TRANSPORT LABOUR

1975 - 1978

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Putco pay up 100 pc in three years

Sunday Times 16/2/75

By JULIAN KRAFT

PUTCO, the transport company which operates bus services on the Reef and in Durban for Africans is setting up a formal training scheme mainly geared to training African technical staff.

From next month it is also raising the wages of its 7864 African employees — 1 600 of them drivers — by an average of 5 per cent.

Since mid-1972, when Putco's drivers on the Reef went on strike over pay, the wages of the company's African labour force has risen by an average of 100 per cent.

Ian Archibald, staff development manager of the company, said a training centre had been set up at its Wynberg bodyworks plant. Africans will be trained there in mechanical maintenance work.

Training at the centre will begin in about six weeks.

"We are also putting the training of our supervisors, inspectors and clerical staff on a more structured basis and will introduce formal training to supplement the existing on-the-job training," Mr Archibald said.

Putco, which has had a training school for African bus drivers for many years, intends to apply before the middle of this year to have its training courses registered with the Department of Bantu Education, under the new Government industrial training programme.

Employers who run training schemes approved by the department are entitled to tax rebates through which they recoup most of their costs.

Mr Archibald said the company is using a battery of tests for selecting suitable candidates from among its employees for the technical training school. It hopes to have about 30 trainees when the training starts and to increase it to about 50 this year.

African training officers are also being trained.

On wages, Mr Archibald said that since last year the company had introduced twice-yearly wage reviews to ensure that wages were not overtaken by the cost of living.

Ian Archibald of Putco . . . Giving workers a better deal ways off.

Daily Dis. 17/4/75

Strike — so sailors paint own ship

DURBAN — Crew members from the Uruguayan naval replenishment vessel Presidente Oribe took over the job of painting their ship in the Durban dry dock yesterday as wharf labourers refused to work for the second successive day.

About 250 workmen employed on a day-to-day basis struck over a pay claim. — SAPA.

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Drivers get more pay

STAR 28/4/75

Labour Reporter

About 11 000 Transvaal transport workers are to receive increases in their basic minimum pay from Thursday under an industrial agreement published last Friday.

The overall improvement, including increased benefits, amounts to a 10 percent rise but does not apply fully to unskilled labourers whose minimum pay was raised from R13 a week to R15 in November.

Unskilled workers falling under the Industrial Council for the Motor Transport Undertaking (Goods) are to receive at least R15,36 under the new agreement.

Light delivery vehicle drivers get R19,68 compared with R17,32 and drivers of extra heavy vehicles receive R42,24 compared with the R39,21 allowed for under the extension of the existing agreement announced in March last year.

Holiday bonus goes up to R8 a month (previously R5,35) and sick fund contributions from employers rise from R5,35 to R6,80.

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Idle buses strand hundreds

4/7/75 Rdm

(Staff Reporter)

PUTCO drivers at the Eastaway terminus stood idle for most of yesterday, leaving hundreds of passengers stranded.

The reason for their work stoppage was not clear. The drivers, who idled in small groups, refused to talk to the Press.

On being asked what the trouble was, one retorted: "Who says there is a strike here? You should know better. Strikes are illegal."

CONFUSION

There was confusion at the usually busy terminus which serves Natalspruit and Alberton.

No official comment on the situation could be obtained from Putco's Wynberg headquarters.

A spokesman said: "I don't know anything about this. If a situation is as grave as the one you describe it would have surely come to my notice."

The spokesman said buses were running as usual.

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Taxi drivers face 'crisis'

Cape Times 9/7/75

By LORENZO TOGNI

THE increased taxi fares in Cape Town have brought relations between taxi-owners and drivers to a "crisis point", according to taxi drivers interviewed this week.

The crisis has arisen because taxi drivers are not earning more despite the rise in the fares.

In addition, most of the drivers interviewed complained that they faced "continuous complaints" from customers. Some of these complaints have led to drivers being violently assaulted. Some drivers complain that the public are now turning to cheaper forms of transportation and that as a result fewer taxis are being used.

Increased taxi fares were approved by the local Road Transportation Board on June 30. The cost for 200 m has risen from 5c to 10c.

FLAGGING FEE

The basic flagging fee has been reduced from 35 cents to 30 cents, however, although some taxis still levy 35 cents.

Cape Town taxi drivers say it is becoming increasingly difficult for them to earn a reasonable living.

A man who has been driving for the same firm for 13 years told the Cape Times that he was "completely defeated". He was 61 and would have to look for other employment.

"After all these years and all the grim problems which we have to bear while others are sleeping, we now have to give our bosses so much money that it's not even worth the bother," he said.

"NOT WARRANTED"

Mr A Kirsh, chairman of a large self-drive and taxi firm said: "I feel that this increase is not warranted. It makes it more difficult for a driver to make a decent existence, and the further he travels, the less he makes in profit."

The chairman of the Western Province Taxi Owners' Association Mr M Raymond: "I do not wish to comment on the drivers' position in this but with the rise in running costs of cars, and in view of the fact that the last increase in fares was granted in 1971, I feel that this increase is more than warranted."

Mailship crews reject strike

The Argus Shipping Correspondent 10/9/75

THE crews of the Union-Castle mailship Windsor Castle and the Safmarine mailship SA Oranje have rejected a world-wide call for British seamen to go on strike and instead have accepted the new wage agreement negotiated by their National Union of Seamen.

The Windsor Castle is on her way down-coast from Durban and the SA Oranje left Cape Town for Southampton earlier this week.

In a ballot held in the Windsor Castle 203 crewmen voted in favour of accepting the new wage agreement while only 41 were opposed to it.

At a similar meeting in the SA Oranje 199 voted in favour of the new agreement and only 22 against it.

The wage dispute brought British seamen an offer of an immediate increase of 31 percent on NMB rates as they were last July or 19,5 percent increase on present salaries and a further 9,7 percent next January on the earnings as at July last year.

By accepting the alternative offer deep-sea seamen will receive an immediate increase of R19,14 a week and a further R9,80 a week from January 1.

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The Star Tuesday July 22 1975

Black drivers take over

West Rand Bureau

Two Black drivers have been employed for the bus service between Muldersdrif and Johannesburg because no reliable White drivers could be found, said the general manager of Greyhound Buslines today.

"We had complaints from passengers on the route because the two White drivers we employed were unreliable," added the general manager, Mr J Armstrong.

"When we could not find reliable White replacements, we asked passengers if they would mind having Black drivers.

"There was absolutely no objection.

"The passengers are pleased because since we employed the two Black drivers the service has been running efficiently."

The Black drivers, previously employed by the company as inspectors, began their new jobs 10 days ago.

Mr Armstrong expects no trade union problems because, he said, the employment of the Black drivers does not mean Whites are going jobless.

"Men unsuitable in one service are put on to another which often suits them far better," he went on.

The two Black drivers do not earn as much as the previous White drivers.

But Mr Armstrong stressed that the wage gap is being narrowed as much as possible.

Taxi rise rankles

31/7/75

Mercury Reporter

THERE is dissension and confusion in the taxicab ranks over fare increases approved by the Local Road Transportation Board on Monday.

The main bone of contention is the rise in the time charge from R3,00 to R4,50.

The chairman of the Durban and District Taxi Owners' Association denied yesterday that the successful Morris Taxis' application was not fully supported by his association and stressed it had in fact persuaded Morris to include the request for the time charge increase.

This followed a statement by Mrs. Kay Watson, director of Aussies and a member of the executive of the association, that the members had been divided and that "at no time did the committee approve" the details of the application.

She adamantly confirmed her stand yesterday and repeated that the time charge increase was "exorbitant."

Mrs. Ruth van Deventer, director of Morris's, said yesterday:

"We fully agree with Mrs. Watson that the time charge increase is exorbitant. We are not members of the association but agreed to include the increase at the insistence of the chairman, Mr. Larry French, who appeared at our hearing before the Board.

"We have now decided to approach the Transportation Board and ask them to withdraw the time charge."

Crisis hits ship repair industry

6/8/75

Cape Times Correspondent

A CRISIS has hit ship repair companies in Cape Town and most of them have been forced to lay off staff. At least one company is working only eight to nine hours a day, compared with a 24-hour working day in normal times.

The manager of one of the biggest repair companies said yesterday: "The situation is as bad as it could be. We are as low on work as we are ever likely to be.

"We have been hit from two sides — the reopening of the Suez Canal and the dramatic drop in tanker traffic.

"Sure we are down; but definitely not out. Things can only improve."

Said a spokesman for another large company: "We are keeping our heads above water. There is a definite slack in the amount of repair work and where we normally work a 24-hour day, we have only enough work to keep us going for nine to 10 hours.

"We have not had to lay off any significant number of workers."

Another company said that although there was not a lot of repair work and the situation looked bleak for the immediate future, things were bound to improve.

"All ship-repair companies I know of have been forced to lay off workers. Some are even looking at senior staff members, but we are keeping a nucleus of workmen.

"We are convinced the slack spell is a seasonal thing but the general feeling is that it will never again be as good as it was.

"The reasons for the slack are mainly a general decline in shipping and the reopening of the canal.

"Then, of course, it must be remembered that oil refineries in Europe have cut down considerably on their production, some as much as 30 percent.

"But it is not only the ship-repair industry that has been hit by the slack in shipping. Shipping agents are also having their problems. There seem to been a general drop in shipping."

● In their latest estimates, Lloyds said that about 360 tankers, representing more than 30 million dwt of shipping, had been laid off.

60 sacked in row over truck driver

RDM 14/8/75

Own Correspondent

DURBAN. — Sixty African labourers were paid off by Freight Services, Maydon Wharf yesterday, after they refused to start work over a complaint about a sacked worker and an Indian driver.

According to a spokesman for the workers a labourer was injured last week when he fell from a truck, which ran over him.

Complaints about the driver were taken to the management.

It was claimed that one of the workers who had witnessed the accident was then fired, allegedly for "smelling of liquor", or for being an "agitator".

Police and labour officials attended the work stoppage and the labourers were paid off shortly after noon yesterday.

Company officials refused to give any information to the Press and reporters and cameramen were ordered off the premises.

The general manager of the company, Mr George Clarkson — who made a short visit to the scene yesterday — was unavailable.

Meanwhile Sapa reports from Cape Town that about 15 African workers were arrested yesterday on charges of taking part in an illegal strike at Deuns Bakery in suburban Woodstock.

A police spokesman said a dispute had begun last week when the workers wanted to elect a workers' committee. The manage had agreed, but the workers wanted to elect the committee members by show of hands and not by ballot, as required by law.

Disagreement and dissatisfaction over the voting procedure had led to a brief dispute on Tuesday. After a fresh incident yesterday morning police were called.

The station commander of Caledon Square police station, Lieutenant-Colonel P. G. Nieuwoudt, arrived at 8.15 am and for two hours tried to explain the voting procedure

He also told the men that if they were still dissatisfied afterwards they could go to him and he would try to help them.

Meanwhile, about 40 policemen, doghandlers and members of the Security Police arrived.

About 10.15 am Colonel Nieuwoudt told the the workers he had given them enough time and asked those who did not want to work to step forward. About 15 stepped forward and were arrested. there were no incidents.

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Fired men protest

16/8/75

Mercury Reporter

SIXTY African labourers were refused re-employment at Freight Services, Maydon Wharf after picketing the transport yard for more than four hours yesterday.

And they only left the premises after police intervened.

Earlier, tension arose when half the picketers refused to allow the others to collect their pay. Order was only restored after Major D. Steyn, Umbilo Station Commander, addressed the workers and gave them until 2 p.m. to leave the premises or be charged for trespassing.

The men were fired on Wednesday after striking in protest against the company's refusal to dismiss an Indian driver.

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60 sugar truckers axed over stoppage

Natal Mercury 23/8/75

Political Reporter

SIXTY African sugar cane truckers involved in a work stoppage at Stanger for higher pay were yesterday dismissed by their employers, Natal United Transport.

This was confirmed yesterday by the Durban manager of the firm, Mr. E. Garcia. The truckers were all employed to transport sugar to Stanger's Gledhow sugar mill.

"They were a very good crowd and we were very proud of them," said Mr. Garcia, who added that he hoped a great many of the sacked men would drift back to the firm on Monday to seek re-employment.

"We had no option but to pay them off. Once you begin to submit to this sort of pressure you are lost," he said, pointing out that the truckers had received a 25 percent wage hike in May this year.

He suspected that "a few agitators" may have been active among the men but conceded that it was "very difficult to pinpoint the source of the trouble."

The past five or six years had seen "dramatic improvements" in the wages and working conditions of the truckers. In many respects they were better off than men employed in similar jobs in Durban. However, a company spokesman refused to say how much the men were paid.

Mr. Garcia also said that production at the sugar mill was bound to be affected but it was impossible to say for how long.

Boat sinks off Green Point

Cape Times Reporter 3/9/75

THE CAPE TOWN salvage vessel L M Gemsbok capsized and sank three nautical miles south-west of Green Point last night. Early today, nine of her crew were missing, believed drowned.

A helicopter, NSRI launches, the tugs Hugo and Albatross, a police launch and a harbour company launch searched the area late last night. The nine missing crewmen have not been identified.

Eight seamen were rescued and pulled aboard the 94 300-ton Cetra Centaurus, a French tanker. Among the rescued was the Master of the Gemsbok, Captain T J Cowley.

The 314-ton Gemsbok was winching an anchor weighing several tons belonging to the Cetra Centaurus when she capsized and sank, a port official said.

The office of Land and Mar...e, the company which owns the Gemsbok, was jammed with inquiries from family members and harbour officials last night.

A spokesman for the company confirmed that the vessel, which is known for its characteristic winching "horns", was engaged in an anchor salvage operation at about 8.00pm when she was pulled over in an attempt to manoeuvre the anchor, and sank with all on board.

Several of the crewmen could not swim and none was wearing a lifejacket at the time, a harbour official said.

A harbour official said it was believed that most of the missing crew were trapped in the upturned hull of the Gemsbok.

First rescue boat on the scene was the NSRI craft from Three Anchor Bay.

Mr Howard Godfrey, coxswain for the rescue station there, said they were on the scene within eight minutes.

An up-turned life raft thought to contain bodies was cut open but found to be empty, he said.

One of the crew scrambled to safety by climbing up the anchor chain of the tanker — an "incredible feat", a harbour official said last night.

The first indication that the Gemsbok was sinking was a Mayday call on the emergency channel 16 picked up by the Cape Town Port Captain's office.

The Cetra Centaurus put out the distress call and within 15 minutes a small armada of rescue craft was heading for the area.

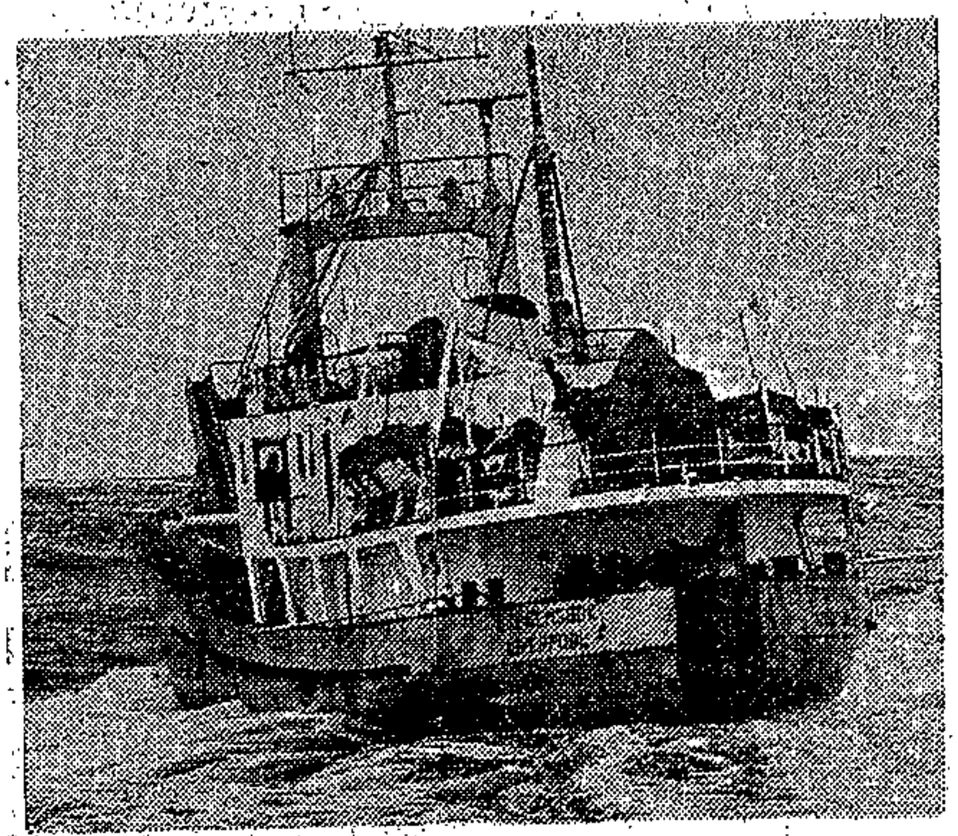
A medical Mayday launched two NSRI rescue teams, while radio calls diverted to the area by the launches Sea Carrier and Sea Service and sent the harbour tugs Danie Hugo out to the stricken vessel.

Fifteen minutes were lost in trying to locate a pilot for the helicopter which arrived at the area 20 minutes later to supply urgently-needed illumination over the sea.

The German salvage tug Albatross then radioed in and asked if assistance was needed. She too was diverted to the area by the Port Captain's office to supply illumination.

The police launch Loerie, sent out by the Port Captain's office, returned shortly after the Sea Carrier docked with the first two survivors at 9.50pm. After a swift change of crew the Loerie returned to resume the

Continued on page 2



The salvage vessel L & M Gemsbok

Boat sinks: 9 missing

Continued from page 1

search for the remaining nine missing crew members.

About 10.15pm, the Eandeavouree, a Cape Town-based launch landed the captain and the rest of the rescue crew. All of them were described as "quite well" and none needed medical attention. A special ambulance was on standby.

Captain Cowley, who has been captain on the Gemsbok for two years, said: "All I can say at this stage is that she was doing the job she was supposed to do when the tragic accident happened." He confirmed that nine of his crew were still missing.

"We were working on the deck when suddenly the Gemsbok turned turtle and sank. Those of us who were on deck took to the life raft immediately," he said.

The scene at the harbour where the rescued were landed was tense as relatives and friends of the missing men silently waited for news.

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Gemsbok search goes on

Cape Times 4/9/75

By WYNTER MURDOCH

TEAMS OF DIVERS worked throughout yesterday to free an 18-tonne anchor lashed to the deck of the sunken salvage vessel, L M Gemsbok, in order to clear the way for a thorough search for the bodies of eight crew members believed to be trapped in the ship.

The anchor was freed shortly before 4pm yesterday, and divers will resume their search for the bodies early today.

The 314-tonne Gemsbok sank in 50 metres of water about three nautical miles off Green Point on Tuesday night. A section of a 400-metre anchor chain shifted while it was being transferred from the Gemsbok to a 170 414-tonnes French tanker, the Cetra Centaurus, and the small vessel capsized within seconds of the change in weight.

The names of the eight missing crew members are: Mr Peter Jackson, the chief engineer; Mr Gilbert Saulus; Mr Benjamin Johnson; Mr Ismail Teegler; Mr Danny Nomdoe; Mr Jacobus Bam; Mr R Muller; and a 17-year-old cook who was making his first voyage in the Gemsbok.

According to a statement issued by the owners of the Gemsbok, the transfer operation was proceeding normally when a section of the 400-metre anchor chain, weighing about 25 tonnes, slid across the deck, causing the vessel to list and then capsize.

Divers were prevented from entering the hull of the vessel yesterday because the heavy anchor chain — attached to the anchor which was lashed to the Gemsbok's deck — was blocking the only means of access.

Once the anchor had been freed and winched up to the bow of the Cetra Centaurus, it was possible to enter the hull. Because of the great depth at which the Gemsbok is lying, however, it was decided to postpone further diving operations till today.

Two of the missing seamen Danny Nomdoe and Jacobus Bam, were believed to have been in the engine room when the Gemsbok went down.

The chief engineer Mr Peter Jackson was thought to have been resting in his cabin.

All the personal files of the crew went down with the Gemsbok. The cook, aged about 17, was not well known to crew members and the owners of the vessel are trying to locate his next of kin.

Diving operations were hampered yesterday by poor visibility

Further reports and pictures, pages 7 and 13.

W/E ARGUS 4/10/75

'Dirty, but we need cash,' say taxi men

By Keith Kiewiet

SOME Cape Town taxi drivers are pimping, protecting prostitutes and fleecing gullible passengers of hundreds of rands daily in a racket that neither the police nor the transport authorities can crush.

But, one taxi driver claimed he is doing it with a 'dirty taste' in his mouth.

And other drivers who admit they indulge in dishonest practices, say they are forced to resort to this because they cannot earn enough by honest means to clothe and feed their families.

Among other things:

- Some offer to find prostitutes for a payment of R10.
- They charge prostitutes a flat rate of R5 to get them out of the dock area when the police move in.
- They double the fare for passengers who want to go to certain hotels because these hotels do not pay them a commission for bringing in clients.
- They dissuade passengers from going to hotels that do not pay them commission.
- They set their meters going from the moment they start their engines at the rank instead of starting to charge at the pick-up point.

The drivers also buy liquor and gifts and sell these to tourists and sailors at vastly inflated prices.

'It sounds dirty and, my mate, it is. But a man has to took after the wife and kids,' Joe, a middle-aged driver said.

The taxi drivers claim that of every R25 they pocket in a day's work they only get R3 — the rest goes to the taxi firm. They also claim that they have to pay for the mileage from the taxi rank to the pick-up point and in many cases this means they have to pay as much as R1,50 out of their pockets for a 75 cent fare.

They claim it is impossible to survive on R2 a day and on bad days this is all they manage to bring home.

Taxi firm owners and authorities at the Department of Transport, say the drivers are over dramatising their lot.

Mr Moss Raymond, chairman of the Western Province Taxi Owners' Association, said: 'We know that taxi drivers are up to these tricks. We also know that it is doing us a great disservice by giving us a dirty name.

'They know they can have their licences suspended as well as have criminal charges laid against them for some of these practices.

'But to say they cannot survive by operating honestly is nonsense.'

Mr Raymond said that there were two types of taxi drivers. Some earned a flat wage of between R30 and R50 a week with commission. Others drove purely on a commission basis.

The owner of a taxi firm claimed that he paid his drivers R50 a week and that the commission earners took home a lot more than that.

Mr A. B. Eksteen, Deputy Secretary for Transport, said: 'All taxis have meters and passengers should only pay what is on the meter.

'If a taxi driver cannot earn his living honestly, and I am sure there are many who don't, then he should find another job where he can,' he said.

The taxi drivers I spoke to also claimed that their cars were not insured and in the case of accidents they had to foot the bills themselves.

Mr Raymond explained: 'It's for the court to decide who must pay. About 90 percent of taxi owners cannot afford to insure their cars because the premiums are so loaded.

'This doesn't mean that the driver has to pay for every bit of damage. If the accident was definitely not his fault we will always try and help out.'

A senior Railways Police spokesman told me that his men, from time to time, would warn girls loitering around the docks to 'clear off in five minutes.'

These prostitutes, fearing arrest, then sought immunity in a taxi — after depositing R5. Once in the taxi the police were powerless to act as the prostitutes were then bona fide passengers.

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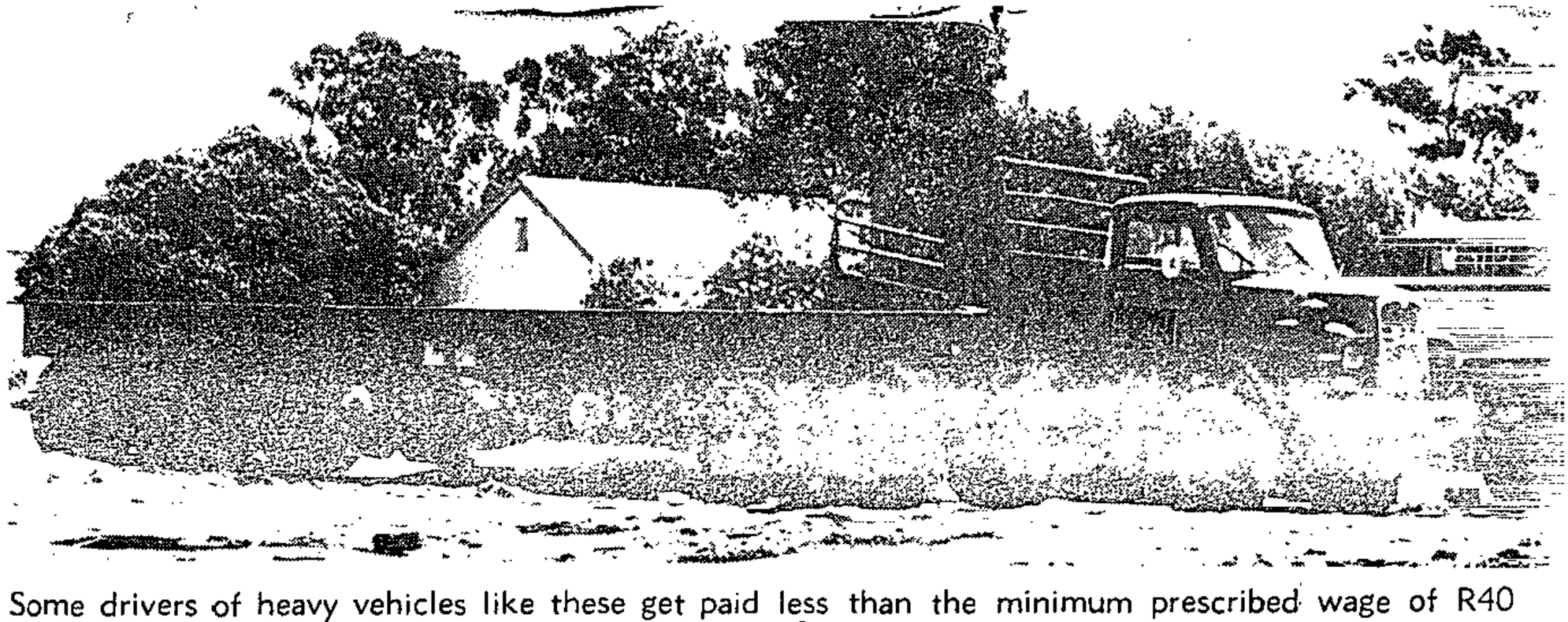

Some drivers of heavy vehicles like these get paid less than the minimum prescribed wage of R40 a week.

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Sun. Times (Extra)
23/11/75

Truckers are paid pittance

By NORMAN WEST

CERTAIN employers of heavy vehicle transport drivers are paying their workers only the minimum wage prescribed by the Department of Labour, irrespective of years of service, and some pay their workers even less than this, I established this week.

Workers who are most exposed to this type of exploitation are those who work for firms which refuse to co-operate with the Tramway and Omnibus Workers' Union and the Transport Workers' Union (Coloureds and Asian) by not allowing their workers stop-order facilities, I am told.

These workers, therefore, have very little direct union protection, although they may lodge complaints with the Department of Labour, which few of them normally do.

This is because they are not articulate enough to voice their grievances themselves, and because they fear recriminations from their employers, I am told.

Spokesman

A spokesman for the Department of Labour told the SUNDAY TIMES that the minimum wage paid to transport drivers is determined according to the mass of the vehicles they drive.

As an example, he mentioned that the minimum wage of a driver of a truck with a mass not exceeding 2 040 kg is R20 (about the weight of a 1½-ton truck) R30 for a driver of a truck which weighs not more than 8 500 kg (about four tons); R35 for a driver of a truck of not more than

PROBE INTO WAGES IS URGED

of heavy vehicle drivers who are not protected by the TWC in Cape Town and has pledged himself to fight for a fairer deal for these people.

Mr Jacobs gave the SUNDAY TIMES, as an example, the results of his investigation into the wages paid by one particular transport company.

We have confirmed the information given us and established this week that out of the 18-odd drivers the firm employ, and who drive trucks from 18 tons to 60 tons, only five of them earn R40 a week and none earn more than R40.

Here are the names of the drivers with the weight of the vehicles they drive in brackets:

D Domingo (20), J Andrews (60), A du Toit (35), A Clark (60), J Sonders (35), S Petersen (35), C Abrahams (35), J

they have approached their bosses individually, but had no success.

Mr Cornelius Abrahams, 46, a father of six, drives a 35-ton truck and sometimes a 65-tonner all over the Republic, delivering heavy machinery and other goods and yet earns only R30 a week.

Mr Japie Andews is slightly better off than Mr Abrahams, although not happy at all with his pay packet of R40 a week which he receives after seven years' service driving a 60-ton horse and trailer.

Because Mr Daniel Domingo has been granted the privilege to live in the small house on the grounds and combines his task as a driver of a 18-ton vehicle during the day with being caretaker and watchman during the night, his employer pays

bags fell off the truck and burst open. He tried his best to retrieve as much of the spillage and continued the journey.

On his return, he reported the incident to his employer who promptly deducted R40 — his total wages for one week — from his wages that month.

He laid a complaint at the Labour Bureau in Somerset West, was advised to return to work and immediately demoted to assistant mechanic.

He now earns R10 less than before and believes it is because he had complained.

Allowance

The drivers tell me that on trips which had taken them all over the Republic and across the borders, they receive only R3 per day subsistence and their helper, usually an African, receives R1,50.

They are most often forced to overspend on these long trips and this money was then deducted from their wages which left them worse-off had they not been sent away from home. Their employers have refused to increase the allowance.

Vulnerable

They have no cloakroom and all 18 of them have to share the one toilet with the Domingo family which numbers 10 in all



Mr Japie Andrews . . . R40 for driving a 60-ton truck



Mr Cornelius Abrahams . . . paid R30 for driving a 35-ton truck



9 000 kg (about 10 tons) and a minimum of R40 for a driver of a vehicle of more than 10 tons.

There are firms which pay their drivers in excess of the minimum wages, but transport firms, especially those outside the city, and therefore outside the Transport Workers Union (Coloureds and Asian) do not pay their workers a fair wage, I established.

Pledged

Mr Stanley Jacobs, Labour Party Member for Adendorp, and a Graaff-Reinet businessman, said yesterday that he had learnt about the low pay

Theunis (14), J Geldenheys (35), G Daniels (35), N Martiens (18), P Kharasie (20), J Sghiley (25), W Morris (18), A Mpopoyi (35), P Mashabe (18), J Nxivata (25) and J Fenney (18).

Struggling

The above 18 drivers should all earn not less than R40, but only five earn more than R30 and not one earns more than R40, the minimum wage for a driver of a vehicle weighing more than 10 tons (9 000 kg).

The drivers told me that they were struggling" to make ends meet with their low wages and that after working for the same firm for 10 years.

Conditions

The drivers are not only complaining about their low wages, but also about their general working conditions and the unsympathetic attitude of their employer.

Mr Ananias Clarke, 32, is a married man with six children, and like most of the firm's labour force, he comes from Grabouw, where there is very little work.

He was driving a 30-ton truck loaded with guano earlier this year when on a sharp bend, the load shifted and some of the

Mr Jacobs has written to the Department of Labour and has asked them to investigate the wages paid to the workers concerned.

"These people are very vulnerable and exposed to dismissal if they complain themselves, that is why I have taken up their case myself.

"I shall be particularly wary that none of the people who gave me information at my own request be victimized in any way.

"The wages they are being paid is a disgrace and they should be afforded the protection they are entitled to," Mr Jacobs said.

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23/11/75

Treated like children claim

6/12/75

Mercury Reporter

INDIAN drivers who staged a sit-down demonstration yesterday at Tanker Services—a long-distance haulage firm in Jacobs—said they had been treated "like children" by three White staff controllers at the firm.

About 140 Indian and several African drivers work for the firm, which transports bitumen, gas and other products in huge trucks between Natal, Transvaal, South West Africa, Rhodesia and other outlying areas.

The drivers, who did not want to be named, said that three young White controllers did not treat them with respect and scolded them from "morning to night."

They are paid R40 a week plus a bonus of R5 which "many never see because it is always deducted as fines against us."

They said the R5 fine was imposed on them if they were late for work, answered back or protested against working overtime after they had completed a 10-hour shift.

One of the spokesmen for the drivers said: "We are not given prior notice of long-distance trips that, at times, last up to two weeks."

When the Mercury called at the Tanker Services office yesterday, a receptionist said the manager, Mr. D. West, was in conference and could not be disturbed.

When the Mercury telephoned Mr. West later he was said to be "not available."

100 drivers sacked

Star 8/12/82

Own Correspondent

DURBAN—All 100 drivers at the Mobeni haulage firm, Tanker Services, who stopped work on Friday in a dispute about their White supervisors, have been sacked.

A spokesman for the drivers said today they had been told to collect their pay tomorrow.

Police and Department of Labour officials called to the scene on Friday told the workers to leave the premises as they had been fired after negotiations broke down. According to a spokesman, the drivers said they would return if the three White supervisors resigned. Management refused.

(1) ~~150~~
(2) 314

35 sit-in drivers lose jobs

Mercury 9/11/75

1 2 3 4

Mercury Reporter

TANKER SERVICES, the haulage company in Jacobs, has called in "borrowed" drivers from other companies in the same group to keep their trucks moving following the dismissal yesterday of a number of Indian drivers, a spokesman for the company said.

The company's manager for Natal, Mr. D. West, said staff had coped with deliveries of bitumen, molasses, sugar and liquifying gas since Friday when drivers staged a sitdown protest to air their grievances.

Mr. West added: "The truth is only 35 drivers were dismissed for refusing to work, after we had assured them that we would look into their grievances." The firm employs 123 drivers.

"However, we are not prepared to meet their demands to have our three controllers fired. But I feel this whole thing will sort itself out and we will soon have all our Indian drivers back again."

Indian drivers claimed yesterday that more than 70 men were fired and that the company did not want to negotiate with them. They complained that they were being treated like "children."

They also said that the company's head office in Johannesburg was not aware of their plight and that they wanted one of its repesentatives to come down to Durban to look into their grie-

Black taxi drivers claim they are being harassed

DAILY DISPATCH 23/2/76

314

EAST LONDON — Some black and Coloured taxi drivers here are threatening to give up their jobs because they claim they are being harassed by traffic officers in Buffalo Street.

Mr F. Lewis who has been driving a taxi here for 15 years, said: "The traffic department has turned the whole department out upon us. We had no warnings and since Tuesday it has been tickets all round."

He said matters would come to a head when Coloureds collected their pensions from the main post office on their pay day.

The bus stop opposite the Buffalo Square had been declared a no parking area but taxis were now being charged for stopping at any bus stop.

Taxi drivers would appeal to the traffic department to reconsider their position as they paid large sums of money to provide a service.

Mr Lewis said since their taxi rank was done away with by the traffic department in Terminus Street, they were not given an alternative place to use.

"We will appeal that we be given a taxi rank on the open space in Buffalo Square," he said.

The Chief Traffic Officer, Mr G. J. van Rooyen, said no vehicles, other than buses, were allowed to stop on bus stops.

"Bus stops are exclusively for buses,. These taxi drivers have been warned for a considerable time and they have ignored the warnings. Now we have decided to act," he said.

He said officials of the traffic department had a meeting with members of the Taxi Drivers' Association and it was agreed they could stop to off-load and load at specified areas in Gilwell Road, Caxton Street, Buffalo Street and Buffalo Square. They could also stop between Argyle and Gladstone Streets in Buffalo Street on their way down.

Mr Van Rooyen said he was not going to provide the men with a taxi rank because they were not operating as taxis — "they move from one point to another and if they want to wait for passengers they can stop in Beaconsfield Street," he said.

"If they operate from Parkside they can have a taxi rank in Parkside and the same applies to those who operate from Mdantsane. We can't provide a taxi rank for 200 cars," Mr Van Rooyen said.—DDR.

F.M
27/2/76

LORRY DRIVERS

Colour bar to go?

Job reservation among lorry drivers in the Transvaal and Orange Free State may shortly be officially reviewed.

The Minister of Labour has invited "interested persons" for their views on whether or not he should order the Industrial Tribunal to investigate the situation.

On paper, job reservation among lorry drivers is provided by Determinations 11 of 1962 and 21 of 1968 under Section 77 of the Industrial Conciliation Act. They reserve for Whites the jobs of lorry drivers in certain industries in the PWV-complex and large towns in the OFS.

Trade union sources tell the *FM* these provisions are dead letters, however. Employers, they say, do not even bother to apply for exemption from them when they want to employ Blacks. "They just go ahead and sign on Blacks regardless of job reservation."

A spokesman for the Department of Labour adds: "It has occurred to us that you seldom see a White man driving a lorry. The Department examines job reservation determinations from time to time to see whether they still serve any purpose." Hence the proposed review.

The spokesman added that job reservation in the building industry had been "very much relaxed" last year following investigation by the Tribunal.

The Minister is therefore asking for views on whether the two existing determinations should be replaced by measures "to safeguard White persons employed as drivers of motor vehicles against interracial competition."

Industries affected include the meat trade, cement manufacturing and cement products, mineral water manufacturing, quarrying; brickmaking, sale and delivery of sand, stonecrushing, and goods transportation. Lorries affected are those weighing 4 536kg and more.

Significantly, the Minister has also specifically asked for "proposals as to how the matter concerned can be dealt with without making a determination" under Section 77.

The clear implication is that the Department of Labour would like to find ways of protecting White job security other than by formal job reservation.

(1) 3/4
2 ~~1/4~~

(1) 138
(2) 374
(3) 66

Busmen claim victimisation

RDM 24/2/76

Labour Correspondent

THE 800-member Transport and Allied Workers' Union, representing Black bus drivers, has alleged that three bus companies run by a British group have launched a campaign of victimisation against the union which has resulted in the sacking of five union men since November.

The union has 554 bus-driver members working for Greyhound Bus Lines on the West Rand, African Bus Service, Pretoria, and Vaal Transport Corporation in the Vaal Triangle. Attempts at gaining recognition by the companies have failed.

It claims that a White bus depot manager at Randfontein had threatened he would fight the union with dismissals over their request for a stop-order facility for a death benefits fund. Nine names of union members were attached to the letter of request, and five have since been fired for what the union claims are "flimsy excuses".

The union yesterday released details of the dismissals:

● Mr Jacob Naane, a union shop steward, said he was fired for allegedly backing his bus on to a diesel pipe at 5 am in the morning — after reporting that the pipe was bent and he could not fill his bus.

● Mr Samuel Joga, also a shop steward of the union, claims he was summarily fired for bringing in a damaged bus after the brakes had failed and found to be dangerous after being tested by traffic police.

● Mr Phineas Tshabala, was demoted to a "tea-boy" after a driving accident. He was fired after the union asked for an interview to discuss the reasons for the demotion.

● Mr James Makhaza, fired for reported dishonesty, in that tickets were allegedly not issued on receipt of money. He was allegedly not given a proper hearing.

● Mr Koos July, also for alleged dishonesty. A member of the company's works committee who tried to defend Mr July, after he claimed there was a lack of clarity in the case, was in turn threatened with dismissal.

Yesterday Mr John de Wet, United Transport Holdings personnel executive, said he would investigate all the dismissals.

The union claims the dismissals have been the actions of one man, a depot chief, but that every attempt to bring the matter to the company's attention has been ignored.

The union's latest letter to the parent company's managing director, Mr A. W. Kent, of United Transport Holdings, has been ignored since December 10.

In the letter to Mr Kent the union asked for a meeting with him to discuss the company's policy towards African trade unions, as well as internal facilities, including stop orders on wages for funeral benefits, and the right to negotiate with the bus companies in association with the works committees.

(1) 314

(2) Industrial Accidents

CRATE FELL ON MAN — WITNESS

ARGUS 23/3/76

TWO men appeared in the Regional Court, Cape Town yesterday on charges of culpable homicide, arising from the death of a man who was fatally injured in Table Bay docks last year.

Mr Martin Harris, 48, of Bexhill Road, Wynberg, an overseer, and Mr Hendrick Muller, 27, of Cambridge Road, Maitland, a crane-driver, pleaded not guilty.

They are alleged to have caused the death of Mr Reginald Patrick Black, a superintendent for Aero Marine Services, by neglecting to see that a crate was properly secured to the crane, neglecting to see that the load was balanced, and neglecting to take the necessary safety precautions in hoisting the cargo.

FELL ON MAN

Mr M. J. Cronje, an assistant crane foreman, said in evidence that about 10 pm on May 14 he received news that a crate had fallen on a man and killed him. He investigated, but found the dead man had already been taken away.

He spoke to the crane driver, Mr Muller, who could not explain what had happened but said it seemed as though the crate had tipped while it was being lifted.

ROPES

Mr Milton Yeye, foreman of the contract workers, told the court that ropes and not wire were used to fasten the crate to the crane.

'I said the ropes were not right; they were too short. One was nylon, and the other rope,' he said.

Mr Yehe said he was tying the ropes to the crane hooks and was still standing on top of the crate when it was hauled [illegible] the crate when it was hauled up. He jumped off immediately.

The case has been postponed till June 24.

Mr J. Vermeulen was on

Bus strike ends

Daily Dispatch 7/2/76

EAST LONDON — The strike by black bus drivers here is over.

At 2 pm yesterday the 300 drivers and 150 maintenance men of the XDC-owned Ciskei Transport Corporation went back to work after a six-hour meeting with the company management.

All the men have been re-employed by the company.

The managing director of the XDC, Mr F. Maritz, said after the meeting: "There was a terrible misunderstanding on both sides, but all the differences have been thrashed out. The bus service is now operating normally again."

The strike had cost XDC between R80 000 and R100 000, he said.

The four-day strike and the dismissal earlier this week of the 150 maintenance men resulted from a wage dispute.

Mr Maritz said that during yesterday's meeting no demands had been put to him by the workers' representatives.

"I explained to them the wage agreement was still in draft form and the Labour Department with which we have been negotiating since August last year is the advisory body as far as the agreement is concerned," Mr Maritz said.

"All concerned with the strike and the firing of the maintenance men have realised we operate a service to the community and the way to solve internal matters is round a conference table and not through strikes," he said.

Early yesterday the Mdantsane bus terminus was a scene of chaos as residents of the township swarmed aboard the few buses operating to take them to work.

People unable to board the buses had to resort to taxis and private and rail travel.

Later in the morning three CTC buses brought the striking drivers and fired maintenance men to the company premises for discussions with the management.

The buses were driven into the depot and the steel gates at the entrance were then closed and guarded by police with batons, rifles and dogs.

A group of maintenance men who had arrived in their own transport remained outside the premises when they saw the entrance guarded by police.

There were, however, no incidents.

One agreement of the meeting was that all drivers and maintenance staff will now get three weeks' leave.

Previously maintenance men got two weeks' leave, but drivers got three weeks after serving a year with the company.

It was also agreed that employees would elect a new liaison management committee on Monday. — DDR.

(1) 106
(2) 344
(3) 150

314

Blacks now drive Whites on Rand buses

21/4/76

STAR.

Labour Reporter

Black bus drivers are now driving White passengers on the busiest route of Putco Operating and Technical Services which serves about 10 000 commuters on the Rand and Pretoria.

The introduction of four highly experienced Black drivers on the Edenvale-Johannesburg route on March 12 has been a "resounding success," according to the General Manager of POTS, Mr Barney Milns.

NEGOTIATIONS

Negotiations for the introduction of Black drivers on another route are in progress.

The four Blacks, who share the Edenvale route with nine White drivers, have a total of 65 years' experience and get the "rate for the job" — a basic wage of at least R250 a month.

"No complaints and only one query have been received from the 5 000 regular commuters using the Edenvale-Johannesburg service," said Mr Milns.

"I believe the public fully accepts the need for Black labour to ease the growth-stunting shortage of Whites.

POTS had been unable to recruit White drivers in the Edenvale area for some time, he added.

ACCEPTED

The introduction of Blacks had been carefully studied and accepted by the Edenvale Town Council with whom the company had a contract.

White drivers had accompanied the Black drivers during the first few days to familiarise them with the route and to answer queries from passengers, Mr Milns said.

SUNDAY TIMES, Business Times, October 24, 1976.

Blacks break through aviation job barrier



Nine Black workers, the first in South Africa to be given approved general aviation maintenance training, were awarded their certificates following completion of the 24-session course in the Comair Training Academy, Rand Airport, Germiston. The certificates were presented by Comair's managing director, Dave Novick.
Those who qualified were Lucas Makora, Simon Tsotetsi, Antonie Matsomela, James Tladi, Petrus Matiala, Michael Masenya, Joseph Chabalala, Frans Aphane, Joas Makanyane.

in

327

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Working hours to change?

Pretoria Bureau

Parliament is to debate a Bill which could make staggered working hours compulsory.

This is the amended Urban Transport Bill which is expected to make far-reaching changes in urban transport patterns.

Two major intentions of the Bill are to cut losses such as the estimated R80-million wasted each year in Johannesburg alone through commercial vehicles standing in traffic jams; and to provide for greater central government expenditure to boost public transport services thus keeping private cars outside city precincts.

COMMISSION

The Bill is based largely on the recommendations of the Driessen Commission into Urban Transport which recommended that R90-million be spent annually to bolster public transport services.

The Government reportedly accepted the commission's findings, but, according to Mr Johann Driessen, have thus far spent only about R4-million.

Staggered working hours could be expected to reduce dramatically the massive losses incurred through traffic jams, Mr Driessen said.

New York, he said, had cut its engine-wear and fuel-waste bill substantially by merely having shops open later than other businesses.

In September last year the cost of running the average commercial vehicle was estimated at R5,78 an hour. Johannesburg then had about 50 000 commercial vehicles and this meant that R80-million was lost each year in Johannesburg through commercial vehicles being caught in traffic jams.

Basotho Qwaqwa — See: HOMELANDS - Basotho Qwaqwa
See also: HOMELANDS - General; DECENTRALIZATION

Beverages — See: MANUFACTURING - Beverages

BIOGRAPHY — File here information on prominent personages.

Births — See: [illegible] - Vital statistics

Black Allied Worker Union — See: [illegible], RELATIONS - Workers' [illegible]ons - B.A.W.U.

Black business — See: [illegible]ZATION

Black Sash — See: [illegible]S

Boarding houses — See: [illegible]CANS

BophuthaTswana — See: [illegible]BOUR - S.A.

Border areas — See: [illegible]CANS

BOTSWANA - General — See: [illegible]ECTOR - Accommodation, catering

BOTSWANA - Labour — See: - BophuthaTswana

BRAZIL - General — See: [illegible]ZATION

BRAZIL - Labour — See: - General

BRITAIN - General — See: ZATION - Border Areas

BRITAIN - Labour — See: ZATION - General

BRITISH COUNCIL OF CE

Building

Building societies

Buses — See: [illegible]PUBLIC SECTOR - Local Authorities; PUBLIC SECTOR - Transport; TRANSPORT, PRIVATE
See also: GROUP AREAS; URBAN AFRICANS

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FIN. MAIL

BLACK WAGES 11/2/77

Drivers' breakthrough?

Cape Town's African and Coloured bus drivers may soon be paid the same rates as their White colleagues. Cape Town bus company Tollgate Holdings has agreed in principle, provided subsidies to fund the new wage scales are available.

While Tollgate will neither confirm nor deny the new agreement ("we are not prepared to reveal details of negotiations while they are still in progress"), Tramway and Omnibus Workers' Union general secretary Dirk Benade confirms that an in-principle undertaking has been given to his union by Tollgate. The only obstacle, he says, is the availability of funds.

Benade tells the *FM* that his union, a registered one catering for White and Coloured workers, approached Tollgate on the African drivers' behalf. If the funds are forthcoming, about 60 drivers on the Nyanga and Guguletu routes will be affected. They are now getting about 80c, says Benade, and he reckons that if they were paid registered union rates they would be getting a top rate of R1,68 an hour.

A similar arrangement in Durban foundered last year when a backlash by White transport workers led to an Industrial Tribunal reversing the decision to implement the rate for the job. Benade says, however, that he is not worried about a similar occurrence. "Some of our members did object," he says, "but they are in a minority. I think they've accepted the decision.

"If the money is there, we will have made a substantial breakthrough," he adds. "We will certainly provide an example to cities like Johannesburg and Durban, where they are lagging behind in their attitude to African transport workers."

Benade says he is also involved in trying to persuade the Africans to form a

3/ .....

PUTCO FARE RISE LIKELY

Mercury Correspondent

JOHANNESBURG — Putco, one of the major bus companies serving urban Blacks, has applied to the Department of Transport for an increase in revenue.

This could mean a fare increase within the next few months. Putco fares last rose by 10 percent in June last year.

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ARGUS 20/5/77

2

Fruit failure hits thousands of dock workers

The Argus Shipping Reporter

BECAUSE of a marked drop in fruit exports this season Cape Town port authorities are not exercising their right to bring in several thousand contract labourers from the Transkei.

The System Manager of Railways and Harbours, Mr J. C. J. Joubert said fruit export shipments were down about 40 percent 'which means we will not need the temporary labour force which we usually make use of.'

Mr Joubert explained that up to 2 000 temporary labourers were taken on at the height of the fruit exporting season, but the contract was not a binding one.

'The contract allows us to import temporary workers from the Transkei as and when necessary,' he said.

Mr Joubert emphasised that the drop in fruit exports and general slackness in shipping would not however, affect permanent employees in the harbour.

An official of the Deciduous Fruit Board confirmed that the figures for export shipments of fruit would be considerably lower this year.

He said bad weather had played an important role in reducing the quantity of fruit for export.

Last season deciduous fruit exports earned nearly R140-million and citrus fruit more than R115-million in foreign exchange.

BERTHS CLOSED

Referring to the general drop off in shipping Mr Joubert said it had been decided that four berths were to be closed down from June 1.

Mr Joubert said that machinery such as fork-lift trucks would be utilised at other berths in the harbour, and staff would be trained for work in the new Ben Schoeman Dock — the port's containerisation section.

(3) fruit

2 15

327

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Pass check at docks damages SA's image

327

CAPE TIMES 10/9/77

By GEORGE YOUNG
Shipping Editor

EFFORTS by commerce and industry to export a better image of South Africa ran into a king-sized snag at the docks this week when government staffs provided a classic of intimidation and frustration of black workers by demanding passes while they were busy on board ships.

Half a dozen representatives of foreign nations were witnesses of this bureaucratic operation of massive prison vans drawing up alongside wharves, and staffs interrogating black workers. Some were reported by a German officer to have been taken away in the closed wagons.

There was a Polish ship alongside the wharf when this exercise was enacted. "The seamen from communist countries were made to feel completely at home in Cape Town," a shipping man said yesterday.

"I object to my workers being hassled like this in business hours," a stevedore commented. "We pay these men by the hour and the whole works grind to a halt when the bureaucrats arrive. Why can this not be done when the workers go out of the docks?"

In a German ship a shore official said that they objected to their cargo working being halted by this interruption.

While in one ship it was said that the officials spoke to the men at the foot of the gangway, in another it was said that they came on board. Examining credentials of local workers on what is actually foreign territory is a new facet of the South African "outwards" policy.

This pass inspection operation was regarded by many local staffs this week as a disgraceful exhibition conducted in full sight of scores of foreigners, and all will have something to talk about when they leave these shores.

"We heard stories about South Africa but hesitated to believe them," a foreigner said in a ship yesterday. The pass raid in the docks convinced them. Are white workers treated in the same way?

The efforts by the government to create a better image overseas suffered a severe setback in Cape Town this week.

4. Plausible Ventu ion firm based in Cape Town. In August 1974 t 0 000 for a job in Parow is accepted, and pl the following January. But in November the a job in Bellville instead for R40 000. The en up on payment of an agreed penalty of R15 00

Staff The Bellvi will require the services of an extra secret tration at R3 000 p.a., and an extra foreman f

The Company's exist orkers, each earning R2 000, will be adequate fo

Transport The Compa orries bought for R5 000 each 2 years ago. Depred be R400 p.a. plus 10c per mile.

It is estimated that l require the lorries to travel an extra 1 00

Materials The Compan all the materials for the Parow job:

1 000 units of Ty
500 units of Ty

Type A would not be us ob, but could be sold for 50c each.

Type B has no alternati value, but 200 units can be used for the Bellvil t will be necessary to buy 3000 units of Type C at ville contract.

Both jobs will take

The Managing Directo r which of the two alternatives is most prof

Draw up a table showi costs involved in each.

What advice would you give?

(50%)

Cape Times 28/6/77 327

shipping

Petty apartheid at docks

THE CAPE TOWN docks has a front window exhibition of petty apartheid for the benefit of visiting seafarers.

The pedestrian bridge over the railway at Woodstock to the Duncan Dock has two lanes, clearly marked whites and non-whites.

Workmen of all races who use this bridge are scarcely concerned whether the people sharing the bridge with them are of a different race.

But what of the influence on the Koreans, Philippines, Chinese, Iranian and other visitors? Which side of the bridge do they cross on?

People anxious to defend the cause of the Republic in the face of criticism from foreigners have this classic of racial discrimination to justify right under their noses.

The public toilets are another classic. They have four entrances, two for each sex.

A party of four Koreans closed with a toilet complex, and after walking round it twice, one man went into each entrance, and emerging, all laughed at the stupidity of South African policies.

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18/6/77

The Cape Times, Saturday

Dock labour dislikes boxes

By GEORGE YOUNG
Shipping Editor

THE COMING of containerized traffic to the Cape route and the winding up of the break-bulk mail steamers in September has caused displeasure to Southampton dock workers.

This week they walked out on cargo working of the Windsor Castle from South Africa to discuss with the owners plans for continued employment when the ships quit. The answer is relatively simple; when breakbulk cargo ceases there will be less employment along the wharves.

Container traffic requires fewer men, and this is one of the advantages. The frequent strikes and lockouts, associated with the escalating wages, induced shipowners to expedite the switch to containers.

The first container ships in Britain produced all sorts of labour troubles from men who saw their livelihood in danger. But they had to resign themselves to the new situation.

The switch is to affect volume of open wharf working in South Africa, too, but the continued patronage by increasing numbers of Far East-operated general cargo ships should assure the labour of continuity of employment. The pressure on facilities this weekend will make it apparent that with or without container ships, there is still plenty of work to go round.

When the Windsor Castle reached Britain on Monday the passengers found themselves without shore labour to help with heavy baggage, and for most of the day there was no cargo working. At this time of year when the ships have both fruit and general cargo to discharge, there is not much time in the space of the 12 days turn round to both empty out and reload with cargo for South Africa.

Southampton will certainly miss the Cape liners, the last regulars on long hauls.

FM 18/11/77

HEAVY-DUTY DRIVERS

(327)

Black man's burden

Even though industrial relations in SA are not all they should be, it is still something of a shock to hear of an employer shooting a worker and then assaulting him with a gun butt.

This incident occurred about two years ago, but the grievance which sparked it off still rankles among black bus and truck drivers.

The worker who was assaulted had refused to take an unroadworthy truck on the road. His reason was a provincial ordinance to the effect that a man driving a company vehicle in the course of his duties is held personally responsible if the vehicle lacks a licence or is unroadworthy.

The drivers insist that the company, which is currently held jointly responsible, ought to be solely responsible. They say their only means of protecting themselves is to refuse to drive unroadworthy vehicles but that drivers are often sacked for such "insubordination". They also complain that many employers refuse to pay traffic fines incurred in cases where the company has not maintained or serviced its vehicles properly.

Says Clement Montsho of the Transport and Allied Workers' Union, which represents some of the drivers: "The law leaves the driver at the mercy of his employer. It also means the employer has little incentive to make sure vehicles are in order."

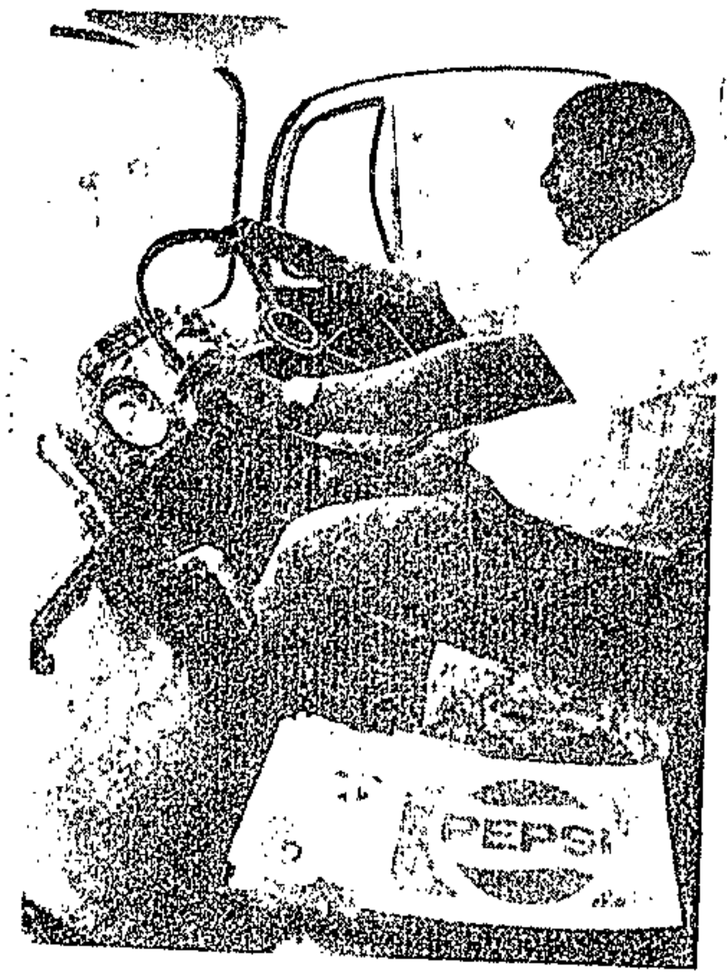
The union has a dossier of cases to support its contentions:

● It charges that a Vereeniging firm, BAB Cartage, refuses to compensate drivers for fines incurred when they are caught on the roads without licences or roadworthy certificates. A company spokesman replies that drivers are expected to check that certificates are in order before they take their vehicles out on the roads. Despite this, he says, BAB always pays the fines, and often provides legal representation.

● The union also says that a driver for EDC-owned BophuthaTswana Bus Services was fined R300 and his licence suspended for 18 months after the main switch of his bus fell off. The union lodged an appeal, and the suspension was reduced to six months, but his workmates had to club together to raise the cash to pay the fine.

BophuthaTswana Bus GM Pieter Botma tells the *FM* the company expects drivers to check vehicles before driving them. Despite this, he says, it pays fines for drivers unless they are themselves guilty of a driving offence.

● At Greyhound Bus, says the union, drivers are often asked to take out buses with weak brakes. If they are caught and fined, they are held personally responsible by the company. Greyhound GM T B Maund replies that his company only expects the driver to pay if he is "obviously to blame".



Setting off on the road . . . vehicles (and jobs) at risk

The *FM* understands that some employers now want the ordinance changed so that drivers will have to check their vehicles before taking them out. If they are then stopped on the roads, they would be held solely responsible.

Perhaps it should also be amended to make it an offence for employers to sack drivers who do refuse to drive unroadworthy vehicles.

AFRICAN UNIONS — 1

FM 18/11/77

A happy resolution

(327)

A victimisation dispute at a Reef transport firm had an unexpected outcome this week — one which could usher in a new era of industrial relations for the firm.

Some weeks ago, the unregistered black Transport and Allied Workers' Union helped one of its members employed by the firm, Abram Sebakamotse, prepare a case against Langhoff Transport of Vanderbijlpark. Sebakamotse alleged that he had been dismissed after trying to form a works committee at Langhoff's plant.

Langhoff proprietor Manfred Langhoff replied that Sebakamotse had been retrenched because of lack of work and that he wasn't aware of any attempts to form a committee at his plant.

Langhoff and the union this week got together to sort out their differences. A committee was elected and a constitution drawn up. Langhoff has also agreed that problems which cannot be handled by the committee will be discussed with the union. Union officials will have full acess to the firm's premises to discuss problems with workers.

Union secretary Clement Montsho declares himself happy with progress at the firm, while Langhoff confirms that the new arrangement has been agreed upon and adds that he is preparing his own set of rules for how it should operate. These will then be put to the workers.

The first major problem the committee will face is that of further retrenchments, which Langhoff says are on the cards due to a further slackening of work. The firm has asked worker representatives to discuss the retrenchments.

Rennies Cape Town to peg freight rates

Star 12/12/77 (327)

Rennies Cape Cross Shipping Service will not increase its freight rates when the Europe-South Africa Conference lines raise their tariffs by 12½ percent from January 1, Mr Chris Richards, head of the Cape Cross Service, announced today.

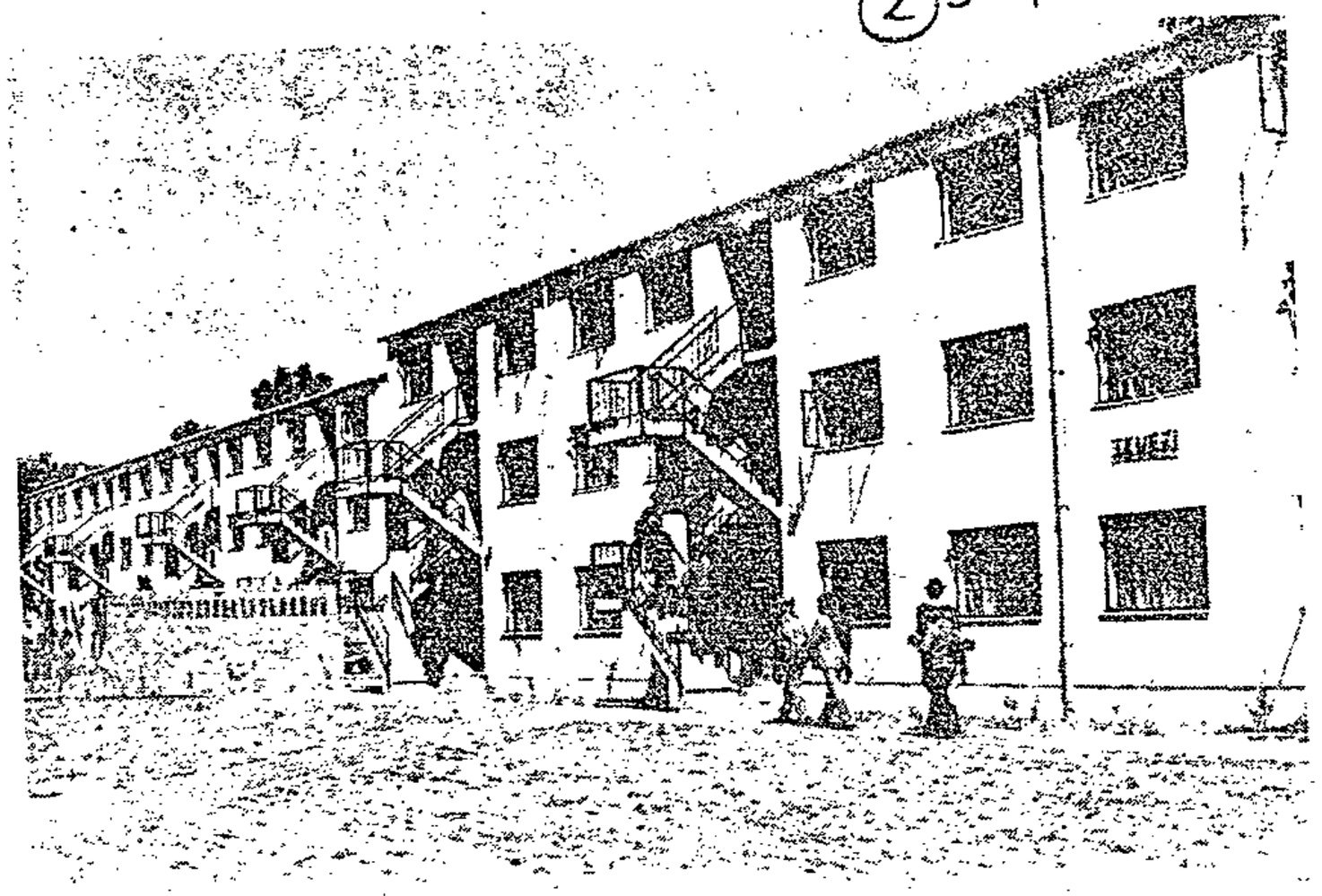
Mr Richards said the increase, coupled with a proposed 6 percent tariff hike in April, meant a considerable rise in costs for the importer booking cargo direct with the line's LCL groupage container service. "As an anti-inflationary measure Rennies Cape Cross and our United Kingdom partners, Transtec International have decided to hold rates at their present level to assist clients in containing their costs."

"Cape Cross tariffs already offer financial savings to importers and the decision to hold costs was taken following the recent visit to South Africa of Mr Jim White, managing director of Transtec," said Mr Richards.

The service was started last year to help importers make a natural transition to containerisation. "Through a door-to-door service importers have more control over the movement of their goods because each consignment is monitored from the moment it is collected from the United Kingdom suppliers until it arrives on the importer's doorstep," he said.



A resident of the stevedores' housing complex in Guguletu entertains a woman friend outside his flat.



Stevedores return home from the docks. The name of their block, Ikwezi, means morning star. The housing complex in Guguletu was officially opened yesterday.

Many mod cons for stevedores

THE STEVEDORES' housing complex in Guguletu which was officially opened yesterday afternoon is neat, clean and tidy — and has all the mod cons.

Features include electric hot plates which switch off automatically after 20 minutes and showers which deliver nine litres of hot water at the pull of a chain, both conservation measures.

There is room for 700 men, most of whom are married. Their wives are not allowed to live in the Peninsula.

They are allowed visitors, including women, till 8pm.

The R¾ million project was financed by the Cape Town Stevedores Association and the Association of Shipping Lines after the shipping lines in Europe asked for improved living and housing standards.

Each occupant pays 7 percent of his average 1976 wage in rent for the furnished flats which have toilets, showers, running water and electricity.

The Transkeian consul in Cape Town, Mr M Dumalisile, was among the guests yesterday. He said he was impressed with the facilities and wished more employers would follow the stevedore association's example.

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Taxi man pulls out of bureau

Johannesburg taxi fleet operator, Mr A R Mouton, has withdrawn his cars from the Taxi Bureau because he says it refuses to allow his black drivers to use its two-way radio service.

The man who runs the Taxi Bureau, Mr Roy La Rinquest, was unavailable for comment early today.

Mr Mouton is now joining Johannesburg's smallest radio taxi group, Springbok Taxis.

In other developments:

● A second black applicant has gained his first-class taxi driver's licence, and will begin working for Mr Mouton today;

● Mr Mouton is to apply to the Local Road Transportation Board in Johannesburg for permission to introduce minicabs (carrying a maximum of three passengers instead of four) which would offer cut-rate fares. He says he hopes to cut rates by about 30 percent.

● Mr M J Botha, an owner/driver in Johannesburg has been granted approval to carry blacks, Indians and coloured people in his first-class taxi. He is restricted to picking up these fares between 6 pm and 6 am.

Mr Botha told The Star last month that he was applying for permission to carry all races as the transport available to hotel staff leaving work at night was totally inadequate.

The owner of the Springbok Taxi radio service, Mr B J "Boet" Smit, said there would be no discrimination against blacks in his organisation.

The drivers who used the station had discussed the matter and decided to support Mr Mouton.

Shooting: EL trio to appear

DD 13/1/78 (333)

EAST LONDON — The three men charged in connection with the shooting of a Collondale man in May last year have been ordered by an East London magistrate to appear for trial in the Grahamstown Supreme Court on February 8.

Mr Sidikana Merile, 21, of Mdantsane, Mr Mxolisi Lange, 19, a long-term prisoner, and Mr Danisile Penze, 19, of Mdantsane, appeared briefly before Mr N. Oosthuysen yesterday.

The court order follows a decision by the Attorney General of the Eastern Cape that the men appear in connection with the shooting of Mr Kilana Dodo.

The State alleged the three men attempted to murder Mr Dodo by shooting him with a pistol in the stomach.

Charges against the trio are: attempted murder, robbery with aggravating circumstances and housebreaking with intent to steal and theft.

On the second count the State alleges they assaulted Mr Dodo and Miss Maggie Ntshele, also of Collondale, and forcibly took from their possession money, sunglasses and a knife.

On the third count it is alleged the trio broke into the home of Mrs Valerie Stoltz and stole two radios and a pistol. — DDR

BLACK WORKERS (333)

In the firing line (139)

FM 20/1/78

A number of black lorry drivers and their assistants have become victims of the high unemployment in the Vaal Triangle — and of influx control. The men, who are members of the unregistered Transport and Allied Workers' Union, also claim that they have been victimised because of their membership of the union.

Matters came to a head last week, when the men demanded that their employer take them to the labour bureau of the Vaal Triangle Bantu Administration Board (Vaalbaab), so that they could be properly registered as workers for their firm, Langhoff Transport. They feared arrest under the influx laws if they were not so registered.

When the firm re-opened early this month after the Christmas holidays, a number of the unregistered men were accordingly taken by their employer's wife to the Vaalbaab's labour bureau. A white official there told them that they had no permission to be in the Vaal area and could not be offered employment as they were "outsiders" and local blacks were also looking for employment.

Manfred Langhoff, owner of the company, referred the *FM* to his wife, who refused to give her name. "Yes, we had a lot of unregistered Bantus here. And you know, that is against the law. Another thing is that a lot of local Bantus in this area are looking for jobs," she said.

A spokesman for Vaalbaab's labour bureau confirmed that the men were refused registration and employment because of the labour situation in the Vaal area. "What is the use of offering them jobs while local people are desperately looking for jobs?" he asks.

However, speaking through their works committee secretary, Joseph Molaudzi, the men claim that some of them had been working for the firm from as early as 1974 without registration. They claim that victimisation in the firm started last November when they formed a works committee after joining the union.

Molaudzi tells the *FM*: "When our committee was formed, union officials were present and our employer gave the impression that he was in favour of our activities (*FM* November 18). Life suddenly turned sour for most of us in November last year. We were made to wash lorries and do other degrading jobs. One foreman even said this was punishment for being union members."

2/8/77 R.D.M.

Bus drivers convicted (333) for going on strike

By DIAGO SEGOLA

EIGHTY-SEVEN black bus drivers employed by the Alberton Municipality who were arrested on Monday for refusing to work were convicted yesterday for striking illegally.

The men — drivers and inspectors employed by the Alberton Municipal Transport — appeared before Mr J S van Wyk in the Alberton Magistrate's Court and were each jailed for four months, conditionally suspended for five years.

The men appeared twice in court. Earlier in the day they appeared in the same court before Mr Van Wyk and were remanded in custody to August 18. All were refused bail.

But after discussions between officials of the Alberton Municipality and court officials it was decided to have a re-trial.

The chairman of the Alberton Management Committee, Mr Johan van der Merwe, told the Rand Daily Mail that this decision was taken because it was clear that some of the drivers had been intimidated into taking part in the work stoppage.

He said officials of the Alberton Town Council had told the drivers that they wanted to solve the matter and would consider taking back those who wanted to return to work after the court appearance.

After finding the drivers guilty, Mr Van Wyk, the magistrate, told them the court would suspend their sentences on condition that they did not engage in similar action within five years and were not convicted of the same type of offence.

~~134~~ 333

UNIONS

Over to the courts

FM 11/8/78

Potentially groundbreaking points of labour law are at issue in a unique action currently in progress in the Pretoria Supreme Court. One point argued is the claim of an unregistered African trade union and a works committee that they have *locus standi* to represent workers in a case against their employer.

Justice Eloff is expected to hand down judgment later this month on the claims of the Transport and Allied Workers Union and the works committee at Bosman Transport of Vereeniging that they have *locus standi* to bring an application against Bosman on behalf of the firm's workers.

Last month the court handed down an interim order restraining Bosman from dismissing workers unlawfully (*Current affairs* June 30). The firm has opposed the application's being made final.

The applicants, the union, the committee, and a number of individual Bosman workers, claim that Bosman dismissed some workers because of their union and works committee activities, and that this was a breach of labour law. They also claim other breaches by the firm, such as failure to provide them with log books or to pay them the overtime rates laid down by their industry's industrial agreement.

In a replying affidavit, the firm's MD Piet Bosman, argues that the union has no direct interest in the application, that its constitution makes no provision for the legal action it has instituted, and that, as an unregistered union, it has no "statutory recognition."

He also argues that the committee has no *locus standi* in the matter. He claims its constitution was not properly accepted by his workers and that the law makes no provision for the acceptance of such a constitution — at any rate not in the form of the Bosman works committee's constitution.

Inter alia, Bosman argues that the applicants should have cited both the industrial council and the relevant statutory bodies and officials charged with resolving labour disputes as respondents because the law assigns them the responsibility of trying to resolve disputes.

As far as the applicants' charges are concerned, Bosman denies that he fired any workers for union or committee activities. He claims one worker was fired for passing confidential company information to the union and that the others were dismissed for reasons unrelated to their union and committee activity.

He concedes that he did not use the log books required by the industrial council to record normal and overtime work but says that this system had been found wanting in the past and that he has used a tachometer instead. Instead of overtime, he pays bonuses to his workers. A recent experiment conducted by him — with the committee's alleged consent — proved that the bonus system is more favourable to workers than the log book system, he claims. Bosman also denies that he ordered or asked drivers to work more than 15 hours a day, in breach of the agreement.

Works committee chairman Shadrack Sello has now replied to this affidavit. He says the works committee constitution was properly adopted by a general worker meeting and that Bosman was angry when he discovered that the committee had obtained a works committee constitution from the Union.

In addition, another committee man, Alfred Hlohlongwane, who earlier signed an affidavit saying that he would have opposed the committee's decision to take action against the company had he been present at the meeting, has signed a new affidavit contradicting his earlier statement.

He states that the original affidavit was signed by him without a formal oath being administered and that he agreed to sign it in the presence of Bosman and the firm's lawyer "because I was frightened of the consequences if I did not do so." He also says that he was asked by management to inform it who were union members and that Bosman's transport manager, Danie Bloem, told him that the men who brought the application would be dismissed. Had he been at the committee meeting, he would also have voted to institute proceedings, he now says.

At least one issue has now been resolved. In a further replying affidavit Bosman, who earlier stated that he had asked the industry's industrial council to exempt him from the log book system, says that the council ordered him to institute the log book system immediately and that he has done so.

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ters' families.

3/11/78 (383)

The inclusion of LANDCULT instead of MORGENS greatly increased the explanatory power in the variation of yield from 11% to 29,1%. What is also interesting is that the coefficient of LANDCULT is positive indicating a direct relationship between the two. As explained earlier, these two variables (YIELD and LANDCULT) were both probably related to family income or wealth and that families with higher incomes were capable of cultivating more land, buying better seed and more fertilizer thus obtaining higher yields.

The number of unspecified children (HUC) only just becomes significant in equation (6) and has a negative coefficient. A possible explanation for this is that unspecified children may well refer to younger children and that an adult woman might have to stay at home to look after the children. This could therefore lead to a fall in yield.

The significance of HUC falls away when the number of wage-earning females and males are combined in the composite variable HWA in equation (7). HWA becomes more significant indicating that the absence of adults from the fields because they were earning wages lowered the yield.

Thus far we have considered and analysed maize cultivation in the homelands. What emerges from the study is the complex interdependence of many of the factors: the size and proportion of land cultivated and the yield obtained from such cultivation all have an affect on each other and are all in turn probably influenced by the overall wealth of the family. We turn to another aspect of a homeland family's wealth, namely their livestock.

2.7 Cattle

Workers were ask ivestock?" If they replied in the affirmati e number of cattle, sheep, goats, pigs, chi ssed. Table 16 specifies the distributior ilies.

committee elections because the present committee's term of office is due to expire on January 1. The elections have nothing to do with the present dispute, says Mets.

He denies any victimisation by management. Workers who were taken back were told that they could channel grievances through the liaison committee. Nor, he says, was there a lock-out. The worker who claims he was dismissed resigned and the others „stopped work and walked out." Krommenie has never opposed unions in principle but is waiting for the Wiehahn report, says Mets.

TRANSPORT, PRIVATE – Labour

17-1-79 – 21-12-79

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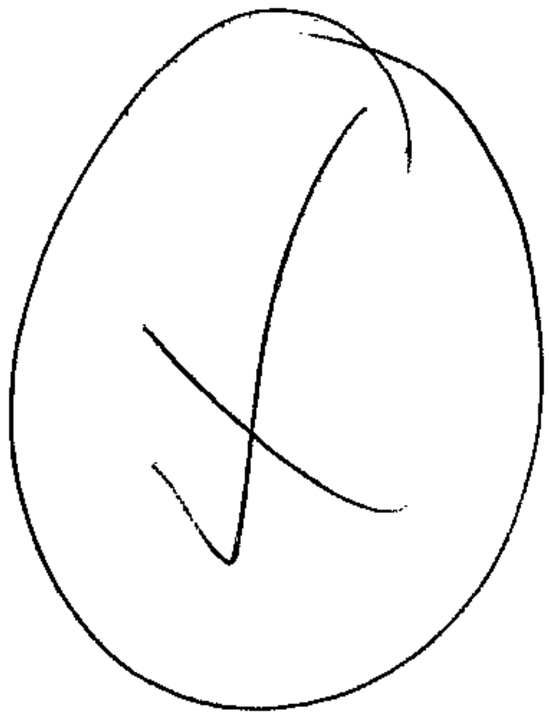

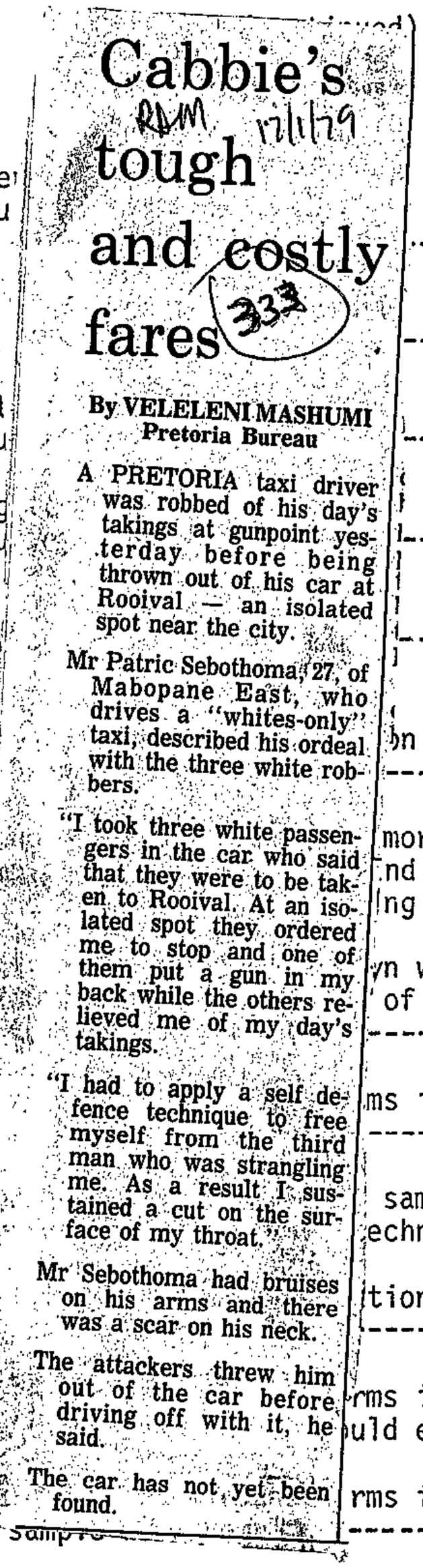

Cabbie's RDM 12/1/79 tough and costly fares 333

By VELELENI MASHUMI
Pretoria Bureau

A PRETORIA taxi driver was robbed of his day's takings at gunpoint yesterday before being thrown out of his car at Rooival — an isolated spot near the city.

Mr Patric Sebothoma, 27, of Mabopane East, who drives a "whites-only" taxi, described his ordeal with the three white robbers.

"I took three white passengers in the car who said that they were to be taken to Rooival. At an isolated spot they ordered me to stop and one of them put a gun in my back while the others relieved me of my day's takings.

"I had to apply a self defence technique to free myself from the third man who was strangling me. As a result I sustained a cut on the surface of my throat."

Mr Sebothoma had bruises on his arms and there was a scar on his neck.

The attackers threw him out of the car before driving off with it, he said.

The car has not yet been found.

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Table 14. Total numbe
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Table 17. Engineering
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Table 28. Urgency of language and communication course to firms in Witwatersrand sample ----------33

Table 29. Number of African technicians firms in Rosslyn sample would employ ----------34

Table 30. Factors hindering firms in Rosslyn sample from employing more Africans as technicians -------35

The Report on Rural Development calls fc lation to control the use of grazing lands. It rightly s pastures are a national asset belonging to the whole rt goes on to argue that leasehold arrangements for f periods may encourage lessees to "hammer" the land e their lease expires. There is therefore a need f tion to prevent this. Legislation may indeed be nece regarded as a last resort. The formation of commur uld provide a natural interest on the part of share e be managed and even improved. Under present condi re nearly half the population have no direct intere reasonable to hope that those same people, having been of the shares controlling the grazing, should act iate guardian over pasture management. The establish grazing would help to set efficient norms for herd si ments should also be reflected in higher rental prices lations between the community and technical services. fore be necessary, as proposed in the Report, offici ing ratio or the ceiling on any one family's holdi rther, the proposed distinction between commercial r munal grazing lands would be as unnecessary as it is

The establishment of a price o at times of drought or of any other altered conditior ction in, or an altered composition of, the total herd ears the cattle population has grown 250% to 3 million w e has remained almost unchanged at the low overall if not more than one, year of drought must now be imm istical terms. If severe, and if it were to develop i ars, the pastures carrying capacity would drop conside ween 1,5 and 2 million. Favourable beef prices, whi help to raise the off-take, perhaps even as high as dou l or about 400 000 head of cattle a year. In other the market might handle 800 000 out of the 1 to 1, should be culled; or 50% to 80% of the requirement.

A fall in beef prices, no pean prices but certainly the local sale prices, would so that the conservative

Acknowledgements

Saldru wishes to express its grateful thanks to the Ford Foundation, India for its generosity in seconding Dr. Reynolds to Saldru for three months, June - August, 1977.

We are grateful too, to the Harry Oppenheimer Institute for African Studies at the University of Cape Town for a grant enabling Dr. Reynolds to travel through Southern Africa in order to undertake the research on which this paper is based.

Glossary

ARDP – [illegible] Programme

TGLP – [illegible]

Saldru is [illegible]es,

23 Ciskei bus drivers arrested

EAST LONDON — Twenty-three of the Gompo Transport bus drivers who disrupted services over the weekend by walking out after a dispute with management have been arrested by the security police and face charges of sabotage.

The head of the security police here, Col A. P. van der Merwe, said the men were arrested at about 3 pm yesterday.

He expected them to appear in court soon on a charge of sabotage. There will be an alternative charge of contravening the labour laws.

Those arrested include two spokesmen for the liaison committee negotiating between the drivers and management, Mr Ephraim Swartbooi and Mr Mzimkhulu Buntshinzi.

The head of the bus company, Mr H. Kaiser, said yesterday the service had returned to normal after being operated on a reduced basis over the weekend.

About 190 drivers, over half the total employed by the company, have been fired.

Mr Kaiser said while the company was not yet up to full staff strength it was operating the normal service.

The public seemed to have been relatively unaffected by the dispute and commuters turned out in their usual numbers for transport to work yesterday. — DDR.

Taxi chief sacks his black drivers

STAR 4/4/79

333

Controversial Johannesburg taxi fleet owner Mr Abrie Mouton has discharged all his black drivers.

Mr Mouton, who was the first taxi company owner to take on black drivers in Johannesburg, said today the 10 men were discharged earlier this week because they had refused to abide by company rules.

He claimed they used the cars privately in Soweto at weekends and said he felt he was not always being fully paid for the use of the taxis.

Several weeks ago, Mr Mouton gave his black drivers an ultimatum to follow several demands: Taxis must be left at the depot at night and not taken to Soweto; he would split driver earnings 50-50, and drivers had to keep proper records.

Because these terms had not been followed, he had had no choice but to discharge them, Mr Mouton said.

He added that he would still take on black drivers to work for his Golden City Taxi company.

When Mr Mouton first took on black drivers last year he received several anonymous death threats and shots were fired at his house.

Drivers told: quit Ciskei

EAST LONDON — Transkeian bus drivers who were released from detention in Ciskei police cells on Thursday claimed that they were told to leave the Ciskei by today.

The Transkeian drivers were employed by the Gompo Transport Corporation and they went on strike in January.

During the strike the drivers were detained under the Ciskei emergency regulations — Proclamation R252.

On Thursday, 71 drivers who had been detained since January 20, were released after being in detention for 90 days.

One of the drivers who asked his name be withheld said most of the released drivers were from Transkei.

With 15 others they were held at the Mdantsane police cells. Before their release some drivers who had been detained at various Ciskei police cells were brought to Mdantsane by members of the Ciskei Intelligence Service.

He said they were told by an officer that those drivers who were from Transkei should quit the Ciskei by today.

Most of the drivers were not keen to return to Transkei because of rife unemployment. Because of the instructions, some of them had decided to remain in Duncan Village, since it was in an urban area.

He said there were more than 200 drivers who went on strike — the majority of them from Transkei. Some of those who were not detained had fled to their homes in Transkei.

A police spokesman at Mdantsane confirmed that the drivers had been released by members of the Ciskei Intelligence Service (CIS). He did not know what the CIS had told them.

The Secretary for the Ciskei Department of Justice, Mr J. du Randt, said yesterday he could not confirm whether the Transkei drivers had been told to quit the Ciskei.

A spokesman at the Minister's office said Chief Njokweni would not be available for comment until Monday. — DPR.

Bus drivers in court over strike

333

408/5/79

EAST LONDON — More than 200 people packed The Kaffrarian Rifles' drill hall here yesterday to attend the hearing in which 102 bus drivers are appearing in court as a result of a strike in January this year.

The 102 men, appearing before Mr S. van Zyl, are charged on a main count of contravening the Riotous Assemblies Act and the Criminal Law Amendment Act.

The state alleges the men were all employees of the Ciskei Transport Corporation and it was an agreement of their contract that they work according to a memorandum of agreement from April 1, 1978.

The men are alleged to have broken the agreement between January 19 and 22 by refusing to operate the buses of the Ciskei Transport Corporation.

They are also alleged to have known that the probable consequence of breaking the contract would be to deprive the residents of Duncan Village, Mdantsane, East London, the homelands and vicinity of transport into the industrial complex of East London and suburbs.

The men are also alleged to have contravened the 1953 Labour Act dealing with the settlement of labour disputes among blacks.

They are alleged to have refused or failed to continue work or comply with the terms of contract which applied to them.

One of the purposes of the refusal is alleged to have been to compel the bus company to comply with demands or proposals concerning terms or conditions of employment made on behalf of them. The other reason is alleged to have been to terminate the employment of another person, Mr W. Ngumbe. Mr Ngumbe was the bus company's traffic manager on internal services.

The state alleges they therefore took part in a strike or the continuation of a strike.

The men all pleaded not guilty to the charges and no evidence was led.

The case continues today after Mr M. M. Beukes has consulted his 84 clients. Mr J. B. de R. van Gend is appearing for 16 of the accused. —DDR.

Seven killed as bus explodes

NAIROBI — Seven people died and several others were injured when a passenger bus exploded while travelling on a highway here at the weekend.

It is believed that three children and four adults were burnt to death. Several other passengers were also burnt. The cause of the fire is not yet known. —SAPA-AP.

Court told of drivers meeting

EAST LONDON — Two bus drivers from the Ciskei Transport Corporation told the Regional Court here yesterday how a number of bus drivers gathered at Braelyn bus depot had discussed stopping work as they were upset after a senior official had failed to keep his promise.

The two men were giving evidence in the case of 102 bus drivers charged with contravening the Riotous Assemblies Act, the Criminal Law Amendment Act and the Labour Act relating to the settlement of labour disputes among blacks.

The 102 men are appearing following a strike in January this year, and all pleaded not guilty to the charges.

Mr Gosa Mxoli, a member of the liaison committee representing the drivers, told the court about the meeting held at Braelyn bus depot on January 19.

He said one of the matters discussed was the plight of the internal traffic manager, Mr Wilkie Ngumbe, who had made certain promises to the men in December last year about their overtime opportunities.

Several men at the meeting decided that Mr Ngumbe should be called. When he arrived, Mr Mxoli said, Mr Ngumbe first denied having made the promises.

Later he said he wanted a chance to speak to the management of CTC about the overtime arrangements, but one of the accused men, Mr Phillip Jela, objected and said Mr Ngumbe should "take his jacket and go", as he had promised he would in December if he could not get what he had promised. Mr Ngumbe left the meeting.

At that stage, Mr Mxoli said, a Mr Vena objected and said he had not started working for CTC to see other men dismissed. Mr Mxoli said Mr Vena also announced that if the men decided not to drive their buses, he would continue to do so.

This resulted in a quarrel between Mr Vena and one of the accused men, Mr Elliot Feni. The chairman of the meeting, another accused, Mr Ephraim Swartbooi, ordered both men to leave.

Mr Mxoli said the men stopped fighting and Mr Ngumbe was called again, when Mr Swartbooi ordered him to "take his jacket and go." He said Mr Ngumbe pleaded with the men for forgiveness but left shortly afterwards.

The six driver representatives, comprising five of the accused men and Mr Mxoli, spoke to the CTC manager, Mr Hans Kaiser, about the drivers' grievances and Mr Kaiser replied that he could not do anything as Mr Ngumbe had not committed a punishable offence.

Mr Swartbooi warned Mr Kaiser that he should "take Mr Ngumbe off the road" if he did not want the bus service to be disrupted, according to Mr Mxoli, and then the committee returned to the other drivers.

Mr Swartbooi told them of Mr Kaiser's decision, Mr Mxoli said, and then some of the drivers shouted that if Mr Ngumbe was seen on the road that afternoon, the buses would not be driven.

Mr Mxoli said he left the meeting and went on with his shift. When he drove past the Highway bus depot in Mdantsane that night, however, he noticed only a few buses operating.

When he returned to work on Monday morning, he was stopped as he was leaving in his bus and one of the CTC officials told him to go home. He said he was arrested later that day and appeared in court on Wednesday January 24.

The second witness, Mr Alexander Vena, said he also attended the meeting at Braelyn on January 19.

He said he became involved in an argument with one of the accused men, Mr Elliot Feni, about whether Mr Ngumbe should resign.

At one stage Mr Feni threatened that any man who drove his bus would be beaten up and killed.

Mr Vena walked out of the meeting accompanied by several others, and carried on with his shift.

The case continues today. —DDR.

Drivers warned not to strike — evidence

EAST LONDON — The manager of the Ciskei Transport Corporation, Mr Hans Kaiser, told a Regional Court magistrate here yesterday how nearly 200 bus drivers had walked away from the company's bus depot after being given a last chance to resume work. Mr Kaiser was giving evidence in the case of 102 bus drivers charged with contravening the Riotous Assemblies Act, the Criminal Law Amendment Act and the Labour Act relating to the settlement of labour disputes amongst blacks.

The men, who allegedly went on strike in January this year, all pleaded not guilty to the charges.

Mr Kaiser said the men had gathered outside the central depot at Reeston, 8 km from Mdantsane, after an ultimatum had been issued giving them until 5 pm that evening to resume work. The ultimatum stated if they were not back at work by then they would be dismissed.

Earlier, he said, men from the liaison committee who represented the bus drivers had expressed their dissatisfaction with the action of Mr Wilkie Ngumbe, the bus company's manager of internal services.

Mr Ngumbe had apparently made certain promises about the system of overtime which was in operation at the time after being changed in October last year.

According to the new system, Mr Kaiser said, the men worked an 8 week schedule and were dissatisfied with the amount of overtime pay they were earning.

He said the men had held several meetings to discuss the new scheme and the management had decided to change back to the old system.

Mr Kaiser said Mr Ngumbe had been sent to tell the drivers' representatives about the change and made certain promises about overtime pay.

Mr Kaiser said the representatives had gone to him on January 19 and said they wanted Mr Ngumbe to resign. He said they complained that Mr Ngumbe had broken his promise regarding certain aspects of their overtime.

One of the accused men, Mr Ephraim Swartbooi, had told Mr Kaiser that he should keep Mr Ngumbe "out of sight" if he did not want the bus service disrupted.

The same night, several bus drivers had returned early from their shifts and handed in their route schedules before leaving the depot.

The next day, he said, only 49 of the 210 bus drivers required had arrived for work.

Mr Kaiser then went to Mdantsane where he saw a number of his company's bus drivers standing around on street corners and in the veld.

He returned to the Reeston depot and told his inspectors to go out and tell as many drivers as they could that they had until 5 pm that evening to return to work. He also contacted Radio Xhosa, who broadcast a similar message.

Mr Kaiser said about 200 drivers gathered outside the Reeston depot on the Saturday afternoon at about 4 pm.

He said he walked over to the men who were on a vacant plot, accompanied by Lieutenant Venter of the security branch of the SAP and the mayor of Mdantsane, Mr Ben Mashiyane.

He told the men they would be dismissed if they did not enter the depot gates by 5 pm.

Mr Kaiser said the men stod up, climbed into their cars and drove back to Mdantsane in a convoy.

The 102 accused

The men appearing are: Mr Pumzile Siqokwana, Mr Ephraim Swartbooi, Mr Mzimkulu Butshingi, Mr Mzimkulu Nkula, Mr Raymond Moleshe, Mr Elliot Feni, Mr Phillip Jela, Mr Martin Dunjwa, Mr George Nota, Mr Thompson Mbalana, Mr James Mboxwana, Mr Ian Majavu, Mr Coxman Wathana, Mr Lindela Maguma, Mr Thozamile Nazo, Mr Erick Mzaca, Mr Sonwab Bhatyi, Mr Thamsanqa Sibhaca, Mr Dunbleton Siyo, Mr Zamile Rala, Mr Alfred Maqhina, Mr Randell Sigaji, Mr Mabona Jafta, Mr David Mahamba, Mr Simon Khanku, Mr Lawrence Gcukumane, Mr General Msidi, Mr Khakha Mjaliswa, Mr Kenneth Ngxowa, Mr Alfred Makatesi, Mr Wela Peteni, Mr Michael Mhlatyana, Mr Tshaka Stanley, Mr Mita Ndele, Mr Michael Mntobomvu, Mr Michael Mjoko, Mr Solomon Sakati, Mr Elijah Bwartman, Mr Freeman Saleni, Mr Mwezi Matshaya, Mr Fikile Magoswana, Mr Buyile Mbuto, Mr Headman Dyalvana, Mr Wilson Qeqe, Mr Zwelinzima Robi, Mr Christian Xhekwa, Mr Solomon Nkwantsha, Mr Bejile Siyazi, Mr Frans Pota, Mr Mlamo Dunjwa, Mr Hamilton Nxele, Mr Tukuse Dyani, Mr Williart Mbokoti, Mr Morotsi Doyile, Mr Wiseman Mahamba, Mr Temba Mgujulwa, Mr Sindile Sithole, Mr Sipho Simelane, Mr Banzi Nqinana, Mr Wilson Siza, Mr Humphrey Buhlungu, Mr Wanini Kuza, Mr Dorington Caga, Mr Banzi Kalashe, Mr Robson Nombevu, Mr Tandixola Mbewu, Mr Richard Matyholweni, Mr Maxwell Mngoma, Mr Sigwebele Njalo, Mr Howard Mvila, Mr Sidwell Nqabeni, Mr Mayaboia Njece, Mr Charles Singapi, Mr Gill Dywill, Mr Poto Ngwenya, Mr Vasco Jako, Mr Sitembiso Mlindazwe, Mr Meli Mja, Mr Pathekile Mphambaniso, Mr Bonisile Kolisi, Mr Wilton Nono, Mr Malcomess Matinise, Mr Abednigo Mnyango, Mr Johannes Tshekela, Mr Macdougwell Tshefu, Mr Nelson Mlobeli, Mr Elliot Rululu, Mr Jackson Mgayi, Mr Mfundide Steyi, Mr Aron Mampintsha, Mr Charlie Sintu, Mr Richard Hatili, Mr Michael Joni, Mr Mongameli Khohlakala, Mr Rawutini Tungu, Mr Wycliff Zono, Mr Sindile Malgas, Mr Lennox Mathandela, Mr Jake Madubedube, Mr Halliwell Benya, Mr Wiseman Vanya and Mr Caleb Jara. The case continues today. —DDR.

CTC official accused of causing bus strike

EAST LONDON — A defence attorney accused a senior official of the Ciskei Transport Corporation yesterday of being the cause of a bus strike in January this year.

The attorney, Mr M. M. Beukes, was challenging a state witness in the case against 102 bus drivers on his actions prior to the strike.

The men are all charged with contravening the Riotous Assemblies Act, the Criminal Law Amendment Act and the Labour Act relating to the settlement of labour disputes among blacks.

Mr Beukes said Mr Wilkie Ngumbe, the manager of internal traffic at CTC, had made certain statements to a number of bus drivers in December last year and the men had become angry when they felt he had not kept his word.

Previous witnesses had told the court of a meeting held at Braelyn bus depot where Mr Ngumbe had been told the drivers wanted him to resign.

Mr Ngumbe was questioned at length yesterday by the three defence attorneys, Mr T. Dazana, Mr M. M. Beukes and Mr J. B. van Gend.

He said in his evidence he had been called to the meeting on Friday January 19 and on arrival was told by Mr Ephraim Swartbooi that the men had decided he must resign.

"They referred to a previous discussion and said they were not pleased with the present procedure of days off and spare time and said it was not as we had arranged."

Mr Ngumbe said a number of the other men had supported the statement, including two of the accused men, Mr Elliot Feni and Mr Phillip Jela.

He said he was asked to leave the meeting and was later called back.

Mr Swartbooi stood up, he said, and announced: "The decision of the house is that you must leave."

Mr Ngumbe said he asked whether he only had to leave the room but Mr Swartbooi replied that he had to leave the firm's employ.

Before he left, Mr Ngumbe said, he asked the men for forgiveness if he had done anything wrong, but everyone started shouting that he must leave the firm. He said he then went to Mr Adams, a CTC official, to tell him what had happened and later spoke to the manager of CTC, Mr H. Kaiser.

Mr Dazana, who is representing the five accused bus drivers who were on the liaison committee for the drivers, asked Mr Ngumbe if he had previously made any promises to the men in connection with the system of overtime.

Mr Ngumbe said he had not made any promises. He had made certain statements about the system and said if the men had any difficulties they should contact him.

Mr Ngumbe was tackled about the promises by the two other defence attorneys, and Mr Beukes questioned him about whether he had promised to "take his jacket and leave" if the old system was not implemented.

Mr Ngumbe replied repeatedly that he could not remember whether he had said it and said the drivers had possibly got the wrong impression when he spoke.

The case continues today. —DDR.

21 terrorists die

SALISBURY — Rhodesian security forces killed 21 terrorists and two collaborators in the past 48 hours for the loss of two of their own men.

(333) 31/5/79 חה

800 Gompo employees get pay rise

EAST LONDON — Even the world's top sprinters would have been left behind at Braelyn bus depot yesterday when nearly 800 Gompo employees dashed across to the wage office after they had been told of a pay increase.

The manager of Gompo Transport, Mr Hans Kaiser, announced the news at a meeting of the Ciskei staff and their wives at the Braelyn depot.

The increases, which range from 12 per cent to 22 per cent, are based on merit and also apply to employees of Bhisho Transport in Zwelitsha.

Announcing the news, Mr Kaiser praised the Ciskei staff for their dedication and said the increase was not being given because the company had surplus funds, but because the people deserved it.

"We, the bus operators, who provide the life blood of commerce and industry, have an enormous responsibility to the people of the Ciskei and the Border area. I am sure that with personnel as dedicated as the people here, we will never fail in this duty," he said.

After the mad dash to the wage office, employees relaxed with their families and enjoyed refreshments supplied by the company. —DDR.



The line is long, but that can't take away the happiness for these Gompo Transport employees who were given a pay increase yesterday.

8/6/17 DD nolava (333)

FIRST THE GOOD NEWS . . .



