our Durban correspondent reports a suburban train was derailed yesterday on Natal's North Coast after the line had been tampered with. No one was injured but there were delays of up to four hours on the line.

SATS said nine motor coaches valued at R13.5 million and 16 suburban coaches worth R12.6 million had been destroyed by fire. Four motor coaches and 29 suburban coaches had been damaged.

Sapa reports one person was in the intensive care unit of Groote Schuur Hospital in a “fairly stable” condition after police fired rubber bullets at a group of strikers at Salt River station on Tuesday.

A hospital spokeswoman said 14 patients were seen and three were discharged after treatment. Eleven patients were admitted, but five were discharged later.
Sats strike set to continue in 1990

The eight-week-old SA Transport Services strike is set to continue into the New Year with 22,271 strikers dismissed in the dispute, which has been characterised by a high incidence of violence resulting in several deaths and scores of injuries.

Another 159 workers were sacked yesterday, leaving 3,557 workers still on strike, according to Sats public relations head, Mr Leon Els.

Mr Els told Sapa that incidents of violence had "quietened down" over the festive period but Sats had lost R39 million in damages to property so far.

Striking workers had lost R20,25 million in wages since the beginning of the strike on November 2.

"There are no indications when Sats and the South African Railway and Harbours Workers' Union (Sarhwu) will continue with negotiations," Mr Els said.

He added both parties would "very much like to have the strike resolved".

The Sats re-employment programme in Natal had been "very slow" with very few respondents to a newspaper advertisement calling for sacked strikers to apply for re-employment.

Mr Els said of the 3,557 workers currently on strike, at least 2,220 were from the Pretoria region and had downed tools about two weeks ago demanding protection against intimidation.

Members of Sarhwu's national executive committee met at the weekend to discuss ways of ending the strike and are expected to present Sats with a set of proposals in the near future.

This follows the last round of talks between the two parties on December 18 in which Sarhwu told Sats they would "get back to us after their executive meeting", Mr Els said. — Sapa.
VIOLENCE continued to mar the seven-week strike by railways workers, with two limpet mine blasts on city suburban railway lines and a fatal firebomb attack on the home of a Pretoria railways employee.

Another 2,352 striking SA Transport Services (SATS) workers were fired yesterday — including 60 in the Western Cape — bringing the total number of dismissals to 19,667 since the start of the seven-week-old strike, SATS said.

An estimated 10,000 workers downed tools seven weeks ago, demanding recognition of the SA Railways and Harbour Workers' Union (Sarhwa) and a R1,500 monthly wage.

There were still 8,863 workers on strike, of which 2,360 were Pretoria workers who downed tools on Thursday “demanding police protection from intimidators”, a SATS spokesman said.

Damage to SATS property had exceeded R27 million and workers had so far lost R17m — excluding overtime and bonuses.

The spokesman said SATS had not been approached by Sarhwa since talks deadlocked last Monday. Sarhwa had not replied to requests for comment by late yesterday.

In the city a man has been arrested following two explosions which caused slight damage to lines at Athlone and Observatory stations early yesterday, police said.

Rail services were not disrupted following the blasts about 2.10am.

In Alberton, near Pretoria, two children were burnt to death when the home of a SATS public relations officer was razed, police said.

The incident appeared to be strike-related. The employee was not at home during the attack.

The strike had moved to Durban harbour yesterday, where shifts were slashed by half and schoolchildren were employed to clean railway lines and coaches, a SATS spokesman said.

SATS yesterday placed advertisements in three daily newspapers, countrywide outlining “central issues” to the strike and the railways’ reasons for sacking workers.

While SATS would “gladly” see Sarhwa as a recognised trade union, it could not negotiate until the union was registered with the Department of Manpower.

“Sarhwa’s persistence with unrealistic conduct has therefore left SATS with little alternative but to embark upon the course they are currently pursuing (dismissing striking workers en masse),” the advertisement said — Labour Reporter and Sapa.
Strike costs Sats R37m

PROPERTY losses incurred by the South African Transport Services since the beginning of the strike by about 22,000 railway workers totalled a staggering R37 million, a Sats spokesman said yesterday.

Mr. Alan Lubbe said the strikers, all members of the SA Railway and Harbour Workers Union, have lost R16 million in wages to date.

