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Mr Pik Botha

US senator meets Pik Botha

PRETORIA. — The chairman of the United States Senate sub-committee on African affairs, Senator Nancy Kassebaum, met the Minister of Foreign Affairs, Mr Pik Botha, in Pretoria yesterday.

No statement was issued after the meeting, but it is thought the SWA/Namibian independence issue featured prominently on the agenda

Mrs Kassebaum is also scheduled to meet the Minister of Constitutional Development and Planning, Mr Chris Heunis, in Cape Town later this week. — Sapa

Stevedoring firm to lay off 600

Own Correspondent

DURBAN. — About 600 workers are to be laid off by South African Stevedores Ltd here, it was confirmed by the company and the General Workers' Union yesterday.

SA Stevedores also said about 25 men in middle-management positions had already been retrenched.

Mr Derek Lawrance, the company's financial director, said the retrenchments were regretted but had been forced upon the company because of the effect the recession was having on the shipping industry.

"It is a traumatic period to have to go through — but if we don't then nobody will be in business," he said.

A union source said the General Workers' Union, which represents more than 2 000 stevedores in Durban, had expected the retrenchments, and had together with the workers' committee been having negotiations with the company about them since December.

The first group of stevedores will be laid off tomorrow, and more will be retrenched as they return from leave. Many stevedores are migrant labourers.

In terms of an agreement between the company and the union, those affected by the retrenchments will receive one week's compensatory pay for each year they have worked for the company.

Bribery case sentence

Staff Reporter

A WOMAN who bribed a railway policeman to get on to a quay in Table Bay docks, was jailed by a Cape Town magistrate yesterday for six months.

Kathy Jonkers, 24, of Red Berry Close, Bonteheuwel, pleaded not guilty to a charge of bribery and denied offering Constable D Boonzaaier R15 as a fee to influence him to allow her into the area.

Constable Boonzaaier testified that he had been on duty at the docks on August 11 last year when Jonkers approached him.

She had offered him the money and told him to let her enter the docks.

Mr B Carroll was the magistrate. Mr A C Webster appeared for the State. Jonkers conducted her own defence

SWA: Swapo 'abducts' 10

Own Correspondent

WINDHOEK. — At least ten people were rounded up at several kraals and "abducted" by Swapo insurgents in western Kavango at the weekend, the Ovambo administration said on Monday.

They were allegedly abducted in the Tsandi-Onesi area. Their ages and sex are not yet known

Too late for classification

BIRTHS

COWLEY. — Derek and Angela (nee Maccelari) are happy to announce the arrival of a bonny daughter Bronwyn, sister for Jonathan, on January 4. Weigh in 3.99kg. All well thanks to gynaecologist and staff of Mowbray Maternity Home

MELCK. — To Nicholas and Petra, a lovely bouncing boy at Mowbray on 4 January 1983.

DEATHS

REDELINGHUYS. — Johannes Hermanus (Rex), passed away Tuesday January 4. Dearly loved husband of Lillian. Deeply mourned and sadly missed. Funeral arrangements later.

WILSON. — Wally, passed away 1 January 1983, will always be remembered by Marge and Ken Kelly. Deepest sympathy to Hilda and family.

WILSON. — Wally, passed away 1 January 1983, lovingly remembered by his son-in-law Kelvin.

GM of Sats to retire

Staff Reporter

THE general manager of South African Transport Services, Dr J G H Loubser, 62, will retire at the end of the month to move on to a career in the business world.

As general manager of Sats, the biggest transport organization in the country, Dr Loubser had a quarter of a million employees under him in 1982. He has been general manager since 1970.

"You can't be involved with an organization of this scope and then switch yourself off the next minute," he said last night at a cocktail party given in his honour in the Lourens Muller Building in Table Bay Harbour.

"It would be fatal to stop work, so I'm going into the business world and will be seeing Sats from the other side," he said with a smile.

"South Africa has changed to a mineral-export country in the last decade. Before, we had small exports and were more internally balanced, and now we have moved out towards the world."

Dr Loubser is proud of the advances made in the transport of coal at Richards Bay and iron ore at Saldanha Bay. He also organized the rebuilding of the Blue Train.

"Containerization has also taken place in my career — we've modernized Cape Town, Durban, Port Elizabeth and to an extent, East London. We now have a large capacity but unfortunately, with the world recession, we are not taking full advantage of it."

● See leading article, page 10

TV

THE Afrik...s documentary department has another winner in the current Outeniqua series, a worthy successor to the much praised Overberg series.

Knysna was the focus of last night's programme and the producer succeeded very well in highlighting the areas of special charm and interest in this lovely town, rightly called the jewel of the Garden Route.

News Focus featured the recent successful campaign against drinking and driving.

The Road Safety Council has done a good job, but the programme did well to point out that while the campaign has succeeded over the festive season, the rest of 1983 awaits those self-enough to ignore all the warnings which have been given to date.

NEIL VEITCH

TV seen a...

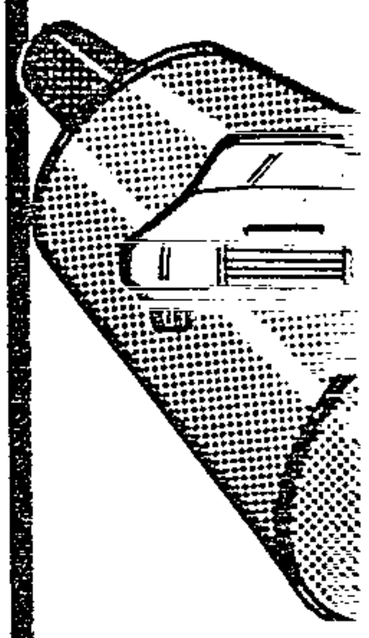
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FAST, FRIENDLY, ...

Chase ends in death

Own Correspondent

JOHANNESBURG. — A chase after two thieves through Joubert Park here ended in death yesterday when a young man was shot in the ribs while his father grappled with the thieves.

Stunned visitors to the park crowded around the body of the shot Mr Tony Bocchino while his father collapsed on top of his son, crying.

The dead man's uncle, Mr Luigi Bocchino, wept hysterically as he explained how the incident started.

He said two young men had stolen a radio out of his shop, Ace Electrical in Bok Street, Joubert Park, and that he, his brother Ernest and his brother's son gave chase.

The alleged thieves fled into Joubert Park and, near the central fish pond, they were tackled by Mr Ernest Bocchino, armed with a .38 Special revolver.

During a struggle, one of the thieves grabbed the gun. A shot rang out and the bullet hit Tony Bocchino in the armpit.

Tony collapsed and bystanders called for an ambulance. When ambulancemen arrived minutes later, Tony was dead.

Hillbrow detectives were told that Mr Ernest Bocchino retrieved his gun from the thieves after the struggle and fired a shot at them which missed.

Detectives called to the scene were told that the thieves, two young "scruffy-looking" white men, escaped unharmed and that the stolen radio was still missing.

Shipping recession blamed

600 dockers to lose Durban jobs

Mercury 5/1/83

333

Labour Reporter

ABOUT 600 workers are to be laid off by South African Stevedores Ltd in Durban, it was confirmed by the company and the General Workers' Union yesterday.

The company also said that about 25 men in middle-management positions had been retrenched already.

Mr Derek Lawrance, the company's financial director, said the retrenchments were regretted but had been forced on the company because of the effect the recession was having on the shipping industry.

'It is a traumatic period to have to go through — but if we don't then nobody will be in business,' he said.

Migrant

A union source said the General Workers' Union, which represents more than 2 000 stevedores in Durban, had expected the retrenchments, and together with the workers' committee had been having negotiations with the company about them since December.

The first group of stevedores will be laid off on Thursday, and more will be retrenched as they return from leave. Many stevedores are migrant labourers.

In terms of an agreement between the company and the union, those affected by the retrenchments will receive one week's compensatory pay for each year they have worked for the company.

ROW BREWS OVER PUTCO SACKING

A PUTCO employee yesterday claimed that a white foreman sacked him after saying: "You, kaffirs, are always sick because you eat dirty food."

A distraught Mr Johnson Sibande, who worked as a workshop assistant at the bus company's depot in Selby, was fired on Tuesday this week after he failed to report to work for two weeks.

He told The SOWETAN he was sacked despite having produced a doctor's letter stating he had been receiving treatment during his absence.

Said Mr Sibande: "The foreman took the doctor's letter and vowed I wouldn't be paid. He said that we "kaffirs" were always ill because we ate dirty food like mageu, and then fired me. I tried to explain to him that the letter proved I had been ill but he would not listen."

Mr Sibanda said he had unsuccessfully tried to recover the letter from the foreman, a Mr Strydom. "The foreman says the letter belongs to Putco but I told him I wanted it as proof," he said.

A Putco official said yesterday Mr Sibande was sacked because he had been absent from work on several occasions. "His allegations about a foreman calling blacks "kaffirs" cannot be supported. We have investigated this and found it to be untrue."

Royal Zulu staff win wage ruling

Pietermaritzburg Bureau

THE master of the Royal Zulu and 16 former staff members yesterday succeeded in obtaining a judgment against the vessel for wages and allowances to the value of nearly R50 000 in the Admiralty Court in Pietermaritzburg yesterday.

In terms of the order granted, Captain A F Pearson will receive R10 184,70 for wages and allowances which accrued to him while he was master of the ship, and 16 other members of the staff are to be paid a total of R38 046,62.

The Royal Zulu was sold by auction last year for R126 500 after numerous attachments against her.

The staff who succeeded in obtaining judgment against the ship yesterday included the chief engineer, chief steward, barman, catering manager and a nurse-hostess. They were employed on the ship when she began operating as a cruise vessel last year.

Several other claims against the ship are pending.

Home made

'Go-slow' Putco drivers arrested

PUTCO bus rides for scholars will be more expensive tomorrow. In some cases, fares will double.

Hardest hit are students from Kwa Thema and Edenvale where fares have gone up from R1 to R2 and from 50c to R1 for a five-day ticket respectively.

Mr Pat Rogers, the company's public relations officer, said the fares have been raised because the subsidy for students has been reduced.

In Soweto, Dobsonville, Alexandra, Western, Bosmont, Riverlea, Eldorado Park, Kliptown and Ennerdale, fares have been increased by half. Passengers are all to pay R1,50 a week instead of R1.



By DERRICK LUTHAYI

A BUS with two busted windows and a bus driver with a busted eye.

It happened at Vosloorus on Friday when irate commuters stoned Putco buses involved in a go-slow.

Fifty-two buses were damaged during the commotion.

And the repair bill is estimated at R30 000.

Fifteen Putco drivers are to appear in the Boksburg Magistrate's Court tomorrow on charges of obstructing traffic.

Nearly all the 175 drivers from the local depot went on a go-slow strike in protest against what they claim to be excessive disciplinary actions by supervisors.



One driver, Mr Samuel Sibeko (above), was hit in the face by a stone.

Drivers told GCP they decided to strike after supervisors told them to demand bus fare from pensioners.

Bus drivers in court

FIFTEEN Putco drivers are to appear in the Boksburg Magistrate's Court today on charges of obstructing traffic after a go-slow strike staged by 175 drivers in Vosloorus on Friday.

The drivers went on strike in protest against what they claimed were excessive disciplinary action by supervisors. At least 52 buses were damaged during the commotion by angry commuters causing damage estimated between R20 000 and R40 000.

Most of the buses had their windows broken and there were attempts to set some alight. Drivers interviewed said they decided to strike after the supervisors told them to demand bus fares from pensioners — a thing the drivers refused to do.

The drivers claimed the supervisors were at times "bossy, unreasonable, and unco-operative". Irate commuters who were left stranded when the drivers went on strike at about 6am showed their anger and frustration by stoning the buses.

The strike lasted about four hours and the drivers decided to go back to work after their representatives had met with the company's management.

A Putco spokesman confirmed that nearly all the 175 drivers went on a go-slow strike. He said further talks between management and the drivers would be held tomorrow.

NRP to hammer SATS over labour

By BRIAN POTTINGER, Political Correspondent

CAPE TOWN — The New Republic Party is to hammer the South African Transport Services approach to labour relations in discussions on two important labour Bills to be discussed within the next few days.

The SATS refusal to talk to the General Workers' Union — a stand which resulted in prolonged disruption at Port Elizabeth's harbour — is also likely to be raised during the transport services budget on March 2.

Mr Ron Miller, NRP chief manpower spokesman, said today it was absurd that the SATS was not supporting the basic industrial relations philosophy of the Government.

"They are the same workers as any others with the same aspirations."

Mr Miller said he would be raising the issue during committee stage debate on the Labour Relations Amendment Bill today and more fully when the Conditions of Employment (South African Transport Services) Bill is debated in coming weeks.

The Bill proposes to establish a form of conciliation board under one man to deal with labour disputes but still restricts itself to in-house employee organisations recognised by SATS.

The secretary of the General Workers' Union, Mr David Lewis, said today the proposed Conditions of Employment Bill was, if anything, a tightening up of the labour relations structure in the SATS and was unacceptable because it would still be the Minister of Transport — who was the employer — appointing the conciliation board.

He also raised doubts about the status of the SATS committee of inquiry into its labour relations — the report is due in March — when amending legislation was already before Parliament.

● See Page 3

Fired dockers to take their money

By SANDRA SMITH

HUNDREDS of Port Elizabeth dockworkers who were dismissed in September will collect all money owed to them on Thursday — after nearly five months without income.

They were sacked after a go-slow which aimed to force the South African Transport Services (SATS) to hold talks with the General Workers Union (GWU).

In a statement yesterday, the GWU said the workers had decided to sign off and collect their money.

Repeated attempts by the union to convey this decision to the SATS management had been fruitless because officials had refused to talk to the general secretary, Mr Dave Lewis.

The statement said the workers' decision was taken in the light of "the failure of the SATS committee investigating labour relations to issue its report".

It said: "The conflict with SATS is a monument to the intransigence of South Africa's largest employer and is an indication that the basic principle of freedom of association has not been accepted by the Government.

"We and other progressive trade unions will persevere in our efforts to accord the workers of SATS genuine representation in the unions of their choice."

SATS' public relations officer, Mr Leon Els, said no special arrangements would be made for the payout because the workers' salary and pension money had been available since their dismissal.

He said about 400 of 425 who were dismissed had not collected their pay. However, the GWU believes more than 600 dockers were dismissed.

15 Putco drivers in court after go-slow strike

Sowetan 25/1/83

FIFTEEN Putco drivers made a brief appearance in the Boksburg Magistrate's Court yesterday on charges of obstructing traffic following a go-slow strike by 175 drivers in Vosloorus on Friday.

The men appeared before Mr A L Badenhorst and were not asked to plead and were all released.

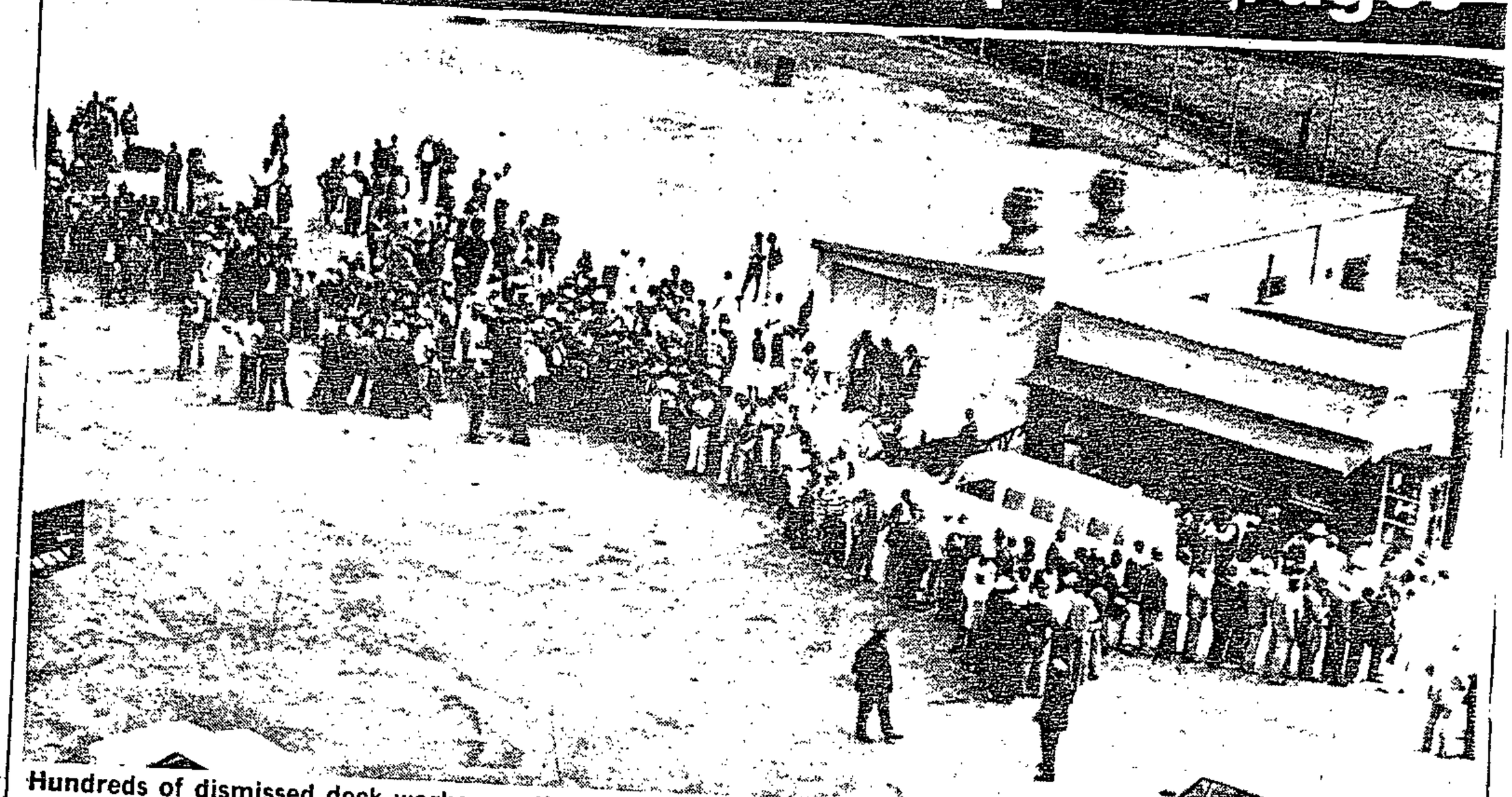
They will be tried on separate dates. One driver will appear in court on January 31, three on February 17, two on March 1, one on March 7, two on March 8, another two on March 16 and the rest on March 15.

The court appearance is a sequel to the strike on Friday by the drivers who staged a go-slow strike in protest against what they claimed were excessive disciplinary action by supervisors. At least 52 buses were damaged during the commotion by angry commuters causing damage estimated between R20 000 and R40 000.

Most of the buses had their windows broken and there were attempts to set some alight. The strike lasted about four hours and the drivers decided to go back to work after their representatives had met with the company management.

Further talks between management and the drivers would be held today. Buses in the township have been running normally since Saturday.

Sacked dockers line up for [illegible]



Hundreds of dismissed dock workers gathered outside the Port Elizabeth harbour for their pay today. They have been without income for about five months. The pay-out went smoothly and without incident.

Pay-off of E. Post hundreds goes smoothly

10/2/83

333

By SANDRA SMITH

THE paying off of several hundred dock workers who were dismissed by the South African Transport Services (Sats) last year proceeded without incident in Port Elizabeth today.

The workers were sacked in September after they had started go-slow action in an attempt to force Sats to hold talks with the General Workers Union (GWU).

They had refused to accept their dismissal and collect any money owed to them.

The workers gathered under the Campanile today before moving across to the payout office just outside the harbour where they received salaries, bonuses, overtime and holiday pay.

There was confusion among them shortly after the pay-out began when it was noted that the date of their dismissal was not being written in their reference books.

A member of the workers' committee said they feared this might mean Sats did not intend paying out their pensions and other money owed to them.

Some workers insisted that Sats officials wrote the date of their dismissal in their reference boooks.

However, Sats' public relations officer, Mr Leon Els, said the workers could rest assured their pension and other money would be paid out. They also need not fear intimidation or arrest when collecting their money, he said.

The workers would receive their pension cheques after details had been sent to Sats' chief accountant in Johannesburg and final pay sheets prepared and sent to the addresses submitted by the workers today. Many of them will therefore receive their pension cheques in Ciskei and Tranksei.

Mr Els said it was difficult to say how long it would take for the pension cheques to be prepared and forwarded.



TAXI-DRIVERS in the depot of the Marine Car Hire Company.

Drivers angry at new taxi charges

Labour Reporter

ANGRY taxi drivers at Marine Car Hire refused to work this morning because, they claimed, the owners of the company were charging them more a kilometre before increasing passenger fares.

About 20 drivers gathered outside the depot on the Foreshore, waiting to see the manager of the company, Mr G Todd, before they started work.

The company employs about 50 drivers.

According to the drivers, Marine Car Hire and Cedar Taxis have been charging them 37 c a kilometre since Monday, instead of 35 c.

The passenger fare increases have not been gazetted and are still 40 c a kilometre.

"In the past three years our salaries have dropped. The companies keep on charging us more and more a kilometre," said a driver.

Another said: "We can no longer make ends meet. We all have debts and are behind with our rents.

BUS FARE ONLY

"If we get a call to go to the airport and the customer is not there, we have to pay for those kilometres out of our own pockets."

One man, who lives in Atlantis, said he earned only enough to pay his bus fare home last night.

Another, who lives in Belhar, said he had earned so little in the past few months he was three months behind with his rent.

NIS tapping my phone, says CP man

Argus Correspondent

PRETORIA. — A former member of the Transvaal Provincial Council's executive committee has claimed his telephone and those of other people were being tapped by the National Intelligence Service.

Dr Servaas Latsky, leader of the Conservative Party in the council, also claimed yesterday that NIS members had been sent to question people who had asked questions at National Party meetings.

He said the Government had spent money on cricket tours; all new provincial hospitals had to be approved by the Minister of Health; and when he spoke out at a NP federal meeting, he was disciplined.

Dr Latsky said the arrogant attitude of the Government had caused fricton in the country.

RIDICULOUS

He said there was no money for schools or the public service, but the Government could spend "ridiculous" amounts on cricket tours whose players were professionals.

On February 27 last year the four Transvaal MECs met at his home at the suggestion of the leader, Mr Fanie Schoeman, where they planned their strategy for an NP executive meeting.

They had agreed that they would try to keep party unity. But he was told if this failed he could "laat waai".

At the executive meeting he had tried to speak, but was not given a chance.

Before the federal council meeting in Bloemfontein, he was told not to speak.

Jawbone dug up at 'house of horrors'

Argus Bureau

LONDON. — Police investigating the 'house of horrors' case have found a jawbone.

And yesterday 30 police cadets, including eight girls, discovered a 15 cm thighbone among other human remains in the wasteland behind the garden.

The jawbone, which has some teeth, was unearthed in the back garden and will help forensic scientists identify one of the 13 victims believed to have been dismembered and buried at the house.

CHEQUE BOOK

More clothing and a cheque book were also uncovered in the cadets painstaking search of the frozen wasteland.

A builder, whose work has been stopped by the investigation, said he found a poem under the floorboards.

"It was a very touching little poem about loneliness and the hostile world," Mr Mark Tekinalp said.

The house opposite the horror scene was sold at an auction yesterday for R55 000 — slightly higher than expected.

Bookie's cheque bounced, judge told

Argus Correspondent

JOHANNESBURG. — The estate of bookmaker Mr Andrew Papageorge has been placed under provisional sequestration by a judge in the Rand Supreme Court.

The judge made the order after he heard that a cheque for R10 200 had bounced.

In an urgent application yesterday Mr Alan Forbes, told Mr Justice Esselen that he was owed this amount by Mr Papageorge, whose cash cheque was this week returned by the SA Bank of Athens. There were no funds in the account.

Mr Forbes said Mr Papageorge was a bookmaker at Witwatersrand Tattersalls.

LOSSES

It appeared Mr Papageorge had put all the bets placed with him for Rain Forest on Count du Barry in the Richelieu Guineas at Milnerton on February 5.

As a result of his losses, Mr Papageorge was unable to pay his debts.

Mr Forbes said Mr Papageorge's home in Randhart was deserted and a car was missing.

Furniture was still in the house.

Mr Forbes said Mr Papageorge owned three racehorses, one of which was stabled with Mrs D J Barnard. She was owed about R2 000 for stabling and training fees.

The two other horses were at the Fourways veterinary clinic, which was owed about the same amount for stabling fees.

The rule nisi is returnable on March 15.

Court in Port Elizabeth.

Mr Alex Josephs, Missionvale, Port Elizabeth, sued Mr J Smith, Rowallan park, for R4 000 damages arising from an incident in the busy Sidwell shopping area on August 24, last year.

Mr Josephs said that on that day his car wheels flung gravel from a driveway on to Mr Smith's car.

FISTS

Mr Smith approached him and said: "Kaffir, ek sal jou wys."

Mr Smith then hit him twice with his fists, giving him two black eyes, splitting his lips and cracking a nasal bone.

There were bystanders and he felt humiliated and ashamed.

Mr Justice Kannemeyer awarded him R1 750 for contumelia, R750 for pain and suffering, and costs.

Mr H J van der Linde appeared for Mr Josephs.

Beachfron site rents will go up

Staff Reporter

THE EXECUTIVE Committee of the City Council has decided to go ahead with the proposed rent increases for bungalow sites in Clifton, Camps Bay and Bakoven but with more beneficial rents rebates for pensioners.

After meeting a delegation from the Clifton-on-Sea and District Bungalow Owners Association yesterday the committee adopted the Housing Committee's recommended increases — up to 800 percent in some cases — to be phased in over three years.

However, the committee decided on a new scale of rents rebates for pensioners in the area from 90 percent on incomes up to R300 a month, decreasing by 1 percent for each R100, to 20 percent on incomes up to R1 000.

The recommendations still have to be ratified by a full council meeting.

Brain-clot boxer dies

CHARLESTON (West Virginia). — An amateur boxer who fought after injuring his head in a car accident has died.

Michael Pitzer, 17, of Princeton, West Virginia, died last night, eight days

Busmen suspend strikes for talks

Labour Reporter

Striking Putco bus company drivers have agreed to suspend their strike, pending talks with management

About 250 drivers from the Wynberg and Boksburg depots struck yesterday over demands that a senior Putco official be transferred. Management refused, a company spokesman said.

Management held talks with strikers at the Wynberg depot early today. Drivers agreed to go back to work and select two representatives each from the Wynberg, Boksburg and Edenvale depots to discuss the strike with the company.

A Putco spokesman said about 60 percent of the drivers went on strike but returned to work after the meeting.

TAXIS BENEFIT

Services affected were the Alexandra-Johannesburg-Sandton, Sandton-Ferndale and Johannesburg-Randburg-Sandton routes.

Boksburg drivers had also complained about the enforcement of staff disciplinary measures after some of them had appeared in court charged with obstructing traffic.

Taxis on Louis Botha Avenue did a booming business early today as commuters sought alternative means of getting to work.

● A strike by several hundred Putco drivers at Soweto's Putcoton depot about two years ago also centred on driver demands to transfer a senior white official.

RDM

Putco drivers strike

333

16/2/83

Mail Reporter

THOUSANDS of commuters were stranded last night when about 250 East Rand Putco bus drivers struck.

According to Putco the decision to strike was taken was taken after an all-day meeting with management during which the drivers' demands for the transfer or dismissal of a senior official were rejected.

The public relations executive for Putco, Mr Pat Rogers, said the meeting was attended by drivers from Wynberg, Edenvale and Boksburg.

The services affected last night were those from Alexandra to Johannesburg, Sandton and Ferndale and from Johannesburg to Randburg and Sandton.

Putco bus strike called off

THE PUTCO bus strike which started on Tuesday afternoon when drivers demanded the dismissal of a senior company official was called off yesterday morning, according to a Putco spokesman.

The spokesman said this was after drivers had elected representatives from Wynberg, Boksburg and Edenvale who will air their grievances to management

The decision by the 250 drivers to strike was taken after a deadlock was reached during talks with management when demanding the dismissal or transfer of an official. Management had rejected the demand.

The strike yesterday resulted in thousands of commuters being stranded. Areas affected were routes between Sandton and Alexandra Johannesburg and Ferndale, and Johannesburg to Randburg and Sandton

Sowetan 21/2/83

Putco strike talks over

TALKS between the Putco Bus Company and representatives of drivers at three depots have ended and management is expected to reply to drivers' demands in the near future.

The talks followed a strike by about 250 drivers on Tuesday.

BUS DRIVERS THREATEN GO-SLOW

Cape Herald 5/3/83

333

City Tramways bus drivers are dissatisfied with the company's latest wage offers and are threatening to start a go-slow, reliable sources claimed this week.

However, both the bus company and the union are keeping mum on a move that could cause a major disruption in Cape Town's public transport service.

By RYLAND FISHER

Tramways drivers, who did not want to be identified, told Cape Herald this week that at a meeting recently the drivers rejected the company's wage offer of six percent and said that if it was not increased, they would take other action.

THREATENED

At the meeting, they threatened to go-slow if their demands were not met.

The drivers are apparently now waiting for a report-back from their union on their rejection of City Tramways' offer of six percent now and six percent once the fares are increased.

According to one driver, the general feeling is that the company should increase the wages.

CREATE

"We felt that we could not wait for an increase until they raise their busfares. It seems that the company is trying to create a polarisation between the bus drivers and the public.

"They want to tell the public that they have to increase the busfares because they cannot afford to pay us more. So we get the blame for busfare increases," one driver said.

Cape Herald asked Mr D C Benade, secretary of the Tramway and Omnibus Workers' Union, about the go-slow.

He said he was "not prepared to discuss matters which were discussed at a closed union meeting."

INFORMATION

Asked for information on the offers made by City Tramways and the feeling of the workers towards these offers, he said: "We are negotiating at the moment and cannot make public statements which maybe could cause an upset."

A spokesman for City Tramways said: "As far as our wage talks are concerned, we have made a six percent offer as we stated in our application to increase our busfares.

"We are not prepared to go into a public discussion on these negotiations which are meant to be confidential."

SECTION A Q 2.

EVERY CANDIDATE MUST enter in

233

New hostel for Putco employees

THE R300 000 hostel erected by Putco for its employees near Vosloorus, Boksburg, is nearing completion and may be in use from next month.

The hostel will house 130 bus drivers, two security men and one maintenance supervisor. It is near Putco's Vosloorus bus depot along M C Botha Drive, just at the entrance of the township.

Four men will share a room and each room will have a central light, a wall lamp for each bed, a wall heater, steel cupboards and bedside lockers. The windows unlike in some hostels, open and are stone-proof.

The diningroom will have a colour television set and the kitchen, three large industrial stoves and also five hot plates.

Putco's public relation executive Mr Pat Rogers told **The SOWETAN** that the inmates would pay R6 rent a week each and that Putco would be responsible for both maintenance and security at the hostel. He also said that Putco held the property on a 20 years' lease from the East Rand Administration Board, with the first option on a further period of 10 years.

Mr Rogers also said that there would be nine toilets in the hostel, two large hand fountains, and five showers. The hostel is Putco's first move towards providing employee accommodation. Mr Rogers said if all went according to plan the first inmates would move in at the beginning of next month.



EARLY STAGES: Builders work on the Putco hostel in Vosloorus.

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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Bus drivers back down on go-slow

Cape Herald 19/3/83 333 4081

CITY Tramways drivers have backed down on a threatened go-slow which could have caused a major disruption of the city's public transport service.

The go-slow threat was first made when the drivers rejected the bus company's wage offer of a six percent in May and 12 percent if busfares are increased.

AGREEMENT

Drivers felt that their wage increases should not be based on busfares increases to the public.

At a meeting on Sunday, the drivers decided to accept the company's latest offer of six percent in May and 12 percent in November regardless of any increase in busfares.

The agreement would stand for a year instead of the normal 15-month agreement.

The company had also promised to consider a 40-hour working week and an improvement in working conditions, drivers said after Sunday's meeting.

The decision to accept this offer means that the threatened go-slow is automatically off.

One driver said: "We are not really satisfied with this offer. We want a better deal, but we had to accept their offer. If we pushed for anything more, they would hit the public harder and we would have to bear the brunt."

ANGRY

"We cannot afford to face an angry public. We are not insured when we go out on the road," he said.

He said the bus company was "making enough profits to give us a reasonable increase".

City Tramways had recently applied for an average 12 percent busfares increase.

Putco grants union status

Labour Correspondent

THE Putco bus company has recognised the Federation of South Africa Trade Unions' Transport General Workers — the union's first full recognition agreement in the Transvaal.

TGWU, which organises chiefly transport and municipal workers, said in a statement yesterday it hoped the new agreement would lead to a softening of employer attitudes towards it.

It claims Transvaal employers have been resisting it, preferring to deal either with their own "in-company" unions or with those affiliated to the Trade Union Council of SA.

The agreement grants the union full bargaining rights and retrenchment, dispute, grievance and disciplinary procedures at any Putco depot where it represents a worker majority.

At present, it claims a majority at Putco's Springs depot and a "large membership" at Putco in Durban.

Up to now, TGWU has been operating at Putco under a preliminary recognition agreement negotiated two years ago. The signing of the agreement means TGWU will now take part in Putco's annual wage negotiations at the end of May.

It also means Putco has now granted full recognition to both TGWU and the Cusa-affiliated Transport and Allied Workers Union (TAWU), both of which are now entitled to bargaining rights at depots where they win majority support.

TAWU claims majority support at several Putco Transvaal depots.

In its statement, TGWU, which organises workers chiefly in the transport industry and municipalities, said it was currently negotiating three other recognition agreements in the Transvaal.

But it charged that goods transport employers and municipalities had been "very resistant to the union".

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attitude to Mr Shipanga would be after independence.

"Shipanga is an agent of the South African racists," he said of his former close colleague.

"Are you an agent of Shipanga?" he berated the journalist who had raised the question. "Some of those (internal) elements are Namibians. Certainly after liberation they will have to be there, and of course they will have to be disciplined."

In a savage attack on the United States government, Mr Nujoma accused President Reagan of promoting conflict between black Africans.

"Reagan is a racist. He supports the white settlers, arms them and gives them money to suppress the majority.

"I must warn those who are in responsible positions today ... President Reagan will be responsible for what happens to the future generations of white people in Southern Africa," he said.

South Africa's arrogance "in defiance of the world" in refusing to permit the implementation of the UN peace plan demanded that sanctions be imposed.

Mr Nujoma repeated his statement at the start of the conference on Monday the Western contact group had "outlived its usefulness" and although he repeated his offer, given several times over the past five years, to have direct talks with South Africa he insisted that the UN, through the Security Council, now take direct control of the independence process.

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Big fine for SA fishing skipper

DURBAN. — The skipper of the Durban trawler Morning Star, Captain Peter Davids, was fined R167 000 by a maritime court in Maputo yesterday for fishing in Mozambican territorial waters.

The owner of the vessel, Mr Aubrey Shooter, said he was still awaiting official confirmation of the sentence.

The Minister of Foreign Affairs and Information, Mr Pik Botha, said last night that the Mozambican authorities were believed to have released the crew of the vessel.

In a statement released in Cape Town, Mr Botha said he understood that the crew had been released but that their vessel had been impounded pending payment of the fine imposed.

The minister said he intended to communicate with the Mozambique Government on the question of the fine. The owners and crew of the vessel had been under the impresssion that they could fish legally as long as they remained outside Mozambican territorial waters of 12 nautical miles.

Mr Botha also urged South African boat-owners and crews to take note that Mozambique had declared a 200-nautical-mile economic zone.

"South African boat-owners should therefore be in no doubt that they would be in contravention of Mozambique law in fishing within Mozambique's economic zone," he said. — Own Correspondent and Sapa

'Threat' by Tramways — councillor

CAPE TIMES 29/4/83 353

By MARTINE BARKER

THE City Tramways application for a 12 percent fares increase contained a veiled threat to the National Transport Commission (NTC) and to the bus commuting public, City Councillor Mr Sam Gross told the commission yesterday.

The company has said the proposed fares increase will pay for a six percent increase in staff salaries — a salary increase that, in terms of an agreement with the Tramways and Omnibus Workers Union, will come into effect only if the application is granted.

Mr Gross, representing the Green and Sea Point Ratepayers' Association, objected to the company's suggestion that "serious consequences" would result if the commission did not enable the company to meet the wage increase, and that the increase was needed to "ensure" the continued provision of the bus service.

This implied that disruption could occur if fares were not increased. By effectively making the commission decide whether or not to increase company wages, it was holding the commission responsible for this possibility.

Appearing for City Tramways, Mr S Selikowitz said no threat was intended.

Mr Gross proposed on behalf of his association that the commission grant half the requested increase and that the other half be absorbed by the company.

Mr Selikowitz said the company was already absorbing other expenditure increases.

Mr Gross asked the commission to allow competing bus companies, to end City Tramways' monopoly.

Mr Selikowitz said figures based on a 147-day sample showed that the company's profit for the year would be about R3,3-million — R2,2-million less than was anticipated when fares were increased last year.

This "shortfall" excluded the R1,5-million increase in wages and staff benefits that would come into effect if the fares increase were granted. The fares increase would cover the wage increase.

The commission is studying the submissions.

Six charges of rape

Staff Reporter

TWO further charges of raping two girls under the age of 13 were put in the Wynberg Magistrate's Court yesterday to a man already charged with raping four young girls in addition to robbing two of them.

Mr Isaac Samuel Geswindt, 37, had previously pleaded not guilty to raping four girls under the age of 13 between September 9 and November 11 last year.

He also pleaded not guilty to robbing two of the victims of R2 in cash and potatoes valued at 30c.

Mr Geswindt pleaded not guilty yesterday to raping two girls aged eight and 13 at Mitchells Plain during September 12 and November 13 last year.

He also pleaded not guilty to robbing one of the girls of a weekly train ticket valued at R1,10.

The hearing was adjourned to June 21 and Mr Geswindt's bail of R500 was extended.

Mr P D Theron was the magistrate. Mrs P J Atkinson appeared for the State and Mr J Kudo for Mr Geswindt.

Death of Perskor man

Staff Reporter

Mr J "Kotie" Viljoen, an advertising representative for Perskor for the past 32 years, died yesterday in the Karl Bremmer Hospital. He was 60.

Mr Viljoen, who joined Perskor in 1951, was transferred to Cape Town during the 1960s. He managed the group's advertising bureau for a period.

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Oil slick: R150 fine

Staff Reporter

THE MASTER of a Taiwanese fishing vessel, the Chien Tai 2, was fined R150 (or 75 days) by a City magistrate yesterday for allowing oil to be discharged in Table Bay harbour

read with regulation 161 — of the Harbour regulations, by allowing crew members to discharge an unspecified amount of diesel oil in the harbour on Wednesday.

Fu Te told the court

Striking Putco drivers return to work

By SOPHIE TEMA

PUTCO drivers at the Springs Depot who went on strike on Wednesday were back at work yesterday.

The drivers agreed to return to work on Wednesday at 4.45pm — on condition there would be a rehearing of a case concerning a sacked colleague and an investigation into complaints they had made against their transport manager.

Talks between representatives of the Transport and General Workers Union and Putco's management were still continuing yesterday.

A spokesman for the union said the drivers stopped work on Wednesday morning in anger after an attempt to hold talks with their divisional manager had failed.

A union official, who was called to the Springs depot, then held discussions with the drivers and Putco's management.

As a result of the talks, the drivers agreed to return to work — the condition being there would be a rehearing on the sacking of their colleague and all shop stewards would investigate complaints made against the transport manager.

Mr Pat Rogers, Putco's public relations officer, said yesterday buses were operating normally again.

Putco strike is called off

JO'BURG — The strike by Putco bus drivers in the Springs area was called off last week after it was agreed that union and company representatives would investigate the dismissal of a company driver.

Most of the 140 bus drivers at the company's Springs depot, who are affiliated to the Transport and General Workers' Union, went on strike for a day in protest against the dismissal of a colleague who was found guilty in an internal inquiry of causing a serious accident.

Transvaal 'first' for union

RECOGNITION agreements signed recently between a goods transportation company and an independent trade union marked the first such agreements in the Transvaal, a spokesman for the Transport and General Workers' Union said yesterday.

He said the Fosatu-affiliated TGWU had signed preliminary recognition agreements with Freight Services Forwarding and Freight Air.

He said the preliminary agreements facilitated "the election of shop stewards, meetings between shop stewards and management, access of union officials to workers on the company premises, and the ongoing negotiation of a full-scale recognition and procedural agreement". — Sapa.

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mined to refuse evacuation," said a statement by the "Lebanese forces" in Beirut.

The statement was issued overnight after an announcement by the Israeli army that it had taken control of the barracks and the militiamen had agreed to leave.

Dominated

The "Lebanese forces" militia is dominated by President Amin Gemayel's right-wing Falange Party.

Falangists sympathised with the Israeli invasion last year. But the alliance has been cracking lately, with the Israelis refusing to support the Christian militia in its fight with the Druze in the central mountains. — Sapa- AP.



THE first three "women one-man operators" employed by City Tramways — from left, Miss Andrea Maart, Mrs Fadilah Harris and Mrs Marguarite Hendricks.

All fares please for the first of the one-woman buses

Staff Reporter

Miss Andrea Maart is a one-man operator. In fact, she is one of three city women who have gone for driving in a big way. — as bus drivers.

They did their training. They drive the buses. And they don't expect favours just because they are women.

Mrs Fadilah Harris, Mrs Marguarite Hendricks and Miss Maart — who started jobs recently as Cape Town's first woman bus drivers — are quite prepared to tackle their huge tasks "as men"

NO DIFFICULTY

They don't see any difficulty in coping with being one-man bus operators.

"We attended the same training course as the men, we passed the same heavy-duty driving tests, we work the same shifts, we drive the same buses — and of course we get the same pay.

"We don't expect favours because we are women," said Mrs Harris."We are prepared to do any work the men do."

The women also insisted on wearing the standard uniforms. "Skirts are unsuitable for a driving job," they said.

Mrs Harris, formerly self-employed as a fresh produce dealer with her own van, has one child and says she and her husband share household duties equally.

"When I work early shifts, he prepares my lunch for me. I do a lot of the mechanical work at home and he does a lot of housework."

Although she was pleased about the overtime opportunities, she said she missed her regular fishing trips with her husband.

"I used to fish at least once a week but since I started the training course I've only gone once."

Mrs Hendricks, a mother of four, doesn't foresee discrimination problems in her new job.

"We got off on the right foot with equal pay and I think promotion, to inspectors maybe, is a very real possibility for women.

"The men drivers, for the most part, have accepted us. There have been one or two problems but nothing serious," she said.

Formerly a driver for a florist, she says she took the job because her family needs the money.

Like Mrs Harris, she says her husband has helped her settle in to the job by taking over some of her housework.

"I've got a great husband," she says enthusiastically.

Miss Maart, who also has a driving background, saw her job as a "tremendous challenge".

TOUGH

"I always wanted to be a bus-driver. I used to ride a pirate taxi, but that was a bit risky," she said, laughing.

"As for the men, I just treat them the way they treat me. If they want to be tough, I can be tough."

According to Mr Bob Krause, public relations manager, more "women one-man operators" will be employed soon

Captions with story slugged buses.



Cape Town's first three women bus drivers. From left, Mrs Marguarite Hendricks, Miss Andrea Maart and Mrs Fadilah Harris.

CAPE TIMES 4/8/83

333

Women driving City buses

Staff Reporter

WOMEN on wheels have reached new heights — as bus drivers for City Tramways.

A spokesman for City Tramways said this week the decision to recruit women as bus drivers — the first such drivers in Cape Town — had been taken because there was a general shortage of people willing to tackle the job.

"The hours are very difficult and it's a very demanding job."

The three women already working full shifts — the first of many who surprised City Tramways with eager applications — are Miss Andrea Maart, Mrs Marguarite Hendricks and Mrs Fadilah Harris.

"It's a challenge," they said yesterday at the Diep River bus depot. "Our families are proud of us."

They refused to give their ages, although Mrs Harris, a mother of four, said her second grandchild was due this month and Mrs Hendricks also said she had four children.

Four women still in training as bus drivers are Ms Jasmina Richards, Ms Jean Cyster, Ms Rosaline Foster and Ms Beulah Rutledge.

They receive the same pay, service benefits and uniforms as the male drivers do, and they are expected to work the same shifts.

These conditions of employment have soon got the women accepted by their male counterparts — a consideration that the women appear to have been more worried about than the men — and the three women who have been on the road since Saturday said the men had "been very helpful and very kind to us".

"It's always been my ambition to be a bus driver," Miss Maart said, adding: "But if I got a chance to drive a train I would love to do that too!"

Tanker traffic: A perennial problem

Argus 10/8/83

333

By Captain C J Harris



THE tanker disaster off Saldanha Bay at the weekend provides ample evidence of the suddenness with which serious mishaps can happen at sea, and to which tankers with their lethal cargoes are particularly vulnerable.

Crews of tankers are well aware of the risks they run. Many undergo a change of personality known among seamen as "tankeritis". True, they have always received a special tanker allowance, but it scarcely compensates for the constant knowledge that one's floating home can, within seconds and often without warning, become a funeral pyre.

About 20 years ago a tanker belonging to a company in which I was serving blew up on a quiet Sunday afternoon while tank-cleaning after discharging at Bombay.

The second officer was on watch in the chartroom when he heard a rumble like distant thunder. Glancing out of the window he was appalled and shocked to realise that he and the entire chartroom had become airborne. He was lucky, for everyone else in the bridge accommodation perished.

In spite of the grimness of the event, a touch of humour was added by the Indian crew, some of whom lost no time in launching a lifeboat without first removing the cover — and bobbed around looking like duikers flapping their wings on a rock.

The ship was split open for her entire length — for all the world as if she had been sliced open by a huge can-opener She survived and was towed to Bombay and then on to Norway, where she was repaired and converted into a bulk-carrier and aptly renamed Escape.

Another ship in the same company broke in half off Singapore, but both halves were salvaged with most of the cargo intact.

At the subsequent inquiry the chief officer, who first saw the crack in the deck plating, was asked why he had not called the captain. Rather foolishly he replied that he was averse to waking the captain's wife who was sleeping!

'It could happen to any ship, and at any time — and it usually happens without warning'

About 10 years ago my ship was employed on oil dispersal patrol around the burnt-out hulk of the Chinese tanker Silver Castle. There were 16 charred bodies in that ill-fated ship and our little fox terrier — which challenged every passing ship — cowered away in a quiet corner whenever we passed close to the gutted hull.

In bygone years exhaust gases from the tanks were led up the masts and dispersed clear of the ship. Mostly they did just that, but I recall one short passage in a following wind when the ship moved in an envelope of nauseous petrol fumes which permeated everything. Smokers signed the pledge for those few days.

Today, inert gas is fed into the tanks above the cargo where it absorbs any oxygen and thus minimises the risk of fire or explosion. The full tale of the Castillo de Bellver is still to be told, but general opinion has it that the hull or deck plates fractured because of the ship "working" in the heavy seas and swells and the crack caused the inert gas to escape.

It is further assumed that the subsequent holocaust was caused by friction and sparking at the site of the fracture.

The captain wisely refused to comment. He has a gruelling inquiry to face and must marshall his thoughts. Perhaps he too has seen the picture of the gaunt, drawn features of the captain of the Torrey Canyon hiding under a bed from his persecutors.

Judging from the impressive pictures appearing on TV and in the media, the crew were extremely fortunate that only three of their number were lost. It is surprising that any escaped at all.

The shocked survivors were accommodated in a local hotel and the story is that a shop was specially opened on the Sabbath to fit them out with the necessities of life.

Tanker disasters are all too commonplace, yet with the constant procession of this type of traffic around the Cape it is remarkable that there have been so few.

These disasters are mainly the result of collision or explosion when washing and gas-freeing empty tanks. If the presumed cause of Saturday's tragedy was as supposed, it could well be classified as a freak accident attributable to bad weather and possibly a structural weakness in the seven-year-old ship.

Freakish or not, it is as well to remember that every tanker is a potential bomb. For that reason many seamen are reluctant to sign articles — in spite of extra financial inducement.

The sympathy of all those who go down to the sea in ships goes out to the unfortunate master and his crew. It could happen to any of them, any time — and usually without warning.

13/8/87 (233) C. Herald

WOMEN IN THE DRIVING SEAT



● CAPE Town's first five women busdrivers are: (from left) Mrs Jasmine Richards, Mrs Marguarite Hendricks, Miss Andrea Maart, Mrs Fadilah Harris and Miss Jean Cyster.

DRIVING a bus is just like any other job — just a little bit more exciting and challenging, say Cape Town's first five woman busdrivers.

After nine weeks of training from May, three woman drivers started work at the City Tramways Maitland depot at the end of last month and another two followed at the Diep River depot last week.

But there are more to come as a number of women are presently being trained as busdrivers and are expected to start work soon.

But what prompted Miss Jean Cyster, Mrs Jamine Richards, Miss Andrea Maart, Mrs Marguarite Hendricks and Mrs Fadilah Harris to become busdrivers?

"Money and security," said Mrs Hendricks, who used to be a driver for a florist.

"The fun of it," said Miss Maart, who used to drive for a motoring firm.

"I like to show the men that I can do anything they can."

Mrs Cyster, who worked as a machinist and a despatch clerk at a button factory, said she could not resist the challenge to drive buses.

Stares of disbelief and funny remarks have been a part of their working days so far, but the women said this could be expected.

For the men at work, the employment of women drivers is still hard to accept.

"But they will just have to accept it and get used to it," said Mrs Richards, who was a housewife before she started driving buses.

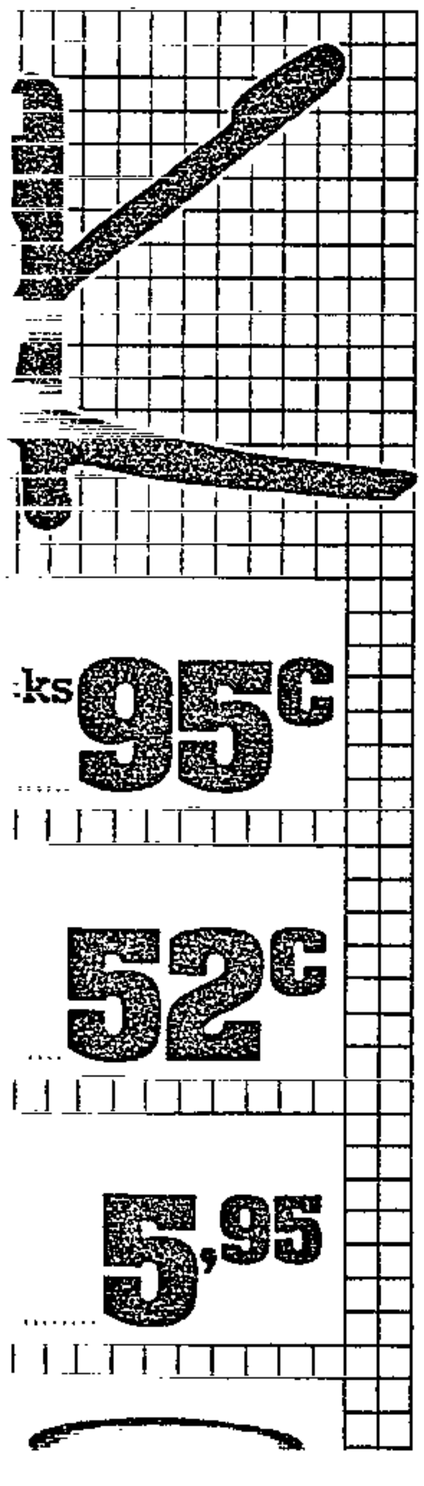
Miss Cyster agreed. "I don't know why there is all this fuss. Women in some other countries are far more advanced than us and have been driving buses for years."

Miss Maart said that generally women passengers seem to be proud of the new busdrivers.

"One woman came to me and said we are setting a good example and showing the way forward," she said.

But don't they see themselves as easy victims for robbers?

"Well, anyone who wants to rob a busdriver these days must be mad.



Fare hike objections deadline this week

C. Herald 13/8/87

OBJECTIONS to the latest City Tramways application for bus fares increases have to be in by Friday this week.

The application for an average 8,5 percent increase appeared in the Government Gazette on Friday July 22. In terms of the law, all objections have to be lodged within 21 days.

The application will then be heard in Cape Town by members of the National Transport Commission (NTC).

A spokesman for the NTC in Pretoria said he did not have any information on the application while a spokesman for the Local Road Transportation Board said she could not disclose if they had received any objections.

However, it is believed that a number of major organisations have decided to object to the application.

ganisations did not object officially to the last application. They said the NTC was a Government-created body which could not take a decision to benefit the commuters.

Representatives of community-based organisations walked out of a previous hearing of a City Tramways application.

Community groups have not yet decided if they will attend the latest hearing.

Soldiers 'given permission to visit coloured schools'

Cape Times 13/8/87

THE South African Defence Force had been given authority to visit schools under the Department of Internal Affairs (Coloured Education), a spokesman for the department has said. (52) (254)

Public liaison officer Mr N Eales was commenting on the recent visit of members of the SADF to a school in Mitchells Plain. The visit was condemned by community groups.

It is believed the SADF has been to a number of other schools since then.

In reply to questions, Mr Eales said:



CAPE Town's first five women busdrivers are: (from left) Mrs Jasmine Richards, Mrs Marguarite Hendricks, Miss Andrea Maart, Mrs Fadilah Harris and Miss Jean Cyster.

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These include civic organisations like the Cape Areas Housing Action Committee (Cahac) with 20 affiliates, and the 10 000-strong Cape Town Municipal Workers' Association.

The Ravensmead management committee has also objected.

The City Tramways application comes about two months after they had received an overall increase of 12 percent.

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In reply to questions, Mr Eales said:

"The Cape Corps has the standing authority to visit schools to hold recruiting talks provided it is left to the principal to finally decide whether they can hold such talks

ARRANGED

"These visits should also be arranged with the principal beforehand and the normal work programme of the school should not be disturbed," he said.

According to parents, the SADF programme for the children included films and talks. The children were also given copies of a magazine called Contact.

The magazine had an interview with the national chairman of the Labour Party, Mr David Curry, and a competition by the Civil Action wing of the Defence Force.

The SADF visit was condemned by civic organisations, nursery schools and religious leaders

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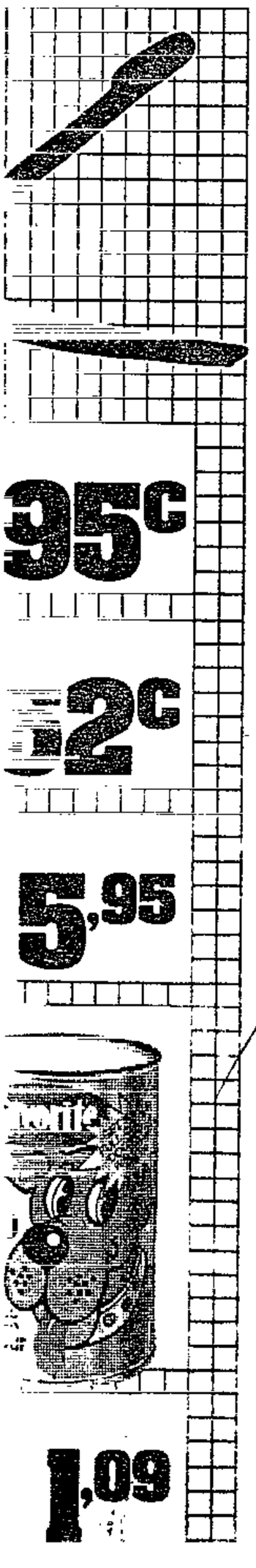
"One woman came to me and said we are setting a good example and showing the way forward," she said.

But don't they see themselves as easy victims for robbers?

"Well, anyone who wants to rob a busdriver these days must be mad. We don't deal with lots of money now that everybody seems to be buying clipcards," said Mrs Harris, who used to be self-employed.

And don't they think that passengers could manipulate or abuse them because they are women?

The women were unanimous that this would not be a problem. "We are prepared for what lies ahead," they said.



Wits new truck design facilities

ROAD transport was the second largest employer of labour in South Africa and there was a dire need for research and development in the industry, the head of the University of the Witwatersrand's School of Mechanical Engineering, Professor Roy Marcus, said yesterday.

Prof Marcus was speaking at the opening of the Desmond Bolton Road Transport Research Facility at Frankenwald, in Sandton.

He said until now there had been no adequate facilities in the country for students who wished to specialise in truck design.

The new research facility would provide graduates with the opportunity to carry out post-graduate work in road transport.

The new centre was made possible by a donation of R250 000 from Mr Bolton, managing director of a large trucking company. — Sapa.

Arbitrator is called into Putco wage dispute

By STEVEN FRIEDMAN
Labour Correspondent

WAGE talks between the Putco bus company and two unions representing the company's black workers are deadlocked and the dispute will now be settled by an arbitrator.

A Putco spokesman, Mr Pat Rogers, said yesterday the company was waiting for the unions, the Transport and General Workers' Union and the Transport and Allied Workers' Union, to name an arbitrator who will decide what increase black workers at the company should receive.

Putco is offering workers an increase of R4 a week, backdated to July 1, and a further R3 for the first six months of next year. It says it will negotiate further in November on an end-of-year increase.

The unions, who initially demanded an increase of R65 a week, are now demanding R30. According to the TGWU, the minimum wage is R65 a week.

The decision to refer the dispute to an arbitrator was taken because Putco is an "essential service" and it is illegal for its workers to strik.

It ollows an attempt to settle the dispute by mediation. Two mediators were calle. in to bring the two sides together, but were unable o do so.

The negotiations began in May.

The unions originally made 16 demands on issues ranging from wages to health and safety and maternity leave, but Putco said it was not prepared to offer any increase and that its managing director favoured a wage cut.

After negotiations, the unions and the liaison committee decided to reduce their demands to four and their wage demand to R30 a week.

Putco replied with its R4 offer and the two sides deadlocked.

The TGWU has claimed that Putco, despite announcing a loss of R1 300 000 in the second half of 1982, is in a "very sound" financial position.

It says the tax Putco paid in the second half of 1982 reflects that it made a profit of more than R6-million, that it has paid this amount in dividends to shareholders and that the net value of its assets has continued to rise.

It says Putco usually argues that commuters will have to pay higher fares if workers win substantial increases, but that it is wealthy enough to pay much higher wages without raising fares.

But Mr Rogers reiterated that the company had sustained a loss of more than R1-million and said the state of the economy made it impossible for it to increase its offer.

He said Putco had offered to negotiate further on the increase for the first six months of this year, which could be improved if the economy had improved by that stage.

"In the present economic downturn, the company's main priority on the labour front is to avoid any retrenchments," Mr Rogers said.

PUTCO FACES PROTEST

As bus tickets jump by 12,5 percent . . .

WORKER and community organisations are planning a mass campaign against the latest Putco bus fare increases.

Anger has greeted the 12,5% fare hike effective from September 26 in Johannesburg and on September 1 in Pretoria.

Meetings between organisations have already taken place and more are scheduled, City Press was told yesterday by Soweto Civic Association leader Isaac Mogase and transport campaigner Mohammed Dangor.

The General and Allied Workers' Union and the 100 000-member Council of Unions of South Africa (Cusa), have already indicated that in principle they will support the mass campaign.

Trade union and community leaders have pointed out that workers will be worst hit by the fare increases and that they come when black people are being badly affected by joblessness and rises in the cost of living.

Slamming the fare increases, Gawu and Cusa noted they have also come at a time when the price of fuel has dropped — which means that Putco now has lower operating costs.

Cusa pointed out that workers from its Transport and Allied Workers' Union (Tawu) and the Fosatu-affiliate Transport and General Workers' Union have been locked in a wage dispute with Putco.

The company is offering its workers a wage increase which is only a fraction of the 12,5 percent increase in fares it is now going to demand from commuters, according to union sources.

Cusa said Putco should have postponed the increase — or at least reduce it — following the petrol price cut.

The 12,5 percent hike, coupled with increasing retrenchments of workers, the recent increase in rail fares and other rises in the cost of living, would make the position of workers "even more disastrous", said Cusa.

Putco PRO Pat Rogers says Putco will pass on the benefits of the fuel price drop to commuters as soon as possible — but will have to apply to the National Transport Commission before it could do so.

But Cusa has rejected this line of thinking.

"Putco is able to increase its fares quicky enough when it wants to," says Cusa leader Piroshaw Camay. "Why can't it drop its fares as quickly?"

Mogase said Putco should appreciate that it relied on the goodwill of black people.

"We have made it the empire that it is," he added.

City Press 28/8/83

C P Reporter

UNIONIST SHOT DEAD

City Press 333
2/10/83

By KOOS COETZEE

Security boss shoots at workers

A TRUCK driver with a British-owned transport company was shot dead by the firm's ex-Rhodesian security manager after a scuffle at a trade union meeting last week.

Two other workers were wounded in the scuffle after the security officer had been asked to leave the meeting on the company's Johannesburg premises, the Trade Union Council of South Africa's annual conference was told this week.

And now, protest telegrams have been sent to the Law and Order Minister, and to the chairman and managing director of the company's holding company in Britain.

Tucsa sent the telegrams after the issue was raised by African Transport Workers Union organiser Emily Cameron, whose union is a Tucsa affiliate. The union has also called for the officer's dismissal.

She told Tucsa's Port Elizabeth conference the security officer had arrived at a union meeting despite being told he was not welcome. The meeting had been called to discuss the recent arrest of workers allegedly responsible for the theft of goods from trucks.

When the officer arrived, he was asked about the arrests, as he was believed to have contacted the police. Mrs Cameron said he replied: "I will have you arrested if I suspect you – and what the police do is not my concern."

A scuffle ensued, she said, and Mr Antoni Dlamini was shot in the shoulder.

Workers managed to disarm the security officer, Mrs Cameron said, and started assaulting him. She intervened and dragged the officer to safety.

The general manager of the distribution company, Mr E Patterson, told the union afterwards that future meetings would only be permitted on the premises "in urgent cases".

In a Press release later, Mr Patterson said the company regretted the incident, which was being investigated by the police.



K-MART CUTS PRICES

Trade unions slam Tucsa's 'outlaw'

Bus drivers complain about boss

333

Soweton 31/10/83

By SAM MABE

BLACK Putco bus drivers have accused their white manager of passing offensive racist remarks at them by saying black drivers in Soweto were dirty and not as clean as coloured drivers.

The manager, allegedly told about 50 drivers at a staff meeting at the Wembley Bus Depot near Johannesburg that he had worked with black drivers in Soweto at the Baragwanath Depot and had found them to be "dirty overalls."

He allegedly said he was happy to be at the new depot where he would work with coloureds as well, because they were "white collars."

Further allegations against him are that he told the drivers that they needed to keep themselves clean and to drive clean buses because they were working among clean coloured people.

One driver, who would not be named for fear of victimisation, said: "We felt terribly offended by his remarks which we considered to be arrogant and racist.

REMARKS

"This is a matter we cannot keep quiet about because such racist remarks are divisive. We and the so-called coloured people have always considered ourselves to be one and to have a white racist trying to divide us in this manner is intolerable," he said.

He added that Putco buses in Soweto were indeed dirty, whereas those in coloured areas were washed from time to time. He also said the cleaning of buses was not the responsibility of drivers but that there were people who were specially employed to do that.

Mr Pat Rogers, Putco's Public Relations Officer, said he could not believe that their employees could have passed such remarks. He said the manager was not a racist and was also upset by the allegations attributed to him.

He added that he had spoken to two drivers who were present at the meeting and that both had dismissed the allegations as nonsense.

Mr E Moeti, who said he was Putco's Industrial Relations Officer, told **The SOWETAN** that the manager took exception to the remarks attributed to him because they were false.

He said he was present at that meeting and that what Mr Classen had said was that the drivers would have to ensure that they did not drive dirty buses out of the depot because the coloured commuters were sensitive and they complained if they were ferried in dirty buses.

He added that he would have objected if racist remarks had been passed in his presence.

Workers in freezing hold had no protection — union

ARGUS 22/11/83

333

Staff Reporters

THE General Workers' Union has criticised the employment of about 30 casual workers, without protective clothing, to off-load fish from the freezing hold of a ship.

The GWU was referring to an incident at the Cape Town docks at the weekend when a shipping agent, Pescanova, which has a stevedoring licence, employed about 30 workers to off-load frozen fish from the Ilha Dao Sol Nicalau to another ship, the Basilea.

The GWU, which has an agreement covering wages and working conditions with the largest stevedoring company in South Africa, SA Stevedores, said: "If the authorities permit casuals to be employed in a completely unregulated manner it could lead to a situation where they work with no protection whatsoever."

According to a GWU spokesman, SA Stevedores (SAS) did not take on casuals for the job because the company did not have sufficient protective clothing.

At the quay where the ship was berthed, a supervisor agreed that it was dangerous for the men to work without protective clothing, but "the agent brought these men along here to work". He added that protective clothing was not his concern.

The manager of Pescanova, Mr W de Bruin, said the casual workers had provided their own protective clothing.

Bikers sick of their 'red' union

A REBEL faction of the SA Scooter Drivers' Union threatened to pull out of the organisation this week "because unions go with communism and are full of whites".

Members of the 3 000-strong Johannesburg Scooter Drivers' Association confronted Sasdu chairman Lucky Mhlayivana, and demanded that he give them the association's typewriter, cash contributions and financial statements.

"We are not prepared for a union. Scooter drivers don't need a union. All Mr Mhlayavana did was hijack our association and form his union," said a member of the delegation.

"We want the union to keep away from us."

The confrontation was a sequel to last weekend's stormy Soweto meeting called by the Johannesburg bikers, where Mr Mhlayivana was apparently unable to satisfy some members.

Union steward Vusi Luvuno told City Press he had been confronted by the angry Johannesburg bikers while on his rounds.

"They said they didn't like unions because they go with communism and are full of whites. They were in a real ugly mood," he said.

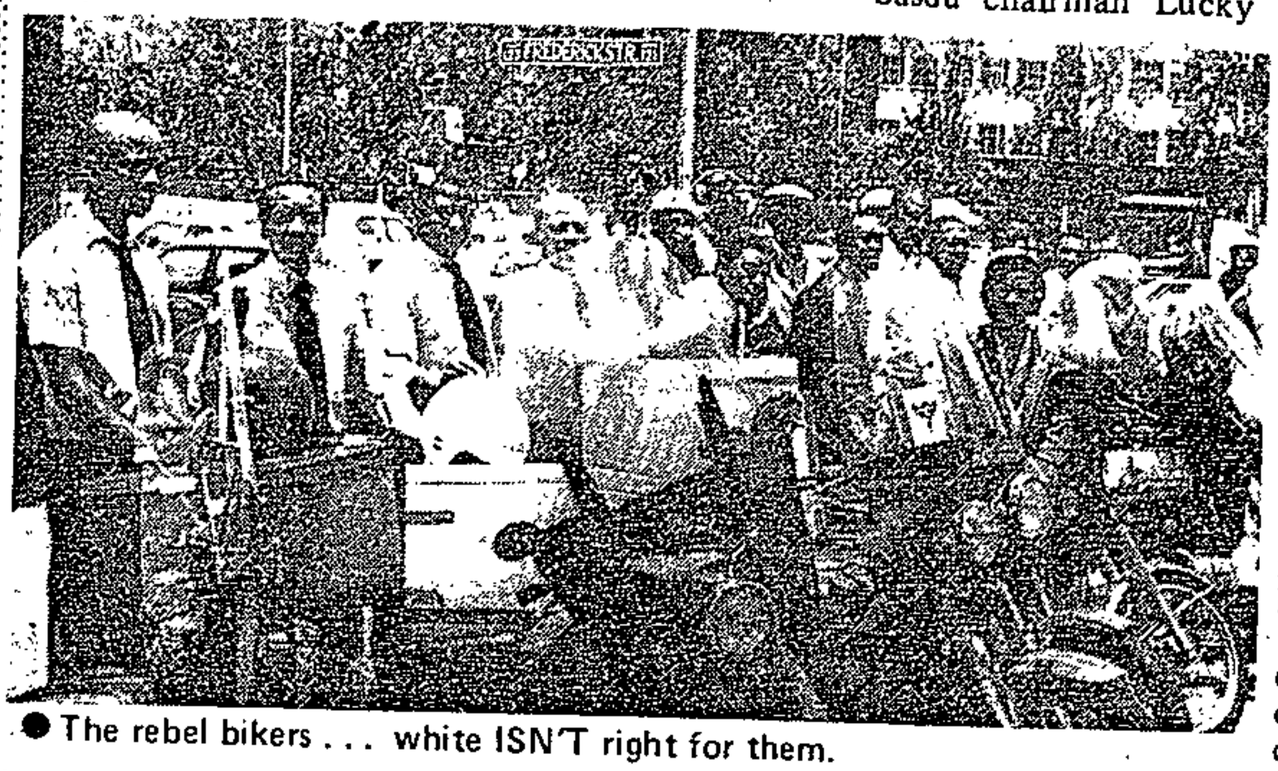
Mr Mhlayivana said the bikers had agreed in 1980 on the need for a union.

"Only a handful of Johannesburg guys objected because they feared the word 'union'," he said.

The two groups have called a "crisis meeting" at Soweto's YWCA on December 11.



● LUCKY MHLAYIVANA . . . "most bikers agreed to a union".



● The rebel bikers . . . white ISN'T right for them.

22 12 93 Mercury

Court orders reinstatement

333

Mercury Reporter

A NATAL transport company, Cargo Carriers, has been ordered by the Industrial Court to reinstate immediately one of its workers who was dismissed after refusing to work overtime.

Mr Alson Dlamini, who had been employed by the company as a conductor for the past seven years, is back at his job, according to Mr Satchie Govender of the Legal Resources Centre, which took the matter to the Industrial Court.

Mr Govender said the reinstatement order was made retrospective to August 11 — the date on which Mr Dlamini was dismissed.

In papers filed in court, Mr Dlamini said his services were terminated by the company's branch manager when he refused to work overtime.

He said that about 5 p m on August 10, immediately after he finishing work and clocked his card, he was approached by the branch manager and asked whether he would like to work overtime.

Mr Dlamini replied that he could not because he had no transport to get home late at night, but said he would be willing to work if the company provided transport.

'The manager then replied that if I did not want to work overtime I must come in and sign off the next day,' he said.

In a replying affidavit, the branch manager said that the particular division in which Mr Dlamini was employed as a conductor had at all material times been an 'overtime intensive activity'.

He said Mr Dlamini had refused to work overtime on previous occasions and once encouraged a co-worker to also refuse to work overtime.

'Not only are drivers and conductors required to undertake long journeys but it frequently happens that the maintenance and repair of trucks is completed at or about the end of the working day and caravans or mobile homes are required to be loaded on to the trucks for delivery the same evening,' he added.

Concern over PE harbour traffic slump

By CLAIRE PICKARD-CAMBRIDGE

THE 10 000-member-strong General Workers' Union expressed deep concern today over the exceptional decline in activity in the Port Elizabeth harbour.

The general secretary of the indepent trade union, Mr Dave Lewis, said it was "scandalous" that the Government should permit the running down of a major national asset, with the consequent poverty this entailed for workers in Port Elizabeth.

He said his union was aware of a temporary decline in harbour traffic all over the country.

"But we feel Government neglect of the Port Elizabeth harbour causes hardship to our workers in the Port Elizabeth region and is detrimental to the general level of regional economic activity," he said.

"If the Government does not take positive steps to induce exporters and importers to make greater use of our harbour, this already impoverished region will be faced with increasing unemployment and hardship.

"We believe the Government needs to examine, as a matter of urgency, the possibility of special rail subsidies and the obligatory utilisation of the Port Elizabeth harbour by major concerns such as Iscor."

Mr Lewis said GWU and SA Stevedores had concluded negotiations for wage rates and conditions of services in Port Elizabeth, Cape Town, Durban and East London next year and the basic wage for stevedoring hands would increase by an average of 13%.

The 1984 rates paid for an 8½-hour shift in Port Elizabeth and East London will be R18,20, in Cape Town R19,13 and in Durban R18,65.

Stevedores get pay rises

Mercury Correspondent

CAPE TOWN—Almost 3 000 stevedores in South Africa's four largest ports will receive an average pay rise of 13 percent in terms of a new wage agreement negotiated between the General Workers' Union and S A Stevedores Ltd.

Announcing the pay rises in a statement yesterday, the union said the 1984 rates for stevedoring hands for an eight-and-a-half-hour shift would be R19,73 in Cape Town, R18,65 in Durban and R18,20 in Port Elizabeth and East London.

Workers in higher categories would receive similar percentage increases.

Its members found the new rates 'acceptable under present circumstances', the statement said.

A union spokesman added that the new agreements were signed port by port in negotiations held over the past six weeks.

The pay rises were slightly higher than increases in the cost of living during the past year.

Also, further progress had been made in eliminating the pay differentials between the ports, he said.

A spokesman for S A Stevedores confirmed the pay rises but declined to comment further.

In its statement, the union sharply attacked the Government for allowing the decline of the Port Elizabeth harbour.

The union said its members were 'suffering the consequences of Government neglect of the region in general and the harbour in parcticular'.

This caused hardship to other workers in the region and was detrimental to the general level of economic activity.

Docks men get 13% rise

Mail Correspondent

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A spokesman for SA Stevedores Ltd confirmed the pay rises and declined to comment further.

● In its statement, the GWU sharply attacked the government for allowing the decline of the Port Elizabeth harbour.

Expressing concern at the decline, the union said its members were "suffering the consequences of government neglect of the region in general and the harbour in particular".

This caused hardship to other workers in the region and was detrimental to the general level of economic activity.

13 pc pay rise for stevedores

w/EAMGs 24/12/83 555

Labour Reporter

ABOUT 3 000 stevedores in South Africa's four major ports will receive an average wage increase of 13 percent.

The increases follow six weeks of negotiations between the trade union representing the stevedores, the General Workers' Union, and South African Stevedores (Ltd).

The new wages for stevedore hands will be R19,13 a day in Cape Town, R18,65 in Durban and R18,20 in Port Elizabeth and East London.

"Exceptional decline"

A spokesman for the General Workers' Union said that "under present circumstances our members find the new rates acceptable".

While there had been a "temporary decline" in shipping generally, the union said it was particularly concerned about the "exceptional decline of activity in the Port Elizabeth harbour.

A spokesman for South African Stevedores (Ltd) confirmed the wage increases.

Star 20/11/84

Durban depot strike is ended

A one-day strike by workers at four Durban depots of Freight Services ended today.

A union spokesman said the company agreed yesterday to negotiate pay increases and discuss a recognition agreement.

Strikers getting R63 weekly had demanded R74,06. — Labour Reporter.

SOWE

Garbage trucks idle as 19 are sacked

DRIVERS ON STRIKE

Sowetan 14/2/84

333

ABOUT 19 truck drivers employed by Transvaal Motor and Truck Hire of Booysens in Johannesburg yesterday went on strike over wages and tax deductions on their weekly earnings. The drivers were subsequently dismissed.

By JOSHUA RABOROKO

The workers told **The SOWETAN** that they earned between R80 and R100 a week and the management had promised them a pay increase after negotiations three months ago.

The tax deduction grievance is not linked with the new Income Tax that is effective as from March 1, the workers say.

The company has a contract with the Johannesburg municipality to collect garbage from the city centre and suburbs and workers claim that they work "extra hours without payment".

They work from 5am to 6pm without a lunch break and work on public holidays without any form of remuneration. Management had promised to increase their wages during February, but this had not been done, the workers said.

"We decided to down tools after management started deducting extra money for tax from our wages. They deducted an extra 80c to the R2 which we lose every week. We were not consulted on this matter.

"We decided to down tools when management refused to listen to our grievances. The management threatened to call police after they had told us that we had been dismissed," the workers said.

Mr W Keller, the company manager, said that the workers were promised a bonus this month and salary increases from next month. Their bonus was going to depend on the ratings in terms of their performance which is determined by a tachograph.

"The workers refused to work this morning, despite the promises I gave them and as a result I decided to dismiss them. They will be paid their money and other benefits later," Mr Keller said.



PART of the group of striking drivers.

Sowetan 20/3/84

Mayor must pay

333

THE MAYOR of Springs, Mr Gert Parsons, and his brother, Mr Dennis Parsons, were last week ordered to pay R404,50 damages to a former employee, by a Springs Civil Court Magistrate.

The magistrate, Mr Sieg Vermeulen, granted Mr Jonathan Mathebula of Kwa-Thema, an executive member of the Southern Africa Black Taxi Association (Sabta), R4,50 for medical expenses, R200 for pain and suffering and another R200 for insult. Mr Mathebula was also awarded costs.

Mr Mathebula claimed he had been assaulted by the brothers and threatened with a firearm after he had misplaced R90 belonging to the two brothers.

CRITICS of the Government's disputes machinery have been given new ammunition by a wage dispute between bus company Putco and two unions. RQM 26/3/84 (333)

Because passenger transport is an "essential service", Putco drivers could not strike legally when the unions deadlocked with the company over pay.

Disputes in "essential services" must be settled by an arbitrator appointed by the industrial court so, when mediation failed to settle the dispute, the court was asked last August to appoint one.

This it did — seven months later. Arbitration began late last week.

Thus both sides have had to wait seven months for the only machinery which the law allows them to settle their dispute.

The industrial court's president, Mr B J Parsons, says delays in appointing arbitrators are usually the fault of parties to a dispute — the unions say the court is responsible.

But the Putco dispute can hardly have done much for the credibility of the official disputes system.

And, in a different economic climate, would drivers have waited seven months rather than take matters into their own hands?

City bus dispute

ARGUS 10/4/84

333

Thousands delayed as drivers ban overtime

Staff Reporters

THOUSANDS of commuters using Peninsula buses faced severe rush-hour disruption on their homeward journeys today because drivers have refused to work overtime.

The dispute left many passengers stranded this morning and it is feared that specially hired buses for the Easter weekend could be affected.

The drivers, employed by City Tramways and Associated Bus Holdings, decided at a meeting yesterday not to work overtime until their demands were met.

Up to 250 000 commuters use the buses daily. Many routes are affected by the action, including the heavy-volume Mitchell's Plain and Atlantis services.



City Tramways bus drivers outside their depot in Woodstock today.

A City Tramways spokesman would not say whether special arrangements would be made to cope with homeward-bound passengers today. But he did not foresee a problem for the weekend and promised that "contingency plans" would be made if necessary.

Mr D C Benade, secretary of the Tramway and Omnibus Workers' Union, representing most of the drivers, said today the drivers worked under "sub-human conditions".

Drivers want 15%

He said the drivers wanted a 15 percent wage increase and a 40-hour week, and the union wanted broken shifts abandoned.

City Tramways has offered a six percent increase and a further two percent for drivers of new buses with increased standing room.

Another member of the union's executive committee said today: "We will refuse to work overtime until our demands are met."

City Tramways said in a statement today: "The company must express its dissatisfaction with the current behaviour of the union seeing that the existing agreement between the parties expires only on May 6.

"Commuters in the Peninsula can rest assured that the company will do anything in its power to ensure that services operate as closely to normal as is possible under the circumstances."

Union demanding changes

The company has asked the union to postpone the expiry date of the agreement for three months but the union is demanding changes to the agreement and has refused to accept the request.

Drivers interviewed today said they worked under tremendous pressure for very little reward or job security.

They said they were sympathetic to the needs of commuters but experience had shown they would not have their grievances redressed without putting pressure on the management of the company.

Overtime work was voluntary but members of the union who worked overtime during the dispute were liable to be expelled, they said.

One driver said he regularly rose at 3.10 am and by the time he returned home in the evening he was too tired to speak to his wife.

Another evening of long bus queues

Argus 17/4/84

Staff Reporter

CAPE Town's 250 000 bus commuters faced another evening of long queues today as City Tramways and the bus drivers' union appeared deadlocked on an overtime dispute that has disrupted services since yesterday morning.

Representatives of the two sides discussed the drivers' refusal to work overtime at an Industrial Council meeting today, but there was no sign that the work-to-rule would ease.

After a lengthy meeting of the council and officials of City Tramways and the Tramway and Omnibus Workers' Union today, union secretary Mr D C Benade said: "Little progress has been made."

CONFIDENTIAL

He would not disclose details of discussions as the matters raised were confidential.

He said: "The problem has not been solved."

The Industrial Council meeting had been called to discuss the drivers' grievances generally. While yesterday's decision by drivers to refuse to work overtime was not on the agenda, it was raised at the meeting.

A spokesman for City Tramways was not available for comment.

Union officials estimated that today's work-to-rule had affected Tramways services by about 50 percent.

JOSTLED

Earlier today thousands of daily commuters jostled and jumped queues but reached their destinations late for the second day running.

Disruptions this morning did not appear as bad as yesterday's, when many people had to queue up to 90 minutes longer than usual. Many others opted to walk home when faced with queues at the terminus.

An executive member of the busmen's union has said drivers would refuse to work overtime "until our demands are met".

Bus dispute goes on in spite of plea

ARGUS 18/4/84

333

Staff Reporter

THE Cape Town Chamber of Commerce has appealed to City Tramways and the Tramway and Omnibus Workers' Union to settle their dispute on overtime and restore full services.

However, at an emergency meeting today, the busmen decided to continue the overtime ban.

The dispute over a long-standing demand for more wages and other grievances has disrupted bus services in the Peninsula since Monday. Thousands of workers have been up to an hour late for work, many of them more than once.

"It is incumbent on the two parties to settle their dispute as quickly as possible," the director of the chamber, Mr Brian MacLeod, said today.

"I know it is sometimes very difficult to do so, but the parties must endeavour to settle the dispute."

Emergency

The union's executive committee decided at an emergency meeting today to continue the ban on drivers working overtime. This was in accordance with a unanimous decision taken at a general meeting of the union at the weekend.

"Our chaps are in an ugly frame of mind because of the ridiculous offer made by the company," said Mr D C Benade, secretary of the Tramway and Omnibus Workers' Union.

Contingency measures by City Tramways to beat the ban on overtime could not cope with queues in some Peninsula areas today and thousands of commuters were again late for work.

Delays

Services were running close to normal on many routes, but passengers in some Cape Flats areas particularly Hanover Park and Nyanga, were delayed by as much as an hour. Queues were up to three times as long as usual.

In some areas the scheduled service was replaced by a controlled system of diverting buses to routes where the demand was greatest.

A bus company official at Hanover Park said today that the disruption was "definitely worse than Monday. "Today we don't even have spare buses".

Busmen: Minister may act

Staff Reporter

TALKS between the Tramway and Omnibus Workers' Union (Cape) and the employers' association of which City Tramways is a member, bogged down yesterday when neither side would budge from their demands, according to a union spokesman.

Meanwhile, the overtime ban and partial work-to-rule still stands, said union secretary Mr D C Benade yesterday. Drivers had decided on Sunday to implement this with immediate effect, he said.

Industrial Council secretary Mr Dennis Biccard announced after yesterday's talks with the Tramway and Omnibus Workers' Union: "The matter has been referred to the Minister of Manpower for arbitration in terms of the Labour Relations Act, because no settlement has been reached in the dispute."

Industrial Council negotiations relating to wages and working conditions of busmen had been held between the parties involved, he said.

In terms of the Act, the decision of the minister is binding and final. This means that the union will not be able to strike legally if they are not satisfied with his decision.

Earlier yesterday, Mr Benade said he would attend an emergency meeting of his union committee this morning, and a fresh move in the dispute could be expected to emerge from this.

Dispute to hit Easter bus trips

ARGUS 19/4/84

Staff Reporter

SOME special hire and Easter weekend bus trips will be affected by the dispute between City Tramways and the Tramway and Omnibus Workers' Union over overtime.

Disruptions to daily services, caused by drivers refusing to work overtime, continued into the fourth day today.

Mr Bob Krause, liaison officer for the company, could not say how many special trips , booked well in advance by many organisations and individuals, would be affected.

The general manager of Tramways, Mr Nic Cronje, said in a statement today: "The present situation has an effect not only on normal scheduled services, but it can also affect special hire trips where overtime is involved.

"The company is doing everything in its power to ensure an absolute minimum of disruption and inconvenience to its customers. The situation is being continuously monitored and clients are being kept informed to the best of our ability."

The dispute, which began on Monday, has significantly affected the company's normal service. During the past four days, thousands of city commuters have faced delays of up to 90 minutes.

Shorter

However, queues were noticeably shorter today. Mr Krause said the company had rescheduled buses and changed shifts to routes of greatest demand.

The company has refused to comment on the statement yesterday by the secretary of the drivers' union, Mr D C Benade, that the situation was "potentially explosive" and that drivers were in "an ugly frame of mind". City Tramways responded only by saying that the matter had been referred to the Industrial Council.

The dispute has been referred to the Minister of Manpower for arbitration in terms of the Labour Relations Act.

CAPE TIMES 20/4/84

Bus drivers dispute leads to long delays

Staff Reporter

CITY Tramways' bus schedules have been extensively re-organized to accommodate a refusal by the company's drivers to work overtime, resulting in up to 20-minute breaks between buses at peak hours and hourly breaks at off-peak times.

This was "the average overall effect" of the three-day-old dispute, Tramways spokesman, Mr Bob Krause, said yesterday.

The re-shuffle is an attempt by the company to counter threats by bus drivers to abandon their buses at the end of their shifts.

Shifts

A spokesman for the Tramway and Omnibus Workers Union, Mr D C Benade, said the union decided on the overtime ban because of the drivers' dissatisfaction with a wage offer by management and the spreading of shifts, in some cases over almost 15 hours.

The dispute has been referred to the Minister of Manpower for arbitration.

Mr Benade said he did not believe the employers' association was entitled to take the dispute to the minister for a decision after just one industrial council meeting ended in deadlock.

"They can't do that unilaterally at this stage," he said. "Either we must agree to it, or three meetings must end in deadlock first."

As far as he knew, no other special meetings with the employers' association were planned, he said.

Taking a dispute to the Industrial Court normally ruled out the possibility of a legal strike, he said, but in the case of the Tramway and Omnibus Workers' Union, it had never been a possibility.

'Essential service'

"We are an essential service, so we may not strike anyway," he said. "But there have been bus driver strikes in Durban and Johannesburg, and no action was taken against them."

Meanwhile, the overtime ban and partial work-to-rule would continue, he said.

Mr Benade said some drivers were "scabbing" by working overtime. It was decided at the general meeting that scabs would be expelled from the union.

Mr Krause declined to comment beyond outlining the effect of the dispute, saying that the arbitration was "confidential".

New bid to resolve bus dispute

ARC 43 22/4/80

Staff Reporter

CITY Tramways and the Tramway and Omnibus Workers' Union agreed today to try again to resolve their dispute, which is disrupting bus services.

They will hold a second meeting with the Industrial Council on Thursday.

Mr D Benade, secretary of the union, said the decision to meet the council was taken during a three-hour meeting with City Tramways today at which drivers' grievances were discussed.

The Industrial Council last week tried unsuccessfully to resolve the dispute and the matter was referred to the Minister of Manpower for arbitration in terms of the Labour Relations Act.

Neither parties would give details of today's meeting.

However, Mr Benade said: "I am a supreme optimist."

Commuters returning to work after the Easter weekend today faced long bus queues again as the overtime dispute between City Tramways and its drivers entered its second week.

Argus 25/4/84 333

Buses late: Big traffic jams in city

Staff Reporter

TRAFFIC jams clogged entrances to the city in the rush hour today as thousands of commuters who normally travel by bus took their cars to work to avoid delays caused by the bus drivers' dispute.

The increased traffic put further pressure on the city's limited parking facilities and there were long queues outside parking garages.

Yesterday afternoon traffic was reduced to a slower-than-normal crawl to the southern suburbs and Cape Flats; many motorists who chose to travel by car got home later than they would have had they waited for buses.

The dispute between City Tramways and driver members of the Tramway and Omnibus Workers' Union — the drivers are refusing to work voluntary overtime — has disrupted Peninsula bus services for eight days.

But the parties have agreed to call in an industrial council tomorrow.

The traffic manager, Mr Harry Attwood, said today: "We have noticed a definite increase in the number of vehicles on the road during the past few days. I imagine that it is due to more people using their own transport as a result of the bus dispute."

"Not serious"

But he described the situation as "not serious", with the traffic peak lasting "only about 15 minutes longer".

The Argus received many calls from motorists complaining about extra-long queues outside parking garages and a longer than usual bumper-to-bumper journey into the city centre.

Many believed that congestion was the result of commuters — unable to take the fatigue and frustration of long bus queues — making their own transport arrangements and forming lift clubs to get to work on time.

Regret

A Tramways and Omnibus Workers' Union spokesman has expressed regret that commuters have been inconvenienced.

After its unsuccessful attempt to resolve the dispute last week, the industrial council referred the matter to the Minister of Manpower for arbitration in terms of the Labour Relations Act.

Neither parties would comment on tomorrow's meeting.

UDF in support of bus drivers

Staff Reporter

THE United Democratic Front has come out in support of City Tramways bus drivers, whose refusal since last Monday to work overtime continues to disrupt bus timetables throughout the Peninsula.

Mr Jonathan de Vries, UDF publicity secretary for the Western Cape region, said a UDF pamphlet distributed at the Easter weekend, mainly to bus drivers, read:

"While the bosses may be dissatisfied with the bus drivers, they can rest assured that the people of Cape Town have long been dissatisfied with City Tramways."

Although the action of the bus drivers was causing many people extra hardship, "our people also recognize the justice of their demands", the pamphlet read.

It added that every worker in South Africa should have the rights for which the bus drivers were struggling — the right to a living wage and to decent working conditions.

"Increases must come from the profits of Tramways, not through increased bus fares. We believe there is more than enough money in the pockets of the bosses and shareholders to pay for these increases," it said.

Mr D C Benade, secretary of the Tramways and Ominbus Workers' Union, said he had also received a letter of support from the Trade Union Council of South Africa (Tucsa), to which his union is affiliated.

The chairman of the drivers' union, Mr Moegamat Soeker, said services in the black areas had been hardest hit by the partial work-to-rule.

"At Nyanga this morning there was chaos," he said yesterday, "and the pirate taxis must be making a fortune".

The Maitland and Klipfontein depots were worst hit, and commuters served from these depots waited 45 minutes or more on average yesterday morning, he said.

Yesterday, City commuters reported waits of an hour last week for buses which usually ran every 15 minutes.

"Why can't City Tramways give these guys what they are demanding?" asked one commuter. "It is disgusting that one company can hold the entire city to ransom."

Mr Bob Krause, City Tramways PRO, reported "no change in the situation". He declined to confirm whether City Tramways was hiring more drivers so that the previous level of service could be reached without requiring them to do overtime.

He added that City Tramways was not prepared to negotiate in the public media.

It was impossible to quantify the disruption of the service in any way, Mr Krause said, as it would be too complex and expensive an operation.

"Under normal circumstances, we run 10 000 trips a day over 350 routes," he said.

t his home to try to solve the Gerickes' marital roblems.

'Threatened to kill her'

"Denise told her side of the story, saying that her sband continually hit her children and threat- ed to kill her and her children. When asked to ve his side of the story, Deon got up and said to mise they should leave.

Denise refused, saying she was scared of him. ricke then said he would never divorce Denise d would rather wipe out the lot of us."

he case continues today.

r Jusice Vivier sat with two assessors, Mr H J Luttig Mr F J M Botha. Mr G D van Schalkwyk, SC, assisted Mr H Botha and instructed by Mr J F van Niekerk, of erbauers, appeared for Mr Gericke. Mr T J Prins ap- ed for the State.



"Diplomatic immunity is one thing. Diplomatic impunity is another!"

one South African, one Minister, Mr P W Botha.

Bus commuters wait in rain

DRIVING rain, which set in just before the end of the working day yesterday, added to the discomfort of hundreds of City bus commuters.

Bus commuters have had to endure long delays since the service was disrupted by a partial work-to-rule by disgruntled bus drivers who are refusing to work overtime.

During the afternoon rush-hour yesterday, commuters waited in long, tightly-packed queues in the available bus shelters.

A meteorological office spokesman at D F Malan Airport said that only the first part of a cold front had reached the City and yesterday's temperature was "still relatively mild".

-car smash wet N1

Staff Reporter

ARLY a dozen rists escaped seri- injury in an 11-car up on the Cape n-bound lane of the ar the Muizenberg off early last night.

e pile-up, in pour- ain, happened soon a car skidded into ge truck.

e pile-up, begin- soon after 6.30pm, ed over several ies, blocking one lane.

Di's brother bares all

LONDON. — Viscount Althorp, younger brother of Princess Diana, admits he has erotic dreams about women and is not averse to a "little bodice-ripping" himself.

"I often fantasize about a girl I'm interested in," the 19-year-old viscount confessed on a television show, Men Only, to be screened in July.

"And then, when we're actually together, I fantasize about being away from her and in a Roman orgy or something. That's the trouble."

He told presenter Paula Yates when the show was videotaped that he was often the victim of pushy mothers who wanted to marry him off to their daughters — but he had become very wary.

It was usually the girls who did the seducing.

"You're grabbed by some raging nymphomaniac who is some three to four years older than you," he said.

But he admitted: "Sometimes you know that if you're going to get anything you are going to have to pounce. And if it's a bodice that gets in the way ..."