Happy faces: workers at Gompo Transport, East London, at the pay office after being told their wages had gone up.



group could have hived off, and, each group had the potential to act as a nucleus for further expansion, the present model can account for divergent lines of evolution within a tradition.

In the description of the two models used in the present study, it was



DD 31/8/79

Court told of false medical certificates

EAST LONDON — A defence witness told the Regional Court here yesterday he and other bus drivers were used to obtaining medical certificates from doctors in Mdantsane although they were not sick.

Mr Adolphus Mentile gave evidence in the hearing in which 99 bus drivers of the Ciskei Transport Corporation are appearing on charges of contravening the Riotous Assemblies Act, the Criminal Law Amendment Act and the Labour Act.

Mr Mentile, also a driver for the bus company, said he was told by other drivers if the manager of internal traffic, Mr Ngumbe, was seen on the road all the drivers must return their buses to the depot.

He was told this was a decision taken at a meeting at the terminus in Mdantsane.

Under cross-examination by the prosecutor, Mr C. C. Clackers, Mr Mentile admitted he also did not work on January 19 because the staff bus did not pick him up.

"Although I was not sick I went to a doctor in Mdantsane to obtain a medical certificate which I later handed in to the company," but it was not accepted," he said.

When asked which doctor he had gone to, Mr Mentile said he did not look at the name of the doctor.

"It is not the first time I received such a certificate and the other drivers are also used to getting them. I never knew those certificates were false. I only heard about them being false here in court," Mr Mentile said.

Another driver, Mr Nkumbi Hamilton Nxele, said in evidence that when he was told there was a strike he returned home and did not go to work because he was afraid of being assaulted by his colleagues.

When he returned to work on the Monday he was told all those drivers who did not work on the Saturday had been fired and that they should pick up their pay later that day.

The hearing continues today. — DDR

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the results cannot be used as an absolute confirmation of the validity of the discontinuous spread model.

The major problem with the radiocarbon chronology is the small sample size. Only four Silver Leaves sites have been dated and one of these Eiland is a specialised activity area (Evers, 1975). Kwale and Urewe have more dated sites but again samples are very small. In the discontinuous spread model it was suggested that the overall rate of spread would have been faster than the expansion of an individual culture. Therefore, the regression for the overall rate of spread was calculated from the earliest known dates for each culture and this reduced the sample size. It is possible that the sample sizes are so small that they do not reflect the real population of dates. Because of the sample size problem an independent evaluation of the two mechanisms of dispersal is necessary.

The data used in the present study were derived from only one tradition, the flutted and bevelled complex, and therefore the analysis would seem to be tied to the validity of a particular culture-historical reconstruction. While this is true, the rapidity of spread associated with the simulation of the discontinuous spread model would seem to indicate that this is the most likely mechanism of dispersal.

ACKNOWLEDGEMENTS

I would like to thank Professor T.N. Huffman for reading and commenting on the numerous drafts of the paper. Miss C.S. Harcourt helped edit the manuscript and Mrs J. Howard-Tripp typed the final drafts.

I would like to express my special thanks to Dr D.S. Wilson who introduced me to evolutionary ecology and helped to debug the programmes.

8/06/89

(333)

The race is on . . . and the first of 800 drivers dash across the Braelyn bus depot to get their paycheques.

* * *

Mr Sidney Ntloko, an Mdantsane mechanic working for Gompo Transport, is not unhappy at the news — far from it. But he is thinking about what he has to do with the extra money.



S. 2 (Cont.)

1. The revised report eliminates the effect of increased production costs as they are not controllable by the branch manager. Other comments:

2. Increased contribution from increased prices.

3. The increased price of widgets may have caused the decrease in volume of widgets. As these have a much higher marginal income ratio than gadgets it might have been better not to increase the price. Consider reducing the price if it will stimulate demand.

4. It seems as though there has been a successful promotion of gadgets (volume-wise) in spite of the increased price, but these have a relatively low marginal income ratio which, combined with the reduced volume of widgets, has resulted in an adverse mix variance.

5. Increased selling effort is reflected in the 126% increase in travel and entertainment, and the 28% increase in office expense.

2 — DAILY DISPATCH, TUESDAY, JUNE 19, 1979

Warrants authorised for bus drivers

EAST LONDON — Warrants were authorised for the arrest of two bus drivers who failed to appear in the Regional Court here yesterday to face charges arising from a strike in January this year.

Mr David Mahamba and Mr Mongameli Matthews Khohlakala were to appear with 100 other drivers of the Ciskei Transport Corporation on charges of contravening the Riotous Assemblies Act, the Criminal Law Amendment Act and the Labour Act relating to the settlement of labour disputes among blacks.

They all pleaded not guilty at a previous hearing.

The prosecutor, Mr C. C. Clackers, in applying for warrants for the arrest of Mr Mahamba and Mr Khohlakala, said he was told Mr Mahamba's car had broken down.

Mr Khohlakala had telephoned the magistrate's office to say he was in Cradock and would not be available until today.

Mr S. van Zyl, after authorising the warrants, ordered that their trials be separated from the trial of the other 100 drivers, which continued yesterday.

An official of the CTC, Mr N. Mostert, gave details of the conditions under which staff were employed.

When a driver could not do duty on a particular day, he said, he had to produce a medical certificate on the same day.

Asked by a defence attorney, Mr M.M. Beukes, to read the relevant portion from the Wage Agreement Act he admitted such certificates need not necessarily be handed in for up to two days' illness but should be submitted thereafter.

He agreed a section of the Wage Agreement Act says an employee shall not work for more than 48 hours at a stretch.

An assistant personnel officer, Mr R. W. Reitz, said his department dealt with all documents relating to drivers and staff of the CTC.

He investigated the bus drivers' employment situation and prepared a schedule including when certain drivers were off-duty, absent from work and when they had to report for duty.

Mr Beukes: "They cannot be absent if they were fired."

Mr Reitz: "It is not for me to say. If I was informed his services had been terminated I would not have marked him absent."

He said medical certificates were submitted to him via the traffic section.

By saying staff were absent he meant they did not pick up a shift that day.

The hearing was postponed until today after the defence asked to see documents to which Mr Reitz had referred when giving evidence. — DDR.

Court told of drivers' detention

EAST LONDON — The secretary of the Ciskei Intelligence Service, Mr X. C. Sebe, told the Regional Court here yesterday the decision to have bus drivers detained under the Ciskei's Security Law R252 had been taken by the Ciskei Cabinet.

Mr Sebe was giving evidence against 100 drivers charged with contravening the Riotous Assemblies Act, the Criminal Law Amendment Act and the Labour Act.

Mr Sebe told the court that on his arrival at the Reeston bus depot he met Lieutenant Jooste of the security police and officials of the Ciskei Transport Corporation.

He received a report from them and went to the Highway bus terminus in Mdantsane where he found the buses were not running.

On his return to the Reeston depot, he found Mr Pumzile Siqokwane, Mr Ephraim Swartbooi and Mr Mzimkulu Butshingi talking to each other. They complained about buses which were still running and Mr Swartbooi said they had been let down by those drivers. Then he introduced himself to them.

He said Mr Swartbooi told him the management would realise the bus drivers were in the majority and would have to come to its senses.

"I ordered him off the premises. He was reluctant at first, but he left.

"I returned to the Highway terminus to view if the public supported the bus drivers in their strike and at the same time I also kept Mr Swartbooi, who was there, under observation," Mr Sebe said.

Later, he saw Mr Swartbooi travelling from Mdantsane in the direction of East London. He asked a warrant officer to tell Mr Swartbooi to drive to the police station. There he told six drivers with Mr Swartbooi to return to their homes if they were not prepared to resume duties.

Mr Sebe said he told Mr Swartbooi of the consequences of the strike.

"He told me in no uncertain terms he was not prepared to sell the drivers because they had taken a stand and they were not prepared to take another decision.

"I left him and told him to wait in one of the offices in the charge office. I again drove to the bus terminus to judge the situation there."

He received a message that some drivers wanted to see him at the charge office.

"On arrival I found 20-30 drivers there and they asked me about Mr Swartbooi. Mr Elliot Feni and Mr Phillip Jela were the spokesmen. They wanted to know the charges against Mr Swartbooi and whether or not he would be charged or detained.

"They, the drivers, then presented themselves to be either charged with or detained with Mr Swartbooi," Mr Sebe said.

He asked for a list of those drivers. The drivers disobeyed when he instructed them to leave and he left Lieutenant D. N. Mlandu to take action.

Lieutenant Mlandu told the drivers the Ciskei Transport Corporation management had given them until 5 pm that Saturday to return to work. Then he gave them 15 minutes to leave the charge office, which they did.

The drivers met at the Reeston Depot and then drove in procession to the Highway terminus where they were arrested.

"I communicated with the Ciskei Cabinet by submitting a report to them and they met specifically for that reason and decided to have the drivers detained under the Ciskei security laws R252" Mr Sebe said.

"During the day there were drivers who were prepared to resume duties, but I cannot say how many.

"On the Sunday, Lieutenant Jooste and I arranged that the buses be escorted by police cars to safeguard the drivers."

Later, Lieutenant Mlandu told him he had arrested certain drivers. The Cabinet decided they also should be detained under Section R252.

The CTC's traffic manager, Mr C. R. Adams, told the court he was called to the office of the corporation manager, Mr Hans Kaiser, where he found the drivers' liaison committee.

Mr Swartbooi told them the drivers were dissatisfied with the internal traffic manager, Mr Ngumbe, and asked that he be dismissed, Mr Adams said.

Mr Swartbooi told them that if that was not done, there could be serious repercussions. He asked what Mr Swartbooi meant and Mr Swartbooi said the wheels might not be turning.

Mr Kaiser asked him if that meant the drivers would go on strike and he said no final decision had been taken, but they would have another meeting on the Monday.

Mr Adams said drivers were dissatisfied because five other drivers had been dismissed before the strike.

The hearing continues today. — DDR

Policeman tells of arrests

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DD 21/6/77

EAST LONDON — A Ciskei policeman told the Regional Court here yesterday how he and 30 of his men rounded up and arrested 100 bus drivers who allegedly took part in a strike in January this year.

Lieutenant N. D. Mlandu was giving evidence in a case in which the drivers are charged with contravening the Riotous Assemblies Act, the Criminal Law Amendment Act and the Labour Act. They have all pleaded not guilty.

Lieutenant Mlandu said he received a report about trouble with Ciskei Transport Corporation buses on January 19. The following day he went to Mdantsane where he saw drivers come out of a house.

It appeared a meeting had been held and he and his men arrested five men inside the house and a further 16 who were outside the house and across the street.

Among them were Mr Mzimkulu Butshingi, Mr Sipho Jeffrey Simelane, Mr Banzi Nqinana, Mr Humphrey Buhlungu, Mr Dorington Caga, Mr Banzi Kalashe, Mr Howard Mvila, Mr Sidwell Nqabeni, Mr Mayobola Njece, Mr Rawuntini Tungu, Mr Wycliffe Zono and Mr Sindile Malgas.

Later 20 drivers made enquiries about those who had been arrested.

"They were taken to my office where Mr Charles Sebe told them the CTC management had announced a 5 pm deadline, after which drivers who had not reported for duty would be fired," he said

A further 30 drivers arrived and Mr Sebe also spoke to them.

Mr Ephraim Swartbooi then arrived and inquired about the 21 men arrested. The Ciskei security police arrested him.

Lieutenant Mlandu said the drivers drove towards Mdantsane in a slow convoy at 5 pm.

He took men to the Highway terminus and they arrested Mr Pumzile Siqokwana, Mr Raymond Moleshe, Mr Wilson Siza, Mr Wanini Kuza, Mr Robson Nombevu, Mr Tandixola Mbewu, Mr Richard Matyholwani, Mr Maxwell Mngoma, Mr Sigwebeile Njalo, Mr Charles Singapi and four others.

On the following day his men arrested 28 more drivers when they intercepted another convoy.

They included Mr Martin Fuzile Dunjwa, Mr Poto Ngwenya, Mr Vasco Jako, Mr Sitembiso Mlindazwe, Mr Meli Willard Mja, Mr Pathekile Wilson Mphambaniso, Mr Bonisile Kolisi, Mr Wilton Nono, Mr Malcomess Matinise, Mr Abednigo Mnyango, Mr Johannes Tshekela, Mr Macdougwell Tshefu, Mr Nelson Mlobeli, Mr Elliot Rululu, Mr Jackson Mgayi, Mr Mfundisi Steyi, Mr Aron Mampintsha, Mr Charles Sintu, Mr Richard Hatili, Mr Michael Joni, Mr Mongameli Matthews Khohlakala, Mr Lennox Mathandela, Mr Jake Madubedube and Mr Halliwel Benya.

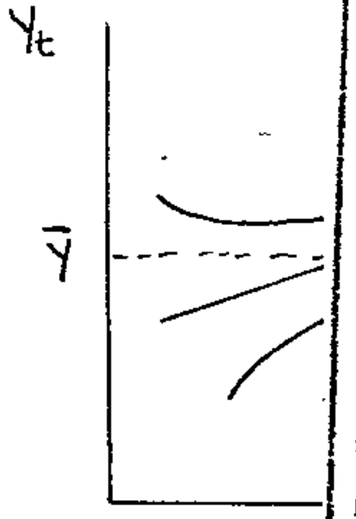
Under cross-examination he agreed the chairman of the liaison committee for the drivers, Mr Swartbooi, could be expected to inquire about the arrested men.

When recalled for further cross-examination, an assistant personnel officer at the CTC, Mr R. W. Reitz, agreed one of the drivers in court, Mr Caleb Jara, had been off sick before the Friday the strike started.

He did receive a medical certificate.

The hearing continues today. — DDR.

Diagrammat



Bus driver free in strike trial

EAST LONDON — One bus driver who was charged with 101 others for allegedly taking part in a strike in January this year was found not guilty in the Regional Court here yesterday.

Mr Caleb Jara who was acquitted was said to have been off sick before the strike and on the weekend when the strike took place.

During the hearing before the State closed its case an assistant personnel officer, Mr R. W. Reitz, said he did receive a medical certificate from Mr Jara about him being sick at the time.

The trials of two other drivers who failed to appear in court on Monday were separated from the trial of the other 100 drivers.

Those whose trials were separated are Mr David Mahamba and Mr Mongameli Matthews Khohlakala.

The bus drivers are charged with contravening the Riotous Assemblies Act, the Criminal Law Amendment Act and the Labour Act relating to the settlement of labour disputes among blacks.

They all pleaded not guilty. Before the hearing continued yesterday morning a medical certificate was handed in to court to indicate Mr Pumzile Siqokwana had been booked off sick by a doctor and that he would not be able to stand trial with the others yesterday.

Immediately after the State case was closed yesterday applications for the discharge of their clients were made by Mr M. M. Beukes and Mr J. van Gend.

Among the arguments put to the court by Mr Van Gend as reasons for the discharge of all the accused. was that the State had failed to prove its case.

Mr Van Gend argued that the State failed to prove there had been a breach of contract as there was no evidence that the drivers were absent from duty on the day in question.

Mr Van Gend also argued that the State failed to prove there was an obligation on the part of the accused to work. He said there was not a single clause in the memorandum of agreement which imposed an obligation on the drivers to work.

In opposing the applications, the prosecutor, Mr C. C. Clackers, said the fact an employee was taken into employment made it clear a contract did exist.

There was evidence certain accused had to be on duty at a certain time but that this had not been done. There had also been evidence that the buses did not run on the day of the strike.

Mr Clackers said he had no objection if the court discharged Mr Jara but not the other accused.

The application for the discharge of the other accused was then refused by the court.

The defence then asked for an adjournment until today in view of the legal implications which had arisen so that they could decide what they should do. — DDR

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statistical phenomena are subject to variation. He is a better
statistician who adds some thoughts on the likely interval, the
likely deviation around the mean value of his estimate. But the
best statistician is he who remembers that even the confidence limits
of a forecast, calculated by common estimation procedures, can be
next to pointless: this procedure mistakenly assumes that we have to
reckon only with the same variation as that registered in the past.
It records random variations of a basically constant system, not the
systematic variation of the drift of social systems. The great
problem of economic forecasts is not that they are subject to error,
but that we must remain ignorant - more or less ignorant
it is true, nevertheless basically ignorant - about the size of the
error we commit." (Streissler p 55)

3.4 Conditional forecasting

The assumption that all the explanatory variables are known without error may be unrealistic. Where the X's are not known with certainty, we expect that the stochastic nature of the predicted values of the X's will lead to forecasts of Y which are less reliable than in the fixed X case. It is quite difficult to derive analytical results for the error of forecast in a general setting where the X's are not known with certainty. Feldstein uses a special case, which, while restrictive, is instructive. (M.Feldstein The Error of Forecast in Econometric Models when the forecast period exogenous variables are stochastic ECONOMETRICA Vol 39, Jan 1971)

We have the model

$$Y_t = \alpha + \beta X_t + u_t \qquad t = 1 \cdots n$$

where $\hat{X}_{t+1} = X_{t+1} + \epsilon_{t+1}$

$u_t \sim N(0, \sigma_u^2)$

$\epsilon_t \sim N(0, \sigma_\epsilon^2)$

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Forecasting is thus conditional on the [illegible] as ceteris paribus, the absense of underlying structural change. "The ability to forecast in economics rests upon the preponderance of past habits, the continuation of chains of reactions already initiated, the continuity of institutions shaping economic life."(Streissler p56) - on habit formation and social emulation.

For example, in macro forecasting, we need to make assumptions about politics, the absense/presence of sanctions, gold price, agricultural conditions - see BER Prospects for 1979 A.J.M. de Vries and A. Hamersma August, 1978.

3.2 Sources of Forecast Error

Every forecast is subject to error which can come from a combination of 4 distinct sources:

1. the random nature of the error term in a linear regression model guarantees that forecasts will deviate from true values, even if the model is correctly specified and its parameter values known with certainty.
2. the process of estimating the regression parameters introduces error because estimated parameter values are random variables which may deviate from the true parameter values.
3. in the case of conditional forecasts (in the narrow sense) errors are introduced when calculated guesses or forecasts are made for the values of the explanatory variables in the period in which the forecast is made.
4. errors may be introduced because the model specification may not be an accurate representation of the underlying model - specification error.

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26/4/79 DD

Three CTC drivers tell of illness and arrest

EAST LONDON — A Ciskei Transport Corporation bus driver told a Regional Court magistrate Ciskei Security Police arrested him in connection with an alleged bus strike while he was lying ill in bed at his home.

Mr Ian Majavu who was giving evidence in his defence said he had been booked off from work from January 19, the day the alleged bus strike started, until January 24.

Mr Majavu is appearing in the Regional Court before Mr S. van Zyl with 98 other drivers on charges of contravening the Riotous Assemblies Act, the Criminal Law Amendment Act and the Labour Act relating to the settlement of labour disputes among blacks.

They all pleaded not guilty to the charges.

Mr Majavu said after he completed his duties on January 19 he did not return to work the following day because he became ill and went to see a doctor.

He was booked off until January 24.

"While I was lying ill in bed at my home in Mdantsane the police arrived and arrested me. I showed them my medical certificate but despite that they took me to the police station and locked me up," he said.

Another driver, Mr Wellington Mzimkulu Nkula, told the court he did not go to work on January 20 because he was ill.

After obtaining a medical certificate he gave it to another driver, Mr Fuba, and asked him to hand it in at CTC. When he reported for duty on January 22 a security guard refused him entry and he was told all those drivers who did not work on the Saturday had been fired.

He was surprised his duties had been terminated for being off ill. Mr Nkula said he met Mr Howard and Mr Adams of CTC at 2 pm that day and asked them why his services had been terminated.

They told him it was on instructions from the manager. He did not know if Mr Fuba handed in his medical certificate and he did not ask the doctor for a duplicate. He would, however do so if the court allowed him to.

Mr Nkula said he was later arrested in the offices of CTC.

Another driver to claim illness at the time of the alleged strike was Mr Phillip Jela who said he personally handed in a medical certificate at the CTC operation office.

He subsequently obtained a duplicate copy of the medical certificate from the doctor, which he handed in at court.

Mr Lindela Maguma said he was arrested on January 23 after he failed to go to work on the Saturday in spite of him having made arrangements with a Mr Smith of the bus company for a substitute.

Although he was supposed to have been off on January 13 he worked that day so that he could get off on the following Saturday and Sunday as he wanted to go to Mooiplaas.

He was later arrested on January 23.

Mr Thamsanqa Sibhaca said although it was his day off on Saturday, January 20, when he arrived on the Sunday he was told by the manager of CTC, Mr Hans Kaiser, those who did not work on the Saturday had been sacked.

The CTC drivers appearing in the Regional Court are: Mr Pumzile Sigokwana, Mr Ephraim Swartbooi, Mr Mzimkulu Butshingi, Mr Mzimkulu Nkula, Mr Raymond Moleshe, Mr Elliot Feni, Mr Phillip Jela, Mr Martin Fuzile Dunjwa, Mr George Nota, Mr Thompson Mbalana, Mr James Mboxwana, Mr Ian Majavu, Mr Coxman Wathana, Mr Lindela Maguma, Mr Thozamile Nazo, Mr Erick Mzaca, Mr Sonwabo Bhatyi, Mr Thamsanqa Sibhaca, Mr Dunbleton Siyo, Mr Zamile Rala, Mr Alfred Maqhina, Mr Randell Sigaji, Mr Mabona Jafta, Mr Simon Khanku, Mr Lawrence Gcukumane, Mr General Msidi, Mr Khakha Mjaliswa, Mr Kenneth Ngxowa, Mr Alfred Makatesi, Mr Wela Peteni, Mr Michael Mhlatyana, Mr Tshaka Stanley, Mr Mita Ndela, Mr Michael Ntobomvu, Mr Michael Mjoko, Mr Solomon Sakati, Mr Elijah Baartman, Mr Freeman Saleni, Mr Mwezi Matshaya, Mr Fikile Magoswana, Mr Buyile Mbuto, Mr Headman Dyalvana, Mr Wilson Qebe, Mr Zwelinzima Robi, Mr Christian Xhekwa, Mr Solomon Nkwantsha, Mr Frans Pota, Miamo Dunjwa, Mr Nkumbi Hamilton Nxele, Mr Tukuse Dyani, Mr Williart Mbokoti, Mr Morotsi Doyile, Mr Wiseman Mahamba, Mr Temba Mgujulwa, Mr Sindile Alfred Sithole, Mr Sipho Jeffrey Simelane, Mr Banzi Nqinana, Mr Wilson Siza, Mr Humphrey Buhlungu, Mr Wanini Kuza, Mr Dorington Caga, Mr Banzi Kalashe, Mr Robson Nombevu, Mr Richard Matyholweni, Mr Maxwell Mngoma, Mr Sigwebeile Njalo, Mr Howard Mvila, Mr Sidwell Nqabeni, Mr Mayobola Njece, Mr Charles Singapi, Mr Gill Dywili, Mr Poto Ngwenya, Mr Vasco Jako, Mr Sitembiso Mlindazwe, Mr Meli Willard Mja, Mr Pathekile Wilson Mphambaniso, Mr Bonisile Kolisi, Mr Wilton Nono, Mr Malcomess Matinise, Mr Abednigo Mnyango, Mr Johannes Tshekela, Mr MacDougwell Tshefu, Mr Nelson Mlobeli, Mr Elliot Rululu, Mr Jackson Mgayi, Mr Mfundisi Steyi, Mr Aron Mampintsha, Mr Charles Sintu, Mr Richard Hatili, Mr Michael Joni, Mr Rawutini Tungu, Mr Wycliffe Zono, Mr Sindile Malgas, Mr Lennox Mathandela, Mr Jake Madubedube, Mr Halliwell Benya and Mr Wiseman Vanya.

The case continues today. — DDR.

Police shot at my car — bus driver

EAST LONDON — Police fired at the car of a bus drivers' liaison committee member during a chase, the Regional Court heard yesterday.

The committee member, Mr Mzimkulu Butshingi, was giving evidence in his defence at a hearing in which he and 99 other drivers are charged with contravening the Riotous Assemblies Act, the Criminal Law Amendment Act and the Labour Act.

All have pleaded not guilty.

The case arises from an alleged strike by Ciskei Transport Corporation drivers in January.

Mr Butshingi said that when he reported for duty at the Braelyn depot, he had no idea something was wrong. He merely suspected something was wrong because everything appeared quiet.

He said he often found other drivers standing around when he arrived for duty.

"I met Mr Hans Kaiser, the manager, who asked me if I had come to take up my shift and he then asked me where the other committee members were.

"He did not tell me anything was wrong and I did not suspect something had taken place. After Mr Kaiser had left for the Reeston depot, I learnt that the buses were not running. I then went off to Mdantsane to find the chairman of the liaison committee, Mr Ephraim Swartbooi, and together we went to the Reeston depot to see Mr Kaiser."

At the depot, Mr Kaiser refused to talk to them, Mr Butshingi said.

After making every effort to speak to Mr Kaiser, he went home and then went to town to fetch his drycleaning, he said.

While he was travelling back to Mdantsane along Qumza Highway, a car started chasing him. He drove off because he thought there were tsotsies in it.

The chase started from Zone 2 and shots were fired at his car. Only when he was arrested in Zone 8 did he realise police had been chasing him.

Mr Swartbooi told the court in his defence that he was approached by Mr Butshingi about buses which were not operating and they went to see Mr Kaiser who refused to give them an audience.

Mr Swartbooi denied he was involved in the strike. He said something could have happened without the drivers consulting with the liaison committee.

At a meeting on January 19, there were raised tempers because the drivers were unhappy about the internal traffic manager, Mr Ngumbe, who had not fulfilled promises he had made to them at a meeting on December 8 last year.

He said that when Mr Ngumbe made the promises, he told the drivers he would resign if they were not fulfilled

He was confronted with this at the meeting and it was decided that Mr Kaiser should be told Mr Ngumbe had failed the drivers.

Told by Mr Clackers that he had been sent to Mr Kaiser with a particular message to dismiss Mr Ngumbe, Mr Swartbooi asked how Mr Clackers knew things which he should not have known.

Asked about his remarks that "the wheels will not be turning," Mr Swartbooi said it was something his liaison committee had tried to avoid.

The hearing continues on Monday.— DDR

Drivers held on way to work court told

AA 333 22/6/79.

EAST LONDON — Two bus drivers claimed in the Regional Court here yesterday they were arrested on their way to work before they could report for duty.

Mr Robson Nombevu and Mr Martin Fuzile Dunjwa were giving evidence in their defence when they appeared before Mr S. van Zyl with 97 other bus drivers.

The drivers are accused of contravening the Riotous Assemblies Act, the Criminal Law Amendment Act and the Labour Act.

Their appearance follows a strike in January this year. All have pleaded not guilty.

Mr Nombevu told the court he completed his duties as scheduled on January 19 and only had to report for duty again on the following day at 10,55 am.

While on his way to work the next day he was arrested near a cafe at the Highway bus terminus at 9,50 am.

Mr Dunjwa said he also completed his duty according to schedule on January 19. He was off on the following day and only had to report for duty at noon that Sunday.

He was, however, arrested between 10 and 11 am that Sunday.

Another driver, Mr Bonisile Kolisi, said when he could not get transport to work he returned home to fetch money for a taxi fare.

On his arrival home he was told some bus drivers had been arrested and a police van had just left his home. He became scared of being arrested and decided to go to King William's Town.

On his return the following day he was arrested at the Pontoon bus rank. He denied Lieutenant N. D. Mlandu arrested him at Mdantsane.

Mr Kolisi also denied telling Captain Oliver he had heard on the Friday already that the bus drivers would refuse to drive their buses.

The hearing continues today. — DDR

Bus drivers tell of assault fear

333
29/6/79
DD

EAST LONDON — More bus drivers who are appearing in connection with a strike at the Ciskei Transport Corporation Bus Company early this year said in the Regional Court here yesterday they did not go to work because they feared other drivers would assault them.

The drivers are charged with contravening the Riotous Assemblies Act, the Criminal Law Amendment Act and the Labour Act.

In his defence yesterday, Mr Michael Mjoko told the court he knew nothing about a meeting of the drivers on January 19. He was booked to do spare duties at the time.

Mr Mjoko said when the staff bus did not arrive to pick him up from his home he decided to travel by train to Reeston.

He got off at Wilsonia but before he reached the depot he was met by an unusual sight. All the buses were parked in the yard and there was not a single driver around.

He immediately knew they had gone on strike and he decided to return home. Mr Mjoko said he was afraid of being assaulted and injured by those who were responsible for the stoppage of the buses.

"I once heard that if any person did not go along with the majority decision such a person is either seriously assaulted or he could lose his life.

"When I reported for duty the next day the management told me all those who did not work that Saturday had been dismissed and we should pick up our pay on Monday.

"I was arrested while collecting my pay," Mr Mjoko said

Mr Tshaka Stanley told the court after he returned from King William's Town and while he travelled in a taxi he heard some of the passengers discussing the bus strike.

He became afraid to go to work as he feared being assaulted by his colleagues.

Mr Frans Pota said he was booked off from work a week before the strike. He returned to work but did not feel well on January 19 and decided to see a doctor.

He was arrested before he could see the doctor.

Another driver, Mr Coxman Wathana, said he had been seriously assaulted in 1976 and had not been well since then.

Dr Le Clus drew up a report in which he suggested he, Mr Wathana, should be removed from driving duties and given lighter work.

On the Saturday of the strike he was unable to see the doctor and as a result could not obtain a medical certificate relating to his illness on that day.

He was arrested at 2 am in his house on January 23 before he could return to work on that day.

The hearing continues today. — DDR

30/6/71 AD 333

CTC man: leave for day unlikely

EAST LONDON — A traffic superintendent with the Ciskei Transport Corporation bus company, Mr John Smith, told the Regional Court here yesterday it was not likely bus drivers would have been given the day off on the day there was a bus strike in January.

Mr Smith was giving evidence in the trial where 99 bus drivers are charged with contravening the Riotous Assemblies Act, the Criminal Law Amendment Act and the Labour Act.

The case arises from an alleged strike by the bus drivers in January.

All have pleaded not guilty.

Mr Smith told the court, however, it was possible that some of the drivers, who claimed they had been given the day off, had been granted leave by him.

He said it was unlikely though because none of the drivers were working overtime at the time of the strike and most of their services were needed.

28 bus drivers freed

EAST LONDON—Twenty-eight of the 99 Ciskei Transport Corporation bus drivers who appeared in the Regional Court on charges of taking part in an alleged strike in January this year were acquitted yesterday.

At a previous hearing 102 drivers were charged with contravening the Riotus Assemblies Act, the Criminal Law Amendment Act and the Labour Act, but when Mr David Mahamba and Mr Mongameli Matthews Wathana, Mr Lindela Maguma, Mr Thamsanqa Sibhaca, Mr Dunbleton Siyo, Mr Zamile Rala, Mr Randall Sigaji, Mr Mabona Jafta, Mr Alfred Makatesi, Mr Zwelinzima Robi, Mr Bejile Siyasi, Mr Frans Pota, Mr Mlamo Dunjwa, Mr Morotsi Doyile, Mr Wiseman Mahamba, Mr Vasco Jako, Mr Abednigo Mnyango, Mr Johannes Tshekela, Mr MacDougwell Tshefu, Mr Aron Mampintsha, Mr Michael Joni, Mr Wycliffe Zono, Mr Sindile Malgas, Mr Halliwell Benya, and Mr Wiseman Vanya.

Before finding them not guilty the magistrate, Mr S. van Zyl, told them they had to be discharged on their own explanations.

Mr Van Zyl said he was not prejudging the case of the remainder of the bus drivers, but he had to discharge those who in any event would have been found not guilty at a later stage.

"Those not released must not think they will be convicted. I will treat each one's case on its merits," he said.

The hearing was postponed to July 16 when one of the defence attorneys, Mr M. M. Beukes, will address the court on the merits of the case, before judgment is delivered. — DDR

Khohlakla later failed to appear in court their trials were separated from the others.

Another driver, Mr Caleb Jara, was found not guilty during the course of the trial.

Those who were discharged yesterday are: Mr Phillip Jela, Mr Martin Fuzile Dunjwa, Mr George Nota, Mr James Mboxwana, Mr Coxman

ommittee se Konferensie oor: 'Die ndige Vredeskerke', Gaborone, deling voorgelê oor: 'The Role of ing Justice in Southern Africa'

e Afrikaanse Calvinistiese Beweging, tober).

yns- Professionele en Openbare

ef gebly in die Suid-Afrikaanse rhoudinge as 'n lid van die Weskaap- asionale Uitvoerende Komitee en van

ie Quaker Service Fund in die Kaap, die Godsdienstige Vriendekring kapsontwikkeling op die platteland bevorder.

s as lid van die Raad van die gie in Suidelike Afrika. Hy is -Afrikaanse Sosiologiese Vereniging ale Sosiologiese Vereniging. Hy id-Afrikaanse afgevaardigde in die onale Sosiologiese Vereniging vir

DERING EN DANK

r die geleentheid wat die jaar- dering te betuig aan lede van die e en die Beheerraad vir hulle n belang in die aangeleenthede van

apstad het benewens 'n bydrae tot e Sentrum, ook vir die Sentrum antoorruimte voorsien. Met die el het ons die huisie op die laer

navorsings-Fellows het aansienlik tot die Sentrum se program bygedra: dr Sheila T. van der Horst, afgetrede mede-professor van Ekonomie, U.K., en professor J.L. Boshoff, gewese Rektor van die Universiteit van die Noorde.

LIDMAATSKAP

Soos voorheen gemeld, is die Sentrum vir Intergroepstudies geregistreer as 'n maatskappy. In die Memorandum en Statute van Vennootskap word voorsiening gemaak vir die benoeming van eenhonderd lede. Tans is daar 57 lede en hulle sluit die volgende in:

a) Drie stigterslede:

   Mnr J.G. Benfield
   Mnr H.L. Kennedy
   Mnr P.G.T. Watson

b) Sewentien persone wat gedurende die afgelope 10 jaar lede van die Beheerraad was (* dui stigterslede aan):

   Professor E.V. Axelson
   Professor J.F. Beekman
   Professor J.F. Brock
   Mnr C.S. Corder*
   Professor W.H.B. Dean
   Dr J.P. Duminy*
   Professor G.F.R. Ellis
   Biskop A.W. Habelgaarn
   Mnr E.V.E. Howes*
   Professor M.F.Kaplan
   Ds. W.A. Landman
   Mnr G.K. Lindsay
   Sir Richard Luyt
   Professor S.J. Saunders
   Professor H.W. van der Merwe
   Mede-professor D.J. Welsh
   Professor Monica Wilson

Workers fined for illegal strike

Staff Reporter

THIRTY-SIX Vereeniging transport workers who staged an illegal strike for more pay were each fined R60, or 60 days, by the Vereeniging Magistrate's Court yesterday.

They had pleaded not guilty before Mr J C Steytler to staging a strike on on July 16.

The court found that they had refused to work at Du Preez Transport Company in Powerville, Vereeniging, when they demanded a wage increase of R10 a week over their present R20 a week. They had refused a company offer of an increase of R4 a week.

The manager of the transport company, Mr C L Nel, told the court that the workers had approached him and the had demanded a wage increase of R10 a week. He offered them an increase of R4 a week, but they insisted on a R10 rise and refused to work.

Mr Nel admitted under cross-examination by the workers that some of them had not been registered by the company for a number of years.

Mr Gideon van Niekerk, an inspector with the Vereeniging Department of Labour, told the court that when he was called to the company he had asked the workers to accept the offer of an extra R4 a week, but they had refused and insisted on an increase of R10. The police were called and the accused were arrested.

Finding all the workers guilty, Mr Steytler said they had committed a serious offence, for which they could have been fined R500 or sent to jail for three years.

The accused were: Samuel Mokoena, 20, Johannes Mokoena, 52, David Tladi, 21, Andries Moloto, 22, Popous Kolanise, 24, Bethuel Lentso, 21, Petrus Mpenga, 29, Simon Radebe, 22, David Mokone, 24, Joseph Lemena, 29, Isaac Tsotesti, 29, Isaac Serema, 25, Kleinbooi Motomo, 28, Abel Morake, 36, Peter Makitlenyane, 32, Andries Bomo, 23, Mofo Mphuthi, 30, Ben Mpondo, 30, April Mphenga, 26, Philip Mofokeng, 46, Peter Moloi, 24, Paul Bolofo, 24, Johannes Vice, Masiaeu Jantjie, 34, Aaron Hadebe, 30, Nyomo Maganqane, 31, Piet Lehlomo, 27, William Kumalo, 22, Martin Gemba, 23, Joseph Mosiwa, 28, Freddy Ntiho, 22, Aaron Lente, 18, Paulus Mosengu, 22, Joseph Maloka, 18, Samuel Mohlokoane, 26, Simon Sijongé, 45.

Wage demands through 'proper chanels'

Transport men fined for unlawful strike

By ERNEST NKABINDE

THIRTY-NINE transport workers were fined R60 or 60 days for striking for higher wages when found guilty in the Vereeniging Magistrate's Court yesterday.

Passing sentence, Mr J C Steytler told the accused that it was not unlawful to demand higher wages from employers, but there were proper channels to be followed by workers. They should appoint a spokesman, who will do the talking to the management on their behalf.

The strike was very unlawful and the maximum sentence is R500 or three years imprisonment. He said the accused have caused the company a considerable loss of business by lodging a strike and refusing to work.

The court found that on July 16 the accused refused to work at Du Preez Transport Company in Vereeniging when they demanded an increase of R10 per week on their wages, and refused an offer of R4 per week. They all pleaded not guilty to the charge.

Mr C L Nel, Manager of the company, told the court that on July 16, the accused came to him and demanded an increase of R10 per week. He said he offered them R4 per week, which was to start on August 1, but they turned the offer down and refused to work, until their demand was met. He said he was paying them R20 per week and overtime. He admitted that some of the workers have not been registered by his company, because of some passbook difficulties.

Mr Gideon van Niekerk, a labour inspector with the Labour Department in Vereeniging, testified that on July 16 he was called at du Preez Transport Company premises where the accused before the court were on strike. He said he told them that they should use proper channels to put their demands to the company. He said the accused refused the R4 offered by the company and demanded R10 per week, or they would lay down their tools. He said after a long negotiation with the accused, it was decided by the company to call the police to arrest the accused for refusing to work.

group could have hived off, and, each group had the potential to act as a nucleus for further expansion, the present model can account for divergent lines of evolution within a tradition.

In the description of the two models used in the present study, it was pointed out that group fission could have resulted from two different processes: (1) social stress as a result of overcrowding, and (2) increased mortality and lowered reproductive fitness due to the scarcity of a particular resource. Group fission would appear to have been associated with social conflict fairly often (Legassick, 1969; Monnig, 1967; Turner, 1954). This association would suggest that social stress rather than resource scarcity determined when group fission occured. However, oral tradition cannot provide an accurate picture of the initial colonisation and an archaeological test between the two hypotheses is required.

Both the continuous and the discontinuous spread model employed ecological variables to determine rates of spread. However it is possible that group ~~fission is a response to cultural and not ecological stresses.~~ Cultural

the results cannot be used as an absolute confirmation of the validity of the discontinuous spread model.

The major problem with the radiocarbon chronology is the small sample size. Only four Silver Leaves sites have been dated and one of these Eiland is a specialized activity area (Evers, 1975). Kwale and Urewe have more dated sites but again samples are very small. In the discontinuous spread model it was suggested that the overall rate of spread would have been faster than the expansion of an individual culture. Therefore, the regression for the overall rate of spread was calculated from the earliest known dates for each culture and this reduced the sample size. It is possible that the sample sizes are so small that they do not reflect the real population of dates. Because of the sample size problem an independent evaluation of the two mechanisms of dispersal is necessary.

The data used in the present study were derived from only one tradition, the fluted and bevelled complex, and therefore the analysis would seem to be tied to the validity of a particular culture-historical reconstruction.

55 bus drivers guilty under Riot Act

EAST LONDON — Fifty-five bus drivers of the Ciskei Transport Corporation were found guilty in the Regional Court here yesterday on a charge of contravening the Riotous Assemblies Act.

Their appearance followed a strike at the bus company on January 11 this year.

Sixteen other drivers were found not guilty. Those convicted were each sentenced to nine months' imprisonment, conditionally suspended for four years.

The drivers who were convicted are: Mr Pumzile Sigolwana, Mr Ephram Swartbooi, Mr Mzimkulu Botsungi, Mr Mzimkulu Nkula, Mr Raymond Noiseshe, Mr Elliot Fepu, Mr Thompson Mbalana, Mr Thozamile Nazo, Mr Fred Mzaca, Mr Alfred Madikiza, Mr Simon Khaleka, Mr Lawrence Qeukumane, Mr General Sindi, Mr Khakha Mjaliswa, Mr Kenneth Ngxowa, Mr Wela Petani, Mr Tshaka Stanley, Mr Mita Ndela, Mr Michael Ntshonga, Mr Michael Siteko, Mr Solomon Sakati, Mr Elijah Baartman, Mr Freeman Salemi, Mr Mwezi Matshaya, Mr Fikile Magoswana, Mr Deadman Dyalvana, Mr Wilson Qebe, Mr Christen Xhekwa, Mr Solomon Kwamtsha, Mr Mzuvukile Hamilton Nyoka, Mr Difuse Dyani, Mr William Mbeketi, Mr Temba Mguqulwa, Mr Sindile Alfred Sithole, Mr Banzi Nqinana, Mr Wilson Siza, Mr Wanini Kosa, Mr Robson Nombewu, Mr Richard Matyholweni, Mr Maxwell Mngoma, Mr Sigwebeile Ngale, Mr Howard Mbe, Mr Nicebola Ngesi, Mr Gill Dyasi, Mr Pato Nowenya, Mr Sitembise Mhlabazwe, Mr Mes Willard Mas, Mr Pathekile Wilson Mphambanisa, Mr Bonisile Kolisi, Mr Welton Nono, Mr Nelson Mlobeli, Mr Elliot Intulu, Mr Charles Sintu, Mr Richard Batili, and Mr Lennox Mathandela.

Those found not guilty were: Mr Ian Majavu, Mr Sonwabo Bhatyi, Mr Michael Mhlatyana, Mr Boyile Mbuto, Mr Sipho Jeffrey Simelane, Mr Humphrey Buhlungu, Mr Boring Ian Gaga, Mr Banzi Ndache, Mr Tandixolo Mdewu, Mr Sidwell Sqaboni, Mr Charless Singape, Mr Malcomess Mdinise, Mr Jackson Mgayi, Mr Mfundisi Steyi, Mr Rawutini Tungu and Mr Jake Madubedube.

Pleading in mitigation of sentence, Mr J. van Gend asked the court to take into consideration that the strike was caused by lack of understanding between employee and employer.

He said as a result of the case the drivers had been out of work for eight months and suffered a financial loss of R1 500.

He said this was more than the fines the courts normally impose in matters of this nature.

The magistrate, Mr S. van Zyl, said an offence like this could have serious consequences for a large group of people. It could not be tolerated that people just went on strike.

"There are ways and means by which you can bring your grievances to the attention of the authorities. The whole incident happened because of poor communication," Mr Van Zyl said.

Mr Van Zyl said the manager of internal traffic, Mr Ngumbe, made certain promises to the drivers in December and January that could not be implemented. — DDR.

Mnr H.W. Middelmann
Eerw. M.T.I. Moletsane
Professor A.D. Muller
Sheik A. Najaar
Mnr Victor Norton
Professor N.J.J. Olivier
Mnr L. Phillips
Professor H.P. Poliak
Mev W.J. Septemberi
Mnr Franklin Sonn
Mnr P.M. Sonn
Regter J.H. Steyn
Mnr R. Tobias
Professor R.E. van der Ross
Professor J.H. van Rooyen
Wev. S. Walters
Professor F.A.H. Wilson

d) Twee Ere-Fellows:

Professor J.L. Boshoff
Dr Sheila T. van der Horst

Iedereen word na die Algemene Jaarvergadering van die Maatskappy uitgenooi en kies elke drie jaar 'n vertoonwoordiger op die Beheerraad. 'n Verkiesing is in 1978 gehou en die huidige ampsdraer is Biskop A.W. Habelgaarn. Terwyl geen verpligtinge aan lede opgelê word nie, word hulle geraadpleeg en verbond wat sake wat die Sentrum se program raak.

NAVORSING

Gedurende die verslagjaar het die Sentrum die volgende bevels:

a. ...abilitele en Politieke Verandering in Suid-Afrika

Hierdie projek is 'n paar jaar gelede aangepak. 'n Ondersoek onder die kleurling bevolking van die Kaapse Skiereiland is onderneem. 'n Aantal tydelike navorsings-

Workers in pay dispute fired

DURBAN. — More than 200 black labourers of the DTB Cartage Company in Durban, who went on strike for increased wages yesterday, have been dismissed and told to return on Wednesday to collect their last wages.

The workers demanded an increase in their starting wage of between R15 and R22 a week.

A spokesman for the workers said they had not been given an increase for more than a year.

Senior police officials, Labour Department officials and members of the Security Police assisted the company in its attempt to reach a settlement with the striking workers.

The workers told the director of the company, Mr Geoff Tasker, that they wanted an increase in their weekly wage. He said he would consider their request and give them an answer.

He returned about half an hour later and told them that if they did not return to work immediately they would be dismissed.

A spokesman for the workers replied that they only wanted an increase in their wages. He said that if they were going to be dismissed they would put on their coats and go home.

Some of the workers remained and tried to discuss the matter with police officials and members of the Security Police.

They were told to leave the grounds without causing a fuss.

One of the company's Indian drivers said that although the drivers had not openly supported the strike, they were glad that it had happened.

"What is going on here is a disgrace. Some of these workers earn as little as R15 a week despite the hard work they do," he said.

The drivers, who possess extra heavy duty drivers' licences, earned only about R45 to R50 a week, he said. — Sapa.



333 DD

Bus drivers appeal

EAST LONDON — Fifty-four bus drivers who were convicted in the Regional Court here on August 2 on a charge of contravening the Riotous Assemblies Act, have lodged an appeal against their conviction.

Their conviction followed a strike at the Ciskei Transport Corporation on January 19 this year.

Of the 102 bus drivers who originally appeared 55 were found guilty and each was sentenced to nine months' imprisonment conditionally suspended for four years. — DDR

JAARVERSLAG

1978

SENTRUM VIR INTERGROEPSTUDIES

(Geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie))

Posadres:
p/a Die Universiteit van Kaapstad
Rondebosch
Republiek van Suid-Afrika
7700

Kantooradres:
Leslie Social Sciences Building
University Avenue
Groote Schuur Campus

Telefoon: 65-4145; 69-8531 Uitb. 766

INLEIDING

Gedurende die eerste nege jaar van sy bestaan het die Sentrum vir Intergroepstudies gereeld 'n jaarverslag oor sy werksaamhede gepubliseer. Om die Sentrum se 10de verjaarsdag op 1 April 1978 te vier is die jaarverslag in 1977 vervang deur 'n Oorsig oor die Eerste Tien Jaar.

DIE OORSPRONG EN DOELSTELLINGS VAN DIE SENTRUM

Die Sentrum word grootliks gefinansier deur die Abe Bailey-Trust wat ingevolge die testament van Sir Abe Bailey gestig is. Dit is geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie) - 'n maatskappy beperk deur garansie en sonder 'n aandele-kapitaal kragtens die Maatskappywet 1973 (Wet Nr. 61 van 1973).

UNION OUST WHITE FROM DRIVER'S SEAT

MEMBERS of the African Transport Workers Union decided to dismiss their white secretary general after he had locked them out of their meeting office and forced them to hold a meeting on the pavement of a Johannesburg street.

After the ousting of Mr Gert van der Walt Mr A Mkhonza, formerly an organiser of the union, was appointed as acting general secretary.

According to the president of the union, Mr Joseph Mavi, union members were dissatisfied with the treatment they received from Mr van der Walt.

Mr Mavi claimed that:

- He was made to sign more than 30 blank cheques a month by Mr van der Walt.
- Mr van der Walt refused to inform the executive committee of the union's financial position.
- Mr van Der Walt threatened to influence companies to withdraw stop-order facilities to the union, should he be dismissed.

Mr van der Walt was also accused of being uninterested and negligent in handling the affairs of the union. The union members claimed he was not sympathetic to their problems.

Some said he had in fact written to their new employers testimonials in which he spoke badly of the bearer and spoiled their chances of employment.

Union members felt that if their problems were to be satisfactorily attended to, they should appoint or elect a fellow black driver. This, they said would make it easier for them to explain their problems.

They strongly objected to having white officials because these could not experience the same kind of difficulties as they did.

PROMISES

To support their argument some of the drivers who were dismissed from their employment told the meeting of the promises made by Mr van der Walt after he had held meetings with the expelled drivers: that the union would negotiate on their behalf. They had not heard from Mr van der Walt ever since.

The president of the union was himself subjected to this type of treatment from the secretary general. He said they had attended a drivers' meeting together with Mr van der Walt, after which they both had to go and meet the management alone and only informed the chairman of the outcome of the meeting.

One of the thorny issues mentioned at the meeting was a petition which was sent to the president suggesting that the entire union demand the immediate expulsion of the president.

On contesting the petition the president was later informed that the decision had been withdrawn.

At the meeting all those present were surprised to hear of such a petition. They unanimously agreed that the president continue with his work.

Mr Mkhonza will assume his new duties with immdiate effect.

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versiteit van Kaapstad) professor G.F.R. Ellis en mede-professor D.J. Weiss. Biskop A.W. Habelgaarn verteenwoordig die lede van die Maatskappy.

Terwyl professor G.F.R. Ellis met navorsing- en studieverlof is, dien dr Robert Schrire as sy plaasvervanger op die Akademiese Advieskomitee en die Raad van Beheer.

PERSONEEL

Die vaste personeel bestaan uit die Direkteur, professor Hendrik W. van der Merwe, M.A. (Stellenbosch), Ph.D. (Kalifornië), die Administratiewe Assistente, mev. H. Albertyn en 'n deeltydse sekretaresse, mev. B.J. Chapman.

Gedurende die jaar is mejj. Morna Cornell en Ruth Rutherford as tydelike klerklike assistente en mej. Judith Cornell, B.A. (Universiteit van Kaapstad) as deeltydse navorsingsassistente in diens geneem. Twee ere-

Hendrik W. van der Merwe
Direkteur

Desember 1978

Blacks snap up the taxi jobs

RDM 24/9/79 333

TEN white drivers have resigned from the city's second largest taxi fleet, Taxi Bureau, in protest at the appointment of a black driver last week, and more are expected to follow.

The vacancies were immediately snapped up by blacks, who now drive 15 of the fleet's 72 taxis.

Meanwhile, the city's smallest taxi fleet, Golden City Taxis, has decided to pool its 14 taxis with Taxi Bureau. Most of these cars are driven by blacks.

These are the latest developments taking place in the city's taxi ranks, where only Roses Taxis 170 cars are now driven exclusively by whites.

The "baby" of the big three; Golden City, was established about three years ago by its owner, Mr Abrie Mouton, who broke away from Taxi Bureau after disagreement over his intended appointment of black drivers. He went ahead and pioneered the first black-driven taxi fleet in Johannesburg.

Mr Mouton said he had had no complaints from white passengers.

A Taxi Bureau spokesman said his change of heart was "because times are changing." But he did take the precaution of checking the acceptability of black drivers with all the big companies he does business with — not one was against the idea.

Post 30/9/79 (333)

Taxis: Nat stands firm

By ZWELAKHE SISULU

TAXI FLEET owner, Mr Johnny Swart, says he will continue employing blacks as taxi drivers in the interests of the Nationalist Party.

Mr Swart, part owner of Taxi Bureau, was reacting yesterday to the resignation of 10 white drivers from his company in protest against the employment of a black taxi driver.

The white drivers have now joined an exclusive white taxi fleet.

"Our employment of black taxi drivers is being used as an excuse by white drivers, but we will not stop employing black taxi drivers," Mr Swart said.

Vacancies created by the resignations of the white drivers have been taken by black drivers who now drive 15 of the Taxi Bureau's 72 taxis.

"Though the white drivers left us under the pretext that they objected to the employment of blacks, the truth is that most of them have been offered a better deal by an exclusive white taxi fleet.

His company had done a survey to determine whether taxi users objected to being driven by blacks.

I'll continue to employ black drivers says Swart

"I can say there are not more than 10 people in Johannesburg who object to black drivers," he said.

Mr Swart, who described himself as a "very big Nationalist", said he employed black drivers in the interest of the National Party.

"National Government policy has opened the door wide for us to conduct a free and fair business."

Taxi Bureau is the second fleet in Johannesburg to employ black drivers. The first was Golden City Taxis, owned by Mr Abrie Mouton whose introduction of black taxi drivers three years ago caused a stir in the business.

Bus row: staffs may be halved

Sta 26/11/79.

333

333

Own Correspondent

DURBAN — Businesses on the Natal South Coast may be forced to retrench up to half their staff, as a result of the four-week bus boycott leading to a potentially explosive situation.

This was the view today of Mr Peter Easton, president of the Port Shepstone Chamber of Commerce.

Mr Easton said the boycott was continuing and very worrying.

"The Chamber of Commerce in Port Shepstone did a survey of local businesses and discovered they were losing R100 000 a week as a result of the boycott. This is a very serious amount of money for a small town.

PRETORIA CALL

"We also discovered that turnover had dropped by anything from 40 to 60 percent following the boycott." Firms were realising that unless the boycott ended they might be forced to retrench up to 50 percent.

"It's a serious situation which could become explosive in the already swollen unemployment market," Mr Easton said.

It was up to the Road Transportation Board in Pretoria to step in.

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,17	0,08	0,10	0,21	0,78	0,29	0,49	0,48
1-4	0,01	0,01	0,00	0,00	0,25	0,10	0,04	0,06
5-24	0,01	0,01	0,02	0,00	0,12	0,14	0,02	0,04
25-44	0,02	0,01	0,04	0,04	0,02	0,04	0,03	0,02
45-64	0,02	0,05	0,06	0,09	0,17	0,13	0,06	0,08
65+	0,23	0,19	0,44	0,37	0,36	0,36	0,34	0,25
ALL	1,25	1,09	1,07	1,83	1,57	1,10	0,73	0,56
NO.	0,13	0,15	0,11	0,12	0,15	0,14	0,10	0,08
	276	303	38	42	169	165	203	130

Enterprise and the individual".

BLACK BUS DRIVERS FOR THE SUBURBS

BLACK drivers are to drive buses for white passengers in Vereeniging when the service is re-instated again next month, according to Mr John Roodt of the Vaal Transport Corporation.

The service for whites by Vaal Transport Corporation was stopped three years ago when the company found that it was running the service at a loss, as there were few whites using the service. At the time the company had introduced a few black drivers in the service as there were few whites who could take up the job.

Mr Roodt said that he does not anticipate trouble with the introduction of the black drivers in the service. "People have grown to accept blacks using the same lifts as they do, so why should there be any objection about black drivers being involved in a long-awaited bus service for white residents in the suburbs?

The council and the bus company have been involved in long talks over the service and the use of black drivers, which they think will be economical.

BY ERNEST NKABINDE

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1,57	0,76	0,60	1,03	1,24	0,79	0,89	0,74
1-4	0,05	0,04	0,05	0,05	0,05	0,02	0,04	0,05
5-24	0,01	0,00	0,01	0,01	0,01	0,02	0,00	0,00
25-44	0,00	0,00	0,00	0,00	0,00	0,01	0,00	0,00
45-64	0,01	0,00	0,00	0,00	0,00	0,00	0,00	0,00
65+	0,02	0,01	0,00	0,00	0,00	0,03	0,00	0,00
ALL	0,04	0,02	0,03	0,04	0,04	0,03	0,03	0,00
NO.	87	43	9	14	50	33	54	47

XV CERTAIN CAUSES OF PERINATAL MORBIDITY AND MORTALITY

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	12,46	9,07	16,92	11,55	29,22	24,78	23,16	22,23
1-4	0,02	0,02	0,02	0,02	0,02	0,04	0,04	0,00
5-24	-	-	-	-	-	-	-	-
25-44	-	-	-	-	-	-	-	-
45-65	-	-	-	-	-	-	-	-
65+	-	-	-	-	-	-	-	-
ALL	0,25	0,17	0,48	0,32	0,83	0,67	0,55	0,67
NO.	519	359	170	113	942	785	1143	1075

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Transport workers' case is postponed

20/11/79 Post 333

By MALOSE MATSEMELA

THE public violence case against 31 Batswana-gare Transport workers sacked after a strike was postponed yesterday to December 18.

The men numbered 31 before Mr P W van Niekerk, Chief Magistrate, in the Odi Magistrate's Court, Ga-Rankuwa. They were not asked to plead and were remanded.

All were represented by Mr D Moseneke of Maluleke, Seriti and Moseneke. Mr N du Preez was prosecuting.

The men are: Mr Shadrack Maidi Kande (26), Mr Elias Phele (18), Mr Elias More (18), Mr William Giredi (26), Mr Belson Lechuti (33), Mr Titus Legodi (27), Mr Elias Mosalo (37), and Mr Joseph Letlape (19).

Mr Edward Motsepe (23), Mr John Molefe (40), Mr July Hlongwane (55), Mr Jethro Masala (25), Mr John Mkhondo (47), Mr William Mathibedi (25), Mr Bethuel Moloko (56), Mr Daniel Makgamathe (60), Mr Andries Rauwane (44), Mr Philemon Mosia (59), Mr Dondo Shiroro (68), Mr Moses Tsotetsi (45), Mr Moses Twala (40), Mr Simon Kenosi (45), Mr Godfrey Bodibe (24), Mr Oupa Sebogo (23), Mr Benjamin Makhudu (25), Mr Andries Maboane (36), Mr Morris Mogoetsi (34), Mr Daniel Matlala (30), Mr Abel Makobe (30), Mr Patrick Semilela (30) and Mr Enoch Hlophe (30).

2.5 The Studi

Approxima[illegible] of the sampie did not answer the questions in this section of the questionnaire. This may be because they did not attend the Sunday workshops, for a great number of the sample indicated in their comments that they would have preferred these not to have been held on a Sunday. Of those that did answer questions in this section 83% felt the Workshop had been long enough and had helped them to some extent to integrate into the University as well as in choosing their degree courses.

2.6 The Course on Study Methods

A majority of the sample (69%) felt that their school methods of study were adequate at University, though less than 1% felt they were completely adequate and 18% nearly so. Yet the majority (51%) would have liked an additional lecture on "Lectures, Revision and Examinations" and on "Reading and Research"; in their comments a great many students suggested that a more practical presentation of all topics might be desirable.

As regards an on-going study methods course in the first semester, 72% of the sample stated they would find it desirable and 30% would find it very valuable indeed.

2.7 Library Instruction Course

An overwhelming majority of the sample were extremely enthusiastic about the library course and found the librarians very helpful.

2.8 Academic Advice

In indicating whose advice they had primarily sought in planning their university curriculum, the sampe indicated as follows:

...../5

DISCUSSION

The crude death rates and the standardised mortality rates for whites, Asians and 'coloureds' and urban Africans are presented in Fig. 1. The interpretation of these figures is confounded by the differences in the underlying structure of the population. The population pyramids of the various groups were pictured in Part I with the exception of the urban Africans, which appears in Fig. 2. This population shows an excess of healthy working males and lack of elderly persons as a result of the migratory labour situation.

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Ciskei Intelligence halts bus strike

4/12/79 333

KING WILLIAM'S TOWN — Intervention by the Ciskei Central Intelligence Services yesterday prevented a strike by Bisho Bus Company drivers from escalating.

A total of 35 drivers went on strike yesterday morning, disrupting services in King William's Town and the districts.

But successful talks between the Secretary for Intelligence Services, Colonel Charles Sebe, the group manager of the Ciskei Transport Company, Mr H. Kaiser, and an official of the Ciskei National Development Corporation, a Mr Kruger, halted the strike and the drivers returned to work in the afternoon.

A four-man deputation from the drivers met the Chief Minister, Chief Lennox Sebe, last week and urged him to intervene on their behalf as there was no proper communication between them and management.

They claimed they were sacked for trivialities and their only channel of negotiation was an ineffective liaison committee.

They claimed they also had to face irate commuters over increased fares which they had to pay despite a court order to reduce the fares. Their limited allotted time for trips forced them to load commuters hurriedly, even aged commuters, and this led to further enmity between them and the passengers.

They also worked overtime because of the way in which duties were arranged and they were not compensated financially.

Chief Sebe, however, referred them to the intelligence services and Col Sebe then set up a meeting with the bus company management.

But before the meeting, the four-man deputation was sacked.

Col Sebe said yesterday: "We decided to object strongly to the bus company as we felt it was morally wrong to terminate their services at a time when talks were being held about their complaints."

After the talks yesterday, all the men went back to work — including those who were sacked.

A spokesman for the CNDC said he was certain the matter would be solved amicably.

Mr Kaiser was not available for comment. Neither were the two other bus company officials who attended the talks, a Mr Odendaal and a Mr Mills. — DDR.

rural areas or cause of deaths' according to the Bantu Reference Bureau (Personal Communication). At least 50 000 deaths among Africans were not registered. These occur mainly in the rural areas. It is estimated that about 10% of the deaths in the main urban districts are not registered for Africans.

METHODS

ollowing indices were calculated:

rude Mortality Rates.

tandardised Mortality Rates. Two standard populations were used:
ngland and Wales representing a developed population and Mexico 1960
or a developing one.

ge and Cause Specific Death Rates. Calculated mainly in five year age
roups for the seventeen major divisions of the eighth revision of the
ternational Classification of Diseases (ICD).

oportions of Causes of Death.

fant Mortality Rates.

ectation of Life. Calculated for 1970, the last census year.

peting Mortality Risks.[8] This is the mortality experience of a
pulation under the hypothetical conditions which would exist if a
rticular cause of death were eliminated. It gives an indication
the relative effect of that cause on the expectation of life.

lculation of rates involves a knowledge of the base population age
ic population. No official estimates of this are available for
ensual years. For whites, Asians and 'coloureds, the 1970 population
en projected forward using the age specific survival rates from
d taking into account the actual births and deaths in the 0-4 age
Allowance was made for migration.

icans, a different procedure was adopted as a population figure for
rt of the country was required. The 1970 age distribution[10] by
rial district was used, the numbers being adjusted by the 1974
opulation estimates by economic region.[11]

Row brews over workers' committee

RDM 6/12/79

(1) 1~~8~~ (2) 1~~4~~5 (3) 1~~9~~9 (4) 1~~5~~2 (5) 333

Own Correspondent

CAPE TOWN. — A major conflict is looming between Cape Town's 2 000 black dockworkers and their employer organisation over the workers organising themselves and negotiating with management through their own elected workers' committee.

Mr David Lewis, a spokesman for the General Workers' Union, of which several hundred of the stevedores are members, said yesterday the workers had asked the Cape Town Stevedores Association in May to meet them to discuss the formation of a workers' committee.

The proposed workers' committee holds out as its task to negotiate about wages and working conditions.

But the Stevedores Association — a body comprised of the managements of three Cape Town stevedoring firms — did not see its way clear to meeting the workers.

Mr Lewis said the workers held a mass meeting on Saturday and appointed a delegation to meet the association. On Monday the delegation met Mr R S Field, manager of the association, and was told that there was "confusion" among stevedoring firms on the whole issue.

It would be discussed at a meeting of the association's national body in Durban today and the worker delegation was requested to return to Mr Field tomorrow for further discussions.

Yesterday, Mr Field denied he had told the delegation he would be attending the meeting in Durban.

He said he had told the delegation he "would be away" and would discuss the matter with his directors.

Mr Field confirmed, however, he had asked the delegation to return to him tomorrow.

But he refused to reply to further queries, saying he had been instructed to respond with a "no comment".

STEVEDORES.

F.M. 7/12/79

333 457 446 457 452

Dock disputes

There is a rising tide of dissatisfaction among Cape Town stevedores. Over the past seven months, they and the Western Province General Workers' Union have on a number of occasions asked employers to permit worker-elected in-company committees. David Lewis, of the WPGWU, alleges that his request has repeatedly been ignored. "Only now are we getting a less negative response," he says.

The WPGWU claims a membership of over 400, out of a total of about 600 stevedores in Cape Town. The employers are South African Stevedoring Services (Sassco), Rennies and Grindrod.

The workers do not want management to elect any members to the committees, or for them to have anything to do with drawing up their constitutions. In May, the union asked for permission for them to go ahead. Lewis says that the Cape Town Stevedore Association (CTSA), which recruits stevedores for the firms, replied telling the WPGWU that the matter had nothing to do with the union, and that the workers should approach management directly. This they did in June. But, says Lewis, they got no response.

As a result, the workers went ahead on their own and elected committees for each company. But the firms still refuse to recognise them.

However, two weeks ago Freight Services (Sassco's holding company) arranged to meet the WPGWU. According to Freight Services' industrial relations manager, Stuart Pennington: "When it came to our notice that there had been contact between the union and the CTSA, and that the relationship between them was not good, we decided to hold an informal meeting with the union." The company agreed to the union's demand that worker representatives be present.

But Freight Services called off the meeting, set for last Monday. According to Pennington, the South African Stevedor-

P.T.O

DEPARTMENT OF TRANSPORT

No. R. 2719 (333) 7 December 1979

AMENDMENT OF THE EXAMINATION REGULATIONS FOR MASTERS AND NAVIGATING OFFICERS, 1975

The Minister of Transport Affairs has, in terms of section 356 of the Merchant Shipping Act, 1951 (Act 57 of 1951), made the regulations in the Schedule hereto.

SCHEDULE

1. In this Schedule, unless the context otherwise indicates, the expression "the Regulations" means the Examination Regulations for Masters and Navigating Officers, 1975, promulgated by Government Notice R. 2041 of 31 October 1975, as amended by Government Notice R. 2038 of 7 October 1977.

2. The following regulation is hereby substituted for regulation 12 of the Regulations:

"12. (1) No candidate for a certificate of competency as Second Navigating Officer of a foreign-going ship or Navigating Officer (Coasting) shall be examined in any part of the examination other than the signals part until he produces a certificate as radar observer in merchant ships in a form approved by the Secretary. The prescribed fee for the issue of a radar observer's certificate shall be paid to the proper officer or examiner.

(2) No candidate for a certificate of competency as Master of a foreign-going ship or Master (Coasting) shall be examined in any part of the examination other

DEPARTEMENT VAN VERVOER

No. R. 2719 7 Desember 1979

WYSIGING VAN DIE EKSAMENREGULASIES VIR GESAGVOERDERS EN NAVIGASIE-OFFISIERE, 1975

Die Minister van Vervoerwese het kragtens artikel 356 van die Handelskeepvaartwet, 1951 (Wet 57 van 1951), die regulasies in die Bylae hierby uitgevaardig.

BYLAE

1. In hierdie Bylae, tensy uit die samehang anders blyk, beteken die uitdrukking "die Regulasies" die Eksamenregulasies vir Gesagvoerders en Navigasie-offisiere, 1975, afgekondig by Goewermentskennisgewing R. 2041 van 31 Oktober 1975, soos gewysig deur Goewermentskennisgewing R. 2038 van 7 Oktober 1977.

2. Regulasie 12 van die Regulasies word hierby deur die volgende regulasie vervang:

"12. (1) Geen kandidaat mag in enige deel, behalwe in die seinegedeelte, van die eksamen vir 'n bekwaamheidsertifikaat as Tweede Navigasie-offisier van 'n skip op vreemde vaart of as Navigasie-offisier (Kusvaart) geëksamineer word nie alvorens hy 'n sertifikaat as radarwaarnemer op handelskepe in die vorm deur die Sekretaris goedgekeur, toon nie. Die voorgeskrewe bedrag vir die uitreiking van 'n sertifikaat as radarwaarnemer moet aan die bevoegde beampte of eksaminator betaal word.

(2) Geen kandidaat mag in enige deel, behalwe in die seinegedeelte, van die eksamen vir 'n bekwaamheidsertifikaat as Gesagvoerder van 'n skip op vreemde

than the signals part until he produces evidence that he has completed a radar simulator course after having obtained the lower certificate of competency.

(3) A maximum of one week shall be allowed to count as qualifying service for the purposes of regulations 16 and 18 in respect of attendance at a radar observer course approved by the Secretary: Provided that the remission under this subregulation plus any remission under regulations 29 and 30 shall not exceed 15 months.

(4) A certificate as radar observer in merchant ships shall be regarded as valid for the purposes of this regulation if obtained after the completion of 12 months' qualifying service, either in coasting ships or foreign-going ships, reckoned in accordance with the provisions of these regulations."

3. The following regulation is hereby substituted for regulation 13 of the Regulations:

"13. No candidate, other than a candidate for a certificate of competency as Master (Special Grade), shall be examined in any part of the examination other than the signals part until he produces a valid restricted radio telephone operator's certificate (Marine) or higher certificate issued by the Postmaster-General."

4. Annex 3 of the Regulations is hereby amended by the substitution in the Afrikaans text for the expression "R1 000,00" wherever it appears under the heading "STRAWWE VIR BEDRIEGLIKE HANDELINGE IN VERBAND MET HIERDIE SERTIFIKAAT" of the expression "R2 000,00".

5. Annex 4 of the Regulations is hereby amended by the substitution for the expression "R1 000,00" wherever it appears under the heading "PENALTIES FOR FRAUDULENT ACTS CONNECTED WITH THIS CERTIFICATE" of the expression "R2 000,00".

No. R. 2720 7 December 1979

AMENDMENT OF THE EXAMINATION REGULATIONS FOR ENGINEER-OFFICERS, 1977

The Minister of Transport Affairs has, under section 356 of the Merchant Shipping Act, 1951 (Act 57 of 1951), made the Regulations set out in the Schedule hereto.

SCHEDULE

1. In this Schedule, unless the context otherwise indicates, the expression "the Regulations" means the Examination Regulations for Engineer-Officers, 1977, promulgated under Government Notice R. 377 of 18 March 1977.

2. The following regulation is hereby inserted after regulation 15 of the Regulations:

"15A. ENGINEER-OFFICER (COASTING) CADET TRAINING COURSE

(1) As a further alternative to the requirements of regulation 13, the Secretary may in his discretion admit a candidate who has satisfactorily completed an approved Engineer-Officer (Coasting) cadet training course of four years' duration for a certificate of competency as Second Engineer-Officer (Coasting). Such course shall consist of an initial period at sea for selected candidates, followed by a period of full-time study at an approved college for technical education, practical workshop training for a period of 15 months, a second

vaart of as Gesagvoerder (Kusvaart) geëksamineer word nie alvorens hy bewys lewer dat hy 'n radarsimulatorkursus afgelê het nadat hy die laer bekwaamheidsertifikaat behaal het nie.

(3) Hoogstens een week van die tyd wat bestee is aan die bywoning van 'n radarwaarnemerskursus deur die Sekretaris goedgekeur, mag by die toepassing van regulasies 16 en 18 as kwalifiserende diens geld: Met dien verstande dat die kwytskelding kragtens hierdie subregulasie plus enige kwytskelding kragtens regulasies 29 en 30 nie 15 maande te bowe mag gaan nie.

(4) 'n Sertifikaat as radarwaarnemer op handelskepe word vir toepassing van hierdie regulasie as geldig beskou indien dit verwerf is na voltooiing van 12 maande kwalifiserende diens op kusvaarders of op skepe op vreemde vaart, welke kwalifiserende diens ooreenkomstig hierdie regulasies bereken moet word."

3. Regulasie 13 van die Regulasies word hierby deur die volgende regulasie vervang:

"13. Geen kandidaat, uitgesonderd dié vir 'n bekwaamheidsertifikaat as Gesagvoerder (Spesiale Graad), mag in enige deel van die eksamen, behalwe in die seinegedeelte, geëksamineer word nie alvorens hy 'n geldige beperkte radiotelefonissertifikaat (Marine) of hoër sertifikaat deur die Posmeester-generaal uitgereik, toon nie."

4. Aanhangsel 3 van die Regulasies word hierby gewysig deur die uitdrukking "R1 000,00" oral waar dit voorkom onder die opskrif "STRAWWE VIR BEDRIEGLIKE HANDELINGE IN VERBAND MET HIERDIE SERTIFIKAAT" deur die uitdrukking "R2 000,00" te vervang.

5. Aanhangsel 4 van die Regulasies word hierby gewysig deur die uitdrukking "R1 000,00" oral waar dit voorkom onder die opskrif "STRAWWE VIR BEDRIEGLIKE HANDELINGE IN VERBAND MET HIERDIE SERTIFIKAAT" deur die uitdrukking "R2 000,00" te vervang.

No. R. 2720 7 Desember 1979

WYSIGING VAN DIE EKSAMENREGULASIES VIR INGENIEUROFFISIERE, 1977

Die Minister van Vervoerwese het kragtens artikel 356 van die Handelskeepvaartwet, 1951 (Wet 57 van 1951), die Regulasies in die Bylae hierby uitgevaardig.

BYLAE

1. In hierdie Bylae, tensy uit die samehang anders blyk, beteken die uitdrukking "die Regulasies" die Eksamenregulasies vir Ingenieuroffisiere, 1977, afgekondig by Goewermentskennisgewing R. 377 van 18 Maart 1977.

2. Die volgende regulasie word hierby in die Regulasies na regulasie 15 ingevoeg:

"15A. KADETOPLEIDINGSKURSUS VIR INGENIEUROFFISIER (KUSVAART)

(1) As verdere alternatief vir die vereistes van regulasie 13, kan die Sekretaris na goeddunke 'n kandidaat wat 'n goedgekeurde kadetopleidingskursus van vier jaar vir Ingenieuroffisier (Kusvaart) voltooi het vir 'n bekwaamheidsertifikaat as Tweede Ingenieuroffisier (Kusvaart) toelaat. Vir gekeurde kandidate bestaan sodanige kursus uit 'n aanvangstydperk ter see, gevolg deur 'n tydperk van voltydse studie aan 'n goedgekeurde kollege vir tegniese onderrig, praktiese werkswinkeldiens vir 'n tydperk van 15 maande, 'n tweede

period of full-time study, a further 12 months at sea and finally further full-time study to complete the four year course.

(2) Cadets who satisfactorily complete the training course may write the examination for a certificate of competency as Chief Engineer-Officer (Coasting) in the subjects General Engineering Science and Heat and Heat Engines before commencing their qualifying sea service. A remission of three months' qualifying sea service will be allowed for both Second Engineer-Officer (Coasting) and Chief Engineer-Officer (Coasting) certificates of competency, to candidates who are successful in both subjects.".

3. Regulation 19 of the Regulations is hereby amended by the substitution for subregulations (1) and (2) of the following subregulations:

"(1) The sea service required in terms of regulations 17 and 18 of a candidate for a certificate of competency as Second Engineer-Officer (Coasting) and endorsement, shall have been performed by the candidate on regular watch totalling at least eight hours out of every 24 hours' service claimed, as—

(a) Engineer-Officer at sea in a ship making short or long voyages; or

(b) Engineer-Officer in a hopper, dredger or tug operating in port or proceeding to sea for short distances; or

(c) Marine Engineman or Assistant Marine Engineman in a fishing vessel having a power of not less than 225 kW; or

(d) Marine Engineman or Assistant Marine Engineman in a fishing vessel having a power of not less than 1 200 kW.

(2) Service in a ship mentioned in subregulation (1) (a) and (d) shall be counted at full rate, whereas service in a ship mentioned in subregulation (1) (b) and (c) shall be counted at two-thirds rate.".

4. Regulation 23 of the Regulations is hereby amended by the substitution for subregulations (1) and (2) of the following subregulations:

"(1) The sea service required in terms of regulations 21 and 22 of a candidate for a certificate of compentency as Chief Engineer-Officer (Coasting) and endorsement, shall have been performed by the candidate in full charge of a regular watch totalling at least eight hours' service claimed, as—

(a) Engineer-Officer at sea in a ship making short or long voyages; or

(b) Engineer-Officer in a hopper, dredger or tug operating in port or proceeding to sea for short distances; or

(c) Marine Engineman in a fishing vessel having a power of not less than 225 kW; or

(d) Marine Engineman or Assistant Marine Engineman in a fishing vessel having a power of not less than 1 200 kW.

(2) Service in a ship mentioned in subregulation (1) (a) and (d) shall be counted at full rate, whereas service in a ship mentioned in subregulation (1) (b) and (c) shall be counted at two-thirds rate.".

tydperk van voltydse studie, 'n verdere 12 maande seediens en laastens verdere voltydse studie om die vierjarige kursus te voltooi.

(2) Kadette wat die opleidingskursus op 'n bevredigende wyse voltooi, mag die eksamen vir 'n bekwaamheidsertifikaat as Hoof-ingenieuroffisier (Kusvaart) in die vakke Algemene Ingenieurswetenskap en Hitte en Hittewerktuie aflê alvorens hulle met hulle kwalifiserende seediens begin. Kwytskelding van drie maande kwalifiserende seediens sal vergun word vir beide 'n bekwaamheidsertifikaat as Tweede Ingeneuroffisier (Kusvaart) en as Hoof-ingenieuroffisier (Kusvaart) aan kandidate wat albei vakke geslaag het.".

3. Regulasie 19 van die Regulasies word hierby gewysig deur subregulasies (1) en (2) deur die volgende subregulasies te vervang:

"(1) Die seediens wat ooreenkomstig regulasies 17 en 18 van 'n kandidaat vir 'n sertifikaat van bekwaamheid as Tweede Ingenieuroffisier (Kusvaart) en endossement vereis word, moet deur die kandidaat verrig gewees het op gereelde waghoudiens van altesaam minstens agt uur uit elke 24 uur diens waarop aanspraak gemaak word as—

(a) Ingenieuroffisier ter see op 'n skip wat kort of lang seereise onderneem; of

(b) Ingenieuroffisier op 'n modderskuit, baggerskip of sleepboot wat in 'n hawe optree of die see kort afstande invaar; of

(c) Seemasjinis of Assistent-seemasjinis op 'n vissersboot met 'n kragaandrywing van minstens 225 kW; of

(d) Seemasjinis of Assistent-seemasjinis of 'n vissersboot met 'n kragaandrywing van minstens 1 200 kW.

(2) Diens op 'n skip vermeld in subregulasie (1) (a) en (d) word alles as diens gereken, terwyl twee derdes van die diens op 'n skip vermeld in subregulasie (1) (b) en (c) as diens gereken word.".

4. Regulasie 23 van die Regulasies word hierby gewysig deur subregulasies (1) en (2) deur die volgende subregulasies te vervang:

"(1) Die seediens wat by regulasies 21 en 22 van 'n kandidaat vir 'n sertifikaat van bekwaamheid as Hoof-ingenieuroffisier (Kusvaart) en endossement vereis word moet deur die kandidaat verrig gewees het terwyl hy in die hoedanigheid van—

(a) Ingenieuroffisier ter see op 'n skip wat kort of lang seereise onderneem; of

(b) Ingenieuroffisier op 'n modderskuit, baggerskip of sleepboot wat in 'n hawe optree of die see kort afstande invaar; of

(c) Seemasjinis op 'n vissersboot met 'n kragaandrywing van minstens 225 kW; of

(d) Seemasjinis of Assistent-seemasjinis van 'n vissersboot met 'n kragaandrywing van minstens 1 200 kW;

minstens agt uit elke 24 uur diens waarop aanspraak gemaak word, volle beheer oor gereelde waghoudiens gehad het.

(2) Diens op 'n skip vermeld in subregulasie (1) (a) en (d) word alles as diens gereken, terwyl twee derdes van die diens op 'n skip vermeld in subregulasie (1) (b) en (c) as diens gereken word.".

(a) Neglect of preventive medicine by most practitioners and inadequate budgetary provision for it. Savage also notes the excessive expenditure on cure.

(b) Both also note the maldistribution of doctors and health services. Kirsch describes this in geographical terms, and in terms of inappropriate institutions. He notes the concentration of doctors throughout the world in urban areas. Savage describes this as a concentration in South Africa on the needs of the white and urban populations; but he also implicitly recognises an international dimension when he notes the appli
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Magauta Molefe ...

JOB CENTRE FOR BLACK WORKERS

By Mandla Ndlazi

A FREE employment service for black workseekers will open its office doors in Johannesburg's Hoek Street early next month.

The service will be run by the Johannesburg Organisation to Boost Self-Help (Jobs).

The service will cater for all types of employment and a comprehen-

sive register will be kept of all work-seekers who will become clients of the service. From this register, it is hoped that employers, large and small, will obtain suitable applicants for posts not closed to black people.

The Organisation's co-ordinators, Ms Magauta Molefe and Mr Iain McNeill said the service will have a "human approach" in that it will help the work-seeker to select the type of employment that will suit him.

Savage, how
these probl
health sect
allocation affects society as a whole and not merely the medical profession. He criticises those who, like Illich, believe that one can change the behaviour of individuals without altering the behaviour of the system, and shows that the maldistribution of doctors is a mirror of the maldistribution of resources in society. He sees the need for doctors to become involved in 'combating the health-denying aspects of apartheid in order to promote effective medicine'.

Other contributors (e.g. Adler, Vol.2) would regard the nature of the economic system, rather than the legal structure of apartheid as the root cause of the 'Inverse Care Law', as it is apparent to some degree throughc the third world and in most 'western' societies. Both Adler and Savage, although not denying the need for medical reforms, regard these as inseparable from changes in the wider social structure if they are to be effective.

The Options

ome to be called 'socialised medicine' concerns
are provision is most *efficient* and which best
of *equity*. Efficiency, in the economic sense,
ere can be no change which will make one person
another worse off. If one can, by reorganisati
it extra cost, without making anyone worse off, th
efficient.

on of medical care is in dispute, rather than all
alth, most of which, as we have seen, concern the
onomy and society. The arguments therefore
ly narrow, but nevertheless highly charged fielc
conventionally been accepted by the majority of
t some basic public provision should be made fc
cost of medical care, particularly in the Unite
untries, has forced a reassessment of this
ts of all persuasions.

argued by Rees (*27): If a good or service car
ndividuals, and all relevant costs and benefit
e market transactions without spilling over tc
outsiders (excludability), and there are no economies of scale,[6] then individual preferences as expressed through their purchasing power can be met efficiently when the good is distributed through a free market so that neither can alter the price on their own, and no combination of buyers or sellers exists that can influence the price to their own advantage. In addition, there must be no information constraints on buyers and sellers. If these conditions are fulfilled, private provision will be efficient, although the possibility of efficient allocation may also exist under othe conditions. The advantage of a private market are generally taken to be the minimal need for information transmission before an efficient distribu tion can be reached.

Walkout paralyses Table Bay docks

(1) 333 (2) (3) RDM 12/12/79

By STEVEN FRIEDMAN
Labour Reporter

TABLE BAY docks were brought to a standstill yesterday when the entire stevedoring workforce — about 600 coloured and black workers — walked off the job.

Railway workers in the harbour area were apparently not working either, as there were no goods for them to handle.

According to trade union sources, the stevedores have walked out in protest at management's refusal to allow them to elect a committee to bargain with their employers.

And a trade union which represents most of the men called management's attitude "arrogant".

The walk-out follows repeated attempts since May by the workers and the Western Province General Workers' Union, which says it represents the majority of stevedores at the harbour, to secure management agreement to negotiations.

Worker leaders at the harbour said the stevedores would return to work today, but would attempt to meet management again on Friday.

If their demands are not met on Friday the stevedores may strike again. It is by no means certain, however, that all workers will return today.

The dispute came to a head yesterday morning when stevedores gathered at the office of Mr R S Field, general manager of the Cape Stevedores' Association.

They told him that they wished to elect a committee to represent them.

The meeting followed a worker meeting on Saturday at which it was agreed to send a letter to Mr Field informing him they would gather at his office to elect a committee.

"We demand that you recognise this committee and agree to meet with them", the letter said.

"We have been patient for very many months, but you have not been very helpful. All that we are asking is that you meet with a committee of our representatives. You have put us off all year and the workers will not wait any longer."

When the stevedores gathered at his office, Mr Field first told them he did not have Railways permission to hold a meeting on harbour premises.

The stevedores refused to start work, however, and Mr Field subsequently returned and told them a worker committee could not be elected at the meeting.

He added that coloured workers would have to form a separate committee. The workers rejected this proposal.

After Mr Field left, workers addressed the gathering and said they had been trying for a long time to arrange a meeting. The workers then left the docks.

About a dozen Railways policemen kept the workers under observation during the meeting.

A spokesman for the union said yesterday: "The workers have made perfectly reasonable demands. Management's arrogant refusal to deal with them has led to the present situation."

The South African Stevedoring Council, which represents employers, will meet today. According to a spokesman it will discuss the possible formation of an industrial council for the industry.

The Western Province General Workers' Union fears such a move is an attempt to oust it.

It believes management is attempting to ignore the union and deal with a proposed stevedores' union to be set up by Tucsa unionist, Mr Louis Peterson. Workers reject this move, according to the union.

Mr Field declined comment on the grounds that this would "jeopardise negotiations".

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,02	0,03	0,20	0,21	0,06	0,16	0,06	0,06
1-4	0,01	0,01	0,02	0,00	0,02	0,04	0,01	0,01
5-24	0,00	0,00	0,01	0,01	0,01	0,01	0,01	0,01
25-44	0,01	0,01	0,01	0,02	0,00	0,01	0,01	0,01
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
1-4	0,05	0,05	0,02	0,07	0,45	0,26	0,23	0,18
5-24	0,03	0,01	0,05	0,04	0,09	0,06	0,09	0,07
25-44	0,03	0,01	0,04	0,05	0,23	0,09	0,13	0,06
45-64	0,07	0,07	0,21	0,11	0,36	0,13	0,26	0,07
65+	0,18	0,13	0,00	0,15	0,47	0,18	0,44	0,15
ALL	0,06	0,04	0,07	0,06	0,25	0,14	0,17	0,12
NO.	128	85	26	23	289	164	366	187

STEVEDORES

Stormy waters

Stevedores in Cape Town staged a walkout on Tuesday, paralysing Table Bay docks. But the 600 African and coloured workers returned to work the following day, claiming victory after being assured by the Cape Town Stevedore Association that it would meet with their worker-elected committee.

The walkout was the culmination of a seven-month attempt by the stevedores and the Western Province General Workers' Union, which says it represents over 400 stevedores, for recognition of a worker-elected committee by the Association (*FM* last week).

At a mass meeting last Saturday, the stevedores drafted a letter to Ron Field, of the Association, saying: "We have been patient for very many months, but you have not tried to be helpful. All that we ask is that you meet with a committee of our representatives. You have put us off all year and the workers will not wait any longer."

Field met the workers outside his office on Tuesday. The stevedores told him they wanted to elect a committee to represent them. But, according to workers, Field said no permission had been given by the SAR to hold the meeting and that it could not be a forum for electing a committee. In addition, say workers, Field said representatives had to be elected by secret ballot and a distinction made between coloured and African workers. The workers refused on both counts, and so, in protest, did not return to work. Apparently, the workers told Field they would return to work the following day and gather outside his office again on Friday.

But, on Wednesday, Field met the workers again. Field's only comment: "I agreed to meet with a group of people elected by the workers. And all the workers have returned to work."

Says WPGWU general secretary David Lewis: "This is a total victory for the workers. Although no mention of recognition was made, we believe that, by agreeing to see the committee, the Association has recognised it and will officially deal with it. To renege on this, will provoke more trouble."

Field couldn't have delayed much longer. According to Lewis, the Association has been "playing with fire" by waiting as long as it did. The history of stevedores is one of fairly militant action and little organisation.

The national body, the SA Stevedoring Council, were meeting when the *FM* went to press. According to a council source, it would "not be discussing the Cape Town issue. That is a domestic issue."

However, according to some reports reaching the *FM*, the matter was on the agenda.

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,33	1,10	0,21	1,80	1,59	0,13	0,10
1-4	0,05	0,06	0,02	0,10	0,15	0,17	0,02	0,04
5-24	0,07	0,06	0,09	0,10	0,14	0,17	0,11	0,13
25-44	1,09	0,44	1,31	0,70	1,54	1,27	0,73	0,78
45-64	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
65	2,90	2,22	7,81	4,85	32,20	28,78	13,54	14,15
ALL	0,22	0,28	0,90	0,69	5,32	5,45	2,46	2,13
NO.	0,05	0,06	0,17	0,11	0,21	0,23	0,18	0,16
	0,20	0,12	0,37	0,33	0,94	0,72	0,66	0,52
	1,46	0,92	3,33	1,85	4,88	2,14	2,75	1,72
	11,52	7,89	16,51	13,42	20,07	10,49	9,32	6,19
	1,12	0,97	1,22	0,79	2,87	2,22	1,37	1,24
	2336	2019	430	282	3270	2588	2858	1951

with selected major categories of disease. Clearly, this is an entirely hypothetical situation. However, these competing risks life tables not only provide an indication of the relative importance of various disease categories to both the overall mortality experience and also to expectation of life of the three communities, but also, since there is an approximately linear relationship between the reduction of mortality and the percentage increase in life expectancy, any improvement will give rise to a proportional improvement in the expectation of life. Thus, if the mortality associated with any of the diseases included in Fig. 6 are reduced by 50%, then the increase in the expectation of life will be 50% of the improvements indicated.

With the exception of Neoplastic Diseases and Diseases of the Circulatory System in men, the 'coloured' community stand to gain most from measures directed at the control of any of the selected diseases included in Fig.6. Of particular importance are the Infectious and Parasitic Diseases, diseases which are frequently amenable to the implementation of relatively simple methods of prevention.

ACKNOWLEDGEMENT

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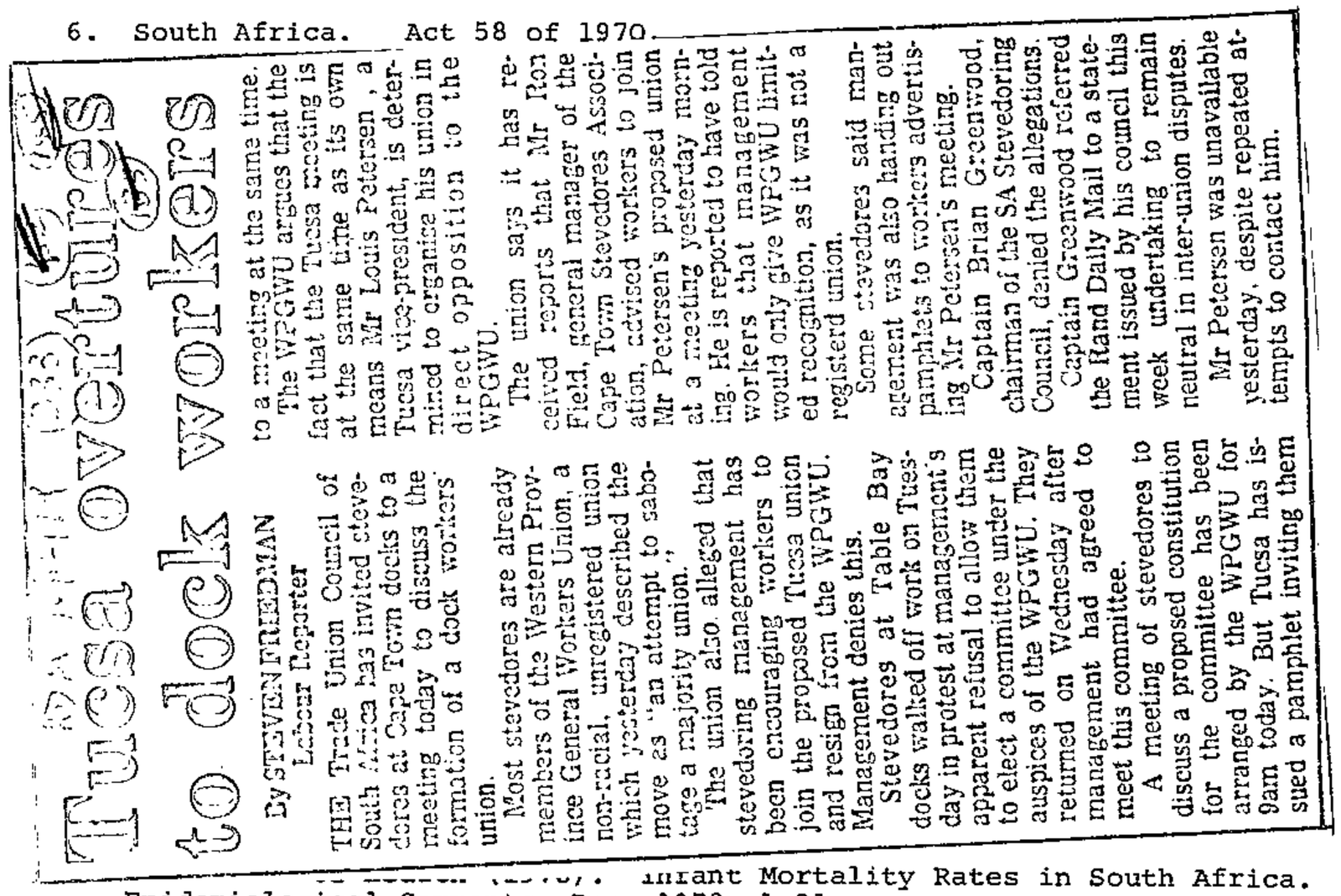

Tucsa overtures to dock workers

By STEVEN FRIEDMAN
Labour Reporter

THE Trade Union Council of South Africa has invited stevedores at Cape Town docks to a meeting today to discuss the formation of a dock workers' union.

Most stevedores are already members of the Western Province General Workers Union, a non-racial, unregistered union which yesterday described the move as "an attempt to sabotage a majority union."

The union also alleged that stevedoring management has been encouraging workers to join the proposed Tucsa union and resign from the WPGWU. Management denies this.

Stevedores at Table Bay docks walked off work on Tuesday in protest at management's apparent refusal to allow them to elect a committee under the auspices of the WPGWU. They returned on Wednesday after management had agreed to meet this committee.

A meeting of stevedores to discuss a proposed constitution for the committee has been arranged by the WPGWU for 9am today. But Tucsa has issued a pamphlet inviting them to a meeting at the same time.

The WPGWU argues that the fact that the Tucsa meeting is at the same time as its own means Mr Louis Petersen, a Tucsa vice-president, is determined to organise his union in direct opposition to the WPGWU.

The union says it has received reports that Mr Ron Field, general manager of the Cape Town Stevedores Association, advised workers to join Mr Petersen's proposed union at a meeting yesterday morning. He is reported to have told workers that management would only give WPGWU limited recognition, as it was not a registerd union.

Some stevedores said management was also handing out pamphlets to workers advertising Mr Petersen's meeting.

Captain Brian Greenwood, chairman of the SA Stevedoring Council, denied the allegations.

Captain Greenwood referred the Rand Daily Mail to a statement issued by his council this week undertaking to remain neutral in inter-union disputes.

Mr Petersen was unavailable yesterday, despite repeated attempts to contact him.

Epidemiological Comments Dec. 1978, 1-21.

* * * * * *

Batswana Gare men in court

11/1/29 Post 333 1/2

By MALOSE MATSEMELA

THE 31 Batswana Gare Transport workers sacked after a strike pleaded not guilty on a public violence charge yesterday and their case was postponed until January 29.

They appeared before Mr P W van Niekerk, chief magistrate, in the Odi Magistrate's Court, Ga-Rankuwa in Bophutha-Tswana.

All were represented by Mr N M Mavundla of Maluleke, Seriti and Moseneke. Mr P Van Wyk was prosecuting. All are out on R50 bail each.

They are: Mr Shadrack Maidi Kande (26), Mr Elias Phele (18), Mr Elias More (18), Mr William Giredi (26), Mr Belson Lechuti (33), Mr Titus Legodi (27), Mr Elias Mosalo (37) and Mr Joseph Letlape (19).

Mr Edward Motsipe (23), Mr John Molefe (40), Mr July Hlongwane (55), Mr Jethro Masala (25), Mr John Khondo (47), Mr William Mathibedi (25), Mr Bethwell Moloko (56), Mr Daniel Makgamathe (60), Mr Andries Rauwane (44), Mr Philemon Mosia (59).

Mr Dondo Shiroro (68), Mr Moses Tsotetsi (45), Mr Moses Thwala (40), Mr Simon Kenosi (45), Mr Godfrey Bodibe (24), Mr Oupa Sebogo (23), Mr Benjamin Makhudu (25), Andries Maboane (36), Mr Morris Mogoetsi (30), Mr Daniel Matala (30), Mr Abel Makobe (30), Mr Patrick Simelela (30) and Mr Enoch Hlophe (30).

reveals a weakening structure whereas in real terms there is actually a strengthening of the working capital position.

Example 6

LIFO is applied for the first time during the current year and the LIFO adjustment (being the difference between the FIFO valuation and LIFO valuation of end of year inventory) is R10. The tax rate is 40%. Assume a bank balance of R20 and that tax is paid therefrom.

RDM 21/12/79

Union gets to meeting table

(1) (2) 152 (3) 333

By STEVEN FRIEDMAN
Labour Reporter

STEVEDORING management at Cape Town harbour has agreed to the presence of trade union officials at talks between it and worker representatives.

This emerged from the first "exploratory" meeting between management and the stevedores' workers' committee yesterday.

The presence of their officials at these meetings is regarded by the union, the unregistered Western Province General Workers' Union, as partial recognition that it is representative of the stevedores.

The stevedores struck last week in support of demands that management deal with a nonracial workers' committee. At a meeting over the weekend, the workers decided to demand that officials of the union be granted the right to attend meetings between the committee and management.

The first such meeting took place yesterday and union officials were present. Management did not object, beyond insisting that the officials were attending as observers. According to a WPGWU statement, it was agreed that union officials would attend the next meeting, which is scheduled for January 10.

There is apparently an informal formula whereby union officials will be able to raise points of discussion after business between the committee and management has been dealt with.

"We welcome the meeting as an important step forward and hope the next meeting will constitute a further step forward", a union statement said.

F.M. 21/12/79

STEVEDORES

Still wrangling

The dispute between the stevedores and the Cape Town Stevedores Association is not yet wrapped up, despite the latter's agreeing to see a worker-elected committee and the SA Stevedoring Council's resolution to talk to any worker representatives.

Last week the stevedores staged a one-day walkout in protest against the association's refusal over the last seven months to recognise a worker-elected committee. However, the day after the stoppage, Ron Field of the association agreed to meet worker representatives, who were elected under the auspices of the unregistered Western Province General Workers' Union.

On Saturday the WPGWU called a meeting, which was attended by more than 350 of the 600 stevedores. A state-



Stevedores . . . opting for WPGWU.

ment after the meeting said: "A partial victory was achieved when the association finally recognised the committee on Wednesday. But the struggle is not yet over."

The workers have written into their constitution the right of the 17-member committee to invite representatives of the WPGWU to all meetings with management. And one of the principles adopted at the council's meeting on Friday, where it was agreed to form a national employers' association to deal with employer-employee relations, is to "talk and listen to any worker representation, including all registered and unregistered unions." But it is not at all clear that the association will accede to this demand.

The council was unable to comment when the *FM* went to press this week. However, the council has agreed "to enter negotiations only with registered representative trade unions."

At the Saturday meeting the stevedores also adopted "a unanimous decision that all stevedores join and support the union, despite the refusal of the national Stevedoring Council to negotiate with an unregistered trade union." And they reject "an attempt by Louis Petersen, of Tucsa, to establish a registered dockworkers' union hand in glove with the Stevedores Association."

Petersen called a meeting at the same time as WPGWU's meeting on Saturday. One worker turned up. Asserts Lewis: "This clearly illustrates the stevedores' opposition to Petersen's attempts."

Lewis says that he has received reports that Field suggested to workers that they join Petersen's union, and that management has been dishing out pamphlets telling workers of his union. Both the council and the association flatly deny this. According to Captain Brian Greenwood, chairman of the council, "Tucsa did approach the association about organising the stevedores. And the association said they could do as they wished. It is up to the workers to get organised. The association is not involved at all."

Greenwood also pointed to a further principle adopted by the council, namely that they "will at all times act impartially" towards worker representatives.