Three railway trucks were set alight on Wednesday as the number of dismissed strikers rose to about 17,315. Yesterday, SATS management fired a further 2,322 workers.

SARHWA's general secretary, Mr. Martin Schalkwijk, was not available for comment. The union has rejected the dismissals saying it is still in dispute with the parastatal over wage demands and the issue of its recognition.

Lubbe said 8,902 railway employees were still on strike.

A total of 24 coaches, with a replacement value of close to R25 million, have been destroyed since the strike started on November 2.

Negotiations between SARHWA and SARS have deadlocked, with SARHWA accusing management of failing to make any wage offer. No further talks are planned between the two parties.
No end seen to bitter rail strike

By ANDREW GILLINGHAM

SA Transport Services and the union Sarbwa are locked in bitter confrontation as a crippling strike enters its sixth week. And while there seems little hope of a settlement, both sides admit there is room for compromise.

A Sats spokesman said: "We have reached deadlock. There have been no new initiatives or meetings." Previously, Sats estimated the number of strikers at about 29,000, but the numbers grew to 26,500 this week.

Sats said it had dismissed 19,607 strikers since the strike began on November 2, leaving 6,863 strikers still officially employed.

Angered

Sarbwa vice-president Mr Johnny Potgieter said: "Despite the demands we are not losing the strike. The violence being used against strikers has angered workers throughout the country and they are joining the strike. "Sarbwa is willing to negotiate. We have said we want a minimum wage of R1,500 and talks about the disciplinary code. We have never said the demands were not negotiable."

Sats said it would not negotiate with Sarbwa, the South African Railway and Harbour Workers' Union, until it became a "recognized" union. Sats said the union had either to register with the Department of Manpower or provide proof of membership.

Killed

- Seven people have so far been killed and hundreds injured in battles between strikers, non-strikers and passengers.
- A bomb exploded at Johannesburg Station on Monday. Two men were killed, one of whom is believed to have been carrying the device when it exploded. Police said the bomb was connected to the strike.
- Houses belonging to non-strikers have been petrol-bombed.

*Damage to Sats property has been extensive. With 25 carriages destroyed and 36 damaged, the cost is estimated at R57-million. The strike is also proving costly to striking workers - they have lost R17-million, not including bonuses, since the strike began.*
SATS strikers in court interdict

Supreme Court Reporter

SIX men who allegedly abducted and assaulted five SATS strikers were yesterday restrained in the Supreme Court from assaulting, threatening, intimidating, harassing and interrogating the strikers.

Mr Acting Justice I Farlam issued a rule nisi. It affects Mr Lennox Mpoziya, Mr George Zuyange, Mr Linda Ndzingwe, Mr Patrick Khuphe, a Mr Mhlongwe and a Mr Hem. The return date is December 27.

In an affidavit, Mr Wilson Mthendeni said he had been employed by SATS as a labourer in the city's docks for the past nine years and earned R800 a month.

He was a member of the South African Railways and Harbours Workers Union (Sarhwa).

About 6pm last Monday a group of about 30 men, including the six, armed with axes, assegais, iron pipes, knobkieries and pangas barged into his house and forced him out into the street where he was beaten over his head, back and buttocks.

In supporting affidavits, four other workers, Mr Mntsha Mnakwansa, Mr Nomlakane Nogwegwe, Mr Colin Bezani and Mr William Mkwala, told of similar experiences.

● Strike violence in Peninsula — Page 3
JOHANNESBURG. — The five-week-old South African Transport Services strike has left at least four workers dead, 7,012 workers fired, scores injured and led to court action by SATS effectively preventing striking workers from entering its premises in most of Natal, Cape and Transvaal.

And the end of the strike does not seem to be in sight, with talks between SATS and the South African Railway and Harbours Worker’s Union (Sarwhu) ending in deadlock on Monday and SATS threatening to dismiss the remaining 16,000 strikers.

In yesterday’s latest strike developments — which so far have cost SATS R20 million in damages to property and work the R12 million in lost wages — 1,417 strikers were sacked and court interdicts granted to management against strikers.

The interdicts prevent any SATS employee from encouraging, influencing or forcing workers to:

- Take part in any strike, or continue striking;
- Damage SATS’ or SATS employees’ property, or;
- Injure, intimidate or threaten other workers.