A spokesman for Yorkshire TV said later that Viscount Althorp, making his chat-show debut, was "very honest in his answers for a young man of 19". — Sapa-AP



CLASSIFIED ADVERTISEMENTS BEGIN ON PAGE 20 TODAY

BUSINESS BRIEF

Gold (close)	$382,75
FT index (close)	887,60
RDM 100	1070,50
Dow Jones	1163,53

craft 12
hs, etc..... 20
dge 12
ger 13
iness ... 16-19
Chess notes ... 13
Cinema ... 10, 11
Classified .. 20-24
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Comics..... 21
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Parliament 4
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Radio 12
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The Facts correction service, ☎ 24-2233 (Mon to Fri)
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BUS SERVICES

Cape overtime ban

Travelling by bus in Cape Town has been disrupted as a result of a most unusual wrangle involving a Trade Union Council of SA (Tucsa) union ban on overtime.

The ban, which is affecting City Tramways' services throughout the Cape Town metropolitan area, results from a dispute between the company and the Tramway and Omnibus Workers' Union (Towu).

The ban has been in operation since last Monday. It was imposed as a result of the failure of talks in the industry's industrial council for a new agreement on wages and working conditions.

Because bus transport is classified as an essential service, the dispute has been referred to the Minister of Manpower for compulsory arbitration.

In terms of the Labour Relations Act a refusal to work overtime can, in certain circumstances, constitute a strike — depending on the substance of work contracts. And strikes in essential industries are illegal. In this case, however, City Tramways tells the *FM* that its contracts of employment provide for voluntary, not compulsory, overtime. The drivers' refusal is therefore not regarded as a strike and the company is powerless to fire workers because of their attitude, or to force them to work overtime.

Towu general secretary Dirk Benade tells the *FM* that about 1 200 bus drivers are sticking to the ban. He claims the company has been abusing overtime provisions in the current agreement, due to expire on May 6, as well as provisions of the Basic Conditions of Employment Act.

Benade says the decision to impose the ban was taken at a union meeting last Sunday at which employer proposals for a new agreement were discussed and rejected. "The drivers are determined that they shall not be moved. It is creating unhappiness among Cape Town's commuters but the men are fully justified in taking this course of action," Benade says.

A City Tramways spokesman refused to discuss details of the dispute but confirmed that the ban was having a "significant" effect on services. However, schedules had been reorganised to create as normal a service as possible under the circumstances, he added.

One possible course of action for the company would be to appeal to the Industrial Court to declare the overtime ban an unfair labour practice. This would be on the grounds that the ban involves a change in work practice which is adversely affecting City Tramways' business interests. Should the court rule in its favour, the drivers could be forced to return to overtime work.

The arbitration process which is now beginning is compulsory in terms of the Labour Relations Act, and is essentially concerned with the deadlock in the wages and conditions talks. It is not clear at this stage whether the arbitrator's brief will, or can, be extended to cover the issue of the ban on overtime.

If not, the matter could yet end up in the Industrial Court. The union action has demonstrated that although it provides an essential service, City Tramways is still vulnerable to legal industrial action. The company may be anxious to close the loophole — or at least obtain clarity on whether the workers' action is, or is not, an unfair labour practice.

Minister contacted over bus dispute

Staff Reporter

A DEPARTMENT of Manpower official confirmed yesterday that a letter to the minister had been received in connection with the City Tramways bus drivers' refusal to work overtime, which started on Monday, April 16.

The letter was from the secretary of the Industrial Council for the Road Passenger Transport Industry, Mr D G Pickard, who referred the matter to the Department of Manpower.

The minister has the power to refer the matter to an industrial court or leave it to the arbitration of a separate tribunal.

However, yesterday the chairman of the Tramway and Omnibus Workers' Union, Mr Moegamat Soeker, said: "We are still busy on an Industrial Council level." Talks would continue today, he said.

Not a 'dispute'

Another letter would be sent to the minister to counter the one already sent, which asked the Department of Manpower to intervene in the matter, he said.

None of the parties involved had declared the issue a "dispute" yet, and his men would continue to "work to rule," he said.

"The whole thing is being dealt with at an Industrial Council level, which has referred it to the Minister of Manpower," said a City Tramways spokesman, Mr Bob Krause.

Commuters reported waits of more than 30 minutes yesterday.

"We are doing our best," Mr Krause said.

Bus dispute talks fail again

ARGUS 27/4/84 Staff Reporter 335

CITY Tramways and the Tramway and Omnibus Workers' Union, which represents the company's drivers, have again failed to resolve their overtime dispute.

Yesterday the parties met the industry's industrial council for a second time without reaching accord. Mr D C Benade, secretary of the union, said: "We've really got problems now."

He would meet his executive soon to reassess the situation, and "we will probably have to call an urgent general meeting and do what has to be done".

It is understood that City Tramways asked for an official dispute to be declared, in order to take the matter to an industrial court. But drivers' representatives had "little faith" in the court.

Thousands of commuters waited for up to an hour in queues today as the dispute entered its 12th day.

Bosses 'hitting back' — busmen

C. Herald 28/4/84 (333)

BUS drivers of the trouble-torn City Tramways and their subsidiary, Associated Bus Holdings of Mitchells Plain claim they are being victimised by senior employers.

A driver who has been with the company for three years (he asked not to be named for fear of reprisal), claimed last week that the transport manager of ABH, Mr Dennis Maneveld had told the drivers that he was going to victimise them.

Shortly after this threat, a driver who arrived five minutes late for work, was suspended without pay for two days, Cape Herald was told.

METHODS

"The company is using various methods to get the drivers to work overtime," the driver said.

"Our shift lasts seven hours and 20 minutes and they insist that we park our buses at the side of the road when our shift is up and find our way back to the depot.

"I know of a driver who had to hitch-hike from Atlantis. This type of thing has been going on for the past two days. So far, none of the drivers has been robbed.

OVERTIME

"Another method which they use to get the drivers to work overtime is to threaten us. An inspector approached me and said that 90 percent of the drivers are working overtime and that they are keeping a record of those drivers who refuse to work overtime.

"We know that this is not the case and that only three percent of the drivers are working overtime."

ABH manager, Mr Ivan Mehuizen, said that it was impossible that Mr Maneveld could have threatened the drivers.

"Mr Maneveld speaks to the drivers only when I'm present. Seventy-five percent of the drivers are standing behind us and no threat was made to anyone. The only threats being made are by drivers who are intimidating the others.

"In spite of the drivers not wanting to work overtime, we have not dropped a single shift," he said.



Unions back bus drivers' 'work-to-rule'

Staff Reporter

FIVE major unions in the Western Cape have given their full support to the "work-to-rule" action taken by Cape Town's bus drivers.

In a joint statement from the National Automotive and Allied Workers Union (NAAWU), the National Union of Textile Workers, the General Worker's Union, the Cape Town Municipal Workers Association and the Food and Canning Workers Union, City Tramway's is accused adopting a "consistently unco-operative attitude towards its drivers and entire communities depending on it for transport".

"The bus drivers of City Tramways, like many workers in South Africa, are struggling for higher wages and improved working conditions," the unions say.

"The drivers have for many years been subject to unsociable hours of work, long waits between shifts and no overtime pay for working weekends."

The unions claim that the drivers' action is a direct result of the "inadequate response of the bosses".

"Even though many of our workers have suffered increasing inconvenience as a result of the work-to-rule, we support that the greed and uncompromising attitude shown by the company should not go unchallenged.

The unions also accuse City Tramways of charging "ridiculously high fares at a time of vast unemployment and widespread suffering as a result of the ever-increasing cost of basic necessities".

Thousands late for work as bus drivers' dispute goes on

Staff Reporter

Thursday April 30 1984

CITY/NATIONAL

THOUSANDS of commuters were late for work again today — some by as much as an hour — as the bus drivers' overtime dispute continued.

At a weekend meeting many drivers threatened to stop work, but were persuaded to stick to the overtime ban and work to rule.

Commuters said delays were particularly bad on routes into Cape Town from Milnerton, Mowbray, and Manenberg and between the city and Sea Point.



Mr Harry Attwood

Peak traffic

Traffic manager Mr Harry Attwood reported heavier-than-usual morning peak traffic in Claremont and Rondebosch along Campground Road, and Vanguard Drive in the Bonteheuwel/Langa area.

Although many more people than usual appeared to be driving to work, there were no major traffic disruptions.

Some bus drivers said buses had been diverted from Mowbray and Manenberg to cope with the disrupted Sea Point service.

Routes affected

But City Tramways public relations officer Mr Bob Krause said it was not possible to isolate particular areas where buses had been diverted.

"Every one of our 10 000 daily trips on 350 routes has been affected to some extent. We are doing our best to reschedule buses where the demand is highest."

Bus drivers resolved at a weekend meeting of the Tramway and Omnibus Workers' Union to continue their overtime ban until City Tramways management agreed to their demand for a 15 percent pay increase.

Arbitration

City Tramways has referred the dispute to the Minister of Manpower for arbitration in terms of the Labour Relations Act.

Mr D C Benade, secretary of the Tramway and Omnibus Drivers' Union, said the drivers had called on the union to dismiss "scabs" — drivers who were defying the strike, but he had told them to "ostracise" rather than "toss them out."

Mr Benade said the main difference between the drivers and City Tramways was the union demand for a 15 percent increase to compensate drivers for having to upgrade their driving licences from heavy-duty to extra-heavy-duty.

The increase, he said, would merely bring the drivers into line with the wage board's minimum determination for drivers with extra-heavy-duty licences.

City Tramways has offered drivers a six percent increase and another two percent for drivers of new buses with increased standing-room.

Mr Krause refused to comment, remarking only that City Tramways did not conduct its negotiations through the media.

The work-to-rule campaign being carried out in conjunction with the overtime ban involves sticking rigidly to all traffic regulations.

● **Federation supports bus drivers' action — Page 5.**

Bus drivers to continue wage action

Staff Reporter

AT A meeting held between bus drivers and the Tramway and Omnibus Workers' Union at Gatesville, Rylands, yesterday drivers resolved to continue their "work-to-rule" action and refuse to work overtime till City Tramways agreed to their demand of a 15 percent pay increase.

The resolution said the situation would return to normal only if the company was prepared to negotiate and meet the demands of the 15 percent increase and to make it retroactive to May 6, the expiry date of the agreement.

Drivers have been refusing to work overtime for two weeks now in protest against wage negotiations and shifts spread over "too many" hours.

The work-to-rule has considerably disrupted bus schedules. Commuters have regularly had to wait an extra half-an-hour or more for buses, and some routes are no longer served by the same number of buses.

Meanwhile, negotiations between the drivers' union and City Tramways have reached a deadlock. The dispute has been referred to the Minister of Manpower for arbitration.

The secretary of the drivers' union, Mr D C Benade, said the union "did not agree with the way the dispute was taken to the minister".

He said drivers had a "bad experience" with the Industrial Court two years ago, when the court determined they should have only a 5 percent increase.

Buses: 'No official dispute'

Staff Reporter

THE Tramway and Omnibus Workers' Union yesterday denied that an official dispute had been declared between the union and City Tramways, following the bus drivers' refusal to work overtime which is running into its third week.

The union was responding to a full-page City Tramways advertisement placed yesterday in all major dailies, explaining that the disruption in bus services in the City was due to a "dispute" existing between the company and the drivers' union.

Drivers refused to work overtime after their demands for a 15 percent pay increase was turned down.

"We maintain that no official dispute exists," said Mr D C Benade, Tramway and Omnibus Workers' Union secretary. "I can prove that beyond any doubt."

The Industrial Council could only declare a "dispute" when a resolution was moved, seconded and approved by a majority vote, said Mr Benade. This, he said, had not taken place and therefore a dispute could not be declared.

A spokesman for City Tramways said that the matter was referred to the Industrial Council, who had referred it to the Minister of Manpower for arbitration.

● Meanwhile, Mr Johnson Mpukumpa, chairman of the Nyanga Men's Hostels and Workers' Association, has appealed to employers not to take a "hard line" against workers affected by the disruption in bus services.

"People are struggling to get to work," he said.

At the same time, he declared the association's support for the bus drivers in their fight for better pay, and called on City Tramways management to meet the drivers' demands.

GATG Trains

es, Friday, May 4, 1984 ★

Drivers' union slates bosses

By EBRAHIM MOOSA

CITY TRAMWAYS had adopted a "provocative and dangerous attitude" by making pay negotiations subject to bus drivers working overtime again, the Tramway and Omnibus Workers' Union secretary, Mr Dirk Benade, said yesterday.

This follows the calling-off of the overtime ban in support of higher wages by the drivers' union on Wednesday.

"I am sorry that I called off the ban yesterday (Wednesday), because quite a lot of my members are not happy that I did so," said Mr Benade.

The ban on overtime was called off in the hope that the company would negotiate their pay demands and sign a new agreement with the union, since the current one expires on Sunday.

Lifting the ban on overtime did not mean ordering the men to do overtime, said Mr Benade. Working overtime was "completely voluntary". The company was now demanding that drivers work overtime before any negotiations took place.

"This is blatant intimidation which could be easily construed as unfair labour practice," he said.

Drivers refused to work overtime from April 16 after their demand for a 15 percent wage increase was turned down by City Tramways management. The matter has now been referred to the Industrial Court for arbitration which will start its hearing on May 17.

Yesterday, drivers worked overtime at a few depots only and the commuter service is not yet running normally on all routes. Many drivers felt that the ban on overtime should remain until their demands were met.

A spokesman for City Tramways, Mr Bob Krause, yesterday said the company was monitoring the situation and taking buses from scheduled services for use in problem areas. It would take some time for services to return to normal.

Drivers will be informed of the latest position in their dispute with City Tramways at a general meeting on Sunday at 3pm, in the Garment Workers' Hall, Industria House, Victoria Road, Woodstock.

CITY / NATIONAL

Attempts to end bus row fail again

Staff Reporter

AN attempt by City Tramways and the Tramways and Omnibus Workers' Union to settle an overtime dispute failed in confusion today — and it now appears the dispute may be settled only by an industrial court meeting later this month.

After union secretary Mr D C Benade had called on Wednesday for drivers to end their overtime ban, City Tramways agreed to resume negotiations with the union over drivers' grievances.

But today Mr Benade claimed that City Tramways' general manager, Mr N Cronje, had called off today's meeting because drivers were ignoring Mr Benade's call.

City Tramways "categorically" denied it had cancelled the meeting.

It said in a statement today that no union officials turned up for the meeting, and "it now appears that the matter will only be settled by an industrial council which will take up the matter later this month".

Mr Benade accused City Tramways of turning the dispute into a "highly dangerous and provocative situation" by making the working of overtime a condition for negotiation.

"We will not allow this to happen," he said.

The dispute is now in its third week. It has become increasingly clouded in confusion and the union has called an urgent general meeting for Sunday to discuss the situation.

Meanwhile, services were disrupted again today as many drivers ignored Mr Benade's call for an end to the overtime ban.

City bus drivers firm on overtime

By EBRAHIM MOOSA

THE pay dispute between City Tramways and the drivers' union, the Tramway and Omnibus Workers' Union, which has hit bus services in the City, has still not been resolved.

City Tramways general manager, Mr N S Cronje, accused union officials of failing to attend a scheduled meeting at 10am yesterday which, he said, "would have dealt inter alia with the current dispute situation and other matters pertaining to it".

It now appeared as if the matter would be settled by the Industrial Court, which sits on May 17, said Mr Cronje.

However, union secretary, Mr Dirk Benade, denied yesterday that a meeting had been called.

Conceding only that a "tentative" meeting had been scheduled for yesterday, he said that it had in fact been called off by Mr Cronje himself on Wednesday, because Mr Cronje had insisted that the men continue working overtime as a pre-condition for any talks.

A City Tramways spokesman, Mr Bob Krause, said: "We categorically deny that this was the case."

Yesterday, drivers at most depots still refused to work overtime, although Mr Benade unilaterally called off the "work-to-rule" decision on Wednesday.

● A general meeting will be held at 3pm tomorrow, in the Garment Workers' Hall, Industria House, Victoria Road, Woodstock, to inform drivers of the latest position in their dispute.

ARGUS 7/5/84 ~~135~~ 61 ~~335~~ 333

City bus drivers to continue ban on overtime

Staff Reporter

PENINSULA commuters were delayed again today following a decision by City Tramways drivers to continue their overtime ban indefinitely.

The decision was supported by all but five of 400 drivers who attended a Tramway and Omnibus Workers' Union meeting at Salt River yesterday.

A motion for a one-day strike was defeated, but many drivers criticised chairman Mr M Soeker for refusing to read out the strike motions before the vote when he was requested to do so, claiming that he was "biased".

Mr Soeker and the union secretary, Mr D C Benade, were also criticised by several speakers for making decisions without consulting drivers.

When Mr Benade was asked to explain why he had taken it on himself to call off the overtime ban last week when he heard an industrial court would arbitrate in the dispute on May 17, he said: "I make no apologies for my decision."

He said "the court is just the place to put things right ... because the law is on our side".

Mr Soeker was criticised for writing to the industrial court without a mandate from the drivers.

He explained that the letter had been written in his capacity as acting chairman of the industrial court and not as chairman of the union.

The Minister of Manpower, Mr P T du Plessis, said in a letter read out at the meeting that the dispute was "receiving his urgent attention".

E. Post 9/5/84

CTC cuts fleet by half, retrenches 449 workers

By KEITH ROSS

EAST LONDON — The Ciskei Transport Corporation (CTC), which has been the target of a 10-month bus boycott, has now cut its original fleet by half and retrenched 449 workers.

This was disclosed today by the public relations manager of the Ciskei People's Bank, Mr Wessel van Wyk.

Mr Van Wyk said the boycott had now cost the CTC about R5 million and the corporation had disposed of 180 of its original fleet of 360 busses.

"We have re-structured and rationalised our operation in view of the boycott.

"Our remaining 600 staff are now all on full pay and we don't foresee any further retrenchments."

Mr Van Wyk said the drastic reduction in the number of buses and staff meant the CTC was able to continue operating with only the present number of passengers using the service.

"But in the long term we will have to improve these numbers to make the service profitable," he said.

"Already we have a slight upturn in the number of passengers we are carrying, but I can't give percentages at the moment."

Mr Van Wyk appealed to the boycotters to understand that the corporation could make no further concessions.

"There is no more the company can give. We have cut costs to the bone and passed all the benefit on to the commuters.

"We have gone as far as we can go without closing down the company."

Boycotts started when the CTC increased its bus fares by about 10% and in spite of several concessions made by the corporation, it has continued virtually unabated.

At the end of last month the CTC retrenched 109 workers to bring the numbers of employees to lose their jobs to 449.

This latest batch of retrenchments was scheduled for the end of March and was expected to involve 240 employees.

Bus company hit hard by boycott

CISKEI Transport Corporation (CTC), target of a 10-month bus boycott, has cut its bus fleet by half and retrenched 449 workers.

A spokesman estimates that the boycott has cost CTC about R5-million, leading the Corporation to dispose of 180 of its original fleet of 360 buses.

Public Relations Manager of the Ciskei People's Bank, Mr Wessel van Wyk, said, however, that the financial loss was no longer escalating.

"We have restructured and rationalised our operation in view of the boycott. Our remaining 600 staff are now all on full pay and we don't foresee any further retrenchments," he said.

Mr Van Wyk said the drastic reduction in buses and staff meant CTC could continue operating with only the present number of passengers using the service.

"But in the long term we will have to improve these numbers to make the service profitable," he said.

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Boycotts began when CTC increased its bus fares by about 10 percent. Sowetan 11/5/84

FM 11/5/84

LABOUR RELATIONS

Stevedoring blues

The General Workers Union (GWU), which is the dominant stevedoring union, is turning its attention to smaller stevedoring firms which it accuses of exploiting workers. It warns: "Pay exploitive wages and you'll face union action."

The warning was made after a strike at Keeley Forwarding (KF) in Durban won the reinstatement of two workers the union says were dismissed because of their union activities.

The GWU's branch secretary, Mike Morris, says the dispute at KF, which is newly unionised, was a union victory. GWU, which claims about 3 000 stevedoring members, has recognition agreements with the industry's principal employer, SA Stevedoring, in all major ports.

But it is concerned about the proliferation of smaller stevedoring companies, many of whom use casual labour, and whose small size makes them extremely difficult to unionise.

In the case of KF, Morris says the company was paying stevedores around R39 a week — approximately half the rate paid by the bigger employers. GWU also regards KF as having a history of resistance to unionism. Morris says a clause in the company's employment contract reads ominously: "As for union members, we are less concerned about them. We hope all is understood."

The company has now agreed to meet union officials who will push for a wage review.

Says Morris: "Some of these employers have emerged from nowhere and are trying to take us back to the dark ages of 1979 (when) the average wage of stevedores was around R23 a week. We want to make it clear that progress is inexorable. They can't turn the clock back."

nd Argus May 12 1984

Unions oppose call for bus fare increases

Weekend Argus
Labour Reporter

THE proposed bus fare increase has been met by strong trade union opposition and observers, including an industrial relations consultant, says it will result in increased wage pressures on the private sector.

Commenting on the application by City Tramways to the Local Road Transportation Board for an average 12 per cent increase, Mr Steve Woods, industrial relations consultant, said the fares would have to be paid by those who "can least afford them".

"While managment will be hard-put to meet the wage demands of the workers which might arise from the fare increase and the hike in general sales tax, these demands will also be justified," Mr Woods said.

Meanwhile trade unions have indicated they will oppose the City Tramways application.

A spokesman for the Food and Canning Workers' Union, which has about 10 000 members in the Western Cape, said the union was likely to oppose the increase as "strongly as possible".

"This once again highlights the need for public control over a public facility."

A General Workers' Union spokesman said that by applying for the increase City Tramways had shown "the same contempt for commuters as they are currently showing towards their bus-drivers".

Pay increases

The Tramways and Omnibus Workers' Union has expressed fears that the application would be used by City Tramways to put an "upward limit" on wage increases which will be awarded to the bus drivers by the Industrial Court which sits next week.

"Unless the company knows already what the court will award us, I would say the application is a little premature," said Mr D C Benade, general secretary of the union.

Mr C E McCarthy, deputy-director of the Cape Chamber of Industries, said he had no doubt City Tramways would be able to justify its application.

"But obviously wage demands will be made on industry and commerce," he added.

Press barred from hearing on bus row

By Labour Reporter

REPORTERS were barred today from an Industrial Court hearing called to settle the dispute between City Tramways and their bus drivers, which has disrupted Cape Town's bus service for five weeks.

Mr M Soekor, chairman of the Tramways and Omnibus Workers' Union, to which the drivers belong, said the union was prepared to allow the Press into the hearing.

However, the company had refused the request, he said.

In terms of the Industrial Court rules the hearing is made public only if both parties agree to do so.

7 Cape Times 2/6/84

Tramways dispute: Decision in 3 weeks

Staff Reporter

THE Industrial Court will announce its decision in the industrial dispute between City Tramways and the Tramway and Omnibus Workers' Union within three weeks.

Union secretary Mr Dirk Benade said that the following demands were put to the court:

- That wages be increased by 14 percent.
- That a 40-hour working week replace the present 44-hour week.
- That there be a general improvement in working conditions.
- That an extra 10 percent be paid to night shift drivers.
- That the qualifying period for an extra week's annual holiday be reduced from 20 years of service to 15 years.

Drivers refused to work overtime from April 16 for about three weeks, in support of their demand for higher wages which was turned down by City Tramways.

Sowetan 8/6/84 333

Putco retrenches 80 in TP

By NKOPANE MAKOBANE

PUTCO has retrenched 80 of its employees following the withdrawal on April 30, of bus services from Mabopane, Soshanguve and the Bophuthatswana hinterland to Central Pretoria.

A spokesperson yesterday told **The SOWETAN** that following the stopping of the service, 300 jobs had been in jeopardy, but they had been able to transfer 220 employees to other departments.

Since the implementation of the decision by the inter-departmental committee co-ordinating road and rail services, ratified by the Minister of Transport, the company says it has lost about 15 000 of its 26 000 passengers daily from these areas. There has also been a reduction of the fleet serving the area from 280 to 160 buses.

Before the opening of the R134-million Mabopane — Belle Ombre rail scheme in August last year, Putco operated 400 buses on these routes, carrying some 42 000 passengers daily.

According to the spokesperson, all Putco staff had been briefed on the situation at a series of meetings, and management had continued to assess staff requirements, examine relocation opportunities and avoid retrenchments where possible.

Ring rail

From April 30, passengers from Bophuthatswana and Soshanguve into Pretoria city had taken trains to Belle Ombre station. Putco buses continue to operate from there into the city and the area served by the ring rail around Pretoria.

Passengers travelling to Capital Park and Oos-Moot have to take the train to Wonderboom, where Putco feeder buses operate.

Meanwhile Putco has submitted a claim to the Department of Transport for loss of substantial revenue following the withdrawal, according to Mr Pat Rogers, the company's PRO. He said he would not disclose the amount claimed as "it was a matter subject to negotiations."

"I am, however, hopeful that a satisfactory settlement will be made," he said.

Clad in fashionable a

Schol

THE Atteridgevil' Saulsville high sc students, whose sch were closed by the D partment of Edu and Training (Det) Pretoria last month, not need testimonials be admitted to c schools, it was a nounced yesterday.

The announce was made by the r relations officer for D Mr Edgar Posselt. was responding claims by some of parents that they did know whom to ap for testimonials.

The parents had **The SOWETAN** they had experie problems when arrangements t their children acc dated at other s next year. They principals of the schools could not any help as they



Putco workers settle for 15,5 pc pay rise

By Carolyn Dempster,
Labour Reporter

More than 8 000 Putco bus workers are to get 15,5 percent pay rises after a year-long dispute with the company.

The award, made by an arbitrator in Johannesburg yesterday has been hailed as a major victory by the two unions which declared the dispute: the Transport and General Workers' Union and the Transport and Allied Workers' Union.

A crowd of about 350 Putco drivers gathered outside Amaleng House to hear the outcome of the three-month arbitration hearing, chaired by University of South Africa labour consultant Mr P K le Roux.

As the transport service is considered an essential service, by law the workers have not been able to resort to legal strike action in support of their demands

Mr le Roux made the increases retrospective for six months which means that all Putco workers will receive an across-the-board rise of 15,5 percent back-dated to January in addition to the interest on the retroactive lump sum.

In terms of the judgment, Putco drivers will now receive a minimum increase of R16 and other transport workers a minimum rise of R9 or R10.

Bus service stopped 5/6/84
300 jobs in jeopardy Star

By Gavan O'Connor
Pretoria Bureau

About 300 jobs with the Putco bus company are in jeopardy after services between Mabopane, Soshanguve, Bophuthatswana and Pretoria were stopped.

A report in Putco News says that the company has lost about 15 000 of its 26 000 passengers from those areas.

The fleet serving the area has been reduced from 280 to 160 buses.

The report said that before the Mabopane-Belle Ombre rail scheme opened in August last year, the company had operated 400 buses on routes in the area and carried about 42 000 passengers.

Putco News said an effort was being made to avoid retrenchments.

Putco strike is averted

THE GIANT Putco bus company and two emerging trade unions have averted a legal strike after an arbitrator settled a long-standing wage dispute involving thousands of workers in the country.

The arbitrator has awarded the unions — the Transport and General Workers' Union and the Transport and Allied Workers' Union — a 15,5 percent across the board increase in their weekly pay, retrospective from January this year.

The award also involves a six percent interest on the back payment of over 8 000 workers in the country.

The parties are to meet and negotiate the in terms of the Labour Relations Act.

A spokesperson for the two unions said that they were happy the long-standing matter between them had finally been settled. "This is a victory for the unions," the spokesperson said.

Putco's financial executive, Mr J L Coetzee, has confirmed the settlement.
standing wage increases which affect the workers from July to December last year, spokespersons from both parties said yesterday.

The award was made between the parties after a mediator had failed to resolve the matter last year. If the arbitrator had failed to make the award it meant the matter would have been referred to conciliation — hence opening the way to a legal strike,

RDM 29/6/84 (333)

Putco workers get 15,5% raise

By PHILLIP VAN NIEKERK

MORE than 8 000 Putco employees are to receive increases of 15,5%, backdated to the beginning of the year, following an award made this week by an arbitrator appointed to settle the wage dispute between the company and two trade unions.

The settlement comes almost a year after the dispute began between Putco and the Transport and General Workers' Union (TGWU), an affiliate of the Federation of SA Trade Unions (Fosatu), and the Transport and Allied Workers Union (Tawu), an affiliate of the Council of Unions of SA (Cusa).

Tawu and the TGWU yesterday issued a joint statement saying the result of the arbitration was a victory for the unions and that they were happy with the result.

"This proves our point that management's original offer was totally unacceptable on any terms," it said.

When the dispute was declared last year, Putco was offering a R4 across-the-board increase (a maximum of about 6%), while the unions were demanding a R30 across-the-board increase (an increase ranging from 30 to 50%).

The dispute was first referred to mediation, but when this failed, it went to arbitration, because transport is an essential service and there is no provision for legal strike action.

The arbitrator, Mr P K le Roux, of the University of South Africa, was appointed in December last year.

A union spokesman said yesterday that the back-pay would amount to a lump sum of about R3-million, though they would still try to negotiate for some back-pay to be extended to July last year.

The arbitrator only has the power to backdate the increases for six months.

The announcement of the increases comes shortly before negotiations between Putco and the two unions for this year's increases are due to begin.

RDM 3/7/84 333

THE protracted Putco wage dispute, finally resolved last week with the arbitrator awarding increases of 15,5% back-dated to January 1, was a good example of emerging unions exercising restraint and expertise to achieve their goals.

Because transport is classified as an essential service the unions involved — the Transport and Allied Workers' Union (Tawu) and the Transport and General Workers' Union (TGWU) — were barred by law from calling legal strike action.

Over a period of 11 months they plodded through the procedures of mediation and then arbitration, providing lengthy evidence on the cost of living and minimum living levels, proving Putco's abilitity to pay more and comparing the wages of their members with those of other bus companies.

Small wonder — when one considers this level of sophistication — that it is management that increasingly has to go on industrial relations courses to learn how to negotiate.

One thing, though, has disturbed the unions. Though the length of the dispute was no fault of theirs nor their members, the fact that the arbitrator had the power only to back-date the increases for six months, meant their members lost out on the increases from July last year, when they where to have come into effect.

Putco workers will receive increases in two weeks time

MORE than 8 000 Putco bus company employees are to receive an additional 6,75 percent increases in their pay packets within two weeks.

The announcement — hailed as a major victory — was made by the general secretary of the Cusa-affiliate Transport and Allied Workers' Union, Mr J Sikhosana, who said the increases covered a period between July-December last year.

Mr Sikhosana added that the new increase will also have an interest rate of 9 percent and the union saw them as "a move in the right direction for our members."

Two weeks ago, Putco bus workers received an increase of 15,5 percent following an award by an arbitrator after a year-long wage dispute with the bus company. These increases covered the period between January and July this year.

Essential

During the dispute, workers could not go on strike as the transport service is considered an essential service.

Mr Sikhosana said that the increase was far better than the final offer made by Putco company before the dispute went to mediation and arbitration.

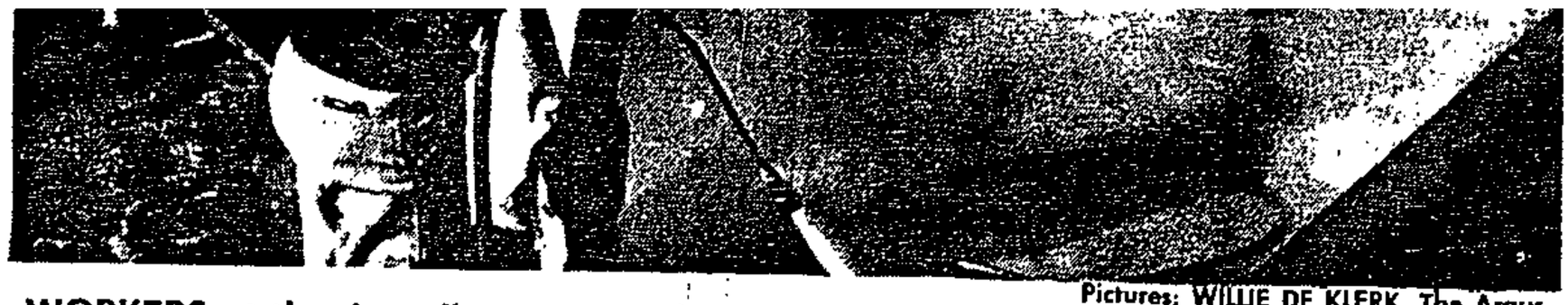
At the time Putco was offering a R4 a week increase followed by an additional R3 at a later date.

Putco's executive PRO, Mr Pat Rodgers, confirmed the increases. He said the new salary scales will be effected within two weeks.

He said the increases were neither a "victory or defeat" on both parties. The company has actually offered higher wages.

He praised both the TAWU and the Transport and General Workers' Union leaders for the type of patience they practised during the wage dispute.

The delay was unavoidable but the company was happy that the issue has been resolved, he said.



Pictures: WILLIE DE KLERK, The Argus.

WORKERS at the Jowells transport depot in Springbok hose down one of the company's trucks.

Namaqualand's giant 'does everything round here'

argus 18/7/84

333

By PIPPA GREEN
Labour Reporter

ANY Namaqualander will invariably give the same reply when asked about the region's giant transport company. "Jowells? Oh yes, they do everything around here."

And in an area where the nearest railway line is nearly 200km away — south of Springbok at Bitterfontein — Jowells Transport has been the kingpin in the region's economy for the past four decades, second only to the mines.

The story goes that Joe Jowell, then co-owner of a garage in Springbok, converted an old Buick into a truck in 1930 when the South African Railways stopped their service between Bitterfontein and Springbok.

"They didn't give notice or anything. They just stopped," said Mr Theunis Uys, who has been with the firm for 44 years and is now public relations officer.

Copper mines

"Of course, in 1937 when an American company took over the copper mines here (the O'Okiep Copper Company) and they re-opened, the railways came back all of a sudden and started running coal and copper to and from Bitterfontein.

"But Jowell's still did everything else."

Now the mines in the area — De Beers diamond mines, the O'Okiep Copper Company and the Goldfields mine at Aggeneys — provide Jowells with 75 percent of its revenue.

These days, Jowell's carries most things: Explosives, coal, minerals, refrigerated goods, petrol, diesel, and passengers in aircraft and buses.

Taken over

The last remaining independent transport firm in Namaqualand, which ran between Garies and Bitterfontein, was taken over by Jowells two years ago.

In 1955, the company went public under the name of Jowells Transport and Motor Company, now the Transport and Engineering Corporation (Trencor) with 50 subsidiaries.

"We believe we are the railways of Namaqualand," Mr Uys said.

"We try to protect our transport services as much as possible from other people who want to come in and take over the best parts.

Understanding

"We have no written agreement with the railways — only an understanding that if someone applies to the Road Transportation Board for a permit to transport something to Springbok from one of the major centres, we will support each other in objections to the board."

Jowell's has scored a first in the Namaqualand business community by signing a recogniton agreement with one of the independent black trade unions, the Cape Town-based General Workers' Union.

David Tuck, employed at Jowell's as a clerk, is chairman of the shop-stewards' committee.

"The workers are very glad. In general, Jowell's pay the best of all firms here. But the work is exhausting — long hours. Sometimes drivers work for 14 hours a day," he said.

"They don't get paid overtime, but on a kilometre system. It's very complicated. If you are on a certain run, you have to work 2 000 kilometres for the firm. You get paid 3,9 cents a kilometre for the extra kilometres you travel.

"There are drivers who can earn R98 a week just on overtime.

"Workers began to join the union last year. At first the supervisors told us that the union was a very weak thing. If you want to belong to a union you had to pay a lot of money — many stories. We got together and said that if they said the union was so weak, it had to be good for us.

Getting better

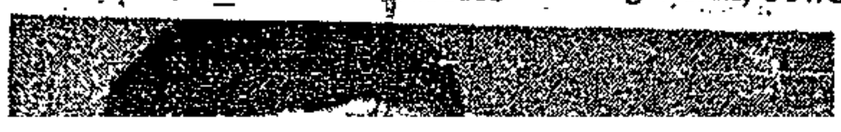
"Things are now getting better. The problem with people in Namaqualand is that they do not really have an idea about what a union is. Look, this is the first time there has been such a thing in Namaqualand.

"The labourers at Jowells have a hard time. The 'lorry boys' get only R1 for every 400 extra kilometres they travel with the driver.

"That is the first thing the union must make right."

The company says it is not "bothered" by the union.

Mr Uys said: "We do not discriminate as far as salaries go. The wages are better than most people pay here. If it's the workers' choice to belong to a union, then it's their choice. We have nothing to hide."



12 hurt in bus strike

By PHILLIP VAN NIEKERK and MPHO KOBUE

MORE than 300 GaRankuwa bus drivers from the Pitso Transport Depot at Erasmus continued their strike in demand of the reinstatement of two dismissed colleagues yesterday.

Twelve workers were hurt and three arrested after the drivers were baton-charged by Bophuthatswana police on Tuesday.

The workers were also reported to be demánding the recognition of an unregistered trade union, outlawed in terms of Bophuthatswana's new labour laws.

A spokesman for the Bophuthatswana police said three workers had been arrested for allegedly holding an "illegal" meeting and obstructing police.

Mr S T Prinsloo, managing director of Bophuthatswana Transport Holdings (BTH), said yesterday that bus trips were disrupted and the drivers on shift had to be replaced to convey passengers.

Mr Prinsloo said: "After all attempts by management to use the formal communication channels had failed, the company requested the Bophuthatswana police to assist.

"The staff staged an apparently pre-arranged walkout from the company premises with no reason given. Information indicates that members of a little-known unregistered union were involved in the organisation of the walkout.

"All employees involved not back at work at the normal starting time are deemed to have repudiated their work agreement.

"Re-engagement of applicants will be considered within a limited time. If any vacancies still exist after this action, the company will embark on a full scale recruiting and training campaign."

Sapa reports that, according to local sources, the transport company had to make use of "all sorts of people", to drive bus commuters to Erasmus.

THE MINIMUM WAGE

How to destroy jobs

Down in Durban some 200 Zulu stevedores are working — voluntarily, we assume — for a small company known as Keeley Forwarding. Many complexities appear to be involved in the company's current labour troubles — but if Keeley has created a couple of hundred jobs which didn't exist before, then it can be said to have made some contribution to society. In the pursuit of its own wellbeing, of course.

That's how free enterprise best works: as a voluntary arrangement between the owners of labour and the owners of capital without interference from the State or well-intentioned do-gooders.

Now we read that the General Workers' Union is attacking Keeley for not paying a minimum wage according to an order issued by the Department of Manpower. It has been reported that the minimum wage laid down is R18,65/day, while Keeley is said to be paying R10,50. The union talks of "worker anger" and there have been strikes.

It is clear that unions have a constructive role to play in presenting to management a united front for workers in negotiations. This is particularly the case in SA where the workforce is unsophisticated and the security of workers is undermined by legislation such as influx control.

But there is a very real danger that the union leadership, in pursuing what it sees as the workers' interests, will, in fact, damage those interests. Let's assume that, at R18,65/day, it is just not economic for Keeley to stay in the forwarding business. Bingo, 200 jobs go down the drain and, instead of receiving whatever Keeley calculates it can afford, those workers and their families will suddenly have no income at all.

There are already signs that union pressures in SA are increasing the momentum towards capital intensity: and this in a country where the critical need is the creation of jobs for the semi-skilled. The very fact that the Department of Manpower has the power to lay down legal minimums is bad in principle and will lead inexorably to the destruction of jobs. In the US, it has been argued by the eminent black economist, Thomas Sowell, that minimum wage legislation played a direct part in the rise in black youth unemployment from low single digits — below that of white youths — to levels of 40% and 50%.

In *Ethnic America*, Sowell wrote: "Black teenage unemployment in 1978 was more than five times what it had been 30 years earlier. Among the factors responsible, a number of government programmes — notably the minimum wage laws — have made it more difficult for blacks to find jobs ..."

Ancillary to this was the growth of crime, drug addiction and other social evils among youths who would otherwise have spent their energies in useful tasks, albeit at modest wages.

As the late Joan Robinson of Cambridge University wrote of the Third World, there is only one thing worse than being exploited by capitalism, and that's not being exploited by capitalism.

NAMIBIA

A militarist threat

Confusion seems to be growing within Swapo about its role in Namibia in the light of the Lusaka accords between Pretoria and Luanda. The whole peace initiative in southern Africa is at stake.

Immediately after Swapo leader Sam Nujoma sat down to talk peace with Namibian Administrator General Willie van Niekerk, Swapo forces in the field mortared the town of Oshakati — hitting a hospital among other things.

This may, of course, mean only that Swapo has little control over its men once they have been infiltrated into Namibia. What is more likely is that the Oshakati attack is a reflection of the increasingly obvious split within Swapo between the hardline militarists and the moderates.

Nujoma is identified as a militarist. He only attended the Cape Verde talks with Van Niekerk after coming under intense pressure from the Angolan government, which is desperate for peace in its southern border region. However, Nujoma's hard line at Cape Verde ensured the failure of the talks.

It is seen as significant that several senior Swapo men failed to accompany Nujoma to Cape Verde — particularly the movement's information and publicity secretary, Hidipo Hamutenya, who is widely regarded as the number two man in Swapo.

Hamutenya is believed to hold that Swapo has reached the limit of what can be achieved militarily and that future progress must be achieved through negotiation and political action. Nujoma is said to disagree violently.

Thus the reason for the absence of Hamutenya and other moderates from Cape Verde could be that they were aware that Nujoma was not prepared to settle and that they were not prepared to associate themselves with a hardline stance.

If this is an accurate reflection of their motives, it could be the first sign that Nujoma is losing control of important segments of Swapo and that the movement is beginning to react, however sluggishly, to political and military realities.

From a militarist viewpoint, actions such as the attack on Oshakati could be intended to provoke SA into reacting militarily — possibly through renewed incursions into southern Angola.

This would effectively ruin the Lusaka accords, spike the guns of the moderates, relieve pressure on Swapo from Angola and the frontline states for a peaceful settlement and return the situation to the *status quo ante* Lusaka. The only people who would gain any advantage from that are those who believe in a policy of unremitting confrontation — never mind the consequences for the subcontinent and its people.

Thus the mortar bombs that hit Oshakati, although they killed no one, carried a definite threat to the whole region.

Financial Mail August 3 1984

3/8/84 FM

WAGE DETERMINATIONS

Payment problems

Trade unions claim it is becoming increasingly difficult to get some smaller employers to observe statutory wage determinations. The General Workers Union (GWU) dispute with a Durban stevedoring company, Keeley Forwarding (KF), (*Currents* May 11) is a case in point.

After pointing out that KF was in contravention of a 1979 wage agreement in respect of overtime rates, working hours and shift, cargo and travelling allowances, GWU managed to extract an undertaking from the company to pay a settlement figure of R400 per worker. With 200 workers and back pay of some R80 000 involved, an instalment payment was agreed upon.

At the time of the meeting the GWU pointed out that a new wage agreement was due to come into effect on May 21 and said it expected the company to increase wages accordingly.

Mike Morris, GWU branch secretary, says the company has not done so. He says the KF is still paying R10,20/day as opposed to the agreed R18,65/day and is "in violation of almost every other aspect of the agreement."

When union shop stewards pointed out the discrepancy, KF gave notice that it intended to apply for an exemption on the basis that it could not afford to pay the new rates. The company claims that it is locked into contracts, quoted for on the basis of the old rates, until June next year and that they cannot be renegotiated. It says it is prepared to grant workers a 20% increase in June 1985 followed by a further 25% increase in June 1986.

Morris is unimpressed. He says the company has demonstrated that it is contemptuous of the law and the Department of Manpower. He says KF is legally obliged to pay the new rates pending the outcome of its exemption application.

"If they wanted an exemption they should have applied for it in advance. They knew the new wage determination was coming and they wilfully ignored it. Now they are rushing back to the law they ignored by applying for an exemption."

Morris refuses to accept that the company cannot pay the new rates. He has written to the Department of Manpower asking for an investigation and suggesting that the KF be prosecuted for violating the Wage Act. The increases the company has offered, he claims are "meaningless" because they come off such a low base. In addition, a new industry-wide increase is due to come into effect on January 1 next year, by which time they will be trailing even further behind.

A company spokesman said that the wage determination had doubled the minimum wage for some workers. If KF failed to obtain an exemption from the determination, he said, it would have to look at ways of "trimming" the work force.

RDM 7/8/84 (33B) ~~4B 14DM~~

Wage increases for Putco staff

By STEVEN FRIEDMAN
Labour Correspondent

A WAGE agreement between the Putco bus company and trade unions will raise the pay of about 8 600 weekly-paid workers at the company by 12,3%, a company spokesman announced yesterday.

The spokesman also told Sapa fringe benefit improvements contained in the agreement would bring the total value of the package negotiated to just over 17%. The agreement is to be backdated to July 1.

Putco negotiates wages with two unions, the Transport and Allied Workers Union, which belongs to the Council of Unions of SA, and the Transport and General Workers Union, a member of the Federation of SA Trade Unions.

The agreement announced yesterday means that Putco workers have won two wage increases in little over a month.

It came shortly after an arbitrator, appointed in terms of the country's official settling machinery, settled a dispute between Putco and the unions which resulted from last year's wage talks.

In June, the arbitrator awarded workers a 15,5% increase after the two sides had deadlocked, with Putco offering 6% and the unions demanding 30%-50%. This increase was backdated to the beginning of the year.

The two unions hailed this award as a victory, but noted that the arbitrator only had the power to backdate the agreement for six months. This meant workers received no increase for the period between the middle of last year, when the dispute occurred, and this January.

The fringe benefit increments in this year's increase included adjustments to wage notches, paid public holidays and allowances for tools, Putco's spokesman said yesterday.

Meanwhile, the Transport and Allied Workers Union has been recognised by Greyhound Bus Lines. The company and TAWU were due to sign an agreement at the company's Chamdor plant yesterday.

Another pay rise for Putco workers

By Carolyn Dempster,
Labour Reporter

Two unions negotiating jointly on behalf of 8 600 Putco workers have won wage increases of 12,3 percent and numerous service benefits for their members.

The package, which comprises a 17 percent increase overall, was successfully negotiated between the Transport and General Workers' Union, the Transport and Allied Workers' Union and the Putco bus company last Friday.

This is the second increase in just over a month.

In June an arbitrator awarded a 15,5 percent increase backdated to January.

The award followed a year-long dispute between the unions and the company.

In terms of the new 1984/5 agreement all employees will receive an additional paid public holiday each year.

Tool allowances are to be increased from R1 a week to R3 a week, maternity leave benefits now include a guarantee of re-employment, the funeral benefit fund has been extended and reimbursement for hospital fees has been marginally increased.

Miss Jane Barrett, general secretary of the TGWU, said the increase was satisfactory.

But she said the union was happiest about the various improvements in working conditions.

Although the TGWU is affiliated to the Federation of South African Trade Unions and the TAWU is a Council of South African Unions affiliate, the two unions have been working closely together in the arbitration hearings and the annual wage negotiations.

RDM 18/8/84 (1) 333

Bus strikers to be sacked

AT LEAST 110 Pitso bus employees who went on strike last week will be dismissed for not returning to work yesterday, says a spokesman for Bophuthatswana Transport Holdings.

About 199 strikers had returned to work by Monday, he said.

Pitso workers went on strike after two drivers were dismissed and later re-employed as temporary staff. Police allegedly baton-charged strikers on Thursday after they failed to disperse. —Sapa.

Retroactive pay rise for bus drivers

C. Times 9/8/84

Staff Reporter

AN Industrial Court has awarded bus drivers a retroactive 10 percent wage increase following a dispute earlier this year between the Tramway and Omnibus Workers' Union and City Tramways Limited.

Mr Dirk Benade, secretary for the union, yesterday confirmed that the award last week, retroactive to May 5, was 10 percent for drivers with less than four years of service; nine percent for those with more than four years of service; eight percent for shedmen not specified in the union's agreement with the company; and seven percent for those shedmen who are to benefit from the employers' training facilities.

However, the court rejected the union's demands for a 40-hour working week in place of the current 44-hour week, and a rand-for-rand company contribution towards the employees' sick fund. Presently, the company matched seven percent of the employees' contribution, Mr Benade said.

"The whole thing is like a Chinese puzzle," he added. "A newcomer is better off than a person with 40 years' service, thanks to the award."

Officially, the company offered a four percent increase. However, at the height of the dispute which led to a "work to rule" decision by drivers in April/May, an unofficial offer of an eight percent wage increase was made, Mr Benade said.

The dispute seriously affected bus services in the Peninsula for a month and was finally referred to the Industrial Court when negotiations between the two parties ended in a deadlock.

The Department of Manpower spokesman said yesterday that that he could not confirm the award since it was subject to a "secrecy provision" which had to be cleared.

'S RDM 10/8/84 333

Dock pay issue seen as urgent

By STEVEN FRIEDMAN
Labour Correspondent

A REQUEST by a Durban stevedoring employer that it be allowed to pay less than the minimum wage required by law is being treated as a matter of urgency by the Department of Manpower.

The move could prompt unrest and have "international implications", a department spokesman said yesterday.

A General Workers' Union (GWU) spokesman charged yesterday that the company, Keeley Forwarding, had again refused to pay the legal minimum wage . . . despite a letter from the Department of Manpower's director-general saying it must do so.

He said the union was now considering legal action against the company and warned that anger among Keeley workers was rising.

Keely's refusal to pay the minimum sparked a brief strike last month.

The International Transport Workers' Federation, which represents transport unions throughout the West, is aware of the dispute and dockers in at least one country are known to have threatened action in support of Keely workers.

Recently, the Rand Daily Mail reported that Keely was paying its workers R10,20 a day instead of the R18,65 required by law. It has applied to the department for an exemption allowing it to continue doing so.

A company official told the union the department had given it permission to continue paying below the minimum while the application was considered, but the department has denied this.

Since then, the Director-General of Manpower, Dr Piet van der Merwe, has confirmed in writing that Keely is obliged to pay the minimum laid down by the order while the exemption application is considered.

A General Workers' Union spokesman charged yesterday that this letter had been shown to the company this week . . . but that it had again refused to pay.

The company has refused to discuss the dispute with the Mail, but Sapa reports that Keeley says it cannot pay the minimum because it is "locked into" contracts based on its present wage rates until June 1985.

It says workers will be granted a 20% rise in June 1985 followed by a further 25% in June 1986.

A company spokesman added that, if Keeley failed to obtain an exemption, it "would have to look for ways of trimming the workforce".

The union rejects this and is demanding that Keeley pay the minimum.

Yesterday, a spokesman for the department said Keeley's application for exemption would be with the Minister of Manpower before the end of this week.

The department had already formulated a recommendation on the application to the Minister. It hoped a decision could be taken as soon as possible, he added.

Only the Minister had the power to grant exemptions from wage orders.

"We regard this as a matter of urgency. The dispute about wages at the firm has given rise to unpleasantness and also threatens to cause unrest.

"It is in everyone's interest to settle it as soon as possible," he said.

100 bus drivers fired in strike

Labour Reporter

MOST of the 100 bus drivers employed by Ilanga Transport who went on strike yesterday were dismissed after ignoring a return-to-work ultimatum.

The strike, which started yesterday morning, disrupted bus services for thousands of commuters in the Inanda and Amouti areas.

Many people reported late for work and were again inconvenienced last night as they were forced to use other means of transport to get home.

The service was expected to be disrupted again today while replacement staff were hired, said Mr Edward Marshall, managing director of the KwaZulu-owned bus company.

He said the drivers had gone on strike, demanding the dismissal of a black member of the staff, but management had not been prepared to accede to their demand because of a lack of supporting evidence.

Breach

The strike is apparently being supported by the Transport and General Workers' Union with which the company has a preliminary recognition agreement,' he said.

The grievance procedure had not been adhered to and the company considered the action by the drivers to be in breach of the agreement.

Mr Marshall said the strikers had been given an ultimatum to return by 1 p m or be fired.

'Only a handful responded. The ultimatum was executed, resulting in the dismissal of all those who failed to return to their jobs,' he said.

Mr John Mawbey, branch secretary of the Transport and General Workers' Union, was not available for comment.

Workers locked out

Sweton 28/9/84

333

ABOUT 300 employees of a transport company in Umbilo on Wednesday claimed they had been locked out by management because they had gone on strike on Tuesday.

Attempts to contact Mr T R Mezher, managing director of Storm and Company, on Tuesday and again on Wednesday proved fruitless. His secretary said he was not available to speak to the Press. She also said the company had no comment on the strike.

The strike followed claims by workers that the management was refusing to meet to discuss workers' grievances.

A spokesman for the South African Allied Workers' Union said the management had apparently refused.

He said the strikers — about 300 drivers and labourers — had been locked out of the premises but no incidents were reported.

The workers decided not to return to work until the company agreed to meet the union to discuss their grievances.

Meanwhile Mr Richard Gumede, president of Saawu, said that the union lawyers were being briefed to fight the dismissal of 40 black workers from the Salt Rock Hotel on the North Coast. He said they had been fired after striking in support of their demand for more pay.

Mr Weir Smith, manager of the hotel, could not be reached for comment on Wednesday night, but a spokesman for his office said they were "sick and tired" of Mr Gumede and the union. — Sapa.

RDM 6/9/84 333

Union accuses transport firm of mass lock-out

By PHILLIP VAN NIEKERK

THE Transport and General Workers' Union (TGWU) has accused Southern Star, a company which ferries motor cars for General Motors, of locking out more than 100 workers.

A spokesman for the Fosatu-affiliated TGWU alleged that the workers were locked out earlier this week because the company wanted to replace them with non-unionised labour.

She said the company had for some time delayed responding to the union's letters calling for recognition.

When they had eventually met management had raised "technical" objections to recognising the union.

On Monday a director of the company had addressed the entire workforce, instructed them to leave the premises and locked them out.

The TGWU spokesman said the lock-out was the culmination of several weeks of delaying tactics and that the company was simply "not willing to talk" to the union.

She said the union — which represented almost all the company's workers — believed the workers had been unlawfully dismissed.

The Rand Daily Mail was unable to get comment from the company yesterday.

Mercury 8/10/84

333

Company signs union agreement

Labour Reporter

THE South African Allied Workers' Union announced yesterday that one of its affiliates, the Industrial Commercial and Distribution Trade Workers' Union, had signed a preliminary recognition agreement with Freight Services Forwarding.

Mr Isaac Ngcobo, SAAWU's national treasurer, said the agreement covered recognition of shop stewards, negotiation and the settlement of disputes, and covered 300 employees in the company's nine operating depots.

He said the agreement had been concluded after three months of negotiations which had been disrupted by the detention of Mr Sam Kikine, SAAWU's general secretary, who had gone into hiding to evade redetention under the Internal Security Act.

Mr J Z Troskolanski, the company's human resources manager, yesterday confirmed the signing of the agreement.

Mercury 15/11/84

333

Striker arrested after meeting

Labour Reporter

FOUR striking workers of a Durban shipbuilding yard, Dorbyl Marine, have been arrested by police since a work stoppage about a month ago.

Yesterday, one of the strikers, Mr Enoch Buthelezi, was arrested as he left a meeting of striking workers at a church hall in Congella shortly after 1 30 p m.

Mr Mike Morris, secretary of the General Workers' Union, said two other strikers were released on bail of R100 each and another was still in jail awaiting trial. All three were charged with intimidation, he said.

Since 250 workers went on strike and were subsequently dismissed from the company, they had been holding regular meetings at a church hall where union leaders reported back on their talks with the management.

'At the end of the meeting yesterday as they got up to say prayers. Police arrived and told the workers they could not leave the premises,' he said, adding that some workers then telephoned the union offices to inform him.

When Mr Morris arrived at the hall he questioned the police on what authority they were holding the workers: 'But after I asked the police to sign a statement which I wrote to confirm that they were holding the workers against their will, the police allowed them to leave,' he said.

As the crowd moved out of the hall, police arrested Mr Buthelezi after he had been pointed out by an unknown man, Mr Morris said. The union lawyers were handling the matter.

A police spokesman said yesterday they arrested a worker following a complaint.

...this month.

Fosatu's gain is Tucsa's loss

By STEVEN FRIEDMAN
Labour Correspondent

UNIONS affiliated to the Federation of South African Trade Unions (Fosatu) have made gains at the expense of rivals in the Trade Union Council of SA (Tucsa) in two industries.

In the transport industry, Fosatu's Transport and General Workers Union recently won a secret ballot at Transvaal plants owned by Normans Transport in which workers were asked to choose between it and Tucsa's African Transport Workers Union.

In the leather industry, workers at a Nigel tannery Honey and Sons have left Tucsa's Transvaal Leather Industrial Union and joined Fosatu's National Union of Textile Workers.

These developments are revealed in the latest issue of Fosatu's newspaper, Fosatu Worker News.

It says that, at Normans Transport, 109 workers voted to be represented by TGWU and only four voted for the Tucsa union.

At Honey and Sons, it charged, workers had been unaware that they belonged to a Tucsa union until they discovered that union dues were being deducted from their pay.

About 90% had now joined NUTW and were pressing management to deal with the Fosatu union, it said.

19/12/84 333

19 fired over bonus dispute

Labour Reporter

NINETEEN employees of Afship, a clearing and forwarding company in Maydon Wharf, who went on strike over a dispute concerning bonuses, were fired yesterday.

A spokesman for the strikers said they were upset that the company had failed to honour an undertaking given to the workers earlier this year that they would be paid 'big bonuses' and receive 'big wage' increases at the end of the year.

'To our disappointment, all we've got is one week's pay as bonus and no increase in wages,' he said, adding that the workers downed tools yesterday and requested a meeting with the management.

Among those dismissed were forklift drivers and labourers.

'Most of us worked long hours, often finishing about 2 a m or 3 a m. We've also worked over weekends,' he added.

Mr Rudi Kotze, the company's general manager, confirmed yesterday that the workers were dismissed following a row over bonus payments.

He said the strikers were given an ultimatum to return to work or face dismissal: 'They chose not to return to work.'

He said the workers were given two pay increases this year. He also confirmed that the police were called to 'protect those who did not take part in the strike'. But there were no incidents.

Mr Kotze said new staff would be hired to replace those dismissed.

Proof 21/12/84

333

145

158

Unions at bus firm agree to pay freeze

By CATHY SCHNELL

UNIONS have agreed on a wage freeze at PE Tramways to enable the company to hold back fare increases because of the region's economic circumstances and rising unemployment.

Two of three unions concerned have backed the company "to the hilt" and the third is still discussing the issue.

Other political and business leaders were also consulted, Mr C T Coetzer, managing director of PE Tramways, said today.

Wage increases could only be granted if fares were increased, as the company had to pay the increased wages out of present profits.

"To increase bus fares in the present times of unrest and unemployment would be short-sighted," Mr Coetzer said.

Two of the three bus unions have pledgd their full support to this move. The other union, the Transport and Allied Workers Union, are to discuss the issue further with management.

Mr Robert Nelson, chairman of the Port Elizabeth Bus Workers Union, said strikes, violence and even boycotting of the bus service by commuters could have resulted had bus fares been increased in the present economic climate.

The Bay Bus Worker's Union also supported this move to the hilt, Mr Nelson said.

Mr Coetzer said the company would continue to negotiate with the unions. When an agreement was reached on a wage adjustment, an application would be made to the Local Road Transportation Board for an increase in bus fares.

The time lapse between the date of making such an application and the date of introducing higher bus fares was difficult to predict — but would be about four months, he said.

The last bus tariff increase was more than 18 months ago.

Wages were increased in June last year — and service increases were awarded in December 1983.

Meanwhile, PE Tramways's profits for the past 5½ months are more than R1 million less than expected.

The company's operating costs during this period were almost R2 million up on the first five months of the financial year in 1983.

The number of passengers had started to decrease as far back as August — the first sign of high unemployment.

The company had been forced to retrench 11 workers and also, by not replacing staff who either left or were fired, had reduced their labour force by 138 people. A total of 21 buses had been taken off the road.

333

Tramways pay freeze rejected as unions disagree

By JERRY McCABE

THE newly-formed and as yet unrecognised Democratic Transport and Allied Workers' Union (DTAWU), has rejected the recent pay freeze agreement between Port Elizabeth Tramways and two other unions, and has called a general meeting for all the company's workers on Sunday.

Mr Moses Louw, general secretary of the DTAWU, said the meeting — to be held in Korsten — had been called to discuss the profits made by PE Tramways and their failure to pass on a percentage of this to the workers in the form of a wage increase.

Mr Louw claimed that his union enjoyed growing support from workers at PE Tramways and at present had 161 paid-up members but "many other workers are waiting for official recognition for our union before joining us".

However, Mr F E Stamp, general manager of PE Tramways, said as far as was known the new union had fewer than 50 members.

He said Mr Louw and the executive of the DTAWU had all been on the executive of the strong Transport and Allied Workers' Union (Tawu), until the union's general meeting, when they had lost their seats.

Recently PE Tramways and two of the three recognised unions (Port Elizabeth Bus Workers' Union and Bay Bus Workers' Union) agreed that there should be a temporary wage freeze to enable the company to hold back bus fare increases.

The third and only other recognised union, Tawu, is to hold further discussions with management in this regard.

In a written statement DTAWU rejected the pay freeze agreement between the company and two of the three recognised unions as "pure fraud".

It said the unions that had been party to the agreement represented fewer than 36% of the total workforce and members of these unions had expressed their dissatisfaction with the agreement.

Tawu has a 54,6% membership of the 1 053 hourly paid workers at PE Tramways.

It was also claimed that workers had not received pay increases last June as had previously been stated by the company and if this had been done on a selective basis.

"Despite the ever-increasing cost of living 1984 saw us going through the whole year still without a cent in pay increases," the statement said.

Mr Louw claimed that the union officials who had agreed to the pay freeze had been acting as individuals and not on behalf of the workers.

"It was not a democratic decision as the workers were not consulted."

Mr Stamp said his company was still negotiating with the three recognised unions with regard to wage increases.

"This is a continuation of what has been done in the past. We are hoping to come to a decision by the end of February. In the meantime we will continue with our present agreement."

He said that before there could be a wage increase there would have to be a bus fare increase and this was something that all the parties concerned had agreed upon during last week's Industrial Council meeting.

With regard to the DTAWU's claims, Mr Stamp said he realised the union was striving for recognition and as soon as they could prove that they were representative of the workers and had the other unions' approval this could be considered.

Any agreement that had been reached between his company and the unions had been made with the unions' executives and these people had been elected by their members and thus were representative of the workers.

Mr Stamp said DTAWU were also quite entitled to hold their meeting on Sunday as the company believed in freedom of association or disassociation.

He disagreed with the DTAWU's claim that no pay increases had been given.

"Increases were given in June, 1983, and in December, 1983.

"Between last December and now merit increases, which went according to the years of service, were also given."

All hourly paid workers received a notice in their pay packets last week explaining the position as far as the wage agreement was concerned.

The company gave the assurance that as soon as agreement had been reached on the size of a wage adjustment, an application would be made to the Local Road Transportation Board for an increase in bus fares.

It was predicted that the time lapse between making the application and the introduction of higher bus fares would be about four months.

3. Provident Fund

Coverage	:	--
Worker Contribution	:	--
Employer Contribution	:	--

4. Pension Fund

Coverage	:	All
Worker Contribution	:	Yes
Employer Contribution	:	Yes

5. Leave Fund

Coverage	:	All workers
Worker Contribution	:	Yes
Employer Contribution	:	Yes
Annual leave covered	:	15 days

6. Sick Fund

Coverage	:	All workers
Worker Contribution	:	--
Employer Contribution	:	All workers
Annual payment for 5 day week	:	120days
Annual payment for 6 day week	:	-- days
Qualifying period	:	6 months
Waiting period	:	4 days
Percentage of wage paid	:	75.Ø %
Maternity days per pregnancy	:	--

TRANSPORT, PRIVATE - LABOUR

1985

INDUSTRIAL COURT

Fair retrenchment

Employers contemplating retrenchment would be well advised to consult workers and trade unions before doing so. That is the message of a recent Industrial Court judgment.

In the case of the *General Workers' Union (GWU) and Cedric Petersen v Dorbyl Marine* in Cape Town, the court ordered the temporary reinstatement of Petersen pending a final hearing.

Petersen had been employed by Dorbyl Marine since February 1978 and, on August 2 last year, he and four other welders were told they were being retrenched the next day.

GWU did not challenge Dorbyl Marine's selection criteria or the company's right to use skill as a criterion for retrenchment, but argued that:

☐ The workers had only received one day's notice that they would be retrenched;

☐ The information was conveyed as a *fait accompli*, and neither the union nor the workers were invited to discuss or make representations on the matter;

☐ Dorbyl had not consulted the unions prior to the retrenchments;

☐ Fair retrenchment can only be achieved if there is meaningful consultation between the company and the worker and the company and the union; and

☐ Petersen had been denied the opportunity to show why he should not be retrenched or that an alternative method of retrenchment should have been explored.

In response, Dorbyl Marine argued that:

☐ Management considered that the various agreements it had concluded with GWU referred only to labourers, not artisans or artisan apprentices, and therefore they did not apply to Petersen;

☐ On August 2, Dorbyl Marine had informed the industry's industrial council that the retrenchments would take place the next day;

☐ The workers were also told on August 2 that they would be retrenched. None had asked to be represented by the union;

☐ Morning shift workers had staged a work stoppage on August 8 demanding that management discuss two of the retrenchments with the shop stewards committee;

☐ After four meetings, the parties could not reach agreement or compromise; and

☐ Economic conditions made it essential for retrenchment to be conducted on a skills basis and not on the last-in-first-out principle.

The court found that management's claim that GWU had the right to represent labourers only was not valid. The company had negotiated on retrenchments with GWU before and had been prepared to discuss the cases of Petersen and others once they had been carried out. Notice to the industrial council did not constitute notice to the unions operating in the plant.



Black schoolchildren ... millions more this century

It added that even if Dorbyl had applied the correct criteria when Petersen had been chosen for retrenchment, it had not been established that the selections were made objectively, because there had not been sufficient prior warning and consultation. "Failure to allow due prior representation is that equity and fairness in making the selection should not only be applied but also manifestly appear to have been applied," it said.

Financial Mail February 15 1985

CAPE Times
16/2/85
333

, 1985

600 dock workers laid off

Own Correspondent

DURBAN. — South African Stevedores, the biggest stevedoring firm in South Africa, is to cut its staff by 30 percent and nearly 600 Durban dock workers will be retrenched in the next month.

The move follows weeks of negotiations between the company and the General Workers' Union.

It was made necessary by increasing mechanization in the industry, which enabled greater unit loads to be handled, according to SA Stevedores' industrial relations manager, Mr Les Owen.

"There has been a downward trend and the recession just made the curve steeper," he said. "The number of people in the stevedoring industry worldwide has been declining steadily over the past decade and South Africa is no exception.

"The industry's manpower needs have been significantly reduced."

He said the company did not anticipate re-hiring when the economy improved.

'Recession hastened the day'

"We have been trying to avert this for a some time. The recession only hastened that day," Mr Owen said.

Employees had been on a four-day working week for at least two years, and had been taking periodic unpaid leave on rotation..

"But the cycle was starting to catch up with itself. We spent a lot of money on training to enable people to transfer to other jobs, but unfortunately there are not many other jobs around.

"We first asked for volunteers to leave, and we retired people early. Then we used the principle of 'last in first out'. Some have already stopped work and we hope to have wound up by mid-March."

● A Cape Town spokesman for SA Stevedores said yesterday that there were no plans to retrench Cape Town stevedores and dockworkers.

Plans to lay off the Durban workers were a result of the on-going worldwide trend towards a more streamlined and mechanized cargo-carrying industry — and not only as a result of the current economic recession, he said.

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 (Hell) (333) (Hell) N. Mercury

600 Durban dock workers to lose their jobs

Mercury Reporter

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'We also spent a lot of money on training to enable people to transfer to other jobs, but unfortunately there are not many other jobs around.

'We first asked for volunteers to leave, and we retired people early.

'And then we used the principle of "last in first out".

'Some of the people have already stopped work and we hope to have wound up by mid-March.'

A spokesman for the General Workers' Union could not be contacted for comment yesterday.

383 NM.

Putco drivers on stri

Labour Reporter

HUNDREDS of Umlazi residents reported late for work yesterday after 192 Putco bus drivers went on strike protesting the introduction of a new time schedule.

A spokesman for the Transport and General Workers' Union said all the drivers at the Umlazi depot arrived at work, clocked their cards and wanted to take the buses using the old schedules, but the company refused.

The spokesman said the company was trying to extend working hours on some of the shifts and not allowing sufficient time for the runs and refuelling.

'The new schedule seems to have affected only the Umlazi depot at this stage,' he added.

Representatives of the union and management held discussions over the dispute, but by late yesterday the matter was still not resolved.

Longer hours

Workers said they were opposed to the new time schedule because it meant them having to work longer hours.

Taxis did a good trade and many could not cope with the unexpected surge in commuters. At bus stops in the township, long queues of passengers waited for the bus that never came.

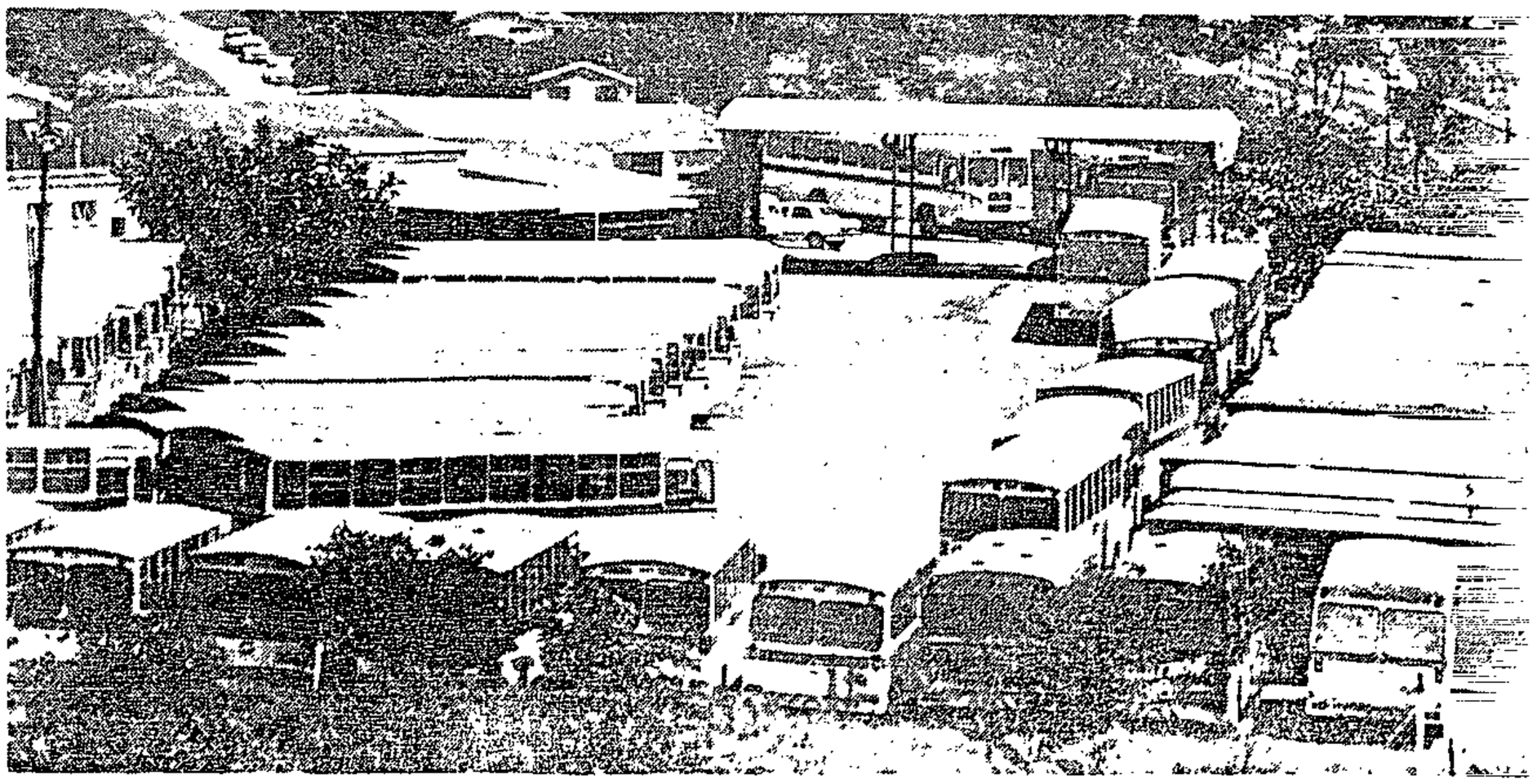
Some people walked long distances to take trains to get to work, while others who were too late for work, stayed at home, according to the residents.

Mr J Holmes, divisional manager of Putco, confirmed the drivers at Umlazi depot were on strike, and said discussions were taking place between representatives of the union and the management.

He declined to elaborate on the dispute, except to confirm that it surrounded the implementation of the new time schedule.



Some of the striking Putco bus drivers and an unknown youngster at the Umlazi



The Putco bus depot at Umlazi where drivers went on strike yesterday, protesting the in new time schedule.

...ated to institute a civil claim.

Mercury 20/2/85 333

Striking bus drivers back at work after talks

Labour Reporter

STRIKING Putco bus drivers in Umlazi returned to work yesterday after talks between management representatives and the Transport and General Workers' Union.

Mr Mike Gwamanda, union branch organiser, said Putco had agreed to hold further meetings with the union to discuss workers' grievances regarding the implementation of a new time schedule.

'The drivers agreed to resume their duties on condition the problem was resolved within two weeks,' he said.

Hundreds of Umlazi residents were late for work on Monday when 192 drivers went on strike protesting at the introduction of the new time schedule.

They said the new schedule was, in effect, extending working hours on some of the shifts and not allowing drivers sufficient time for the runs and refuelling.

Mr J Holmes, divisional manager of Putco, could not be reached for comment yesterday, but an official at the Umlazi depot confirmed that all the drivers had resumed their duties.

Agreement with Tawu ends strike

SOWETAN REPORTER

THE WESTERN Greyhound Bus Service signed a recognition agreement with the Transport and Allied Workers' Union (Tawu) on Friday after a 12-hour strike by about 500 drivers.

This was confirmed at the weekend by Mr Esau Rankholo, assistant secretary general of Tawu, who said the strike ended a six months' battle by his union to get management to sign the agreement.

Mr R Nesbitt, general manager of the bus company, also confirmed that all the drivers stopped working on Friday over a demand that his company sign a recognition agreement with Tawu.

He blamed Tawu for the inconvenience suffered by hundreds of commuters in Klerksdorp, Orkney and Stilfontein as a result of the strike. He said his company has always had a desire to sign the agreement with the union.

Difficult

He said there was never any dispute over the signing of the agreement and he found the action of the union in causing Friday's work stoppage difficult to understand.

Mr Rankholo said several meetings had been held by drivers at the Klerksdorp depot and that they had given management an ultimatum to sign the agreement by midday on Friday.

At 2 am on Friday the drivers decided to down tools until management agreed to sign the agreement. Union officials from Johannesburg were invited to the depot by management after sunrise and they managed to convince the drivers to start working at about 2 pm.

RQM 13/3/85

Union to fight against 'slave labour conditions'

By PHILLIP VAN NIEKERK

A CAMPAIGN against the "slave labour conditions" of some black security guards has been launched by the Transport Workers' Union of South Africa (TWUSA), an affiliate of the Trade Union Council of South Africa (Tucsa).

The latest issue of Tucsa's "Labour Mirror" accuses some employers of security guards of inhuman employment abuses, and criticises the minimum wage determination laid down by the Department of Manpower as "pitifully low".

However, according to Mr Roy McFarlane, chairman of the SA National Security Employers' Association (Sansea), talks with TWUSA on the creation of an industrial council in the industry were in progress.

A TWUSA official, Mrs Emily Cameron, made the following allegations against a section of the industry:

● Black workers are required to work a 72-hour week for "peanuts", while white workers who have the same statutory hours are required by employers to work only 48 hours a week.

● Employers give black workers the responsibilities of security guards but call them watchmen to justify paying the lowest possible wages.

● Despite the low wages laid down by law, workers are continually being short-changed. In some cases they have R46 a month deducted for their hostel accommodation — which is a cement slab in a crowded room.

● Once on duty workers are not allowed to leave their posts and guards have been summarily dismissed for going to the toilet, or visiting a nearby cafe to buy food.

● A worker was fired and had R99 deducted from his pay after he was attacked by a dog and retaliated by beating the dog with a pipe.

Mr MacFarlane said that if some of the allegations were true, Sansea would not approve. However, it was up to the union to challenge these cases in the industrial court.

"The industry aims to improve wages and conditions of service, not least because that improves security standards."

RDM 3/4/85

Union gains claimed

By STEVEN FRIEDMAN
Labour Correspondent

FOSATU'S Transport and General Workers Union says it has made major recruiting gains in the Transvaal goods transport industry — the stronghold of one of the country's last surviving "parallel" unions.

"Parallel" unions are separate unions for black workers set up and run by established non-black unions.

Before the Government allowed African workers to join registered unions, several Trade Union Council of SA members set up "parallels" but since 1979 most have been absorbed into registered unions.

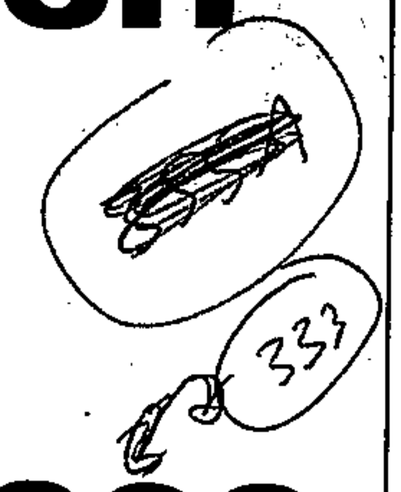
However, Tucsa's African Transport Workers Union has continued to operate as a separate "parallel" union and one of its chief sources of membership has been Transvaal goods transport companies.

Now TGWU says that, in four months, it has recruited most workers at eight of these companies and is discussing recognition with five of them. It says workers are "flocking" to join it.

In the latest issue of Fosatu's journal, Fosatu Worker News, it hails its advances in the industry as a "breakthrough".

EVENING POST, MONDAY, APRIL 22, 1985

27 women soon to drive buses



By WENDY FRAENKEL

MEN will be taking a back seat when 27 coloured women get behind the driving wheel with PE Tramways next month.

This will be the first time the company has employed women bus drivers, although women have been driving buses in Cape Town and Bloemfontein for some time now.

Mrs Gabby Kriel, public relations officer for PE Tramways, said the need to employ the women had been accentuated by lack of suitable men for the job.

"Men seem to prefer working in industry in the city — especially because this means avoiding the shift work they are expected to do as bus drivers.

"In fact, things got so bad about five years ago that we had to resort to employing contract workers from Ciskei and Transkei.

"This arrangement is not really satisfactory as these men are separated from their families, and not many stay for long," she said.

The company "had to start somewhere" and advertised for coloured women drivers a few months ago.

"The reason for advertising for coloured women was that we found the majority of them seemed to have licences whereas black women do not," she said.

"The response to the advert was absolutely amazing and as many as 200 women applied — a few of them white women. The standard of their driving was very high indeed.

"Those who were employed have just attained their heavy duty licences and are due to undergo a further three to four weeks' training at our depot in Valley Road where they will be taught the bus routes, the policies of the company and the mechanics of the bus itself," she said.

Mrs Kriel said the women drivers would be treated no differently from their male counterparts. They would work the same hours, wear the same uniform, except the cap, and get the same salary.

The only initial difference was that they would cover the city's southern routes. Once they had mastered these they would be put on the northern area routes as well.

333 E. Post 1/5/85

Black bus drivers not 'taking a back seat'

Readers' Letters

To the Editor, Box 1121, Port Elizabeth, 6000

SIR — We, the black drivers of Port Elizabeth Tramways, wish to draw the attention of the public to certain facts that were not given by the company's Public Relations Officer, Mrs G Kriel, in the report published by the Evening Post on April 22 under the headline, "27 women soon to drive buses".

It came as a shock to us to learn that we are going to take a back seat as black male bus drivers.

This to us is very strange since a multitude of our job-seeking black drivers are being turned away daily by our personnel office.

The employment of contract drivers has been an ongoing process for at least 10 years, which in our opinion posed no threat to the company.

We assume, therefore, that the employment of coloured female drivers is a direct retaliation by the company to our support of the recent organised stayaway, in which we had no option but to co-operate.

On the comment that black females do not possess drivers' licenses, that also came as a surprise. Only coloured females were recruited from the beginning, and nothing whatsoever was said about black ladies.

Furthermore, all African male cleaners have been replaced by coloured cleaners, who are also females.

BLACK DRIVERS
Port Elizabeth

● *The Editor comments: The reporter who began the article by saying that "men will be taking a back seat when women get behind the wheel..." did not mean to imply the men concerned were the black drivers. The sentence referred to men in general — passengers, in fact — who would find themselves behind the women at the wheel.*

The managing director of PE Tramways, Mr C T Coetzer, was asked to comment on other aspects of the letter. He replies:

The employment practices on PE Tramways Limited are not a matter for public debate via the media, and furthermore the employment of females has been debated at length through the Industrial Council with the three multiracial trade unions that represent our employees.

The Tramways' employee who has written this letter knows that he must refer all his employment complaints to the union of his choice, who will direct it to the correct management section.

Stonings may halt services

Putco drivers threaten to stop on Reef

Putco drivers have threatened to stop operating in the Reef's black townships if parents do not prevent their children stoning buses and endangering the lives of drivers and commuters.

The drivers held a meeting at one of the bus company depots yesterday where they expressed concern about the unrest.

One of the drivers, Mr Alex Kekana, said it was decided that they should first appeal to the parents to stop their children stoning buses before taking a final decision to stop operations.

He said the drivers have come under constant attack from the youths for no apparent reason. "We are still in the dark as to the reason why the buses are being stoned," he said.

Workers had to walk to the outskirts or use other transport to reach the buses.

Near Grahamstown yesterday three black policemen were killed and 15 seriously injured in a road accident.

Two died instantly when their vehicle crashed into a brick-laden lorry on Old Grahamstown Road between 1 pm and 2 pm and a third died later in hospital, a Pretoria police liaison officer confirmed last night.

The names of the men had not been released by late last night.

In continuing unrest yesterday police reported three deaths in Johannesburg's Soweto township yesterday.

A man was killed and four were wounded when police opened fire with birdshot, rubber bullets and tearsmoke as groups of between 200 and 300 stoned buses, private cars and SAP vehicles.

A young girl died when a driver lost control of his car when it was stoned, and a 27-year-old man died in hospital yesterday from injuries suffered in a stoning incident on Wednesday.

On the East Rand a senior member of Azapo had serious burns after his kwaThema home was petrol-bombed.

Unrest continued in Tsakane where 1 800 migrant workers were evacuated on Wednesday after fierce clashes with residents left 16 dead.

Police used rubber bullets and tearsmoke to disperse about 500 people who set fire to a policeman's home. — Staff Reporters and Sapa.

Bus drivers face layoffs

333

E Post 27/5/85

By CATHY SCHNELL

A NUMBER of bus drivers would have to be retrenched unless buses were allowed to operate normally in the townships by tomorrow, Mr Fred Stamp, general manager of Port Elizabeth Tramways, said today.

He said the company was suffering substantial losses by not being able to operate its service to and from the townships.

Unless the Transport and Allied Workers' Union managed to sort out some compromise with United Democratic Front and Pebco leaders by today, the company would have no option but to lay off some bus drivers tomorrow, Mr Stamp said.

Mr Henry Fazzie, vice-president of the local branch of the UDF and of Pebco, warned the company not to retrench any bus drivers.

If even one driver was retrenched it would cause a lot more trouble and people would be likely to boycott the service entirely, he said.

Mr Fazzie said this would harm PE Tramways more than the people, who would find alternative transport.

For some time bus drivers have been afraid to enter the townships as some have been the target of stoning and petrol-bomb attacks.

During recent unrest several bus drivers have been seriously hurt in attacks.

Mr Stamp said the company could cope with broken windows and the occasional burnt bus, but not with the lack of revenue caused by buses not being able to go safely into the townships to carry passengers.

Mr Stamp said he did not know how many drivers would be affected if it was not possible to reach a compromise.

The problem applied only to the Algoa Bay region.

Drivers won't be retrenched

By CATHY SCHNELLE, Post

DRIVERS would not be retrenched yet, despite buses not operating in the townships, Mr Carl Coetzee, managing director of PE Tramways, said today.

Yesterday the company announced that bus drivers would have to be retrenched unless buses were operating in the townships normally by today.

If this happened the people might boycott all buses completely, warned Mr Henry Fazzie, vice-president of the local branch of the United Democratic Front and of the Port Elizabeth Black Civic Organistion (Pebco).

Yesterday afternoon members of the Transport and Allied Workers' Union tried to sort out a compromise with the UDF and Pebco leaders.

For some time now bus drivers have been afraid to enter the townships as they have been the target of stonings and petrol bomb attacks.

EVENING POST, WEDNESDAY, MAY 29, 1985

Bid to stay dismissal of transport workers

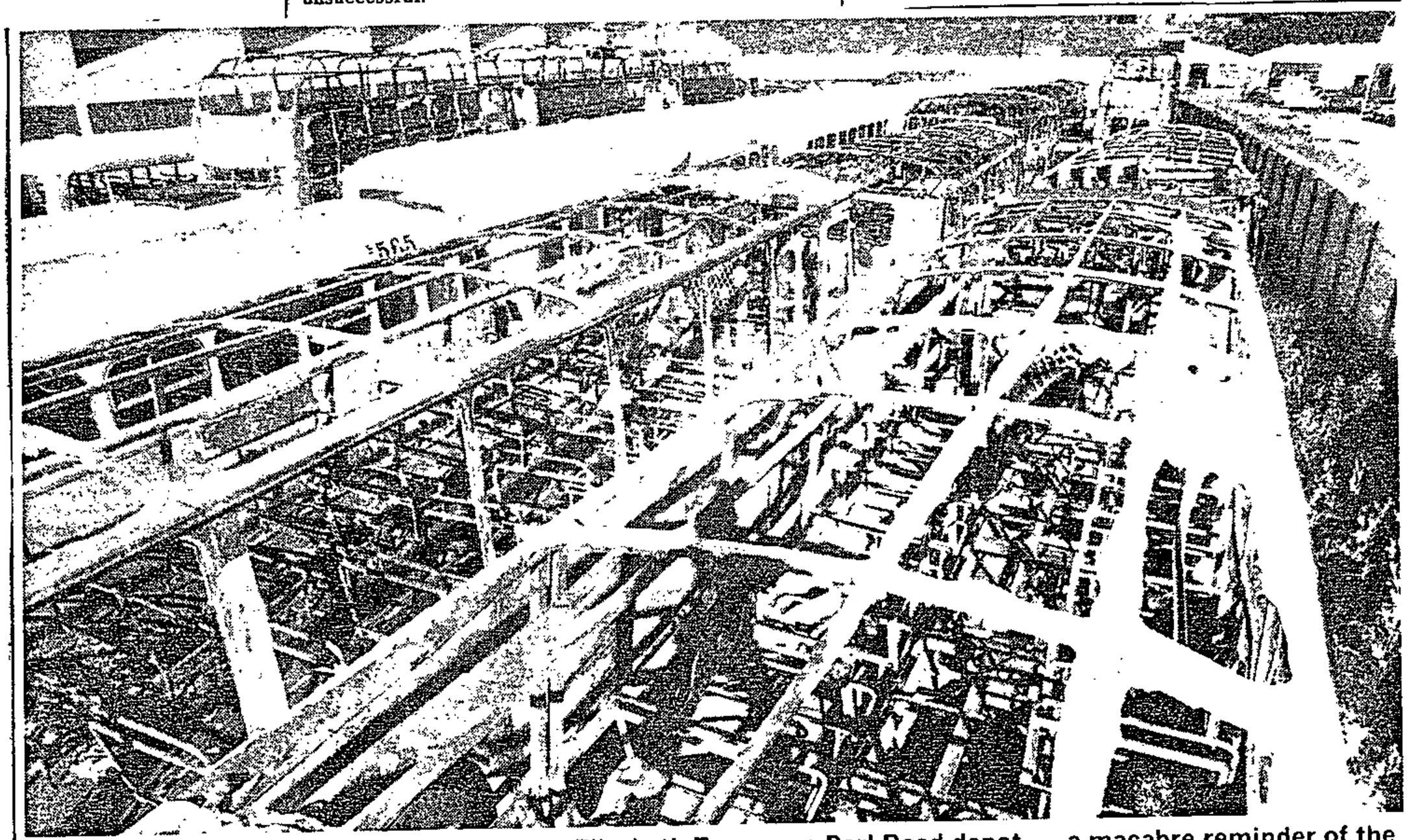
Post Reporter

AN attempt to stay the looming dismissal of about 186 Port Elizabeth Tramways workers, in the wake of R5,5 million losses in the last five months, has been made by its managing director, Mr Carl Coetzer.

The losses incurred by the company through the disruption of its service to PE's black townships have resulted in the redundancy of staff in all categories.

Mr Coetzer confirmed today that he had given the Transport and Allied Workers' Union a list of options, which could prevent his taking the final option of dismissing staff. These included reducing costs by doing away with part-time work and overtime, and working short time.

Attempts to contact a spokesman for the union were unsuccessful.



Rows of charred bus skeletons litter the Port Elizabeth Tramways Perl Road depot — a macabre reminder of the ongoing unrest in the Eastern Cape which has disrupted many essential services and caused millions of rands damage. Over the past five months PE Tramways has lost 20 buses and incurred losses of R5,5 million in PE's black townships.

Man alleges racial abuse

Court Reporter

A DOCKWORKER yesterday told the Magistrate's Court that his foreman had called him a "kaffir" and slapped him repeatedly in the face.

This was said in the trial of Mr Francois Johannes Jacobus Smith, 34, of Hobson Street, Labiance, Bellville, who is charged with criminal injuria and assault. He pleaded not guilty.

Mr Daniel Njodu told the court he had been sitting in a store at Table Bay docks on December 4 last year waiting for a truck to bring bales.

Mr Smith walked up to him and asked him: "Kaffir, where do you work?"

He said he told Mr Smith he was waiting for the truck and Mr Smith then said: "Kaffir you are being clever with me."

"He then picked me up and slapped me five times in my face," Mr Njodu said.

He told the court whites used the word "kaffir" often on the docks and that he had been to another foreman a number of times to complain about this.

Mr Smith said in evidence that he had told Mr Njodu to "f. . . . off out of the store".

The hearing was adjourned until June 11.

Mr W J P Marais was the magistrate. Mr L S Moffitt prosecuted. Mr J Swanepoel, instructed by J Kudo, Lurie & Co, defended.

Drivers' strike leaves hundreds stranded

HUNDREDS of workers in Witbank and Middelburg in the eastern Transvaal were yesterday stranded without transport while about 800 Highveld United Bus Transport drivers went on strike demanding the recognition of their trade union.

Most of the workers used taxis and other vehicles for transport.

The chairman of the National General Workers Union, Mr Donsie Khumalo, said talks were held between management and the union yesterday in an attempt to resolve the matter. They "collapsed" when management made certain "impossible requests."

The bus company has demanded the union supply a constitution and other particulars to the Department of Manpower. Mr Khumala claims these are not essential for recognition.

Law

The company's general manager, Mr Len Morton, said the requirements were essential as far as the law was concerned. The union has refused to meet them and thus are "making it impossible for a solution to be reached."

He said the work stoppage has affected most workers in the regions and "we tried to make workers return because we are running essential services," he declared.

The workers have promised that they will return to work today, while the parties will go for mediation today.

Meanwhile an attempt was made to petrol-bomb the home of Council of Union of SA's co-ordinator Mr Mahlomola Skosana's home in Daveyton on Sunday night.

In a statement Cusa condemned the action which they maintain was aimed at stifling the activities of the union. Cusa will continue to represent workers' interests and aspirations.

'Strike at Greyhound was illegal'

THE CASE against 195 Transport and Allied Workers' Union members was this week postponed to July 18 in the Klerksdorp Magistrate's Court.

The 195 Western Greyhound bus company workers in Klerksdorp allegedly held an illegal strike on May 30.

They are said to have demanded disciplinary action against a senior bus inspector who allegedly assaulted a junior inspector.

Three unions call for ballots

Transvaal faces threat of huge transport strike

By CLAIRE PICKARD-CAMBRIDGE

THREE transport unions affiliated to the Trade Union Council of South Africa (Tucsa) are to hold strike ballots which could result in a co-ordinated strike by about 17 000 drivers and general workers in the Transvaal.

This follows a deadlock between employers on the Transport Industrial Council and the Motor Transport Workers' Union of SA (MTWUSA), the Transport Workers' Union of SA (TWUSA) and the SA Transport Workers' Union (SATWU) over working hours.

TWUSA general secretary Gert van der Walt said his union was considering strike action for the first time in 50 years — an indication of members' anger at the employers' refusal to reduce their 48-hour working week to 46 hours.

More than 700 employers could be affected, including major businesses like Cargo Carriers, Reef United Transport, Rennies and others.

Managements approached last night did not want to comment at this stage.

However, Van der Walt said, employers had been "pleading poverty" and citing the poor economic climate as factors preventing them from meeting union demands.

The unions initially accepted the employers' offer of 11% and 9% increases for general workers and drivers respectively, but would reject this if working hours were not reduced, he said.

Union members would meet on July 28 to decide whether to strike or not and the result could seriously affect transport over a key area.

Van der Walt said there had been a strong indication workers would strike if employers did not meet their demand.