(1346) (151) (152) (333) F.M. 21/12/79

STEVEDORES

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the South African population from all causes of death. The proportional contribution of the seventeen major disease categories of the International Classification of Disease (8th revision) to the overall mortality of the various communities is summarised in Fig. 5. The whites show a typical 'developed' country spectrum of mortality with Infectious and Parasitic Diseases being of minor importance (2,0%) and Neoplasms (15,6%) and Diseases of the Circulatory system (50,5%) being of major importance. For urban Africans and 'coloureds', Infectious and Parasitic Diseases make an important contribution to the overall mortality (19,5% and 23,5% respectively), with diseases of the respiratory system and certain causes of perinatal mortality also being of importance. Within the category of Infectious and Parasitic Diseases, diarrhoeal diseases and tuberculosis are the most important causes of mortality. The 'coloureds' experience an interesting combination of 'developed' and 'underdeveloped' mortality with a high death rate from enteritis and diarrhoeal diseases in the young and circulatory diseases in later life. What is also of interest is the relatively large number of symptoms and ill-defined conditions, particularly in the African community (22,5%). This provides some indication of the provision and utilisation of medical services to Africans in the urban areas. In general, the Asians have a spectrum of mortality intermediate between the whites on the one hand and the 'coloureds' and Africans, on the other.

Mortality rates greater than 5/1 000 appear in italics in Table I. For all of these major causes of mortality, the Asian and 'coloured' mortality rates exceed those of the whites.

or

tion of the cause specific mortality data as proporconceals a certain amount of information. Table I led analysis of these data in the form of cause tes for defined age groups by sex, in the white, Asian ities.

s (Table I) are compared with the proportional mortalen major disease categories (Fig. 5), it will be e relatively minor proportional contribution made by in the 'coloured' community, the actual rates for gher than those of the whites. The reason for this y is that the mortality rates for Infectious and Para- high that they effectively swamp the proportional latory Diseases in the 'coloured' community. In the white community, the mortality rates for most causes of death are so low, the importance of the Circulatory diseases become disproportionately exaggerated.

women have the highest mortality rates for respiratory, circulatory, digestive, genito-urinary and ill-defined causes of death (Table I) may contribute to this anomalous situation.

Fig. 7 summarises the percentage improvement in the expectation of life at birth subsequent to the total elimination of the mortality associated

negotiations only with registered representative trade unions."

At the Saturday meeting the stevedores also adopted "a unanimous decision that all stevedores join and support the union, despite the refusal of the national Stevedoring Council to negotiate with an unregistered trade union." And they reject "an attempt by Louis Petersen, of Tucsa, to establish a registered dockworkers' union hand in glove with the Stevedores Association."

Petersen called a meeting at the same time as WPGWU's meeting on Saturday. One worker turned up. Asserts Lewis: "This clearly illustrates the stevedores' opposition to Petersen's attempts."

Lewis says that he has received reports that Field suggested to workers that they join Petersen's union, and that management has been dishing out pamphlets telling workers of his union. Both the council and the association flatly deny this. According to Captain Brian Greenwood, chairman of the council, "Tucsa did approach the association about organising the stevedores. And the association said they could do as they wished. It is up to the workers to get organised. The association is not involved at all."

Greenwood also pointed to a further principle adopted by the council, namely that they "will at all times act impartially" towards worker representatives.

F.M. 21/12/79

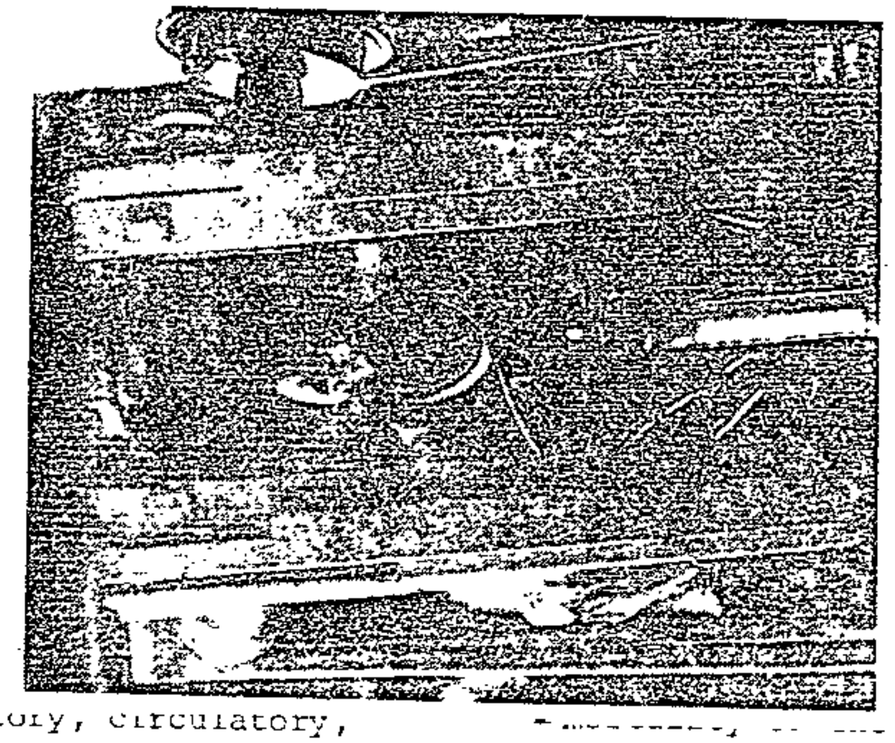
STEVEDORES

Still wrangling

The dispute between the stevedores and the Cape Town Stevedores Association is not yet wrapped up, despite the latter's agreeing to see a worker-elected committee and the SA Stevedoring Council's resolution to talk to any worker representatives.

Last week the stevedores staged a one-day walkout in protest against the association's refusal over the last seven months to recognise a worker-elected committee. However, the day after the stoppage, Ron Field of the association agreed to meet worker representatives, who were elected under the auspices of the unregistered Western Province General Workers' Union.

On Saturday the WPGWU called a meeting, which was attended by more than 350 of the 600 stevedores. A state-



Stevedores ... opting for WPGWU.

KUM 21/12/79

Union gets to meeting table

(1) 145 (2) 152 (3) 333

By STEVEN FRIEDMAN
Labour Reporter

STEVEDORING management at Cape Town harbour has agreed to the presence of trade union officials at talks between it and worker representatives.

This emerged from the first "exploratory" meeting between management and the stevedores' workers' committee yesterday.

The presence of their officials at these meetings is regarded by the union, the unregistered Western Province General Workers' Union, as partial recognition that it is representative of the stevedores.

The stevedores struck last week in support of demands that management deal with a nonracial workers' committee. At a meeting over the weekend, the workers decided to demand that officials of the union be granted the right to attend meetings between the committee and management.

The first such meeting took place yesterday and union officials were present. Management did not object, beyond insisting that the officials were attending as observers. According to a WPGWU statement, it was agreed that union officials would attend the next meeting, which is scheduled for January 10.

There is apparently an informal formula whereby union officials will be able to raise points of discussion after business between the committee and management has been dealt with.

"We welcome the meeting as an important step forward and hope the next meeting will constitute a further step forward", a union statement said.

already filed under

333

333

TRANSPORT, PRIVATE - Labour

1-1-80 - 31-12-80

CT 18/1/80

HMS

152

333

Union to help city stevedores

Staff Reporter

THE Western Province General Workers' Union, representing the 300 Table Bay stevedores who staged a walkout last Tuesday, is to confront the stevedores' management with demands today and press them for a meeting with an elected stevedores committee tomorrow.

At a meeting of the Cape Town stevedores, called by the WPGWU, at the weekend, 350 workers attended.

At the meeting the stevedores:

- Endorsed the policy of the General Workers Union to remain unregistered as it was the only way unfettered worker control of an open non-racial union was possible.
- Rejected attempts by Mr Louis Petersen of Tucsa to establish a registered dockworkers union working hand-in-glove with the Stevedores Association.
- Confirmed in office the elected committee of 17 representatives.
- Demanded from the Stevedores Association a right for the elected workers committee to invite representatives of the General Workers Union to all meetings with management.

Black transport workers get union status

333 ~~270~~ ~~135~~ ~~151~~

23/1/80 Star

By Sieg Hannig
Labour Reporter

The 2 000-strong African Transport Workers' Union today became the first black trade union to be registered in terms of the Industrial Conciliation Act.

The registration gives the black union all the rights and privileges previously reserved for white, coloured and Indian unions.

Above all, this means the right to negotiate agreements which can be made binding through publication in the Government Gazette.

The next hurdle, admission to industrial councils, has been partly crossed.

NO OBJECTION

Neither the white and coloured unions nor the employers have any objections to the African Transport Workers' Union joining the Industrial Council for the Motor Transport Undertaking (Goods) — the negotiating body for the industry in which most of the union's members work.

This was announced by Mr Gert van der Walt, general secretary of the black union.

He said the question of joining the industrial council for the Johannesburg Municipality still had to be investigated.

Mr van der Walt expected tremendous growth in membership, partly because the union intended to spread its operation throughout South Africa.

"Now that we are registered there is nothing to stop us," he said.

"Employers who used to shut their doors to us cannot describe us as 'illegal' any longer."

The Industrial Registrar, Mr Nico Hitchcock, said a total of 11 black unions had applied for registration so far.

About 17 other unions had sought registration in some multiracial form or other.

Mr Hitchcock said it might take "a little time" for the next registration because of objections to registration and because the unions' constitutions had to comply with the requirements of the law.

TABLE II

	WHITE		ASIAN		COLOURED		BLACK	
	Male	Female	Male	Female	Male	Female	Male	Female
Rheumatic Heart Diseases (390-398)	115 1.2%	121 1.5%	28 2.5%	15 1.9%	120 3.9%	139 4.4%	49 2.1%	56 2.9%
Hypertensive Diseases (400-404)	212 2.2%	389 4.9%	115 10.1%	127 15.8%	190 6.1%	276 8.8%	273 11.4%	212 11.0%
Ischaemic Heart Diseases (410-414)	5737 58.8%	3118 39.3%	537 47.3%	246 30.6%	845 27.1%	566 18.0%	148 6.2%	66 3.4%
Cerebrovascular Diseases (430-438)	1587 16.3%	2181 27.5%	273 24.1%	239 29.7%	939 30.2%	1278 40.7%	772 32.3%	749 39.0%
	804 100%		3114 100%	3140 100%	2390 100%	1921 100%		
	28 26.9%		572 26.3%	161 24.7%	282 15.1%	59 18.2%		
	13 12.5%		84 3.9%	18 2.8%	76 4.1%	11 3.4%		
	2 1.9%		680 31.3%	167 25.6%	806 43.1%	89 27.5%		
	104 100%		2175 100%	652 100%	1868 100%	324 100%		

exhaust gas" is a code used in South
ce Ref. 13.

Court told of teargas attack

By Alinah Dube

A POLICE officer described yesterday how teargas was fired at a group of protesting workers in BophuthaTswana last year.

He said this when 31 workers from Batswana-Gare Transport sacked last year after a strike at the bus company appeared at the Odi Magistrate's Court in BophuthaTswana.

They are facing charges of public violence before chief magistrate Mr P W van Niekerk.

Giving evidence, a police officer said that they were called to the Batswana-Gare Transport after the workers had gone on strike. It was alleged that workers were dissatisfied with the dismissal of a co-worker.

ACCUSED

Police found the accused standing on the premises and everything was peaceful, he said. After police instructed the employees to evacuate the premises they asked if they could fetch their belongings from the storeroom.

"I refused to give them permission to do so and ordered them to go away without delay. The men left peacefully but gathered outside and still insisted that they wanted to fetch their belongings which included clothes, money and cars," the officer said.

RAN

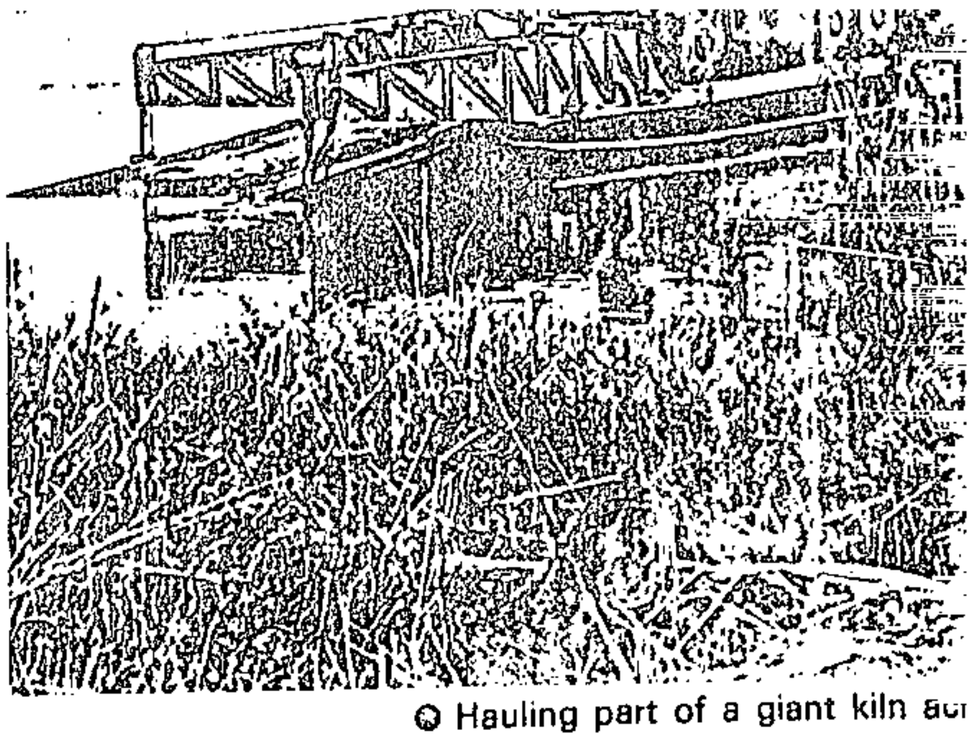
Police, under the instruction of the officer, then fired teargas and people ran in all directions. The officer said the firing of teargas caused confusion in the area as passengers in an approaching bus got scared and pushed their way out of the bus thinking that it was on fire. He instructed his men to arrest the fleeing workers.

The officer told the court that he did not know which charges to lay against the accused. He said he was also unable to identify any of the accused.

The hearing was postponed to March 3 and all accused are on R50 bail each.

Truckers tell of secret trip that beat sanctions

3/2/80
240
233



Hauling part of a giant kiln ac

ANGRY South African road hauliers who helped Rhodesia beat sanctions in the bad times say they are now being stabbed in the back by their colleagues across the Limpopo — who are snatching their markets.

And because of the row, the South Africans this week revealed to the Sunday Express details of the sanctions-busting operation that have hitherto been kept a close secret.

The South Africans claim that a cartel of Rhodesian road hauliers, who were aided during sanctions, have subsequently acted to stop South African transport companies from getting permits.

The cartel included companies with dual registrations in South Africa and Rhodesia, who obtained their South African connections with no objection from hauliers in this country, a Johannesburg haulier told me this week.

However, a senior official in the Rhodesian Ministry of Roads and Road Transport described the allegations as "absolute bunkum". Rhodesian hauliers had "no pull whatsoever" and no applications from South African operators to transit Rhodesia had been received in the last few months.

The Johannesburg haulier disclosed how South African hauliers helped Rhodesia beat sanctions by transporting Rhodesian-made goods to countries in Black Africa — with documents declaring they had been made in this country.

Mr Bruce Fulton, spokesman for the Johannesburg-based International Hauliers' Association, told the Sunday Express that Rhodesian firms were "collaring not only our transport business but our export markets as well".

"Now that sanctions against Rhodesia have been called off and road routes to the north are open Rhodesian hauliers are preventing South African companies from using the Rhodesian route.

"They threatened to get a Supreme Court interdict to prevent our getting permits, yet these same companies operate throughout South Africa — and we have never objected."

His association transported R70-million worth of South African exports a month to Zambia and Malawi until the Kazungula ferry was blown up by Rhodesia in December, 1978.

Mr Fulton this week disclosed to the Sunday Express that they also transported goods manufactured in Rhodesian "in an all-out attempt to help Rhodesia beat sanctions".

He described to the Sunday Express how, in a dangerous sanctions-busting trip in late 1977, a giant 76-metre kiln was collected in sections from an engineering works in Salisbury and transported to Zaire — via Johannesburg and the Botswana route over the Kazungula ferry.

But the fact that the kiln was made in Rhodesia was kept secret by the issue of false documents declaring that it was made in South Africa.

By JEAN LE MAY

"It was a nightmare journey of close on 3 000 kilometres over some of the worst roads in Africa," said Mr Fulton.

"As we were preparing to load the biggest section of the kiln, weighing 80 tons, onto the ferry, Rhodesian and Zambian soldiers decided to have a shoot-out and we retreated into the bush for four days while the battle raged.

"When we eventually started loading, there was a machine-gun post manned by Botswana soldiers next to us, a dug-out manned by Rhodesians 300 metres away, a Zambian gun emplacement on an island in the middle of the river, and a border post manned by South African soldiers within walking distance.

"Once we got going again, there were constant problems with refuelling — at one point there were no electric pumps and fuel was carried to the vehicles in dustbins.

"On approaching the site in Zaire we had to lash the vehicles together side-by-side in pairs to prevent them toppling off the three-metre tarred strips."

A spokesman for the Rhodesian Transport Owners' Association denied Rhodesian hauliers had acted to prevent South African firms from operating in Rhodesia, but added that not all Rhodesian firms were members.

And Mr E A Ross, undersecretary in the Rhodesian Ministry of Roads and Road Traffic, described the allegations as "absolute bunkum — Rhodesian hauliers have no pull whatsoever and our legislation does not allow that sort of pressure".

"Last year when the ferry closed we met some South African operators and made it very clear to them that when the bridges re-opened we should apply our normal criteria in considering all applications.

"There is no prejudice against South African operators in Rhodesia — whereas the South African Railways regularly refuse to allow Rhodesian goods to be transported."

Mr D Odendaal, Secretary for Customs and Excise, said that he was unaware of false documents ever having been provided in South Africa for Rhodesian goods.

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MPC intends to call for legislation to limit working hours of extra-heavy



MR DAVID HARLEY . . . fired last weekend for tape-recording a meeting at which hazardous-cargo-tanker drivers were told they might have to spend 92 hours a week driving.

N.M. 8/2/80 333

Driven out!

Mercury Reporter

MR HENRY Ritz, MPC for Musgrave, wants legislation limiting the hours of extra-heavy tanker drivers.

This follows a claim by a tanker driver, Mr David Harley, 27, who was discharged this week for tape recording a meeting at which Durban drivers were told they could be required to make four return trips to Johannesburg weekly.

This would mean the drivers of tankers carrying hazardous products would have to spend 92 hours driving, not including loading, offloading, vehicle checks and other delays.

During the meeting on Saturday, Mr John Todd, manager of the Durban depot of W J's Bulk Carriers, told 13 drivers that if orders demanded drivers to make four trips to Johannesburg weekly, it would have to be done.

'There are going to be periods when you are going to make four trips a week, you might do it for six weeks in a row, but, gentlemen, if the work is there it is going to be done.

'Any man who does not wish to do it, all he has to do is come and say it is beyond him and that's the end of the story,' Mr Todd said.

After a driver's complaint, Mr Todd replied: 'I don't like asking you to do it but there's no other way. I hate it because I know what it's like.'

Mr Harley, who was employed with the firm for four months, said physical and mental exhaustion became part of the job and he realised such long driving hours — especially carrying hazardous products — were a danger to himself and other motorists.

'Permitting men to drive such long hours is dangerous and I felt this should be brought to the attention of the public and authorities.

'Being single I was prepared to risk losing my job. Other drivers have families to support and are afraid to report these conditions.

'I am doing this in the public interest, not for personal gain. I have lost my job through this.'

Mr Harley said his claims could be proved by comprehensive studies of tachographs, log books and departure - arrival registration books at depots.

Yesterday he signed an affidavit before Mr Ritz who has agreed to take up the matter during the budget debate of the May sitting in the Provincial Council.

After listening to a portion of the tape, Mr Ritz said: 'This is a scandalous situation. No driver should be permitted to spend these long hours on the road.

'I intend calling for legislation limiting the hours which drivers may drive during one week.'

At present there are no laws restricting long haulage driving time.

Mr D West, managing director of Darling and Hodgson, the holding group of W J's Bulk, said it was normal procedure for truckdrivers to complete two to three trips a week.

During peak times drivers completed four trips a week.

But he denied Mr Harley's claim that driving time alone was 92 hours.

'They can complete four trips a week, including loading and unloading within 90 hours,' Mr West said.

In times of peak periods relief drivers were programmed from other divisions and drivers could ask for co-drivers.

'Nobody is forced to make four trips a week and it is up to them to determine when they sleep. No one can define when a man is tired — everybody is different,' Mr West said.

But Mr Harley said the whole point of the matter was that drivers were permitted and encouraged to drive four trips a week.

'Some drivers have financial problems and readily agree to undertake the fourth trip. They realise they are tired but need the extra money and that is where the danger lies.'

Mr Jack Webster, executive director of the Professional Hauliers Association, agreed that driver's fatigue played a large role in accidents and said a full investigation should be undertaken.

According to the latest figures from the Department of Statistics in Pretoria, in 1 612 accidents involving heavy vehicles, there were 2 095 deaths over a two-year period.

Laws governing driving hours in Britain are very strict. Heavy-duty truck drivers are permitted to drive only 60 hours a week, including overtime.

A spokesman for the Transport and General Workers Union said from London yesterday that police regularly checked on drivers' times and any driver who had exceeded his legal hours was liable to be pulled off the road and charged.

'By law drivers are also entitled to at least 24 consecutive hours off duty a week,' the spokesman said.

Putco men on strike

By Joe Thloloe

ELEVEN punch operators at Putco in Wynberg are on strike — demanding a minimum wage increase of R40 a week.

And if the strike continues to Thursday it may affect buses and the wages of Putco workers at this and other depots in the Transvaal.

The operators stopped working just before 3 on Friday afternoon — an hour and a half before normal knocking off time.

Yesterday morning they went to work for a brief meeting and then left the depot.

The 11 claim that the average salary of a punch operator working for other companies using computers is R350 a month after a year.

"But with us we have a person earning R36 a week," one of them said. "There are others earning less than R40 a week."

The men have been working for Putco for between two years and 12 years.

The longest serving is Mr Jonas Mathibe, who has been a punch operator for ten years.

The 12th operator is on leave.

The men say they work on waybills — necessary for the operation of the buses — for the following depots:

Wynberg, Edenvale, Boksburg, South Rand, Springs. They also work on wages for these depots and the Putcoton and Leadlane depots.

If the men are not at work by Thursday the wages and the bus service from these depots will be affected.

The men say that they have been dissatisfied with their pay since last year.

"On Monday we called our supervisor to a meeting and told him we wanted increases. He said he would come back to us in two weeks time.

"On Friday we asked him if we would be getting increases this week, and he told us the managing director, Mr Albino Carleo, was on leave.

ALL LEFT

"When he said anybody who is not satisfied with his explanation can take his jacket and go, we all left.

"This morning we were at work and asked if we were going to get increases. He told us to wait, so we left.

"We will go back to work if the company gives us the R40 a week increase. This will bring the minimum wage to around R80, which is fair."

The supervisor, a Mr Paul Duvenhage, yesterday refused to comment on the strike.

Mr C T Bailey, the operating executive, was not available for comment.

Dispute over pay

Post 27/12/83

Striking Putco men fired

333

By LEN KALANE

ELEVEN punch operators at Putco in Wynberg claimed that they were yesterday summarily sacked from work "because they liked rushing to newspapers".



Some of the Putco operators

And when attempts were made to get Mr Paul Duvenhage, who is supervisor for the 11 men to comment a lady said: "Mr Paul Duvenhage is not available . . . and he will not be available at anytime."

Mr C T Bailey, the operating executive at the depot said: "These people have fired themselves. They just walked off while we were trying to negotiate. They have breached a contract with Putco and we won't have them back. Other people are doing their job."

MEETING

The 11 operators went on strike on Friday afternoon after demanding more pay. On Monday they went to the depot for a brief meeting and left.

They said they were called into an office yesterday and accused of telling newspapers that they were on strike.

A white official told them that this embarrassed the company and accused them of "wanting to have things their way" and that they were fired for that reason.

The operators said trouble started when they had demanded more pay — a minimum increase of R40 a week. They said they have peacefully been negotiating with the company for a pay rise since ... year November.

The operators, who have been employed at Putco for between two and 12 years, said authorities have been ignoring their pay demands. They then went on strike last Friday.

PETITION

The men said some of them got R39 a week and were demanding a R40 increase to earn R79. Trouble started when they handed a petition to the authorities.

"We are helpless and have nothing to do now," the men said. "We just have to find other jobs."

The 11 men form a staff of 12 punch operators at the Wynberg depot near Alexandra township. The 12th is on leave and is expected back on Monday.

Poison scare at harbour

Own Correspondent

DURBAN — There was a poison scare in Durban harbour yesterday when a container filled with deadly cyanide burst open and spilled its contents into the open hatch below.

The cyanide-filled drum was part of a consignment being discharged from the Greek freighter Hellenic Laurel.

As a drum was being hoisted out of the hatch the lid apparently came off, and at least a kilogram of the deadly poison tumbled back down into the ship.

The cyanide was collected in a bag and later disposed of.

Employers recognize Cape stevedores' union

APE TIMES 5/3/50

Staff Reporter

THE first industry-wide agreement between employers and an unregistered union since the publication of the Wiehahn Commission, was concluded between Cape Town stevedores and the National Stevedores Employers' Association yesterday.

The National Stevedores Employers' Association and the Cape Town Stevedores Employers' Association — which comprises the three Cape Town companies Rennies, Grindrod-Cotts Limited and Sasseo, — have formally recognized the constitution of the Cape Town Stevedores' Committee, which was elected by the stevedores.

Negotiations for a new wage agreement were started immediately. The present basic wage for stevedores is R31 a week.

According to a statement issued last night by the Western Province General Workers' Union, which represents 450 of Cape Town's [illegible]-black stevedores, this means that the workers' committee now has the right to negotiate with their employers on any matters affecting the wages and working conditions of the stevedores.

In the light of the Wiehahn Commission's explicit opposition to the unregistered union movement, the union views this agreement as particularly significant," the statement said.

The committee is non-racial, consisting of both coloured and African workers.

Other important features of the agreement were:

- The committee has the right to invite representatives of the union to any meeting with management.
- The committee is permitted to carry out its duties as representatives of the workers during normal working hours after they have informed their immediate supervisors.

Blaze rages in 'jinx' ship

ARGUS 10/3/80

Argus Correspondent

DURBAN. — Even though the 833-ton refrigeration vessel, Exportrader, is being cut up for scrap, the 'jinx' has not left the ship.

A fire raged through the vessel gutting large sections of the ship berthed at the container terminal in the harbour here last week.

It is thought the blaze started when oil in the bilges ignited. Two fire engines, and a fire-fighting tug, took over an hour to put the blaze out.

No one was injured.

Exportrader, considered a 'jinx' ship in shipping circles, had been bought by a scrap metal company in December last year.

AUCTIONED

She has been auctioned twice in the past year after her previous owners were declared insolvent and throughout her seagoing existence she has been plagued by ill-fortune.

On her last trip to Durban her cargo of beef, destined for Mauritius, went rotten, causing a terrible stench all over the harbour, and she was also involved in transporting Angolan refugees after she 'mysteriously' docked in Luanda two years ago.

She has also twice been attached by the sheriff of the Supreme Court following insolvency claims, and has been the centre of several crew pay disputes during her 36-year maritime career.

Ciskeian job breakthrough

EAST LONDON — A breakthrough in the registration of Ciskeians as apprentices outside the homeland has been madem

The Ciskei Transport Corporation in collaboration with Ciskeian authorities have indentured six motor mechanic apprentices who will undergo training in South Africa.

The chief training officer of the company, Mr B. van de Weg, said yesterday the company was negotiating for the apprentices to do their first three months of theory at a technical college.

The senior inspector of apprenticeship in the Ciskein Mr P. J. Nell, said the Department of Manpower Utilisation had supported the move because CTC was a "closed" firm which had specific aims to train black people.

When the Ciskei approached the firm it had already started planning for an apprenticeship scheme. It was hoped that more Ciskeians would be registered as apprentices soon, Mr Nell said.

The local officer in charge of apprenticeship at the Department of Manpower Utilisation, Mr Robbie Engelbrecht, would not comment on what progress was being made with registering black apprentices living and working in South Africa.

However, the owner of a Parkside garage, Mr Des Ally, confirmed yesterday that officials of the department had visited his business and said he could go ahead with completing application forms to register black apprentices in his service. — DDR



The Ciskeians apprenticed at the Ciskei Transport Corporation are
Mr M. Zaza, Mr D. Mlonyeni, Mr P. Runquo, Mr S. Didishe an

US trade: Scope for roro ships

JUST as the Americans in trade to South Africa have to contemplate more suitable carriers, the South Africans must also come to terms with the fact that the route, while not suitable for cellular box carriers, commends itself for ro-ro ships.

Wharfside working is highly costly in the United States and labour intensive general cargo ships run into formidable expense which could be avoided by the introduction of ro-ro freighters.

The Americans, after substantial investment in other trades, have not the capital to provide ro-ro ships, particularly if they have to be erected in American yards at American prices. But the non-American companies, after massive investment on other routes also have not unlimited resources.

Nevertheless, the highly remunerative trade with the United States has not received the same new tonnage as others, and and the progressive swing to boxes is making it obvious that even the jumboised general cargo ships have barely sufficient space to meet demand.

In the circumstances, it would not be surprising if further newbuildings for Safmarine were effected with an eye to the American trade. There is not likely to be containerisation on the scale of European routes, because the type of cargo does not lend itself to boxing. But the steady increase in demand for container space is making it essential to provide the appropriate carriers and these would appear to be ro-ro ships of about 25 000 tdw.

Man crushed to death

N. Mercury 26/3/80

(270) (333)

Mercury Reporter

A HARBOUR employee was crushed to death yesterday when a pile of logs, which he had been helping to load on to a lorry, fell on top of him. Mr A M Msubo, 50, was taken to King Edward VIII Hospital but was dead on arrival.

An unidentified patient at Clairwood Hospital was found hanging outside the nurses' tea room on Monday morning after staff had noticed he was missing at 4.30 a.m. The patient, a black man, had been admitted to the hospital on March 7.

UCT

10000 MISCELLANEOUS ARTS YEAR : N/A 10000

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
152327Y	VAN DER MERWE	BARBARA LOUISE	911101	MATHEMATICS I M102	F (37) 152327Y

* TOTAL NUMBER OF STUDENTS 1

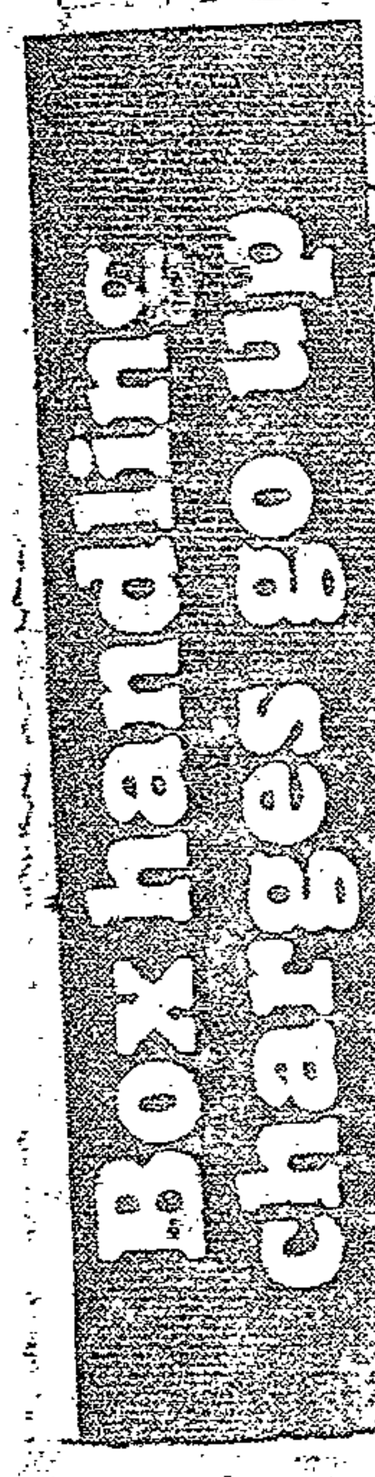
DEAN

REGISTRAR (ACADEMIC)

Box handling charges go up

N. Mercury 26/3/80 (333)

INCREASES relating to South African container terminal handling charges as well as the inland haulage tariff have recently been announced by the South and South-East African Conference Lines.



Two different notices informed shippers and importers that the increases were connected with the new Railway budget.

With effect from April 1 — when the SAR will increase fares and other services — clients of the Conference lines, whose container terminal handling charges are at present R30 a 6 m box and R60 a 12 m box, will have to pay R40 and R75 respectively.

The first northbound vessels on which the new charges will be levied are the S A Helderberg (voyage A 829), Africa (S 926) and Kolsnaren (A 974).

Southbound the increases are applicable to the Ortelius (E 327), Africa (M 426) and Elgaren (E 480).

The second circular informed importers and shippers that the South African zone haulage charges for F C L (full container loads) would similarly be increased with effect from April 1, while L C L (less than container load) cargo to and from Johannesburg would also be affected.

Giving details of the vessels and voyage numbers to which the revised charges would apply, Conference said that northbound they applied to the S A Helderberg from Port Elizabeth and Cape Town only, and in the Ortelius's case from all ports or terminals.

Details of the new charges may be obtained from the member lines marketing divisions: Safmarine, Kilmanah and Bucknall or Transatlantic Line.

STU13-9 EXAMINATION RESULTS IN FACULTY ARTS AS AT 29 02 80 PAGE 1

10000 MISCELLANEOUS ARTS YEAR : N/A 10000

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	
152327Y	VAN DER MERWE	BARBARA LOUISE	911101	MATHEMATICS I M102	F (37)	152327Y

* TOTAL NUMBER OF STUDENTS

DEAN

REGISTRAR (ACADEMIC)

UCT

chemical fertilizers and complex expensive implements were introduced in an underdeveloped area, with the hope of closing the gap between the primitive agricultural sector and modern methods in a few months, collapsed after a large number of foreign experts left the country, mainly because the scale and high pace of the scheme prevented the large-scale involvement of the local community (Dwolatzky).

The co-operative movement has nevertheless, had a colourful history throughout Africa. In Botswana, Zambia, and Kenya, for instance, substantial progress has been made (Digby, et al.).

The promotion of co-operatives in the South African traditional sector was recommended by the Tomlinson Commission (1955) and some progress has been made, but the impact thereof is far too small to produce the abovementioned demonstration-effect for general economic development.

The same is the case with the progressive private farmers, whose numbers are increasing, but slowly.

According to Hartzenberg: "The most important limiting factor lies in the human being and his managerial ability", and herein lies the main task of farm management, namely the motivation and development of human potential and its use in farming systems (state, collective or private), when modern management practices are applicable. The choice of the farming system is not so important as the scale of its implementation and of its management.

Within this broad framework of possibilities there are many differences especially in the collective and/or co-operative methods in connection with the structure of the organization and the degree of co-operative practices.

Every possibility should be investigated and the one which enjoys a preference amongst the local population should then be implemented on a large scale.

CONCLUSIONS

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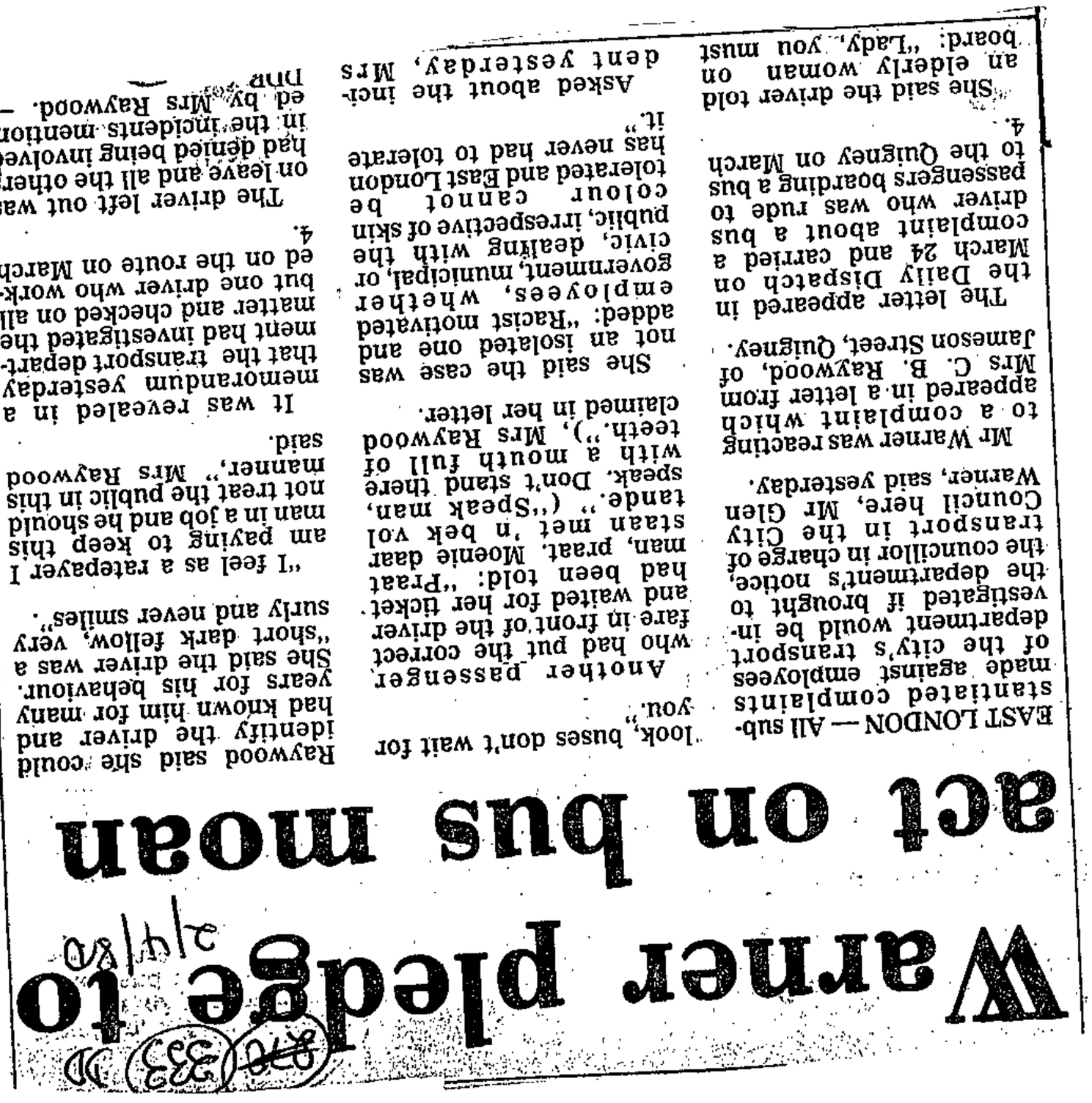

Warner pledge to act on bus moan

EAST LONDON — All substantiated complaints made against employees of the city's transport department would be investigated if brought to the department's notice, the councillor in charge of transport in the City Council here, Mr Glen Warner, said yesterday.

Mr Warner was reacting to a complaint which appeared in a letter from Mrs C. B. Raywood, of Jameson Street, Quigney.

The letter appeared in the Daily Dispatch on March 24 and carried a complaint about a bus driver who was rude to passengers boarding a bus to the Quigney on March 4.

She said the driver told an elderly woman on board: "Lady, you must look," buses don't wait for you.

Another passenger who had put the correct fare in front of the driver and waited for her ticket had been told: "Praat dent yesterday, Mrs

Asked about the incitolerated and East London has never had to tolerate it."

She said the case was not an isolated one and added: "Racist motivated employees, whether government, municipal, or civic, dealing with the public, irrespective of skin colour cannot be

The driver left out was on leave and all the others had denied being involved in the incidents mentioned by Mrs Raywood. —

It was revealed in a memorandum yesterday that the transport department had investigated the matter and checked on all but one driver who worked on the route on March 4.

"I feel as a ratepayer I am paying to keep this man in a job and he should not treat the public in this manner," Mrs Raywood said.

Raywood said she could identify the driver and had known him for many years for his behaviour. She said the driver was a "short dark fellow, very surly and never smiles".

Bargaining power from subordinate position

"Wage labour could contribute generally to be subordinate to the logics of subordinate production" (p 24)

The extent to which the tribal authorities were able to control labour recruitment is problematical on the available evidence (p 19.)

" Wages - the damned holes were filled by the blacks of a vanished labour enemy" p 25

p 25

Labour was - generally - in supply when wanted the relative expendiness of female labour

Boys

Black bus drivers

EAST LONDON — The Municipal bus service here may soon have black drivers on its city routes.

For some time now the service has employed two black drivers on the blacks only buses to Collondale, the Councillor in charge of transport, Mr Glen Warner, said yesterday.

A decision had been taken to open jobs on buses to all races and the two men on the Collondale route would be the first to be taken onto the city's main routes when vacancies occurred.

Mr Ray Robinson, of the transport department, said they had the two men training on the main routes and they would start when vacancies occured. — DDR.

(333)

International Financial Statistics Vol. 29
p. 335

1963 R.B.

31		11	Foreign Assets
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other

Cape Times 3/4/80

Stevedores get new deal

Staff Reporter

A NEW wage structure for Cape Town stevedores was negotiated yesterday between the Cape Town Stevedores Association — an employers' association — and the Stevedore Workers' Committee.

The daily shift allowance for stevedores will increase from R4,59 to R5,00 a shift. Holiday pay will increase by 50 percent to R96,50.

The guaranteed weekly minimum wage has been increased from R36,17 to R48,20. This is an increase of approximately 35 percent.

However, according to a statement issued by the union representing the stevedores, the Western Province General Workers' Union, the agreement would only bind the workers if a satisfactory agreement is reached on the issue of retrenchment during talks over the next five weeks.

333

Union for SA seamen on the drawing board

CAPE TIMES 3/4/80

(124) (125) 353

By GEORGE YOUNG
Shipping Editor

THERE are plans to start a union for South African seamen. A union establisned in 1945 in an effort to force Union-Castle to employ more South Africans came unstuck soon after, and was disbanded.

But Tucsa and the International Transport Workers Federation believe that South Africans must be saved from being exploited by unscrupulous foreign flag owners who are having increasing difficulty getting round international rules.

Without a Union to look after their interests, South Africans could be at a disadvantage.

No difficulty with SA ships

There is no difficulty with the standard of service in South African registered ships, and neither Safmarine or Unicorn are suspect.

South African ships, whether they fly the national colour or flag of convenience, are subject to inspection in distant ports by inspectors of the ITWF who have effectively arrested nondescript foreign ships and secured back pay for their seamen.

This has never been a problem in ships from this country, although a British ship employing Zulus was a few years ago apprehended in Sweden for paying less than agreed wages.

The end result was that the Zulus were flown home and whites replaced them, at the higher rates.

The talks about establishing a Union will begin in Durban on April 10.

Little progress made

After World War II Union-Castle put two cargo steamers, Good Hope Castle and Drakensberg Castle on the South African register, but they still carried mainly British staffs. Efforts were made by a hurriedly established union to force them to take men from this country who had been unemployed since discharge by the navy. But there was little progress.

Although in terms of the mail contract Union-Castle undertook to accept up to 20 percent South Africans in their crews, provided suitable men were forthcoming, it is doubtful if there was ever more than five percent in the ships.

NM 24/4/80 333

Moves towards seamen's union

SOUTH African seamen have taken the first steps towards the formation of their own trade union.

At a meeting held in Durban last weekend and attended by 50 seamen, it was decided to proceed with the establishment of the union and a five man interim committee was elected to prepare the way for the new body.

The committee will be responsible for drawing up a draft constitution for the union and this is expected to be presented to another meeting of the seamen early next month.

The seamen are being assisted in establishing the union by officials of the Trade Union Council of South Africa. However, they have stressed that the new union will be under no obligation to seek affiliation to Tucsa once it is fully established.

Concern

There is no indication how many South African seamen are eligible to join the union as many of them are serving on vessels sailing under flags of convenience.

Meanwhile, the International Transport Workers' Federation is viewing with growing concern the increasing incidence of maltreatment of sailors while at sea.

The Natal secetary of the Tucsa and local representative of the ITF in Durban, Mr Frank Hansa, says he has to deal with daily complaints of maltreatment from seamen visiting the port.

'These are not just minor complaints by so-called troublemakers,' says Mr Hansa. In most cases we investigate the seamen have a legitimate grievance.'

The most common sources of complaint are seamen serving aboard vessels sailing under flags of convenience.

'Very few owners of these ships are prepared to enter in ITF agreements regarding conditions of employment of their crews and thus the men enjoy no official protection from exploitation,' says Mr Hansa.

Grievances

'The crew become almost slaves once such a vessel puts to sea.'

Mr Hansa lists a number of grievances which he encounters repeatedly during the course of his work.

High on the list is the non-payment of wages and Mr Hansa claims that he frequently has to assist seamen who have not been paid for up to nine months at a time.

Seamen also frequently have cause to complain about the hours they work while at sea.

'We recently had a complaint that seamen aboard a flag of convenience vessel were being forced to work 22 hours a day and after investigation we found the allegations to be perfectly true,' said Mr Hansa.

Violence by superiors, while not as frequent as other complaints, is sometimes the subject of ITF investigations.

The grievances themselves frequently lead to another common occurence: unscrupulous ship owners 'dump' their crews as soon as pressure is applied by the crew for improvement of conditions.

In such cases the seamen are signed off the ship at the first opportunity and left in a foreign port withpout pay armed only with an air ticket to their home country.

Compounding these problems is a tendency for owners of offending vessels to recruit often illiterate crews from countries in Asia and Africa, including South Africa.

These men are then flown across the world to join ships they have never seen and are often asked to sign agreements they cannot read and do not understand.

The the ITF is fighting a constant battle around the world to improve the lot of these seamen.

'Often we manage to pin one of these shipowners to an agreement only to find that it is again being ignored as soon as the ship leaves port,'says Mr Hansa.

'As long as shipowners refuse to accept their responsibilities towards ships' crews and seamen remain ignorant of their rights this problem will exist,'he said.

WORKERS MUST LIVE IN BUSH

5 Times (Extra) 27/4/80

-333

A GROUP of workers employed by a Rylands Estate man's company, Aquamarine, are living in the bush in caravans and tents near Strandfonetin and claim that they sometimes work for 22-hour stretches lashing cargo on ships for R14 a week.

But the manager of Aquamarine, Mr Mike Martin, says that although the men worked for 22 hours, from 8 am last Sunday morning to 6 am Monday morning, it was not true that he paid them only R14 a week.

"I pay them R15 a week plus eight rand subsistance even in weeks that there is no work for them to do," Mr Martin told the Sunday Times.

The conditions under which the men live, some with families, were brought to the attention of the Sunday Times by a man who said he was "appalled" at their living conditions and rate of pay.

On an Sunday Times investigation of their conditions, I found two old two-berth caravans parked near a smallish tent deep in the bush off the main road leading to the camping grounds more or less opposite the first aid station at Strandfontein.

By NORMAN WEST

In the one tent live Mr Vernie Floors and his pregnant wife, Bernadine.

Mr Floors says that he and his brother, Bokkie, originally from Fort Beaufort, were living at Redhill, near Simonstown, when they came to work for Mr Martin.

Both said they had never earned more than R14 per week and, in fact, sometimes get paid only R10 a week "when there is no work on the ships".

Mr Jan Jacobs, 40, and his pregnant wife, Agnes, 36 live with their three children, Peter, 10, Ralph, 6 and Senette, 2, in a two-berth caravan.

He said he was working in Port Elizabeth for the same firm when he and two other men were brought to Cape Town by Mr Martin.

All the men, interviewed independently, insisted they never received more than R14 per week and that they were never sure what payment their boss would give them in cash each week.

When they were picked up for work by Mr Martin, which could be one day a week or some weeks not at all (as happened this week), they get paid some-



times R6 and sometimes R7 extra per working day.

They have to budget on an average pay-packet of R10 a week, they told me, because they were never sure what they would receive, come Friday.

"The money is too little to eat regularly and to buy clothes. We cannot afford gas for the gas stoves in the caravans and have to cook outside. When it rains we simply don't eat cooked food because we can't make fire outside.

Little privacy

"It is also very cold in the tents and in the caravans and obviously one has little privacy if you have to live with your wife and family in a two-berth caravan," they told me.

Mr Martin said that he, in fact, paid his workers a basic wage of R15 a week plus eight rands subsistance allowance, a total of R23 a week during weeks that they don't work at all.

"On days that they work, I pay them an extra R7. You must understand that I have as very small business and I also have to canvass for work. When there is no work on the ships, I still have to pay my men, even though I have no income then.

"I hire those caravans



Mr Jan Jacobs, 40, helping his wife, Agnes, with the cooking on an open fire. The couple and their three children live in a two-berth caravan.

2 die in Durban ship inferno

STAR
20/5/80
333

Own Correspondent

Two ship's officers were killed and the captain seriously injured when the Greek freighter Aegis Majestic was gutted by a huge blaze in Durban Harbour today.

Durban

Firemen are searching the charred debris of the crew quarters for two other seamen — believed to be the radio officer and the electrician — who are missing.

There is little hope the missing men will have survived the roaring inferno that swept through the 21 000-ton vessel's cabins at about 4 am today.

The chief officer, Dimitrios Hannos, died after plummeting more than 8 m from a porthole on to the deck. He was on fire when he fell.

The second dead man is thought to have died after he had caught alight in his bunk.

He has still not been identified.

The ship's master, Captain Iraklis Peridis, is being treated at Addington Hospital for third degree burns on his arms and chest.

Blinded

The alarm was first sounded when the night watchman saw smoke emerging from the ship's mess. He woke several crewmen, who immediately ran through the crew quarters frantically waking crew members.

One crewman from Gambia, Mr Wally Fal, said they had first tried to fight the blaze.

"We grabbed hoses and everything else that was available. There was so much smoke we were all just blinded. I couldn't even see flames."

"About half an hour later the fire engines arrived and we abandoned ship," he said.

Firemen from central Durban and the railways then boarded the burning ship, and managed to bring the fire under control after about five hours. Two fire-fighting tugs, the Coenie de Villiers and the FC Sturrock, also sprayed the blazing vessel with water cannons.

Three decks in the crew quarters were completely burnt out, but the ship's cargo — car knockdowns from Japan — was undamaged.

Lost all

It is still not known how the blaze began. The only person awake at the time was the night watchman.

The Aegis Majestic docked in Durban on Sunday and was due to sail for Port Elizabeth on Thursday. She was also scheduled to load a cargo of coal in Durban.

Drenched and bedraggled seamen, most of whom have lost all their possessions, were later taken to the Missions to Seamen.

For some, it was the first time they had been ashore for 24 days.

3/1/057 80

Whites told clipcards legal

AR 445

Transport Reporter

THE Minister of Transport Affairs, Mr Chris Heunis, has announced that whites can make use of clipcards on Cape Town's mixed buses—a radical departure from previous practice where only black and coloured commuters could legally use them.

He said that where there was a mixed service, all races could use the clipcard system, which was subsidised by Government and industry, for 10 rides in both directions.

Clipcards were on average 40 percent cheaper than cash fares, Mr Heunis said, and all regular bus-users should take advantage of them.

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UCT

Brick men get 12 pc pay rise

(333) (152)

STAR. 3/6/80

By Elizabeth Wilson
Labour Reporter

The 120 black brick loaders of the Cortran transport company who yesterday went on strike for higher pay will receive an increase of 12 percent at the end of this week.

Mr D Suzman, managing director of Cortran, said today the workers had got wind of an interim increase but did not know when it was to be paid.

When the matter was explained to them and they were told they would be getting a further gazetted increase in August they had gone back to work.

He said all workers were back at work today.

Mr Suzman said this week's 12 percent increase represented a rise of R3 a week on a wage of R25.

He could not say what increases could be expected in August. "It hasn't been gazetted," he said.

4/6/80 ARGUS

DRIVERS HURT IN ATTACKS ON BUSES

TWO bus drivers were injured and 155 windows were smashed in 66 buses in the townships of Elsies River, Manenberg and Heideveld yesterday and reduced bus services today ran about half-full.

Last night's bus services along Klipfontein Road and Lansdowne Road were cut because of the stoning incidents. The service ended at Nyanga Station in Lansdowne Road and at the Manenberg police station on the Klipfontein Road route.

The service between Wynberg station and Walmer Estate was also cut when stonings started there.

The Sea Point, Bellville and Killarney services were running normally today, a bus company spokesman said.

The services to Nyanga, Guguletu and Langa had almost completely stopped because of lack of support.

A service between Hanover Park and Mowbray running with half the [illegible]

9/06/80

333

...nal buses w... ...ronised.

Slightly hurt

The drivers were injured when windscreens were broken by stone-throwing youths. A passenger was also slightly hurt. Both drivers were taken to hospital and discharged after treatment.

A senior railway spokesman said an additional train had been put on the Nyanga line during peak hours to cater for the increased load. The additional trains would be used until June 20, he said, when the situation would be reviewed.

In the northern suburbs, bus inspectors reported a marked increase in the number of early morning passengers along the Elsies River route today, with fewer buses being stoned and cancellations decreasing.

At the Elsies River bridge, terminus inspectors said that while five buses were cancelled yesterday, there were only three cancellations today and that after an average of five buses a day being damaged by stone-throwing youths, two had been damaged today.

At the Bellville South terminus inspectors reported that buses were running normally from Bellville South but that they were almost empty from Nyanga. One bus had been damaged by stone-throwers.

Inspectors at Tygerberg Hospital terminus said that half the normal number of passengers were using the service from Elsies River and Netreg.

Incidents of violence continued yesterday and last night with many cars being damaged by stones.

9/06/80 Argus

Drivers

215 333

(Continued from Page 1)

in the troubled Elsies River, Ravensmead and Uitsig areas.

Police have been circulating among the crowds in a bid to curb the violence. They confirmed that nine arrests had been made and charges of public violence laid.

Security police detentions are continuing, according to reports received by The Argus.

The main roads in Elsies River and Ravensmead are scattered with glass and stones and, according to police, the incidents of stone-throwing are continuing.

This morning, several cases of stone-throwing in the two areas were reported.

Colonel H O Eksteen, District Commandant for the Bellville area, said today that his men would again mingle in plain clothes with the stone-throwers.

5/11/80

Busmen seek protection

ARGUS

338

THE Tramways and Omnibus Workers' Union has asked City Tramways to put protective screens on buses.

Mr D Benade, union secretary, said they had asked for the screens to protect drivers and passengers following incidents in which two drivers and a number of passengers had been injured in varying degrees, because 'stones were being thrown only at buses carrying passengers.'

Mr Benade said drivers, who were paid between R73 and R89,50 a week which top drivers could boost to over R130 a week with overtime, were not getting danger pay. Nor had his union asked for it.

COMPENSATION

When a driver was injured on duty the Workmen's Compensation Commissioner paid up to three-quarters of his wages and the union negotiated with the company to pay the balance.

A driver was also able to claim sick benefits from the Unemployment Insurance Fund of up to half his wages.

Other benefits supplied by the company for their drivers included protective clothing, uniforms, dark glasses, travel concessions and special transport.

Of the two drivers injured yesterday, said Mr Banade, one had received a knock on the elbow from a missile thrown through an open side window. He did not know the nature of the injury to the other.

He was unable to confirm or deny a newspaper claim that one had been treated for glass in his eyes.

MAXIMUM

A spokesman for the Department of Labour said that subject to amendments made recently, the maximum a bus driver who lost his sight, hands or arms, or became completely paralysed, would receive in compensation would be three-quarters of his income, providing it did not exceed R400 a month.

Loss of a whole eye or total sight of one eye would pay 30 percent of 75 percent of the monthly income, providing it was not more than R400 a month.

Riddle of leaflets on bus boycott

CAPE TIMES 9/6/80

333

Staff Reporter

MYSTERY surrounds the source of thousands of pamphlets dropped from a light aircraft over Mitchells Plain and Athlone on Saturday morning.

The pamphlets called for an end to the boycott of buses and were signed by a group calling itself "Concerned Citizens of Cape Town".

The pamphlet, entitled "Stop hurting your community and yourself", said the bus company employed 1 200 drivers.

"If these men, our friends, were to lose their jobs because buses were to stop running, 1 200 men could no longer bring home their wages each week," the pamphlet said.

A spokesman for the Department of Civil Aviation in Pretoria said yesterday he could "not recall offhand" a request to distribute the pamphlets. "We get so many requests during the week," he said.

He said such a request would first have to be approved by the City Council if the pamphlets were to be dropped over the municipal area.

The Deputy Town Clerk, Mr Stanley Evans, said he too had "no knowledge" of such a request.

● Meanwhile, the boycott of buses is to continue this week, according to a statement issued by the Bus Action Committee at the weekend.

● Pupils and students throughout the Western Cape will gather at their schools and educational institutions today "to discuss whether to suspend the boycott of classes".

According to a statement issued by the Committee of 81, which is co-ordinating the schools boycott, pupils and students will "re-enforce awareness programmes", which focus on issues such as the bus boycott, the meat strike, the recent attack on Sasol, detentions and the commemoration of June 16, 1976.

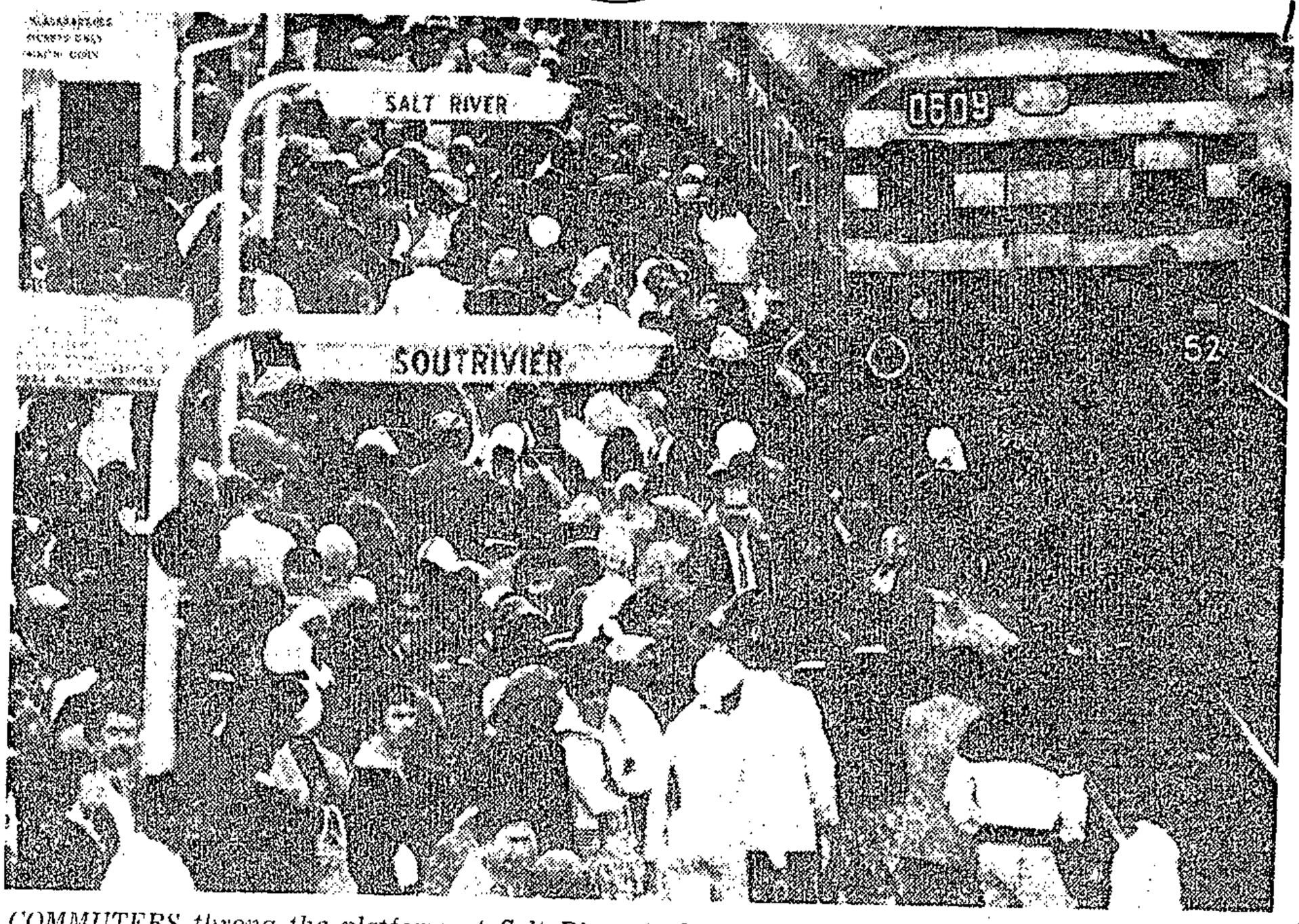
● The chairman of the Nyanga single quarters for men, Mr Johnson Mpukumpa, last night appealed to all industrialists to assist their employees with transport to and from work.

He said some firms had refused his men transport and if the firms continued to do so, their production would suffer.

Mr Mpukumpa said that although he had heard that there would be a stay-away from work from June 16, he believed it would not succeed.

"We will not take intimidation by the 'skolly' elements," Mr Mpukumpa said.

333 11/6/80 Cape T.



COMMUTERS throng the platform at Salt River to board one of the Cape Flats trains which are filled to overflowing as the boycott of buses operated by City Tramways continues. In some areas, particularly Langa, Guguletu and Nyanga, the boycott is absolute.



WITH most trains running to capacity on the Cape Flats, commuters returning home in the evening hang dangerously from doorways of packed trains.

Any dishonesty will re

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11/6/80 ARGUS

Bus boycott — trains overflow

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WITH the bus boycott throwing on added burden on suburban train services to black residential townships, confusions last night and this morning amounted to near chaos.

Trains were overloaded and many passengers arrived at work up to two hours late.

The situation was particularly bad at Langa and Nyanga stations where large crowds of bus boycotters gathered to catch trains to work.

Railways officials said delays in the service were caused by the additional flow of passengers brought about by the bus boycott which coincided with improvement work on the line between Bonteheuwel and Langa.

System manager Mr Ernie Kirsten said that as much as he would like to alleviate the situation, 'there is absolutely nothing I can do'.

Due to technical problems additional trains cannot run during the peak hour service nor can any more coaches be added to the units which make up the present schedule.

JAM-PACKED

'We really appreciate having a lot of extra passengers but unfortunately there is nothing we can do until work on the new lines is finished on June 23,' he said.

Train coaches have been jam-packed with commuters since the bus boycott started last week and indications are that the situation of overcrowding and delays will continue for the next fortnight.

11/6/80 Argus

Petrol bombs thrown at buses

Staff Reporters

TWO buses were petrol bombed in Lugmag Avenue, Kensington, this morning. One man, a driver, was slightly injured.

The Divisional Commissioner of Police for the Western Cape, Brigadier J F Rossouw, confirmed the incidents and said damage was slight. The drivers and passengers extinguished the fires.

A spokesman for City Tramways refused to disclose the extent of the boycott today.

He confirmed the petrol bomb attacks, but refused to give the injured man's name. Neither would he give details of damage.

It is believed that the boycott is still absolute in the black townships of Guguletu, Nyanga and Langa.

COST

But in the Cape Flats townships, not all buses were empty.

Yesterday, Trams said they could neither deny nor confirm that the first week of the boycott had cost them R130 000.

Suburban passenger trains on the Cape Flats were last night stoned in several incidents. A train commuter, Miss R Mdonakali of Langa was injured by fragments of glass when a stone was hurled through a window. The train was apparently stoned by irate commuters after it had arrived late.

There were also isolated incidents of stoning in Manenberg and Athlone.

On Settlers Way, near the Athlone power station, the windows of a bus were shattered by stones. The driver, Mr B E Chapman, of Mitchell's Plain, was admitted to Groote Schuur Hospital with superficial face and head injuries.

In Guguletu yesterday, a group of youths attempted to set fire to a police vehicle. They were dispersed by police, but the tyres of the vehicle were slashed.

Brigadier Rossouw said that several incidents of stone throwing had been reported to the police who were investigating. He said he had not received all the reports but they were being handled at district level.

Colonel H O Ecksteen, District Commandant for the Bellville area, reported that there had been no incidents in the area last night or this morning.

Man on corruption charges

CAPE TIMES 11/6/80 (233) (251) (256)

Staff Reporter

AN EMPLOYEE of a Cape Town stevedoring company, Mr Farrell Tshangana, appeared in the Magistrate's Court yesterday on charges of corruption involving R25 000.

Mr Tshangana, 49, of Block E, Langa, is alleged to have been paid money by stevedores to obtain documents to work in Cape Town.

He is alleged to have used the names and documents of legally-registered people.

Some of the payments are alleged to have been made on a monthly basis since 1963 and individual amounts allegedly paid by stevedores to Mr Tshangana over the years range from R25 to R4 000. He also faces alternative charges of fraud and theft.

Mr Tshangana was not asked to plead and no evidence was led. The case was postponed till July 17.

Mr B Carroll was the magistrate. Mr N Jones prosecuted. Mr L Wiener, of Snitcher, Cohen and Snitcher, appeared for Mr Tshangana.

Workers fear robbery mile

CAPE TIMES 13/6/80 (25) 333

By GEORGE YOUNG
Shipping Editor

REGARDED the biggest money spinner for "skollies" and crooks is the foot bridge at the top end of Duncan Dock which lands its pedestrians among gangs of knife-wielding youths at the subway adjoining Woodstock Station. Workers call it Robbery Mile.

Thousands of rands are estimated to have been taken off workers of all races who, particularly on Friday evenings, are set upon by the gangs in the confined areas of the bridge and subway, stabbed, and deprived of their wages.

Told that engineering workers had complained about experiences there, a Railways police spokesman said that by complaining to the press they had gone to the wrong people, and should speak to the police. But he was not prepared to say more about the situation apart from conceding there had been complaints.

Workers, however, are adamant that if there were more law enforcement officers in the area there would be fewer assaults. Workers now plead with comrades with cars to deliver them to the station so that they do not have to use the bridge and subway. The black labourers are said to fall victim to the "skollies" every week.

The area on the seaward side of Woodstock station is not the most salubrious, and a derelict building with nailed-up doors and windows looks as if it will fall down unless pulled down.

The bridge and subway are apparently within the jurisdiction of the Railways police.

Dispute over 4c led to death of 67 in crash

CAPE TIMES 9/6/80

333

EMPANGENI, Natal. — A dispute over 4c bus fare most likely cost the lives of 67 men, women and children near Empangeni on Saturday when a bus and a goods train collided at an unprotected level-crossing near Maguzulu.

The bus, carrying about 87 passengers from Empangeni to areas north-east of the town, collided with the train soon after 2 pm.

Twenty injured, of whom eight are in a serious condition, were taken to the nearby Ngwelezane Hospital and to the War Memorial Hospital in Empangeni.

The bus, carrying shoppers returning home to Mackane Reserve in Empangeni, is believed to have stalled at the level crossing. One of the few surviving passengers said an argument was the most probable cause of the accident.

She alleged that one of the passengers on the bus was drunk and had an argument with the driver over 4c. He approached the driver just before the bus reached the crossing and tried to pull him from his seat. It was then that the bus and train collided.

The bus was left a mangled wreck and bodies were strewn over 30 metres.

Within five minutes the cries of the injured and dying were mingled with sirens as the first ambulances, police and traffic officials arrived.

Tempers flared when a number of looters were spotted pocketing parcels, watches and other valuables from the dead. Police, with the aid of dogs, were forced to move the crowd of onlookers some 50 m away from the bus.

Over the next 2½ hours a number of ambulances removed the injured and dead from the scene, which has been described as the worst motor accident in the history of Natal.

It was not easy to recover the bodies of the dead as many had been cut into pieces by the moving train.

Hardened policemen and other rescue workers were often moved to tears during their task. The sight of workers holding decapitated babies and young children will forever remain in the minds of many onlookers who refused to move from the scene.

A police spokesman said 19 of the dead were taken to the Ngwelezane Mortuary and 48 were taken to War Memorial Hospital mortuary.

Soon after the accident hundreds of relatives and friends arrived at Ngwelezane Hospital to identify their lost ones.

• A Cape Times Johannesburg correspondent reports that 38 people, 10 of them in a serious condition, were still being treated in the West Vaal Mine hospital last night following a collision between a truck and a tractor-driven trailer which left 17 people dead.

The accident happened on Saturday about 6 am on the Orkney-Potchefstroom road. — Own Correspondent and Sapa

Putco's bus drivers want more

Putco bus drivers have rejected a 15 percent pay increase and demanded R35 a week more for all the company's workers

This was agreed at a meeting held by several hundred Putco staff members in Soweto yesterday.

The 15 percent increase is due on Thursday. The R35 increase would be between 50 and 100 percent.

The R35 increase would be between 50 and 100 percent.

Representatives from the East and West Rand townships agreed to send letters to Putco management outlining their demands.

At the meeting, speakers said they needed the increases because:

- Lower-paid staff members, like cleaners, could not afford to live on so low an increase.

A Putco spokesman said today they had received no representation from the drivers and were not prepared to comment.

Putco bus drivers demand more pay

CAPE TIMES 25/6/30 (333)

Own Correspondent

JOHANNESBURG. — Thousands of drivers and other workers at the Putco bus company have submitted a petition to the Putco management rejecting the company's liaison committee and demanding a wage increase of R35 a week.

The petition, released yesterday, also made a number of allegations about conditions at Putco.

Putco drivers met on Monday and reaffirmed their rejection of a 15 percent wage offer by the company and emphasized their demand for an increase of R35 a week. At present leaders of the workers are urging drivers to pursue their demands through official channels.

Putco has a history of labour unrest dating back to 1972, when a drivers' strike led to the formation of the Transport and Allied Workers' Union, which Putco does not recognize.

The present dispute began when the company's liaison committee informed workers that it had agreed to a 15 percent wage increase. Putco workers reacted to this offer by forming an action committee, composed of union members, to oppose it. At two meetings last month workers endorsed a demand for a R35-a-week increase for all workers

Next move to drivers in Putco dispute

STAR. 25/6/80 (KE) 333

Putco is waiting for its drivers to approach management to stake their pay claims.

The company's PRO Mr B S Mautle, said today the company was awaiting word from its drivers after their rejection of a 15 percent rise offered by Putco.

"We would like someone to come forward to talk to us," he said.

The controversy over the pay rise started about a month ago when Putco offered its employees a 15 percent pay rise effective from July 1.

At a meeting of drivers in Soweto on Monday, the drivers rejected the increase and demanded a R35 a week increase.

They rejected the 15 percent as too small and said that low-paid staff like cleaners would not be able to survive on it.

RDM 25/6/80.

Putco workers make (333) wage rise demand

By STEVEN FRIEDMAN
Labour Reporter

THOUSANDS of drivers and other workers at the Putco bus company have submitted a petition to management rejecting the company's liaison committee and calling for a wage increase of R35 per week.

The petition, released to the Rand Daily Mail yesterday, also makes a number of allegations about conditions at Putco.

Tension between management and workers at Putco has risen in the past few weeks and observers see the growing dispute as "yet another rejection of the Government's liaison committee system".

On Monday, Putco drivers met and reaffirmed their rejection of a 15% wage increase offer by the company and their demand for R35 per week. At the moment worker leaders are urging drivers to pursue their demands through official channels.

Putco has a history of labour unrest dating back to 1972 when a drivers' strike led to the formation of the Transport and Allied Workers Union, which Putco does not recognise.

The present dispute began when the company's liaison committee informed workers it had agreed to a 15% wage increase. Informed sources said yesterday that the committee had always attracted worker suspicion because it had been formed out of a disciplinary committee at the plant.

Putco workers reacted to this offer by forming an action committee, composed of union members, to oppose it. At two meetings last month, workers endorsed a demand for a R35-a-week increase for all workers.

At Monday's meeting, workers voted to approach management in an attempt to alter the wage increase before it comes into force next week.

They also submitted a petition to management which was signed by "well over 50% of Putco workers", the union's general secretary, Mr Michael Mohatla, said yesterday.

The petition rejects the 15% agreed by the liaison committee because "you did not consult us" and "you do not know what our demands are". It complains that "there is no proper structure at Putco through which workers can bargain" and alleges that "since 1973 Putco has fought the union".

Other grievances are that drivers receive no letter of appointment or conditions of service, "inadequate work facilities, no security of employment, a constantly threatening attitude from the public, no adequate grievance procedure and no appeal against Putco imposed disciplinary procedures".

A Putco spokesman yesterday confirmed management had received the petition, but declined to comment on points raised in it.

He said the company had received "no official approach" to alter the 15% offer and was going ahead with it.

"There is no dispute as far as we are concerned," he added but said the company was "willing to talk to either the committee or the union".

BOYCOTTS CAUSE SPLIT IN COMPRA

Sun Times (Extra) 29/6/80

THE RECENT meat and bus boycotts evoked solidarity in the Peninsula's black townships, but in Mitchells Plain it was part of the reason for a split in Compra the umbrella residents' organisation there.

By SYLVIA VOLLENHOVEN

Representatives from Westridge and Portlands, the largest faction of the Combined Mitchells Plain Residents' Association (Compra), staged a dramatic walk-out at a recent meeting.

According to them, it was mainly because civic matters were being neglected in favour of "political issues".

Mr Chris Stevens the Compra chairman, who is also head of the break-away faction of ratepayers, led the walk-out.

Demands

According to Mr Stevens, the people of Westridge and Portlands came out in full support of the recent education protest, but when the bus and meat boycotts arose people felt too many demands were being made on them.

According to sources in Mitchells Plain, neither of these community actions were well supported in the area as a whole, although there was unprecedented solidarity on the education protest.

"Westridge and Portlands (the oldest sections of the Plain) came into being to tackle day-to-day civic issues.

"Compra became involved in various matters which rankled some of my executive and a number of other members.

"We feel the meat and bus boycotts were not within Compra's terms of reference," Mr Stevens said in an exclusive statement released this week.

According to him, another reason for the split was executive-level infighting in the residents body.

After the walk-out, the remaining Compra delegates passed a vote of no confidence in Mr Stevens.

Separate arm

Mr Stevens said there was a need for an organisation like Compra, but that the organisation should be "re-structured".

"They should have a separate political arm. An attempt should be made to separate civics and politics, although I know it is difficult in South Africa," Mr Stevens said.

The break-away contingent was Compra's strongest group of residents.

Meanwhile, a recently-appointed public relations officer in Portlands has announced plans to split with Westridge and he claims he has the support of 500 residents.

Ultimatum for Putco

Salary dispute

By KINGDOM LOLWANE

THE Putco wage dispute has taken a new turn — the Workers' Action Committee at the weekend gave management until Wednesday to respond to their demands or they will take action.

This new turn in events was told to POST at the weekend when members of the Workers' Action Committee claimed Putco's operating executive, Mr Colin Bailey, was applying "delaying tactics" and had appointed his own delegation to meet him.

The members also said they were under pressure from fellow workers and were accused of not representing worker interests as they were not producing results.

"We are under pressure from our own colleagues who claim we are not talking to management. Putco has until Tuesday night to talk to us.

They can even call the people we nominated on any day to discuss the wage issue. We demand R35 increment and not their 15 percent," they said.

The committee claimed that Mr Bailey, in reply to their letter, had said he did not know who they represented. This was despite the fact that the petition, which was attached to the memo, had indicated clearly by the number of signatures that they represented more than 75 percent of the work force.

Statement

In a Press statement the committee said they felt that the 15 percent increment was not enough and did not cover the rising cost of living. It also felt that the increment was below the Poverty Datum Level.

The statement read: "During and after the 1976 disturbances, Putco drivers have been subjected to untold hardships around this troublesome period. Every man has been risking his life. Everybody steps indoors and waits to see or hear a Putco bus zooming by. Putco management can bear out that the workers have shown dedication and willingness to serve it and the public.

"Now it is time that we were paid a reasonable and complimentary wage for our efforts."

Last week the workers met at the Diepkloof Hotel, Soweto, to discuss management's reaction to their memorandum rejecting a 15 percent increment which the company had proposed.

Yesterday, Mr Bailey reiterated the company's preparedness to meet and talk with the committee.

Asked to comment on the allegation that he had appointed his own people to [illegible] was [illegible] talk. [illegible] sions.

He said the meeting [illegible]

The latest [illegible] increase [illegible]

Ironically, the bus drivers claim that Putco in its application claims it has increased wages by 40 percent. The drivers are now demanding this be made [illegible]

Putco workers to meet

PUTCO workers meet today to decide on what action to take following the rejection by the company for a R35 wage increase.

The meeting starts at 9 a.m and will be held at the Diepkloof Hotel, Soweto. A report on the meeting this week between members of the liaison committee and management will also be given.

Putco offered the workers 15 percent increment with effect from July 1. But at a previous meeting early this week, workers decided to reject the offer and instead demanded a R35 increment.

A spokesman for the liaison committee said yesterday that Putco still maintained that it would not give in to the workers' demand.

Putco drivers threaten to stop buses over pay rise

2/7/80 STAR

333

By Langa Skosana

Putco bus drivers today delivered an ultimatum to management to meet them at 10 am tomorrow or all buses in Johannesburg and surrounding areas would grind to a halt.

The planned action by the drivers would affect thousands of commuters in Johannesburg and surrounding areas.

More than 400 drivers representing East and West Rand met in Soweto today to discuss what action to take in the face of the company's refusal to meet a R35 a week pay demand.

The company has offered instead an all-round 15 percent pay increase to drivers from tomorrow.

Putco drivers used to get anything from R66 to R91 a week. Their new pay scales, effective from tomorrow, are from R75 to R105 a week.

A Putco spokesman said today he had heard rumours that there would be a strike tomorrow, but that this involved "only a small element."

Representatives of the company's liaison committee told the meeting that Mr A Carleo, managing director of Putco, has told them the company could not afford a R35 a week increase.

The drivers' reply to this was that no Putco bus would move in Johannesburg and surrounding areas tomorrow until their demands were met.

The drivers met last month and some complained that they were unable to live on their salaries.

They demanded the R35 a week extra for all categories of workers — from cleaners to drivers.

The Transport and Allied Workers Union has sent a memorandum to Putco rejecting the 15 percent increase offer in June.

A fare increase on Putco bus routes is also expected in the near future. Last year, fare increases on the Reef were turned down after court action on grounds that the company had not properly applied for the increases.

Putco drivers strike threat

JOHANNESBURG. — Putco bus drivers yesterday gave an ultimatum to their management to meet them today or all buses in Johannesburg and surrounding areas would stop.

The planned strike action by the drivers means that thousands of commuters in Johannesburg and surrounding areas, who depend on buses, will be affected.

More than 400 drivers representing the East and West Rand met in Soweto yesterday to discuss what action to take in the face of the company's refusal to meet a R35-a-week pay demand.

The company instead offered an all-round 15 percent pay rise to the drivers, which they expect in their pay packets today.

Representatives of the company's liaison committee told the meeting that Mr A Carleo, managing director of Putco, had informed them that the company could not afford the R35-a-week increase.

The drivers retorted by saying that no Putco bus would move in Johannesburg and surrounding areas until their demands were met.

STAR 3/7/80

Strikers halt buses

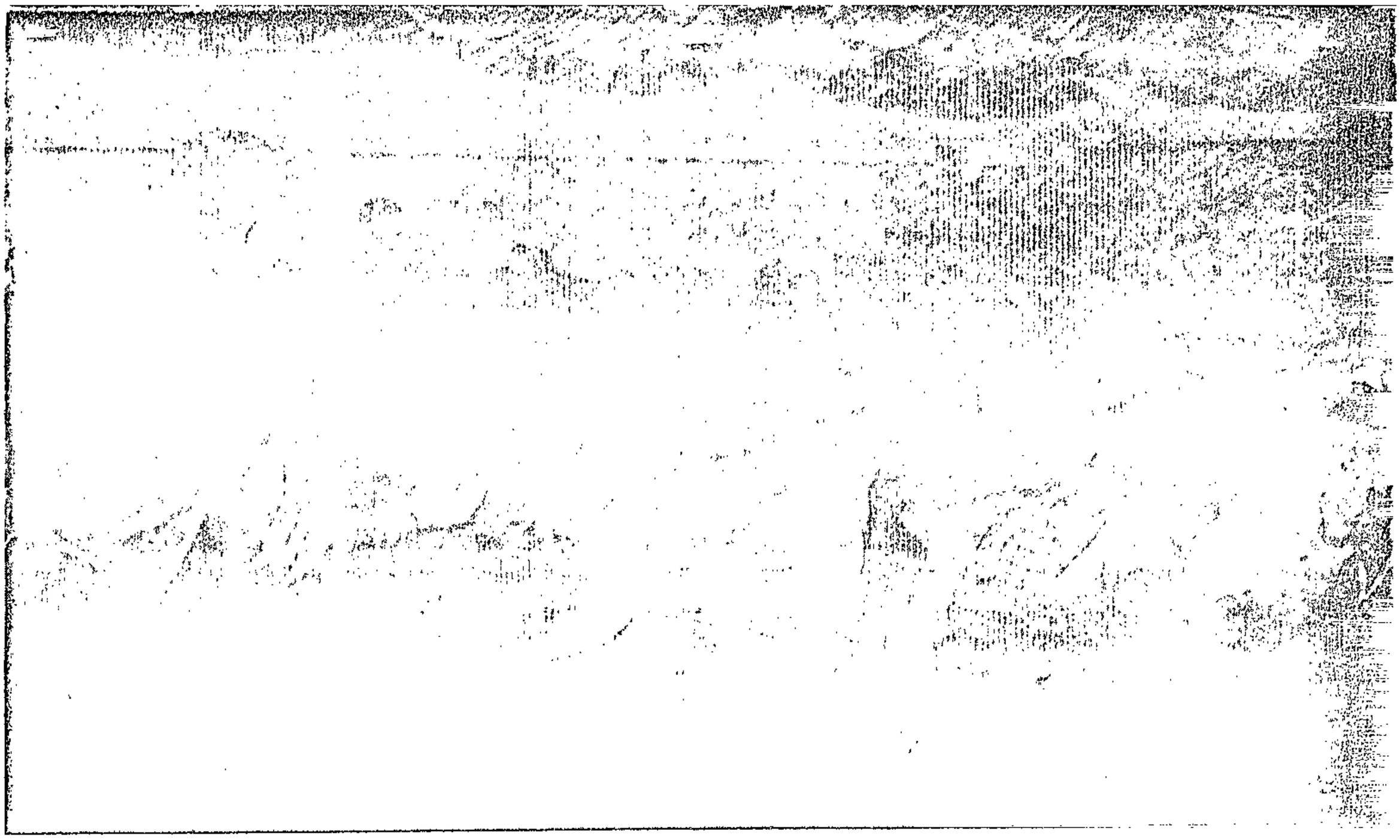
By Langa Skosana

Hundreds of bus-users had to walk into town at noon today, and others turned back home after Putco buses passing through the depot near New Canada Station had been stopped by about 1 000 striking bus workers.

Riot squad policemen were on the scene to restrain the drivers. A sneeze machine was immediately called, and the striking drivers went back into the yard.

Mothers with babies strapped on their backs decided to return to the townships when it became obvious that they would not have transport to go home late this afternoon.

The drivers are demanding a R35 a week pay rise, starting today. They have rejected an overall 15 percent pay increase offered by Putco management. They congregated at New Canada depot this morning in the hope of meeting the company's managing director, Mr A Carleo, today.



Tense Putco drivers at a meeting held at Diepkloof Hotel, taking a step that may bring transport to a h

Post 3/7/80 333

Ultimatum

MORE than 450 Putco drivers threatened to go on strike yesterday if the R35 increase they have asked for is not in their pay packets this morning.

They have refused to accept a 15 percent increment offered by management saying it was not enough.

Thousands of commuters in Johannesburg and other areas served by Putco will be affected if the drivers go on strike.

They also made it clear that managing director, Mr A Carleo, should be at the Putcoton depot this morning where they will explain their demands.

Putco strike threat

The decisions were taken during a heated meeting at the Diepkloof Hotel, Soweto, in which the workers' action committee had to restrain drivers from refusing to go on their second shift yesterday afternoon.

Drivers wanted to go on strike as early as yesterday afternoon, according to several speakers at the meeting.

Members of the action committee who were included in the liaison committee that met management on Monday, told the meeting a deadlock was reached when their requests were not accepted. Management refused to make a compromise on the pay demands for drivers and weekly paid staff.

But Putco Public Relations Officer, Mr J Visser, said the liaison committee did not make any demands and that there was no deadlock at the Monday meeting.

By CHRIS MORE

Demands

He said management explained to the committee what the situation was and said that the 15 percent was all the company could afford to pay them.

He denied that the committee demanded to see managing director, Mr Carleo but instead had requested a written letter stating what the company's stand was on the issue.

A statement signed by Mr Carleo was then given to the eight representatives who attended the meeting, he said.

Asked to comment on the stand taken by drivers to strike today if their pay demands had not been met, Mr Visser said: "Management received no formal report on this meeting and we do not know of any ultimatum."

Mr Carleo could not be reached for comment. He was reported to be out on business by late last night.

This week the company also added that most workers were happy with the 15 percent increase and did not foresee any problems. But yesterday the hundreds present showed their disapproval of the 15 percent and that they are not prepared to accept it.

The drivers are also incensed by the company not being prepared to consider any increase to their 15 percent.

According to the meeting, the committee has been told that the 15 percent is according to the law, while the drivers maintain it is a minimum.

Gaza 'strips' transport appeal

GAZANKULU Road Transport carriers have forfeited their rights to appeal to the South African National Transportation Commission.

This happened on Monday when powers concerning road transportation within the homeland were transferred to the local government.

An announcement to this effect was made jointly by Mr A B Eksteen, director general of Transport, and Mr R J Raath, Secretary for Co-operation and Development.

Prior to the announcement road transportation matters in Gazankulu were controlled by the Road Transportation Board of Pretoria.

EMPOWERED

The Gazankulu government has been empowered to establish its Road Transportation Board which will authoris and control road transport within the homeland.

"It should be noted that as from July 1, 1980, road carriers in Gazankulu will no longer have the right to appeal to the National Transport Commission against decisions taken by their Road Transportation Board," the joint statement said.

The statement said that those road carrier permits issued or renewed by Pretoria board will become invalid by July 1, 1981 and that fresh applications will have to be made to the local board.

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Taxi body to receive beefs

By MZIKAYISE EDOM

THE Thokoza Progressive Association in Alberton, is to present the local taxi association with a memorandum containing residents' grievances in connection with the way the taxi service is being run in the township.

This was said yesterday by Mr Moses Malefetse, a spokesman of the association, who said they will also meet the taxi association's executive committee, to discuss the memorandum.

He said, among the residents' grievances, is the complaint that the taxi drivers are charging exorbitant fares for a delivery.

"A single trip from town to the township is 50c but when you ask for a delivery, you are made to pay R1,20, which we feel is too much.

"Again, during peak hours residents complain that there are no taxis operating in town and they claim that taxis go only as far as the industrial side."

He said they have already approached the local taxi association to meet them and discuss the residents' grievances.

Cape Times 4/7/80

Strike halts Putco buses

Own Correspondent

JOHANNESBURG. — Putco bus drivers stopped work yesterday, bringing black services in the Johannesburg area to a halt and sparking incidents at bus stops in the city centre.

The strike was called when Putco's managing director, Mr A Carleo, refused to meet drivers who had gathered at the company's Putcoton depot just outside Soweto. The drivers wanted to discuss their demand for a R35-a-week increase and the rejection of a 15 percent increase.

Drivers said they were determined to continue the strike.

A Putco spokesman said an estimated 150 000 commuters had been affected and 600 buses — 30 percent of the fleet — had been "grounded".

The railways laid on 17 extra trains — seven to Soweto.

Police cordoned off an area at the corner of Sauer and Bree streets, and a section of Jeppe Street, after commuters stoned a bus, injuring the driver, and threw bottles at the bus and a police car.

Police baton-charged coloured commuters in Fraser Street after asking them to disperse. Two were taken to hospital. Police claimed the crowd had thrown stones and damaged vehicles.

The drivers, led by an elected action committee, have rejected a 15 percent wage offer negotiated by the company and its black liaison committee. They demand a R35 increase, disbanding of the liaison committee and recognition of the Transport and Allied Workers Union.

Workers continued their gathering at Putcoton and after the "sneeze machine" was used they shouted "We want money, not tear gas".

Management said last night that drivers who did not report for work this morning would be dismissed but negotiations would continue today.

Strike by Putco drivers is over

STAR 4/7/80

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Staff Reporters

The Putco bus strike ended today when about 600 drivers agreed "under protest" to accept a 15 percent wage increase. Management said all buses would be running in all areas for tonight's rush of homeward-bound commuters.

Putco's operating executive, Mr Colin Bailey, who negotiated with drivers today, said a further meeting with the drivers' action committee would be held on Monday at Putco's Wynberg Training Centre.

"We will then discuss grievances put forward."

Asked whether management would increase its wage offer, Mr Bailey replied: "I do not want to comment on that now. We have a lot of talking to do."

He said all drivers had been reinstated at their former levels. No-one had been dismissed.

The drivers' action committee met Mr Bailey today outside the Putco depot near New Canada.

Drivers were demanding a R35 a week pay rise. The minimum wage was R32.50 a week.

Putco management said it could not afford a R35-a-week increase.

Police

A contingent of police stood by at Putcoton during the negotiations.

Among them were Security Police.

A spokesman for the drivers said negotiations were not over and drivers would strike again if management went back on its word.

The settlement came after the strike had spread from Johannesburg to Springs this morning, where more than 80 drivers were dismissed when they refused to work.

The strike forced more than 150 000 commuters to find alternative transport to work as Putco's Johannesburg fleet lay idle for the second successive day.

But many commuters arrived late after traffic queues which stretched for 8 km along the Golden Highway as Soweto and Indian car owners packed their vehicles with friends and neighbours in an attempt to overcome the lack of buses.

Trains from Soweto were packed to capacity, and the Railways monitored the situation to see if more trains should be provided.

Officials say that if the strike continues, extra trains will be arranged to take commuters home tonight.

Although some workers struck out doggedly on foot to walk eight to 16

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Putco bus drivers' strike is over

From page 1

km to the city, most made their way to bus and taxi ranks where private cars and taxis were picking up people.

They squeezed into cars — sometimes as many as five in front and five at the back — and many were charged R1 to the city instead of the normal 70c.

By 7 am, a heavy build-up of traffic was choking Soweto roads leading to the main highway.

Some motorists — impatient with the wait — headed full tilt down the right hand lane to gain distance and make it to work on time.

As people congregated at taxi ranks, police cars patrolled the areas.

Passing motorists stopped to give pedestrians lifts.

Some taxis made a brisk business of short trips between Diepkloof and Baragwanath.

At some ranks, city workers stood waiting in groups to be fetched by company cars — an arrangement they said they had made last night.

There was an estimated 8 km traffic snarl up all the way along the Golden Highway stretching from the coloured complex of Eldorado Park, Kliptown, Nancefield, all the way to Uncle Charlie.

Cars caught in the bumper-to-bumber crawl were from Lenasia, Potchefstroom, Vanderbijlpark, Evafon and adjacent areas in the south-west of Johannesburg.

Pirate taxis were having a field day, according to commuters, who said they were charged double "fares".

A snap survey of Johannesburg businesses and factories today showed that most workers had arrived at their offices.

Few firms reported significant stayaways and praised their staff for overcoming the bus strike to get to work.

Other firms sent out their own vehicles to collect workers from Soweto and Lenasia. One firm sent a pantechnicon.

Order on PE Tramways to stop dismissals

ARGUS 4/7/80

Argus Bureau

PORT ELIZABETH. — The Grahamstown Supreme Court has granted an interim interdict stopping Port Elizabeh Tramways from dismissing workers for refusing to join the recently established in-company Bay Bus Workers' Union.

The order — granted by Mr Justice Smallberger yesterday as an urgent application — has been described as 'historic' by legal experts and likely to raise important principles relating to the free association of labour as contained in the Industrial Conciliation Act.

Applications in the case were the unregistered Black Transport and Allied Workers' Union, a member of urban training projects, which began organising at PE Tramways several months ago and now claims 300 members out of the black staff at Tramways.

In papers before the court six Tramways employees, also members of Transport and Allied, alleged that tramways general-manager, Mr Carl Coetzer, had told workers that those who refused to join his in-plant union would be fired.

AFFIDAVITS

Six employees filed affidavits claiming they had been given notice of dismissal after refusing to sign application forms for the in-company union and claimed that the only inference possible was that they were being dismissed for refusing to join the union.

Other allegations were that PE Tramways had set up Bay Bus Workers' Union in an attempt to introduce a closed shop situation and effectively exercise control of its employees' labour organisation through its own private union.

Transport and Allied claimed that PE Tramways was in fact financing Bay Bus Workers' Union and

Its too late to talk — from drivers 4/7/80

From Page 1

Shortly before 11am, a delegation approached management, asking to see Mr Carleo. Representatives returned and told workers that Mr Carleo would not see them.

Workers then streamed out of the depot onto the street and began beckoning passing drivers to stop work. Police attempted to prevent them and worker leaders intervened, telling drivers that buses with passengers should be allowed to continue, and they should join the strike after they had offloaded passengers.

Later in the morning, a company spokesman who refused to give his name, but was identified as a Mr Vorster, adressed workers and told them that Mr Carleo would not meet them.

When he suggested that the company would be prepared to talk to the liaison committee workers shouted, "too late."

Workers continued their gathering and after the "sneeze" machine was used, they began shouting, "We want money, not teargas." Others shouted: "We are hungry" and workers complained to Pressmen that "we are treated like children."

The Department of Manpower Utilisation's black labour officer addressed workers on several occasions and suggested that their liaison committee begin negotiations. But workers booed and jeered all references to this committee and some shouted: "Action committee, action committee."

He then suggested that workers elect a delegation but this was also rejected to cries of "Carleo, Carleo."

Late in the afternoon, action committee spokesmen called on a Putco executive, Mr Colin Bailey, to address workers and called for Mr Vorster's dismissal.

They also demanded the reinstatement of an action committee member who was dismissed yesterday.

Mr Bailey later addressed the workers and told them that the committee member would be reinstated and Mr Vorster's case would be "looked into." He appealed to workers to return to work and said the wage dispute would be discussed on Monday.

However, workers greeted his remarks with boos and jeers and rejected this proposal. At about 6.30pm, workers dispersed.

Management confirmed last night that negotiations ended in a deadlock and said drivers who did not report for work this morning would be dismissed. Negotiations will, however, continue today

Strike at Putco strands thousands

333
RDM 6/7/80

More trains to the rescue

Staff Reporter

SOUTH African Railways yesterday operated 17 extra trains to black Reef areas and extended their peak period by an hour in an attempt to absorb the number of commuters stranded by the Putco bus stoppage.

A spokesman for the SAR said yesterday they expected to transport more than 39 000 extra passengers on the special trains.

"Our peak period is from 4pm to 7.30pm. Today we have decided to extend that peak period until 8.30pm and also run the extra trains," the spokesman said.

Seven of the trains would be on the Johannesburg-Soweto run and an extra two would serve various East Rand townships.

The normal number of passengers travelling to Soweto was in excess of 150 000. The strike was expected to increase this figure by 20%.

By STEVEN FRIEDMAN and DIAGO SEGOLA

PUTCO bus drivers struck yesterday, bringing black bus services in the Johannesburg area to a virtual halt and sparking incidents at bus stops in the city centre.

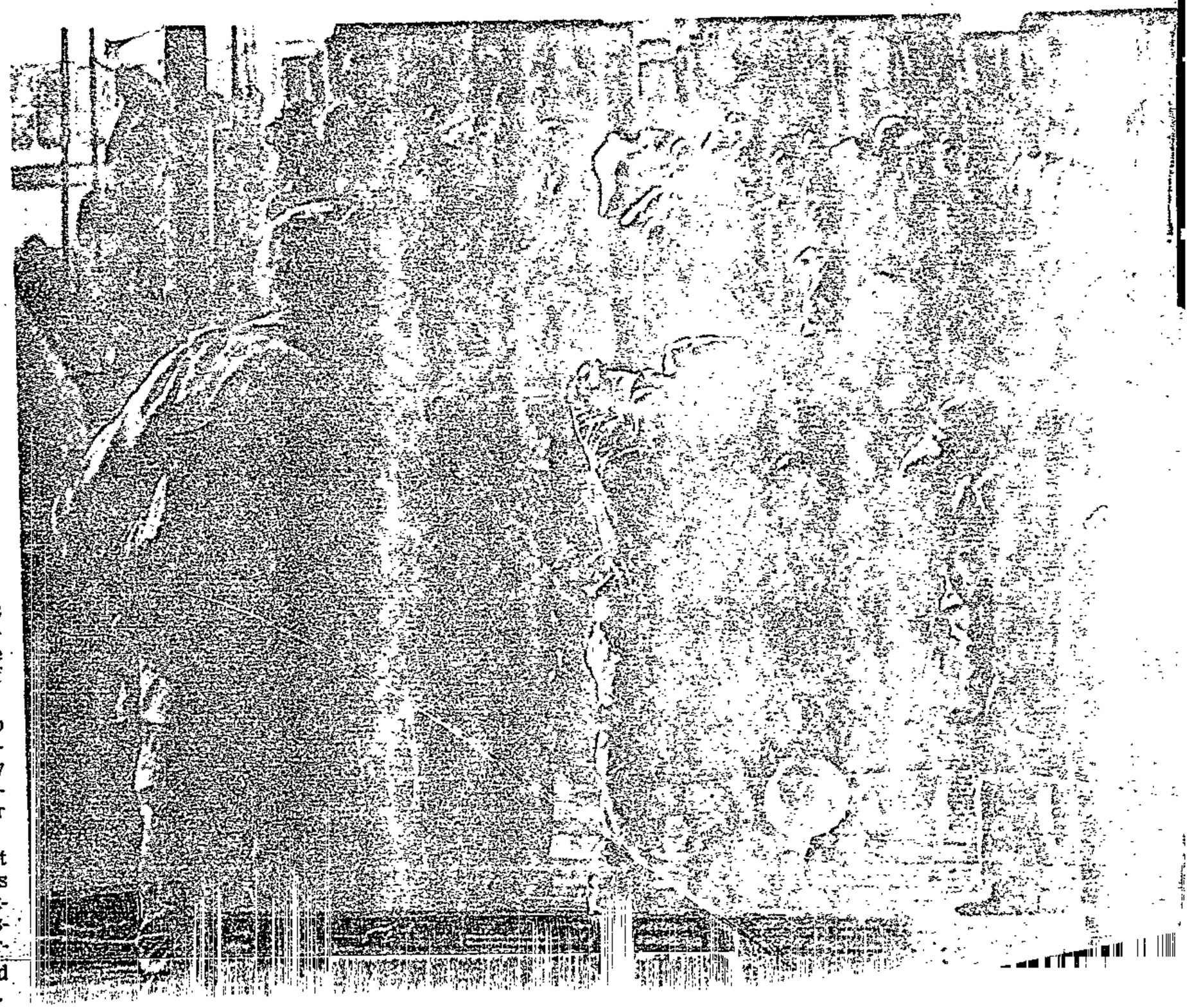
The strike was sparked when Putco's managing director, Mr A Carleo, declined to meet drivers who had gathered at the company's Putcoton depot, just outside Soweto.

The drivers wanted to discuss with him their demand for a R35 a week increase and their rejection of an earlier 15% wage offer.

Most evening commuters were left stranded and businesses in the city centre are expected to be without many of their workers today.

Negotiations between Putco and worker representatives remained deadlocked yesterday and drivers said they were determined to continue their strike.

A Putco spokesman said last night that the company was operating 40 free buses to Alexandra township under police escort but confirmed that services to other areas around Johannes had been halted.



UNIVERSITY EXAMINATIO

All answer books must be number

Number of books handed in

Number of this book



Police stand by inside Putco's Putcoton depot, just o
yesterday. Negotiations between Putco and wor
their strike. Although "snee

Putco estimates that 50 000 commuters have been affected by the strike and added that 600 buses — 30% of their entire fleet — have been grounded.