The interdicts apply to SATS premises and property in Table Bay Harbour, Durban, the entire North and South Coasts, Maritzburg, Kimberley goods depot and Koedoespoort workshops in Pretoria.

SATS’ deputy public relations director Mr Alan Lubbe said: “These interdicts prevent striking workers from entering our premises in these areas and will facilitate that those people who want to go to work can do so.”

The strike has been characterised by violence, the most recent of which occurred yesterday morning when about 17 people were admitted to hospital after a violent clash at Braamfontein railway station in Johannesburg.

Mr Lubbe accused striking workers of pulling non-strikers into a train and beating them, while Sarwhu blamed the incident on an attack by non-strikers on union members who were travelling to a meeting.

The strike began on November 2 in Johannesburg and spread to Durban four days later.

Workers downed tools demanding a minimum monthly wage of R1,500 — more than double the current minimum — and recognition of Sarwhu. — Sapa
Worker violence often a response to oppression, says expert

Violence has escalated sharply in what is fast becoming South Africa’s worst strike to date with no end in sight.

With the South African Transport Workers Union strike, the country is in the midst of the worst industrial unrest since the end of apartheid. The strike, which began on May 9, is expected to last for at least two more weeks.

The strike has been called in protest against the government’s decision to increase the minimum wage for railway workers. The government has raised the minimum wage from R100 to R150 per day, which has led to widespread protests among railway workers.

The strike has been escalating in intensity, with a number of violent incidents reported. In some cases, workers have used batons to beat strikers, while others have used Molotov cocktails as a form of protest.

The strike has also spread to other industries, with workers in the mining and manufacturing sectors joining in support of the railway workers.

The government has arrested dozens of strikers, and there have been reports of police brutality against protesters.

The strike has caused widespread economic disruption, with railway services severely disrupted. Many people have been stranded at stations, and some have had to walk for hours to reach their destinations.

The strike has also had a significant impact on the country’s economy, with businesses and industries suffering from the disruption.

The government has threatened to impose a state of emergency if the strike continues, which would give it the power to ban the strike and arrest any strikers who continue to participate.

The strike has been met with widespread sympathy from the public, with many people expressing solidarity with the strikers.

The country is bracing for more violence as the strike enters its third week.
Dismissed hospital workers stage city protest march

By STEWART ALCOCK Staff Reporter

ABOUT 200 chanting City Park Hospital workers and union members, waving banners and placards demanding a "living wage", marched through Cape Town in support of 113 workers dismissed in August.

Yesterday's march was called by the National Education, Health and Allied Workers' Union, whose representatives presented a petition listing the dismissed workers' grievances to City Park Hospital manager Mr Alan Matthews.

They have had no financial support since their dismissal on August 22 for striking over claims of low pay and poor working conditions.

The union claimed that since their dismissal the management had stalled attempted reconciliation talks.

The march was organised when the latest talks, due to be held with a representative of the hospital's executive committee next Monday, were postponed until January.

The hospital claimed there were no flights available from Johannesburg for executive committee members, the union said.

Mr Matthews declined to comment on the dispute.

The march, sanctioned by the chief magistrate of Cape Town, started at St George's Cathedral and proceeded to the hospital.

Four union representatives were allowed into the hospital to present their petition to Mr Matthews.

The petition was signed by hundreds of workers and union supporters, including at least 60 doctors who are members of the National Medical and Dental Association, demanding reinstatement of all workers and a living wage.

"An association spokesman described the pay as 'starvation wages'," said association chairman Dr Stanley Levenstein.

"He said the least they were asking for was immediate negotiations between the hospital and the dismissed workers."
Go back, workers urged

POST and Telecommunications workers have been ordered to return to work on today or face a cut in their wages, the president of Post and Telecommunications Workers Association (Potwa), Mr Floyd Mashele, said yesterday.

Mashele said the post office management said they would not pay workers or continue negotiations over transport difficulties faced by the Potwa workers on the North Rand unless they returned to work.

Talks between regional representatives of Potwa and the senior regional manager of Posts and Telecommunications, Mr Trevor Olmsdahl, are scheduled for today.

After several weeks of transport problems experienced by Potwa members travelling to work on the North Rand the workers engaged in a work stoppage, Mashele said.