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No word from director about wage dispute

O. Nicholson

12/7/85

EAST LONDON — The director of a Wilsonia based furniture removal company yesterday refused to confirm or deny that his 205-strong workforce had stopped work after a pay dispute.

The director of Steer Afrovan, Mr George Schoof, said he was not prepared to talk about the matter. It was not company policy to do so.

Mr Schoof said it was a delicate matter and that management would settle it internally.

A spokesman for the workers said the dispute started last Thursday when the manager, Mr Trevor Young, was appraoched about an increase. He said they were told there was no money and that they should wait for the director.

They approached him the next day and Mr Young told them that he could only communicate with the six-member liaison committee.

The spokesman said they then decided to down tools.

One of the workers had been with the firm for more than 20 years and was getting R52 a week.

He said despite inflation, a labourer got R29, a parker and loader R49 and storeman R65 a week. A driver for a mechanical horse and double trailer earned R96 a week and the lowest paid to a driver doing the same job was R75 a week.

A driver said when out in the country, their allowance was R1,50 a meal and R4 for a night out.

Assistants were given R1,20 a meal and R2,50 for a night out. The drivers and assistants were not paid for staying out in the country, but paid R1 for a Sunday only.

He said these were the reasons why they had asked the management for in increment as they could not cope.

Furniture removal men back at work

D. Dispatch 16:07:85

EAST LONDON — The 250-strong workforce of a Wilsonia-based furniture removal company, Steer Afrovan, returned to work yesterday, a director, Mr Dudley Schoof, said.

He said there was no longer any disagreement among the workers.

This followed a pay dispute between the workers and management, after which the workers stopped operating for one week — DDR

Transport bosses stand firm

By CLAIRE PICKARD-CAMBRIDGE

THE Motor Transport Owners' Association of South Africa has said it cannot meet the demand by three transport unions for reduced working hours, although the unions are to hold strike ballots over the issue.

The unions, which are affiliated to the Trade Union Council of South Africa (Tucsa), want a two-hour reduction in the working week. A strike could involve about 17 000 drivers and general workers in the Transvaal and Free State.

This follows a deadlock between employers on the Transport Industrial Council and the Motor Transport Workers' Union of SA (Muwusa), the Transport Workers' Union of SA (Twusa) and the SA Transport Workers' Union (Satwu) over working hours.

A spokesman for the Association said they could not meet the union's demand, "in the view of the poor state of the economy."

The Association rejected allegations that they were not paying workers a "living wage".

He said employers and unions had agreed that overtime increases and the minimum increases — 9% and 11% for drivers and general workers respectively — were reasonable in the present economic climate.

Cape Times 15/7/15 (91) 333

Worker killed by falling tyre

A CITY dock worker, aged about 60, died yesterday afternoon after a large tyre fell on his head at Cape Town harbour's H Berth.

A South African Railways police spokesman said last night the man's name could not be released until his family had been notified.

The accident occurred when, together with other workers, the man was fastening tyres to the berth walls. The tyres were to act as buffers for ships harboured there.

Commuters forced to walk

333

Sowetan 26/7/85

LARGE numbers of commuters in Atteridgeville had to walk up to 3 kilometres to their respective homes on Wednesday night when Putco bus drivers refused to enter into the township for fear that they may be attacked and robbed.

And yesterday scores of commuters were left stranded and late for work when a buffer on a goods train broke between Mitchell Street and Cor-Del Fos Station near Pretoria West in the morning.

Commuters from work were requested to alight at the Kalafong Hospital near the township's main entrance on the first day of a planned three day class boycott in the area. Putco bus drivers who had recently been attacked and robbed of cash feared similar attacks when they requested commuters to alight at the hospital. Scores of people walked up to 3 km to their respective homes in "Black Rock".

Large numbers of people were left stranded when trains were delayed in atteridgeville yesterday morning. A spokesman for the South African Transport Services said the delay was caused by a buffer on a goods train that broke near the Cor-Del Fos Station in the early hours of the morning.

"We cancelled six trains for an average of 73 minutes. But we did manage to arrange ten buses to ferry commuters to work," the spokesman said.

Scores of people rushed to the taxis while others were seen walking along Church Street on their way to work. The SATS spokesman at the time of going to Press, said everything was now back to normal.

Taxi-driver saves stabbed colleague

10/9/85 333 STAF

Crime Reporter

A Johannesburg taxi-driver risked his life to save a colleague last night.

Mr Lionel Lloyd went to the rescue of his friend, Mr George Abbott (54), who was mugged and stabbed in the throat after picking up a young man in Parktown.

Mr Abbott is in a satisfactory condition in the Johannesburg Hospital after an emergency operation.

Six taxi-drivers heard the dispatcher communicate with Mr Abbott after the stabbing and raced to the scene of the crime.

Mr Lloyd was first to arrive and saw Mr Abbott's assailant drive off in his taxi.

The other drivers arrived soon afterwards and set off in pursuit of the assailant, who lost control of the taxi and crashed into the pavement.

According to one of the drivers, the man jumped out of the car and tried to hide in the Johannesburg College of Education grounds.

"We surrounded the area and managed to flush him out and arrest him," said the taxi-driver. The rescuers found a knife on a seat in the taxi.

Police later arrested a 23-year-old man in connection with the stabbing of Mr Abbott. He is expected to appear in court soon.

At least 14 attacks on taxi-drivers have been reported this year, eight of them on drivers of Rose's Taxis, for whom Mr Abbott works.

One of the drivers, Mr Essie Esterhuizen (76), was fatally stabbed near the Johannesburg Stock Exchange about two months ago. Police are still looking for the killer.

Driver taking short cut saw knife attack on colleague

A taxi driver taking a short-cut to Hillbrow on Monday night helped to save the life of a 54-year-old colleague being attacked by a passenger.

But he wishes to remain anonymous and told *The Star* in an interview: "Refer to me as driver No 61."

He recounted the events which brought him to the spot where his colleague, Mr George Abbott, was being attacked.

"I had just fetched three nurses from Johannesburg Hospital. I was taking them home along Ridge Road — a quiet, unlit road which I use regularly as a short-cut to Hillbrow — when I saw a taxi parked near an open stretch of ground.

"The driver (Mr Abbott) was lying across the back seat of the car — and I saw a man stab him.

BLOCKED ROAD

"The driver had had no time to put through a distress call when he was attacked. I called through to the radio operator (of his firm, Taxi Bureau) and reported the attack.

"I thought the driver had been killed. He was on the back seat. Then the attacker got into the driver's seat. He pulled away, but I managed to block the road.

"The nurses were screaming. They panicked and I could hardly drive.

"Then the man left the car and ran towards the Johannesburg College of Education grounds. I took the nurses to the nearest take-away shop and returned to give chase. This all happened within a matter of moments.

"I drove through all the red robots. I wanted to find him."

At the Taxi Bureau's office the radio operator was putting a distress call to all other taxis in the vicinity: "Gentlemen, one of your chinas has been attacked."

The alert was picked up by Mr Lionel Lloyd, who was parked on the Empire Road rank.

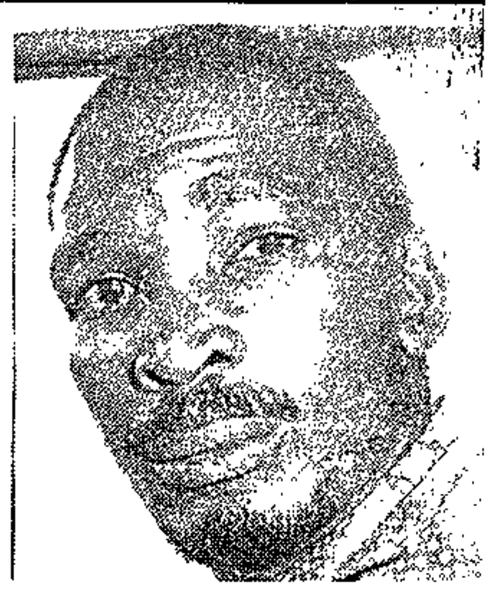
He said: "When I arrived at the scene I saw Mr Abbott on the back seat with blood all over him. Another taxi driver was helping him, so I went scouting for the attacker."

Then driver No 61 radioed that the man had run out of the JCE grounds and across Pieter Roos Park.

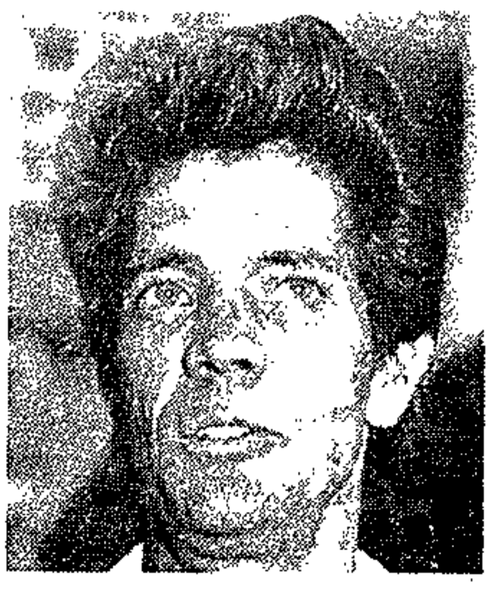
Mr Lloyd took up the chase and apprehended a man on the corner of Junction and Queen roads.

Other taxi drivers arrived at the scene.

Later a 23-year-old man was taken away by the police.



Mr Johannes Maboela . . . I feel worried sometimes.



Mr C Botha of Hillbrow . . . We can give trouble too.

Taxi drivers describe their life of fear

Johannesburg taxi drivers spoke yesterday about the rising fear in their ranks after an increasing number of vicious attacks in recent months in which a driver has been killed and others seriously injured.

"What are we supposed to do? Our taxi drivers' lives are at stake," said the owner of a taxi bureau.

"Our bureau has investigated introducing stricter protection measures, including a new safety locking device. The concealed device locks automatically when activated — locking the wheels and the car's braking system," said Mr J Swart.

In the most recent attack, Mr George Abbott (54) of Mayfair was stabbed by a 23-year-old passenger on Monday night.

Taxi drivers told of other incidents:

- A 75-year-old taxi driver was recently stabbed to death outside the Johannesburg Stock Exchange.
- A woman taxi driver, attacked in Randburg had her ribs stove in.
- A taxi driver had to be hospitalised after an attack, which left him unconscious. His car was missing for several days and police have opened an attempted murder docket.
- A gang of men have also been arrested by the police recently in connection with a number of attacks.
- There have been five robberies at the ranks of one taxi bureau in the last month.

INSECURITY

Mr M C de Castro, who has been driving taxis for five years, said: "I feel very bad about the stabbing. There's a lot of insecurity on the job. You never know who you have picked up.

"I was stabbed in my arm and leg about three years ago. The man took my watch and my money. They never found him."

"It's not easy if you are attacked because you have both hands on the steering wheel," said one driver.

"We carry the good, the bad and the ugly — drug addicts, drunks and doctors," said a former salesman, who has been driving taxis for 14 years.

"It's each man for himself. Although I have to sort out my own insurance and medical aid and I don't have a union to look after me, I sleep well at night because I don't owe anyone money."

"Sometimes I've been worried," said Mr Johannes Maboela, who has three months' taxi-driving experience, "but I usually take ladies or just one or two men at a time."

Mr Laurence Conco said: "The worst customers are those who say 'I haven't got any money', when they arrive at their destination. They go inside 'to get the fare' and don't come out again.

"You just have to drive off because if you go after them they'll smash you up."

Another driver who did not want to be named said: "Until now, touch wood, I've had no trouble. I finish working at 2 pm and then I start driving — one has to earn a living somehow."

A taxi driver in a Hillbrow rank said: "I haven't had any trouble. But I can't give you my name. If I give you my name some smart Alec out there will decide to give me some trouble."

"I watch who gets into my car. I hear the drivers pick up the most trouble at Johannesburg Station or in Hillbrow," said another who has only been in Johannesburg for three weeks.

STARVING

"I left my family in Knysna because we were starving — but I'll be going back.

"We can also give trouble you know," laughed Mr C Botha, "but I've never had a problem.

"There's a touch to being a taxi driver. You meet different people every day. You have to know the city, where to take tourists or foreigners so they can relax — perhaps to a restaurant or a disco."

Argus 18/9/85 333

Woman shopper wounded

Staff Reporter

A PAARL woman was wounded by gunfire after a clash between students and teachers who were trying to return to school and police who denied them entrance.

A teacher at Klein Nederburg Secondary School, who claimed he saw the incident, said police angered pupils when they stopped and searched a car driven by four members of the Paarl Students' Association.

The woman, who had been shopping, was shot after a crowd gathered near the stationary car, the teacher said.

Police ordered the crowd to move away shortly before the shooting took place.

A spokesman for the police public relations directorate in Pretoria said a 38-year-old woman was injured by gunfire, but said this occurred after about 20 youths looted a bread delivery truck some distance from Klein Nederburg in Paarl East.

A bullet ricocheted off a wall and hit the woman as she came out of a shop, the spokesman said.

The teacher denied that a bread truck had been looted and said it was only after the shooting incident that a liquor truck was burnt by angry pupils.

12 bus-drivers held during protest march



Picture: HANNES THIART, The Argus

Above: A bus driver makes a point during a meeting with union officials in Mowbray today.

Below: Bus drivers scatter before a police charge at the Mowbray bus terminus.



Picture: LEON MULLER, Cape Herald

Labour Reporter

TWELVE bus-drivers were arrested when police dispersed a march by 200 drivers to their union offices.

They were protesting against the lack of protection from stoning.

The men left City Tramways' Arrowhead depot this morning and had to walk to the union office in Salt River because there were no buses.

They claimed that company officials told police they could not use buses from the Mowbray terminus to Salt River.

Police charged the men and dispersed them with sjamboks.

"It's ironic that we were marching to protest about lack of protection in the unrest and then were beaten by the police," said one driver.

Their grievances about lack of protection came to a head after driver Mr Yusuf Adams was admitted to hospital yesterday. He was injured in a stone-throwing incident while on duty.

Lost consciousness

Mr Adams was driving on the outskirts of Charlesville when a brick smashed through the windscreen of the bus and struck him on the head. The bus went out of control after he lost consciousness.

The drivers marched from Arrowgate to Mowbray after refusing to drive into certain areas today because they believed it would be unsafe.

A City Tramways spokesman said they had dismissed themselves by this action.

At the meeting Mr M Soeker, acting-secretary of the Tramway and Omnibus Workers' Union, said all drivers would be reinstated if they went back to work this afternoon.

He said no victimisation would be tolerated and he would negotiate for the men to be paid for lost time.

Mr Soeker said he had instructed attorneys to take immediate action to have the arrested men released.

Busmen in the frontline

Cape Times 18/9/85



Staff Reporter

ABOUT 100 City Tramways bus drivers at the Arrowgate depot in Valhalla Park yesterday refused to go on duty after one of their colleagues was seriously injured in a stone-throwing attack.

Mr Y Adams was knocked unconscious and lost control of his bus when a stone thrown through the windscreen hit him on the head. The bus smashed into two electric-light standards in Modderdam Road, Valhalla Park — less than a kilometre from the Arrowgate Depot — before coming to a halt.

Angry drivers yesterday afternoon said they were unhappy about working in the areas affected by the unrest and were refusing to enter the townships until certain demands they had put to the Tramways management were met.

'No protection'

A group of 12 drivers and inspectors spoke to the Cape Times on condition they were not identified. They said "at least 15" drivers had been injured in attacks in the past two weeks.

"They give us no protection, we don't have metal screens or perspex on our windows, our lives are in danger all the time," one driver said.

During unrest yesterday, at least five buses were damaged in stone-throwing incidents and one bus came out of Mitchells Plain with 23 broken windows.

An inspector said: "The men are tense and they are scared. They are operating on their nerves and it is only a matter of time before one has a nervous breakdown."

'War'

Another driver said: "Man, it's war out there, and we are in the frontline because our own kids say we are part of the enemy.

"The worst is at night. You can be driving along the road, you can't see anything, then suddenly a group of 30 people just comes out of the dark, throwing petrol bombs and stones."

One driver, who other drivers said was "speaking for us all", said: "We refuse to work in these conditions.

"Our men are earning less than R140 a week after deductions, and they must pay us at least R200 before we will be prepared to face those kinds of dangers.

"They must stop the buses running after 10pm, because that is the real danger time."

A director of City Tramways, Mr F Potgieter, confirmed that "a number" of the drivers would not go into certain areas because of the dangers involved.

"We are aware of the problem and are investigating ways and means to overcome it," he said.

6

CAPE TIMES 20/9/85

Tramways: Report 'damaged our image'

Staff Reporters

CITY Tramways management have objected to a report in yesterday's Cape Times about the "self-dismissal" of 130 busdrivers and sjambokking of the drivers by riot police.

They objected to the inference that City Tramways security guards had helped police to disperse drivers.

It has been established that City Tramways security guards did not participate in the sjambokking.

Drivers at the Mowbray terminus on Wednesday pointed out two men in civilian dress to a reporter as being City Tramways security officials. The men consulted frequently with police officers.

City Tramways also objected to the statement that bus services to the black and "coloured" townships had come to a "virtual standstill".

Numerous calls

"The drivers concerned represent less than 12 percent of the total complement of drivers (in the greater metropolitan area) and their refusal to work shifts could at worst have affected 10 percent of the 13 500 bus trips operated."

The Cape Times observation was based on reports from staff members and numerous calls from the public.

Company director Mr F Potgieter said buses did not go into riot areas reported by "police and our own inspectors" as unsafe.

"All our buses are being fitted with steel mesh screens at present on the front and side windows, although this will of course take some time to complete."

He said all 130 drivers had returned to work.

A City Tramways memorandum said: "The company is deeply concerned for the welfare and safety of its staff who have been working loyally and conscientiously under extremely trying circumstances."

Unionists 'radicalized'

Because the report made no mention of safety measures, "the image of the company in the eyes of the public and its own employees has been severely damaged".

● The sjambokking of busdrivers had radicalized many people in the Tramway and Omnibus Workers' Union, Mr Jan van Eck, the Progressive Federal Party MP for Groote Schuur, said yesterday after a meeting with union officials.

He said the union officials repeated allegations that City Tramways officials had asked police to break up busdrivers on their way to the union's offices in Salt River.

12 bus drivers appear in court

Court Reporter

TWELVE City Tramways bus drivers yesterday appeared in the Wynberg Magistrate's Court following an incident in Mowbray on Wednesday while on their way to the offices of their union in Salt River.

No charges were put to the men and they were not asked to plead.

They are: Mr Tyrone Baards, 23, Mr Abubaker Samsodien, 30, both from Bonteheuwel; Mr Lester Jordaan, 26, Mr Jeremiah Adams, 32, Mr Jacobus September, 47, Mr Freddie Julius, 26, and Mr Aubrey Lawrence, 45, all of Mitchells Plain; Mr Ernest Williams, 33, of Valhalla Park; Mr Abas Moegamat, 33, of Kensington; Mr Alfred Mboleka, 31, and Mr Vuyo Dunjana, 28, of Guguletu; and Mr Patrick Jacobus, 36, of Bishop Lavis.

The hearing was postponed to November 11. The men were warned to appear.

Mr P D Theron was the magistrate. Ms N Nel appeared for the State. Ms M V Wiehahn appeared for the men.

City Tramways. An apology

THE Cape Times regrets that a corrected version of what happened concerning 130 striking City Tramways drivers was not taken account of in the Teleletters column yesterday.

In a news report on page 2 yesterday, City Tramways pointed out that it was incorrect to say that their security guards had helped police disperse drivers. Since the Teleletters column was prepared well in advance of the Tramways statement, certain readers' comments in the column were based on the uncorrected report. The Cape Times apologizes for the original error, and regrets that, owing to an oversight, the corrected version was not taken account of in the Teleletters column.

● City Tramways have also denied the report that on Wednesday bus services to black and coloured townships were at a "virtual standstill", pointing out that 90 percent of the 13 500 bus trips operated normally and that the dismissed drivers represented less than 12 percent of the total complement of drivers.

390- BRUSH AND BROOM MANUFACTURING INDUSTRY, CERTAIN AREAS

Superceding w.d. no : 341

AREA A : Oudtshoorn

AREA B : East London

AREA C : Bellville, The Cape , Goodwood, Kuilsriver, Port Elizabeth, Simonstown, Wynberg, Durban, Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg,Kempton Park, Krugersdorp, Nigel, Oberholzer, Pretoria, Randburg, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging, Westonaria, and Wonderboom.

Police probe bus-arson 'feud'

CAPE TIMES 24/9/85

333

By CHRIS BATEMAN
Crime Reporter

POLICE are investigating the possibility that three recent arson attacks on buses in Langa and Guguletu in which a bus conducter died, are the work of feuding bus company owners.

The attacks, two of which occurred around midnight on Saturday, were aimed at the Transkei-based Elite Bus Services, the Guguletu-based Motale's Bus Service and the Brackenfell-based Blue Line Carriers.

The fatal attack in which conductor Mr Siphiwe Vika, 24, of Langa, was burnt to death, came about midnight outside the men's single quarters in Nyanga East.

According to one bus company owner who declined to be named, Mr Vika and a colleague were asleep in the bus when a petrol bomb was hurled. The unidentified colleague escaped but Mr Vika was overcome by fumes and collapsed. The bus, owned by Elite Bus Services, had been gutted.

Within an hour, a bus parked nearby was gutted as a second petrol bomb was hurled. This bus, belonging to Motale's Bus Service, was badly damaged.

About eight hours earlier in Langa, a bus belonging to Broadway Bus Services was set alight and extensively damaged.

The bus company owner claimed that he knew who was responsible for the attacks and that he had informed the police.

Offices of UDF-linked organizations gutted

City building wrecked

CAPE TIMES 12/10/85

By PETER DENNEHY

A BLAZE gutted the Corporation Street offices of seven organizations closely related to the United Democratic Front in Cape Town yesterday.

No one was injured in the fire.

The possibility of arson was being investigated, said the police officer in charge at the fire, Lieutenant H Kroff.

The Central Fire Brigade's chief fire officer, Mr Joop Hamel, said it was not likely the fire had been caused by an electrical fault. It seemed the fire had started in the centre of the building.

Fire station officer A G Groeser said the second and third floors of the Corporation Chambers building were "mostly gutted". Some offices were badly water-damaged.

He estimated damage at "possibly a million rand".

The fire also caused smoke and water damage to the City Hall Hotel in Darling Street.

Organizations which rented offices in the complex are the Grassroots Community Newspaper, the Clothing Workers Union (Clowu), the Retail and Allied Workers Union (Rawu), the Media Workers Association of South Africa (Mwasa), a children's newspaper called Molo Songololo, the Trade Union Media Support Project, and a Worker's Advice Office.

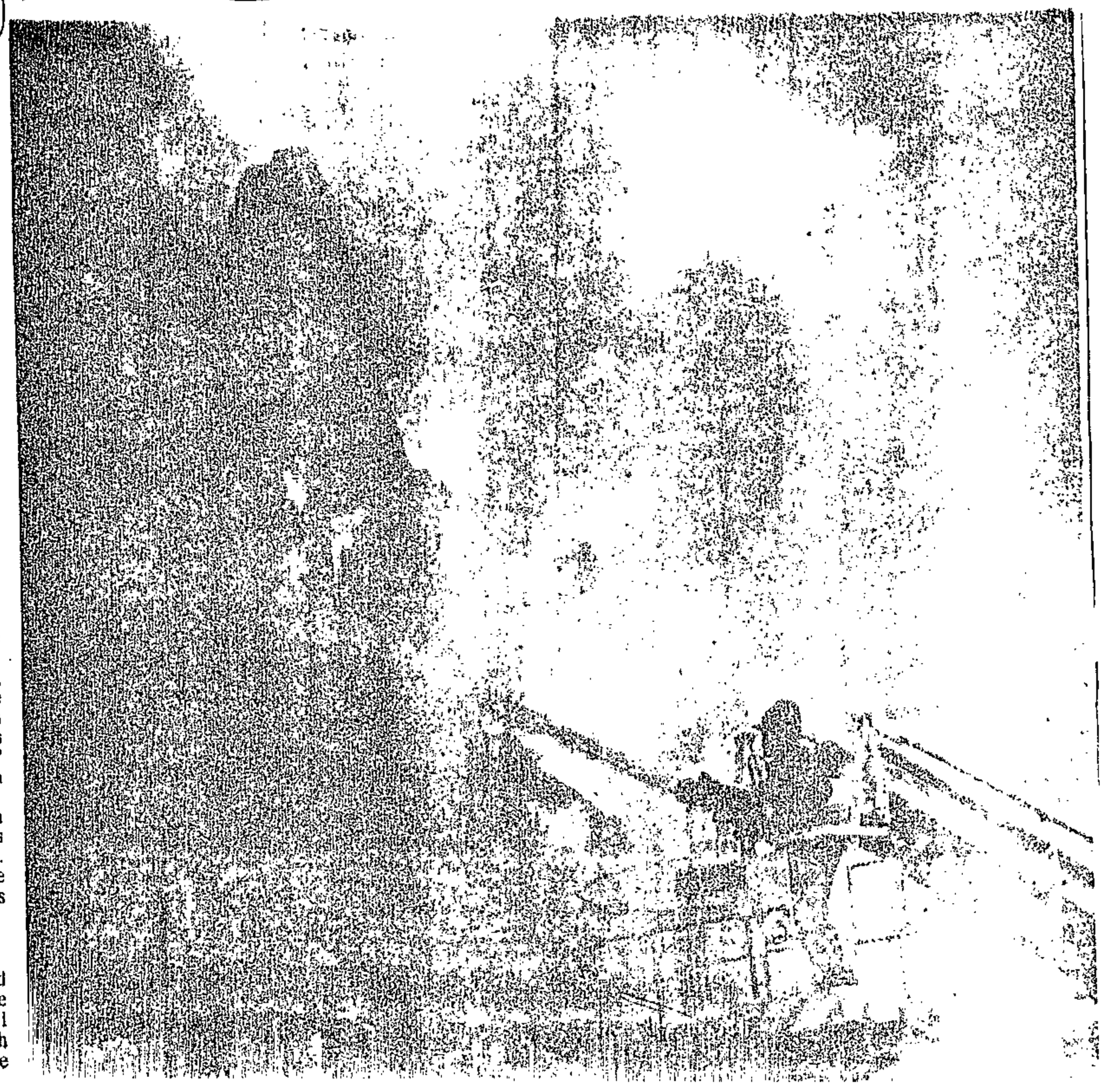
Mr Saleem Badat, editor of Grassroots, said he would not be surprised if the fire had been caused by an arsonist "in an attempt to silence us".

Mr Wilfred Rhodes, vice-president of the UDF in the Western Cape, said the fire was "an act of provocation" which would "lead to an increase in violence".

Most of the damage in the newspaper offices was caused by water. Clowu, Rawu and the Support Project offices were gutted.

Control

A witness, who refused to be identified, said he saw a fire in a metal "basket" or drum which had been placed inside



Mr Winfred Rhodes, ... of the ... Western Cape ... was "an act of provocation" which would "lead to an increase in violence".

Most of the damage in the newspaper offices was caused by water. Clowes Rawe and the Sunday Times offices were gutted.

Control

... witness who refused to be identified said he ... fire at a metal ... drum which had been placed inside the door to the ... of the wooden ...

... the fire exit ... ground floor had been ... two hours. The fire was out ... [illegible]

... Mr ... Meyer ... had seen the start of the ... He ... the door at the bottom of the stairs and had moved his car from the entrance.

Thousands of pedestrians and motorists watched as the fire spread rapidly through the top two storeys of the three-storey building. Nobody was injured, but an elderly man and woman were assisted out.

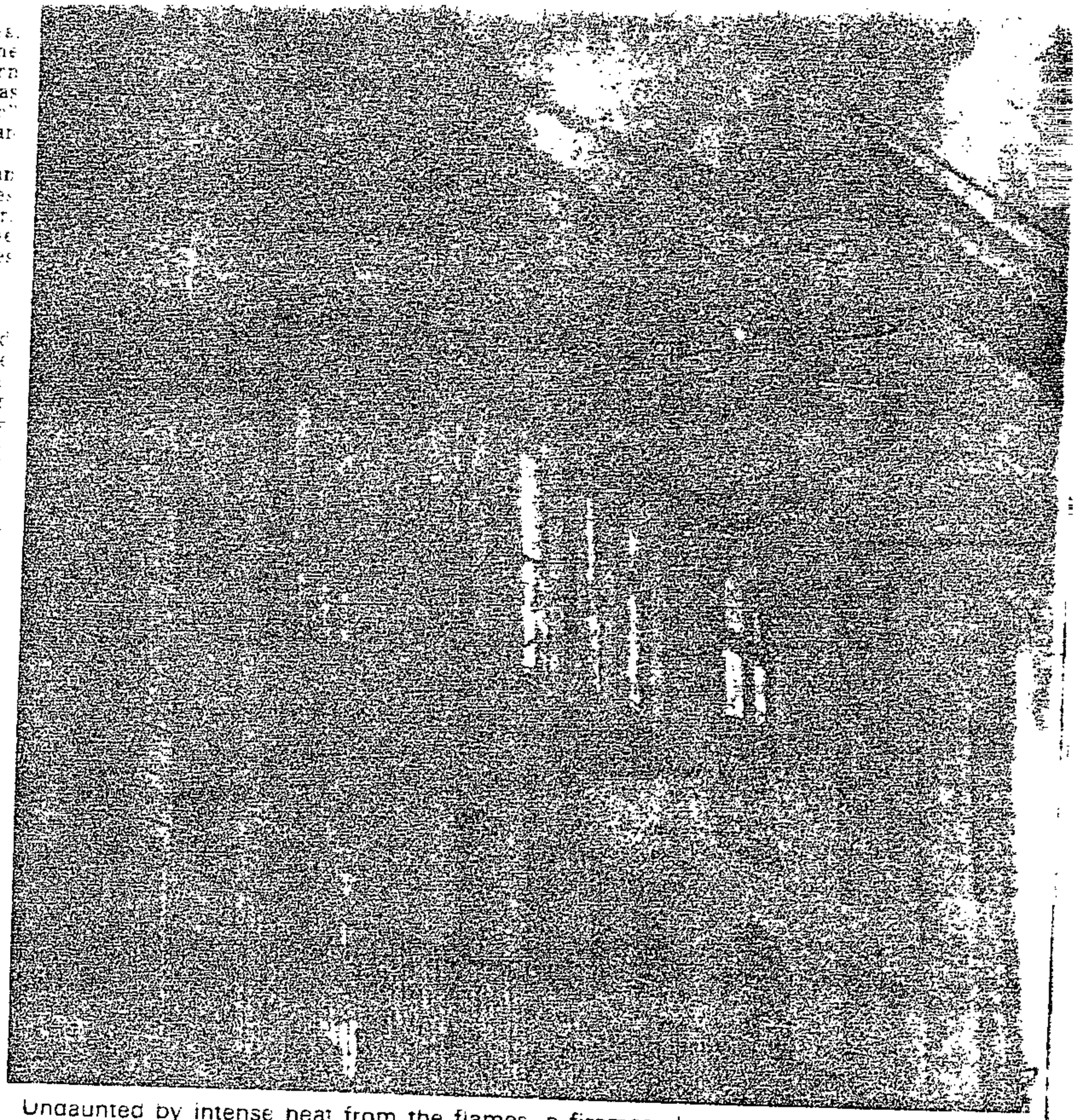
Mr Jonathan Meyer of Athlone said he had come up to the second floor of a ... and saw a woman out of the ... and down the ladder.

The fierce flames were fought by more than 30 firemen in eight fire tenders from Cape Town, Sea Point and Salt River. It took the firemen three-quarters of an hour to control the fire, which was reported at 5.44.

Firemen braved a thick wall of black smoke to spray jets of water into the heart of the fire from close range on a turntable ladder and a hydraulic platform.

The fire was described by a fireman as the largest in the central city area in the last six years.

Members of the organizations were late last night holding a candle-light vigil outside the building to prevent theft of documents and equipment.



Undaunted by intense heat from the flames, a fireman directs a powerful jet of water from a "snorkel" hydraulic platform into the fire. Cape Times Newscolour: Ivor Markman

No screens for Durban taxi drivers

Mercury 12/10/85

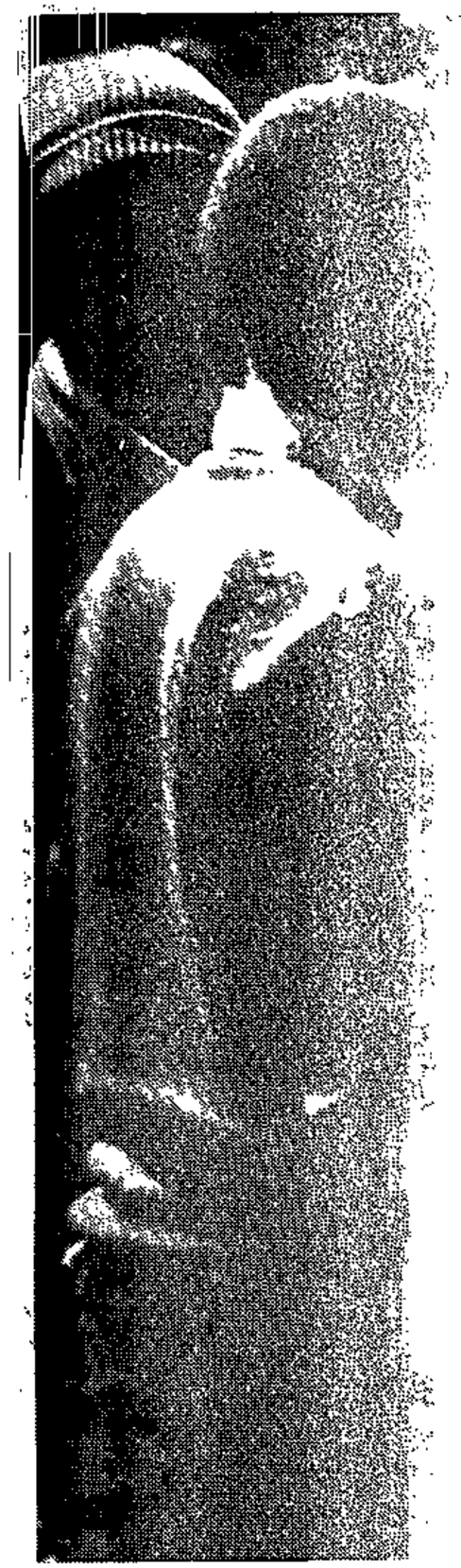
Mercury Reporter

JOHANNESBURG taxi drivers who are often attacked will be fitting screens to protect themselves from passengers, according to reports, but Durban taxi companies questioned yesterday said they would not follow suit.

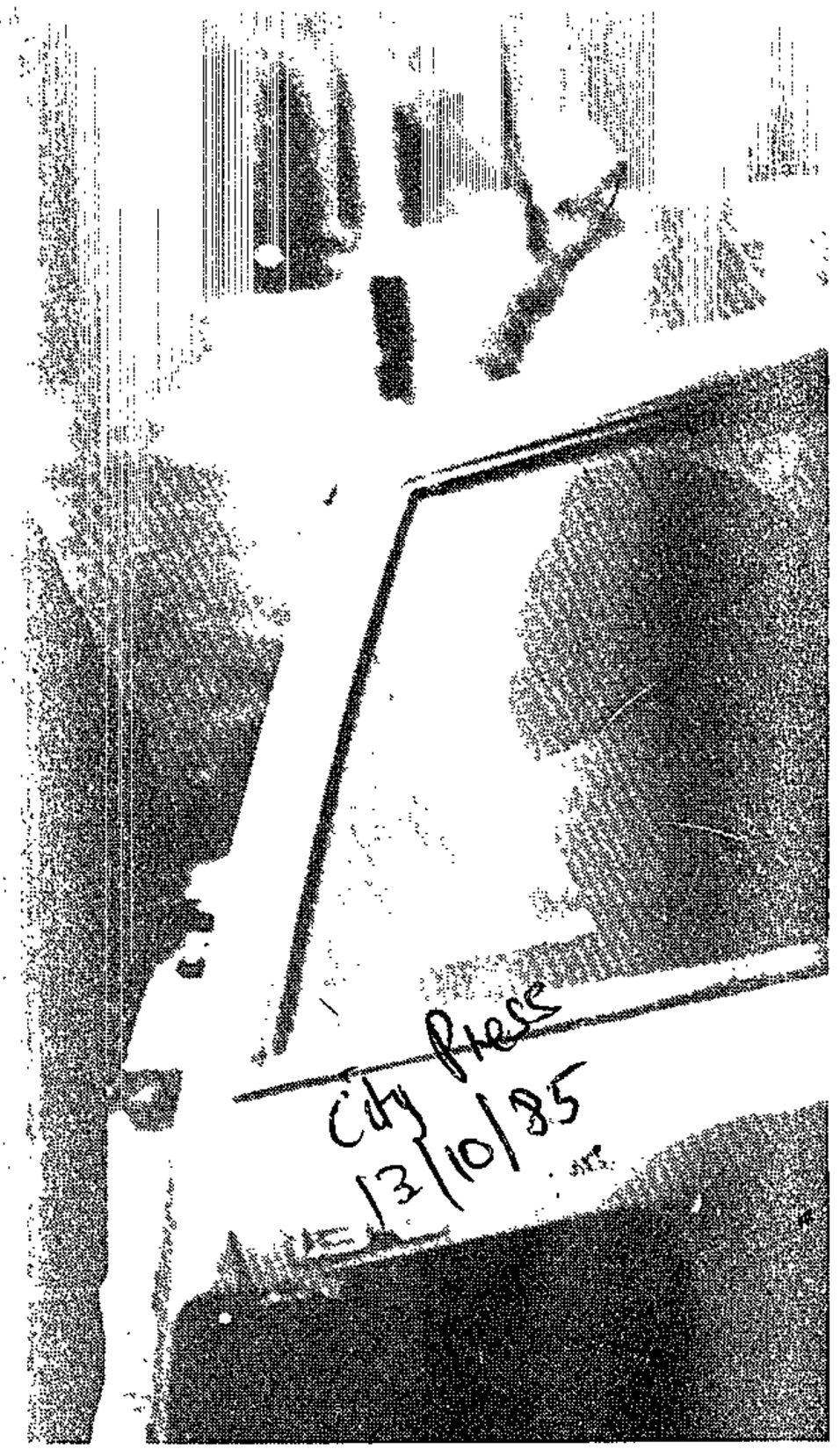
'We don't have much trouble down here,' said Mr Stan Davis, a director of De Luxe Morris Radio Taxis.

Director of Aussie's Radio Taxis Mrs Kay Watson said attacks on her drivers happened 'very, very seldom'.

She said they had been 'thinking vaguely' about screens, but this would be 'very difficult'.







THE LONGEST DAY



The face of unemployment: Stephen Mongale and his wife Elina.

ave nothing but my dignity'

MEETING Stephen Mongale of "Silvertown" – a tiny shack location in Tsakane – brings home forcefully the stark reality of unemployment.

Mr Mongale, 53, has been without a job for the past seven years. He is a man who has been defeated, a man who has lost all hope.

He has only his dignity left.

He worked for Brakpan Scrap Metal for 15 years, but had to quit because of illness. He was in hospital for seven months as a TB patient.

But, since he was discharged, he has not been able to find a job again.

"It is a long time since I last had a good, solid meal. Eating meat and rice has become a luxury at my home.

"We survive on porridge and vegetables," said Mr Mongale. He is living with his common-law wife, Elina, and a sub-tenant who helps him to pay rent.

He says his sub-tenant has become the pillar of his home with the little he earns as a labourer.

Mr Mongale said it had been a struggle for him to meet his monthly rent bill of R12,90 before his sub-tenant moved in with him.

"Although I am looking for employment, job-hunting has become expensive as it would fritter away whatever little money I have.

"And whatever little money I do have, I beg from people," said Mr Mongale.

He said that he occassionally visited his former employers – who would give him a R20 note or so – to get money.

He said looking for a job these days was a money-wasting exercise.

Mr Mongale has also applied for a disability grant to help him make ends meet.

Mr Mongale is prepared to accept any temporary job – as long as it will help him to survive.

"However, I only take gardening jobs as hard labour would finish me off," he said.

HUNDREDS OF black families are reeling under the impact of unemployment and the continuing downturn in the economy.

Inflation has also pushed some families to the borderline of starvation, forcing them to take in lodgers to supplement their income.

Many families have been reduced to beggars and are now totally dependent on handouts from charity organisations.

The never-ending line on the street of sorrows

By SANDILE MEMELA

ANOTHER week-day . . . and Johannesburg's 60 Albert Street – better known as the "pass offices" to many black people – is crowded again.

A throng of black men – and an ever-increasing number of women – again gather at the labour bureau in a desperate bid to find jobs. One long queue snakes back and forth, through the building, spilling over into the city's pavements.

It is made up of young and old – their faces lined with hope, despondency, desperation . . and exhaustion.

Albert Street means waiting up to nine hours in a queue – hoping, sometimes praying, that you will be given a job; that you will be able to feed your wife, children, or grandchildren who are waiting at home.

Albert Street also means returning home at the end of the day after standing for nine hours in a queue and then being told by an official: "There are no jobs."

While the country's economic experts and academics squabble and bicker over the correct statistics of the unemployed, there is a heavy – and almost tangible – mood of despair in the townships and rural areas.

According to the Central Statistical Services in Pretoria – whose estimates are considered conservative – the rate of unemployment among blacks stands at more than 500 000.

And the toll worsens daily as workers are retrenched, dismissed and the economic situation deteriorates.

By SANDILE MEMELA

Most families interviewed by City Press have admitted that they had their backs to the wall.

In a bid to beat poverty and hunger, parents have been forced to beg and live on handouts to survive.

Many are now prepared to take any job in a bid to beat the unemployment crisis.

According to Central Statistics Service records in Pretoria – which are believed to be conservative estimates of unemployment – the number of unemployed black South Africans now tops the 520 000 mark.

And the figure is increasing daily – more than 60 000 jobs have been lost since the beginning of the year, and there is no drop in the 8 000 retrenchments each month.

Not all unemployed are included in CSS records. Independent sources estimate the number of unemployed black people at well over three million.

As the recession continues to bite, families are confronted with going to bed on empty stomachs – and facing the possibility of not having any breakfast the next morning.

As a result, more and more parents have turned to charity organisations and piecemeal jobs – which are also rare – to make ends meet.

Social workers have expressed concern at the social consequences of unemployment.

Amelia Padi, a nursing sister and committee member of the Santa Relief Fund in Tsakane, said more families were finding it difficult to cope with the recession and unemployment.

"An increasing number of people in the area are destitute as a result of being out of jobs. There was therefore a need to establish the Santa Relief Fund to help them make ends meet," she said.

Ms Padi said the Santa Relief Fund – which operates under the auspices of World Vision, a Christian aid organisation – was desperately trying to get some of the unemployed on their feet again.

She said they were supplied with free seeds to cultivate vegetable gardens to eat and sell.

Ms Padi said they also subsidised some people to pay rent and applied for disability grants for those who were no longer in a position to work.

"We have supplemented their rental and have urged them to take in lodgers to help them meet the battle of paying rent," said Ms Padi.

The Relief Fund has been launched only recently in the area and also supplies destitute families with maize meal, dried vegetables, powder milk and soup.

Meanwhile, World Vision has reported that it has exhausted the R100 000 provided by its overseas partners in aid to unemployed families in SA.

Chairman David Cuthbert said: "Although this is a short-term program, we were overwhelmed by calls for help during September."

The organisation sent out an urgent call for help to its partners in the US, Canada, Australia, New Zealand and Europe in August, when it was faced with stories of children fainting in class and families being evicted from their homes.

"We have spent the R100 000 in just six weeks helping 20 000 men, women and children of all races through 27 projects in the Transvaal, Western and Eastern Cape," said Mr Cuthbert.

He said most of the money went to feeding schemes for children and unemployed families.

Jobs were created in several urban areas, and rents were subsidised to prevent families being evicted.

The Government has hinted of a major new multi-million rand campaign to create job oppotunities and upgrade the training of unskilled workers.

About R500-m would be made available by the Treasury for relief measures. A further R400-m will be made available later.

Although the emphasis would be on constructive aid – such as the creation of jobs – large-scale immediate relief in the form of food and clothing for the hardest hit areas would be an essential part of the package.

'I don't know when I'll have my next meal'



ELIZABETH MASHININI
Life is a struggle

"EVERY day is a battle to put together a decent meal. We now survive on pap and spinach to stay alive. These are tough times for me. I've had to struggle like this for the past two years."

These desperate words were spoken by Elizabeth Mashinini, 52, of 8852 Tswaku Street, Tsakane, who has resigned herself to her plight of being unemployed.

"My feet are now sore and tired from walking. I now rely on other domestics to inform me of any 'madam' who seeks a temporary maid. And that is rare nowadays," said Mrs Mashinini.

It is now two years since she lost her job and her main concern is paying her monthly rent. Her two children, Portia, 11, and Bheki, 4, live with their grandmother as maintaining them has become impossible for Mrs Mashinini.

Her husband walked out on her two years ago, leaving her with the two children to feed and clothe. Her children have lived with their granny since her husband left her.

Mrs Mashinini now depends on her subtenant to survive. She supplements the money she receives from the rent with the income from her temporary jobs as a domestic worker.

"I had no choice but to get someone who would help me out with my R36 monthly rental. Meeting the bill became a battle as I had no source of income," said Mrs Mashinini.

At one stage she worked as a vegetable vendor, but had to abandon the enterprise after losing customers when her vegetables became stale without refrigeration facilities.

But other families have found themselves in the same desperate situation as the economic situation worsens.

"We won't be able to have the traditional family meal this Christmas – times are too hard. Decent meals on any Sunday have become a luxury," said a member of one Tsakane family.

Other families interviewed said the festive season would be "bleak" because of unemployment.

Veteran taxi-driver tells how he was stabbed in throat

'What can I do now?'



Former taxi-driver Mr George Abbott with his pregnant wife, Annetjie, and their daughter, Mary Madaleen. Mr Abbott was stabbed by a passenger. ● Picture by Dale Yudelman.

By Inga Molzen

Above the entrance to the Abbott family home in Mayfair, Johannesburg, hangs a good-luck horse-shoe — but it hangs upside down.

Since Mr George Abbott (55), a taxi-driver, was stabbed late one Monday evening in early September — by his passenger, an Israeli citizen — things just have not been the same.

Mr Abbott, who has driven taxis for almost 32 years says:

"All I can do is drive taxis — I don't know what I'm going to do now. I'm scared — every potential customer will look like a killer now.

"I've been attacked before. I was stabbed in the wrist and stomach in Hillbrow and about 12 years ago I was beaten and left unconscious on the road.

"But those incidents didn't frighten me like this one did."

Following the incident, Mr Abbott, who is still receiving hospital treatment, has had to walk with a stick because his left leg is slightly lame. His right eye is starting to glaze over.

The stitches in his throat were removed two weeks ago and he says he has hospital bills of over R1 000.

Married for five years, Mr Abbott has a two-year-old daughter, Mary Madaleen. His unemployed wife, Mrs Annetjie Abbott (38), is three months pregnant with their second child.

Mr Abbott said he was worried his personal accident insurance cover would not be paid out to him because the magistrate had postponed the imposition of sentence on his attacker for 12 months.

STABBED IN THROAT

Mr Abbott was stabbed by Ron Tudmore, formerly of Boulevard Guest House in Hillbrow, after collecting him on the corner of Edith Cavell and Smit streets on September 9. He drove him to Ridge Road in Parktown.

"He looked like a proper gentleman. He didn't say a word during the journey, but when I stopped and asked for the fare, he reached into his pocket and stabbed me in the throat, calling me a 'racial pig'," recalled Mr Abbott.

"We were fighting for possession of the knife. I managed to bend the knife into a 'u' before he could stab me again. Blood was spurting everywhere. Fortunately a passing taxi-driver came to my assistance."



● ARTHUR Gaffley — recovering at home after being fire-bombed.

JOURNEY INTO HELL!

C. Herald 333 21/11/85

ARTHUR Gaffley looked at his watch in the dim light of the instruments panel in the driver's cab. Eleven o'clock was approaching fast and he was looking forward to getting through the routine of taking colleagues home in the *kaboosh* as soon as possible.

Why us? ask bus drivers

CAPE Town's bus drivers are living in fear. Stonings and petrol bombings on their buses have left them jittery — and hurt.

"We are also part of the community and we understand that people are angry. But why attack us?" drivers are asking. "If they want to attack buses, why can't they let us get out first?"

Cape Herald staffer TYRONE SEALE this week spoke to one of the victims.

He had heard that the townships were on fire and that the people were angry.

But right now, he was not thinking of that. His main preoccupation was to get into the extreme left lane of the N2 so he could take the Parow/Guguletu/Heideveld off-ramp heading to the Arrowgate depot.

Behind him, his three passengers, all colleagues, were chatting away.

FLAMES

Gaffley indicated and steered into the off-ramp. Five or so youths stood on the island between the freeway and the off-ramp. It looked as if they were waiting for the bus to pass before crossing the road.

The monotonous drone of the bus engine was shattered when the windscreen disintegrated and flames engulfed his hands and face.

A second petrol bomb burst through one of the side windows, but one of the terrified passengers managed to hurl it outside again.

Gaffley held onto the steering wheel, missing two lamp standards before steering the bus into a ditch.

"I must get out!" he thought, and opened the door with his burning hands before leaping out of the speeding vehicle.

He hit the ground and felt pain shooting up his left leg and the rest of his body.

"Why me! What have I done?" he cried aloud as he rolled in the sand, trying to put out the flames on his clothing. The end had come, he thought ....

But he survived.

Today, 32-year-old City Tramways driver Arthur Gaffley is at home, nursing a scarred face, second-degree burns on both his arms. His left knee and shin are fractured.

With him is his 17-month-old daughter, Candice, and his part-time employed wife, Carol, 29.

And while physical recovery is much needed, psychological healing is equally important.

"When I see the Casspirs and the fires, I'm still filled with fear. I cannot get away from that," says Mr Gaffley.

"I can understand why people stone and burn things, but I cannot see why they should hurt people like me. I just want people to understand me."

D. Dispatch 24/5/85

EL stevedores face retrenchment

By JOEL JACOBSON

EAST LONDON — The South African Stevedores management here is in the initial stages of negotiations with unions and worker committees for a retrenchment programme.

This was disclosed yesterday by SAS's manager, Mr Tony Aylott, who said the negotiations had come after an immense downturn in trade" had been experienced by the stevedores.

"Effectively at this stage we do not have the work to go round for the 200-workforce.

"Only some sort of disaster at another port could save the situation and benefit us.

"Port Elizabeth, however, has the edge with a deeper-draught to allow for bigger ships.

"Companies are loathe to divert cargo here because the ships able to berth are big enough to hold only half the shipment.

"South African Transport Services (Sats) could also prefer to send traffic through Port Elizabeth because rates there for certain commodities could be less than to East London.

"In other words we are uncompetitive," Mr Aylott said.

He said as a company they could not afford to absorb the losses and stick around until the year when trade would pick up.

"We must wind up the operation according to the volumes we handle passing through."

Mr Aylott said some of the losses the stevedores suffered were the lack of maize exports or imports, a loss of the contract for copper concentrate from Zaire and loss of handling carton stock in breakbulk as well as copper mattes.

He said maize would start being exported again in the latter part of next year.

74 stevedores retrenched

Dispatch Reporter

EAST LONDON — Seventy-four South African Stevedores workers have been retrenched here.

This was confirmed by the SAS's manager, Mr Tony Aylott, and the branch secretary of the General Workers' Union here, Mr David Thandani, yesterday.

Mr Aylott said work operations had to be cut down to the present volumes of cargo that were being handled through the port.

According to an agreement reached with the worker committee, employees were laid off on a last in, first out basis.

Mr Aylott said the workers retrenched had all been given gratuities in accordance with their years of service.

He said if there was a further decrease in activity at the harbour, it could become necessary to reintroduce a system of unpaid leave, which had been in operation for the last 18 months.

"Another alternative which could be considered would be to go on short time shifts."

Mr Thandani said while the union was not happy about the retrenchments, especially when jobs were hard to come by, they realised they were unavoidable.

He said the majority of the workers retrenched had been members of the GWU.

500 Durban stevedores retrenched

Argus Correspondent

DURBAN. — South Africa's largest stevedoring company, South African Stevedores, will retrench more than 500 workers from its Durban operation in the next month as the shipping industry reels under the recession.

Another reason for the retrenchments is because of increased mechanisation in the stevedoring industry.

An SAS spokesman today said today that non-stevedoring staff would also be retrenched, bringing the total to 30 percent or about 600 people. These would be mainly drivers and storemen.

VOLUNTEERS

He said the company had first called for volunteers to be retrenched, then retired staff early and finally had applied the last-in-first-out principle.

● Captain B Greenwood, manager of the Cape Town branch of SA Stevedores, said that no retrenchments were being planned in Cape Town, and that they intended to recruit.

The Cape Town operation had already absorbed 25 workers from the Port Elizabeth branch where things were also slack, he said.

Strong unions boost wages

Political Staff

WAGE levels in South Africa had risen when trade unions were strong and democratically organized, a Southern Africa Labour and Development Research Unit (Saldru) study has concluded.

However, the salaries of most workers set by the Wage Board, apart from stevedores, were still far below the poverty line in spite of a 25,8 percent increase in real terms between 1973 and 1984, the study found.

It said "increased organization and militancy of the black working class has played no small part" in the increase of wages, but the increases were "by no stretch of the imagination sufficient, for they start from pitifully low bases".

The study, Wage Determinations in South Africa, which was compiled by Devan Pillay, Debbie Budlender and Gordon Young, was released this week by Saldru, based at the University of Cape Town.

Mr Pillay said yesterday although some people believed the Supplementary Living Level (SLL), which is calculated by the Bureau of Market Research at the University of South Africa, was too low, most wages set by the Wage Board were still well below this level.

"While the average minimum wage for labourers has increased by 426,7 percent (25,8 percent in real terms) since 1973, not one of the labourers' minima approaches the SLL.

"Indeed, in only 18 percent of determinations do labourers' minimum wages exceed half the value of the SLL," the study said.

Other findings in the detailed study of Wage Board determinations were:

- The minimum wages laid down by the Wage Board were "well below those set in industrial council agreements" — 79 cents an hour on average compared to 107 cents an hour.
- The wage determination system allowed wage determinations only every 19 months on average.
- Wages set for small towns were "often far below those set for metropolitan areas" — and in some cases the differential was as much as 65 percent.
- Between 1973 and 1984 the average minimum wage for artisans decreased by 25,7 percent in real terms.
- The minimum gap between labourers and top-paid workers had narrowed since 1973.
- Night watchmen received "the worst minimum wage deal".

72-hour weeks for watchmen

Political Staff

WATCHMEN, the worst paid workers in South Africa, are required to work the longest hours, up to 72 hours a week.

Nearly three-quarters of the watchmen covered by Wage Board determinations in South Africa are legally required to work for 72 hours a week — 12 hours a week more than the maximum laid down in the Basic Conditions of Employment Act.

This shock finding has been disclosed in a survey of Wage Board determinations, published this week by the University of Cape Town's Southern Africa Labour and Development Research Unit (Saldru).

The Basic Conditions of Employment Act of 1983 lays down that maximum weekly hours for watchmen and security guards should be 60.

Watchmen "usually fare even worse than the labourers" when it comes to salaries.

Only one of the 333 watchmen categories in the Wage Board determinations earned more than the Supplementary Living Level (SLL), an estimate made of minimum income levels.

The minimum salaries in four determinations in September ranged from 49 cents to 67 cents an hour, while the Wage Board average was 79 cents and the Industrial Council's was 107 cents.

GWU assists stevedores

Political Staff

A CAPE TOWN-based trade union, the General Workers' Union (GWU), had negotiated wages for stevedores far above the national average — and above minimum poverty levels — a University of Cape Town study has found.

The study, Wage Determinations in South Africa, published this week by UCT's Southern Africa Labour and Development Research Unit (Saldru), said the wages paid to stevedores would rank second in the industrial council wage rate index where they were only surpassed by wages in the Eastern Cape motor industry.

"The wages are negotiated between the trade union representing almost all stevedores, the General Workers' Union, and an employer which holds almost a monopoly.

"The wages are then published as a Labour Order at the request of the employer, to prevent undercutting by new entrants to the trade.

"Recently, a competitor in Durban was indeed forced to raise its rates of pay to level prescribed in the order," the study said.

At Cape Town rates, current wages varied from R140 a week for drivers and mobile hoist operators to R96 a week for stevedoring hands.

"The very much higher rate for stevedores certainly reinforces the argument that trade union participation in wage setting leads to higher wages," the study said.

No jobs for 900 SATS trainees

Labour Reporter

THE fate of about 900 apprentices employed by the South African Transport Services hung in the balance because of a lack of jobs, Mr Jimmy Zurich, president of the 23 500-strong Artisans' Staff Association, said in Durban yesterday.

Speaking at a prize-giving at the Bayhead workshops, he said that because of the economic situation there were no jobs for the artisans who had just completed their four-year training

However, negotiations between the trade union and the management were under way to find temporary jobs in other quasi-Government departments.

He warned employees to take their jobs seriously and said those who were absent without permission or whose work performance was slack faced being axed.

'We'll have to select who we will keep and whose heads are going to roll,' he said.

Legally bound

The 900 apprentices for whom SATS had no jobs were scattered throughout the country.

Mr Zurich, who is also chairman of the federal council which incorporates all the SATS trade unions, said there was nothing the union could do to prevent proposed retrenchments.

In an interview afterwards, he told the Mercury that from the Durban railway mechanical workshops alone, about 50 apprentices would be affected.

He said SATS was legally bound to train apprentices in terms of the Manpower Training Act, but it was not legally obliged to give them jobs.

It was 'short-sighted' to spend money on training of personnel for whom there would be no jobs.

Putco sacks 128 drivers after dispute

Mercury 18/12/85

Labour Reporter

PUTCO sacked 128 drivers at its Kwa Makuta depot near Durban yesterday causing a disruption in most bus services in areas to the south of Durban, affecting thousands of commuters.

A spokesman for Putco said the drivers were dismissed following a labour dispute and added that it was not certain when normal services would be resumed.

Services from Umlazi and areas north of Durban are not affected.

Drivers are dissatisfied with new timetables introduced at the depot on November 18. Previously they twice ignored the new schedules and operated on the old timetables, he said.

They repeated the action yesterday and management decided to dismiss 128 of the depot's 166 drivers.

The spokesman said every effort had been made to accommodate objections from the drivers and warnings about disciplinary action had been given before the dismissals.

Late yesterday the sacked drivers were still holding a meeting on the premises while the S A P were on standby.

CAPE TIMES 19/12/85

Putco withdraw buses, fire drivers

DURBAN. — Thousands of commuters from four black townships south of Durban were stranded yesterday as Putco withdrew its 65 buses from KwaMakhutha depot following the dismissal of 128 drivers yesterday.

A Putco spokesman said it was not certain when it would be possible for normal services to be resumed.

The spokesman said the dismissal of 128 of the depot's 166 drivers was due to a labour dispute over the introduction of a new timetable. Areas that would be affected included Isipingo, Amanzimtoti, Folweni and Umbumbulu.

Precaution

The spokesman said drivers had twice previously ignored intructions and gone back to the old schedule.

Asked why the company had removed their buses from the KwaMakhutha depot, the spokesman said it was purely a precautionary measure. — Sapa

Still no buses as talks continue

Labour Reporter

BUS services to Kwa-Makhutha, Umbumbulu, Folweni, Isipingo and Amanzimtoti were still disrupted yesterday.

About 128 drivers employed by Putco at the KwaMakhutha depot, near Durban, were dismissed on Tuesday after a dispute over the introduction of new timetables for drivers.

Mr Robert Fraser, Putco's human resources manager, said yesterday that negotiations were continuing with the sacked drivers and further talks would be held today.

'We put forward certain proposals to them and expect a response today,' he said.

Thousands of commuters were left stranded by the disruption and many are using taxis.

Bus drivers' dispute still unresolved

21/12/85 333

Mercury

Labour Reporter

THE Putco bus drivers' dispute which led to the disruption of services to several areas to the South of Durban since Tuesday remained unresolved yesterday.

Commuters in KwaMakhutha, Umbumbulu, Folweni, Isipingo and Amanzimtoti will have to make do with taxis and other modes of transport again this weekend.

About 128 of the 166 drivers at the KwaMakhutha depot, near Durban, were sacked on Tuesday after a dispute over the introduction of new time schedules for drivers. The services were disrupted, affecting thousands of commuters.

Mr Robert Fraser, Putco's human resources manager, said yesterday that the problem was still unresolved and services would remain suspended this weekend.

'We are very sympathetic to our commuters. Negotiations with the sacked drivers will resume on Monday.'

Asked whether coupon tickets were still valid in view of the suspension of the bus service, he said he wished to assure commuters and coupon ticket holders that they could redeem their coupons for cash at any of Putco's mobile ticket sales offices.

Mr Mike Gwamanda, spokesman for the Transport and General Workers' Union — an affiliate of the newly-formed Congress of South African Trade Unions (Cosatu) — which represents the drivers, could not be reached for comment yesterday.

TRANSPORT, PRIVATE - LABOUR

1986

Workers deny letter to end bus boycott

333

SOWETAN 6/2/86

THE general secretary of the Transport and Allied Workers' Union, Mr Maduke Rankholo, yesterday said Greyhound Bus Lines workers disassociated themselves from a letter calling for an end to the month-long bus boycott on the West Rand.

Mr Rankholo said he spoke to employees of the bus company in Kagiso, Krugersdorp, yesterday.

They denied knowledge of the letter and said they did not wish to be used as an "excuse" to end the boycott.

The unsigned letter

By MANDLA NDLAZI

claimed employees feared that if the boycott was prolonged the company might close down and they would lose their jobs.

The letter called on the organisers to end the boycott and stated: "We are solely dependent on Greyhound for our earnings."

Mr Rankholo said "We strongly condemn the author who has used our members for his own selfish ends."

Confuse

He said his union and the bus company employees regard the letter as "another dirty trick" to confuse residents and make them use the buses.

Residents believe that searching taxis and private vehicles is an attempt to break the boycott that started on January 8.

Mr Rueben Tsatsane, chairman of the Krugersdorp Black Taxi Association, said his group would complain to top police officers.

He said taxis in the area had dropped the fare for schoolchildren. Instead of 50 cents they now paid 25 cents.

Three injured in bus stonings

333
Cape Times 7/2/86

By CHRIS BATEMAN

THREE people have been injured in the stoning of five City Tramways buses over the past two days, bringing the number of attacks on Tramways buses to 29 this year.

In Guguletu yesterday two buses were attacked, the first near the notorious "Majuba Hill" in NY1 and the second in NY 108. Total damage was estimated at R240.

On Wednesday afternoon a bus driver was hit in the stomach by a rock at the corner of NY108 and NY115 and an unidentified passenger cut his hand on jagged glass while leaping from the bus, police said.

A spokesman for City Tramways said the driver was given time off to recover.

A woman was slightly injured when a bus was stoned in Lansdowne Road, New Crossroads yesterday evening. Two hours later, in Pine Road, Mitchells Plain, another City Tramways bus came under attack. Damage was described as "minimal".

No arrests have been made.

Spokemen for both the police and City Tramways declined to identify the victims, "for their own safety".

This brings the number of people injured in attacks on buses this year to 12.

The latest spate of attacks comes in the wake of a heated public debate between Mr Nick Cronje, managing director of City Tramways, and two township taxi associations over who is to blame for the stonings.

Mr Cronje has supported anonymous allegations made to the Cape Times that illegal taxi drivers were responsible for the stoning of buses.

It is alleged the taxi drivers wanted to force buses from the townships.

The taxi drivers' associations hotly deny this, saying they would invoke the wrath of the township communities by doing so.

CP Times 3/4/86

Police save man

By CHRIS BATEMAN

A MOSSEL BAY bus driver who was being dragged towards his burning bus by a mob, was saved from almost certain death by the arrival of police on Tuesday evening.

Mr J G Gerber of Delta Street, Mossel Bay, was abandoned by his attackers when they spotted the police van.

Shocked but suffering from only minor injuries, Mr Gerber was driven to hospital, treated and discharged.

Colonel Eddie Snyman, a police liaison officer for the South-Western Districts, said Mr Gerber was returning from delivering a load of passengers in the JCC Camp, a township near Mossel Bay, when a large group of youths stoned the bus and brought it to a standstill.

Mr Gerber was hit in the face by a rock and caught by the crowd as he fled, bleeding, from the bus. The bus was then set alight.

The vehicle belonged to the Cape Provincial Administration.

No arrests had been made by late yesterday, Colonel Snyman said.

Boycotters angry at taxi arrests

AN executive member of the Kagiso Residents Organisation yesterday said the arrest and harassment of local taxi drivers by the police was another attempt to break the two-month-long boycott of Greyhound buses.

The boycott of Greyhound buses in Kagiso, Munsieville, Mohlakeng and Bekkersdal townships on the West Rand today enters its 9th week.

The bus company's general manager, Mr Robert Nesbitt has on numerous occasions called upon the boycott organisers to talk to his company's representatives in the hope of ending the boycott.

A spokesman for the SAP Public Relations Division said: "If any person is of the opinion that he has legal cause for complaint, such a person should file an affidavit at any local police station. The allegations will be investigated."

The chairman of the Krugersdorp Black Taxi Association, Mr Rueben Tsatsane yesterday said 14 pirate taxi drivers and three legally operating taxi drivers were arrested last Friday.

Mr Tsatsane said the drivers of the legally operating taxis were charged with over-loading. Their cases were postponed to March 16 and they are out on bail.

Mr Tsatsane said there was now a greater need for transport following the bus boycott and pirate taxis should be given licences to operate within the law.



THE DAILY queues for taxis at the rank near Luipaardsvlei Station.

Bus boycott: No end in sight

FOCUS

By SAM MABE

THE nine-week-old boycott of Greyhound buses in Kagiso, Munsieville, Mohlakeng and Bekkersdal does not seem likely to end soon.

It is also not clear what will end the boycott. Some commuters feel it has to go on while others feel morally obliged to support it.

Meanwhile, the bus company, which is losing a lot of money because of the boycott, is desperate to talk to members of the Consumer Boycott Committee.

The general manager of the company, Mr R Nesbitt, said his company could meet the demands of the committee, "since most of the demands are what our company has always offered to the community."

But it is not clear how true this is, since the two sides have not faced each other at the negotiating table to discuss the causes and how to end the boycott.

Mr Nesbitt said his attempts to meet members of the committee have been fruitless. He said he wrote them four letters asking for a meeting but has received no replies.

One member of the committee who asked not to be named, confirmed receiving a letter from Mr Nesbitt, but would not comment on its contents.

The only contact the bus company has had with the committee was when it was visited on February 5 by two men who said they represented the committee.

The men would not give their names, but demanded that the company make a Press statement condemning the activities of security forces in the townships and said it should not allow the forces to board its buses.

The committee seems to be faced with the problem of being unable to operate openly. Its members are lying low and are reluctant to talk to the Press for fear of possible police harassment.

It is also not possible for them to hold meetings with the community to assess the boycott because public meetings are banned.

These constraints seem to fuel their anger and make them even more determined to continue the boycott, particularly because they believe that the company is collaborating with the police.

One committee member said: "As long as the police continue to harass our people, we will not talk to the company".

Commuters continue to walk the 13 km between Kagiso and Krugersdorp and the eight kilometres between Kagiso and the industrial area in Luipaardsvlei every day.

Mrs Zenzile Ramabula, a commuter, said: "We will go on walking to work for as long as the boycott is one."

Mr Jan Matala, looks at what he perceives to be the positive side of the boycott: "It has become a good exercise for us."

A consumer boycott of white-owned business in the West Rand townships started late last year. The boycott was extended to Greyhound buses on January 6 was because the company refused to have its buses used during the funeral of an unrest victim.

The company is also accused of:

- Opposing licence applications by black taximen;
- Not allowing pensioners free travel on pay-out days;
- Being insensitive to the needs of black charities;
- Lacking interest in black scholars; and
- Allowing security forces and vigilante groups to use its buses as "Trojan Horses" to invade townships to attack boycotting residents.

Mr Nesbitt said he has never been formally approached on these accusations which he says are untrue.

Taxi

He said:

- His company no longer objected to taxi licence applications;
- Pensioners travel free on pay-out days;
- His company often received requests for donations and in many instances free buses or reduced charges are awarded on merit; and
- Pupils on the West Rand and children of company employees received bursaries and other financial aid for school and university study.

The company has also kept scholars' fares low even when other fares were increased.

Another allegation Mr Nesbitt denied is that his company donates R45 000 a year to the Krugersdorp Town Council.

He would not say how much his company had lost since the boycott started but he said that the boycott was causing "unnecessary hardships and worry throughout the communities concerned and to Greyhound workers".

His other concern is for the drivers, who have not been working for the past two months.

"We have continued paying them their wages and we have sent some on their annual leave. The leave will soon be running out and we will soon have to consider shorter working days. If the boycott continues, we might have about 100 workers going on unpaid leave.

"One point I cannot over-emphasise is my desire to meet the boycott committee and see if we cannot reach some form of agreement to end the boycott. I am prepared to meet these people anytime and wherever they wish," said Mr Nesbitt.

Taxi owners, who begrudge the company because of its alleged opposition to their taxi licence applications before the Road Transportation Board and the loss of business they suffered when the company introduced 24-seater mini-buses, are delighted by the boycott.

"The company never seemed to think of us as people who had families to raise. All they were interested in was to monopolise the transport business in our own communities," said one taximan.

But they do admit that on their own they are unable to cope with the demand for transport.

Without any agreement between the bus company and the boycott committee, it would seem that the only way open to the company to end the boycott is to meet the demands of the two representatives who visited the company on February 5.

Political comment in this issue by J Latakgomo and A Klaaste. Sub-editing, headlines and posters by S Matlhaku. All of 61 Commando Road, Industria West, Johannesburg.

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~~Pg 05 6/3/86~~

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Bus driver murdered

JOHANNESBURG — Putco's Soweto services stopped today after the murder of one of its drivers there last night.

A spokesman said the company's management was angry and the resumption of services would depend on talks with staff.

About 150 000 workers could be without transport. The driver, Mr Jerry Mothibedi, was apparently stoned to death. His bus was destroyed by fire. — Sapa.

WORKERS STRANDED

SOWETAN 7/3/86

THOUSANDS of commuters were stranded yesterday when Putco suspended its services in Soweto temporarily after one of its drivers was stoned to death by a mob in Orlando East on Wednesday afternoon.

Mr Jerry Mothibedi (31) of Naledi, was attacked by about 100 youths who stoned the bus he was driving before it crashed into a lamp post.

He was driving between Orlando East and the Noordgesicht coloured township when he was attacked.

The youths dragged him out of the bus, stabbed and stoned him.

According to Colonel James Beeslaar, Divisional Criminal Investigating Officer of the Soweto Police, Mr Mothibedi died on the spot.

The bus was also set alight.

Mrs Johannah Mothibedi, the dead man's mother, said her son was a soft-spoken person who never picked fights.

"Will somebody tell me if what the mob did is for the advancement of the struggle?" she asked.

Saddened

A spokesman for the Transport and Allied Workers' Union (Tawu) to which Mr Mothibedi belonged, deplored the action.

He said the union was saddened and appealed to all responsible to stop this "irresponsible action".

He said all employees of Putco would observe a period of silence between 1pm and 2pm tomorrow in solidarity with "the fallen comrade".



Mr JERRY Mothibedi.

Mr Mothibedi, a father of two, was the third Putco bus driver to have been killed by mobs since unrest erupted in Soweto towards the end of 1984.

Mr Pat Rogers, PRO for Putco, confirmed last night that buses entering Soweto via Noordgesicht were turning back at the New Canada station, and those from Roodepoort were stopping at the Dobsonville Police Station.

He said services from the Baragwanath depot were not affected, and that all services would return to normal today.

The Azanian Students Movement condemned the killing of Mr Mothibedi, calling it "a counter-revolutionary move".

In another incident in Orlando East, a lorry driver narrowly escaped death when knife-wielding youths forced him out of his vehicle and threatened to kill him.

He managed to escape, but his lorry, valued at R18 000, was driven away.

Police have not yet made any arrests and investigations are continuing.

Bus driver burnt

Staff Reporter

A BUS driver was slightly burnt as he put out a blaze started by a petrol bomb thrown on a bus at Site C, Khayelitsha.

Police said the attack happened about 7.15pm yesterday when the bus was at the terminus.

"A man boarded the bus and threw a petrol bomb. The fire was put out by the driver who had minor burn wounds," a police spokesman said.

A man was arrested.

Earlier in the day, a car was destroyed when it was set alight in Zone 9, Langa. The driver fled.

About 1.55pm an ambulance in Old Klipfontein Road was stoned opposite Crossroads. Minor damage was caused.

Mews 22/4/86

Bus union to quit Tucsa

Labour Reporter

THE Cape Town-based Tramway and Omnibus Workers' Union will definitely withdraw from the Trade Union Council of South Africa (Tucsa).

The move was first passed by a general meeting of the 2 000-member union in March, but 300 members petitioned for another meeting to reconsider it.

Mr M Soeker, chairman of the union, said that the decision to disaffiliate was confirmed at a union meeting in Salt River yesterday.

He said many of the members who had petitioned for a second meeting had failed to attend.

Disaffected members of Towu will meet this week to discuss possible closer liaison with one of the independent unions.

Special squad will deal with 'illegal' taxis

NM 15/5/81

(333)

Pietermaritzburg Bureau

THE traffic department here has established a special squad to deal specifically with 'illegal' taxi operators in the city following numerous allegations of traffic violations committed by taxi drivers.

Mr J P Mills, assistant traffic chief, said the squad of four experienced traffic officers had been created to deal with the prosecution of those operators who contravened road traffic and municipal bylaws, although it would also take action against other traffic offenders.

He said the officers, who were chosen because of their specialised knowledge of taxi operations and operators, had been fully briefed on the methods of controlling taxis.

Mr Mills said the squad, which would operate odd-hour shifts both in and out of uniform, had at its disposal sophisticated photographic, video-recording and speed-checking equipment.

He said operators had been prosecuted for exceeding the speed limit; disobeying red robots and stop-signs; inconsiderate driving; driving without valid driver's licences or public service permits and overloading. Many operators had also been prosecuted for parking in taxi ranks without a permit and for parking in 'no stopping' and 'no parking' areas.

Denied

He added that although legal operators had been charged for infringements, they had been co-operative with the traffic police, unlike many illegal operators who 'have the mistaken impression that the law and law enforcement agencies cannot touch them'.

Drivers in short stoppage

Pietermaritzburg Bureau

DRIVERS working for the Sizanani Mazulu Transport Company in Pietermaritzburg stopped work during the day yesterday, apparently over an internal union dispute, but were back at the wheel to take city commuters home from work by the time the afternoon rush hour had begun.

The strikers, who accounted for 25 percent of the company's 140 drivers, stopped work during the 'valley period' shortly after 8 a m yesterday, allegedly over an 'internal union membership argument', said Mr Eddie Marshall, manager of the company.

A discussion with the Transport and General Workers' Union took place during the afternoon and a decision on the dispute, of which full details were not available, was taken.

Company shop stewards met the drivers at an assembly point in East Street, where the decision to return to work was taken about 4 p m.

3 33 6/6/86 N/M

Bus fares are slashed in bid to beat taxis

Pietermaritzburg Bureau

DRASTIC cuts were made to municipal bus fares on the Indian and coloured services yesterday in an attempt to win back commuters from combi taxi services run by a number of independent operators in the capital.

Cash fares for adults dropped by 18 c from 58 c to 40 c a trip in an attempt to undercut taxi operators who charge 50 c a trip between the northern suburbs and the city centre.

Inner-circle trips now cost 35 c instead of 53 c a trip, while children's cash fares are now 5 c cheaper.

Clipcard fares were also dropped, from R4,90 to R3,50 for 10 trips.

Although some taxi operators felt that the drop in municipal bus fares would 'kill' their business, many felt confident that the public would continue to travel with them rather than catch buses.

The Market Square combi taxi rank maintained its normal bustle last night, but some operators felt that this could be attributed to cold weather causing commuters to 'want to get home quicker'.

It was not known what effect the decrease in fares had on the bus service yesterday.

Bus and taxi groups agree to talk at last

LINDA ENSOR

THE SA Bus Operators' Association (Saboa) and the SA Bus and Taxi Association (Sabta) have finally agreed to meet after several years of feuding.

Transport Minister Hendrik Schoeman has agreed to chair the meeting which should take place once dates and agendas have been finalised.

It remains open to doubt, however, whether the fundamental conflict of interests between the two organisations can be resolved.

Saboa executive director Gerrie Prinsloo said the willingness of Sabta to meet Saboa to discuss the possible co-ordination of passenger services was a "major breakthrough".

Sabta's national adviser James Chapman said his organisation had always been agreeable to a meeting, provided it took place under a neutral chairman.

Prinsloo hoped the meeting would result in a rationalisation of passenger services.

Chapman said, however, Sabta was not prepared to play second fiddle to bus operators — it believed competition should continue.

"The taxi industry has come a long way and is not prepared to back off now," Chapman told *Business Day*.

"Black transport is in chaos because of attempts to create monopolies."

Taxi permit warning

0024/6/84

333

EAST LONDON — Annual taxi permits expire next Monday, June 30, and owners who fail to renew them by then will have to re-apply with the local Transportation Board.

The Secretary of the Board, Mr J. A. Engelbrecht, said yesterday that taxi owners should remember that once the deadline had expired, permits automatically became invalid and re-applications would have to be made, and the granting of the new permits might take some time. — DDR

150 'pirate' taxi prosecutions in week

25/6/86 (333) NJM

Pietermaritzburg Bureau

MORE than 150 prosecutions of illegal taxi operators were made last week in the Pietermaritzburg traffic department's clampdown on 'pirate' taxis.

Mr Geoff Pascoe, Pietermaritzburg's chief traffic officer, said that between June 16 and June 21, 153 prosecutions against 'pirates' had been made by his department's tactical unit and special illegal-taxi squad.

He said this was the highest number of prosecutions made in a single week so far, even though many operators had not worked on June 16.

During the period, two illegal taxis were suspended. Eight operators were prosecuted for defective vehicles, 77 for passenger overloading, 30 for moving violations, 19 for stopping illegally in a 'no stopping' area and 17 for 'other' offences.

Putco in pay agreement

Putco has reached agreement with employees' representatives for total remuneration increases averaging 13,79 percent from the beginning of July.

A statement released by Putco yesterday said the agreement applied to all weekly staff and salaried staff up to the level of traffic supervisor.

In addition to wage and salary increases, the agreement provides for notch improvements and better leave entitlements.

Transport and Allied Workers Union general secretary Mr E M Rankholo said the agreement achieved important improvements, especially in the present economic climate. — Sapa.

Warning on taxi licence con

THE chief consultant of a major Pretoria agency, Mr Adolph Christo Fourie, yesterday attacked "bogus transport consultants" who swindled blacks out of thousands of rands after promising them taxi licences.

Mr Fourie, in an interview with the *Sowetan,* said there were certain "bogus" consultant agencies in the area which charged would-be taxi owners exorbitant fees for taxi permits.

He knew of a white consultant who swindled about 300 blacks out of R150 000 recently. Each would-be taxi owner paid the consultant R500 to get a licence.

Mr Fourie said other consultants proposed car hire schemes to their clients who paid R1 080 each for being a member. The clients were then promised they could transport passengers without the necessary permits. "These schemes are illegal," Mr Fourie warned.

He advised taxi operators to consult an expert on transportation matters to save money and time.

Taxi 'behind bars?

PRETORIA — Thousands of people have fallen foul of the emergency regulations — but one of the most unusual detainees must surely be a Stilfontein taxi.

This is disclosed in an urgent application to be brought in the Pretoria Supreme Court by a taxi fleet operator, Mr Mzondeki Jim Chabanku.

In an affidavit, the businessman said he learned from one of his drivers that his taxi had been stopped, he had been detained, and the taxi had been seized.

Mr Chabanku said the police "had no right to seize and retain possession of the vehicle", so he sent a telex to the police asking that the taxi be returned.

He said the police sent a telex in reply saying: "We refer to your telex dated July 22 1986.

"The above-named is being detained in terms of regulations 3(3) of the Emergency Regulations.

"His release cannot be considered at this stage." — Sapa

Conflict growing within Towu

By HILARY VENABLES
Labour Reporter

THE executive committee of the Transport and Omnibus Workers' Union (Towu) is heading for a showdown with its members after closing a meeting called on Sunday to resolve growing conflict between the rank and file and the executive.

The executive agreed to the meeting only after members had applied for a Supreme Court order to force them to hold it.

In terms of the agreement, the executive was obliged to call a general meeting on August 3 to amend the constitution, and a second meeting two weeks later to elect a new executive.

Before the agreement, which was made an order of the court last month, the executive had repeatedly refused to hold general meetings with its members or to accept amendments to the constitution which were supported by the majority of members at a meeting earlier this year.

One of the amendments proposed by members was the deletion of a clause which specifies that the treasurer of the union must be white.

'Undemocratic'

According to union members who attended Sunday's meeting, the executive failed to follow the procedure set down in the constitution, and conducted the meeting in "an undemocratic manner".

As the union has had no chairperson for some time, the meeting was constitutionally entitled to elect an acting chairman from the floor.

According to witnesses, the executive appointed its own chairman, a Mr Mostert, and refused to allow members to motivate the amendments.

"They just read them out and urged members to vote against them," one said.

When the majority of the audience protested, they were shouted down by executive committee supporters and the chairman closed the meeting.

Forced to leave

Workers who gathered outside the locked building in Woodstock for the afternoon session of the meeting were forced to leave.

In terms of the emergency regulations, the reasons for their departure may not be reported, but workers claim the secretary of the union, Mr Mogamat Soeker, had requested the action which led to their leaving.

Members have accused the executive committee of deliberately sabotaging the meeting to delay the passing of the amendments and to stall the election of a new executive.

The executive has already requested, and been granted, two extensions to its three-year term of office from the Industrial Registrar in Pretoria.

The executive committee is believed to have offered members a ballot on the amendments.

CITY PRESS, August 10, 1986

Rickshaw men pull their weight

333

DURBAN'S rickshaw pullers want a better deal – and this week three of them took their case to the city council's amenities committee.

At present there are about 24 pullers, all operating at one rank.

They asked to be allowed to separate into two groups and operate from different points – along the Marine Parade – so that they could find more passengers.

They told *City Press* after the meeting that they also asked for showers and toilets to be installed at their rank.

"When we catch the bus home after work the other people on the bus look at us.

"That's because we smell bad after sweating all day from pulling our carts," they said.

They also want a safe place to lock up their rickshaws at night. Last month two costing R2 000 each were stolen. They have since been found.

The council has promised to investigate their requests and the men felt they received a very sympathetic hearing.

Union declares a dispute with Putco

333

19/8/86 Sowetan

THE Transport and Allied Workers' Union has declared a dispute with Putco regarding the "unlawful and irregular stop order facilities granted by Putco management to a "sweetheart union", Zakheni Transport Union, the union said in a Press statement released in Johannesburg yesterday.

"Tawu, an affiliate of the Council of Unions of South Africa, has consulted its attorneys and is preparing papers for a Conciliation Board. A complaint has also been made to the Department of Manpower," the statement said.

"The union also intends filing an interdict against the company for stopping the lawful deductions of Tawu members who have never cancelled their original stop orders." — Sapa.

Transport firm in settlement with union

Labour Reporter

AN APPLICATION by a sugar transport company for an interdict against shop stewards of the Transport and General Workers' Union preventing them from encouraging workers to take industrial action, was adjourned sine die in the Industrial Court in Durban yesterday.

The applicant, Sugar Transport Services, agreed to the adjournment as part of an out-of-court settlement following lengthy talks in chambers between Mr Chris Albertyn, who appeared for the union, and Mr Malcolm Wallis, SC, who appeared for the company.

A spokesman for the Cosatu-affiliated TGWU, said yesterday that in terms of the agreement, the dispute over whether or not employees should be paid an allowance for driving trucks interlinked to trailers — which triggered industrial action — would be referred to arbitration.

The workers had also undertaken to resume full production. The dispute involves about 200 workers.

The company had alleged in papers that their employees were engaged in a go slow in support of their demand for payment of an allowance for driving trucks interlinked to trailers.

The company had also agreed as part of the settlement to endeavour to do its best to secure the safety of the drivers, following allegations by the union that two of its members had been assaulted by cane farmers.

Mr Wallis was instructed by Shepstone and Wylie.

SOWETAN

333

Taximen to hold indaba

THE Southern African Black Taxi Association has lined up prominent figures as speakers at its fifth two-day annual conference at Sun City next week.

Announcing details of the conference at a Press briefing in Johannesburg, Sabta officials said more than 4 000 members are expected to attend.

The Minister of Transport, Mr Hendrik Schoeman, will officially open the conference on September 17. Other guest speakers include president of the Sowetan Dr Nthato Motlana and Civic Association leader Dr Frederick van Zyl Slabbert, former leader of the Progressive Federal Party.

Important

Mr Paradise Mahlangu, chairman of the Transvaal Taxi Association, said the conference was important in that a decision will be taken on whether to change the organisation's name or not.

Again, elections will be held for new office bearers for the next two years. The new executive period of office will start next January.

He also announced that they have arranged some exciting events in the two-day programme. The winner of the "Best Driver of the Year" competition that was launched in August will be presented with a 15-seater mini-bus.

The highlight of the conference will be the Miss Sabta beauty contest. Twelve finalists chosen from 32 Sabta regions in the four provinces — homelands included — will vie for the crown.

The contest will be held in an historic manner in that it will be interwoven with the "Shell Road to Fame Show".

The girl who wins Miss Sabta crown, will receive R3 000, in addition to other prizes she won in the elimination contest. The first and second princesses will get R2 000 and R1 000 respectively.

Ex-Tramways employee accepts R5 000 settlement

Times 7/9/86 333

Labour Reporter

A FORMER City Tramways employee with nearly 16 years' service has accepted about R5 000 severance pay in an out-of-court settlement.

This follows an action in the Industrial Court by the Legal Resources Centre in July in which Mr Ronald Manchest and three other former employees, who were retrenched in May, claimed unfair dismissal and sought reinstatement.

A settlement was reached for Mr Charles Hendricks, Mr Tim Martin and Mr Ebrahim Wasserfall in which severance pay offered by the company was increased.

Mr Hendricks and Mr Martin, who had been employed for five years, each received seven weeks' pay in addition to three weeks' pay they received at retrenchment.

Mr Wasserfall, who had two years' service, received four weeks' pay.

Mr Manchest rejected the company's offer, claiming he was entitled to 31 weeks' severance pay — two weeks for each of 15½ years' service — and proceeded with the application for reinstatement. This was unsuccessful as the court found the company did not have a job for him to return to.

He was to apply to the Industrial Court for resolution of the dispute and the company offered him a settlement almost equal to his claim. He had already received about R8 000 and a monthly pension of R114.

18/9/87 333 BUSDAY

Taxi controls still necessary 'to keep industry orderly'

SOPHIE TEMA

TAXI operators were warned yesterday by Transport Minister Hendrik Schoeman that the recommended abolition of the permit system must not be interpreted as meaning that all control measures with regard to taxis would be abandoned.

He told the SA Black Taxi Association (Sabta) annual meeting at Sun City: "There will still be control measures which will prevent the industry becoming disorderly.

"As far as taxis are concerned, the National Transport Policy Study (NTPS) recommended that the proposed new dispensation on the number of taxis be determined by the Regional Services Councils, which are to be introduced for the control of all black townships."

Schoeman said the NTPS recommended the abolition of the permit system, which had caused a great deal of dissatisfaction to existing and intending taxi operators, and the adoption of a new public passenger transport policy.

Schoeman also commended Sabta for contributing a great deal to the country's economy.

Sabta members bought almost 800-million litres of fuel, 3,2-million filters and nearly a million tyres every year.

He said: "These statistics show that the taxi industry, particularly Sabta, contributes largely to the country's economy. It has been brought to my attention that Sabta's activities are not limited to our country but are spreading beyond."

Sabta already had affilitiates in TBVC countries and discussions were under way to include other countries such as Lesotho, Malawi, Namibia and Zimbabwe.

Most drivers get starvation pay

By BARRY STREEK
Political Staff

THE minimum wages for most drivers are below starvation levels and their salaries have declined in real terms over the past 10 years, a University of Cape Town study has found.

Drivers in all categories were compelled to drive for longer hours than people in similar jobs in Britain.

These surprising findings have been disclosed in a study released by UCT's Southern Africa Labour and Development Research Unit (Saldru).

They come in the wake of a growing concern about the number of accidents in South Africa involving trucks and other heavy-duty vehicles.

The Saldru study shows that the minimum wages in May this year — as laid in down in industrial council agreements — for drivers of vehicles under 500 kilograms were all below the Supplement Living Level (SLL), determined by the Bureau for Market Research at the University of South Africa. The minimum wages of one-fifth of these were below 50 percent of this level.

Yet, the study says, "a wage below the SLL is truly a starvation wage".

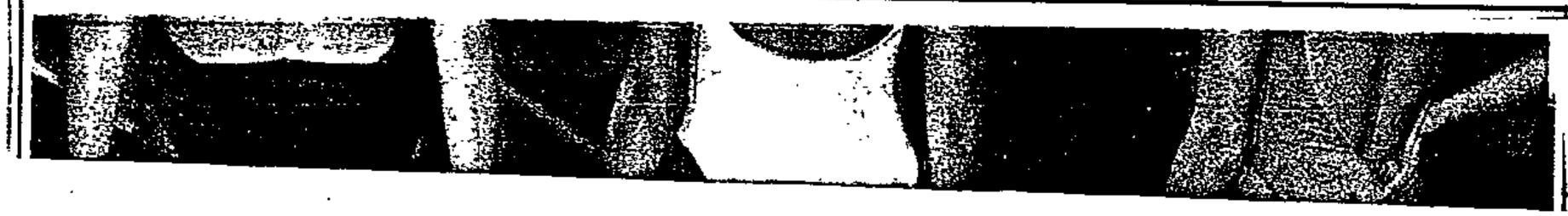
Only eight percent of the minimum wages for drivers of vehicles between 500kg and 3 500kg were above the SLL, while the minimum wages for 21 percent of drivers of vehicles between 3 500kg and 9 000kg were above the SLL, and 47 percent of those for drivers of vehicles above 9 000kg.

The study says that since May 1976 "the percentage of jobs falling below the SLL has increased alarmingly for all categories of drivers, the percentage of jobs with wages above the SLL has decreased for all categories, while the number of jobs with wages less than 50 percent of the SLL has also increased in all categories".

The hours worked by drivers ranged from 57 a week to 42 a week, and 53 percent of the agreements specified maximum weekly hours between 44 and 46 hours a week.

"Maximum weekly hours for South African drivers compare very unfavourably with those for drivers in Britain, where the range of ordinary houses is between 34 and 40 per week.

"In South Africa only five (six percent) agreements specify ordinary hours of 40 per week; not a single agreement provides for ordinary hours below 40 per week," the study says.



Drivers starve on SA wages, says survey

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"Maximum weekly hours for South African drivers compare very unfavourably with those for drivers in Britain, where the range of ordinary hours is between 34 and 40 per week," — Sapa.

Firings add to woes of hard-hit Putco

SIPHO NGCOBO and NORMAN SHEPHERD

PUTCO, already hard-hit by a boycott of its bus services in Soweto, was dealt another blow yesterday when its Durban South transport services were disrupted, cutting shifts by about 40% after the dismissal of 145 drivers.

Company spokesman Pat Rogers said the firings were a disciplinary action against most of the 320 Durban South drivers for driving without collecting fares on October 24.

Rogers said they appeared unwilling to give reasons for not collecting fares. The bus services affected were Umlazi, KwaMakhutha and Umbumbulu.

An examination of waybills indicated that about 290 drivers were involved. A total of 145 had already been found guilty and discharged but had the right to appeal.

"Action is continuing against the others and may be taken in absentia on evidence available if any driver fails to appear," said Rogers.

Meanwhile, the Soweto boycott of the company's buses continued yesterday.

Putco has said it is considering Azapo's demands, including a freeze on the 17,5% fare hikes. The company also said, however, that unless government increased transport subsidies it could not afford to freeze or cut bus fares.

"We are running up operating losses each month," said Putco assistant MD Vic Coetzee.

The company is still battling to overcome a deficit situation, reporting R6m losses this year and last. Riot damage alone cost Putco R20m in the last financial year.

Competition, Coetzee said, was stiff. On average there was little difference between cash bus fares and black taxi fares — and taxis offered the convenience of taking people direct to their homes.

However, government-subsidised season tickets for buses were sold at discounts and offered regular commuters huge savings in comparison with taxi fares, especially over long distances (subsidised up to 80%).

Of the 17,5% fare increase introduced on November 1, Coetzee said: "If you don't put up fares, you go out of business. We are sympathetic but cannot do much unless government pays higher subsidies."

Yesterday, scores of commuters were seen scrambling for taxis in Soweto and others waited in long queues at taxi ranks. Some people were even said to have sought alternative accommodation in town.

Thousands of taxi and private car passengers were delayed in road-blocks manned by security forces in Soweto.

Bus chaos as Putco fires 200 drivers

Mercury Reporter

CHAOS reigned yesterday morning and last night when thousands of commuters from three Durban townships were left stranded following the dismissal of 200 Putco drivers who allegedly gave passengers free trips.

Commuters who were unaware there was no bus transport in the morning found themselves scrambling for places in taxis, many of which were already full.