The Railways yesterday laid on 17 extra trains, seven to Soweto, which a spokesman expected to carry an extra 39 000 passengers.

The breakdown in bus services sparked off several incidents in the city centre and Soweto.

Police cordoned off an area at the corner of Sauer and Bree Streets, as well as a section of Jeppe Street, after commuters had stoned a bus, injuring its driver, and thrown bottles at both the bus and a police car.

Police also baton-charged a group of coloured commuters at the corner of Fraser and Sauer Streets after requesting them to disperse. Two were taken to hospital. Police claimed the crowd had thrown stones and damaged vehicles.

Fighting broke out among commuters in West Street and there was a minor incident at a bus depot outside Baragwanath Hospital.

Putco said yesterday that four depots had been totally affected. They were: Soweto, Edenvale, Wynberg (which services Alexandra) and Wembley (servicing Evaton and Nancefield).

The company was "experimenting" with a free 40-bus service under police escort from the city centre to Alexandra.

The strike is the culmination of a simmering dispute at Putco in which drivers, led by an elected action committee, have rejected a 15% wage offer negotiated between the company and its black liaison committee, which workers say they reject.

Observers interpret the dispute as "yet another blow to the Government's liaison committee system."

Drivers have demanded a R35 a week increase, the disbandment of the liaison committee and the recognition of their union, the Transport and Allied Workers Union.

Putco says that the drivers demands are more than it can afford and claims workers have not presented their demands through "formal" channels.

Yesterday, drivers, gathered at the Putcoton depot and demanded to see Mr Carleo. They had decided earlier in the week not to work until he had met them.

The crowd swelled throughout the day and reached a high of over 800, although the company spokesman claimed only 400 drivers gathered at the depot.

Police began arriving during the morning and were present throughout the day. Despite the brief use of the police "sneeze machine", no incidents occured.

9/07/80

333

CAPE TIMES 5/7/80 (333)

Putco drivers back at work

Own Correspondent

JOHANNESBURG. — Striking Putco bus drivers went back to work yesterday after the company's management acceded to a demand by the workers that it sign an agreement stating that the drivers had accepted the company's 15 percent wage increase "under protest".

However, workers' sources stressed that the dispute was not over and that much would depend on the outcome of a further meeting on Monday.

By late yesterday the buses were running normally.

The drivers want a R35 a week raise and have been refusing the 15 percent offer. The minimum wage is presently R32,50 a week.

About 600 buses — 30 percent of the company's fleet — stood idle during the strike and 150 000 commuters were affected on Thursday.

Meanwhile, the strike spread to Springs yesterday morning and more than 80 drivers demanded higher pay. The drivers were paid off after refusing to go on duty. Their dismissal will be discussed next week.

The agreement signed yesterday by Putco's public relations officer, Mr Colin Bailey, on behalf of the company's management, said the company had:

- Agreed to meet the workers' action committee on Monday to listen to their grievances.
- Agreed that the drivers had accepted the 15 percent wage rise "only under protest."
- Given an assurance that all the workers who had gone on strike, would be paid for Thursday and yesterday and none would be dismissed or victimised.
- Would secure the release of two drivers, said by the action committee to have been arrested during the strike.

Court stops firing of six PE workers

CAPE TIMES 5/7/80 333 ~~451~~ ~~434~~ ~~437~~

PORT ELIZABETH. — An intermim interdict stopping the dismissal of six Port Elizabeth Tramways employees, who refused to join the in-company Bay Busworkers' Union, was granted late on Thursday night, hours before the workers were due to be "retired".

The order was granted by Mr Justice Smalberger in the Grahamstown Supreme Court following an urgent application by the Transport and Allied Workers' Union (TAWU) and six Tramway workers.

The general manager of PE Tramways, Mr Carl Coetzer,

Own Correspondent

allegedly told workers on May 21 that if they did not join the in-company union, they would be fired.

A rule nisi issued in terms of the order calls on PE Tramways to show cause why the dismissal on the grounds of their membership of the TAWU, or because of their refusal to join the newly-formed Bay Busworkers' Union (BBU), is valid.

The return date was set for August 5.

In a founding affidavit filed with the court, Mr Michael Mohatla, general secretary of the TAWU, alleges the BBU was set up in an attempt to produce a closed shop situation in which PE Tramways could effectively exercise control over its employees' labour organizations.

Mr Mohatla claims further that PE Tramways' finances the BBU and that it has no autonomy.

In the affidavit he claims the BBU began drawing 25 cents union dues from the 350 Tramway workers since its inception in July.

'Coerced'

All present and prospective employees were being coerced into applying for membership of the BBU and were reluctant to provide supporting affidavits for fear of victimization, Mr Mohatla said.

Letters included in the court papers, addressed from management to the six applicants on June 6, read: "Please be advised that as you have reached the age of retirement, it has been decided to terminate your employment with this company. Your last working day will be on Friday, July 4, 1980".

The letters were signed by Mr Van der Merwe.

Mr Mohatla submitted the age of the workers had little to do with the termination of their services and that:

- The terminations were effective from the date on which the BBU was apparently to become effective.
- All the men were in good physical health and adequately able to perform their duties.
- The company was terminating the services of employees who refused to sign application forms for the BBU.
- There was a very real likelihood of PE Tramways unlawfully dismissing other employees if they refused to join the BBU or if they continued their TAWU membership, Mr Mohatla claimed.

Buses back to normal again

STAR 5/7/80 333

Staff Reporters

The Putco bus service appeared to be running smoothly this morning after striking drivers accepted a 15 percent wage increase "under protest" yesterday.

About 600 buses stood idle during the strike, affecting about 150 000 black commuters.

Putco's management has agreed to meet a workers' committee on Monday to discuss grievances and further salary negotiations. They are also expected to discuss the dismissal of 80 drivers from Springs who joined the strike yesterday.

Putco's public relations officer, Mr Colin Bailey, said today the service had returned to normal. He was not able to comment on whether the company would reimburse commuters for the two days bus coupons were not honoured.

Taxi drivers are said to have taken full advantage of the strike, charging up to R5 for a trip normally costing R1.

Allegations have also been made that some striking drivers took on the role of taxi drivers.

The feeling in black townships is that commuters are considering using trains rather than Putco buses in the light of the pending negotiations.

DAILY DISP 5/7/80. (333) (154) (154)

Court stops bus firm from retiring workers

GRAHAMSTOWN — An interim interdict stopping the dismissal of six Port Elizabeth Tramways employees who refused to join the in-company Bay Busworkers' Union (BBU) was granted late on Thursday night, hours before the workers were due to be "retired".

The order by Mr Justice Smalberger in the Supreme Court here followed an urgent application by the Transport and Allied Workers Union (TAWU) and six Tramsways workers.

The general manager of PE Tramways, Mr Carl Coetzer, allegedly told workers at a meeting held on May 21 that if they did not join the in-company union, they would be fired.

A rule nisi issued calls on PE Tramways to show cause why the dismissal of the six workers or any employee on the grounds of their membership of the TAWU, or because of their refusal to join the newly-formed in-company union, is valid.

The return date has been set for August 5.

In an affidavit, Mr Michael Mohatla, general secretary of the TAWU, alleged that the BBU was set up in an attempt to produce a closed shop situation in which PE Tramways could effectively exercise control over its employees' labour organisations through its own private union.

Mr Mohatla claimed further that PE Tramways financed the BBU and that it had no real autonomy.

All present and prospective employees were being coerced into applying for membership of the BBU and were reluctant to provide supporting affidavits for fear of victimisation, Mr Mohatla said.

Letters included in the court papers and addressed from management to the six applicants on June 26 read:

"Please be advised that as you have reached the age of retirement, it has been decided to terminate your employment with this company. Your last working day will be on Friday, July 4, 1980."

Mr Mohatla said the age of the workers had little to do with the termination of their services and that the terminations were effective from the date on which the BBU was apparently to become effective.

He said Mr V. V. Dweni, Mr W. Donster, Mr W. Ngwenda, Mr Madikane, Mr J. Shawala and Mr J. Ngubo were in good physical health and able to perform their duties. — DDC.

Why Putco strike was called off:

Bus men want no suffering

Sun-Post 6/7/80

333

By Z B MOLEFE

THE untold suffering black commuters would experience without transport was instrumental in Putco drivers calling off their strike this week.

Mr Wilson Manana, a member of the drivers' action committee and organiser of the Transport and Allied Workers Union, told **SUNDAY POST** yesterday that this and the unconfirmed reports of taxis overcharging stranded commuters and police baton-charging commuters on the first day of the strike also contributed to their decision to end the strike.

"After all," said Mr Manana, "we are not fighting our community. We are fighting our employers on matters that concern us as employees of the company."

Though management could not meet the pay demands of the drivers, it was decided to end the strike "under protest".

Managament committed itself in writing that it would pay the strikers for Thursday and Friday, that it would not victimise any of them and that it would get any person allegedly arrested in connection with the strike released.

Management also agreed to continue negotiations on pay and other grievances with the drivers tomorrow morning. Last night the drivers' action committee met and prepared a nine-point document which a 22-man delegation will present at the meeting.

Points raised in the document are:

● Putco recognises the



Mr Wilson Manana, member of the Putco driver's Action Committee and organiser of the Transport and Allied Workers Union.

● Shop stewards and union members will be given time off during working hours without loss of pay to attend and hold meetings.

● Trade union notice

the stipulated 45-hour week others in the industry are working. Sundays carry no allowances but are treated as ordinary days," said Mr Manana as he gave the background that led to the strike.

6/07/80

333

Transport and Allied Workers Union as the negotiating body of Putco Workers. The negotiating team from the union will consist of members employed by Putco and union officials.

A grievance procedure be agreed upon and ed by both parties.

disciplinary procewill be agreed upon ned by both parties.

stewards will be d.

boards will be set up all depots.

● The company will give assurances that no workers will be victimised for union and other activites.

● Before the end of August an agreement will be entered into on working conditions, job security and accident insurance coverage between the union's negotiating team and Putco.

"We work longer than

The most important and burning issue with the drivers, Mr Manana pointed out, was the R35 a week increase in pay which they were demading.

Mr Colin Bailey, Putco's Operating Executive, told **SUNDAY POST** he was looking forward to tomorrow's meeting. He added: "Maybe the problems can be resolved."

333 7/7/80

Putco indaba today

By PHIL MTIMKULU

NEGOTIATIONS between Putco management and bus drivers who went on strike last week over a pay dispute will continue today.

The drivers went on strike on Thursday after their morning shifts, but went back to work on Friday afternoon. They had rejected management's 15 percent increase and demanded R35.

They also demanded to speak to managing director Mr A Carleo.

Management agreed to continue negotiations on pay and other grievances today at the Wynberg depot. It conceeded that the workers were taking the 15 percent offered earlier by the company under protest.

Putco also agreed to pay the strikers for Thursday and Friday, would not victimise any of them and would get any person allegedly arrested in connection with the strike released.

Meanwhile the drivers said their action last Friday should not be seen as giving in. They said they had decided to go back to work after hearing of the untold misery that resulted from their brief strike.

While talks were going on thousands of workers were meanwhile stranded in most parts of the city. At the Bree Street terminus there was trouble between crowds and the cops. The police had baton-charged the restless crowd.

● During the Putco strike last week several people phoned **POST** with shock stories of how some taxi-drivers took advantage of the situation and overcharged customers. This was in addition to being overloaded into taxis.

Most people did not mind the overcrowding under the circumstances, but have exprsessed disgust that some taxi-drivers could be so unscrupulous and mean.

Some drivers have denied the allegations.

Deadlock as Putco sets pay rise limit

STAR 7/7/80

(A2) 333

Pay talks between Putco management and bus drivers appeared doomed today with management insisting that their 15 percent increase was not negotiable.

Brigadier Jan Visser, public relations officer for Putco, said before today's talks that the company could afford only a 15 percent rise and not the R35 a week increase demanded by drivers. The 15 percent rise represents between about R5 and R11 extra.

"We will listen to the drivers' grievances but the company can only afford so much," he said.

The drivers, who returned to work on Friday afternoon after striking on Thursday when Mr A Carleo, managing director of Putco, failed to meet them, did so "under protest."

Sources said today that the drivers were bent on another strike if the management failed to increase the 15 percent offer.

The drivers caused chaos in Johannesburg when they went on strike last week when management refused to accede to their demand of R35 a week increase. Several thousand commuters were stranded.

The drivers resumed work on Friday when the company agreed to meet worker representatives today to listen to their grievances.

CAPE TIMES 8/7/80

New wage talks seem doomed

JOHANNESBURG. — Negotiations between Putco management and bus drivers appeared doomed yesterday, with management insisting that an increase on the 15 percent offered was non-negotiable and drivers threatening another strike.

Brigadier Jan Visser, public relations officer for Putco, said before the crucial talks that the company could only afford a wage increase of 15 percent and not the R35 a week increase demanded by drivers.

"We will listen to the driver's grievances but the company can only afford so much," he said.

The drivers, who returned to work on last Friday afternoon after striking on Thursday when Mr A Carleo, managing director of Putco, failed to meet them, did so "under protest".

Sources said yesterday the drivers were bent on another strike if the management failed to increase the offer of 15 percent. — Sapa

Drivers meet Putco for higher pay talks

STAR 8/7/80 (333) (332)

Labour Reporter

A committee representing Putco drivers is meeting the company's management again today to try to negotiate a bigger rise than the 15 percent offered on Friday.

Negotiations began again today after a widespread drivers strike on Friday caused thousands of black commuters to find alternative transport in and around Johannesburg.

Today's talks are being held for the second day at Putco's employment and training centre in Wynberg.

In a statement, Putco PRO Brigadier Jan Visser said there was a deadlock in talks. None of the major issues on the agenda had been resolved, he said. These included agreement on wages, recognition of the Transport and Allied Workers Union, and the call for a transfer of a depot superintendent, Mr F Vorster.

IGNORED

Brigadier Visser said the call for Mr Vorster's transfer was "ridiculous," and had therefore been ignored.

Drivers have said that if they are not offered more than 15 percent they will strike again.

Putco pay talks end in deadlock

THE PAY-TALKS between Putco management and workers' representatives, which ended in a deadlock yesterday afternoon, will be resumed this morning.

This was said by Mr Colin Bailey, Putco's operating executive. The pay talks started yesterday at 10 a m. The Press was barred from attending the talks which went on until 4,30 p m.

Brigadier Jan Visser, public relations officer for Putco, said before the crucial talks that the company could only afford a wage increase of 15 percent and not R35 per week increase demanded by drivers.

"We will listen to the driver's grievances but the company can only afford so much," he said.

The drivers who returned to work on Friday afternoon after striking on Thursday when Mr A Carleo, managing director of Putco, failed to meet them, did so "under protest".

Sources said yesterday that the drivers were bent on another strike if the management failed to increase the 15 percent offered.

The drivers caused chaos in Johannesburg and other areas served by Putco when they went on strike.

Several thousands of commuters were stranded when buses were halted.

Taxis and private vehicles did roaring business ferrying workers home. Several other people resorted to trains with the South African railways laying out an extra 17 trains.

The drivers resumed work on Friday when a Putco executive Mr Colin Bailey, signed a statement that the company had agreed:

- **To meet workers representatives yesterday to listen to their grievances.**
- **That the drivers had accepted the 15 percent wage increase "under protest".**
- **That all drivers who struck would be paid for Thursday and Friday and none would be dismissed or victimised and,**
- **To secure the release of two drivers, said by the action committee to have been arrested during the strike.**

Putco drivers in hard bargaining

STAR 9/7/80

333

Department of Manpower Utilisation officials have been called in to advise on procedure in a formal dispute between Putco and its drivers.

The dispute follows two days of tough negotiations on the issue of drivers' wages, with employees calling for a R35 a week pay increase and rejecting a company offer of 15 percent which comes to about R5 and about R11.

Mr Colin Bailey, a Putco executive said the company could not afford to meet the R35 demand. However, he said there had been other areas of agreement with the drivers' delegation.

The Black Labour Officer, Mr B O Lindemann said today that the dispute was being handled under the Black Labour Regulations.

This prescribes certain conciliatory steps which must be taken in resolving the situation. First the Black Labour Officer must be called in, and together with the regional committees, must try to reach a settlement between the two parties.

If this fails the matter must be referred to the Central Black Labour Board which must endeavour to effect a settlement.

Putco drivers may resume their strike

THE PUTCO management-workers negotiations ended in yet another deadlock yesterday and indications are that another confrontation may be imminent.

The dispute still centres around the pay increase. Workers demand R35 increase while management insists on a 15 percent increment.

Yesterday's talks proved fruitless, according to a spokesman for the Putco Action Committee, and decisions on new steps to be taken by the workers — if the dispute is not resolved by today — will be known this afternoon.

The spokesman said inspectors from the Department of Manpower Utilisation (formerly Department of Labour) would be present during today's talks at the Putco depot in Wynburg near Johannesburg.

The Putco drivers went on strike last week after negotiations for a R35 a week increment failed. Thousands of commuters had to find alternative transport in and around Johannesburg.

And yesterday they said that if they are offered no increase on the 15 percent pay rise they would strike again.

The Action Committee spokesman said Putco had, however, agreed to recognise the Transport and Allied Workers' Union (TAWU) provided it (the union) furnished them with its particulars.

This means that the union must show beyond reasonable doubt that it meets certain requirements listed in the Industrial Conciliation Act to qualify for registration.

Putco has also agreed to reinstate three of their sacked workers and to secure the release of an undisclosed number arrested during the strike.

Putco pay dispute still not settled

STAR 10/7/80

333

After three days of intensive negotiations Putco management and its drivers have not resolved the pay dispute which caused Friday's bus strike in Johannesburg. The matter now seems likely to be referred to the Central Black Labour Board.

In the next few days the matter will be discussed at regional committee level. Depending on the outcome of these talks, the matter may be referred to the Central Black Labour Board in terms of Section 10 of the Black Labour Regulations.

The regulations stipulate that if a solution is not found at this point, the matter must be referred to the Minister.

After yesterday's deadlock, delegates of the various Putco depots moved to the Transport and Allied Workers' Union (Tawu) office in central Johannesburg where they held a two-hour meeting. The meeting decided that all delegates should report back to their various depots on Friday to give drivers the latest developments.

A spokesman for the action committee said delegates would "present facts as they were."

The committee statement said the action committee had made a "long-term fundamental breakthrough" by gaining Putco management's guarantee for recognition of Tawu.

The statement further suggested that an increment — above the 15 percent offered by management — was possible in the meeting with the Wage Board.

According to the Black Labour regulations, passenger transport is listed as an essential industry. It is illegal for employees in the industry to strike.

No end to Putco wage dispute

CAPE TIMES 10/7/80

333

JOHANNESBURG. — After three days of intensive negotiations, Putco management and its drivers' action committee could not resolve the pay dispute here yesterday.

A statement by both parties and officials of the Department of Manpower Utilization said: "After lengthy discussions with officials from the Department of Manpower Utilization, it was agreed by management and the action committee that no progress could be made in the wage negotiations.

"It was therefore agreed that a dispute existed which would be processed through official channels in terms of section 10 of the Black Labour Relations Regulation Act (48 of 1953).

"As far as certain other issues are concerned, viz trade union recognition, reinstatement of employees who had been dismissed and the transfer of an official, consensus had been reached."

After the deadlock, all delegates of the various Putco depots moved to the Transport and Allied Workers' Union's offices in the centre of the city, where they held a two-hour meeting.

The meeting decided that all delegates should report back to their various depots about the latest developments on Friday.

A spokesman for the action committee said that delegates would present "facts as they were".

The committee's statement said: "The action committee has made a long- term fundamental breakthrough by gaining Putco management's guarantee for the TAWU's recognition." — Sapa

Putco parties call officials for advice

THE Putco wage dispute has not been settled as yet, and the two parties have agreed to call on officials of the Department of Manpower Utilisation to advise on the issue.

A joint statement by Putco management and the Action Committee, released shortly after yesterday's meeting at the Putco depot in Wynburg, said the parties had agreed to "process the dispute through official channels in terms of the Black Labour Relations Regulations Act."

It was agreed to recognise the Transport and Allied Workers Union and re-employ all workers fired during the strike.

Putco also agreed to transfer Mr F Vorster, the depot superintendent.

A spokesman for the Department of Manpower Utilisation said yesterday that another meeting would be called within a week to finalise the wage issue.

The Putco dispute still centres around the R35 a week increment demanded by the workers. Putco has made it clear that it will not give in to the demand. The company, instead, offered a 15 percent increment which the workers rejected.

You must be good to handle a 'mamba'

In the wrong hands on the crowded streets of a city such as Johannesburg a heavy vehicle could be as lethal as a bomb and the driver of a bus has the added responsibility of the lives of his passengers. Putco drivers, who will cover a total distance of about 150-million kilometres this year, recently went on strike because they believe they are not being paid enough for the responsibility they bear. All are highly trained men who have been through a tough selection process and a 21-day course of instruction. One of the main training centres is in Alexandra Township which KEN SMITH visited yesterday.

STAR 11/7/80

Training is tough at Putco drivers' school

As far as the lever goes, the AEC 65-seater passenger bus probably has a niftier arrangement than most sports cars.

The gear-shift is a small brass quadrant mounted off the steering column and the selection is short and precise.

But the 150 hp AEC is no easy animal to drive as Putco's Senior Instructor, Mr Moses Maphisa, demonstrated to me while assessing the progress of 16 trainee drivers.

Short and stocky, Mr Maphisa is a patient man with nerves of steel. But he points out his pupils' failings with emphasis.

He bellowed when one of his trainees, failing to anticipate that the robot ahead was about to change to red, hammered his foot on the brake and sent us all lurching forwards in our seats.

DITHER

"Hamba, man!" he shouted when one of his pupils dithered uncertainly when he had an opportunity to pass another bus. And — urgently — "hey, hey, hey," when another driver got too close to the passenger car ahead.

But there is another side to the wisdom and experience of this imperious man. "Ah, this fellow uses his mirrors well," he confided to me at the top of his voice over the roar of the engine. "He knows what is happening around him."

Except for a brief break Moses Maphisa has been with Putco for 29 years. He has seen it grow to its present fleet of 2 300 buses (known to their passengers as "green mambas") and 2 951 drivers. Each bus costs about R45 000 and carries a total of 90 passengers, 25 of them standing.

The responsibility on drivers is heavy and with this in mind the Putco training programme is probably the most advanced and comprehensive in the country.

The rewards for carrying such responsibility and maintaining schedules led to a strike by drivers last week.

Their minimum wage is just over R32 a week though some earn over twice that. They want an increase of R35 a week.

Dispute or not, the trainees to whom I spoke were taking their 21-day training period very seriously.

One had been a driver with Putco before. Another had left his job with another company. The 16 trainees I saw were alert, earnest men who already had licences heavy-dutyvehicles.
to drive heavy or extra heavy-duty vehicles.

PSYCHOLOGIST

They had all successfully gone through the tests of the company's industrial psychologist, which put paid to the hopes of about three of every four aspirants.

Only 56 applicants passed as drivers out of one intake of 237. Of these 93 were failed in the initial stage, some for not being able to meet physical standards.

In the next stage 80 failed, six because of literacy problems and the greatest number, 42, for an inability to work out problems in arithmetic — an essential quality for men who are both driver and conductor.

DECREASED

As a result of its selection and training, Putco's accident rate has decreased over the years although the total distance covered by its vehicles in a year is now about 150-million kilometres.

"Can my safety be given away" is the mnemonic the Putco driver remembers when he takes his seat behind the wheel of his bus. It stands for "Course, mirror, signal, brake, gear, accelerater."

These are the bones of good driving, and safety is what it's all about.

WAGE DISPUTES 1

Temporary truce

333
FM 11/7/80

A temporary truce early this week kept Putco drivers in their seats, but unless management compromises on its 15% wage offer commuters may be stranded once again.

Although a number of concessions were made on Tuesday, wage talks are still deadlocked. Workers have demanded a R35 across the board increase while management has adamantly stuck to its 15% offer.

Workers rejected management's offer negotiated through the company's liaison committee two weeks ago. They feel the increases of between R5 and R11 are insufficient.

On Wednesday the workers action committee met with a Department of Manpower Utilisation official who was called in to mediate. A committee spokesman says: "We want to keep negotiations between ourselves and management open but we want it to move on its 15% offer."

On Tuesday management agreed on three issues:

- To reinstate all workers dismissed during last week's strike, to pay workers for the two days they went on strike and to secure the release of those arrested.
- To recognise a trade union "in principle." It has not yet specified which of the three unions presently connected to Putco this would be. The Transport and Allied Workers Union is active in Soweto and Wynberg while the Transport and General Workers Union has a large membership in Springs. The parallel Tucsa union, the African Transport Workers Union, appears to have no support at the depots.
- To investigate the transfer of F Vorster, management's representative at the Putcoton depot.



Putco drivers . . . commuters may be stranded again

13/07/80

(333)

MOLE

In seconds a staff bus will be hooting at his gate. It is still dawn.

If he is late, trouble is in store. He will have an exchange of words with the driver of the staff bus who has "no time for lazy people." There are many problems that can cause Job to miss the staff bus. Maybe he had a sick child to take to hospital; maybe an unexpected visitor came in late. Nobody will bother to ask all this.

Then there is the bus depot. He will take his bus along the usual route. By then workers are visible at the number of stops that dot his route to the city. The minute Job hits the first stop he must be many things to his passengers. Those in a foul mood need tact; those who are just rude by nature need to be handled with care. Of course, there is that inevitable problem — "you have robbed me of my change."

This will go on until the townships are drained of workers. Usually this lasts for three hours or so — provided everything went well for Job that day. There were no breakdowns or traffic jams, now a daily feature of the township's main roads.

HARD WORK

"Man, I tell you, that's the hardest five hours you can work in your life. When others settle into their jobs we are already worn out," says Job.

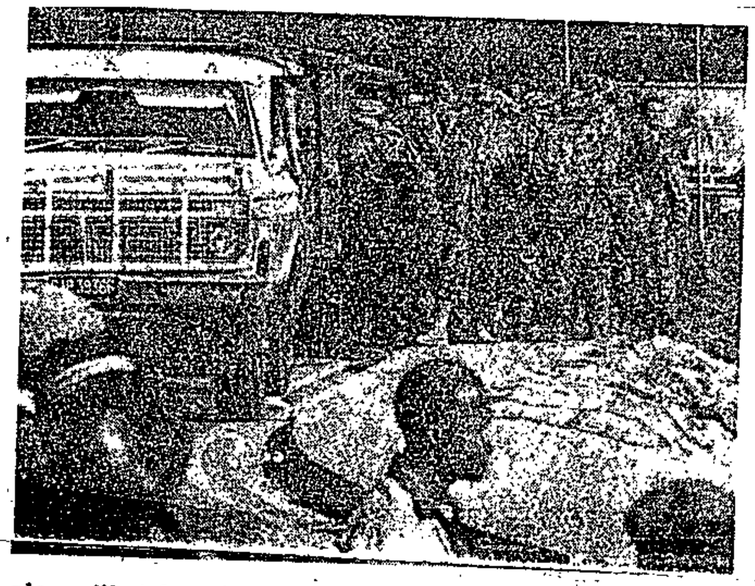


He would not like his bus involved in an accident that will leave a number of his people without their children or parents. That is the haunting thought that keeps him on his toes every minute and hour of his day.

Speaking of accidents, what if his bus becomes involved in a hijacking incident? These incidents have increased since June 16, 1976.

His features become pained as he explains: "Man, that is when you are faced with death. You must use your in-born intelligence to save your skin. Otherwise, what will it help to die with your boots on for the sake of the company? Remember the politician who said he would not die for apartheid signs? That goes for most of us in

Then comes the break period. For the next four hours Job has a free period. He can relax at home, visit a friend or read the morning newspaper. One thing characterises Job's break period: most of his friends are at work. So boredom is a constant companion at this time of the day. Others, as a result of this boredom fall prey to the temptation of the township.



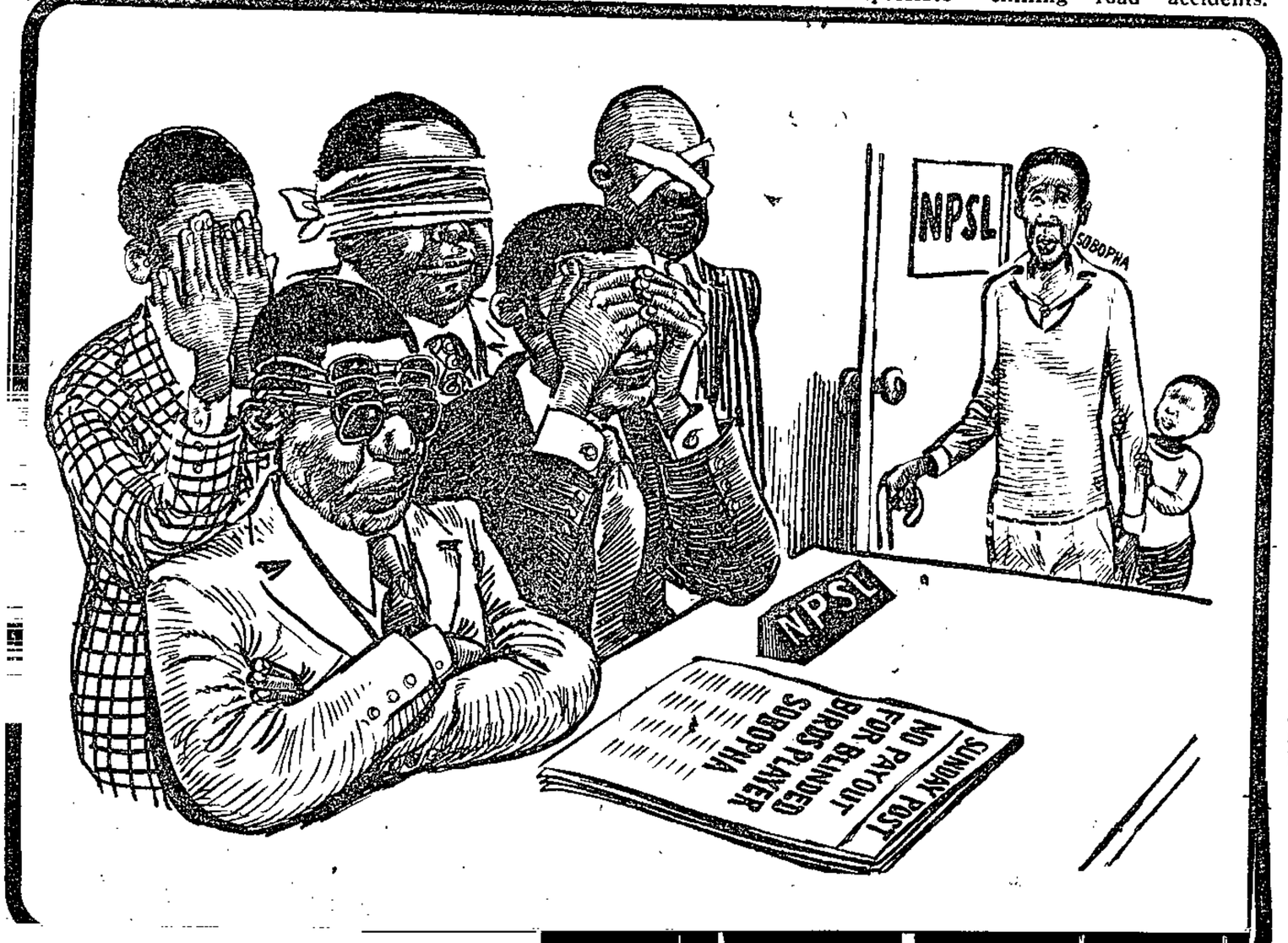
Putco drivers and relatives meet with white management (above) while police keep an eye on negotiations (left).

Just before the township children leave their schools for home, Job is already driving a schoolbus. Here again his nerves and patience will be tested. Township mothers, creche matrons and teachers know how trying children can be. But Job, as a dedicated servant of the company and one who is convinced he is rendering a vital service to his people, will take all this in his stride.

Then, in a few hours, it is knocking off time for his brothers and sisters in the city. They will be at the bus stops in the city and in the suburbs. And woe betide poor Job if he is late. These workers know bus timetables like the back of their hands. Fortunately, Job is well-known to most of the commuters. He normally has no problems from most of them, save the few gunning for a fight.

Again the nightmare of the road from the city to the township begins. Traffic jams, impolite motorists and impossible passengers will again put Job to the test. Job laughs: "Think what this will do to you in a year's time?"

And he readily admits that the constant worry of his work is the safety of the commuters. In his five years with Putco he has seen many blood-chilling road accidents.



this game."

PAINFUL

You press on for more details. It becomes glaringly clear that you have touched on a subject he will not readily discuss. It is painful.

When his bus is hijacked and he refuses to allow it, he will immediately be seen as a "white man's stooge." If he readily abandons his bus chances are that somewhere in the mind of management he will be seen as a "spineless and cowardly creature who gives in easily when under pressure." These are the answers you deduce from what he tells you, though he does not convey his thoughts.

The once-a-week day off he gets from work is a relief to his strained nerves. "But what can you do? The day is too short to cram in all those things you wanted to do all week. Winter is worse," Job adds.

HOME AT MIDNIGHT

Just before midnight, Job will come home. Unlike other fathers in the townships, he will not have the chance to see his two children for they are asleep. The neighbourhood is quiet and dark. Whether he likes it or not he cannot visit this or that house. He will have to wait for his next day off.

Job was one of those hundreds of Putco drivers who were on strike. The thing that made him refuse to drive his bus that day was an extra R35 in his pay packet. Then there was the issue of his working conditions, job security and accident insurance cover, benefits he does not enjoy at present.

Did you see Job among those drivers massed at the Putcoton Depot last week when you nearly did not get home because there were no buses? He was there.



It's a hard day's work for the men who carry thousands to the city – for R45 a week

They put the brakes on Putco

THIS week's tough bargaining between the Putco management and the drivers' Action Committee spotlighted the bus driver — the man at the centre of the massive strike that nearly brought South Africa's industrial giant to its knees.

Who is this man who last Thursday evening and Friday morning flexed his muscles and sent shock waves rippling through black workers and their employers? Who is this man who saw thousands struggle to get home from the places where they earn their living?

"We are nothing other than the ordinary worker you see in the townships. We suffer the same way as the black workers on the factory floor or in office," said Job M, a R45-a-week bus driver.



By ZB

To most township residents Job is an invincible man. While the township is shaking sleep from its eyes on a typical day, he is already on his way to

13/07/80

(333)

In seconds a staff bus will be hooting at his gate. It is still dawn.

If he is late, trouble is in store. He will have an exchange of words with the driver of the staff bus who has "no time for lazy people." There are many problems that can cause Job to miss the staff bus. Maybe he had a sick child to take to hospital; maybe an unexpected visitor came in late. Nobody will bother to ask all this.

Then there is the bus depot. He will take his bus along the usual route. By then workers are visible at the number of stops that dot his route to the city. The minute Job hits the first stop he must be many things to his passengers. Those in a foul mood need tact; those who are just rude by nature need to be handled with care. Of course, there is that inevitable problem — "you have robbed me of my change."

This will go on until the townships are drained of workers. Usually this lasts for three hours or so — provided everything went well for Job that day. There were no breakdowns or traffic jams, now a daily feature of the township's main roads.

HARD WORK

"Man, I tell you, that's the hardest five hours you can work in your life. When others settle into their jobs we are already worn out," says Job



He would not like his bus involved in an accident that will leave a number of his people without their children or parents. That is the haunting thought that keeps him on his toes every minute and hour of his day.

Speaking of accidents, what if his bus becomes involved in a hijacking incident? These incidents have increased since June 16, 1976.

His features become pained as he explains: "Man, that is when you are faced with death. You must use your in-born intelligence to save your skin. Otherwise, what will it help to die with your boots on for the sake of the company? Remember the politician who said he would not die for apartheid signs? That goes for most of us in

Putco drivers plan for crucial meeting

By Z B MOLEFE

THE Department of Manpower Utilisation will make or break the Putco drivers in their dispute for higher wages with the giant corporation.

Last night the driver's Action Committee met in Johannesburg to ponder the question of how they will negotiate with the department, which will meet them within two weeks now that management and the committee agreed this week that a dispute existed.

Committee member and organiser of the Transport and Allied Workers Union, Mr Wilson Manana, told **SUNDAY POST** the drivers "believe we will get somewhere in our talks with the department."

The agreement by management that it would recognise the Transport and Allied Workers Union and transfer a white official from the Putcoton depot helped keep the drivers' spirits high.

A signed statement by Putco's executive, Mr C Bailey, said this week: "After lengthy discussions with officials of the Department of Manpower Utilisation it is agreed by management and the action committee that no progress could be made on the wage negotiations.

"It was therefore agreed that a dispute existed which would be processed through official channels in terms of Section 10 of the Black Labour Relations Regulations Act (48 of 1953).

"As far as certain issues are concerned, namely trade union recognition, reinstatement of employees which have been dismissed and the transfer of an official, consensus had been reached."

Asked if the drivers would go on strike should the talks with the department reach a deadlock, Mr Manana said: "We would be in a very difficult position."

He pointed out that Putco drivers — like those employed in nursing, the police and armed forces and by electricity suppliers — fell into the essential services sector. Any strike by this sector is illegal.

Meanwhile a spokesman for the drivers' committee said a report-back meeting had to be postponed. Putco management, said the spokesman, had refused permission for a meeting on company premises this week.

So the committee has applied for permission to hold the meeting at the Diepkloof Hotel on Wednesday.

Bus committee criticizes plan

Staff Reporter

THE plan to use bus drivers to encourage commuters to end the bus boycott was "a deliberate attempt to sow confusion in the minds of the public", according to the Bus Action Committee which has regulated the bus boycott for seven weeks.

In a statement issued yesterday the committee, representing 40 community organizations, condemned the methods allegedly being used to break the boycott.

The committee was reacting to claims by bus drivers on Friday that they had been told to dress in civilian clothes and pose as bus passengers to encourage commuters to use the buses. City Tramways officials refused to comment on these claims.

The Bus Action Committee called on City Tramways to respond to the "genuine grievances" of the Cape Town community in a "positive and sincere manner".

"Reduce the bus fares and restore the goodwill and co-operation of the Cape Town community," the statement said. "For the past seven weeks motorists, workers, housewives and students have supported the boycott in order to impress on the Tramways bosses their dissatisfaction with unjustly high fares.

"The attitude of the company during this period has been arrogant and uncompromising. They have refused to acknowledge that the community has any geniune grievances. Instead, they have threatened to push fares even higher and have called for higher state subsidies to offset their losses."

STAR 16/7/80

Putco wage dispute meeting tomorrow?

By Elizabeth Wilson
Labour Reporter

Attempts are being made to arrange a meeting of Putco's liaison committee and the regional black labour committees of Johannesburg, Krugersdorp, Germiston and Benoni to try to resolve the wage dispute between bus drivers and Putco management.

Mr R Dickens, livisional inspector for the Department of Manpower Utilisation in Johannesburg, hopes the meeting can be arranged for 9 am tomorrow.

"We regard the matter as urgent," he said, "but it is not easy to get everyone together."

He said the meeting would probably take place at the Department of Manpower Utilisation offices in Conlyn House, 156 President Street since this provided a neutral venue.

The meeting with the regional committees is the next step in a procedure set out by the BlackLabour Relations Regulations Act.

A number of Putco bcs drivers said today they were in the dark as to developments.

They were unaware of any meeting taking place and said they had not been informed by the action committee on how last week's negotiations with Putco management had gone.

SB call in two Putco crisis

Post 18/7/80

333

PUTCO this week refused to allow bus drivers to hold a meeting at its Putcoton depot following their strike two weeks ago.

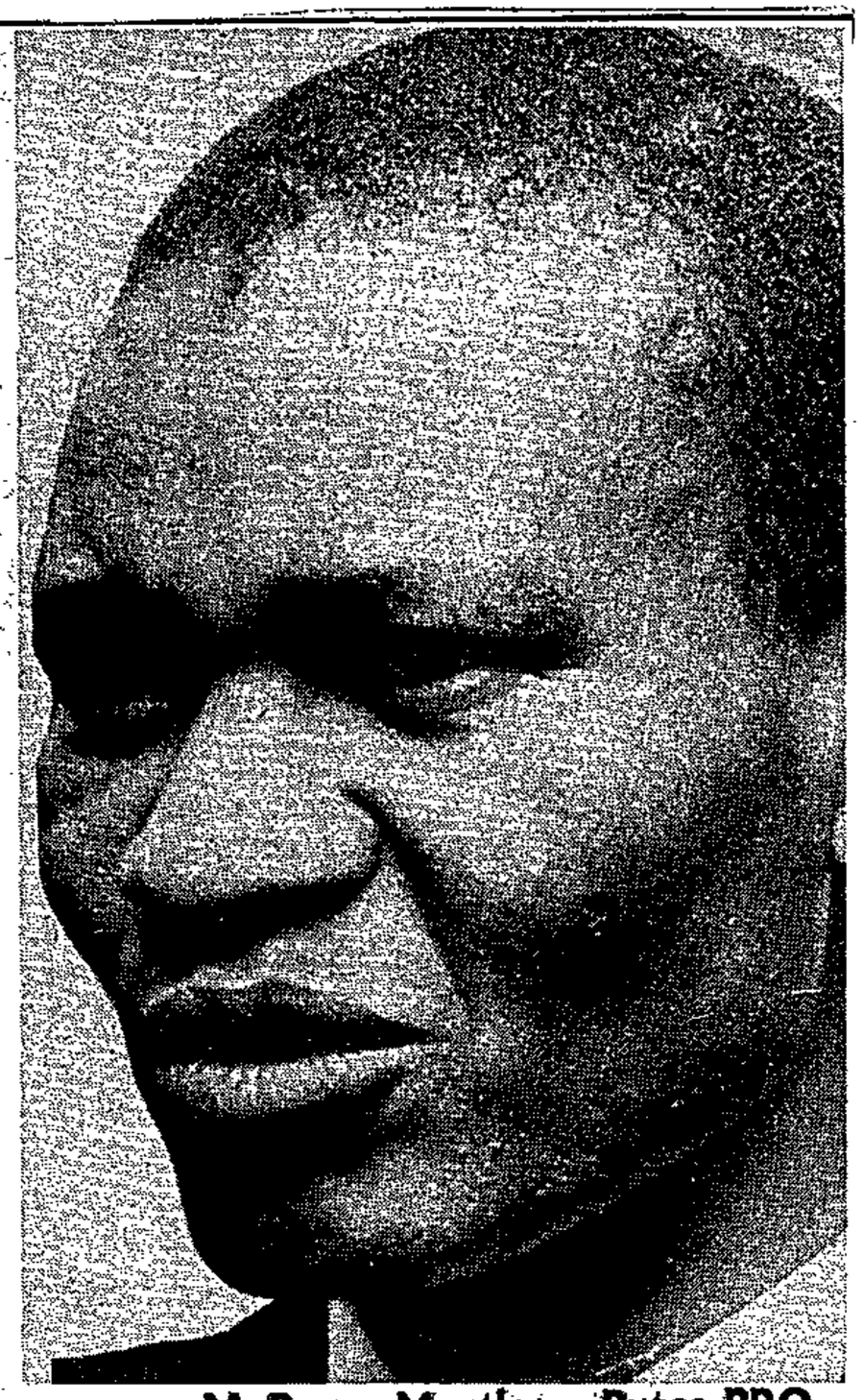
And anger among the drivers mounted as they got news that two members of the Action Committee, the worker representatives in the current pay dispute, had been called in to the Protea security police headquarters yesterday morning.

Putco drivers went on strike for two days two weeks ago, demanding increases of R35 a week.

They called the strike off and accepted 15 percent increases under protest after the company had promised to continue negotiations with their Action Committee.

The negotiations have deadlocked, with Putco saying it cannot afford to pay more than that 15 percent.

By JOE THLOLOE



Mr Bruno Mautla . . . Putco PRO.

The dispute is now to be taken up with the Department of Manpower Utilisation.

The angry workers yesterday told **POST** that:

- They had been talked into calling off the strike with hopes of Putco increasing the offer of 15 percent;
- Their Action Committee was not allowed to hold a report-back meeting at Putcoton on Monday, and
- The security police had entered the dispute by calling two members of the Action Committee to Protea.

The two men called to Protea yesterday are Mr Obed Mofokeng and Mr Lucky Mamabolo.

Mr Bruno Mautla, a Putco public relations officer, confirmed that the Action Committee had been refused permission to hold a report back meeting at Putcoton.

"The area manager, Mr Colin Bailey, says the Action Committee has been holding all its meetings leading up to the strike outside Putco premises," he said.

"They should continue to do so."

Mr Mautla said the company was not aware that two men had been called to Protea. He said Mr Lucky Mamabolo had knocked off at 8 am and had returned for his second shift on time at 12,05.

"I cannot get in touch with Baragwanath terminus now, but I believe the same goes for Mr Mofokeng."

Mr Mautle said the company is now waiting for the Department of Manpower Utilisation to convene the next round of talks.

"So we do not know yet when we will continue the talks."

POST
TRANSVAAL

Telephone 27-6081.

333

HERE WE GO AGAIN. Just when people thought an amicable agreement was possible between Putco and its employees, somebody puts his foot in it.

In the most hamhanded manner, the security police called in two Putco employees involved in the negotiations for questioning.

By their action, a situation that had abated is now being forced to boiling point and everybody is getting as tensed up as is normally predictable.

This kind of interference in a matter that needs all the delicacy of expert negotiators, and the cool minds of people who realise the enormity of the problem, is just beyond our comprehension.

Thus far Putco officials and the men on the employees' committee have managed to keep the affair calm but we now fear all sorts of hell is likely to break loose.

One wonders how long it will take the police to realise the emotive power they frequently create when they move into matters which could and should be solved by those directly involved.

Experience has taught us that everytime the police get themselves involved in such sensitive matters people lose their heads and the resultant madness becomes a headache for the police department itself.

It is about time that we learn in this country that the sooner the police maintain a dignified non-involvement in matters that have nothing really to do with the breaking of the law, the better it will be for all of us.

Govt suffers setback in Putco wage talks

Labour Reporter

GOVERNMENT attempts to settle the wage dispute at the Putco Bus Company have suffered a setback.

Putco's black liaison committee yesterday refused to continue official talks aimed at resolving the dispute because the Drivers' Action Committee was not invited to the negotiations.

As a result, talks organised by the Department of Manpower Utilisation ended in deadlock yesterday, according to action committee sources.

These sources say that the liaison committee has little credibility among workers and add that it was this committee's decision to accept a 15% wage increase from Putco without consulting workers that sparked the dispute.

At a meeting on Friday, workers rejected the liaison committee and called for its disbandment. They have demanded that the Transport and Allied Workers Union, to which all action committee members belong, represent them.

Putco drivers have demanded a R35 a week increase and have accepted the 15% rise "under protest". The dispute recently resulted in a strike which left an estimated 150 000 commuters stranded.

After the strike, a formal dispute was declared, and the Department of Manpower Utilisation must now attempt to settle it. If the Department fails, the Wage Board will have to investigate the drivers' grievances.

The first step in the official disputes machinery ended in deadlock when the department's black labour officer failed to secure a settlement.

The dispute has now been referred to the department's regional black labour committees and a meeting between drivers' representatives and these committees were held yesterday morning.

The meeting was chaired by Mr Raymond Dickens, the department's divisional inspector in Johannesburg.

However, action committee members were not invited to these talks and action committee sources said yesterday that the liaison committee had broken off yesterday's negotiations, saying that talks could not continue unless the action committee was involved in them.

They added that the liaison committee had sought a meeting with the action committee last night in an attempt to involve it in the negotiations.

But it had not been possible to arrange this meeting at short notice, they added.

Mr Dickens refused to comment on yesterday's meeting.

He confirmed, however, that the liaison committee had represented drivers at the meeting and added: "Investigations by the regional labour committees are continuing."

An action committee member said: "By refusing to allow the action committee into negotiations, they are simply pushing us around. They are taking no notice of the real worker representatives."

Traffic cops victimize us — taxi drivers

C. Times 24/7/80

333

CITY taxi drivers are locked in a dispute with the traffic department over an alleged shortage of taxi ranks.

Traffic policemen have been accused of "victimizing" taxi drivers who are forced to double park or stop in fire bays or loading zones because they have nowhere else to park.

The dispute, which has simmered for the past three or four years, has boiled over recently with a number of taxi drivers fighting their cases in court.

Taxi drivers claim that the three areas marked off as taxi ranks in Plein Street and upper and lower parts of Adderley Street are insufficient for the large number of licensed drivers in the City.

According to the drivers, taxis are allowed to park only at ranks provided for them and picking up passengers anywhere else is not permitted.

Drivers coming in from jobs during the slack hours have to cruise up and down or double park till parking is available to them, Mr J D Khalo told the Cape Times yesterday at an Adderley Street rank.

While Mr Khalo spoke to the Cape Times reporter a number of empty taxis pulled up alongside looking for parking and remained double parked till other taxis moved out on jobs. Fines range between R15 and R35.

Taxi drivers are not represented by a union and individual representations have been made to the traffic department to try to sort out the problem.

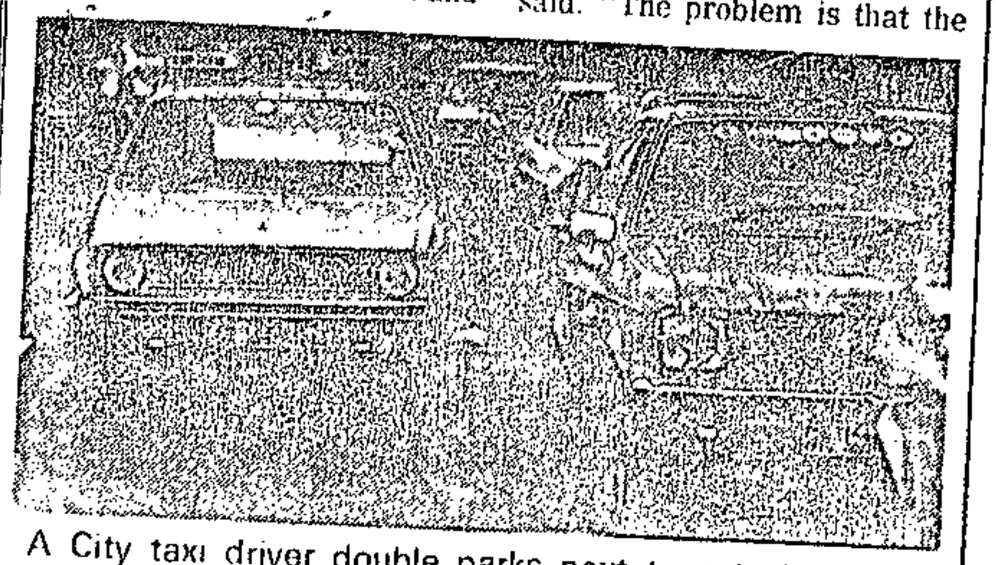
"However, it does not help," Mr Khalo said. "It is just a waste of time because they do not want to help us."

Where money is

A traffic spokesman said traffic inspectors were not victimizing taxi drivers and that sufficient ranks existed for the licensed taxi drivers in the City.

"Before our men ticket drivers they check the other ranks to see if they are all full," he said. "The problem is that the drivers want to be where the money is and this is why they centre on one taxi rank, leaving the others still partially empty."

He said the possibility of creating a fourth rank in Plein street was being considered, and the traffic department was investigating.



A City taxi driver double parks next to a taxi rank in Adderley Street because, he claims, there are no parking bays available to him.

Court stops tanker leaving Durban

333
25/7/80.

DURBAN. — A chemical tanker has been prevented from leaving Durban harbour because five crew members who were fired have taken legal action against the owners.

The five crewmen of the Panamanian-registered tanker Thorheide have had the ship attached and summonsed the ship's owners for nearly R25 000 — which they claim is outstanding pay.

According to the ship's agents, the dispute arose after the discovery of five stowaway women aboard the ship when it had left Cape Town for Durban.

The women are being held in custody. Immigration authorities have demanded R5 000 security from the ship's owners pending identification of the five women, all coloureds, as South African citizens — and their return to their homes.

A writ of attachment on the ship was issued on Wednesday by the Sheriff of the Supreme Court in Maritzburg. A copy was served on the Durban Port Captain, Captain Malcolm Rose, preventing him from allowing the Thorheide to leave the harbour.

The five crewmen — George Franka, Herbert Musse, Ussman van Garibuan, Theodora Rances and Diettlef Rans Roski — dispute claims by the ship's master that they were responsible for bringing the women aboard.

Mr Ted Pulton, of Interline Shipping and Trading Services, the tanker's Durban agents, said the master believed the crewmen were responsible for the cost of returning the five women to Cape Town. This was one reason why the claim for outstanding wages was being opposed.

None of the women has identification documents, and this has made it impossible to prove to immigration authorities that they are South Africans.

Mr Pulton said the women had given addresses in Cape Town.

Mr Poulton said the crewmen were to have been flown home after their dismissal. Air tickets were issued to them, but they refused to leave Durban. — Sapa.

28/7/80 ARGUS

Reef hit by strike of busmen, cleaners

Argus Correspondent

JOHANNESBURG. — More than 3 000 Johannesburg municipal workers came out on strike today — leaving thousands of commuters stranded and rubbish piling up in the city's streets.

Municipal buses which normally start running at 4.45 am were more than an hour late as about 140 drivers refused to go to work in solidarity with striking Electricity Department workers.

As the queues grew, white inspectors from the Transport Department took over driving the buses.

About 3 000 workers in the Johannesburg cleansing department went on strike yesterday leaving streets unswept and dustbins spilling over.

A bus union official said: 'We are striking for equal pay for comparable work. We were promised this.'

SUPPORT?

Mr H M Wallace, general secretary of the Johannesburg Municipal Transport Workers' Union, said an executive meeting would be held today to decide whether white bus drivers would fill in for the striking drivers.

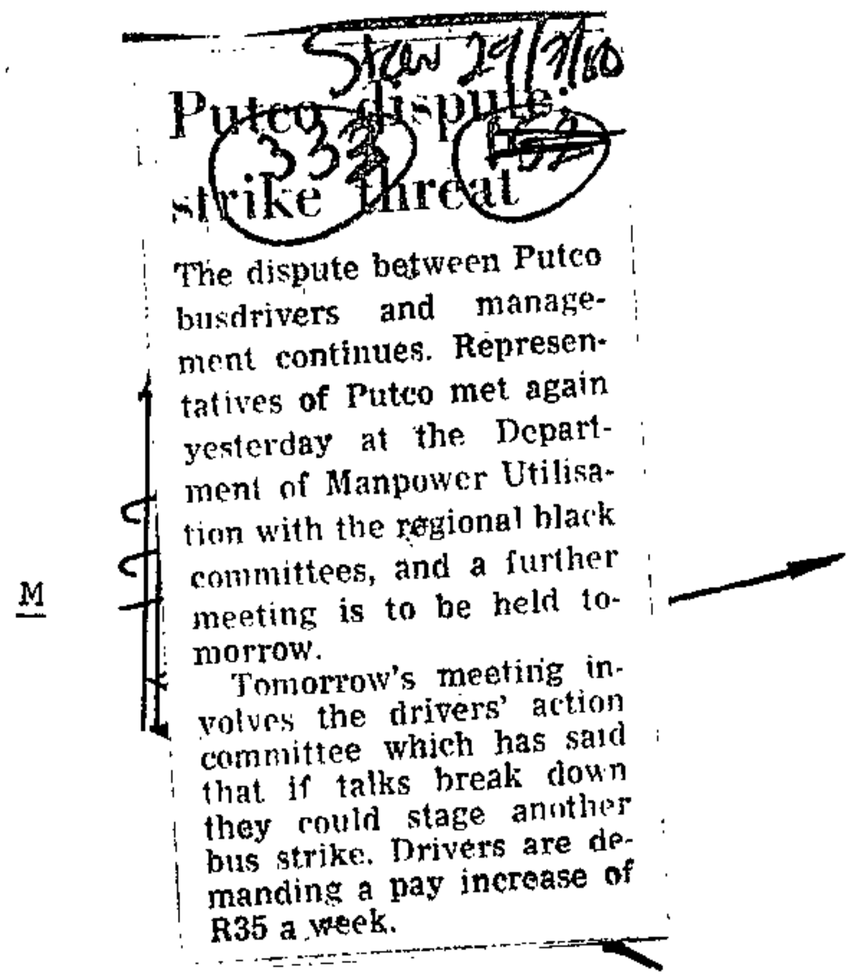
He said he thought the black drivers were 'making a big mistake by striking in an essential service.'

Mr Wallace added: 'What they are striking for is to have their union recognised, but as I understand it the department could discharge those drivers on strike, possibly today. And this is not going to help their cause.'

330 PAID OFF

At the Goch Street bus depot about 300 maintenance workers and 30 bus drivers were paid off.

Mr Wessel Barnard, Johannesburg electrical engineer, said today the situation in his department 'improved considerably' over the weekend after strikes last week.



Star 29/11/60

Putco dispute: strike threat

The dispute between Putco busdrivers and management continues. Representatives of Putco met again yesterday at the Department of Manpower Utilisation with the regional black committees, and a further meeting is to be held tomorrow.

Tomorrow's meeting involves the drivers' action committee which has said that if talks break down they could stage another bus strike. Drivers are demanding a pay increase of R35 a week.

Figure 2.5 : Vector representation of a moment.

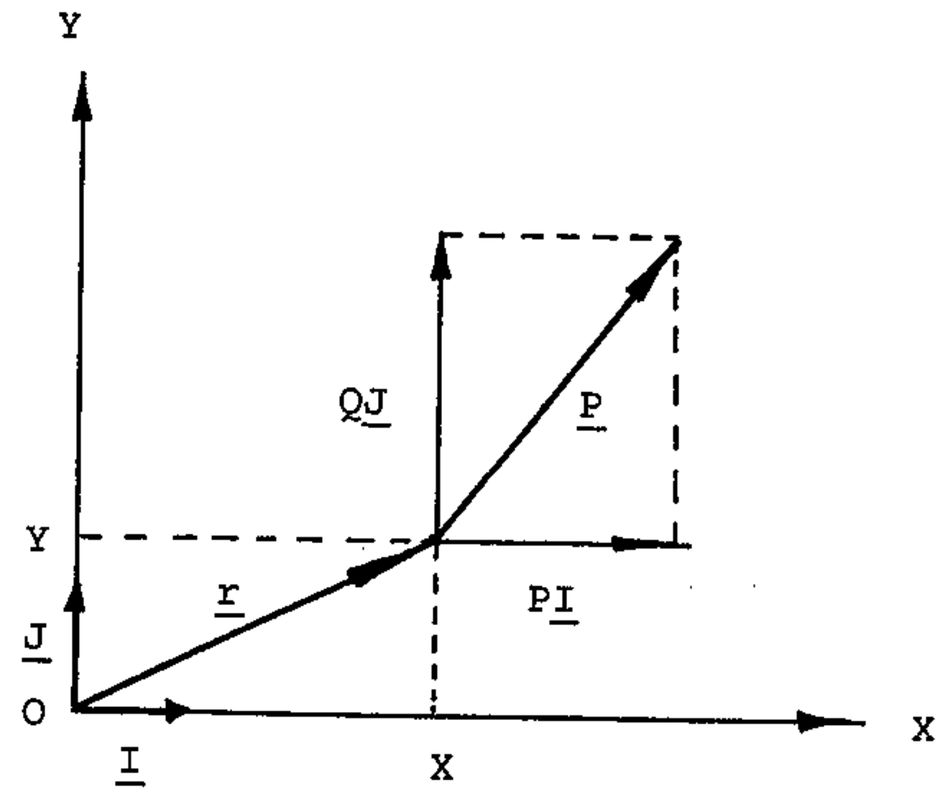


Figure 2.6 : Force P acting in the X-Y plane.

Removal van workers say: we're getting a raw deal

333

1/8/80

by Trader

EAST LONDON — East London removal van drivers and workers claim they are being exploited by their employers.

They say East London removal firms pay the lowest wages in South Africa.

One worker, who asked not to be identified for fear of losing his job, said workers were paid a daily allowance of 42c a meal while drivers received R1.

Workers received a night allowance of 75c when they were out on the road and drivers got R1,50 but they received no additional pay when they were on the road on public holidays.

Nor were they paid for sick leave if they consulted their family doctor.

Listing other complaints, they said that when they were out in the country they had to sleep in the vans as they were not given an accommodation allowance to stay at hotels.

They were told they had to sleep in the vans as they were responsible for protecting their cagoes — which were insured — and guarding it against theft.

The fact they slept in the vans was not appreciated by employers.

However, a worker did acknowledge they were paid a bonus after they had done 20 to 25 trips.

Another worker said labourers at some removal companies were penalised for breakages, despite the fact they received meagre wages.

He said the starting salary for a labourer was R19 a week and R35 a week for a driver.

He also alleged full overtime was not always paid.

Spokesmen at removal firms said they paid their workers in accordance with the Wage Determination Act. They refused to comment further and said the matter had nothing to do with the press.

Labour Department officials also refused to comment beyond saying any worker who felt he had a legitimate complaint should report the matter and it would be investigated.

Government Gazette No 7034 of May 30, 1980, says the minimum weekly wage for unskilled labourers over 18 in East London was increased by R8 from the end of May — from R17,50 a week to R25,50 a week.

The notice in the Government Gazette says employers may not levy any fines against an employee and nor may he make any deductions from an employee's pay packet without the written consent of the employee.

This includes holiday and sick leave deductions, medical, insurance, savings, provident or pension fund contributions, or subscriptions to a trade union.

The Gazette also stipulates that overtime is limited to a maximum two hours a day or 10 hours a week.

The Gazette adds that in the case of a daily-paid employee, "overtime should be paid at a rate of not less than one and one-third times his wage in respect of the total period so worked by such employee on any day."

By law an employer must pay the hospital or medical fees of an employee injured on the job.

If an employee does not work on a public holiday, an employer must pay him not less than his weekly wage for the week in which the public holiday fell and if he worked for a period not exceeding four hours, not less than his daily wage.

If an employee does continuous process work during his free period or works a shift which falls partly on a public holiday, the employer should pay him not less than double his wage in respect of the total period worked on any other day.

STAR (333) 8/8/80

Putco drivers hold meeting

The Putco bus drivers' Action Committee is to meet the company's management on Monday to seek recognition of their union.

At a meeting attended by about 400 drivers in Soweto today the drivers said the Action Committee was "too slow" in pay negotiations which resulted in a strike in June.

EDM

Union, Putco meeting Monday

9/8/88.

333

Labour Reporter

A DELEGATION representing the Transport and Allied Workers' Union will meet management at the Putco bus company on Monday to discuss recognition of the union at Putco.

Although the delegation will attend the meeting as union representatives, it will be comprised largely of members of the Putco drivers' action committee.

Sapa reports that one speaker at the meeting warned of strike action by drivers if their union was not recognised.

Putco drivers struck recently in support of demands for a R35 a week wage increase and recognition of the union.

The wage dispute was referred to the Department of Manpower Utilisation. Attempts by the department to resolve it have not been successful and it is now likely that the issue will be referred to the Wage Board for a ruling.

Management responded to the union recognition request by saying it would agree to recognise the TAWU if it provided Putco with certain documentation.

In the wake of the strike, worker spokesmen charged that management was adopting an "anti-union" line. They said the company was denying the union facilities and was attempting to deal only with its liaison committee, which workers have rejected.

However, informed sources said yesterday that the company appeared to have softened its attitude to the union and the drivers' action committee, all of whose members also belong to TAWU. They add that this change in attitude may result from a new growth of worker discontent which could spell further unrest.

This week the company agreed to a union request for talks on the recognition issue.

Yesterday, drivers held a meeting to report back on deadlocked negotiations under the auspices of the Departm nt of Manpower Utilisation.

The Chief Magistrate of Johannesburg had given permission for the meeting to be held, a move which is seen as evidence that official attitudes to Putco workers have softened.

Permission is required because meetings of more than nine people have been banned

'Putco is delaying on pay'

Putco's bus drivers have accused the company of "dragging its feet" in their demand for a R35 a week increase and have urged their action committee to adopt a strong approach to management.

The committee was due to meet management today to seek recognition of its union.

At a meeting attended by about 400 drivers in Soweto at the weekend the drivers said:

- They were tired of the "delaying tactics" used by management in their wage dispute.
- They wanted recognition of their union, which has 1 640 members.
- They wanted the dismissal of a Mr Vorster, a Putco official.

A member of the action committee told the meeting that negotiations over wage demands had become "bogged down."

He felt that the stages the negotiations had to go through were taking too long.

A driver said he had accepted the 15 percent pay increase offered by the company "under protest."

Busmen threaten to strike

Putco bus drivers are moving towards confrontation with their management because of dissatisfaction over pay and work conditions.

A secret meeting of about 200 drivers decided today to take strong action on Monday to air grievances. They said their action might lead to bus services stopping.

Drivers bitterly complained Putco's "delaying tactics" to stall demands for a R35-a-week pay hike. The company has offered them a 15 percent rise.

They warned that if their spokesmen were arrested or harassed, they might refuse to work.

Blacks' low pay blamed for Putco's dilemma

STAR 14/8/80

333

Own Correspondent

Lack of decent wages for black workers was slammed at a National Transport Commission hearing in Pretoria today.

The commission which is hearing a Putco application to increase bus fares in the Witwatersrand area, was told that black wages were the root of the problem and forced blacks to oppose the increase.

The commission was also told that if people were forced to live long distances from work and other essential facilities, it was up to the Government to ensure these people could afford transport to the facilities.

"Wages should go up." It would be better to have economic wages for blacks and no subsidies for their public transport, than subsidies and low wages, said Mr Arthur Chaskalson, SC, who is representing 35 people and organisations objecting to the proposed increases.

He said that according to a Department of Statistics table ,the average monthly earnings of black people in South Africa was between R126 and R232.

Mr Chaskalson also quoted from an Urban Foundation report on Soweto which revealed that 48 percent of the households there had an average income of only R2 500 a year.

DISCONTENT

Replying to a question from the commission, he said it was no use saying cost increases were inevitable.

"The cost of public transport cannot be set beyond the reach of ordinary commuters, because then we face the threat of discontent, dissatisfaction and unrest."

Addressing the commission yesterday Mr Chaskalson said:

"Many of the commuters who use Putco's services are living close to the breadline.

"Every rand is very important to these people and public transport is

Putco drivers allege 'delaying tactics'

21/8/80

333

STAFF

Putco bus drivers today asked the chairman of the Central Black Labour Board, Dr J G Louw, how long it will take to resolve their dispute with the company because they claimed "delaying tactics" were being used.

They said they wanted a R35 a week pay increase instead of the 15 percent offered by the company, and warned they would strike if the process took too long.

Dr Louw said he could not give an unequivocal answer to the drivers' questions but he would do all he can to try and resolve the issue.

Plea averts Putco strike

By JOE THLOLOE

A PLEA by a trade union organiser, Mr Wilson Manana, yesterday averted another strike by Putco drivers.

This was the third time in less than a week they had turned back on the brink of a strike.

The angry drivers were threatening to go on strike — "now" — after hearing the chairman of the Central Black Labour Board, Dr J G Louw, tell them he had failed to get a promise of more money from the company.

Mr Wilson Manana, an organiser of the Transport and Allied Workers' Union, pleaded with the workers not to go on strike.

"If we do something silly now, we shall be victims of the law," he said. "All that we have achieved will crumble and our union will be closed down."

He spoke of unions whose leadership was banned or exiled because "they became political people."

Transport and Allied is one of the two unions that have asked Putco for recognition. They applied for registration earlier this year, but have not been registered yet because of objections from the registered African Transport Workers' Union.

Dr Louw told the 300 people he had met Putco management last Friday and told them the 15 percent increase they had given the drivers only made up for the increase in the consumer price index between last year and now.

He had asked them to contribute something to the closing of the wage gap between black and white drivers.

He said he would now write a report to the Minister of Manpower Utilisation, Mr Fanie Botha.

Mr Botha would then refer the dispute to the Wage Board, who after investigation, would make a recommendation to the Minister.

"What the Minister orders after the Wage Board recommendation becomes law," Dr Louw said.

He said the process could take anything up to six months.

The drivers are to meet again next week.

STAR 22/8/80

Putco men agree to wait for pay inquiry

Putco bus drivers yesterday abandoned plans to go on strike on Monday for higher wages.

The decision came at a meeting in Swoeto between more than 200 drivers and officials from the Black Labour Board and the Department of Manpower Utilisation.

The meeting was called to discuss Putco's offer of a 15 percent increase on weekly wages. The drivers are demanding a R35-a-week pay rise.

A senior executive of the drivers' Action Committee Mr G Manana, warned the drivers that if they went on strike they would be "challenging the law."

The chairman of the Central Black Labour Board, Dr J G Louw, said that when a dispute was declared on July 9 negotiations had to go through several channels before a settlement was reached.

"I understand that you have been under the impression that we have done nothing. This is not true and there are all sorts of reasons why there is a time lapse," he told the drivers.

IMPATIENCE

The settlement process would take time, he said. He understood the impatience of the drivers and was sympathetic towards them, but there was nothing he could do to speed up the process.

After his address, the drivers accused Putco and the Government of resorting to delaying tactics.

Asked how long it would take to get the matter resolved, Dr Louw said he could not give an unequivocal answer but hinted that it could take up to six months. Many drivers hissed and booed him.

He denied there was unnecessary delay. He said his role was to draw up a report for the Minister who would then refer the dispute to the Wage Board.

PUTCO DISPUTE FM 22/8/80

Strike threat looms

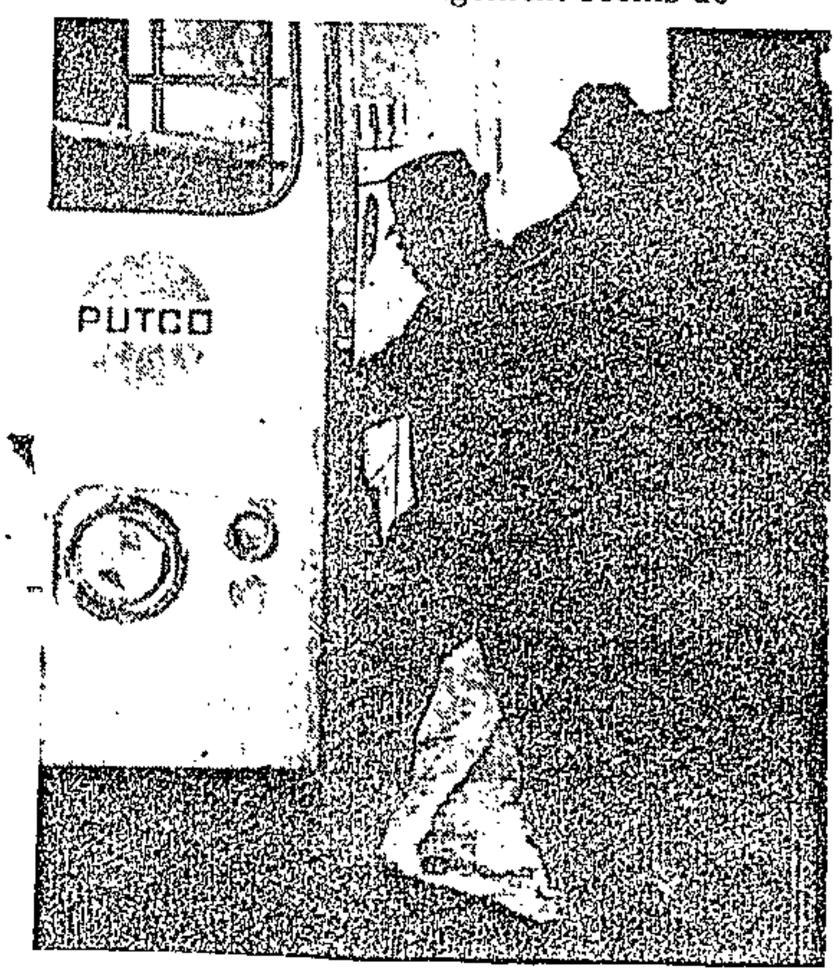
As the FM went to press a strike by Putco workers was imminent after a week of fruitless meetings to settle the two-month-old wage dispute. This could once again leave thousands of black commuters stranded.

Last weekend the Transport and Allied Workers Union and the workers' action committee narrowly averted a strike when workers threatened to bring Johannesburg's buses to a standstill following allegations of unfair dismissals and management's refusal to move from its 15% across-the-board wage increase.

The union and the committee felt that a strike would jeopardise the wage negotiations and reduce the chances of union recognition.

On Wednesday the Central Labour Board met with the action committee to discuss the wage increase. The board informed the committee that management "could not afford to go beyond its 15% increase."

After the meeting a committee spokesman said: "We cannot give workers the same advice now. Management seems determined to stick to its offer and workers are growing impatient."



Workers are angry because the "negotiations are taking so long and there seems no end in sight. The government's negotiation procedure allows for this and management seems to be doing little to help speed it up," the spokesman added.

Workers have said they are prepared to compromise on their original R58 a week demand and will accept R43. But they refuse to accept management's offer of R32,50 a week.

Bus driver shortage: apartheid ditched

EAST LONDON — The City Council has approved the appointment of bus drivers-conductors from all race groups to overcome the shortage of suitable white drivers.

The Action Committee authorised the employment of men from all groups earlier this month, as a matter of urgency, with Cllr C. S. A Lutzke dissenting.

In another issue affecting municipal staff, the council agreed to increase the pay of apprentice motor mechanics, panel beaters and spray painters and plumbers to between R49,45 weekly (first year) and R123,64 (fourth year).

The increases follow a directive from the secretary of the Apprenticeship Committees, Department of Manpower Utilisation in connection with apprentices in the metal industry.

The total cost for the remainder of the year will be R4 260. — DDR.

333

Welder killed through 'lack of liasion'

NM 26/8/80

Court Reporter

A misunderstanding between two men on board the tanker Buffalo in Durban Harbour led to a lack of certain security measures in the pump room, where an explosion killed one man and injured 11 others, a joint inquest and Department of Labour inquiry heard yesterday.

Mr Edward Arthur Lamalettie, 55, a welder, was killed.

Mr Petrus Barnard, a foreman for Unicorn Lines, told a Durban Magistrate, Mr J Jacobsz, sitting with Mr B French of the Department of Labour, that he had interpreted a 'gas-free' certificate as being sufficient authorisation for him to start welding.

According to company policy, Mr Barnard was required to check with the safety officer on board before starting work. He had not done so. The lack of liaison between the two men had led to certain security measures not being taken.

At a previous hearing, the Court was told that no trace of gas could be detected in the pump room immediately after the explosion. The blast blew a one-ton skylight 13 m into the air.

The hearing continues today.

STAR (154) (333) 26/8/80 (143)

Court action on closed-shop union

A civil dispute with far-reaching implications for South African labour law will be heard today in the Port Elizabeth local division of the Supreme Court.

At issue is the right of a Port Elizabeth company, PE Tramways Ltd, to compel employees to join an alleged "in-plant" association, the Bay Busworkers' Union.

The [illegible]

case are the Transport and Allied Workers' Union (TAWU) — an affiliate of the Consultative Committee of Black Trade Unions — and individual employees of PE Tramways.

They allege that the Bay Busworkers Union was created by the company in May this year in response to the organising activities of the TAWU.

R10 000 in company funds.

They also allege that PE Tramways is attempting to "introduce a closed-shop situation" by demanding that workers and prospective employees apply for membership of the company union, on pain of dismissal.

Of a total workforce of 550, they say, 330 workers are paid-up members of the

333 Cape Herald 30/8/80

Bus wage talks 'if boycott ends'

CALL off the bus boycott and we will consider the wage demands of the bus workers. This is the message given to the bus workers' union by City Tramways on Monday.

This was confirmed by Mr D C Benade, secretary of the Tramways and Omnibus Workers' Union, which represents the workers.

The company's ultimatum follows demands made at a meeting of the bus workers last week, where they expressed anger at the deal they were receiving and threatened tough action if their grievances were not removed.

Among the demands are a 25 percent wage increase and a complete re-evaluation of job catagories.

City Tramway's standpoint of meeting the workers' demands only once the boycott was called off was made at the first of a long series of wage talks held on Monday.

Mr Benade has described the talks as the most crucial in the union's history.

City Tramways was represented at the meeting by its general manager, Mr Derrick King. He was not available for comment.

The head of the publicity department at the company, Mr Bob Krause, refused to comment, other than saying the matter should not be aired in the Press.

A spokesman for the Bus Action Committee said the boycott will not be called off.

'We have previously referred to the 'Dirty Tricks Department' of City Tramways and suspect they are at work again.

'They are obviously trying to play up one section of the community against the other.

'What happened to the claims they made in their many pamphlets that their employees are well paid?

'This is obviously a thinly-veiled attempt to end the bus boycott, but City Tramways will not succeed,' the spokesman said.

333

409 may lose jobs

NM 11/6/80

Mercury Reporter

ABOUT 20 forklift drivers have been paid off by Afship Stevedoring in Durban.

Declining steel exports are understood to have caused the African Shipping group to close its Durban stevedoring division unless they can dispose of it as a going concern. The date given for official closure was October 31.

If the division closes 409 people, including 377 weekly-paid employees, will be out of jobs.

At a meeting yesterday workers voiced their fears that they would not be able to find work elsewhere.

Labour law case is crucial

By Drew Forrest

One of the most important test cases of South African labour law in recent years will be heard in the Appellate Division in Bloemfontein tomorrow.

At issue are the right of trade unions to represent their members in legal actions in court, and the legal rights of workers who claim they have been victimised.

Five judges are to hear an appeal by the Transport and Allied Workers Union (TAWU), the works committee of a Vereeniging company P E Bosman Transport Ltd, and two dismissed employees of the company.

COUNCIL ROLE

They will ask the court to set aside a 1978 Supreme Court judgment by Mr Justice Eloff who ruled that none of the appellants had "locus standi," a legal interest in the matter.

The applicants had claimed that P E Bosman Ltd had victimised and might continue victimising employees seeking enforcement of an Industrial Council agreement through official means and the TAWU.

Mr Justice Eloff found:

- The union had only an indirect, financial interest in the matter and its own legal rights were not at stake.
- In terms of the Black Labour Relations Regulations Act the works committee could not take up cudgels on behalf of employees except in negotiations with an employer.
- The dismissed workers had no legal interest in the application because they were no longer employed.

STRENGTHENED

If the earlier Supreme Court rulings are upset by the appeal the position of victimised workers would be greatly strengthened.

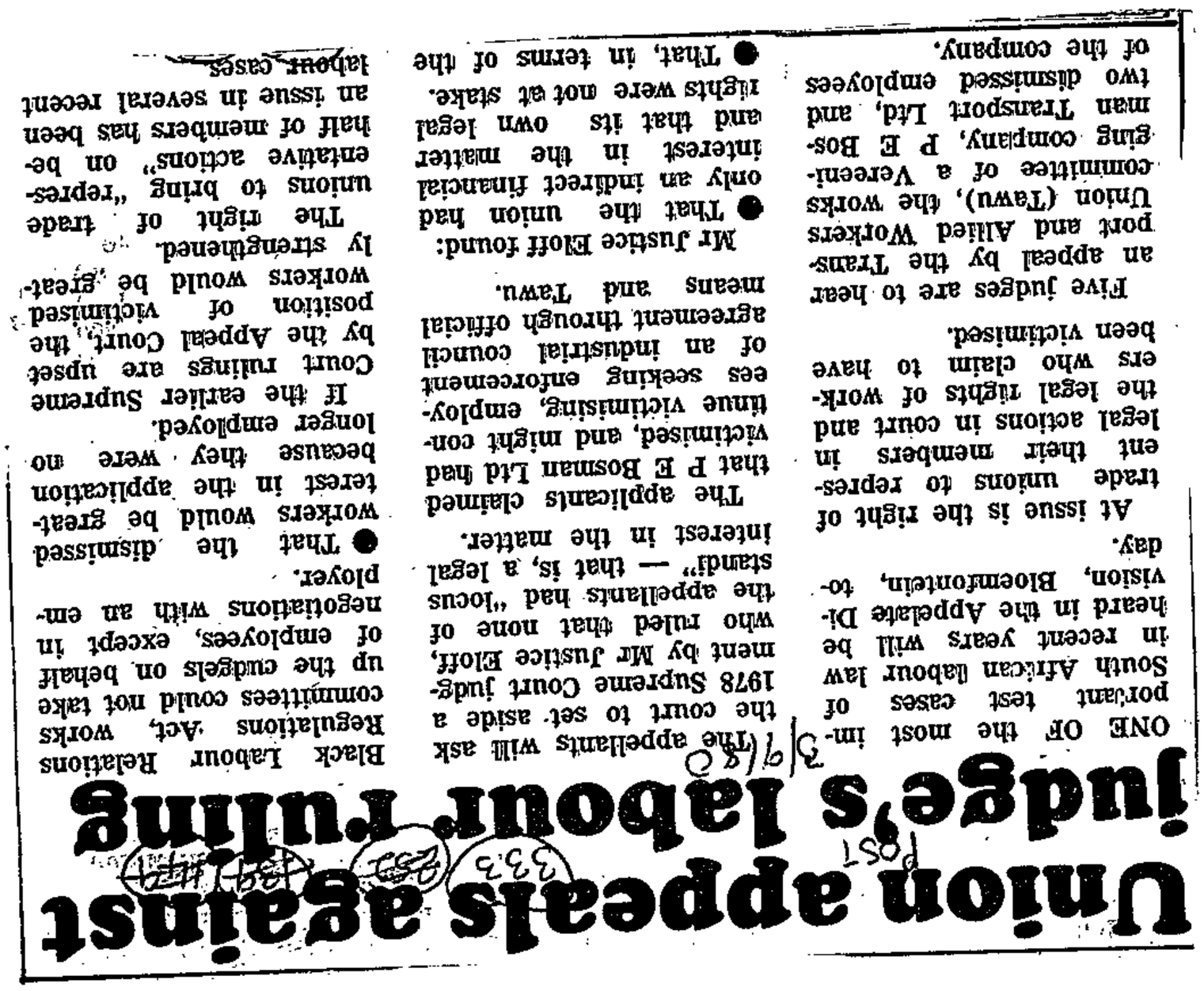
The right of trade unions to bring "representative actions" on behalf of members has been at issue in a number of recent labour cases.

Re: Term 3: Here it is suggested that a discount factor equal to (or slightly higher than) the interest rate on a comparable loan should be used for this term. This stream is riskier than the stream in Term 2 because the lessee requires to have a taxable income to get the cash flow.

Re: Term 4: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. To facilitate a fair comparison with leasing the most rapid method of depreciation allowed by the Receiver of Revenue should be used. Furthermore depreciation in this context includes the investment and initial allowances.

Re: Term 5: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. This stream is the tax shield arising from the tax deductibility of the interest on an equivalent (the displaced) loan.

The general approach will now be applied to the problem in MAN. 530 which follows.



Union appeals against judge's labour ruling

ONE OF the most important test cases of South African labour law in recent years will be heard in the Appelate Division, Bloemfontein, today.

At issue is the right of trade unions to represent their members in legal actions in court and the legal rights of workers who claim to have been victimised.

Five judges are to hear an appeal by the Transport and Allied Workers Union (Tawu), the works committee of a Vereeniging company, P E Bosman Transport Ltd, and two dismissed employees of the company.

Mr Justice Eloff found:

● That the union had only an indirect financial interest in the matter and that its own legal rights were not at stake.

● That, in terms of the agreement through official means and Tawu.

The appellants will ask the court to set aside a 1978 Supreme Court judgment by Mr Justice Eloff, who ruled that none of the appellants had "locus standi" — that is, a legal interest in the matter.

The applicants claimed that P E Bosman Ltd had victimised, and might continue victimising, employees seeking enforcement of an industrial council agreement through official means and Tawu.

Black Labour Relations Regulations Act, works committees could not take up the cudgels on behalf of employees, except in negotiations with an employer.

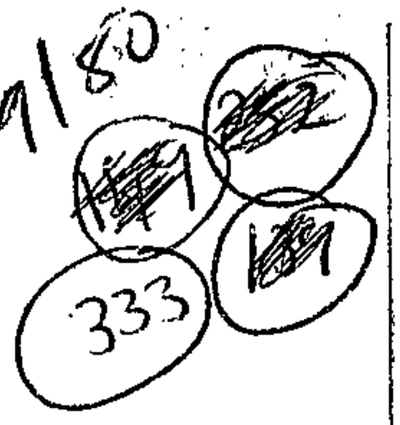
● That the dismissed workers would be greatly strengthened.

The right of trade unions to bring "representative actions" on behalf of members has been an issue in several recent labour cases.

If the earlier Supreme Court rulings are upset by the Appeal Court, the position of victimised workers would be great-

Test appeal will affect trade unions

STRIKE 3/7/80



By Drew Forrest and Craig Charney

A key test case on the right of trade unions to sue on behalf of their members is being heard in the Appeal Court in Bloemfontein today.

Five judges are hearing the appeal in a case where a Vereeniging company, Bosman Transport, is being sued by the unregistered Transport and Allied Workers Union, the company's works committee, and two dismissed employees.

They are asking the court to set aside a 1978 Supreme Court ruling by Mr Justice Eloff that none of the applicants had *locus standi*, or a legal interest in the matter entitling them to sue.

The applicants originally claimed that works spokesmen were victimised after trying to raise grievances over drivers' log-books and overtime pay.

The case could have a far-reaching impact if the Appeal Court overturns the previous ruling and enables trade unions to protect their members' rights in court.

If it did not grant similar rights to in-plant works committees, such a ruling could also deal a body-blow to the Government-promoted alternatives to trade unions.

NO INTEREST

Mr Justice Eloff found in his ruling that the union had only an indirect financial interest in the matter, while its own legal rights were not at stake and that works committees also had no right to sue. He also held that the dismissed workers themselves had no interest in the case — an urgent application to prevent victimisation — because they were no longer employed.

Last week the new Industrial Court handed down a ruling in direct conflict with Mr Justice Eloff's in which it held that the unregistered Metal and Allied Workers' Union and a contract worker whose contract had lapsed, Mr Stephen Maponya, had standing to sue Mr Maponya's former employer, Precision Tools of Johannesburg.

Bus service boycott continues

(333)

NM 5/10/80

African Affairs Reporter

THE KwaZulu Development Corporation bus company is expected to start operating in Wembezi township, Estcourt, this morning — but the Mercury was told last night that the residents would continue with the two-month old bus boycott against the Khanyani bus company.

At a meeting at Wembezi yesterday residents were told that the KwaZulu Development Corporation (KDC) would run the service, but residents said they would continue the boycott because the KDC would not reduce the bus fares which started the boycott.

The boycott was sparked off when fares rose to 32c. The residents felt that the KDC would still charge the same fare.

A spokesman for the residents said they believed the takeover by the KDC was an attempt to save the Khanyani bus company.

The local Regional Authority recently wrote to the Transportation Board calling for a new company to take over the service.

Things came to a head at the weekend when the local magistrate read a letter from the Transportation Board which rejected their proposal.

Bid to rescue adventure tours

CITY Tramways busdrivers have suspended their voluntary service of taking black schoolchildren on free adventure tours.

The tours are part of the Adventure Bus Programme, started nine years ago by the Grassroots pre-school organisation.

The Omnibus Workers' Union has asked City Tramways to assist in paying the busdrivers, union secretary, Mr D C Benade said.

This was being considered by the company, a senior spokesman said.

Mrs Jinny Richards, the Grassroots Organisation director, has appealed for a continuation of the tours.

LEADERS

'These children are our future leaders and we must hold on to every little thing which enriches their lives. The Adventure buses do that in a big way. Long may they run,' Mrs Richards said.

The reason for the suspension, according to Mr Benade is the continuing bus boycott.

'Because of the boycott the busdrivers have not been able to work overtime — which they rely on to make ends meet.

'And as a result they question whether they can continue to provide a service to a community which is making life difficult for them,' Mr Benade said.

However, many busdrivers interviewed by Cape Herald denied their action was aimed at the community.

'City Tramways is the target,' one busdriver said.

Hopes high for black union

(333)

By STEVEN FRIEDMAN
Labour Reporter

BLACK worker hopes that the Putco bus company will soon recognise a black trade union brightened yesterday after the company met representatives of the Transport and Allied Workers Union.

The TAWU claims that most Putco drivers belong to it and a union source said yesterday that Putco's "gentlemanly" attitude at the meeting had made the union confident it would be recognised.

Meanwhile, Putco's personnel executive, Mr Ted Pamphilon, revealed yesterday that the company had been approached by a second union, the Fosatu-affiliated Transport and General Workers Union. The TGWU has apparently been organising Putco drivers on the East Rand.

It is understood that Putco has already decided in principle to recognise a black trade union but the company is seeking clarification on the unions' support among workers and their constitutions before deciding finally.

Mr Pamphilon said the company would also meet a delegation from the TGWU.

Union recognition was among the demands made by Putco drivers when they struck recently. The drivers' wage demands are still in dispute and the Department of Manpower Utilisation is attempting a settlement.

A Transport and Allied Workers Union source said yesterday that no decisions had been taken at yesterday's meeting, but added that negotiations on the issue were continuing.

Another meeting could take place within the next week, he said.

He said that Putco had received the union delegates "in a very gentlemanly way" and added "we are confident that they will agree to recognise the TAWU soon".

Mr Pamphilon described yesterday's meeting as "a contact and discussion meeting" and said "it is obviously too early for finality to be reached".

Govt Putco move 'a good thing'

A meeting of Putco drivers in Johannesburg today decided to call on the company to speed up their wage negotiations in the wake of The Star's story yesterday that the Government is to ask the transport giant to break up into four companies and to expand its shareholding.

Dr Nthato Motlana of the Soweto Committee of 10 and Bishop Desmond Tutu, general secretary of the S A Council of Churches, — both involved in fighting the fare increase for which Putco has applied — said the Government move was "a good thing."

Yesterday the Minister of Transport, Mr Heunis, gave the go-ahead to his department to ask the directors of Putco — controlled since 1971 by the Carleo family — to break up the company into four separate operating companies and to expand its shareholding.

Almost 100 drivers met at the company's Baragwanath depot and said negotiations for a R35-a-week rise were taking too long.

Putco talks continuing

Putco bus drivers met again today to discuss their wage grievances as the company waited for an official Government directive to expand its shareholding and break up its operation into four regionlly based companies.

The Putco wage dispute — the result of a demand from drivers for a flat R35 a week increase — arose more than two months ago and now rests with the Wage Board.

Today Putco executives were still waiting for official notification of the Government's plans — reported first in The Star on Monday — regarding the giant transport conglomerate.

The Department of Transport is to ask Putco — presently controlled by the Carleo family — to fragment the company into four regionally based operations, each with their own directors, Mr A B Eksteen, director general of the Department, told The Star on Monday.

Black community leaders, who have generally welcomed the Government's move to break up Putco, have called on the Government to use the opportunity to bring black entrepreneurs into the company.

"The Government must go further than just breaking up Putco," said Dr Nthato Motlana, chairman of Soweto's Committee of 10 and one of the opposers of a fare increase for which Putco has asked.

"It must also bring black entrepreneurs into the transport business — both as directors of Putco and by allowing them to operate certain routes if they have the buses."

Tramways, union reach pay agreement

Argus 13/1/80

333

Labour Reporter

A WAGE agreement was reached between City Tramways and the Tramway and Omnibus Workers' Union this week, but neither would give details.

It is understood that workers accepted an offer of an immediate 10 percent increase with a further 8 percent in February.

The union had demanded a 25 percent increase and a major job category re-evaluation.

Mr J Barnard, managing director, said the agreement was a domestic matter between the firm and the union.

Asked whether it could have an effect on fares, he said: 'Wait till we tell you.'

The secretary of the union, Mr D C Benade, said the increase was 'the type of information which one has to treat with a measure of confidence.'

An offer from the company had been accepted with reservations by the overwhelming majority of workers at two meetings on Tuesday.

The agreement would affect both maintenance and running staff, he said.

Mr Eglin suggested morning re-screening of, say one hour, of highlights from the previous night's late programmes. His argument was that many older people went to bed earlier so that they missed the late evening programmes.

In a letter to Mr Eglin, Professor Mouton said he

Plea for labour peace in transport

Labour Editor

A call for sound labour organisation to avert the risk of serious disruption in passenger and goods transportation was sounded yesterday by the South African Council of Transport Workers.

Mr D C Benade, president of the council, pleaded for national industrial councils to promote labour peace "in an industry where unrest and instability could have a ripple effect far beyond its own sphere of activity."

Addressing the council's annual meeting in Durban he revealed preliminary steps had been taken with the creation of national employers' associations for bus operators and goods transporters.

Transport unions were directing their energies in the same direction, he said.

Mr Benade welcomed moves to set up a Road Transport Industry Training Board which would be concerned with the training of at least 55 000 employees in 8 000 firms.

The board would be financed from a levy based on a percentage of the payroll which could be expected to raise an income of R51-million.

Tension still running high inside Putco

(333)
RDM. 19/3/88.

By STEVEN FRIEDMAN
Labour Reporter

TENSION is still running high at the Putco bus company. A strike at the Putco depot was narrowly averted on Saturday and a new strike is still possible, sources close to the Transport and Allied Workers' Union warned yesterday.

According to these sources, the main cause of the tension are worker allegations that management at the depot has been firing or transferring some drivers. "Workers are very angry about these dismissals," they said.

Mr Ted Pamphilon, Putco's personnel executive, said yesterday: "There are strike rumours virtually every third day at the moment." He added that there had been rumours of a strike by drivers yesterday.

He said he could not comment on specific allegations that drivers had been transferred or dismissed as only the area manager concerned would have details.

However, he added: "Obviously, we have dismissals every month."

Late last week, Mr Michael Mohatla, general secretary of the Tawu, warned that drivers were "caucussing" in preparation for a fresh strike.

According to union sources, a strike was planned for Saturday, but workers were persuaded to delay this action and to draw up a petition to management detailing their grievances.

This petition would serve as a "warning" to management that a new strike could occur if worker grievances remained unresolved and workers were still threatening to strike if action was not taken, these sources said.

"It was no easy matter to prevent a strike and there is no guarantee that there won't be trouble again," they added.

According to Mr Pamphilon, management has not yet received any formal communication from drivers detailing their grievances.

The union has argued against a strike, telling drivers that this would jeopardise current negotiations between Putco and Tawu on union recognition.

The chief grievances at present are the alleged dismissals and transfers at Putcoton, just outside Soweto. During the recent strike, workers at Putcoton demanded the dismissal of a key official at the depot and it was claimed yesterday that management at the depot was "trying to get even".

Workers are also impatient at the inability of official machinery to settle their wage dispute with the company.

"Although drivers agreed that the dispute should be submitted to the official machinery, none of them expected it to take this long," a union source said.

The dispute was referred to the Department of Manpower Utilisation after the strike at Putco six weeks ago. However, attempts to settle the dispute through official channels had not yet been successful and this was apparently adding to tension at the company.

The drivers' action committee, which has close links with Tawu, is to meet officials of the department tomorrow in the latest phase of attempts to settle the pay dispute through official channels.

Court explains refusal to hear test case

By STEVEN FRIEDMAN
Labour Reporter

THE Appeal Court in Bloemfontein has made known its reasons for refusing to hear a crucial "test case" on workers' rights.

Recently the court refused to hear an appeal by the unregistered Transport and Allied Workers Union, a Government works committee and two workers against a judgment by Mr Justice Eloff in the "Bosman case".

Yesterday Mr Justice Muller handed down written reasons for the court's refusal to hear the appeal on September 3.

He said the court refused to condone the late filing of notice of leave to appeal and the court record.

He said that in a case where there had been a flagrant breach of the rules of the Appeal Court in more than one respect, and where in addition there was no acceptable explanation for some periods of delay, an application for condonation should not be granted, whatever the prospects of success of the appeal might be, reports Sapa.

Mr Justice Eloff had ruled in the Transvaal Supreme Court that an unregistered union had no right to go to court on behalf of its members if it feared they might be victimised.

He also ruled that a works committee had no legal standing to go to court at all.

The judgment was interpreted as a serious blow to the legal standing of unregistered unions and to the legal rights of black workers in victimisation cases.

It was handed down in a case in which the union, the P E Bosman Transport Works Committee and two workers had brought a case against a Vereeniging company, Piet Bosman Transport.

They had asked the court for an interdict restraining the company from dismissing workers or altering their terms and conditions of employment to their disadvantage.

Mr Justice Muller said the explanation given for the late filing of the notice of appeal was "so unacceptable or wanting that even if virtually all the blame could be attributed to the applicants attorneys, condonation ought not, in his view, to be granted."

Mr Justice Wessels, Mr Justice Miller and acting judges of appeal, Mr Justice Galgut and Mr Justice van Heerden, concurred.

Tawu's AGM deferred

By CHRIS MORE

THE annual general meeting of the Tranport and Allied Workers Union (Tawu) was yesterday postponed to a later date to give the executive more time to pare for the all-important talks with the Putco management on Wednesday.

About 100 members of Tawu agreed that the talks with Putco were more vital to the union and should thus be given preference over other activities. The meeting, held in Vosloorus, Boksburg, thus concluded that the executive prepares for a full scale "attack" on the Putco management.

There was near-disorder when a speaker from the floor suggested that the meeting continue as scheduled. The house felt that if the meeting was continued and a new executive committee elected, the latter would be jeopardised at the Wednesday talks as they would not be on the same level with the Putco management regarding the negotiations.

Mid-way the scheduled agenda, it was moved that the present executive committee remain to continue discussions with Putco. This came as matters arising from the minutes of the last annual general meeting were discussed and the Putco affair was raised.

The new date of the AGM has not been set. Members will be notified through branch leaders. The chairman of the union, Mr Johannes Monamo made a request to all shop stewards to present their books before Wednesday as they have to be analysed before the meeting with Putco.

Erab elections

THE East Rand Administration Board (Erab) hold the first community council elections in Wat-

POST 23/9/80 333

Tawu to meet Putco for nod

By KINGDOM LOLWANE

THE Transport and Allied Workers' Union (Tawu) meets Putco tomorrow for talks on its recognition.

The meeting will be held at the Putco depot in Wynburg and discussions might include other issues relating to the general working conditions in the company, according to the union's general secretary, Mr Michael Mohatla.

The union's meeting with Putco comes during a proposal by the Department of Transport that the Carlco family — proprietors of Putco — relinquish their control of the big bus company.

The proposal was made following growing concern over public money being poured into the company as subsidies. Putco has received over R75-million from the Government — in the last three financial years — to subsidise black and coloured fares.

And during the past six weeks various black organisations have called upon people to reject the bus fare increases and have threatened to walk to and from work IF these are put into effect.

While negotiations for the recognition of Tawu continue on one hand, Putco drivers — with the help of the Department of Manpower Utilisation — still press for a wage increase.

Two months ago the drivers downed tools for three days after Putco had refused to meet their demand for a R35 a week wage increase.

The company had offered them a 15 percent wage increase which they rejected.

STAR 25/9/80 333

Putco wages hearing

The Putco dispute came a step nearer resolution today with the announcement of a date for a Wage Board hearing to consider the drivers' three-month-old pay demand.

Drivers in Johannesburg and the Reef struck in July in rejection of management's offer of a 15 percent increase in the basic wage. They wanted a R35 weekly increase.

The dispute was referred to the Wage Board for compulsory arbitration after subsequent wage talks ended in deadlock.

According to a spokesman for the Transport and Allied Workers Union (TAWU) a Wage Board hearing has been announced by the Department of Manpower for October 20.

The union was preparing to give written and oral evidence to the board, the spokesman said.

In another development which may lead to sharp inter-union rivalry, the TAWU took up a management offer, made at a meeting today, to organise access to all Putco depots on the Reef.