"The work stoppage was to insist on alternative transport arrangements because of the continuing harassment and violence by scab labourers on the railways and police intimidation of our members which has increased since the railway strike," he said.

"The transport was granted on Tuesday after a work stoppage by the North Rand workers.

"On Wednesday management withdrew the transport without proper consultation with the shop stewards," he said.

Mashele said workers from PO yards at Sunninghill Park, Bryanston, Randburg, Orange Grove, Bramley, Linden, Rosebank and Benmore Gardens then converged on the yard at Melner Park and negotiations were reopened.

"Management only agreed to provide transport for Thursday."

He said they gave their assurance that no further intimidation or harassment would take place because the police and the SADF would man every train but workers felt that was of "little value since much of the intimidation had been in full view of the police and SADF."
From ALAN FINE

Johannesburg. - The incidence of strike action resumed its upward trend in 1989, with 50% more mandays lost than in the previous year, Levy, Firon and Associates’ annual report on labour relations in SA shows.

The report recorded 3 007 220 mandays lost compared to about 2m last year. Another estimated 3m mandays were lost in political stayaways — the bulk in the two-day election stayaway in September. Lockouts cost 37 830 mandays.

The increase this year supported the contention that the two factors which most influence strike action are periods of rapid union growth and periods of political change and uncertainty, the report argued.

The extent of industrial action was still below the "atypical" record year of 1987 which saw major strikes in both the mining and engineering industries.

A notable feature of 1989 was the length of strikes. No fewer than 15.2% lasted for longer than ten days, while the ten longest lasted for five to ten weeks. Eight of these were triggered by wage demands "and few resulted in major gains for unions".

This, the report said, indicated the "growing resolve and tenacity on the part of employers to ride out strike action, especially where wages are concerned."

"It shows too that unions which strike at levels in excess of the going rate of wage settlements in the belief that they can realistically hold out for such increases may need to review their strategies," it added.

Strikes triggered by wage disputes accounted for 76.9% of mandays lost, and the fall-off of strikes related to discipline and grievances continued. Such strikes were also of shorter duration. Although they represented 12% and 17% respectively of all strikes, they accounted for only 5% and 2% of mandays lost.

The use of lockouts by management declined this year, showing employers were being more selective in the use of this "particularly damaging form" of response.

"It is clear that the future (of SA) is to be negotiated, and that one of the most important voices and forces in those negotiations will be those of organised labour.

"Under these circumstances, it can only be expected that the man on the factory floor will not only express his view, but will also exert his muscle — both economic and political — in support of that view," the report concluded.
Strike damage R38-m, says Sats

By ANDREA WEISS, Staff Reporter

THE cost of damage to SA Transport Services property during the six-week nationwide strike was today put at R37.9-million.

The major part of this damage had been to suburban commuter trains, Sats public relations spokesman Mr Ian Bleasdale said.

Other damage included minor blasts on lines, the most recent being two near Wellington and one at Khayelitsha.

To date, 20,464 workers have been paid off and 6,008 strikers are still in the employ of Sats, but face dismissal.

Talks between Sats and the South African Railways and Harbour Workers' Union took place in Johannesburg yesterday while Sats embarked on a recruitment campaign in Natal.

The recruitment drive is aimed at about 12,000 Sats workers dismissed in Natal.

They will be given first option on their jobs until Tuesday next week but then risk having them given to newcomers.

The first advertisements in the campaign were placed yesterday.

Mr Bleasdale said each area was being considered separately but it was possible that the recruitment campaign could be extended to the Cape and Transvaal.
BLACK CHRISTMAS STORM POURS THE 1,600 STRIKING SALT WORKERS

MARCH 20, 1949
Brewery strike is called off

Own Correspondent (S.2)

EAST LONDON. The eight-week-old strike by 350 workers at Bohlen's Brewery (OBT) ended yesterday and the beer boycott was lifted with immediate effect.

A joint statement by OBT management and the committee representing workers said the strike was called off after a meeting between them, the deputy-director of the Manpower Department and a Transkei Development Corporation official.

The workers said beer sales would resume, and their representatives would travel around Transkei announcing the end of the boycott.

"Negotiations on the 12 grievances will start on December 6, once a full return to work has been established," the statement said.