Hundreds of workers from KwaMakhutha, Umbumbulu and Umlazi reported late for work and in the afternoon there were long queues of commuters at Isipingo waiting for taxis. Umbumbulu and KwaMakhutha, unlike Umlazi, have no train service.

Putco spokesman Mr Pat Rogers said he expected the situation to become worse.

Commuters who usually flock to the city to shop on Saturdays were expected to experience transport problems today.

The massive disruption of services in the south of Durban was caused by the firing of 200 drivers.

Mr Pat Rogers said the problems arose from drivers not collecting fares on October 24.

'About 200 have been found guilty at diciplinary hearings and discharged, many of them in their absence,' he said.

Further cases were still being considered and it was not known when the services would be resumed.

Putco employs about 320 drivers, running 230 buses and usually carrying about 95 000 passengers daily.

Woman bus driver pulls out all the stops

By HILARY VENABLES

MALE chauvinist motorists can take a back seat — one of the ten best bus drivers in Cape Town is a woman.

Ms Veronica Hudson is one of only 22 women drivers employed by City Tramways, but she has beaten 1 190 of her colleagues to the finals of the Driver of the Year competition.

The winner will be announced on Friday, and Ms Hudson admits that her nine fellow finalists would be "very upset" if she won.

When she joined City Tramways more than three years ago, her male counterparts were rather sceptical about her ability to handle huge double-deckers in heavy traffic, but she soon proved her worth.

"Sometimes I also get men passengers who say I should be at home, and that they wouldn't let their wives drive buses, but they are getting used to it now.

"In fact, a lot of passengers compliment me on my driving and say I am one of the best bus drivers they have travelled with."

Ms Hudson was formerly a supervisor in an electronics factory.



One of Cape Town's top bus drivers, Ms Veronica Hudson, eases her vehicle through a street in Woodstock. Ms Hudson is one of ten finalists in City Tramways' Driver of the Year competition.
Picture: Richard Bell.

Putco stops bus services in three areas

Mercury Reporter

THERE will be no Putco bus service to or from KwaMakhutha, Umbumbulu and Umlazi until further notice.

This is a result of the dismissal last week of 200 Putco drivers who allegedly gave passengers free trips.

Putco spokesman Mr Pat Rogers said the company apologised to its passengers but there would be no more service from these areas until Putco could come to some new arrangements.

Mines rock Putco depots

By SY MAKARINGE

THE Putco bus boycott took a turn for the worse when two of the company's bus depots were rocked by Soviet-made limpet mines in Soweto at the weekend.

Damage was estimated at R10 000.

The two explosions, in Diepkloof and Ikwezi, come at a time when Putco is recruiting new drivers for its Durban South division in the wake of a labour dispute involving about 200 drivers.

Tiles, doors and windows were damaged in the explosions, which took place within four hours of each other.

A Bureau for Information spokesman yesterday confirmed the blasts.

The Bureau also said a few incidents of stone-throwing at Putco buses were reported in Soweto on Sunday.

A spokesperson for Putco said yesterday that bus services at the Durban South division had come to a halt following a labour dispute between the company and about 200 drivers about two weeks ago.

She said the company was busy recruiting new drivers and hoped to resume the service in a week's time.

The spokesperson also said Putco was losing a considerable amount of money as the boycott of its buses continued.

Ticket sales, she said, increased to 65 percent yesterday morning.

Railway workers join hands

By SELLO SERIPE

A NEW trade union for railway workers will be launched at a two-day conference at the Ipelegeng community centre in White City Jabavu on November 29 and 30.

The union, National Union of Railway Workers, aims to organise railway workers countrywide.

The decision to form the NURM follows after several meetings.

Spokesman Barnabas Wondo said it was decided at a conference in September that a giant union should be formed.

"We appeal to democratic individual trade unions and the Congress of SA Trade Unions for support.

● Cosatu already has its own railway workers' affiliate – the SA Railway and Harbour Workers' Union. It's not clear what the relationship will be between this union and the NURW.

Author writes on Putco problems

Mercury Reporters

PUTCO has commissioned an author, Mr Wessel Ebersohn, to write an article on its labour problems.

The article was included in a Press statement released by Putco's public relations executive, Mr Pat Rogers, who said the labour unrest at the company's Durban South division, which resulted in the recent dismissal of about 260 drivers, reflected 'in microcosm the battleground on which South African management now finds itself'.

Mr Rogers said Mr Ebersohn had been commissioned with this in mind.

He said the article was based on discussions with management and access to company minutes, adding that efforts to obtain input from union offices in Durban had been unsuccessful, as officials had not been available.

In his article, after describing in detail the events leading up to the present labour unrest and the dilemma facing management, Mr Ebersohn concludes:

'As for the fired drivers, they are strangely confident that the union will fix things for them and that next week or the week after, they will be back at work. At this stage it seems an unlikely scenario.'

Meanwhile, Putco resumed a 'skeleton operation' in Umlazi on Friday but failed to solve the peak-hour transport problem being experienced.

Mr Rogers said on Friday the company could provide only 30% of its normal service as it was still in the process of recruiting new drivers.

Putco uses author to explain labour unrest

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Own Correspondent

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Some to lose jobs, says Putco

PUTCO is to retrench some of its staff members at three Soweto depots because of the ongoing bus boycott.

The boycott was triggered off three weeks ago when the company increased its fares by up to 17,5 percent.

Mr Pat Rogers, Putco's public relations executive, yesterday confirmed that some staff members at their Soweto division may have to be retrenched.

Depots affected would be Baragwanath Putcoton (New Canada) and Ikhwezi.

"We will be making a full statement today. We feel we have first to give full information to the people involved and their trade unions," he said.

Information reaching the *Sowetan* is that workers at the Ikhwezi and Baragwanath depots were called to a meeting in Selby yesterday.



Mr PAT Rogers . . . Putco's spokesman.

They were told that three-quarters of the staff at the two depots was to be laid off at the end of November because "there is no longer enough work for them to do".

They would range from sweepers to inspectors.

To date, Putco has lost a considerable amount of money because of the boycott. By last week Tuesday, violence had already cost the company more than R480 000 in damage to property.

The burden to the company also became worse recently when two bombs exploded at its two Soweto depots in Diepkloof and Ikhwezi.



THESE are some of the beauties who will be represent contest is held at the Sandto

RIGHT ROYAL ROW

Mass stay-away over princes

By ALINAH DUBE

THOUSANDS of KwaNdebele civil servants have been boycotting work since Monday in protest against the continued detention of the two Mahlangu princes and nine other residents.

Reliable sources in the homeland told the *Sowetan* yesterday that the mass stayaway followed a call for the unconditional release of all detained citizens.

The call, they said, was made at the weekend in pamphlets distributed by unknown persons who also urged employees at all government departments not to go to work until the release of Prince James Mahlangu and Prince Andries Mahlangu.

Some of the people who work in Pretoria said the meeting which was held on Sunday resolved that those employed outside the homeland, as well as medical personnel, be exempted from the boycott.

Schools are also not affected, they said.

A spokesman for the Department of Internal Affairs confirmed the stayaway but refused to discuss the matter further.

Detained

Detained with the two princes are Mr Fanie Molapo, a deputy sheriff and the only messenger of the court in KwaNdebele; Mr Joe Morgan, a public relations officer for Witbank Black Aces Football Club; Mr Joe Aphane, a Siyabuswa businessman; Mr Abram Skosana, a Kameeldrift village councillor and businessman; Mr Jabu Mahlangu, a manager of businesses owned

To Page 2

Injured truck driver saved from possible necklacing at hands of striking colleagues

Vereeniging Bureau

A group of office workers rescued a 29-year-old truck driver from a possible "necklace" death after he was attacked by about 250 fellow-drivers on strike at Cargo Carriers' Vanderbijlpark depot.

A police spokesman said Mr Gawie Rossouw, a non-striker, was surrounded and pelted with stones and repeatedly prodded with the sharp end of an umbrella on Monday morning. One of the strikers walked towards him with a tyre in his hands.

Then several office workers at the depot charged through the crowd and dragged the seriously injured Mr Rossouw to safety.

Mr Rossouw, the father of a nine-year-old son, was admitted to Vanderbijlpark Hospital with multiple injuries, including a fractured skull and jawbone.

Speaking from his hospital bed yesterday, a visibly shocked Mr Rossouw said the nightmare experience began shortly after he arrived at the depot to fill his truck's fuel tank.



Mr Gawie Rossouw.

CROWD OF MEN

"I was still busy filling the tank when I saw a large crowd of men walking towards me. One of them told me that I would not drive. The next instant I spotted another man walking towards me with a tyre in his hands.

"When I realised that the approaching crowd probably had intentions of giving me the necklace treatment, I got such a fright that I started to walk away. Just then I saw one of my bosses, who informed me that it was okay to drive my truck."

Mr Rossouw said he climbed into his truck and was surrounded by the men and forced to get out.

"I don't remember much about what happened afterwards apart from the fact that I was flung to the ground, pelted with stones and prodded with the sharp end of an umbrella."

A spokesman for Cargo Carriers confirmed the incident, and said the approximately 300 strikers resumed duty at the depot yesterday after lengthy discussions with their trade union.

A police spokesman also confirmed the incident and said a case of attempted murder was being investigated by Vanderbijlpark detectives.

Transport strike ends

By Mike Siluma

About 800 workers ended a one-day strike yesterday at 12 depots of Cargo Carriers in the Transvaal and Free State, the Transport and General Workers' Union (TGWU) said.

The workers downed tools on Monday in protest at the dismissal about a week ago of colleagues at the company's Durban depot.

TGWU general secretary Miss Jane Barrett said Free State and Transvaal members returned to work after obtaining a guarantee for the re-employment of the Durban workers.

● The pay dispute between the Commercial, Catering and Allied Workers' Union and the CNA is to be heard at mediation level by the end of the week, the union reported yesterday.



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Sowetan
20/11/86
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270 to lose jobs at Putco

MORE RETRENCHMENTS LOOM

PUTCO is to retrench about 270 employees because of the boycott of buses in Soweto, the company announced yesterday.

The retrenchments, in the three Soweto divisions of the western area, will be implemented soon and talks are currently taking place between divisional managements and representative worker bodies.

A company spokesman said yesterday the implications for staff and passengers, "through the actions of others", were regretted.

About 100 buses have already been pulled off the road, but adequate services will be maintained by the rest of the fleet, to meet remaining commuter demand.

The boycott, which has been accompanied by violence, follows a 17,5 percent fare-increase to meet higher operating costs.

The increase, introduced on November 1, was the first in a year.

"Every effort is being made to give staff as much time as possible to make other arrangements, but it has not yet been decided which individuals will be affected. The company is also hoping to alleviate the situation by transfers, early retirements, and any other means open to it," the company said.

"More buses may still have to be taken out of service, and as a result of this, further retrenchments may still have to be considered. Putco employs altogether nearly 10 000 people."

Sapa.

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Code Time
21/11/86

Bus driver of the year shot dead

DURBAN. — The Putco Driver of the Year died after being shot in Umlazi early yesterday morning.

Putco is offering a reward of R5 000 for any information leading to the arrest of the gunman or men.

The murdered driver, Mr Perttford Shezi, a father of seven, has been with the company for nine years, and was Putco's Driver of the Year.

He was shot twice in the stomach and once in the arm by a man who boarded the bus at 5.50am. He died instantly.

A company spokesman said another bus driver who stopped at the scene was threatened by two gunmen, but escaped.

"A third bus approached the bus-stop with an unmarked police car following behind. The gunmen jumped into a car and police fired at them," Putco's Miss Cheryl Roxmouth said.

The registration number of the getaway car proved to be false.

Putco believes, but has no proof, that the shooting is connected to the recent firing of 200 drivers in Durban, for not collecting fares. — Sapa

Putco driver dies in bus shootout

DURBAN — The Putco Driver of the Year died after a man fired four shots at him in Umlazi yesterday and gunmen threatened another driver, a spokesman for the bus company said.

She said Putco was offering a R5 000 reward

The driver, Mr Perttford Shezi, had been with the company for nine years. — Sapa.

morning.

SA and homelands pledge co-operation

Pretoria Bureau

The signing of various treaties in Pretoria yesterday signalled a more intensive era of co-operation was underway between South Africa and the four independent homelands, delegates said.

More than 40 Cabinet Ministers from the five states met at the Union Buildings yesterday to formalise the multi and bilateral agreements.

Most said the formal setting up of the Secretariat for Multilateral Co-operation in South Africa (Secosaf) was the highlight of the meeting, although Bophuthatswana refused to sign it.

The Boputhatswana Foreign Minister, Mr T M Molatlhwa, who also chaired the meeting, said his government had reservations regarding certain clauses. He refused to elaborate.

However, Boputhatswana will continue to contribute to Secosaf's operating budgets.

Secosaf has been operating since April last year in terms of an informal agreement.

Mr Chris Heunis, Minister of Constitutional Development and Planning led the South African delegation.

ANC issues call

The Star's Africa News Service

LUSAKA — The president of the African National Congress, Mr Oliver Tambo, has issued a call to the international community relating to the ANC's 75th anniversary, which is due to be celebrated on January 8.

X Report Restricted

Mr Tambo is on the banned list and may not be quoted in South Africa. The Star is therefore unable to publish details of Mr Tambo's statement.

Retrenchment dispute ends in out-of-court settlement

The battle to secure full retrenchment benefits for 76 workers employed by Cargo Carriers in the Transvaal has ended in an out-of-court settlement with the Transport and General Workers' Union, said a union spokesman.

The dispute between the company and the union began in September when 76 people were retrenched.

"Negotiations failed to settle the dispute and the union applied to the Industrial Court. On Wednesday, at a meeting with Cargo, the dispute was settled out of court," said the union spokesman.

In terms of the settlement workers were given a further two-and-a-half months' wages extending to the middle of December. All those eligible for pay increases in terms of a recent wage agreement will be given backpay from June to September.

Private passenger transport companies pay workers less

Industrial Staff

WAGES and salaries paid by private passenger transport companies have more than halved in real terms since 1980, government figures show.

The average monthly wage in August 1986 was R671 compared with R685 in July. In real terms, based on constant 1980 prices, the August figure becomes R288 — only 43% of the cash figure.

At R1 550, average white wages in August were more than double those of any other race group. In real terms, however, whites earned only R666.

Average coloured wages of R691 became R294 in real terms, Asians' R539 became R230, and blacks' R567 became R251.

All transport sectors carried fewer passengers between June and August 1986.

Two die in PE taxi war

CP Correspondent

TWO Port Elizabeth residents died and three taxi drivers were injured as thousands of rival East Cape pirate taxi-drivers battled for control of the PE/King William's Town highway this week.

New Brighton pirate taxi-driver Fanisile Sebetu, 35, was found hacked dead on Sunday.

A female pedestrian died last week in a highspeed car chase between rival PE pirate taxi factions.

Three PE taximen have also been lightly injured in the fourteen-day taxi war.

Sebetu's body was found by police near Swartskop. He was originally from King William's Town and apparently backed that town's drivers.

He is to be buried on Saturday in King William's Town. But his family are in a quandary – "We don't know if it will be safe to use pirate taxis to get to the funeral," Sebetu's mother told *City Press*.

Commuters fear being waylaid en route to King William's Town. Over the past two weeks, angry PE pirateers have stopped King William's Town pirateers in Grahamstown and beating them up.

● In Port Elizabeth, calm seems to have returned to the estimated 6 000 pirate drivers.

Yesterday, civic leaders met with the feuding drivers and, according to reliable sources, a peace accord was struck and the New Brighton taxi rank should be operating soon.

● Meanwhile another CP Correspondent reports that the taxi war between legal and illegal taxi operators on the lucrative route between Cape Town townships and suburbs took a new turn when the Western Province Black Taxi Association met representatives of the Southern African Taxi Association to review the feud.

The meeting followed violent clashes between registered and illegal taxis last week. Several people were injured and one man was allegedly killed.

SABTA national adviser James Chapman said after the meeting the problems between the two groups had not yet been resolved, but he was confident they would be soon.

TRANSPORT_ PRIVATE _ LABOUR

1987

JANUARY – DECEMBER.

Bus drivers refuse to ferry pupils

Staff Reporter

CONTRACTED City Tramways bus drivers in Genadendal and Bredasdorp yesterday morning refused to drive pupils to schools in the Boland over pay grievances.

The acting chairman of the Tramway and Omnibus Workers' Union, Mr David Meyer, said yesterday that "an official told six workers they "had sacked themselves" as a result of their actions.

However, a City Tramways director, Mr Francois Potgieter, said nobody had been dismissed. "The problem will be solved by the company and union around the table."

He said all shifts operated normally yesterday morning, using other drivers.

Mr Meyer said the men were unhappy about doing "one-man-operation" contract work at weekends.

Court battle for 600 Putco workers' jobs

By S'BU MNGADI

THE Transport and General Workers' Union has started a double Industrial Court battle with Putco for the reinstatement of 600 Durban South Putco workers dismissed between last October and December.

TGWU lawyers this week filed papers directing Putco to reinstate the workers on terms and conditions no less favourable than those they had been employed under.

The union demands that the reinstatement be retrospective to the date of dismissal.

One application arises from the closure of Putco's Durban South division and the dismissal of 350 workers between December 18 and 26.

The TWGU argues that Putco acted unfairly in the manner in which it closed the division and dismissed the workers – refusing to negotiate with the union as provided in the recognition agreement signed by the two parties.

The company also dismissed about 260 of its Durban South drivers on different dates between last October 30 and November 17. The union and the dismissed drivers have made applications in terms of Section 35 and 43 of the Act to get the workers reinstated.

This application is still awaiting replying affidavits from the company – whose two-week expiry period has been extended.

The drivers' dismissal stopped Putco's Durban South operation. Over 200 buses could not operate because there were no drivers.

Before the union filed its applications for the drivers' reinstatement, the company had started training new drivers to take the place of those dismissed. The company stopped this when the union filed the application for the 260 drivers' reinstatement.

Commuters' daily programs were disrupted by the dismissals, but some Putco buses continued to operate until November 22 – when drivers were threatened at gunpoint not to drive Putco buses in the townships any longer.

After the threats the company did not allow its drivers to convey passengers in the townships concerned. It started transferring workers to other divisions – and the union claims this decision was taken without any consultation or negotiation with it.

On November 5, management announced that Putco had decided to close its Durban South division and that this was not negotiable.

"The company adopted an intransigent, inflexible and rigid attitude on the issue of the closure. The company was not justified in adopting this attitude and in adopting it, it acted unfairly and its actions constituted an unfair labour practice," charged the TGWU.

The union charged that the closure was not supposed to have occurred until the company had consulted with the union and the workers affected.

The union says Putco should have invited it and the workers to make suggestions on how the company's difficulties could be handled or solved to prevent the division's closure and the workers' dismissal.

The union's agreement with the company had provided for the pursuit of alternatives to closure or, failing such agreement, until bona fide negotiations had been exhausted.

This application is also awaiting replying affidavits from Putco.

Political comment and newsbills by P Qoboza; headlines and subediting by Jon Swift, all of 204 Elloff Street Ext, Johannesburg.

W/L ARGUS 28/2/87 (333) (135) (139)

Turmoil in city-based Towu likely to be resolved

LABOUR AFFAIRS
DICK USHER



INFIGHTING in the Tramways and Omnibus Workers' Union (Towu) appears to be moving towards some sort of resolution, although there are still many issues to be dealt with.

The Cape Town-based union, which has about 2 000 members, has been in a state of almost constant turmoil for about a year since a dissident group started raising claims of maladministration and not acting in members' interests against the executive.

There has been a series of special general meetings, legal manoeuvrings by both sides, appeals to the Industrial Registrar to intervene and a Supreme Court action.

The interim chairman and the acting secretary have been replaced and there is still the possibility of at least one Industrial Court action.

One sorry aspect of the whole affair is that much of the present infighting stems from the activities (or inactivities) of a previous long-serving general secretary, Mr Dirk Benade.

Every union is supposed to have a constitution, but after his death it was discovered that many amendments passed by general meetings had been filed in a bottom drawer. It could hardly be said that Towu had a constitution.

This unsatisfactory state of affairs led to severe problems when attempts were made last year to pass further amendments deracialising the constitution and opening up the general secretary's post to people other than *bona fide* union members.

It also illustrates the dangers, endemic in many of the unions that made up the Trade Union Council of South Africa, of "bureaucratism" — members surrendering democratic control of their union and allowing too much power to fall into the hands of union officials.

Safren sailing well

CAPE TOWN — Excellent results for the half year ended December 31 1986 were announced by Safmarine and Rennies Holdings Limited (Safren) in their interim half yearly report released in Cape Town.

Income before taxation rose to R138 million (R94,2 million), and income after taxation to R103,6 million (R67,1 million), while profit before extraordinary items amounted to R61,3 million, an increase of 59 percent.

The directors announced an interim dividend of 33 cents a share; an increase of 27 percent on last year's interim dividend.

The company says that while it is difficult to forecast year-end results with any degree of certainty it is anticipated that profits for the next six months should approximate those earned in the first six months.

The interim dividend will be payable on or about April 24 to ordinary shareholders registered in the books of the company at the close of business on April 10 1987.— Sapa.

Putco to cut its staff

PUTCO is to retrench 205 people and make 107 positions redundant, a statement from Putco's PR executive, Mr Pat Rogers, said yesterday.

The statement said the retrenchments affected its south-western area — which included Soweto — while the position redundancies were in its eastern area and were currently underway.

Putco said in this area, there were 40 vacancies for drivers which would be offered to "those suitable among the staff affected".

The first phase of retrenchments — involving 242 people — took place at the beginning of the year and were a result of the Soweto boycott, the statement said. About 100 buses were taken out of operation.

Putco said it was hoped that at the end of the Soweto boycott, the number of passengers carried would return to former levels.



PAT Rogers . . . Putco PRO.

The company's south-western fleet would be reduced overall from 902 to 820 buses.

The statement said rationalisation measures planned in the south-western area included the amalgamation of the Dobsonville and Putcoton divisions, the transfer of the Diepkloof services from Putcoton to Soweto division, computerisation of statistics in Soweto, and the introduction of the "farespeed ticket issuing system" which provides computerised traffic information — in Putcoton.

Putco said it viewed retrenchment as "a last resort and not a first option", but that the number of people employed must be related to the number of buses operated and this in turn indicated by the number of passengers carried. — Sapa.

18/3/87 SOWETAN

333

Cape Times 19/3/87 333

Putco to lay off 200 staff

JOHANNESBURG. — Some 200 Putco workers are to be retrenched as a result of the fall-off in the number of passengers carried by its buses. Retrenchments will affect about 205 workers.

Reports by Staff Reporters, Own Correspondents, Sapa-Reuter and UPI.

SATS workers still on strike

333

The strike by several thousand South African Transport Services (SATS) employees continued today, while negotiations continued with worker representatives.

SATS employees at Kaserne and City Deep have been on strike since last week, demanding the unconditional reinstatement of a colleague dismissed for alleged "cash irregulaties".

SATS says the worker has been reinstated after being fined R80.

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us strike: 500 acing the axe

(333) 9/4/87 cl

Post Reporters

STRIKING bus drivers and employees of PE Tramways have been issued with an ultimatum to return to work by 8am tomorrow — or risk the axe.

Mr Stan van der Merwe, deputy general manager of PE Tramways, said today that letters had been prepared for 500 strikers stating that they were in breach of contract.

If they weren't back by 8am tomorrow the firm would be entitled to dismiss them "without notice".

And in another development strikers today resolved to continue their stoppage — until Tramways managing director Mr Carl Coetzer addressed them at a mass meeting.

Gathered in Korsten's Active Hall the drivers and workshop employees strongly criticised the company's decision to lock them out of premises in PE and Uitenhage.

The strike, now in its sixth day, centres on management's refusal to pay workers for the time lost during a sit-in staged at the Uitenhage depot last month.

Negotiations broke down when Mr Coetzer insisted that a delegation of strikers meet him at the Valley Road offices and not at the Struanway depot as demanded.

Mr Van der Merwe said all the strikers at the Struanway depot, where most of the strikers have gathered, had rejected the ing procedure, he said.

● Workers would be required to report individually to the office of their particular depot chief inspector. An inquiry would then be held into the worker's "failure to return to work".

● Workers could be represented at the "disciplinary inquiry" by a maximum of two shop stewards or two colleagues of their choice.

● Employees who did not report for the inquiry would be considered to have been dismissed.

While no disciplinary action would be taken against employees who resumed duty tomorrow, employees would not receive any payment for the period of their strike.

Grievances should be brought to the notice of

● Turn to Page 2



...ge earrings are in fashion, but this is taking things to extremes! ...NYA HALGREEN tries blooms of *Aristolochia Grandiflora*, commonly known as "Dutchman's Pipe" on for size. The unusual pods ...e attached to variegated brown leaves and the plant is now in full ... in Port Elizabeth gardens. Picture by EVERT SMITH



Sacking threat to bus strikers

● From Page 1

management in accordance with the grievance procedure.

Mr Van der Merwe said that workers could still approach management before tomorrow — "but while Mr Coetzer is prepared to listen to them, he is not prepared to negotiate until the buses go on the road," he said.

A spokesman for the strikers confirmed they had refused to accept ultimatum notices issued at the Struanway and Uitenhage depots.

He said workers saw no reason why Mr Coetzer could not address his own employees after he had addressed other community meetings and held discussions with community leaders in the black townships.

The reason they wanted Mr Coetzer to address them in person was because the grievances which had culminated in the strike had been long-standing and several delegations had been sent to him without success.

10/4/87 EP

Strikers' deadline extended

333

Post Reporter

THE deadline for striking workers and bus drivers from PE Tramways to return to work has been extended to Monday, Mr Stan van der Merwe, deputy general manager of PE Tramways said today.

Yesterday, management issued 500 strikers with an ultimatum to return to work by 8am today — or face possible dismissal.

But today Mr Van der Merwe said strikers now had until 8am on Monday to return to work.

"We have done this because we felt that many strikers had not been able to get the letters we issued yesterday containing the ultimatum.

"Today, we hope to reach all the workers by issuing them with the letters when they come to collect their pay-packets."

Yesterday strikers at the Struanway depot, where most of the workers have gathered during the strike, rejected the ultimatum letter

Bus drivers back

333

Post Reporter 16/4/87 GP

MORE than 500 striking employees of PE Tramways were expected to return to work today, following negotiations which resulted in a compromise being reached.

The company's general manager, Mr Stan van der Merwe, said it was hoped that bus services to Port Elizabeth's northern areas and Uitenhage townships would return to normal by the end of the day.

"Commuters should be patient at first, as there are bound to be a few delays."

Mr Van der Merwe declined to give details of the compromise at this stage.

Cape Times 16/4/87

Strike disrupts cargo handling

1404 152 333

Labour Reporter

CARGO handling at Cape Town docks was disrupted yesterday when about 300 stevedores went on strike to support demands for the dismissal of a supervisor who allegedly assaulted a worker.

The strikers, all members of the Transport and General Workers' Union (TGWU), agreed to return to work today after the union and management had decided to refer the dispute to arbitration.

The alleged assault took place in January and was followed by established grievance and disciplinary procedures.

Workers, however, have refused to accept the ruling of their employers, SA Stevedores, that the supervisor be given a final warning, and are demanding that he be fired, a union spokesman said.

An SA Stevedores official said the alleged assault was the result of a "personal problem" between a junior supervisor and a worker which had taken place outside working hours but on company property.

He said the strikers would not be paid for the time they did not work.

It was difficult to say to what extent the strike had affected the handling of cargo, he said, adding that some ships were worked, apparently by harbour staff or casual workers employed by other firms.

what my tactics will be," Martin said.

ARGUS 16/4/87

PE Tramways offer 28% rise to strikers

The Argus Bureau

PORT ELIZABETH — Strike-hit Port Elizabeth Tramways has raised its wage increase offer to up to 28 percent. It made the offer, initially set at 10 percent, in an effort to resolve a dispute which started the strike by workshop employees and drivers a fortnight ago.

The new offer comprises a basic increment of 14 percent across the board with additional increases depending on years of service, said Mr Carl Coetzer, managing director of PE Tramways.

Working on an average that included basic salary plus "spreadover and overtime" and an annual bonus of five percent, the salary of a fourth-year driver would go up from R814,20 to R965,06. Workers' representatives have not yet responded.

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Putco told to take back 230 sacked drivers

By CARMEL RICKARD

PUTCO has been ordered by the industrial court to reinstate over 230 bus drivers dismissed last year, and to pay them 60 days' wages from mid-April to mid-June.

At a conservative estimate this will involve Putco in back-pay of over R330 000, but the ruling to pay the workers could be extended month by month when the applicants apply for an extension.

Putco management have not commented on the judgement, saying they have not yet seen it.

Branch organiser of Transport and General Workers' Union, Mike Gwamanda, said it was a victory for their members.

He said the judgement was helpful as it "upheld the provisions of the disciplinary and grievance procedures laid down in the agreement between Putco and TGWU which management had ignored".

The 234 drivers who are to be reinstated are members of the Congress of South African Trade Unions affiliate, TGWU, who were employed in the southern Durban Putco depot.

The company closed down their operation in the southern area on December 5 last year, affecting about one million passengers a month.

Outlining the background to the closure and to the dismissal of the drivers, presiding officer of the industrial court DJ de Villiers said in his judgement, it began in October last year with a dispute between a Putco employee and a member of Putco management.

When the dispute was not satisfactorily resolved 260 drivers did not collect fares on October 24 which management claimed caused them to lose R120 000. The dispute continued, now including a dispute over the action to be instituted against drivers who did not collect fares. By November 7 most of those involved in the application had been dismissed.

The procedures followed by Putco in making these dismissals was one of the main points in issue during the industrial court hearing.

Two weeks after the drivers were sacked Putco temporarily suspended its operation in the area after one employee, who was continuing to drive the route, was shot and killed and another forced from his bus at gunpoint and warned he too would be killed "if he continued operating his bus".

On December 3 management at Putco's head office decided the depot should be closed permanently. Two days later staff members not already dismissed were transferred elsewhere or retrenched.

ing as a result of an industrial court application brought by TGWU on behalf of these retrenched workers.)

The court found that Putco's disciplinary action against the sacked drivers was "procedurally unreasonable and unfair" and that the dismissals were not justified.

The company was ordered by the court to reinstate the drivers on terms "no less favourable to them than those that governed their employment prior to the termination of their employment".

However, although the Labour Relations Act provides that reinstated workers may be entitled to receive back-pay from 90 days prior to the judgement, the court did not do so in this case, "because of their breach of discipline which caused (Putco) to suffer financial loss on that particular day". For this reason, the workers are to be paid only for 30 days prior to judgement — from April 13 to the date of the judgement and for a further period of 30 days to June 11.

DRIVING SCHOOL
of DAVID PHAHLADIRA, BOX 3
House No. 267 Mabuyelo ...

'Fired' Putco men go back

CP Correspondent

MORE than 230 bus drivers "dismissed" by Putco last November must be reinstated and given back pay.

This order – which will cost the transport giant about R350 000 in two months' arrears pay – was handed down on Wednesday by the Industrial Court after the Transport and General Workers' Union brought an application challenging the validity of the drivers' sacking.

They were dismissed shortly before management decided to shut down its southern Durban operation, which had served the major areas in the south since 1982. Over one million passengers a month were estimated to be affected by Putco's closure.

In its judgment the court said the trouble began with a dispute between a worker and a member of Putco management.

When this was not settled, over 200 drivers took industrial action by not collecting fares for the whole day on October 24 last year.

This was estimated to have cost Putco R120 000. As a result all the drivers were sacked and TGWU, an affiliate of Cosatu, challenged the fairness of the dismissals.

Soon after they were fired, the operation in the southern Durban area was closed down, as management said they could no longer guarantee the safety of the drivers who were kept on.

This was after one driver was shot and killed and a second threatened at gunpoint to stop driving Putco buses.

After a lenghty court hearing, the Industrial Court judgment was handed down this week and TGWU branch organiser Mike Gwamanda said it was "worth waiting for".

He said it was a victory for the workers, because the court had upheld the grievance and dismissal procedures, which management had ignored.

The judgment said that the company had used unfair and unreasonable procedures in dismissing the workers.

However, the workers came in for their share of criticism by the court. Normally they would have been entitled to 90 days' back pay, but the court allowed them only 30 days, because of their breach of discipline in not collecting fares.

THE EMERGENCY

This newspaper has been produced under emergency regulations which ...

Sentence was ...

By SOL MORATHI

SERGEANT Johannes Buti Ndimande may not have died in a brutal way ... always warned him not to trust all white people.

"I tried to warn him about the danger posed by ...

Sowetan 21/5/87 16/87

Registrar 'dragging heels' on new-look union

(333)

By MOIRA LEVY

MOVES to democratise the Tramway and Omnibus Workers Union (TOWU) have virtually ground to a halt, and union leaders are blaming the industrial registrar for "dragging his heels" in passing their new constitution.

TOWU passed its new constitution which allows for rank and file participation in union structures at a mass union meeting in February and took its revised constitution to the Department of Manpower on May 19.

"We have not yet heard from the registrar. It worries us," said acting chairperson Mr David Meyer.

Structures

"We are still operating under the old constitution with an interim executive.

"As long as the constitution is not finalised we cannot put into practice our master plan to have more workers participating in union structures."

A spokesperson for the Industrial Registrar said there was "no abnormal delay" in officially recognising the new constitution. He could not say when the union would get a reply.

"It could be today. It could be next month. We don't only work for the Tramways union," he said.

The new constitution, passed unanimously at a union meeting, has dropped all reference to race and has introduced a new-style executive that is made up of representatives from all the depot committees.

For over a year TOWU has been racked by internal struggle. A rebel faction has been pushing for more rank and file participation in the union, more frequent meetings and a leadership that would be accountable to the members.

The dispute erupted in court last month when acting union secretary Mr Mogamet Soeker was ousted from the union and accused of inefficient and autocratic leadership.

Since last December a number of the rebels have been voted into executive positions in the union.

Problems

"We had our difficulties prior to my taking office," Meyer said. "Since then we have managed to eradicate most of the problems.

"We dont call ourselves rebels. We are all members of the union."

Meyer rejected allegations made by a union member that since the rebels gained executive positions they have stopped pushing for more democracy in the union.

"Since last year we have been struggling to make changes in the union. We have almost won our victory. If we go ahead now without official approval from the registrar we could destroy all we have achieved so far," he said.

Letter from prison

Union official given the boot

South 29 4 — 31587

333

IN an out of court settlement Mr Mogamet Soeker, former acting secretary of the Tramway and Omnibus Workers Union, accepted a union decision to sack him from his post.

Affidavits filed before the industrial court last week allege that Soeker, who was acting union secretary since November 1985, was involved in mismanagement and inefficiency in dealing with union matters.

Soeker had applied to the industrial court for reinstatement after a decision was taken by the union general body to remove him from his post.

The union bid to remove Soeker is being seen as part of drive by TOWU to "democratise" its structures and move away from what was described by the union's lawyer as "bureaucracy" in the union.

Soeker is said to be associated with a conservative wing of the union.

Last year the union brought an urgent application in the Supreme Court to order Soeker to hold general body meetings for the union.

TOWU is currently involved in talks with Cosatu-affiliated transport unions with a view to an eventual merger.

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12, 1987

Workers return to Sats

JOHANNESBURG — South African Transport Services officials in Johannesburg have confirmed that so far more than 4 500 dismissed workers have been re-employed at the various Sats depots on the Witwatersrand.

A Sats spokesman said that about 3 376 dismissed workers had been re-employed yesterday alone.

Yesterday's turnout was the largest since Monday when workers were referred to recruiting centres. — Sapa

333

Jobs again for 200 — but depot's shut

By SEFAKO NYAKA

PUTCO has been ordered to reinstate more than 200 workers in a depot that no longer exists.

The Durban Industrial Court ruling requires Putco to take workers back into its Durban South depot, which ceased operations in December. The company has applied for a review of the court decision.

Putco closed the depot because it was losing too much money, according to Putco's acting public relations executive, RK Duff, and because of "tremendous labour problems" which were "totally unsympathetic to the loss situation".

But while awaiting the outcome of the review application, the company's lawyers are discussing settlement proposals.

The court ruled that the workers be reinstated in terms of section 43 of the Labour Relations Act. This means Putco was required to reinstate the workers for the period April 13 to June 11. Both the company and union lawyers have agreed to extend the period to July 3.

In the meantime the union has applied for permanent reinstatement under Section 46, and the court has found the dismissed workers have a reasonable prospect of success.

According to a union representative the workers are adamant that they will demand full payment for the time they were dismissed, notice pay and other retrenchment benefits.

Salaries alone could amount to thousands of rands.

The dispute dates back to last October when a senior line manager at the depot, Mike Edwards, refused to attend a disciplinary enquiry involving workers' grievances.

The workers, all members of the Transport and General Workers' Union (TGWU), then called for Edwards' dismissal, but management said it was not prepared to take a snap decision on the issue.

It was not necessary for Edwards to have appeared physically at the investigation. Statements could have been placed before the person conducting the investigation, the shop stewards were told.

On October 24 drivers then decided they were not going to collect fares as a form of protest. The action lasted for one day only and the workers returned to work and collected fares normally on the Saturday. They were then ordered to attend disciplinary enquiries.

In terms of the disciplinary procedure in the Putco/TGWU recognition agreement, no disciplinary action would be taken against workers who were involved in an industrial action which lasted for 24 hours.

Some of the workers were dismissed on November 7.

The industrial court found it was "procedurally unreasonable and unfair" to institute disciplinary action against the workers in view of the interpretation of the recognition agreement.

ROW IN THE TAXI RANKS

DISGRUNTLED members of the Soweto Taxi Owners' Association (Johannesburg region) have called for the suspension of chairman Mr Pat Mbatha.

They have accused Mr Mbatha, who is also treasurer of the Southern Africa Black Taxi Association (Sabta), of not running the affairs of the region properly.

Attempts to get Mr Mbatha were not successful. He was said to have gone to Durban at the weekend for a business meeting. Sabta's vice-president Mr Godfrey Ntlatleng, could also not be contacted for comment.

The chairman of the Johannesburg region, Mr William P Selebogo, alleged that Mr Mbatha had:

- Engineered a split within the JTA and went on to allow a "splinter group", the Diepmeadow City Taxi Association (DMTA), to affiliate to the region;
- Allowed the Bara City Taxi Association and the Bara Meadowlands Taxi Association to operate illegally on routes in their area;
- Refused to allocate the JTA a rank in the Johannesburg central business district area and at Baragwanath Hospital;
- Publicly said he wanted to dissolve the JTA at an annual general meeting last October attended by Sabta's vice-president, Mr Godfrey Ntlatleng, and the Transvaal Taxi Association's (TTA) chairman, Mr P Mahlangu;
- Failed to attend to complaints by individuals in the Johannesburg region who have been stopped from operating on certain routes by members of the splinter groups; and
- Failed to call a proper general meeting for Sabta members in Soweto to to air their views on taxi matters since he was elected region chairman in 1984. The only meetings he had called were those of the region's executive.

By NKOPANE MAKOBANE

Mr Selebogo said his executive had written several letters to Mr Mbatha, the TTA and the Sabta executive to attend to their grievances. They had also travelled to the Sabta headquarters in Pretoria on several occasions to lodge complaints, but all this had fallen on deaf ears.



MR W P Selebogo, chairman of the Johannesburg Taxi Owners' Association.

Tomorrow Mr Selebogo and Mr Johannes Motlhabane, PRO of the Johannesburg region, will apply to the Rand Supreme Court for an urgent interdict, asking the court to restrain Mr Frederick Kgokong, a senior member of the splinter group, from interfering with Mr Motlhabane at the rank.

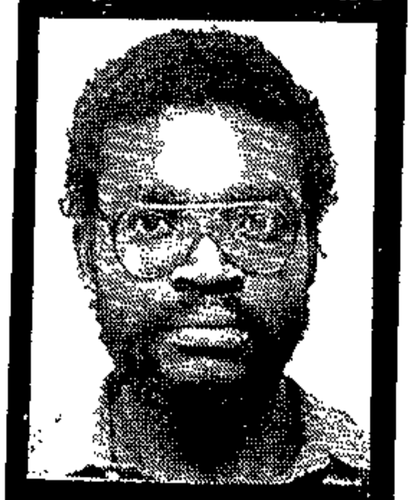
Mr Selebogo also said they were considering legal action against the entire executive of the region for invalidating certain clauses of the constitution.

333 Sowetan 7/7/87

Workers put the brakes on Lebowa bus company

FOCUS

By MATHATHA TSEDU



LEBOWA Transport, the company that is involved in a dispute with the Transport and Allied Workers' Union in Seshego over the dismissal of workers, is no newcomer to controversy.

In 1980 the company was in the centre of an Azapo-orchestrated boycott over three months in Seshego because of fare increases.

During the boycott commuters walked the 12 km between Seshego and Pietersburg.

It was a trying time with summer rains pouring down as the heavens opened, but the people persevered.

On June 25 this year the entire black workforce of more than 500 at the Seshego depot downed tools as they demanded the reinstatement of nine colleagues fired for not reporting for duty on June 16.

For the more than 25 000 daily commuters served by the Seshego depot, it was back to lifts or walking.

Leave

It is an exercise that the commuters have gotten used to in the past few years as bus drivers have downed tools on several occasions.

The main issues in those stoppages were low wages and the recognition of Tawu, an affiliate of the National Council of Trade Unions.

The present stoppage, however, has nothing to do with wages, according to the workers.

June 16, that emotive day in the black community, was declared an official public holiday by the Lebowa administration. So was May 1.

Many Lebowa Transport workers filled in leave forms for June 16 but the nine dismissed workers say they were earlier told by management not to bother: they would have only a day's salary deducted if they did not turn up for work.

Burnt

"However when they came back to work on June 17, the nine were told by management that disciplinary measures would be taken against them and they were fired," a shop steward said.

"We, as black workers, cannot accept this. LT's attitude towards June 16 is not an insult to LT workers only, but to the black community as a whole.

"Those workers were prepared to have money deducted from their salaries for that day, but the LT management didn't see that as enough".

Refused

After the stoppage the workers staged a sit-in and slept on the company's premises. Food donated by management was allegedly thrown away. The company used its white personnel to keep a skeleton service going but this was later stopped as people refused to use buses driven by the whites. One bus was allegedly burnt.

Two days after the start of the sit-in police came to the depot and ordered everyone out. This was after LT had issued a circular informing the workers to leave the premises. In the evacuation, six leaders, including chief shopsteward Abraham Malatji, were detained.

Workers insist that management had a hand in the detention as they allege the police came with a list.

"We hold Lebowa Transport responsible for the detentions and until the detained are released we will not go back to work," a shopsteward said.

The workers also demand that LT commit itself to the negotiation of a comprehensive agreement with Tawu.

The union has interim agreements with various depots because of LT has consistently refused to negotiate an overall agreement at a higher level. LT has more than five depots.

LT's operations manager, Mr S Pretorius, has disputed the assertions by the workers and has refused to discuss the detentions with the Press or their effect on efforts to resolve the issue. He said that those detained were taken outside the LT premises.

More than 300 other LT workers at Namagala, outside Phalaborwa, stopped work on Thursday morning in support of the Seshego workers. This brings the number of affected workers to more than 800 and the affected daily commuters to more than 40 000.

And as LT and Tawu representatives met on Thursday and Friday it became clear that "the use of police as industrial consultants by having worker leaders detained" was emerging as a stumbling block.

At one stage workers insisted that those detained should be released before negotiations started.

LT has also refused to reinstate the dismissed nine workers and has instead committed itself to reviewing their cases after the others resumed work.

Demand

As the stoppage moved into its second week, the workers' demands remained the same:

- The unconditional reinstatement of the dismissed nine;
- a firm, written commitment to negotiate an overall recognition agreement;
- An undertaking not to victimise any workers involved in the stoppage; and
- The immediate release of the six detained worker leaders.

Putco dispute

THE Zakheni Transport and Allied Workers' Union and Putco are to seek mediation after the union walked out of a wage negotiation meeting this week.

The union, which represents about 2000 workers employed by the giant bus company, said management refused to accede to a 25 percent wage increase demand and instead offered 5,6 percent.

A Putco spokesman, Mr Louis Meyer, said Zakheni was making "unreasonable and unrealistic" demands.

He said that the Transport and Allied Workers' Union (Tawu) and the Transport and General Workers' Union (TGWU) had accepted the offer of a 16 percent increase for a joint membership of 4000.

Zakheni general secretary, Mr James Sikhosana, said his delegation walked out of the joint sitting — with Putco, Tawu and the TGWU — on Monday after management refused to accept their 25 percent increase demand.

He said the union also demanded better working conditions which management refused to consider.

"We were negotiating on a mandate from our members who insisted on the 25 percent wage increase," Mr Sikhosana said.

Both parties have agreed to go for mediation.

Bus service stopped after 400 arrested

JOHANNESBURG. — Black commuter buses serving Sebokeng and surrounding areas were halted and more than 400 black transport workers arrested during a sit-in at their company's depot.

The company, Vaal Transport, said in a statement that it had called in police, who arrested 438 workers for trespassing, when employees refused to leave the premises after negotiations over an industrial dispute on Thursday night.

The privately-owned company said the dispute, involving about 85% of its workforce, began on Wednesday.

Managers said they had offered to discuss the workers' grievances with them again yesterday, although they had already started an illegal strike.

Police said many of the workers were being released after paying R20 fines.

But the company said none of the workers — many of them drivers — had come back to work, and it had cancelled services between Sebokeng and nearby industrial and town areas.

The Council of Unions of South Africa, to which the transport workers' union is affiliated, said it had been unable to contact shop stewards to find out what sparked the dispute.

The company said police intervened because "both management and the police were concerned about the protection of company property and vehicles and the safety of company personnel not involved in the action".

A policeman was slightly injured during the arrests when he was struck on the head by a bottle, police said. — Reuter

CMC Times 10/7/87 337

US Senate votes for Angolan trade

WASHINGTON. — The Senate yesterday rejected a move to bar United States trade with Angola as a way to press for a settlement in the country's 12-year civil war and force withdrawal of Cuban troops.

If it had been adopted, the embargo's main impact would have been to force American oil companies to cease operations in Angola. It would have barred imports of Angolan oil — about 3% of American oil imports.

Proposed as a show of support for the Unita guerilla forces, the measure was defeated on a vote of 61 to 38.

Although the US does not have diplomatic relations with Angola, the White House had strongly objected to the proposed embargo, saying it would reduce the limited US economic influence on the Luanda government.

Senator Mrs Nancy Kassebaum, former head of the Senate Foreign Relations Africa Subcommittee, warned that the trade ban would reduce US influence in negotiations with the ruling MPLA.

Senate Republican leader Mr Robert Dole argued unsuccessfully for passage of the measure.

"We can't tolerate communist control of our oil supplies. It's Cuban troops that keep the oil flowing," he said.

In a challenge to the administration's defence of the Gulf oil shipping lanes and its position on Angola, Mr Dole asked: "Why do we believe the Soviets would turn off the spigot in the Persian Gulf and not do it in Angola?"

Some 35 000 Cuban troops are stationed in Angola and their presence protects oil production, 75% of which is by US corporations, including the Chevron Company.

Senate Foreign Relations Committee chairman Mr Claiborne Pell, a Democrat, said Western Europe and Japan would not support the trade embargo and would take over US investments in Angola.

Other opponents said it would make the US even more dependent on Middle East oil.

The trade ban was considered as an amendment to a major foreign trade bill being debated in the Senate. — Sapa-Reuter

Sabta set for Putco takeover

W005 11/7/87 (333)

Weekend Post Correspondent

JOHANNESBURG — The South African Black Taxi Association (Sabta) is poised to take control of Putco, the country's biggest bus company.

Sabta said today Government approval was the only hurdle left to the most radical turnabout in the country's transport history and the emergence of black entrepreneurship on a scale previously unknown in South Africa.

The management of the present Putco owners, Careo Enterprises, have kept silent on the possibility of Sabta buying 52,5% of their shares, saying an announcement will only be made in the next two weeks.

However, the taxi association this week confirmed it had formed a committee to investigate the franchising or distribution of ownership of buses on various routes to individual taxi owners.

Mr James Chapman, national adviser to Sabta's executive committee, said today: "We are speaking to the black commuters to seek their opinion."

Representatives from 40 Sabta regions met in Bloemfontein recently and voted to continue with the mandate for the takeover.

An expert, who did not wish to be named, said the takeover would end the conflict between buses and taxis and would eliminate the problem of an aversion to using white-owned buses.

Sowetan 13/7/87

333

Taximen in a war of words

THE Soweto Taxi Owner's Association (Johannesburg region), has responded to Press statements made by a dissident group within the region against chairman, Mr Pat Mbatha.

The response follows a call by disgruntled members of the Johannesburg Taxi Owners' Association (JTA) — an affiliate of the region — for the suspension of Mr Mbatha. JTA also accused him of not running the affairs of the region properly.

In a statement, the region's executive committee members said allegations made by Mr William P Selebogo, chairman of the JTA, were untrue and unfounded.

The committee said it was satisfied with the manner Mr Mbatha was handling the affairs of the region. In fact, the committee said, Mr Selebogo's association had been problematic because it wanted to compete on the same level with the region.



Mr PAT Mbatha . . . man in the middle of the taxi row.

Satisfied

"We are not going to be intimidated by the JTA's threats of considering legal action against us. By taking unauthorised/damaging statements and making noise of taking us to court, the JTA has bridged a number of clauses in the Sabta grievance procedure.

In answering some of the allegations, the committee said it was false that Mr Mbatha has engineered a split within the JTA.

On the refusal to allocate the JTA a rank in the city central business district, the committee said it did not have any facilities in the CBD. Ranking spaces were allocated to the region by the metropolitan planner.

Furthermore, it was also untrue that other taxi associations had been allowed to operate illegally in the JTA area.

Attacks

As far as meetings were concerned, the region constantly communicates with all Sabta members through 11 taxi associations affiliated to the region. Each association had the right to send as many delegates as they pleased to any regional meeting. Observers are also allowed.

In response to Mr Selebogo's allegations, Sabta executive said it cannot provide a hearing to a group involved in making unfounded attacks upon a properly elected official.

Vaal bus service back to normal

Sowetan 14/7/87

333

BUS services in the Vaal Triangle townships were operating normally yesterday after the return to work of more than 700 striking Vaal Transport Corporation employees, many of them bus drivers.

A spokesman for the company said management was due to meet yesterday with shop stewards of the Transport and Allied Workers' Union to discuss workers' grievances.

On Thursday last week, thousands of commuters in the area were left stranded after a strike by the Vaal Transport Corporation workers and the arrest of 400 for trespassing on the company's Vereeniging premises.

Tawu officials could not be reached for comment at the time of going to press. It is also not known whether the 400 workers arrested have all been released.

A spokesman for the Krugersdorp police last week said the workers had been given the option of paying R20 admission-of-guilt fines and many had done so. — *Sowetan Correspondent.*

Page 2

Blacks in bid to buy Putco

PUTCO and business parties, including the South African Black Taxi Association are still negotiating the sale of the bus company.

A spokesman for the bus company, Mr R K Duff, yesterday said the sale had not yet been finalised.

The national adviser of Sabta, Mr James Chapman, said although the association was interested in buying the bus company a few obstacles still had to be cleared.

"One of the major obstacles is finance. We need to approach big business for financial assistance to be able to buy the bus company.

"We also need to consult our members and the community to hear their views. The Government will also have to grant us permits to trade," Mr Chapman said.

He said there was a need for the association to have a bus service operating in black townships. There were some hindrances which black entrepreneurs would have to consider.



DAVEYTON mayor, Mr Silumko Boya, RSC member, Mr John Mavuso, Family Housing Association's Mr Matthew Nell and Katlehong mayor, Mr Thami Siluma.

Sabta gets tough over Putco

333

Sowetan 23/7/87

BLACK taxi operators have over a long process been able to form "a powerful economic unit" which will not be destroyed by reports that a strictly Afrikaans speaking group was all out to keep Putco "white".

This was said yesterday by the Southern African Black Taxi Association (Sabta) executive committee in a statement released in Pretoria.

The statement was a sequel of an announcement by a Mr Anthony Meyer in a Johannesburg daily on Friday that an unidentified Afrikaner business consortium "don't feel that a strategic business such as transport should be in black hands at this point in time." They were reacting to reports that Sabta was negotiating with Putco to buy the majority of shares in the company.

Sabta pointed out that the fact that the consortium repeatedly told the press they preferred to remain anonymous was "typical of groups with questionable backgrounds."

"The black taxi operator has, through the years, developed a thick skin by uniting against all odds to form a powerful economic unit that cannot be wished away. We are there to stay," the statement said.

"Whether Mr Meyer and his unnamed consortium like it or not, blacks must, as a matter of necessity be brought into the mainstream of the economy," Sabta said.

TAXIMEN IN WAR OF WORDS

IN an ongoing war of words, disgruntled members of the Soweto Taxi Owners Association (Johannesburg region) yesterday called on the Southern Africa Black Taxi Association to appoint a neutral body to settle a dispute between them and the region's chairman, Mr Pat Mbatha.

By NKOPANE MAKOBANE

Mr William P Selebogo, chairman of the Johannesburg Taxi Owners' Association (JTA) — the disgruntled group — said they were disappointed at the manner Sabta executive had come to defend and protect Mr Mbatha.

He also said, Mr Mbatha, who holds a position of treasurer in Sabta, had failed to attend to their grievances in the past.

Mr Mbatha and his region executive had also contradicted themselves in a statement last week in which they replied to accusations levelled against him (Mbatha).

"It is for these reasons that we urge Sabta to immediately appoint a neutral body as they promised at a meeting in Pretoria on June 22, this year. It is not a threat, but we fear that if the situation is left out to deteriorate further, it may aggravate matters," he said.

Apology

Mr Selebogo said his executive was also demanding an apology from Mr Mbatha for claiming that they were problematic and wanted to compete on the same level with the regional executive.

"We are committed members of the region and what we want to see is the affairs of the region being properly run. We have genuine grievances and want to see them being attended accordingly."

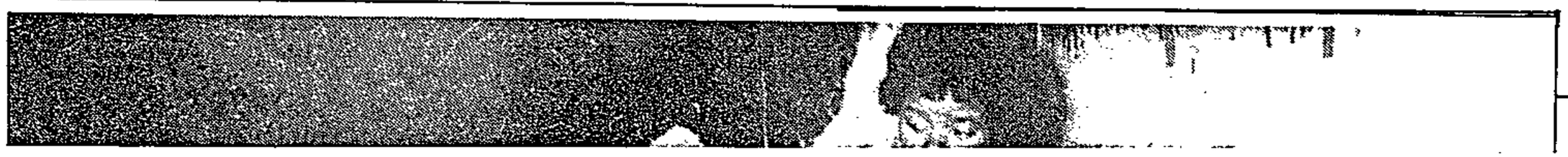
Mr Mbatha told the *Sowetan* yesterday that to his knowledge there was no dispute between him and the group led by Mr Selebogo.

He said the JTA, like any other association, was in possession of a Sabta grievance procedure. However, the JTA has chosen not to follow the correct channels of airing their complaints.

"There is no way in which Sabta is going to appoint another body to attend to their grievances. If they have genuine objections they must come to the region and I am very prepared to be helpful.

"I am not going to apologise to JTA executive, because they know the problem of wanting to control the region. Running to the Press and making legal threats is not going to help them.

"The ball is in their court if they are serious in being helped," he said.

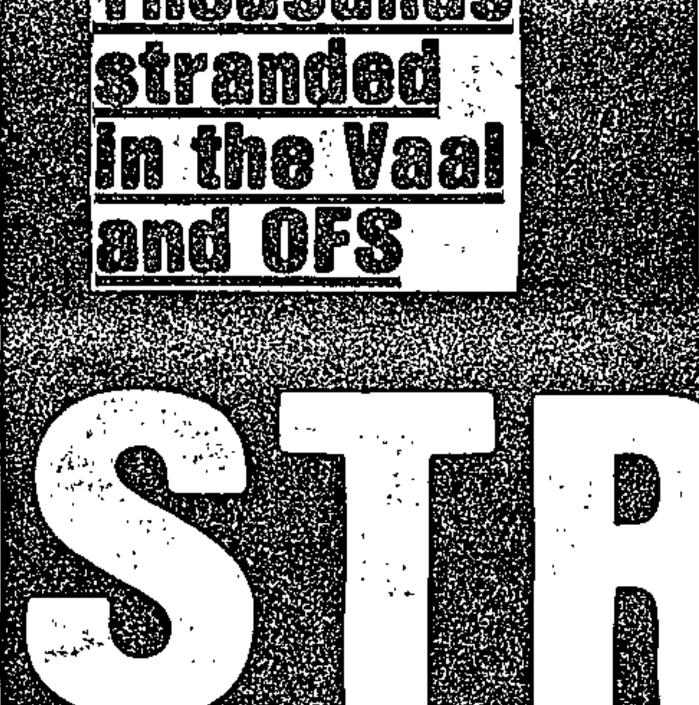


'Blacks

CHAOS AS BUSMEN STRIKE

Thousands stranded in the Vaal and OFS

Crucial time for UDF



THE UDF celebrated its fourth anniversary yesterday and to mark the event students at the University of the Witwatersrand organised a rally which was addressed by several speakers. Here students sing freedom songs outside the Wits Great Hall. See Pages 2, 8 and 16.

THOUSANDS of commuters in the Vaal and Free State were stranded as bus services ground to a halt after about 2 000 members of the Transport and Allied Workers' Union downed tools yesterday.

By THEMBA MOLEFE

About 800 Vaal Transport Corporation workers and about 500 others employed by Western Bus Lines stopped work yesterday morning in protest against management's decision to retrench 297 workers in the Vaal, Virginia and Kroonstad.

Stewards

Union spokesmen said management initially intended to retrench 214 VTC workers by September 11 but had reduced the figure to 151. In Virginia 21 workers out of a total of 27 would be retrenched. In Kroonstad 19 out of 21 Tawu members would be retrenched, the union said.

The VTC workers downed tools at 10.30am and immediately went home while shopstewards met at the union offices in Vereeniging.

VTC's general manager, Mr Peter Killik, wrote a letter to Tawu's general secretary, Mr Esau Rankholo, requesting a meeting to avert the work stoppage. Mr Rankholo was not available when the letter reached Tawu's Vereeniging office.

In Carletonville a work stoppage by Greyhound Coach Lines workers was averted when management told workers yesterday morning that it would no longer retrench staff.

VTC, GCL and Western Bus Lines are part of a multinational group, United Passenger

To Page 6

Bus men on strike

• From Page 1

Transport Holdings.

Taxis serving the Vaal's four towns and nine townships did a roaring trade.

The VTC workers downed tools two months ago after management refused to discuss an amendment to the recognition agreement it had with Tawu.

Many workers were injured and arrested after the police were called to disperse them.

VTC's management was not available for comment late yesterday as they were said to be in a meeting.

Mr Peter Killick said as far as he was concerned the buses were running normally in the Vaal Triangle.

In a letter to the workers he said the work stoppage on or off the premises of the company would be declared illegal and management reserved the right to take appropriate action.

R849

KAWASAKI GENERATOR

Thousands stranded

JOHANNESBURG. — Thousands of commuters in the Vaal and Free State were stranded as 2 000 members of the Transport and Allied Workers' Union downed tools on Thursday. About 800 Vaal Transport Corporation workers and about 500 Western Bus Lines workers struck yesterday to protest at retrenchments.

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Strike strands thousands

The Argus Correspondent

JOHANNESBURG. — Thousands of commuters in the Vaal Triangle and Free State were stranded as bus services ground to a halt after about 2 000 members of the Transport and Allied Workers Union (Tawu) downed tools.

About 800 Vaal Transport Corporation workers and others employed by Western Bus Lines, all members of Tawu, which is affiliated to the National Confederation of Trade Unions (Nactu), stopped work yesterday in protest against the management's decision to retrench 297 workers in the Vaal Triangle, Virginia and Kroonstad.

The corporation workers downed tools at 10.30am and immediately went home while shop stewards met at the union offices in Vereeniging.

Reinstated workers to get back pay

333

DURBAN — Two hundred and twenty Putco bus drivers will receive more than R500 000 in unpaid wages after an application in the Supreme Court, Durban, yesterday.

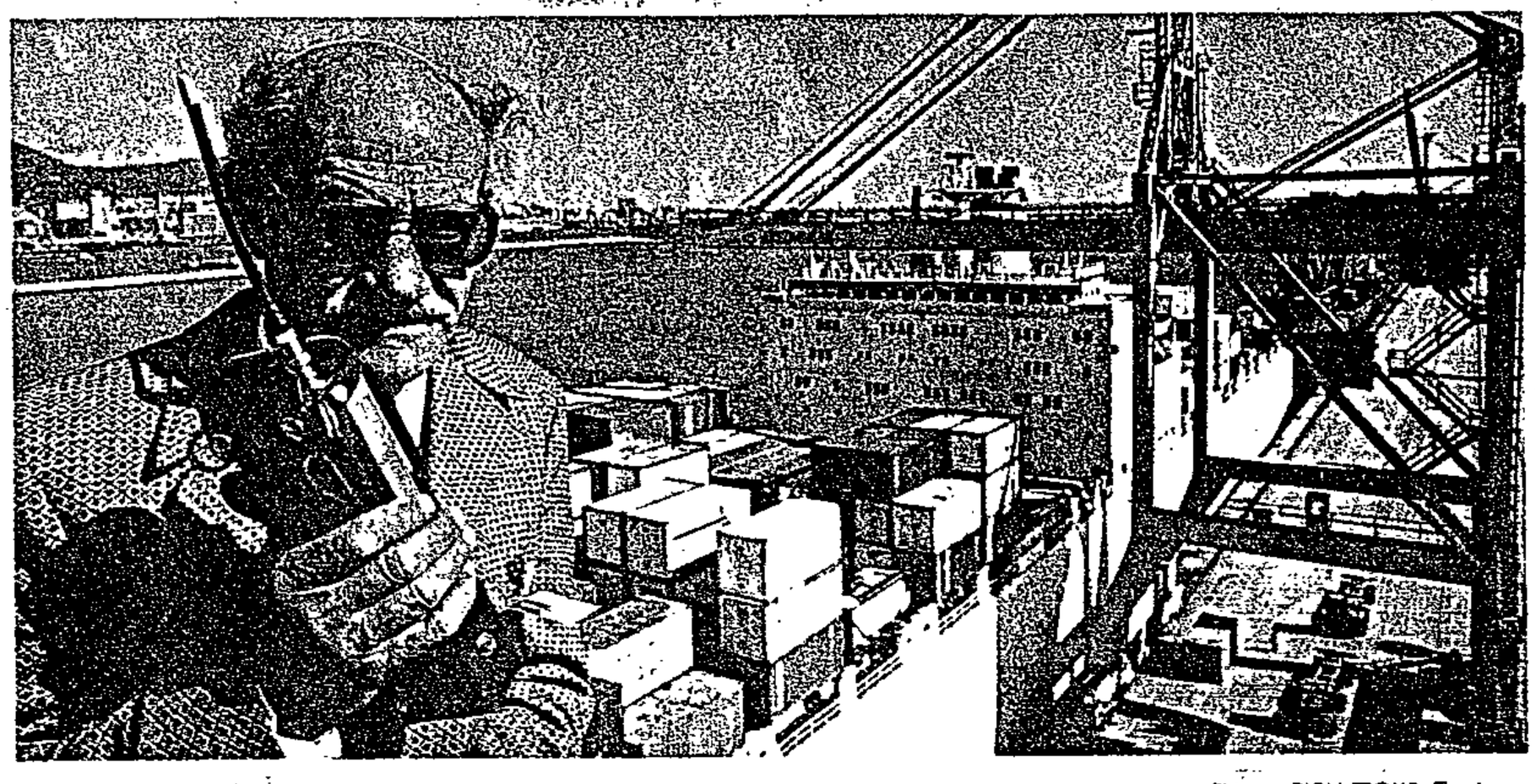
Evidence was that the workers were dismissed in November last year but were reinstated on May 12 after an application in the Industrial Court by the Transport and General Workers' Union.

The Industrial Court ordered Putco to pay the dismissed workers their usual wages for the period April 12 to July 3 but this had not been done.

Mr Justice Didcott said the Industrial Court was set up to handle industrial disputes and the whole system would fall away if its decisions were ignored.

ARGUS 1/9/87

Container ships keeping city docks on the move



Pictures: DION TROMP, The Argus

COOL CONTROL: Behind Mr D Rossouw, assistant crane foreman at Cape Town's container terminal, a quiet Table Bay harbour belies the activity when a large container ship is loaded.

By HENRI du PLESSIS, Shipping Reporter

CAPE TOWN harbour is handling a higher tonnage of cargo now than it was 10 years ago — in spite of the sometimes-deserted appearance of Duncan Dock.

The illusion of a stagnating port is the result of the switch to containerisation, says Port Director Mr Willem Louw.

"There are fewer ships now because one container vessel is equal to about about eight general-cargo ships," he said.

In the so-called "good old days" it took about a week to discharge and load a general-cargo ship, but a container one can be unloaded, loaded and made ready to sail within 24 hours.

9 000 containers waiting

Mr Louw said: "We are now handling 25 containers every operating hour on a single crane. If one considers that the average mass of a container is 15 tons, this means 5 500 tons an hour.

"Once the container ship has left, there may be as many as 9 000 containers in the stacking area waiting to be shipped on the next vessel."

According to Mr Louw, a quayside work party is much smaller than the 30 people for one ship years ago.

A crane operating on a general-cargo vessel required eight stevedores and normally as many as four to five cranes were used.

"We still render a 24-hour service, but we have cut our staff to less than half. Because of this, we have managed to cut costs dramatically," said Mr Louw.

Other costs have risen steeply, however.

As a result, cross-subsidisation — a controversial measure — has been introduced to enable South African Transport Services (Sats) to break even.

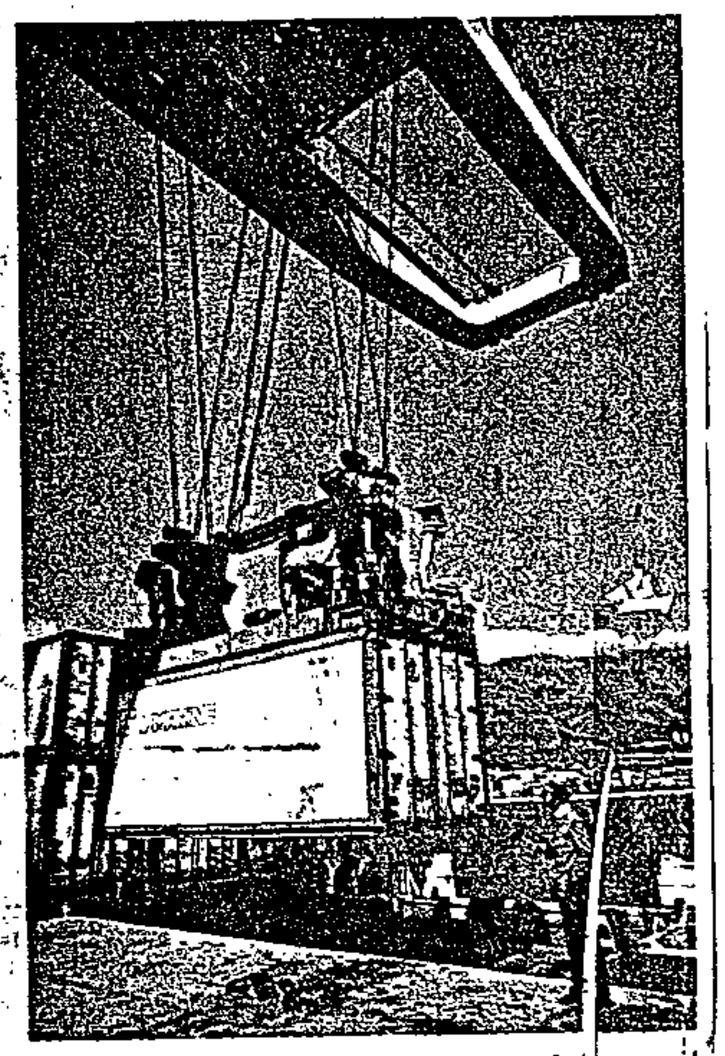
Marine service costs

Certain tariffs have been increased by an average 15,3 percent — a move seen in some quarters as a way of forcing harbour users to subsidise the uneconomical railway services.

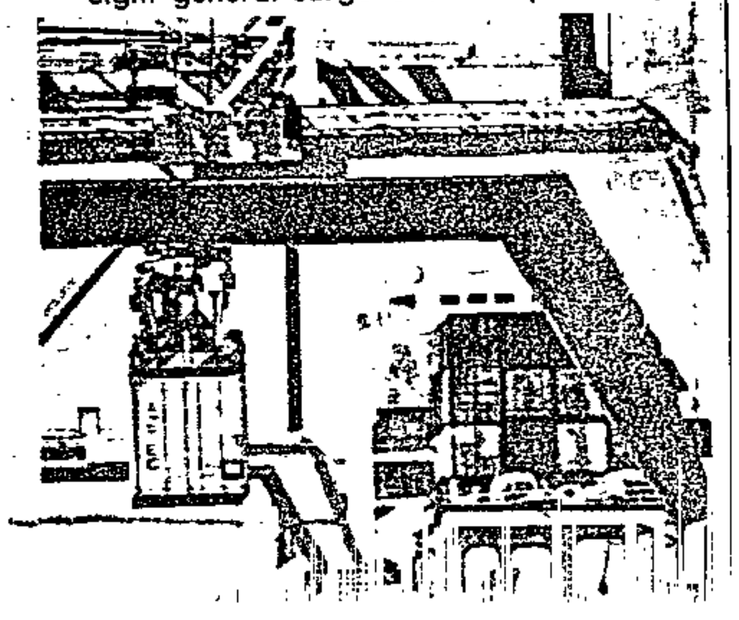
The allegation is strongly denied by Mr Louw.

"Cross-subsidisation is essential and the increase in tariffs was necessary to cover marine services costs," he said.

Defending the measure, he said many harbours in Europe and the United States were



TECHNOLOGY: The container, a faster and safer way of shipping goods, has all but done away with the need for conventional freighters. One container ship carries what eight general cargo ones did previously.





tures: DION TROMP, The Argus

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"Cross-subsidisation is essential and the increase in tariffs was necessary to cover marine services costs," he said.

Defending the measure, he said many harbours in Europe and the United States were run by private enterprise and subsidised by the state.

Sats, on the other hand, had to cover the running costs of the harbours itself.

According to Sats sources, only 43 percent of the total bill for marine services, such as the dry docks, is covered by tariffs.

"We have to carry all the costs ourselves and, at the same time, run a satisfactory service. Unlike private companies, we cannot refuse to provide a service, even if it does not pay," said Mr Louw.

Grain elevator for lease

One service that has been offered for privatisation is the grain elevator with its shipping gallery on the Collier Jetty.

Underutilised at present, it will be leased to a private company. The lease is expected to be awarded soon.

However, members of the ship repair industry have so far declined to take over the operation and maintenance of the two dry docks.

"A year ago, a marketing section was established in the harbour to generate more cargo for the port. This section has been fairly successful in that it has concluded contracts worth about R4-million, of which R1 million is contracts."

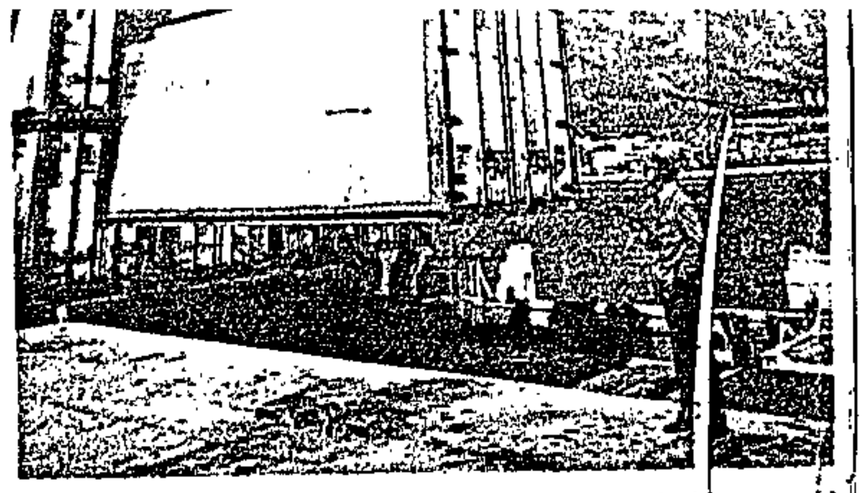
● The character and appearance of Cape Town harbour could change for the better if the concept of developing the "old harbour" as a tourist attraction reaches fruition.

Some time ago, it was decided to investigate the possibility of moving all Sats activities from the old harbour to the Duncan Dock area and to move fishing vessels to the old section.

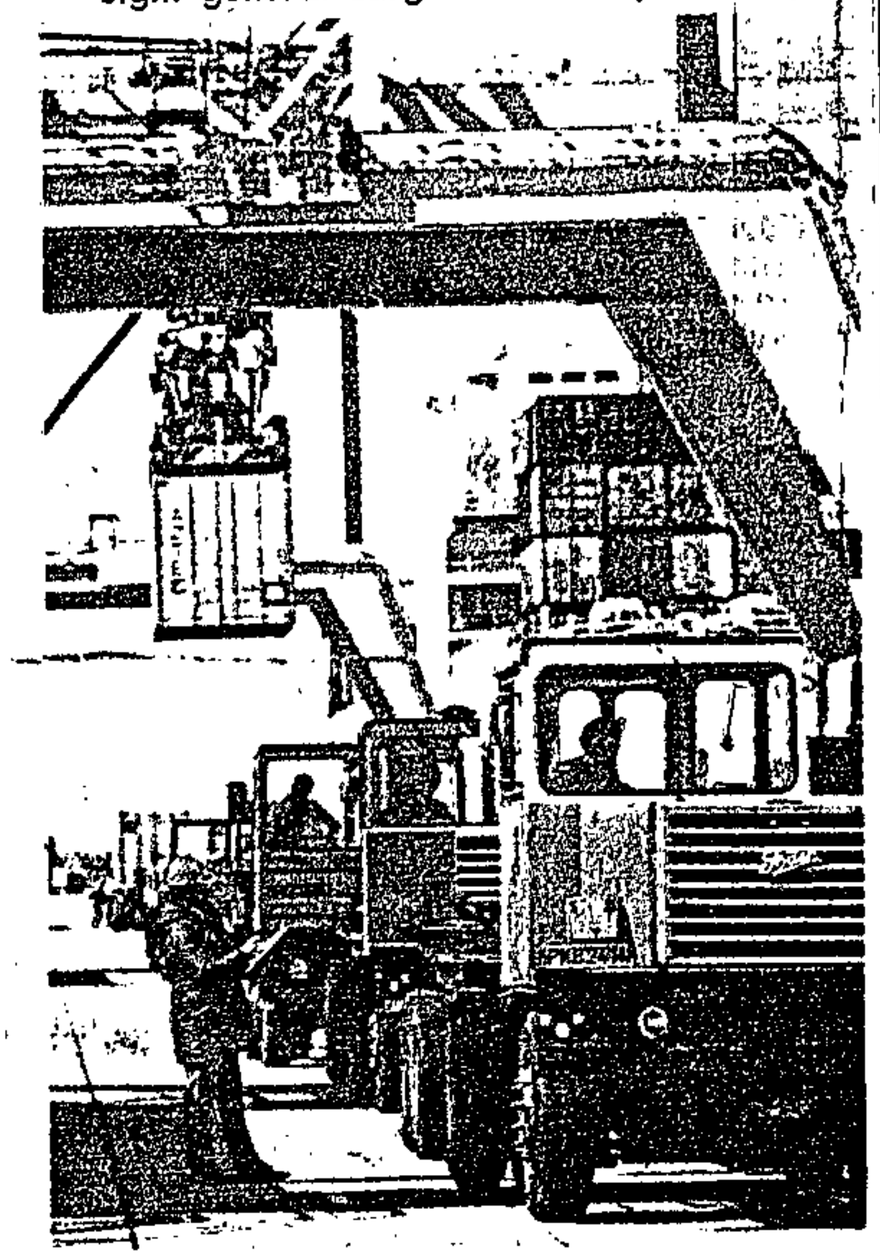
A senior Sats civil engineer, Mr A H Burggraaf, was appointed last year to investigate developing the tourism potential of Cape Town and other South African ports.

His report on Cape Town harbour is expected to be tabled in Parliament next year.

Among proposals are hotels, restaurants and fish markets in the re-vitalised "old" harbour.



TECHNOLOGY: The container, a faster and safer way of shipping goods, has all but done away with the need for conventional freighters. One container ship carries what eight general cargo ones did previously.



MOVING FAST: Lorries ferry containers from storage to loading areas in a fluent operation during which organised technology plays the starring role to make the harbour appear inactive and empty.

13-7-1818 SOWETAN

Striking bus drivers sacked

ABOUT 70 striking bus drivers and 10 workshop employees of Tramways here were dismissed earlier this week after they failed to return to work.

The drivers and technical staff, most of whom are members of the General Workers Union of South Africa at the bay depot at Struansway, downed tools after Tramways refused to bow to a demand for the dismissal of a chief inspector.

The managing director of Tramways, Carl Coetzer, said the workers had dismissed themselves by not returning to work.

Worker injured in 20m fall in dry dock

333

WGUS 8/10/87

Staff Reporter

AN ENGINEERING firm worker was seriously injured today when he fell about 20 metres in the Sturrock Dry Dock at Cape Town harbour.

Mr L Limgamiso has multiple injuries.

He apparently lost his balance and fell from a shelf near the quayside, according to port officials.

Firemen and Metro personnel strapped him to a stretcher and gave him emergency treatment before taking him to Groote Schuur Hospital by ambulance.

Commuting chaos as buses stop running

By S'BU MNGADI

AT least one commuter was shot dead by police and thousands were stranded this week in Mpumalanga, near Hammarsdale in Natal, following work stoppages by about 500 drivers at Kwazulu transport subsidiaries.

The SA Police public relations division in Pretoria confirmed the incident, saying police had dispersed a mob stoning buses with tearsmoke, birdshot and quirts.

One man was fatally injured and two other men and a woman were slightly injured and arrested.

The incident was apparently sparked off by the failure of Mpumalanga buses to operate in the Shongweni area, next to Mphumalanga, since last Monday as the flood had severely damaged roads and bridges in the area.

A spokesperson for the Shongweni Community Association told *City Press* that they had organised locals to repair the main road to make way for the buses as neither the Kwazulu government nor Mpumalanga Transport had seen it fit to do so.

Residents had been forced to walk 12km a day to catch buses at Mpumalanga's Unit 6.

"On Monday morning we sent a delegation to Mpumalanga Transport to inform them that their buses could at least go as far as 3km into Shongweni. But that was turned down," said the spokesman.

Then, on Tuesday morning, the number of people who walked to Unit 6 had increased dramatically.

Some commuters who had waited in vain from 5am to after 7am for buses, decided to march on the bus depot.

Shortly after the commuters arrived at the depot, police arrived and proceeded to disperse commuters.

According to the police unrest report, the group had been stoning buses.

Bus drivers and passengers accused management of panicking and calling the police, and the drivers – all members of the Cosatu-affiliated Transport and General Workers' Union – stopped work immediately in protest against the "high-handed manner" in which management had treated commuters.

The drivers returned to work on Wednesday afternoon after an ultimatum by the Kwazulu Transport Company.

And in Maritzburg, a confrontation between United Workers' Union of SA and TGWU members who work for Sizanani Mazulu Transport, disrupted the bus service for two days this week.

SAP PRO Captain P Kitching said unknown people had allegedly opened fire on two drivers near the Sizanani-Mazulu transport depot in Gezubuso.

Meanwhile, the Maritzburg branch of Cosatu has threatened to call a five-day stayaway unless the local chamber of commerce intervened in the current township strife.

Cosatu's Natal secretary, Thami Mohlomi, said: "We decided to confront the chamber because we knew of its influence on Inkatha and the KwaZulu government, and apart from this, members of the chamber will suffer most as a result of the mass action."

Union ends Putco strike

By STAN MHLONGO

PUTCO and the union representing 500 striking employees this week reached an agreement to end the strike which has cost R350 000 in loss of revenue.

A Putco spokesman said the losses, caused by the strike of 500 members of the Zakheni Transport and Allied Workers' Union, had cost Putco R50 000 daily.

After talks with Zatawu, Putco agreed to re-employ the two workers whose sacking on October 13 had sparked off the strike. C/Times 25/10/87

In a statement, Putco said both the union and the bus company were looking towards a speedy end to the strike.

A work stoppage by 300 workers at Putco's Wynburg depot has also ended, said the spokesman.

A Zatawu spokesman confirmed that "a settlement has been reached and workers have returned to work".

Putco's strike ends, but the tensions remain

By JO-ANN BEKKER

THE weeklong bus drivers' strike which affected all Putco buses between Johannesburg and Pretoria — and cost the company R50 000 a day — ended on Wednesday, but the tension it sparked continues.

This week saw the return of a high military presence in Alexandra township. Although it was possibly related to Deputy Law and Order Minister Roelf Meyer's visit to the township on Tuesday, the security forces could have been anticipating incidents related to the bus strike.

Since last Tuesday, most Alexandra bus commuters have had to walk to work or pay the steeper taxi fares.

In addition, the emotionally-charged treason trial of prominent Alexandra community leader and unionist, Moses Mayekiso, began in the Rand Supreme Court this week.

The Putco strike began over the firing of two workers at the Wynberg depot — actions the Zakheni Transport and Allied Workers Union claimed were "charaterised by their arbitrariness, racial prejudice and were substantially unfair".

About 250 drivers and 250 technical workers employed at the depot which serves the area between Johannesburg and Pretoria stopped work. But there is no strike agreement and the strike was declared illegal, as buses are classed as essential services.

Putco public relations officer Cheryl Roxmouth said the strike put about 250 buses out of action and cost the company R50 000 a day. Zatawu said it had affected about 250 000 black commuters.

The Alexandra taxi drivers called in taxis from Soweto and Tembisa to ferry the usual bus-goers.

When the strikers defied Putco's ultimatum to return to work on Friday, the company dismissed the 500 striking workers.

However, early this week negotiations between the union and company resumed. Zatawu threatened to call for solidarity strikes in other Putco depots and, on Tuesday night, the two parties finally signed an agreement and the strike was called off.

In terms of the settlement, the workers would all be reinstated, without loss of benefits. However, each striker would be given a final warning.

Drivers quit union

By VUYO BAVUMA

ABOUT 120 workers have resigned from the Tramways and Omnibus Workers' Union to join the Transport and General Workers Union.

Workers at three bus companies, City Tramways, Agulhas and Boland Passenger Transport, said they were disillusioned with the union.

They claimed the union did not represent their interests. They also accused it of blocking affiliation to the Congress of South African Trade Union (Cosatu).

Some of the workers claimed the union told them they would forfeit their benefits if they joined TGWU.

Mr Pat Haupt, an executive member of Towu, denied the union was against joining Cosatu.

Support

"We support the move but we want to join the federation as one block, not through TGWU. But TGWU has been creating problems by signing up our members.

"We have tried to attend merger talks but we have been denied even observer status. Talks about joining Cosatu are continuing," Haupt said.

Workers in the industry work two shifts daily totalling nine hours. They earn about R191 a week.

Some City Tramways bus drivers interviewed said Towu failed to challenge management about its refusal to grant insurance cover for drivers.

"We also want the split shift system to be abolished. We work from 6am until 9am and between 2pm and 8pm. We want straight shifts like other workers," a Guguletu worker said.

Another worker claimed that some buses were in a poor condition.

A worker with three years' experience said: "In some cases the brakes are faulty. This affects our driving. Sometimes passengers complain. The time allocated for trips is too short. For example, a driver is supposed to take only 35 minutes from Bellville to Khayelitsha.

A worker at the Boland Passenger Transport said Towu was unable to help him.

"The union decided with management that we should get R80 a week. We don't get any compensation for sleeping on the buses at night.

"I sell clipcards in a truck with no security at all. I could be attacked or robbed as I have no protection. The union is doing nothing about that," he said.

About 23 Saldanha workers also expressed dissatisfaction about the union's inability to secure their benefits.

Promises

"We did not get any severance pay when the company was taken over by new management in spite of the promises made by the union," one worker said.

In a previous statement, Mr R Krause, City Tramways public relations officer, said it was company policy not to discriminate.

Only 16 percent of shifts operated after 9pm were driven by African drivers, he said. "Africans are well represented here. An African was recently appointed as a liaison officer.

"It is completely contrary to our policy to have any buses in a poor condition at all, since our business depends on having vehicles we can depend on, especially on our longest and busiest routes," he said.

TRANSPORT – PRIVATE – LABOUR

1988 – 1989

Taxi body to act against drivers

THE South African Black Taxi Association is to embark on an intensive campaign to reduce the high rate of accidents involving minibuses.

By JOSHUA RABOROKO

Sabta's communications manager Mr Mike Ntlatleng yesterday expressed concern about the rising number of road accidents involving black taxis.

He was responding to a report by the chairman of the Public Carriers Association, Mr Phil Erasmus, that scores of people have been killed and hundreds injured in accidents involving minibuses.

The report says prosecutions against black taxi owners in South Africa — who number at least 90 000 — topped 24 800 during the past 10 months.

There were 18 715 accidents involving minibuses in the six months to June 1987 — or more than 3 000 a month, according to statistics published by the National Road Safety Council.

Overloading has accounted for almost half the accidents, according to Mr Erasmus, writing in the February issue of the association's magazine.

Mr Ntlatleng said they were to embark on various projects, including training their drivers to help combat the soaring rate of accidents.

"Already we have 24 centres where our drivers are taught safety measures and we intend to increase them to 3 000 by the end of the year," Mr Ntlatleng said.

He said some of the accidents were caused by private taxis who obviously lacked discipline and did not have the interest of passengers at heart.

"We appeal to those people who do not have permits to consult us so that we can help them obtain licences," he advised.

He also asked the community to help the association by informing them about the rude behaviour of any taxi driver on the road. "Take the registration and report to us," he said.

"We will take action against drivers found to have violated the code of conduct that is set for them. We cannot afford to risk the lives of our passengers.

"We rely on them for survival — that is why we are in business," Mr Ntlatleng said.

Sats workers want pay rise

(333) B/day

CAPE TOWN — The mood was militant but orderly last night as hundreds of Sats workers converged on Cape Town's Civic Centre to demand a 17% salary increase from the government.

But they were told by Abraham Koekemoer, general secretary of the Federation of Unions of SA Transport Services, that nothing could be done until the unions had gone to conciliation.

17/2/88

dards was handed over to the Cotton Board with effect from 1 November 1987.

(bb) The grading of butter and cheese was discontinued with effect from 1 January 1987 and is at present being undertaken by the industry.

(ii) (aa) R1 093 000.

(bb) 38.

(b) Various activities are at present being investigated with a view to privatization. The findings will determine if activities can be privatized during 1988.

(i) Falls away.

(ii) Falls away.

Religious objectors: alternative service

353. Prof N J J OLIVIER asked the Minister of Manpower:

(1) Whether any consideration is being given to allowing religious objectors to perform alternatives service in religious and community organizations; if not, why not; if so, (a) what specified changes are contemplated and (b) when will they be introduced;

(2) whether he will make a statement on the matter?

The MINISTER OF MANPOWER:

(1) Yes.

(a) Consideration is being given at present to the possibility of extending the categories of employers which are referred to in section 72E(4) of the Defence Act, 1957.

(b) and (2) after the negotiations which have to take place in this regard have been completed, I shall in due course in consultation with my colleague, the Minister of Defence, make a statement on this matter.

Department of Justice: salary parity

358. Mr D J DALLING asked the Minister in the State President's Office entrusted with Administration and Broadcasting Services:

(1) In what categories has full parity been achieved in the salaries paid to officers of different race groups in the Department of Justice as at the latest specified date for which information is available;

(2) what is the total number of non-White officers in the said Department who enjoy full parity in salary;

(3) in what categories has full parity not been achieved in the salaries paid to officers of different race groups in that Department;

(4) what is the total number of non-White officers in that Department who do not enjoy full parity in salary;

(5) what progress has been made with the plan to eliminate disparity in salaries?

The MINISTER IN THE STATE PRESIDENT'S OFFICE ENTRUSTED WITH ADMINISTRATION AND BROADCASTING SERVICES:

Information as on 1 March 1988:

(1) All categories.

(2) 10 028.

(3), (4), and (5) Fall away.

Public Service: vacant posts

359. Mr R M BURROWS asked the Minister in the State President's Office entrusted with Administration and Broadcasting Services:

(a) How many posts were there in the Public Service as at the latest specified date for which figures are available, (b) how many such posts were vacant as at that date and (c) what percentage of persons employed in the Public Service are not White?

The MINISTER IN THE STATE PRESIDENT'S OFFICE ENTRUSTED WITH ADMINISTRATION AND BROADCASTING SERVICES:

Information as on 30 September 1987:

(a) 274 592.

(b) 25 742.

(c) 59%

State airports: privatization

384. Mr D J N MALCOMESS asked the Minister in the State President's Office entrusted with Administration and Broadcasting Services:

Whether the Commission for Administration has completed its investigation into the possible privatization of State airports; if not, (a) why not and (b) when is it anticipated that it will be completed; if so, (i) when was it completed, (ii) what were the findings and (iii) what action is to be taken as a result of these findings?

The MINISTER IN THE STATE PRESIDENT'S OFFICE ENTRUSTED WITH ADMINISTRATION AND BROADCASTING SERVICES:

No investigation into the privatization of State airports was or is being undertaken by the Commission for Administration.

(a) Falls away.

(b) Falls away.

(i), (ii) and (iii) Fall away.

Immigrants/emigrants

460. Mr P G SOAL asked the Minister of Home Affairs:

How many (a) Whites, (b) Coloureds, (c) Blacks and (d) Indians (i) immigrated to and (ii) emigrated from the Republic in 1987?

The MINISTER OF HOME AFFAIRS:

	(a)	(b)	(c)	(d)
(i)	7 459	146	77	75
(ii)	10 033	651	163	318

Unemployed persons

497. Mr P G SOAL asked the Minister of Home Affairs:

(a) How many Black persons were unemployed as at the date of the latest current population survey and (b) what is the date of this survey?

The MINISTER OF HOME AFFAIRS:

(a) 922 000.

(b) November 1987.

Own Affairs:

High/primary schools: computers

30. Mr R M BURROWS asked the Minister of Education and Culture:

Whether, with reference to his reply to Question No 5 on 8 September 1987, a decision has as yet been reached on the supply of computers to, and maintenance of computers in, all high and primary schools falling under his control; if not, why not; if so, (a) what decision has been reached and (b) what time-table regarding supply has been set?

The MINISTER OF EDUCATION AND CULTURE:

(a) and (b) The Directorate of Education Technology is at present finalizing a system for lending educational computer software to schools. This service will be in operation by June 1988.

The provision of education computer hardware is being handled by the provincial education departments within the limits of the funds that are available. A working committee for computers in education is coordinating efforts in this regard.

Medical schools: applications for admission

33. Dr M S BARNARD asked the Minister of Education and Culture:

How many applications by students in each race group for admission to the first-year course were (a) received and (b) accepted in 1987 at each medical school falling under his Department?

The MINISTER OF EDUCATION AND CULTURE:

(a) Applications received

University	White	Coloured	Indian	Black	Other	Total
Orange Free State	524	11	—	4	—	539
Witwatersrand	737	59	357	336	—	1 489
Pretoria	779	—	—	—	—	779
Stellenbosch	711	165	17	1	—	894
Cape Town	934	125	356	291	—	1 406
Natal	—	49	601	329	—	979

Duros axes 5 directors in Tollgate shakeup

CAPE TOWN — Sweeping changes have been made to the board of Tollgate Holdings, controlling company of City Tramways, which operates bus services in the Cape Peninsula.

The chairman, Dr M. D. Marais, and all four non-executive directors have been replaced.

The axe was wielded by the new controlling shareholders, Duros Group, which announced the appointment of Mr Johan Claasen to succeed Dr Marais.

Mr Claasen, a director of Duros, was previously appointed chairman of Ellis Park when Volkskas Bank took over the Transvaal rugby stadium.

Also joining the board is Mr Adriaan Eksteen, former director-general of transport. Other new directors are all Duros men, including Duros chairman Mr Ron Sherrell and Mr Mervyn Key and David McCay (Cape directors), Mr A. M. Louw and Mr G. L. Mackintosh.

Tollgate men who keep their seats on the board are all executive directors — Mr Johan Barnard, managing director, Mr Neil Blackshaw, group financial director, Mr John Boughty, chief executive of the Multimech subsidiary, Mr Nic Cronje, managing director of City Tramways, and Mr Julian Carney, a Tollgate executive director.

Duros, the financial services and investment holding group which bought a controlling 29 percent of the shares from the Pavlovsky family, announced last month that it would appoint its own nominees to the board.

Ousted from the board are Mr Eric Grubb, a former managing director, Dr Gerald Browne, a former director-general of finance, Mr L. Flax and Mr C. A. Stride. — Sapa.

Sharpeville Day stayaway: 90 workers jobless

MORE than 90 workers at the Inter-City transport company on the East Rand have been dismissed for staying away from work on March 21, the 28th anniversary of the Sharpeville shootings.

The workers, members of the Transport and General Workers' Union, went on strike after management threatened to take action against them for missing work last Monday.

The union's information officer, Ms Kelly Forest, yesterday said they viewed the matter in a serious light. The company had refused to negotiate the reinstatement of the workers with the union.