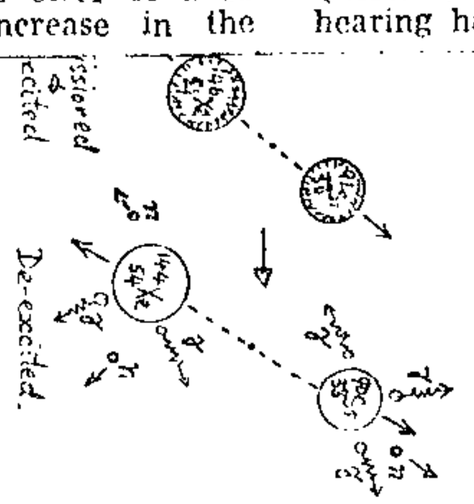
The union would take advantage of this offer to "intensify" its recruitment drive on the East Rand, TAWU secretary Mr Mike Mohatla said today.

The East Rand and specially Springs, had been claimed as a stronghold by the rival Transport and General Workers Union.

Mr Mohatla said a draft recognition agreement covering all Putco depots in the Transvaal and Natal had been tabled at the meeting.

According to sources, the TGWU is also in the process of negotiating a national agreement.

Against a background of mounting conflict between unions in Putco and in other industries on the Reef, the Transvaal secretary of Fosatu, Mr Taffy Adler, has pleaded for greater inter-union consultation.



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-22-

5. *Interactions and Measurements of Nuclear Radiations*

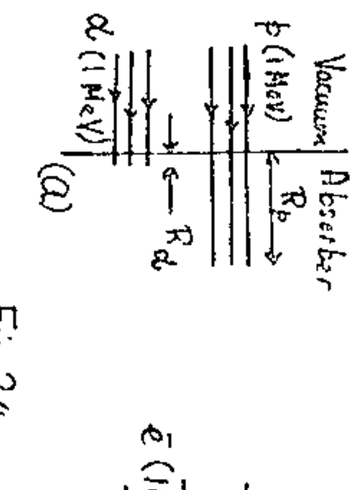
We consider only radiations (particles) having kinetic energies in the energy range (between ~ 0.1 MeV and a few × 10 MeV) typical of nuclear physics. The interactions of these radiations with matter are basic to many phenomena and to many aspects of nuclear technology. Examples are the detection of nuclear radiation, the design of radiation shielding and the assessment of radiation dose.

5.1 *Interaction of radiation with matter*

As a representative group of particles (radiations) we will consider the electron, proton, alpha particle, neutron and gamma photon (e, P, α, n, γ). Within these the charged particles form a natural group or subset which it is convenient to consider together.

(a) Charged particles (e.g. e, p and α) interact predominantly with the atomic electrons in matter. Their interactions with nuclei are extremely rare, in comparison, at the energies we are considering. The interactions lead to the ionization and electronic excitation of the atoms in matter in a process which can be viewed as a series of collisions between the incident particle (e, p or α) and the electrons of the absorber atoms. The particle loses kinetic energy in these processes and it will carry on losing energy until it is brought to rest (assuming that the absorbing medium is thick enough to completely stop the particle). The distance (thickness) required to bring the particle to rest is called the range of that particular incident particle (in that particular medium) at that particular incident energy.

The range of the particle therefore depends on the rate at which it loses energy along its path of travel, that is on the energy loss per unit distance ($-dE/dx$) along this path. The energy loss ($-dE/dx$) depends on the density of the medium and the charge and the velocity of the particle. It is higher for a higher charge or a lower velocity. If we compare alphas and protons at the same energy, for example, the alphas have a higher charge and (owing to their larger mass) a lower velocity. Therefore, in a given medium, ($-dE/dx$) is larger for alphas than for protons of the same energy and the alpha range is less than the proton range for the same incident energy (see tables below and fig.24(a)). Furthermore, for either particle, the velocity decreases, and hence ($-dE/dx$)



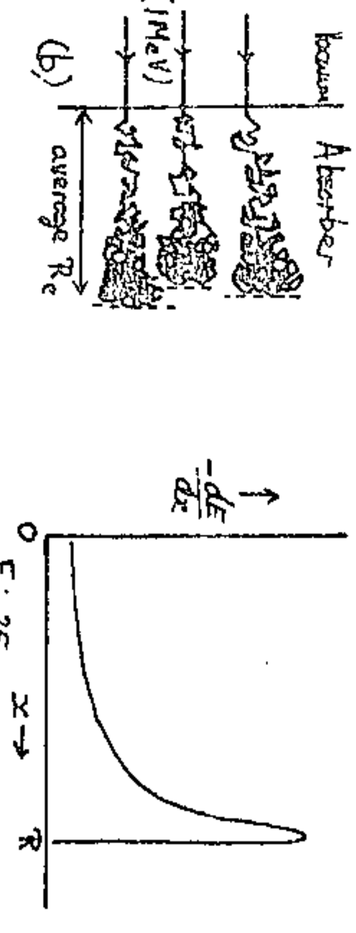


Fig. 24

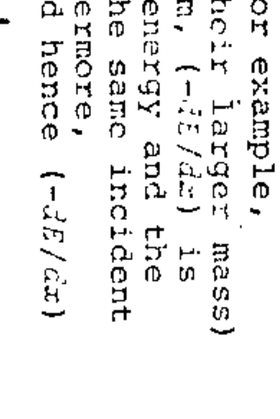


Fig 25

Shipping

Andy Newby

Fall in steel exports hits stevedoring firm

NM 26/9/80

333

DECLINING steel exports prompted the African Shipping group to decide to close down its stevedoring arm in Durban, Afship Stevedoring.

Speaking from Johannesburg, executive director of the African Shipping group Mr Steve Bowles, said the decision to close down the stevedoring division had been taken at a board meeting on September 15.

'The main reason for our decision to close down Afship Stevedoring was the drop in steel exports. But a general decline in general trade also played a part.

'The world recession and a strong local interest in South African products were factors, and furthermore, we do not see any improvement in this situation.'

'Bad state'

Mr Bowles added that in his opinion, the South African stevedoring industry 'is in a bad state'.

He stressed that the other divisions of African Shipping; its clearing and forwarding, warehousing, ships' agency, international forwarding and projects arms would in no way be affected by the closing down of Afship Stevedoring.

One of Afship Stevedoring's most important activities in Durban is the handling steel exports. Another is roundlog exports.

It will be officially closed on October 31. Mr Bowles said that efforts were being made to dispose of Afship Stevedoring as a 'going concern', but he was not sure if this would in fact happen.

'The problem is that when October 31 approaches, the employees will start looking for alternative employment,' he said.

Employees

A total of 409 employees will be affected if the African Shipping Group does not manage to dispose of Afship Stevedoring as a going concern. At the moment it is made up of 42 monthly-paid employees and 377 weekly-paid employees. It is believed that the former head of Afship Stevedoring, Captain D Rogers has already resigned, and the second-in-command, Captain J Price is heading operations until October 31.

'Some of the employees could be absorbed into the stevedoring industry. Obviously the more highly qualified people will find it easier to get jobs. There will be a redundancy rate, but from the black staff, the ones who hold induna status should be able to find work,' said Mr Bowles.

Asked if the increase in roundlog exports to the Far East (Natal is in the middle of a bumper export year) had not offset the decline in steel exports, Mr Bowles said that stevedoring timber was not really a profitable venture.

'The timber was going well, but the profit margin in steel is much greater,' he said.

Call to end family hold on Putco

STAR 26/9/80

333

By Sieg Hanning, Labour Editor

DURBAN — A call to help the Government to break the Carleo family's "monopoly" hold on Putco went out today to the 283 000 strong Trade Union Council of South Africa (Tucsa).

"They are getting rich on the sweat of the workers," said Mrs J Barnard of the National Union of Distributive Workers.

Addressing Tucsa's annual conference, she said large subsidies were being paid to the family company owning Putco.

It cost workers 60 cents a ride from a Pretoria suburb such as Atteridgeville, she said.

Mrs Barnard also called on the Pretoria City Council to open its whites-only bus service, which had buses running empty while prices went up, to all races, as Cape Town and Durban had done.

The conference adopted a unanimous resolution urging the Government to increase public transport subsidies in view of recent increases in transport fares throughout South Africa and of the hardships this caused.

SAR to probe grievances behind 'work-to-rule'

By JEREMY BROOKS

SOUTH African Railways officials are meeting representatives of the Footplate Staff Association to thrash out differences which led to a work-to-rule by disaffected train drivers on Thursday and Friday last week.

A public relations officer for the railways, Mr E B du Plessis, said yesterday: "Drivers seem to understand that their grievances are receiving attention".

He added: "A few trains on the Reef were subjected to delays — the longest was about 30 minutes — between 5pm and 6pm on Friday afternoon because of a shortage of drivers. However, this was not necessarily caused by a work-to-rule. It could have been for any number of reasons."

About 100 drivers, who are based on the Reef, met at the locomotive sheds in Driefontein on Wednesday night and opted to begin a work-to-rule following confusion and dissatisfaction over pay scales.

Job evaluations had recently been conducted among artisan staff and other categories of railways workers who had received pay adjustments. Drivers were told that their salaries would also be adjusted.

A notice appeared on the blackboard of the drivers' mess at the Driefontein locomotive sheds indicating that salaries of the highest paid drivers would be boosted from R643 to R751 a month. This notice was then replaced by another on Wednesday, telling drivers that the adjustment had been called off.

It was then that drivers decided to implement a ruling which entitles a driver to a 16-hour break after a 12-hour shift.



MF Fanie Botha . . . Minister of Manpower.

Optimism over Putco union talks on wages

THE Putco — Transport and Allied Workers Union talks may ultimately end with the two bodies entering into an agreement, another round of talks revealed yesterday.

All areas of conflict with the Putco Drivers Union have been eliminated and recognition of the union should be given in future.

The next meeting is on November 5, where an agreement may be reached. This assessment follows the optimism of both parties about the talks.

A Putco spokesman said no agreement was reached yesterday but a lot of progress had been made.

The company management, at previous meetings with the committee, had expressed acceptance in principle of the union. The union was allowed to organise members at all depots. The company wanted the number of drivers backing the union.

If the drivers' union gets recognition, negotiations will be made easier on issues such as wages and dismissal "for petty reasons."

The major issue facing the drivers is the Wage Board hearing on October 20 to consider the union's demand for an increase of R35 a week.

The company has offered a 15 percent pay rise but at their last meeting, the drivers decided to stick to the R35 increase.

The Wage Board will submit its recommendations to the Minister of Manpower in November.

PUTCO UNIONS FM 10/10/80

Catching the bus

333

Putco, although beset by problems with the Department of Transport, is well on its way to resolving its union difficulties.

As the *FM* went to press, the company's management and the Transport and Allied Workers' Union were in the process of drawing up a recognition agreement. The TAWU is one of three unions negotiating recognition with Putco.

This comes after a period of labour difficulties, including a drivers' strike which stranded thousands of Reef commuters.

Two weeks ago, Putco granted officials of TAWU, an unregistered union, access to company premises to conduct union business -- a move seen as the first stage towards full recognition.

Both parties were confident that this week's meeting would lead to positive results. According to Michael Mohatla, TAWU secretary, the union was "hopeful" the deal would be clinched — a move which he believes would be a "big step for the black labour movement."

George Hall, Putco area executive, believes the only remaining problem is "proof of representation. The union needs to show conclusively that it is truly representative and can serve the interests of its members. We agree in principle with the draft recognition agreement and are waiting for this remaining evidence."

Two other unions, the Transport and General Workers' Union and the African Transport Workers' Union have also been vying for recognition. Hall says negotiations with TGWU are still under way.

Since Putco's buses were immobilised by a strike three months ago, the company has made it clear that it will negotiate with whichever union proves to be representative. Hall confesses this may mean drawing up recognition agreements with more than one union. "Even if a union is representative in only one area, we will enter into an agreement with it. Our main concern is that the body is well established and has a strong following."

New bus strike looms

ANOTHER bus drivers' strike is looming — this time in the East Rand.

At an emotional meeting of Daveyton's bus drivers their chairman, Mr Lucas Skhosana, announced that the drivers' committee had written to management saying that they wished to join a Union.

Among the main grievances listed by Mr Skhosana, are:

- the drivers are not paid for working on Sundays and on public holidays.
- they want a six day week, and in case of accidents, drivers are left to deal with the case alone.

They further allege that during school holidays and other public holidays they are told that students have to pay the adults' fares, 15 cents, instead of the usual seven cents. This is seen by some parents as robbery by the drivers and they feel management has to do something about it.

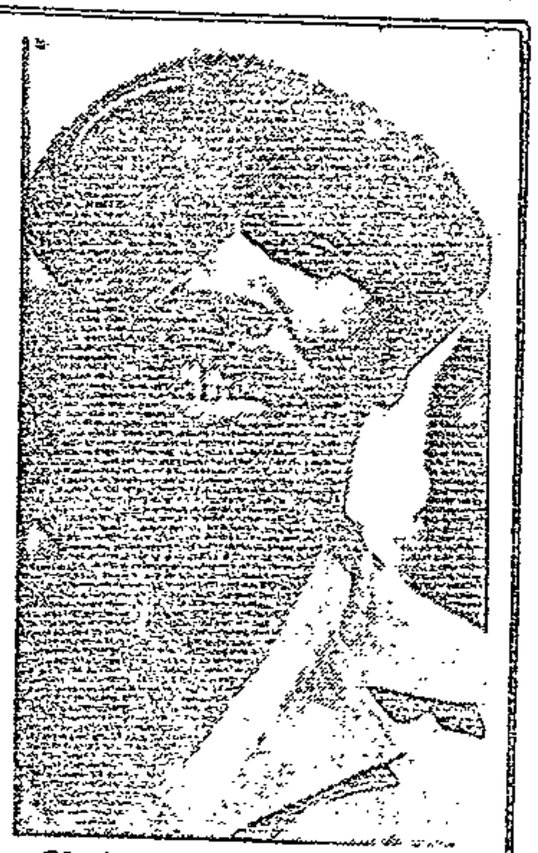
"We have a lot of grievances which are never attended to by management.

The head office has agreed to our joining a union but they have told us they first have to see the particular union's constitution and then they would arrange for a meeting with the union's officials," said Mr Skhosana.

"After the drivers had decided to form this committee, I was called in by our manager, Mr Koos Geyser, and told that as I was no longer a driver but an inspector I should resign as chairman of the committee. This has been rejected by the drivers and as they are the people who elected me, I am not going to resign," Mr Skhosana added.

Manager of the Daveyton Bus Services, Mr Koos Geyser was not available for comment.

The dissatisfaction by the Daveyton bus drivers comes just three months after the Putco bus drivers went on strike, demanding wage increases.



Chairman Lucas Skhosana

STAK 15/10/82 (335) [illegible]

Union seeks recognition

The unregistered Transport and General Workers' Union has presented a draft recognition agreement to the Putco management — bringing the union a step nearer recognition at the disputed Springs depot.

Only two obstacles now stand between the TGWU and formal recognition, union secretary Mrs Lydia Kompe said yesterday.

A first requirement would be the ratification of the agreement by the executive committees of Putco and the union, she said.

Putco's suggested amendments to the draft would be discussed at a further meeting and the final agreement submitted to the company's executive committee next Wednesday.

Putcoworkers demand pay increase

MEMBERS of the PUTCO Drivers' Action Committee reiterated their demands for a R35 across the board weekly increase at today's wage board meeting.

But in their written evidence to the board, they indicated a willingness to compromise on a R25 figure.

Among the committee's grounds for its demand were the superior rates for drivers/conductors employed by the Johannesburg Municipality and impending rent increases in the black townships.

The drivers struck in rejection of a PUTCO offer of a 15 percent increase earlier this year.

The dispute was referred to the wage board for a determination after subsequent wage talks broke down.

A R35 increase would give the lowest paid PUTCO employees a starting wage of R75. Drivers/conductors would receive a starting minimum of R101 per week.

PUTCO management indicated in its oral evidence to the board that the company could not afford more than the 15 percent originally offered. The offer was in line with that given by other bus companies on the Reef.

Any increase over the 15 percent would be passed onto the great mass of black people in the form of higher fares.

RDM 21/10/80 333 42 43 HOR

Putco workers hopeful of new wage increase

By STEVEN FRIEDMAN
Labour Reporter

PUTCO worker spokesmen are confident the Wage Board will award workers a new wage increase after yesterday's sitting at which the Board heard oral evidence on the wage dispute at the company.

"Something beneficial to workers will definitely come out of this," a worker spokesman said yesterday after the hearing.

Yesterday, the Wage Board sat in Johannesburg to hear evidence from worker and Putco representatives on the dispute, in which workers have rejected a 15% wage rise introduced by the company and have demanded a R35-a-week increase.

This demand, together with demands for the recognition of the Transport and Allied Workers Union, sparked a strike at the company in early July which brought black transport services in the Johannesburg area to a virtual halt.

However, workers have decided to lower their original demand.

A memorandum submitted to the Board before yesterday's sitting by the drivers' action committee and the union asks for a R25 per week raise to be back-dated to July.

If Putco cannot afford this, it argues, "the State should step in."

The sitting took place against a background of driver discontent at the slow pace of official attempts to settle the dispute. Tension was rife over this issue and a second strike was narrowly averted.

In their memorandum, the union and committee repeat their rejection of a wage increase measured in percentage terms, arguing that this would mean the lowest paid workers lose out, and they are living on starvation wages."

It argues that the R35-a-week demand is "not excessive". Such an increase would bring the lowest paid Putco workers a wage of R67,50 per week, only slightly above the Household Effective Level, calculated as the minimum a black Johannesburg family needs to live.

The Wage Board gave no indication yesterday of when it would reach a decision on the drivers' claims.

● Putco will meet representatives of the Transport and General Workers Union, a Fosatu-affiliated union, to continue discussions on a union recognition agreement today.

would earn R57,50.

The report pointed out that, according to the Johannesburg Chamber of Commerce's calculations, the monthly budget of a family of five residing in Soweto was R49,25 per week — R11,75 more than Putco is offering.

The report added: "If the necessary wage increases cannot be afforded by Putco — provided it can prove that its services are given at competitive rates — then the state should step in. It is not for Putco workers to have to subsidise transport costs of passengers."

PUTCO WAGE HEARING
333

Tawu puts its case

FM 21/10/80

Putco's protracted wage dispute finally came before the Wage Board in Pretoria on Monday. The Transport and Allied Workers Union (Tawu) says it "cannot predict the consequence" if the board upholds management's 15% across-the-board offer. A decision is not expected for some days.

In a comprehensive document, Tawu laid out its case for a R25 increase for Putco workers. The most interesting aspect of the report concerned the company's accounting practices, particularly in the light of director general of Transport Adriaan Eksteen's recent threats to fragment the giant company. A consultant accountant for Tawu concluded that Putco's "accounting policy is extremely conservative," and that "large amounts of capital are costed out at unnecessarily high figures," particularly in the depreciation, replacement reserves, replacement reserve shortfall, and provision for major body overhauls.

The report stated: "The net effect of these policies is that current profits are, in an accounting sense, considerably diminished. These entries, being merely of an accounting nature, do not affect the cash position of the business as evidenced by the considerable amount of cash on hand (R10,5m on June 30 1980).

"Furthermore, these policies obviously are not acceptable to the Receiver of Revenue who in his tax calculation disallows several items charged against the profits by the company. This is immediately evident in that the rate of tax payable appears to be 64%, while if all deductions were valid for tax purposes it would be the normal company tax rate of 46%."

The document went on to say that if "one adopts the Receiver's stance in regard to allowable/reasonable expense, a considerable amount should be added back to the profits." And, it said, if depreciation was given normal accounting treatment, a profit per share figure (EPS) six times greater than that stated in the accounts would be reached.

Looking at the financial analysis the report said: "It is possible from a financial analysis of the accounts to calculate the actual expenses incurred on overhauls and add excesses (over-debits) back into profits.

"If this is done, then Putco in some respects appears to be way out of line with Trencor (another quoted company in the transportation sector). For example: Putco's dividend cover on the recalculated basis is 38 times, versus 4,7 for Trencor." This means a high 97,4% of taxed profits is ploughed back into the business.

In conclusion the report stated: "That Putco could afford to borrow more is evidenced by the cash flow positions which are considerably healthier than the sectoral average."

Using this as part of its evidence, Tawu argued that its wage demand is far from unreasonable. The report said the workers' initial demand was made because they knew "how much a driver starting at other bus companies earns."

The union stated that the lowest-paid Putco workers — bus cleaners, ticket recorders, and workshop assistants — had been paid R32,50 per week. The company offer of 15% would bring [illegible] R37,50, while the union's demand meant they

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[Vol. 184] PRETORIA, 24 OKTOBER / OCTOBER 1980 [No. 7270

GG

PROKLAMASIE

van die Staatspresident van die Republiek van Suid-Afrika

No. R. 203, 1980

HANDELSKEEPVAARTWET, 1951 (WET 57 VAN 1951), SOOS GEWYSIG

VERVANGING VAN DIE INTERNASIONALE KONVENSIE VIR DIE BEVEILIGING VAN MENSELEWENS OP SEE, 1960, DEUR DIE INTERNASIONALE KONVENSIE VIR DIE BEVEILIGING VAN DIE MENSELEWENS OP SEE, 1974

Kragtens die bepalings van artikel 356*bis* (1) (b) (ii) van die Handelskeepvaartwet, 1951 (Wet 57 van 1951), soos gewysig, vervang ek hierby die Internasionale Konvensie vir die Beveiliging van Menselewens op See, 1960, wat in die Tweede Bylae van genoemde Wet verskyn, deur die Internasionale Konvensie vir die Beveiliging van Menselewens op See, 1974, wat in die Bylae vervat is.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Nege-en-twintigste dag van September Eenduisend Negehonderd-en-tagtig.

M. VILJOEN, Staatspresident.

Op las van die Staatspresident-in-rade:

J. C. HEUNIS.

BYLAE

INTERNASIONALE KONVENSIE VIR DIE BEVEILIGING VAN MENSELEWENS OP SEE, 1974

ARTIKEL I

Algemene verpligtinge ingevolge die Konvensie

(a) Die Kontrakterende Regerings verbind hulle om uitvoering te gee aan die bepalings van die huidige Konvensie en van die regulasies wat as aanhangsel daarvan aangegee word en wat geag moet word 'n integrerende deel van die huidige Konvensie te vorm. Elke verwysing na die huidige Konvensie veronderstel tegelykertyd 'n verwysing na hierdie Regulasies.

(b) Die Kontrakterende Regerings verbind hulle om alle wette, bevele, orders en regulasies uit te vaardig en om al die ander stappe te doen wat nodig mag

PROCLAMATION

by the State President of the Republic of South Africa

No. R. 203, 1980

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MERCHANT SHIPPING ACT, 1951 (ACT 57 OF 1951), AS AMENDED

SUBSTITUTION FOR THE INTERNATIONAL CONVENTION FOR THE SAFETY OF LIFE AT SEA, 1960, OF THE INTERNATIONAL CONVENTION FOR THE SAFETY OF LIFE AT SEA, 1974

Under the powers vested in me by section 356*bis* (1) (b) (ii) of the Merchant Shipping Act, 1951 (Act 57 of 1951), as amended, I hereby substitute for the International Convention for the Safety of Life at Sea, 1960, appearing in the Second Schedule to the said Act, the International Convention for the Safety of Life at Sea, 1974, contained in the Annex hereto.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Twenty-ninth day of September, One thousand Nine hundred and Eighty.

M. VILJOEN, State President.

By Order of the State President-in-Council:

J. C. HEUNIS.

SCHEDULE

INTERNATIONAL CONVENTION FOR THE SAFETY OF LIFE AT SEA, 1974

ARTICLE I

General obligations under the Convention

(a) The Contracting Governments undertake to give effect to the provisions of the present Convention and the Annex thereto, which shall constitute an integral part of the present Convention. Every reference to the present Convention constitutes at the same time a reference to the Annex.

(b) The Contracting Governments undertake to promulgate all laws, decrees, orders and regulations and to take all other steps which may be necessary to give

For full text see Gazette

Busmen on strike

44 drivers arrested, thousands of workers affected

Pietermaritzburg Bureau

FORTY-FOUR Hammarsdale bus drivers were arrested and detained after they refused to put their vehicles on the road yesterday.

At least 4 840 workers in the industrial areas of Hammarsdale, Pinetown, New Germany and Westmead were affected, according to Mr C J Peckett, group manager of the KwaZulu organisation, Mpumalanga Transport.

The strike apparently was sparked when one of the drivers was fired on Wednesday.

'Only 10 of the 44-strong fleet were on the road during peak hours,' said Mr Peckett.

Bus inspectors and drivers of other KwaZulu bus companies were called in to drive the vehicles.

The starters of a number of buses had been tampered with, according to police.

Mr Peckett was not prepared to discuss the drivers' grievances and would not say why the driver was fired.

'Neither am I prepared to say whether any of the men arrested will be fired. Our main priority is to maintain the bus service and if this means recruiting more drivers, we will do so,' he said.

'The drivers were arrested by police for not carrying out essential services and because they did not negotiate through the proper channels.'

No charges had been laid, according to a senior police spokesman.

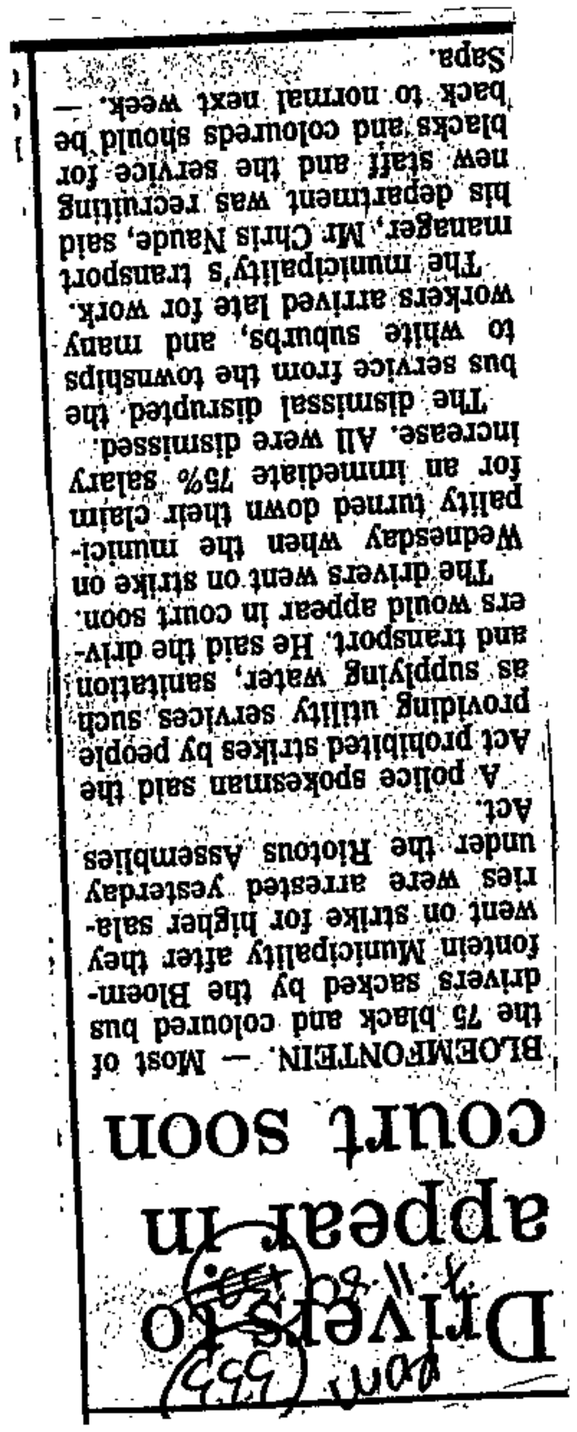
Mr Peckett said the company would not lay charges. He expected the bus service to be restored to normal today.

CURRICULUM VITAE

Klaas van der Poel

Has a degree in Operations Research from Tilburg, Holland. He has been with Shell International for 10 years and worked for that company as an international consultant in several countries around the world. His experience includes the design and development of systems for financial management, manufacturing control and production optimisation.

He has taught courses in Management Information Systems and Operations Research at the Business Schools of the Universities of Cape Town and Stellenbosch.
He is recognised as a member of the consultants group of the Computer Society of South Africa and specialises in requirement definition and design of industrial systems.



Drivers to appear in court soon

BLOEMFONTEIN. — Most of the 75 black and coloured bus drivers sacked by the Bloemfontein Municipality after they went on strike for higher salaries were arrested yesterday under the Riotous Assemblies Act.

A police spokesman said the Act prohibited strikes by people providing utility services such as supplying water, sanitation and transport. He said the drivers would appear in court soon.

The drivers went on strike on Wednesday when the municipality turned down their claim for an immediate 75% salary increase. All were dismissed.

The dismissal disrupted the bus service from the townships to white suburbs, and many workers arrived late for work.

The municipality's transport manager, Mr Chris Naude, said his department was recruiting new staff and the service for blacks and coloureds should be back to normal next week. — Sapa.

UNION RECOGNITION

In the driver's seat

FM 14/11/80

After months of wrangling, Eastern Cape bus drivers' efforts to get management recognition of an independent union appear to be nearing success.

During the last few weeks workers at Port Elizabeth Tramways have taken urgent steps to break away from two management-imposed unions — the Port Elizabeth Bus Workers' Union (Pebwu) and the Bay Busworkers' Union (BBU). Last week 100 coloured employees of PE Tramways demanded the right to resign from Pebwu, a registered white and coloured union. This followed the stand by African workers who refused to join the management supported in-company union, the BBU.

Workers demanded the right to join the independent black Transport and Allied Workers' Union (Tawu) which is set to get recognition from Putco in Johannesburg.

Management seems to have responded positively and has given Tawu the go-ahead to organise in competition to Pebwu and the BBU. This is a significant shift from the firm's earlier attempts to isolate and freeze out the union.

At a Manpower 2 000 conference held in Stellenbosch, Manpower Utilisation Minister Fanie Botha condemned employers who set up "sweetheart unions" and called on management to respect the right of workers to organise independently. During the last few months workers have made it clear that the two unions, particularly Pebwu, do not represent their interests.

Despite this, coloured bus drivers had to draw up a petition demanding that Pebwu terminate their memberships and that union fees no longer be deducted from their wages. Some went as far as to threaten legal action if the company continued to deduct union fees from their salaries.

The bus drivers have welcomed the company's apparent "change of heart." Says Henry Francis, Tawu interim chairman: "We are at least happy that management is willing to meet and listen to our grievances. It is just in time as the whole situation could have exploded."

But the battle is by no means won. General Manager Carl Coetzer still insists the company has not received notification from employees wishing to leave the unions. He has also threatened to enforce an Industrial Council closed shop agreement concluded with Pebwu that prohibits Tramways from employing anyone who is not a member of the company-recognised union.

But says Francis, talks have reached a "delicate stage" and management appears more positively disposed to reach some form of compromise.

DD. 14/11/80
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More for driving a bus in East London, too

EAST LONDON — East London's municipal bus drivers certainly aren't left out in the cold when it comes to competitive salaries — both they and Pretoria's drivers earn more than some government lawyers.

The starting salary for a municipal bus driver here is R465, a spokesman for the town clerk's department said yesterday.

Although these drivers worked 48 hours a week, which was longer than in most other fields, the fact that this made it harder to recruit drivers was not the reason for the relatively high salaries.

"We haven't deviated from the normal grading scheme," he said. "A man who starts on R465 would reach our top scale — theoretically R552 — after six years.

"As you can see such a figure would be ludicrous in relation to the length of service. No grading scheme ever lasts as long as six years in practice. We have an increment system commensurate with cost of living increases.

"Salaries have gone up generally and all our drivers have an equal opportunity of earning a good wage. There is no discrimination based on race or sex."

The managing director of the Ciskei Transport Company, Mr Hans Kaiser, said his company regarded the question of salaries as a confidential matter between employer and employee, and that it was "the company's practice to make regular adjustments to salaries based on merit and cost of living increases as well as length of service."

It is believed the starting salary for a bus driver in the company is in the region of R350. — DDR

STAR 19/11/80 (1A) (1B) (1C)

Putco recognition for unregistered union

333

The long-awaited recognition agreement between Putco and the Fosatu-affiliated Transport and General Workers' Union was signed yesterday.

The conclusion of the agreement — which has taken close on four months to thrash out — represents a further victory for independent unions and their strategy of negotiation from shop-floor strength.

Its key provisions are:

● Recognition of the union at all Putco depots where majority worker support can be shown.

● Negotiation on all matters, including wages.

● Worker representation through union procedures rather than solely through traditional company "indabas."

● A commitment to continue negotiating with the TGWU, even if Fosatu-affiliated unions withdraw their applications for registration.

The agreement was "procedural," the Fosatu spokesman said, and a fuller accord would be negotiated at a later stage.

C.T. 20/11/80

Stevedores negotiate increase

333

Staff Reporter

CAPE TOWN stevedores have negotiated a 14 percent increase in weekly wages and revised overtime and other allowances for 1981, a spokesman for the Western Province General Workers' Union (WPGWU) said yesterday.

The stevedores, who are all members of the union, were represented by the Cape Town Stevedores' Committee and Cape Town Stevedores' Association.

The basic guaranteed wage for stevedores will increase by 14 percent from R48.20 to R55 a week. Saturday and Sunday overtime rates will increase by 26 percent from R18.60 to R23.50 a shift.

Several other allowances have been increased and new allowances will be implemented. Negotiations for a pension fund will be concluded before the end of this year.

Unique deal as dockers' wages go up

By STEVEN FRIEDMAN
Labour Reporter

STEVEDOR employers and a worker committee with close links to the unregistered Western Province General Workers Union (WPGWU) have negotiated a wage agreement which significantly raises the pay of stevedores at Cape Town docks.

The negotiations took place in the context of the only industry-wide recognition agreement between an employer and a worker committee associated with an unregistered union in the country.

Stevedor employers do not officially recognise the WPGWU. However, the committee, which represents workers throughout the harbour, has close links with the union and union officials take part in negotiations as observers.

It is unique for employers to negotiate on an industry-wide basis with an unregistered worker body.

The new wage agreement is the second to be concluded between the committee and stevedor employers. Employers recognised the committee late last year after a one-day strike at the harbour.

In terms of the agreement, workers' basic guaranteed wage will be increased by 14,1% from R48,20 to R55 per week, as of January 1.

Saturday and Sunday overtime rates are increased by 26,3% from R18,60 per shift to R23,50.

According to a statement issued yesterday by the union, several other worker allowances have been increased and several new allowances will be implemented.

Negotiations for a pension fund will continue and are expected to be concluded by the end of the year.

The statement said the negotiations had occupied five days and had been conducted in a "good spirit".

This, it said, was indicative of "the harmonious industrial relations which can be achieved when employers recognise the right of workers to representation of their own choice".

The WPGWU added: "We trust this attitude will continue to prevail and will serve as an example to those employers who seek confrontation rather than negotiation."

Forty-four bus drivers in court

Pietermaritzburg Bureau

FORTY-FOUR Mpumalanga busdrivers pleaded not guilty to charges under the Riotous Assemblies Act in the Camperdown Magistrate's Court yesterday.

The men crowded the spectators' gallery, temporarily turned into a massive dock in the country courthouse.

They were arrested on October 30 and charged with failing to perform essential services in their role as KwaZulu Transport busdrivers.

The men had gathered outside the Mapumalanga bus depot at 1 a m on October 30 and had requested to see the manager of the company, Mr C J Peckett, to discuss their grievances concerning the sacking of a colleague, according to Mr Bruce Bennett, acting manager at the depot.

The drivers requested the presence of Mr Peckett three times during the early hours of October 30, said Mr Bennett. They refused to discuss their grievances with him. He said he warned them that they would be committing an offence and a breach of contract.

They had every opportunity to put forward their grievances 'through the proper channels,' said Mr Bennett. He had called the police during the early hours, and when none of the drivers had signed on for work by 6 a m, he asked them to arrest all 44.

Consequently, only nine of the 48-strong bus fleet which serves about 20 000 passengers in the Hammarsdale, Georgedale, Pinetown, Westmead and New Germany areas took to the road that day with inspectors at the wheel, said Mr Bennett.

He said a notice warning about strike action had been put up at the Mpumalanga depot on the advice of security police during April or May.

The defence counsel, Mr Chris Nicholson, said that, under the Riotous Assemblies Act, the notice should have been put up three-and-a-half years earlier, and that the KwaZulu Transport Company was liable for a fine of R10 for every day the notice had not been displayed.

The busdrivers had not intended to disrupt the bus service as they had gathered at 1 00 a m, at which time they would normally have been asleep, to request talks with their group manager.

The trial will continue on January 21.

Relief fund for jobless workers

JOHANNESBURG. — A relief fund to cater for the needs of all unemployed members of the South African Allied Workers' Union (SAAWU) was launched in Durban over the weekend.

The Unemployed Workers' Relief Fund was started by the executive of the Unemployed Workers' Union which was inaugurated early last month.

N O T E S

1. 'South Africa' includes Transkei, Bophuthatswana and Venda, otherwise stated.

2. Following the sustained public discussion of unemployment in 1976 the Department of Statistics started (from October 77) a Current Population Survey of Africans (and 'Coloureds'). Its object is 'to obtain current short-term information on the structure of the economically active African population, particularly as regards the unemployed'. It does this by collecting information from 'a sample of nearly 10 000 dwellings (in clusters of 30 for practical reasons) ... selected after stratifying on the basis of geographical area and national unit'. (Statistical News Release, P 27.3 of 14 May 1980.

3. For a detailed account of the introduction of the labour bureau system see Morris, 1977.

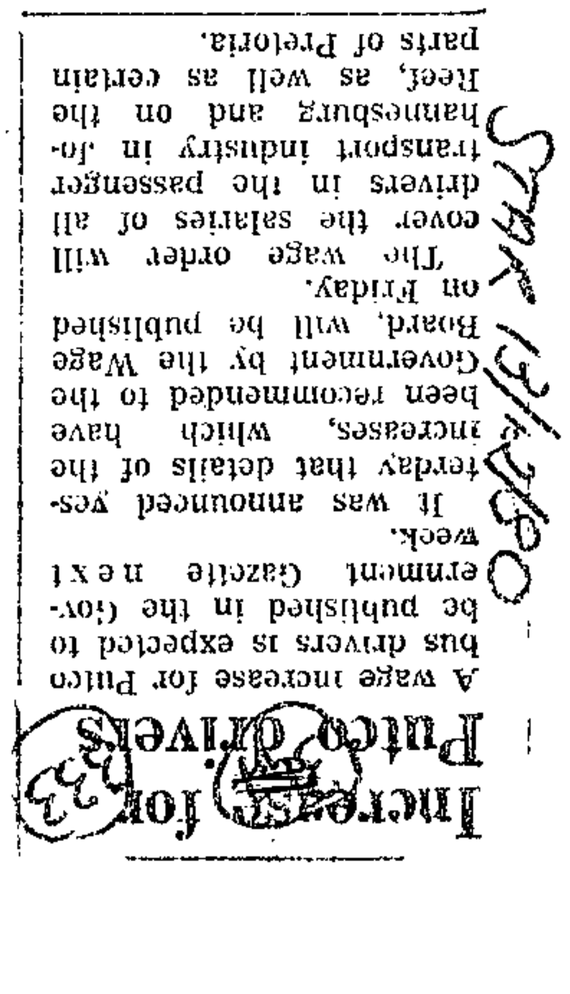
4. The terms are Professor Francis Wilson's.

5. For a survey of the 1976/7 studies see Bromberger (1978).

6. Government Gazette 13 June 1980, R1208:VIII 24.

7. R1208 VIII 14(3)(a)(i).

8. R1208 VIII 14(4).



Increase for Pluto drivers

A wage increase for Pluto bus drivers is expected to be published in the Government Gazette next week.

It was announced yesterday that details of the increases, which have been recommended to the Government by the Wage Board, will be published on Friday.

The wage order will cover the salaries of all drivers in the passenger transport industry in Johannesburg and on the Reef, as well as certain parts of Pretoria.

Bus drivers' strike strands thousands

RDM 18/12/80 ~~152~~ 333 ~~143~~

By STEVEN FRIEDMAN
Labour Reporter

ALL Putco bus services to and from Soweto ground to a halt yesterday and commuters were left stranded after drivers servicing the Soweto area struck at midday — the second Putco strike this year.

By last night the strike had not been settled and Putco's West Rand area manager, Mr George Hall, said the company had fired all the strikers.

He said Putco had taken this decision after consultation with the police and the Department of Manpower Utilisation. Putco would decide today which of the drivers to re-employ.

He added that bus services to coloured areas as well as those to townships outside Soweto were running normally, but that " there are no buses running to and from Soweto".

A Railways spokesman said yesterday SAR had laid on 15 extra trains capable of transporting 30 000 commuters to and from Soweto and added that extra trains would be laid on this morning if required.

The strike appears to have been sparked by a controversial disciplinary system at the company.

Known as the "indaba" system, it provides for all workers accused of a breach of disci- [illegible] com-

mittee composed of management and Putco's black liaison committee.

The general secretary of the Transport and Allied Workers Union, Mr Michael Mohatla, said yesterday this system was "unpopular" among workers and that TAWU had been pressing for it to be scrapped.

However, at a meeting late yesterday afternoon, at which Mr Hall adressed drivers, grievances — ranging from treatment by particular officials to long Government delays in announcing a pay increase for drivers — were raised.

On Friday the Government is due to announce increases for Putco drivers.

This follows an investigation by the Wage Board into drivers' pay. The investigation was sparked by the strike at the company in July.

The main complaints from the drivers have been dissatisfaction at the long delays by the Government in settling drivers' wage demands, and claims that some management men were dismissing drivers.

At yesterday's meeting, drivers raised several grievances. "Once they learned that Mr Mofokeng had not been fired, they said certain management people were ill-treating them. They said the inspectorate was hard on them. They also complained about the delay in their pay increases," Mr Hall said.

"We told them that we had acted reasonably. We also pointed out that taking their wage dispute through the proper channels was likely to win them an increase. But they would not agree to return," Mr Hall said.

Late yesterday afternoon, the meeting was interrupted by rain. Drivers then left the Putcoton depot.

Putco's first shift today begins at 3:45am. But drivers plan to return to the Putcoton depot at 10am this morning.

It thus seems unlikely that services will be resumed this morning.

Mr Hall said yesterday the union "appeared helpless in the face of what was going on — this strike could create problems for our union recognition agreement".

He added: "Drivers had no specific grievances. They seemed to raise general complaints."

He said the company had decided to fire striking drivers after "the police and the department advised us to accept that the strike was illegal and that their employment should therefore be terminated.

A union spokesman said of the drivers: " They have nearly gone on strike several times during the past few months. They feel they have had enough and the mood among them is serious," he said.

A Railways spokesman said yesterday the 15 extra trains which had been laid on had come into operation after the high peak train service from 4pm to 6pm.

This was because trains were already running at full capacity during the peak period. Exra trains will be laid on for morning commuters if needed.

to agricultural land; their agricultural production is limited to what can be produced on a 15 metre x 20 metre plot. This can only be referred to as displaced urbanisation: in the absence of influx control, many of the people involved would have gone to the metropolitan or urban areas. In its presence they live an urban life in the homelands, with amenities much more rudimentary than in the 'white' towns. There must be at least as many inhabitants in the closer settlements as there are in the proclaimed towns; add the landless still living in rural conditions and one concludes that a minority (and perhaps only a fairly small minority) of people in the homelands have access to agricultural land of any kind.

b) Homeland 'national accounts'

The main elements of the national accounts of the homelands (Transkei and Bophuthatswana included throughout) are reproduced in Table 8.

The following points need to be noted from Table 8:

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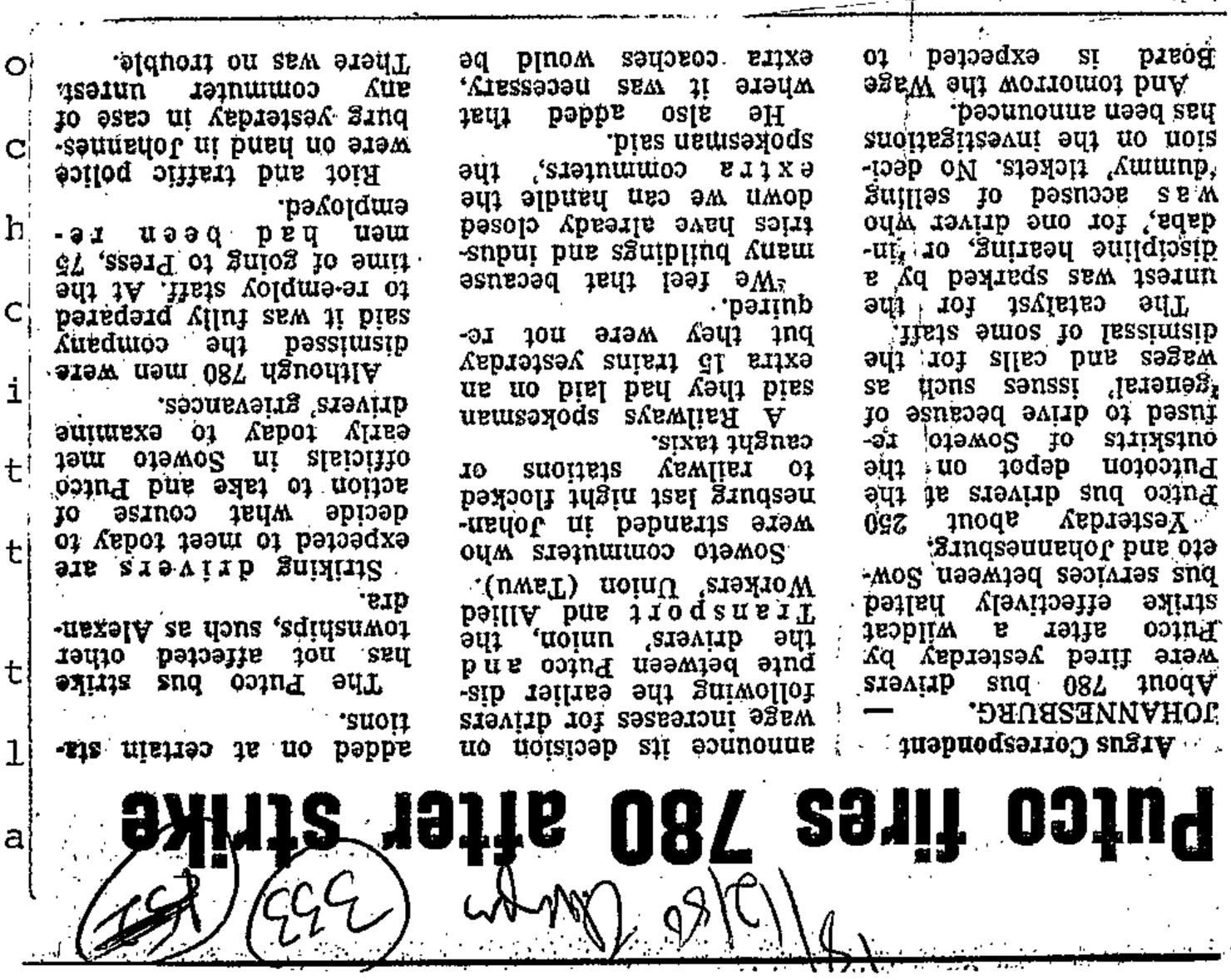

Putco fires 780 after strike

Argus Correspondent

JOHANNESBURG. — About 780 bus drivers were fired yesterday by Putco after a wildcat strike effectively halted bus services between Soweto and Johannesburg.

Yesterday about 250 Putco bus drivers at the Putcoton depot on the outskirts of Soweto refused to drive because of 'general' issues such as wages and calls for the dismissal of some staff.

The catalyst for the unrest was sparked by a disciplinе hearing, or 'indaba,' for one driver who was accused of selling 'dummy' tickets. No decision on the investigations has been announced.

And tomorrow the Wage Board is expected to announce its decision on wage increases for drivers following the earlier dispute between Putco and the drivers' union, the Transport and Allied Workers' Union (Tawu).

Soweto commuters who were stranded in Johannesburg last night flocked to railway stations or caught taxis.

A Railways spokesman said they had laid on an extra 15 trains yesterday but they were not required.

"We feel that because many buildings and industries have already closed down we can handle the extra commuters," the spokesman said.

He also added that where it was necessary, extra coaches would be added on at certain stations.

The Putco bus strike has not affected other townships, such as Alexandra.

Striking drivers are expected to meet today to decide what course of action to take and Putco officials in Soweto met early today to examine drivers' grievances.

Although 780 men were dismissed the company said it was fully prepared to re-employ staff. At the time of going to Press, 75 men had been re-employed.

Riot and traffic police were on hand in Johannesburg yesterday in case of any commuter unrest. There was no trouble.

C T Verwey: Die gebruiksmoontlikhede van die Lopende Bevolkingsopname vir Onderwysbeplanningsdoeleindes (The possible uses of the Current Population Survey for Educational Planning Purposes).
M D McGrath: A Comment on the Current Population Survey, Income Distribution and Poverty.
E Smit: Ontledingsmoontlikhede van die Lopende Bevolkingsopname insake Mobiliteit tussen Sektore, Beroepe en Streke (Analytical possibilities of the Current Population Survey in respect of Mobility between Industrial Sectors, Occupations and Regions).
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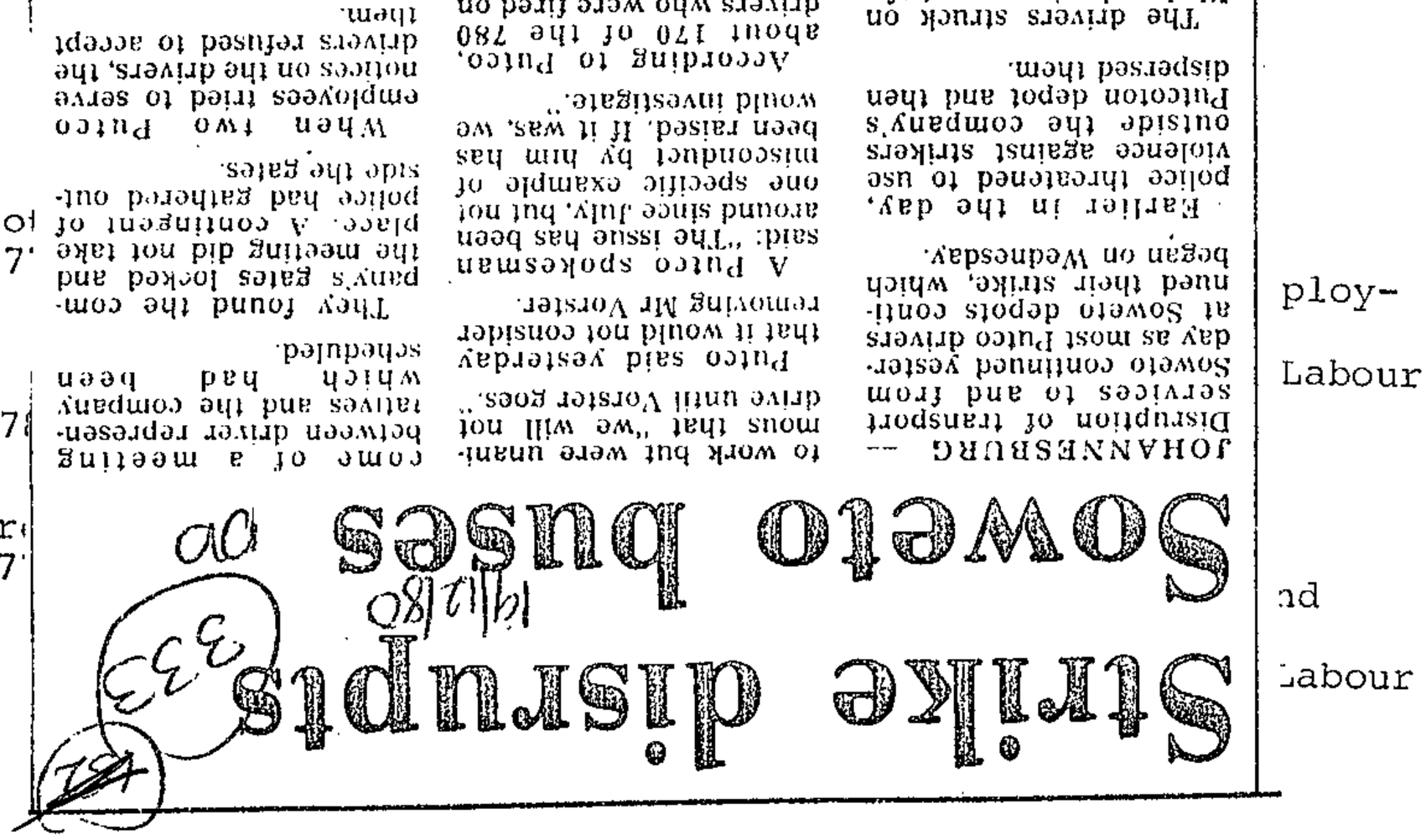

Strike disrupts Soweto buses

JOHANNESBURG — Disruption of transport services to and from Soweto continued yesterday as most Putco drivers at Soweto depots continued their strike, which began on Wednesday.

Earlier in the day, police threatened to use violence against strikers outside the company's Putcoton depot and then dispersed them.

The drivers struck on Wednesday in support of a long-standing demand that a divisional manager at Putco, Mr F. Vorster, be removed. They claim he has fired workers "without reason" and that he treats them "like children".

Representatives of the Transport and Allied Workers Union (Tawu) were yesterday attempting to arrange a meeting with Putco.

Drivers interviewed said they wanted to return to work but were unanimous that "we will not drive until Vorster goes."

Putco said yesterday that it would not consider removing Mr Vorster.

A Putco spokesman said: "The issue has been around since July, but not one specific example of misconduct by him has been raised. If it was, we would investigate."

According to Putco, about 170 of the 780 drivers who were fired on Wednesday have returned to work. But strikers claimed only a few had returned.

The government is due to announce pay increases for Putco drivers today after an investigation prompted by the July strike at the company. Putco said it expected this to prompt many strikers to return.

Yesterday morning, strikers gathered outside the company's Putcoton depot to await the outcome of a meeting between driver representatives and the company which had been scheduled.

They found the company's gates locked and the meeting did not take place. A contingent of police had gathered outside the gates.

When two Putco employees tried to serve notices on the drivers, the drivers refused to accept them.

A policeman then addressed workers over a loud-hailer.

Workers shouted down his requests to collect their pay and were then given ten minutes to disperse by police. A police officer who addressed the strikers said police would use violence to disperse them if necessary.

Putco stressed yesterday that it had not requested the police action. — DDC.

Putco drivers stay off for second day

RDM 19/12/80

(12) 333 (45)

By STEVEN FRIEDMAN

TRANSPORT from Soweto was disrupted for a second day when most Putco bus drivers at the company's depots in the township continued their strike yesterday.

At the peak period last night only a quarter of the company's buses were running and there were long queues at black taxi ranks in the centre of Johannesburg.

Yesterday morning police ordered strikers outside the company depot at Putcoton, New Canada, to disperse after telling them that they were gathering illegally.

Putco officials emphasised that they had not asked the police to take action.

Putco said about 170 of 780 drivers fired on Wednesday for striking had returned to work — but the strikers claimed only a few had done so.

There were rumours that the strike would spread today to Putco depots outside the Soweto area, but a company spokesman said there was no sign they would be affected.

The Government is due to announce pay increases for Putco drivers today. They result from an investigation after the strike at the company in July.

A Putco spokesman said the company expected this to prompt many strikers to return

To Page 2

"This is the only one of our demands raised in July which has not been attended to," said a drivers' spokesman.

"There is no job security at the company as long as he is here," drivers claimed. They accused him of "getting the liaison committee to provoke workers by attacking our union".

Putco said yesterday that it would not consider removing Mr Vorster.

"He has been with the company for many years and his only crime is that he is doing his job too well," a spokesman said.

"He is responsible for hiring and firing, and for that reason is being made a scapegoat. "Not one specific example of misconduct by him has been raised. If it was, we would investigate."

A company spokesman said that 90 "special buses" arranged to take workers to areas outside Johannesburg would run today as planned.

He said commuters who held season tickets would be refunded for the days when they were unable to travel on the company's buses.

"People with monthly or weekly season tickets should contact their nearest Putco depot for a refund", the spokesman said.

He advised them to obtain a letter from their employers saying they had to work on those days but could not travel on Putco buses.

A Putco spokesman said the company expected this to prompt many strikers to return today. It would take some fired strikers back, but he emphasised that not all would be rehired.

The drivers struck on [illegible] lay-in [illegible] of a long-standing demand that a divisional manager at Putco, Mr F Vorster, be removed. They accuse him of firing workers "without reason" and of "treating us like children".

Representatives of the Transport and Allied Workers Union (TAWU) were trying yesterday to arrange a meeting with Putco, but an early settlement did not seem likely.

Drivers interviewed yesterday said they wanted to return to work, but were were unanimous that "we will not drive until Vorster goes."

They denied that the strike had been sparked by general grievances, and said this issue was the only obstacle to a settlement.

2 T.O

Putco drivers continue strike

KDM 19/12/80

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From Page 1

Yesterday morning, strikers gathered outside the company's Putcoton depot to await the outcome of a scheduled meeting between drivers' representatives and the company.

They found the gates locked, and the meeting did not take place.

A sizeable contingent of police was outside the gates.

Shortly after 10.30, two Putco employees tried to serve notices on the drivers telling them that they had been dismissed, but could apply for re-employment.

The drivers refused to accept the notices.

A policeman then adressed workers over a loudhailer, telling them to accept the notices and advising them to go on to company premises to collect their pay or ask to be re-employed.

Workers shouted down the advice to collect their pay, and the police gave them 10 minutes to disperse.

An officer told them that, if necessary, the police would use force to disperse them.

The workers slowly dispersed after more police warnings and later regathered at a hall in Soweto.

Drivers' spokesmen said the strike had been entirely "spontaneous" and had involved neither TAWU or the drivers' action committee which led workers in the July strike.

The said all action committee members had worked full shifts on Wednesday and had not been aware of strike moves until their shifts were over.

A special commitee of drivers had been chosen to see the Putco management shortly before the strike began, to raise complaints about Mr Vorster but had been "blocked", they claimed.

"We were told to channel our complaints through the liaison committee," workers said. A second attempt also failed, and this sparked the strike, they said.



A police officer uses a loud-hailer to address striking Putco drivers out Police gave drivers 10 minutes to disperse after they had refused to.ɛ had been dismissed. Drivers dispersed, but vowed

Bus drivers' pay is up, but strike will go on

By Drew Forrest

Sharp increases in minimum wages for bus drivers and other transport workers on the Witwatersrand were announced by the Government today. But they are unlikely to end the strike by 600 Putco drivers.

The effect of the pay rises will be to put Putco under pressure to raise its fares again, a company spokesman warned.

In terms of the Government announcement, a Putco driver's minimum weekly wage has been increased by R15, from R75 to R90.

But the secretary of the Transport and Allied Workers Union, Mr Mike Mohatla, said today the increases were unlikely to prompt the drivers on strike since yesterday morning to return to work.

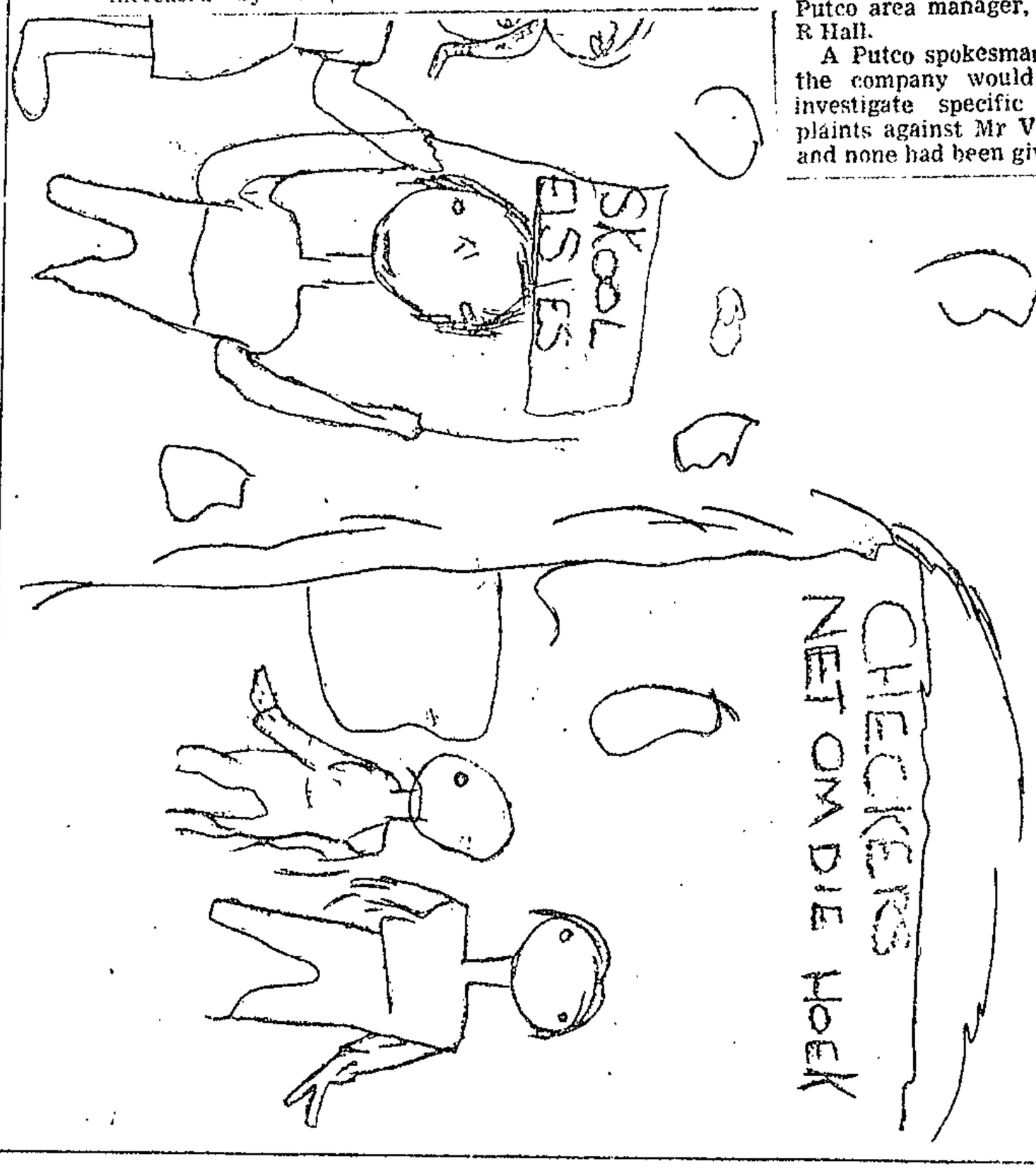
This was because the dispute was not over pay, he said. The drivers of the Putcoton depot, Soweto, were demanding the dismissal of depot manager Mr F Vorster and the reinstatement of drivers sacked after the work stoppage.

Putco has offered to re-employ those who wish to return to work, but has stressed that not all drivers will be rehired.

The drivers said harsh treatment at Mr Vorster's hands had been a grievance in an earlier strike and that the company had not honoured an undertaking to investigate the matter.

The immediate cause of the strike, they said, was Mr Vorster's refusal to allow a delegation of drivers to interview the Putco area manager, Mr G R Hall.

A Putco spokesman said the company would only investigate specific complaints against Mr Vorster and none had been given.



BY RENE (STAR)

which is often the result of a change from a single class teacher to many teachers. The Education Authorities are unlikely to change this, because the teaching system is aimed at producing specialists. And from standard 6, schooling is by specialists. But the younger kids need older people to identify with, and standard 9 and 10 pupils should organise teach-ins with the younger pupils. These could be informal, they could discuss anything that was of interest to most of the people there, and it would not be necessary to stick only to school subjects. It could be a sharing of



Sowetо railway users ‘fined’

By MARIKA SBOROS

HUNDREDS of commuters from Soweto were fined yesterday after they tried to use their Putco bus tickets on the trains.

Mr H Joubert, systems manager of the South African Railways, denied they had been fined and called an extra charge some commuters had to pay a “booking fee”.

When asked to explain the booking fee, he said it was “a sort of a penalty” aimed at “persuading” people to buy train tickets before they started their journey.

“It is normal procedure. These people did not have railway tickets.

“Anyone who travels on a train without a proper ticket has to pay for the ride at the other end, as well as an extra charge, which is a booking fee,” he said.

Yesterday commuters alleged that they had been told in Soweto by railway officials that they could use their Putco tickets on the trains during the strike.

Mr Joubert said that this was impossible.

“Any such instruction could only have come from my office. No such instruction was issued.

“We do not accept Putco tickets. These people were just trying to get a free ride,” he said.

Ticket collectors at the station yesterday confirmed that “many people” had come through the barriers with Putco tickets.

Two collectors said they had fined the travellers R1, because they had received “railway instructions” to do so.

The booking fee is 20c for second and third class trains, and 60c for those travelling first class.

According to Mr Joubert, a commuter may have had to pay R1 which would have been the price of a return ticket, plus a booking fee for a first class coach.

He said all commuters who had to pay the penalty would have received a receipt.

If they did not, or if they could prove that they had been overcharged, the ticket collector could be subject to a disciplinary hearing.

“Overcharging is not allowed. We have to rely on the commuter telling us the truth about where they got on and in what class coach they were for the ride,” he said.

RDM 19/12/82

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The very considerably l the activity rate for men and women aged 15-1 a real process which took place between 1970 apid expansion of secondary education fo lower rates for other age groups are less eas e explanation is required, however, before reached on the level of African unemployment

Referring back to Table that in the case of men, differences in age stru erably to explain regional variations in rates (where the denominator is taken t ages)(Simkins, 1979a:79) but there are clearly -specific activity rates, especially betw eas and the homelands. The reasons for the lo ter deserve special investigation. In the ctivity rates behave in the way one would e the metropolitan areas where there are most ec ies and lowest in the homelands, where these

Assuming Tables 9 and oyment rates correctly by region and sex, how xplained?

Putco workers get more

JOHANNESBURG. — Almost together 1 285 Putco employees were benefiting by increases of between 15 and 53,8 percent in their weekly wages this year, a Putco spokesman said yesterday.

He said the increases gazetted yesterday were the second so far this year. Putco would implement the additional increases immediately, but would have to study the implication and effect on the price structure of bus fares.

The increases would cost Putco about R1 million or more, in addition to the 15 percent given to staff across the board in July, which had amounted to about R3 million.

New drivers would now be paid R90 a week. In July they were earning R75 and before that R66 a week. This was a minimum wage.

A driver with one year's experience would now earn R90. In July his weekly wage had been increased from R72 to R82. The total increase this year was 25 percent.

The weekly wage of a driver with three years' experience had been increased from R76 to R86 in July, and to R90 minimum yesterday — an increase of 18 percent.

A driver with four years' experience would now receive a minimum of R90, whereas before July he had been paid R79 — an increase of 14 percent.

In what he described as an anomaly, the spokesman said a learner or student driver's weekly wage had been raised from R32,50 to R39,50 in July, and was now R50 — an increase of 53,8 percent.

Minimum wages for adult labour had also been increased from R32,50 to R37,50 in July, and were now R39 a week.

The spokesman said there were signs that the strike by about 780 drivers was ending. Since they were fired on Wednesday, about 300 had returned to work.

A deputation of strikers met Putco's area executive, Mr George Hall, yesterday and it was agreed that re-employed strikers would not be penalized. Management would also consider any specific complaints by them.

Putco strike: fare increase hint now

RDM 20/12/80

By ROB MEINTJES and STEVEN FRIEDMAN

MORE than half the 780 Putco drivers in Soweto remained on strike yesterday, and by last night the bus company's hopes for an end to the strike remained unfulfilled.

In another development yesterday Putco hinted strongly at possible fare rises in the wake of a wage package granted to its workers by the Wage Board.

Putco claimed yesterday that about 300 of the 780 drivers serving the Soweto area had been re-employed. Worker spokesmen were unavailable, but drivers have claimed that only a few have returned.

Striking drivers gathered in a hall in Orlando, Soweto, yesterday to discuss developments. They are striking in support of demands that a divisional manager, Mr F Vorster, be fired.

They also claim the strike was sparked by management's refusal to discuss the issue with a delegation earlier this week.

Putco said yesterday that it hoped to restore bus services to inner Soweto during the day. A full service has not yet been restored, but Putco said services had improved throughout yesterday and that efforts were underway to restore all services "as soon as possible."

Putco said initially in a statement yesterday that the strike seemed to be coming to an end after a meeting with a deputation of strikers who said they would recommend a return to work. Someone who

The statement said ... had made it clear to the deputation that "intimidators and trouble makers" would not be re-employed, although they would be given an opportunity to state their case.

However, it appeared later that this move was unlikely to end the strike.

Striker leaders have stressed they want all drivers to be reinstated, rather than re-employed.

Later Putco said it was "unclear" whether most strikers would return.

A Putco spokesman said the company's fares would have to be increased in the wake of increases granted to transport workers by the Wage Board yesterday — unless the Government increased its subsidy to Putco.

The wage board yesterday Gazetted new minimum wages for Putco workers which will effectively raise pay by between 4,5% and 25%.

A company spokesman said Putco would have to study the "consequential implications" of the new minima for the pricing structure of Putco's fares, but hinted at a fare increase.

He said the new pay structure would be implemented immediately.

He estimated the increases would cost Putco R1-million, over and above the R3-million wage package granted in July. Other company costs had risen and those had not been passed on to passengers.

Yesterday's Gazetted increases affect all passenger transport workers in the Witwatersrand and some Pretoria areas.

But the board's investigation was prompted by the July strike at Putco in which drivers rejected a 15% wage offer and demanded rises of R35 a week.

Drivers later accepted the 15% "under protest" and the wage issue was referred to the Government's disputes-settling machinery.

During the July strike, drivers rejected percentage increases because they argued these discriminated against lower-paid workers.

Yesterday's award, however, substantially raises drivers' minimum pay while introducing very small rises for labourers. Drivers with experience will not, however, benefit as much from the wage order as their learner colleagues.

The Wage Board's chairman, Mr Izak Classens, told Sapa yesterday the new order gave drivers "more recognition for the greater responsibility they have in relation to other employees".

The minimum for driver-conductors is now R90 — 25% up on the R75 minimum Putco introduced after the July increase.

The minimum for labourers, however, is only R39 — only a 4,5% increase on the R37,50 minimum already in operation.

The new minimum for inspectors is R95 — below the minimum they are already earning, according to a Putco spokesman in Pretoria.

Town
Western Cape
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Telephone 69-8531
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Argus 20/12/80

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Stevedores: A year of peace

BY DAVID BLEAZARD

A YEAR ago stevedores at the Cape Town docks streamed out of the harbour in a one-day strike protesting against management's refusal to discuss worker representation with them.

Prompt recognition of the stevedores' committee, which is backed by their unregistered union, resulted in this year being free of industrial unrest.

'Mutual trust has developed throughout 1980 between management, the committee and the union. In addition a satisfactory level of communication has developed,' said a spokesman for the Cape Town Stevedores' Association, which represents employers.

For the union, the stability of the situation at the docks and the relationship established with the bosses was a breakthrough, said a spokesman for the Western Province General Workers' Union.

'It should serve to show other employers that they can have this sort of relationship with workers. It doesn't cost them much to treat workers in a dignified way.'

He said the stevedores' committee was able to negotiate with the bosses and secure the workers' rights in a peaceful way because it enjoyed the respect and support of the rank and file.

'This arises from the fact that the committee is independent of any control by the bosses. Like the union, it takes its instructions from the workers only.

'Management may hear things they don't like to hear. But what they do hear is an accurate reflection of what workers in the docks are feeling and what their grievances are.

'Conflict hasn't disappeared. Conflict is about the economic difficulties which all workers, including the stevedores, still find themselves in.

'But the stevedore bosses have acknowledged that harmonious labour relations are in their own interests and they have made some genuine concessions towards achieving that.'

The spokesman said this attitude was in sharp contrast to that of the bosses in the meat industry strike this year, where workers' [illegible] representation [illegible]

'The attitude of the stevedore bosses has cost them less in every sense,' the spokesman said.

R90 a week is minimum wage for Putco drivers

Mercury Reporter

PUTCO drivers throughout South Africa will be paid a minimum wage of R90 a week, according to a wage determination in the Government Gazette yesterday.

Meanwhile, the indications are that the strike by Putco drivers serving Soweto may be coming to an end.

A statement from the bus company yesterday said a deputation of five or six strikers had met Putco's area executive, Mr George Hall, and had recommended a return to work.

It was agreed that re-employed strikers would not be penalised and the management would consider specific complaints by them.

Putco made it clear, however, that intimidators and trouble-makers would not be re-employed, although they would be given an opportunity to state their case individually to management.

The firm reported that so far 280 of the 780 drivers dismissed on Wednesday had been re-employed.

A spokesman for the company in Johannesburg explained that Putco would have to take a hard look at its pricing structure. He estimated that the new wage increases would add R1 million to the costs of the company. The spokesman pointed out that drivers who were starting with the organisation were now receiving a wage 36,6 percent larger than the salary paid in June.

They were, in fact, better off than drivers with four years' experience who were getting an increase of only 14 percent.

Striking Putco drivers ignore bosses' talks

Own Correspondent

JOHANNESBURG. — Hopes for an early end to the Putco strike were dashed yesterday when representatives of the striking drivers failed to turn up for a meeting with the bus company's senior management.

But Putco hopes to have its Soweto bus services back to normal today, although 440 drivers were still on strike yesterday.

Putco's managing director, Mr A Carleo, and the manager of the strike-hit western area, Mr George Hall, were to have met three drivers' representatives and officials of the Transport and Allied Workers' Union (Tawu) yesterday morning.

According to a Putco spokesman however, only one Tawu official arrived at the Putcoton depot where the meeting was to have been held.

Labour observers see Putco's willingness to talk as an "encouraging sign", indicating that the company sees itself in a "tight position".

One pointed out that Mr Carleo had refused to see striking drivers in June this year.

The talks had now been rescheduled for today, the Putco spokesman said.

No union officials could be contacted for comment, but it is understood that the striking drivers are also planning to meet today.

Some have apparently asked the chairman of the Soweto Council, Mr David Thebehali, to attend.

The Putco spokesman said normal Sunday bus services between Soweto and Johannesburg had been maintained and hundreds of Putco buses had been used to take mourners to funerals in the Soweto area.

"At present, 340 of 780 striking drivers have returned to work and a number of other drivers have indicated their willingness to be back at work today," the spokesman said.

He said Putco was optimistic that normal weekday services to and from Soweto would be restored early today, "providing the steady stream of drivers back to work continues".

An official at Putco's New Canada depot said many drivers had not turned up for work yesterday, although services had not been seriously disrupted.

The Putco strike: talks today

RDM 22/12/80

~~152~~ 333 ~~139~~

By MARTIN FEINSTEIN

HOPES for an early end to the Putco strike were dashed yesterday when representatives of the striking drivers failed to turn up for a meeting with the bus company's senior management.

But Putco hopes to have its Soweto bus services back to normal today, although 440 drivers were still on strike yesterday.

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"At present, 340 of 760 striking drivers have returned to work, and a number of other drivers have indicated their willingness to be back at work today," the spokesman said.

He said Putco was optimistic that normal weekday services to and from Soweto would be restored early today "providing the steady stream of drivers back to work continues".

An official at Putco's New Canada depot said many drivers had not turned up for work yesterday, although services had not been seriously disrupted.

The drivers are striking in support of a demand that a divisional manager, Mr F Vorster, be fired. They are also upset that the company's apparently refused to discuss the issue with a delegation early last week.

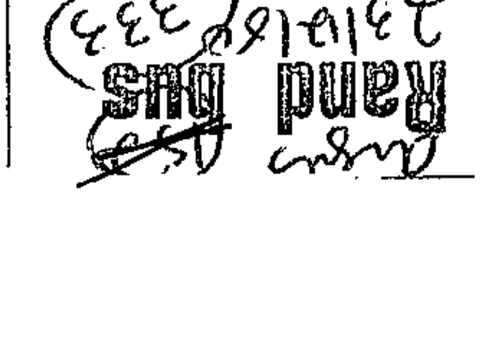
in Durban and Pietermaritzburg have fallen into severe poverty' (Simkins, 1978b: 65) and surveys in Lebowa and Kwa Zulu have revealed that households of 44% and 49% of unemployed respondents are in receipt of no wage income at all. (Simkins, 1978b: 84)

iii) that in the light of the size of the marginal pole being subject to the outcome of continuous 'negotiation' between it and a vastly more powerful advanced bloc, proposals to reduce South African unemployment by expanding informal sector employment vastly must be regarded as naively sanguine. This is not to deny that some scope for expanded employment in the metropolitan and urban areas exists; the extent of informal sector in the squatter settlement at Crossroads in Cape Town suggests this (see Maree and Cornell, 1977).

It is, however, important to realise that Erwin has not done two things :

i) he has not demonstrated what features of South Africa's integration into international capitalism as reflected in her internal economic structure prevents South Africa from reaching the lo es characteristic of the advanced capital the 1950's and 1960's) and therefore ha l that high unemployment will necessarily African capitalism in the foreseeable futu

ii) he has not locat e influx control/labour bureau system ( ) either in terms of its necessity to the ch African capitalism or



The Putco strike has ended

RDM 23/12/80

By STEVEN FRIEDMAN
Labour Reporter

THE Putco bus strike ended yesterday as drivers accepted the terms of an agreement hammered out between the company, driver and union representatives, according to a company statement.

A company spokesman said yesterday that all drivers were expected to be at work today.

It was also learnt yesterday that a number of drivers held by police during the strike have been released.

Yesterday morning two driver representatives, and a TAWU representative, met management — including Putco's managing director, Mr Albino Carleo — in an attempt to resolve the dispute.

After the meeting, driver representatives left for the DOCC hall in Orlando, Soweto, in order to put the agreement to drivers.

Yesterday afternoon, driver spokesmen contacted the company to say that the agreement had been accepted. The company then agreed to send buses to the hall to take strikers back to their jobs, a company statement said.

Union sources said yesterday that driver representatives had had to "work hard to sell the agreement to drivers".

According to a Putco spokesman, however, some of the strikers had not been at the meeting and would therefore probably only return to work today.

He said that the company had managed to restore a full service by yesterday, despite the fact that most drivers had not returned to work.

He conceded, however, that "we would not have been able to keep a full service up for long" had the strike not ended.

Full services had been restored only because drivers who were on duty had worked substantial overtime, he said.

According to Putco, 370 of the 780 strikers had returned to work by the time the strike ended. Driver sources confirmed that some strikers had returned but put the figure much lower than the company's.

Drivers struck last Wednesday in support of demands for the dismissal or transfer of a divisional manager at Putco, Mr F Vorster.

Most sources also believe that general dissatisfaction with the company's disciplinary procedure had also played a role.

Putco fired all the strikers but said it would re-employ them selectively.

Drivers insisted that they all be reinstated unconditionally.

In terms of the yesterday's agreement, all drivers will be able to re-apply for their jobs without losing any of their accumulated service rights.

Those who were not immediately re-engaged would have their cases reviewed by an "indaba" composed of the company's liaison committee and management before next Monday. A union observer will be present at these meetings.

Anybody fired by the "indaba" could appeal to Putco management.

The "indaba" system is believed to be one of the key sources of worker dissatisfaction at the company.

A union source yesterday acknowledged that the agreement had fallen short of worker demands.

Putco had apparently said that it would not re-instate drivers because it was not prepared to take back workers who were convicted of an offence in connection with the strike. This appears to have fallen away with the release of those drivers who were being held.

Now Putco accused of victimisation

RDM 24/12/80 333 352 139

By STEVEN FRIEDMAN
Labour Reporter

THE possibility of renewed tension at the Putco bus company loomed yesterday as the company was accused of victimising worker leaders in the wake of the Putco strike.

Striking drivers returned to work yesterday after accepting an agreement hammered out between Putco, worker and union representatives.

They began their strike last week in support of demands for the removal of a Putco divisional manager, and were then been fired by the company.

In terms of the agreement, all drivers were able to reapply for work yesterday. Any worker who was refused reinstatement would have his case heard by an indaba composed of management and liaison committee representatives.

Yesterday, a spokesman for the drivers' action committee said that only three of the committee's 12 members had been reinstated.

The rest had been told that they were to appear before an indaba on Monday. This appears to mean that they have been fired pending the inquiry.

In addition, several other workers — most of them union shop stewards — had not been allowed to resume work yesterday and had been told to appear before the indaba, the spokesman claimed.

He accused Putco of "victimising worker leaders" and of "trying to break our union, the Transport and Allied Workers Union, so that the liaison committee can continue unhampered".

He said the company seemed to be trying to "pick off worker leaders" and accused it of "dividing workers by setting those who have not got their jobs back against those who have".

The allegations could spark renewed tension at the company, which has been hit by two drivers' strikes this year.

A Putco spokesman yesterday confirmed that several workers had not been re-employed and would now have their cases heard by the indaba.

He said 70 drivers were reemployed by the company yesterday. More than half of them had not applied for reinstatement.

The rest had not resumed work because "the company does not wish to re-employ them".

It was not possible, he added, to say whether those who had not been reinstated were members of the action committee.

"The committee's composition has changed several times and we would only be able to confirm or deny the claims if we were given the names of the drivers in question," he said.

In terms of the agreement, workers who are not reinstated can have their cases reviewed by the indaba. A representative of TAWU will be present at this hearing.

This fell short of original drivers' demands that all strikers be unconditionally reinstated.

According to Putco, all bus services between Johannesburg and Soweto were operating normally yesterday.

30/12/80 STAR

27 sacked drivers' appeals for re-employment are refused

By Drew Forrest

Applications for re-employment by 27 Putco busdrivers sacked during last week's strike have been refused by the company's disciplinary committee.

According to union sources, this includes most members of the drivers' Action Committee, which played a prominent role in both Putco strikes this year.

When the strike ended on Tuesday last week, Putco management turned down demands by driver representatives for full reinstatement of striking employees sacked five days earlier.

In terms of an agreement reached with the representatives, those not rehired could appeal against the decision, first to the company's liaison committee and later to management.

The first and most important round of appeals involving 46 dismissed drivers was heard yesterday at the Putcoton depot outside Soweto.

A Putco spokesman said 19 drivers had been offered their jobs back while 27 applications for re-employment had been refused. In reaching its decision the committee had taken account of the drivers' entire service records, he said.

Drivers now have the right of appeal to the Putcoton depot manager Mr F Vorster — whose dismissal or transfer was a major strike demand — and to the area executive for Putco's south-western region, Mr G R Hall.

A spokesman for the Transport and Allied Workers Union declined to comment on the proceedings. This might prejudice "further action" under consideration by the union, he said.

He added that most members of the driver's Action Committee had not been rehired.

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PUTCO STRIKE FM 26/12/80

Behind the standstill

Although Putco bus services are almost back to normal, the issue behind the wildcat strike which brought the company's Soweto services to a standstill last week remains unresolved.

Labour unrest has plagued Putco since June. Since then management has signed a recognition agreement with the Transport and General Workers' Union (TGWU) which represents workers at the Springs depot. Recognition negotiations are presently underway with the union representing Soweto depots — the Transport and Allied Workers' Union (TAWU).

Negotiations to end the strike this week were sticky. Says Denzil Bradley, a spokesman for TWS, the public relations agency Putco has called on to deal with the press: "It's like coming to grips with a slippery eel. The issue changed from day to day."

But workers are adamant that only one issue remains — the company's disciplinary procedure. This has been a bone of contention since the first strike when workers claimed that active union members were being victimised and that workers were fired indiscriminately. Last week they reiterated their earlier demand that Putco divisional manager Frederick Vorster resign. Vorster is responsible for hiring and firing workers.

The company is adamant that Vorster, who has been with Putco for 17 years, remain at his post.

But it has made two concessions. Firstly, that future dismissal decisions be referred to the area manager if workers feel the divisional manager's decision is unfair. Secondly, it has reconfirmed that as soon as TAWU substantiates its membership at any Putco depot, recognition will be granted and the mutually agreed disciplinary and grievance procedure implemented.

By the time the FM went to press, TAWU and management had not yet met to discuss the strike. The union says Putco refuses to meet with it until "all the strikers return to work. We hope that once this has happened we will be able to negotiate with management on the part of the workers," says Michael Mohatla, TAWU organiser. Putco however denies that it has refused to meet with the union.

After a meeting with two driver delegates and a union member on Monday, management stated that "all ex-employees can apply for work without the loss of previous accumulated service rights." It also undertook to consider the cases of those not re-employed — some 80 of the 380 drivers who were still on strike on Monday.

TRANSPORT, PRIVATE LABOUR

5/1/81 — 31/12/81

Busdrivers fear for their future

The final appeal by Putco busdrivers against their dismissal for striking was due to be heard today and drivers feared that not all of them would be re-engaged.

A Putco spokesman said today that he expected to see about 17 drivers who would be lodging appeals against the sackings. He said some of the drivers had not re-applied for their jobs.

The drivers' union representative, Mr M Manana, said today some of the drivers felt that they would not be re-employed and had not bothered to apply for their posts because they thought it a futile exercise.

He also said that some of the drivers were not satisfied with the new minimum wage-scales announced by the Government last month.

A bus driver's minimum weekly wage has been increased from R75 to R90. Other increases range from 25 percent for learner drivers to 4,5 percent for labourers.

Putco has hinted that the pay increases would put the company under pressure to raise fares.

The drivers struck last month following a demand that a company manager, Mr F Vorster, be removed.

Putco will not rehire 30 drivers

By Langa Skosana

Putco has decided not to re-employ about 30 bus drivers who went out on strike last month.

They had infringed company rules by such acts as assaulting or being rude to passengers, a Putco spokesman said.

Their records were considered by the liaison committee, the divisional manager and the area executive who found no reason yesterday to re-employ them.

Yesterday was the last day for drivers to lodge appeals against dismissal.

The spokesman added that two drivers refused to be re-employed "and I don't know what the reason is."

About 780 drivers struck last month and were fired by Putco. The wildcat strike stemmed from complaints about a company manager the drivers wanted removed and a disciplinary hearing for a driver accused of selling bogus tickets.

Drivers interviewed today said they were dismayed at Putco's refusal to re-employ the 30.

They said they feared victimisation if they complained about working conditions.

FINE ART & ARCHITECTURE

ARCHITECTURE

Cape Provincial Institute of Architects' Prize
For the best student in :-

Sixth Year

P F Dunckley

Helen Gardner Travel Prize
For a student who has satisfactorily completed 1st, 2nd and 3rd major courses.

P A Rappoport

Molly Gohl Memorial Prize
For the best woman student in third year.

Miss C Tredgold

David Haddon Prize
For the best student of Architecture (or Quantity Surveying) in the subject of Professional Practice.

D H Pryce Lewis

General J B M Hertzog Prize
For the best final year student.

S A Read

Osbourn Prize
For the best work in fourth year.

D H Pryce Lewis

John Perry Prize
For the best work in third year.

R A van Rosenveld.

KwaZulu bus drivers on strike

DURBAN. — Bus drivers of the KwaZulu Bus Service went on strike yesterday, stranding hundreds of commuters.

A police spokesman said 40 drivers from the Ezakeni terminus, near Ladysmith, and 15 from Watermeet, near Van Reenen, had refused to drive until an inspector was dismissed.

The inspector had reported a bus driver for allegedly assaulting a child on a bus. The driver had been dismissed as a result.

Officials from the Department of Labour are investigating. — Sapa.

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KwaZulu drivers go on strike

DURBAN — Hundreds of commuters had to walk to their destination yesterday when 55 bus drivers employed by the KwaZulu bus service went on strike.

A police spokesman said 40 drivers from the Ezakeni terminus near Ladysmith and 15 from Watermeet near Van Reenen had refused to drive the buses until an inspector was dismissed.

The inspector had reported a bus driver who had allegedly assaulted a child on a bus. The driver had been dismissed as a result.

Officials from the Department of Labour are investigating. — SAPA.

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Striking bus driver's sent back to work

DURBAN. — All 55 drivers employed by the KwaZulu Bus Service were back at work last night after striking during the day over a dispute.

A police spokesman said 40 drivers from Ezakheni, near Ladysmith, and 15 from Watersmeet, near Van Reenen, had refused to drive buses.

The strike started when an inspector reported a driver who allegedly assaulted a child in a bus. The driver was dismissed.

A police spokesman said the bus drivers refused to return to work until the inspector was dismissed. — Sapa.

Rand Daily Mail 24/1/81

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Five sacked men rehired

EAST LONDON — Five Ciskei Transport Corporation workers, fired last year for absconding while under detention by the Ciskei Government, are back at work.

The five men have been reinstated to their jobs following talks between the Ciskei Government and CTC management.

In a statement yesterday, the group manager of CTC, Mr H. G. Kaiser, sharply rebuffed the intervention of the South African Allied Workers Union in the issue.

Mr Kaiser said the Ciskei Government and CTC would deal with any discord between employer and employee.

The men, Mr B. Soci, Mr S. Matshoba, Mr. S. Goci, Mr M. Ngesiman and Mr N. Nqabeni, approached Saawu to take up their case with the CTC after their dismissal.

Saawu said in a statement they would fight the issue "right to the end."

Mr Kaiser said: "As regards the threat by Saawu, this was not taken into consideration in this matter because Saawu is not the mouthpiece of CTC employees.

"Any discord between employer and employee will be dealt with by CTC and the Ciskeian Government who have the real interest of the Ciskeian worker at heart."

Commenting yesterday, Mr Thozamile Gqweta of Saawu replied, "the simple fact that the workers approached Saawu after they had exhaustively attempted to put their case to the CTC management speaks for itself."

The men were dismissed from their jobs for absconding when in fact they were being held in detention by the Ciskei Government.

The men said they had spoken to CTC management claiming their dismissal was unfair and were told to reapply for their jobs.

After they had reapplied and been informed their applications had been rejected, they approached Saawu for assistance. — DDR

Greyhound trial comes under fire

West Rand Bureau

The speedy trial conviction and sentence of 176 striking West Rand bus company employees has raised a storm of protest.

Lawyers and trade unionists have criticised the "rushing" of the trial and the sentences imposed.

One hundred and eighty eight employees of Greyhound Bus Lines in Chamdor, near Krugersdorp, went on strike on Monday morning over a wage dispute.

Police arrested the strikers who were later tried in the Krugersdorp Regional Court. In a hearing that lasted until 8.30 pm, 176 of the strikers pleaded guilty to striking in contravention of the Black Labour Relation Regulation Act.

They were sentenced to 18 month's jail, suspended for five years on condition they were not convicted again of similar charges and that they returned to work yesterday.

They were acquitted on charges under the Riotous Assemblies Act.

HARSH

Mr P Moshidie, of the Black Lawyers Association, strongly criticised the "harshness of the sentence and the conditions."

He did not believe the court had the power to compel workers to return to work or face an 18-month jail sentence.

Mr Alex Erwin, general-secretary of the Federation of South African Trade Unions, was "amazed" at the handling of the matter.

"I have never heard of a similar case going through the courts so quickly. This will serve only to polarise industrial relations and discredit any kind of reform. It will solve nothing in the long term."

The sentences, he said, seemed very heavy-handed.

Twelve workers who pleaded not guilty were due to appear in court today.

RDM 18/2/81

Storm over busmen's lightning trial

(333) (153) (35)

By RIAAN DE VILLIERS
Labour Correspondent

A STORM of protest erupted yesterday over the trial and conviction of 176 black bus drivers and other workers for striking illegally in Krugersdorp on Monday.

Labour lawyers, trade unionists and others reacted with shock to the sentences imposed on the men and also sharply criticised the circumstances surrounding the trial.

A total of 183 employees of the Greyhound Bus Lines Company in Chamdor, near Krugersdorp, refused to go on duty on Monday morning after negotiations with management over pay grievances had broken down.

Police were called, the men were arrested and taken to the Krugersdorp police station.

They were tried later in the Krugersdorp Regional Court at a hearing which lasted until 8,30pm.

Of the workers, 173 pleaded guilty to charges of striking illegally in terms of the Black Labour Relations Regulation Act. They were sentenced to prison terms of 18 months, conditionally suspended for five years.

They were acquitted on charges in terms of the Riotous Assemblies Act, which prohibits strikes by workers in essential services, including transport.

In a move described as "unprecedented" by labour lawyers yesterday, the magistrate, Mr W Aucamp, imposed as one of the conditions for suspending the sentences that the men return to work yesterday.

The remaining 10 workers pleaded not guilty and their trial continues yesterday.

Mr Halton Cheadle, a labour law expert, said the sentences imposed induced a "sense of shock" and appeared excessive for first offenders.

Mr Cheadle of the Centre for Applied Legal Studies at the University of the Witwatersrand, described the condition that the men return to work as a "completely unprecedented" move which "flew in the face of common law".

"The effect of this condition is to force the men to return to work, while the Appellate Division, for example, has held that courts cannot give an order for any such specific performance.

"The effect of this judgment is to compel workers to return on pain of an 18-month jail sentence. In my view, this is reviewable as well as appealable."

Mr Cheadle said it was significant that the workers were charged in terms of the Black Labour Relations Regulation Act — due to be phased out in terms of the new labour dispensation — rather than the Industrial Conciliation Act.

This now also covered blacks and prescribed much smaller penalties for illegal strikes.

"Clearly, the more draconian act was chosen," he said.

Mr Alex Erwin, secretary of the Federation of South African Trade Unions, said laws could not stop strikes.

He added: "The only effect of such harsh action will be to polarise industrial relations and discredit any kind of reform

Mr Piroshaw Camay, general secretary of the Council of Unions of South Africa, also expressed shock.

While the council would study the events in greater detail, he said, it was likely to take the matter further as it indirectly affected an affiliate union which had had discussions with the company and workers.

Mrs Sheena Duncan, director of the Black Sash advice office, described reports on the proceedings as "among the most appalling things I have read in years".

Another prominent labour lawyer also sharply criticised what he described as "uncommonly heavy sentences" and added that it was a cause for concern that a trial dealing with such complex issues could be dealt with so quickly.

He also questioned the disparity between the speed at which offences by employees were brought to court, as opposed to actions by employees against employers.

"If it is correct that the men were given these sentences for a first offence, and a condition to return to work imposed, then I find it incredible," he said.

DIAGO SEGOLA reports that the 12 remaining workers again pleaded not guilty yesterday to charges of striking illegally. No evidence was led and the men were remanded until today.

Company spokesman could not be reached for comment yesterday.

Malan Chemical Engineering Medals

For the best student in each of the following years:-

Second Year (Bronze Medal)

A H Dabrowski

Third Year (Silver Medal)

C L E Swartz

Fourth Year (Gold Medal)

L Flach

Malan Prize for the most improved First Year Chemical Engineering Student

K W Strickland

S A Institution of Chemical Engineer's Silver Medal

For the best performance in project, design and practical courses over the 4-year curriculum.

P M Salmon

L T A Construction Prize

For the final year Civil Engineering student submitting the best thesis.

G P Mitchell

S A Federation of Civil Engineering Contractors' Prize

For the best final year design showing constructional merit.

K N Hvidsten

S A Institution of Civil Engineers Student Chapter Prize

For the best written report submitted in C E 214, design

P C Watt

Short-lived strike: what went wrong

The short-lived Greyhound Buslines' strike for which many drivers were convicted on charges of striking illegally, has caused a stir in trade union circles . . .

West Rand Bureau

The arrest and conviction of 176 Greyhound Busline workers who went on strike over pay demands this week has created a storm in trade union and legal circles.

The men, mostly bus drivers, were sentenced to 18 months' jail suspended for five years after they had pleaded guilty to charges of illegal striking.

The trial of a further 12 workers who pleaded not guilty is continuing.

Yesterday the background to the short-lived strike action was outlined in evidence by Greyhound's general manager, Mr Peter Davies.

"All the workers are representd by five elected works committees with whom wages are negotiated annually. Negotiations normally commence in March and wages are reviewed in April.

"But on January 15 this year I heard rumours of a strike which was supposed to take place the next week. I called an emergency meeting for January 19 with all the committee chairmen and secretaries," Mr Davies said.

At the meeting Mr Davies said he had strongly warned against any strike action and said management was prepared to negotiate at all times. On January 26, another meeting was called. The committees passed on a request by workers for an increase of R30 a week. A counter-offer of just over half the amount was made by management on February 3.

"On February 5 I received a letter from the works committees in which they said they were no longer prepared to negotiate. They wanted a straight yes or no answer by February 13."

The unsigned letter had also demanded a written refusal of the R30 wage request by management.

A new meeting with the works committees was called for the following day and Mr Davies said he had again warned of "the danger and possible consequences" of a strike.

"I said a wage negotiation meeting would be held on February 10. The committee members said the letter should not be regarded as an ultimatum and they would continue negotiations," Mr Davies said.

Two more meetings were held against a background of growing dissastisfaction with the negotiating powers of the works committees.

"On February 12 it became apparent that the committees were unwilling or unable to convey management offers to employees. We decided to issue a memorandum explaining everything," Mr Davies said.

On February 13, Greyhound workers were told at briefing sessions that new wage rates would come into effect in March despite an agreement that the existing rates would remain in force until April 6.

Confusion surrounding a wage order issued by the Wage Board in December was also cleared up in the memorandum. The increases referred to in the order applied only to Putco employees.

"Greyhound already pays more than the determined rates for all grades of employees and management cannot pay new rates until the works committees agree to accept them on behalf of the workers!" memorandum concluded.

ANNEXURE: TABLE I

YEAR	NUMBER OF PATIENTS IN INSTITUTIONS	ADMISSIONS	OUT-PATIENT ATTENDANCE	POPULATION
1964	23 742	35 965		19,1 Mill.
1966			28 657	20,4
1970	28 124	37 133		22,4
1971			55. 047	23,0
1975	25 957	24 880		25,5
1976	26 139	26 277	267 625	26,1
1964 - 1976	+ 2 397	- 9 688		+ 7 Mill.
1966 - 1976			+238 968	
Percentages	+10.1%	-26,9%	+8?? 9%	+36.6%

TABLE III

ADMISSIONS, DISCHARGES AND OUT-PATIENT ATTENDANCE IN THE GROOTHOEK COMPLEX: 1971 - 1976

YEAR	ADMISSION RATE	DISCHARGE RATE	REGULAR ATTENDING OUT PATIENTS
1971	91	61	?
1973	261	421	108
1975	387	375	240
1976	406	523	406

COU

Greyhound strike: 11 appear in Rand court

West Rand Bureau

The strike by 188 Greyhound Busline workers began before dawn on Monday as busdrivers were woken up and bused against their will to the company depot at Chamdor. They were threatened with death if they did not join in the strike, the Krugersdorp Regional Court heard yesterday.

Twelve workers have pleaded not guilty to charges of striking illegally. Eleven appeared yesterday and the other, who has obtained legal representation, was released on bail and will be tried later.

During cross-examination of two State witnesses the court was told:

- Off-duty busdrivers were warned to ignore any orders to work.
- Drivers on duty at the depot were pulled from vehicles and told they would be "followed" if they did not strike.

The general manager of Greyhound Buslines, Mr Peter Davies, said the strike was a result of a breakdown in wage negotiations between management and elected works committees.

QUIET

Early on Monday Mr Davies was told drivers and other workers were on strike.

Police vehicles were parked inside the depot when Mr Davies arrived and 188 workers were "sitting quietly" in front of the gates.

"After contacting an official from the Department of Manpower Utilisation, I spoke to the men."

After warnings and pleas by Mr Davies had been ignored, police reinforcements arrived and the men were given 15 minutes to return to work.

The head of the West Rand Riot Unit Lieutenant-Colonel Gerhard Viljoen, said workers had been arrested after a final five-minute warning.

A request for bail was refused by the magistrate. The trial is continuing.

● **See Page 21: Short-lived bus strike: what went wrong.**

1951 WHITE

	MALE							FEMALE						
	0	1-4	5-24	25-44	45-64	65+	ALL	0	1-4	5-24	25-44	45-64	65+	ALL
1	0.06	0.01	0.02	0.22	0.52	0.61	0.20	0.03	0.02	0.07	0.17	0.20	0.17	0.12
2	1.80	0.76	0.13	0.12	0.34	0.62	0.29	1.49	0.63	0.12	0.08	0.15	0.57	0.23
3	5.44	0.28	0.01	0.01	0.05	0.45	0.20	4.73	0.16	0.01	0.01	0.05	0.55	0.18
4	4.35	0.49	0.05	0.20	1.10	7.13	0.85	4.99	0.47	0.04	0.10	0.39	4.71	0.59
5	0.16	0.01	0.15	0.93	7.85	37.20	3.93	0.06	0.00	0.16	0.58	4.92	30.60	3.13
6	0.06	0.15	0.11	0.32	2.99	11.92	1.38	0.19	0.08	0.09	0.46	2.47	8.88	1.20
7	0.16	0.07	0.03	0.23	0.97	3.84	0.49	0.03	0.04	0.04	0.17	0.76	2.95	0.40
8	0.03	0.10	0.23	0.28	0.28	0.46	0.25	0.06	0.03	0.06	0.04	0.09	0.07	0.06
9	0.59	0.36	0.40	0.75	0.91	1.18	0.64	0.42	0.23	0.09	0.14	0.28	1.44	0.25
10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.13	0.00	0.00	0.06
11	20.77	0.00	0.00	0.00	0.00	0.00	0.50	15.41	0.00	0.00	0.00	0.00	0.00	0.36
12	5.25	0.49	0.18	0.36	1.79	11.46	1.35	4.21	0.50	0.18	0.34	1.06	6.91	0.96
ALL	38.67	2.71	1.31	3.43	16.79	74.87	10.08	31.64	2.16	0.91	2.23	10.36	56.85	7.53

1941

	0	45-64	65+	ALL
1	0.0	0.21	0.28	0.21
2	3.7	0.39	0.85	0.44
3	14.1	0.09	0.87	0.41
4	10.5	0.76	5.64	0.82
5	0.0	4.21	25.49	2.37
6	0.0	2.65	9.01	1.10
7	0.:	1.20	4.41	0.54
8	0.(	0.16	0.13	0.08
9	0.:	0.24	1.45	0.24
10	0.(	0.00	0.00	0.13
11	19.	0.00	0.00	0.37
12	10.	1.70	10.98	1.45
ALL	59.	11.61	59.13	8.16

Busdrivers cleared on illegal striking charges

Own Correspondent

JOHANNESBURG. — Eleven black bus drivers were acquitted in the Krugersdorp Regional Court yesterday on charges of striking illegally.

The 11 had pleaded not guilty before Mr W Aucamp to striking illegally in terms of the Black Labour Relations Regulation Act and to charges of breaking the terms of their contracts with their employer.

They are: Mr Simon Mogale, Mr Dolfas Jantjie, Mr Silas Kekana, Mr Tatius Mathe, Mr Jacob Mane, Mr Anderson Mohamed, Mr Samuel Malingu, Mr Andries Tanse, Mr Goodwill Dube, Mr Jack Dinebegele and Mr Edward Suzwane. (No ages or addresses were given.)

188 arrested

They were among 188 bus drivers and other workers, all employed by Greyhound Bus Lines of Krugersdorp, arrested last Monday morning after refusing to go on duty.

The other 176 pleaded guilty to both charges on Monday during a trial that lasted till 8.30 pm. They were sentenced to 18 months, suspended for five years. The court also ruled that they return to work the next day.

The case against Mr Elias Sebetele, who originally appeared with the 11, was postponed to February 23.

Intimidation

On that day one of them was on leave, two had the day off, two had reported for duty, one was on night shift from the previous day and one was due to start his shift late that afternoon.

The remaining four said they had reported for work but were coerced into not going on duty.

All the men said they had been intimidated and threatened by other drivers and had to go along with the group because they feared for their lives.

Before acquitting the 11, Mr Aucamp said the State had not disproved the men's claim that they had been intimidated and threatened.

The drivers' evidence that they had either been on leave, had the day off or in some cases reported for duty had also been corroborated by the company's general manager, Mr Peter Davies, and by other company officials, he said.

Mr P L Prinsloo appeared for the State. The men were not represented.

FACULTY OF ENGINEERING

Corporation Medals
For the best student in each of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon
T J Cumming
D P Weeks
J H Rens
B F McCleland

Professor George Menzies Prize
Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

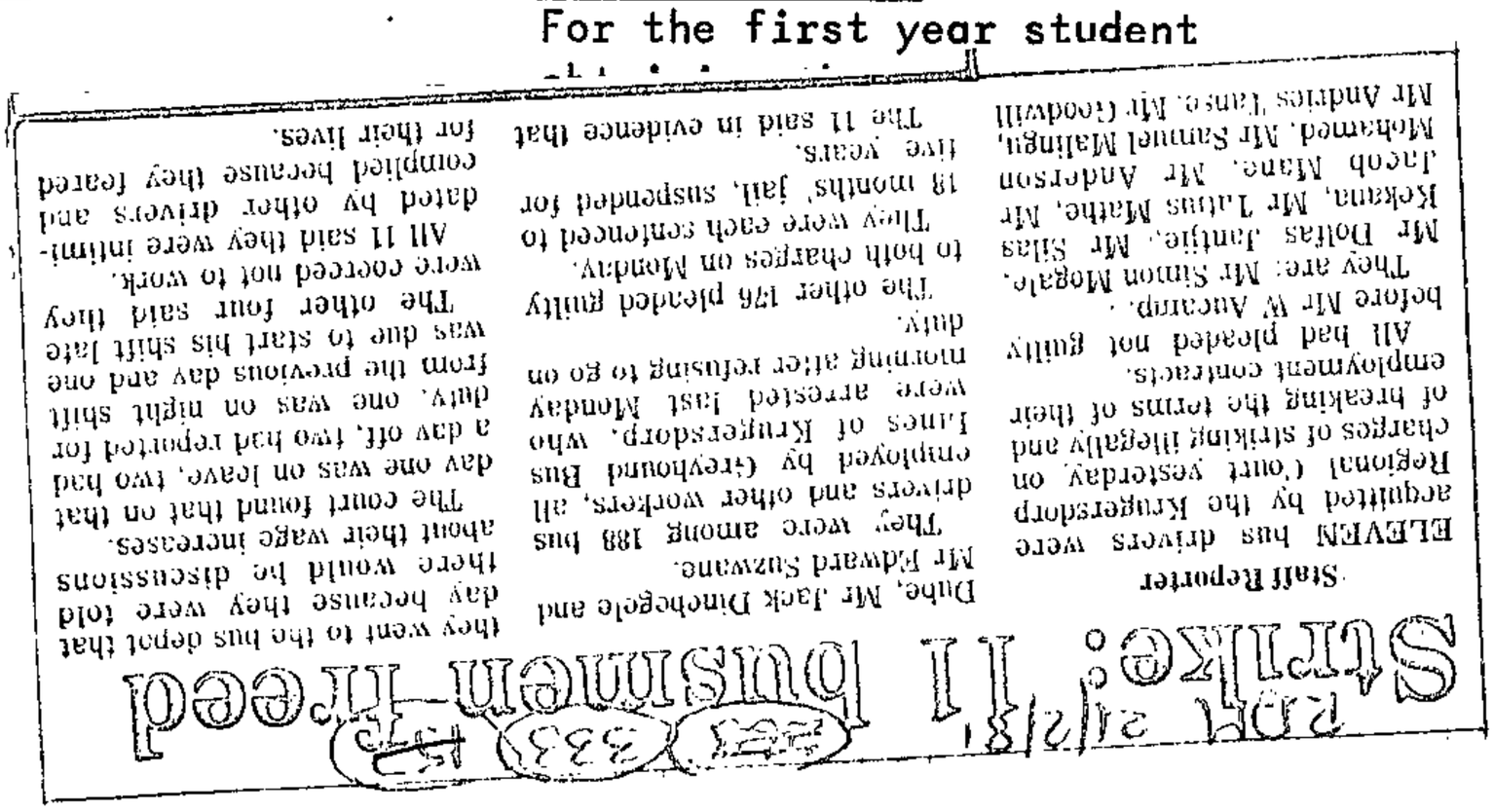
J H Rens

Sammy Sacks Memorial Prize
Awarded to the student with the best classwork in Engineering Drawing.

L Menegaldo

CHEMICAL

A E & C I Prize
For the first year student


Strike? 11 business freed

Staff Reporter

ELEVEN bus drivers were acquitted by the Krugersdorp Regional Court yesterday on charges of striking illegally and of breaking the terms of their employment contracts.

All had pleaded not guilty before Mr W Ancarp.

They are: Mr Simon Mogale, Mr Dolfas Jantjie, Mr Silas Kekana, Mr Tatius Mathe, Mr Jacob Mane, Mr Anderson Mohamed, Mr Samuel Malinga, Mr Andries Tanse, Mr Goodwill Dube, Mr Jack Dinchegele and Mr Edward Suzwane.

They were among 188 bus drivers and other workers, all employed by Greyhound Bus Lines of Krugersdorp, who were arrested last Monday morning after refusing to go on duty.

The other 176 pleaded guilty to both charges on Monday.

They were each sentenced to 18 months' jail, suspended for five years.

The 11 said in evidence that they went to the bus depot that day because they were told there would be discussions about their wage increases.

The court found that on that day one was on leave, two had a day off, two had reported for duty, one was on night shift from the previous day and one was due to start his shift late.

The other four said they were ordered not to work.

All 11 said they were intimidated by other drivers and coerced because they feared for their lives.

Chemical truckers slam slack laws

S. Times 7/3/81

33

By GRAHAM SPENCE

TRUCK hauliers are again up in arms over the "grossly inadequate" safety regulations regarding road transportation of hazardous chemicals.

Many feel that it is just a matter of time before a national disaster occurs on the scale of the "Los Alfaques" holiday camp in Spain over two years ago.

More than 200 holidaymakers died in a scorching inferno when a tanker carrying liquid gas ran out of control and exploded outside the town of Tarragona.

The main complaints among hauliers are:

- Inadequately trained drivers transporting chemicals far more volatile than normal explosives.
- Differences in municipal control.
- Vehicles conveying hazardous products through densely populated urban areas.
- No compulsory chemical identification signs on the trucks.

In a hard-hitting paper presented to the SA Chemical Institute, the executive director of the Professional Hauliers Association, Mr Jack Webster, said control over hazardous chemicals was virtually non-existent.

Explosives

"Today the road transport industry is conveying chemicals far more dangerous than explosives with no control, except the self-imposed controls introduced by responsible carriers which, thank goodness have been effective up to now."

He said that transportation of inflammable products in municipal areas was supposed to be controlled by municipal bylaws. There was no control outside these areas.

"When viewed on a national level these controls do no credit to the local fire departments who formulate the bylaws.

"It is difficult to believe that there can be any fundamental difference in transporting inflammable products in Johannesburg, Cape Town or any other municipal area, but the local fire departments thinks there is. For example the maximum quantity which a tanker is permitted to convey in Johannesburg is 3000 ℓ whereas in Bethlehem it is

"What we want is uniformity in bylaws."

Mr Webster said the training of drivers was also to a large extent at fault. The only prerequisite many firms required was that they had a licence. No training of how to handle accident situations was given.

Lethal

"In the hands of an untrained driver a tanker with half a load of water can be highly dangerous, not because of the nature of the water, but because of instability.

"Couple instability with a really hazardous product and the result is a lethal weapon."

Mr Webster also urged that the "Hazchem" signs be made mandatory which give the man on the street information on how to cope with an emergency until fire fighters arrive.

He said another alarming aspect was that draft regulations involving Hazchem signs, tests for drivers, medical examinations and routing of dangerous chemical carriers had been drawn up by the Department of Health and submitted to the Department of Transport five years ago.

But still nothing had been done to promulgate them.

21-8212

Putco drivers meeting

SOWETAN Reporter

THE SACKED Putco drivers issue is to be discussed on Sunday is the latest on registration, their activities, amendments to the constitution and the election of officials.

For the Friday meeting at the Orlando YMCA on Friday morning, discussions on the sacked drivers are likely to be heated. Putco sacked a number of employees after the last strike by drivers, which lasted several days.

Most of those sacked were popular figures among Putco employees.

According to a spokesman for the union, among

although their cash wages may amount to as little as R5,00 per week. He sees about 1 000 to 1 200 patients as district surgeon per month, which includes visits to the prison at Kirkwood (about 600 prisoners and 100 warders and their families) and 700 employees of the railways all

to see free.

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doctor, although he sees a roughly similar number of patients, the allowance for medicine for black indigent patients was R500 per month. The number of doctors in Kirkwood magisterial district has declined from 7 in 1972. (4)

3.1.2. The Valley Clinics

There are three permanent clinics in Kirkwood, and one each in Sunland and Addo. Two of those in Kirkwood - one in the town for 'coloured' patients and one in the African location of Bontrug - are run by the municipality for residents of the municipal area. Bontrug clinic is run

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by two African nurses and supervised by the sister who runs the clinic for 'coloured' patients in town. The latter clinic stands next to the larger Divisional Council clinic which serves people from the rural areas. There would seem to be some duplication of services as they both perform the same functions, although the provisions of medicines, etc. differs. The other two clinics are run by the Divisional Council, Sunland with four nurses and Addo with three.

Background of the Valley Clinics

A small clinic, (The Loyola clinic) was set up after 1940, and run twice weekly by Catholic sisters next to the school in Addo. The first clinic in Sunland was set up and the first nurse employed at the initiative of the Womens Institute in Addo and Sunland and the Red Cross, which had a local branch. Money was raised for the building and equipping of a clinic locally by means of fêtes, sales etc., and the nurse's salary paid by the National Red Cross. The first nurse resigned after a month, and it was left to a local farmer's wife, a trained nurse with three children, to run the clinic. Most of the work was concerned with maternity (deliveries, done at home in many cases), V.D. and minor ailments until diagnostic facilities became available for TB: after local requests the Divisional Council provided a mobile unit to do 10 X-rays a month. Until this time only cases likely to be terminal could be identified. Demand for X-rays far outstripped the need, and to ensure compliance many patients were visited daily by the clinic nurse to have their treatment. The Divisional Council at first ran separate TB clinics and paid part of the nurses' salary. By now an African sister had been added to the team, which made twice weekly visits to run the Addo clinic as well as making daily stops at other villages:

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Tongaat hit by strike

WORK came to a halt at the large Tongaat Group at Tongaat on the Natal north coast yesterday when more than 800 workers downed tools.

The strike started in the transport department, but soon spread to other departments as workers asked their colleagues to strike in sympathy.

Workers spoken to said they objected to the "unfair" dismissal on Monday of 17 fellow workers.

They are also demanding better pay and double time for work done on a Sunday.

Meanwhile about 600 workers for Murray and Roberts in Port Elizabeth were dismissed on Wednesday following a three-day work stoppage.

The dispute was the latest in pension-related unrest in the industrial unrest.

Putco meets union leaders

By Z B MOLEFE

INDUSTRIAL relations within the giant Putco bus company took a turn for the better yesterday when management met the Transport and Allied Workers Union.

The meeting, held at the Putco bus depot, outside Soweto, was attended by Mr George Hall and Mr Robin Duff for Putco and Mr Michael Mohatla, Mr Michael Mcede and Mr Wilson Manana for the union.

The purpose of the meeting was to establish a grievance procedure and a disciplinary code within the bus company. Another meeting is to be held soon to protest a final document for agreement.

A Putco spokesman told **SOWETAN**: "Both parties are happy at the progress made. We hope this will lead to better industrial relations within the company."

Both parties would not elaborate further on the meeting which was the result of the proposals first indicated by the union since September last year.

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CT
27/3/81
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Putco accord reached

Own Correspondent

JOHANNESBURG. — The Putco bus company has agreed to scrap a controversial disciplinary system, which was partly responsible for the strike at the company late last year.

Both Putco and the Transport and Allied Workers Union expect this move to lessen the likelihood of future strikes at Putco.

And the long-awaited recognition agreement between the company and the TAWU, which represents the majority of Soweto drivers, is also imminent. One effect of this will be that workers will be represented by a union shop-stewards committee instead of a liaison committee.

These moves follows talks this week between the TAWU and the company.

According to a Putco announcement, the two sides have reached agreement on a new disciplinary code and grievance procedure.

Preliminary agreement on union recognition had also been reached and a final recognition agreement was expected to be signed at the next meeting between the two parties, a company spokesman said.

He added that Putco were "very happy with progress thus far" and that the new code "will hopefully usher in an era of better labour relations".

The spokesman declined to discuss details of the new code, saying they were "the subject of negotiation until the recognition agreement is signed."

But the TAWU's general-secretary, Mr Michael Mohatla, said Putco had agreed to replace the liaison committee with a shop-stewards committee at those depots where the TAWU had majority membership.

Hiding gets bus owner jailed

PIETERMARITZBURG. — A Natal South Coast transport company owner who "savagely assaulted" one of his staff with a sjambok, has been sent to jail — after earlier being fined — after appealing against his earlier sentence.

Mr Jerome Buthelezi has had his sentence increased — from a R200 fine, or 12 months, to 18 months' jail — after an appeal against his earlier sentence.

In the Pietermaritzburg Supreme Court, Mr Prince Hlengwa, a bus driver, said he was stripped and tied to a bed at a house of Mr Buthelezi.

He told the court he was thrashed for four hours.

A hospital medical report said Mr Hlengwa had suffered multiple bruising, two black eyes and "innumerable" lacerations to the body.

Buthelezi said he assaulted Mr Hlengwa because he thought he had stolen money.

Mr Justice J A Howard said he found the sentence originally imposed on Buthelezi had been "grossly inadequate."

"The assault was such that there should have been no question of an option of a fine," he said. — Sapa.

Deadlock pay talks will be resumed

ROM 3/11/80

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AWC

Staff Reporter

VEREENIGING. — Wage talks between management for the Vaal Transport Corporation and the company's black drivers' works committee, which ended in deadlock on Wednesday night, are to continue once again in Sebokeng today.

Drivers are demanding a starting wage of R98 a week, rising to R135. Their negotiations with management began about a month ago.

A spokesman for the drivers' works committee told the Rand Daily Mail yesterday that the company's management offered to pay drivers, who have been with the company for six months to five years, R81 a week.

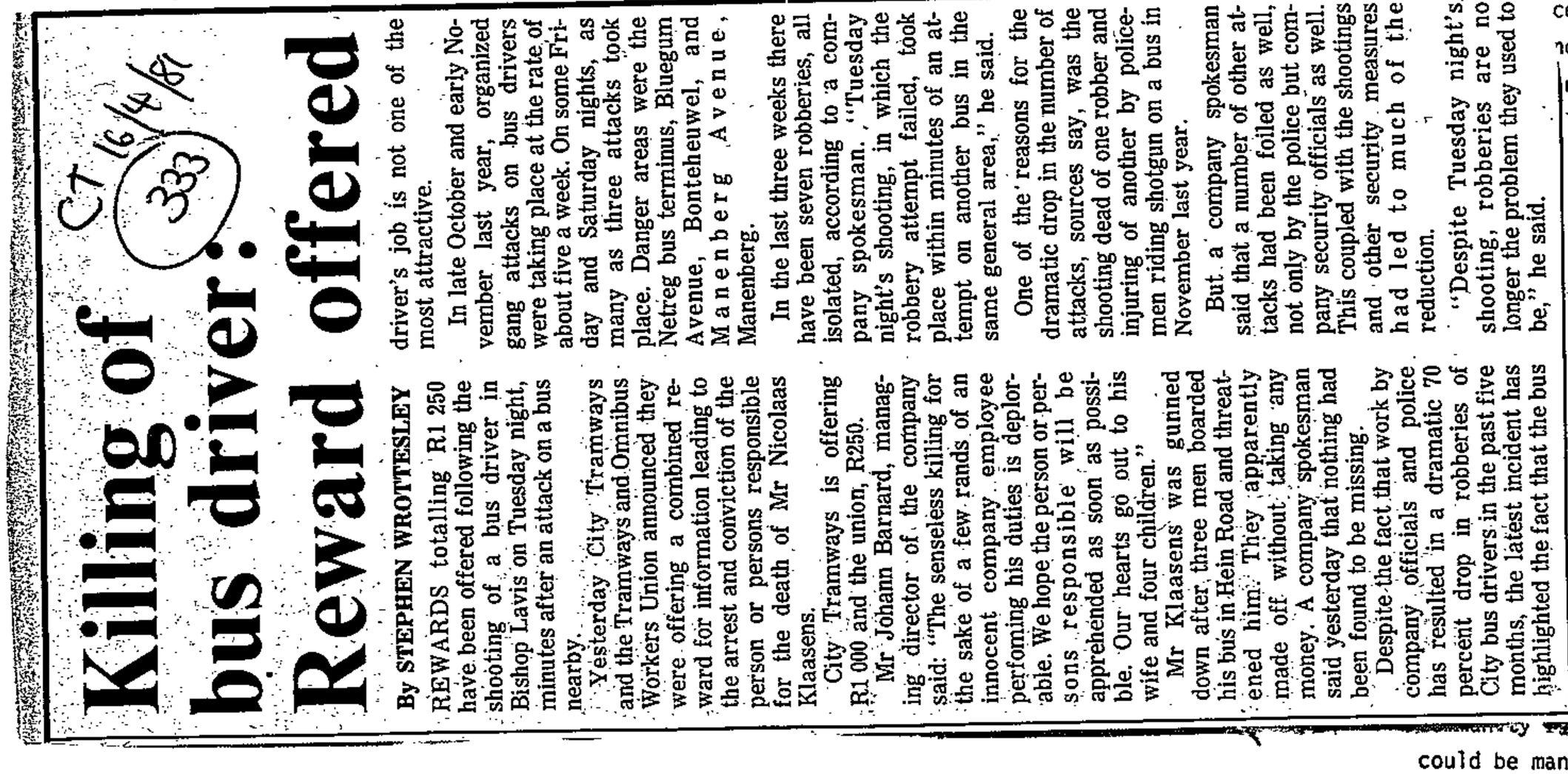
Workers with five years to 6½ years with the company were offered R90 a week, while those with with 8½ years to 9½ years of service were offered a weekly wage of R100, and another offer of a R115 top notch was also made.

But the Wednesday night meeting ended in deadlock when the works committee rejected the offers by management.

Mr F M Brick, the company's managing director, was not available for comment

Conflict arose over the issue of control over psychiatric services. The commission was to recommend that psychiatric services become the responsibility of the central Department of Health, thereby overriding that commission before it had published its report. A compromise was finally reached, with a policy of integration of psychiatric services at all three levels of government being accepted in principle. In practice, this policy has thus far only operated on two levels

1) the process of appointments of certain personnel
2) the streamlining of services for acute mental illness. The organisation of psychiatric services has largely retained its pre-commission form. The 1977 Health Act outlines this.



CT 16/4/81 (333)

Killing of bus driver: Reward offered

By STEPHEN WROTTESLEY

REWARDS totalling R1 250 have been offered following the shooting of a bus driver in Bishop Lavis on Tuesday night, minutes after an attack on a bus nearby.

Yesterday City Tramways and the Tramways and Omnibus Workers Union announced they were offering a combined reward for information leading to the arrest and conviction of the person or persons responsible for the death of Mr Nicolaas Klaasens.

City Tramways is offering R1 000 and the union, R250.

Mr Johann Barnard, managing director of the company said: "The senseless killing for the sake of a few rands of an innocent company employee performing his duties is deplorable. We hope the person or persons responsible will be apprehended as soon as possible. Our hearts go out to his wife and four children."

Mr Klaasens was gunned down after three men boarded his bus in Hein Road and threatened him. They apparently made off without taking any money. A company spokesman said yesterday that nothing had been found to be missing.

Despite the fact that work by company officials and police has resulted in a dramatic 70 percent drop in robberies of City bus drivers in the past five months, the latest incident has highlighted the fact that the bus driver's job is not one of the most attractive.

In late October and early November last year, organized gang attacks on bus drivers were taking place at the rate of about five a week. On some Friday and Saturday nights, as many as three attacks took place. Danger areas were the Netreg bus terminus, Bluegum Avenue, Bonteheuwel, and Manenberg Avenue, Manenberg.

In the last three weeks there have been seven robberies, all isolated, according to a company spokesman. "Tuesday night's shooting, in which the robbery attempt failed, took place within minutes of an attempt on another bus in the same general area," he said.

One of the reasons for the dramatic drop in the number of attacks, sources say, was the shooting dead of one robber and injuring of another by police men riding shotgun on a bus in November last year.

But a company spokesman said that a number of other attacks had been foiled as well, not only by the police but company security officials as well. This coupled with the shooting and other security measures had led to much of the reduction.

"Despite Tuesday night's shooting, robberies are no longer the problem they used to be," he said.

Licensed Institutions

The most significant development in licensed institutions was the emergence of the private company-run institutions. They entered the arena during the critical phase of the over-crowding crisis in the early 1960's. By 1976 over 12 000 beds were available. Nearly as many people were then being treated in private company hospitals as in state mental hospitals.

'Homeland' Hospitals

The mission hospitals formed the backbone of health care in the 'homelands'. The government began taking them over in the 1960's. In 1972, the Secretary for Mental Health, Dr J. Gilliland, outlined the comprehensive health system for the 'homelands'. Each 'homeland' was to be divided into wards (which do not coincide with the magisterial district). Each ward was to central hospital. This would be a control point nding 'satellite' clinics. More specialised services ncentrated at the central hospital. The surrounding ld provide family planning, immunization, paediatric ıp services on an outpatient basis. Psychiatric rvices were included. The clinics would jointly tire ward. Psychiatric facilities would available on all three levels of the three tier State mental hospitals, general 'central' hospitals llite clinics. The emphasis is towards the psychiatric patients in the community, but dicted that the demand on inpatient facilities Three institutions run by private companies were the 'homelands' since 1973. The first 'homeland' state tal opened at Umzimkulu in 1976. There was no available n the progress of the satellite clinics.

rvices

of the psychotropic drugs in the late 1950's ndition for the development of outpatient and vices. They provided a means whereby patients could be managed without hospitalisation.

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ECT BUS DRIVERS' AFTER KILLING

C-Herald 18/4/81

333

By ANTHONY DOMAN



ATTACKS on bus drivers have taken on a frightening new dimension with the cold-blooded shooting of a City Tramways driver, Mr Nicholaas Klaasens, in Hanover Park on Tuesday night.

The Tramways and Omnibus Workers' Union has asked City Tramways to safeguard drivers against similar attacks. Although buses have a mesh protecting drivers, this is useless against a gunshot.

Police have offered a 'substantial' reward for information leading to the arrest and conviction of the three men who made off with the money from Mr Klaasens's bus, leaving him bleeding to death from a stomach wound.

At about 10.30 on Tuesday night a man — one of the group of three — boarded the bus in Lonedown Road, Hanover Park, and pointed a gun at Mr Klaasens.

'Skiet hom'

Before Mr Klaasens could hand over any money, one of the men standing outside shouted 'skiet hom' and passengers looked on horrified as the gunman pulled the tri er

ways is prepared to co-operate to see that drivers are fully protected,' he said.

A 'substantial' reward is being offered for information leading to the arrest and conviction of the people involved. If you have any information, call the Peninsula Murder and Robbery Squad at 93-6101. All calls will be treated in the strictest confidence.

Parents

● Interviewed at Mr Klaasens's home in Matroosfontein, his parents — Mr and Mrs Henry Cleophas — said they had rushed from their own home in Darling when they heard the news.

'He turned 35 just this past Monday,' Mrs Catrina Cleophas said tearfully.

'I still called him up and wished him everything of the best. Now we'll never see him again.'

Mr Klaasens, the family's sole breadwinner, leaves his wife Clara and

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ld not employ blacks who did not
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orts and reference books with forged
r the Goch Street shooting, Police
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gone through the normal document-
y should make sure that there are no
s without their knowledge. This, of
he border areas.' In similar vein, the
nistration Board warned household-
arbouring guerrillas on their premis-
Africans without registering them at
in various parts of the country, par-
Transvaal, in May and June 1978
t to prevent would-be guerrilla infil-
e checking of reference books and
ing as one possible means of identi-
n the area in question. In April the
insloo, had said that police patrols
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their way into South Africa. Simi-

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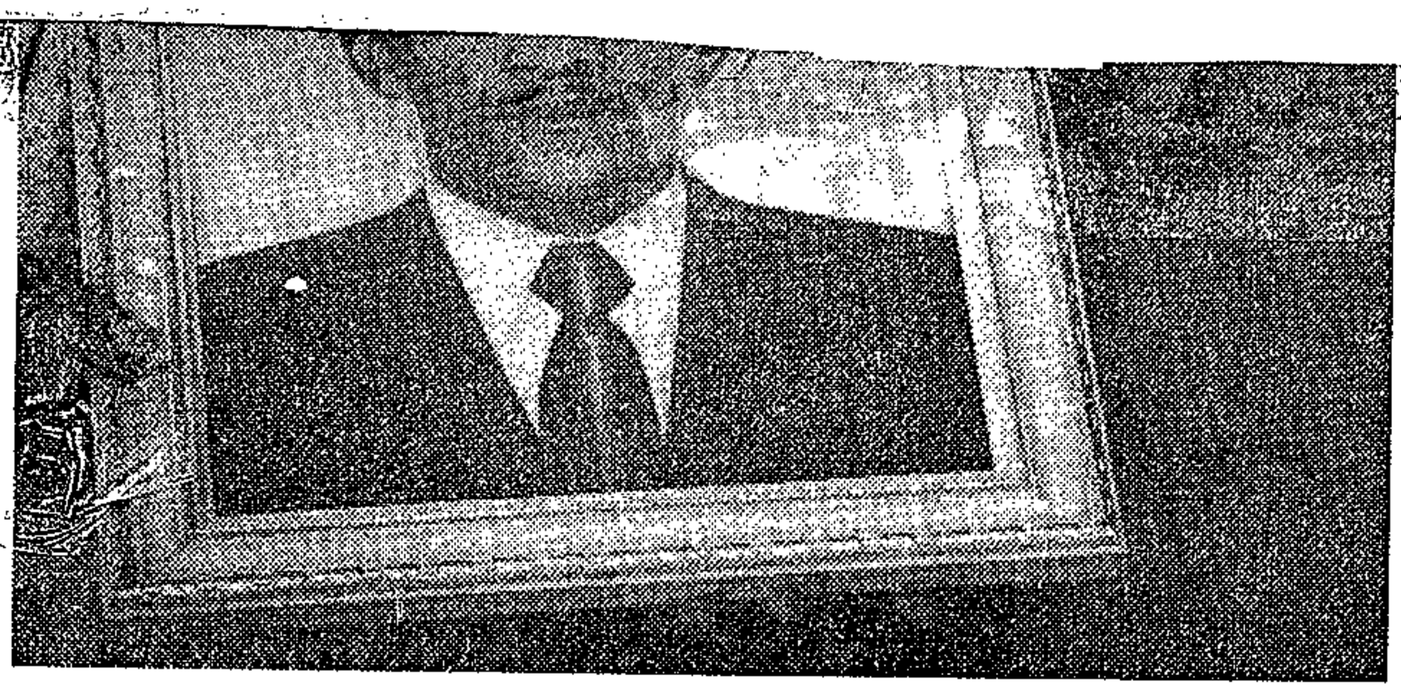


● MRS CATRINA CLEOPHAS and her husband Henry hold a photograph of their bus driver son, Nicholaas Klaasens, who was gunned down on Tuesday.

The attackers then grabbed about R45 in cash and ran off.

Police later took statements from passengers who had seen the shooting and they are working flat out to find the killer.

The three men involved in the shooting could be connected with an earlier incident in the same area, in which bus driver Mr Edward Johnson was also robbed.

Union

The general secretary of the Tramways and Omnibus Workers' Union, Mr D C Benade, said that they had asked for further safeguards for drivers.

'I can't tell you what they are but City Tram-

Transport firm fires 300 striking workers

By Drew Forrest

About 300 drivers and conductors employed by Cargo Carriers transport company in Vanderbijlpark were dismissed today, after a two-day strike in support of wage demands.

The general secretary of the Transport and Allied Workers Union, Mr Mike Mohatla, said today the workers were demanding a 60 percent rise in wages, which currently ranged from R57 to R62 a week.

Management was insisting on the selective re-employment of strikers, Mr Mohatla said.

A company spokesman has said that the wage demands are "ridiculous" but that management would consider other grievances if put forward in a proper manner.

Argus 7/5/81

Dockers, bosses sign pact No 3

Labour Reporter

IN the third agreeement of its kind in the Cape stevedores in Port Elizabeth this week negotiated an agreement with their employers which gives their elected committee full rights of representation and negotiation.

'The agreement is substantially similar to agreements concluded between employers and the Cape Town stevedores' committee last year and the East London stevedores' committee early this year,' the General Workers' Union said in a statement.

'The situation in these three ports should help to persuade the State that its increasing intervention in the field of industrial relations is unnecessary and ill-fated.'

UNREGISTERED

Officials of the unregistered General Workers' Union, to which most of the stevedores belong, took part in the negotiations between the Port Elizabeth Stevedoring Supply Company and the stevedores committee.

The union welcomed the latest agreement as 'a further step in the establishment of a sound industrial relations structure in the stevedoring industry.'

VOICELESS

'Industrial peace will not be attained if the State attempts to foist an industrial relations structure upon workers who are voiceless and accordingly play no part in the development of such a structure,' the General Workers' Union said.

STEVEDORES
PE 3/5/81
Port parity
333

an agreement signed between the PE Stevedores' Association (the employers) and the stevedores' committee representing workers in the harbour has been hailed by both parties as a breakthrough for union/employer negotiations outside the official bargaining system.

In a statement, the General Workers Union (GWU) — to which the vast majority of Port Elizabeth stevedores belong — welcomes the agreement as "further evidence of the union's belief that an industrial relations structure directly negotiated between true representatives of the workers and management, is the only way of ensuring harmony in the workplace."

The union has persistently refused to register despite the Department of Manpower Utilisation's attempts to entice unions into its official bargaining structure.

The Port Elizabeth agreement was signed one year after the GWU concluded its first agreement with the company in Cape Town, and six months after it signed a similar accord in East London. "The agreement extends to the committee full rights to negotiate and represent, and is substantially identical to agreements concluded with the Cape Town stevedores' committee and East London stevedores' committee where the union also represents the stevedores," says the press statement.

An industrial relations spokesman for the national SA Stevedores Employers' Association says the company entered into the agreement with the union because it believes representativeness rather than registration is the key issue. "The company believes that, where black workers are concerned, shop floor bargaining is more effective than bargaining which is removed from the workplace, such as through the industrial councils."

The association, which is made up of Rennies, Grindrod and Sasco, says it entered the agreement in the belief that workers "should meaningfully participate in deciding what their own conditions of employment are."

The agreement is one of the few signed between companies and unregistered unions in SA and reflects the new trend among employers — as outlined by the Federated Chamber of Industries and Barlow Rand guidelines — that a strong union presence on the factory floor is vital for industrial peace.

The union goes on to argue that "industrial peace will not be attained if the State attempts to foist an industrial relations structure on workers who are voiceless and therefore played no part in the development of such a structure."

It says that "the situation in the three ports should help persuade the State that its increasing intervention in industrial relations is unnecessary and ill-fated."

310 workers walk out over pay dispute

RDM 9/5/87 333 1884 1884 1484

By MIKE LOUW

LACK of communication between black workers and management caused a mass walkout this week by 310 employees at the Vanderbijlpark branch of a cartage company, a spokesman for the workers said yesterday.

Speaking on behalf of 110 drivers and 200 lorry assistants at Cargo Carriers, Mr George Nene told a Press conference in Vereeniging that grievances over low wages and complaints about working conditions could not be solved because management had dissolved a works committee after victimising its members.

Mr Nene said workers were forced to work longer hours and were not paid adequately for overtime. Basic pay for drivers of horse-and-trailers ranged between R57,50 and R62,90 a week while lorry assistants earned R30,60, he said.

Among other complaints he listed were:

- Workers were called "kaffirs" by whites and were sacked for petty faults.
- Drivers were sacked if they ran out of fuel while delivering, or if their trucks returned with even minor scratches.
- A driver was dismissed after he was arrested for contempt of court following his failure to be in court to face a charge of driving the firm's truck while its certificate of fitness had expired.
- Another driver lost his job when he was involved in an accident after he had said he could not work overtime because he was tired.

Mr Nene said workers involved in the stoppage were not keen to resume duties unless they were all reinstated.

A spokesman for Cargo Carriers, who declined to be named, denied all the allegations. He said the workers demanded on Monday that their wages be doubled and refused to negotiate with management through a works committee.

He said the workers terminated their services by striking. He denied management had dissolved a works committee or had victimised its members.

The firm would decide whom it would re-employ, but most of the workers would be reinstated, he said.

The general secretary of the Transport and Allied Workers Union, Mr Michael Mohatla, said management at Cargo Carriers had evaded negotiating with his union.

A management spokesman had said they could not negotiate with the union as it was registered to cater for the transportation of passengers and not goods, as delivered by his company.

Cargo strike still on

THE Cargo Carriers strike involving more than 300 workers in Vanderbijlpark yesterday entered its second week with none of the strikers having returned to work.

The strikers have since joined the Transport and Allied Workers Union, according to the union's secretary, Mr Michael Motlala. But, said Mr Motlala, the company's management has said it did not recognise the union.

NEGOTIATE

"We were told this when we attempted to negotiate with management on behalf of the workers," said Mr Motlala. He said management told his union that it recognised the African Transport Workers Union which was party to the Industrial Council.

A company spokesman, who did not wish to be named, said the workers had asked for an "impossible" demand. He explained that they wanted a "hundred percent increase" in wages.

Striking 200 to decide on action

By Z B MOLEFE

MORE than 200 striking members of the Transport and Allied Workers Union will take a decision in Vereeniging this morning whether they will go ahead with a showdown with their management on Friday.

According to union secretary, Mr Michael Mohatla, this tension has been hightened by yesterday's news that their employer, Cargo Carriers, has instead temporarily employed a number of whites from Iscor.

Mr Mohatla told the SOWETAN yesterday: "I'm going to tell our members that our talks with their management broke down. In fact, their management has said it would not talk to us because our union does not sit in the Industrial Council."

The impression management conveyed to the union during a meeting last Friday, pointed out Mr Mohatla, was that it would favour the African Transport Workers Union which is represented in the Industrial Council.

Mr Mohatla also revealed that management has offered to re-employ the workers but on a selective basis. Retorted Mr Mohatla: "That has led to the showdown planned for Friday. The workers have made it plain that they will not accept that. They have said that they consider that management has dismissed their leaders. And, on Friday they are likely to confront management on this."

The workers, who have been on strike since last Monday, went on strike after management refused to increase their wages to R150 a week. Their wages have been at least R57 a week.

The improvement of poor working conditions has been another demand from the workers. Explaining this, Mr Mohatla said for instance, the workers claim they were required to work something like a 58-61 hours overtime. "This was irrespective whether they wanted to work the overtime or not," he continued.

Yesterday when reporters visited the Cargo Carriers premises in Vanderbijlpark, a number of white drivers and a sprinkling of blacks were driving their trucks. What was obvious were the more than 100 blacks outside the premises looking for work.

Management was unavailable for comment. A security officer told reporters that one of the directors, a Mr Bolton, would not be in.

Iscor men substitute for 200 Cargo strikers

By Melody McDougall
Vereeniging Bureau

A number of white drivers from Iscor have been temporarily hired as substitutes for more than 200 black workers of Cargo Carriers, Vanderbijlpark, who have been on strike since last Monday.

The workers went on strike after management refused to increase their wages to R150 a week and to improve poor working conditions.

Mr Michael Mohatla, secretary of the Transport and Allied Workers Union, said that management has shut down negotiations with the union, but has offered to re-employ staff on a selective basis. But, he stated, this had been rejected by the workers.

290 men on strike

Sowetan 14/5/81

By Z B MOLEFE

AT LEAST 290 striking members of the Transport and Allied Workers Union resigned yesterday from their jobs in Vanderbijlpark after rejecting management's offer to re-employ some of them on a selective basis.

This followed a tense meeting at the offices of the union where they were addressed by their union secretary, Mr Michael Mohatla, on the deadlock between the union and management.

Mr Mohatla told the members that talks with the management of Cargo Carriers had broken down because management would negotiate only with the African Transport Workers Union, which is represented in the Industrial Council.

"Management is misinterpreting the whole thing. If they insist on this selective re-employment of us, we are definitely going to resign," one of the workers told **SOWETAN.**

But a company spokesman, speaking from the company's Elandsfontein head office, said the strikers wanted an "impossible" increase of 100 percent in their wages.

He added: "They wanted an answer immediately. We gave them an hour to consider their stand. You can't agree on such a thing on the spot. They refused to listen."

The spokesman also said that 52 of the striking workers had already gone back to work, but he would not say how much they were earning. Asked about the allegation that management has refused to negotiate with the union because it did not sit on the Industrial Council, the spokesman explained that the workers' union was registered as a "passenger's" union.

Management said it would deal with the African Transport Workers Union which was registered as a "goods" union. He added: "You can't negotiate with such people. But management is considering their problem."

Overtime wages too low say bus drivers

Daily Dispatch 15/5/81

333

EAST LONDON — The Ciskei Transport Corporation has had difficulties finding drivers to man the late night special buses, which are operated on an overtime basis.

Bus drivers say this is because of a wage dispute which had arisen between management and drivers but Mr Hans Kaiser, the group manager of CTC, has denied this.

A bus driver who did not wish to be named as he is an employee of the firm, told the Daily Dispatch yesterday that several drivers had refused to work overtime because they were unhappy with their wages.

He said bus drivers in King William's Town were being paid R15 a week more than those in East London and they had consulted management with this grievance.

Mr Kaiser, however, said the problems with overtime were a separate domestic issue.

He said late night shift drivers had experienced problems getting home after finishing their shifts. He added that arrangements had been made to provide additional transport for the late night drivers and that the problem had now been solved.

Mr Kaiser admitted that employees had raised certain aspects regarding their conditions of employment and said these were presently under consideration. — DDR

STAR 26/5/81

Riot police called to Industria strike

By Drew Forrest

Armed riot police and Industrial Council officials were called to the Ullmann Brothers Transport Company in Industria today after about 300 warehouse workers walked off the job, paralysing the company.

About 100 lorry drivers not on strike are reported to be idle.

Management could not be reached for comment but a worker said the strike centred on demands for a R45 weekly wage.

He said workers were dissatisfied with existing wage differentials, in terms of which lorry drivers' assistants were paid less than their counterparts in the warehouse.

The workers were told by management to start work by noon or "go home." Most had chosen to go home.

A decision had been taken to turn up at the depot, he said, but work would not resume until the wage demand was met.

Back to work at Industria

SME 21/5/81

333

About 200 employees of Ullman Brothers in Industria, Johannesburg, returned to work this morning after a dispute at the plant yesterday.

In two weeks' time workers will appoint a new workers' committee to meet management and discuss grievances.

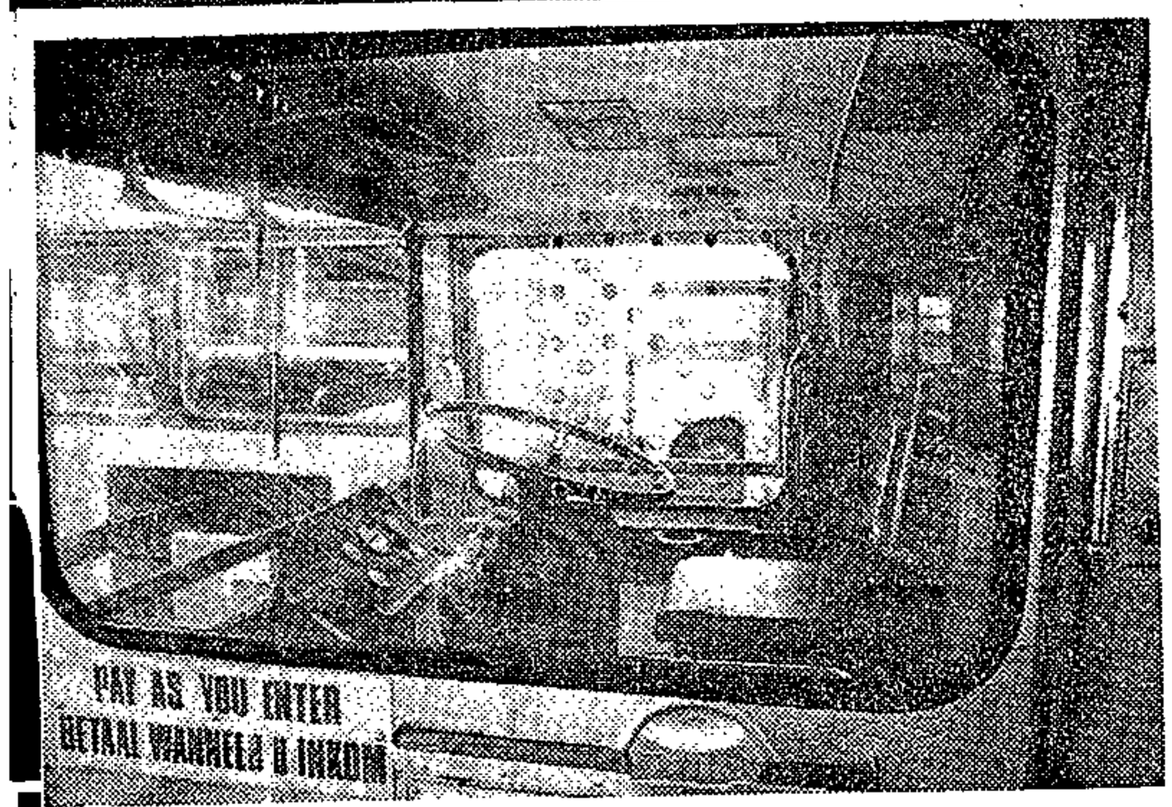
Workers said they were dissatisfied with the present committee and had various complaints about wages and working conditions.

'Our bus drivers are scared'

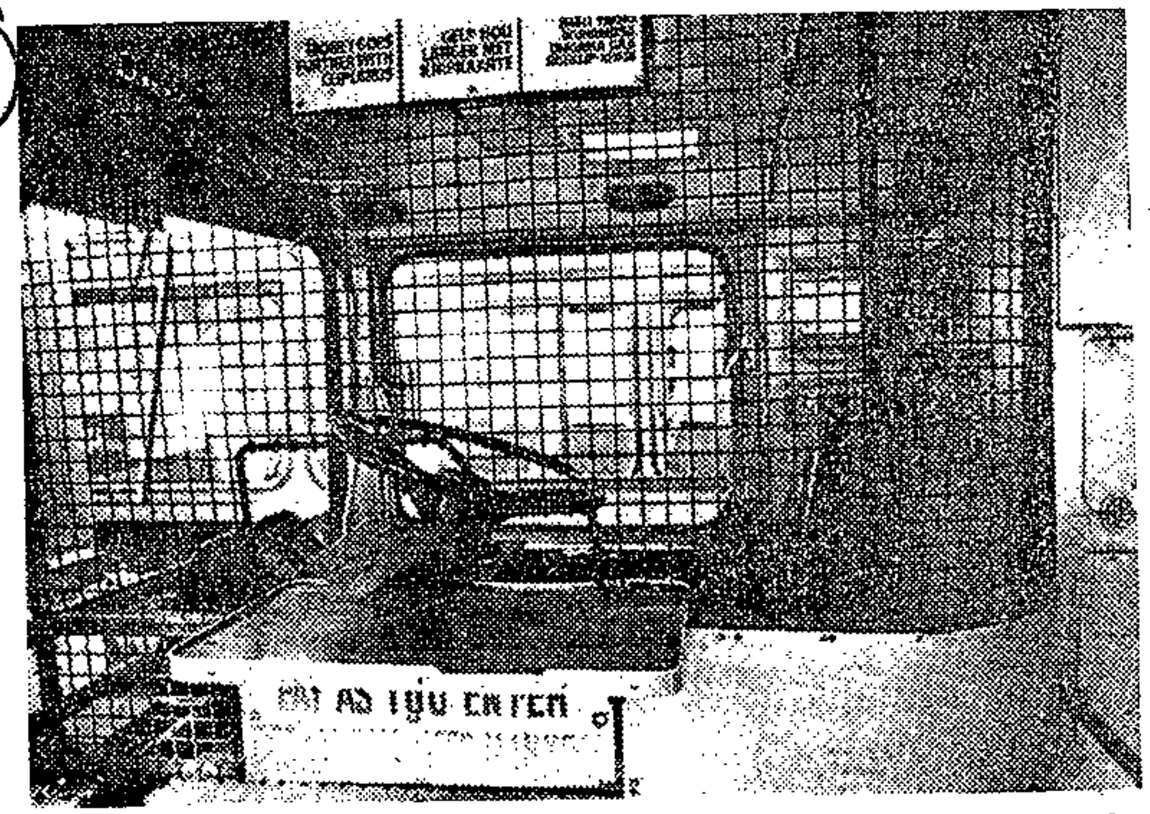
Toll of deaths, robberies mount

Argus 20/6/8 (333)

'I just can't explain how I felt when a gun was pointed at me'



THE new perspex-type barrier which replaces the mesh.



THE old wire meshing surrounding the bus driver's cab.

'Anyway,' he points out, 'the police also seem to be understaffed.'

Mr Benade says the company is promoting the use of clipcards — 'It's a cheaper way to travel and at least that way the drivers don't have much money on them.

'Not that that seems to matter much,' he adds. 'Drivers have been robbed of as little as R5.'

A spokesman for City Tramways, says the company cannot specify which measures will be adopted as this would jeopardise the security of the operation. 'That is confidential, but what action we do take is in conjunction with the police.



working late night shifts. Any man who knows that there is a chance, however remote, that he might be the next target of an armed gang will tend to regard his job with a jaundiced eye.

'The knowledge that the police are taking to serve the people of Cape Town, the robberies and stonings they might have to endure are hardly to be regarded as any kind of reward.'

20/06/19

333

BUS DRIVERS are 'demoralised' over the spate of armed robberies directed against them, says the secretary of the Tramways and Omnibus Workers' Union.

Referring particularly to the murder of three drivers — one in Paarl and two in Cape Town — Mr Dirk Benade says: 'There's no doubt about it, our chaps are scared.'

He believes this to be part of the reason for the serious shortage of drivers in Cape Town.

According to Mr Benade, the problem of protecting drivers is not easy to solve. 'The company has tried everything we've suggested and more, but there still isn't a foolproof solution.

'Some drivers have asked to be armed but that doesn't help at all,' he says. 'It just means the driver has to sit with a gun next to him all the time — and how does he tell the difference between a passenger and a robber? They just look like ordinary people.

'Also,' he adds, 'no robber is going to turn his back on a driver once he has stolen money from him if he knows he has a gun, is he?'

At present, drivers are separated from passengers by a wire mesh or a grid — enough to stop a knife but not a bullet. 'We are putting in a kind of bullet-proof perspex but that has problems too,' says Mr Benade.

'Drivers don't like to feel boxed in. If it's hot they want to open their windows. Windscreen wipers can scratch it and this causes bad glare at night.

'Anyway, there has to be some kind of hole so the driver can hear the passengers and give change.'

Mr Benade says they are considering a strong box system for cash. The passenger puts his money into a transparent container so the driver can see it is the correct amount, and it then drops into the strong box, secured to the bus.

'The driver wouldn't have a key for it, it would be opened back at the depot. But it is an expensive business.'

Besides that, says Mr Benade, they are thinking of using two-way radios on the late shifts. 'There again, by the time the driver has made contact, he can already have been robbed.'

SKOLLIES

He says they have tried using policemen and their own security guards on buses, but with limited success. 'The skollies seem to be able to smell them out and they just avoid those buses.

PERSPECTIVE

'It is necessary to look at the robberies in perspective. There are 10 000 bus movements a day. If one bus is robbed then it is one chance in 10 000.'

Weekend Argus approached some drivers for their feelings on the danger of their jobs. Although keen to talk, they were wary of the company's possible reaction. Some comments made were:

- 'I'm scared. I've never experienced a robbery but even if it was a toy gun I'd give them the money.'
- 'I just can't explain how I felt when a gun was pointed at me.'
- 'This never happened, or at least very seldom, when there were conductors on the buses.'
- 'Drivers are going off sick every Saturday because they're frightened. These blokes — big blokes — are scared because they are working nights.'



Mr Dirk Benade

City Tramways — in terms of a 'standing instruction' — does not allow drivers to comment to the Press. A statement issued by the company reads:

'For their own protection, and that of their families, we do not allow our drivers to talk to the Press. However, we are well informed about their feelings. In a job which already has particularly unattractive working hours, the added chance of being subject to criminal attacks is generally demoralising.

'This is particularly true of those drivers action is small comfort, because to be really effective the police must be able to catch the gangsters red-handed.

'And there is the fear that in the event of being the victim of a robbery or of a successful police action you and your family might be subject to reprisals if you identify your attackers.

PRETTY HEROIC'

'We regard our drivers as pretty heroic. Far worse, from their point of view, is the chance that they might be subjected to mob violence where the bus itself comes under attack. On the whole, our men realise that they have a tremendous responsibility to the community at large — a responsibility which is largely unappreciated.

'This adds to the toughness of the job. Our men feel that in return for their efforts

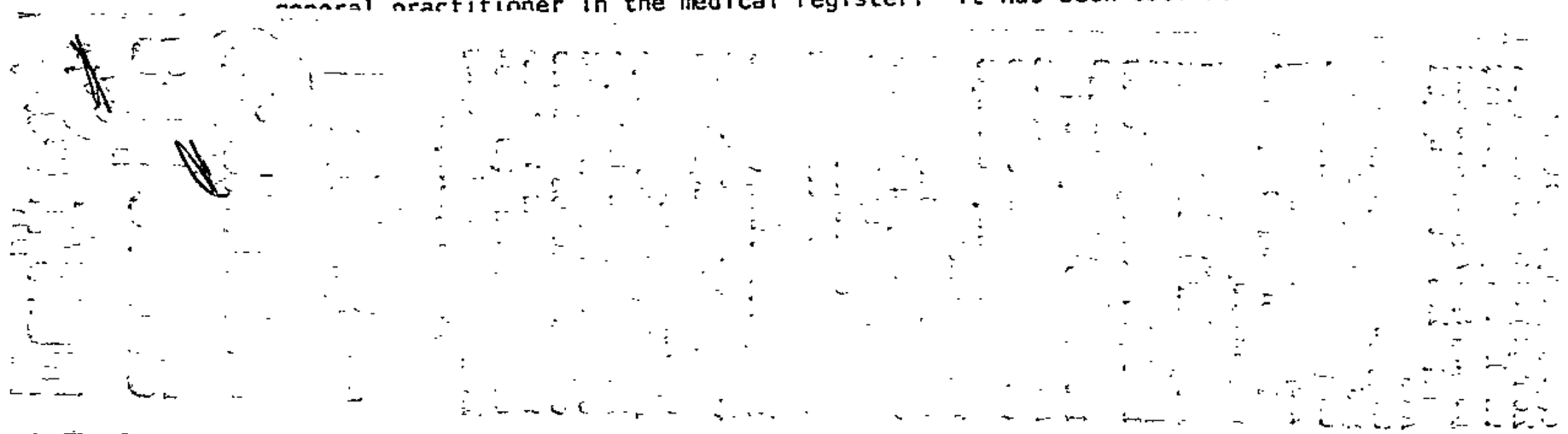
The 'hit' list

ON April 14 Mr Nicholas Klaasens, a bus driver, was shot and killed on his route in Hanover Park by armed robbers. Since then, a number of drivers have been held up at gunpoint and robbed of their takings:

- **May 19, 10 pm: R60 stolen in Manenberg.**
- **May 21, 4 pm: R15 stolen in Philippi.**
- **May 29: R50 stolen in Guguletu.**
- **May 30: R85 stolen in Philippi.**
- **June 2, 7.15 pm: R15 stolen in Philippi; 9.15 pm: R40 stolen in Philippi.**
- **June 3, 7 pm: R40 stolen in Philippi.**

The maldistribution of medical care in South Africa is evident in various spheres. It is firstly geographic in that there is a concentration of doctors in the large towns where specialists perform much of the work of the general practitioner. On the platteland there is a diminishing band of general practitioners who must of necessity perform much of the work of the specialist. In the African territories the limited services that exist are based largely on the mission hospitals.

It is difficult to assess the G.P./specialist ratio because in South Africa any doctor who is not a specialist is classified as a general practitioner in the medical register. It has been estimated that



teaching hospital. In the medical school under-graduates are taught mainly by specialists who have little knowledge or understanding of general practice or its educational needs. Moreover the medical scientists are the role models for our future doctors. There is no doubt about the excellence of the medical scientists that South African medical schools produce for they are snapped up by medical schools throughout the world.

Specialists gravitate to large centres where they perform much of the work that should normally be undertaken by the well-trained general practitioner. This is aggravated by the fact that the patient has direct access to the specialist in this country. Specialist care

by its nature is expensive care. It involves personnel with a high degree of training to deal with complicated problems, who spend relatively more time on a consultation and who make considerable use of technology and special investigation. Thus their expertise should be reserved for the 10% of problems which cannot be managed by the general practitioner. It seems logical that the general practitioner should be the arbiter of which patients should be seen by the specialist and that a stricter system of referral be applied.

One of the great defects in our medical care system has been the emphasis hitherto placed on the hospital in planning and in the allocation of financial resources. Much of the primary care in this country is consequently undertaken by hospital out-patient departments. Apart from the relatively high cost of this care, out-patient departments have absorbed a large number of general practitioners who could be more efficiently and economically employed in the community. Hopefully the Health Act of 1977, by the creation of community health centres, will remove primary care from the hospital to the community where it belongs.

My theme is that general practice as described in the first part of this paper is both good and economic medical care. Statistics on the workload of a general practitioner are only available from Britain where doctors have a defined patient population. There the average practitioner has 2,500 patients on his list and Fry[16] has shown that he can effectively look after 4,000 patients in an established practice. Whilst it is true that the National Health Service provides adequate ancillary staff, there is no reason why these figures cannot be emulated in this country. In general practice the average consultation time is

Le Grange challenges torture claims

The Minister of Police, Mr le Grange has challenged claims by the Black Allied Workers Union (Bawu) that Security Police "tortured" union members after a strike in February.

The black consciousness union wrote to the authorities in the same month, complaining that five Bawu members involved in a strike at Ezakheni Transport in Ladysmith had been assaulted.

It claimed statements had been extracted from the workers to the effect that the union had instigated the strike.

It also alleged that in the same week the book-keeper at its Ladysmith office was threatened by a policeman with a revolver.

Police have since told the union that charges of incitement would be laid against Bawu president Mr M J Khumalo.

In a letter published by the union Mr le Grange said: "Evidence could not substantiate the irregularities purported to have been committed by members of the Security Branch."

Investigations into the union claims had been discontinued, he wrote, because the union had instructed a Bawu official not to speak to police.

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Stop 23/2/61

TAWU to 333

Pursue talks with Pitco

Labour Reporter

Recognition talks between Pitco and the Transport and Allied Workers Union (Tawu) resume today in Johannesburg.

Tawu and Pitco management hope to reach a settlement on union recognition, union membership and negotiation procedure.

The rival Transport and General Workers' Union (TGWU) has already agreed to the settlement.

Despite union rivalries, Pitco has stated there will only be one agreement on union-company relations.

The TGWU already has recognition in Springs and Durban, and the unions are contesting representation in Edenvale and Boksburg.

Star 29/7/81

Putco pact not signed

Labour Reporter

Putco officials and journalists stood around the company's head offices in Wynberg, Johannesburg, yesterday to witness the signing of an agreement with union members, but they did not show up

The agreement was between Putco and the Transport and Allied Workers Union (Tawu).

Despite the "no-show" by the union, Putco said the talks were still on.

A Tawu spokesman said today the union was still talking to members about the agreement.

Loading asbestos — investigation is ordered in PE

Ev. Post 25/7/81 333

By BILL GARDINER

PORT Elizabeth stevedores are seriously risking their health by handling asbestos shipments, a Weekend Post investigation revealed this week.

Although the bulk of asbestos shipments is now containerised, at least 30% of asbestos exports are still shipped in pressure-packed bags which are known to puncture and tear, shedding fine — yet highly dangerous — asbestos fibres over dock workers.

The regional director of the Department of Health in Port Elizabeth, Dr J D Krynauw, has ordered an investigation into the loading of asbestos after inquiries by Weekend Post.

"Since this has been brought to our notice, we will certainly look into the matter because this is a health hazard — there is no doubt about that," he said.

A month-long investigation by the Weekend Post has revealed that asbestos fibres from torn and pucntured bags have choked the air in ship holds.

Stevedores who were interviewed said bags holding asbestos hadsplit while being handled in the holds, particularly when workers, unaware of the health hazard, used hooks to move the bags.

On certain occasions, loose bags and strapped bags with asbestos, would fall into the holds during loading, throwing up asbestos dust and fibres into the air.

They said the stevedore "bosses" did not provide protective clothing or masks and not even a change of overalls.

According to medical reseach into occupational diseases, asbestos fibres — some not even visible to the naked eye — could be carried on the workers' overalls or their skin and, as a result, their families would also be exposed to the risk of getting asbestos-related diseases.

Some of the most dangerous fibres are, in fact, too small to see and can cause a scarring of the lungs — asbestosis — and various forms of lung cancer.

The Port Elizabeth Stevedoring Labour Supply Company, which recruits dock workers, has refused to discuss the controversial issue of asbestos shipments through the harbour and the serious health hazard facing the stevedores working with inadequately packaged asbestos.

"It is of no concern of mine," the manager, Mr C J Wilson, said. "I supply the labour and the (stevedoring) companies work the ships.

"I wouldn't know if the bags can tear or can't. I don't handle cargo, I handle people."

Asked if the company supplied protective clothing and masks to its workers when handling asbestos, he said the company only supplied overalls, boots and helmets. The provision of gloves, masks and goggles was the responsibility of the stevedoring companies, which requisitioned labour from the Port Elizabeth Stevedoring Labour Supply Company.

He referred further enquiries to Mr H de Witte, manager of the South African Stevedores Service Company (Ltd) (SASCO).

However Mr De Witte refused to discuss the matter with the Weekend Post.

He said Mr Wilson had contacted him about the subject and he had no further comment.

"Mr Wilson told you about it. He mentioned it to me. I have no further comment to make and I am going to put the telephone down now."

Port Elizabeth is a major export outlet for white and blue asbestos, but about 70% of asbestos was now containerised, according to a shipping source.

The remainder was packed in pressure-packed bags as requested by customers.

"Obviously the remoter ports haven't containerised yet. Therefore it must be shipped in the form they can handle on the other side," he said.

In such cases, the asbestos would be pressure-packed, then baled into a unit with a black "cosy" over the top. However there were shipments which had loose pressure-packed bags, he said.

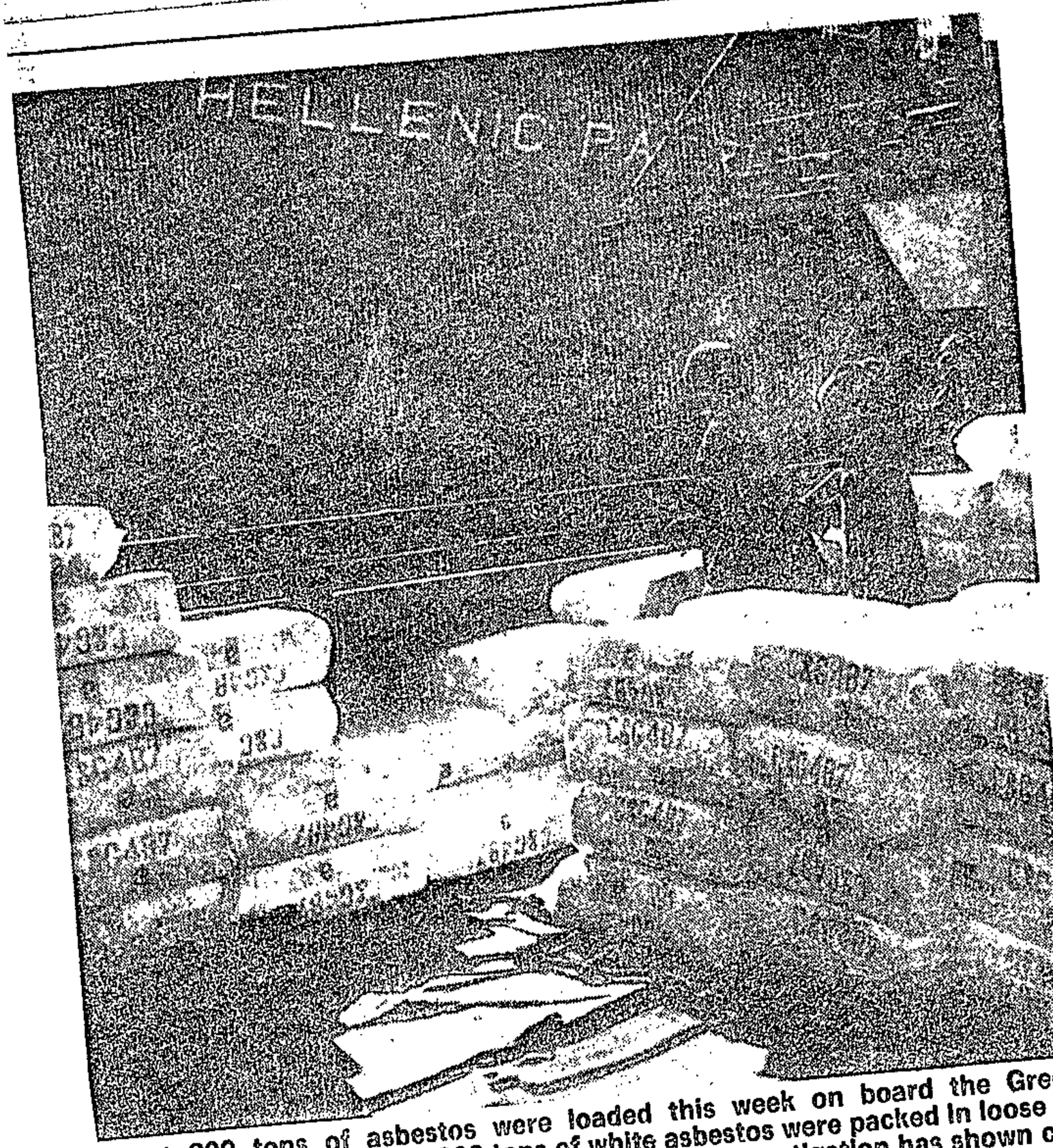
"All of it used to be supplied in bags at one time, but because of containerisation and the health hazard this in not the case now."

The regional director of the Department of Health in Port Elizabeth, Dr J D Krynauw, said although he had not received any formal complaints about the loading of asbestos at the harbour, he would instruct his staff to look into the matter.

Accidents and isolated incidents of the loading of material which was a danger to health could occur at times, but if it was a regular mishandling of such material "then we will certainly look into it".

"It is most certainly a health hazard if asbestos material is blowing about," he said. "If it is a common occurrence, the health of the community in that

25/07/81 (333)



About 800 tons of asbestos were loaded this week on board the Greek freighter, Hellenic Patriot. 300 tons of white asbestos were packed in loose 50 kg pressure-packed bags, which a Weekend Post investigation has shown can puncture and tear during handling.

Hazardous cargo

loaded in PE

Weekend Post Reporter

HUNDREDS of tons of asbestos were this week loaded on a Greek-owned freighter, the Hellenic Patriot, in Port Elizabeth harbour. The shipment included white and blue asbestos and was packed in 50kg pressure-packed bags, which are known to puncture and tear during handling.

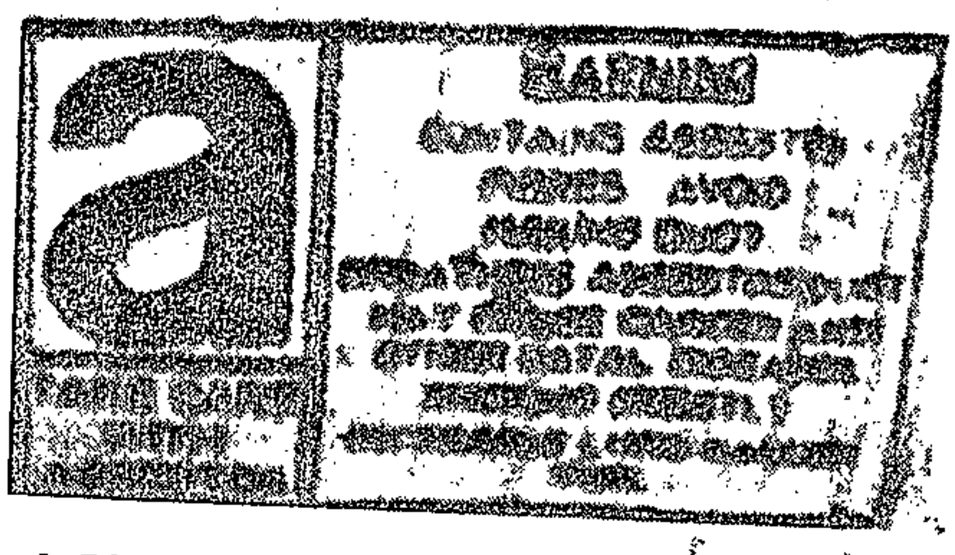
More than 800 metric tons of asbestos of blue and white asbestos were loaded, with at least 300 tons of white asbestos shipped in 6 000 loose pressure-packed bags. The balance of the pressure-packed bags containing 200 tons of blue and 300 tons of white asbestos were baled and strapped into units with a "cosy" over the tops.

Warning signs stamped on the side of the 50kg packages, bound for Istanbul read: "TAKE CARE WITH ASBESTOS: Contains Asbestos fibres. Avoid making dust. Breathing asbestos dust may cause cancer and other fatal diseases. Smoking greatly increases lung cancer risk".

In an interview, the ship's captain, Captain Costas Vlanties, said he knew that asbestos could caused cancer but he knew of no complaints from stevedores and crew.

The fibrous mineral is internationally acknowledged as being hazardous to health and is a known carcinogen. But South Africa has no statutory limits determining exposure. The Department of Manpower Utilisation, like the Department of Mines, has a recommended limit of five fibres per cubic centimetres for the amount of dust that is allowed to be in the air.

But the conditions that Port Elizabeth stevedores are exposed to when the loose-pressure packed bags of asbestos are punctured and torn in the ships holds could be as high as 15 fibres/cm (cubic) — three times the limit — according to occupational health experts.



A 50kg pressure-packed bag of white asbestos bears the warning: Take care with asbestos: Contains asbestos fibres. Avoid making dust. Breathing asbestos dust may cause cancer and other fatal diseases. Smoking greatly increases lung cancer risk.

Controls elsewhere are far more stringent. Sweden, for example, has instituted a total ban on all asbestos products and Norway is expected to follow suit because they believe there is "no safe level".

Britain has created statutory exposure limits, resulting in an effective ban on the use of blue asbestos since 1971 and a ban on its importation. There is a limit of one fibre/cc for white asbestos and 0,2 fibres/cc for the more dangerous blue (crocidolite) asbestos.

In a recent study on asbestos-related diseases, Dr Jonathon Myers of the University of Cape Town, said although the hazards of asbestos were denied for a long time, overwhelming evidence has shown that asbestos causes cancer.

"Asbestos is accepted today as an indisputable cause of cancer by most scientific workers, and officially by the Minister of Manpower in South Africa, the British Trades Union Council (TUC) and the American National Institute of Occupational Safety and Health."

There are three main diseases associated with exposure to asbestos. Most common is asbestosis where asbestos fibres, when breathed, scar the lungs.

"Anyone who works with asbestos in a dusty place for a long time will get asbestosis," says Dr Myers. "The fibres can also irritate the lung and after a long time this can cause cancer, either on the outside of the lung (called mesothelioma) or in the lung itself (lung cancer)."

"You can get mesothelioma after working with asbestos for a very short time. Even some people who have worked with asbestos for only one day have got mesothelioma a long time later, sometimes as long as 30 years after the person worked with asbestos."

In his study, Dr Myers warns that "the further in the production process one gets from undergroud mining, the worse the (risk of) exposure of workers to asbestos — because of the dry nature of the milling processes or the more concentrated or refined nature of the product".

He says, though it is unlikely that South Africa will ban asbestos mining and exports, there was still "considerable scope for tightening up some of the circumstances in which people are exposed to a hazard and pay the consequences of this exposure".

sell more if "people came to ask" more often. At Umthi for example, 2 members said that it was not difficult to sell while they had vegetables rotting in their plots.

5. Some people have managed to get around marketing problems to a certain extent.

5.1 It is interesting that in Abalimi one of the people who says marketing is not a problem is Mr. S. Burgambo who sells R150-R200 worth of vegetables a year. (This is substantially more than anybody else). He puts a great deal of time and effort into marketing. Some vegetables he sells locally, some at the Idolophu market. In the tomato season he organises that he, or a relative, goes into Idolophu by bus to sell there. He has an advantage over other people in Abalimi in that he was the first person to sell vegetables which he has been doing since 1958 when a doctor started sending patients to buy vegetables from him. He has thus built up a clientèle. (Another thing to consider in looking at Burgambo's great success relative to people from other areas is that Abalimi is on a main through road and that it is a very big location which spreads into others as opposed to the very much more isolated Umthi, Inkomo, and Umlambo.)

5.2 In Ipoti as part of a fund-raising project for a clinic committee a nursing sister organised a vegetable hawking "business". She bought sacks of potatoes and tomatoes in a nearby white town and these were divided into small quantities. A woman was employed to hawk them in the villages within walking distance and in any place where the sister went with her truck. The sister estimates that using transport to get to out of the way places and with a full-time seller, they were selling R5.00 worth of vegetables a day. (The woman's salary was R1.00 a day).

Some poor women asked the sister to buy pockets of potatoes or onions for them. From one pocket of potatoes and one of onions, a woman could make R1.50-R2.00 profit a week by selling locally.

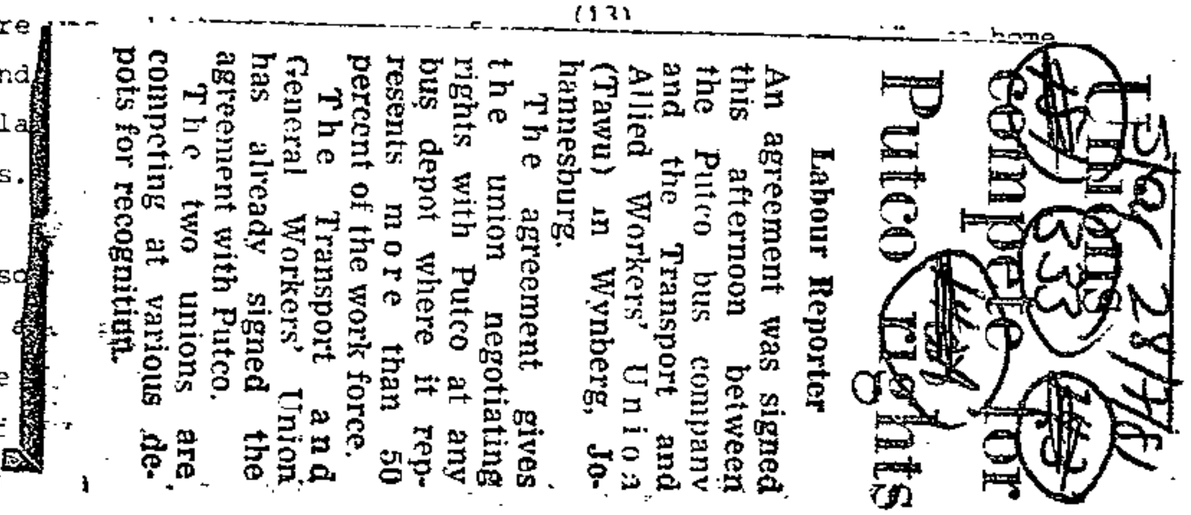
This scheme was an important motivation in getting people to join the Ipoti garden. Whether they will be able to sell as successfully from the garden depends on whether they will undercut the prices of the imported vegetables sold in the local café and whether they glut the market.

. / ...

4.3.2 LABOUR

1. While it is difficult to determine whether shortage of labour stops people from actually joining communal gardens it seems obvious that the amount of labour available is important in determining the extent to which gardens are used.

2. At Abalimi it is only families where a man is at home and involved in the garden that produce vegetables all year round, and get an income of R100 or more a year. Christopher Board in his survey of rehabilitated and unrehabilitated areas around King Williams Town found that planting up gardens (igadi) could be associated with big families. He also found that crop sales of peas and tobacco could be associated with families where there [illegible] home gardens and [illegible] that availa[illegible] vegetables.



(13)

Labour Reporter

An agreement was signed this afternoon between the Putco bus company and the Transport and Allied Workers' Union (Tawu) in Wynberg, Johannesburg.

The agreement gives the union negotiating rights with Putco at any bus depot where it represents more than 50 percent of the work force.

The Transport and General Workers' Union has already signed the agreement with Putco.

The two unions are competing at various depots for recognition.

3. There is so[illegible] purely as [illegible] One of the [illegible] joined and [illegible] women gav[illegible] had had s[illegible]

Women often have to interrupt their period at the garden due to bearing children.

Occasionally people gave as their reason for not joining that they were too busy but not more than one quarter of the people I spoke to mentioned this.

4.3.3 SUPPLEMENTARY OR PRIMARY PROJECTS

There are two basic groups of people to consider here:

a) Those members who use their plots basically as a supplementary source of food and earn less than R10 per year from selling vegetables they produce.

b) Those earning a R100 a year or more (This is a small group at Abalimi).

a) While most of the members said that they had jointed the gardens because they wanted to sell some of their produce (many said half), very few are able to realise this goal. Labour is obviously significant here as

. / ...

Shipping labourers to get more pay

ex Post 14/8/8

333

Post Reporter

NEARLY 300 Port Elizabeth stevedores' labourers will benefit by daily wage rate increases of 16%, Sunday pay of 29% and leave pay of 46% this month after the PE Stevedores' Committee concluded an interim wage agreement this week.

A statement released by the General Workers' Union said that in terms of the wage agreement concluded with the PE Stevedoring Company — which comprises the managements of Sassco and Rennies-Grindrod-Cotts — the daily wages have been increased from R9,95 to R11,50.

Weekly wages have been increased from R25 to R36,50, Sunday pay from R16,53 to R21,35, and leave pay from R50 to R73.

The agreement, back-dated to August 1, would be effective till December 31. Negotiations for the 1982 wage rates are to begin in October.

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Putco workers protest

Aggrieved drivers at Putco's Wynberg depot yesterday staged a brief work stoppage in protest at the appointment of a new depot superintendent who, they said, "had a bad record."

The stoppage — said by workers to have involved all the depot's 250 drivers — began before lunch and was over by 2pm.

The drivers were unhappy at the transfer of Putco's Boksburg depot superintendent, a Mr Farman, to the Wynberg depot.

Management's position, according to the spokesman, was that no action would be taken on the drivers' complaints "until they were substantiated."

A meeting between the drivers and the Putco area executive, Mr Robert Duff, was arranged last night.

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commission and its proceedings were, therefore, principally dominated by problems of water supply. The evidence given to the commissioners (who included Gregory) proclaimed yet again the separatist inclinations of the municipalities, actual or incipient, and made nonsense of the commissioners' final recommendation that they all be joined in one giant corporation. Only Gregory dissented, putting in a minority report suggesting that two smaller bodies be created. In the event, the matter was simply allowed to lapse and unification did not take place until 1913.[68] This period ended, then, with the local authorities still divided and, apart from Cape Town, too weak and poor to cope with the massive social problems with which the evolving and complex peninsula community was presenting them.

VIII

Housing

The most serious issue highlighted by the plague was that of housing. Capetonians, and certainly the City Council, were well aware that Cape Town had slums. Time and time again in the past epidemics had shown up the extent of poor quality and overcrowded housing and its dangers.[69] The reports of the city's medical officer of health had repeatedly hammered home the situation. As recently as 1898 the matter had been publicly aired, and the Council had asked the government to introduce a measure conferring special powers on the local authorities to raise loans for dwellings for the poorer class. The government was not unsympathetic but it was too late to do anything during that session of parliament.[70]

The local authorities could not be held wholly responsible for the situation. The questions of overcrowding and poor housing were so intimately bound up with the basic structures of colonial society that they could not readily be overcome. Even in Britain the economic and social forces contributing to the housing problem were only partially understood and despite palliative housing schemes, it was by no means solved. Cape Town's perceptions of the matter were far cruder and consciences were generally insensitive, however.

Death in a packet

S Tribune 23/5/87

By BILL GARDINER

333

SOUTH African stevedores, especially those in Port Elizabeth, are carelessly risking their health by handling shipments of asbestos.

Despite containerisation, at least 30% of asbestos exports are still shipped in pressure-packed bags which are known to puncture and tear, shedding fine — yet highly dangerous — asbestos fibres over dockworkers.

The regional director of the Department of Health in Port Elizabeth, Dr J D Krynauw, — where most asbestos is handled — has ordered an investigation.

"Since this has been brought to our notice, we will certainly look into the matter because this is a health hazard — there is no doubt about that," he said.

A month-long investigation by a newspaper, the Weekend Post, has revealed that asbestos fibres from torn and punctured bags have choked the air in ships' holds.

Stevedores who were interviewed said bags holding asbestos had split while handled in the holds, particularly when workers, unaware of the health hazard, used hooks to move the bags.

On certain occasions, loose bags and strapped bags containing asbestos, would fall into the holds during loading, throwing up asbestos dust and fibres into the air.

They said the stevedore "bosses" did not provide protective clothing or masks nor a change of overalls.

According to medical research into occupational diseases, asbestos fibres — some not even visible to the naked eye — could be carried on the workers' overalls or their skin and, as a result, their families would also be exposed to the risk of getting asbestos-related diseases.

Some of the most dangerous fibres are too small to see and can cause a scarring of the lungs — asbestosis — and various forms of lung cancer.

The Port Elizabeth Stevedoring Labour Supply Company, which recruits dock workers, has refused to discuss the controversial issue of asbestos shipments through the harbour and the serious health hazard facing the stevedores working with inadequately packaged asbestos.

"It is no concern of mine," the manager, Mr C J Wilson, said.

"I supply the labour and the (stevedoring) companies work the ships.

"I wouldn't know if the bags can or cannot tear. I don't handle cargo, I handle people."

Asked if the company supplied protective clothing and masks to its workers when they were handling asbestos, he said the company only supplied overalls, boots and helmets. The provision of gloves, masks and goggles was the responsibility of the stevedoring companies, which requisitioned labour from the Port Elizabeth Stevedoring Labour Supply Company.

He referred further enquiries to Mr H de Witte, manager of the South African Stevedores Service Company (Ltd) (SASCO).

Mr De Witte refused to discuss the matter.

He said Mr Wilson had contacted him about the subject and he had no further comment.

"Mr Wilson told you about it. He mentioned it to me. I have no further comment to make and I am going to put the telephone down now."

Approached for comment, the General Workers' Union (GWU) — which represents the stevedores — said it was aware of the "acute health hazard" from asbestos and the matter had already been raised with management.

"The work processes are being investigated and they will be improved," a GWU spokesman said.

"Workers are to be medically examined by doctors and, once the tests have been completed, the question of workers' compensation for asbestos-related diseases will be raised."

Some of the more remote ports had not yet containerised so the asbestos was shipped in pressure-packed bags.

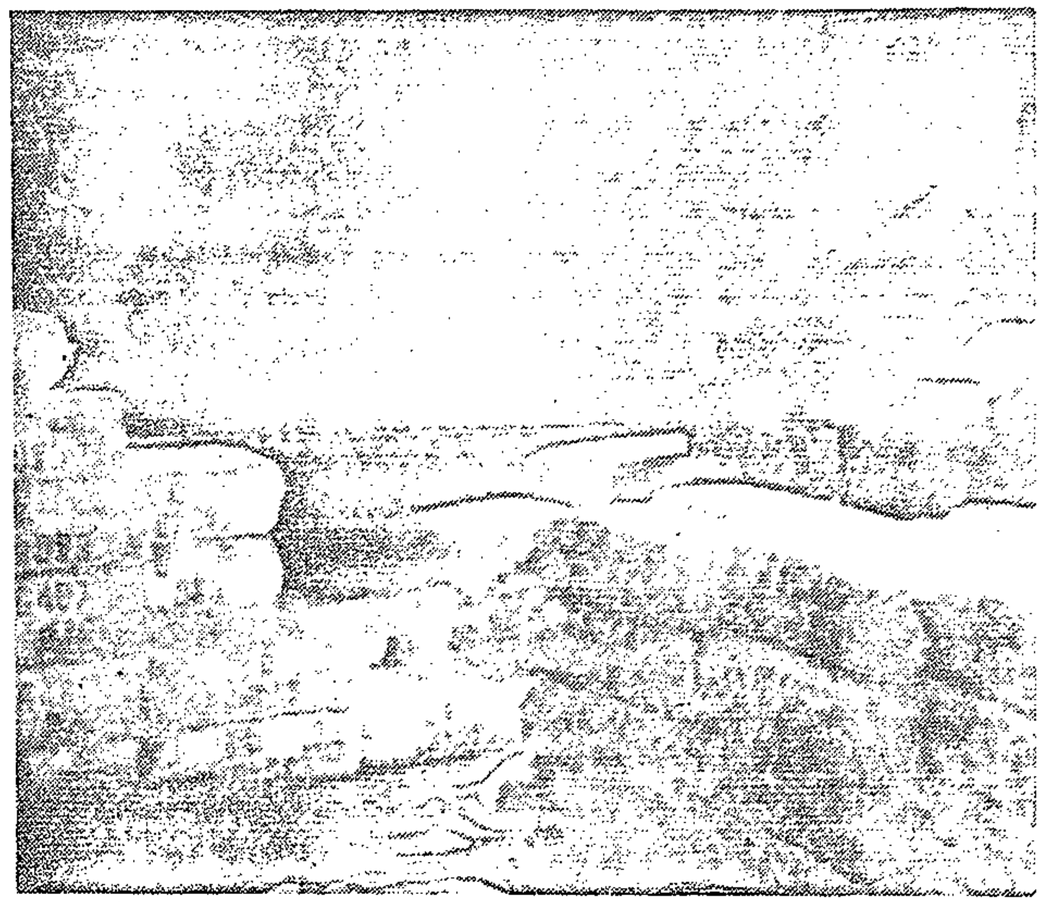
"All of it used to be supplied in bags at one time, but because of containerisation and the health hazard this is not the case now."

The regional director of the Department of Health in Port Elizabeth, Dr J D Krynauw, said although he had not received any formal complaints about the loading of asbestos at the harbour, he would instruct his staff to look into the matter.

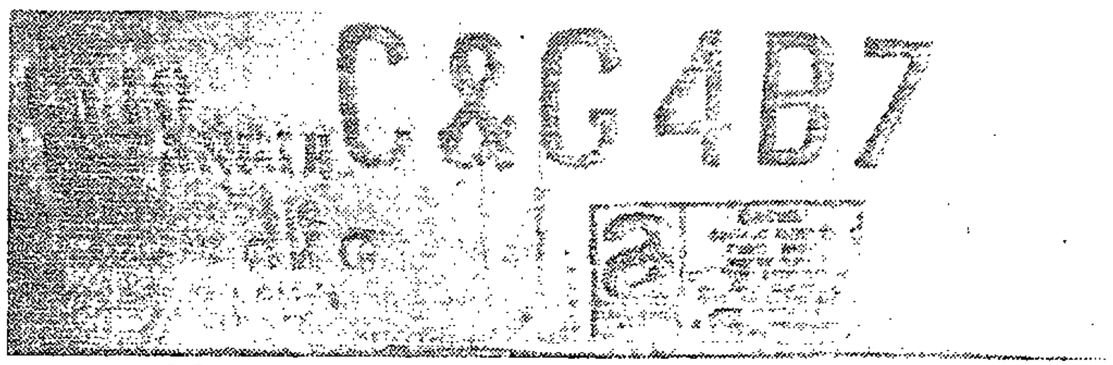
Accidents and isolated incidents of the loading of material which was a danger to health could occur at times, but if it was a regular mishandling of such material "then we will certainly look into it".

"If it is a common occurrence, the health of the community in that area would be in danger."

THE AIR IN SHIPS HOLDS IS CHOKED WITH AN UNSEEN BUT DEADLY MENACE



A Stevedore without protective clothing move asbestos on a Port Elizabeth quay



Pressure-packed asbestos bags with a health warning on the side.

Political comment in this issue by R A Gibson, headlines and sub-editing by Barry Baxter, design by Les Stephenson, all of 171 Main Street, Johannesburg.

STEUART PENNINGTON

Progressive labour relations



Steuart Pennington is Industrial Relations Adviser to the SA Stevedoring Employers' Association and Industrial Relations Manager for Freight Services.

***FM*: Your company has signed an agreement with the General Workers' Union (GWU), an unregistered union which operates outside the official collective bargaining system. Why has it done this?**

Pennington: At the outset it is important to understand that the agreement exists between the management of the two Stevedoring companies and a workers' committee representing the industry, which is supported by the GWU. It is essentially a constitutional agreement which sets out a broad set of rules to regulate our relationship. As such we have not signed a formal recognition agreement with the GWU, as both the union and ourselves think it is important that workers directly participate in, and negotiate on, matters which concern their conditions of employment.

You are therefore not opposed to in-plant bargaining as opposed to industry-level bargaining?

Yes. We believe in the two-tier structure, but see in-plant bargaining as critical in the early formation of a relationship between management and a trade union, primarily because problems confronting black workers relate almost entirely to conditions on the shopfloor, a situation governed by a lack of skills and consequent lack of mobility. It is probable that the success of the industrial council system in the past has related very much to the "privileged scarcity factor" enjoyed by white workers which has largely negated trade union shopfloor activity and in-plant bargaining.

Have you ever had any reason to regret adopting this position?

No. We see the whole relationship in industry as developmental, but I might add that in the future the GWU may have logistical problems in concentrating all their efforts at the shopfloor level. A more centralised system of bargaining might therefore be inevitable, but this, of necessity, would be a system negotiated between ourselves and the GWU, while the GWU continues to reject the official system.

Your company is concerned about the extent to which information should be disclosed prior to negotiations taking place. Why?

I think the disclosure of information is a developmental process and I believe organisations should look very seriously at what information they are prepared to disclose to workers and trade unions. The extent to which information is known to both parties substantially influences the source of power used by both parties in the collective bargaining process. It has the effect of raising the level of the debate and establishes a greater degree of common ground between the parties. We still have a long way to go in this area, but it is an issue that we are acutely aware of.

The whole question of government's role in SA's labour arena is a controversial one. What is your opinion?

Government's role should primarily be facilitative, with the provision of machinery which is, in the main, attractive to employer organisations and trade unions. Government's interference in industrial relations must obviously be minimal.

The bannings and detentions of unionists in recent years show that this is obviously not the case.

Unfortunately the recent spate of detentions has indicated that the regulation of relationships in industry has not been left to the private sector to the extent that it might have been. I might add that during the period in which the GWU leaders were detained, our industry experienced an escalation of uncertainty in the area of labour relations, particularly as it resulted in a deterioration of management's credibility and a certain confusion among our employees, the consequences of which could have been detrimental to the industry.

Where processes, mechanical or labour orientated, are known to be *stable* the costs of introducing inspection may be difficult to substantiate. In such cases random patrol inspection will often suffice.

3 WHERE TO INSPECT

The answer to the question of where to inspect is usually dictated by the type of product and the production process being utilised. Generally speaking *'Floor Inspection'* is used with a product layout, and, *'Centralised Inspection'* is used with process layouts. The two systems may best be compared by considering the advantages and disadvantages of each:

ADVANTAGES OF CENTRALISED INSPECTION

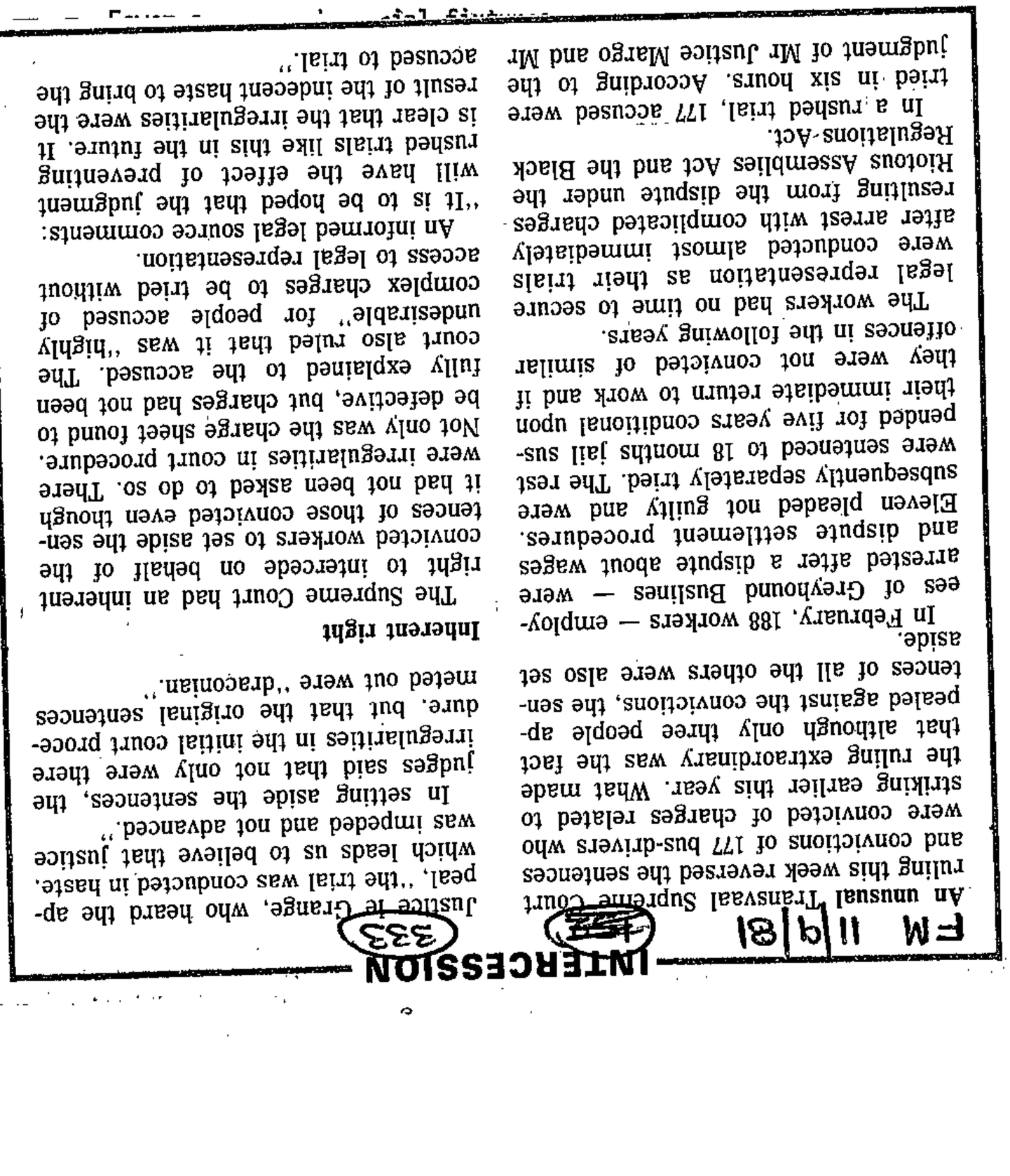
1 Work can be stored in self-counting trays.

2 Only one box of work at the machine at one time.

3 Control of quality is more certain.

4 Fixed and automatic inspection devices make mass inspection possible at lower costs.

5 Accurate inspection with delicate instruments can be carried out.



FM 11/9/81

INTERCESSION

(333)

An unusual Transvaal Supreme Court ruling this week reversed the sentences and convictions of 177 bus-drivers who were convicted of charges related to striking earlier this year. What made the ruling extraordinary was the fact that although only three people appealed against the convictions, the sentences of all the others were also set aside.

In February, 188 workers — employees of Greyhound Buslines — were arrested after a dispute about wages and dispute settlement procedures. Eleven pleaded not guilty and were subsequently separately tried. The rest were sentenced to 18 months jail suspended for five years conditional upon their immediate return to work and if they were not convicted of similar offences in the following years.

The workers had no time to secure legal representation as their trials were conducted almost immediately after arrest with complicated charges resulting from the dispute under the Riotous Assemblies Act and the Black Regulations Act.

In a rushed trial, 177 accused were tried in six hours. According to the judgment of Mr Justice Margo and Mr Justice le Grange, who heard the appeal, "the trial was conducted in haste, which leads us to believe that justice was impeded and not advanced."

In setting aside the sentences, the judges said that not only were there irregularities in the initial court procedure, but that the original sentences meted out were "draconian."

Inherent right

The Supreme Court had an inherent right to intercede on behalf of the convicted workers to set aside the sentences of those convicted even though it had not been asked to do so. There were irregularities in court procedure. Not only was the charge sheet found to be defective, but charges had not been fully explained to the accused. The court also ruled that it was "highly undesirable" for people accused of complex charges to be tried without access to legal representation.

An informed legal source comments: "It is to be hoped that the judgment will have the effect of preventing rushed trials like this in the future. It is clear that the irregularities were the result of the indecent haste to bring the accused to trial."

New deal for workers' group

Argus 18/9/81 333

Labour Reporter

IN a significant development in the engineering industry, a Cape Town firm concluded an agreement yesterday on in-plant bargaining with an elected workers' committee.

Trident Marine Services (Pty Ltd has extended to the committee, elected under the auspices of the unregistered General Workers' Union, full negotiating rights over all conditions of service.

The agreement included negotiation of issues normally dealt with through the Industrial Council system, a spokesman for the union said today.

PROCEDURE

'It incorporates a mutally acceptable dispute procedure and makes provision for the negotiating of disciplinary and grievance procedures.

'We welcome the fact that the company has recognised the primary need for plant-level bargaining.

'The attitude of Trident Marine's management is to be commended to other employers in the engineering industry,' the union spokesman said.

Trident Marine's industrial relations manager, Mr G A Cormack, said the agreement was in keeping with the company's policy of recognising the workers' right to representation of their choice.

ACCEPTABLE

'The company supports the notion of a central bargaining system, but it must be acceptable to all parties concerned.

'The General Workers' Union has rejected registration in its present format and the company has found it expedient in the interests of harmonious industrial relations to go outside the official system.'

Big wildcat strike in Durban docks

Argus 28/9/81 333 ~~457~~

Argus Correspondent

DURBAN. — Sassco's total work force of 950 stevedores began a wildcat strike at 6 am today, immobilising shipping and the discharging of cargoes on 11 vessels berthed in Durban harbour.

At least one ship has decided to 'cut and run', and instead of returning from the container terminal to her berth at Maydon Wharf, where she was scheduled to ship general cargo, she was to sail for Richards Bay today.

The South African Stevedores Service Co Ltd is one of two which operate locally, with Sassco by far the largest.

The managing director, Captain Gordon Stockley, said at midday today that the labour force had rejected the elected workers' committee, and company officials were finding it difficult to establish what their grievances were.

He was meeting representatives of the labour force in order to establish a new committee. 'We hope then to be in a position to sort out their problems,' he said, adding that the difficulties had come about in trying to reach conclusions 'with more than 100 men'.

Strike halts Durban docks

Own Correspondent

DURBAN — The total work force of 950 Sassco stevedores began a wildcat strike today, immobilising shipping and discharging of cargoes on 11 vessels in Durban Harbour.

The managing director, Captain Gordon Stockley, said at midday that the labour force had rejected the elected workers' committee, and company officials were finding it difficult to establish their grievances.

Durban strike hits ships

Labour Correspondent

A WILDCAT strike yesterday by stevedores employed by South African Stevedores Company (Sassco) could affect as many as half the vessels shipping and discharging in Durban Harbour.

At least one ship has decided to "cut and run" and instead of returning from the container terminal to her berth at Maydon Wharf, the ship was yesterday sailing for Richards Bay.

Shipping sources could not confirm the number of stevedores involved nor give details of the strikers' demands.

No-one at Sassco was available for comment.

Meanwhile, black workers at Power Steel Construction in Wadeville returned to work yesterday afternoon after striking since Friday.

The firm is the third metal plant in Wadeville to be hit by strike action within a week.