The company's managing director, Mr Gordon Glass, yesterday declined to comment. "I have no comment to make," he said and slammed down the phone.

Sowetan 29/3/88.

Drivers still on strike

CAPE TOWN — A wage strike involving 170 drivers and co-drivers of Transkei Blue Line Transport entered its sixth day yesterday.

The Brackenfell and Welkom depots of the company are affected by the strike.

A spokesman for the Transport and Allied Workers union (Tawu) said the drivers and co-drivers, respectively earning weekly minimum wages of R60 and R45, were demanding a weekly minimum wage of R200. The company offer was R120 and R100 respectively.

A company spokesman, Mr R. Wiehahn, said Tawu's information was "inaccurate" and that they had broken an agreement with the company "not to talk to the media". He declined to comment further. —DDC

LABOUR
BRIEFS

Boland workers strike

MORE than 70 workers at D J Bosman Transport in Grabouw went on strike this week in support a dismissed shop steward.

The workers are members of the Transport and General Workers Union.

The shop steward was dismissed last week with no reasons given, said union official David Lewis.

Workers claimed the shop steward was dismissed because he had a long-standing feud with management. The union would meet with the management soon, Lewis said.

The manager, Mr Manie Bosman, said he would not discuss the matter with the Press.

"If there is anything to say, I will do it through my lawyer," he said.

Workers call for national talks

SEVENTY workers at the U-Freight transport company in Stikland went on strike last week after management refused to negotiate with their union on a national level.

U-Freight is associated with the Unity Longhauls, a large transporting company in Johannnesburg.

The 70 workers, members of the Transport and General Workers Union, are demanding that wage negotiations take place with all depots countrywide.

A union spokesperson said management insisted to negotiate with individual depots only.

The general manager of U-Freight, Mike Purves, confirmed workers were on strike.

"Negotions are taking place," he said.

Bus workers back after increases

7-13/4/88 South 333

ABOUT 200 workers of the Transkei Blue Line Bus Service in Cape Town and Welkom went on strike last week demanding a wage increase.

Following negotiations, a settlement was reached and workers returned to work last Thursday.

The workers, members of the Transport and Allied Workers Union (Tawu), demanded a minimum wage of R200 a week. They had refused management's offer of R100 for an assistant driver and R130 for a senior driver.

Assistant drivers were being paid about R44 a week, while senior drivers were paid R62 a week and were not recognised as permanent employees.

A union official said negotiations for wage increases had been under way since October last year.

The negotiations between shop stewards and management reached deadlock on March 25. After this workers told management to reconsider their demand or face a strike, a shop steward said.

The strike ended when workers accepted management's offer of R160 a week.

A driver with nine years' experience said the increase was long overdue. He said he had to support his wife and three children in Transkei, as well as his sister and her five children on the money he earned.

"Drivers work seven days a week. Sometimes we have to drive up to 16 hours at a time without a co-driver," he said.

Five workshop workers said they had to work seven days a week and were not paid for overtime.

CMG
T.o.P
13/4/88

Strike on race unity demand

A COMPANY's refusal to bargain nationally with a trade union because it had workers of different racesperforming different jobs at its 30 depotshas led to an 11-day strike.

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

The spokesman said 100 workers at the company's Johannesburg plant are set to join another 100 legally striking in Cape Town.

(333 STATE 16/4/88

Accusations fly after taxi deaths

SARA MARTIN

More taxi violence was reported in central Johannesburg this week as rival groups traded accusation and counter-accusation in the wake of the incident in Rosebank which resulted in the deaths of three people.

Emergency meetings were also held throughout the country between the various taxi associations in a desperate attempt to curb the escalating enmity in the black taxi war.

The Johannesburg Taxi Association, an independent taxi organisation, alleges that several of its members were assaulted by a rival group on the corner of Von Weilligh and Pritchard streets.

Interdict issued

Said Mr William "Jood" Selebego, chairman of JTA, who has issued an inderdict against the rival company: "They arrived in mini-buses and cars to take over our ranking facilities, scattering passengers and assaulting my members."

Just a few days earlier, four people — two of them innocent bystanders — were involved in violence that stemmed from a taxi feud in the north of Johannesburg.

A 55-year-old woman, Mrs Ethne Sheila Sash, was shot and killed instantly when a black taxi driver opened fire on rivals in Tyrwhitt Avenue. Another bystander received a flesh wound.

And a man was murdered in the garden of a home near the scene of violence.

Both killings resulted from fierce rivalry between taxi drivers over the use of an "informal" taxi rank.

The Southern Africa Black Taxi Association placed the blame for the feuds squarely on the Government.

PFP councillor for Melrose, Mr Paul Asherson, blamed the Johannesburg City Council, saying it was guilty of trying to shrug off the whole dilemma.

Independent taxi associations like JTA blame Sabta for not disciplining their members.

"The market is over-saturated with taxis and the Government should place certain restrictions on their proposed Deregulation Bill to control the situation," said Mr James Chapman, chief advisor to Sabta.

"There are about 50 taxis fighting for one ranking bay in certain areas of Johannesburg.

"When you consider that our organisation has 45 000 members, that there are between 60 000 and 120 000 taxis operating illegally, that the Local Transport Boards are issuing taxi permits helter skelter before the Bill is passed and that there are 15 000 applications with the Johannesburg Transport Board alone, you can work out where all the violence and friction is coming from."

PFP member Mr Asherson is to ask the Johannesburg Management Committee to take immediate plans in the next few days to provide suitable ranking facilities.

Full opportunity

● In Cape Town yesterday, Minister of Transport Mr Eli Louw said deregulation of the transport industry had been carefully investigated by the National Transport Policy Study Committee. All interested bodies had full opportunity to make representations.

An ensuing White Paper had been published and accepted by the Government.

"I had discussions with Sabta and I stated my viewpoints on the taxi industry.

"I also emphasised that deregulation would be done in an orderly manner," he said.

The Transport Deregulation Bill and the SA Roads Board Bill as well as other Bills still to be tabled are specifically there to ensure order in the transport market.

The Government would not tolerate people taking the law into their own hands, the Minister warned.

Shootout: man in court

An Alexandra man appeared in the Johannesburg Magistrate's Court yesterday in connection with the murder of a shopowner and the attempted murder of a bystander during a shootout between rival taxi drivers at an illegal taxi rank in Rosebank, Johannesburg.

Mr Isaac Matsobane Serete (46) is accused of shooting and killing Mrs Ethne Sash, a 55-year-old Rosebank shopowner, in Tyrwhitt Avenue this week.

He is also accused of attempting to murder Mr James Mbatha in the same incident. Mr Serete, who was granted R1 000 bail, was not asked to plead. The case was postponed to April 28.

Much-loved Siamese cat missing

DENISE VAN DER MERWE

Somewhere between Gresswold and Weltevreden Park there is a lost and possibly dying Siamese cat worth R2 000.

That is the reward the Schidlovsky family is offering for a restored Doron who strayed from home a month ago.

Doron needs constant medical attention and a special diet. His owner, Mrs Leah Schidlovsky, fears he may die if he eats pellets or other dry pet food.

The red-point Siamese has been with the family for five years. They moved to Gresswold at the beginning of March and think that he may be trying to find his way back to Weltevreden Park.

If anyone has seen Doron please telephone 887-1187.

Government blamed for taxi war deaths

THE SA Black Taxi Association (Sabta) is blaming government for the recent spate of deaths caused by bitter feuding between rival taxi groups.

In the face of spiralling violence, Sabta has organised 10 meetings throughout the country today to call on members to act with restraint and discipline and observe law and order.

The taxi war has claimed six lives in the same number of days, the latest

DANIEL SIMON

victims being Killarney shopkeeper Ethne Sash, 55, who was shot dead as she was getting into her car in Rosebank on Tuesday and an unidentified man who was stabbed to death in the vicinity at about the same time.

Sabta's marketing division MD James Chapman said yesterday if no action was taken with regard to government's "undisciplined" approach in deregulating the transport industry the future would look bleak.

Chapman said: "We are very concerned about the deaths, however, the violence has come as no surprise.

"The government is to blame for this because of its undisciplined approach to deregulation.

"How can you issue thousands of permits to an industry without creating the necessary infrastructure?"

CM Times

SAA pilots to form private company

JOHANNESBURG. — SAA could become shareholders in the Air Crew Operating and Recruiting Network (Acorn) to be established by the SAA Pilots Association (SAAPA) if they wanted to, SAAPA president Captain Blake Flemington said yesterday.

The primary function of Acorn will be to negotiate employment contracts for member pilots with airlines worldwide, including SAA. The company is expected to be fully operational by July 31.

"We do not believe this is something which will lead to conflict with SAA. Our first concern is SAA and its pilots," Captain Flemington said.

An SAA spokesman yesterday said it could not comment until current discussions with the Minister of Transport, Eli Louw, and SAAPA were concluded.

Paid better

Captain Flemington said one of the reasons for the formation of Acorn was the cancellation of an early retirement — at 45 — option for SAA flight crew effective August 31.

"Almost all pilots who leave SAA now fly with one of 17 airlines around the world where they are paid better. Singapore Airlines, one of the main poachers of SAA pilots, are the second worst payers in the world but its remuneration package for pilots is double the SAA package."

● The top of the scale SAA pilot is earning R85 000 per annum and the most junior pilot R26 000 a year.

Because of the desperate shortage of pilots, pensioner pilots from Australia and the United States — who are all over the age of 58 years — had recently been hired by SAA and were being paid is R30 0000 per annum with free accommodation and numerous perks.

Few buses and taxis in city

Commuter ranks in the Johannesburg city centre were virtually deserted this morning as the three-day protest began.

There were few taxis at ranks in West, Bree and Noord streets.

Park Station had few commuters and Doornfontein Station was deserted.

Putco bus terminus in Jeppe Street was without buses.

All Highveld United bus company drivers failed to arrive at Middelburg. In Witbank, a Highveld United spokesman said services there had been normal.

A National Union of Mineworkers Witbank spokesman said the large collieries had reported absenteeism. Amcoal's Arnot and Goedehoep mines, and Rand Mine's Vandyksdrif reported a 75 percent stayaway.

There was no reply from local Cosatu or Numsa offices this morning.

Reefmilk deliveries were disrupted. A Dairy Belle spokesman said the company had been "substantially hit". A Clover spokesman was not able to comment early today as "staff were still arriving".

Unilong wage dispute settled out of court

Labour Reporter

A DISPUTE between the Transport and General Workers Union and Unilong Distributors has been resolved in an out-of-court settlement after the matter was referred to the Industrial Court, according to a union spokesman.

The dispute led to a three-week strike at the company's Bellville depot when the company rejected union demands for national bargaining and insisted on depot-based wage negotiations.

In the settlement the company agreed to wages being negotiated annually in a national forum to agree on overall increases for all workers at the company's three depots — Bellville, Wadeville and Pinetown.

Container depot workers on strike

Labour Reporter MG 5 16/8/88

WORKERS at South African Container Depots downed tools today over the dismissal of a senior shop steward.

A spokeswoman for the Transport and General Workers' Union said the stoppage was a legal strike involving employees at depots nationwide.

General manager Captain Philip Penn said there had been stoppages in Cape Town, Port Elizabeth and Johannesburg, but the Durban depot was working normally.

The union applied for a conciliation board following the dismissal in May of the shop steward, Mr Randall Howard, for alleged insubordination.

This was not granted and after a dispute was declared in June a strike ballot was held.

Legal sympathy strike

SEVERAL hundred members of the Transport and General Workers' Union who work for the Rennies Group have gone out on a legal sympathy strike, the union said in a statement yesterday morning.

The TGWU information officer, Ms Kally Forrest, said the strike concerned the dismissal in May of a vice-president of the TGWU, Mr Randall Howard, from the Cape Town branch of SA Container Depot.

A strike ballot was held in the Durban area yesterday among the approximately 500 Rennies workers there.

Ms Forrest said various isolated industrial actions demanding the reinstatement of Mr Howard had been held since May, but the strike was the first national co-ordinated demand.

The reinstatement of Mr Howard, who is also an office-bearer in the Western Cape region of Cosatu, is the strikers' only demand, Ms Forrest said.

She said Rennies management had refused to allow strike ballot facilities on company premises, and had not observed the balloting. Comment from Rennies Group management was not immediately available — Sapa.

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Sowetan 17/8/88

Beer-loaders stop work

ARGUS 17/8/88

Labour Reporter

ABOUT 30 labourers at the South African Breweries depot at Bellville have stopped work over employment conditions.

They are employed by drivers contracted to SAB for deliveries under a scheme in which the company helps the drivers to become small businessmen.

After a specified period the drivers get ownership of the trucks.

WORKING AS CASUALS

Workers said they had been promised permanent employment, but had been working since October 1987 as casuals and paid R25 a day with no benefits or overtime.

They stopped work on Monday in protest at this and other working conditions and, though not members, consulted the Food and Allied Workers' Union.

Union officials were understood to have approached the breweries.

Gunwagons out — union

333 NR645 17/8/88

Labour Reporter

A CAMPAIGN against the transporting military equipment "for use against neighbouring countries" has been started by the Transport and General Workers' Union.

The decision was taken at the union's national congress in Johannesburg.

A union spokeswoman said that some members were employed by transport companies which had contracts with the South African Defence Force to carry military equipment.

They objected to having to transport equipment which was often, they said, destined for use against neighbouring countries "which are our allies in the struggle".

The congress also adopted the Freedom Charter and committed itself to developing a working-class understanding of the document and to the implementation of socialism.

Stayaways

It urged employers to negotiate with the union in a national forum on their attitude to stayaways, peaceful protests and public holidays such as June 16 and May Day.

The union said members' lives were endangered if transport employers refused to withdraw buses until situations became dangerous.

It called for a negotiated reduction of working hours to 45 a week, to take up women's issues more vigorously and to apply for membership of the Non-European Passenger Trade Industrial Council.

It claimed that many members working for employers in the council were working under exploitative conditions and subject to a closed-shop agreement.

St-

900 still out in Rennies strike

BRONWYN ADAMS

WORK at three Rennies subsidiaries was severely disrupted yesterday in strikes by 900 Transport and General Workers' Union members, company human resource manager Graham Peinke said yesterday.

Staff at Renfreight Air Cargo, SA Customer Depots and Renfreight Forwarding were being called upon to alleviate backlogs.

The union said it had not yet received a reply to a mediation proposal. It added workers were unlikely to return without the unconditional reinstatement of dismissed union vice-president Randall Howard.

B1 Bus 18/8/88

Workers join legal sympathy strike

WORKERS in the Durban depot of SA Container Depots yesterday joined a legal sympathy strike along with workers from other Rennies Group depots in Johannesburg, Port Elizabeth and Cape Town.

The Transport and General Workers' Union said the number of strikers was "about 950" while Rennies management estimated the number of workers involved as "between 700 and 800".

Rennies Human Resources manager, Mr G Peinke, said that the company was studying a union proposal that the matter of the reinstatement of a dismissed shop steward be referred to mediation.

He said the company would prefer arbitration, and said communication with the union was continuing.

Earlier the union said the strike began at the Cape Town depot of SA Container Depots where the dismissed worker, Mr Randall Howard, had been employed as a clerk. Mr Howard is a shop steward and a vice-president of the TGWU.

Rennies said Mr Howard's dismissal was "fair and reasonable" and Mr Randall was dismissed only after "due process and agreed procedures had been adhered to". — Sapa.

City Rennies strike still on

CAPE TIMES 18/8/88

Staff Reporter

A COUNTRYWIDE sympathy strike involving about 900 workers in the Rennies Group yesterday entered its second day, according to a spokesman for the Transport and General Workers' Union (T&GWU).

Rennies Group human resources manager Mr G L Peinke yesterday confirmed the stoppages, which had "adversely" affected operations at SA Container Depots, Renfreight Forwarding and Renfreight Aircargo.

Dividends per ordin...

Politics is the problem, says Tvl cricket boss

IT was no use lashing out against the "hypocrisy and double standards" that keeps SA cricket out of the international arena when the real problem was the political system in this country, Transvaal Cricket Council (TCC) chairman, Raymond White said last night.

Speaking at the AGM of the TCC, White, the MD of Metal Box, said it was not only in cricket that the road to the future and international participation was blocked.

"Technologically, culturally, academically and in sport, the decision makers and responsible people in their fields find their paths blocks by barriers marked 'white supremacy'," he said.

SIMON HOFF

Regarding the possibility of further cricket tours to SA, especially as 1989 is the Centenary of the SA Cricket Union, White felt that against the background of increasing international hostility and a deteriorating Rand, tours were becoming "more unlikely and difficult to arrange."

How long, asked White, would South Africans accept declining standards to support an indefensible system? When that was known we might be able to judge when we would return to international cricket.

●See Back Page

Dorbyl has eyes on a R100m deal

STEELWORK of the R40m accommodation module for the Mossgas platform is almost complete in a Durban shipyard with the likelihood of a further R100m state contract shortly.

Dorbyl Marine MD Joe Bullough said fitting-out for 105 workers would take until June.

It has also received a letter of intent for the construction of a 4 000-ton support frame for R100m. — Sapa.

Rennies strikers return to work

ABOUT 950 workers at 11 Rennies Transport Group depots streamed back to work yesterday after management decided to submit reinstatement of a dismissed shop steward to mediation.

Human resources manager G Peinke said the union agreed to recommend that strikers should return by noon.

A Transport and General Workers' Union spokesman confirmed management had agreed to mediation.

The original stoppage began in Cape Town — Sapa.

Hundred out at Durban depot

ABOUT 100 workers in the Durban depot of South African Container Depots — part of the countrywide total work force of 1 300 at various Rennie Group depots — went on strike on Tuesday over the dismissal of a union official in Cape Town.

Rennie Group human resources manager Mr Graham Peinke said yesterday that the strike began on Tuesday, but that the Durban Depot joined in only yesterday.

He said another Rennie Group subsidiary in Johannesburg, Rennies Express Deliveries, had joined the strike yesterday.

The strike began at the Cape Town depot of SA Container Depots where the dismissed worker, Mr Randall Howard, had been employed as a clerk. He is the shopsteward and vice-president of the Transport and General Workers' Union.

Mr Peinke said Mr Howard was dismissed after "due processes and agreed procedure were adhered to".

Cosatu 'no' to military goods?

Cape Times 19/8/85

JOHANNESBURG. — Members of the Congress of South African Trade Unions (Cosatu) employed in the transport industry may in future refuse to ferry military equipment allegedly geared "for use against neighbouring countries", the Sowetan newspaper reported yesterday.

This was the resolution taken by the Cosatu-affiliated Transport and General Workers' Union (TGWU) at its third congress in Johannesburg last weekend.

About 350 delegates who attended the congress decided to launch a campaign to protest the use of the union's members to ferry military equipment.

This resolution affected TGWU members employed by companies which had transport contracts with the government.

masquerading as tribal police entered their KwaMashu house at the weekend.

CAV & Trials 23/8/88

4 convicted of murder

DURBAN. — Three Putco drivers and a hired hitman were convicted in the Supreme Court yesterday of murdering a Putco bus driver who refused to take part in a strike.

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SOWETAN, Tuesday, August 23, 1988

HITMAN AND BUS DRIVERS CONVICTED

Man who didn't go on strike shot dead

THREE Putco drivers and a hired hitman were convicted in the Supreme Court, Durban, yesterday of murdering a Putco bus driver who refused to take part in a strike.

The three drivers, Stanford Ngubo (36), Johannes Buthelezi (46) and Bethwell Sabelo (39) and hitman Vusumuzi Khuzwayo (24) were convicted by Mr Justice van Heerden and two assessors of murdering Mr Petford Shezi at Umbumbulu on November 20, 1986.

The court found that the four men went to the turn-off from the Umbumbulu main road into Umlazi at about 6am that day. When Mr Shezi's bus arrived Khuzwayo boarded the bus and Mr Shezi was fatally shot twice in the stomach.

The court found that the only issue to be decided was whether the men had been identified as the murderers.

The court decided that Buthelezi was seen sitting behind the wheel of Ngubo's car with Sabelo as a passenger. Ngubo and Khuzwayo were seen running from the bus carrying guns after the shooting.

The court rejected the evidence of the four men that they were not at the scene and knew nothing of the incident.

It also rejected the claim by Ngubo that he had lent his car to Buthelezi and it was stolen the night before the incident and not recovered until afterwards.

Murder of driver who did not go on strike

DEATH FOR PUTCO TRIO

24/8/88 Sowetan

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Bomb blast – 31 are hurt

A TOTAL of 31 people were seriously injured in yesterday's blast at a Wimpy bar in Oxford Street, East London, a police spokesman, Capt. Reg Crewe, said from Pretoria.

The injured were removed from the scene after the blast that occurred about 1,15pm. There were no immediate reports of fatalities.

The explosion shattered windows, sending shards of glass across the street. The screams of injured people inside the fast food outlet could be heard.

Police were at the scene within minutes and the area was cordoned off from hundreds of onlookers.

A worker at the restaurant, Miss Priscilla Gubevu, said she experienced a miraculous escape from the explosion.

She was toasting bread upstairs at the time of the blast. "Debris fell from the roof and when I looked outside there were glass shards in the air."

REPORTS, pictures and comment in this edition may be censored in terms of the Government's state of emergency.

THREE Putco bus drivers and a fourth man were sentenced to death in the Supreme Court, Durban, yesterday after being found guilty of murdering another Putco bus driver because he had refused to take part in a strike.

Passing sentence in the crowded courtroom, Mr Justice van Heerden, sitting with two assessors, said the court had been unable to find any extenuating circumstances which reduced the moral blameworthiness of the men.

The court found that the three drivers — Stanford Muzuawugatshiswa Ngubo, Johannes Mbuti Buthelezi and Bethwell Sabelo — had hired and paid William Khuzwayo to kill Mr Petford Shezi in November 1986 because he had continued working during a strike organised by the Congress of South African Trade Unions (Cosatu).

The four men had gone to a bus stop in the Umbumbulu main road in Ngubo's car where Ngubo and Khuzwayo had boarded the bus driven by Mr Shezi. Khuzwayo had fired at least four shots at Mr Shezi, two of which fatally injured him.

The judge rejected evidence that Ngubo's car had been stolen the day before the offence saying it was relatively easy to stage the theft of a vehicle.

He said the court had to weigh the evidence of the theft against the direct evidence of the witness who had identified the accused.

Addressing the court on extenuating circumstances, Mr J Brauns, representing Ngubo, Sabelo and Buthelezi, said that two factors —

• To Page 2



Spring is here

SPRING is in the air and all things are bright and beautiful. Among the blooming stands petite Charlotte Msibi who is a pupil at a Meadowlands high school.

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S 20997

Putco murderers to hang

333 Sowetan 2/8/88

• From page 1

an absence of clear proof that any of the three men had been the actual perpetrators of the killing and the abnormality of the situation at Putco at the time of the incident — reduced the moral blameworthiness of the three men.

The three drivers, who had refused to collect fares from passengers during the strike, had been suspended by Putco without pay while a few drivers continued to work and this had created an atmosphere of resentment and animosity, said Mr Brauns.

The judge rejected these factors saying the fact that the three did not pull the trigger did not make them less guilty or their offence morally less reprehensible.

He said there was no need for them to resort to killing Mr Shezi, who was doing his honest duty, as they could have resorted to legal remedies as far as the dispute with Putco was concerned.

"This was a planned killing to get rid of a fellow driver who was not prepared to and did not go on strike with other drivers," he said.

Mr H Woker, who appeared pro deo for Khuzwayo, told the court the offence had to be viewed in an economic context as the killing took place against the background of the strike.

He said that Khuzwayo could be distinguished from the traditional hired killer as he was an unemployed worker and could identify with the striking workers whose aims were being frustrated by the conduct of Mr Shezi.

He also said that the locality of the injuries, in the groin area, suggested Khuzwayo had intended to injure rather than kill.

SOWETAN, Monday, August 29, 1988

3 refused leave to appeal

THREE bus drivers and the hitman they hired to murder a Putco driver who refused to take part in a strike were refused leave to appeal against their conviction and death sentence by Mr Justice van Heerden in the Supreme Court, Durban.

The three drivers, Stanford Ngubo (36), Johannes Buthelezi (46) and Bethwell Sabelo (39), and hitman Vusumuzi Khuzwayo (24) were convicted by the judge and two assessors of murdering Mr Petford Shezi on November 20, 1986.

The four were sentenced to death.

The court found that the three drivers had taken part in a strike. Mr Shezi had refused to join the strikers. The three hired Khuzwayo to kill Mr Shezi.

On November 20, 1986, the four went to the intersection of the Umbumbulu main road and a road to Umlazi. When Mr Shezi drove up his bus Mr Khuzwayo boarded it. He fired at Mr Shezi, mortally wounding him.

The court found there were no extenuating circumstances and all four were sentenced to death.

After hearing legal argument, Mr Justice van Heerden refused leave to appeal against the conviction and sentence.

mal had been stabbed to death.

night at Stellenbosch. — Sapa.

Strike at freight firm causing food delays

DELAYS in delivery of sugar, powdered milk and fish products, caused by the dismissal of 300 workers from freight company Ullmann Brothers last week, could be expected at all major retailers, Transport and General Workers' Union co-ordinator Kally Forrest said yesterday.

Checkers, Jet, Pick 'n Pay and OK Bazaars were among those affected, Forrest said.

Ullmann Brothers' management consultant Philippe van Welbergen said work had been badly affected in spite of employment of temporary workers.

He added that problems arose when workers went on strike in response to management's refusal to drop an inquiry into the behaviour of

BRONWYN ADAMS

a shop steward representing a worker accused of theft at a disciplinary hearing.

He said the shop steward was charged with insubordination.

Van Welbergen said workers dismissed themselves when they embarked on their eighth illegal strike in as many months because they had received two warnings of dismissal if they went on strike again.

Van Welbergen said there was no lack of clarity on the theft.

Forrest said the strike was a result of worker confusion over accusations of theft and lack of clarity on the issue of the hearings.

Champion of SAA pilots in new venture

ARGUS 30/8/88 333

By SARA MARTIN, The Argus Correspondent

DURBAN. — Pilot Captain Blake Flemington, who bulldozed the South African authorities into recognising the rights of pilots, has given up one fight to take on a more adventurous one.

He retired last week from the hot seat as president of the South African Airways Pilots Association (Saapa), to take on control of the project Acorn (Aircrew operating and recruting network).

As head of Acorn, he will lead one of the first private employment service agencies in the world which will enable pilots to sell their services under contract to SAA and other airlines worldwide.



Captain Flemington

Under him the 500-strong Saapa became recognised as the official body representing SAA pilots.

His formation of Acorn has had far-reaching effects on future aviation trends, giving pilots a direct say in their own affairs.

It was the same Captain Flemington who became the hero of South Africa's first highjack in 1972 when he escaped from the aircraft on the tarmac at Blantyre, turned around and saw four of his passengers had been left behind and went back to face his captors.

LAST THOUGHT

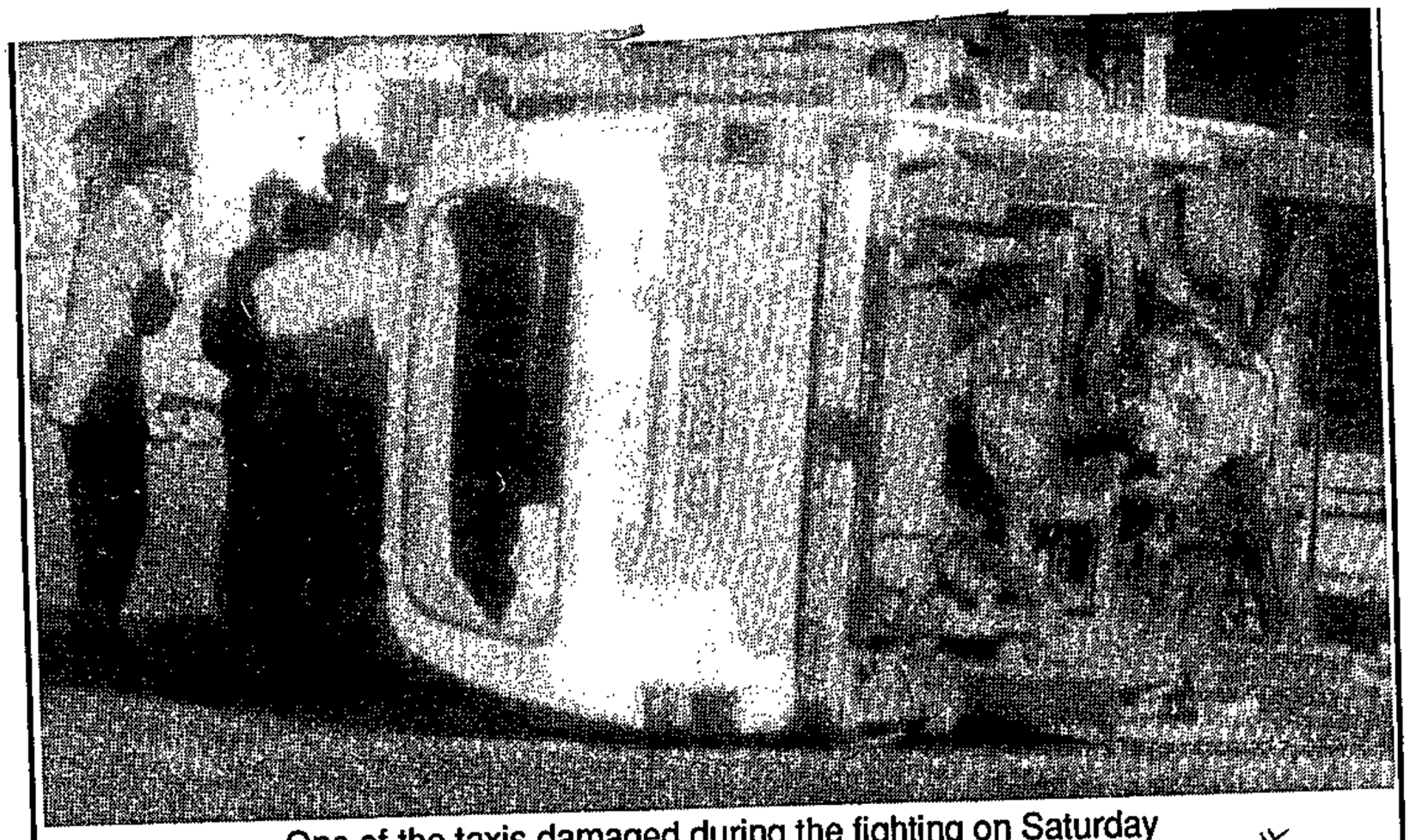
He pretended to play along with the two highjackers and reduced them both to nervous wrecks.

Underneath that icy coolness, however, lurked a deep pain. At the time of the highjack his first wife was dying of cancer.

"My last thoughts as I believed the end had come and I was to die with others in the plane and be blown to pieces by those two maniacs, were with my Glynnis and three children."

Glynnis died a few weeks later at the age of 27.

His friends and colleagues describe him as "the man of the moment."



One of the taxis damaged during the fighting on Saturday

Transport mayhem

South
333
24-30/11/88

TRANSPORT in Cape Town's African townships was thrown into turmoil this week with thousands of commuters stranded and train and bus services severely taxed while some buses to the Transkei and Ciskei ran empty.

Violence erupted over the weekend between rival taxi operators, Western Cape Black Taxi Association and the Western Province Black Taxi Association, an affiliate of the South African Black Taxi Association.

Taxi services resumed on Tuesday after a meeting in Khayelitsha between the rival groups.

The conflict started at the Langa terminus, a WPBTA stronghold, on Saturday after a meeting on Friday failed to resolve differences.

Similar fighting in October resulted in taxis not operating for four days.

The battle for control of the lucrative taxi routes — especially Claremont, Mowbray and Bellville — spread to Nyanga East on Saturday night and continued to rage on Sunday.

The violence left one man dead and at least three seriously injured. Several taxis were overturned and set alight.

In Washington Avenue, Langa on Saturday police used teargas against groups of up to 70 men armed with pangas, knives and knobkierries.

The fighting left many commuters without transport on Monday and City Tramways buses and South African Transport Services trains and buses were filled to capacity.

Transport workers in dispute

Labour Reporter

WAGE negotiations for Boland transport workers have deadlocked and a dispute has been declared.

A spokesman for the Tramways and Omnibus Workers Union said workers employed by Boland Passenger Transport were demanding parity with City Tramways employees.

Both are wholly owned subsidiaries of Tramway Holdings.

He said the variation in wages ranged between 24 percent and 114 percent.

After the dispute was declared a conciliation board had been applied for but members had decided to seek arbitration.

Mr B W Gie, regional director of Tramway Holdings, confirmed the deadlock and dispute.

He said the normal legal processes were underway but it had not been decided whether to go to arbitration or refer the dispute to the Industrial Court.

Taxi drivers strike

Sowetan 15/2/89

By PHANGISILE MTSHALI

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

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

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

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

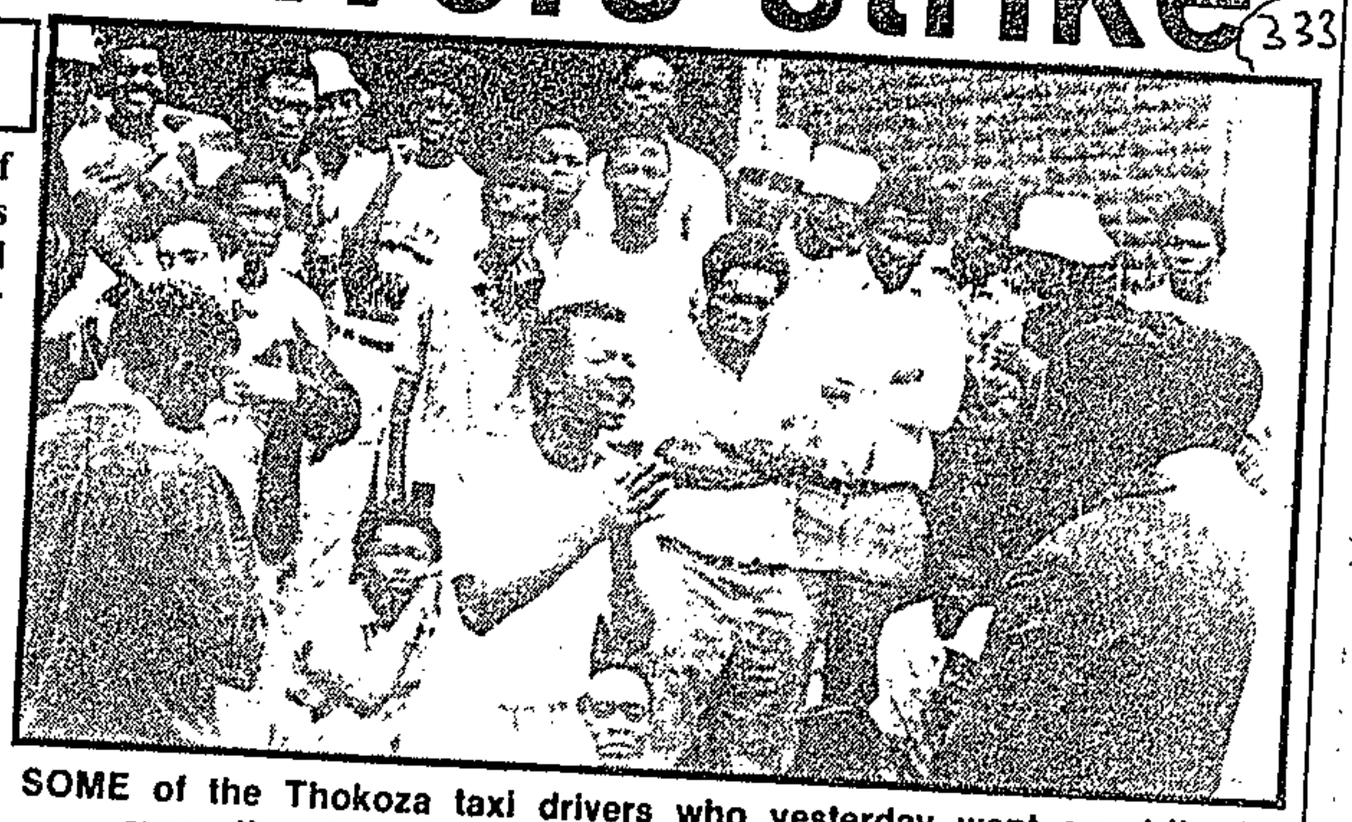
"The owners are also allowed to retrieve their taxis from the police by producing permits but the drivers stayed in police custody," said the drivers' spokesman.

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

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

"We arrested the drivers because they failed to produce transportation certificates. We have issued

• To page 2



SOME of the Thokoza taxi drivers who yesterday went on strike in sympathy with 25 drivers who were arrested in a traffic blitz.

Taxi drivers strike

• From Page 1

tickets but they were not paid up and by arresting these illegal taxi drivers we are enforcing law.

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

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

Imperial still hot on the acquisition trail

5 Thurs 26/2/84

333

IMPERIAL Truck Systems, the powerful new force in long-haul trucking, is still searching hard for new acquisitions.

And, according to MD Stuart Reeves, it has "money to spend".

Since Imperial's entry into the long-haul business was reported in Trucks and Trucking in November, the company has acquired Speedbird of Durban, previously owned by Mr John Stapleton.

The company is also breaking new ground in its relationship with black customers and employees.

Influence

Says director in charge of franchising Gerhard Hartzenberg: "Drivers must be happy with the product — both because this will have a bearing on how they look after it and because they do have an influence on buying decisions."

With Hino now moving into the top end of the market with high-tech V8s, and with companies increasingly employing black transport managers, "we must get close to them" he adds.

Recently Imperial organised a special Truck Day which was not only well attended by blacks but also by two mayors.

Though the event was largely social, audio-visuals and competitions also served an educational function.

Mr Hartzenberg warned that setting driver incentives was a "subtle art" that could motivate or demotivate. It was important not to move the goal-posts, for instance.

He admitted there was some driver resistance to monitoring devices.

However, good drivers wanted to be distinguished from others and therefore did not resent the devices, he said.

Much resistance had been overcome by companies that had had the foresight to share some of their savings with their employees.

But, he warned, objectives had to be attainable.

Paying drivers on a kilometre basis could be dangerous, he said, but if properly structured and managed, this method could be effective.

Mr Hartzenberg said drivers paid on this system could earn between R3 000 and R4 000 a month.

Blacks, he said, were often not consulted although they comprised the vast majority of employees.

With this in mind, the company is planning to launch an "Imperial Club".

Mindful of the importance of pride, Imperial already gives drivers of new trucks top-quality rally jackets, caps, vacuum flasks and photographs of themselves with their new vehicles.



Imperial's Truck Day ... a chance to socialise and get motivated by audio-visuals and competitions

333 Argus 26/3/89

Edited by HILTON BOTHA

New boost for EP taxi service

R53 000 2-way transportation system to ease PE traffic flow

Motoring Reporter

A MODERN communications system designed to improve the efficiency and safety standard of black taxis in the Port Elizabeth/Uitenhage area has been adopted by the Eastern Cape branch of the SA Black Taxi Association.

The system, which cost R53 000 and was financed by the Goodyear Tyre and Rubber Company, came into operation at the Njoli Taxi Rank in KwaZakhele, Port Elizabeth, this week.

Speaking at the handing-over ceremony, Sabta regional president Government Zini welcomed the installation, saying it would streamline the taxi service and create a smoother flow of traffic.

"This will be of tremendous benefit to commuters, many of whom sometimes have to wait for hours before transport comes along.

"With an improved communications system, we will be able to highlight bottleneck areas and be able to control the flow of traffic at peak periods.

"A more efficient service will assist thousands of people needing to get to their place of employment on time.

"The safety aspect alone will benefit all road users in the province.

"The more control we exercise as far as busy areas are concerned, the better chance we'll have of decreasing accidents."

Said Goodyear SA marketing director Rex Botha: "Sabta has emerged, over the past 10 years, as an efficient business organisation and is the single biggest light commercial private transportation body in Southern Africa.

"The organisation typifies a segment of the economy that is rapidly becoming a giant.

"The safety aspect is of critical importance to us and we are pleased to note that Sabta is taking steps to improve drivers' training as well as their communications network."

The two-way radio repeater system has a number of benefits for the taxi organisation.

The system transmits clean signals with a minimum of noise, has guaranteed frequencies, a maximum range of 50 km and is less prone to obsolesence than other systems.

The repeater station is sited on a piece of high ground in Port Elizabeth and will be in touch with 15 taxi ranks.

As and when demand calls for it, marshals will be informed via the high-ground station to control the movement of taxis.

The Port Elizabeth Black Taxi Association will serve as a guinea-pig for the radio project and the efficiency of the system will be closely watched by Sabta's national executive for possible introduction in all SA's main centres.

Said Sabta national president James Ngcoya: "Goodyear indicated a willingness to help Sabta right from the beginning when we introduced a service centre concept which is working efficiently.

"Now they have assisted with a vital communications programme which, I have no doubt, will greatly improve the day-to-day running of our business."



Ready to communicate . . . Sabta official Don Ngamlana.

Taxi men told: be polite

50 3 ejan 23 1 18

333

THE Black Union of South African Taxi Operators yesterday urged its members and all other taxi drivers to be on the alert and avoid overloading.

A spokesman for the taxi body, Mr Moses Tsotetsi, appealed to taxi drivers to be polite to their passengers. He said the objective of the drivers should be to arrive safely at their destinations.

Capt Times 27/4/89

Groups clash on road rest breaks

335

Staff Reporter

ROAD safety groups and the Public Carriers' Association have crossed swords over proposed legislation to restrict long-distance driver hours.

Mr Ian Moss, chief executive of the Public Carriers' Association, says he is concerned that the new regulations will interfere with matters already controlled by wage and employment regulated measures which lay down specific requirements.

Mr Mosssaid rest breaks were already common practice among road transport operators and defaultors were the exception.

The new Act has been publishedbut the implementation date is still to be announced, It requires a minimum 15-minute rest in any five-hour stint, and a maximum 14 hours driving in a 24-hour period.

Mr Ginger Johnston, Western Cape manager for the AA, said drivers who did the Johannesburg-Cape Town run without a break were "accidents on wheels".

There were companies that took advantage of drivers whose licence was their livelihood.

"If they are told to get the load to their destination in the shortest possible time, they may well believe they could lose their jobs if they don't," he said.

Maliti released on bail

Capt Times 27/4/89 Staff Reporter

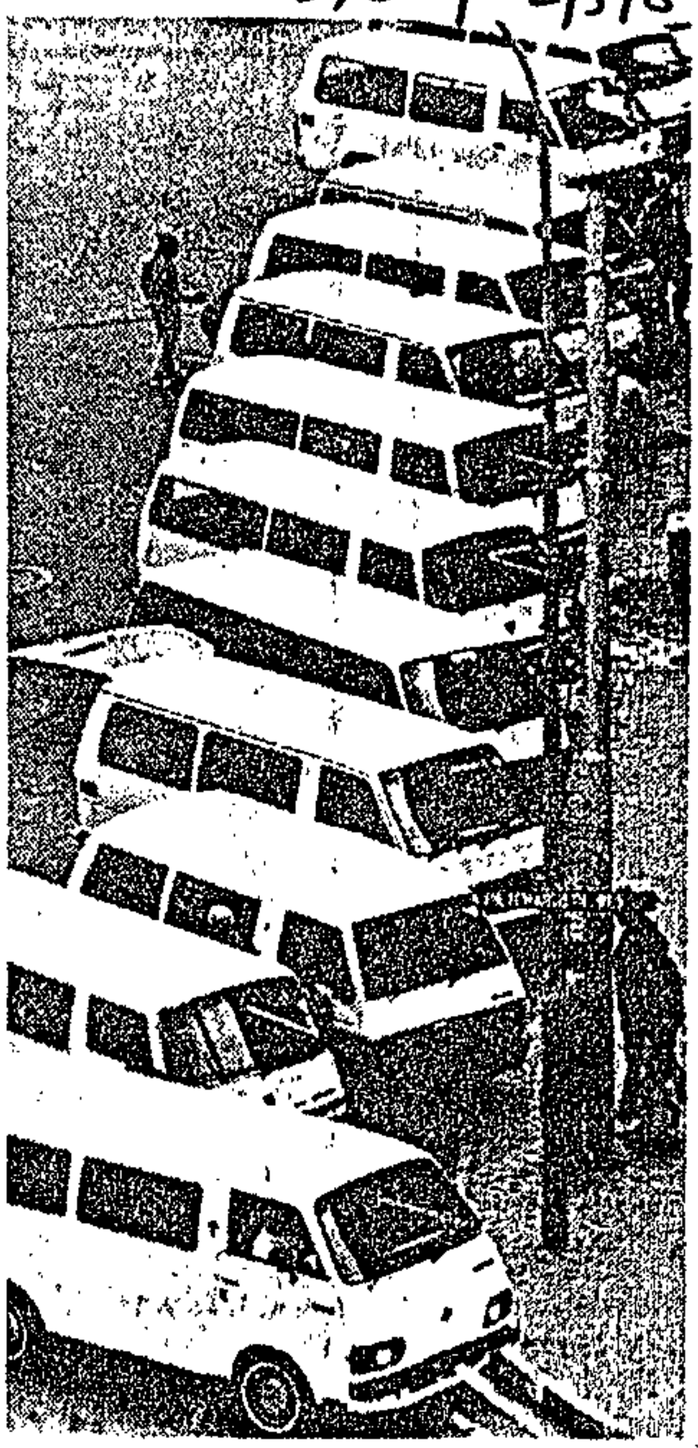
MR Nana Robert Maliti, the man who suffered a brain haemorrhage hours after being arrested for allegedly carrying a primed limpet mine near a ceremony attended by the Minister of Law and Order, Mr Adriaan Vlok, was released in Cape Town Regional Court yesterday on R5 000 bail.

The court also postponed the hearing of terrorism charges against Mr Maliti, 22, of New Crossroads, until June 13.

He underwent surgery at Groote Schuur Hospital hours after his arrest on October 22 last year.

Durban at

B/Day 2/5/89



Minibus taxis — in some cases run by blacks but owned by whites — lined up and awaiting the evening rush in central Johannesburg Picture: ROBERT BOTHA

45% of black taxis 'owned by whites'

THEO RAWANA

SOME black taxi operators do not own their mini-buses, but work for white owners.

This came to light after the Central Statistical Service (CSS) released figures showing more whites than blacks bought mini-buses.

Of the 786 new minibuses registered this year, 386 were registered by whites and 68 by blacks. Of the 1 152 used minibuses registered in the same period, 624 were registered by whites, against 368 by blacks.

Bara-City Taxi Operators' Association chairman Joshua Simelane confirmed about 45% of taxi operators in his organisation were operating vehicles owned by whites.

"The men hand in about R500 every week to the whites. They are actually working for them. But if you make inquiries the white owner will tell you the operator is paying off the vehicle," said Simelane.

A Road Transportation Board spokesman said anyone could apply for a taxi permit for a car he was going to buy. Asked if it was possible for a vehicle to bear a black operator's name-tag while it was not his, he said on registration the board had to establish if the car belonged to the operator.

Reform 'key to growth'

Shipping industry could contribute more

By AUDREY D'ANGELO
Financial Editor

THE SA shipping industry is a major earner of foreign exchange — and its potential will increase enormously when political reform makes it more acceptable to have connections with this country, Safmarine MD Mike Finlay said yesterday.

Speaking at the national maritime conference organized by the University of Stellenbosch transport research centre, Finlay said the total cost of sea freight on SA's exports and imports last year was approximately R9 500m.

"Current statistics suggest that SA owned or operated ships lift about 30% of the Republic's liner and import cargoes and probably 12% of the bulk cargoes.

"Using current freight rates we calculate that SA's shipowners are currently saving the country some R1 900m per annum in foreign exchange.

"While this is a substantial figure there is obviously scope for a far greater contribution if there were greater shipper support of SA vessels."

In addition to this, Finlay said, SA shipping firms were competing successfully on routes which did not touch this country.

"As far as international trading on nonSA routes is concerned, there are enormous opportunities. The two major SA owners have in recent years involved themselves increasingly in worldwide operations unrelated to SA.

"As a consequence of current exchange rates, the international cost of SA crews must be one of the lowest in the world. We have a substantial pool of well qualified seamen — should we not be one of the major suppliers of ships' crews and management services?."

Unfortunately, Finlay said, SA's present political situation prevented this from happening.

"Because of the unpopularity of SA internationally our shipowners have been forced to flag out their vessels and fly nonSA flags on the sterns of their ships.

"This applies on our liner trade routes as well as our international operations.

"As a result we have also been forced to discontinue employing SA seamen, as people with SA passports are not welcome in many parts of the world.

"Consequently the potential for SA entrepreneours to become international ship managers using skilled SA crews is almost nil at the present time.

"Equally, the thought of SA becoming a major international centre for shipowners and operators because of the favourable terms of our register is impossible."

But, Finlay said, he was looking forward to a different future. "I do not dismiss these opportunities in the long term. I have every confidence that in the not too distant future the tide will turn and SA will again be able to take her place with pride in the international commercial and maritime world.

"Our duty is to encourage the Government to proceed with a reform programme with maximum expedition. We must all put our shoulders to the wheel and encourage reform."



Mike Finlay

Agency criticises driver training

THE transport industry is suffering from "a terrific shortage" of good transport drivers because hardly anybody is putting the required investment into driver training, says driver employment agency Transman MD Graham Dick.

He says the problem starts with an attitude that is widespread: Why should I spend money on training when somebody else is going to poach my drivers?

"The result is that there are people being put in charge of big, fancy rigs and fancy documentation who don't really have the skills or experience — even though they have the appropriate licences.

"These are very sophisticated, very expensive vehicles and they need well-educated, well-qualified people to drive them."

The problem is partly poor wages, particularly for new drivers.

"The Manpower Department's minimum wage levels for the transport industry are an absolute disgrace.

"Wage Determination 400 has not been updated since 1980 — it still sets a minimum of R56/week for drivers of extra heavy vehicles (Code 14, gross vehicle mass of over 25 000kg) in the Cape."

Many operators say they pay better than Industrial Council rates (minimum R173,42, Code 14, for a 46-hour week).

Dick says this often means they pay a couple of rands above the minimum.

"One company pays 5c/km, which only encourages speeding and long hours behind the wheel.

"Even where more experienced long-haul drivers are getting R2 500 to R3 000 a month, they're sometimes flogged half to death by being put on the road for 26 days on the trot."

MDay 19/5/89

No more knocking on doors

DRIVERS looking for jobs need no longer knock on doors.

They can register with any of a number of specialist employment agencies.

Transman MD Graham Dick says getting a job through an agency affords a driver protection he never had when he was recruited off the streets.

Transman is an agency with 30 000 drivers on its books and offices in all major centres.

Transport operators benefit by getting drivers who have been thoroughly screened for driving qualifications, experience, skills and educational levels.

This is particularly important for safety and insurance.

Whereas a qualified driver previously may have spent weeks or months going from door to door in a fruitless search for work, drivers on his books seldom have to wait more than a week, he says.

Two-thirds of his work involves drivers for contracts lasting three months to a year.

Contracts are signed with the client and the driver: "We negotiate a far better deal for drivers than they would have got on their own. Hired off the street, they are only paid for the hours they work."

Sowetan 14/6/89

Matter of fact

THE *Sowetan* carried articles on March 2, March 14, March 28 and March 30 1989 reporting on a labour dispute involving employees of Bahwaduba Bus Service, in which it was alleged that the company was owned by the Zion Christian Church.

The *Sowetan* has ascertained that the issued shares in the company are not in fact owned by the church but by Bishop Barnabas Lekganyane, the head of the church, and his wife. As such it is clear that the church did not dismiss the employees of the bus company as alleged in the articles.

The *Sowetan* takes this opportunity of setting the record straight.

150 000 stranded by strike

Sowetan 14/6/89

PUTCO's Durban North operations ground to a halt as about 900 workers, including 550 bus drivers, withdrew their labour yesterday demanding the dismissal of a white employee who allegedly assaulted his black colleague.

The strike by members of the Transport and General Workers' Union affected the whole company in Natal, including engineering, administration and operations department, said Putco's operations executive, Mr Ashley Milanese.

The action stranded more than 150 000 passengers travelling from north of Durban.

A TGWU shop steward said that the workers were demanding the dismissal of the white employee.

Black taxi operators under fire for flouting road rules

Star 15/6/89

By Norman Chandler,
Pretoria Bureau

333

The National Road Safety Council has fired a broadside at the black taxi industry.

It says the black taxi driver obeys the traffic laws only when he knows there is a strong chance he will be punished if he violates them, and "flouting road traffic signs is the order of the day, barrier and lane lines are flouted at will, and overloading is common."

COMPLAINTS

These are among a large number of complaints which the council has listed in the latest issue of its publication, *Robot*.

It notes that the industry, which it estimates has between 40 000 and 100 000 legal and pirate operators, has outstripped the number of traffic officers and law enforcement officers needed to control it.

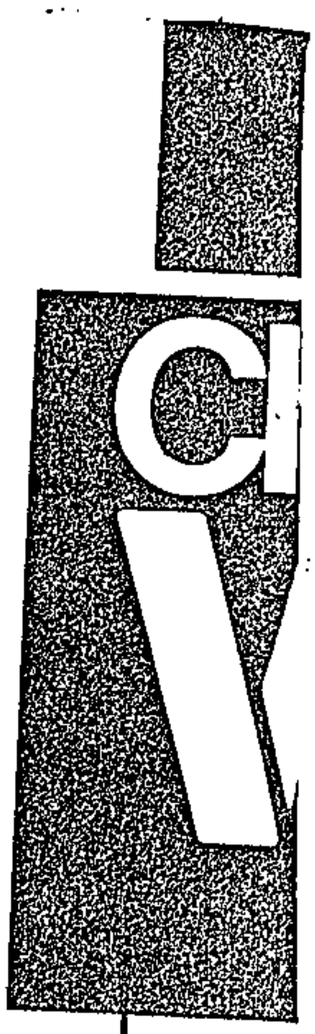
The council claims taxi drivers warn one another about speed traps, only a few obey speed limits, and little use is made of indicators.

It says it believes that the reasons why "these life-endangering offences" are committed is because the industry is highly dependent on the number of people who can be transported during peak hours and that provision for traffic officers has not kept pace.

Supervision and education, the council says, are necessary "if we want to avoid total carnage on our roads".

The number of traffic officers has to be drastically increased, "not necessarily to carry out prosecutions but to be seen to offer help".

The council adds: "It has been proven repeatedly that the minibus operator or driver only obeys the traffic laws when he knows there is a strong chance he will be punished if he violates them."



8 bus hostesses retrenched

EIGHT hostesses employed by Quick Silver Coach Lines, a luxury bus company, have been retrenched.

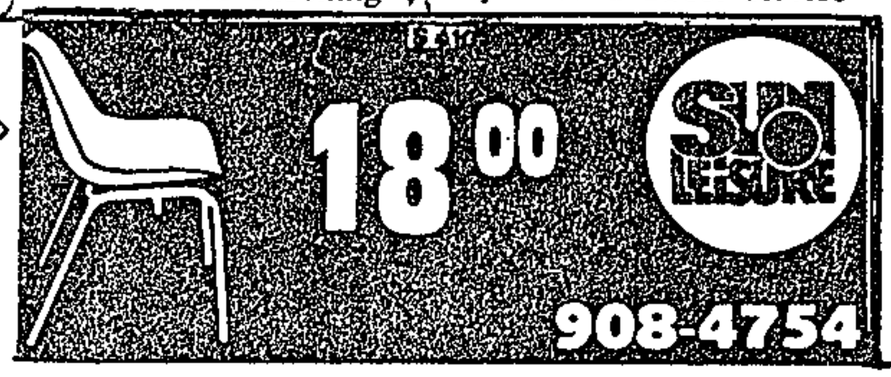
The women, who described the move as "sudden and shocking", yesterday said they were served with notices a week ago.

Four of the women were based in Mabopane and the others in Mmabatho. The company operated a direct service between Mabopane and Mmabatho, Mmabatho and Johannesburg.

"As as result of continued operational losses it has become necessary to reorganise and restructure Quick Silver Coach Lines. Although the company has tried to avoid reduction of staff, this has unfortunately not been possible.

"You are therefore informed that with effect from September 1, 1989, your services will no longer be required," the company said in letters to the eight.

Asked to comment on the dismissals Mr C A Napier, the manager of the company, confirmed the retrenchments. This followed the discontinuation of a service by the company to reduce costs as the particular service was being run at a loss.



FACTFILE - by Norris McWhirter

Tramways turns to 'clippies' — again

By SHARKEY ISAACS
Staff Reporter

IN AN attempt to boost business, City Tramways has put conductors back on some of its buses.

Managing director Mr Barry Gie said the move, launched a fortnight ago, was an experiment to see if bus travel could be made more popular by making buses easier to catch.

The company, which phased out two-man bus crews by 1975, has appointed 17 conductors on its Sea Point and Bakoven services. The team of 14 men and three women have completed courses as both drivers and conductors to qualify for both jobs.

The initial response of bus users to the re-introduction of conductors was "encouraging", Mr Gie said.

The company believed conductors improved the "attractiveness of bus travel" and also the quality of the service. "Not only do they provide more personal contact with travellers but bus loading times are shorter and travelling times are quicker even in peak traffic jams," Mr Gie said.

"There is also a greater sense of security for the elderly and infirm as the presence of the conductor discourages vandalism and other forms of anti-social behavior."

Mr Gie said public opinion and passenger response to the experiment would continue to be monitored. The appointment of conductors on a permanent basis on the two routes and its extension to other high-density, multi-stop routes would hinge on passenger reaction.

He said all City Tramways bus staff were trained to be either drivers or conductors, unlike in the past when crew members could only do one job.



Picture: LEON MÜLLER, The Argus.

THUMBS-UP: Conductor Mr Daniel Rademeyer gives the thumbs-up sign as he boards a bus at the city's Golden Acre terminus.

Aids a major threat to SA transport industry

Staff Reporter 9KC45 4/8/89 333

AIDS has been contracted by at least 35 percent of truck drivers operating between Zambia and South Africa.

This constitutes a severe threat to the transport industry, said Mr Ian Moss, chief executive of the Public Carriers Association, at a meeting of about 50 transport operators in Cape Town last night.

Most prostitutes on the Zambia-Zimbabwe route carried Aids and many South African truck drivers had contracted the disease through liaison with them, Mr Moss said.

"Aids-awareness ought to be introduced in the industrial relations programmes of transport operators to ensure their staff do not pick up passengers.

"The transport routes should also be scheduled away from areas where Aids has become a major problem," Mr Moss said.

The Star TRANS

Aids on wheels a serious threat

Star 4/9/89 333

Truck drivers on international routes to Black states in the north are "Aids bombs on wheels", according to the Public Carriers' Association (PCA).

Said chief executive Ian Moss: "We are currently trying to establish just how big the problem is. Until we have figures it's difficult to quantify it, but we already know from experience that there is a massive problem.

"The major truck routes in the north are quite literally infested with prostitutes who service the truck drivers, and I'm talking about countries where Aids is known to be rife - almost epidemic. When the drivers come back, they are obviously at risk of infecting their wives and girlfriends and of starting a deadly chain reaction.

"We are talking to all the truck companies who work the international routes, and we're trying to figure out a way to both test the drivers before and after their runs, and to educate the entire staff of the companies about the dangers of Aids."

Workforce threat

He said research to date indicated to date that Aids was the most serious threat confronting business in the next decade. "Current projections indicate that South Africa could lose up to 35 percent of its total workforce by 1995 from Aids. It could cripple the economy.

"Since the government is obviously not prepared to do anything about it, other than try and tell everyone that Aids is nothing to worry about, we feel that as a responsible industry body we have to take the initiative."

It's not as easy as that, however. According to the managing director of one truck company that runs regular loads to black African states, the trade unions are impeding progress on the Aids front.

"The unions regard Aids as a potential threat to their members — not from the health point of view but from the employment aspect. They fear that if workers are tested and found to be HIV-positive, they will lose their jobs.

"They are therefore refusing to co-operate with regard to testing either specific high-risk workers, such as long-distance international drivers, or the whole workforce."

The PCA is encouraging member companies to initiate one-on-one talks between management and staff on the subject of Aids.

Said Moss: "We are supplying them with detailed information on Aids that they can pass on to their staff. We are also in the process of organising seminars around the country, and we are making a video that members will be able to show their workers.

"It is our objective to create an awareness of this enormous danger in the next few months, and to give all our members the necessary information tools for them to help their workers learn and understand about this deadly disease.

"We're sure that if carriers tackle this problem responsibly, they will be able to persuade the unions that they are not on a witch-hunt but that they are, in fact, concerned about the health and wellbeing of the workers in the transport industry. Then I'm sure we'll be able to work with the unions to combat the spread of Aids"

Star 18/9/89 333 1

Cash for the top drivers

Productivity in the transport sector has always been a debatable issue because it could not be quantified. No more. On-board computers (OBCs) have reached such a technologically advanced stage that carriers are using them to monitor divers' productivity and efficiency — and rewarding good results with cash bonuses.

Mike Carvalho, managing director of Teltron Industrial Division (which manufactures one of the best-known OBCs, the Traveller) says the practice is spreading among sophisticated trucking companies.

"The key is the 'event per vehicle' report, which gives a detailed daily description of a vehicle's activities.

"It includes speeding, over-revving, harsh braking and stops. It indicates the number of times preset limits (like speed limits) are exceeded, and even the percentage of driving time spent within the most economic range. It gives times and durations for all these things in an easy-to-understand summary that can be obtained by the transport manager at the touch of a button.

"It's the first time a manager can accurately monitor the efficiency of a driver.

"We are now finding that more and more transport managers are using this as a productivity and efficiency measure, and are rewarding the best drivers with cash bonuses.

"Not only does this remove the fear of the OBC among drivers, but it also promotes better driving practices and a better attitude generally towards their work. This obviously saves the company money.

"It's a wonderful situation, because everyone wins."

Cargo hit by national strike

By Drew Forrest

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

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

The union says workers are demanding the reinstatement of 280 colleagues at the Vanderbijlpark depot, fired in August after striking.

Mr Pretorius said management was arranging a meeting with shop stewards.

STAFF. (~~HEIT~~) 10|10|89

18 000 transport employees on strike

1 500 transport workers are fired

333

By Drew Forrest, Labour Reporter

About 1 500 striking transport workers have been fired in the last week, while at least another 18 000 workers remain on strike in a range of industries across the country.

Yesterday, Cargo Carriers fired 1 000 workers on a national strike who ignored a return-to-work deadline. The strike centred on the earlier dismissal of 280 colleagues.

The Transport and General Workers Union said the company had agreed to meet union officials over both sets of dismissals. Describing this as a "breakthrough" the TGWU spokesman said Cargo had earlier insisted on talking at Industrial Council level only. Management was not available for comment.

Alleged corruption

The TGWU said 500 workers were fired last Tuesday at Interstate Bus Services in Bloemfontein after striking over "unfair" disciplinary measures and alleged corruption in the firm's pension fund.

Interstate's chairman, Mr Fred Kinear, said the insurance company managing the fund had assured workers their money was in safe hands.

The service was running normally with temporary staff.

Several strikes remained unresolved yesterday:

- Management confirmed that 5 700 workers in three divisions of Premier Food Industries were still on strike over pay.
- The situation at Sasol's collieries in Secunda, where 8 000 workers struck over food allowances, was unchanged said a Sasol spokesman.
- The strike by 1 400 miners at Consolidated Murchison continues, according to the National Union of Mineworkers.

Attacking the "terribly low" wages at the mine, NUM said it was demanding a R400 minimum for workers at level one.

- Mr Attie du Plessis, a director of Messina Ltd, confirmed the strike at the firm's copper mine. He declined to give details, but the NUM says 3 000 workers "spontaneously" struck on Monday last week over wages.

Possible talks over strikers

JOHANNESBURG. — About 1 500 striking transport workers have been fired in the past week, while at least another 18 000 workers remain on strike in a range of industries across the country.

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Last week 500 workers at Interstate Bus Services in Bloemfontein were fired after striking over "unfair" disciplinary measures and alleged corruption in the firm's pension fund.

The Transport and General Workers' Union said the companies had agreed to meet union officials over the dismissals.

Describing this as a "breakthrough", the TGWU said Cargo had earlier insisted on talking at Industrial Council level only. — Sapa

Bus drivers halt work in protest

333

By DICK USHER
Labour Reporter 13/10/89

BUS drivers from the Transport and General Workers' Union at City Tramways Arrowgate depot have stopped work over a disciplinary dispute.

Workers claim at least 200 drivers are involved. City Tramways spokesman will not comment and a union spokesman says the situation is not clear.

Drivers said they stopped work yesterday in protest at a driver being dismissed without a disciplinary hearing.

SHOP STEWARDS

He allegedly refused to attend a hearing without a union representative, but Transport and General shop stewards refuse to take part in disciplinary hearings outside working hours.

The union spokesman said Tramways previously allowed shop stewards from the Tramways and Omnibus Workers' Union time off for hearings, but Transport and General did not have the same facility.

After the driver refused to attend the hearing he was dismissed and colleagues stopped work in protest.

A Tramways spokesman said the company did not discuss labour problems through the media, but negotiations to settle the dispute were under way.

Putco drivers strike

Sowetan 11/12/89

COMMUTERS of Kwa-Thema on the East Rand have been hard hit following a strike by 150 Putco bus drivers who are protesting against "poor working conditions."

The stoppage started last Tuesday.

Hardest hit were those commuters who had bought weekly tickets. They had to dig deeper into their pockets for taxis'..

The Transport and General Workers Union said in a statement that the workers were unhappy about the desciplinary procedures at the Springs depot and were demanding that their grievances be tackled by senior management and not by the local manager.

The statement said talks between the union and Putco will resume today.

The union said no workers had been dismissed but their salaries andre wages would be affected because the company operated on a "no work, no pay" basis.

Springs bus workers strike

333 Star 12/12/89

Labour Reporter

A strike by 150 workers at Putco's depot in Springs has left the nearby townships of kwaThema and Daveyton without bus transport for a week.

The strike started last Tuesday, said the Transport and General Workers' Union (TGWU). A spokesman said workers had handed management a list of 43 grievances, most relating to company discipline. One demand was for the local depot manager to be excluded from inquiries into union members.

Mr Charl Beyleveld of Putco confirmed the strike.

The TGWU spokesman also said the dismissal of 500 strikers from Interstate Bus Lines in Bloemfontein in October had sparked violent conflict in townships such as Botshabelo and Thaba Nchu.

Last week five workers were taken to hospital, one in critical condition, after vigilante attacks on 20 houses. Strike-breakers' houses had also been burnt.

TRANSPORT, PRIVATE - LABOUR

1990

Transport crisis on ER

THOUSANDS of East Rand commuters face a transport crisis when they return to work today.

This follows the Benoni City Council's decision to terminate its bus service from the end of last month.

Wattville and Daveyton residents have used the bus service for more than 60 years.

The council said it was ending the service because it had lost R18 million in the past three years.

This year alone, the council claims to have lost R6 million.

To ease transport problems in the area, the Benoni Taxi Association has arranged extra taxis to ferry Daveyton and Wattville commuters to work.

Meanwhile, Putco has

By MZIKAYISE EDOM

threatened to close its Springs depot if the 150 bus drivers on strike do not return to work this week.

The drivers went on strike early last month in protest against poor working conditions.

They are also demanding the removal of the local divisional manager Mr P Gerber.

Domestic workers were the worst affected people in KwaThema following the strike.

A spokesman for the Putco Support Committee said the drivers had agreed to conditionally go back to work pending an inquiry into their grievances.

However, he did not say when the workers would resume their duties.

Putco depot may close over strike

Labour Reporter

The month-long strike by 200 workers at Putco's Springs depot has sparked management threats to close the operation permanently.

Up to 300 000 commuters in kwaThema and Daveyton have been without bus transport since the strike began.

Confirming the closure threat, Putco's Mr Michael Oldham said the Springs depot had been marginal before the dispute.

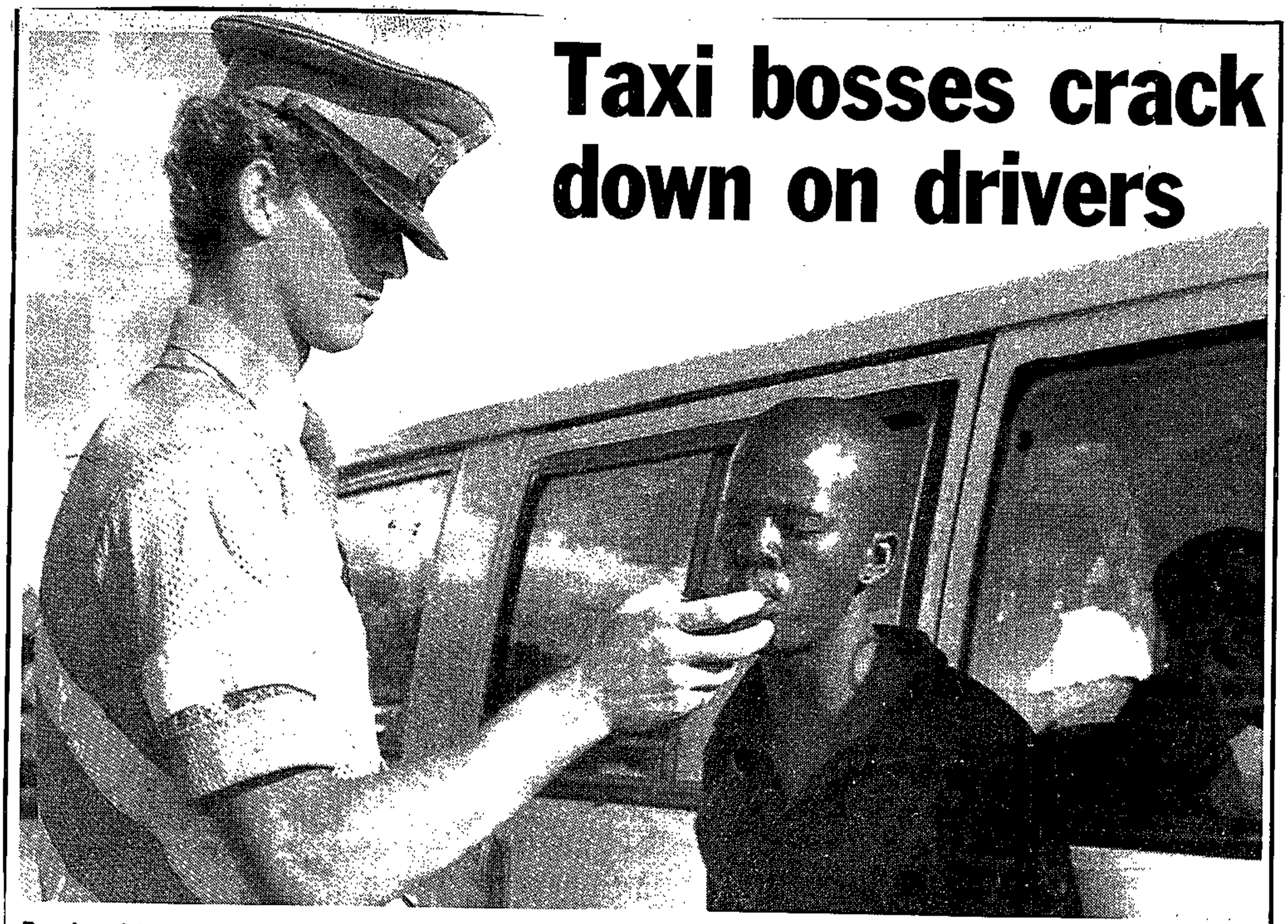
"If the strike goes on, we risk losing passengers to other forms of transport," he said.

The strikers want the divisional manager removed from the depot while an inquiry into a list of over 40 grievances, mainly over discipline, is in progress.

Transport and General Workers Union president Mr Vivian Zungu said the union had offered to return to work if certain conditions were met.

Among them were demands that the strike itself should not be treated as a disciplinary matter, and that the divisional manager and four others should have no dealings with workers during the inquiry.

Taxi bosses crack down on drivers



Drunken drivers beware! Police and taxi associations have cracked down on drivers to stop accidents. ■ Pic: TLADI KHUELE

By HAPPY ZONDI

(333)

TAXI associations in the PWV area are to take strict measures against taxi drivers to stop the boycott threatened by the community.

This was announced by Black Union of South African Taxi Operators (Busato) president Joseph Maema who expressed concern about the high number of deaths in minibus taxi accidents.

"Drivers, mostly from rural areas, who carry code 11 and 13 licences will have to undergo retraining for their licence and public service certificates," said Maema.

The measures will be carried out by all taxi associations in the PWV. c/p.en 14/11/90

Busato's pledge to clean up their operation follows a boycott of SA Black Taxi Association services in King William's Town because of unending fighting among drivers.

UDF members have decided to stop using Sabta taxis until such time that "it stops being arrogant and comes back to the people", the organisation said.

Commuters have also been concerned by the release of accident statistics for the festive period, when more than 250 people died in taxi accidents.

11 000 stranded by Putco strike

By Drew Forrest
Labour Reporter

Stranded commuters massed outside the gates of Putco's Homelands depot in Pretoria last night after 400 drivers stopped work in sympathy with striking Springs colleagues.

In a widening of the five-week Springs dispute, 500 workers also went on strike at Putco's Boksburg depot.

Putco's immediate problem was 11 000 kwaNdebele commuters stranded last night by the Homelands depot stoppage.

● Labour conflict in the Mondi group took a new turn yesterday when at least 150 workers at its Richards Bay pulp mill downed tools over demands for a 28 percent pay rise. About 800 workers have been on a legal pay strike at four Mondi board mills since last week. Star 16/11/90

Putco strikers strand workers

Sowetan 16/11/90

333

STRANDED commuters massed outside the locked gates of Putco's Homelands, Pretoria, depot last night after 400 drivers downed tools in sympathy with striking Springs colleagues.

In a sharp escalation of the five-week Springs dispute, 500 workers also went on strike at Putco's Boksburg depot, while sympathy action is looming in Wynberg and Mamelodi.

About 3,5million passengers are carried monthly by the strike-hit operations, said Putco's Dr Jack Visser. Over 6million would be affected if the Wynberg and Mamelodi depots closed.

Putco's immediate problem was 11 000 kwa-Ndebele commuters stranded last night by the Homelands depot stoppage.

The Springs dispute centres on demands that the divisional manager is removed from the depot during an inquiry into a range of worker grievances, most centring on discipline.

The Transport and General Workers Union is also demanding that the strike should not be treated as a disciplinary issue.

Dr Visser said that although the strike was in a strategic sector and therefore illegal, Putco would not fire strikers.

But continued unrest would jeopardise the Springs operation, as this was "not a very viable business".

New twist in taxi rank row

333
Sowetan
16/1/90

BY MONK NKOMO

THE row over a new taxi rank in Pretoria took another turn when taxi operators - angered by poor business and lack of parking spaces there - defied the authorities and returned to the old Bloed Street rank at the weekend.

Taxi operators interviewed said the decision followed the issuing of tickets of up to R100 by traffic officers to taxi drivers who parked their vehicles on the pavement next to the new Dr Savage Road taxi rank.

The Pretoria City Council has allotted parking space on the pavement for only 10 taxis. Taxi owners said they needed space for at least 30 taxis.

Taxi operators warned last week, a day after the official opening of the new rank, that it was too small to accommodate the scores of taxis from Mamelodi, Atteridgeville, Soshanguve, Hammanskraal, Mabopane, Pretoria station and Marabastad.

They also complained that the critical shortage of parking spaces in and outside the new rank would lead to a number of accidents along the Dr Savage Road.

A spokesman for the South African Black Taxi Association (Sabta) yesterday said they had been unofficially informed about the move to the old Bloed Street taxi rank and said they were investigating the matter.

Mrs Aletta Van Tonder, public relations officer of the Pretoria City Council, said the matter was being investigated by the Taxi Liaison Committee whose members include officials from Sabta and the Pretoria United Taxi Association.

Putco meets union in bid to end strike

Labour Reporter

Putco management and union shop stewards met all afternoon yesterday in a bid to settle a strike which has left tens of thousands of Reef commuters without bus transport.

"We have a long, hard night ahead of us," said Putco managing director Dr Jack Visser.

A total of 740 workers are now on strike after 500 Boksburg employees downed tools on Monday in solidarity with striking colleages in Springs. There was also a brief stoppage at the Homelands, Pretoria, depot.

The two East Rand depots carry 1,6 million passengers a month, mainly from kwaThema, Daveyton and Vosloorus.

The five-week Springs dispute revolves around demands for the divisional manager's exclusion from depot premises during an inquiry into over 40 worker grievances, mostly discipline-related.

Other Transport and General Workers Union demands are that the manager should not discipline workers until the inquiry ends and that the strike itself will not give rise to disciplinary action.

Dr Visser said Putco had already made major concessions, despite the fact that the strike was in a strategic sector and therefore illegal.

Bid to settle Putco strike

333 Sowetan 17/01/90

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Putco employees end their strike

Labour Reporter

The six-week strike at Putco's Springs depot — which sparked sympathy action in Boksburg this week — affecting tens of thousands of Reef commuters — has been settled.

About 500 Boksburg depot employees returned to work yesterday and a further 240 in Springs would follow suit today, said Putco managing director Dr Jack Visser.

The Transport and General Workers' Union said Putco had met worker demands that the Springs divisional manager be excluded from the depot during an inquiry into grievances.

Putco had also agreed not to make the strike itself a disciplinary issue.

Boksburg and Springs carry 1,6 million passengers a month, mainly from kwaThema, Daveyton and Vosloorus, and the widening of the dispute put management under intense pressure.

There was also a brief sympathy stoppage at the Homelands, Pretoria, depot and threats of industrial action in Mamelodi and Wynberg.

cy for a further six-months.

CAPE TIMES 18/11/90 333

Inquiry plan stops strike

JOHANNESBURG. — A six-week strike by more than 700 East Rand Putco Bus workers was resolved yesterday after striking workers agreed to management's proposal that a commission of inquiry be set up to investigate worker grievances at Putco's Springs depot.

Putco work stoppages 'subsiding'

Star 24/1/90

Labour Reporter

(333)

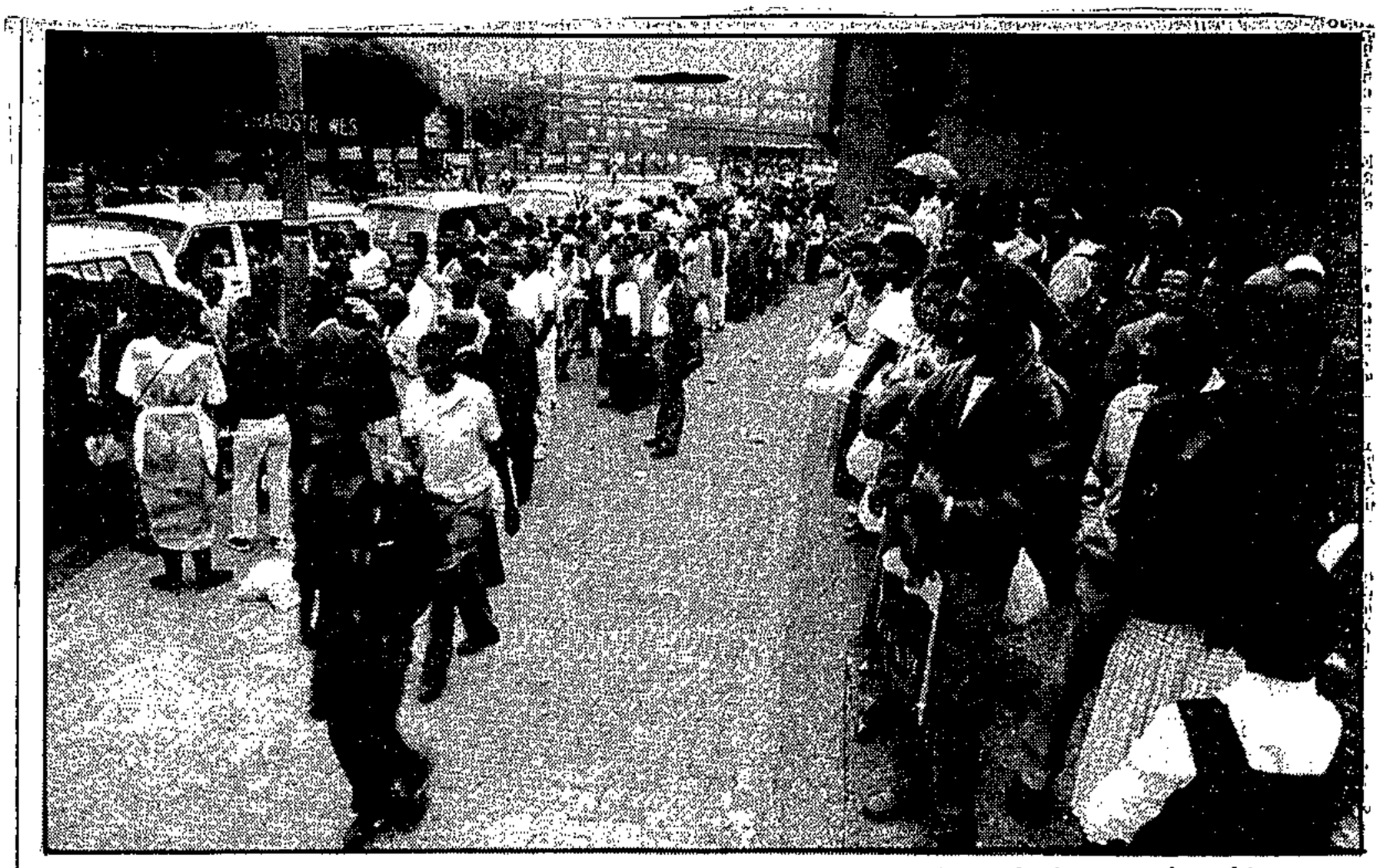
The rash of work stoppages by Putco drivers over PAYE taxation subsided yesterday after concessions were made by the company.

Since last Thursday, fluctuating computerised tax deductions have sparked unrest by Transport and Allied Workers Union members at the Soweto, Edenvale, Soshanguve and Commuta depots.

Putco's Dr Jack Visser said only Edenvale workers remained on strike yesterday morning but that the service would be restored today.

Putco had agreed to scrap a "smoothing" programme on its computer and "immediately deduct tax on all earnings, Dr Visser said.

He added that workers hit by unexpected deductions had been offered interest-free loans.



Soweto commuters wait for taxis after being left stranded because of a strike by Putco bus drivers. ● Picture by Alf Kumalo

Star 23/11/90 333

25 in minibus as Putco strike bites

By Stan Hlophe

Hundreds of Soweto commuters, unaware of a Putco drivers' strike that started on Friday, were last night stranded at bus stops in a heavy rainstorm which swept Johannesburg.

The commuters — bound for Diepkloof zones 1 to 5 — swelled the overloaded taxis, which could not cope. Queues up to 300 m-long stretched between Pritchard and West streets.

The commuters' plight came in the wake of a six-week strike at the Springs depot which sparked off sympathy action in Boksburg last week, affecting tens of thousands of Reef commuters.

It was a scramble for seats last night when one or two taxis arrived at intervals of about 20 minutes. Taximen did a roaring trade as they packed in as many as 25 passengers instead of the 15 they are entitled to carry.

One taxi driver said: "If one does not make it tonight, one will never make it. Never mind the damage to the vehicle — that will be catered for by insurance. There is nothing we can do. People are stranded and we can't leave them in the lurch."

Weary, rain-soaked commuters stood in queues not knowing when the next taxi would arrive.

They were also worried at the prospect of arriving home late.

One commuter said: "This is part and parcel of black suffering while whites are living in luxury. It's high time that essential services like Putco and South African Transport Services were privatised to avoid such chaos.

"Although I sympathise with the striking workers, their actions affect the majority of the people. Giants like Sats and Putco do not care if there is a strike or not, because they know blacks will feel the pinch."

Poor conditions, low pay the reason, claim operators

Sowetan 25/11/90

400 taxi drivers sign up with trade union

333

By JOSHUA RABOROKO

MORE than 400 taxi drivers in the Vaal Triangle have joined the Transport and General Workers Union.

They joined the union because of low wages and poor working conditions, they say.

This was confirmed by shopsteward Mr Oupa Radebe, who said drivers did also not enjoy statutory rights such as the Unemployment Insurance Fund and sick leave.

They were not members of any pension, medical or provident fund schemes.

Fines

Drivers were also fired without proper inquiries being held.

He said taxi drivers were often made to drive unroadworthy vehicles.

When traffic officials imposed heavy fines the drivers had to pay the fines.

"Our employers force us to pay these fines saying we are responsible for the offences.

"Most of our colleagues have lost their jobs because they did not have money to pay the fines.

"They did not earn a living wage," Radebe said.

He said most taxi operators were tempted to steal money from their employers because they were paid so poorly.

The drivers also worked long hours, "just to make our masters rich".

According to Radebe, most drivers earned R100 a week although a lot of them were married and had families to support.

"Because of these factors, we found that by joining a union our rights are protected and we have a vehicle through which our grievances can be voiced," he said.

A spokesman for the union yesterday confirmed that about 460 taxi drivers had joined.

The union will be meeting with different taxi associations in the area to negotiate with them about workers' problems.

Demands

If the move was unacceptable to the employers, the union would show its strength, just like it did against other "managements that failed to meet workers' demands.

A Cosatu spokesman said the congress's affiliates would soon enter the townships, where, he said, workers were not earning a living wage and conditions were deplorable.

A taxi-owner, who did not want his name mentioned for fear of reprisals, said that although owners of taxis were not "union busters", they did not think it was wise for taxi drivers to join a trade union.

Taxi-owners were not making enough money in the industry, he added.

He conceded that the drivers were not paid high wages, but added that "they make enough through theft and misuse of our vehicles".

A Business Times Survey January 28, 1990

Daunting challenges for managers

THE critical skills shortage being experienced in SA extends to all corners of commerce and industry, including warehousing and distribution.

The lack of qualified people in the industry has caused SA to lag behind its counterparts in the US, Japan and Europe.

The problem is compounded by the fact that sanctions have prevented personnel from keeping abreast of technological advances in other parts of the world.

In addition, major changes are occurring in every aspect of the warehousing and transport industry, on the social, political, technological, physical and economic fronts.

These changes have meant that managers have had to adapt their thinking and methods of operation. But many have either not recognised the new environment, or have refused to change their ways.

SA Transport Services (Sats) managing director Anton Moolman says it is of utmost importance that a manager understands the forces that can be unleashed in a process of change. If he does not, the firm or organisation concerned could be harmed.

Dr Moolman says: "The challenge to the manager, therefore, is to find in a maze of theories an approach that might be applicable to his organisation and then to act accordingly.

"Ultimately, what is needed is a leader possessing a combination of vision, an ability to communicate and self-confidence."

Dr Moolman says if managers are too short-sighted and fight only for their own interests in the shorter term, the industry will bear the detrimental effects in the longer term.

The skills shortage has been partially alleviated by the development of various courses and degrees which deal specifically with materials handling.

One such innovation was the introduction of materials handling degrees up to master's level by the University of Pretoria two years ago. Prospective students with a BSc can expect to complete the degree within two years, and the maximum period of study is set at four years.

A lecturer says the rationale behind the introduction of the degree was the rapidly increasing need for top-notch specialists in the field, especially because the materials handling industry accounts for upwards of 40% of SA's gross national product.

Subjects studied in the honours course include warehousing and distribution, road-transport operations, long-distance transport options, factory automation and personnel management.

Another organisation helping to fill the personnel gap is the Materials Handling Institute (MHI).

The MHI runs correspondance courses which students of all ages can undertake without possessing a matriculation certificate.

Courses offered by MHI include a certificate in storemanship which takes a year to complete, a three-year study of materials handling and a one-year diploma in warehousing for managers.

Companies in the industry have begun to deal with the problem of severe management shortages by introducing training programmes.

Renfreight, for example, has a comprehensive training and culture programme, staff relations being a top priority.

Renfreight Forwarding SA divisional general manager Eddie Stead says staff members are a company's most important asset and are developed as much as possible.

The organisation implemented a three-year "culture programme" 10 months ago, and Mr Stead says the results are already evident.

"We have a decentralised management structure, which means each manager looks after his own divisional unit. Renfreight is made up of many small business units and each manager knows his particular area inside out.

"Managers can respond quickly to a changing environment because there is no overriding dictatorial policy. The line of communication between top, middle and lower management is short and decisions are made quickly."

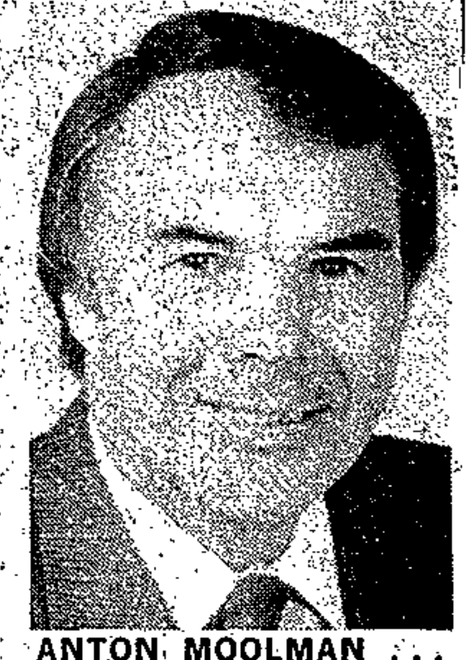
One of the results of the mergers that have taken place in the material handlings industry has been increased volumes. This has worsened the manpower shortage.

One of the solutions has been increased automation, but it has often caused staff resistance to change and a fear that jobs will be lost.

Mr Stead says computerisation has helped his company considerably, but that there was some resistance to it in the beginning.

"Historically, the invoicing of suppliers has been a paper shuffling business. It was all done manually, wasting a lot of time and causing lower productivity.

"When we introduced computers into this department, the clerks were nervous that they would lose their jobs. However, when they realised that the computer would make their job easier and that their expertise was still vital, it went down well."



ANTON MOOLMAN ... managers must adapt



ALAN COWELL . . . only half expected to pass

Students tackle customs course

5 | Times 28/11/90

By Ireen Spicer 333

THE freight forwarding industry has tackled the problem of its acute shortage of trained personnel.

Alan Cowell, executive director of the SA Association of Freight Forwarders (SAAFF), completed writing a 10-month curriculum about customs rules and regulations in time for 321 students to enrol last year.

Mr Cowell, who was given the mandate to compile an in-service training course, has designed the syllabus to form the first year of study. A diploma will be awarded after three years.

Mr Cowell has still to write the second- and third-year courses, but intends to cover all aspects of forwarding management.

"It is a tough, complex course to give existing staff the chance to enhance their career opportunities," says Mr Cowell. He expects only half of the candidates to pass the first year.

"The intention is to discover management potential."

The course has been well received and candidates who complete all three years successfully will be certificated by SAAFF.

TRUCKERS RUN A BIG AIDS RISK

333

EDWARD WEST

AT LEAST half of 225 staff members with a Durban-based transport firm, which sent trucks to Malawi regularly, were found to be infected with the AIDS virus, AIDS Economic Research Unit (AERU) spokesman Keith Edelston said yesterday.

Edelston said in central Africa one of the main routes for the spread of the virus was along major international trade routes. A large proportion of drivers entering SA from these routes were infected.

Edelston said tests done at a Malawi transport firm showed 48 out of 52 drivers were infected with the virus. Bisw 20 2 98.

Edelston said the AERU wanted to get together with private transporters and the Road Freight Association to put together a strategy to address the AIDS problem but transport unions were not prepared to participate.

The Road Freight Association could not be reached for comment yesterday.

Aids Training and Information Centre head Dr Ruben Sher said he did not neccesarily agree with AERU statistics, but confirmed international truck routes were a major mechanism contributing to the spread of the virus.

Sher said SA drivers travelling into central Africa were often aware of the danger of AIDS but the main danger lay with drivers from central Africa resorting to prostitutes in SA.

Transport & General Workers Union spokesman Jane Barret said the union was doing training with regard to the AIDS problem.

[20 die in batt]

'Attitude' of Putco boss leads to strike

PUTCO bus company management on Monday confirmed that 387 workers are on a three-day strike, demanding the removal of the divisional manager at their Wynberg depot.

Putco general manager Mr Isaac Tait said transport services in the Wynberg area (close to Alexandra township) came to a halt on Friday after the workers, including drivers, downed tools.

Tait said the workers objected to the manager's attitude, but declined to name him.

He said management had issued a report after investigations into workers' grievances against the manager, but the workers insisted on his removal from the depot.

Tait said workers on Friday turned down management's offer to re-investigate the matter and went on strike. He added that yesterday the workers also rejected an arbitration proposal from management.

Tait described the strike as illegal, and said Putco would not remove the manager from Wynberg.

In a statement, the Alexandra Civic Organisation said workers wanted the manager to be removed from his post because he refused them permission to participate in meetings and other protest actions in Alexandra township.

They also protested Putco's proposed policy of charging children the same fares as adults.

Tait denied Putco proposed charging children the same fares as adults.

The ACO will hold a mass meeting at the Nobuhle Hall today to discuss transport problems in the township.

The Zakheni Transport and Allied Workers Union, which was negotiating with Putco on behalf of the workers, could not be reached for comment.

Since January, Putco has been hit by a series of strikes in Soweto, Edenvale, Boksburg, Mamelodi, Soshanguve, and Dubigeon, as well as its "homeland division". - Sapa.