A spokesman for the Metal and Allied Workers' Union said yesterday the strike was sparked off when a foreman fired a worker after a quarrel last Thursday.

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950 wildcat strikers agree to work today

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Management to establish grievances

Shipping Reporter

NEARLY 1 000 Sassco stevedores who suddenly refused to work yesterday have agreed to return to their duties today, and the stevedoring firm's management is to meet a workers' committee later this morning to establish grievances.

The chairman of S A Stevedores Co Ltd, Mr Mike Graham, said yesterday that the wildcat strike came suddenly and unexpectedly early yesterday when 950 black stevedores refused to work after being signed on at 4 30 a m.

'I cannot really say at this stage why it happened or what their grievances are,' he said.

'The dispute did not follow a normal strike pattern — where a committee negotiates with management on behalf of the workers and then informs management that grievances have not been resolved, and a common decision is taken to strike until the grievances are resolved.

'In this instance the committee had no part in the dispute and no negotiations took place at all.

'In fact, the committee was by-passed by the workers and management had to ask them if it could meet the committee to determine the grievances tomorrow. In return, it was requested that they would in the meantime agree to go back to work tomorrow,' said Mr Graham.

He said the committee had met the management last week.

One of the problems yesterday was to get the 950 men to specify exactly what their grievances were, and that was why the management had worked for today's meeting.

Although several ships

Copyright: University of Cape Town
BC/VV

Star 29/9/81

Stevedores return to work after a shutdown at Durban harbour

Labour Reporter

Striking stevedores employed by the South African Stevedores Services Company (Sassco) in Durban nave agreed to return to work today after a shutdown at the docks yesterday.

The black workforce of about 950 workers went on strike yesterday, leaving 11 ships lying idle in the harbour.

Sassco is one of the Durban harbour's employer associations.

The stevedores agreed to return to work this morning on condition that management met their liaison committee to discuss grievances.

Sassco's chairman, Mr M Graham, said the "work stoppage" was a result of the workers' attempt to draw management's attention to their grievances, although the company did not know what these grievances were.

The Sassco yard has been the scene of much inter-union rivalry for union membership among the stevedores.

Competing for membership are the General Workers' Union, the Transport and General Workers' Union and the South African Allied Workers' Union (Saawu).

The General Workers' Union (GWU) has already obtained agreements with stevedore employer bodies in Cape Town, East London and Port Elizabeth, and Durban is seen as a key point to establish its control in this labour field.

The GWU opened its Durban office about five months ago.

The Transport and General Workers' Union, an affiliate of the Federation of South African Trade Unions (Fosatu) has recognition agreements with another Durban stevedore employer firm and is at present organising at the Sassco yards.

Saawu also has some members and has been closely linked with the GWU in other organising drives.

The struggle for membership could end as a direct confrontation between the GWU and Transport and General.

Mr Graham said the liaison committee was an elected body and could not confirm grievances relating to weekly wage demands.

Union sources in Durban said the Sassco stevedores were not happy with the committee system because it had not proved effective in representing their grievances to management.

Star 30/9/81

Stevedores return to work in Durban

Labour Reporter

Negotiations between the South African Stevedores Services Association (Sassco) and stevedores in Durban were held yesterday in a bid to resolve grievances which led to a one-day strike on Monday.

Sassco's work force of 950 returned to work yesterday on condition management met the stevedores' liaison committee.

Eleven ships were tied up in the harbour at the Sassco docks as a result of the work stoppage.

Sassco's chairman, Mr M Graham, said talks continued throughout the day yesterday and were scheduled again for today. He said most of the grievances centred around a "misunderstanding" about earlier agreements.

The yards are also the scene of competition for union members by the General Workers Union and the Fosatu-affiliated Transport and General Workers Union.

Stevedore injured

Argus 30/7/81

A STEVEDORE was rushed from the Cape Town harbour to Woodstock Hospital today after being pinned against the hatch wall of a ship by a one-ton load of hardboard that was being offloaded.

The man, Mr John Rwadi, was one of the Rennies' stevedoring employees who were working cargo that was being discharged from the 3 067-ton Liberian freighter Alexandroupolis at South Arm No 4 in the Victoria Basin.

Ambulances from the Metro emergency unit were on the scene within five minutes. A spokesman for the unit said it appeared Mr Rwadi had back injuries.

Winner me



MR R EVANS
R100 winner in birthday game

Firm hit by wage strike

RDM 30/9/81

By RIAAN DE VILLIERS

IN THE latest incident in a renewed wave of labour unrest on the East Rand, workers have downed tools at a Derbyl plant in Boksburg in support of wage demands.

According to a union spokesman, the black work force of about 400 went on strike last Friday but conditionally returned to work on Monday after management had agreed to negotiate with union shop stewards and officials.

However, management turned down the demands yesterday afternoon and workers said they would not work today, he added.

The spokesman for the Fosatu-affiliated Metal and Allied Workers' Union said the demand for an across-the-board increase of 60c an hour was first submitted to management last month.

Workers at Power Steel Construction in Wadeville struck on Friday and Monday after a worker had been dismissed.

Stoppages

These strikes have come in the wake of stoppages at two other Wadeville metal plants, Anglo American's Scaw Metals plant and National Spring, an Abercom subsidiary, at the beginning of last week.

Meanwhile, several stoppages have occurred in Durban. About 950 black stevedores employed by the SA Stevedores Services Company in Durban reportedly agreed to return to work yesterday after striking on Monday.

More than 100 workers are reported to have stopped work at Game discount stores in Durban yesterday, demanding higher wages.

According to worker sources, about 50 black workers at Croda in Durban struck yesterday after management demands that they resign and apply for re-employment if they wanted to withdraw their contributions from the company's pension fund.

They said the workers returned to work yesterday afternoon.

Machel frees 700

RDM 30/9/81

LISBON — Admitting his Marxist government "made some mistakes" Mozambique's President Samora Machel has ordered nearly 700 detainees to be freed from "re-education camps".

Quoting unspecified sources in Maputo, the Portuguese national news agency reported Mr Machel had made the decision after reviewing several cases of people detained on a variety of charges.

The report ...

fusal to stop the tour contravened the 1977 Gleneagles Agreement, which urged Commonwealth countries to discourage links with South Africa but stopped short of calling for an outright ban on sporting contacts.

Mr Muldoon said New Zealand had made it clear when the agreement was signed that it would preserve the right of sportsmen to make the final decision on whether to play against South Africans.

Mr Muldoon said it was essential Commonwealth leaders knew precisely what they had agreed to at the exclusive Gleneagles Hotel in Scotland.

"We undertook to try to persuade our sportsmen to stop sporting ...

5 000 still away from work

Star 2/10/81

Labour Staff

Nearly 10 000 workers have been involved in a wave of strikes this week. More than half of these were still away from work today, either on strike or because factories have been closed.

The centres for the unrest are Natal—where workers at three sugar mills in the Huletts group went on strike yesterday over pension-related demands — East London and the East Rand.

The majority of strikes relate to proposed pension legislation affecting contribution payments, retirement and transfer of funds.

Workers have demanded immediate pay-outs, mistrusting the Government proposals.

Other strikes have involved issues of union recognition, worker dismissals and wage demands.

Springs

About 1 400 workers at the Telephone Manufacturers of South Africa (Temsa) plant in Springs lost their jobs today as the result of work stoppages over the dismissal of three of their colleagues.

The three were dismissed on Wednesday for playing cards while on duty and yesterday about 500 workers stopped work and called for their reinstatement.

They refused to meet management's return-to-work deadline and were told they had dismissed themselves. Early today more workers joined the stoppage and were also told to leave the plant.

Temsa's managing director, Mr Fred Williams, said the plant would probably be closed on Monday and re-engage staff on Tuesday. He added that about 2 000 workers were still at their jobs.

The Huletts walkouts at the Darnall, Amatikulu and Mount Edgecombe mills on the Natal North Coast follow hard on the heels of the pensions-related strike by 1 650 workers at Sappi's Mandini plant which was settled yesterday.

Sent home

Other outbreaks of labour unrest in Natal this week include strikes by 950 Sassco workers at the Durban docks and 170 employees at four branches of Game Discount World in Durban.

In East London the production of Mercedes-Benz vehicles at Car Distributors Assembly (CDA) came to a standstill yesterday as the plant's 1 600 black workers struck and the rest of the 3 300-strong workforce was sent home.

The dispute began on Wednesday when 288 workers in the CDA truck assembly department downed tools in protest against the dismissal of a workmate

A four-hour meeting between management and representatives of Fosatu's National Union of Motor Assembly and Rubber Workers failed to settle the strike and the plant will be closed today.

A joint management-union committee has been appointed to investigate the incident which

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5000 are still away from work

Star 2/10/81

from page 1

touched off the strike and other union allegations of white worker mistreatment of black staff at the plant.

A spokesman for Huletts expressed surprise

"We accept that workers have very real fears about possible pensions legislation," he said, "but they have pre-empted a meeting this afternoon of the industry's industrial council on the pensions issue.

"This involves the Sugar Manufacturing and Refining Employees Union which represents them."

On the East Rand most of the 400 workers who struck on Tuesday at Dorbyl Railway Products in Boksburg are back at work.

At another East Rand firm, H Lewis and Company in Kempton Park, about 550 food workers who struck on Tuesday in protest against the dismissal of a union committee member have been fired.

PE bus crisis eased by new plan

Ev Post 8/10/81

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By SHIRLEY PRESSLY

THE bus crisis in Port Elizabeth is over — largely owing to "moonlight" drivers — the general manager of PE Tramways, Mr Carl Coetzer, said today.

"Moonlight" drivers were people of all races who could be of either sex with fixed employment. They drove buses after hours for PE Tramways during the bus company's peak hours after 5pm and before 8am.

He said some moonlighters were available and were used after 4pm. These people all had heavy duty licences and held public driving permits.

They "moonlighted" for PE Tramways outside of their normal working hours. He said the bus company had about 90 moonlighters they could draw on but the services of not more than 50 were usually used at one time.

The scheme, which was implemented six weeks ago, had been a tremendous success. The reaction from the public had been most favourable.

He emphasised that "moonlight" drivers did not replace full-time workers. "We will always have a large nucleus of full-time drivers," he said.

But the bus company had difficulty in attracting full-time drivers because it did not have attractive working conditions.

"Moonlighters" were paid overtime rates. Their services were used a great deal at weekends.

It was planned to extend the "moonlight" concept to contract trips by industry as soon as enough buses were available.

The bus company would train a driver employed by a firm which was on contract to PE Tramways. This driver would drive a bus from PE Tramways which would be put at the disposal of the firm all day.

THE STRIKE SITUATION

Strike fortnight leaves its mark on SA industry

EXPRESS 11-10-81

IN THE last two weeks more than 20 strikes have swept across South Africa and this week alone, 2 000 of 7 000 workers involved in work stoppages were sacked.

In an escalating wave of strike action that has gripped the country, the East London plant of Mercedes Benz Manufacturer Car Distributors' Assembly, was brought to a virtual standstill on Tuesday by its third strike in less than a week.

And three of the biggest sugar mills in Natal and Zululand, owned by the Huletts group, were forced to close for a day.

Since mid-September, a battery of country-wide strikes has been reported.

By CHARLOTTE BAUER

○ On September 22 more than 2 000 Black workers at Anglo-American's Scaw Metals plant in Wadeville went on strike.

The strike ended after management re-instated a Black worker who was fired after assaulting a White.

○ Following a wage dispute about 150 workers downed tools at a Grincker construction site in Sarnia, Natal.

○ On September 23, 10 striking workers at a Captain Dorego fish and chips outlet in Johannesburg returned to work after they were promised R5-a-week bonuses.

○ Five days later more than 100 workers stopped work at Game discount stores in Durban, demanding higher wages. This resulted in the dismissal of 141 striking workers.

○ On the same day about 400 metal workers at the Dorbyl Railway Products plant in Boksburg went on strike for an across-the-board increase.

They conditionally returned to work two days later.

○ Striking stevedores employed by the South African Stevedores Services Company in Durban agreed to return to work after a shutdown at the docks.

The decision by the 950-strong workforce to return to work was conditional upon management meeting their liason committee to discuss grievances.

○ 230 workers at the SA Bottling Company in Port Elizabeth agreed to return to work after a week-old strike over higher wage demands.

○ More than 500 workers went on strike at Power Steel in Wadeville, Germiston, demanding the re-instatement of a colleague they claim was unfairly dismissed.

They later returned to work.

○ Workers at the Dorbyl plant in Boksburg downed tools for the second time in a week after their demands for an across-the-board increase were refused by management.

○ On October 1 about 800 workers employed by the Sappi Paper Mill in Enstland refused to go on duty for the morning shift because they were dissatisfied with the new pension scheme.

○ At the milling firm, H Lewis and Company, a Tongaat group subsidiary in Kempton Park, about 560 workers, most of them members of the African Food and Canning Workers' Union, downed tools in protest at the dismissal of a colleague. All were fired.

○ On the same day 700 workers quit the Car Distributors' Assembly plant in East London.

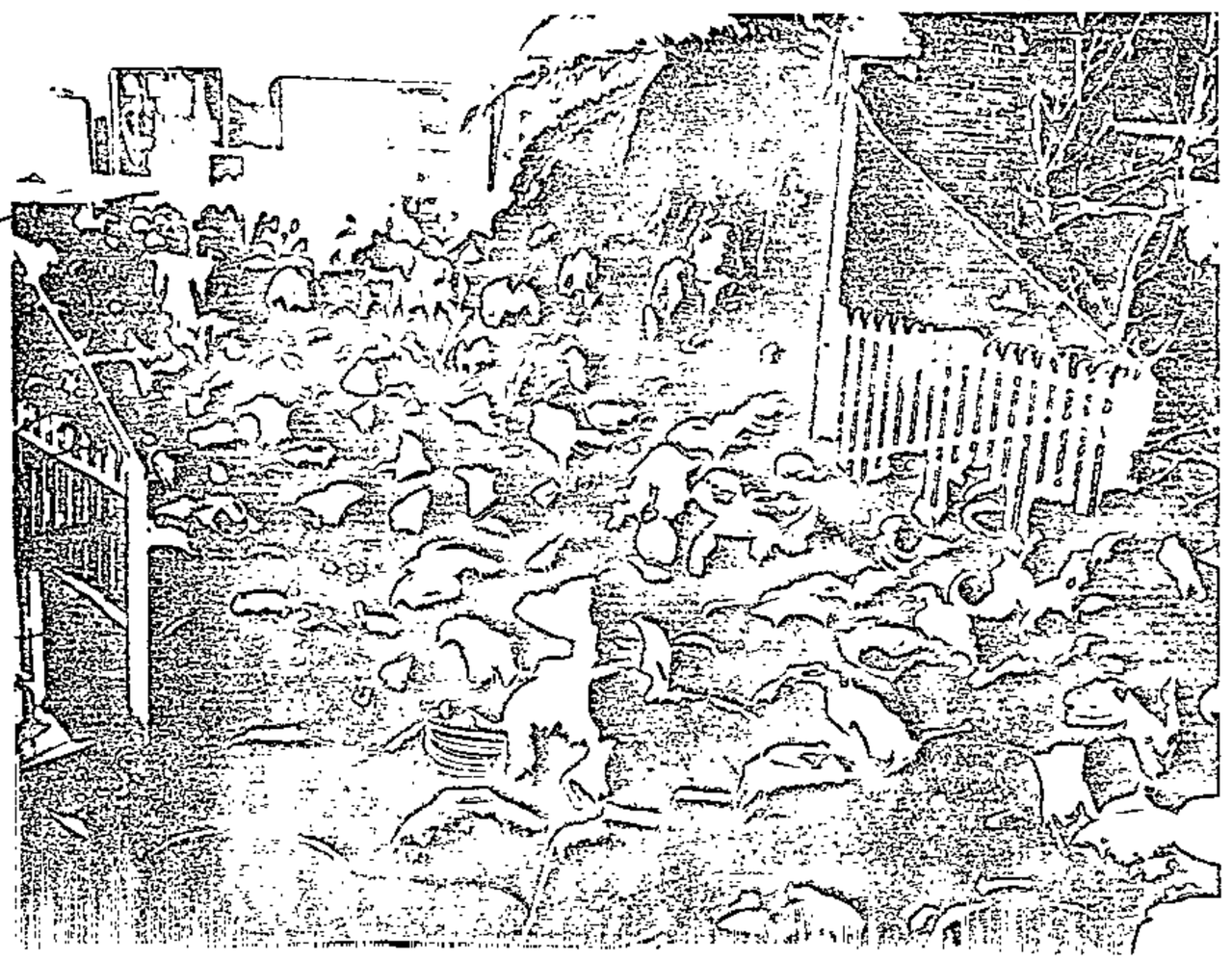
The action followed the dismissal of a fellow worker.

○ In Natal 800 Hulett's workers downed tools. The strike was sparked by protracted disputes involving pending pension fund legislation.

○ Striking workers at Telephone Manufacturers of SA in Springs caused the factory to be closed. The company sacked about 1 500 men.

Black unions — spearhead of change

JOHN KANE-BERMAN REVIEWS WORKER POWER IN 1981 — AND THE CHANGING ATTITUDES OF MANAGEMENTS



11/10/81

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JUST two-thirds of the way through, 1981 is already well on the way to being another "year of the worker" — like 1980.

There have been at least 115 reported strikes by Black workers, while Black unions report that new members are flooding in faster than ever before.

At the same time, rivalry between Black unions is hotting up, with militant new groups poaching members from moderate unions.

More and more union leaders are talking of the need to become involved in broader community — as opposed to strictly factory — issues, while some even joined in public political protests against the Republic Day "festivities".

Not only are Black workers becoming increasingly conscious of their potential power as workers, employers are also now more sharply aware of it than ever before.

The hardline anti-union stance of the vast majority of employers so evident only a year ago is slowly beginning to be eroded by worker power.

Unions are finding access to factories easier than in the past, while the number of companies that have signed recognition agreements with Black unions has jumped from only two in 1979 to about 70.

Also significant is the fact that managements are becoming steadily less willing to toe the Government's line in handling Black unions.

At least one company ignored a specific urgent request by the Minister of Manpower, Mr Fanie Botha, not to recognise an unregistered Black union.

There is a growing trend among managements to regard a union's standing on the factory floor as the main criterion in deciding whether or not to recognise it, not whether it has official approval from Pretoria.

Growing numbers of employers seem to feel they simply cannot wait while Pretoria tries to sort out the mess it has made of the post-Wiehahn industrial law.

But although there is a new realism abroad among some employers, they are also profoundly worried that Blacks, denied political, but now granted economic rights, will use trade unions as political instruments.

As Brian Matthew, executive director of the Midlands Chamber of Industries in strike-prone Port Elizabeth, puts it: "A wall has been built across the river. We've opened one sluice gate to reduce some of the pressure, but kept all the others closed. So it's inevitable that all the pressure will now come through this one opening."

What Black unions have achieved, they have won against tremendous odds.

Recently, for instance, the Chemical Workers' Industrial Union has been squaring up for a battle against Colgate-Palmolive in Boksburg.

The union, which is affiliated to the non-racial Federation of Soth African Trade Unions (Fosatu), had been trying for a year to be recognised by Colgate.

But the company would not agree to bargain about wages at plant level, arguing that this must take place in the industrial council for the chemical industry.

The company finally acceded to the union's demands after an overwhelming vote by the workers to strike in their support.

The significance of this was that the company capitulated to the threat of a strike before the union had to call a strike to demonstrate its strength.

Before a strike was due to start, a nation-wide boycott of Colgate products had been set in motion by Fosatu to back the union's demands, and thousands of "boycott Colgate-Palmolive" stickers were distributed with lists of the company's products.

Acting Transvaal branch secretary of the union, Chris Bonner, said Colgate could be highly vulnerable to the boycott since it was operating in an intensively competitive market.

And the union had decided on a strike levy on its 3 000 members across the country to help its Colgate members during the strike.

Officials and shop stewards of other Fosatu unions on the increasingly-militant East Rand reported at the time that their members were wearing boycott stickers on their overalls in other factories — sparking, they claimed, fears among other companies that a Colgate strike could spill into their own factories.

Solidarity across factories is one of the significant new trends among Black workers. Last year, a sympathy strike — the first ever in South Africa — spread right across the meat industry in Cape Town in support of worker demands in one factory.

The recent strike in the motor industry in Port Elizabeth was another step down this road, for workers at General Motors and Ford downed tools in support of workers at Firestone, having earlier refused to handle Firestone tyres in the motor assembly plants.

Consumer boycotts also have precedents, the most successful being the boycott of Fattis and Monis products to back the Food and Canning Workers' Union's demand in 1979.

The company gave in after the boycott — which had backing among Black organisations all over the country, including Chief Gatsha Buthelezi's Inkatha movement — began to affect its share price adversely.

Success breeds success in the union movement.

Mrs Maggie Magubane, whose Fosatu-affiliated Sweet, Food, and Allied Workers' Union recently signed a historic agreement with Kellogg in Springs in terms of which the union will in future be consulted over retrenchments, says: "Workers and my township neighbours read or hear about our agreement and then come and ask us to help them organise a union *that works like our union.*"

The two main exponents of "community-linked unionism" are outside the main groupings.

They are the Motor Assembly Components Workers' Union of SA (Macwusa), which is based in Port Elizabeth but now expanding to the Sigma motor plant in Pretoria, and the SA Allied Workers' Union (Saawu), whose power-base is East London.

Both say factory issues cannot be divorced from community issues.

Illustrating what "community-linked unionism" implies, Macwusa's Sipho Pityana says that if slum and disease conditions in the townships make a worker ill so that he takes sick leave, the employer must be aware of these community problems.

Both Saawu and Macwusa suffer severe harassment with more than 200 — mainly Saawu — members or officials having been detained without trial at one or other time this year.

Even so, they are growing.

● Last year's municipal workers strike brought the issue of industrial unrest into every White home in Johannesburg. This year the number of strikes has increased as workers realised their potential for change

(333)
13/10/81

More out in dispute over pension refunds

Mail Correspondent

THE Allied Workers' Union yesterday confirmed that workers at a Durban stevedoring firm and a Cato Manor quarry had gone on strike over pension refunds and wage increases.

Union secretary Mr S K B Kikine said hundreds of workers at the Maydon Wharf and Point Road branches of the stevedoring firm struck early yesterday after demanding pension refunds.

The quarrymen claimed promised wage increases had not been paid and the company refused to let them join the Building and Allied Workers' Union, apparently because it was not registered.

A number of Indian employees joined the quarry strike because they did not want to be intimidated.

Quarry manager Mr S Strydom said workers had been warned that they faced dismissal if they did not return to work. They had had a pay rise last month, he added.

Police watched the quarry while management discussed the grievances.

Mr F K W Ross, director of manpower at Grinrod Cotts stevedoring, said Maydon Wharf and Point Road workers were not on strike but had been delayed because of negotiations with management over pension refunds.

About 700 workers at the two branches had requested unconditional pension refunds.

"Management had heard their grievances and it was agreed that an answer be given today," he said yesterday.

The proposed pension legislation, which led to labour trouble at Huletts sugar mills on the North Coast, spread to Maritzburg yesterday where 80 workers left Huletts Aluminium.

A company spokesman said they had been expressing concern over the proposed legislation for two weeks.

About 120 hourly-paid employees at the plant had approached the company's personnel officers with the request that their pension contributions be repaid, the spokesman said.

"The proposed pension legislation was again clarified and they were told their contributions would only be returned if they resigned," the spokesman said.

"As a result, some 40 employees returned to work and the remaining 80 resigned.

"Those who resigned were given cheques for their pension contributions and will receive their outstanding pay tomorrow."

More than 1 800 people are employed in the plant.

Springs strike: hundreds re-apply after unrest

Labour Reporter

ABOUT half the 1 600 workers fired after a strike at Telephone Manufacturers of SA (TMSA) at Springs ten days ago have applied for re-employment, a management spokesman said yesterday.

The strike led to a ban on meetings in Springs over the weekend and the arrest of nine workers, allegedly as a result of violent incidents in KwaThema township. A spokesman for the Federation of SA Trade Unions said Fosatu unionists were attempting to secure bail for the arrested workers.

Meanwhile, two more brief work stoppages were reported from Durban and a union spokesman said the 150 workers fired after striking at Game Discount World in that city two weeks ago were still refusing to return to work.

And our Port Elizabeth correspondent reports that about 180 workers at Motor Via, a components firm which supplies the Volkswagen plant, struck yesterday in support of demands for recognition of Fosatu's Transport and General Workers Union.

This is the third strike concerning recognition in Port Elizabeth in the past eight days.

A TMSA spokesman said yesterday that about 900 black workers were now working at the company. Just under 800 of them were fired strikers who had applied for re-employment.

He claimed that there had been about 1 000 workers outside the factory gate yesterday morning seeking employment.

The spokesman added, however, that "the situation is dynamic and it is not possible to predict how things will look tomorrow".

In Durban, about 200 workers at stevedoring company Grindrod Cotts stopped work to discuss their demand that their pension money be refunded to them and the general secretary of the SA Allied Workers' Union (Saawu), Mr Sam Kikine, said they had struck in support of this demand.

But the company's managing director, Mr F Ross, said workers had not gone on strike but had stopped work in order to continue discussions with management on their pension demands. They had returned to work during the morning.

"We have been discussing the pension issue with our works council and will continue to hold talks," Mr Ross said.

A second firm, Pinetown-based Ridgeview Quarries, was hit by a strike by about 100 workers yesterday.

Mr Kikine said the workers were striking because they had not received a promised wage increase and to back a demand for the firm to recognise Saawu.

A management spokesman said late yesterday that the strike had been resolved.

Strikers seek recognition

DD 13/10/81

PORT ELIZABETH — The Eastern Cape was hit for the third time in eight days by a "recognition strike" when about 180 Uitenhage workers of Motorvia yesterday morning refused to work unless their union was recognised.

The workers, mostly drivers for the company which sub-contracts for Volkswagen, are members of the Transport and General Workers' Union, a Fosatu affiliate.

Last week Port Elizabeth workers of the SA Bottling Company and the General Post Office decided not to return to work unless the General Workers' Union (Gwusa) was recognised.

Yesterday morning 80 convoy drivers of Motorvia decided to leave the company immediately and bussed home to Bloemfontein and Thaba Nchu.

The other 100 workers were mainly from the Eastern Cape.

Workers not only demanded union recognition, but also asked for a minimum wage of R50 a week for local drivers, as well as higher wages per trip for convoy drivers.

Worker spokesmen, however, stressed that union recognition was of prime importance. If recognised, the union could take up wage demands, they said.

A few women employees of the company apparently stood in for some of the drivers involved in yesterday's walkout.

Mr Edwin Maepe, a Fosatu organiser for the union, said a letter was sent to the company two to three weeks ago asking for recognition of the union, which is registered, but no reply has been received as yet.

Yesterday afternoon, however, a senior company spokesman agreed to meet him today.

In Durban the South African Allied Workers' Union yesterday confirmed that workers at a quarrying company in Cato Manor had gone on strike over wage increases.

"We have been told that since the union was not a registered body it would not be recognised by the company." said Mr S. K. Kikine, secretary of the union.

However, the workers resumed work later in the day.

Mr S. Strydom, the quarry manager, said workers had been granted a wage increase in September.

In more Natal unrest, 80 workers left the premises of Huletts Aluminium in Pietermaritzburg after a dispute involving the proposed pension legislation.

A company spokesman said: "The legislation was again clarified and they were told that their contributions would only be returned to them if they resigned from the company.

"As a result, some 40 employees returned to work and the remaining 80 resigned," he said. — DDC.

Sowetan 13/10/81

More Durban strikes

WORKERS employed by a Durban stevedoring firm and a Pinetown quarrying company went on strike yesterday, the South African Allied Workers Union has reported.

First reports said hundreds of workers employed by Grindrods had stopped work. The second firm hit by the strike is Ridgeview Quarries.

A spokesman for the quarry said about 30 employees were involved and that negotiations had taken place. He would not comment on the reasons for the strike.

Mr S K Kikine, general secretary of the S A Allied Workers Union, said the issue at Grindrods was over demands by workers to have their pension contributions refunded without having to resign.

He said that workers were not satisfied by reports that the Government had deferred implementation of the controversial Pensions Bill for three years.

"They see this as a tactic, they are not happy and they want their pension money.

He said Ridgeview Quarries employees were protesting over the non-payment of a wage increase which, they said, they had been promised and also over the non-recognition of a union they had formed.

The managing director of Grindrod Cotts stevedoring, Mr F W K Ross, said yesterday afternoon the workers were "not on strike as such" but had simply "held up" work in order to discuss with management problems relating to the Pensions Bill.

Labour unrest spreads in Eastern Cape

SB DETAIN 18 STRIKERS

Sowetan 15/10/87

SECURITY police in Port Elizabeth have detained at least 18 striking workers and a trade unionist as labour unrest continues to spread in the Eastern Cape.

OWN CORRESPONDENT

Mr Themba Duze, an organiser of both the Motor Assemblers' and Component Workers' Union (Macwusa) and the General Workers' Union of South Africa (Gwusa), was detained with six strikers under the Criminal Procedures Act as security police swooped on a workers' meeting on Wednesday night.

Yesterday morning, another 12 workers were detained according to Colonel Gerrit Erasmus, head of the Eastern Cape Security Police, who warned that more would be "locked up" if they continued to "intimidate" other workers.

The detention of Mr Duze brings to six the number of Macwusa officials held by Security Police.

Meanwhile about 300 workers of the Imperial Cold Storage polony factory at Addo have gone on strike, demanding minimum wages of R1 an hour.

Workers claim the company pays a standard wage of R33 a week to all black workers although this has been denied by management.

A spokesman for the Port Elizabeth General Post Office said yesterday that about half of the 180 workers who walked out last week had been replaced. He expected the labour force to be at full strength by the end of the week.

Another 250 workers at SA Bottling have been recruited in place of strikers who walked out last week.

And in Uitenhage, 180 workers at Motorvia, a car ferrying company; were still out yesterday morning.

Strikers seek rise in pay

WITBANK — Workers at the South African Federated Timbers here have downed tools in demand for higher wages.

This is the second strike in two weeks in the area. Last week workers at the Highveld Bus Company refused to work until a certain black supervisor was removed from the company because of his treatment of his co-workers.

The workers, although dissatisfied, accepted a management proposal that the supervisor be stripped of some of his powers.

The strike at Federated Timbers started on Monday when workers demanded a 20 per cent pay rise.

The manager of Federated Timbers was not available for comment yesterday. — DDC.

DD 15/10/87

East Cape strikes end

PORT ELIZABETH — Two Eastern Cape strikes ended yesterday after agreements were reached between trade unions and the managements of Imperial Cold Storage (ICS) at Aloes and Motorvia in Uitenhage.

Meanwhile, a security police spokesman confirmed yesterday that 18 people had been detained here this week.

A spokesman for the General Workers Union (GWUSA) said the detained people were SA Bottling Company and Post Office workers.

The ICS deadlock was broken last night after talks between the management and the vice-president of Gwusa, Mr Sicelo Duze.

The workers had demanded a minimum wage of R1 an hour, but have now agreed to accept management's offer of 80c an hour "on the short-term."

The strike at Motorvia, where about 180 workers, mainly drivers, have been striking since Monday in an effort to have their union, the Transport and General Workers Union, recognised, has also been called off.

New talks about the recognition of the union are scheduled for next Wednesday. — DDC.

Work force is replaced

Star 17/10/88

333

The Telephone Manufacturers of SA plant in Springs has taken on 1 250 workers after the recent strike by its African workforce and has now stopped recruiting, a management spokesman says.

The spokesman says the company's management has decided to stabilise the African work force at 1 250 for business reasons."

Meanwhile the partial work stoppage at Hulett's Aluminium in Pietermaritzburg continued yesterday. The workers are demanding the reinstatment of 130 colleagues who resigned on Monday and claimed pension contributions. They have not been rehired.

Hulett's publicity manager, Mr Frank Ferguson, said the company had no objection to reinstating those who had resigned on condition they repaid their pension contributions. He said many workers had been prevented from going to work by "severe intimidation and coercion."

In Wadeville on the East Rand 70 members of Fosatu's Transport and General Workers Union have been dismissed after a dispute over leave pay with the management of Viljoen's Transport.

The workers, who claim they have not had paid leave for 12 years, stopped work on Tuesday.

A TGWU spokesman said the workers were fired yesterday after protesting at the alleged victimisation of one of their number following the strike. Management could not be reached for comment last night.

'Shooting' threat after transport men sacked

RDM 17·10·81 533

A GERMISTON transport employer yesterday threatened to shoot any black workers whom he had sacked earlier if they entered his property.

By RIAAN DE VILLIERS

The threat was made by a Mr Viljoen, believed to be the owner of Viljoen's Transport in Wadeville, when he was asked to comment on a labour dispute at his firm which had resulted in all 70 black workers being dismissed yesterday.

Mr Viljoen confirmed he had sacked all the workers and added: "If any of them come here, I will shoot them."

He said the dispute was the "fault of the Department of Manpower and the workers' union, because of promises made to the workers more than a year ago", but declined further comment.

The workers were sacked after going on strike earlier this week in support of a demand that they should be paid out leave pay allegedly in arrears, according to a union spokesman.

The spokesman, for the Transport and General Workers' Union, said the strike happened after the Department of Manpower had failed for several months to act on complaints about leave pay owing.

The spokesman claimed the firm had not paid out leave pay since it was formed 12 years ago, and that numerous complaints had been submitted to the department over a long period.

Department officials had visited the firm in June to look into the issue, with no result.

Earlier this week, workers stopped work, demanding that their leave pay be paid out before the end of the month, as their contracts would expire soon.

Refused

Mr Viljoen was approached by union officials, but he refused to make any payments or discuss the issue.

Workers returned to work after Department of Manpower officials told them action would be taken on the matter within two weeks, the spokesman said.

Yesterday morning, a worker was sacked after breaking a component on a truck, and when union shop stewards intervened in an attempt to have him reinstated, all the workers were sacked, she said.

No comment could be obtained from Department of Manpower officials yesterday.

Stevedore killed by ice block

Post 19/10/81
(ASW) 333

Post Correspondent

MOSSEL BAY — A harbour stevedore, Mr Charles Sinkfontein, 56, of Extension 8, Mossel Bay, was crushed to death while offloading frozen fish from a Japanese trawler moored in the bay at the weekend.

The accident occurred on Sunday afternoon in the hold of the trawler as Mr Sinkfontein was offloading the fish into the refrigerated carrier Asekaze Maru.

The weather was extremely rough — with a strong southeaster wipping up the sea — and Mr Sinkfontein was crushed by a large block of ice in the hold of the trawler.

He was certified dead on arrival at the Mossel Bay hospital.

Fatigue claims by long haul drivers

Argus 27/10/81

333

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SEVENTY-TWO percent of long distance, heavy duty drivers questioned in a recent National Institute for Personnel Research study acknowledged that they experience fatigue while driving, and 24 percent said this was sometimes so severe they experienced hallucinations.

The study was part of the NIPR's investigation into the problem of fatigue as a major cause of traffic accidents among long distance truck drivers, and involved 352 professional drivers of all race groups from throughout South Africa.

The study established that more than 50 percent of the drivers had at times driven for more than eight hours consecutively without a rest, and six percent had driven for periods of 25 hours without resting.

Off-duty breaks lasting 12 hours, during which no driving was done, were reported to occur less than once a week.

A factor related to lack of rests taken was that more than 50 percent of the drivers complained that resting places along open roads in South Africa were inadequate, sometimes not large enough for their vehicles to park, they were too far apart and often unsafe or dirty.

The quarterly journal of the Council for Scientific and Industrial Research (CSIR) reports that further research, involving black professional heavy duty drivers of the SA Railways, will begin within months.

Drivers using a dynamic visual field generator (DFVG) will be subjected to a minimum eight hours 'driving' on a simulated journey from Johannesburg to Durban complete with road and direction signs, high density city driving an open country, low density roads.

It is hoped the information will help in the selection of long and short distance professional heavy-duty drivers, and also serve as a scientific basis to support legislation on the working hours of drivers.

says his union does not have any strong opinions about ICs, but wants further information about how they work before it makes up its mind.

Isabel Shongwe, general secretary of the Transport and General Workers' Union, an affiliate of the Federation of SA Trade Unions (Fosatu), makes it clear that she views the new organisation with suspicion. She emphasises her union's desire to negotiate at company level and its dislike of ICs. "We need to have a thorough explanation of what the employers want to do," she says.

TRANSPORT 333 135

Employers organise

129 140 FM 27 11 81

Transvaal, Free State and Natal bus company owners, whose fleets carry nearly 2m people daily, have formed an association for collective bargaining with trade unions in their industry.

Employers from about 60 magisterial districts met this week to form the SA Bus Employers' Association. They hope to create an industrial council (IC) for the industry through which they can negotiate wages and working conditions with the nearly 12 000 people they employ.

Once the association has been registered, it will attempt to discuss points of agreement with trade unions and take a close look at issues such as pay, fringe benefits and the standardisation of job definitions.

Some employers are aware of the reluctance of emerging black unions, which place great emphasis on plant-level bargaining, to join ICs. Dr Gerrie Prinsloo, executive director of the Southern African Bus Operators' Association (Saboa), concedes that there has been a great deal of criticism of ICs in the past.

"I personally believe that the structure is sound, but that people have not utilised it to its fullest extent." Although he supports the IC system, Prinsloo believes there are matters which can be dealt with only at company level.

Michael Mohatla, general secretary of the Transport and Allied Workers' Union, an affiliate of the Council of Unions of SA (Cusa), declines to comment on the new employers' organisation at this stage. He

Trade union to be recognised by Putco

RDM 14/11/81

333

By STEVEN FRIEDMAN

THE PUTCO bus company is to sign its first full recognition agreement with a black trade union next week, according to a company statement issued yesterday.

The union is the Transport and Allied Workers Union, whose members were involved in the two strikes at Putco's Soweto depots last year which left thousands of commuters stranded and led to the opening of recognition negotiations.

It is believed that an agreement with TAWU would mean that Putco would become the first company in the country to have signed company-wide recognition agreements with two independent black unions.

Preliminary

Putco last year signed an agreement with the Transport and General Workers Union.

But this was only a preliminary agreement, setting out the relationship between the two parties, a Putco source said yesterday.

Negotiations between Putco and TAWU have been in progress for 18 months and have been in danger of breaking down on at least one occasion.

Putco claimed that TAWU had agreed to the terms of the agreement, but had not "showed up" for the ceremony.

The union, however, claimed that it had simply told the company that it would take the agreement back to its members for ratification, but had warned that they might not accept it.

At a worker meeting they had rejected it and the union had therefore not been prepared to sign, TAWU said.

Signatures

Union spokesmen could not be contacted yesterday, but according to Putco's statement, the agreement will be signed on Tuesday by the company's managing director, Mr Albino Carleo, and TAWU's general secretary, Mr Michael Mohatla.

It added that, in terms of the agreement, TAWU would be recognised as the representative of workers at any Putco division where it could prove the support a worker majority — "50% of the work force plus one".

Fosatu's TGWU has a similar arrangement with the union — it claims majority support at Putco's Springs depot.

The union is also known to claim majority support in Soweto depots.

SHIP'S CREW HELD

SAR Police lay seige in Durban

By Rod Jackson-Smith

THE crew of a Greek-registered ship in Durban harbour is being held captive on board their vessel after a dispute with the captain.

The seige of the ship, Evmar, docked at Maydon Wharf, is being enforced by the Railway Police at the captain's request.

But on Friday, one of the crew managed to evade the tight security cordon to contact the Durban representative of the International Transport Workers Federation (ITF), a union which looks after the interests of seamen.

The Durban ITF representative, Yunis Shaik, told the **Sunday Tribune** yesterday the seaman appealed to the union on behalf of 10 crewmen who wre dissatisfied with working and living conditions on the ship.

The Evmar docked in Durban on Thursday night and the siege was imposed immediately. On Friday the lone seaman escaped and contacted Mr Shaik.

Mr Shaik said it appeared the captain had imposed the siege in an attempt to prevent crew from contacting the ITF which could attach the ship until grievances and claims by the seamen had been investigated.

The crewman told Mr Shaik that the main grievances were alleged illegal deductions from wages, not being paid according to contracts or the Greek Collective Agreement, long hours of work without overtime pay, performing dangerous work at sea and inadequate food.

Mr Shaik, who was refused permission to board the vessel, said if he was unable to negotiate with the captain, the ship could face being blacklisted in every port of call after Durban, an effective means of having the crew's grievances settled.

When the **Sunday Tribune** went to the ship yesterday, uniformed and plain clothes Railways policemen refused to answer questions.



RAILWAYS Policemen enforce the siege at the quayside.

Union signs recognition agreement

STAR 4/12/87

333

Labour Reporter

The Cusa-affiliated Transport and Allied Workers Union this week signed a preliminary recognition agreement with Greyhound Bus Lines.

The agreement covers the union's membership on the West Rand, according to Tawu's general secretary, Mr Mike Mohatla.

The preliminary agreement sets out the intent of both parties to enter into a main recognition agreement in the future.

Mr Mohatla said Tawu was satisfied with the agreement.

Drivers held after strike freed when union pays bail

RDM 9/12/81

SIX Vereeniging bus drivers who were arrested after a work stoppage at the Vaal Transport Company last week were released yesterday. They had spent nearly a week in prison because they could not afford to pay their bail.

Their bail had been set at R500 each after their arrest last Wednesday and only four of the 10 drivers charged, all worker representatives at the company, had been able to raise the money, according to lawyers acting for the men.

However, yesterday lawyers for the men brought an application in the Vereeniging Magistrate's Court to have their bail reduced.

The court reduced bail to R100, but ruled that the drivers must report to the police while awaiting trial and that they must not leave the magisterial district until the end of the trial.

Pay demands

A representative of the Commercial, Catering and Allied Workers' Union of SA, which has agreed to assist the drivers, was bailing them out yesterday afternoon.

According to lawyers, they are being charged with contravening the Labour Relations Act by engaging in an illegal strike and

Labour Reporter

contravening the Riotous Assemblies Act by holding an illegal gathering.

The 10 arrested men were all members of Vaal Transport's works committee at the time of the stoppage over pay demands, which brought the company's more than 300 buses to a standstill.

Services have since been resumed.

A Vereeniging representative of the CCAWUSA said the union had agreed to assist the drivers after they had approached it, claiming that their own union, the Transport and Allied Workers' Union, had refused to assist them with bail and money for their defence.

"They claim that the TAWU said it would not help them because they had been wrong to take part in the stoppage," the representative said.

The men are to appear in court again on December 18.

D. MERCURY 10/12/81

Mercury Reporter

333

STARTLING facts about heavy duty truck drivers have been revealed in a CSIR report on transportation.

Compiled by the CSIR's National Institute for Transport and Road Research, the report shows that:

● 'Very few' drivers know what dashboard warning lights and gauges on their trucks indicate;

● While the effects of fatigue on heavy-duty truck drivers are well known, little has been done to improve the situation. There is no legal limit on the number of hours a driver may spend behind the wheel; and

● An 'alarming' incidence of impaired vision, caused by sugar diabetes, was found by firms which regularly test their drivers. Most firms do not carry out any tests.

The report, issued by the institute's Group for Vehicle Safety, also focuses on the transportation of dangerous materials.

It recommends that some form of control should be introduced to regulate the transport of dangerous substances before a major disaster occurs, as already has happened overseas.

Training

It found that the training and ability of vehicle drivers were key areas, and a large section of the report deals with this aspect.

The report says the introduction of a compulsory annual medical certificate for drivers of hazardous loads would go a long way towards preventing those who are found to have poor vision or who suffer from epilepsy from guiding large, hazardous loads along the country's roads.

CSIR researchers found that 'very few' applicants for a certain class of heavy duty licence actually took their tests on the type of truck they would be driving.

Stability

It was necessary that this situation be rectified, particularly in the case of liquid-carrying trucks. Their stability was often impaired by the surging of the tank's contents during braking and cornering manoeuvres.

Two cases were identified where drivers used to handling dry-bulk loads were required to relieve tanker drivers at short notice. One driver turned his vehicle over, and the other drove into a queue of cars waiting at an intersection.

Both these accidents were caused by 'load surge', a phenomenon with which the drivers had no experience in dealing.

On the subject of driver fatigue, the report notes that catering and rest facilities were virtually non-existent on the major trunk routes, and most drivers tended to 'press on regardless' in order to reach their destinations.

Strike-hit firm and union enter into agreement

333

ADM 10/12/81

TSE

PART

Labour Reporter

A VEREENIGING bus company, Vaal Transport Corporation, which was hit by a drivers' work stoppage a week ago, announced yesterday that it had signed a preliminary recognition agreement with the black Transport and Allied Workers' Union.

TAWU says just under half the company's 800-plus workers are its paid-up members and that more than 60 percent are signed-up union members.

The announcement comes only a day after TAWU was accused by another black union, the Commercial, Catering and Allied Workers' Union of SA, of refusing to help 10 drivers arrested during the stoppage.

CCAWUSA claimed it had agreed to help the drivers with bail and legal expenses after TAWU, to which the men said they belonged, had refused. TAWU, it said, had told the men it would not help because they had been wrong to join the stoppage.

TAWU's general-secretary, Mr Michael Mohatla, yesterday refused to comment on this claim. "I am still looking into it," he said.

The stoppage, which was sparked by pay demands, brought the company's buses to a halt for a short time.

Yesterday's statement by the company, which is owned by United Transport Holdings, a British company, said the agreement set out "the intent of entering into a main recognition and procedural agreement", with TAWU.

'Stepping-stone'

Its aim, it said, was to "establish normal relations" between the two parties.

Vaal Transport's statement added that the agreement — signed on Tuesday — would "hopefully" lead to negotiations on "a full and formal recognition and procedural agreement in the near future".

It added that Mr Mohatla had "expressed his satisfaction" in reaching agreement.

Mr Mohatla said yesterday that the agreement granted the union "stop order" facilities and dealt with issues such as union representativeness.

"It covers all the issues usually dealt with in an agreement except wages and discipline and grievance procedures," he added.

He said TAWU saw the agreement as "a bridge to the main discussions on recognition".

"We see it as a stepping-stone to fully normalising our relationship with the company," he added.

The outputs of the Collector are

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c. Listing information

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2.8.1 THE @MAP STATEMENT

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Complaints

When elections were held for a new committee, he was told he would be fired if re-elected and drivers were also warned against voting for him. Mr Segale claims.

But he was re-elected and took up drivers' pay complaints with management. In October, he asked management to decide "stop orders" on behalf of the union. Mr Segale claims. He was told the company was "not prepared to discuss his and accounts".

He says he took up with management complaints about drivers having to drive trucks without a break. According to Mr Segale, senior company officials threatened to fire him because of his instructions of last [illegible] Mr Segale claims that however, it is understood from sources close to the union that its executive decided that, because D and H Quarries was not covered by the Motor Transport Industry's industrial council, the union could not take up the case directly

Instead, it advised Mr Segale to take up the matter with the [illegible] department of Manpower.

In a written statement, Mr Segale claims he has worked as a driver at D and H Quarries since 1965. He claims that last year he was elected drivers' representative on a workers committee.

He says he took up with management complaints about drivers having to drive trucks without a break. According to Mr Segale, senior company officials threatened to fire him because of his instructions of last [illegible] Mr Segale claims that the company was not prepared to discuss Mr Segale's claims with the Press. She said neither Mr H Cameron, the general manager, nor any other company official would be prepared to discuss the general secretary of Atwu, Mr Gert van der Walt, was not available yesterday to comment on claims that the union would not help Mr Segale.

Threat

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The driver, Mr Lawrence Segale, claims he is trying to lay a charge of victimisation against the firm. D and H Quarries, but that the union the African Transport Workers Union (Atwu), has been unwilling to help him.

The Atwu, a "parallel" union, was the first to gain registration under the Government's new labour dispensation

A D and H Quarries representative said yesterday the company was not prepared to discuss Mr Segale's claims with the Press. She said neither Mr H Cameron, the general manager, nor any other company official would be prepared to discuss the [illegible] issue

Claims that workers have been victimised for belonging to registered unions are extremely rare.

A BLACK truck driver claimed yesterday he had been fired by a Johannesburg company for taking up worker complaints — and for being an active member of a registered, Tucsa-affiliated trade union.

Night for workers 'lost time' riot

BY STEVEN FRIEDMAN

Why jobs?

Now... a call for action

Shock CSIR report on 'heavy' drivers

YESTERDAY'S Mercury headline

11/12/81 233

Mercury Reporter

RADICAL changes in licensing procedures for heavy duty truckers were suggested by a CSIR road safety researcher yesterday as a step towards making them more safety conscious and better qualified.

The Mercury reported yesterday that a CSIR transportation report had revealed startling gaps in the competence of many heavy duty truck drivers, and yesterday a CSIR researcher suggested that the following steps should be taken to improve the situation:

● Drivers should be tested in, and certified fit to use, every type of truck they would be driving.

At the moment, a trucker might qualify on a standard one-unit truck, and then legally drive an articulated truck.

Similarly, there was no provision in the law for a driver to receive training in how to handle a liquid load, which changes a truck's handling characteristics.

Licences specified only the weight of the truck, but this was inadequate, the researcher said.

● The law should stipulate that a driver must qualify where he would be employed, not at his place of residence.

Truckers, and ordinary motorists, might get their licences where they reside in terms of the law as it stood.

It was always possible, the researcher said, to 'find an obscure aunt' in a small town, give a residential address in that town, and obtain a licence there.

Advanced

Testing procedures were not uniform, and it was often found that a trucker who qualified in a small town was not able to meet the challenges of driving a large vehicle in heavy urban traffic.

Apart from changes in licensing procedures, it was important that advanced driver training schools be established.

Eventually, all licensed truckers should have to receive such advanced training.

This procedure would also serve to weed out the 'vast' number of falsified licences in circulation.

Hundreds of heavy duty truck drivers were not legally qualified to handle their vehicles, and were carrying false licences.

ARGUS
22/12/81

Stevedores get wages agreement

335

Argus Bureau

EAST LONDON. — The General Workers' Union has negotiated a wage agreement for stevedores at Port Elizabeth, Cape Town and East London which represents an increase of 64 percent in some cases.

The agreement, which was reached after several weeks of negotiations, has been made with three stevedoring companies operating at the ports — Rennies, Grindrod and the South African Stevedoring Supply Company.

The agreement includes a daily wage of R13 for East London, R14 for Port Elizabeth and R15 for Cape Town. This represents a 64 percent increase for East London this year.

Agreement was also reached on a guaranteed wage for a four-day week. Stevedores in East London will be paid R53, in Port Elizabeth R57, and in Cape Town R61.

The stevedoring companies have also agreed on R30 per for Saturdays and Sundays in Cape Town, R28 in Port Elizabeth and R26 in East London.

Leave periods have also been increased from two to three weeks for existing employees.

The union said the agreement showed that harmonious industrial relations could be achieved if managements recognised the right of workers to representation of their own choice.

Union gets pay rise for stevedores

D. Disp 22/12/81

333 ~~115~~

EAST LONDON — A substantial wage increase for stevedores at three ports — East London, Port Elizabeth and Cape Town — has been negotiated between the unregistered General Workers Union (GWU) and the three stevedoring companies operating at the ports.

This is the first time an annual wage agreement has been negotiated at the East London and Port Elizabeth docks between the GWU and the three companies — South African Stevedoring Supply Company (Sassco), Rennies and Grindrod. There have been two previous agreements for Cape Town.

A statement issued by the GWU yesterday said the agreement was an indication of harmonious industrial relations which could be achieved when management recognised the right of workers to representation of their own choice. "We trust this attitude will continue to prevail and will stand as an example to other employers in the country."

Captain G. J. Stockley, the chairman of the Stevedoring Companies Labour Supply Association, concurred with what the union said, adding: "Our aim is to keep our ports competitive in a world-wide situation and see that the people who work in the ports receive a reasonable remuneration for the work they do."

Earlier this year an interim wage agreement was negotiated in Port Elizabeth and East London following the recognition of the GWU stevedoring workers committee by the companies.

Details of the agreement which were announced in the union statement yesterday and confirmed by management, include:

● A daily wage of R13 for East London, R14 for Port Elizabeth and R15 for Cape Town. This represents a 64 per cent increase for East London and a 41 per cent increase for Port Elizabeth since the beginning of the year. Since the interim agreement the increase is 21 per cent in East London and 22 per cent in Port Elizabeth.

● A guaranteed wage for a four-day week. This is an increase from the previous three-day guarantee in all ports. Before the interim agreement there was no guaranteed wage for the East London stevedores who were only paid when there was work available.

● The guaranteed wage is now R53 for East London (a 64 per cent increase), R57 in Port Elizabeth (56 per cent) and R61 in Cape Town (11 per cent).

● Saturday and Sunday pay is now R30 for Cape Town (28 per cent increase), R28 for Port Elizabeth (22 per cent) and R26 for East London (21 per cent).

● There have been substantial gains in leave pay and leave has risen from two to three weeks for all existing employees. Since the beginning of last year sick pay and leave pay has risen 242 per cent in Port Elizabeth and 147 per cent in East London.

● There have been increases in all cargo allowances.

The GWU statement said the negotiations had been spread over several weeks and "conducted in a healthy spirit."

Captain Stockley said: "The negotiations were conducted in an adult manner. The final settlement was more than we would have liked to pay and less than the workers would like to have received — but that is what negotiation is all about.

"The point is we were able to reach a settlement and this will provide us with an ongoing basis for negotiations in the future."

This is the third wage agreement in East London between a company and an unregistered predominantly black union in recent months — an event which was unheard of a year ago.

Earlier this month it was announced that two subsidiaries of the giant food conglomerate Tiger Oats, Meadow Feeds and KSM Milling, had concluded substantial wage agreements with the African Food and Canning Workers Union and the South African Allied Workers Union (Saawu).

In October Saawu negotiated a productivity-linked wage agreement with battery manufacturer Chloride SA. — DDR

SALDRU

(333
#35
#104
Soweton
22/12/81

Putco recognises transport union

THE Transport and Allied Workers' Union (Tawu) and Putco last week signed the long-awaited recognition agreement at the bus companies head office in Johannesburg.

According to the union's president, Mr Michael Mcethe, yesterday negotiations between Tawu and Putco started in June last year. The agreement stated that if the union could prove that it had a 50 percent membership at any of Putco's depots it would be recognised.

Mr Mcethe said: "We have a membership of more than 2000 locally and country-wide its more. In Soweto alone it is above 40 percent. We encountered a few problems along the way and that is why the signing took such a long time.

"We are quite happy with the whole arrangement as it covers wide working conditions and wages. It also allows us a say in the running of our members' affairs in the company," he said.

Last month the signing of the agreement was postponed because the Tawu had requested a number of minor amendments to the initial agreement. Tawu is an affiliate of the Council of Unions of South Africa (Cusa).

The Transport and General Workers' Union (TGWU) a Federation of South African Trade Unions (Fosatu) affiliate has also been involved in recognition talks with the bus company.

PAPER NO. 73

SALDRU/SAMST

CONFERENCE ON THE ECONOMICS OF HEALTH CARE IN SOUTHERN AFRICA

SEPTEMBER 1978

Yesterday, SADC presented a sample of the pro-

However, TV lovers are

Rise for stevedores but below other ports

N. Murray 29/12/81 353

Mercury Reporter

NEXT YEAR'S pay increases for the stevedores of a Durban company are lower than those of the wage agreement recently concluded between a Cape Town based trade union and two big stevedoring companies for the ports of Cape Town, Port Elizabeth and East London.

However, Durban stevedores are given free housing, food, clothing and transport.

Mr L Dooley, Sassco's financial manager, announced the increases for Durban stevedores yesterday.

He said it had to be taken into consideration that Durban was the only port where stevedores were given free housing, two meals a day, clothing and transport to work

Durban stevedores were not included in the agreement because the General Workers' Union had only recently opened an office in Durban and did not have sufficient members to represent Durban stevedores.

The agreement between the union and the companies, Sassco and Rennies Grindrod Cotts, sets the guaranteed wage for a four-day week at R61 for Cape Town, R57 for Port Elizabeth and R53 for East London, representing an increase of 11, 56 and 64 percent respectively.

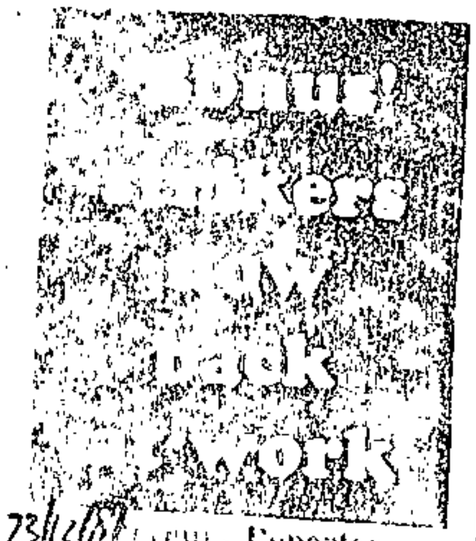
The daily wage for Cape Town is R15, Port Elizabeth R14 and East London R13.

The daily rate for Sassco stevedores in Durban has been increased to R12 a day, representing a 20 percent increase on this year's rate of R10 a day.

Saturday, Sunday and public holiday pay in Durban has also been increased to R20,70 for an eight-hour working shift.

In terms of the wage agreement the rate for Saturday or Sunday pay is R30 in Cape Town, R28 in Port Elizabeth and R26 in East London.

Mr Dooley said yesterday it was probable that Durban would enter into a wage agreement with the General Workers' Union in the next year.



23/12/87

...ourt Reporter

...ll black staff of ...ansport Transport Ltd ...ned to work yesterday ...ing after 229 of them ... fined in the ...Transport Magistrate's ...' on Monday for strik- ...illegal".

The workers were charged ...under Section 11 (1) of the ... Assemblies Act (... ...ment and after pleading ... were given the option ... a R20 fine or 70 days' ... ...ment.

... general manager of ...ansport, Mr J ... ...ckamp, said negotiations regarding certain remuneration grievances were being continued with the workers representatives and the Transport and General Workers' Union.

A spokesman for the union said Monday's strike was ... the workers' ... He said the workers ... ...ed boots with ... ...ting the union.

(ADH) (152) 233

Stevedores win big concessions at three ports

333
Star
23/12/81

Labour Reporter

The General Workers' Union (GWU) has won major wage agreements with stevedoring companies at Cape Town, East London and Port Elizabeth.

The agreements — for 1982 — were made with Rennies, Grindrod and Cotts and Sassco at the three ports.

The agreements covered guaranteed wages, a GWU spokesman said. In the stevedoring industry there are periods when there is no work and a guaranteed weekly wage is seen as a significant advance by the union.

● In Cape Town the weekly 4-day guaranteed wage will be R61, in Port Elizabeth R57 and in East London R53. The increases over 1981 represent 11 percent for Cape Town, 56 percent for Port Elizabeth and 64 percent for East London.

● Daily overtime Sunday pay was increased to R30 in Cape Town, R28 in Port Elizabeth, and R26 in East London.

● There were also increases in sick and leave pay, and an annual bonus will be paid to the stevedores in the three ports. Yearly paid leave was extended from two to three weeks.

The GWU spokesman said the talks were held over a period of several weeks and were conducted in "good spirit."

Stevedores' union wins big pay hike

By TONY WEAVER

THE unregistered, independent General Workers' Union (GWU) has achieved a dramatic breakthrough in wage negotiations between its stevedoring committees and stevedoring companies in the City, East London and Port Elizabeth.

The GWU announced yesterday that as a result of the agreements, wages for stevedores would increase by a huge 64 percent in East London and 75 percent in Port Elizabeth.

The agreement also saw the companies agreeing to raise daily wages, boost sick leave pay, increase from two to three weeks the amount of paid leave workers get and pay out an annual bonus for the first time.

The most dramatic increase won in the Eastern Cape ports is that in leave pay — a massive 242 percent increase in Port Elizabeth and 147 percent for East London stevedores.

In addition, cargo allowances — extra wages paid for handling dangerous and heavy cargoes — have been increased and workers will be [illegible] for [illegible] ... [illegible] ... the Eastern Cape, [illegible] ... [illegible] ... [illegible] ... [illegible] ... allow for three-days' [illegible] pay.

[illegible] ... [illegible] ... the GWU said the [illegible] ... [illegible] ... conducted in good spirit, [illegible] ... [illegible] ... [illegible] ... [illegible] ...

Burst pipe gas burns 4 workers

333

CAPE TIMES 24/12/81

FOUR labourers received chemical burns when an ammonia-gas pipe fractured in the fish hold of a trawler in Cape Town docks yesterday afternoon.

The four men and four others were offloading a cargo of fish from the trawler Southern Raider when the fracture occurred and gas filled the hold.

Although all eight men managed to scramble out of the hold only four were unscathed.

The injured men, Mr Clifford Mpikwa, Mr Ansson Gqarangini, Mr Sizilzo Killeli and Mr Bernard Ligelu, were taken to the Somerset Hospital where they were treated for chemical burns.

Firemen wearing breathing apparatus checked the gas-filled hold for possible missing workers but found none.

A spokesman for the hospital last night said Mr Mpikwa had been more seriously affected by the gas than the three other men but all four patients were in a "satisfactory condition".

Crew members escape gas leak

ARGUS 24/12/81

FOUR MEN were partly overcome by ammonia gas last night in the hold of a fishing trawler, Southern Raider, in Table Bay docks.

The Metro head, Dr Alan MacMahon, told The Argus at the scene that four crew members had been taken to hospital by ambulance.

Emergency services were alerted shortly before 6 pm and units of the Cape Town fire brigade and Metropolitan Emergency Rescue Unit went to the Victoria Basin.

However, the four men affected by the gas — leaking from a burst pipe in one of the vessel's holds — had managed to make their way to the deck where they were treated by Metro members before being taken to hospital.

A fire department spokesman said his men had inspected the hold while wearing breathing apparatus — and closed off the leaking pipe.

The four men taken to hospital had suffered slight eye irritation and shock during the initial stages of the gas leak.

The fire department spokesman said ammonia gas had a suffocating effect and could be fatal after a few minutes.

TRANSPORT - PRIVATE - LABOUR

1982

GENE

Star
5/2/82

Putco to recognise union

Labour Reporter

The Cusa - affiliated Transport and Allied Workers' Union (Tawu) has won recognition rights at the Putco bus company's Soweto depot.

Tawu had proved to Putco that it represented more than 50 percent of the workforce at the depot, according to a statement released by the bus company.

The union had signed an agreement with Putco in December in which it was agreed that Tawu would receive recognition whenever it attained more than 50 percent membership. An election of shop stewards at the depot would be held on March 4 and 5.

3.7.3 Join the follo[w] sentences, usi[n] beginning of e[a] words and make in the word ord[er]

Example

BECAUSE/AND/HOW

Plastics are us[eful] They are cheap. They have a res[istance] = Plastics are [useful] are cheap and [because] corrosion; h[owever]

1. AND
   There are tw[o] Thermoplasti[cs] Thermosets a[re]

2. AND/WHEREAS/
   Thermoplasti[cs] Thermoplasti[cs] Thermosets s[often] Thermosets wi[ll]

3. FROM/TO
   Plastics are [made] Plastics are [made] Plastics are [made]

4. SUCH AS
   Plastics are [made] Plastics are [made] rods, mouldi[ngs]

5. TO
   Various metho[ds] These methods [convert] products.

6. Compression mo[ulding] Compression mo[ulding]

3.8 Read the following pas[sage] and answer the questions that follow. Your a[nswer] essay style, i.e. in [paragraph] [not] point form.

When the mad profess[or] and then himself, th[e] decision-makers act [without] knowledge, they are [playing] as an experimental l[aboratory] in hazard. And the[n] During the Internatic[nal] Belt was discovered. magnetic phenomena. to carry out an exper[iment] the Belt to see if th[ere] The colourful draperi[es]

3.7.3 Join the follow[ing] sentences to make six longer sentences, usi[ng] words printed at the beginning of ea[ch] group 6). You may omit words and make [any] you think are necessary in the word ord[er] of the sentences.

Example

BECAUSE/AND/HOW

Plastics are us[ed] engineering.
They are cheap.
They have a res[istance] pheric corrosion.
= Plastics are [used] ngineering because they are cheap and [have a] ce to atmospheric corrosion; h[owever] not particularly strong.

1. AND
   There are tw[o] tics.
   Thermoplasti[cs]
   Thermosets a[re]

2. AND/WHEREAS/
   Thermoplasti[cs] hen heated.
   Thermoplasti[cs] hen cooled.
   Thermosets s[often]
   Thermosets wi[ll]

3. FROM/TO
   Plastics are [made] reat variety of products.
   Plastics are [made] tiles.
   Plastics are [made] ineering components.

4. SUCH AS
   Plastics are [made] forms.
   Plastics are [made] form of sheets, tubes, rods, mouldi[ngs] esins.

5. TO
   Various metho[ds] stic into finished products.
   These methods [convert]

6. Compression mo[ulding] non method.
   Compression mo[ulding] orshaping thermosets.

3.8 Read the following pas[sage] and answer the questions that follow. Your a[nswer] ection should be in essay style, i.e. in [paragraph] not point form.

When the mad profess[or] ows up his laboratory and then himself, th[e] len scientists and decision-makers act [without] and pretend it is knowledge, they are [playing] re, the living space, as an experimental l[aboratory] whole world is put in hazard. And the[y] they are told not to. During the Internatic[nal] Year, the Van Allen Belt was discovered. Belt is a region of magnetic phenomena. bright boys decided to carry out an exper[iment] a hydrogen bomb in the Belt to see if th[ere] an artificial aurora. The colourful draperi[es] skirts of the aurora,

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DIDR said. — A Dutchman member of the GWU executive, Mr Mike Morris, said the union had approached the South African Stevedoring Association in Durban on Wednesday and that the association had taken a policy decision not to obstruct workers if they decided to stop work for half an hour. This had been communicated to the GWU by a Mr Nicolson who had given a personal assurance that there would be no obstruction at any of the ports, Mr Morris said. — DIDR

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Dock firms 'illegal'

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CAPE TIMES 26/2/82

R12m housing complex for men

Staff Reporter

SA Transport Services is to build a R12-million residential complex at Philippi for 2 000 males in its employ.

The contract for the complex, due for completion in 1987, has been awarded to Ovcon (Cape) (Pty) Ltd, and work has already started.

The complex will consist of eight three-storey, single-room hostel blocks, four social centres, a combined administration, dining room and kitchen complex and a laundry block. There will also be a block of six houses for residential staff.

A recreation hall-cum-sports centre will be completed in the first phase of construction and operational by 1986, when 1 000 employees move into the partly-completed complex.

The hall, with a clubhouse attached, will have cinema facilities and sufficient floor space for badminton, basket ball, volley ball and other sports.

The sports fields will contain a cricket pitch, three rugby pitches, four football pitches, tennis courts, a cycling and a running track. A grandstand to seat 900 is also on the cards.

Mr Leon Els, public relations officer of SA Transport Services, said an advantage of the new complex was that employees now housed in municipal and private compounds would be housed under one roof.

"The complex is in line with our policy to upgrade accommodation for our employees. The accommodation we are giving these coloured employees is the same as white standards of accommodation."

333

S. Tribune

333

179

3/1/82

I WANT TO



It's a tough school as 600 every month try to get behind the wheel at Putco

"I WANT to be a driver." This oft-repeated request becomes almost a parrot cry to Putco ears.

Every month, an average of 600 hopefuls apply to be admitted to Putco's drivers' training centres. Of these about 108 finally make the grade.

Who are the lucky applicants? Men who have passed several tests and can meet certain requirements.

All applicants must have a Code 10 licence for a heavy vehicle, and preferably a public driving permit as well. They must have had two years' experience driving heavy vehicles, and they should be older than 26.

Exceptions are made for a non-average candidate, but generally a driver should be taller than 1,5 metres and weigh more than 68 kilograms because the work is strenuous.

Standard 6 is the minimum educational qualification, and by the very nature of the job, sober habits are a must.

The driver training centres are at Wynberg, Durban, Putcoton and Sandfontein, and each centre eploys expert personnel to process applicants.

A Putco official explains:

"The decision to employ a trainee driver is made on the basis of various tests — a literacy test, a numeracy test, psychometric tests for foot and hand co-ordination as well as speed of reaction and a medical and eye test.

"The job history of the applicant as well as his pre-employment driving test are also taken into consideration.

"Once a trainee driver has been accepted, he is registered and taken into one of the training schools, all of which have been registered with the Department of Manpower Utilisation. Training courses begin every week and last for 21 working days.

In order to qualify as a Putco driver, the trainee has to pass theoretical tests based on road signs, general theory, reporting of accidents and way-bill and set-right machines.

He must also succeed in practical tests: Basic driving in heavy traffic and keeping to time on routes.

But that is not the end.

The man who passes all these tests is transferred to a division and re-tested. He is then made familiar with all the types of buses used in the division. Once he can handle them, he is allocated to a 'shepherd' driver who supervises him on his routes for up to 12 days — until there is certainty that the probationer is capable of handling his route.

At the end of this period he is re-tested and, if found satisfactory, is given a shift of his own under supervisors and inspectors.

He then drives his buses for a three-month probationary period until a final report is made.

If the divisional manager is satisfied, the probationer is appointed a Putco driver and issued with a certificate.

With all these tests and checks, it is not surprising that Putco drivers are among the best on South Africa's roads. Their high standard of training helps to keep our roads safe.

For a man accepted as a Putco driver, there are ample opportunities for advancement. Drivers who prove themselves can be promoted to many senior positions. They can become inspectors and dispatchers of buses, right up to the scale of depot superintendent.

Putco has 3 561 drivers.

The driver establishment was increased by 49 persons a month in the past financial year to cope with the growing bus fleet. About eight drivers a month were promoted to higher positions.

In keeping with its policy of employing only the best people for the job, Putco accepted only one in every six applicant drivers.

ROSPECTON...

The operation in Natal gears itself for

3/10/82

(333)

PUTCO

SO YOU



A Putco driver sets off on an early morning trip.

PUTCO POLICY SINCE MY TAKE-OVER IN 1971 HAS BEEN TO EMPLOY THE BEST MAN FOR THE JOB, IRRESPECTIVE OF COLOUR. WE TRY TO TRAIN PEOPLE TO MOVE UP THE LADDER

SINCE Albino Carleo took over Putco in 1971, the company has grown tremendously. In an interview he spelt out some of his philosophies about the company, its plans for the people who work for it, and its impact on the community at large.

Q: With Putco expanding rapidly in the Transvaal and Natal, do you see the company expanding to other provinces?

A: We are not looking to expand into other provinces. As it is, we have an annual growth rate of 18 percent to contend with in the areas we already serve. Our industry's growth is dictated by the demand of comuters and we are already faced with a population explosion in the provinces in which we operate.

Q: Putco, in keeping with changing times, is training more and more black people and also promoting more of them to better positions. What is your approach in this repect?

A: Putco policy since my take-over in 1971 has been to employ the best man for the job, irrespective of colours, We try to train people to enable them to move up the ladder. To this end, for example, we have created a training school for mechanics. But it takes time as the base of technical education in this country is an undeveloped one.

Q: Is it correct that you are promoting black participation in Putco equity?

A: In conjunction with the policy of advancing black employees in the company, Putco public relations officers have been sent out to the black community with the mandate to convince individuals to buy shares in the company. Putco is a public company with 42 black shareholders.

Q: How do you rate Putco against other bus services?

A: The bus is a vital part of the infrastructure in any country. We think we are efficient and the best in the country. By world standards, Putco buses are among the best in terms of quality and size — I have seen nothing better in Italy, in Germany, or in the USA.

People may complain about hard seats here, for example. But in Italy there are only a few seats and they are all hard and, in fact, there is mainly standing room in buses there.

Q: People often complain about the standard of facilities at lay-byes and bus stops. What is your reply?

A: Putco is often accused of things that are not the responsibility of the company. People complain that buses cause dust storms when they pull into untarred lay-byes. However, it is the responsibility of the local government authorities to maintain such lay-byes, not Putco.

Similarly, people also accuse us of failing to supply adequate facilities at bus stops. Here again, it is the responsibility of the different municipalities to erect bus stops and provide bus shelters and litter bins.

Shelters, lay-byes and stops are not our responsibility. We can only make proposals on behalf of passengers, but it is up to the civic authorities to erect them.

We pay fees to the municipalities in respect of every bus we operate — it is up to the authorities to use these fees appropriately.

Q: Some newspapers have carried unfavourable comment on your fare increases. Is this justified?

A: Unfortunately, few people pause to compare the percentage of fare increases with the percentage of wage increases over the past 10 years. Over this period Putco fares have increased at a far lower rate than that paid in higher wages. Those who grumble, grumble without logic.

Q: Do people underestimate the value of a bus service?

A: It is time that the community saw its bus service as part of the social structure. Like a street on which people live, buses are a vital necessity to the people who use them. Only when people begin to perceive the bus service as an intergral part of their lives will they appreciate its value.

Q: Can Putco itself be considered part of a broader social structure?

A: We have recently formed a Putco foundation which will make substantial funds available for community projects. The aim of this foundation will be the general upliftment of the lifestyles of the communities we serve.

Our efforts will be directed, among other things, at the promotion of housing projects and the furthering of education in the engineering and technical fields.

MBUMBULU GETS AN EXTRA WEEK-DAY BUS

PUTCO has introduced an extra bus on the Mzwimandla route in the Odidini area, Mbumbulu, following an investigation into the service.

The bus runs from Monday to Friday from Nconco via Mzwimandla at 6.00am and leaves Isipingo at 6.00pm arriving at 7.15pm. This supplements the existing service.

Praise for bus drivers

D. Dispatch 3/3/82 (333)

EAST LONDON — Bus drivers operating between here and Mdantsane were congratulated by East London's traffic chief, Mr Brian Evans, for good driving.

Mr Evans said yesterday his department had noticed — over the past 18 months to two years — that the accident rate involving buses travelling between here and Mdantsane had dropped substantially.

"Considering the high mileage and the large numbers of passengers conveyed this is a tribute to the drivers and the training programme of the company employing them," Mr Evans said.

He warned, however, that bus drivers had a greater responsibility to commuters and should not take the compliment as allowing them to lower their standards and start speeding.

Mr Evans said that during the same period there had been a marked drop in the breakdown rate of the same buses.

"They have been running efficiently lately," he said. — DDR

Drivers threaten family

AN EVATON family is living in fear for its safety after a busload of Putco drivers allegedly attacked their house and threatened to burn it down "and kill you all".

By CHARLES MOGALE (273) Sowetan 18/3/82

The Ngwenya family of Small Farms say their fear stems from an incident recently when a family member, Mrs Rose Motsepe, was physically thrown out of a bus.

Mrs Motsepe, a teacher, said the bus driver told her to get off the bus because she did not have a coupon and wanted to pay cash.

"Three buses had left me at the bus stop, and I tried to plead with the driver. Before I could beg him any further, he left his cabin, grabbed me roughly by my lapels and threw me out," she said.

She later went to the local depot with her brother, Mr King Ngwenya, and brother-in-law Mr Curtis Mochela, to lodge a complaint.

While they were at the depot, the driver in question appeared and an argument led to a scuffle.

Two days later, Mr Ngwenya said he saw a large group of drivers walk into his yard just after sunset.

Mrs Margaret Ngwenya, King's mother, said the men tried to kick the doors open. When they failed, they hurled abuse at everybody inside, threatening to burn down the house.

The men later left the house and headed for Mr Mochela's house in Zone 11, Sebokeng.

Mr Mochela, a popular teacher and former vice-principal of Tshepo-Themba High School in Residensia, said he heard loud knocks on the front door of his house. His wife locked the door immediately. He left through the back door to investigate, only to run into the drivers.

"They forced me into a bus and started beating me up," Mr Mochela said.

The bus was driven back to the Ngwenyas while the assault went on. Mr Mochela said he was told that he was being taken to his "resting place".

The bus was stopped a short distance from the Ngwenyas' yard, but before the drivers could alight, Mr Ngwenya arrived with the police.

Mr Ngwenya said: "The police treated them as if they were mere schoolboys caught stealing peaches. They even ignored the weapons the men carried, which included firearms."

The case has since been reported again to the police, who are investigating.

Putco's public relations officer, Mr Pat Rogers, said: "If the law finds out that our men behaved in that manner, we will obviously take strong disciplinary measures against them."

2, sees young gunned down

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RG. — A ...cwscastle ...-year-old ...her shot ...nk range ...r in Van- ...derday ... van der ...it Maritz ... Hertzog ...tle, was ...derly wi- ...r at her ... Muller's ...nderbijl ...n entered

Van der ... involvec ...d and he ...ifle at her least eight ...ange.
... Merwe slumped to the floor with several bullet wounds in the head. She died soon after.

Her shocked daughter Mariztsa, and her grandmother, Mrs Sus van der Merwe, ran screaming from the house as did other members of the family.

The couple had met more than a year ago and had been known to argue often.

Police said yesterday that Miss van der Merwe was preparing to return to Newscastle when the man arrived at the house.

A spokesman said a young man was being held for questioning and was expected to appear in court soon.

crack of dawn



"They've revived the twist — the South African variety they call the 'broedertwis'."

Tributes flow in for shy DJ the DJ, page 2

CAPE TIMES 23/3/82

Seaman killed as ship docks

A MEMBER of the crew of the cargo ship Greenville was killed last night when a rope struck him in the face as the vessel was docking.

The rope, which was being used to tie up the Greenville, came loose and struck the man as he was peering over the side of the ship.

A spokesman at the Port Captain's office said the man had died "almost instantly". He was taken to Woodstock Hospital where he was certified dead on arrival.

BUSINESS BRIEF

Gold (close) ...	$321,25
FT index (close)	558,1
RDM 100	576,9



Watchdog reports

WHEN was the last time you counted the number of matches in a box? Would you know a retread tyre from any other kind of tyre? Are you having problems applying your baby powder in the morning? What should be the price of soda water? Read **WATCHDOG** on page 9.

first flight aboard Colum... bia, the only manne... vehicle to fly in spac... more than once.

Minor hitch

Apart from the AP... problem, the launch an... early stages of the mi... sion went according t... plan, though the take-o... was delayed for about a... hour because of a mino... hitch in some groun... equipment.

A temperature-measu... ing device in a nitroge... heater on the launch pa... was giving false readin... and had to be bypasse... for the computerize... countdown to continue.

Most prompt

The bypass procedu... took about an hour an... Columbia blasted off t... minutes late — its mo... prompt departure to dat... Its maiden voyage ... April 1981 was delaye... two days by a last-minu... computer problem.

INSIDE — emblem on the left marks ... stories ... the Newspaper Press Union

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The Facts correction service, ☎ 41-3361 (Mon to Fri)
Cape Times, Box 11, Cape Town.
(Registered at the GPO as a newspaper.)

Bolland killing: Two held

Crime Reporter

TWO men have been arrested in connection with the murder of a 10-year-old Worcester girl whose body was found a week ago.

A Worcester police spokesman said the two men had been held over the weekend and that there was a possibility of a third arrest.

The body of Marlene Bootboom was found in some bushes near the new road to Villiersdorp about 5km from her home. The only visible injuries were wounds to her head.

The young girl had disappeared from her home on March 10.

Mystery death

MYSTERY surrounds the death of a young Diep River man whose body was found in a canal in

'Hijack' trial told of odd landing

Moltana: Change unlikely

Political Staff

THE Progressive Federal Party yesterday strongly supported the statement by the managing director of Nasionale Pers, Mr Dawid de Villiers, that there was a growing consensus that the master plan of apartheid had failed.

Mr De Villiers said fundamental structural reform was required over the whole spectrum of political, economic and social life in this country because of a combination of moral and strategic reasons.

Significant

The chairman of the PFP's federal executive, Dr Alex Boraine, MP for Pinelands, said Mr De Villiers' call was "highly significant and is strongly endorsed and supported by the PFP".

The Opposition had continually called for fundamental structural reform over the whole spectrum of political, economic and social life in South Africa.

Mr De Villiers also said the split in the National Party appeared to mean that "those who were firmly committed to the approach of realism and reform and those who overtly or covertly, still favoured the fundamental approach.

"We are encouraged and enheartened when a leading figure in the Afrikaans press world makes the same call," Dr Borraine said.

In his speech, made at the 1982 marketing convention, Mr De Villiers said: "The growing consensus is moreover that the reform must strike a fair balance between regaining the self-determination of whites, and securing for the black and brown communities, fair, adequate and acceptable participation in the decision-making process affecting their destiny and interest."

"This is in addition to removing legitimate grievances on their part concerning discriminatory laws and practices," he said.

Mr De Villiers also said the split in the National Party appeared to mean that "those who were firmly committed to the approach of realism and reform and those who overtly or covertly, still favoured the fundamental approach.

"If the split in the National Party leads to greater clarity and greater realism, then the split must be seen as a noteworthy event in South Africa.

Essential

"Unfortunately it is not at all clear that the Prime Minister is as clear that 'fundamental change in the political, economic and social life in South Africa' is urgently required.

"For the sake of all South Africans it is essential the Prime Minister

today

From BRUCE STEPHENSON

LONDON. — Amanda Kitson, 19-year-old daughter of David Kitson, who is serving a 20-year sentence in Pretoria Central for sabotage and furthering the aims of communism, arrives in Johannesburg this morning to visit her father.

She is the sister of Steve Kitson, recently detained by Security Police after visiting his father but later allowed to return to Britain.

It is understood that Ms Amanda will be accompanied by Mr Stanley Clinton-Davis, the Labour Party's spokesman on Southern Africa, and Mrs Hazel Selbourne, a friend of the family.

Media coverage

Last minute hitches prevented newspaper columnist, Ms Jill Tweedie, from accompanying the Kitson party.

Ms Tweedie, a vigorous campaigner for the women's liberation movement and columnist for the Guardian newspaper, was not available for comment yesterday.

It is understood that Ms

THE Brit... between ... Watford ... Birmingh... the TV2 ... badly e... We are ... limited ... couldn't ... make the ... 20 minut... only the ... both ga... frustrati... ruptly c... game fig... of the ac... The TV ... gramme c...

RDS... TV

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More safety at sea urged

ARGUS 31/3/82

333

Political Staff

A COMMISSION of inquiry has recommended big improvements to safety measures in South Africa's shipping and fishing industries.

The commission of inquiry into measures governing the safety of lives and property at sea, under the chairmanship of former Cape Town chief magistrate, Mr Herculas van Huyssteen, was tabled in Parliament yesterday.

The commission found that there were insufficient safety staff in the marine branch of the Department of Transport, training standards were too low and safety measures generally did not come up to standard.

RECOMMENDED

It recommended the establishment of more training facilities for all races, improved training, improved safety standards, particularly with liferafts and lifejackets and a maior revision of the Merchant Shipping Act.

It found that stricter application of rules for fishing vessels should be applied as well as stricter accident prevention measures by shipowners and skippers. It also recommended the compulsory fitting of two-way radio apparatus for fishing vessels.

Fishing vessels were often overloaded, placing their safety in jeopardy, capsized when pulling in nets full of fish, went to sea without radios or radio operators and crew members did not know how to handle safety equipment.

The commission has also recommended that the principal officer at a port should have the power to withdraw a safety certificate if satisfied that a ship was not seaworthy.

Induna: Call for liferaft research

ARGUS 31/3/82

333

Parliamentary Staff

THE controversy over the sinking of the South African-owned but foreign-registered Induna with the loss of the lives of 17 South Africans, has been raised again by a report of a commission of inquiry tabled in Parliament.

The Commission of Inquiry into measures governing the safety of lives and property at sea under the chairmanship of former Cape Town chief magistrate, Mr Hercules van Huyssteen, dealt with two major factors involved in the sinking of the Induna — flags of convenience and liferafts.

It found the existing laws did not provide adequate protection for South Africans crewing ships flying flags of convenience and was critical of the standards of life rafts.

RESEARCH

Although the sinking of the Induna is not mentioned in the report, the South African owners, Rennie's Coasters, and the sole survivor of the sinking, Mr Kim Macpherson, are mentioned in the list of people who gave evidence to the commission.

The commission recommended that the Department of Transport 'should attend without delay to research on the design of liferafts.'

The Induna, which was flying the Panamanian flag, sank south of Madagascar on September 5 1979.

Mr Macpherson launched a personal campaign criticising the ship's owners after his rescue blaming the 'pathetic condition' of liferaft for the loss of life.

Rennie's Coasters said they were not responsible for the servicing of the liferafts.

UNNAMED

The Commission undertook a series of tests on a single but unnamed type of liferaft. It was found that the righting ropes pulled loose from the raft and in a strong wind it would have been impossible to turn it the right way up.

In roughish seas it was 'considerably difficult' to board the raft.

The Commission said that although it was competent only to refer to the make used in its tests 'the defects mentioned may be common to all makes because all liferafts are basically the same.'

The commission visited all the liferaft servicing stations in South Africa and found 'on the face of it all the stations but one are suitable for the purpose.

'All contractors are doing a good job and they appear to be efficient.'

CHANGED

Dealing with flags of convenience, the Commission found that many ships which were South African owned 'have now changed their flags and are registered elsewhere for trade reasons.'

'These ships and the men seving in them are then deprived of the protection of South African law and are, instead, subject to the laws of the country of registry.

'This may be satisfactory for the shipowner but leaves a great deal to be desired as far as the crews on the one hand and the ship and its cargo on the other hand are concerned.'

Armed men attack three bus drivers

Argus 19/4/82 (333)

Crime Reporter

ARMED men robbed three bus drivers, a cafe owner was attacked with a hammer and a 72-year-old Manenberg woman was robbed at gunpoint in her home at the weekend.

On Saturday, Mr A Wake, 25, was forced to hand over R20 in Guguletu to a man who boarded his bus and threatened him with a firearm.

Later that night, Mr J Rivier, 41, was accosted by two men at the Hanover Park terminus and robbed of R60 and yesterday afternoon Mr M Japhta handed over R12 to an armed man at Wynberg Station.

Five men burst into the home of Mr David Abrahams in Carlton Road, Claremont late on Saturday night and robbed him of R80 at gunpoint. Police have arrested four men in connection with the incident and taken possession of a toy pistol.

Mr Spiros Papayannis, 45, was attacked with a hammer by two men in his cafe in Goodwood early yesterday morning.

He told police the men took R200 from his cash register before fleeing. He was treated for his injuries at Tygerberg Hospital and discharged.

Mrs S Salie of Vygie Kraal Road, Manenberg, was robbed of R60 when three men broke into her flat and threatened her early yesterday morning.

A 19-year-old Mitchell's Plain man is being treated under police guard after he was shot in both legs when he was found inside a Woodstock firm last night.

A police spokesman said Mr E Kotze was called to his company at about 10 pm when the alarm went off.

When he arrived, he found a man inside and four shots were fired. Police are investigating a case of housebreaking.

A director for a burglar alarm company, Mr M Miller, said today he came across three cases of burglars breaking through walls in Woodstock at the weekend.

He warned, too, against hard-sell agents who have been doing the rounds in the Peninsula and asking housewives for details of the security systems for a survey they say they are doing.

SECTION B.

6+

(333) (281)

A-G gets report on explosion death

Staff Reporter

THE Department of Manpower has submitted a confidential report to the Attorney-General following its inquiry into the death of a City Tramways welder who was killed when a fuel tank exploded.

Mr Rodney Campion was welding the tank at the City Tramways Tollgate depot on February 26 when it exploded. He suffered serious burns and died in Woodstock Hospital a few days later.

A Department of Manpower machinery inspector who conducted an inquiry at City Tramways on March 17, Mr A Wyntje, said yesterday he had submitted a report on his findings to the Attorney-General, who will decide whether anyone should be prosecuted.

Mr Wyntje said neither Mr Campion's wife nor City Tramways had legal representatives at the inquiry.

The senior public prosecutor at Cape Town Magistrate's Court, Mr G Odendaal, said yesterday the judicial inquest into Mr Campion's death had not yet been held "to the best of my recollection".

Mr Campion's wife, Lynette, said she had not heard from City Tramways since filling in a workman's compensation claim about three weeks ago. She was not advised of the date of the inquiry.

However the firm had agreed to send her husband's tools and equipment home.

The Public Relations Officer for City Tramways, Mr Bob Krause, said the company was conducting its own inquiry.

Examiner's Initials:
Joorletters van Eksaminator:

APE TOWN
KAAPSTAD

heading on the Examination Paper):

.....

.....

.....

B. Bus. Sci.

.....

No. of Answer Books handed in
Aantal antwoordboeke ingelewer: 4

Number of this book
Nommer van hierdie boek: 2

NOTICE TO CANDIDATES

WAARSKUWING

1. Candidates must not use both sides of the paper for their answers. The left-hand pages may be used for rough work, but the examiners will only give credit for answers written on the right-hand pages.

2. Candidates are reminded to indicate their names on all loose sheets accompanying an answer to an examination question.

3. No candidate may have with him in the examination room any books or notes whatsoever unless specially instructed by the Registrar by written notice to bring such with him, when he may take into the room the books indicated but no other books or notes.

4. A candidate attempting to help or obtain help from any other candidate, or having any unauthorised books or notes in his possession will be liable to be disqualified and to be further dealt with as may be determined by the Senate.

5. A candidate must not take out of the examination room any examination books supplied by the University.

6. Pages must not be extracted from this book.

1. Eksamenantwoorde mag net aan één kant van die papier geskryf word. Kladwerk mag op die agterkant van 'n bladsy gedoen word, maar die eksaminator sal vir eksamendoeleindes alleen in aanmerking neem wat op die voorkant geskryf is.

2. Kandidate word herinner om hulle name op alle los blaaie wat 'n antwoord op 'n eksamenvraag vergesel, te skryf.

3. Geen kandidaat mag boeke of aantekeninge van watter aard ookal by hom in die eksamenkamer hê nie tensy die Registrateur deur skriftelike kennisgewing las gegee het om bepaalde boeke mee te bring.

4. 'n Kandidaat wat probeer om 'n ander kandidaat te help of om hulp van 'n ander kandidaat te verkry, of wat ongeoorloofde boeke of aantekeninge in sy besit in die eksamenkamer het, stel homself bloot aan diskwalifikasie en sulke verdere stappe as wat die Senaat nodig mag ag.

5. Geen eksamenskrifte deur die Universiteit verskaf, mag uit die eksamenkamer weggeneem word nie.

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Union warns of 'severe consequences'

ARGUS 9/6/82

Labour Reporter

INCREASINGLY strained labour relations between the South African Transport Services and the General Workers' Union in the Port Elizabeth and East London harbours threaten "extraordinarily severe consequences" at four major ports if they erupt into open conflict, the union warns in an open letter to Dr Kobus Loubser, general manager of SATS.

The dispute, over SATS's refusal to recognise GWU shop-steward committees in the two Eastern Cape harbours as representative of the railway workers, is almost a year old.

In the letter to Dr Loubser, the union claims that the railway workers' decision to join the GWU "has met with an extraordinarily brutal response" from the railways administration, particularly the Railway Police.

DISMISSED

The chairman of the workers' committee in Port Elizabeth, Mr Jeremiah Tolwana, was dismissed from the SAR & H with 24 hours notice after 13 years' service.

Moreover, "scores" of workers have been detained and interrogated by the Railways Police about the union, says the letter.

"The workers have been subjected to a reign of terror and abuse.

"But in the face of the most extraordinary provocation, they have not wavered in their committment to the union and have exhibited an exemplary committment to negotiation and conciliation," it adds.

The GWU general secretary, Mr David Lewis, said the conflict in the two Eastern Cape ports had now affected Cape Town and Durban harbours.

AT GUNPOINT

The abduction at gunpoint last week of union organiser, Cindy Mngadi, in Durban, by men claiming to be security policemen, is seen by the union to be an attempt at intimidation.

In Cape Town, union organisers have been told by the Railways Police that they are not allowed to collect subscriptions from the stevedores who are GWU members.

"We've been doing this freely and peacefully for two years now. It is unlikely that the stevedores are going to accept this," said Mr Lewis.

The "extraordinarily severe consequences" of open conflict in the harbours are spelt out in the union's letter to Dr Loubser.

GOOD REASON

It says there is good reason to believe there will be police intervention.

"We are genuinely worried at the possibility of bloodshed," it says.

In an area as volatile as PE, police intervention will generate an angry response from other workers in the city, it adds.

It also points out that the union is representative of the stevedores throughout the country.

Both major stevedoring firms, Rennies Grindrod and South African Stevedoring Services Company, have recognised GWU and the union says they enjoy a "productive and harmonious relationship" with them.

The letter says the stevedores are "outraged at the harsh treatment meted out to their fellow dockers and will undoubtedly lend their support in the event of a serious conflict."

The GWU is affiliated to the International Transport Workers' Federation (ITF), which represents transport workers throughout the non-communist world.

If conflict erupts, it might "spill beyond the confines of South Africa" says the letter.

The manager of the public relations division of the SAR & H, Mr T van den Berg, said SATS would not negotiate with the GWU because they were not nationally representative of railway workers.

Railways bound by gentleman's agreement

RAILWAYS management was bound by a "gentleman's agreement" to negotiate only with recognised staff associations, the SA Transport Services' assistant general manager, Dr Anton Moolman, said yesterday.

Dr Moolman was speaking at a Press conference called to explain the SATS refusal to deal with the independent General Workers' Union (GWU), which claims majority support among SATS' workers in the Port Elizabeth and East London docks.

The dispute has attracted international interest. The GWU says it threatens labour peace in the docks — although Dr Moolman questioned this.

IMPOSSIBLE

Dr Moolman said it would be "totally impossible" if every employee group on the railways had separate representation. Through the 11 recognised staff associations, management could deal coherently with all SATS employees.

Emphasising that the policy would hold "until the situation changed entirely", Dr Moolman said the GWU would not be recognised even if it won full support in the Cape Town and Durban docks.

Mr Moolman said there was no indication that railways police had harassed workers because of their GWU membership, as the union claims.

He also denied union claims that GWU members were being forced to pay dues by stop-order to the rival Black Staff Association, after formally resigning from it.

"For administrative reasons, we cannot keep chopping and changing," he said.

"Workers therefore have to maintain stop-orders for a 12-month period."

Labour peace at Cape docks 'fragile,' E Cape

By PHILLIP VAN NIEKERK

THE FRAGILE labour peace at the East London and Port Elizabeth docks — where the South African Transport Services (Sats) has refused to recognize the unregistered General Workers' Union (GWU) — was rapidly deteriorating, the general secretary of the GWU, Mr David Lewis, warned yesterday.

And two prominent industrialists, Mr Fred Ferreira, industrial relations director of Ford SA, and Mr Brian Mathew, executive director of the Midland Chamber of Industries, said they were seriously concerned at the situation and called for an amicable resolution to the dispute.

Mr Ferreira said: "It would be a pity if the Sats management were to continue to underestimate the seriousness of the situation developing in this area, particularly in the light of potential international ramifications."

Willingness

He said the country could not afford to have its harbour activities crippled through potential strike action and urged the Sats to at least show willingness to discuss the issues involved.

The dispute has attracted international attention and the GWU, which claims a majority membership among railway dockers at the two ports, has issued an open letter to Dr Kobus Loubser, general manager of Sats, calling for negotiation, alleging a "reign of terror" by Railways Police against GWU members and warning of "extraordinarily severe consequences" if a confrontation developed.

At a press conference this week, the assistant general manager of Sats, Dr Anton Moolman, ruled out any chance of the GWU being recognized, even if it won full support at the Cape Town and Durban docks as well.

Sats 'policy' stand

Dr Moolman said railways management was bound by a "gentleman's agreement" to negotiate only with the 11 recognized staff associations. It would be totally impossible to deal coherently with Sats employees if every employee group had separate representation.

This policy would hold until the situation had changed entirely — meaning the GWU would have to become nationally-representative of Railways workers before Sats would talk to them.

Dr Moolman denied that Railways Police had harassed workers because of their GWU membership.

Commenting on resentment by 546 GWU members whose subscriptions to the Sats Black Staff Association (BSA) are still being deducted from their wages in spite of having resigned from that body in March, Dr Moolman said that for administrative reasons the workers had to maintain stop orders for a 12-month period.

Management 'lackey'

Meanwhile, the BSA has denied a claim by the GWU that it is a lackey of Railways management. Mr N M Mbewu, president of the BSA, said he "would like to thank the Minister of Transport Affairs for his stand in refusing to negotiate with unions other than the only body which is truly representative of employees of Sats".

Mr Mbewu said his association was conversant with working and service conditions of Railways staff and was the best qualified to negotiate on their behalf.

Mr Lewis said Mr Mbewu's statement was an attempt by Railways management to portray the recognition dispute as an inter-union conflict.

Mr Lewis repeated an earlier claim — denied by Mr Mbewu — that the BSA was the Sats personnel department dressed up and registered as a trade union.

Richards Bay dockers down tools

Mail Correspondent.

DURBAN. — Between 400 and 500 workers downed tools at the Richards Bay Coal Terminal's loading facility yesterday afternoon in support of their demand for the immediate refunding of their pension fund contributions.

According to a spokesman for the Fosatu-affiliated Transport and General Workers' Union, which claims to represent about 400 of the workers, reports of the address by the Minister of Finance, Mr Owen Horwood, to the Association of Pension and Provident Fund's annual meeting sparked off the pension unrest.

In his address Mr Horwood said plans for the Pension Bill had not been dropped. It was later reported, however, that Mr Horwood had said the clause on the "freezing" of pensions was not being revived.

According to Mr Mike Dunn, managing director of the company, about 400 workers downed tools after management had refused their demands for the refunding of their pension fund contributions. Employees had been told membership of the fund was a condition of service, he said.

He added that the stoppage had been orderly, and that operations were being fully maintained by "existing staff".

The spokesman for the Transport and General Workers' Union said however that operations were at a standstill because the company's total black workforce of 500 workers was involved in the stoppage.

He said workers insisted they were not on strike but only staging a work stoppage until management had reviewed their decision.

2 000 strikers given ultimatum

Argus 17/6/82

Argus Correspondent

DURBAN. — More than 2 000 striking workers at two factories at Richard's Bay were today given an ultimatum to end their work stoppage and return to work by tomorrow.

In a notice, management told more than 1 700 striking workers at Alusaf that if they failed to resume normal shifts by tomorrow they would be considered to have terminated their services.

A similar ultimatum was issued to about 450 workers at the nearby Richard's Bay coal terminal where workers downed tools this week demanding a refund of their pension contributions.

Alusaf management also offered an annual pay rise of 30 cents an hour bringing the minimum wage rate to R1,36 an hour. Workers have asked for a minimum of R2 an hour.

Ban on public meetings at Mtunzini

Mercury Reporter 19/6/82

ALL public meetings have been banned over the weekend in the district of Mtunzini, which includes Esikhawini township where more than 2 000 striking workers have been meeting daily since the stoppages at Alusaf and Richards Bay Coal Terminal began earlier this week.

Mtunzini's magistrate, Mr F H Swanepoel, said the ban, issued in terms of the Riotous Assemblies Act, began at 4 p m yesterday and would extend until the same time on Sunday.

According to union sources the police, who have been patrolling the township since the stoppages began yesterday afternoon, announced over loud speakers that all meeting had been banned.

Both Alusaf and Richard's Bay Coal Terminal spokesmen had said that all the striking workers would be considered as having dismissed themselves unless they returned to work yesterday, but union sources claimed that none of the workers had gone back.

Branch secretary of the Fosatu-affiliated Metal and Allied Workers Union, Miss June-Rose Nala, said the banning 'hindered industrial relations and denied workers the opportunity of getting together to discuss ways of solving the issues'.

She said the Alusaf workers had met yesterday before the ban had come into effect and had decided to continue the stoppage 'because management refused to negotiate and aren't even considering their demands'.

A shop steward representing Richards Bay Coal Terminal workers said they were prepared to return to work if the company gave written assurance that the pensions issue would be negotiated.

Richards Bay Coal Terminal's managing director, Mr Mike Dunn, said last night 'a few workers had come back who were very scared because of intimidation'.

Stevedores in accord with 2 Durban firms

Post Reporter

AN agreement has been reached between the General Workers Union (GWU) and two Durban stevedoring companies.

The agreement means that GWU committees are now recognised in the four major South African ports, according to a joint statement issued today by the SA Stevedoring Employers Association (SASEA) and the GWU.

As such they represent the overwhelming majority of workers employed in the South African stevedoring industry, the statement says.

A spokesman said the agreement had been concluded between a workers' committee representing more than 2 000 stevedores in Durban harbour and their employers, the SA Stevedore Services Company and Rennies Grindrod Cotts Stevedoring.

The spokesman said the committee, elected under the auspices of the GWU and management, had concluded an agreement substantially similar to those reached in East London, Port Elizabeth and Cape Town harbours.

The agreement extended to the committee full rights of negotiation and incorporated a mutually acceptable disputes procedure.

"The relationship between stevedores and management in Cape Town, Port Elizabeth and East London has been productive and harmonious and has procured more than two years of uninterrupted industrial peace in the three Cape ports," the spokesman said.

"SASEA and the GWU are confident that similar harmony will extend to the Durban docks," he said.

The agreement takes place against a background of increasing tension in the Port Elizabeth and East London docks.

Here the SA Transport Services (SATS) has refused to recognise the GWU.

Stevedores' union given all ports OK



By STEVEN FRIEDMAN
Labour Correspondent

THE unregistered General Workers Union (GWU) yesterday became the recognised representative of stevedores at all four of the country's major ports after an historic agreement was signed in Durban between it and stevedoring employers.

The recognition agreement, announced yesterday by the GWU and the SA Stevedoring Employers Association (SASEA), grants a stevedores' committee elected under GWU auspices full bargaining rights at Durban harbour — the country's biggest port.

The union is already recognised at Cape Town, Port Elizabeth and East London docks.

And a union spokesman said yesterday discussions aimed at introducing industry-wide bargaining on certain issues were under way — a move which could produce the country's first industry-wide bargaining arrangement outside the official industrial council system.

A joint statement by the GWU and SASEA said the agreement had been signed between a GWU committee representing more than 2 000 Durban stevedores and their employers, the SA Stevedores Services Company and Rennies-Grindrod Cotts Stevedoring.

The agreement is "substantially similar" to those reached in the other three ports. It gives the committee "full rights of negotiation and incorporates a mutually-agreed disputes procedure", the statement said.

"The Durban agreement effectively means that GWU committees are now recognised on the four major ports and as such represent the overwhelming majority if workers employed in the stevedoring industry," it added.

"The relationship between stevedores and management in Cape Town, Port Elizabeth and East London has been productive and harmonious and has secured more than two years of uniterrupted industrial peace in the three Cape ports.

"SASEA and the GWU are confident similar harmony will prevail in the Durban docks," the joint statement said.

The series of agreements in the four major harbours mean that stevedores' wages and work conditions are now covered by the most wide-ranging bargaining agreement in any industry outside the official system.

At present, negotiations take place separately at each port and this will continue to be the case, according to a union spokesman.

But he added that memoranda had been exchanged between SASEA and the GWU aimed at producing industry-wide bargaining at the four ports.

22/6/82 RDM

More trouble hits Richards Bay

Mail Correspondent

DURBAN. — The Richards Bay stoppages spread yesterday as major construction sites were forced to close down when employees from the Enseleni township did not turn up to work.

The strikes at Alusaf and Richards Bay Coal Terminal involving more than 2 000 workers continued, aggravated by the non-arrival at work of about 1 500 construction workers when Enselini township buses did not operate.

Although, the construction industry appeared to be hardest hit, Enseleni township is one of three serving the Empangeni and Richards Bay area and other industries may have been affected.

Empangeni transport's managing director, Mr J J Steenkamp, said some of their Enseleni buses did not run due to intimidation.

The managing director of Grinaker Construction in Zululand, Mr R Bennett, said about 700 workers from the construction site extending the Alusaf factory either did not come to work or asked that they be allowed to leave.

Construction of the Richards Bay Coal Terminal was affected on Saturday when 47 D and H Construction employees downed tools.

They appeared in an Empangeni Magistrate's Court yesterday.

The workers pleaded guilty of charges of attending a prohibited gathering — this followed the banning this weekend of all public meetings in the Mtunzini and Empangeni district — and were fined R30 (or 30 days).

The workers had downed tools when the company refused to reinstate 15 of their colleagues who earlier last week approached management after one of the workers had been insulted by a foreman, union sources said.

Meanwhile, about 500 strikers from the Richards Bay Coal Terminal held a meeting with their shop stewards yesterday. The shop stewards said the men were determined not to return to work until they had been paid out their pension money.

The Alusaf workers have demanded that their pension money, which is being held in the Seifsa fund, be transferred to a private pension fund.

Alusaf's managing director, Mr Danie van Vuuren, said he had agreed to contact the general secretary of the Seifsa pension fund in an attempt to arrange a discussion with workers

Mr Van Vuuren said the company still maintained the workers had been discharged but would be willing to consider them for re-employment.

Putco strike off

A four-hour strike by about 230 Putco bus drivers that affected hundreds of commuters on the Reef and in Pretoria ended yesterday after management and workers decided to resume discussions today.

The strike was sparked off after a deadlock on discussions about services and certain aspects that were made to the management by the drivers was reached.

It is understood that fuelling bases and exit points were blocked by drivers to prevent buses from leaving and arriving at the main Wynberg depot.

About 180 buses were affected during the strike, according to a statement by Putco's Public Relations Officer, Mr Pat Rogers, yesterday.

According to the statement, areas affected include the Johannesburg City Centre, Northern Suburbs, the East Rand and Pretoria.

Trouble started yesterday morning after a request for a general staff discussion on the following points:

- Free bus travel for cripples, staff wives and children;
- lifts for people on buses returning to the Wynberg depot from Alexandra township; and
- complaints broadened to include the present system on centralised inspection.

Meanwhile, hundreds of commuters were left

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- Free bus travel for cripples, staff wives and children,
- lifts for people on buses returning to the Wynberg depot from Alexandra township; and
- complaints broadened to include the present system on centralised inspection.

Meanwhile, hundreds of commuters were left stranded, mainly at the Noord Street terminus, and along the suburbs routes where thousands of people travel daily to Alexandra township and Tembisa. Most had to thumb for lifts while taxis were doing a roaring business

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Paper No ..... Paper Two
(to be copied from the heading on the Examination Paper)

Cape Times 22/6/82

GWU secures agreement on dock workers

Staff Reporter

WITH the signing of an agreement at Durban harbour, the General Workers' Union (GWU) has become the first independent trade union to represent the overwhelming majority of workers in an industry — the stevedoring industry.

GWU workers' committees have now been recognized at the four major stevedoring ports — Cape Town, Port Elizabeth, East London and Durban — by the two stevedoring companies, SA Stevedores Service Company (Sassco) and Rennies Grindrod Cotts Stevedoring.

A joint statement issued by the GWU and the SA Stevedoring Employers' Association (Sasea) yesterday announced that an agreement had been concluded between a workers' committee, representing more than 2 000 workers at Durban harbour, and their employers, Sassco and Rennies.

The committee had been elected under the auspices of the GWU and the agreement was substantially similar to those reached at the other three ports — extending full rights of negotiation to the committee and incorporating a mutually-acceptable dispute procedure.

The statement said the relationship between stevedores and management in Cape Town, Port Elizabeth and East London "has been a productive and harmonious relationship and secured more than two years of uninterrupted industrial peace in the three Cape ports."

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

	Internal	External
(1)	(2)	(3)
1	5	
2	53	
Examiners' Initials		

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

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Dockers union, industry forge new deal

ARGUS 23/6/82

333

Labour Reporter

A RECOGNITION agreement has been reached between a General Workers' Union workers' committee in the Durban harbour, representing more than 2 000 stevedores, and the stevedoring employers, the SA Stevedoring Services Company and Rennies-Grindrod Cotts Stevedoring.

The agreement makes the GWU the first unregistered union to represent workers on a national and industry-wide basis.

In a joint statement, the South African Stevedoring Employers Association (SASEA) and the GWU said the agreement extended to the committee full rights of negotiation and incorporated a mutually acceptable dispute procedure.

EFFECTIVE

"The Durban agreement effectively means that GWU committees are now recognised in the four major ports in the country and as such represent the overwhelming majority of workers employed in the stevedoring industry," said the statement.

The GWU and SASEA have concluded similar agreements in the East London, Port Elizabeth and Cape Town ports.

"The relationship between stevedores and management in the three Cape ports has been productive and harmonious and has secured more than two years of industrial peace.

"SASEA and the GWU are confident that similar harmony will be extended to the Durban docks," said the statement.

over the country.

Brigadier Viktor called on the owners of the cars, which are being kept at Jabulani Police Station, to "come over" and identify their cars. He said people whose cars had been stolen should take with them documents to prove their ownership of the vehicles after identifying them. He said they would receive assistance from the people in charge at the depot.

At the car-storage depot, police in charge said thieves employed ingenious methods dur-

The other example in- they took it to Jabulani.

Singer Emma kn

By SELLO RABOTHATA

A FOUNDER member of the now defunct Rififi Queens of Wattville was stabbed to death at the weekend by a man.

The dead singer is Miss Emma Mabuya (32), of 1187 Poto Street. According to her sister, Thoko, the family was told of Emma's death by police, who said her body was lying next to a street in a section commonly known as "Gunners", in Wattville, at 10pm on Saturday.

She said: "Emma had earlier in the day attended a funeral and had, from there, decided to visit a friend together with her boyfriend, whom she had met only two months earlier. We understand that there was a misunderstanding between her and a man, which resulted in her being stabbed."

The dead woman, with her sisters, Thoko, Zodwa and Tozo, were once the talk of the East

Putco talks continue

PUTCO drivers emerged an unhappy lot from a meeting with management yesterday that discussed the issues that led to the day-long strike at Wynberg this week, a spokesman for the drivers said.

According to the spokesman, management made only one concession from the number of demands that led the drivers to strike. The spokesman said management agreed only to allow cripples a free ride—but only if the cripple was accompanied by a guide.

Initially, in addition to this demand, the drivers had also wanted management to allow free travel to wives of employees of Putco and children who were under age. The Putco drivers had also demanded that Alexandra residents be transported free from the township to the Wynberg Putco depot.

The spokesman said their meeting with management yesterday was not fruitful. Further talks are expected to take place today.

Talks between the management and the workers came after a four-hour strike by the workers where about 180 buses were affected.

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Star 24/6/82

50 000 almost left at the bus stops

373

By Themba Maseko

About 50 000 commuters in Johannesburg boarded their buses for home yesterday unaware that they had very nearly been stranded.

For four hours yesterday, until just before the buses were due to transport passengers from Johannesburg to Alexandra township and north-eastern areas, drivers and management argued over whether buses should run.

At 10 am more than 200 drivers at Putco's Wynberg depot met to discuss their grievances with management.

The drivers were demanding:

- The dismissal of the depot's manager, Mr F Vorster.
- Free travel for staff members' wives and children.
- Free travel for cripples.
- Free travel for employees off duty.
- A free service for Alexandra's residents from the township's number 2 square to the Wynberg depot.
- Loans to staff.
- Information about changes at the depot.

The workers are members of the Transport and Allied Workers' Union (Tawu), recognised at the depot because it has a membership of more than 50 percent.

Tawu's president, Mr Wilson Manana, was barred from attending the meeting.

Emotions flared when the workers were told management first wanted to meet shop stewards and the liaison committee alone.

Shop stewards later told workers they had reached a deadlock with management on the issue of Mr Vorster's dismissal. He had allegedly been firing workers at random and making life intolerable at the depot.

Management at length agreed to address the workers. A Putco official said all other grievances would be given consideration but the workers' demand that Mr Vorster be fired was not negotiable.

He said workers could not tell the company who to hire or fire. "This principle does not apply only to Putco but to all companies throughout the world," he said.

Putco was a "reasonable" company and would restore "happiness" at the depot as soon as possible, he said.

The meeting ended amicably with management assuring workers there would be no victimisation. Workers, through their shop stewards, accepted that staff appointments were not open to negotiation.

Putco, which transports about a million commuters daily, has been sharply criticised for fare increases.

Critics argue the increases are unwarranted because the company receives a substantial Government subsidy.

Putco's drivers often threaten strike action when their demands are not met.

But Putco's major headache is the stoning of buses, which has almost become a tradition on June 16 in the last six years.

The lives of drivers are at stake on such occasions.

HOME WITHOUT DELAY.

hat you want from our
n and pick it up at our
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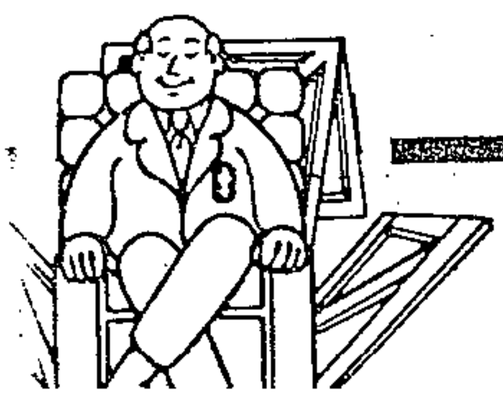

sauns.

The suggestion was made at a recent symposium held to discuss an ancient serpentine relative of today's whale family called Zeuglodon that is supposed to have become extinct the reports indicate the presence of large animals in the lake that are unknown to science.

Harbours open for union dues

Argus Correspondent

JOHANNESBURG. — Officials of the General Workers' Union will not be prevented from collecting dues from their members working for stevedoring companies at South African harbours.

This assurance comes from the South African Transport Services (SATS) which is involved in a long-running dispute with the GWU over access to the harbours.

The union had accused the Railway Police of preventing its officials from collecting dues from members in stevedoring firms.

However, a spokesman for the SATS said it had made an official decision to allow the union this access at any of the harbours.

The GWU claims membership on the harbours in Cape Town, Durban, Port Elizabeth and East London. It is recognised by stevedoring co ers.

The general secretary for the union, Mr Dave Lewis, said subscriptions were only one issue of a number with the SATS.

IN TABLE BAY

DUNCAN DOCK

A Berth: FILON
C Berth: AUSTRALIAN FREEZER
D Berth: CHIOS CLIPPER
E Berth: SUNNY REEFER
F Berth: ACONCAGUA
G Berth: NEDLLOYD SPAARNEKERK
G/H Berth: KOEI MARU 37
H Berth: EI BELAND
J Berth: MOROTIDIA
K Berth: ZODIACO
K/L Berth: G DRAGON 201
L Berth: JAN WILLEM; JAH YUAN XI; HAI SHAN 1
Sturrock Dry Dock: FEDERAL SAGUENAY
Landing Wall 3: SHEH HUEA 1; RUEY MING 1; MING CHUN 6; FULLSOON; FU SHENG 6; CHIEN TAI 1; HUNG HWA 17; FU SHENG 3; FU SHENG 1; CHIE HONG 12; HIGHLY 19; JA YUAN 1
Landing Wall 4: TROPICAL
Eastern Mole 1: LIKODYN; KANARVIKA
Eastern Mole 2: GOOD ISLANDER
Repair Pier 1: KABRYL; KANTOR; PANTHER
Repair Pier 4: PACIFIC HORIZON

VICTORIA BASIN

North Side Collier Jetty: CUSTOS
South Side Collier Jetty: ALKAIOS
South Arm 3: TURICIA
South Arm 4: ATLANTIC ISLE
Elbow: GOURITZ
Inside 2: BANSHU MARU 3
Outside 2: YONG CHANG YU 12; SUNG SING 1; 61 FU 1; FU CHI 1; SOUTH FULL 1; HSIN YU 21; SHIN HO

BEN SCHOEMAN DOCK

0600: BRITISH VISCOUNT
0500: AFRICANA
0700: S A AGULHAS
0701: HSIEN CHIN 32
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...rd to court on Mr ...oi's behalf, has also ...plied for a further ...ht workers to be gran... Section 10 1 (b) ...ghts.

The union is supported its application by let... ...s from the employers.

Mrs Di Bishop of the ...lack Sash said the Ath... Advice Office had ...de about 500 such ...plications.

The question of perma... ...t residence is becom... increasingly urgent ... contract workers as

...ted permanent residence. | Sapa

...wives.

Six 'thrown off' ship in wage row

ARGUS 30/7/82

333

Shipping Editor

SIX "foreign" members of the crew of the Greek freighter Marika who threatened to leave the ship because of a wage dispute when it was in Cape Town 13 days ago, are in jail in East London pending repatriation after being "thrown off."

The seamen — two Portuguese, two Egyptians, a Tanzanian and a Tunisian — are being held as illegal immigrants until they can be flown home.

The chaplain in charge of the Missions to Seamen in East London, the Rev Roy Allen, said the men were "thrown off" the Marika four days ago "in spite of protests from them and requests that they wanted to remain on board and sail with the ship which left for Durban yesterday."

When the Marika was in Cape Town, the seamen claimed that some of them had received as little as R60 in cash wages since joining the ship in Piraeus 13 months ago.

They said that unless they received the cash that was owing to them they would leave the ship and be prepared to face arrest as illegal immigrants.

Mr Allen said that as far as he could ascertain the men were paid their back wages shortly after the ship arrived in East London "and then told to get off."

"The seamen protested and said they were satisfied, but the master called the harbour police and had them forcibly removed," he said.

The manager of the ship's agency that acted for the vessel during its stay in East London, Mr Jack Beukes, confirmed that the seamen had been put off the vessel and were being held in jail while arrangements are being made to fly them home.

The six were part of a crew of 23. Under their employment contracts they should have received an average of R7 000 over the 12-month period prior to the wage dispute.

Immigration officials said they could not say when the men would be returned to their countries of origin. Arrangements are being made as fast as posible.

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Earlier, highly placed sources in the search operation said the three bodies were found in the bush by searching troops. They had been shot.

And a British High Commission spokesman was quoted as saying British officials had been told bodies were found, but given no other details.

He said: "We very much hope that they are not the hostages, but we have no further information."

HARARE. – The Zimbabwe Gover... seemingly reliable reports that ... had been killed by their Zapu ... statement said no bodies had bee...

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...AGES FOUN...

By SUZANNE BRENNER

SINGER George Benson will be the next attraction at Sun City, a spokesman for Southern Sun said yesterday.

Benson is one of the top black American singers today, and the biggest seller for WEA Records in South Africa — which is among the top five markets in the world for Benson recordings.

All his album releases have gone gold or double gold in this country.

The deal to bring Benson to the Superbowl was signed in New York on Friday night.

He will appear from August 28 to September 5.

"We are very excited about it," Hazel Feldman, general manager of Sun City Entertainment, said.

She would not say how much Benson would be paid but said it was a "substantial amount".

Benson is currently on a tour of North America.

His business manager, Mr



● George Benson
... business is booming

Ken Fritz, said: "We have done bigger business this year than ever,"

"We did two sell-out per-

Dockworkers' battle may cripple SA ports

A UNION recognition dispute at South Africa's four main harbours is threatening to erupt into a major issue with serious local and international implications.

The dispute between South African Transport Services (SATS) — the country's biggest employer — and the non-racial General Workers' Union (GWU), is being closely monitored by labour relations experts and major companies.

Many employers, including Ford, the Midland Chamber of Industries and General Motors, have called on SATS to "at least talk to the GWU".

There are fears that if the situation deteriorates, dockworkers at the four harbours may strike. The black dockers have been assured by stevedores and local and international unions affiliated or sympathetic to the GWU that if they strike, the other unions will refuse to handle goods to or from South African harbours.

There is concern the dispute could have wider non-union implications and lead to unrest in nearby townships, particularly in the Eastern Cape.

The issue has attracted the attention of trade unions in Germany, the United States, Australia and Holland who have written to SATS voicing their displeasure at its non-negotiating stance.

They have threatened a ban on the handling of South African goods if the situation deteriorates.

The International Transport Federation has adopted a more moderate but nonetheless critical stance in letters to the SATS.

The Cape Town based GWU has been organising stevedores at the four major harbours, Durban, Cape Town, Port Elizabeth and East London, since 1979 and has secured union recognition agreements with stevedore employers — all private companies.

Last year black dockworkers — who earn from R140 to R300 a month and who work closely with stevedores — began joining the union.

GWU general secretary Mr Dave Lewis said the "nub of the conflict is in the Eastern Cape, particularly Port Elizabeth."

Although SATS officials refuse to meet the union they have tacitly recognised some of the union's demands.

In June the SATS relaxed a regulation which classified all blacks, coloureds and Asians as 'casual workers' irrespective of length of service.

The move came after attempted legal action by the GWU to change the regulation. The action was settled out of court.

SATS general manager Dr A Moolman denied the change was prompted by the threatened court action. He said it followed two years of talks with black worker representatives, including those of the SATS Black Staff Association.

The GWU rejected the revised regulation as it excluded black contract workers.

FOREIGN UNIONS PROMISE SUPPORT

By CHARLENE BELTRAMO

LONDON — Banks and building societies in Britain are working together to bring down the cost of borrowing.

Mortgage rates will come down by 1% from September 1 and bank interest charges will be cut by 0,5% to 11% next week.

The moves, announced on Friday, should pump hundreds of millions of pounds into the British economy. They follow a slide in rates on London's international money markets during the past few weeks.

The banks held back from bringing down their rates all week and the move — which will cut the cost of borrowing to industry by about R500-million before tax — was not expected until next week at the earliest. — UPI.

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Stevedoring firms merge to 'rationalise'

Argus 2/8/87

332 ~~332~~ 333 ~~333~~

Labour Reporter

THE two major stevedoring companies in South Africa — the South African Stevedores Services Company Ltd (Sasco) and Rennies Grindrod Cotts Stevedoring — have merged into a single company to "rationalise their interests in this strategic but shrinking industry."

The new company will be known as South African Stevedores Ltd.

The stevedoring industry in South Africa had been severely affected by the decline in the volume of the breakbulk cargo caused by increasing containerisation, the company said in a press statement.

Over the past five years the annual tonnage handled by stevedores in South African ports had dropped by 40 percent and the containerisation of the Far East and North American routes was expected to depress volumes further, it said.

The General Workers' Union, which represents the majority of the stevedores in four major ports, has indicated that it is unhappy at being informed "at the last minute" about the merger.

The GWU said in a statement that the move had "important implications" for the 5 000 stevedores in the industry and the first attempt to consult the workers formally had been made only yesterday.

"We are not claiming the right to veto the merger, but in some ports it is a very sensitive issue and the employers should have consulted earlier with the union", said the GWU.

MINDFUL

Mr Neville Organ, chairman of the new company, said the merger had only been formalised in "the last few days" and the employers had not been able to consult the union earlier.

"However, we are very mindful of our relations with the union and obviously we must talk to them about all aspects of the merger", said Mr Organ.

One possible result of the merger is the retrenchment of stevedores, but the employers are expected to negotiate retrenchment procedure with the GWU.

Stevedore companies merging

Cape Times 2/8/82

By PHILLIP VAN NIEKERK

THE SA Stevedores Service Company (Sassco) and Rennies Grindrod Cotts have merged, creating an effective monopoly in the South African stevedoring industry.

Mr Neville Organ, chief executive of Freight Services and chairman of the new company, SA Stevedores Limited, said the move was aimed at rationalizing the companies' interests in a "strategic but shrinking industry".

Freight Services, owners of Sassco and Rennies Grindrod Cotts will each own half of the new company.

Mr Organ said retrenchments of workers — in line with rationalization in other areas — was inevitable, but it was too early to say how many would be laid off.

Negotiated

All reduction of staff would be negotiated with the General Workers' Union (GWU) — which represents the vast majority of the industry's 4 000 to 5 000 workers and is recognized at the four major ports — Cape Town, Durban, Port Elizabeth and East London.

While the merger would create a *de facto* monopoly, any competitor would be free to apply for a licence, although this was unlikely in the current difficult times, Mr Organ said. "We merged because we were killing each other and one of us was on the verge of bankruptcy.

According to a joint statement by the merging companies, the stevedoring industry has been severely affected by a declining volume of breakbulk cargo caused by increasing containerization.

"Over the past five years, the annual tonnage handled by stevedores at South African ports has dropped by 40 percent from 18-million tons to 11-million tons. The current containerization of the Far East and North American routes is expected to decrease volumes even further, and to increase the excess capacity in the industry.

"At the same time the industry has, over the past two-and-a-half years, improved working conditions and wages very considerably, invested heavily in sophisticated handling equipment and improved the training of its labour and supervisory staff.

"The merger is in line with the worldwide trend towards consolidation in the stevedoring industry."

The general secretary of the GWU, Mr Dave Lewis, said the creation of a single giant stevedoring company in South Africa had "extremely important implications for the 5 000 workers in the industry".

He said the union was formally informed of the merger "at the very last minute" and added "we are not satisfied with the marked lack of consultation to date.

"Our agreement with the employers specifies clearly that the mechanics of this merger will be negotiated with GWU committees at the four ports and we are pleased that the new company has committed itself to immediately honouring this commitment."

Seamen paid off after complaint about pay

ARGUS 5/8/82

233

FOUR of the six foreign seamen who were arrested and jailed after being thrown off the Greek freighter Marika in East London last week have been repatriated and the remaining two are due to be flown home tomorrow.

According to the chaplain in charge of the Missions to Seamen in East London, the Rev Roy Allen, the Tanzanian and Tunisian members of the group were flown home earlier this week, and were followed yesterday by the two Egyptians.

Two Portuguese sailors who were arrested as illegal immigrants are to fly home tomorrow.

Mr Allen said the six sailors were "thrown off" the Marika following a wage dispute which erupted while the vessel was in Cape Town several weeks ago.

While in Cape Town nine of the "foreign" members of the crew threatened to walk off and face arrest because they claimed that some of them had received as little as R60 in cash wages since joining the ship in Piraeus 13 months previously.

The master of the Marika promised to get the money from the owners and after paying them in East London he is said to have called the harbour police and had six of them removed from the ship.

The six were part of the crew of 23 on the Marika and according to their employment contracts should have received an average of R6 000 to R7 000 over the period of dispute.

Mr Allen said he understood that the seamen who flew out of East London earlier this week had gone to Bombay.

Docks dispute adds to city's misery

By STEVEN FRIEDMAN
Labour Correspondent

FEARS of new labour unrest in Port Elizabeth — this time at the docks — are growing among employers, and the Midland Chamber of Industries yesterday called for an independent delegation to try to settle the simmering dispute between the General Workers' Union and SA Transport Services.

The fears come as the motor industry dispute continues in the city. The chamber's director, Mr Brian Matthew, said yesterday employers were concerned that "the whole labour situation seems to be deteriorating".

In another development, it was revealed that SATS general manager Dr Kobus Loubser has refused to answer a letter from the International Transport Workers' Federation (ITF), alleging police harassment of GWU members.

The moves are the latest in the row between SATS and the GWU, in which the railways refuse to recognise the union at Port Elizabeth and East London docks. There are fears the dispute could grow into a major confrontation.

The ITF wrote to Dr Loubser after he agreed to investigate specific claims of police action against union members. It made several charges, including one that Railway Police had hung up a union member by his legs.

SATS refused to answer Press queries on the allegations, saying it would reply directly to the ITF.

Yesterday a SATS spokesman confirmed an ITF claim that Dr Loubser had refused to reply to the letter because it was released to the Press But he said he was honouring his promise to investigate the claims

The ITF said it was surprised at Dr Loubser's reaction, "as the letter was released to the Press only after giving him ample time to receive and consider it".

The ITF would write to Dr Loubser again after it received a report — apparently from a senior official who recently visited South Africa.

Meanwhile, the Midland Chamber has called for a delegation of city councillors and labour experts to meet SATS and the union to find a solution to the dispute.

Its call follows a recent letter from about 600 dockers appealing to the port manager to open discussions with the GWU workers' committee.

The letter said workers were not seeking a confrontation with SATS but added: "If SATS does not agree to the workers' request, they will be forced to conclude that there is no point in further efforts to initiate discussions.

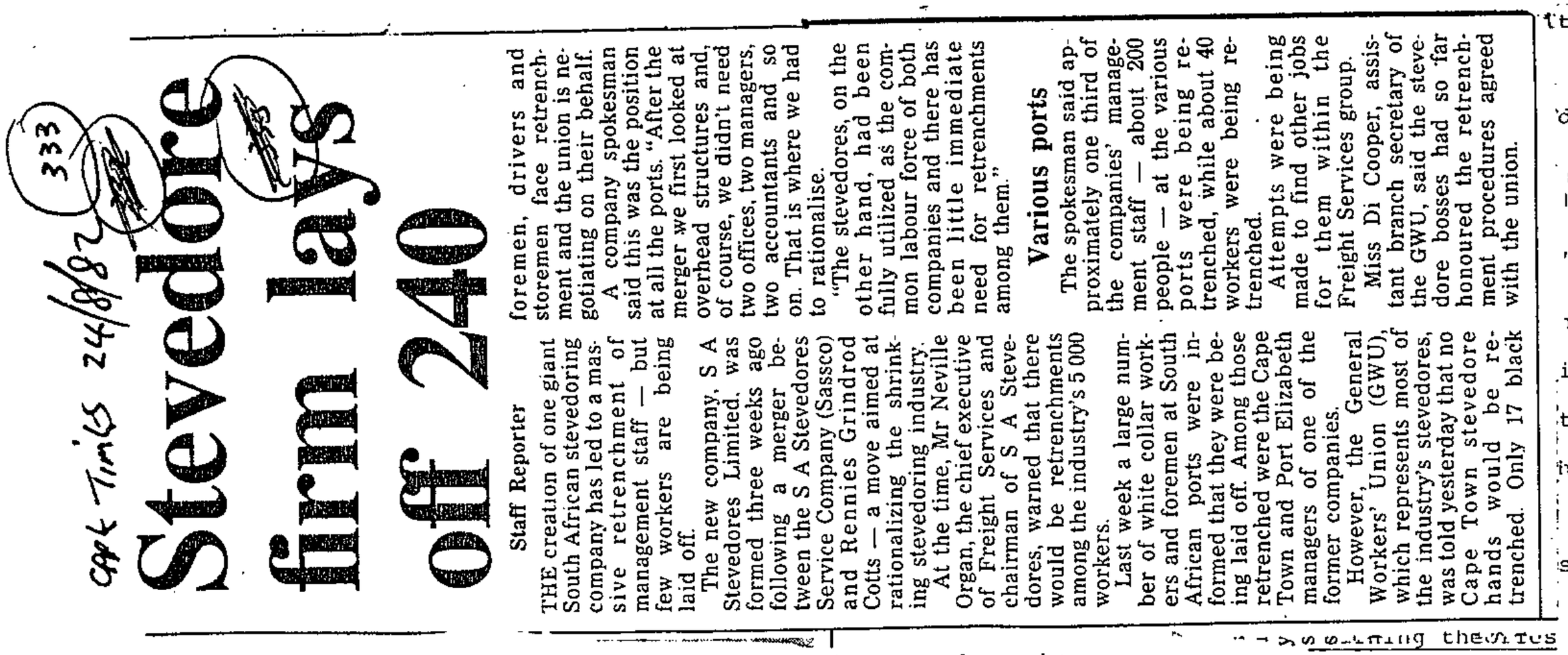
"A conflict of this scale will inevitably spill into the already tense black townships of Port Elizabeth," the letter added.

"We call upon the leaders of the city and all those concerned with PE's well-being to intervene urgently to try to persuade SATS to negotiate a solution to this potentially dangerous conflict."

A SATS spokesman said the railways would not reply to the letter because it had been submitted through the GWU rather than the "correct channels".

alcoholism.

In addition to the genetic theory, there exists a large number of investigations which have tested hypotheses that there is a constitutional abnormality which is responsible for alcoholism. Specific attention had been given to endocrinological functioning, physiological reactivity of the autonomic nervous system, neurological status, various measures of body



333

Cape Times 24/8/82

Stevedore firm lays off 240

Staff Reporter

THE creation of one giant South African stevedoring company has led to a massive retrenchment of management staff — but few workers are being laid off.

The new company, S A Stevedores Limited, was formed three weeks ago following a merger between the S A Stevedores Service Company (Sassco) and Rennies Grindrod Cotts — a move aimed at rationalizing the shrinking stevedoring industry.

At the time, Mr Neville Organ, the chief executive of Freight Services and chairman of S A Stevedores, warned that there would be retrenchments among the industry's 5 000 workers.

Last week a large number of white collar workers and foremen at South African ports were informed that they were being laid off. Among those retrenched were the Cape Town and Port Elizabeth managers of one of the former companies.

However, the General Workers' Union (GWU), which represents most of the industry's stevedores, was told yesterday that no Cape Town stevedore hands would be retrenched. Only 17 black foremen, drivers and storemen face retrenchment and the union is negotiating on their behalf.

A company spokesman said this was the position at all the ports. "After the merger we first looked at overhead structures and, of course, we didn't need two offices, two managers, two accountants and so on. That is where we had to rationalise.

"The stevedores, on the other hand, had been fully utilized as the common labour force of both companies and there has been little immediate need for retrenchments among them."

Various ports

The spokesman said approximately one third of the companies' management staff — about 200 people — at the various ports were being retrenched, while about 40 workers were being retrenched.

Attempts were being made to find other jobs for them within the Freight Services group.

Miss Di Cooper, assistant branch secretary of the GWU, said the stevedore bosses had so far honoured the retrenchment procedures agreed with the union.

the personality trait analysis, learning theory and psychoanalytic theory.

There have been many attempts to construct an alcoholic personality in order to enable people with a pre-disposition to alcoholism to be identified, warned and helped beforehand (Blanc, 1968 & Lisansky, 1960).

Some of the most frequently mentioned personality traits al-

legedly common among problem drinkers are a low frustration tolerance, feeling of extreme inferiority, combined with attitides of superiority, fearfulness and dependency. Other characteristics include oral dependence, low self-esteem, immaturity, over-dependence and over-sensitivity.

A serious weakness of these studies concerns the inadequate research designs utilized. No attempt was made to match the "alcoholics" against the wider popu-

the alcoholics were drawn. In a review of designed studies Syme concludes that:

findings emerge to indicate that alcoholics be distinguished from other groups of people any simple investigated personality dimen-, 1957, p. 199)

inadequacy and one inherent to this specific is the difficulty in establishing whether traits" are the cause of or the effect of hese studies used primarily institutionali- subjects it was virtually impossible to sal relationship.

Learning theories of various types have been invoked not only in the attempt to explain why some people become alcoholics, but to explain why people drink at all.

Alcohol consumption according to these theories, is a reflex to certain kinds of stimuli or a way of reducing fear and anxiety. The basic assumption of the reinforcement theory of learning is that the learning of an association between a stimulus and a response requires the presence of some sort of

Dockers' warning to SATS on action

ARGUS 24/8/82

Labout Reporter

THE refusal of the South African Transport Services (SATS) management to speak to the Port Elizabeth dockers who belong to the General Workers' Union has left the workers with no alternative to industrial action, Mr David Lewis, general secretary of the GWU, said yesterday.

The warning comes after SATS's refusal to open discussions with the workers after a deadline, which was issued to the Port Elizabeth Port Manager by 600 dockers last week, expored yesterday.

MANY TIMES

In a statement on behalf of the union Mr Lewis said the workers had made "countless efforts" to talk to their employers but had been unsuccessful.

Mr Lewis said the workers would not try to initiate any further discussions.

"However, our doors remain open, as always, to SATS and we shall be happy to talk to them at any time without preconditions," he said.

"The workers will meet this week to discuss the Port Manager's refusal to speak to them and plan a further course of action.

1 000 WORKERS

"It must, however, be emphasised that the workers believe they have been left with no alternative to industrial action."

The GWU, which represents more than 1 000 SATS dockers in the Port Elizabeth and East London ports, had tried for 10 months to hold talks with SATS, he said.

The union was aware of attempts by industrialists and Port Elizabeth civic leaders to find a solution to the present impasse and urged them to persevere in their efforts.

No reply to ultimatum by dock workers

By PHILLIP VAN NIEKERK

THE South African Transport Services (SATS) has failed to respond to an ultimatum by more than 600 railway dockers to meet with their union committee.

There are now increasing fears of a strike in South Africa's ports.

The ultimatum, contained in a letter to the Port Elizabeth port manager, was delivered after numerous unsuccessful attempts by the General Workers' Union (GWU) to deal with SATS on behalf of its membership at the Port Elizabeth and East London docks.

The deadline for a response was yesterday afternoon. A GWU spokesman said the workers would meet this week to discuss the refusal and plan further action.

He said the workers believed they had been left with little alternative to industrial action.

A spokesman for SATS said yesterday that the letter had not been sent through the "normal channels" and therefore they had to ignore it.

The GWU spokesman said: "Our doors remain open as always to the SATS management and we shall be happy to talk to them at any time without pre-conditions. However, the workers, who have made countless unsuccessful attempts to talk with their employers, will not again attempt to initiate discussions."

Mr Brian Mathews, executive director of the Midland Chamber of Industries, said the chamber's informal attempts to break the impassé were continuing. The chamber believed a dockers' strike, which could spill into other ports, would cause serious difficulties for industry.

"The important principle in this dispute is that a worker has the right to belong to a union of his choice. This principle has been recognized in the government's new labour dipensation."

● Metal and Allied Workers' Union shop stewards in seven Witwatersrand factories owned by the Barlow Rand group are to ask the group for joint talks with all of them, aimed at negotiating a uniform union recognition agreement at all seven plants.

First time

This is believed to be the first time a union has asked a major group to negotiate a number of recognition agreements simultaneously.

● Production at Ford's plants in Port Elizabeth returned to normal yesterday following Friday's walk-out by 400 workers over the company's refusal to reinstate more than 500 retrenched workers.

The walk-out came soon after Ford had reopened its plants following a 10-day closure.

The regional secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Les Kettledas, said the union was hoping to set up a meeting today to discuss the retrenchments.

The company's industrial relations director, Mr Fred Ferreira, confirmed that all the workers had returned, but would not comment on the possibility of a meeting with Naawu.

● Stevedore firm lays off 240, page 3

D. Dispatch

Harbour firm lays off eight

EAST LONDON — Eight employees — one a woman with 16 years' service — had been retrenched by S A Stevedores Limited, a giant company formed by a merger of S A Stevedores Company and Rennies Grindrod Cotts, the local manager of the company, Mr A. Aylott, said yesterday.

Mr Aylott said the workers who had been retrenched were various grades of white employees.

No retrenchments had been made among labourers but many were on an unpaid leave programme for a few weeks, he added.

Most of the retrenched workers had been with the company for between one and three years.

Mr Aylott said all would receive a month's notice, pro-rata bonuses and retrenchment payment based on a percentage of their earnings during their time with the company.

All payment would be based on a wage agreement which included retrenchment procedures.

Mr Aylott said the position of general workers would be reviewed within two to three weeks and if the present economic climate prevailed — and indications were that it would — more retrenchments would follow.

Meanwhile Sapa reports that the merger of the companies was aimed at rationalising the shrinking stevedoring industry.

At the time of the merger, the chief executive of Stevedoring Services and chairman of S A Stevedores, Mr Neville Organ, warned that there would be retrenchments among the industry's 5 000 workers.— DDR

Managers axed after stevedoring merger

Mercury 333 25/8/80

Labour Reporter

ABOUT 100 management staff, mainly whites, have been retrenched in Durban following the recent merger of Stevedores Service Company and Rennies Grindrod Cotts to form one giant stevedoring company.

The new company, Stevedores Ltd, was formed three weeks ago — a move aimed at rationalising the shrinking stevedoring industry.

A company spokesman said yesterday that about one-third of the companies' staff — about 200 people — and about 40 workers at the various ports were being retrenched.

Laid off

About half of these were from Durban because it was the largest port, he said.

He added that the staff had been told last week that they were being laid off and attempts were being to find other jobs for them within the group.

It is understood most of those retrenched locally had been in mid-management and senior management positions.

The spokesman said that after the merger the company had looked at the overhead structures and had realised it did not need two offices, two managers, two accountants and so on.

The stevedores, on the other hand, had often been shared by both companies so there was little need for retrenchments among them, he said.

A spokesman for the Durban branch of the General Workers' Union, which represents most of the stevedores in the four major ports, said a number of black foremen who were not members of the union had been laid off, but 'at this stage management hasn't informed us of any plans to retrench stevedores'.

The company, he added, had undertaken to negotiate with the workers' committees if any retrenchments should occur.

Minister refuses to talk to docks union

Labour Reporter

THE Minister of Transport Affairs, Mr Hendrik Schoeman, has said he is not prepared to negotiate with the General Workers' Union, which represents more than 1 000 railway workers in the Port Elizabeth and East London docks.

Yesterday it was reported that Mr Schoeman was indicating a "willingness to investigate the dispute".

In a statement released by Mr Leon Els, public relations officer of the South African Transport Services (SATS), on behalf of the Minister, he said Mr Schoeman's comments should not be read out of context, but against the background of his whole interview with the newspaper".

"MADE CLEAR".

"The Minister made it quite clear from the outset that he would negotiate only with his own personnel or their recognised representatives, namely the SATS staff associations, and not with any outsiders.

"It is self-evident that one would listen to your own people's grievances whether there is talk of a strike or not," the statement read.

SATS knew of no complaints from any of its staff regarding salaries or service conditions and any strike which might be called would be for reasons other than the normal ones, it added.

APPEAL

Mr David Lewis, general secretary of the General Workers' Union, made an urgent appeal to the Minister yesterday, asking him to intervene in the year-old dispute between SATS and the 1 000 dockers which threatens to erupt into a strike which, he said, could have international ramifications.

A spokesman for the Minister confirmed that the Minister had received a telegram from Mr Lewis and said the Minister would reply to him directly.

Top industrialists and civic leaders in Port Elizabeth, including the director of the Midland Chamber of Industries, Mr Brian Matthews, and the Mayor, Mr H van Zyl Cillie, have expressed concern about the dispute and have appealed to the two parties to open talks.

SATS had no comment to make on these appeals, Mr Els said.

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ince to appoint the consultants responsible for the design of the pool to investigate its present problems and if neccessary to relocate the outlets.

Councillors criticising the appointment of the same consultants said it was unfair that taxpayers would have to foot the bill to get the pool altered when the consultants had been responsible for the design of the pool.

"UNJUSTIFIED"

Dr F Sonnenberg said the design of the pool was not satisfactory and it was not justifiable to expect taxpayers to foot the bill to have it put right.

"Surely we should have made absolutely sure these faults would not occur before we built the pool," said Mr Solm Yach.

Defending the expenditure of R70 000 on immediate improvements to the Muizenberg Pavilion, the chairman of the council s amenities and health committee, Mr Emil Riese, said nobody would have believed just how successful and popular the pavilion would become and it was now neccessary to spend more money to cope with the crowds.

'End of docks labour peace'

ARGUS 27/8/82

Labour Reporter

THE attempt by the South African Transport Services (SATS) to turn back the clock on labour reform would lead to a confrontation and shatter three years of labour peace on the country's docks, Mr David Lewis, general secretary of the General Workers' Union, said last night.

Reacting to the statement released yesterday by SATS on behalf of the Minister of Transport Affairs, Mr H Schoeman, Mr Lewis said SATS's attitude "exhibited a scant disregard for the economic and political stability of the country's most depressed and volatile region."

Mr Leon Els, public relations officer of SATS, said yesterday that the Minister would not discuss the dispute in the Port Elizabeth and East London docks between SATS and 1 000 railway workers, despite an urgent appeal by the GWU for him to intervene.

CONTROL

Mr Lewis said: "SATS have said they will not deal with outsiders. We are certainly outside of SATS control, but we are representative of SATS dockers in Port Elizabeth and East London and it is on the instructions of these SATS employees that we have requested discussions with management."

Like all other workers, the dockers had grievances which they wanted to discuss with their employer, he added.

He warned that a confrontation was likely because of SATS's "obstinate refusal" to discuss the establishment of a structure through which workers could channel their grievances.

The workers would no longer accept a refusal to talk, he said.

"SATS's attitude will discredit all those who seek negotiation rather than confrontation as a solution to this country's problems," Mr Lewis said.

Chicken price cut

Consumer Reporter

A SUPERMARKET chain has cut the price of frozen chicken to R1.28 a kg until the end of this month.

This is the latest shot in a chicken price war which started a month ago and which may now be nearing its end.

Yesterday Pick 'n Pay cut the price of frozen chicken by 9 c from R1,38 a kg to R1.29.

Now Grand Bazaars has retaliated by cutting its price by 10 c to R1,28 a kg.

"We are selling at a loss, but we cannot let Pick 'n Pay get away with this. We will hold our price down as long as they do," an executive promised.

Both firms are selling fresh chicken at R1.49 a kg. Four weeks ago fresh chicken was R1.79 a kg and frozen R1,69 in most supermarkets.

Producers claim that they are selling at a loss, and say the price must go up soon.

einstate 1 500' — UWC

ARGUS 27/8/82

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NTRACT

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gedly in contra-
his contract.

In a statement yesterday, the association said it seriously questioned "the university authorities' handling of the student crisis, the involvement of the Ciskeian police in internal university matters and the suspension of a colleague for expressing concern over student affairs.

GRIEVANCES

"Furthermore, the suspension of meetings of the Black Staff Association can be regarded as a serious infringement of academic freedom," the statement read.

"We feel students have a legitimate right to express their grievances with respect to campus affairs and the denial of healthy negotiation between students and administration appears to be a serious catalyst for confrontation."

The association called for the "immediate and unconditional" reinstatement of Mr Jackson and all the students and for the "normalisation of all student and academic activity" at the university.

The public relations officer of the University of Fort Hare, Mr Norman Holliday, said yesterday the university could not discuss the status of Mr Jackson until the Ciskei Supreme Court had heard an application from four students to have their dismissal declared invalid.

"BRUTAL"

Mr Holliday admitted the case had no connection with an internal decision by the university, but still declined to comment.

A statement by the Fort Hare Support Committee formed by students at UWC, pledged support and said the students had "taken note of the brutal manner in which the Fort Hare authorities, in collaboration with the Ciskei police, have handled genuine student grievances."

Fort Hare students in Cape Town will hold a meeting in Gugulétu tonight to discuss the formation of a parents-students committee to handle the issue.

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stable to be al-
to Table Bay
was found guilty
e Town magis-
terday of brib-

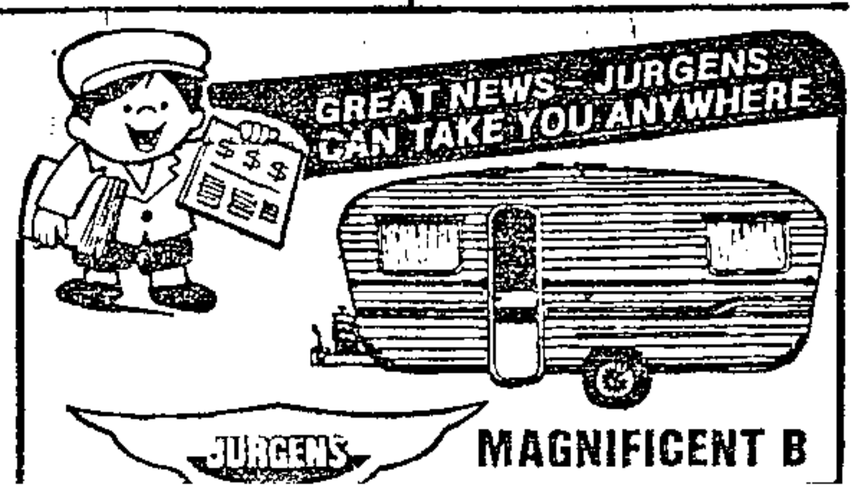
stelle Dunn, 25,
ded guilty.

Woman guilty of bribing policeman

on July 30 she paid a Constable Plaatjies R20 she had received from a Chinese man.

journed until September 24.

Mrs Dunn was released on R50 bail. One of the conditions was that she



otha meet

Last night Dr Kis-ger met several ominent South Afri-s at a meeting organ-d by the US Ambassa- in South Africa. It is erstood Chief Gatsha thelezi attended the eting

MOTLANA, TUTU

Among the people Dr singer will meet are minent Soweto resi- Dr B Motlana and hop Desmond Tutu.

Dr Kissinger will leave South West Africa to- and is also expected to visit Zimbabwe and Zambia.

On the question of a Cuban withdrawal from Angola Dr Kissinger said he understood there would be "no legal linkage" between a withdrawal and a solution to the South West African conflict.

"However, a factual relationship is assumed and this means there will have to be a Cuban withdrawal linked to positive developments in Namibia," he said. — Sapa.

m the immediate rch area.

Hopes that the hosges were still alive e boosted when a cen- team in the Lupan- Nkai area was held 12 armed men who de-nded money to buy d "for the white peo- in our company".

Yesterday Mr Nkomo travelled the 170 km north to Lupane from Bulawayo and told 1 000 at a rally to spread the word that the tourists should be released.

He said he had appealed to the government to withdraw the army to create an atmosphere conducive for the tourists' release.

Go-slow by PE dockers starts

Labour Reporter

MORE than 800 dockers in Port Elizabeth have decided to hold a "go-slow" from today to try to get the South African Transport Services to open discussions with them.

The workers, members of the General Workers' Union, have tried unsuccessfully for the past 10 months to negotiate with SATS about establishing a local committee through which to channel workplace grievances.

Mr David Lewis, general secretary of the GWU, said the SATS dockers believed they had been left with no alternative but to engage in industrial action after SATS ignored a deadline to open discussions with them.

RELUCTANCE

"They will embark on a go-slow starting today and will meet after a week to reassess the position," Mr Lewis said.

"The workers wish to reiterate that it is with extreme reluctance that they have decided to embark on this course of action and that they are still willing to discuss the issue with their employers at any time."

A go-slow will mean that cargo will take considerably longer to load and discharge than if the workers were working at their normal pace.

Nobel death

NEW YORK. — A Nobel prize winner for chemistry, Dr Stanford Moore, was found dead in his flat after apparently committing suicide, police said. He had an incurable nerve disease. — Sapa-Reuter.

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Few supporting PE docks go-slow — PRO

Labour Reporter

THERE was no effect on work in Port Elizabeth docks yesterday after a go-slow was declared by South African Transport Services dockers, said SATS public relations officer Mr Leon Els today.

Only a few workers were supporting the go-slow, he claimed.

"There is absolutely no disruption in PE harbour. Only about 20 workers are working at a slower rate," said Mr Els.

However, Mr David Lewis, secretary of the General Workers' Union, said the SATS statement was "stupid and downright misleading to industrialists and the general public, who could be seriously affected by the escalation of this dispute".

"SATS have known for months that our membership figures stand at close on 900. It is not true that only 20 workers are supporting the go-slow.

"SATS are guilty of severely misleading the public by perpetuating the myth that the go-slow is not strongly supported."

PAMPHLETS

In the past two months more than 840 workers have signed letters to the port manager asking him to open discussions with them and complaining about alleged police harassment. All said they were members of the GWU.

Anonymous pamphlets were distributed at the docks yesterday. They were said to have come from "old dockworkers" and claimed that the GWU and Mr Lewis were provoking a strike."

The union was also disturbed at the "extraordinary police presence" in the harbour yesterday, he added.

400 PE dockworkers fired after 'refusing to work normally'

By SANDRA SMITH

A TOTAL of 400 Port Elizabeth dockworkers were dismissed yesterday, according to a spokesman for the South African Transport Services (SATS), and today 20 stevedores staged a three-hour work stoppage.

The spokesman said the 400 workers, out of a workforce of about 1 100 dockers, were fired after refusing to "work normally".

A spokesman for the General Workers Union, however, said workers were under the impression that all GWU members who were involved in the go-slow — about 900 workers — had been dismissed.

GWU members started a go-slow on Monday in a bid to force SATS to hold talks with the union on working conditions.

For more than 10 months the GWU has attempted to meet SATS representatives who have said they cannot deal with any worker representative body outside of Railway Staff Associations.

Yesterday, several workers on the morning and afternoon shifts were dismissed and, watched by members of the Reaction Squad in camouflage uniform, put in buses and police vehicles and taken to the black residential areas under police escort.

A SATS spokesman said the workers were given an ultimatum to work normally or be fired.

He said those who lived at the hostel in New Brighton had been taken there and others had been dropped at central points.

He said they would be paid all money owed to them tomorrow at pay points outside the harbour and those who were migrant workers would be returned by train or bus to Ciskei or Transkei

"I want to emphasise that there is no question of the workers being arrested when they collect their money," he said.

A spokesman for SA Stevedores Ltd said today the total workforce of 32 had downed tools in a demand that the company intervene in the dispute.

After talks between officials and members of the stevedores committee the workers resumed work at about 9am. The stevedore committee then held talks with SA Stevedores representatives.

The executive director of the Midland Chamber of Industries, Mr Brian Matthew, said it was impossible to make any sensible comment on the situation as there was such a discrepancy in the information being provided by the two parties.

The secretary of the Port Elizabeth Chamber of Commerce, Mr A J Gilsen, expressed grave concern about the situation and said the chamber was in contact with SATS.

ERY CANDIDATE MUST enter in
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1)	(2)	(3)
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Examiners' Initials		

Paper No.....
(to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

1. The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work.
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

EDSON

Fears that dispute may spread

Weekend Post Reporter

FEARS have been expressed that the dispute between the General Workers Union (GWU) and the South African Transport Services (SATS) in Port Elizabeth could spread to other ports in the country, crippling imports and exports.

The business community has warned of possible national and international repercussions, particularly in view of the support for the dockers expressed by the International Transport Workers Union (ITF).

The deadlock between the GWU and SATS continued this weekend as dockworker and stevedore members of the GWU met to discuss the sacking of several hundred GWU dockworkers this week.

For 10 months the SATS has refused to talk to representatives of the GWU despite approaches from industrialists, politicians and trade unions, nationally and internationally.

The SATS says it will deal only with its in-house staff associations, with whom it has a closed shop agreement.

On Monday about 800 GWU members out of a total black labour force of 1 100 at Port Elizabeth's harbour started a go-slow in an effort to force their employer, the SATS, to hold talks with the union.

This blank refusal by the SATS to talk to the union is in direct contrast to a recommendation made this week by the Minister of Manpower, Mr Fanie Botha, to employers to talk to unions — even those which are unregistered.

On Wednesday SATS dismissed 400 Port Elizabeth dockworkers, who were loaded on to buses and police vehicles in the harbour and taken to the black residential areas under police escort.

A spokesman for the GWU said workers were under the impression that all the union's members who were involved in the go-slow — about 800 — had been fired.

A SATS spokesman said the workers had been given an ultimatum to work normally or be fired.

On Thursday the harbour was unnaturally quiet. Only two ships were being unloaded. Few black workers were seen and reports were received of white SATS staff doing the work of the dockers.

The harbour entrances were manned by Railway Police, some in camouflage, who had been instructed to watch out for "unlawful entry" by the dismissed workers.

On Thursday 32 stevedores employed by the SA Stevedores Ltd downed tools in a demand that the company intervene in the dispute. After talks between officials and members of the stevedores' committee, the workers resumed work.

A SATS spokesman said workers would be paid all money owing to them on Friday at pay points outside the harbour and those who were migrant workers would be returned by train or bus to Ciskei or Transkei. But not one worker collected severance pay.

The workers are awaiting the outcome of today's meeting.

Provocation by police, claim city dockers

w/e Argus 4/9/82

Labour Reporter

Cape Town stevedores have accused the Railways Police of provoking conflict in Cape Town docks and so spreading the dispute in Port Elizabeth harbour.

The stevedores, who belong to the same union as the 400 dismissed South African Transport Services' dockers in Port Elizabeth — the General Workers' Union — say that yesterday they were questioned by the police about a general meeting they plan to hold today.

About 900 SATS dockers in Port Elizabeth stopped work on Wednesday after SATS dismissed 400 workers.

The GWU stevedores' committee in Cape Town met its management yesterday to express concern about the situation in Port Elizabeth harbour

The committee plans to hold a meeting to report back to the workers today.

SATS could not be contacted for comment.

own.

The luggage of the injured passengers was brought to the Provincial Hospital today.

Six of the passengers Logue, of Durban, who fractured her neck and femur, and Mrs R Maguire, of Grahamstown, whose right hand was amputated.

The other patients still in E Wazak and Mrs F Wazak, of Austria, Mr G Bender, no address given, and Mrs E Bender; Mrs J Chandler, of Kimberley, and Mrs Sheila Black, of England.

Mrs D Knox, of Durban; a Mrs Yadeni, no address given; a Miss Paya, no initial or address given, and Mrs M Louwin, no address given.

gestions. He fled when she screamed.

The police Press liaison officer for the Border, Major W W Brown, said today the woman was not hurt.

Third roulette victim to die in PE

Crime Reporter

A PORT ELIZABETH man was shot in the head while showing his family how a

Boost for poor farmers



New push for tilling from R55 plough

By MIKE CADMAN

DURBAN — A Natal company is selling a cheap one-man "push plough" — said to be capable of saving South African farmers hours of backbreaking work — which

Stevedores support sacked workers

THE Port Elizabeth stevedore workers' committee met with SA Stevedores Ltd today to discuss the sacking of several hundred dock-workers last week.

The meeting followed a decision at the weekend by stevedores who are members of the General Workers Union (GWU), to give "concrete support" to the dockworkers.

There are 263 stevedores in the harbour, most of whom are GWU members.

On Monday, dockworkers belonging to the GWU started a go-slow in an effort to force the South African Transport Services to hold talks with the union.

On Wednesday, hundreds of dockers were taken from the harbour in buses and police vehicles to black residential areas. SATS said 400 were dismissed.

Later in the day all the stevedores on duty in the harbour — 32 men — downed tools, demanding that SA Stevedores Ltd intervene in the GWU-SATS dispute.

At a weekend meeting of about 1 000 SATS employees and stevedores, the stevedores committed themselves to "concrete support for the SATS workers", and said they would convey the details of their decision to their employers today.

At the meeting it was solved that SATS workers would not return to work "unless all the workers are re-instated and SATS commits itself to dialogue with worker representatives".

"We must warn that we are on the verge of a total shut-down of the Port Elizabeth harbour," a statement said.

"Moreover, SATS's action in using police to drive the workers off the harbour, and the brutal expulsion of these workers from their accommodation, has generated considerable anger in the black community and among the affiliates of the International Transport Workers Federation (ITF).

"We re-iterate our preparedness to talk, and re-emphasise the profound political and economic implications of this confrontation.

"It is vital the Minister of Manpower, Mr Fanie Botha, and leading industrialists, use their good offices to bring SATS and the union together to avoid a further escalation of this dispute."

At a meeting of Cape Town stevedores on Saturday, it was decided to "closely monitor the situation in Port Elizabeth" and hold another meeting at the weekend to discuss the issue.

GWU has alleged that several Cape Town stevedores were questioned by Railway Police last week.

father-in-law refused to name the child.

daughter back," said the prospective father-in-law.

Miss De Palma returns to Italy in October.

research work for a thesis on the role of the woman in rural Lesotho.

Dockers won't return to work

Mail Correspondent

DURBAN. — Striking Port Elizabeth dockers decided at a meeting this weekend not to return to work today, and stevedores in the city promised them "concrete support".

The General Workers' Union's 11-month recognition dispute with South African Transport Services resulted in a strike last week by hundreds of Port Elizabeth dockers.

Port Elizabeth stevedores threatened to strike in sympathy but agreed to hold off until they had met the dockers this weekend.

At Saturday's meeting, attended by about 1 000 workers, the dockers resolved not to return to work unless they were all reinstated and until SATS committed themselves to negotiations with workers' representatives.

SATS, which last week fired 400 dockers, insists it will deal only with its in-house staff associations and not with any "outsiders".

A statement released by GWU yesterday said that SATS' action in using the police to drive the dockers out of the harbour and the "brutal expulsion" of these workers from their accommodation had "generated considerable anger in the black community and among the affiliates of the International Transport Workers Federation (ITF)".

The ITF, one of the world's largest trade union federations, has made a last-minute plea in a telegram to the Ministers of Manpower and Transport to salvage the deteriorating labour situation in the docks.

Stevedore support pledge to dockers

Labour Reporter

STEVEDORES in Port Elizabeth have decided that if the dispute between the South African Transport Services and 800 dockers is not resolved soon, "they will be compelled to take action in support of the dockers," a spokesman for the General Workers' Union says.

Meanwhile, the South African Stevedores Employers Association (SASEA) has said it hopes SATS will "endeavour to resolve the confrontation by communicating with their relevant worker-elected representatives."

The stevedores' committee met management yesterday to discuss the recognition dispute between the GWU and SATS which has resulted in the dismissal of 400 dockers.

The GWU spokesman said it was "with great reluctance" that the stevedores had decided on support action.

"The relationship between the stevedoring companies and the GWU has been responsible for three years of uninterrupted labour peace in the four major ports. This peace has now been shattered by SATS in a manner which obliges the stevedores to lend their support."

Captain G J Stockley, chairman of SASEA, said in a statement that the stevedoring industry had experienced a harmonious relationship with its workers through the GWU for three years.

Meanwhile, the GWU has denied claims by SATS that the docks are working normally.

Mr David Lewis, general secretary, said: "We estimate that at least 700 SATS workers are out.

Dockers' strike may spread to Durban

Labour Reporter

FEARS of the Port Elizabeth dockers' strike spreading to all four of South Africa's major ports increased yesterday when stevedores warned their employers that unless the dispute were quickly resolved they would take 'sympathy action'.

The General Workers' Union, which claims to represent the Port Elizabeth dockers, is also the recognised representative of more than 2 000 stevedores employed in the four major ports by one giant stevedoring company — S A Stevedores Ltd.

An employer source said it was highly likely that if the Port Elizabeth stevedores went on strike on Friday, it would spread to East London, Cape Town and Durban.

Meanwhile, at the port yesterday SATS claimed that the situation had returned to normal. More than 500 dockers returned to work.

But, the GWU rejected this as 'an attempt to understate the seriousness of the dispute' and said at least 700 SATS workers were out.

In a statement released after yesterday's meeting with Port Elizabeth stevedores, S A Stevedores said the dispute between SATS and its workers had now 'regrettably spilled over into the stevedoring corporation'.

'We have been told by our workers' committee that our workers have no other option but to stage some form of sympathy action,' it said.

It added that the stevedoring employers 'sincerely hope therefore that the SATS will endeavour to resolve this confrontation by communicating with their relevant workers representatives'.

Traffic

Yesterday's statement from the union said: 'The meeting agreed to explore certain avenues in order to prevent an escalation of the dispute.' They will meet again today.

'The relationship between the stevedoring company and the GWU has been responsible for three years of uninterrupted labour peace in the four harbours, but this peace has now been shattered by the SATS,' it said.

It added that traffic in the port was expected to increase dramtically during the week, and white workers and labour recruited from other departments would be insufficient.

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Putco makes way for union bargaining says report

Sept 1982. Sowetan

PUTCO, the largest bus industry in the country, views trade unionism as a suitable vehicle for the collective expression of employee concerns and ideas.

In its latest publicity brochure, the company says once majority support for a particular union is proved at any depot, negotiations are conducted for the recognition of the union and the election of shop stewards takes place.

"In this way an agreement has been signed with the Transport Allied Workers Union, and shop stewards have been elected at Boksburg, Putcoton and Wynberg."

A preliminary agreement has also been signed with Transport and General Workers Union which has majority representation at the Springs depot.

The company also recognised liaison committees representing Putco employees, as these continue to provide effective communication channels between workers and management.

Recent negotiations on wages, and conditions of service, reached an historic milestone by including for the first time representatives of both unions as well as the Central Liasion Committee.

As a member of the South African Bus Employers Association, Putco has made a contribution to the drafting of a model, "trade union" recognition as a guide for bus operators in the country.

The company provided an essential transport service to half-a-million black commuters on the Reef, in Pretoria and in the Durban areas.

"The Government controls its fares and administers a subsidy which makes up the difference between the economic fare level and that paid by the passenger," says the brochure.

Part of this subsidy is contributed by commercial and industrial employers, many of whom depend on Putco to provide transport for their workforce.

Putco recognises the passenger as 'number one', caters to the needs of the workforce, rather than an elite Ninety-four percent of Putco's drivers are black.

In addition to normal bus company operations, a professional management team copes with procedural complexities in fare increases in an inflationary and politcally sensitive climate.

Referring to Putco's future plans, the brochure says that while the workforce in South Africa grows by 18 percent annually, about 50 new buses a month are added to the Putco fleet at a current cost of R70 000 each.

Concerning fare increase, Putco says it must first apply to the local Road Transportation Board, and then allows 21 days for any objection to be lodged.

The application must be heard by either local board, or the National Transport Commission, together with any objections. This establishes what the tariff — without subsidy — should be.

However, the many procedures which the company has to undergo before the fares are actually implemented often cause delays. Putco's last application was delayed for nearly two years.

The most significant contribution the company makes to the black community is the uneconomic service it operates for school children at a cost of R2,9 million per year.

The other side of the coin is free transport for old age pensioners after they receive their pensions every second month.

other speakers told about 200 people that time was past when all the problems of the black people should be blamed on whites.

"We know who our enemy is and that we are fighting for the liberation of our country. But at the same time a start should be made to educate people working with the public that they should have respect.

"It is heartbreaking to see the way our elderly people are ill-treated by clerks in township manager's offices and other places. These people should know better because if they do not respect the elderly, how will other races respect us," Mr Mthembu said.

Turning to problems of the aged, he said it was high time that the community become actively involved in programmes and projects that would be of benefit to them.

He said there was no-point in moaning that "the white man is oppressing us".

"I challenged the community to seriously partake in anything that will help us to uplift and liberate ourselves. The youth in particular should play a major role because no-one is going to fight our struggle," he said.

Another Azapo speaker said it was a pity that blacks were not looked after, in their retirement years, as well as other races. He said

everything for your home at Blooms!



September babes keep rolling in — try your luck







...st the global communist then socia

333 Letter Year 2004 7/9/12

Stevedores in attempt to end harbour deadlock

By STEVEN FRIEDMAN
Labour Correspondent

STEVEDORING employers and workers at Port Elizabeth harbour yesterday agreed to make a concerted last-minute effort to prevent the labour confrontation in the docks escalating into a stevedore's strike.

And a high-ranking delegation from the American union federation, the AFL-CIO, which arrived in Johannesburg yesterday, announced it had cancelled a planned meeting with South African Transport Services in protest against its actions.

The AFL-CIO men, who originally asked to meet SATS, said they would only meet SATS if the General Workers Union was also allowed to attend the meeting — SATS refused to meet the union — and attacked SATS' actions in the harbour.

"We believe in the right of workers to join unions of their choice and we could not meet an employer which has demonstrated it does not share that belief", delegation leader Mr "Chick" Chaikin said yesterday.

The decision by stevedoring employers and workers to seek a solution follows one by stevedores at the weekend to support their fellow-members of the General Workers Union who were fired and bused out of the harbour by SATS last week.

It is believed that attempts will be made to break the deadlock between SATS and the GWU, and stevedoring employers yesterday appealed to SATS to talk to worker leaders in an attempt to settle the dispute and avert escalation.

However, both sides were pessimistic yesterday about the chances of preventing an escalation and sympathy action by the stevedores seemed likely.

Stevedores met their employer, SA Stevedores Limited, yesterday, after taking a decision to back the SATS dockers, thus raising fears of a crippling harbour strike.

In a statement, the company said the dock dispute had "regrettably spilled over into stevedoring operations". It had been told by its worker committee that "workers have no option but to stage some form of sympathy action".

It said the industry had experienced harmonious relations through its dealings with the GWU over the past three years "and this in an industry which historically and worldwide has been characterised by industrial strife".

Provoking in docks denied

Labour Reporter

THE South African Transport Services (Sats) has denied provoking stevedores at the Cape Town docks following Wednesday's sacking of Sats dockers in Port Elizabeth.

According to a spokesman for the General Workers Union (GWU), a number of stevedores were questioned while working or while going from their checkpoints to work. They all belonged to the GWU, which also represented the dismissed Sats workers in PE.

"The police asked them questions like where they were going to hold their meeting, at what time, and so on. It was obviously to let them know they were being watched after last week's events in Port Elizabeth.

"This kind of action i both irresponsible an provocative and we hop they'll stop it."

The Sats spokesma said it was "futile" t comment on all accusa tions made by the GWU. I there was questioning, i was in the "normal run' of the railway police's du ties and not intended a provocation.

RDM 8/9/82

Bid to defuse docks dispute

By STEVEN FRIEDMAN
Labour Correspondent

STEVEDORES in Port Elizabeth harbour plan to strike in sympathy with fired SA Transport Services workers, unless the dispute between SATS and the General Workers Union is settled by Friday, a statement by SA Stevedores Limited, which employs the stevedores, said last night.

The statement also contains the clearest call yet by stevedoring employers for SATS to deal with the GWU, saying the dispute centred around SATS's "refusal to ackowledge the basic right of workers to associate freely".

A sympathy strike could have a serious effect on harbour operations and on the flow of imports into Port Elizabeth, and, as discussions between South Africa's major stevedoring company, SA Stevedores, and union representatives continued yesterday, the company revealed it was talking to both the Department of Manpower and SATS in an attempt to find a solution.

At the weekend, stevedores employed by the company decided to actively support their fellow-GWU members, who were fired and bussed out of the harbour last week, after embarking on a go-slow in support of union recognition demands. Since then, talks between the GWU stevedores committee and SA Stevedores have been taking place daily in an attempt to prevent the dispute escalating. The two parties are due to meet again today.

In its statement, SA Stevedores said it had met its worker committee and GWU officials yesterday in an attempt to "avoid the dispute between SATS and their workers spilling over to the stevedoring industry".

"It seems likely that unless the SATS management and their dismissed workers resolve their dispute, which revolves around the refusal to acknowledge the basic right of workers to associate freely, the stevedoring workers will embark on a sympathy strike commencing on Friday. We are attempting through the Department of Manpower and senior SATS management to resolve the issue," the statement said.

The International Transport Workers Federation has urged SATS to hold talks with the GWU

Stevedoring fees: no rise

EAST LONDON — Stevedoring tariff at the harbour here had not been increased, the branch manager of South African Stevedoring, Mr A. Aylott, said yesterday.

Mr Aylott said that unlike Durban harbour where stevedores' wages had been increased, no wage increases were foreseen for East London until the end of the year.

"We have wage agreements which run to the end of the year and unless anything unexpected happens I don't foresee any increases until January," he said. — DDR

Urgent talks on fired dockers

Labour Correspondent

SENIOR officials of SA Stevedores Limited, which employs stevedores in all the major ports, are flying to Pretoria to meet senior Department of Manpower officials today in an attempt to find a solution to the labour dispute in Port Elizabeth harbour.

As a result of this initiative, fired SA Transport Services (SATS) dockers have suggested to stevedores that they delay their planned sympathy strike, which is due to begin tomorrow.

The stevedores will consider the suggestion today.

The threatened stevedores' strike follows last week's firing and bussing out of Port Elizabeth harbour of hundreds of SATS dockers who were on a go-slow. The go-slow was a reaction to SATS' 11-month refusal to talk to the General Workers Union (GWU), to which the fired dockers and the stevedores belong.

Since the firings, SA Stevedores and the GWU have been trying to find a solution to the SATS impasse in an attempt to avert a potentially crippling strike.

The company has backed calls for talks between SATS and the union, saying that the dispute centres around the workers' right to join a union of their choice.

A statement issued by the GWU yesterday said in the light of today's talks between the department and the company, a general meeting of SATS dockers yesterday "recommended to the stevedores that they postpone Friday's sympathy action pending the outcome of (the) talks".

The union said that the recommendation by the dockers that the action be delayed "underlines the GWU's commitment to negotiation".

It said: "As long as there is a possibility, however slim, of a negotiated resolution, our members will talk and only when faced with a blanket refusal to talk will they embark on industrial action."

Docks dispute: Talks today

Argus 9/9/82

Labour Reporter

THE management of South African Stevedores Ltd meet senior officials of the Department of Manpower in Pretoria today to discuss the dispute between the South African Transport Services (SATS) and the General Workers' Union in Port Elizabeth harbour.

Port Elizabeth stevedores told their management this week they would begin a sympathy strike tomorrow if the dispute between the 800 dockers and SATS management was not resolved.

STRIKE

The dockers have been on strike for more than a week after SATS fired 400 workers for taking part in a go-slow.

The SATS workers have recommended to the stevedores that they postpone tomorrow's planned strike, pending the outcome of talks with the Department of Manpower.

The stevedores will meet today to discuss the recommendation and will give their decision to management.

"RESOLUTION"

"As long as there is a possibility, however slim, of a negotiated resolution, our members will talk. It is only when faced with a blanket refusal to talk that they will embark on industrial action," said a spokesman for the General Workers Union.

Mr Leon Els, public relations officer for SATS, said he assumed the stevedore management was going to contact SATS management, as well as meeting the Department of Manpower.

However, everything at the docks was going "according to plan", he said.

4. AFFILIATIONS TO INDUSTRIAL FEDERATIONS CONTINUED:

	Federation of Salaried Staff Associations of South Africa
	Pulp and Paper Industry's Joint Committee
	Rand Water Board Unions Joint Committee
	South African Council of Mining Unions
	South African Federation of Leather Trade Unions
	South African Council of Transport Workers
	South African Federation of Chemical and Allied Workers Union

5. In the light of the 1979 amendments to the Industrial Conciliation Act, could you please indicate if your union has made any application for extensions in scope. If so,

a) .....

b) .....

c) .....rea.....

d) .....

e) .....

ABOUR

Stevedore employers meet Schoeman

Pretoria Bureau

The Minister of Transport, Mr Hendrik Schoeman, this morning held a last-minute conference with the general manager of South African Transport Services, Mr J G Loubser, before meeting employers of Port Elizabeth stevedores who are threatening to strike.

The stevedores have warned they will hold a strike in sympathy with 400 fellow dockworkers dismissed last week by SATS for conducting a go-slow strike.

SATS has refused to hold talks with the General Workers Union which represents the stevedores and the sacked dockworkers, and Mr Schoeman was called on to intervene in the dispute.

A GWU spokesman said the stevedore employers had undertaken to meet officials of the Department of Manpower today in an effort to resolve the dispute. SA Stevedores management contends that the problem stems from the denial by SATS of the basic right of "freedom of association."

The SATS workers have recommended to the stevedores that they postpone tomorrow's planned strike pending the outcome of today's talks.

The GWU spokesman said the recommendation of the SATS workers underlined the union's commitment to negotiation.

The Star Thursday September 9 1982 5

Sacked dockers in plea on strike

Own Correspondent

PORT ELIZABETH. — Hundreds of dismissed SA Transport Service (Sats) dockers yesterday decided to recommend to Port Elizabeth's stevedores that they await the outcome of talks between their employers, SA Stevedoring Ltd (SAS), and the Department of Manpower before embarking on a strike in sympathy with the dockers.

The year-long dispute between the General Workers Union (GWU) and Sats came to a head last week when Sats fired the dockers for refusing to call off a go-slow they had begun in an effort to win the right to be represented by the GWU.

Numerous GWU requests for a meeting with Sats management have been turned down. Sats refuses to talk to the union and will deal only with its Black Staff Association (BSA) in matters relating to its black employees.

The BSA claims membership of 300 workers in the harbour while the GWU claims membership of around 900.

At a meeting held yesterday with the Port Elizabeth stevedores committee and GWU officials, SAS informed them that they planned to meet senior officials of the Department of Manpower in Pretoria in an effort to find a resolution to the dock dispute.

A statement issued by the GWU said the recommendation of Sats workers underlined the union's commitment to negotiation.

Possibility

"As long as there is a possibilty, however slim, of a negotiated resolution, our members will talk. It is only when faced with a blanket refusal to talk that they will embark on industrial action.

"If the Department of Manpower is able to secure the implementation of the spirit of the new labour dispensation it will be able to prevent a damaging escalation of the present dispute, and we anxiously await the outcome of the meeting," said the statement.

The stevedoring employers said they had put "certain proposals" to the stevedores committee and the GWU officials and confirmed that they had undertaken to go to Pretoria to meet Department of Manpower officials.

The stevedores are to meet today to discuss the proposals and to take a decision on their planned sympathy strike in the light of the recommendation from the dockers. Their decision will be conveyed to their employers later today.

Dispute

In a statement earlier this week, SAS made clear its view that the dock dispute revolved around Sats's "refusal to acknowldge the basic right of workers to associate freely".

A Sats spokesman said harbour activities were "still normal" and no additional workers had been brought in to cope with additional traffic.

FW 10/9/82

DOCKERS' DISPUTE

Ripple effects

As the dispute between the General Workers' Union (GWU) and the SA Transport Services (SATS) continues, fears are growing of a sympathy strike by stevedores at Port Elizabeth harbour.

Last week SATS fired 400 dockworkers who took part in a go-slow in protest against its refusal to recognise the union. SATS says it will deal only with its in-house staff associations

When the *FM* went to press, there were signs that stevedores employed by SA Stevedores Ltd would strike in sympathy with the dismissed SATS workers if the dispute was not settled by today (Friday). During the past week SATS has been able to maintain a regular flow of goods through the harbour, despite the dismissals. However, a sympathy strike by stevedores could disrupt the harbour's operations

SA Stevedores Ltd says it is having talks with SATS management, the Department of Manpower and the GWU in an effort to prevent the dispute from spilling over into the stevedoring industry.

Meanwhile, a high-ranking delegation from the American union grouping the AFL-CIO, has cancelled a meeting with SATS in protest against its stand against the GWU

Lewis questions 'implied threat'

Post Reporter

THE secretary of the General Workers' Union, Mr David Lewis, said today it would be intriguing to find out what the private sector thought about the implied threat made by the Minister of Transport against stevedoring companies in the docks.

He was responding to a statement yesterday by Mr Hendrik Schoeman, Minister of Transport, setting out the Government's standpoint on the recent dockworkers unrest.

Mr Schoeman — referring to threats of sympathy strike action by stevedores — said he hoped unrest would not take place and called upon the parties concerned to take note that the parties performed their business in the harbours under licence.

Mr Lewis today referred to the "spectacle" of the State seeking the co-operation of the public sector on the one hand while publicly making arrogant threats against them when they did not conform in the terms laid down by a single department.

"Is the Minister saying that co-operation with the private sector will only be on Government terms".

Yesterday executives of SA Stevedoring Ltd held meetings in Pretoria with Department of Manpower.

Stevedores in PE talks on dispute

333

E. Post 15/9/82

By SANDRA SMITH

THE SA Stevedores company met the General Workers Union (GWU) local stevedores' committee today to discuss developments in the Port Elizabeth dock dispute.

The dispute revolves around the union's year-long attempts to hold talks with the South African Transport Services (SATS), and led to the sacking this month of 425 dockworkers after a go-slow.

More than 200 harbour stevedores belonging to the GWU have demanded their management intervene.

They staged a three-hour work-stoppage on the day the dockworkers were dismissed and were escorted from the harbour by police.

SA Stevedores has warned that their employees might embark on a sympathy strike — which would bring business in the harbour to a standstill — if the issue was not resolved.

Company spokesmen have emphasised the stevedoring industry has experienced a harmonious relationship with its workers through the GWU during the last three years, despite the fact that it is an industry which, world-wide and historically, has been characterised by industrial strife.

Last week, SA Stevedores representatives met officials of the Department of Manpower in an attempt to persuade SATS that it was necessary to communicate with "their workers' elected representatives".

The next day, the Minister of Transport Affairs, Mr Hendrik Schoeman, levelled veiled threats at the stevedore employers that they could lose their licence to operate in South African harbours.

He reiterated the official position that recognition of an "outside" union by a State body would lead to "an endless proliferation" of unions.

Hopes rise for PE docks peace

Labour Correspondent

HOPES that an escalation of the labour dispute in Port Elizabeth docks will be avoided rose yesterday after a meeting between a stevedores committee of the General Workers Union (GWU) and SA Stevedores Ltd, which runs stevedoring operations at the harbour.

The GWU's general secretary Mr David Lewis said the two sides had a "fruitful and important meeting" and added that proposals which had been discussed would today and tomorrow be put to meetings of stevedores and dock workers fired by SA Transport Services.

The SATS dockers were fired and bussed out of the harbour after launching a go-slow in support of demands that SATS talk to the GWU about recognition. SATS has refused to do this for the past 11 months.

SA Stevedores has warned that its workers have planned a sympathy strike in support of the fired dockers and their demand for reinstatement as well as talks between SATS and the GWU.

Since then the two parties have been seeking ways to prevent this, a move which has involved attempts to settle the dispute between SATS and its dockers.

Mr Lewis would not elaborate on yesterday morning's discussions.

But it is likely the worker meetings will discuss whether the GWU should give evidence to a committee set up by the Minister of Transport Affairs, Mr Hendrik Schoeman, to examine SATS's labour relations structures.

Although SATS says the committee was established in May, its existence was revealed for the first time in a statement by Mr Schoeman late last week.

Some sources see a decision by the GWU to give evidence to the committee as a way of beginning communication between the union and SATS and as a way of resolving the dispute.

SATS still not talking to dockers

ARGUS 17/9/82

Labour Reporter

THE deadlock between South African Transport Services and about 800 Port Elizabeth dockers who have been on strike since 400 were dismissed two weeks ago, is unresolved.

SATS still refuses to negotiate with the men or their union.

The General Workers Union (GWU), to which the dismissed men and strikers belong, claims to represent about 80 percent of the workers in the harbour.

A spokesman for the GWU said about 860 dockers in Port Elizabeth joined the union at the end of last year, but with retrenchments and transfers, membership had dropped to about 770.

The SATS workforce in the Port Elizabeth docks before the dismissal of 425 workers was about 960.

Commentators, including leading industrialists, say the dispute revolves around the question of freedom of association.

A spokesman for the South African Stevedoring Company Ltd, which has a recognition agreement with the GWU in the four major South African ports, has appealed to SATS to talk with their "relevant elected workers representatives."

PUZZLE

However, SATS have said they will deal only with the Black Staff Association (BSA), an in-company union formed in 1981, which claims a membership of 67 000.

The BSA's membership claim of 67 000 has been described as "astonishing" by a UCT industrial sociologist, Mr Johan Maree.

"It is a very big puzzle to me how they could have achieved such growth over 18 months." Pointing out that 546 members had resigned from the Black Staff Association recently, he said this was a strong indication of workers' rejection of the organisation.

"No workers have yet expressed themselves in favour of the organisation," said Mr Maree.

The secretary of the Cape Midlands region of the BSA, Mr J Fonya, today refused to give BSA membership figures in the Port Elizabeth docks.

However, a Port Elizabeth correspondent reports that, according to Mr Fonya, the BSA represents 277 workers in the harbour.

Union call for talks on staffing

Labour Reporter

THE General Workers Union has asked to appear before the South African Transport Services Committee of Investigation into staff associations.

A meeting of 586 dismissed and striking dockers in Port Elizabeth yesterday elected a delegation to see the committee.

"The willingness of SATS to investigate its labour relations structure is one critical ingredient in the resolution of the current conflict and we would welcome the opportunity to make representations," a union spokesman said.

"RESOLUTION"

He said the workers hoped the committee would permit "sober and dispassionate reflection" by both parties and that it would promote a "much-needed" resolution of the dispute.

Mr Leon Els, public relations officer of SATS, said the committee was appointed in May "to look at the staff and labour structures inside our organisation."

The Minister of Transport, Mr H Schoeman, said last week that SATS had appointed the committee to ensure that the labour relations structure "fully meets present day needs".

Putco plans plush hostel

333 Sowetan 28/9/82

By JOSHUA RABOROKO

PUTCO has set R300 000 aside for a hostel to accommodate 136 men near the company's Vosloorus depot.

Putco's managing director, Mr Albino Carleo, said four men would share one room and cooking and ablution facilities of "the highest standard".

"You cannot expect the best from a man who is inadequately housed," Mr Carleo said. "We recognise a widespread need but funds are limited, and the man who is worst off at the moment is the worker from the homeland."

Giving details of the complex, Mr Carleo said the pre-fabricated construction was designed in a rectangle with the centre and surrounds beautified by landscaping.

All the rooms will be basically furnished, and staff will be hired to ensure proper maintenance and security.

There will also be a concreted parking area, he said.

Contractors, are expected to start work on the project shortly and to complete the project within four months.

Blitz on Soweto taximen

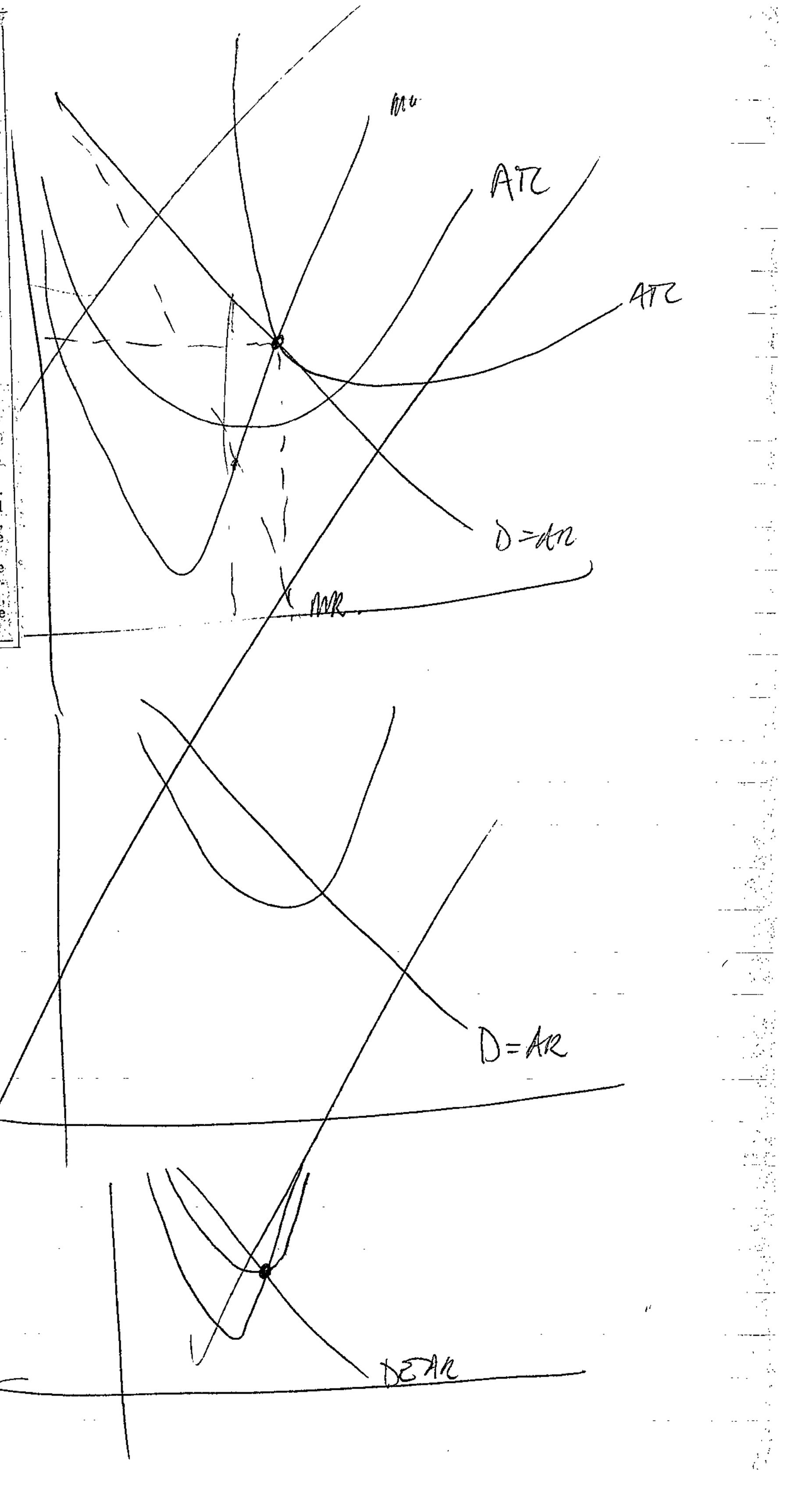
Hundreds of commuters were stranded this morning after police carried out a blitz on unlicensed Soweto taxis bringing passengers into the city.

Police and officials of the Transportation Board stopped taxis along the Soweto highway between Booysens and Diepkloof, and on the Golden Highway near Uncle Charlie's.

The taximen were escorted by police to the Orlando Magistrate's Court, where charges were laid against them. Several taxi drivers were also charged for overloading.

Many stranded commuters were offered lifts by private cars, while others were forced to walk.

A spokesman for the Soweto police confirmed the blitz, which, he said was a routine operation.



Death of welder — man guilty

ARGUS 2/11/82

333

A CITY Tramways employee, Charles Leonard van Rooyen, who ordered a diesel fuel tank to be welded while it still contained fumes which exploded and killed the welder, was today convicted of culpable homicide.

Van Rooyen, 40, no address given, was fined R250 (or six months) by Cape Town regional magistrate Mr R A Duraan. He was sentenced to a further nine months imprisonment which was suspended for five years.

The charge against Van Rooyen, a diesel fitter, was that on February 26 this year, at Tollgate Depot in Woodstock, he instructed Mr Rodney Victor Campion to weld a bus's diesel fuel tank containing substances which, under heat, were likely to ignite or explode. The fumes exploded, causing injuries which led to Mr Campion's death.

NEGLIGENT

The Court found that Van Rooyen was the dead man's immediate superior, was negligent and should have foreseen that the tank could have exploded.

Passing sentence, Mr Duraan said the case was a serious one in which a person had lost his life.

Mr Duraan pointed out that the dead man was an experienced welder and should also have guarded against danger.

Van Rooyen said in mitigation that the dead man was not only his colleague, but his friend.

He said his death had been a traumatic experience for him.

Before sentence was passed Mr W Thring, for Van Rooyen, told the Court: "The real punishment for Van Rooyen today will be when he walks away crushed by the thought that the Court has found his negligence to have contributed to the death of this friend".

Mr C A Cilliers prosecuted.

31 TAXIMEN ARRESTED

333

Sowetan 21/10/82

THIRTY-ONE taximen were arrested, and three stolen vehicles were recovered, during a blitz conducted by the Soweto police in Soweto yesterday morning.

According to the Soweto police chief, Brigadier J J Jacobs, the arrested men will appear in the Soweto Magistrate's Court in Protea today on various charges relating to the operation of taxis.

The SOWETAN yesterday spotted a number of taxis being stopped by police dressed in camouflage uniform and in civilian clothes near Orlando Police Station and on the Diepkloof Highway leading out of Soweto to Johannesburg.

The blitz, which interrupted the normal operation of taxis running between Soweto and the city, left a number of workers stranded for transport and many of them were delayed and arrived late at work.

Soweten 21/11/82

Taximen in court

TWENTY-SIX Soweto taximen arrested on Monday during a police blitz were yesterday released on R150 bail each when they appeared in the Soweto Magistrate's Court.

They all pleaded guilty before Mr P W Viljoen and their case was split and postponed to December 29 and January 4 next year.

The police blitz followed one last month in which at least 36 taximen were arrested and have already appeared in court. They are also out on bail.

18 1982

Drivers want 73 pc pay rise

ARGUS 18/11/82 ~~347~~ 333

Labour Reporter

WAGES of heavy and light duty drivers are under review by the Wage Board and a union representative has recommended increases of about 73 percent to keep up with the cost of living.

The board sat in Cape Town earlier this month to hear evidence from employers and union representatives in the goods transportation and storage trades.

10 000 workers

The South African Council of Transport Workers (SACTW) presented evidence on behalf of the almost 10 000 workers in the Cape Peninsula.

Mr D C Benade, president of SACTW, which is affiliated to TUCSA, said the union had asked for an average increase for drivers of all vehicles of about 73 percent "to keep up with rises in the consumer price index".

Highest wage

In Cape Town the minimum rate for a general worker over 18 is R27 a week. Minimum wages for drivers of heavy and extra heavy motor vehicles are R53 and R62 a week.

Mr Benade said he had asked the Wage Board for R46,71 a week for general workers and R92,54 for heavy vehicle drivers. The highest wage asked was R107,26 for extra-heavy vehicle drivers.

Referring to the general workers' wage, he said R46,71 a week was "still not adequate."

Far too low

However, he believed the board would not grant increases of more than 56 percent.

The executive director of the Cape Motor Transport Owners Association, Mr Thomas Hamber agreed that wages were far too low.

He accused Mr Benade of not presenting a strong enough case on behalf of the workers.

Criticising the minimum wages set by the government, Mr Hamber said no one could live on R40 a week.

The household subsistence level in Cape Town for an average black family is about R86 a week.

Tribune

Stevedores slam sackings

28/1/82

THE Stevedores' Workers Union, an affiliate of the South African Allied Workers Union, bitterly condemned the South African Stevedores for dismissing 10 of its members in resolutions passed at the congress of its shop stewards at the YMCA, Beatrice street, Durban, yesterday.

The congress demanded the men's immediate reinstatement. The 10 workers were dismissed early this year for allegedly stealing SA Railways property. The men were arrested and then released on bail.

The congress noted that the men had used the overalls belonging to the Railways because SAS was not providing them with any protective clothing.

The union says the dismissal of the men was an unfair labour practice.

Drivers go on strike

Labour Reporter

QUEUES of black workers were left in the drizzle at Margate yesterday when bus drivers at Trans Umzimkulu Transport Services went on strike.

A Margate resident said the drivers had driven their buses to the Margate depot about lunchtime and left them there.

An informed source said the drivers had stopped work over dissatisfaction with new management, but returned to work last night after being given an ultimatum.

Stevedores suffer high stress, medical study finds

(1351) (333) RDM 14/12/82

Mail Correspondent

CAPE TOWN. — A survey by industrial health researchers has found an "alarmingly high" prevalence of hypertension, which they regard as a stress-related disease, among unskilled and semi-skilled manual workers.

The study, conducted among stevedores in the Cape Town docks, found that rises in blood pressure were "significantly related" to stress-inducing factors in the work situation, such as dangerous work, excessive overtime, inadequate rest periods, noise, hot or cold conditions and the presence of dust or fumes in the working environment.

Of the 421 stevedores examined during the study period, 185 (43,9%) were found to be hypertensive according to the World Health Organisation definition.

The prevalence of hypertension among 220 stevedores who had not yet worked their shift was 39,1%, while among 201 men who had worked a shift it was 49,3%.

The researchers said stevedores were still under pressure to work double shifts during periods such as the fruit season, despite the fact it was now voluntary owing to recent trade union developments.

Stevedores also performed dangerous work amid moving machinery, were subject to "uncomfortably cold" sub-zero conditions in frozen cargo holds and suffered irritation of the eyes, nose and throat when dealing with certain cargoes.

"The higher mean blood pressure and prevalence of hypertension in the group examined after working the daily shift may be attributable to strain resulting from exposure to these stress factors," the researchers concluded.

The survey was conducted by Dr John Myers, Dr Neil White and Ms Judith Cornell of the industrial health research group attached to the department of sociology at the University of Cape Town. The study is documented in the lastest issue of the South African Medical Journal.

Hypertension among City stevedores 'high'

CAPE TIMES 17/12/82 BH 333

Staff Reporter

A SURVEY by industrial health researchers has found an "alarmingly high" prevalence of hypertension, which they regard as a stress-related disease, among unskilled and semi-skilled manual workers.

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The prevalence of hypertension among 220 stevedores who had not yet worked their shift was 39,1 percent, while among 201 men who had worked a shift, it was 49,3 percent.

The researchers said that till recently, stevedores had been compelled to work double shifts during periods such as the fruit season. Double-shifts were no longer compulsory, but there was pressure om individuals not to refuse double shifts when asked to do so.

Stevedores also performed dangerous work amid moving machinery such as overhead cranes and forklift trucks, and there was the constant danger of being struck by falling or moving objects, or slipping and falling.

The survey was conducted by Dr John Myers, Dr Neil White and Ms Judith Cornell, of the Industrial Health Research Group attached to the Department of Sociology at the University of Cape Town. The study is documented in the lastest issue of the South African Medical Journal.

80 are sacked

About 80 workers at Cargo Carriers in Elandsfontein have been dismissed after a dispute over the dismissal of two shop stewards.

A spokesman for Fosatu's Transport and General Workers Union said the workers, mostly union members, were told yesterday to collect their pay at the Industrial Council today.

He said the shop stewards were dismissed after they tried to negotiate with management over the transfer of two workers.

New Year wage hikes for stevedores

333 Mercury 23/12/82

Labour Reporter

STEVEDORES in the country's four major ports will receive wage increases of up to 28 percent in the new year following the completion of negotiations between the General Workers' Union and S A Stevedores Ltd.

A statement released yesterday by Mr Dave Lewis, the union's general secretary, said Durban stevedores' weekly wages would be increased by 17 percent. This would bring the guaranteed weekly wage up to R70 a week.

The increase follows an interim wage increase of 25 percent negotiated for the Durban port in September. Before the increases Durban stevedores earned R48 a week.

The union, which has conducted the negotiations through workers' committees in the various ports, is the recognised representative of the 2 000 stevedores in the industry.

The wage agreement lays down an 18 percent increase for stevedores in Cape Town, 19 percent in Port Elizabeth and a 28 percent for stevedores in East London.

Bonuses

It comes at a time when the shipping trade has experienced a slowdown due to world-wide recession.

The 1983 agreement has also increased bonuses and special cargo handling allowances and includes agreements designed to raise productivity in the industry, the statement said.

Mr Lewis said the new productivity measures follow stevedores' complaints about the way in which labour was allocated.

'All the work tended to be packed into one day which required the hiring of casual labourers and then the following day there would be nothing for workers to do,' he said.

The agreements were aimed at the improvement of labour utilisation by cutting down on the hiring of casual workers and the spreading of work evenly, Mr Lewis said.



Some of the workers at Cargo Carriers in Elandsfontein being addressed by the general secretary of the Transport and General Workers' Union, Miss Jane Barret, yesterday. On the far right is Mr John Manchidi, one of the union leaders who was dismissed.

Picture: STEVEN GOLDBLATT

60 Cargo workers sacked

Mail Reporter

MORE than 60 workers were dismissed yesterday after a week-long dispute at Cargo Carriers in Elandsfontein, one of the country's largest goods transport and truck rental companies.

Representatives of the employees were told yesterday morning the workers had "dismissed themselves" and arrangements had been made for them to collect their wages.

The dispute began with the sacking last week of two shop stewards of the Transport and General Workers' Union who had intervened on behalf of two workers who had refused to be transferred to another division within the plant.

The workers gathered outside the huge plant yesterday and were addressed by union leaders.

Mr Jan Strydom, the company's industrial relations manager, told the Rand Daily Mail a problem had arisen in the tyre plant when two workers refused to be transferred to another workshop "20 metres away".

He said the workers were offered the same wages and working conditions. They would also be doing exactly the same kind of work. "By their own request", they had left the company.

Mr Strydom said the manner in which the two shop stewards intervened had "caused havoc". They had left their work benches and gone to the tyre plant without the permission of the plant manager. "In fact, they brushed past him," he said.

"They were dismissed because of their attitude and insubordination." If the union leaders had gone about the issue "in the right way", the problem would have been sorted out.

Mr Strydom said he had a meeting with about 80 workers on Monday. They had demanded that the two stewards be re-employed, but this was turned down.

He said he did not know at first the two were stewards — a claim denied by the workers. In any case, the union was not recognised by the company. The issue of recognition was still being studied.

Mr Strydom said he had offered to speak to management about the workers' demand, but they had wanted an immediate answer.

They were given a deadline to return to work, but only about 10% did so.

The workers had been told their wages would be issued at the main gate at 5pm on Monday. They gathered at the gate but refused to accept their pay. They again refused to accept it at 8.45am yesterday.

It had been decided to close all workshops until January 3. This was not unusual, as the company always worked on a skeleton staff at the end of the year.

Mr Strydom would not say whether he was prepared to meet union officials. He said this had not been decided yet.

Union officials said four members, including the two stewards, had gone to the tyre plant during their lunch hour to try to solve the problem.

The union denied there was any rule about workers moving from one workshop to another. They claimed Mr Strydom had said the decision on the two dismissed workers was final.

Had he not said this, they would have given him more time to make a decision on the dismissed union leaders.

They claimed Mr Strydom had said they should leave as the company wanted to employ new staff in January.

They denied it was company policy to either close down at the end of the year or to "go slow".

Mr Strydom said it was normal practice for the workshops to close during the holiday period. He said the company would start employing workers in January.

The 60 were welcome to re-apply. Their applications would not be prejudiced by their involvement in the present dispute.