Drivers down tools at depot

South 1/3 - 7/3/90

333

NO buses left the Putco depot in Wynberg, Johannesburg, this week after 387 workers downed tools to demand the removal of a manager who allegedly stopped them from attending protest meetings in Alexandra.

A spokesperson for the Alexandra Civic Action Committee said the workers had been refused permission to participate in the meetings.

Putco general manager Mr Isaac Tait confirmed that employees, including drivers, were refusing to work until the manager left the depot.

Tait said the strikers had rejected an investigation undertaken by management and an offer to get arbitration for the dispute.

He refused to name the manager.

The Transport and General Workers' Union could not be contacted for comment.

Deadlock in Putco dispute

ADELE BALETA

TALKS between Putco's MD Jack Visser and worker representatives deadlocked yesterday and the union resolved to continue the week-old strike.

Visser met the Zakheni Transport and Allied Workers Union — negotiating on behalf of the workers — at its request.

Workers want a Wynberg depot divisional manager removed. A spokesman said this was part of a continuing demand for the removal of managers with inadequate industrial relations experience.

Visser said he was satisfied the manager concerned had been cleared, but investigations into worker grievances could be reopened. Workers rejected this. Visser then proposed a neutral arbitrator try to resolve the dispute, but this was also rejected.

Immigrant labour sparks Dorbyl strike

ALAN FINE

A STRIKE by 188 artisans at Dorbyl Marine in Durban was a sign of growing resentment among local artisans towards the superior treatment given to immigrants, Confederation of Metal and Building Unions (CMBU) director Ben Nicholson said yesterday.

Nicholson said the strike was the second in recent months — the first occurred in Vanderbijlpark at another Dorbyl subsidiary — on the same issue.

He said an estimated 700 foreign artisans — most from Poland, Turkey and Portugal — had arrived in recent months to work on the Mossgas project.

He said they had been brought over at high cost and were paid substantially more than their local counterparts, even though — it had turned out — many were incapable of doing the work.

Nicholson said it had been suggested that a large proportion of those brought over were unqualified, and had used their poor understanding of English to disguise this.

333

Adequate

"This while there are many unemployed artisans in SA, especially the eastern Cape," he said. He accepted Mossgas required a few immigrants with special skills unavailable here, but for the rest, there was an adequate supply of local labour.

He said local workers applying for Mossgas work were subjected to strict tests, and some had failed some aspects. The immigrants were not required to do the tests.

Nicholson said it would have been preferable to upgrade the skills of the SA applicants — mostly blacks and coloureds — who had failed the tests.

He was unaware of how much the immigrant artisans at Dorbyl Marine were earning. In the Vanderbijlpark case, it emerged they were receiving R35 an hour, compared to the R15 locals were earning.

Dorbyl Marine MD Joe Bullough told Sapa 150 strikers participated in an authorised, peaceful march around part of Durban Harbour yesterday. He said the illegal strike was in a state of virtual stalemate.

Natal Transnet drivers on strike

Sowetan 14/3/90

333

BARELY a month after the Transnet workers - formerly the SA Transport Services - returned to work after a marathon 12-week strike, about 600 workers at the autosort section at Durban's Bayhead have downed tools.

The workers, mainly

SA Press Association

cartage drivers, were demanding they be given the trucks they drove before the previous strike action.

A meeting between Spoornet and the SA Railway and Harbour Workers Union (Sarhwu) was due to take place yesterday afternoon and the issue of the workers would be raised, said Spoornet's public relations manager, Mr Mike Asefovitz.

Asefovitz confirmed yesterday that about 600 workers had stopped work since Monday and were sitting at the Bayhead because drivers did not receive their original trucks when they returned to work after being on strike.

However, the chairman of the Durban branch of the in-house Black Trade Union of SA Transport Services, Mr T S Gcabashe, said their members and neutral members did not want to go on strike, but were "forced" by Sarhwu members.

He said the drivers yesterday approached the workers at the Goods Shed and Container terminal and "forced" them to join the strikers.

Sarhwu spokesmen were not available for comment. - Sapa.

requests by SOUTH for comment.

comment on the allegations.

Ppwawu wave of unrest grows

South 15/3 - 21/3/90

THE wave of industrial unrest in the paper and wood industry continued this week with thousands of workers on strike at 10 plants around the country

Members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu) have been locked in a bitter conflict with industry giants Mondi and Sappi over wage disputes since the beginning of the year.

In terms of a Supreme Court interdict granted last Friday, strikers at Sappi's Novobord plant in Nelspruit are prevented from entering the factory and have been evicted from company housing.

The company is seeking a further urgent interdict in the industrial court on the grounds that the strike is illegal in terms of the Labour Relations Act (LRA).

Workers this week also downed tools over wage demands at the Lion Match factory in Durban.

Meanwhile, strikes are continuing at Mondi's Bruply Sawmills in Elgin and Stellenbosch as well as at Mondiply, two Paperwaste plants and the Richards Bay paper plant.

A marathon strike by about 2 000 workers at the Sappi mills at Ngodwana and Enstra in the Transvaal has entered its fifth week.

The workers are demanding a R1,30 across-the-board increase on the hourly rate; the company is holding out for 64 cents.

Settlement was reached last month after a seven-week-long strike at four Mondi Board Mills.

The paper industry is dominated by Mondi and Sappi, which are subsidiaries of Anglo-American and Gencor respectively.

The two conglomerates also own forests and sawmills.

Bus drivers call for solidarity

333

South 15/3 - 21/3/90

THE Alexander Action Committee (Aco) is campaigning for the reinstatement of about 400 Putco drivers dismissed from the bus company's Wynberg depot near Alexandra township in Johannesburg last week.

The drivers were dismissed after they refused to work until a manager was moved from the depot.

Aco president, Mr Moses Mayekiso, said Aco had called for a boycott of Putco busses until the workers were reinstated and was calling on other civic organisations to assist in pressurising the company.

Aco has had several run-ins with Putco over fares and the quality of bus services in the townships.

PEOPLE AT THE TOP
ARE ON THE MOVE
SEE PAGE 9

SUNDAY TIMES, Business Times, April 1, 1990

APPOINTMENTS

MANPOWER MIRROR by ROBYN CHALMERS



PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

Transnet means privatisation business

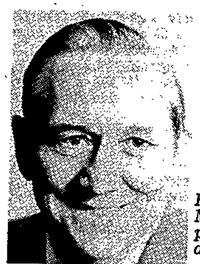
ST Times 1/4/90

THIS week's protests by public-sector workers against privatisation could increase.

The 1989 report of the Commission for Administration shows that 3 520 posts in the public service have been abolished since April 1, 1988. That translates into a mere 0,02% reduction, but the number is set to rise dramatically.

Transnet is an example of what happens to workforce numbers in the run-up to privatisation (or commercialisation as the former SA Transport Services calls it).

Since March 1, 1985, staff numbers at Transnet have dropped by 27% from 233 986 to 170 000. Employee figures could go as low as 80 000 before the corporation is fully privatised.



Piet van der Merwe ... privatisation a top priority

The African National Congress's stance on nationalisation has contributed to worker opposition to privatisation. But black trade unions have expressed reservations about it for some years.

Anti-Privatisation Campaign co-ordinator Floyd Mashele says the question in the minds of workers and trade-union organisers is not about the viability of nationalisation, but whether shareholders will be reimbursed or not.

"We say to the State that if necessary, we will stop privatisation the hard way. They have taken no notice of our opposition."

[redacted]

333

The Commission for Administration plays a central role in privatisation through its promotion of the programme in the public service.

Commission chairman Piet van der Merwe says privatisation is regarded as a top priority.

To promote smooth privatisation, the commission asked the Human Sciences Research Council to differentiate between functions that belong to central government and those belonging to the private sector.

One of the policies outlined by the commission is that the public sector be made as small as possible.

Dr Van der Merwe says there are other policies, including one that requires the public sector to promote effective management and that qualified personnel be appointed to manage the change.

"In addition, management goals must be formulated and an environment created that will be conducive to good management.

"The creation of such an environment means that every manager and department head must be given the greatest degree of autonomy."

Privatisation also means that labour relations in the public sector should be placed on the same footing as those in private business.

[redacted]

The Public Service Amendment Bill was introduced in Parliament in 1989 to bring about a system of collective bargaining for the public service. Through this system, a forum will be set up for bargaining on remuneration and conditions of service.

Transnet was the first to take the collective bargaining route. On March 30, 1990, it launched the Sats Labour Council, whose functions include collective bargaining, the referral of disputes to mediation, arbitration and conciliation.

The council is also entrusted with investigating and recommending improvements in conditions of service and related matters.

Dr Van der Merwe says: "Its primary objective is to promote labour peace by means of pro-active actions, but also to deal effectively with labour unrest.

"The envisaged bargaining structure will create a communication channel for the State as employer and representatives of the workforce to negotiate collectively and meaningfully and come to an agreement."

At present, six recognised staff associations represent about 146 000 employees.

Dr Van der Merwe says that in 1989 a survey was undertaken to determine state of labour relations in the public service.

[redacted]

It showed that:

- Even though more attention is being given to labour relations, there is a need for the structured organisational accommodation of the function.
- Although certain training courses on labour selations are given in the public service, a more intensified and comprehensive programme should be set up.

Guidelines for Cape coast get the nod

LESLEY LAMBERT

CAPE TOWN — The Cape Provincial Administration (CPA) has approved plans which will act as guidelines for future onshore developments along the Cape coastline and possibly deter controversial proposals like the recently abandoned Robberg marina in Plettenberg Bay.

The structure plans have been released in five lengthy documents, each of which deals with a separate sub-region.

These include the west coast area from Velddrif to Bokpunt, the Cape Town coastline, the southern Cape area from Macassar to Gourits River, Outeniqua to Humansdorp and the area between the Gamtoos and the Great Fish rivers.

The aim of the research programme, initiated by the CPA four years ago, was to draw up guidelines to address the potential conflict between conservation of rapidly diminishing natural areas and pressure for township and resort development.

The guidelines were intended as a refinement of the CPA's 1973 Coastal Plan.

The plans provide a framework for the evaluation of applications and proposed developments by the private and public sectors. They do not refer to developments already under way.

The issues dealt with in the documents have become increasingly relevant.

Political changes have removed racial barriers in recreational areas creating more pressure for development in these areas, government decentralisation has placed more emphasis on private sector development for which central guidelines are deemed to be necessary and the west cape coastline has been pinpointed as a major future development area.

Manpower expects doubled workload

LESLEY LAMBERT

CAPE TOWN — New responsibilities, including the labour relations of commercialised public utilities, will virtually double the Manpower Department's workload.

Its 1989 annual report, tabled in Parliament yesterday, says the department has taken responsibility for the Workmen's Compensation claims and occupational safety functions of Transnet.

"The takeover of functions will virtually double the workload, and the department, with its present staff and funds, will be unable to cope," the report says.

Another new responsibility resulting from economic changes concerns the small business sector. The National Manpower Commission began investigating the effect of labour legislation on this sector last year and an amending Bill covering technical adjustments is expected this year.

The department is reported to be keeping a close watch on provisions of industrial council agreements which could hamper economic activities.

Developments in the field of labour relations during the year include a review of section 79(2) of the Labour Relations Amendment Act, following criticism of certain provisions of the legislation, and the introduction of a labour code and guidelines for labour relations in the agricultural sector, drawn up by agricultural unions in consultation with the Houses of Representatives and Delegates.

The department expects the winding up of certain industrial councils to result in more applications for conciliation boards and the scaling down of employee fringe benefits from industrial council agreements.

BDay 3/4/90

White railway workers down tools over salaries

CAPE TOWN — For the first time in about 40 years, dissatisfied white artisans and tradehands employed by Railnet, the railways division of newly commercialised Transnet, downed tools yesterday in a bid to have their salary demands met.

A spokesman for the Western Cape division of the Artisan Staff Association (ASA) said about 2 000 artisans and trade-hands at mechanical, electrical and maintenance workshops and sheds in Salt River, Bellville and the Cape Town harbour had joined the day-long work stoppage by noon.

Their bid to disrupt rush-hour traffic at western Cape stations, including Cape Town, was prompted by prolonged wage negotiations and implemented on the day Sats became Transnet. But the effect was limited by supervisors who stepped in to keep trains running.

ASA executive officer David Oosthuizen said the one-day stoppage was

LESLEY LAMBERT

an attempt to warn management of the consequences of not addressing ASA members' demands for market-related salaries. He said the association would decide today whether to continue the stoppage in the electric running sheds.

A Railnet spokesman said the railways would try to ensure services ran as close to normal as possible.

Deliberate

While supervisors worked to achieve this yesterday, Oosthuizen said a continuation of the stoppage would be more effective in disrupting the entire western Cape train service. He said there had been reports of similar stoppages in the Cape midlands and East London and that Natal was expected to follow today.

Oosthuizen said Transnet MD Anton Moolman had scheduled a meeting between management and the ASA for April 9 after ASA claimed management had deliberately delayed negotiations by saying it did not have a mandate at two labour council hearings.

The ASA's demands for market-related salaries are allied to discussions about rationalisation of trades and productivity.

□ GERALD REILLY reports that negotiations for salary and wage increases for more than 150 000 Transnet workers which could send the annual pay bill soaring to above R4,25bn started before the labour council in Johannesburg yesterday.

It is understood the pay increase demanded by the Federation of Sats Trade Unions — it represents 12 unions — is 17,5%, although federation general secretarty Abe Koekemoer declined to comment last night.

Since the last pay increase for Sats workers of 10% in July last year, the CPI has risen by 15%.

The meeting is expected to last three days.

Railnet crisis talks set for Monday

GERALD REILLY

PRETORIA — The Artisan Staff Association has arranged a crisis meeting with Railnet management for April 9.

Until then the "spontaneous" strike action in workshops throughout the country was likely to continue, association general secretary Kenny Cuthbertson said yesterday.

It could extend beyond April 9 unless management came up with acceptable proposals.

Cuthbertson said at least 10 000 of the association's 17 000 members were involved in the strikes across at major centres and other towns.

Management's apparent indifference to the association's claim for market-related wages had caused anger and frustration. Another factor was management's decisions to grant special allowances to "critical artisan grades".

This was done unilaterally, Cuthbertson said, without consultation with the association, sparking the strike action.

After a protest meeting in Bloemfontein on April 22, management suggested the issue should be referred urgently to the labour council.

"But when we got to the meeting the following day we found management representatives had turned up with virtually no mandate to negotiate."

About 3 000 artisans had accepted management's general offer to railway staff to resign.

They left a critical shortage of skilled workers in some areas.

Some of the grievances were:

- The certainty of market-related earnings outside the service; and
- The ready cash from pension and accumulated leave payments and the long hours of overtime worked by many artisans, Cuthbertson said.

Meanwhile, Sapa reports the work stoppage by almost 200 Railnet artisans in the Cape Peninsula yesterday morning did not disrupt train services in the western Cape, a Railnet spokesman said.

Transnet workers to get 13% pay increase

(333)

GERALD REILLY

PRETORIA — Transnet's 180 000 workers are to get pay increases of 13% from July at a cost of about R500m to the administration.

The increase was agreed to after three days of tough bargaining between representatives of management and the Federation of Sats Trade Unions.

The federation asked for an increase of 17% based on the erosion of earnings by inflation since the last increase of 10% in July last year.

Management, it is understood, negotiated from a basic offer of 10% in line with the pay increases granted all exchequer personnel from January.

The federation warned the drain of skilled workers to the private sector would continue threatening the efficiency of Transnet services if the pay gap between Transnet and the private sector was not closed.

It was stressed the demand for skilled workers in the private sector was increasing and pre-emptive action was needed before a critical shortage developed on the railways and other sectors of Transnet.

Federation general secretary Abe Koekemoer declined to comment on the negotations, saying it was up to management to make any announcement.

Meanwhile the Artisan Staff Association negotiations with Railnet management continued yesterday on the issue of market-related salaries.

ANC, UDF backs fired workers

THE ANC and the United Democratic Front stood behind the sacked Dorbyl Shipbuilders and Dorbyl Marine workers in their fight against the importation of foreign labour, ANC's internal wing spokesman, Mr Patrick "Terror" Lekota, said yesterday.

Lekota was addressing a group of more than a thousand chanting workers, members of community organisations and school children who gathered outside St Emmanuel Cathedral in Durban before the start of a march which ended at the Department of Manpower in Masonic Grove where a memo-randum was handed to the regional director of the Department of Manpower, Mr Hennie Venter.

Soweten 4/5/90

700 Putco workers at 2 depots out of jobs

By LEN MASEKO

ABOUT 700 Putco employees have either been fired or retrenched at two of the company's Reef depots over the past four weeks, a spokesman for the Transport and General Workers' Union said yesterday.

TGWU official Ms Kelly Forrest said about 450 workers at Putco's Wynberg depot, who demanded that an official be transferred, were dismissed after taking part in a work stoppage.

Dispute

Forrest said the stoppage had not yet been resolved because management was prepared to reinstate only some of the strikers.

In addition, the TGWU members wanted to be paid for the period they were on strike. The management had rejected this.

Putco spokesman Mr Isaac Tait confirmed the dispute, saying the transfer of the divisional manager was no longer the issue "because he has agreed not to go back to the depot".

Court

He said, however, the two parties were still locked in negotiations over the issue of reinstating the entire workforce.

Putco and the TGWU are involved in another dispute in Springs - this time over the retrenchment of about 250 workers and the closure of a local depot last weekend.

The union is to challenge the closure in the Industrial Court.

Putco drivers

333

By MOKGADI PELA

PUTCO plans to re-hire 160 of the 400 workers dismissed at the bus company's Wynberg depot about three months ago.

The workers were dismissed after a strike which later led to the closure of the depot.

Talks between the workers, represented by the Transport and General Workers' Union, and the company broke down two months ago when the parties could not reach agreement on the question of reinstating the entire workforce.

30/5/90

Reinstate

However, the workers insist that Putco should re-hire all 400.

Putco's general manager for human resources, Mr Isaac Tait, said although the company appreciated the problems faced by commuters, it would be "uneconomic" to reinstate all the 400 workers.

He said unless the old drivers returned to work, the service could not be re-opened.

Putco offer to 160 ex-workers

Sowetan **Sowetan Reporter** 1/6/90

PUTCO have offered 160 drivers and workshop staff their jobs back at the Alexandra depot.

Putco said yesterday it had repeatedly told workers that the company was urgently seeking to re-open its Wynberg operation.

"The last three months have seen intensive negotiation with the union involved and representatives from Alexandra in an effort to resolve the impasse," Mr Isaac Tait, Putco's general manager for human resources said in response to a call for a demonstration at Wynberg.

"Our concern is for the residents of Alexandra who are faced with great hardship because of the lack of transport and we want to resolve the situation.

"We appeal to our ex-employees to re-join the company so that we can operate an efficient service once again.

333

"We urgently need 160 drivers and workshop staff to re-apply for their old positions. If we receive the passenger support we require, we will be able to extend the option to all the dismissed staff," he said.

Sarhwu registers as union

THE South African Railway and Harbours Workers' Union has been registered as a trade union for all Transnet general and track workers in 24 magisterial districts in Natal.

The magisterial districts are Alfred, Bergville, Chatsworth, Dundee, Durban, Estcourt, Glencoe, Impendle, Inanda, Ixopo, Klip River, Lions River, Lower Tugela, Mooi River, Mount Currie, Newcastle, Pietermaritzburg, Polela, Port Shepstone, Richmond (Natal), Umvoti, Umzinto, Underberg and Utrecht.

Transnet, the rail division of the defunct SA Transport Services, refused to recognise the union unless it registered. The registration issue led to two strikes by Sarhwu. - Sapa

Inter-union conflict halts Putco talks

DANIEL FELDMAN

PUTCO management was trying "desperately" to resolve conflicts with its two rival unions to forestall the possibility of work stoppages resuming, Putco assistant MD Mike Oldham said yesterday.

The Zakheni union yesterday returned to the negotiating table and halted its work stoppage at Lea Glen on the West Rand. At the same time, the Transport and Allied Workers' Union (Tawu) left the negotiating table in protest at management's handling of Zakheni's request for minority representatives. B10am 15/6/90

The issue began to build up last week, at the start of annual wage negotiations, when Zakheni, which represents almost 1 000 Putco employees, came into conflict with Tawu, which represents about 5 000 employees. Negotiations are conducted in a centralised bargaining format with union representatives from each of the company's 10 divisions.

Each operating division selects its union representative on the basis of majority elections. Eight divisions are represented by Tawu and two by Zakheni.

In the "homelands district" Tawu has a slight majority of 52% of the votes and Zakheni demanded minority representation at the negotiating table this year. Tawu refused to consider minority representatives until the current negotiations were finished. Zakheni, in turn, refused to join in the annual wage talks and began a work stoppage in Lea Glen on Wednesday.

Yesterday Zakheni abandoned its demand for minority representation this year and came back to the negotiating table. (333) (163)

But Tawu, upset at the manner in which management dealt with the inter-union conflict, which included newspaper advertisements, walked out of negotiations.

Oldham said talks with the two unions would continue today in an attempt to end the conflicts and bring both unions to the negotiating table.

"We have made pleas to both the unions to resolve the situation before the whole bus industry is threatened with closure," he said.

Putco strike may spread

333

Sowetan 15/6/90

Own Correspondent

THE Putco labour dispute which has disrupted the company's operations at some depots in Johannesburg and the East Rand has not yet spread to Pretoria - but a Putco spokesman said there were "rumblings" in the city.

Putco workers engaged in a sit-in strike at the Lea Glen works in Roodepoort today, while operations at the company's Boksburg depots were disrupted when drivers parked their buses in the nearby township of Vosloorus.

Mr Isaac Tait, General Manager: Human Resources of Putco, said the company could be forced to close several depots if the strike action continued.

Normal

The depots in Alberton, Springs and Wynberg had already been closed because of major passenger subsidy cuts by the Government, he said.

A spokesman for the Pretoria depot, Mr Bruno Maotla, said buses were moving as normal in Pretoria.

Wage negotiations between Putco and the two unions representing its workers - the Transport and Allied Workers' Union (Tawu) and the Zakheni Transport and Allied Workers' Union (Zatawu) - were continuing, Tait said.

Putco today published an advertisement in morning newspapers appealing to the two unions to set aside their differences and negotiate with the company.

This follows Tawu's refusal to recognise the negotiating rights of the minority union, Zatawu.

In the advertisement, Putco warned that commuters might be left stranded if competition between the unions continued.

Buslines dispute with union finally resolved

333

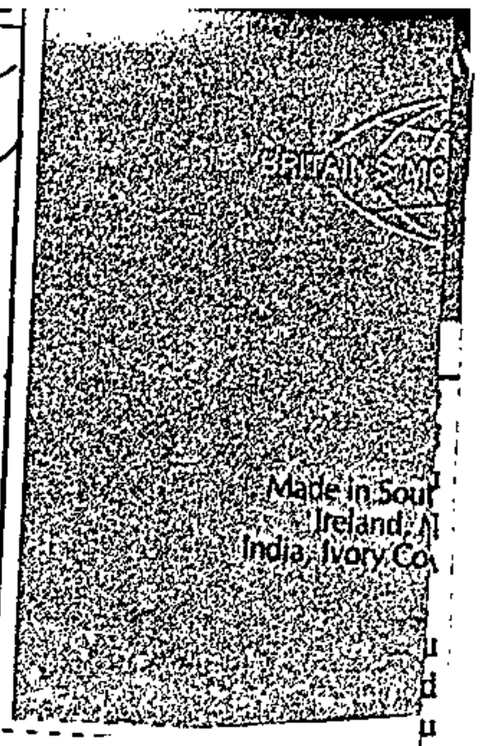
THE 13-week-long dispute between the Transport and Allied Workers' Union and the Eastern Buslines company was resolved on Friday.

Tawu organiser Mr Charles Kgopa said yesterday that all the workers who were dismissed by the company in April after embarking on a wage strike had been reinstated.

He urged all workers at the Middleburg and Witbank depots to report for duty today.

He also assured the communities of these areas that buses would operate towards the end of the week. - Sapa.

Sowetan 3/7/90



Aansoek van Application by	Plek van byeenkoms Place of meeting	Datum en tyd Date and time
Hendrik Christoffel Stydom van die plaas/of the farm Lushof, Posbus/P.O. Box 30, Vryburg, 8600	Kantoor van die Landdros/Magistrates Office, Vryburg	20 Augustus/August 1990 om/at 09:00.

(13 Julie 1990)/(13 July 1990)

KENNISGEWING 563 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Theodorus Crouse, Assistent-nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Aviation Engineering and Allied Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: South African Aviation Engineering and Allied Union.

Datum waarop aansoek ingedien is: 4 Junie 1990.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in die Lugvaartbedryf as Lugvaartbestuurder (verskillende grade), Senior Instrukteur (verskillende grade), Hoofinstrukteur (verskillende grade), Lugvaartsuperintendent (verskillende grade), Ingenieursassistent (verskillende grade), Senior Lugvaartamptenaar (verskillende grade), Voorraadkontroleur (verskillende grade) en kajuitbeampte (verskillende grade) in die Republiek van Suid-Afrika.

"Lugvaartbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om aktiwiteite uit te voer wat verband hou met die aankoms en/of vertrek van vliegtuie wat passasiers en/of lugvrag teen vergoeding vervoer.

Posadres van applikant: Posbus 3888, Kempton Park, 1619.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

J. T. CROUSE,
Assistent-nywerheidsregistrateur.

(13 Julie 1990)

NOTICE 563 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Johannes Theodorus Crouse, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the South African Aviation Engineering and Allied Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: South African Aviation Engineering and Allied Union.

Date on which application was lodged: 4 June 1990.

Interests and area in respect of which application is made: All persons employed in the Aviation Industry as Aeronautical Manager (various grades); Senior Instructor (various grades); Chief Instructor (various grades); Aeronautical Superintendant (various grades); Engineering Assistant (various grades); Senior Aeronautical officer (various grades); Stock Controller (various grades) and Cabin Attendant (various grades) in the Republic of South Africa.

"Aviation Industry" means the industry in which employers and their employees are associated for the purpose of conducting activities relating to the arrival and/or departure of aircraft conveying passengers and/or freight for reward.

Postal address of applicant: P.O. Box 3888, Kempton Park, 1619.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

J. T. CROUSE,
Assistant Industrial Registrar.

(13 July 1990)

News in brief

Workers' protest march

BETWEEN 500 and 700 people, primarily employees of Anglo American Property Services (Ampros), took part in an orderly protest march on Saturday which ended at the head office of Anglo American Corporation. Sowetan 23/7/90

A list of demands was presented to Mr Alec Gullan, a director of Ampros, with a request that it be given serious consideration. - Sapa

Pay talks for mediation

MEDIATION in the current wage dispute between the Black Trade Union and Transnet will begin on Monday July 30, Blatu acting president Mr D Phiri said on Friday. 333 Sowetan 23/7/90

Blatu is demanding a minimum salary of R1 100 a month and an across-the-board salary increase of R500. Management is offering a minimum wage of R680 plus a 9,1 per cent increase. - Sapa

Quit, Aids row doc told

A DOCTOR from Highveld Blood Transfusion Services (HBTS) was asked by the Black Health and Allied Workers Union of SA to resign following the issue of a directive which called on all staff to stop using blood received from coloured and black people. Sowetan 23/7/90

Mr Sipho Ngwenya, General Secretary of Bhawusa, told Sapa the doctor - Dr SP Field - had issued the directive which said blood from black and coloured people was "high risk" and may be infected by the HIV virus which causes Aids. - Sapa

Education 'tops the list'

BLACK South Africans should consider education as their first priority in preparation for leadership positions in the post-apartheid society. Sowetan 23/7/90

This was said by the United States Ambassador to South Africa, Mr William L Swing, in his farewell speech to a group of South African students who left on a study tour to the United States yesterday.

Letter of demand for FW

Sowetan 23/7/90

ABOUT 15 000 people in Nkowankowa township in Gazankulu near Tzaneen marched from the local stadium to Ritavi Police Station on Saturday where the Rev B M Maakana handed a letter of demand to chief of Gazankulu Police Major B Chabalala.

The letter, directed to State President F W De Klerk, contained demands including the release of all political prisoners and detainees, the removal of the army and the security police in the townships and villages of Gazankulu and the holding of free political activities without hindrance. - Sapa

Next move in Zambia

LUSAKA - Advocates of a multi-party system in Zambia elected a national committee yesterday to lead the campaign for an end to one-party rule, culminating in a referendum scheduled for October 17. Sowetan 23/7/90

The National Interim Committee for Multi-party Democracy Referendum (NICMDR), formed after a two-day meeting in Lusaka, is headed by former Cabinet Minister Arthur Wina. The government has promised Zambians a free campaign and vote in a referendum to decide if the country will revert to multi-party politics after 17 years of single-party rule. - Sapa-Reuter

Num seeks recognition

Sowetan 23/7/90

SOME 600 guards and cleaning staff, members of the National Union of Mineworkers, on Saturday marched through central Johannesburg and presented a memorandum to the headquarters of the Anglo American Corporation, pressing demands for the recognition of NUM as their union.

NUM's Witwatersrand chairman, Mr George Nkadimeng, said: "Anglo American Corporation refuses to recognise NUM as a union for the workers ... Anglo says the workers are members of the Transport and General Workers' Union." - Sapa

Transnet workers in protest march

Sowetan 25/7/90 (333)

MORE than 7 000 toyi-toying railway workers brought Johannesburg's city centre to a standstill yesterday morning when they marched on Transnet head offices to submit a memorandum of demands.

The march was organised by the South African Railways and Harbours Workers Union to show workers' rejection of Transnet's R700 minimum wage offer.

The union said it dropped its demand from R1 500 to R1 000 but management did not shift from its initial offer.

Mall jammed

Workers jammed the mall between Kerk and Pritchard streets outside the Central Methodist Church from where the march started.

Sarhwu ensured strong discipline throughout the march and marshalls formed a chain around the crowd.

The march attracted the attention of office workers and residents as it proceeded from Pritchard, down Rissik, into Smit and then into Wolmarans Street to the Transnet head office building.

Sarhwu official Mr Nelson Ndinisa handed over a memorandum to Transnet's labour relations manager for the southern Transvaal Mrs Anneke Burke.

17 Brits teachers are sacked by the DET

Sowetan 25/7/90

By ALINAH DUBE

THE Department of Education and Training has dismissed 17 teachers from Lethlabile and Oukasie schools in Brits.

The dismissals were announced in letters dated July 9 and signed by Mr Job Schoeman, regional chief director of the DET in the northern Transvaal.

The letters read: "This is to certify that your absence from duty without the permission of the director general as from May 22 1990 as well as the fact that you did not apply for re-appointment or reinstatement when requested to do so, has resulted in your being deemed to have been discharged on account of misconduct in terms of Section 21 (2) of the Education and Training Act, 1979."

Memorandum

The latest dismissals bring to 23 the number of teachers who lost their jobs in Lethlabile.

In a move to strengthen their case, the affected teachers have submitted a memorandum detailing their grievances to the office of Minister of Education and Training Dr Stoffel van der Merwe.

A mass meeting will be held this morning at Odi Primary School in Oukasie to discuss the crisis.

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Sowetan 25/7/90

333

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Toyi-toying to Transnet

South 26/7 — 1/8/90



STANDSTILL: Johannesburg's traffic was stopped by transport workers in the march (333)

PIC: DYNAMIC IMAGES

From MONO BADELA

JOHANNESBURG.—Railway workers throughout the country threaten to take militant action if their pay demands are not met.

More than 10 000 toyi-toying workers brought Johannesburg to a standstill on Tuesday when they marched on Transnet head offices to submit their wage demands.

The march was organised by the South African Railway and Harbour Workers Union (Sarhwu) to show workers' rejection of Transnet's R700 minimum wage offer.

The union said it had dropped its demand from R1 500 to R1 000, but management did not shift from its initial offer.

Transnet's Mrs Ann Burke accepted the memorandum but declined to comment.

Other places affected by the industrial action include Kimberley, Pretoria, Pietersburg, Port Elizabeth, East London and Durban.

In several centres, white workers joined the action and signed up with Sahrwu, a union spokesperson said.

Transnet's job strategy

GERALD REILLY

PRETORIA — Transnet is changing from a white male-dominated company to an "equal opportunity" employer, Transnet's senior manager, labour relations, Victor van Vuuren said here yesterday.

Speaking at a Damelin Management School function Van Vuuren said to make this possible certain strategic decisions had been taken.

Now that Transnet was a commercial enterprise — the state owns 100% of the shares — it had more freedom to take decisions directed at its own employees and structures.

"We are now looking at merit as the sole criteria in filling posts and this is being done regardless of race, colour, sex, creed, physical disability or age."

The road would be anything but smooth and many problems would be encountered along the way, he said.

"Certain elements in the white community regard these actions as being a 'sell-out' while certain other elements in the black community viewed the actions with distrust and were continually looking for hidden agendas."

Bus drivers in work stoppage

GEORGE. — Bus drivers in the southern Cape towns of George and Oudtshoorn, citing dangerous conditions and poor wages, refused to work for at least two days this week.

About 11 drivers refused to work on Monday and Tuesday.

A spokesman for the Southern Cape Passenger Transport company here said the stoppages were prompted by the UDF.

But newspaper reports yesterday said workers were "no longer prepared to drive people over mountains in buses which are in such a bad state".

– Sapa

Train taxi drivers says CSIR

Sowetan 6/8/90

By DON SEOKANE

THE need for comprehensive training within all sectors of the combi-taxi industry is imperative to avoid further collisions of minibuses, a Council for Scientific and Industrial Research report revealed.

A recently completed project into the need for driver training formed part of a sponsorship by the Anglo American and De Beers Chairman's Fund into the taxi industry.

The report revealed that 34 percent of taxi drivers entered the industry from the ranks of untrained, casual and unemployed labour while 47 percent had occupied other driving positions.

Furthermore, 74 percent of the drivers interviewed, were paid by means of a fixed amount rather than through an incentive based scheme.

The majority of drivers considered their mechanical knowledge and skills from average to poor and there was a strong support for training by drivers, the report stated.

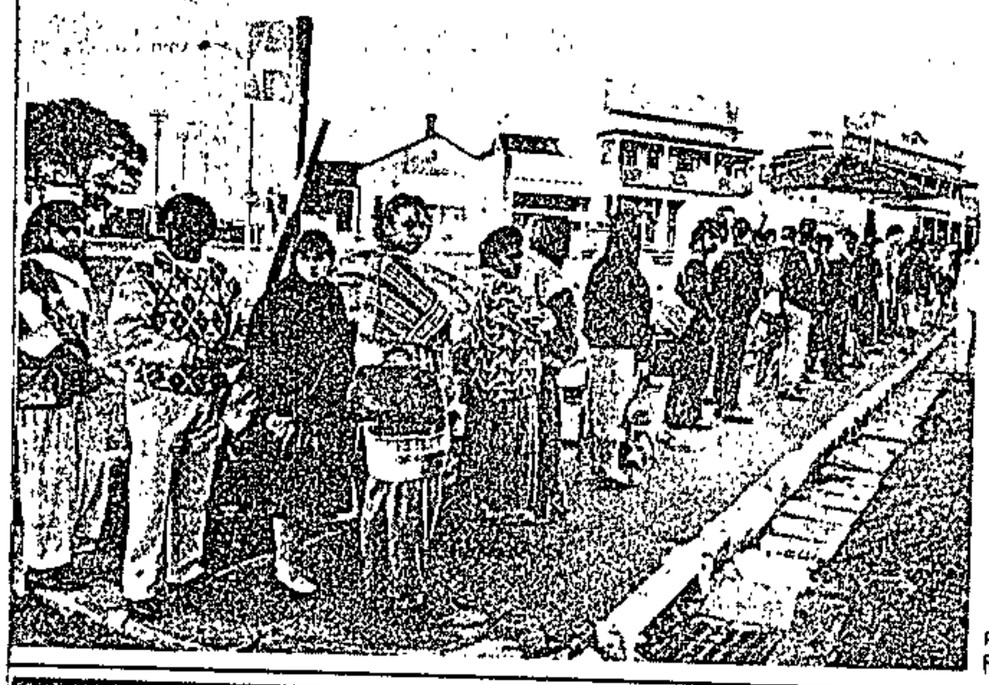
The conclusion of the findings was that the problems experienced by by the taxi industry were the results of the poor quality of the human resources available.

Lack of training, and not lack of potential, was the main reason for the poor quality.

Training, the researchers contend, should go beyond the mere learning of skills and focus on the personality of the taxi drivers, incorporating aspects such as customer care, traffic management and self-management.

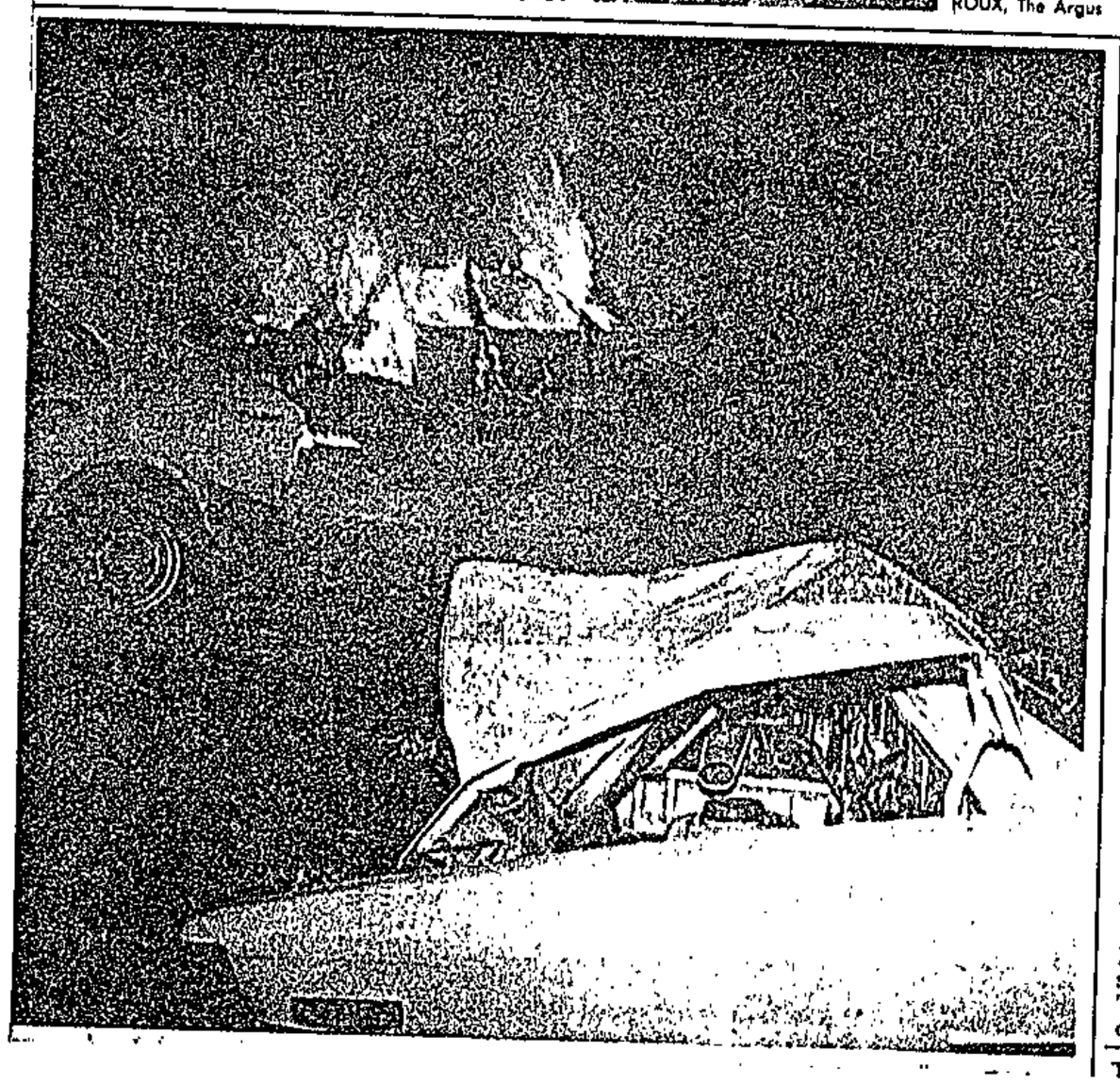
Bus strike

Sit-in by drivers, thousands late after union dispute



Picture: DANA LE ROUX, The Argus

THE LONG WAIT: A sit-in strike by drivers led to long queues at Mowbray station bus stops today.



By JOHN YELD and JOHN VILJOEN
Staff Reporters

THOUSANDS of commuters were late today after several hundred City Tramways bus drivers refused to work because of a union dispute.

When buses failed to arrive on time, many commuters turned to minibus taxis to get to work.

A spokesman for the Taxi Owners Liaison Association said his taxis were busier than usual.

"We are more than a 100 percent full today," he said.

The bus drivers are members of the Cosatu-affiliated Transport and General Workers Union which is attempting to claim a majority recognition from management in place of the Tramways and Omnibus Workers Union (TOWU).

A union official at the Arrowgate Depot at Montana off Modderdam Road said early today that about 200 bus drivers had started a sit-in, after a decision at a meeting on Friday.

He believed more than 100 drivers were also involved in a sit-in at the Philippi depot

"They are also being denied a majority there.

"The other two depots (Diep River and Tollgate) may follow suit," he said.

Annoyed

He said management had originally suggested a ballot to decide on majority recognition but was now refusing to hold the ballot, despite a request from the union.

"We want a ballot but they're refusing.

"We will sit here until they come back to us," he said.

At Mowbray station, annoyed commuters complained to City Tramways inspectors that there were no buses.

"I can't use a clipcard on a taxi," one said.

Another commuter said he had waited "much longer than usual" for a bus and that he was "very late for work".

City Tramways PRO Mr Bob Krause, said they would issue a statement later today. The TOWU could not be reached for comment.

Goodwood heart recipient 'well' after transplant

Medical Reporter

GOODWOOD heart recipient Mr Clifford Willemse, 57, who was given the heart of Californian missionary Mr Tim Fultz, 23, over the weekend, is "doing very well", according to Groote Schuur Hospital.

Mr Willemse, who had to retire early because of his heart condition, had been waiting for three months when the dramatic series of events that led to his transplant unfolded.

Donor Mr Fultz fell off the roof of a church he was helping to build in Kinshasa 10 days ago and was flown to Johannesburg for treatment. On Saturday he was declared brain dead and his family agreed to the donation.

The flights from Kinshasa to Johannesburg and Johannesburg to Cape Town were organised by Medical Rescue International.

Mr Fultz's kidneys, thyroid and spleen were to be used for transplants in Johannesburg.

The transplant marked the beginning of National Organ Donor Week.

Mr Fultz's wife, Norma, has appeared on national television to encourage organ donation.

Playful pup calls the cops

The Argus Foreign Service

LONDON. — When the police in Wolverhampton answered a 999 call they rushed to pensioner Pat Robinson's house, fearing she'd had a heart attack.

But when they got there they found a 12-week-old Staffordshire bull terrier had knocked the phone off its hook and nudged the 9 button.

Mrs Robinson, 59, said: "It's incredible. She must have touched the button with her nose or paw".

All aboard as bus drivers return to work

ARGUS 14/8/90

By SHARON SOROUR, Labour Reporter

CITY Tramways bus drivers returned to work today after a one-day stoppage which left thousands stranded.

Scores of drivers staged sit-ins at the Arrowgate and Philippi depots yesterday.

All members of the Transport and General Workers' Union (TGWU), they were demanding a ballot to prove the union's claim that it represented most workers. The Transport and Omnibus Workers' Union (TOWU) has management recognition.

Tramways managing director Mr Barry Gie said the drivers had offered to return to work after negotiations took place yesterday between the management and the union.

Mr Gie said negotiations would continue.

THREATENED

"The drivers offered to return to work and asked me to respond to their demand for a ballot by Thursday at 10am," he said.

While union officials claimed several hundred drivers had stopped work, Tramways public relations officer Mr Bob Krause said 150 drivers at Arrowgate and 45 at Philippi were involved.

TGWU shop steward Mr Valentino Clarke said the drivers had been threatened with dismissal if they did not return by 3pm yesterday.

Mr Gie said the strikers' action was "unreasonable, unprocedural and illegal".

"I told the union that if the drivers did not return I reserved the right to take legal action which might include their dismissal."

Mr Clarke said it was up to management to "do the spadework and negotiate with the TOWA to hold a ballot".

"TGWU workers agree that if the ballot is in favour of the TOWA, they will accept it and the agreement which exists between the TOWA and City Tramways management. he said.

A victory for his union would mean new negotiating structures under Cosatu guidelines.

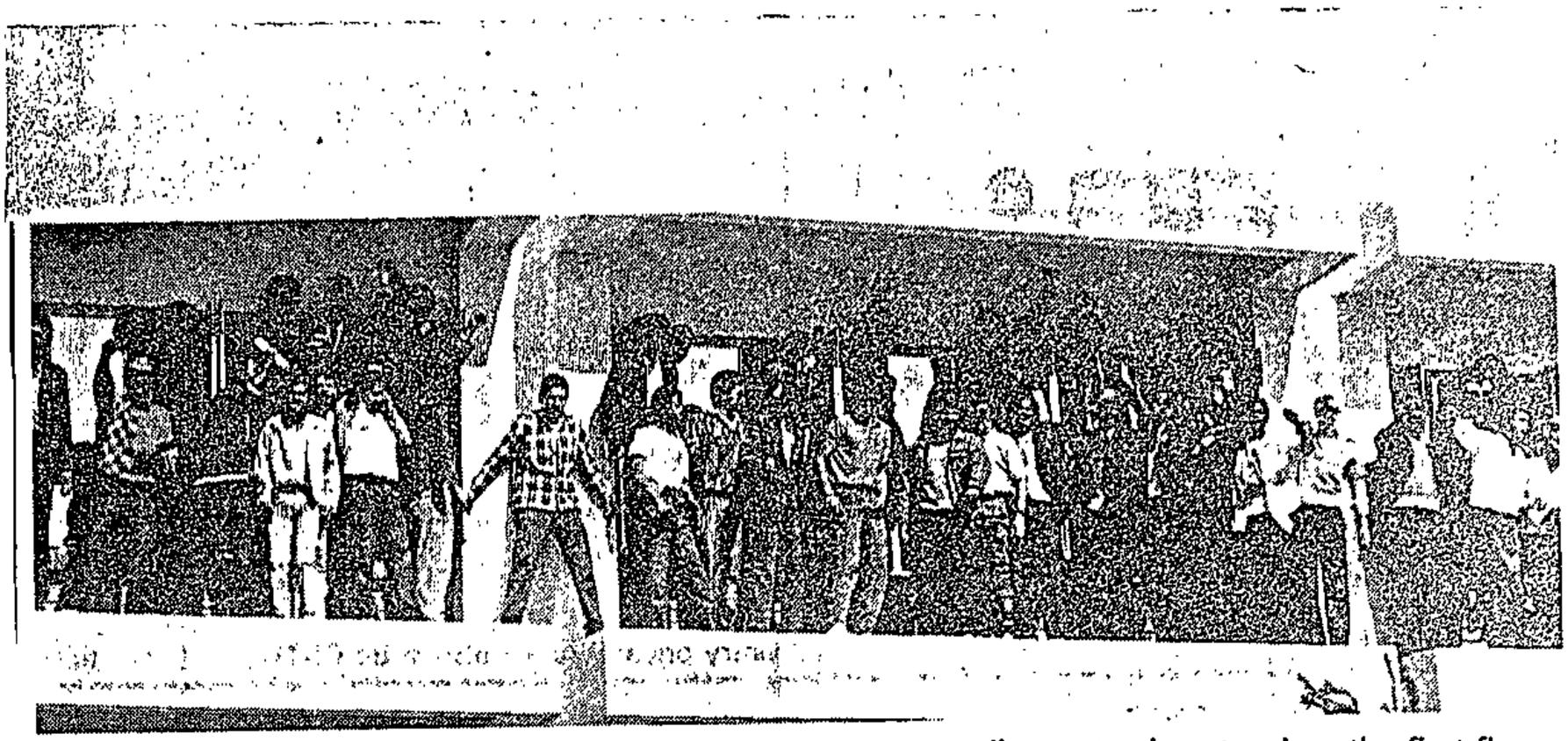
Mr Gie said it was difficult to assess the effect of the stoppage but it had "obviously" affected the company financially and had inconvenienced commuters.

● The strike over a pay dispute by more than 1 000 Ikapa (Langa, Nyanga and Khayelitsha) council workers has ended and all workers have returned to work, a worker representative said today.

She said the dispute was resolved after a day-long meeting between the South African Municipal Workers Union (Samwu) and management at the council's Guguletu offices yesterday.

The management had promised backpay at the end of the month.

The stoppage started on Friday after the council failed to honour promises of pay increases backdated to January, the representative said.



ON STRIKE . . . City Tramways bus drivers who went on strike yesterday stand on the first-floor balcony at the Arrowgate depot.

Bus drivers back at work

Cape Times 14/8/90 333

By GLYNNIS UNDERHILL

HUNDREDS of City Tramways bus drivers who staged a wildcat strike yesterday over a union dispute went back to work this morning.

Further action by The Transport and General Workers Union will be decided on Thursday morning when City Tramways management is expected to respond to a demand by the union members for a ballot to test its strength at both Phillipi and Arrowgate depot.

The striking drivers are unhappy that the current negotiating union recognised by Tramways Management is the Transport and Omnibus Worker's Union — dubbed a "management sweetheart union" by its opposition.

The Cosatu-affiliated Transport and General Workers Union is hoping to establish itself as the majority union with full negotiating rights.

"City Tramways management has agreed to give us an answer on the ballot by 10am on Thursday. Then we will see if further action will be taken," said a spokesman for The Transport and General Workers Union.

Thousands of bus commuters were late for work yesterday when the striking drivers staged sit-in protests at both Arrowgate and Phillipi depots.

The day-long strike yesterday involved more than 400 dissatisfied City Tramways drivers who have been pushing for a ballot to establish their union as the majority union, according to the Transport and General Workers Union spokesman.

"For years the Transport and Omnibus Worker's Union has been seen to work in an unhealthy cosy relationship with management," he said.

Meanwhile City Tramways have condemned the strike by the Transport and General Workers Union members as being "without justification" and "illegal".

"The allegation by the union concerned that the action it has taken is connected to a dispute over management's recognition of the union, is rejected," claimed a City Tramways statement.

"Two meetings have been held with the union to discuss the suggestion that a ballot should be conducted to prove the Union's claim that it represents the majority of workers. The documentary evidence put forward by the union to justify its claim failed to do so, and the union conceded that this was so," it said.

A spokesman for City Tramways said that the "question of a ballot was out of our hands".

City Tramways management will be holding discussions with the majority union, the Transport and Omnibus Worker's Union before Thursday morning, to find out if they agree to a ballot, confirmed the spokesman.

A spokesman for the Transport and Omnibus Worker's Union declined to comment.

LABOUR

Solution seen for bus dispute

By SHARON SOROUR
Labour Reporter

WHILE two rival unions representing bus drivers at City Tramways depots do battle for majority status and negotiating power, the company is positive the issue will be resolved when the parties meet today.

The dispute boiled over into a one-day work stoppage this week involving scores of drivers and inconvenienced thousands of commuters.

City Tramways managing director Mr Barry Gie said various options had been considered to resolve the dispute and he believed "an equitable, workable solution that will be acceptable to all the parties concerned" had been found.

The crisis arose when members of the Transport and General Workers' Union (T&GWU) staged sit-ins at the Arrowgate and Philippi depots on Monday.

They were demanding a ballot to prove a claim by the union that it enjoyed majority support and not the Transport and Omnibus Workers' Union (TOWU), which enjoyed management recognition.

The drivers returned to work on Wednesday with the company agreeing to respond to the T&GWU's ballot request when the parties meet today.

In a statement yesterday the TOWA chairman, Mr J Sineke, said while "the minority union T&GWU" claimed to have the majority at the Arrowgate and Philippi depots, they had not been able to substantiate this with "relevant documentation'.

Mr Sineke said the work stoppage could have been avoided if the T&GWU had approached the TOWA to discuss the issue.

He also accused City Tramways of being manipulated by the T&GWU.

● A three-week wage dispute between the T&GWU members at Rhodes University and management was resolved this week with both parties agreeing to a 37,47 percent across-the-board increase, Sapa reports.

The increase raised the minimum wage for university workers from R270 to R371 a month.

TGWU in bid for majority union status

Cape Times 17/8/90

Staff Reporter

333

THE Transport and General Workers' Union (TGWU) had been offered access and shop-steward rights at some City Tramways depots in an attempt to block their bid for recognition as the majority union, according to a TGWU spokesman.

TGWU representatives met City Tramways management yesterday after a one-day strike earlier this week, to express their dissatisfaction that the current recognised negotiating union is the Transport and Omnibus Workers' Union (Towu), which they claim is a "management sweetheart".

The TGWU spokesman said the offer did not include the right to negotiate substantive conditions of employment on behalf of the drivers and was avoiding the demand for a ballot to find out which union had more support.

"The offer undermines the principle of a majority union. We do not want a half-baked situation of restricted rights for minority unions," he said.

Sabta makes concessions as taxi strike continues

333

W|Mail 17/8 - 17/8/90

BY DREW FORREST

THE Vaal taxi strike entered its second day yesterday with the SA Black Taxi Association (Sabta) making further concessions to striking drivers.

The strike affects an estimated 24 000 commuters in all the major Vaal townships except Sharpeville, where drivers fall under a different taxi federation.

About 300 members of the Transport and General Workers Union are involved.

TGWU representative Kally Forrest said that in talks with the union yesterday, Sabta's region 8 had agreed to look into a medical aid scheme for drivers and to ask members to consider paying for treatment in the interim.

The drivers have demanded medical cover for job-related health problems, such as kidney and back disorders and injuries in accidents.

Employers had also agreed that long-distance drivers should be better paid.

Alleging that drivers work an average 16-hour day six or seven days a week, the union has demanded a nine-and-a-half hour day with overtime for additional work.

However, no agreement had been reached on a demand for a R250 weekly "living wage", Forrest said. Sabta had offered to take the proposal to its members, but had argued that a R250 minimum was unrealistic in view of the wide range of passengers carried and trips completed by different drivers.

Forrest said the union had also approached the Vaal Transport Corporation, a private bus company, to reduce its fares from R1,50 to R1 — the average cost of a taxi trip from the townships to Vereeniging — for the duration of the strike.

The corporation has taken over the task of transporting commuters in the absence of taxi services.

Bid to resolve simmering bus drivers' dispute

By SHARON SOROUR
Labour Reporter

CITY Tramways management meets union officials today in a bid to resolve a simmering dispute between two rival transport workers' unions battling for majority status and bargaining power.

The Transport and General Workers' Union (T&GWU) — which is demanding a ballot to prove it enjoys majority support at the Arrowgate and Philippi depots in spite of management recognising the Transport and Omnibus Workers' Union (TOWA) — will take part in the talks.

Last week the dispute erupted into a one-day work stoppage by scores of T&GWU bus drivers at the two depots, which disrupted Cape Town's bus service and inconvenienced thousands of commuters.

The stoppage was criticised by City Tramways management as being "without justification and illegal" especially as bus operations were regarded legally as an essential service.

The workers returned to work the next day but demanded management hold a ballot to prove their union was in the majority.

City Tramways proposed an audited count of stop orders to resolve the membership dispute but this was rejected by the T&GWU.

Mr Nic Henwood, the T&GWU regional secretary, told Sapa the proposal would give the union minority status, denying it the right to bargain on wages and substantive issues.

City Tramways managing director Mr Barry Gie said the matter was extremely complex as more than one substantial union was involved.

The TOWA chairman, Mr Joe Sineke, said while "the minority union T&GWU" claimed to have the majority at the two depots they had not been able to substantiate this with "relevant documentation".

● The TOWA changed its name recently from the Tramways and Omnibus Workers' Union to the Transport and Omnibus Workers' Union.

1990

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CAFT Tight 5
21/8/90

Union members vow to boycott ballot

Staff Reporter

MEMBERS of the Transport and Omnibus Workers' Union (Towu) have vowed to boycott a ballot to determine union representation at the Arrowgate and Philippi depots of City Tramways.

Towu chairman Mr Joe Sineke said the "sweetheart Transport and General Workers' Union (TGWU) can have a ballot among themselves".

"You are having a good time — carry on," he said, and agreed to appoint a member to help process proof of union membership.

The ballot announced yesterday by City Tramways managing director Mr B W Gie followed pressure from the Cosatu-affiliated TGWU, whose members staged a one-day strike last week in a bid for recognition as the majority union..

TGWU regional secretary Mr Nic Henwood said union representatives met City Tramways management yesterday.

"If Towu believe they are the majority, they should be confident that the ballot will demonstrate that," he said.

Mr Henwood added that TGWU believes it has an overall majority at City Tramways, with a particular advantage at the Simon's Town, Philippi, Arrowgate and Diep River depots.

● Cape provincial authorities have acceded to a demand by hospital workers for paid maternity leave, Health Workers' Union spokesman Dr Hassan Mohamed said yesterday. Pregnant workers will be granted three months' maternity leave as from November 1, with the concession limited to three terms of pregnancy.

(02231)98240

333

Tension between rival unions rises

Argus 24/8/90

By SHARON SOROUR
Labour Reporter

TENSION is mounting between rival trade unions battling for majority support and negotiating power at City Tramways bus depots.

The simmering dispute between the recognised union, Transport and Omnibus Workers' Union (Towu), and the Transport and General Workers' Union (T&GWU), intensified yesterday as Towu rejected a ballot requested by the T&GWU to test majority support.

The Cosatu-affiliated T&GWU demanded City Tramways management hold a ballot at the Arrowgate and Philippi depots and staged a one-day work stoppage last week by scores of T&GWU bus drivers and other workers at the two depots.

REJECTED

City Tramways initially proposed an audited count of stop orders to resolve the dispute but this was rejected by the T&GWU.

Talks between T&GWU officials and management yesterday resulted in the union agreeing to a ballot, according to City Tramways managing director Mr Barry Gie.

He said the T&GWU had "agreed to a ballot to determine union representation at the Arrowgate and Philippi depots, in terms of the existing rules and procedures."

The T&GWU regional secretary Mr Nic Henwood told Sapa his union had agreed to a management proposal that a ballot would have to be based on documented proof of majority support.

While Towu originally agreed to participate in a ballot if the T&GWU could substantiate their claim of representing the majority of drivers with "adequate documentation", the union has reversed its decision.

The Towu chairman Mr Joe Sineke told Sapa yesterday the union had decided at a general meeting at the weekend to boycott a ballot.

According to Mr Henwood, the company was trying to pave the way for future minority unionism by granting procedural, but not substantive rights.

Under such a dispensation the T&GWU would not be able to negotiate on wages and other substantive issues.

Acid test for bus depot union

TESTING to see whether the Transport and General Workers' Union enjoys majority support at two City Tramways bus depots starts today.

Management and union officials were scheduled to start today to count staff making union applications to determine if the union has a "50 percent plus one" membership majority at the Arrowgate depot at Montana off Modderdam Road and the Philippi depot.

This would allow the union to hold a ballot to test shop-floor support.

Last week union bus drivers and other workers held a one-day work stoppage that inconvenienced thousands of commuters.

Transport and Omnibus Workers' Union Chairman Mr Joe Sineke called on the rival union to substantiate its claim of majority support.

But regional secretary Mr Nic Henwood said: "If Mr Sineke believes his union has a majority, he should not be concerned at taking part in the ballot." — Labour Reporter, Sapa.

SOWETAN BUSINESS

Strike by drivers hits taxi owners

Sowetan 23/8/90 333

MORE than 300 Vaal taxi drivers went on strike last week demanding higher pay, medical aid and improved working conditions.

The strike, which affected about 30 000 commuters in all Vaal Triangle townships, is reported to have caused operators to lose thousands of rands in revenue. There was also extensive damage to vehicles.

The drivers, all members of the Transport and General Workers Union, stopped work for five days after talks with their bosses deadlocked the week before.

The first

This is believed to be the first major strike to affect the taxi industry. It also came shortly after the office of the Receiver of Revenue said it was sending notices to taxi owners for them to pay tax.

It is feared drivers in other parts of the country would take similar action.

Low wages, long working hours and bad working conditions are a feature of the industry.

The Vaal is Region 8 of the Southern Africa Black Taxi Association.

Sabta's media manager Mr Fanyana Shiburi told *Sowetan Business* they mediated during the labour dispute that took operators by surprise.

He said the matter was left to the private operators to attend to because of different problems.

By JOSHUA RABOROKO

Sabta's involvement in the dispute was aimed at seeing to it that there was no violence during talks. He conceded that most drivers were dissatisfied with their pay.

The strike action ended when operators promised to look into the drivers' problems.

Promise

A spokesman for the union said that during talks operators had promised to look into a medical aid scheme for drivers and to consider paying for treatment in the meantime.

The drivers demanded a medical aid cover for job-related health problems, such as kidneys and back disorders and injuries in accidents. The employers have also agreed that long distance drivers should be better paid.

They claim that drivers work an average of 16-hours, six or seven days a week.

The union has demanded a nine-and-a half-hour day with overtime for additional work and it is demanding R250 a week for the drivers.

Most drivers claim they earn between R100 and R150 a week.

They are expected to pay for traffic fines and defects to the vehicles.



FANYANA SHIBURI

CAIT
Trib
24/8/10

Union to affiliate to Nactu

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THE 1 200-member Transport and Omnibus Workers' Union (Towu) has decided to affiliate to the National Council of Trade Unions (Nactu), Towu chairman Mr Joe Sineke said yesterday.

The resolution to join the exclusively black trade union federation was taken on Sunday after a general meeting two weeks ago attended by Nactu executive members, he said. The union is recognised by the City Tramways bus company.

The decision to side with Nactu follows speculation in trade union and employer circles that Towu was making overtures to Nactu's Transport and Allied Workers' Union. If a merger goes through, Towu would retain its constitution, said Mr Sineke. — Sapa

Bus workers vote for union link-up

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Aagus 24/8/90

Labour Reporter

THE independent Transport and Omnibus Workers' Union (Towu) — the recognised union at City Tramways bus depots now embroiled in a battle for majority support with a rival union — has decided to affiliate to the National Council of Trade Unions (Nactu).

Union chairman Mr Joe Sineke said members of Towu had passed a resolution at a general meeting at the weekend to seek affiliation to the exclusively black trade union federation.

At the same meeting the union decided to reject taking part in a ballot requested by the rival union to test its support at City Tramways — the Transport and General Workers' Union (T&GWU), an affiliate of the Congress of South African Trade Unions (Cosatu).

EXPLORATORY TALKS

Towu recently had "exploratory talks" with the Transport and Allied Workers' Union (Tawu) on the possibility of a merger between the two transport workers' unions.

According to a joint statement by Mr Sineke and Tawu general secretary Mr N Ramela, the two unions had, in their respective capacities, invited the T&GWU to similar talks "but have found the T&GWU leadership very negative".

"Therefore one wonders if they are really honest in their call for worker unity in the transport sector."

T&GWU regional secretary Mr Nic Henwood could not be reached for comment.

Khuzwayo slams 'reckless drivers'

Taxis warned to raise standards

Sowetan 30/8/90

THE National Black Consumer Union's former president, Mrs Ellen Khuzwayo, has warned minibus taxis to raise standards or face a boycott.

In a hard-hitting attack, she said black commuters had had enough of the fast and reckless drivers and the shabby service rendered by the industry.

"The only weapon the voteless majority of South Africa has at their disposal has been consumer boycotts, rent boycotts, bus boycotts, mass demonstrations and many other non-violent methods.

"I want to warn the taxi industry that the same may happen to them if they ignore us.'

Khuzwayo asked how many operators employed licensed and experienced drivers and attacked the "arrogant" attitude of drivers.

"They drive recklessly and at high speed, overtake on approaching a curve, play loud music and disregard traffic signs.

"Pity the poor commuter. If you dare complain, he will spit fire at you. They use the most vulgar words I have ever heard.

"To the driver, what is important is the vehicle and the number of trips he makes. The commuter is disregarded."

The 100 000-plus minibus taxis convey an estimated five million passengers daily.

In the latest issue of the SA Black Taxi Association's official journal, she also attacked the poor hygiene of drivers and referred to the unpleasant odour of some drivers which left passengers "taking deep breaths" throughout the journey.

Sabta president Mr James Ngcoya was unavailable for comment yesterday. - *Sapa*

the council viewed as the solution to the problem.

He also highlighted the misuse of council vehicles by councillors for personal use as well as the "fruitless expenditure" on expensive security equipment and the thousands of rands used for the laying out of a garden at the council offices.



MR JAMES NGCOYA

Heed criticism - Sabta boss tells taximen

SOUTHERN Africa Black Taxi Association president Mr James Ngcoya said yesterday although he did not support a possible boycott of the minibus service, he agreed passengers and other road users had had enough of negative behaviour from taxi drivers.

He was reacting to a strongly worded statement from Mrs Ellen Khuzwayo of the National Black Consumer Union, who warned taxi drivers to raise their standards or face a boycott.

Ngcoya and Khuzwayo are respectively the founding president and vice-president of the Foundation for African Business and Consumer Services, a body that is dependent on Ngcoya's Sabta for office accommodation.

Constructive criticism

The Sabta president said Khuzwayo's criticism was constructive and should be treated as such by all taxi drivers, whether they were Sabta members or not.

He said Sabta had been hammering on taxi drivers to raise their standards and, at the same time, encouraging the community to demand a better service.

"Of course, what Khuzwayo is saying is we should stop being passive and start addressing the problem in earnest," he said.

For its part, Sabta had been working hard to improve the driving performance and personal behaviour of taxi drivers. - *Sapa.*

comed at an ANC rally held at Graaff-Reinet last weekend.

PIC FANIE JASON

Tramways' closure put many on dole

South 6/9-12/9/90

333

PORT ELIZABETH — The jobs of about 1 100 workers are at risk with the impending closure of Port Elizabeth Tramways, the city's bus company, at the end of this month.

The move also means serious disadvantages for commuters. There is also unhappiness at the prospect of minibus taxis becoming the only form of public transport.

However, attempts are afoot to rescue the service.

PE Tramways has been in operation for more than 111 years in the Eastern Cape.

It announced last week it would have to close because of ongoing losses due to unrest, stayaways and other factors.

One driver called on all trade unions operating in the company to put their political differences aside and unite to defend the workers' rights.

"Before the company can be taken over by another group, they must pay our full salaries — equivalent to a month's salary for those paid monthly and the same to weekly-paid workers," he urged.

Severance pay, yearly bonuses, pensions, life insurances payouts and notice pay should be included in the payments.

The company's managing director, Mr Hannes Grebe, said he was involved in negotiations with interested parties who could take over the running of the company's services.—*PEN*

Sabta plea over reckless taximen

333

By MONK NKOMO

COMMUTERS should help officials of the South African Black Taxi Association to flush out and take drastic action against rude and wreckless taxi drivers, executive committee member of Sabta Mr Jabu Malaza said yesterday. Sowetan 24/10/90

Speaking in Mamelodi, Pretoria, at the *Sowetan*\AECI job market seminar, which is part of the *Sowetan* Nation Building campaign, Malaza said the commuter was an important customer who should not be abused by taxi drivers.

"We have joined hands with *Sowetan* to build a nation. We appeal to you to help us identify and rid the society of these renegades who abuse commuters," Malaza told about 400 people at the seminar.

Another speaker, Mr Charles Mpulo, an officer at Eskom, encouraged youth to become technicians and engineers and said blacks seemed to be indoctrinated to seek only white-collar jobs.

Mrs Sibongile Mashao, a social worker, called on the Government to pay equal pensions to the aged. She added that there was a shortage of social workers.

CWIU leaders stage sit-in protest

Business Day Reporter

CHEMICAL Workers' Industrial Union (CWIU) leaders staged a sit-in at Liquid Air head office in Parktown yesterday after management allegedly refused to speak to a group of 50 dismissed workers.

The workers and their families were demonstrating outside the offices.

Sapa reported yesterday CWIU president Calvin Makgaleng and regional organiser Meshack Ravuku threatened to remain in the building until they they were able to meet management.

The CWIU protest was sparked by the retrenchment of 15 employees including Makgaleng who, the union said, had completed 13 years' service with the company.

The union also alleged management replaced black drivers with whites and retrenched temporary black staff while retaining their white counterparts.

In response to union allegations made in statements to Sapa that the company was engaged in "union-bashing", Liquid Air's legal advisers warned that the union claims were "either totally unfounded or are gross distortions of the true, factual situation". They told Sapa dissemination of the statements was at its own risk.

Liquid Air did not comment on yesterday's developments but indicated an official statement would be released today.

Replying to CWIU allegations that Makagaleng was dismissed on racial grounds, the company had said earlier his position had been frozen, and his retrenchment concerned the job rather than the individual.

NOTICE 900 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the South African National Taxi Employees Association. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: South African National Taxi Employees Association.

Date on which application was lodged: 21 July 1990.

Interests and area in respect of which application is made: All Blacks, Coloureds and Asians employed in the Taxi Industry in the Magisterial Districts of Benoni, Bloemfontein, Boksburg, Johannesburg, Pretoria, Springs, Vanderbijlpark and Vereeniging.

For the purposes hereof "Taxi Industry" means the industry in which employers and their employees are associated for the transportation of commuters from one place to another and includes taxi drivers and queue marshalls.

Postal address of applicant: 6900, Zone 4, P.O. Khotso, Diepkloof, 1864.

Office address of applicant: 195A, Zone 5, Meadowlands.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.
(26 October 1990)

KENNISGEWING 900 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die South African National Taxi Employees Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: South African National Taxi Employees Association.

Datum waarop aansoek ingedien is: 21 Julie 1990.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle Swartes, Kleurlinge en Asiërs werksaam in die Huurmotorbedryf in die landdrosdistrikte Benoni, Bloemfontein, Boksburg, Johannesburg, Pretoria, Springs, Vanderbijlpark en Vereeniging.

Vir die doeleindes hiervan beteken "Huurmotorbedryf" die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is om pendelaars van een plek na 'n ander te vervoer, en omvat dit huurmotorbestuurders en toustaanopsieners.

Posadres van applikant: 6900, Sone 4, Pk. Khotso, Diepkloof, 1864.

Kantooradres van applikant: 195A, Sone 5, Meadowlands.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrateur.
(26 Oktober 1990)

NOTICE 901 OF 1990

DEPARTMENT OF TRANSPORT

AIR SERVICES ACT, 1949 (ACT No. 51 OF 1949), AS AMENDED

Pursuant to the provisions of section 5 (a) and (b) of Act No. 51 of 1949 and regulation 5 of the Civil Air Services Regulations, 1964, it is hereby notified for

KENNISGEWING 901 VAN 1990

DEPARTEMENT VAN VERVOER

WET OP LUGDIENSTE, 1949 (WET No. 51 VAN 1949), SOOS GEWYSIG

Hierby word ingevolge die bepalings van artikel 5 (a) en (b) van Wet No. 51 van 1949 en regulasie 5 van die Regulasies vir Burgerlugdienste, 1964, vir algemene

Liquid Air explains retrenchment of 15

Blomy 26/10/90

LIQUID Air said yesterday its retrenchment of 15 employees was dictated by economic circumstances and a rationalisation of operations.

"The company meticulously observed all the recognised procedures required by fair labour practice in its implementation thereof," its statement said.

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Liquid Air said it had been reluctant to debate the matter publicly as, in agreement with the Chemical Workers' Industrial Union (CWIU), the dispute was to be determined by private arbitration.

The union had been consulted on all aspects of the issue, including the selection of people to be retrenched. Neither CWIU president Calvin Makgaleng nor any of the other retrenched employees, were identified by reason of CWIU membership, it said. — Sapa.

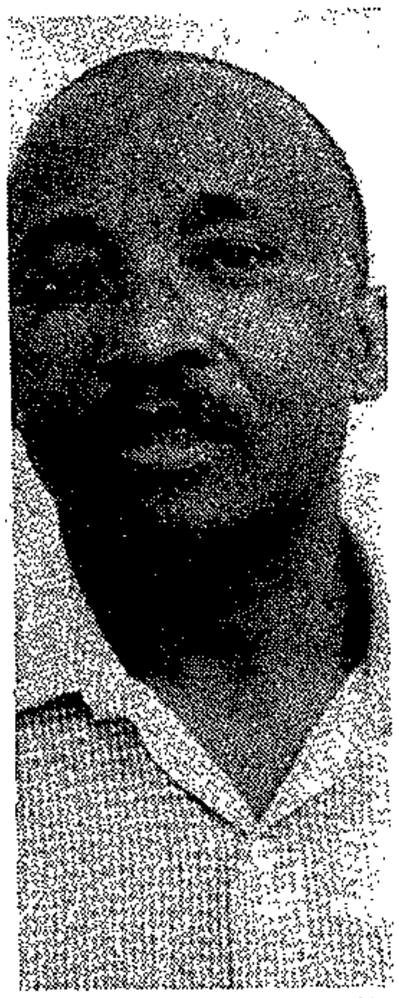
SOWETAN BUSINESS

Insurance, med-aid scheme for taximen

333

Sowetan 1/11/90

By JOSHUA RABOROKO



JONAS TSOAI

THE Orange Free State Black Taxi Association, an affiliate of Sabta, is to enter into an agreement with an major insurance company to start a funeral scheme that will cover thousands of their members, including drivers, and their families.

In another breakthrough aimed at black economic advancement for the small businessess, the taxi association has decided to join a medical aid scheme to assist their members, drivers and families.

The schemes involve more than 25 000 members from all the associations in the province. In terms of the agreements the members and drivers will be expected to pay R100 a month towards both undertakings.

The association's public relations officer, Mr Jonas Tsoai, said that the deals will be explained to their members during a meeting to be held in Welkom Hotel on Wednesday, November 7.

He did not want to divulge the names of the insurance and medical aid schemes, but said that the funeral scheme was important to their members who have made inquiries, although no-one had signed up so far.

"We are encouraging our members to join this giant move which could possible see the black rand circulating in the townships," Tsoai said.

The association wanted to see drivers joining the medical aid because of the sicknesses that they might encounter during their working hours. It was also vital that their families should benefit from the scheme.

"Many drivers have in the past demanded that they be covered by both schemes as a prerequisite of their employment. We have investigated the possibilities and found it to be working. We do not want to be found with our pants down when trade unions start knocking at our doors," he said.

Tsoai warned their members who wanted new vehicles to consult Sabta's Foundation for the purchase of minibuses. The taxi industry had been infiltrated by whites, whose desire was to make a "quick buck."

Many scams involving whites who promised prospective taxi owners vehicles have been reported and "this practice must be halted," he said, adding, "police will have to called in if this crime continues."

He said Sabta aimed at helping members to obtain vehicles at reasonable prices and not be "defrauded by their enemies".

Black cabbies form union

333

CM Times 22/11/90

Own Correspondent

JOHANNESBURG. — A new union has been formed to provide for South Africa's 20 000 black taxi-drivers, most of whom work for a fraction of their employers' takings.

The SA National Taxi Employees' Association (Santea), the brainchild of a group of Unisa law students, was launched here yesterday with an initial membership of 1 000.

Santea launched to fight for rights of taxi drivers

BD ay 22/11/96

THEO RAWANA

A NEW union has been formed to cater for SA's 20 000 black taxi drivers, most of whom, the union says, work for a fraction of their employers' takings.

The SA National Taxi Employees Association (Santea), the brainchild of a group of Unisa law students, was launched in Johannesburg yesterday with an initial membership of 1 000. 333

Interim president Stan Mogotsi told the launch: "The black taxi driver is underpaid, overworked, untrained and always bears the brunt of taxi wars. But he has no platform to articulate his views."

About 20 000 drivers are employed by SA's 55 000 black taxi owners.

Mogotsi said: "There is no system for training drivers and, to make the takings target set by the owner, the driver has to drive too fast, overload and engage in other undesirable practices."

Drivers earn on average between R150 and R200 a week, while takings range between R250 and R300 a day, according to Santea.

Sabta spokesman Tebelo Radebe said his organisation supported any move to organise labour in the industry.

Trans-Natal's Usutu colliery ... close.

Solidarity on transport issue

In an important show of labour solidarity, Nactu's transport union is to join forces with Cosatu's rail and bus transport affiliates in countrywide marches focusing on state subsidies for the passenger transport industry.

The marches, in all major centres on December 1, will involve Nactu's Transport and Allied Workers' Union, the Transport and General Workers' Union, the SA Railway and Harbour Workers' Union, ANC and Communist Party local branches and civic bodies in the areas concerned.

TGWU representative Kally Forrest said falling real subsidies because of inflation and inroads by the taxi industry had left the bus industry in crisis.

The marches, to offices of the Department of Transport, would demand "proper" state subsidies, taking account of average wages and the survival needs of bus firms.

The unions would also approach the Minister of Transport for a meeting.

New taxi drivers' group to fight for better pay

333

Sowetan 26/11/90

By DON SEOKANE

A NEW taxi drivers' association has been launched in Johannesburg.

The association, called the South African National Taxi Employees Association (Santea), intends to campaign for the rights of taxi drivers and people employed in the taxi industry.

Santea's interim chairman, Mr Stanley Mogotsi, said taxi drivers were subjected to a lot of criticism from the public, ranging from claims of dangerous driving to inconsiderate road behaviour.

Santea will also fight for better pay for taxi drivers as well as such benefits as medical aid and paid leave.

These benefits, if granted, would help improve the working conditions of taxi drivers in the industry.

"Once the driver has the status of a permanent and valued employee, the owner will find it worthwhile to send him on training courses. This will also make sure that the driver applies what he learnt," said Mogotsi.

Co-operation

He stressed that Santea did not seek confrontation but wanted to co-operate with the taxi owners.

He wanted taxi owners to recognise that its " responsible approach" did not mean that "we are not a soft union".

Mogotsi said they had already held talks with Sabta but had not been promised recognition as yet.

W\Mail 30/11-6/12/90

Transport dispute resolved

■ The dispute in the Transvaal goods transport industrial council has been resolved, with the clinching of a wage deal covering 16 000 workers between the Motor Transport Owners' Association and four unions.

The key union party, the Transport and General Workers' Union, said drivers would receive a 15,5 percent rise, and general workers 19 percent, bringing the minima to R200 and R140 a week respectively and narrowing the wage gap. The parties also agreed to set up the first Transvaal-wide provident fund in goods transport. 333

● TGWU has contacted the Dutch Anti-Apartheid Movement over the four-week wage strike by 250 workers at Steiner Services in Lansdowne, the union's first legal strike in the laundry trade.

TGWU says Steiner, South Africa's only national laundry group, is owned by the Dutch-based Isdale Holdings.

Reports from Weekly Mail staff, Sapa

Laser Transport sets up employee housing scheme

B/Day 4/12/90

CHARLOTTE MATHEWS

HOUSEHOLD removals group Laser Transport Holdings has introduced a scheme allowing members of its provident fund to use part of their share of the fund as a down payment on a house, the group said yesterday.

The scheme has been developed over the past year and has been operating since July.

About 380 of the group's 830 employees are provident fund members and can use up to one-third of their share of the fund for housing. Their share includes their own contributions, those of the employer and the interest portion. 333

The scheme covers buying, renovating or adding to a house. The repayment period is flexible but the interest is fixed at 18%. The repayments are made back to the member's own share in the fund so that other members' contributions are not affected.

The fund's assets are R4,6m of which about R1,2m is available for members' housing needs. Laser Transport financial director Erio Puccini says staff are very interested and a similar scheme for pension fund members is being planned.

White railmen emulate black union actions

(333)

w1 mail 9/12/ - 13/12/90

By DREW FORREST

WHITE railway artisans were realising their collective muscle and displaying a growing taste for industrial action, the Artisan Staff Association said this week.

Commenting on last week's 24-hour sit-in strike by several hundred Natal members, ASA deputy general secretary Christo van Heerden said the traditionally paternalistic labour system on the railways was breaking down.

"Skilled whites have seen the success of radical black unions in forcing management to negotiate. It's rubbing off on them," he said.

Earlier this year, depots on the Reef were hit by co-ordinated work stoppages by ASA members in protest against management "foot-dragging" on demands for market-related wages.

The association, which embraces skilled and semi-skilled staff, has long been open to all races. But most of its 15 000 members are white.

The current dispute centres on union complaints that Transnet has failed to negotiate in good faith on the rationalisation of the signals and telecommunications departments.

Technological change had forced a shift to a technical staff structure and members were worried about their prospects for advancement, Van Heerden said.

Although the sit-in was concentrated in Natal, members around the country had warned management of further possible action, he said.

Crisis talks were in progress with management.

LABOUR

Government 'powerless' to aid ailing bus sector

By DREW FORREST

EMPLOYERS joined forces with transport unions from two major federations in crisis talks with government last week over the ailing bus industry.

The response of deputy Transport Minister PJ Welgemoed was not encouraging, said Cosatu's Transport and General Workers' Union representative Kally Forrest.

"The state does not seem concerned about the death of the industry," she commented.

Deregulation, inroads by taxis and falling real subsidies have sparked a crisis in the sector, forcing the closure of depots, curtailment of services, job losses and fare increases.

The talks, also involving Nactu's Transport and Allied Workers' Union, the SA Railway and Harbour Workers' Union and the SA Bus Owners' Association, preceded protest marches in Port Elizabeth, Ladysmith, Newcastle and Pietermaritzburg.

These climaxed in the presentation of memoranda to the authorities demanding improved subsidies, special subsidy support for pensioners and the jobless, equal subsidisation for black and white scholars and an end to deregulation.

Some 3 000 members of the three unions, civic bodies and the ANC had marched, Forrest said, while a further 10 000 had staged a rally in Botshabelo.

Permission was refused in Johannesburg and Pretoria.

According to Forrest, Welgemoed said he was "powerless" on the subsidy issue and was under pressure from segments of the taxi trade to open further bus routes.

Signalling his rejection of central state subsidies and control of the industry, he argued for full deregulation.

On racial bias in subsidies for scholars, he referred the unions to the Department of Education.

Forrest also hit out at the banning of marches, and, in Pretoria, police confiscation of union pamphlets and arrest of 25 unionists who defied the ban.

"We seem to be reverting to Emergency conditions," she said.



Skill on road . . . The Southern African Black Taxi Association has initiated Project Spear, aimed at teaching safer driving skills to minibus taxi drivers. The program includes both the "physical" and "perceptive" sides to handling a public vehicle.

The Southern African Black Taxi Association has developed its own programme aimed at improving taxi drivers' skills — Project Spear.

The company is owned jointly by managing director Henry Serfontein and Sabta.

Its objective is to train Sabta drivers and owners as well as others who are affiliated to different taxi associations.

Says Mr Serfontein: "The company does not train pirates. We believe that consumers will see the advantages of travelling with legitimate taxis and vote with their feet. This will encourage drivers to join the associations and raise standards in the industry as a whole.

Mr Serfontein says driving can be divided into two separate skills: physical — such as changing gears and braking: and perceptive — including the ability to judge the flow of traffic and anticipate hazards.

"Taxi drivers perform well in physical skills tests, often achieving results in excess of 85 percent.

"However, the physical skills make up about 15 percent of the driving task, with perception skills taking up the balance. It

Perceptive and physical lessons

is in the area of perception skills that many taxi drivers are weak — they are looking for fares while not watching traffic patterns," says Mr Serfontein.

In a CSIR study commissioned by Sabta, speeding, overloading and bad tires where found to be the main causes of accidents.

Observation

However, in 79 percent of the accidents studied, the root cause of the accident was found to be a lack of observation. Accidents which could have been avoided by reducing speed happened because the driver did not see the situation developing.

"With the assistance of the CSIR and the National Road Safety Council we have developed a program aimed at correcting the lack of perception skills.

The first section of the programme is called SIPDE (search, identify, predict, decide, execute). This is a technique developed in the USA which has a proven track record.

The second portion of the programme, System of Car Control, forms the "execute" part of driving. Drivers are taught to select a safe course, make mirror and blind spot checks, steer the vehicle on the selected course, brake to a correct speed and select the appropriate gear.

"These two disciplines help the driver to combine physical and perception skills, leading to total vehicle control.

"We are busy signing training agreements with 16 training centres around South Africa. The schools chosen already have skilled driving instructors.

"One instructor from each centre is selected and inducted into the Sabta way of thinking. The National Road Safety Council will test each instructor and additional training will be given if required.

"This instructor then becomes an accredited Project Spear instructor," says Mr Serfontein.

Pitching advertising at the market 'for safety and skill'

The tens of thousands of minibus taxis on South Africa's roads have acquired a poor reputation with other road users.

Ads On Cabs member Colin Judin says if the industry is examined more closely several reasons for this reputation become apparent.

"Few drivers have been given the opportunity to improve their skills, and with the rising cost of petrol and maintenance, drivers are forced to drive faster, and therefore more recklessly to complete as many trips and carry as many paying passengers as possible.

Ads On Cabs is a company selling advertising to minibus taxis.The company has also become heavily involved in the Southern African Black Taxi Association's effort to upgrade the taxi drivers' skills.

Ads On Cabs sets aside a portion of the revenues received from each advert to put a driver through Sabta's Project Spear driver training programme.

"Ads On Cabs enable the advertiser to target a specific urban area cost effectively.

"Adverts on buses might be cheaper but production costs are higher, Ads On Cabs are exposed to people waiting and passing the taxi ranks and taxis cover their routes 8-10 times a day compared to buses, which only cover the route 2-5 times a day," says Mr Judin.

Adverts for the outside of the taxis are silk screened on to a 750 x 500 cm. The board is inserted into a non-removable, sealed aluminium frame.

Another technique, which is widely used overseas, is the LED message display unit.

Called Electronic Taxi, the system is mounted to the vehicle's roof inside the taxi and behind the driver.

The messages are computer controlled and can be changed at a moment's notice, says Mr Judin.

Help us train taxi drivers is the request from the Southern African Black Taxi Association (Sabta) to corporate South Africa.

Managing director of training arm Project Spear says: "There is no motivation for taxi drivers to learn the necessary skills. He says he can drive as he doesn't know about the mental skills he needs to develop.

"The other main difficulty is that drivers tend to back off when told it will cost R300 and take two days. In addition to the cost, the driver is losing income during the two days of the course.

"The taxi owners aren't interested in footing the bill as the driver may leave his employer after a couple of weeks.

"As a result we have opted to jump on to the sponsorship wagon.

"We are saying to corporate South Africa, help us and sponsor a driver'.

"Each of the 16 training centres with which Project Spear has negotiated has set itself the objective of training 20 drivers a month - a drop in the ocean but it is a start.

"We are asking companies to

The Spear of the taxi drivers

333
Star 14/12/90

sponsor a centre for a month or several months."

"From the drivers we are looking for the commitment of two days on the course."

The first 20 drivers to go through the course were sponsored by Caltex and Project Spear battled to find 20 drivers willing to take the time off.

Positive

However, the response from those who went on the course was so positive it now has enough drivers, from that region alone, to fill 10 courses.

Says Mr Serfontein: "They couldn't believe that we had so much to teach them.

"The results of the performance evaluation were very rewarding. Each driver was tested before the course and the average marks were 25-30 percent. As expected drivers achieved goods results in the physical skills but poor perception skills brought their overall results down.

"At the end of the course drivers were achieving an average of 85 percent. They are even seeing other drivers' faults."

However, the Sabta course does not stop at driving skills.

The driver skills make up two modules of a total of eigh:.

The other modules cover rules and etiquette; customer care; the Road Traffic Act; basic vehicle maintenance; self management including time, stress and fatigue management; and emergency skills such as first aid and fire fighting.

"As a result the Transvaal Provincial Authority is prepared to entered into contracts with owners who employ Spear trained drivers, who have completed the emergency module, to assist with transporting patients to and from hospital

"Our objective is to train 3 840 drivers each year on the two driving skills modules and 1 500 drivers who complete this course will go on to the other six modules.

Cpfc Trnfs

December 14 1990 3

Tramways drivers in work stoppage

Staff Reporter

ABOUT half the City Tramways bus drivers based at the Arrowgate depot stopped working yesterday when the Transport and Omnibus Workers' Union (Towu) and the company deadlocked over wage negotiations.

Union spokesman Mr Tino Clark said Tramways' highest wage offer was 14%, while the union's lowest demand was 22%.

He said there were also scattered stoppages at the Philippi depot.

A meeting will be held today at which the Transport and General Workers' Union will decide if it will join Towu in the work stoppage, said Mr Clark.

Yesterday afternoon City Tramways general manager Mr F E Mayoss said management had been informally told by Towu that some of the union's members were "engaged in some form of work stoppage".

"Until the company has been formally advised of the differences, we are not in a position to comment," Mr Mayoss said.

TRANSPORT. - PRIVATE - LABOUR

1991 — 1992

Rennies workers gear up for strike

ARGUS 30/1/91

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By SHARON SOROUR
Labour Reporter and Sapa

ABOUT 1 600 workers from the Rennies group of companies are holding a strike ballot following a breakdown in wage negotiations.

The workers, members of the Transport and General Workers' Union, who are employed by Renfreight Air Cargo, Rennies Forwarding and the South African Container Depot were set to down tools, said union spokesman Miss Kelly Forrest.

While the outcome of the ballot would only be known next Thursday, Miss Forrest said "the general mood is that the workers will go on strike".

"Rennies, the biggest trucking company in South Africa, gave its shareholders a 31,83 percent increase after a turnover of R94,7-million last year," she said.

Management's wage offer was rejected by the union because it was "substantially lower" than demands. Rennies was "categorising" its workers and increasing their wages according to these categories, Miss Forrest added.

Rennies spokesman Mr Duncan Jones said it was difficult to comment at this stage but workers might strike depending on the outcome of the ballot.

Union shop steward Mr Pat Matlanga said the workers were not only demanding a wage increase "but also a 43-hour working week, a three-month contract for casual labourers and that adequate transport be provided by the company".

This was the first time workers were poised to strike in the eight years the union had dealt with Rennies, he said.

A conciliation board was set up last September by both parties to facilitate wage negotiations but was disbanded after the talks failed.

Mr Matlanga said a national summit would be held on Saturday to discuss what steps to take if workers went on strike.

Strikes loom at Renfreight

■ Legal strike action is looming at three Renfreight companies — Renfreight Aircargo, Renfreight Forwarding and SA Container Depots — following the collapse of wage talks with the Transport and General Workers' Union.

The result of a strike ballot would be known next week, said union spokesman Kally Forrest. About 1 600 workers may take industrial action.

Forrest said the company had offered a R1 000 monthly minimum wage, but that the union's demand for an across-the-board increase of between R250 and R350 remained in dispute.

Also at issue are demands for a 43-hour week — two hours less than currently — transport to and from work and permanent contracts for casuals after three months' employment.

Reports from Weekly Mail staff

300 fired for refusing overtime

By IKE MOTSAPI

AT LEAST 300 workers at Unitrans (Reef) were dismissed last week for allegedly refusing to work compulsory overtime.

Transport and Allied Workers Union official Mr M Ramela said the workers were dismissed last Monday following a three-day strike in protest against demands that they work an extra 46 hours a week.

He said they were sacked after the strike that began on January 4.

The overtime issue had been simmering since December last year when it was introduced.

Dispute

Workers were expected to work over and above a 40-hour week, he said.

Workers ran into trouble with the company in December when 17 were dismissed for refusing to work the overtime, Ramela said.

The dispute was later resolved and the workers reinstated.

"But management singled out three workers they claimed were inciting others not to work overtime.

Protest

"It was made clear to the union that the three workers were going to be dismissed.

"Other workers protested over the alleged intimidation of the three, who they saw as their representatives.

"When management tried to fire them the 300 went on strike," Ramela said.

All those who went on strike were dismissed.

Unitrans (Reef) MD Mr Dave Chalmers has declined to comment on the allegations.

All aboard the Alex 'people's bus service'

W Mail 1/2/1-7/2/91 352 333



The moribund bus service in Alexandra is set to return — as a joint venture between Putco and the community. Will this new company be a success? asks **JO-ANNE COLLINGE**

PUTCO must be beginning to believe that political change is for real: its buses, long treated as "targets" for militant youths, are being transformed into "people's buses".

The scene of this astounding change is Alexandra, the Johannesburg township whose name is almost synonymous with bus boycotts — and strikes by bus drivers.

The Alexandra Civic Organisation (ACO) has plans to plough R250 000 of community money into a joint venture with Putco to establish what is tentatively referred to as the "Alexandra People's Bus Company".

ACO president Moses Mayekiso says signing of the final contract is not far off and the new company's buses might be on the roads on March 1.

It's an inviting image of the lion snuggling up with the lamb. But is it all that it seems?

The fact that there has been no bus service in Alexandra for the past year — and that there is more than one version of why this is so — raises critical questions about the new venture.

According to Putco human resources manager Isaac Tait, the service was already in decline when the "last straw" was unloaded on it — a labour dispute and strike by drivers.

Putco's critics on the left, in the Marxist Workers' Tendency of the African National Congress, disputed that the company was "forced" to close its Wynberg (Alexandra) depot because the service was not viable. They argued that Putco closures happened more than coincidentally wherever union militancy unfurled itself.

The Transport and General Workers' Union (TGWU), on the other hand, recognises that bus transportation in South Africa is generally unprofitable — largely as a result of the peculiar urban geography created by apartheid. It argues for state intervention to ensure the future of a failing sector.

Whatever reason one accepts for the termination of the Alex bus service, certain hard questions about the new venture are unavoidable. Can the service be revived in a financially viable state after a break of a year? Will it be any better at handling the fare increases and service shortcomings which sparked crippling commuter boycotts during recent years? Will it improve labour relations any substantial degree?

Putco's Tait evaluates the venture as a "risk". He is talking overwhelmingly in financial terms, warning that there is no way that the old service will recover to passenger levels of the "roaring '70s" — that each boycott or strike forces commuters to find alternative transport and many never come back to the buses.

For ACO the stakes are much higher because its constituency will expect of this new community venture not just the restoration of the old Putco service, but a substantial improvement. How ACO's service imperative will fit with Putco's profit priorities remains to be seen.

ACO, entirely new to the world of business, will be dealing with a company portrayed as one of the wiliest operators. The *Financial Mail*, for instance, in 1989 accused Putco of using accounting techniques as a "smokescreen to submerge the actual profits with a view to minimising negative reaction to fare increases".

Already the question of control of the new company has become a bone of contention. Putco wants the casting vote — 51 percent of voting power, while ACO is determined that votes will be split down the middle.

ACO's capital contribution to the new company will come in small measure from Alexandra taxi owners, says Mayekiso, but the bulk will be raised by ACO from development organisations.

Initially, if the service is profitable, surpluses will probably be ploughed back into the company, speculates Tait.

Later the "community" share of the surplus will be diverted from the civic's Transport Trust Fund into development funds in other service sectors, says Mayekiso. Of the community investors only the taxi operators will get a direct dividend.

High-density Alexandra has many advantages for a transport operator. But still there are no guarantees of a surplus. Tait clearly feels that a review of state subsisidies is crucial to the success of the new service — and perhaps a spin-off of the joint venture would be that the community would begin to press the bus operators' plea for the government to plough more money into transport.

Mayekiso gives two reasons for ACO's decision to launch the joint venture with Putco: it was unable to raise sufficient capital single-handedly; and it lacked the expertise to manage a fully fledged transport service.

Tait confirms that much of the day-to-day running of the new company will probably be left to Putco. "We are thinking of entering into a lease contract with the new company."

The terms of such a contract would fundamentally determine the nature of the new venture. Mayekiso says the lease and management agreement is seen as a temporary arrangement. Clauses on training managers from the community for direct employment by the joint company will be part of the deal.

Tait insists that despite any lease agreements with Putco, the new company will be responsible for its own labour relations from the start.

Mayekiso confirms that the conventional differentiation between management and workers will obtain and that it was felt that the unions should not own shares in the venture.

"We believe that workers in the new company must join a union and they must exercise all the rights that workers usually do through their union."

It is understood that TGWU has not been involved to date in negotiations around the new company.

When it comes to fare increases, the civic undertakes that the community will be much more widely consulted than in the past. And, presumably, the books of the company will be made more transparent to commuters than Putco's books have ever been.

Public accountability is one of the reasons Mayekiso cites for civic involvement in the delivery of services.

Mayekiso does not see the joint venture as the civic's final answer on the desirability or otherwise of nationalising local-level services.

"Maybe in the future — when we have a non-racial government — it may be a different kettle of fish," he observes. But during the present transitional phase — which might be lengthy — ACO believes that services cannot be abandoned either to profit-obsessed private companies or unrepresentative government.

Even after democratic government is established, there may be a case for certain services to remain under direct community supervision, Mayekiso argues. National railway networks and water supply systems may need to be nationalised, he reasons, but do local services need the same solution?

TGWU has taken a pro-nationalisation stance on bus transportation. General secretary Nkosinathi Nhleko explains: "The position is derived from our understanding that bus services are a social responsibility and that the state has a direct role to play in filling this responsibility."

He argues that nationalisation need not lead to central decision-making and centralised implementation of services.

In its bid to slash the endless commuter queues in burgeoning Alex there is little doubt that ACO has entered a minefield. Its experiment will no doubt provide valuable pointers to those seeking an overhaul of the transport system and — more broadly — to those who advocate new and varied forms of business ownership as South Africa abandons apartheid.

NOTICE 115 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the South African Aviation Engineering and Allied Union (i). Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001) within one month of the date of publication of this notice.

TABLE

Name of trade union: South African Aviation Engineering and Allied Union (i).

Date on which application was lodged: 24 January 1991.

Interest and area in respect of which application is made: All persons employed in the Aviation Industry in the Republic of South Africa.

"Aviation Industry" means the industry in which employers and their employees are associated for the purpose of conducting activities relating to the arrival and/or departure of aircraft conveying passengers and/or freight for reward.

Postal address of applicant: P.O. Box 13888, Kempton Park, 1620.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.
(1 February 1991)

KENNISGEWING 115 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die South African Aviation Engineering and Allied Union (i). Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Department van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: South African Aviation Engineering and Allied Union (i).

Datum waarop aansoek ingedien is: 24 Januarie 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in die Lugvaartbedryf in die Republiek van Suid-Afrika.

"Lugvaartbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel van aktiwiteite uit te voer wat verband hou met die aankoms en/of vertrek van vliegtuie wat passasiers en/of lugvrag teen vergoeding vervoer.

Posadres van applikant: Posbus 13888, Kempton Park, 1620.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat in gedien word.

D. W. JAMES,
Nywerheidsregistrateur.
(1 Februarie 1991)

NOTICE 116 OF 1991

CUSTOMS AND EXCISE TARIFF APPLICATIONS.—LIST 3/91

The following applications concerning the Customs and Excise Tariff have been received by the Board of Trade and Industry. Any objections to or comments on these representations must be submitted to the Chief Executive Officer, Board of Trade and Industry, Private

KENNISGEWING 116 VAN 1991

DOEANE- EN AKSYNSTARIEFAANSOEKE.—LYS 3/91

Onderstaande aansoeke betreffende die Doeane-en Aksynstarief is deur die Raad van Handel en Nywerheid ontvang. Enige beswaar teen of kommentaar op hierdie vertoë moet binne ses weke na die datum van hierdie kennisgewing aan die Hoof Uitvoerende

100 transport workers down tools over wages

Labour Reporter

ABOUT 100 Jowell's Cape Transport workers in Montague Gardens have downed tools over wages.

Company managing director Mr Dave Peters confirmed that the work stoppage began yesterday and said drivers, workshop and other general employees were involved.

He declined to comment on their grievances.

The Transport and General Workers' Union could not be reached for comment.

Strikers dismissed

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MORE than 300 workers at a major transport company have been dismissed after they went on strike this week demanding a wage increase.

Workers at the Jowell's Cape Transport company in Montague Gardens, Cape Town, are demanding a minimum of R350 (present wage R236) for drivers, R250 (present wage about R100) for labourers and R250 (present wage R150) for workshop personnel.

They refused the company's offer of a seven and a half percent across-the-board increase.

The workers are also demanding to be reinstated.

Jowell's managing director, Mr David Pieters, confirmed on Wednesday that the workers had been dismissed.

"We gave them an ultimatum to return to work yesterday. When they did not, they dismissed themselves," Pieters said.

Sowetan 7/2 - 13/2/91.

Taxi industry finally finds missing link

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Sowetan 7/2/91.

THE first taxi driver employment agency and liaison company, The Missing Link, has been launched.

Its aim is to link the right people together and strive towards a better taxi service.

TML will fill the much needed role of an employment agency and act as mediator between thousands of taxi owners, drivers and commuters.

A TML spokesman says the long term goal is to eliminate the high rate of unlicenced drivers who present a hazard on public roads.

He said the company would work hand-in-hand with Project Spear, which specialised in the training of taxi drivers.

The service would be provided to all operators regardless of which associations they belonged to, the spokesman said.

Taxi operators would be required to pay the normal agency fee for the services provided and drivers would in turn pay nominal fee on registration, he said.

Communication links, the spokesman said, would be created to assist in resolving the problems that might be met.

The company would also play a major role in alleviating the load on taxi ssociations and taxi owners. It has envisaged formulating a strategy or a code of conduct which would benefit drivers and owners.

of 9 October 1969, hereby give notice that, on 8 February 1992, I intend to withdraw all approvals given to inspection authorities in terms of Regulation C72 (3) (a) of the said regulations, on which date all current approvals shall consequently lapse.

All applications for approval as inspection authority will henceforth only be entertained if it is accompanied by a valid accreditation certificate issued by the South African Bureau of Standards in terms of the Code of Practice for the Evaluation of the Technical Competence of Inspection Authorities for the Certification of Vessels under Pressure, SABS 0227.

I. MÜLDER,
Chief Inspector.

No. R. 185 **8 February 1991**

WAGE ACT, 1957

AMENDMENT OF WAGE DETERMINATION 452.—ROAD PASSENGER TRANSPORTATION TRADE, CERTAIN AREAS

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 15 (6) of the Wage Act, 1957, amend Wage Determination 452, Road Passenger Transportation Trade, Certain Areas, published under Government Notice No. R. 1403 of 15 July 1988, in accordance with the Schedule hereto and fix the third Monday after the date of publication of this notice as the date from which the said amendment shall be binding.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

1. *In clause 3—*

(1) substitute the following for subclause (1):

"(1) *Minimum wages.*—(a) The minimum wages which an employer shall pay to his employees shall be as specified in paragraphs (b) and (c) hereunder: Provided that if the employer has been engaged in the Trade for more than 12 months but not more than 24 months, in the aggregate, such wages may be reduced by not more than 10 per cent during such period, whereafter the minimum wages specified in paragraphs (b) and (c) shall become payable and be paid.

kennisgewing No. R. 3475 van 9 Oktober 1969, gee hiermee kennis dat ek van voorneme is om alle goedkeurings as inspeksie-owerheid wat ingevolge Regulasie C72 (3) (a) van bedoelde regulasies verleen is, met ingang van 8 Februarie 1992 in te trek, op welke datum al sodanige goedkeurings bygevolg verval.

Alle aansoeke vir goedkeuring as inspeksie-owerheid sal voortaan slegs oorweeg word indien dit vergesel gaan van 'n geldige akkreditasiesertifikaat deur die Suid-Afrikaanse Buro vir Standaarde uitgereik ingevolge die Gebruikskode vir die Evaluering van die Tegniese Bevoegdheid van Inspeksie-owerhede vir die Sertifisering van Houers Onder Druk, SABS 0227.

I. MÜLDER,
Hoofinspekteur.

No. R. 185 **8 Februarie 1991**

LOONWET, 1957

WYSIGING VAN LOONVASSTELLING 452.—PADPASSASIERSVERVOERBEDRYF, SEKERE GEBIEDE

Ek, Eli van der Merwe Louw, Minister van Mannekrag, wysig hierby kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 452, Padpassasiersvervoerbedryf, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 1403 van 15 Julie 1988, ooreenkomstig die Bylae hiervan en bepaal die derde Maandag na die datum van publikasie van hierdie kennisgewing as die datum waarop genoemde wysiging bindend word.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

1. *In klousule 3—*

(1) vervang subklousule (1) deur die volgende:

"(1) *Minimum lone.*—(a) Die minimum lone wat 'n werkgewer aan sy werknemers moet betaal, is soos gespesifiseer in paragrawe (b) en (c) hieronder: Met dien verstande dat indien die werkgewer langer as 12 maande maar nie langer nie as altesaam 24 maande by die Bedryf betrokke is, sodanige lone met hoogstens 10 persent gedurende sodanige tydperk verminder mag word, waarna die minimum lone gespesifiseer in paragrawe (b) en (c), betaalbaar word en betaal moet word.

(b) *Employees, other than casual employees:*

	In the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Chatsworth (excluding that portion which prior to 1 April 1985, *via* Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban), Germiston, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging, Westonaria and Wonderboom		In the Magisterial Districts of Bloemfontein, Delmas, East London, Highveld Ridge, Heidelberg, Klerksdorp, Odendaalsrus, Pietermaritzburg, Potchefstroom, Somerset West, Stellenbosch, Strand, Virginia, Welkom and Witbank and the municipal area of Kimberley		In the Magisterial Districts of Brits, Camperdown, George, Knysna, Malmesbury, Middelburg (Tvl), Moorreesburg, Mossel Bay, Oudtshoorn, Parys, Vredenburg, Wellington, and Worcester and the municipal areas of Bethlehem, Kroonstad and Newcastle		In the Magisterial Districts of Albany, Ermelo, Lower Umfolozi, Nelspruit, Pietersburg, Port Shepstone, Rustenburg, Umzinto and White River and the municipal areas of Harrismith, Ladysmith, Potgietersrus and Upington	
	During the first 12 months after this amendment has come into operation	Thereafter	During the first 12 months after this amendment has come into operation	Thereafter	During the first 12 months after this amendment has come into operation	Thereafter	During the first 12 months after this amendment has come into operation	Thereafter
	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw
Artisan	306,10	333,60	258,30	281,50	246,70	268,90	216,50	236,00
Artisan's aid—								
during the first year of experience	147,60	160,90	134,10	146,20	119,20	129,90	104,60	114,00
thereafter	165,60	180,50	150,00	163,50	133,40	145,40	117,10	127,60
Assistant foreman	306,10	333,60	258,30	281,50	246,70	268,90	216,50	236,00
Assistant storeman	135,30	147,50	123,90	135,10	110,00	119,90	96,80	105,50
Bus driver—								
(aa) of a vehicle intended to carry not more than 16 persons including the driver	166,90	181,90	151,00	164,60	130,70	142,50	114,10	124,40
(ab) other—								
during the first three months' employment with the same employer	166,90	181,90	151,00	164,60	130,70	142,50	114,10	124,40
thereafter	222,40	242,40	201,10	219,20	179,10	195,20	156,70	170,80
Bus driver-conductor—								
(aa) of a vehicle intended to carry not more than 16 persons including the driver	192,30	209,60	172,30	187,80	150,00	163,50	131,00	142,80
(ab) other—								
during the first three months' employment with the same employer	192,30	209,60	172,30	187,80	150,00	163,50	131,00	142,80
thereafter	254,90	277,80	229,90	250,60	205,20	223,70	180,10	196,30
Chargehand	122,20	133,20	110,70	120,70	98,20	107,00	86,30	94,10
Chauffeur	166,60	181,60	151,00	164,60	134,40	146,50	117,80	128,40
Checker/regulator	154,40	168,30	139,80	152,40	124,20	135,40	109,40	119,20

	In the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Chatsworth (excluding that portion which prior to 1 April 1985, *via* Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban), Germiston, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging, Westonaria and Wonderboom		In the Magisterial Districts of Bloemfontein, Delmas, East London, Highveld Ridge, Heidelberg, Klerksdorp, Odendaalsrus, Pietermaritzburg, Potchefstroom, Somerset West, Stellenbosch, Strand, Virginia, Welkom and Witbank and the municipal area of Kimberley		In the Magisterial Districts of Brits, Camperdown, George, Knysna, Malmesbury, Middelburg (Tvl), Moorreesburg, Mossel Bay, Oudtshoorn, Parys, Vredenburg, Wellington, and Worcester and the municipal areas of Bethlehem, Kroonstad and Newcastle		In the Magisterial Districts of Albany, Ermelo, Lower Umfolozi, Nelspruit, Pietersburg, Port Shepstone, Rustenburg, Umzinto and White River and the municipal areas of Harrismith, Ladysmith, Potgietersrus and Upington	
	During the first 12 months after this amendment has come into operation	Thereafter	During the first 12 months after this amendment has come into operation	Thereafter	During the first 12 months after this amendment has come into operation	Thereafter	During the first 12 months after this amendment has come into operation	Thereafter
	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw
Clerk—								
during the first year of experience	135,30	147,50	123,90	135,10	110,00	119,90	96,80	105,50
during the second year of experience	163,20	177,90	147,90	161,20	131,70	143,60	115,80	126,20
during the third year of experience	190,30	207,40	172,00	187,50	153,00	166,80	134,40	146,50
thereafter	216,70	236,20	196,00	213,60	174,70	190,40	153,00	166,80
Conductor	131,00	142,80	118,50	129,20	105,60	115,10	92,80	101,20
Despatcher/transport officer	207,90	226,60	196,00	213,60	174,70	190,40	153,00	166,80
Driver of—								
a light motor vehicle	114,20	157,20	130,70	142,50	116,80	127,30	102,20	111,40
any other motor vehicle	205,20	223,70	185,90	202,60	165,60	180,50	145,20	158,30
Foreman	312,80	341,00	283,00	308,50	252,20	274,90	221,40	241,30
General worker	111,00*	121,00*	100,50*	109,50*	89,70*	97,80*	78,50*	85,60*
Grade A employee	131,00	142,80	118,50	129,20	105,60	115,10	92,80	101,20
Handyman	165,60	180,50	150,00	163,50	133,40	145,40	117,10	127,60
Inspector	286,70	312,50	258,60	281,90	230,80	251,60	202,60	220,80
Learner bus driver	144,60	157,60	130,70	142,50	116,50	127,00	102,20	111,40
Pre-seller	131,00	142,80	118,50	129,20	105,60	115,10	92,80	101,20
Queue marshaller	122,20	133,20	110,70	120,70	98,20	107,00	86,30	94,10
Recorder—								
during the first year of experience	135,30	147,50	123,90	135,10	110,00	119,90	96,80	105,50
during the second year of experience	148,60	162,00	134,70	146,80	119,80	130,60	105,30	114,80
thereafter	160,80	175,30	145,90	159,00	130,00	141,70	113,80	124,00
Security guard	144,60	157,60	130,70	142,50	116,50	127,00	102,20	111,40
Senior inspector	315,80	344,20	284,90	310,50	254,30	277,20	223,10	243,20
Shunting driver	176,40	192,30	160,10	174,50	142,50	155,30	124,60	135,80
Ticket examiner	125,60	136,90	113,80	124,00	100,90	110,00	88,70	96,70
Watchman	128,00	139,50	115,80	126,20	103,20	112,50	90,40	98,50
Employee not specifically mentioned elsewhere in this subclause	128,00	139,50	115,80	126,20	103,20	112,50	90,40	98,50

* Provided that the wage of the employee may be reduced by not more than 10 percent during the first six months, in the aggregate, of the employee's service with the same employer

(b) *Werknemers, uitgesonderd los werknemers:*

	In die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Chatsworth (uitgesonderd die gedeelte wat voor 1 April 1985, *vide* Goewermentskennisgewing 501 van 8 Maart 1985, binne die landdrosdistrik Durban geval het), Germiston, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuilsrivier, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging, Westonaria en Wonderboom		In die landdrosdistrikte Bloemfontein, Delmas, Hoëveldrif, Heidelberg, Klerksdorp, Odendaalsrus, Oos-Londen, Pietermaritzburg, Potchefstroom, Somerset-Wes, Stellenbosch, Strand, Virginia, Welkom en Witbank en die munisipale gebied van Kimberley		In die landdrosdistrikte Brits, Camperdown, George, Knysna, Malmesbury, Middelburg (Tvl.), Moorreesburg, Mosselbaai, Oudtshoorn, Parys, Vredenburg, Wellington en Worcester en die munisipale gebied van Bethlehem, Kroonstad en Newcastle		In die landdrosdistrikte Albany, Ermelo, Lower Umfolozi, Nelspruit, Pietersburg, Port Shepstone, Rustenburg, Umzinto en Witrivier en die munisipale gebiede van Harrismith, Ladysmith, Potgietersrus en Upington	
	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna
	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw
Afsender/vervoerbeampte	207,90	226,60	196,00	213,60	174,70	190,40	153,00	166,80
Algemene werker	111,00*	121,00*	100,50*	109,50*	89,70*	97,80*	78,50*	85,60*
Ambagsman	306,10	333,60	258,30	281,50	246,70	268,90	216,50	236,00
Ambagsmanshulp—								
gedurende die eerste jaar ondervinding	147,60	160,90	134,10	146,20	119,20	129,90	104,60	114,00
daarna	165,60	180,50	150,00	163,50	133,40	145,40	117,10	127,60
Assistent-magasynman	135,30	147,50	123,90	135,10	110,00	119,90	96,80	105,50
Assistent-voorman	306,10	333,60	258,30	281,50	246,70	268,90	216,50	236,00
Busdrywer—								
(aa) van 'n voertuig bedoel om hoogstens 16 persone te vervoer, die drywer inbegrepe	166,90	181,90	151,00	164,60	130,70	142,50	114,10	124,40
(ab) ander—								
gedurende die eerste drie maande diens by dieselfde werkgewer	166,90	181,90	151,00	164,60	130,70	142,50	114,10	124,40
daarna	222,40	242,40	201,10	219,20	179,10	195,20	156,70	170,80
Busdrywer-kondukteur—								
(aa) van 'n voertuig bedoel om hoogstens 16 persone te vervoer, die drywer inbegrepe	192,30	209,60	172,30	187,80	150,00	163,50	131,00	142,80
(ab) ander—								
gedurende die eerste drie maande diens by dieselfde werkgewer	192,30	209,60	172,30	187,80	150,00	163,50	131,00	142,80
daarna	254,90	277,80	229,90	250,60	205,20	223,70	180,10	196,30
Chauffeur	166,60	181,60	151,00	164,60	134,40	146,50	117,80	128,40

	In die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Chatsworth (uitgesonderd die gedeelte wat voor 1 April 1985, *vide* Goewermentskennisgewing 501 van 8 Maart 1985, binne die landdrosdistrik Durban geval het), Germiston, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuilsrivier, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging, Westonaria en Wonderboom		In die landdrosdistrikte Bloemfontein, Delmas, Hoëveldrif, Heidelberg, Klerksdorp, Odendaalsrus, Oos-Londen, Pietermaritzburg, Potchefstroom, Somerset-Wes, Stellenbosch, Strand, Virginia, Welkom en Witbank en die munisipale gebied van Kimberley		In die landdrosdistrikte Brits, Camperdown, George, Knysna, Malmesbury, Middelburg (Tvl.), Moorreesburg, Mosselbaai, Oudtshoorn, Parys, Vredenburg, Wellington en Worcester en die munisipale gebied van Bethlehem, Kroonstad en Newcastle		In die landdrosdistrikte Albany, Ermelo, Lower Umfolozi, Nelspruit, Pietersburg, Port Shepstone, Rustenburg, Umzinto en Witrivier en die munisipale gebiede van Harrismith, Ladysmith, Polgietersrus en Upington	
	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna
	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw
Drywer van—								
'n ligte motorvoertuig	114,20	157,20	130,70	142,500	116,80	127,30	102,20	111,40
enige ander motorvoertuig	205,20	223,70	185,90	202,60	165,60	180,50	145,20	158,30
Faktotum	165,60	180,50	150,00	163,50	133,40	145,40	117,10	127,60
Inspekteur	286,70	312,50	258,60	281,90	230,80	251,60	202,60	220,80
Kaartjiesondersoeker	125,60	136,90	113,80	124,00	100,90	110,00	88,70	96,70
Klerk—								
gedurende die eerste jaar ondervinding	135,30	147,50	123,90	135,10	110,00	119,90	96,80	105,50
gedurende die tweede jaar ondervinding	163,20	177,90	147,90	161,20	131,70	143,60	115,80	126,20
gedurende die derde jaar ondervinding	190,30	207,40	172,00	187,50	153,00	166,80	134,40	146,50
daarna	216,70	236,20	196,00	213,60	174,70	190,40	153,00	166,80
Kondukteur	131,00	142,80	118,50	129,20	105,60	115,10	92,80	101,20
Leerlingbusdrywer	144,60	157,60	130,70	142,50	116,50	127,00	102,20	111,40
Nasiener/reëlaar	154,40	168,30	139,80	152,40	124,20	135,40	109,40	119,20
Onderbaas	122,20	133,20	110,70	120,70	98,20	107,00	86,30	94,10
Opskrywer—								
gedurende die eerste jaar ondervinding	135,30	147,50	123,90	135,10	110,00	119,90	96,80	105,50
gedurende die tweede jaar ondervinding	148,60	162,00	134,70	146,80	119,80	130,60	105,30	114,80
daarna	160,80	175,30	145,90	159,00	130,00	141,70	113,80	124,00
Rangeerdrywer	176,40	192,30	160,10	174,50	142,50	155,30	124,60	135,80
Sekuriteitswag	144,60	157,60	130,70	142,50	116,50	127,00	102,20	111,40
Senior inspekteur	315,80	344,20	284,90	310,50	254,30	277,20	223,10	243,20
Tou-opsigter	122,20	133,20	110,70	120,70	98,20	107,00	86,30	94,10
Voorman	312,80	341,00	283,00	308,50	252,20	274,90	221,40	241,30
Voorverkoper	131,00	142,80	118,50	129,20	105,60	115,10	92,80	101,20
Wag	128,00	139,50	115,80	126,20	103,20	112,50	90,40	98,50
Werknemer, graad A	131,00	142,80	118,50	129,20	105,60	115,10	92,80	101,20
Werknemer wat nie elders in hierdie subklousule uitdruklik vermeld word nie	128,00	139,50	115,80	126,20	103,20	112,50	90,40	98,50

* Met dien verstande dat die loon van die werknemer gedurende sy eerste altesaam ses maande diens by dieselfde werkgewer met hoogstens 10 persent verminder mag word.

(c) *Casual employees.*—Subject to the proviso to paragraph (a), an employer shall pay a casual employee in respect of each hour or part of an hour (excluding overtime) worked by him on any day other than on a paid holiday or a Sunday, not less than the hourly wage prescribed in paragraph (b) read with subclause (4) for an ordinary employee who in the same area performs the same class of work as the casual employee is required to, plus 15 percent, or not less than the hourly wage or hourly equivalent of the wage actually being paid to the ordinary employee, whichever is the greater amount: Provided that—

(i) for the purposes of this paragraph the expression "the ordinary employee" means the employee who performs the particular class of work in the employer's full-time employ and who is being paid the lowest wage for that class of work;

(ii) where the employer requires a casual employee—

(aa) to perform the work of a class of employee for whom wages on a rising scale are prescribed, the expression "hourly wage" shall mean the hourly wage prescribed for a qualified employee of that class;

(ab) to work for a period of less than four hours on any day, he shall be deemed to have worked for four hours.";

(2) in subclause (5) (a) (i) and (ii) substitute the expressions "85 cents" and "65 cents", for the expressions "60 cents" and "45 cents", respectively.

2. *In clause 5* substitute the following for paragraph (a) of subclause (9):

"(a) This clause shall not apply to an employee who is in receipt of a regular annual wage of not less than the remuneration stipulated in a current exemption published in terms of section 34 (1) of the Basic Conditions of Employment Act, 1983 (Act 3 of 1983), for the area in which he is employed.".

No. R. 214 **8 February 1991**

MANPOWER TRAINING ACT, 1981

MANPOWER TRAINING COMMITTEE FOR THE WITWATERSRAND JEWELLERS' AND GOLDSMITHS' INDUSTRY.—AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 (3) of the Manpower Training Act, 1981, hereby amend with effect from the second Monday after the date of publication of this Notice, Government Notice No. R. 886 of 27 May 1977 (as applied by Government Notice No. R. 1588 of 12 August 1977), as amended by Government Notice No. R. 1822 of 24 August 1979 (as applied by Government Notice No. R. 2487 of 9 November 1979) as amended by Government Notice No. R. 2535 of 23 November 1984, as amended by Government Notice No. R. 2040 of 31 August 1990—

(a) by the substitution for clause 3 (1) of the Conditions of Apprenticeship with regard to Wages, of the following clause:

(c) *Los werknemers.*—Behoudens die voorbehoudsbepaling van paragraaf (a), moet 'n werkgewer 'n los werknemer ten opsigte van elke uur of gedeelte van 'n uur (uitgesonderd oortyd) wat hy op enige dag behalwe 'n betaalde vakansiedag of 'n Sondag werk, minstens die uurloon betaal wat by paragraaf (b), gelees met subklousule (4), voorgeskryf word vir 'n gewone werknemer wat in dieselfde gebied dieselfde klas werk verrig as dié wat van die los werknemer vereis word, plus 15 persent, of hom minstens die uurloon of uurlikse ekwivalent van dié loon betaal wat werklik aan die gewone werknemer betaal word, watter bedrag ook al die grootste is: Met dien verstande dat—

(i) by die toepassing van hierdie paragraaf die uitdrukking "die gewone werknemer" die werknemer beteken wat die betrokke klas werk in die werkgewer se voltydse diens verrig en aan wie die laagste loon vir daardie klas werk betaal word;

(ii) waar die werkgewer van die los werknemer vereis—

(aa) om die werk te verrig van 'n klas werknemer vir wie 'n loon teen 'n stygende skaal voorgeskryf word, die uitdrukking "uurloon" die uurloon beteken wat vir 'n gekwalifiseerde werknemer van daardie klas voorgeskryf word;

(ab) om vir 'n tydperk van minder as vier uur op enige dag te werk, hy geag word vier uur lank te gewerk het.";

(2) in subklousule (5) (a) (i) en (ii) vervang die uitdrukkings "60c" en "45c" deur onderskeidelik die uitdrukkings "85c" en "65"c.

2. *In klousule 5,* vervang paragraaf (a) van subklousule (9) deur die volgende:

"(a) Hierdie klousule is nie van toepassing nie op 'n werknemer wat 'n gereelde jaarlikse loon ontvang van minstens die beloning wat bepaal is in 'n bestaande vrystelling gepubliseer kragtens artikel 34 (1) van die Wet op Basiese Diensvoorwaardes, 1983 (Wet 3 van 1983), vir die gebied waarin hy werksaam is.".

No. R. 214 **8 Februarie 1991**

WET OP MANNEKRAGOPLEIDING, 1981

MANNEKRAGOPLEIDINGSKOMITEE VIR DIE JUWELIERS- EN GOUDSMIDNYWERHEID, WITWATERSRAND.—WYSIGING VAN LEERVOORWAARDES

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 (3) van die Wet op Mannekragopleiding, 1981, wysig hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing No. R. 886 van 27 Mei 1977 (soos toegepas by Goewermentskennisgewing No. R. 1588 van 12 Augustus 1977), soos gewysig by Goewermentskennisgewing No. R. 1822 van 24 Augustus 1979 (soos toegepas by Goewermentskenisgewing No. R. 2487 van 9 November 1979), soos gewysig by Goewermentskennisgewing No. R. 2535 van 23 November 1984, soos gewysig by Goewermentskennisgewing No. R. 2040 van 31 Augustus 1990—

(a) deur klousule 3 (1) van die Leervoorwaardes met betrekking tot Lone, deur die volgende klousule te vervang:

Wildcat bus strike strands thousands in city

By SHARON SOROUR,
Labour Reporter

THOUSANDS of commuters were stranded today when hundreds of City Tramways bus drivers and other workers staged a wildcat strike.

At the Arrowgate depot in Montana off Modderdam Road 12 buses were outside the depot and there was strong police presence.

About 600 strikers gathered in the building with some standing on the balcony shouting "We want more money."

237 000 PASSENGERS

A City Tramways spokesman said the company employed about 1 200 drivers and transported about 237 000 passengers each day.

Services were disrupted yesterday when more than 300 workers gathered outside the Tollgate depot where wage negotiations were taking place between the management and two transport unions — the Transport and Omnibus Workers' Union (Towa) and the Transport and General Workers' Union (T&GWU).

The talks were "not at all constructive" and ended without resolution, said Towa chairman Mr Joe Sineke.

Company executive director Mr Barry Gie warned that if the company agreed to the workers' wage demands it would have a "grossly negative effect on bus fares".

City Tramways was willing to resume negotiations at 9am today if the company's "normal activities" continued, Mr Gie said.

According to union sources workers from depots including Tollgate, Arrowgate, Philippi, Diep River and Simon's Town were expected to converge on Tollgate to await the outcome of the talks.

Wage negotiations began in September with workers demanding an across-the-board 25 percent increase with a minimum wage of R200 a week and the management offering from R29 to R50 a week depending on skills, Mr Gie said.

The offer was rejected by workers, who staged a wildcat strike in December.

When negotiations resumed this year the union tabled new demands for an increase of R165 across the board — 44 percent for skilled workers and up to 122 percent for unskilled workers, he said.

Fine and mild

(Details — page 2)

Bus strikers mob their Tramways depot

CT Times 8/2/91 333

HUNDREDS of Cape Town commuters were left stranded yesterday as City Tramways bus drivers mobbed their company's Woodstock headquarters during pay talks.

Slamming the workers' action, Tramways executive director Mr Barry Gie warned that their wage demands could have a grossly negative effect on bus fares.

Mr Gie refused to continue negotiations while up to 500 workers occupied the Tollgate depot, said Transport and General Workers' Union regional secretary Mr Nic Henwood.

Workers have demanded a R1 200 minimum monthly wage against the company offer of R715.

Drivers belonging to the Transport and Omnibus Workers' Union picketed outside the union head office in Salt River, eyewitnesses claimed.

Mr Gie said workers had tabled revised demands of a R165 across-the-board increase on the weekly wage, representing increases ranging from 44% for top categories to 122% for unskilled workers.

The management offer ranged from R29 to R50 per week with increases of between 14,4% and 21%.

Mr Henwood said workers were demanding a minimum weekly wage of R300, against the current minimum of R135. They also wanted R100 across-the-board increase for all other grades.

● Union officials were unsure yesterday whether drivers would be at work this morning. They left the depot on the understanding that negotiations should continue. However, talks did not continue due to a disagreement over whether a report-back meeting should take place at 10am today. — Sapa and Staff Reporter

Bus strike enters third day

By JOHN VILJOEN
Supreme Court Reporter

THE Supreme Court has granted an urgent interdict against 1 321 striking City Tramways workers barring them from company premises.

Bus services meantime were "severely disrupted" today — the third day of the strike over wage negotiations.

Mr Justice W E Cooper granted the interdict in his chambers last night. It affects the Transport Omnibus Workers' Union, the Transport and General Workers Union and the striking City Tramways employees.

In terms of the temporary order, the respondents are restrained from interfering with City Tramways business at the Arrowgate, Phillipi, Diep River, Simon's Town, and Tollgate depots.

The striking employees were ordered not to enter City Tramways premises unless they did so in compliance with their employment contracts.

Eviction

Any of the 1 321 present on City Tramways premises for reasons other than for normal duties will have to leave, or face eviction by the sheriff.

The order restrains the 1 321 from "interfering with, intimidating or hindering" any City Tramways employee wanting to perform normal duties.

The respondents must show cause by March 28 why the order should not be made permanent.

The application was unopposed.

In a supporting affidavit, City Tramways general manager Mr Francis Ernset Mayoss said his company provided "a vital and indispensable link in commuter transportation" for the Cape Peninsula.

The disruption of bus services would lead to "much distress and disruption in the community at large", he said.

Unlawful action

The 1 321 strikers were involved in unlawful industrial action at all City Tramway's depots except Atlantis.

Mr Mayoss was informed yesterday that the Arrowgate and Phillipi depots had been barricaded with buses and that no member of staff could enter or leave.

A bus barricade was also in progress at the Diep River depot and another one was expected at the Tollgate depot, he said.

Drivers removed the ignition keys from buses in the barricades, rendering them immovable.

Mr Mayoss was told strikers had intimidated technical staff at the Arrowgate depot.

Wage talks

Workers began the strike on Thursday when management met union officials to continue pay talks. Wage negotiations began in September.

The workers are demanding an across-the-board increase of R165 — a 44 percent increase for skilled workers and up to 122 percent for unskilled workers.

Management is offering increases from R29 to R50 a week, depending on skills.

■ The public can phone a 24-hour, toll-free number, ☎ 080 1212111 for information about bus services.

CHC Tues 9/4/91 (333)

Bus strike strands 237 000 commuters

A CRIPPLING strike by bus drivers yesterday left up to 237 000 bus commuters from the Cape Flats and northern areas stranded.

Commuters resorted to using taxis and trains to and from work for the second day as drivers backed pay demands with a strike at four depots.

Buses were used to besiege and block the exits at the Arrowgate, Philipi, Diep River and Simon's Town depots.

Striking workers occupied their depots for most of the day and police monitored the situation at Arrowgate earlier yesterday, said company spokeswoman Mrs Jeanne Welsh.

The workers are demanding a 22% across the board increase while City Tramways' final offer is 14,5%. Workers went on a wildcat stike on Thursday when wage talks deadlocked.

In a related development an urgent Supreme Court order was last night made restraining the Transport and Omnibus Workers Union (Towu) as well as the Transport and General Workers (TGWU) Union as well as Mr M H Ngubane and 1 320 other tramways employees from "interfering in any manner" with City Tramways business at the four depots.

The employees and unions are also restrained from attending Tramways premises, "save for the purpose of rendering their services to City Tramways in compliance with the terms and conditions of their employment contracts with City Tramways."

Mr Barry Gie, executive director of City Tramways, said bus services were "seriously disrupted" yesterday.

He said the company was obliged to take legal measures to reinstate the service which was totally disrupted in the Cape Flats, Langa, Nyanga, Guguletu, Crossroads, Khayelitsha, Mitchells Plain, Bellville, Goodwood, Durbanville and Parow.

Spokesmen for Towu and TGWU yesterday indicated that talks with the company had not resolved the two-day wildcat industrial action.

● Jowell's Cape Transport Depot in Springbok, Namaqualand, remained strike-bound for a second consecutive day yesterday, according to a spokesman for TGWU.

Management had threatened to fire some 75 striking workers by noon yesterday, but the deadline had been extended pending talks with the union.

The company fired 130 TGWU members on Tuesday after they staged a wildcat strike during national pay talks. — Staff Reporter and Sapa

Court orders striking drivers back to work

Cape Times 11/2/91

333

Staff Reporters

STRIKING bus drivers and other City Tramways workers were ordered back to work by the Industrial Court at the weekend but it was unclear last night whether services would resume today.

In terms of the order, the 1 321 employees who have been absent from work were supposed to take up their duties again from yesterday. Union officials were unwilling to say how many had returned to work.

Mr Barry Gie, executive director of City Tramways, could not be reached for comment either.

Officials of both transport unions involved in the strike have been ordered not to incite members to strike.

A meeting was held at Community House in Salt River yesterday to communicate this to the workers. Several union officials could not be reached last night when the Cape Times tried to find out the result of that meeting.

On Friday evening, the Supreme Court granted an urgent interdict against workers who were occupying the Arrowgate and Philippi depots.

Some of the workers, who had occupied depots since Friday, were evicted at 8am yesterday.

In terms of the Supreme Court order, workers may not enter their places of employment unless they do so in terms of their employment contracts. The return date of the order is March 28.

Taxi ranks full as bus strike goes on

MR&S 11/2/91

333

By SHARON SOROUR
Labour Reporter

BUS services were severely disrupted today as the wildcat strike by more than 1 300 City Tramways drivers and other workers continued.

Hundreds of people queued at taxi ranks and most bus stops were deserted as commuters sought other forms of transport.

In areas not served by taxis or trains, people resorted to hitch-hiking.

POLICE VAN

A police van was stationed outside the Arrowgate depot where a few of the strikers had gathered.

The few buses on the roads were driven by stand-in drivers and inspectors.

An inspector said that the buses were sent from Mamre to transport early-morning commuters to work.

At the weekend the Industrial Court ordered strikers back to work but it was not clear how many had complied by this morning, said Mr Joe Sineke, chairman of the Transport and Omnibus Workers' Union.

He said the workers — members of Towa and the Transport and General Workers' Union — were set to meet at Community House today.

An urgent Supreme Court interdict, granted on Friday night, barred workers from company premises at the Arrowgate, Philippi, Diep River, Simon's Town and Tollgate depots.

In terms of the order the workers can be evicted if they do not comply.

Some workers, who were occupying the Philippi and Arrowgate depots, were evicted at 8am yesterday.

City Tramways executive director Mr Barry Gie said the strike was costing the company more than R300 000 a day.

'GROSSLY NEGATIVE'

He warned that if management complied with workers' wage demands, it would have a "grossly negative" effect on fares.

Wage negotiations began in September with workers demanding an across-the-board 25 percent increase with a minimum wage of R200 a week. Management offered from R29 to R50 a week depending on the skills category.

Workers downed tools on Thursday when wage negotiatons resumed. The talks failed to resolve the dispute. A work stoppage began on Friday.

● See page 4.

Sorry but we had to, say bus strikers

ARGUS 11/2/91

333

By JACQUELYN SWARTZ
Staff Reporter

STRIKING City Tramways workers have apologised to commuters for inconvenience caused by their work stoppage.

The apology was made at a meeting at Community House in Salt River yesterday.

"We as bus workers would like to apologise for the inconvenience caused to our passengers. We hope they will take into consideration the frustrations that have been building up for the past decade," a worker said.

The meeting was called after strikers were evicted from their workplaces as a result of a Supreme Court order.

They had been sitting and sleeping in at the depots since Wednesday.

Across the board

The stoppage now includes all City Tramways workers which brings the total number of strikers to about 1 600

They are demanding "a living wage", with R300 a week as the minimum for the lowest paid workers. This is an increase of R165.

They also demand R100 across the board for other workers, including bus drivers.

According to Mr Tony Franks, a spokesman for the Transport and Omninbus Workers Union, the wildcat strike was called only after there was dissatisfaction among the workers with management package deals.

This included an increase of R29 for the lowest-paid workers.

The meeting was held jointly with the Transport and General Workers Union.

Many of the strikers expressed grievances during the course of the meeting.

A driver who has been with the company for 22 years said he earned R322 a week.

Unsatisfactory

"I go home with R250 after deductions," he said. "To earn a decent living I have to work 20 to 30 hours overtime a week."

This means getting up at 4am every day and working 12 to 16 hours.

According to a statement by the stikers, this, with other unsatisfactory working conditions, resulted in disrupted family lives, gangsterism and drug abuse.

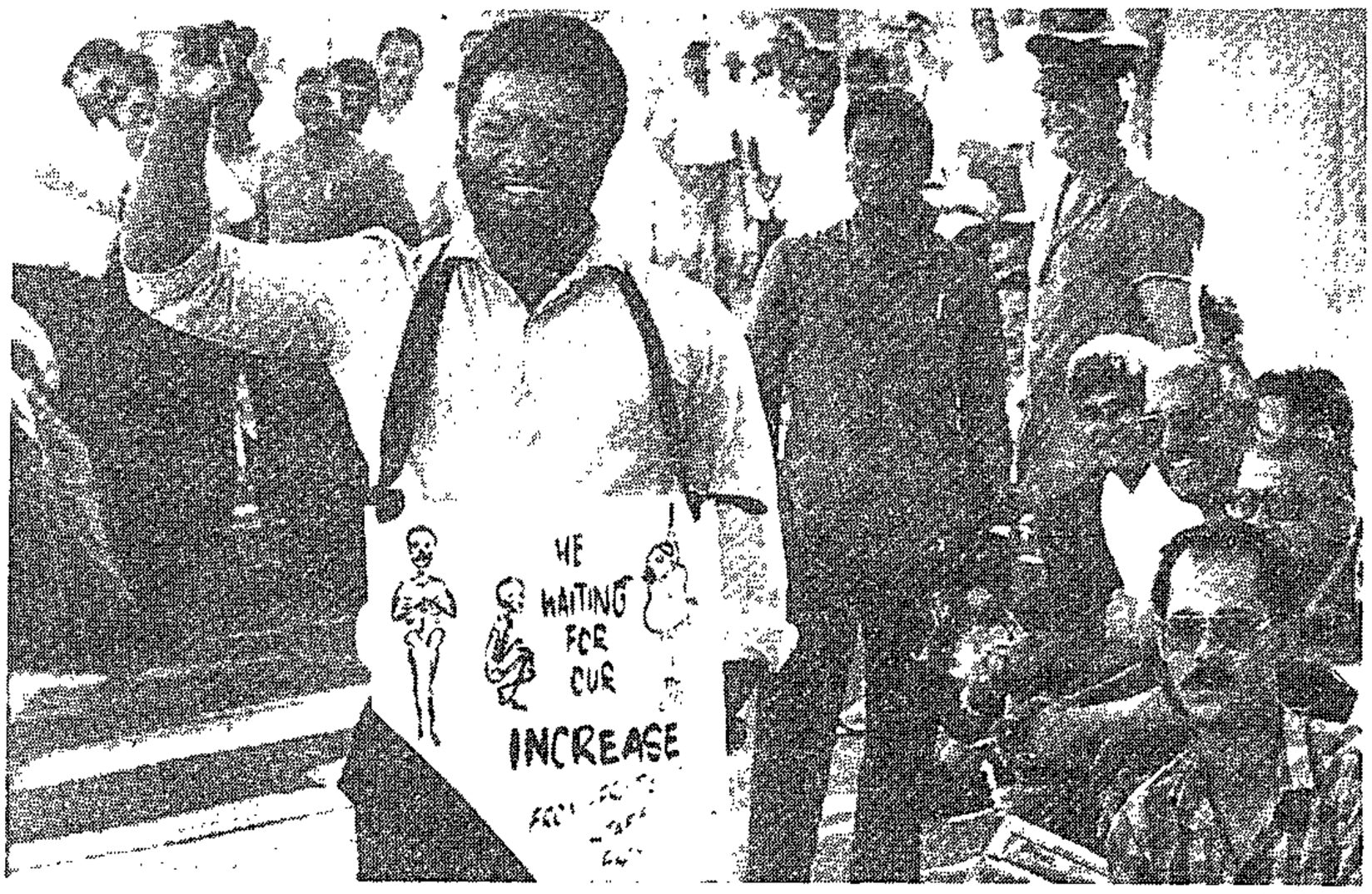
Bitterness was also expressed at the fact that drivers who were involved in accidents on duty sometimes had to bear their own legal costs.

The meeting also showed that one-man operators had to perform several functions for which they were not paid.

This included being a clerk, cashier, security guard, driver and conductor.

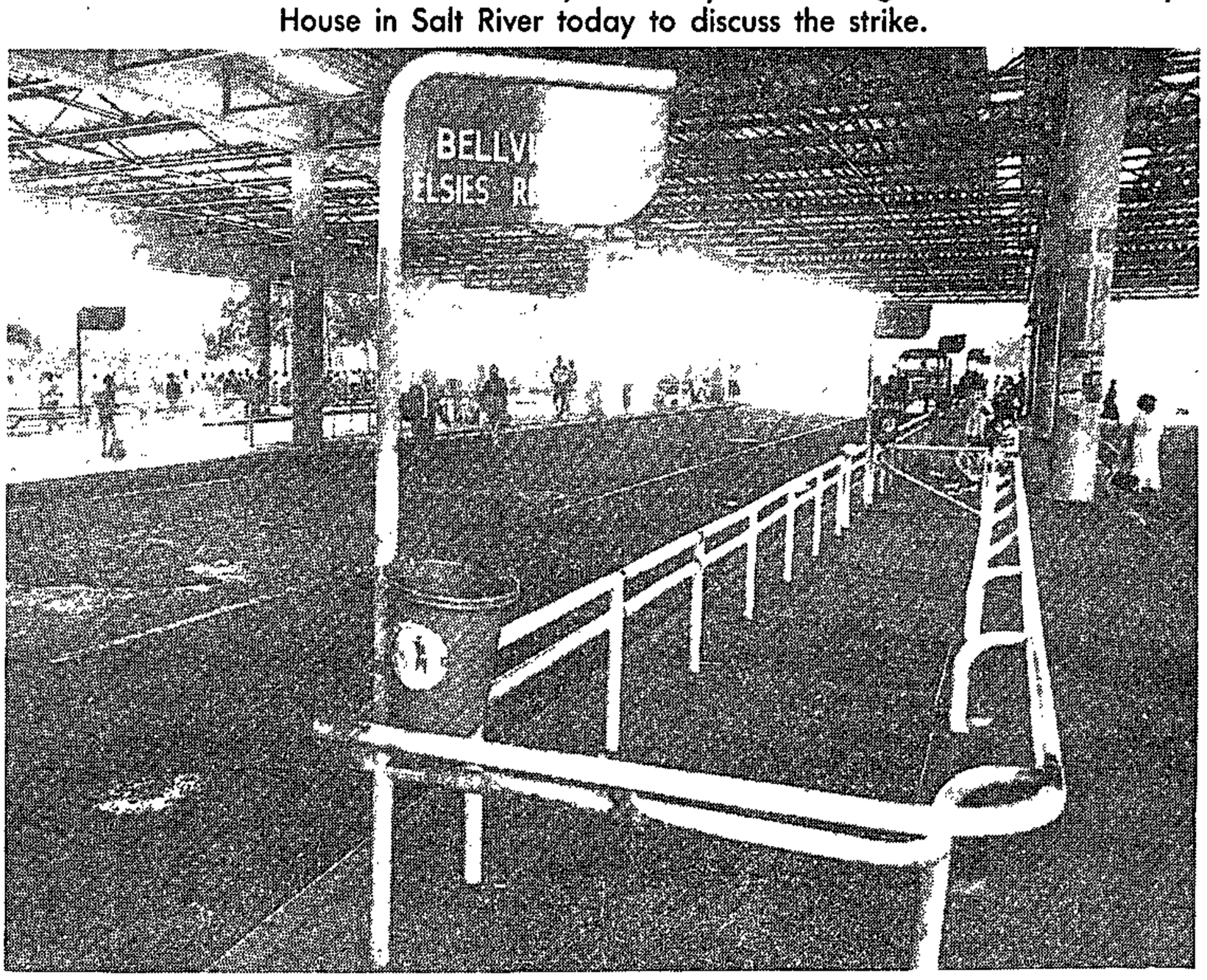
A driver also claimed they were given only 20 minutes a day lunch-break. Sometimes they were even denied that, he said.

It was also claimed that workers stood a chance of being dismissed if they stayed off sick.

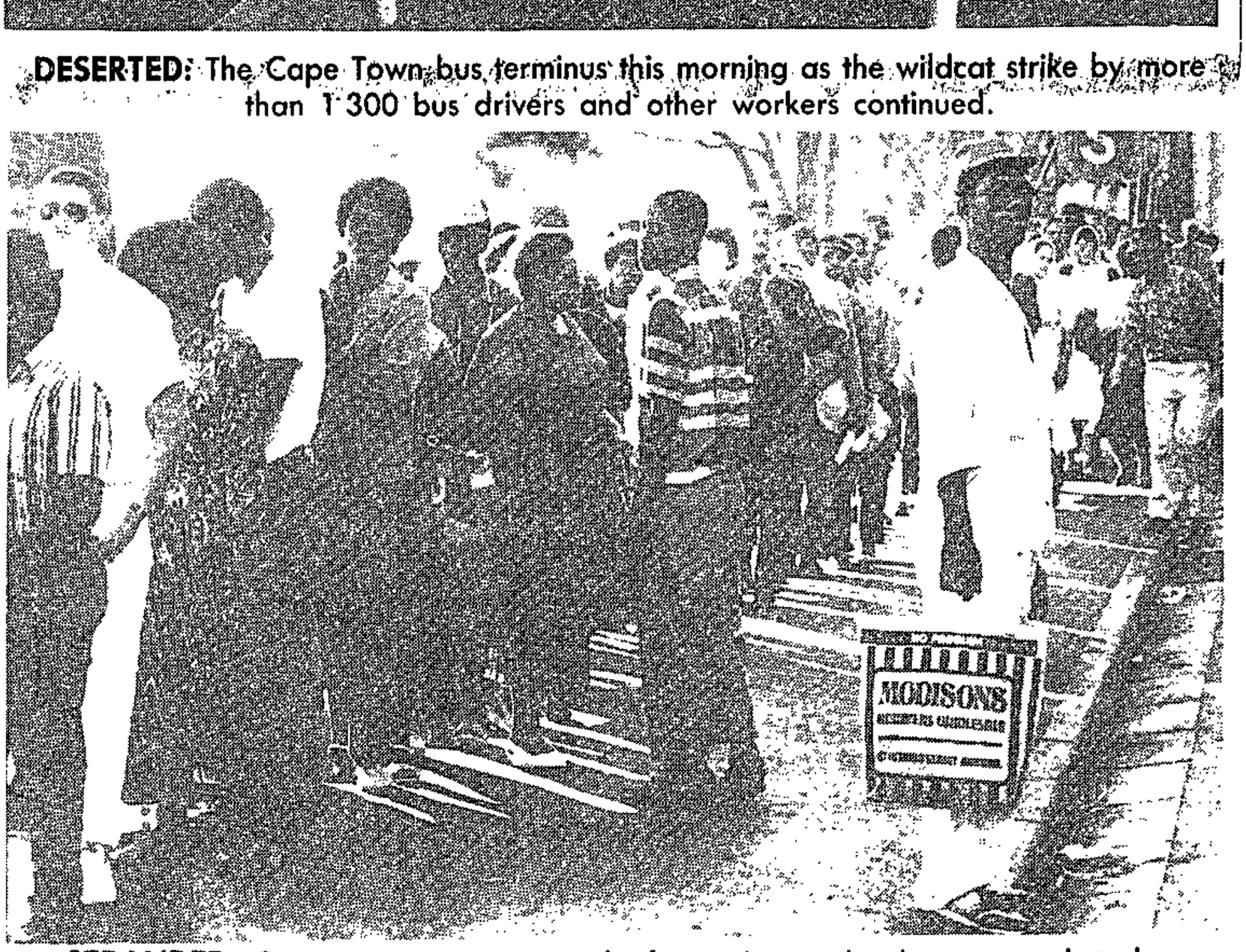


Pictures: ANDREW INGRAM, The Argus.

STRIKERS: Bus drivers and other City Tramways workers gather at Community House in Salt River today to discuss the strike.



DESERTED: The Cape Town bus terminus this morning as the wildcat strike by more than 1 300 bus drivers and other workers continued.



STRANDED: Commuters queue at ranks for taxis to take them to work today.

Strikers and bus bosses in deadlock

CAR-Trips 12/2/91 333

Staff Reporter

PENINSULA bus commuters were again forced to find other means of transport yesterday as the City Tramways strike entered its fourth day, with management insisting drivers return to work before negotiations continue.

The majority of the 1 300 workers met at Community House in Salt River yesterday and chose a delegation to meet City Tramways executive director Mr Barry Gie late yesterday to discuss the impasse.

A City Tramways spokeswoman said "only a very few buses" ran from the Tollgate depot yesterday and that services were severely disrupted.

A spokesman for the Transport and General Workers Union and the Transport and Omnibus Workers' Union said the workers planned to march, with permission, from Community House to Tollgate and then on to the Grand Parade at 10am today.

The Industrial Court at the weekend ordered the workers to return to work and the two transport unions to desist from inciting members to strike.

On Friday night an urgent Supreme Court interdict barred workers from company premises at the Arrowgate, Philippi, Diep River, Simon's Town and Tollgate depots.

Workers are demanding an across-the-board increase of R165 — a 44% increase for skilled workers and up to 122% for unskilled workers.

Management is offering hikes from R29 to R50 per week.

Striking drivers yesterday complained that buses were "filthy", that some had no first or third gears and leaked oil which dirtied passengers. The plastic windows provided insufficient driver vision.

A spokeswoman for Mr Gie said that some 55% of their workforce had been employed for over five years and 12% for more than 20 years and "we believe these percentages speak for themselves".

It would be "inappropriate" however to comment on individual grievances not tabled by the union at the negotiation table, she added.

● Information about bus services can be obtained by phoning 080 1212111 (all hours toll free).

Bus strike talks today

By SHARON SOROUR, Labour Reporter

BUS services are still seriously disrupted as the wildcat strike by more than 1 300 bus drivers and other City Tramways workers enters its sixth day.

But negotiations resume today in a bid to end the work stoppage, which the company says is costing R300 000 a day in lost revenue.

Tramways public relations spokesman Mrs Jeanne Welsh said: "A meeting lasting four hours was held last night and negotiations will start at 3pm today."

Although a few buses were running, services to all areas were still severely disrupted, Mrs Welsh said. Thousands of commuters have had to rely on minibus taxis and trains since the strike began on Thursday.

Mr Wilkens Qumba from Guguletu said his four children were forced to catch a taxi from the Tollgate depot to Mowbray and another from Mowbray to Guguletu. Each ride cost each child R1,50.

Mr Qumba said: "This is a terrible inconvenience. Parents have bought a three-month clipcard costing R80 for their children but the buses are not running and we have to fork out extra money now for taxis."

Mrs Welsh said clipcards would be extended for as long as necessary so that rides which had been paid for were not lost.

Workers have been served with two court orders since the weekend: an Industrial Court interdict ordering them to return to work and a Supreme Court order barring workers from the Arrowgate, Philippi, Diep River, Simon's Town and Tollgate depots.

● Cape Areas Housing Committee (Cahac) chairman Mr Joe Marks said in a statement the strike action — which caused inconvenience to the community at large — was the direct responsibility of City Tramways and not the striking workers.

In a message of support, Pan Africanist Congress (PAC) secretary for information Mrs Patricia de Lille said the PAC believed the striking workers had just claims for new wage increases.

Minibus taxi owners reaping benefits

12/12/91

333

By JACQUELYN SWARTZ
Staff Reporter

MINIBUS taxis owners have reaped benefits of thousands of rands as a result of the bus strike — now in its sixth day.

Many of the members of the Western Cape branch of the South African Black Taxi Association which represents the owners of 3 500 taxis have reported increases of 35 percent in business since Tramway workers went on strike last week.

This results in an average of R70 more a day for taxis operating from areas such as Mitchell's Plain, Hanover Park and Retreat.

According to Mr Basil Nagel, provincial chairman of the South African Black Taxi Association, Western Cape, this increase falls short of the expected hike of 100 percent.

A strain is, however, being placed on taxi services.

"We definitely can't cope. This is an unusual situation. We don't know how long the strike is going to last and can only do our best."

LONGER HOURS

He said that since the taxis were forbidden by law to overload, the only answer was to work longer hours.

Here he called for co-operation from the public.

"If people are used to taking a bus at a certain time, they should leave earlier now that there are no busses, and a limited amount of taxis.

"I believe that commuters can play a part so that we can provide them with a service under these difficult circumstances."

Mr Nagel said this was 'a "fantastic" oppurtunity for taxi drivers to prove themselves to the commuters.

"People are inclined to paint all drivers with the same brush. If one driver was bad they think that all drivers are bad. This should be a good public relations exercise," he said. "If we have this increase now, show me a reason why we should not maintain it."

Mr Nagel said commuters did not have to worry about a fares hike in light of the strike.

"I don't think there is any justification to put up fares. We want to provide a service, not exploit the situation."

Transport stoppage: 85 workers dismissed

By SHARON SOROUR, Labour Reporter

EIGHTY-FIVE Jowell's Cape Transport workers in Springbok, Namaqualand, have been fired after a work stoppage in solidarity with striking workers dismissed in Cape Town last week.

The Springbok drivers and other workers — members of the Transport and General Workers' Union — downed tools two days after 147 Cape Town workers on a wildcat strike over wages were fired after ignoring an ultimatum by management to return to work.

Union regional secretary Mr Nic Henwood confirmed the dismissals but could not comment on the dispute because of an agreement with management.

SUPPORT ACTION

According to union organiser in Springbok Mr Ronnie Robinson, the dismissed workers were to meet today to discuss support action with other organisations.

Workers were fired in spite of an undertaking by management not to dismiss any strikers before negotiations with the union, he claimed.

Mr Fred Potgieter, general manager of the Springbok depot, declined to comment.

A spokesman for the dismissed workers said the company had offered to re-employ 53 workers in Springbok and 103 in Cape Town.

He said the company had cited economic losses as the reason for the selective re-employment.

Workers marched down Montague Drive in Montague Gardens yesterday and picketed outside the company's premises, Mr Henwood said.

One of the dismissed workers said they were demanding a wage increase of about 30 percent while management was offering 7,5 percent.

Bus strike hits commuters

Argus 13/2/91 (333)

FOR the first time in 75 years defiant bus drivers and other City Tramways workers — prevented by labour legislation of the right to take industrial action — are on a wildcat wage strike.

Because bus operations are regarded as an essential service by law, the seven-day strike is illegal.

But more than 1 300 workers have downed tools, ignoring two urgent court interdicts from the Supreme and Industrial courts barring them from occupying company premises while on strike and ordering them back to work.

There have often been work stoppages at City Tramways but this is the third time in five months that workers have plunged Cape Town's bus service into chaos, stranding and inconveniencing thousands of commuters.

Although the two transport workers' unions — the Transport and General Workers' Union (TGWU) and the Transport and Omnibus Workers' Union (Towa) — are united in their fight for improved wages, this was not the case last year.

Illegal

A simmering battle for majority status and bargaining power between the two rivals led to a one-day work stoppage by hundreds of TGWU members in August.

Workers were demanding a ballot to test Cosatu-affiliate TGWU's claim that it represented the majority of workers instead of the Towa, the negotiating union affiliated to the National Council of Trade Unions (Nactu).

Company executive director Mr Barry Gie rejected the stoppage as unprocedural, unjustifiable and illegal.

He dismissed the allegation by TGWU that the stoppage was connected to a dispute over management's recognition of the union as "a gross distortion of the facts.

"Documentary evidence put forward by the union to justify its claim that it represented the majority of workers failed to do so and the union conceded it did not have majority support. Under these circumstances there were no grounds for holding a ballot."

Workers returned to work the next day but negotiations with management continued.

A ballot was eventually held at certain depots with tension mounting between the unions. However, TGWU failed to prove their majority and Towa remained the negotiatin union.

By SHARON SOROUR
Labour Reporter

Pay talks began in September and the initial union demand was for an across-the-board 25 percent increase with a minimum wage of R200 per week. This was later modified to 22 percent across-the-board.

Management's offer was a weekly increase between R29 to R50 depending on the skills of workers.

Taking normal notch increases into account, the offer would have meant average increases of up to 14,4 percent for skilled workers and up to 21 percent for unskilled workers.

The minimum monthly wage of an unskilled worker would have been R715 and a first year driver would get R1 205 per month.

Senior drivers, already earning up to R35 000 a year, would immediately have had a "significant" wage improvement.

Mr Gie says the workers responded to the offer by staging an illegal work stoppage in December, which once again seriously disrupted bus services.

Because wages are the single biggest cost component in determining bus fares, Mr Gie warned workers that if their demands were met, it would have a "grossly negative effect" and disadvantage passengers who were mainly from the "poorer parts of the community".

With the company losing about R300 000 a day in revenue, he also warned workers that if their demands were met the company would not be able to continue its business in the present structure.

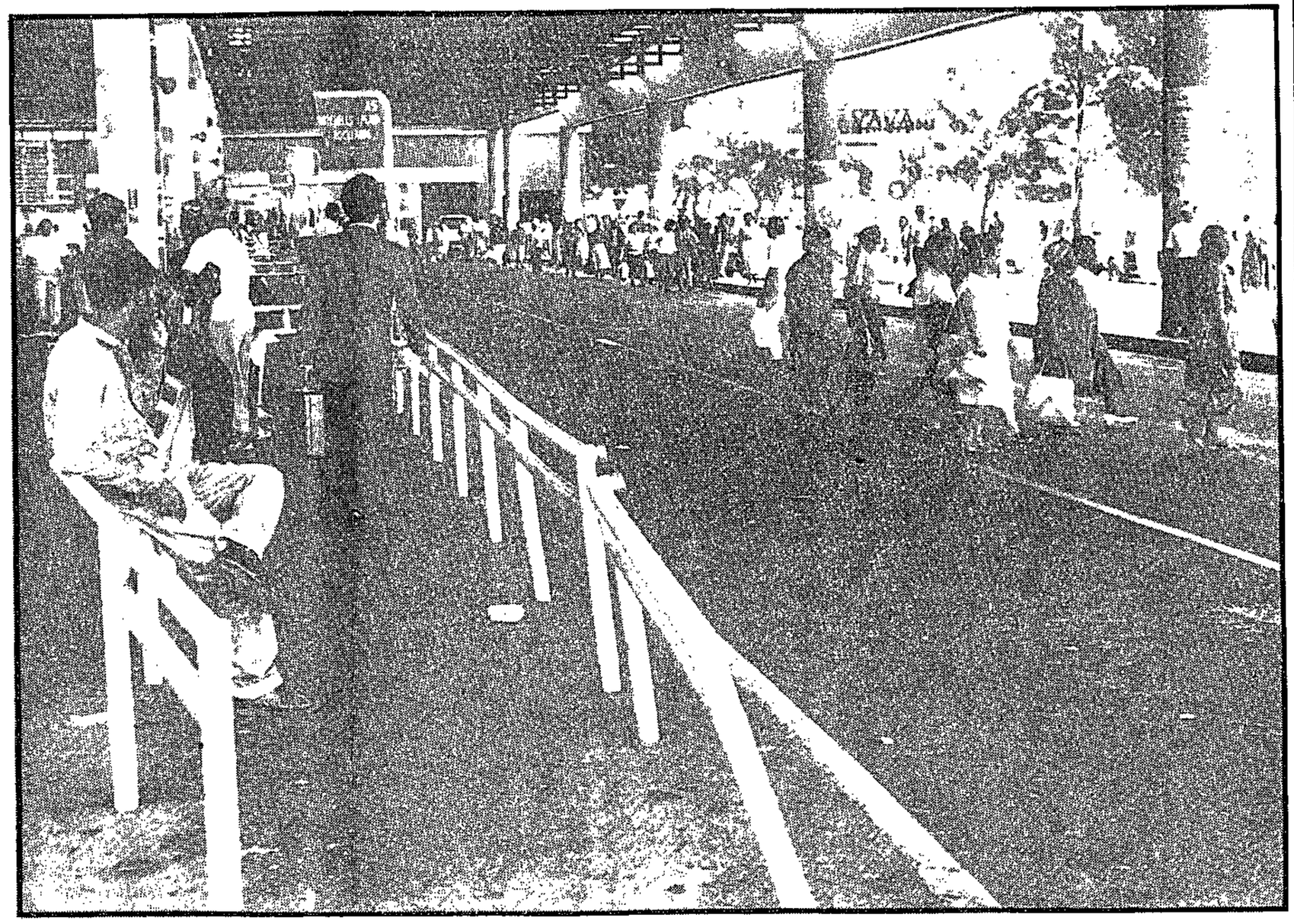
Industrial relations consultants believe the strike has highlighted the question of "the right to strike". The question of essential services needs to be re-addressed.

Some industrial relations experts believe the problem in South Africa is that the right to strike has been used in the past as a legitimate tool.

According to a Cape Town labour consultant, if people are given the right to strike, they will be forced to follow certain procedures.

"Unions in South Africa are becoming more responsible, especially when it comes to wage negotiations," he said.

"But there is a very strong argument for workers who deliver an essential service to the public not taking strike action — but other remedies should be provided."



Pictures: ROY WIGLEY, The Argus

DESERTED: The Golden Acre bus terminus (above) is deserted on the sixth day of the widcat strike by City Tramways drivers. Below, stranded bus commuters wait for taxis at the Strand Street rank.



Picture: Leon Muller, The Argus

BUS DRIVERS' MARCH: Posters carried by City Tramways bus drivers on a march to the company head office in Woodstock tell the story of demands which led to their wildcat strike.



'We want a fair slice of the cake'

City Tramways has been wobbling since the birth of the taxi industry. Now a strike by 1500 workers threatens to unstabilise the company further. Waghied Misbach reports

TO the 1500 striking workers at City Tramways, the issue facing them is simple enough.

The way they see it, the huge transport company, whose monthly takings are believed to be around R9-million, is denying them a "fair slice of cake".

According to the workers, Tramways can offer no valid reason for refusing them a "living wage".

For Tramways, however, the answer may not be as simple as giving each of its workers a bigger slice.

Beside the enormous daily losses incurred by the strike action, the company has been severely affected by the taxi boom in the Western Cape.

Mushrooming

The beginning of the mushrooming minibus taxi business in the mid-1980s effectively ended Tramways' virtual monopoly of the transport industry.

The South African Black Taxi Association (Sabta), which has between 4500 and 5000 taxi's operating in the greater Cape Town area, has been the major source in concern for Tramways.

Sabta Western Cape general secretary, Mr Billy Daniels estimates that when the taxi industry started in the mid-1980s, they took between 55 and 60 percent of Tramways' business.

Daniels points out, though, that Tramways gets a sizeable chunk of the R650-million yearly government transport subsidy, while Sabta, which is the organisation that is "really transporting the masses", gets nothing.

He says that for every person who steps aboard a bus, Tramways is subsidised by 90 cents.

Presently Tramways transports about 237 000 passengers daily, but with the majority of its drivers out on strike, the Western Cape's taxi industry has borne the brunt of transporting the extra passengers.



MAKING A POINT: Striking Tramways bus drivers demonstrate outside the company's Woodstock headquarters

Tramways may be feeling the pinch, but they have been able to absorb the losses, Daniels says.

Inquiries into Tramways' financial well-being and into rumours that it has been shedding a sizeable chunk of its assets over the past few years, have gleaned few answers.

Meanwhile, Tramways' management have refused to budge on the workers' key demand of a 22 percent across-the-board increase.

Standing on the steps of the Tollgate Depot — which serves as Tramways' headquarters in Cape Town and where more than 600 workers picketed on Tuesday — executive director Mr Barry Gie expressed disappointment after his interim offer of 13,5 percent was rejected by workers.

With workers lining the road opposite the building, chanting "We want Gie", a smiling Gie said to general manager Mr Frans Mayoss standing at his side that he "did not know that the strike was so popular".

This is certainly the biggest strike action in Tramways' history.

There can be little doubt that the strikers mean business this time. Almost a week into the strike there was little sign of flagging morale as every worker interviewed confirmed commitment to the action.

The two unions vying for Tramways' membership — the Transport and General Worker's Union (TGWU) and the Transport and Omnibus Workers Union (Towu), Cosatu and Nactu affiliates respectively, were at pains to ensure that maximum unity was achieved for the strike action.

"This is the first time that the two unions are standing together," said one driver. "Normally, we would have a go-slow or a boycott, but this time we decided that enough was enough."

Tramways' workers say that their families are not the people who should suffer to maintain Tramways' profit margins.

Drivers complain that they have to work virtually double their normal shifts to be able to make a decent living.

The starting rate for workers is R244 a week, with the top rate of a driver being R307 a week after five years.

One driver said that they deserved more money because they performed the functions of many people.

"A One Man Operator (Omo) is a driver, a cashier, a clerk, a security guard that looks after company property, a public relations officer and a conductor.

"But, sometimes when two guys are working a shift, each gets the top rate of R307, but when one driver is working a shift alone, he does not get half that money."

Driving a bus for more than 60 hours can wreak havoc with a driver's health and family life, drivers maintain.

Most of the buses have faults and these place an extra burden on drivers' backs and shoulders, they claim.

Drivers say that the majority of them suffer from back problems because of the long hours in the hard seats of buses with tight steering wheels and worn-down springs.

"You have very little time for your family. When you get home at 11pm from your shift, all you want to do is sleep. Then you're up again at about 4am to get ready for your shift," says one driver.

Drivers say that if you miss your shift by even five minutes, then there is no guarantee that one will get work for the day.

Key demands

Other key demands of the Tramways' drivers is for accident insurance. They maintain that they have to pay out of their own pocket for legal representation when they have an accident.

One driver claimed that he had to pay R1100 from his own money when he lost a case in court. He said the only time Tramways was prepared to assist with the costs of legal representation was when the company was assured it would win the case.

By the time of going to press, Tramways had not repsonded to requests for comment.

Unity in Tramways dispute

■ Cosatu's Transport and General Workers' Union and Nactu's Transport and Omnibus Workers' Union — locked in a recognition battle last year — have joined forces in the pay strike by 1 600 workers at City Tramways.

The unions have formed a joint committee to negotiate with management. Demanding a return to work — the strike has paralysed Cape Town bus services since last Thursday — the company broke off talks with the committee this week but agreed to resume contact yesterday. Workers have demanded a R1 200 minimum monthly wage, as against an offer of R715. At the weekend, the Industrial Court ordered workers to resume their duties.

Reports from Weekly Mail staff, Sapa

Tough talks end wildcat city bus strike

ARGUS 15/12/91 333

By SHARON SOROUR
Labour Reporter

TOUGH talks have ended the eight-day wildcat bus strike and, with hundreds of City Tramways workers back on their wheels today, bus schedules return to normal.

Officials of the Transport and General Workers' Union (T&GWU) and the Transport and Omnibus Workers' Union (Towa) told management at 5pm yesterday that all workers would report for duty today.

The strike, by more than 1 300 bus drivers and other workers, inconvenienced about 230 000 commuters and cost the company about R2,4-million in lost revenue when over 700 buses ground to a halt.

IGNORED DEADLINE

Company public relations manager Mrs Jeanne Welsh said it was not certain that the strikers' agreement to return to work included an acceptance of the final management wage offer.

Towa vice-chairman Mr Envor Barros said the strike had brought a victory for workers, who had scored a "99 percent victory on all demands excepting wages".

Workers ignored the 11pm deadline to accept or reject the new increased wage offer but responded almost two hours later with a request for negotiations to resume at 1pm.

Management sent an ultimatum to individual employees that if workers responsible for shifts after 6pm did not return to work they would be fired.

Mrs Welsh said the company proposal, tabled at marathon talks on Wednesday, included a minimum increase of 15,5 percent, or R30, whichever was higher.

Alternatively workers would be granted a R40 across-the-board increase on the weekly wage — which favoured workers in the lower grades.

Workers had demanded an across-the-board increase of R165 a week.

333

Drivers dispute earnings claim

By SHARON SOROUR
Labour Reporter

BUS drivers have contested a claim by City Tramways that senior drivers earn up to R35 000 a year.

According to a senior driver from the Transport and General Workers' Union who did not want to be named, drivers were "upset" at the figure as the top wage for a senior driver was R307,87 a week.

"This translates into a wage of just under R15 000 a year," he said.

WORK OVERTIME

Drivers, who usually worked from 42 to 44 hours a week, would have to work between four and eight hours overtime a day to push up their wages to that figure.

"They still won't get to R35 000 — with overtime a driver can push up his wages by about R5 000 a year," said another senior driver who has driven City Tramways buses for nine years.

The company figure was about three times the average wage for drivers, he said.

Another Transport and Omnibus Workers' Union member said if a senior driver wanted to earn R3 000 a month, he had to work about 50 hours overtime.

"This means a driver has to get up about 3am to get to work to do overtime shifts and then he will get home about 10pm. What kind of family and social life will he have?" he asked.

"It's not easy to spend long hours in the buses — they are like saunas and the fumes are often bad. Most buses rattle, shake and have a hard seat which eventually results in backache if you sit on it for eight hours on end," he said.

● Company public relations manager Mrs Jeanne Welsh confirmed that it was possible for a senior driver to earn up to R35 000 a year if overtime shifts were included in his schedule.

She said: "There are drivers at City Tramways presently earning that wage."

City bus strike is over

335

Cape Times 15/2/91

THE crippling eight-day City Tramways bus strike is over.

Workers settled for a 15,5% offer by management last night, ending a wildcat strike that cost the company more than R2,4 million in lost income and left hundreds of thousands of commuters stranded.

The company gave employees a deadline of 6pm last night to go back to work or face dismissal, City Tramways spokesman Mrs Jeanne Welsh said.

City Tramways executive director Mr Barry Gie confirmed that both unions had notified the company officially that their members would return to work last night.

The company proposal, tabled at talks on Wednesday, entailed a minimum increase of 15,5%, or R30, whichever was the higher.

Before the settlement, unskilled workers on the lowest grades earned R583 a month. First-year drivers were paid R1 050 a month.

Mr Valentino Clarke of the Transport and General Workers' Union (TGWU) claimed that although they had backed down over their pay, workers had won nearly all their non-wage demands. These included demands for sick pay and pensions and that June 16, also known as Soweto Day, be a paid holiday.

Workers had entered pay talks in September with a demand for a weekly increase of R200 across the board, but had dropped this to R80 by the time of settlement, Mr Clarke said.

'Dissatisfied with offer'

The Transport and Omnibus Workers Union (TOWU) and TGWU, which represented workers jointly during the pay talks, would issue a joint statement today, he added.

A spokesman for the unions' negotiating team said last night that although workers had agreed to return to work immediately, they were "very dissatisfied with the final wage offer".

"All the wage offers throughout negotiations have sought to encourage division between the higher and lower-paid workers," he said. "The strikers have been unable to win a wage increase that would satisfy the higher-paid, longer-serving workers and the lower-paid.

"In terms of conditions of employment, workers have made important advances in maternity rights and legal assistance in any litigation arising out of accidents on duty. June 16 has been accepted as a paid holiday and several other improved conditions have been secured."

Cosatu's regional secretary for the Western Cape, Ms Lucy Nyembe, said the strike had drawn rival unions together on issues of common concern.

The strike began last Thursday, with workers besieging the Tollgate offices, blocking depot entrances with buses and management's refusing to negotiate until work resumed.

The strikers were ordered off company premises by the Supreme Court on Friday. The following day, the Industrial Court ordered them back to work, but they ignored this.

By Wednesday, only 10% of the daily 730 buses were running. — Staff Reporter and Sapa

Taxi strike

333
Soweto
21/4/91

●From Page 1

yesterday afternoon.

The taxi rank may be temporarily reopened, sources said.

The city's director of public relations, Mr Jan Bezuidenhout, confirmed the rank might be opened pending a meeting between the council and other parties.

The parties met on Tuesday afternoon and after discussing the request to reopen the rank, promised to give a report-back today.

Several businesses were seriously affected by the strike as thousands of commuters could not go to work.

Large numbers of people travelled by trains and buses and many were late for work.

Taxi drivers complained that the new taxi rank at Dr Savage Road was too small and had insufficient facilities such as toilets.

They said they believed the closure of the bigger Bloed Street rank was "a racist decision intended to harm our business".

Taxi strike hits city

333
Soweto
21/4/91

By MONK NKOMO

THOUSANDS of Pretoria commuters were stranded and most businesses disrupted as the taxi strike, which started in Mamelodi on Monday, spread to other areas yesterday morning.

Drivers decided not to operate between Pretoria and the city's black townships in protest against the closure of the Bloed Street taxi rank on Sunday.

The decision to close the rank was negotiated by the Pretoria United Taxi Association and the Pretoria City Council, commuters claimed.

The strike started in Mamelodi on Monday and spread to Soshanguve and Atteridgeville yesterday morning where thousands of people were seen lining the streets.

A meeting to resolve the crisis was due to be held between council officials, representatives of the Southern Africa Black Taxi Association and Puta

●To Page 2

Praise for union unity

333

■ The National Council of Trade Unions has praised two rival transport unions for "joining hands against the capitalist bosses" during

W/Mail 22/2 - 28/2/91.

W/Mail 22/2 - 28/2/91

333

Cape Town's recent City Tramways strike.

The eight-day strike by 1 300 workers was led by Nactu's Transport and Omnibus Workers' Union and Cosatu's Transport and General Workers' Union, embroiled in recognition battles at City Tramways last year.

The strike, which ended last Friday, resulted in a pay rise of 15 percent or R30 a week for drivers. Workers had demanded R165 across the board.

Pretoria taxis hit the road after strike

PRETORIA'S black taxi drivers ended their four-day strike on Friday when they returned to work in large numbers after the reopening of the Bloed Street taxi rank.

The drivers had refused to work since Monday after the Pretoria City Council closed the rank and provided them with alternative facilities which the cabbies said were inadequate.

On Thursday the council and taxi-industry representatives agreed the old rank would be leased to the taximen.

On Friday taxis were reportedly running again from the townships of Mabopane, Soshanguve, GaRankuwa, Mamelodi, Atteridgeville, Hammanskraal and several villages.

The Pretoria United Taxi Association, which was accused of collaborating with Pretoria's council to have the rank closed, said the rank would remain open to all taximen "regardless of affiliation". – Sapa

Civic body defies and joins talks

Sowetan 10/4/91

MEMBERS of the Civic Associations of Southern Transvaal were at the inaugural meeting of the Central Witwatersrand Metropolitan Chamber in Johannesburg yesterday.

This was despite earlier widespread criticism of their involvement.

Mr Fanie Ferreira, MEC and chairman at the meeting, said the objectives and activities of the CWMC were similar to the Greater Soweto Accord, signed on September 24 last year.

The aim of the accord is to serve as a negotiating forum to investigate and formulate non-racial, democratic metropolitan and local government structures.

The forum would invite political participation, dialogue and interaction during the period of constitutional transition in South Africa.

The local government bodies who signed the CWMC constitution yesterday were the councils of Soweto, Diepmeadow, Dobsonville, Johannesburg, Randburg, Sandton and Alexandra.

The civic associations were the Soweto Peoples Delegation, Soweto Civic Association, Western Residents Action Committee Kliptown, Eldorado Park, Klipspruit West Interim Democratic and Riverlea Civic associations.

Cast was severely criticised on Monday for its participation in the CWMC by, among other groups, Operation Masakhane for the Homeless, which said the CWMC would be "squandering valuable resources".

Replying to the criticism at their involvement in a body shared with black councillors, Mr Cas Coovadia of Cast said the participating Cast members had been mandated by their constituents to sign and participate in the CWMC.

"We do not see our participation here in isolation from the broader issues and we would take our guidance from the events occurring at national level," he said.

Mr Cyril Ramaphosa, chairman of the National Union of Mineworkers, explained that he and Cast still rejected local black councils and would continue to call for the resignation of all black councillors.

Although they were all signatories to the constitution of the CWMC, "this will still not detract from us continuing to call for their resignation", Ramaphosa said.

During yesterday's Press conference, the black councillors shared the same table as Ramaphosa, Coovadia and other black leaders who have consistently called for their resignation. - *Sapa.*

Sabta gets tough on taxi drivers

THE South African Black Taxi Association is to recommend to the Department of Transport that permits of taxi owners and drivers convicted of drunken driving be temporarily suspended.

Sowetan 10/4/91

Sabta's president, Mr James Ngcoya, yesterday confirmed that five drivers stopped by Sabta patrols during the Easter weekend were found to have been under the influence of alcohol. (333)

Ngcoya said Sabta would ask the department to suspend for six months the permits of drivers and owners found guilty of the offence.

The recommendations would be endorsed in Sabta's constitution in June. - *Sapa.*

Merger moves in transport unions

By DREW FORREST

MOVES are afoot to fuse the Congress of South African Trade Unions' Transport and General Workers' Union (TGWU) and the South African Railway and Harbour Workers' Union (Sarhwu) into one giant transport union with 100 000 members.

At a meeting in Soweto last week, described by Sarhwu as a "giant step towards the unity of transport workers", the unions agreed to set up a "merger facilitating committee" comprising national executive committee members and secretariats from both sides. This will oversee the merger process and the drafting of a constitution, which will be canvassed with members.

TGWU and Sarwhu will also send a joint delegation to the Cosatu congress in July.

A single Cosatu transport union has been in the air for some time, but Sarwhu was known to have had misgivings.

It pointed to TGWU's large membership outside transport — it has 13 000 cleaners and security guards —and argued that railway workers, as public sector employees, had special problems.

The two unions also came out of different traditions: Sarwhu is a revival of an old-established member of the South African Congress of Trade Unions (Sactu), the ANC's labour wing, and TGWU a former Federation of South African Trade Unions (Fosatu) affiliate.

The disbanding of Sactu after the ANC's unbanning has given a fillip to unity moves, and the merger platform was strengthened last year when TGWU drew the railway union into its bus transport campaign.

The Sarwhu statement said it had been agreed that TGWU's cleaning and security members "cannot be allowed to retard unity" — they are likely to be included in any merger, although their longer-term position has still to be resolved.

The new union would also work closely with public sector unions, Sarwhu added.

Still to be resolved is the issue of international links. Although historically leaning towards the Eastern bloc's World Federation of Trade Unions, Sarwhu has no formal international ties.

TGWU is affiliated to the International Transport Workers' Federation.

A single Cosatu transport union could have a major impact both on bargaining structures and the shaping of future public transport policy. Current moves towards a Transnet industrial council, for example, could give way to a push for separate national goods and passenger transport councils, each covering different Transnet operations.

The Sarhwu statement said a merger would bring together Sarwhu's militancy and the TGWU's "administrative and organisational smartness".

'Clumsy, abusive' taxi drivers come under fire

Sowetan 17/4/91 (333)

VERBAL abuse and the general behaviour of black taxi drivers came under the spotlight during a National Black Consumer Union's consumer rights workshop held in Soweto at the weekend.

By PEARL MAJOLA

The NBCU resolved to call on local taxi organisations to a meeting where their complaints and experiences at the hands of taxi drivers would be highlighted.

Women and elderly people who attended the workshop spoke of their experiences.

They told the workshop they had been verbally or physically abused by taxi drivers or simply told to "buy your own BMWs if your are not satisfied with the conditions in the taxis."

NBCU's president Mrs Nonia Ramphomane said commuters had every right to challenge the taxi organisations if they were not satisfied with the services they offered.

"We pay to be transported by these taxis but the service we are offered is despicable.

"We should not even be made to collect the fares for the drivers," she said.

Mrs Ellen Khuzwayo, who once spoke out about the "clumsiness and uncleanliness" of taxi drivers, said the violence and indecency of taxi drivers should be exposed.

She said more people should lodge complaints if they experienced problems so that the conditions could be improved.

Another issue which came up during the workshop was the inaccesibility of the Small Claims Court.

The court, which used to be in the city centre, has been moved to Hillbrow.

"The Small Claims Court must be brought to the people. We have police stations and magistrate's courts in Soweto.

"Why can't we have a Small Claims Court right here, instead of being expected to go to Hillbrow after 5pm?" challenged Ramphomane.

Details of the meeting with taxi organisations will be made available as soon as arrangements have been made.



MRS KHUZWAYO..."Taxi drivers are clumsy."

Trek Airlines seeks staff

B1 Day 17/4/91. (333)

LINDEN BIRNS

TREK Airlines, which is scheduled to begin domestic flights in September, has begun recruiting cockpit, cabin and ground staff.

MD Jan Blake said yesterday a full complement of pilots had been recruited. Yesterday an advertisment for air hostesses, ground hostesses and support personnel appeared in a Johannesburg newspaper.

Last month the airline confirmed its order for a number of new Airbus aircraft which it will use on flights serving Johannesburg, Cape Town, Durban, East London and Port Elizabeth.

Pilot training could take place at the Airbus manufacturing base near Toulouse, France, although it was possible that Trek would rent time on SAA's Airbus simulator at Jan Smuts Airport.

Blake said it was impossible to forecast exactly what the airline had planned for cockpit crew training as its pilot training staff returned from abroad only yesterday.

The first major step towards deregulating SA's domestic aviation industry was taken late last year when Trek became the first recipient of licences to operate passenger flights in competition with SAA.

Cape offices taken over by striking employees

By SHARON SOROUR
Labour Reporter

WORKERS at Waste-Tech — on strike for nearly two weeks over wages — occupied administrative offices of the Bellville waste removal company.

More than 700 workers, members of the Transport and General Workers' Union, are on strike in Cape Town, Port Elizabeth, East London, Durban, Johannesburg and Pretoria after negotiations failed.

Last night about half the 100 striking Cape Town workers occupied the offices, union organiser Mr Basil Laattoe said.

Management negotiated with union officials and shop stewards as workers refused to leave the offices until certain demands had been met.

Mr Laattoe said the strikers demanded an explanation from one of the shop stewards and about 20 workers who were not striking and that all trucks be parked on the premises.

He said the company's vehicles, valued at R7-million, were not being parked on the premises because of the risk of damage.

Putco seeks buyer, 6 000 jobs at risk

8 Star 25/4/91.

332 333

By Sven Lünsche

Soweto could find itself without a bus service if Putco fails to find a buyer for its transport operations by the year-end.

Putco announced last night that, in conjunction with the Department of Transport, it hoped to sell its six regional bus operations to avoid further financial losses.

If no buyers were found for the operations within nine months, Putco would be forced to close the operations and lay off most of its 6 000 employees, managing director Jack Visser said in an interview.

Until then, staff functions would be maintained and attention given to the longer-term prospects of employees.

The announcement has met with an angry reaction by unions operating at Putco, with spokesmen saying they had not been consulted.

Announcing the planned sale, Dr Visser said a number of public bodies, including municipalities, regional services councils and private companies, would be approached to buy the units, which included Soweto-Dobsonville, Durban, Eldorado Park-Ennerdale, Soshanguve-Mamelodi, Boksburg and KwaNdebele.

Soweto is by far the largest unit in Putco, employing about 2 000 people and using 500 buses to transport commuters from the suburbs of the township to Johannesburg's central business district.

Dr Visser indicated, however, that the sale of the Durban unit, which carries about 1 400 000 passengers a month, was top of the list as it was the most unprofitable of the six operations.

The cutback in Government subsidies last year, unrest and stiff competition from minibus taxis led to losses totalling about R70 million for the country's bus industry in 1990.

Putco's passenger levels have plummeted from an annual 353 million in 1984 to an estimated 120 million this year.

Dr Visser explained that the subsidy levels to commuters were not sufficient to maintain bus fares at an acceptable level.

Transport and General Workers' Union spokesman James Sikhosana said he believed the demands put forward at preliminary wage negotiations last week appeared to have precipitated the announcement.

● Putco sells off — Page 24

By Zingisa Mkhuma

Mixed feelings as drivers learn of Putco's woes

Star 29/4/91

News that Putco's impending closure could result in the bus company laying off some of its 6 000 workers, if it fails to sell its six regional services by the end of the year, was met with disbelief, dismay and some optimism by the drivers whose jobs are threatened.

When The Star visited Putco's New Canada depot, groups of drivers were milling around the yard, clutching copies of newspapers and seemingly surprised to learn that their company might close down.

One driver joked that news of the imminent closure was just an old trick being played by Putco to force the Government to increase its subsidy.

But for Alfred Nxumalo of Pimville, the thought of losing his job is not a joking matter.

Mr Nxumalo (47), who has been with the company for 11 years, said he had survived three retrenchments. He added that when he was recently promoted to the position of dispatcher, the former bus driver thought he was "made".

He and his wife, who also works, have three children and two grandchildren. They barely manage to pay the monthly mortgage bond.

"I fear losing my job because that means losing my house as well. It would be a disaster for my family," he told The Star.

Isaac Mpshe (48) considers himself fortunate because he has no further instalments to pay on his house. He does, however, support his unemployed wife and three school-going children.

He said news that the company was in financial trouble worried him, even though employees had been assured that they would not lose their jobs.

"I hate dealing in liquor but since the bad news broke, I have been entertaining the idea of buying a deep freeze and running a shebeen. I have to survive somehow. I have been a driver for 10 years and even though driving a bus is a dangerous job it's better than no job at all," he said.

Elias Siwela of Diepkloof has had enough of driving Putco buses. Mr Siwela has been a driver for six years. A scar on his forehead bears testimony to close shaves with unruly township mobs.

Losing his job, he said, was more bearable than the thought of losing his life, because Putco offered its drivers little in the way of protection.

"Everywhere I go I am attacked because I drive a bus. I have been hijacked several times and I was almost killed last week when passengers assaulted me. I escaped by running as fast as my legs could carry me.

"You ask me if I am worried about losing my job? I am worried about my losing my life."

However, Nkosana from Jabulani (he refused to give his full name) said if Putco fell under new management, things might turn out better for them.

"Putco has given us a raw deal for many years. We are not given housing subsidies or medical aid, and after being in this job for 10 years I still get paid peanuts," he said.

But even Nkosana had to admit that jobs were hard to come by and he said he prayed and hoped someone would save Putco and his job.

● **Likely disappearance of bold red circle stuns — Page 11**

Maritzburg short-range bus service is to close

Sowetan 30/4/91

333

IN a move which resembles the demise of Putco around the country, KwaZulu Transport will cease to operate bus services to suburbs within a 20km radius of Maritzburg from May 5.

Branch manager Mr Nigel Osbourn said the Transport and General Workers Union had been told of the expected retrenchments and individual employees would be issued with retrenchment letters by May 3.

Negotiations in terms of the company's retrenchment procedure are expected to start on Thursday.

The closure follows earlier warnings by the company that it would have to shut down short-distance services unless losses amounting to R350 000 a month were subsidised.

The main reasons for the move were given as the dwindling number of passengers due to unemployment, unrest and competition from minibus taxis and the freezing of Government subsidies on bus services over distances of less than 20km.

Osbourn said a letter had been sent to major employers advising them of the company's decision and that KZT had kept local employer and employee organisations fully informed of developments. - *Sowetan Correspondent.*

Black staff make a mint in Putco

29 333

ST Times (Bus Times) 2/6/91

By DAVID CARTE

MANY blacks have made small fortunes through owning shares in mass-transport operator Putco.

But they fear to be identified lest they suffer a similar fate to one of their number who was hacked to death in the township riots of 1984.

Having acquired Putco shares in 1967, he sold some at a profit of thousands of rands. With the proceeds, he bought a bottle store in the late 1970s.

Then he made a mistake. He was elected to a township council. He was murdered by a mob and his stores were gutted. His widow was left penniless and his children had to leave university.

He cannot be named because his destitute widow fears reprisals.

Apartheid

Today, with its buses and properties about to be sold, Putco's share price is treble its level of a year ago.

One shareholder says: "We don't want to be branded as profiteers on apartheid."

In 1970 Putco had more black shareholders than any other company oh the JSE. The company was years ahead of Anglo American and other enlightened companies that have given their employees shares in the past few years.

A stark difference from latter-day employee share schemes was that Putco staff members asked for and paid for their shares.

Most blacks who had shares after the Carleo family bought control of the company from Leyland in the early 1970s have sold them. But even those who held their shares for 10 years to the present are worth thousands.

Unbeknown to many analysts, Putco has been one of the best-performing shares on the JSE in spite of a poor published profit record.

Its performance is not widely appreciated because of an atrocious published profit record and two share splits in the past 15 years. Shareholders today have 10 shares for every one held in 1970 plus one in property arm Putco Properties.

One analyst has calculated that shares worth R400 in 1967 (they were 2c, allowing for share splits) would today have been worth R1-million if dividends had been reinvested.

Even without reinvestment of dividends, returns have been spectacular, R1 000 growing to R126 000 from 1970 to 1990. Depending on prices obtained for the buses and properties, there could be even greater profits in the asset disposal.

Putco's black staff is still share conscious. Putco unions, one under ANC influence and the other influenced by the PAC, last year demanded 10 shares a staff member — to be paid for — plus 10 additional ones donated by the company. In the period the shares have moved from 70c to 270c.

The entire staff was given 500 000 shares in 1981. Those shares are now worth R3,37-million.

On behalf of commuters, Putco was paid huge amounts in government subsidies — R876-million in the six years to 1990, according to Transport Minister Piet Welgemoed.

Family

The biggest beneficiary of Putco's proposed asset strip is chairman Albino Carleo, who has 52% of the company.

His family collected R46-million in a special dividend last year and could get another R50-million to R100-million when the asset strip is completed. Estimates of the value of assets vary from R100-million to R300-million.

Taco Kuiper, publisher of FACtS Investors Guide, has called on Putco to provide more information so that shareholders can value the company more accurately.

Although there has been controversy about shareholders profiting from subsidies, the Government has repeatedly checked the method by which they were calculated and found them to be in order.

Mr Welgemoed has no objection to the proposed asset strip.

Aids another hazard for drivers

W/Mail 14/6 - 20/6/91

By JENNIFER POGRUND

"AIDS on wheels" — that's the hazard facing South Africa's long-distance truck drivers, who spend weeks or months away from home, often travelling through deepest, darkest, disease-infected Africa.

"There is a general perception among employers and management that truck drivers are responsible for the importation of Aids into South Africa," says Bafana Seripe, Aids education officer for the Transport and General Workers' Union (TGWU).

"They argue that Aids has been spread along transport routes to and from Zimbabwe, Malawi, Zambia and Zaire.

"But our belief is that nobody has done a study to prove that, and this represents a way of discriminating against truck drivers as a group, of identifying and labelling them, and blaming them. You can look at a lot of people and say they are responsible. But it doesn't help matters."

The progressive attitude, says Seripe, is for the union to educate its membership, "to disuss what the issue is, what the dangers are, and how they can take precautions".

To this end TGWU has started a pilot Aids educational programme aimed at truck drivers.

Some alarm was caused by an industry-initiated survey conducted over two years ago, that found 13 out of 26 drivers who were tested were infected with the HIV virus.

The survey was never published, and has been widely discounted as not being representative or statistically relevant. "The survey tested specific drivers from tropical areas," said an industry source.

"But it gave an indication that truck drivers are vulnerable to HIV."

The union acknowledges that there are problems — truck drivers are away from home for long stretches of time, and at the stop-overs there are women selling sex, "but also to alleviate the loneliness of the middle of the night in the middle of nowhere", says Seripe.

Often drivers are forced to sleep in their trucks, as it is their on the road responsibility to look after the trucks at the stop-overs.

To counteract this, the union is negotiating that drivers spend more time at home — either a day a week, or a weekend a month. And that when they are on the road, they are provided with sleeping facilities, such as hotel accommodation.

But the issues of changing behaviour and attitudes are loaded. "Workers are suspicious of management's attempts to control the spread of the virus. There has been testing, and examples of workers being dismissed for being HIV positive."

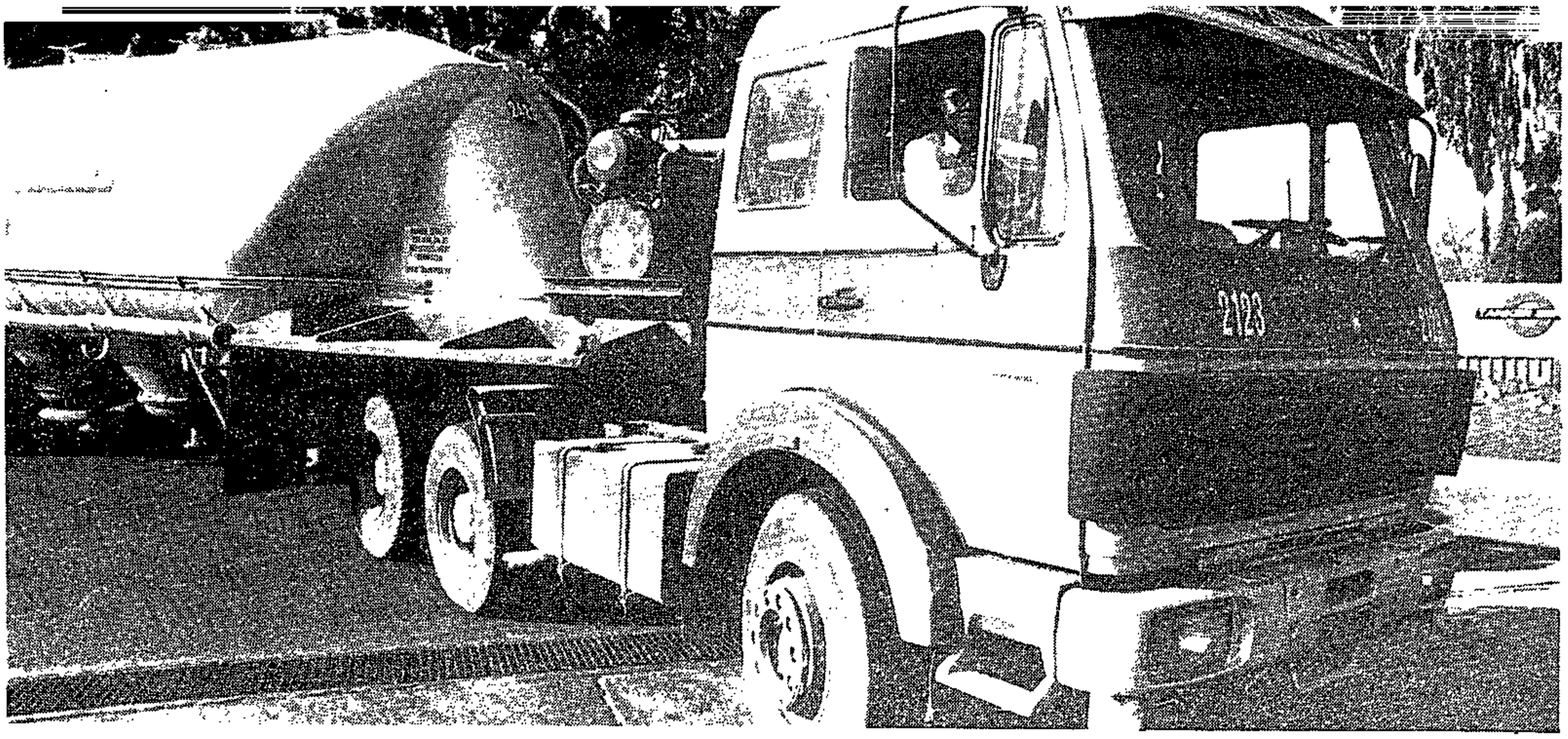
Currently there is negotiation between the union and a Durban-based freight company, where a worker was tested, found to be HIV positive and fired. He has now been re-instated, but is not allowed to drive.

"We feel that management's interest in Aids is because they want to protect their profits. Their preoccupation is about not giving out benefits, such as housing and medical aid, or investing skills in people or training them when they might fall ill or die," says Seripe.

The union feels strongly that its education programme should be developed in consultation with its members, and not imposed from above.

The issue is a highly sensitive one, says Seripe, and there is denial and resistance from the workforce. "People see Aids as a political plot from the state and from management, or as a white or homosexual disease, or as a result of sex across the colour bar. These prejudices need to be addressed."

Employers will be addressing Aids issues in an industry-wide seminar to be held next week. Pre-employment testing and legal considerations are high on the agenda, said a representative for the umbrella Road Freight Association, which considers dealing with the Aids crisis a priority.



DRIVING INTO DANGER ... long hours and long distances make trucking a hazardous occupation for drivers Photo: ABDUL SHARIFF

Trucking into trouble

333

w/Mail 14(6-20/6/91

EDDIE KOCH and **TSHOKOLO wa MOLAKENG**
take to the road to discover the truth about long-distance trucking

WHITE line fever and an addiction to the wide open country in their eyes ... that, and the thrill of being master of a quarter-of-a-million rand machine with a turbocharged V12 motor that pushes more than 400 horsepower through a 13-speed gearbox, is what drives some men to spend their lives in the cabs of those 30-ton articulated lorries that ply the highways of this country.

To be more correct, that is the romantic version. Try a day in the life of 45-year-old Steven Mbalo for a slice of the reality that faces a long-distance trucker in South Africa.

It begins just before dawn. Mbalo is asleep on the plank he has placed between the passenger seat and driver seat. He wakes, kicks the truck into life and steers the 20-metre-long vehicle onto the highway with 30 tons of inflammable liquid in tow.

A couple of hours later fatigue takes its toll. He pops a couple of caffeine tabs, available over the counter from any chemist, and pursues the endless white line. "If the freeway is straight we doze off for a few minutes," he says. "The drivers always chat about how they could use these distances to catch up on a bit of sleep."

Eighteen hours later and it's around midnight. Mbalo pulls the pantechnikon into an overnight stop. He chats for a while with the other drivers, takes out the plank that makes for a bed in his cab, and goes off to sleep for a few hours.

Dawn approaches. And the cycle begins anew.

That's how it was every day of the week for six months between January and July, until the foreman caught Mbalo talking to his son in the cab of the truck and sacked him on the spot.

The company, Tanker Services, did not make overtime compulsory. But drivers who chose to work an eight-hour-day saw their earnings slashed from R900 a week to less than R200 — and that's what really drives men like Mbalo.

This is not hearsay. It is sworn testimony in court papers filed by Mbalo's lawyers who claimed unfair dismissal.

Although it is a firing offence to have passengers in the cab, Mbalo argued that the vehicle was not moving at the time. And his son had merely come to deliver a fresh change of clothes and some family news.

"The route sometimes went 10 kilometres away from my home so I took the chance to see my kids or my wife," he told *The Weekly Mail*. "We chatted about the family's well-being and how a relative's funeral had gone. I also gave him some money for the family. That was another reason for these meetings."

The court accepted Mbalo's account and ordered the company to pay R6 000 in compensation for being unfairly sacked. But for many of the thousands of other Steven Mbalos who drive the long-distance trucking industry little has changed.

According to the Transport and General Workers' Union (TGWU) a number of haulage firms are still putting "mobile bombs" on the road because of appalling labour conditions, and inadequate protective legislation, that the drivers face.

At the root of the problem is the way some transport companies require their drivers to work what is known as the "kilometre system" or the "trip system".

Basically that means drivers get paid for every kilometre or journey they undertake for the company. In some cases this makes up the operator's entire salary while other haulage firms pay an average basic salary of R150 a week and then add bonuses for every extra trip that drivers undertake.

"The guy has to chase kilometres in order to make a decent living, so he doesn't care about rest or sleeping. You'll find a guy going off to Johannesburg today, then tomorrow to Cape Town and then back to Durban the next day, sometimes getting no sleep at all," says TGWU national organiser Thulani Dlamini.

"These guys are turned into human time bombs. There's no doubt that the system causes plenty of accidents on the road and this is something our union is determined to fight."

The statistics bear Dlamini out. The Council for Scientific and Industrial Research, a state-run institute in Pretoria, recently produced figures which showed that over a 10-year period there had been 83 700 accidents involving trucks countrywide.

Petrus J de Jager, a researcher at the council, says: "The major causes of the accidents are fatigue, long working hours and insufficient training given by some companies to their workers."

Robin Scholtz, public relations manager for the Automobile Association, agrees that exhaustive conditions and the loneliness of the long-distance trucker pose severe hazards for motorists. "As far as we can see, little has changed since the CSIR did its research," he says.

Dlamini says the union is fighting the problem by demanding a basic living wage for its members — so that they are not forced to do long and arduous overtime trips — and national legislation that makes minimum working hours and a regular rest period obligatory.

Some companies, which take a long-term view of the problem and are worried about potential damage to their expensive vehicles, have already begun to implement in-house rules with rest periods compulsory.

"The problem with these voluntary schemes is that they are not strictly monitored. What we need are national regulations that can be enforced by the official traffic authorities," says Dlamini.

In the pipeline are amendments to the Road Traffic Act that will make it obligatory for drivers to work a maximum of 15 hours a day and to take a 30-minute break after every five hours of chasing the white line.

Sophisticated tachographs, recording equipment that monitors drivers' movements, will have to be installed in every truck. And traffic officers will have the right to inspect the readings to ensure the law is complied with.

But implementation of the legislation, which is based on an investigation that started in 1983 and culminated in a parliamentary white paper in 1989, is being resisted from within the industry.

"There is a huge problem with enforcement of the law and the whole thing has got bogged down in detail," says Jan Weenink of the National Association of Private Transport Operators.

"Established companies have recording devices which they use as management tools. These can be used to monitor rest periods and hours driven. But no checks are possible on unscrupulous fly-by-night operators who don't have this equipment. So what then? You are just going to hammer the good guys who have their own control systems."

Cab drivers form self-defence body

Sowetan 22/7/91 (333)

MORE than 200 metered-taxi drivers have formed an association to protect themselves against gangsters who have killed three of their colleagues in the past few weeks.

By JOSHUA RABOROKO

The association, called South African Meter Taxi Organisation (Samto), was formed by black and white taximen recently.

Samto's chairman, Mr Simon Motsepe, said many drivers now feared for their lives after two more taximen were brutally assaulted and robbed in the city centre last week. The cars of the slain drivers were hijacked.

Fear

The drivers, whose names Motsepe did not want to disclose for fear of further attack, were admitted in a critical condition to city hospitals. He said the industry was faced with prospects of being shattered following these incidents.

"Samto's intention is to fight against these crimes and bring all those culprits before the law," he said.

Portrait of an artist of the flying wheels

W/Mail 26/7-1/8/91 (333)

It may come as no surprise to you that the most hated men on the road are taxi-drivers. But it comes as a great surprise to the taxi-drivers, who consider themselves subtle masters of the duck, swerve and sudden brake. Here driver RAY NXUMALO puts an eloquent case for the artists behind the wheel



Fast but safe ... Ray Nxumalo drives the way his passengers want him to Photo: KEVIN CARTER

I CANNOT figure out why people hate taxi-drivers so much.

Nothing excites me like seeing different people climb into my taxi day in and day out. I tell you, the sight of other furious drivers insulting, cursing and threatening able drivers like me for my sophisticated driving skills is a lingering memory that makes the highlight of any dull day.

These skills also endear us to our customers.

"I prefer Ray's taxi, he has a way of getting his cab anywhere in the shortest space of time," most people usually say. And surely I drive like they want me to: fast, yet safely.

How my fellow taxi-drivers cause so many crashes is a mystery to me. My driving — which the uninitiated called reckless — is very artful. Man, how I fly my machine. My alertness, so far, has spared me from crashing.

At times, in the heat of the moment, I may forget — like any other person — to indicate when turning or stopping. And that is mainly because some irksome character suddenly howls in my ear "Driver, I'm getting off *here!*"

Much against my will, an old lady may force me to stop suddenly almost in the middle of some busy road because she has just noticed her destination. Trying to reason with such people is always in vain.

There is a bumper sticker which really should be taken seriously. It warns: "This taxi stops anywhere anytime, keep your distance..."

Much as I enjoy my job, it is the thought of taxi owners that usually spoils my enthusiasm.

I have yet to see a more greedy, ungrateful and garrulous species than this lot. They have these clandestine meetings where they discuss driver behaviour. I think this was the birthplace of the dreadful quota system.

You know, the guy will just tell you: "I want you to bring in not less than R150 a day. Understand?"

Then you are trapped: if it means breakneck speeds, break a neck; if it means packing passengers like sardines in a tin, pack them. One day's gross for the owner is one week's salary for the driver.

There are passengers whose sole purpose it seems is to make their nightmares our worst days. These pompous "VIPs" are well-known by taxi-marshals and owners. The slightest "mistake" you make — you may be driving too fast or too slowly or playing your radio too loud for their liking — and they threaten to report you to the officials. And they always seem to have pen and paper ready to take down the name and car registration number.

A person waking up in a foul mood is a very difficult customer. And a brief encounter with such a serious soul can surely ruin one's day; no matter how hard you may try to cheer yourself!

On rare occasions when I have to go to the line, my day starts fairly early; at roundabout five in the morning. I usually leave the car engine running while I bathe. Yes, I bathe thoroughly! Well, there are those who feel only a face wash is enough and that has harmed our image.

Taxi drivers are a tapestry of exciting personalities. There are spoilers — rude, arrogant and clumsy. Then, the don't-cares — they are stubborn and they are bullies.

There are even rogues whose trademark is a cap, usually filthy, and a knife under the driver's seat.

Don't mess with this type. Not long ago my friend — a rogue — was humiliated at Noord Street by a "scab" — a self-appointed queue marshal. They had quarrelled and this man slapped my friend — in front of passengers, nogal. Believe me when I tell you hell hath no fury like a rogue taxi-driver scorned. I only saw the marshal disappearing among now-screaming passengers, with my friend in hot pursuit. I thank God my friend is not very athletic and this guy survived. I haven't seen him since; I don't think he'll be brave enough to return to the rank.

And finally there are committed community workers who will go out of their way to portray a caring, compassionate and positive image of the industry. They will tell you that they are there for the people. They will remind you that on pensioners' paydays, some of us deliver the old people directly to their gates — saving them from muggers.They will tell you that they help out in mass funerals; that they are bridging the gap of various city councils which cannot provide cheap transport for commuters.

The taxi owner says: 'I want you to bring in R150 a day. Understand?' You are trapped. It means drive at breakneck speeds or else ...

The morning rush-hour is the most interesting. I enjoy mentally calculating passengers' change; keeping track of who has and hasn't paid the fare, dodging the much-hated traffic-cops, squeezing between puzzled lady drivers, and ensuring that by mid-morning I must have made five trips from the township to town.

Remember I have a target amount to make. This is where men get separated from boys.

These new kids on the turf struggle to uphold old cabbies' standards. I am talking here about these disillusioned youngsters who have abandoned school and invaded the taxi ranks in droves.

Since the breakdown in effective teaching in most township schools, taxis have become a happy hunting ground for truants and drop-outs. They start as cheap labourers washing combis and gradually work their way up to the driver's seat. Soon they imagine themselves in the fast lane.

Since education is not a criterion, no heavy manual labour is involved and references are not that important, a little driving skill is all they need to secure a job. This makes it all the more inviting for the poor souls who should be at school learning.

This is the only section of the labour market they can fit in without any major hassles. They reckon it to be a sort of short-cut to success indeed.

Few of them can talk themselves out of the traffic-cops' noose like I usually do. I have not been ticketed more than 20 times in my five-year stint driving a taxi. And the prospect of incarceration for failing to pay fines always prompts me to pay my fines upfront.

I remember how a burly traffic officer went to great pains to ticket me. I was alone in the combi, on my way to Soweto. Just as I turned from Booysens Road into Trump Street, he appeared from nowhere and pulled me off the road. My offence? "Jy het 'n robot gebeat," he said unconcerned.

My reasoning and explanations went unnoticed as he pulled out his book.Where was I to get R300 to pay for something I hadn't done?

In court I asked him to explain to the magistrate where he had been standing when I committed the alleged offence. He obliged. I pointed out that he could not see the light facing me (which had not turned red, in any case) when I crossed. I proved reasonable doubt existed, got the benefit of the doubt and saved myself R300. Time wasted.

I wish people — including traffic cops — could understand that taxis are emergency vehicles of sorts, like ambulances. There is always a reason for a taxi to get people speedily to their various destinations. I have always firmly believed that if we could have our own roads — separate from private motorists — tension between "us" and "them" would ease drastically.

What I may consider urgent, some motorists may consider less urgent than their own needs. Yet,"they" won't do the sensible thing: give us a right of way and we will speedily get out of your sights.

The importance of a clean taxi cannot be over-emphasised; a sweet-smelling cab which plays cool vibes is sure to attract more customers.

Mine meets this requirement and has many admirers. This admiration and my easy-going ways have earned me lots of friends, particularly of the opposite gender. I eventually end up mixing their names and forgetting long-standing appointments. But I get comfort from the knowledge that most taxi-drivers, if not all, do not know the meaning of fidelity.

There is one girl (whose name shall remain anonymous) that I will never forget. She was, and I suspect will forever be, mad about taxi-drivers. When I found her— or when she found me rather — she was going out with a taxi driver who operated only in the townships. They had started dating while she was attending school in Soweto, and this guy's unmentioned duty was to take her daily to school.

Then she moved on to a business college in the northern suburbs and dumped him. His problem? He did not have a driver's licence and would not take her to school in the city.

This is where I came into play. I had all the necessary driving documents. She knew I could be of help to her. I would continue where the other guy had left off.

When I changed routes our affair also came to a cul-de-sac. She is now seeing another taxi-driver and he is taking her to work daily.

I feel this is a fair contribution to a New South Africa; we transported this girl from high school right through into the academic world.

I know many guys who are stretching their transportation duties thus. And to think that people treat taxi-drivers with low regard!

Small talk about current events, gossip and other trivia turn a large portion of taxi drivers' time into unplanned meetings. Strangely enough, we never discuss things that affect our daily lives, like getting ourselves organised, negotiating working conditions and wages.

Of course month-ends — when we make more money than required — make up for what the bosses are short changing us. Each one of us knows that the surplus comes in handy at the traffic courts, which has inadvertently become the taxi-drivers' meeting place.

Survival plan puts employees in bus company's driving seat

MARC HASENFUSS

IN A bid to stay in business, Port Elizabeth-based Algoa Bus Company (formerly PE Tramways) is adopting a new approach to make it less dependent on state subsidies. BDay 1/8/91

Government's cut in subsidies to bus groups forced the once lucrative Putco to sell or close its routes earlier this year.

Algoa's pioneering approach vests responsibility for the success of the company not only with central management, but also with the drivers who operate its fleet of 280 buses.

Algoa will be split into small units made up of a driver, or a number of drivers, responsible for ensuring that the operation addresses commuter needs while remaining cost effective.

The bus group has appointed the Human Sciences Research Council (HSRC) to devise a system suited to Algoa's needs.

According to MD Hannes Grebe, the new system relies heavily on motivating employees, who are given the opportunity to improve their own earnings potential along with that of their company.

"Considerable emphasis is also made on commuter needs, such as routing and trip timing, with the company's strategic objective being that it must be market driven," Grebe said. (333)

He said the new approach and structure could lead to Algoa eventually becoming a holding company presiding over a large number of "independent" bus operators who could own or lease their vehicles from the parent.

Algoa, on the verge of being closed down, was acquired by a consortium of PE businessmen from Tollgate Holdings in October. The group mainly carries black commuters in the PE area.

Uniserv hit by dispute

Star 2/8/91

Finance Staff

Uniserv, the freight and courier services company, is forecasting "a significant drop" in first half earnings, caused largely by the under performance of Sun Couriers.

The Uniserv chairman, MJ (Tiger) Wessels said yesterday: "A spate of union troubles has plagued Sun Couriers for nearly a year and during the past months the company has been unable to come to an accommodation with the Union (TGWU).

"We hope the current deadlock will soon be broken, commonsense will prevail and Sun Couriers and Uniserv will get back on track".

Differing priorities (333)

■ Priority mail may have to wait because of a strike at one of the country's major courier companies. The strike at 18 Sun Courier depots involves 1 000 workers who are demanding across-the-board increases of R250 a month. The company has offered R100.

At the Selby depot, the company has brought in the services of Transnam. A Transport and General Workers' Union representative said Transnam charges three to four times more than the going rate.

Reports from Weekly Mail staff

W/Mail 23/8 29/8/91

Goods and docks sector set for a revamp

wlmcl 23/8 - 29/8/91

By FERIAL HAFFAJEE

RESOLUTIONS of a weekend conference convened by the Transport and General Workers' Union at the weekend looks set to revolutionise the goods and docks sector.

The first ever conference of this sector set down a detailed wage policy and grading system as well as policy on retrenchments.

The conference established six grades for the section and set wages ranging from R270 a week for general workers to R440 a week for skilled clerks. These wage demands will be made in wage negotiations with employers from this week.

The conference noted that the industry is characterised by "wage differentials" ranging from geographical to sex, colour and so on, and was sorely in need of a proper grading system.

A key facet of the conference was the beginning of a campaign for national industrial councils to facilitate centralised bargaining in this sector of the transport industry.

By September 8, all TGWU branches should have goods/docks councils in place. Industrial Council Working Committees will co-ordinate the branch-level councils.

The union has not called for a moratorium on retrenchments in the goods/docks section but has set out a strict job security model.

Workers are demanding six months minimum training for retrenched workers. The conference also resolved that no casual workers should be employed after retrenchments.

If casual workers were employed, preference should be given to retrenched workers. Casuals were to be paid at minimum rates and should not be employed for more than three days a week without the option of full-time employment.

Broker: air crash total exceeds official figure

6 Iday 2/9/91

OFFICIAL civil aviation accident and incident figures were far lower than the actual number of occurrences, a top aviation insurance broker said at the weekend.

According to the Directorate of Civil Aviation, 107 accidents in which 27 people were killed were reported between January and August this year.

During the corresponding period in 1990 20 people died in 103 accidents.

MIB Insurance Brokers divisional MD Henry Tours said many accidents in which people were not injured were not reported to the directorate, which was unable to take sufficient action against aircraft owners and operators who were found to be negligent.

LINDEN BIRNS

The directorate was understaffed, did not have the "teeth" to take effective punitive action and was being financially strangled by government, although it was doing the best it could under the circumstances.

A major problem was pilot and aircraft owner negligence, Tours said.

"The loss ratio in SA is appalling. The prime cause is almost certainly pilot stupidity — we don't even call it pilot error any more," he said.

Most mechanical failures were attributable to poor pre-flight inspections.

SA needed a directorate with the power to remove licences or impose sanctions against operators found not to be up to standard.

Although there were some reputable flight academies, Tours said there were too many which simply "pushed their pilots through the mill without caring whether they were releasing irresponsible pilots onto an unsuspecting public".

High aircraft maintenance and service costs often forced smaller operators to cut corners, keeping non-airworthy aircraft in regular use.

Those who stood to lose the most financially were the dependants of passengers killed in accidents where no conclusive proof of the cause of the accident was found, said Tours.

The onus was on the passenger or his dependant to prove pilot or operator negligence before insurance payouts could be made.

Passengers were also placed at risk by the lack of sophisticated detection equipment at domestic air terminals, he said.

Pilots often flew under conditions for which they were not qualified, he said.

"I don't mind if a pilot wants to kill himself, but I take the strongest objection to him killing the passengers flying with him," he added.

BANKORP
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(Registration number 59/00358/06)

Corrective announcement to shareholders

BONUS SHARES AND DIVIDEND

2 000 Pepkor workers begin strike over pay

B/Day 3/9/91

VERA VON LIERES

MORE than 2 000 workers at Pep and Ackermans' stores countrywide have been on a pay strike since Saturday, the SA Commercial, Catering, and Allied Workers' Union (Saccawu) said yesterday.

Saccawu assistant general secretary Kaiser Thibedi said in a statement a conciliation board meeting late last month failed to resolve the dispute.

Workers are demanding an across-the-board increase of R150 and a minimum monthly wage of R700. The union also wants annual bonuses of up to 75% of monthly salary and the company to commit itself to negotiating non-wage issues after the signing of a 1991 agreement.

Saccawu said employers were offering a R139 across-the-board increase for workers with at least one year service and a minimum salary of R650 for employees with one or more year of service. Employers were also offering annual bonuses of 50% of monthly salary.

Thibedi said the companies had not agreed to negotiate secondary issues including a parental rights agreement, medical aid and a national provident fund scheme.

"Pepkor is one of the richest retail companies and yet it pays the lowest wage rates among the retail giants," Thibedi said. He said management's refusal to meet workers' legitimate demands had provoked the strike.

Pepkor management could not be reached for comment yesterday.

Transport workers to get retirement benefits

VERA VON LIERES

B/Day 3/9/91

THOUSANDS of road transport workers stand to benefit from a new provident fund, recently agreed to after protracted negotiations between employers and four trade unions.

Witwatersrand Motor Transport Industrial Council spokesman A M Serrano said yesterday the fund would provide retirement benefits to workers employed by about 350 businesses in the Witwatersrand area.

Serrano said in a statement new employees who joined those businesses would automatically become members of the fund. Existing employees had 12 months to decide whether to join.

Another 200 hauliers and cartage concerns in the Witwatersrand which did not have staff retirement arrangements would have the option of joining the industry's "umbrella fund".

Accumulated retirement benefits in the fund would not be affected by job changes within the industry," Serrano said.

Unions party to the agreement are the Transport and General Workers Union, Motor Transport Union, the SA Transport Workers' Union and the Professional Transport Workers' Union of SA.

TGWU on the march

■Transport and General Workers' Union members marched in Johannesburg this week in the ongoing dispute with Sun Couriers.

The union alleges that management locked out workers and continues to employ strike breakers contrary to an agreement it concluded with the union last month. This agreement ended a 10-day strike at the company.

About 100 workers who were reinstated according to the agreement, were locked out of the company and have not been taken back, TGWU alleges. It said 300 of the workers had been selectively reinstated.

ces include VAT ☎ 488-4911 CAPE TOWN, THURSDAY OCTOBER 3 1991 The Cape's largest daily newspaper

Bus attacked, driver shot dead

ARG 3/10/91
333

Flitestar set to take off in new A 320 jets

SHARKEY ISAACS
Transport Reporter

DOMESTIC aviation services entered a new era today when a new jet passenger aircraft was delivered to Flitestar, an airline in direct competition with South African Airways.

Commercial manager Mr Reinhart Mecklenburg said the 125-seater aircraft was the first of four Airbus A 320s to touch down at Jan Smuts Airport. The other three aircraft from the Guineas Peat Aviation Group were expected next week.

The fleet takes to the air in a fortnight with five daily return flights between Johannesburg and Cape Town. Its Johannesburg-Durban service will be



EDWARD MOLOINYANE, VUYO BAVUMA and DON HOLLIDAY
Staff Reporters

A CITY Tramways bus driver was shot dead as gunmen opened fire on his fully-laden bus in Khayelitsha early today.

Last night, two men died in a shootout with police at the Nyanga taxi rank as the taxi feud exploded again after a fortnight of relative calm.

The bus driver was shot and killed about 5.25am when the bus was fired on at the corner of Walter Sisulu Drive and Steve Biko Road, Town 2, Village 3, Khayelitsha.

None of the passengers is reported to have been hurt.

The bus, on its way to Bellville, went out of control, hit concrete kerbstones and came to rest against a house.

Part of the roof collapsed and a car belonging to Mr Jackson Shuku, the owner of the house, was wrecked.

Mr Shuku said he and his wife were in bed when they

Overseas interest in Masterbond

TOM HOOD, Business Editor

AN OVERSEAS investor and two South African financial institutions were interested in buying certain of Masterbond Trust's developments, said the managing director, Mr Johann Brits, today.

The company had phone calls yesterday after it was placed in provisional liquidation in the Supreme Court in Cape Town.

Worried buyers of units at Club Mykonos — R120 million worth of them have been sold — have phoned The Argus to ask if their investments are safe.

Mr Brits said today the share block company at Mykonos had not been liquidated and a special shareholders' meeting would be called in the next month and the provisional liquidators would be asked to establish the situation.

The three joint provisional liquidators were to meet today to discuss Masterbond group's affairs.

● An erroneous statement in The Argus (Stop Press) yesterday stated that Mas-

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Mr Shuku said he and his wife were in bed when they heard three shots.

'A huge crash'

"I was just waking up when there were shots and moments later a huge crash just outside. The house shook and I opened the door to find the bus against my house and people running in all directions."

He said there were about 60 people in the bus but no one appeared injured. The dead man's name has not yet been released.

Two men were shot dead and two were wounded in a shootout between alleged Lagunya taxi assocation members and police at a Webta taxi rank in Nyanga yesterday.

A police spokesman said about 10 people fired on a police patrol and on Webta members at the rank about 5.10pm. Police returned the fire.

Afterwards police found the bodies of two men, aged about 30. One had been shot in the head and the other in the chest.

A 19-year-old man from New Crossroads and a 25-year-old woman from Nyanga were wounded. They were taken to Groote Schuur Hospital where the man is in a serious condition.

A Langa family escaped unharmed when a taxi, which bore the sign Liffy's Central, smashed into a house after its driver was attacked by passengers yesterday.

Crashed into house

Witnesses said the driver was involved in a tussle with two men in the vehicle.

They said the men, apparently unarmed, appeared to be members of one of the township taxi organisations.

The vehicle ploughed through a wooden fence and crashed into the wall of a house opposite Zone 19.

The shaken members of the family, who refused to be named, said they were lucky to escape unharmed.

"I heard a loud bang and I thought it was an earthquake," said a woman.

Bus drivers back after promise of more police

PETER DICKSON
Staff Reporter

BUS services in Cape Town are back to normal today after meetings with City Tramways' drivers who refused to work following the fatal shooting of a colleague, Mr Rayman Hansen, in Khayelitsha yesterday.

Tramways general manager Mr Fred Mayoss said, after a meeting with drivers at the Arrowgate depot, that the company had met the police "at top level" and that a "stronger" police presence would be arranged in the strife-torn areas.

Drivers stopped work early yesterday, threatening to suspend all services to and through Khayelitsha until "better cab facilities" had been provided by the company.

Mr Mayoss said Tramways would also arrange "substantial" extra life insurance "to apply in the event of death as a result of violence".

"This cover is over and above the standard provision of three years' wages paid," he said.

"Although no amount of money can ever compensate for the loss of life of a breadwinner, it will provide some measure of peace of mind to the drivers."

The company also announced it would make an additional *ex gratia* payment of R70 000 to Mr Hansen's family. The driver, killed when his bus was fired at early yesterday on route to Bellville, had been with the company for 14 years.

Mr Mayoss said people had the right to safe and reliable public transport.

5 000 to lose jobs at Armscor

The Argus Correspondent

PRETORIA. — Armscor is to retrench 5 000 more workers countrywide at the end of the month — 500 at the head office here and at least 500 at its subsidiaries in the city.

The retrenchments come as a result of rationalisation, changing the huge arms manufacturer into a viable undertaking.

Pretoria, Somerset West, Potchefstroom and Kempton Park are expected to be most seriously affected. Most Armscor subsidiaries are in these areas.

The 5 000 retrenchments bring to 15 000 the number of staff cuts at Armscor since 1981. Another 30 000 jobs have been lost as a result of cuts in defence spending, mostly at Armscor contractors.

Armscor chairman Mr Johan van Vuuren said today that the reduction of personnel would begin at the end of the month.

The personnel strength of the Armscor head office in Erasmusrand will be reduced by 500, while other retrenchments will be at Armscor subsidiaries throughout the country.

Among them are about 500 employees at Kentron, who have been told staff would be reduced at the end of October by a third. Kentron employs about 1 600.

Another 1 300 are expected to be retrenched at the Atlas Aircraft Corporation at Kempton Park.

Mr Van Vuuren said the Defence Force had cancelled a number of projects because of cuts in defence spending.



Jim McLagan

The Argus covers royal tour

Jim McLagan, The Argus picture editor, will be in Namibia next week to cover the tour by Queen Elizabeth. Look out for royal tour pictures in The Argus next week.

Bus drivers back after promise of more police

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Mr Mayoss said people had the right to safe and reliable public transport.

Tramways ask for more police after bus inspector wounded in township shooting

Call for protection

(333) ARG 7/10/91

Staff Reporters

CITY Tramways have asked for increased police patrols in the townships following the shooting of a bus inspector in Nyanga.

He was the third Tramways employee to come under fire since Thursday, when a driver, Mr Rayman Hansen, was shot dead. Another was fired at in Khayelitsha.

And shots were fired at a dairy deliveryman near Old Crossroads, but he was not hit.

The violence has spurred Cape Town's Mayor, Mr Frank van der Velde, and Anglican Archbishop Desmond Tutu to organise a peace conference this week.

The conference is to be attended by representatives of about 50 organisations affected by township conflict.

Tramways spokeswoman Mrs Jeanne Welsh said the company was discussing other steps and security measures at a high management level to protect its employees and buses.

Five shots fired

Police spokesman Captain Hendrik Opperman said Tramways inspector Mr Bandile Matutu, 31, was inside the open door of a bus at Nyanga terminus at 1pm yesterday when an unidentified man pulled out a handgun.

Five shots were fired and Mr Matutu was hit twice — in the arm and the shoulder.

Robbery did not seem to be the motive, said Captain Opperman.

About 6am on Saturday a DairyBelle milkman was on his way from Philippi to Mitchell's Plain when two taxis blocked his way in Lansdowne Road, near Old Crossroads.

A dairy spokesman said the deliveryman tried to turn his vehicle round when he saw the taxis, but the occupants of the taxis, who he believed were Webta members, opened fire, allegedly with an automatic weapon.

The milkman was not hit and fled.

Police are investigating charges of attempted murder. No arrests have been made.

Burning shacks

Meanwhile, the deputy head of detectives in the Western Cape is to investigate claims that policemen wearing balaclavas were seen helping to burn down shacks at the KTC squatter camp.

They were allegedly seen throwing a flammable substance on burning shacks on Saturday night.

A police spokesman said Lieutenant-Colonel Louis Wessels would investigate.

The spokesman said police investigated arson after several shacks were gutted. The policemen had escorted fire engines to the fires, the spokesman said.

● Peace conference planned, page 2.



GLAMOROUS LIZ: Much-married Hollywood star Liz Taylor — still stunning at 59 — said "I do" again today. Her seventh husband is building worker Larry Fortensky, more than 20 years her junior.

Tearful Liz says yes to No 7 — her 'real man'

LOS OLIVOS, California. — A tearful Elizabeth Taylor has married husband number seven, construction worker Larry Fortensky, on a carpet of flowers in a million-dollar ranch ceremony.

With 80 security guards and mounted policemen keeping out unwanted guests and a barrage of red and white balloons strung 150 metres over the wedding ceremony to prevent news helicopters coming close, the actress quietly said "I do" for the eighth time yesterday.

Wearing a wedding gown of three shades of yellow, Ms Taylor, 59, had tears in her eyes during the ceremony and was comforted by Fortensky, 20 years her junior.

The ceremony was held in a gazebo by a swan lake on the ranch of rock star Michael Jackson.

Taylor met Fortensky at the Betty Ford Centre for drug and alcohol treatment outside Palm Springs, California, three years ago. He began treatment there after being convicted of drunken driving.

She has had six previous husbands, marrying Welsh actor Richard Burton twice.

In a newspaper interview published yesterday, she denied Fortensky was marrying her for money and called him a thoroughly decent person and a "real man". She always thought she would "try just one more time before I die and this is it".

"Larry still has his own job and does his own thing. I do not keep him. He is the least-greedy person I have ever met in my whole life. I have never known anyone to be more proud of his own abilities to function as a capable man, with his own identity. He is a real man, a real guy.

"You get to know someone real fast when you are in group therapy with them, in a recovery programme. All the B.S. is stripped away," Taylor said.

Invited wedding guests included former presidents Ronald Reagan and Gerald Ford, and celebrities Frank Sinatra, Gregory Peck, George Hamilton, Michael J Fox, Liza Minnelli and Eddie Murphy.

Jackson, gave the bride away. — Sapa-Reuter.

Hick hitched in secret — and he smiles again

The Argus Foreign Service

LONDON. — A smile was back on the face of cricketer Graeme Hick for his marriage to long-time girlfriend Jackie Evans.

The 25-year-old Zimbabwe-born batsman who waited seven years to qualify for England had a depressing season at international level against the West Indies fast bowlers.

But that was all forgotten when he walked down the aisle at Cradley, near Malvern in Worcestershire, at the weekend with his bride, who is 26 and a physical training instructor.

The service was conducted by the Rev Mike Vockins, secretary of Hick's county club, Worcestershire. County colleagues were sworn to secrecy to keep the ceremony — attended by 200 guests — private.

419 ☎ 6500

Peace

333 266 CT 7/10/91 BID

Third busman under gunfire

AP

SUGG

By WILLEM STEENKAMP and BRONWYN DAVIDS

A CITY TRAMWAYS inspector was shot in Nyanga yesterday — the third attack on a busman in four days — while Cape Town's Mayor, Mr Frank van der Velde, and the Archbishop of Cape Town, the Most Rev Desmond Tutu, jointly called for an urgent taxi crisis "summit".

Bus inspector Mr Bandile Matutu, 31, of Guguletu, was hit in the right shoulder and upper arm after first being told by his assailant to get his bus "out of the township".

The attacker fired five shots at him.

The latest attack (in the first a Tramways driver was fatally shot and in the second a conductor escaped two bullets in Khayelitsha) happened at the Nyanga East bus terminus just after 1pm yesterday.

Mr Matutu was treated at Woodstock Hospital and discharged.

At a press conference which he hosted at Bishopscourt, Archbishop Tutu said a halt had to be called to the "mindless" taxi violence.

"We are saying: 'Thus far and no further — we have had enough'."

To page 3

From page 1

Peace bid

He said the welfare of all Capetonians was being threatened by the township violence and that "it isn't going to stay there".

"Violence in the so-called black areas may be spilling over into other areas," he said.

It was easy for the community to be divided and a "Beirut mentality" to take root in Cape Town. CT 7/10/91

Asked if any political parties were using the taxi war for their own ends, Archbishop Tutu said: "Some say there is a sinister 'third force'. There are unscrupulous people using violence, as well as a gangster element exploiting all the turmoil."

Invitations to take part in the conference, scheduled for Wednesday, were being sent to the warring Webta and Lagunya taxi associations, the Transvaal-based SA Black Taxi Association (Sabta), political organisations and parties, city councillors, the Cape Provincial Administration, business leaders, the police, trade unions and media representatives.

City Tramways spokeswoman Mrs Jeanne Welsh said buses were running to the outskirts of Nyanga yesterday after the attack but entering other townships.

Transport and General Workers' Union spokesman Mr Harald Harvey said last night that it was "possible" drivers would refuse to go into the townships today.

Drivers "downed tools" on Thursday after driver Mr Raman Hansen was fatally shot at Village 3 in Khayelitsha and a second driver was shot at opposite the Cosy Corner Café nearby.

They only agreed to go back in after management offered increased life assurance cover and secured a police undertaking to increase patrols.

Mr Harvey said shop stewards would meet this morning to discuss bullet-proofing bus cabs.

Reporters at the Bishopscourt conference were told the initiative, "Call for Peace in Cape Town", would be an attempt to find solutions.

Violence could have a profound effect on economic growth prospects for Cape Town, it was said, as it would undermine tourism prospects, potential investment in the city and create job problems for the city's workers.

The conference would be split into two sessions, said Ms Helen Zille, a consultant to the city council.

In the first Mr Van der Velde would welcome delegates, Archbishop Tutu would deliver a keynote address, deputy mayor Mr Clive Keegan would give background, and a key behind-the-scenes player in the recently-signed National Peace Accord, Mr Jayendra Naidoo, would offer perspectives.

In the second, closed, session, delegates would be split into three commissions to discuss regulating the taxi industry, policing the taxi war and applying the peace accord to the taxi war.

Asked how he would feel if the peace initiative failed, Archbishop Tutu said he would be "deeply appalled".

"We must not fail," he said.

● Police said they arrived on the scene of yesterday's shooting minutes afterwards but the gunman had already fled.

Bus drivers 'put their lives on the line'

CT 9/10/91

Staff Reporter

CITY Tramways drivers said yesterday that they "put their lives on the line every day" in transporting passengers into the strife-torn Peninsula townships.

Buses are stoned regularly and drivers and passengers intimidated, Tramways employees said.

"Every time I have to go into the townships I wonder if the next bullet has my name on it," a driver said.

The spiralling taxi war took an ominous turn last week when Tramways buses were attacked, a driver of a packed bus was shot dead and an inspector injured by gunmen in Khayelitsha.

"We have become targets in the taxi war because the warring factions say we are taking their business away," said one who has been a driver for 21 years.

Drivers yesterday said more policemen were needed to patrol their routes in and out of the townships. They also wanted police to be on board buses, and demanded that drivers' compartments be bulletproofed "as soon as possible".

The consensus was that black drivers should drive buses in black townships.

A City Tramways spokesman said yesterday that bus drivers may soon have bulletproof compartments.

Summit to spawn NPA group?

CT 9/10/91

By CHRIS BATEMAN

NEARLY 300 delegates from all walks of life will attend today's "taxi violence peace summit" in Cape Town — the most ambitious attempt yet to resolve a protracted war which has claimed scores of lives, disrupted the local economy and caused endless hardship for township residents.

Jointly organised by the Mayor of Cape Town, Mr Frank van der Velde, and the Archbishop of Cape Town, Archbishop Desmond Tutu, the "Call for Peace in Cape Town" could result in the setting up of a violence-monitoring commission in terms of the National Peace Accord, reliable sources predicted yesterday.

Police Divisional Commissioner General Nic Acker greeted this with caution, saying he was still "awaiting peace accord guidelines from Pretoria" but would not rule out the possibility.

He emphasised that a joint ANC-police forum was already operating in terms of the Groote Schuur Minute.

Among those attending the peace conference at the civic centre's Podium Hall will be Cape Administrator Mr Kobus Meiring, his director-general, Mr Herbert Beukes, and Brigadier Frik Kellerman, head of the Peninsula's Police Reaction Unit. Among others to attend are delegates from petrol companies, vehicle finance houses, various religious organisations, Cape Town's chambers of commerce and industry, the Lingelethu West Town Council (Khayelitsha), the two warring taxi associations (the former Lagunya and Webta), supermarket chain chiefs, all local universities and technikons, tyre companies and the major political parties.

The Western Cape ANC delegation will be headed by chairman Dr Allan Boesak while the PAC and Azapo's regional executive members will also attend.

Mr Van der Velde will open the summit with Archbishop Tutu delivering the keynote address.

Deputy Mayor Mr Clive Keegan will give a background to the taxi war while Mr Jayendra Naidoo will give local perspectives on the NPA.

In closed sessions the summit will examine commissions for taxi industry regulation, taxi war policing and the application of National Peace Accord principles to the taxi war.

A date will then be set for progress reports.

POLICE seized 33 petrol bombs — which they believe were to be used in the ongoing taxi war — in Khayelitsha on Monday afternoon, a police spokesman said yesterday.

Police spokesman Captain Hendrik Opperman said Lance Sergeant E Jaantjies was on patrol in Site C of the sprawling township about 12.40pm when he found the petrol bombs behind a shack near a bus terminus on Zola Budd Drive..

Captain Opperman said police were investigating whether the petrol bombs were made by members of Webta for use in the ongoing taxi conflict.

KENNISGEWING 944 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

Hierby word vir algemene inligting bekendgemaak dat die Cape Town Municipal Professional Staff Association met ingang van 27 September 1991 ingevolge artikel 4 (7) van die Wet op Arbeidsverhoudinge, 1956, as 'n vakvereniging geregistreer is ten opsigte van alle persone in diens in die Plaaslike Owerheidsonderneming, soos onderneem deur die Stadsraad van Kaapstad, wat na aanleiding van 'n suksesvol voltooide studiekursus in besit is van 'n universiteitsgraad, universiteitsdiploma of enige ander erkende professionele kwalifikasie of wat besoldig word op Graad 9 of op 'n hoër vlak op die Graderingstabel van die Stadsraad.

Vir die doeleindes hiervan beteken—

"Plaaslike Owerheidsonderneming" die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur 'n plaaslike owerheid onderneem word; en

"plaaslike owerheid" die Stadsraad van Kaapstad.

(11 Oktober 1991)

KENNISGEWING 945 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek,' David William James, Nywerheidsregistrateur, maak ingevole artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsvehoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Professional Transport Workers Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Professional Transport Workers Union of South Africa.

Datum waarop aansoek ingedien is: 17 September 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens as voertuigdrywers, afleweraars, drywerverkoopsmanne, motor- en dieselwerktuigkundiges, vakleerlinge, nasieners, laaiers, terreinwagters, bakbouers, spuitskulders, klerke en algemene werkers in die Padpassasiersvervoerbedryf in die provinsie Natal.

NOTICE 944 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

It is hereby notified for general information that the Cape Town Municipal Professional Staff Association has with effect from 27 September 1991, in terms of section 4 (7) of the Labour Relations Act, 1956, been registered as a trade union in respect of all persons employed in the Local Authority Undertaking, as undertaken by the City Council of Cape Town, who possess, as a result of a successfully completed course of study, a university degree, university diploma or any other recognised professional qualification or who are renumerated at Grade 9 or at a higher level on the Grading Schedule of the City Council, as amended from time to time.

For the purposes hereof—

"Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority; and

"local authority" means the City Council of Cape Town.

(11 October 1991)

NOTICE 945 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

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APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Professional Transport Workers Union of South Africa. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Professional Transport Workers Union of South Africa.

Date on which application was lodged: 17 September 1991.

Interests and area in respect of which application is made: All persons employed as vehicle drivers, vanmen, driver salesmen, motor and diesel mechanics, apprentices, checkers, loaders, yardsmen, body builders, spray painters, clerks and general workers in the Road Passenger Transportation Trade in the Province of Natal.

"Padpassasiersvervoerbedryf" beteken die bedryf waarin werkgewers (uitgesonderd werkgewers wat uitsluitlik skoolkinders tussen hul verblyfplekke en die skole wat hulle bywoon, vervoer) en hul werknemers met mekaar geassosieer is met die doel om op enige openbare pad teen vergoeding enige persoon te vervoer deur middel van 'n kragaangedrewe voertuig (uitgesonderd 'n voertuig in besit en onder beheer van Transnet Beperk) bedoel om meer as sewe persone, met inbegrip van die drywer van die voertuig, gelyktydig te vervoer, en dit omvat alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit.

Posadres van applikant: Posbus 31415, Braamfontein, 2017.

Kantooradres van applikant: De Kortestraat 31, Braamfontein.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrateur.

(11 Oktober 1991)

KENNISGEWING 946 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge 1956, bekend dat ek die registrasie van die Suid-Afrikaanse Bus Werkgewersvereniging met ingang van 27 September 1991 ingetrek het.

D. W. JAMES,
Nywerheidsregistrateur.

(11 Oktober 1991)

"Road Passenger Transportation Trade" means the trade in which employers (other than employers exclusively conveying school children between their places of residence and the schools they attend) and their employees are associated for the purpose of conveying for reward on any public road any person by means of a power-driven vehicle (other than a vehicle in the possession of and controlled by Transnet Limited) intended to carry more than seven persons simultaneously, including the driver of the vehicle, and includes all operations incidental thereto or consequent thereon.

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Postal address of applicant: P.O. Box 31415, Braamfontein, 2017.

Office address of applicant: 31 De Korte Street, Braamfontein.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.

(11 October 1991)

NOTICE 946 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the South African Bus Employees Associated with effect from 27 September 1991.

D. W. JAMES,
Industrial Registrar.

(11 October 1991)

S/Times 20/10/91 (CH) 333

Taxi granny is queen of the road

AT AN age when most people are thinking of graceful retirement, Woodstock grandmother Helena Saint-Jery is just getting used to her latest job — as a taxi driver.

"I love driving," said Mrs Saint-Jery, 54. "I could never stay at home and waste away into old age. I enjoy staying young."

The energetic granny works for a radio-taxi firm, despite objections from her children and "speechless" husband.

Despite narrow escapes when she was threatened by stone-throwers in Khayelitsha and being attacked by a knife-wielding robber in Rylands, Mrs Saint-Jery has not given in to family pressure to quit.

"I enjoy driving a good car. I like meeting different people and I see places I normally wouldn't go to on my own," she said.

By KURT SWART

Mrs Saint-Jery's last steady job was as a sales company secretary, but since then she has found it difficult to get employment.

"Age was against me. Jobs were always for younger people. Then I saw an advertisement for a three-day job as a public relations assistant with a driver's licence.

"My employer suggested I apply to his taxi firm as a driver.

"In December 1988 I went to the traffic department, a doctor and the police station, and got my permit, licence, and docks permit.

"I was nervous. I started on a Mercedes Benz, which made me even more scared as I had never driven a Benz before. But the firm was very pleased with me.

"I was driving for a week before I told my family. My husband was speechless.

Her three children, ranging in age from 22 to 29, also have misgivings about their mother's career.

"They are dead against it. They told me I was mad, that I was behaving like an uneducated person."

But Mrs Saint-Jery is far from uneducated. A former Livingstone High pupil, she has a diploma after an 18-month floristry course, and obtained a general computer competence diploma with a 100 percent pass last year.

Male taxi drivers used to muscle in ahead of her in taxi rank queues, but not anymore.

"When you stand up for yourself, men back down and treat you wih more respect," said Mrs Saint-Jery.



WON'T QUIT ... taxi driver Helena Saint-Jery

US group to study SA situation

Star 21/10/91

By Carina le Grange

A top-level delegation of opinion-making Americans arrived in Johannesburg yesterday for a whirlwind three-day tour.

The Democracy Now Tour is in South Africa at the invitation of Nelson Mandela.

Among those in the tour group are anti-apartheid activist Randall Robinson, former tennis star Arthur Ashe, musician Quincy Jones, Congressman Maxine Waters, trade unionist Willie Baker, boxing promoter Butch Lewis and church leader Bishop John Adams.

Mr Robinson, executive director of the US anti-apartheid lobby group TransAfrica, said the group was in South Africa to assess the situation.

When he announced the visit, Mr Mandela had said he hoped the trip would contribute towards convincing prominent US opinion-makers that it was not yet time to "reduce pressure (on South Africa) until the situation had reached a profound point of irreversibility".

Miss Waters said she intended to report back to Congress as well as foreign affairs interest groups on her impressions and findings.

The group was welcomed at Jan Smuts Airport by ANC vice-president Walter Sisulu and his wife, Albertina, secretary-general Cyril Ramaphosa and several other high-ranking ANC officials. They later met Mr Mandela for lunch at the Carlton hotel.

The Democracy Now Tour faces a packed three-day programme which will include working sessions with various groups.

Rennies Travel earns a certificate of merit

B/Day 23/10/91 (333)

NOT too long ago, an article by Felice Schwartz in the Harvard Business Review promoted the idea of a "mommy track" — a career plan whereby mothers could put their climb up the corporate ladder on the back burner until the children grew up and then resume their careers without being prejudiced.

In South Africa, there is one company which has taken this idea one step further and created career paths for women with no desire to achieve management status because of family commitments, but want to receive equal remuneration, and women who want to move into management and take on greater responsibilities.

Rennies Travel, a previous winner of the Gold Award, this year received a certificate of merit, only the second such recognition given a company.

Fair Lady associate editor and 1991 Gold Award judge Sue Grant Marshall said it was Rennies' attention to management development and its succession plan which resulted in it being given recognition.

"Rennies has two career path plans running parallel to each other.

Development

"The first allows for the development of women who have family commitments where, by choice, this is their priority.

"They are given equal remuneration to women in management.

"The second allows for formal management development through in-house training programmes, including supervisory development, management development, organisation development and management situation," she says.

Rennies Travel's initiatives over the past year to enhance and advance the position of women contributed to the judges' decision.

In the past 12 months, for example, Rennies has seen:

☐ The appointment of the first female MD in the 138-year history of the Rennies Group (Lilian Boyle, appointed MD of Rennies Travel in September last year);

☐ The appointment of two women — Lilian Boyle and Karen Long, human resources director — to the board of directors;

☐ The appointment of a female general manager, four female regional managers and one female area manager.

Grant Marshall says: "The judges felt Rennies Travel needed some recognition for the effort it has made in improving women's status in the company."

Putco fires illegal strikers

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THE Putco bus company has fired 167 employees who embarked on an illegal strike at its Selby depot in Johannesburg this week.

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Putco spokesman Brian Treweek said it was the third illegal strike this year by members of the Transport and Allied Workers' Union over a dispute about plans to transfer a number of workshop employees to another depot.

Press 15/12/11

He said the decision to sack workers had been taken because 25 buses at the depot were sabotaged by disconnecting fuel lines and pouring sugar into the engine blocks.

EYE-OPENER: *Commuters on the Honeydew route are surprised to find a white teenager behind the wheel. By RAY NXUMALO*

New kid at the minibus taxi ranks

W\mail 29/11-5/12/91.

AT THE age of 18, William Foster has landed a job most northern-suburbs teenagers would never dream of: driving the dreaded minibus taxis.

He has always liked cars and once cherished the idea of being an automotive computer programmer. He learnt to drive at the age of nine and was bound to work with cars to earn a living.

"The excitement and fun associated with driving taxis absorbed me," he told *The Weekly Mail*. "The prospect of meeting new people daily and mixing with other races was too much to resist."

Foster identifies with the community of taxi drivers he has joined — even down to defending their "creative" driving styles. "I admit we do drive fast sometimes, but we are not the maniacs people make us out to be," he said.

"There is a vast difference between driving fast and reckless driving. The recklessness we are accused of is a prejudiced opinion in people's minds about minibus drivers."

Foster was introduced to the business about five months ago by a taxi driver whom he knows only as Peter, who helped him get from Honeydew to Sandton.

They became friends and Peter eventually allowed him to do the Honeydew route from the terminus at Bree and Sauer streets.

Peter works for taxi tycoon Moses Mbatha, who did not blink an eye about the new casual employee.



'Heita' ... William Foster greets his passengers in township lingo

Photo: GUY ADAMS

"Before I knew what was happening, I was driving a taxi — and enjoying it," Foster said, adding that his acceptance by the other drivers has contributed to his enjoyment of the job.

But Mbatha is ambivalent about Foster's status. He is concerned about his safety: "If I give him this job permanently, the other drivers could feel insecure, become jealous and do everything to discredit him. They may even deliberately crash into him," he told *The Weekly Mail*.

Foster is expected to cash in R300 every day, but he admits that some days are not as good as others. "My weekly wage is about R300 and I wouldn't say it's a bad salary."

He is unperturbed about the recent spate of taxi hijackings. "We have a system where at least two taxis depart simultaneously from the rank. In this way we can check on each other along the route," he explained.

Themba Shoba, who operates the same route, had this to say about Foster: "He's different from the whites we are used to. He is a quiet and respectful kid. He knows what another human being is, and it shows in his manners and approach towards others."

The public's response is usually one of surprise: "Sometimes my passengers cannot believe that they have a white person to drive for them."

He can't speak any African language but knows the crucial words, like "Donsa!" — which in taxi language means a driver should take the minibus forward to the loading point and close any gap. Greeting is no problem: the township lingua franca of "heita", "hoezet?" and "sharp" suffice for the more formal "hi", "howzit" and "I'm fine" routine.

He knows that when passengers say "we give you four De Klerks for the backseat", they're not talking about the state president — they mean R8, made up of four of the new R2 coins which were minted immediately after FW de Klerk took office.

"I wish I had learnt at least one African language to be able to figure out what they are saying behind me," he lamented, but pointed out that passengers often bend over backwards in an effort to bridge the language gap: "They speak English or Afrikaans, which is a big plus for me."

Foster drives the 15-seater Toyota HiAce commonly known as a "Zola Budd". He said he is not whiling away the time behind the wheel, but takes his job very seriously.

In fact, by the time he turns 25 he aims to be his own boss driving his own minibus taxis.

"The association gives full membership to drivers after seven years of loyal service," he said.

He works seven days a week but does not mind because "there are some days when the car is taken in for repairs — and that is all the rest I need".

He added that his mother doesn't mind him driving taxis, "as long as I have a job".

"It is a job which I can safely recommend to others — it really is an eye-opener," he said.

One-man-one-light seen as key issue

STAR 24/12/91.

While most South Africans can afford electricity, it remains unavailable to about two-thirds of the population, according to the SA Institute of Race Relations.

The institute's latest Social and Economic Update 17 states that homes without access to electricity spent an average of R90 a month on fuel in the form of paraffin, candles and coal, while electricity could be supplied for less than half the cost.

Almost 81 percent of the 7 845 schools under the administration of the Department of Education and Training did not have electricity, which limited their potential to provide a well-rounded education programme, with audio-visual aids or electrical tools for technical courses.

Both the National Energy Council and Eskom aimed at providing energy to all South Africans, and Eskom hoped to provide 80 percent of the population with electricity by the year 2000, reports Update.

It said the pre-paid electricity meter known as the budget energy controller had been widely accepted. The system operated with a disposable magnetic card which was slotted into a meter box in the user's home, and the user bought as much electricity as he could afford.

"Municipalities are making use of this system, and in Durban a plan has been introduced to electrify every home within its boundaries, including shacks, within the next five years, using the budget energy controller. By 1996, it is hoped that 168 000 homes will be electrified."

Update reports that one of the systems Eskom is looking at, to provide electricity in areas without access to the national grid, is the Remote Area Power Supplies (RAPS) system, which would generate its own electricity or use a hybrid of energy sources such as solar power, diesel generators, and wind and hydro-turbines.

Update's business section notes that in March the Government estimated that the informal sector was growing at 8 percent a year, while further research indicates that the number of people involved in the informal sector on a full-time basis increased by 20,5 percent between October 1989 and October last year. Consequently, the job creation possibilities in the informal sector are of increasing importance.

The publication noted that the Johannesburg City Council had convened a group of 10 officials to advise hawkers individually, and intended to expand the programme.

The council had also erected folding shelters in the city for hawkers, and had encouraged private enterprises to make storage facilities available for hawkers' wares.

In Natal, further assistance had been given to hawkers in the informal sector through loans from the KwaZulu Finance and Investment Corporation (KFC). These KFC micro-loans were aimed at small industrialists in the informal sector or moving into the formal sector.

Update notes that the single largest capital investment by an international company in the Small Business Development Corporation (SBDC) is that of German subsidiary Hoechst SA, which invested in shares worth R2,5 million in May. This is linked to the newly launched SBDC hive project in Industria, Johannesburg, the purpose of which is to place small manufacturing businesses in "industry hives" under the tutelage of the SBDC.

Update also reports that applications for over 40 million shares in National Sorghum Breweries (NSB) were received from about 9 000 distributors, consumers, members of the general public and employees, almost 90 percent of these applications coming from the black community.

According to Update, the privatisation of NSB, now the largest black-owned company, could have important implications for the process of black economic empowerment.

"This is the only business entity which affords an opportunity for participating as owners, controllers, managers, directors, shareholders and distributors in a major company."

The publication reports that the minibus taxi industry had increased its share of commuter transport from 29 percent in 1987 to 44 percent last year, with the Southern Africa Black Taxi Association (Sabta) covering 58 per cent of the total minibus-taxi market.

"But the industry has been hit by increasing costs of petrol and spare parts, as well as a rise in the price of new minibuses. As a result, owning a taxi is no longer the 'money-spinner' it used to be in the early 1980s. As commuters are unable to afford increased fares, profits have decreased."

A transport consultant, Paul Browning, told Update that the average monthly income of taxi owners had decreased from between R2 500 and R3 500 a vehicle owned, to between R1 500 and R2 500.

Drivers employed by taxi owners had also been hit by increased costs. On average, a taxi driver must pay R200 a day to the owner, and anything over and above that was his own, so there was increased pressure to make as many journeys as possible with as many passengers as possible.

In addition, drivers must spend an average of R105 on new brake pads a week, and R8 a day on oil. — Sapa.

Oil firm offers backing to taxi union

B Day 17/1/92

THEO RAWANA

A UNION aiming to represent the estimated 1,2-million taxi drivers in SA was launched yesterday.

Union chairman Sello Mantlhwa said an oil company had already offered sponsorship to members of the SA Taxi Drivers' Union (Satdu).

Satdu, which already had a membership of 35 000, was formed out of the taxi industry's neglect of the interests of the minibus driver, Mantlhwa said.

Grievances the union wanted addressed included that drivers were not covered under the Workman's Compensation Act, not registered with the Unemployment Insurance Fund, did not have medical aid and were not insured while the vehicles they drove were.

"The drivers, who make between R250 and R400 a day for the owner, have to bear the cost of traffic fines even if these are for the vehicle's unroadworthy state. With the high accident rate involving taxis, owners still refuse to spare the R300 needed for driver training," Mantlhwa said.

Asking that the name of the oil company offering sponsorship not be published, he said his executive was drafting a letter to all other oil companies asking for sponsorship. "We are the people who fill up with petrol, and we know what company to support," he added.

Mike Ntletleng, public affairs director of the 8 000 strong S.A Black Taxi Association, said his organisation welcomed the idea of a drivers' union. (333)

However, independent transport consultant Paul Browning said taxi drivers would find it difficult to organise for bargaining because unions worked best where there were employer bodies to negotiate with. Such mechnisms did not exist in the informal sector.

DIAGONAL STREET
by Julie Walker

Uniserv strike costs a packet

ST Times [Buss] 9/2/92

A BITTER strike at Uniserv's Sun Couriers has probably smacked group profits for the year to February.

Uniserv is one of the better new listings from the boom of five years ago. Taxed profits of the air courier, shipping, clearing and forwarding group rose fivefold to R13,7-million in the four years to 1991.

It came to the JSE when Burlington Freight Group disinvested in 1987.

[redacted]

Chairman Tiger Wessels will not comment on the impending results, but is confident the group's troubles are behind it. Other than the strike, he says, the group has done well in spite of the recession.

Express parcel services in general have been plagued by increasing theft and low productivity. When Sun tried to tackle the problems it was hit with a national strike, violence and damage to property.

It dismissed 200 in Johannesburg and there were retrenchments.

Mr Wessels says that although the strike arose out of a wage dispute there were other factors. One involved the right — and the responsibility — of management to manage the company.

"I have always recognised the importance of participation and consultation, but stand by the responsibility of management to make and implement decisions," says Mr Wessels.

The stand was costly.

Independent auditors appointed by the Transport and General Workers Union reported that Sun Couriers — already a high payer by industry standards — could not afford to meet union demands.

Business dropped off in the strike, but Mr Wessels says it has recovered.

Nevertheless, the penalty will be felt in the results — likely to be down by three-quarters or more on 1991's earnings.

The balance sheet is sound and the share price of 80c is 60c off its 12-month high of 140c reached last July, showing the market has discounted much of the bad news.

Italtile founder's shopping trip leads to a JSE listing

ST Times [Buss] 9/2/92

GIANNI Ravazzotti of Italtile was doubly blessed when he approached the major shareholder of Audiobuild with a view to buying a ceramic tile operation.

Not only did it wish to be rid of the tiles, it did not want the Audiobuild listing either. Mr Ravazzotti seized the opportunity.

"When you are a small concern it is easy to have a vertically integrated manufacturing and retailing business. But when you grow big, it becomes too difficult to manage."

[redacted]

The founder and chairman of SA's leading producer of tiles and ceramic bathroomware says he had already planned to split his group's assets into two focused parts. Through an arrangement with Audiobuild, those assets will be listed from tomorrow under the original Italtile, holding retailers Italtile Centres and Ceramic Tile Markets (CTM) and under Ceramic Industries — formerly Audiobuild — which houses manufacturing.

Before all this, Audiobuild was called Buildcor. It was a subsidiary of Interboard, now called Abacus.

In a restructure after financial deals were undone by new management at Abacus, it became the pyramid of Audiobuild.

Italtile has paid Abacus for its holding in Audiobuild and Abacus itself now owns the non-ceramic interests previously housed in Audiobuild.

Italtile planned things so that it would distribute as a dividend to its own members one share in Audiobuild for every Italtile held.

The net cost to Italtile, nearly half in cash, is about R7,5-million.

Does Mr Ravazzotti consider he has a bargain at that price for what he really wanted, the Studio Ceramics tile plant at Chamdor? It is out of commission until January next year at the earliest.

"I'll answer you in three years' time," he says.

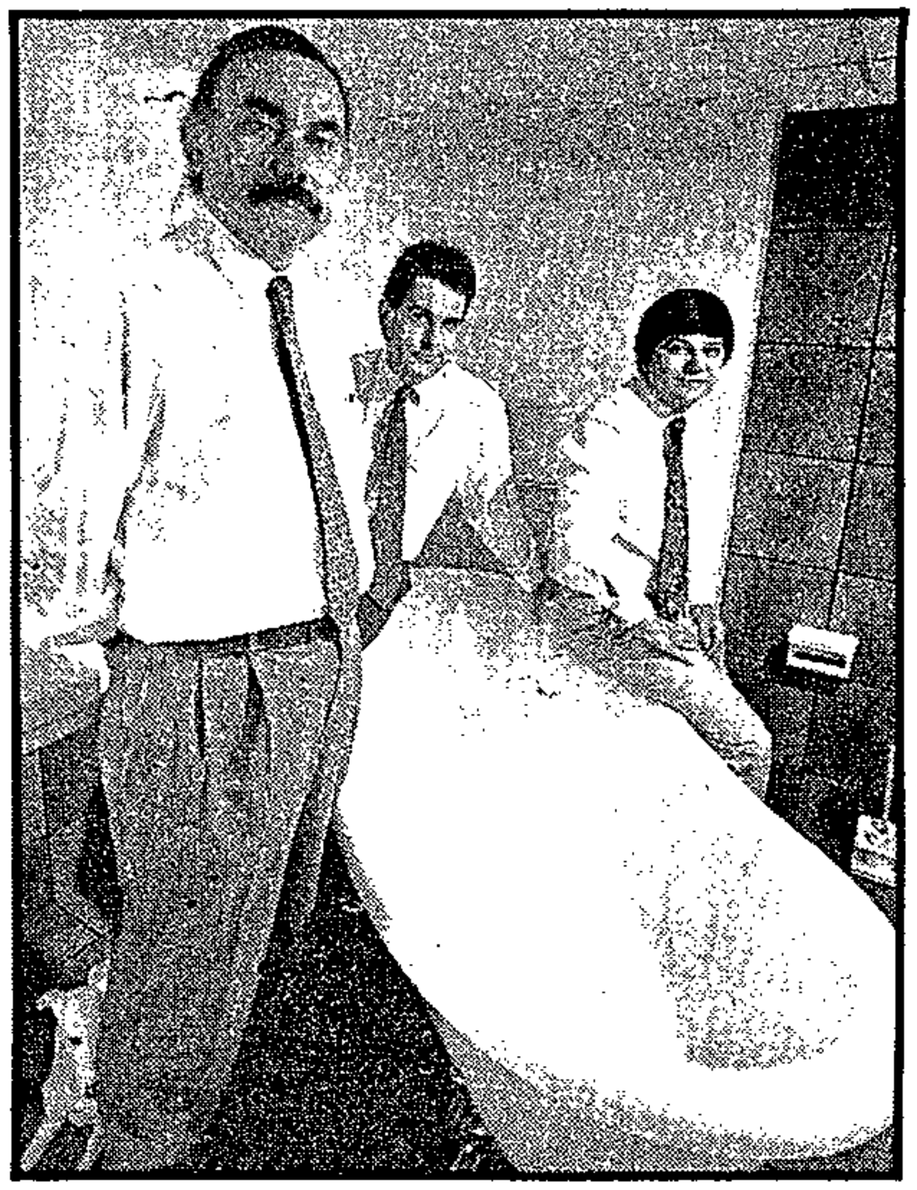
Mr Ravazzotti retains the chairmanship of both companies, non-executive at Italtile and full time at Ceramic Industries.

Italtile shareholders will have about 95% of Ceramics. Each company will be capitalised at about R50-million.

[redacted]

John Couzis is the chief executive of the retail operations and Peter Swatton the financial director.

"The deal gives both sides of the operation more autonomy," says Mr Ravazzotti. They will still deal with each other to a large degree, but it will be at arm's length.



NEW-LOOK ITALTILE: Gianni Ravazzotti, Peter Swatton and John Couzis: Picture: ROB HADLEY

Capacity at Ceramics will be expanded by the Chamdor acquisition and the plant is newer. Money will need to be spent, but Mr Ravazzotti is confident that exports can become a major force. He says sanitaryware has sold better than have tiles so far.

Mr Couzis is fired up by the retailing prospects from franchising. Italtile has franchised six CTM operations and there are plans for another six this year.

It has 14 stores and two to come. There are four distribution warehouses in major centres.

As with all business, much depends on the economy. But Italtile is not letting the grass grow between the grouting.

Italtile's share price has risen from 375c a year ago to 410c after touching 425c. Mr Ravazzotti hopes that the separate listings of the two arms will help to unlock some of the intrinsic value in the group.

Audiobuild has dropped from 120c last January to 70c and Abacus from 55c to 20c.

Taxiwomen blaze away on N1 trail

Sowetan 10/2/92

333

By MATHATHA TSEDU

THE taxi industry is, to coin a phrase, a man's business. It is a case of dog eat dog.

With endless fights over routes, licences and pirates, even men think twice before going in.

But not so Mrs Joyce Silima, a 27-year-old mother of one, who is one of two women driving taxis from Sibasa in Venda to Johannesburg.

The N1, known as the notorious death road with gruesome accidents involving mainly taxis, has also had its fair share of taxi wars which have led to shootings between operators.

It is into this deep end that Silima, or Joyce as she is affectionately called, has been thrust.

She shrugs her shoulders and says: "Whatever happens there can happen anywhere."

She has been running the Johannesburg route, a single trip of over 500km, since last November. She was part of the Christmas rush, during which, she says, there is no stopping.

Being a woman in a business where a variety of characters are ferried also creates its own problems. She says men cannot keep their hands off her.

Many men have been forced off her taxi because of making passes at her, but she takes it in her stride and shrugs it off as being one of the hazards of the job.

Joyce started driving taxis in 1984 between Louis Trichardt and Sibasa. She went into the trade because of the challenge.

"I have no fear. I believe I can do anything and if I think of something I go out and do it. There is no such thing as a man's job to me," she says.

'I have no fear. I believe I can do anything and if I think of something I go out and do it. There is no such thing as a man's job to me.'

It is this never-say-die attitude that has earned her the respect of her male counterparts. She has also been through some hell-raising experiences.

One of them was when, while driving through Potgietersrus, her minibus started wobbling. After bringing the vehicle to a stop she found that one wheel was being held by two nuts.

She likes driving taxis because she is able to go to many places as part of her work, for free in a way, she adds.

Her daughter Rofhiwa stays with Joyce's mother and is used to being separated from her mother for some time.

"When business is slack and you get a load to Johannesburg, you may stay there for three to four days waiting in the queue to load," she says.

During this time, Joyce stays in a flat in Johannesburg's flatland, rented by the taxi-owner for his drivers. Asked how long she expects to keep up this gruelling work, Joyce gives her characteristic bouncy laugh and says maybe forever. "I may stop when I reach 40," she adds.

Joyce and Avy Khoza, the other woman driver on the route, have proved that the saying a woman's place is in the kitchen is nothing more than the fancied imagination of sexist chauvinists.

They are trailblazers in a male-dominated industry of whom all women should ally be proud.

Truckers warn of Tvl strike

By FERIAL HAFFAJEE

TRUCKERS and other workers in the industry could soon cripple the goods transportation sector with strike action.

The sector's four unions have declared a joint dispute with the Motor Transport Owners' Association (MTOA) in the industrial council for the Transvaal goods transport industry.

It is the first joint dispute in the industry, involving the Congress of South African Trade Unions' Transport and General Workers' Union (TGWU) and three other unions. TGWU organiser Thulani Dlamini said: "We hope it's the start of unity."

Wages are a central issue, but the demand for a national industrial council is also high on the union's negotiating agenda. A strike ballot will be held next week.

The MTOA is offering wage increases of between 14 and 18 percent for the highest and lowest paid workers respectively. The union's demand is for increases of between 49 and 44 percent.

■ The TGWU will also declare a dispute next week with the National Contract Cleaners' Association over the latter's withdrawal from negotiations for a national industrial council in the contract cleaning industry.

Motorvia strike ballot

■A BALLOT at Motorvia has yielded a 90 percent vote in favour of strike action. A strike could cripple this trans-Africa vehicle transport business but also win better working conditions for its employees.

The Transport and General Workers' Union, which is in dispute with the company, alleges that the company reduced its wage offer for drivers, supervisors and pilot drivers. W Mail 28/2-5/3/92.

The initial offer of the company was R345 for long-distance drivers and R375 for pilot drivers and supervisors. The company's revised offer is R293 and R301. 333

New transport academy will improve black management

A NEW transport academy aimed primarily at training blacks for management and entrepreneurial opportunities in transport has been established in Newtown, Johannesburg. The National African Federated Transport Academy (Nafta) opened its doors this month at the National African Federated Transport Organisation (Nafto) College in Newtown. ST Times 8/3/92 (Touch Times)

The academy, which will be run on a non-profit basis, offers Nafto members and the community at large a variety of multi-modal transport training programmes, both full-time and part-time.

Permanent employees are catered for with after-hours classes and there are semi-correspondence courses for those requiring limited tuition.

Taped audio and audio-visual courses will be available for students with a low level of literacy. These will be in English initially, with other languages following.

The courses cover four main areas at varying entry levels of advancement:

- Fundamental business processes and tasks;
- Business skills;
- Management development; and
- Strategic management.

SKILLS

The courses are designed effectively to counter the lack of formal education among adult employees, entrepreneurs and prospective entrepreneurs, and are geared to provide a high level of usable, transferable knowledge and skills in the short-term.

Among the specific courses offered are:

- Diploma in Road Transport Management — three one-year courses designed for effective road transport management;
- Owner-driver course — a self-paced course at four levels providing the necessary skills to start a business or improve skills of employees;
- Passenger transport management — a short correspondence course to equip businessmen with business skills to operate a small-scale passenger transport undertaking;

By MAX BRAUN

- Personal development course — a four-level course for personal development in management skills and behaviour; and
- Road transport technical management — a two-year course to provide for effective management of technical functions in transport.

Other programmes and courses deal with security management and basic economic principles.

Full details can be obtained from Nafto (011) 492 1304, or the Research Unit for Transport Economy at RAU (011) 482 1877.

Nafta's acting principal, Natise Matlhoko, gives an example: "Prospective entrepreneurs can be equipped with basic business processes and tasks (level one), and then be provided with business skills (level two) in order to start their businesses."

Professor Wynand Pretorius, of the Research Unit for Transport Economy and Physical Distribution at RAU, has been appointed project manager of the academy. He has been involved in developing and managing road transport management training for the past 12 years.

The establishment of Nafta is seen as an important step in providing facilities and effective training for Nafto members and anyone already employed in, or interested to start, a career or business in the transport industry.

Taxi drivers' union at odds with Sabta

333

Sowetan 10/3/92

By ALINAH DUBE

THE new organisation of taxi drivers, the South African Taxi Drivers Union, has declared war on the Southern African Black Taxi Association.

This follows allegations of harassment and the assault of a member in Pretoria.

An all-out campaign to protect taxi drivers was announced at a Press briefing in Pretoria yesterday by Mr Sello Mantlhwa, who is the chairman of the three month-old union.

This follows the alleged assault of Satdu's organiser, Mr Steven Selane, last week.

Selane, who is presently receiving treatment at HF Verwoerd Hospital, was allegedly assaulted by a taxi owner as he was canvassing for membership on Friday.

Mantlhwa said his men were also victims of "people who go about toting guns" in a bid to discourage drivers from being unionised. He added that prospective members had been given an ultimatum to either lose their jobs or join the new body.

"In the light of victimisation of the drivers who want to support the union, harassment of our organisers and the failure of taxi associations to attend our meeting last week, we realise a need for action against those responsible for destabilising our association.

"Although other taxi organisations including Sabta pretend to be in favour of the formation of Satdu, the actions of their affiliates show that they still want to continue exploiting our members and avoid efforts towards the peaceful resolution of our problems," he said.

He added that further consultations were due to be held with members and community organisations this week to decide on the type of action to be taken to pressure taxi owners to recognise Satdu as a representative body for drivers.

Relevant authorities from taxi bodies, including Sabta, were not readily available for comment yesterday.

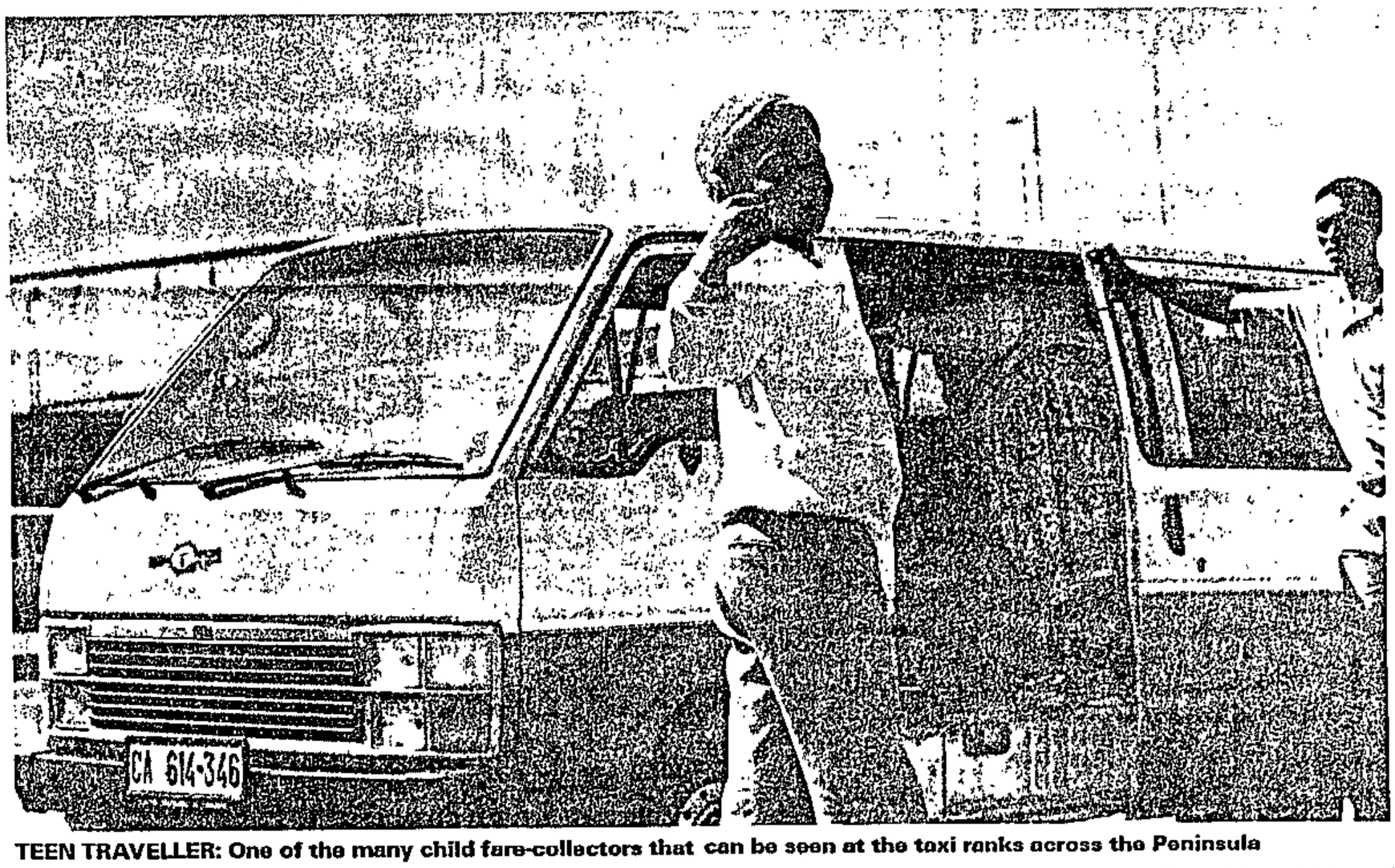
A spokesman for Sabta said the right person to speak to would be Mr Cyprian Lebese, who was not available yesterday.

Destination unknown for taxi-fare children

It's a choice between life on the streets or travelling through them in taxis for many young fare-collectors reports

Mbuyiselo Mtsheketshe:

South 11/4-16/4/92



TEEN TRAVELLER: One of the many child fare-collectors that can be seen at the taxi ranks across the Peninsula

Photo: Yunus Mohamed

FROM INSIDE a mini- bus taxi a voice calls out the destination to potential passengers as it makes it way through peak-hour traffic.

"Nou ry, gou ry," says the voice. Chances are the voice belongs to a child who works as fare-collector and door-keeper.

Mini-bus taxis are flagrantly disregarding the law banning child labour by using children to collect fares because they are small and do not take up passenger space.

Last year the government banned the employment of all children under the age of 15. The employment of children to collect fares is growing in the Western Cape.

The majority of the fare-collectors are boys between 12 and 17 years. They claim they work long hours, some starting at 4am and finishing at 11pm.

Sandile Ciko is 13 and collects fares between Nyanga and Cape Town ranks.

He comes from Khayelitsha. After his father died in a car accident, his mother moved to Kimberley, leaving him with his grandmother. She never returned.

Sandile started hanging about on the streets. He was among hundreds of children who have flocked to the city in recent years to attempt to provide for themselves.

Sandile told SOUTH that on one occasion he was arrested for loitering and fined R50. After he was released he went to the taxi ranks of Langa where he asked one of the taxi drivers for a job to collect fares and open and close the door for passengers.

Sandile says he earns R15 to R20 a day. Like most of the fare-collectors, he has no formal education.

Many of these boys express a deep sense of hopelessness and despondency about their lives.

Their hopes for a better future are hampered by the lack of formal education. They say they enjoyed going to school but left to supplement the family income.

Taxi owner Mr Ismail Diedricks says his son used to collect the fares after school and during holidays.

But he says: "I don't like a fare-collector in my taxi because recently I had to pay R80 for overloading."

Other drivers say they employ the boys to keep them off the streets and to help them supplement the family income.

Taxi commuters say they feel relaxed where there are fare-collectors because they don't have to open or close the door.

Mrs Maggie Moloi of Nyanga has a son, Xola, who was a fare-collector before she sent him to Khayamnandi Home for Boys, in Langa.

She says the money these boys earn makes up a significant portion of household income.

She says this money can be saved and the boys sent to school the next year.

Another child collector, Enoch Meyers, works at the Athlone rank. He says taxi collectors should be insured against accidents while on duty.

'Many of these boys express a deep sense of hopelessness and despondency about their lives'

Meyers left school in Standard Three because of financial difficulties. His uncle asked him to travel with his driver.

Welfare worker Mr F Moerat says trade unions and welfare organisations have begun push for the state to enforce child labour laws.

He says the establishment of a general age for employment is a necessary, though a difficult, step in any programme aiming to eliminate child labour.

Mr David Fortune of the children's magazine, Molo Songololo, says child labour is based on the "ideological perspective of white domination".

For white children a job was "something they do outside of school hours over weekends or holidays and for pocket money, while for black children a job is for maintenance and survival".

Fortune says in many cases if they did not work "they would starve or turn to crime".

Mr Dawie Bosch of the Centre for Rural Legal Resource Studies says children are often used because they are much more easily exploited.

Child labour is not a simple matter as thousands of families, facing poverty and unemployment, depend for their survival on the income of their children.

"If a near-total ban on child labour was implemented, many families could possibly starve," Bosch says.

Taxi drivers help spread AIDS message

Bldg 26/5/92. (333)

TAXI drivers are helping drive home the anti-AIDS message. In addition to AIDS awareness adverts on their taxis, drivers are distributing free condoms and educational pamphlets to their passengers.

The SA Black Taxi Association (Sabta) campaign, which is sponsored by the Health Department, began with 80 taxis in Pretoria last December — and the message is now being spread by 200 taxis through the PWV and Natal.

Sabta "Ads on Cabs" project manager Colin Juden said yesterday the project was a success and the pamphlets had elicited

KATHRYN STRACHAN

much discussion among commuters.

The best drivers were selected to take part in the campaign — to ensure that the campaign was given credibility — and given a one-day course on AIDS education. They were also put through a National Road Safety Council driver's course, because the message would be lost when sported by a suicidal taxi driver, he said.

Every two weeks the taxis reported to Sabta to restock on condoms and pamphlets. Passengers' questions were reported to the Health Department which designed its pamphlets around the most common concerns.

The AIDS unit hoped to widen the project to include setting up AIDS stalls at taxi ranks to provide more interactive education, and to research people's attitudes to the disease.

Health Department AIDS unit head Dr Manda Holmshaw said the campaign had been very successful in raising awareness, but she cautioned that there was still a wide gap between making people aware and changing their behaviour.

departments are to be made redundant. This in itself is a scandal almost as bad as the first.

We believe that if anyone is to be kept in a job, it should be those honest officials, particularly in the Department of Education, rather than dishonest officials in a Department which has been made defunct in disgrace.

Mr P G SOAL: Mr Speaker, it is no good for the hon the State President to wring his hands and say, as he did on 19 May, that he was as shocked as the public at the extent of Mr Justice Pickard's revelations, because I am not convinced that the hon the State President is aware of the depth of anger in the public sector regarding the inability or reluctance of the Government to act against those senior officials and politicians responsible for the theft of billions of rands.

Judge Pickard, in an interview published in the *Sunday Tribune* on 17 May, said that the more obvious criminal cases would be pursued, but the fact that the Department's records were hopelessly inadequate made the detection of criminal activities difficult. He also said that there was a syndrome of covering up. In his report he refers to the then director-general, who attempted to mislead him.

The hon the Minister must therefore indicate what is to be done with the politicians and the senior officials who are responsible for this gross deception. For six minor officials who are currently before the courts to carry the can for this dreadful state of affairs is simply not good enough. Political heads have to roll, and I want to assure the Government that this scandal will not go away if the Government simply ignores it.

The MINISTER OF REGIONAL AND LAND AFFAIRS: Mr Speaker, I would like to give the whole picture. Hon members will remember that in 1988 and the early part of 1989 ten officials were initially suspended. Of these ten officials, two are still under suspension. Some of these accused were prosecuted in the courts on counts of fraud or corruption and were found not guilty. Some were thereafter subjected to departmental investigations. Some were found guilty and others could not be found guilty.

From 1984 to the date of the abolition of the Department, 183 cases of misconduct and inefficiency were investigated against former officials of that Department in terms of the Public Service Act of 1984, most of which have been concluded. Only those that are being investigated now are still to be completed. Of the 12 persons referred to in the Pickard Report, eight are still in the employment of the State, two of whom are still suspended. The last two are conducting civil cases in the Supreme Court against the State for reinstatement. Five of the officials previously mentioned instituted legal actions because they alleged that they were illegally barred from resuming their duties. On the advice of the State attorney an amount of nearly R160 000 was paid out to these five officials on their original claims of R2,7 million in full and final settlement.

*It was never my intention to blame only apartheid. It was never my intention to say there were only ten officials. One has to read the report to really understand it.

Debate concluded.

QUESTIONS

†Indicates translated version.

For oral reply:

General Affairs:

Traditional healers

*1. Mr M J ELLIS asked the Minister of National Health:

(1) Whether she intends including traditional healers in the restructuring of the health-care system; if not, why not; if so, what are the relevant particulars;

(2) whether she will make a statement on the matter? Hansard 27/5/92

B618E

†The MINISTER OF NATIONAL HEALTH:

(1) No, although closer co-operation at grass-roots level in primary health care services is receiving attention;

(2) no.

Complaints about noise by military aircraft: Pretoria

*2. Mr L F STOFBERG asked the Minister of Defence:†

(1) Whether he or the South African Defence Force has received any complaints from residents of Pretoria about the noise caused by military Aircraft in the air space above this city; if so, what steps does he intend to take in this regard; if not,

(2) whether he will order an investigation into this matter; if not, why not;

(3) whether he will make a statement on the matter?

B626E

The DEPUTY MINISTER OF DEFENCE:

(1) and (2) Yes. Preventative steps have already been taken following a thorough investigation in October 1991.

(3) No.

Formulating of new charges against Winnie Mandela 331

*3. Mr L FUCHS asked the Minister of Justice:

(1) Whether he will support and assist the Attorney-General in formulating new charges against Mrs Winnie Mandela as a result of the new evidence that has been made available by certain persons, whose names have been furnished to the Minister's Department for the purpose of his reply; if not, why not; if so, (a) what support and assistance will he render in this regard and (b) what are the names of the persons in question;

(2) whether he will take steps to bring Mrs Mandela to justice; if not, why not; if so, what steps?

B645E

†The DEPUTY MINISTER OF JUSTICE:

(1) and (2)

The hon member is referred to section 3 of the Criminal Procedure Act, 1977 (Act 51 of 1977). In terms of section 3 of the Act, the Attorney-General is the prosecuting authority on behalf of the State. At various occasions in the past I have dealt with this matter in Parliament, when I made it clear that I, as my predecessors, adhere to a policy of non-interference with the decisions of the attorneys-general. I would like to refer the hon member to my speech in the House of Delegates on Tuesday, 5 March 1985, *Hansard* columns 1151-1154. Mr Tielman Roos, as far back as 1926, on occasion referred to such

situations where a Minister of Justice would intervene with the decisions of an attorney-general. Another example is to be found in *Hansard*, column 4920 of 1961. I am of the opinion that the Attorney-General concerned is in a position to take a decision independently and if necessary to formulate charges after the police investigation has been completed. The hon member is already aware of the fact that the police investigation is at present continuing, and I would like to refer the hon member to my answers to Questions No 3 and No 6 on Wednesday, 20 May 1992.

The names of the persons concerned are John Morgan and Xoliswa Falati. 331

Disappearance of person

*4. Mr L FUCHS asked the Minister of Justice:

(1) Whether, with reference to the disappearance of a person whose name has been furnished to the Minister's Department for the purpose of his reply, he will prosecute or cause to be prosecuted (a) Mrs Winnie Mandela and/or (b) any other person or political organization found to be responsible for this person's disappearance; if not, why not;

(2) whether he will make a statement on the matter?

B646E

The DEPUTY MINISTER OF JUSTICE:

(1) and (2)

The answer to this question is the same as the answer that I have given to Question No 3.

Primary health care

*5. Mr M J ELLIS asked the Minister of National Health:

Whether, in terms of the Government's commitment to primary health care, she is considering alternative (a) selection (i) procedures and (ii) criteria and (b) training and education for persons wanting to enter the health-care profession; if not, why not; if so, what alternatives are being considered?

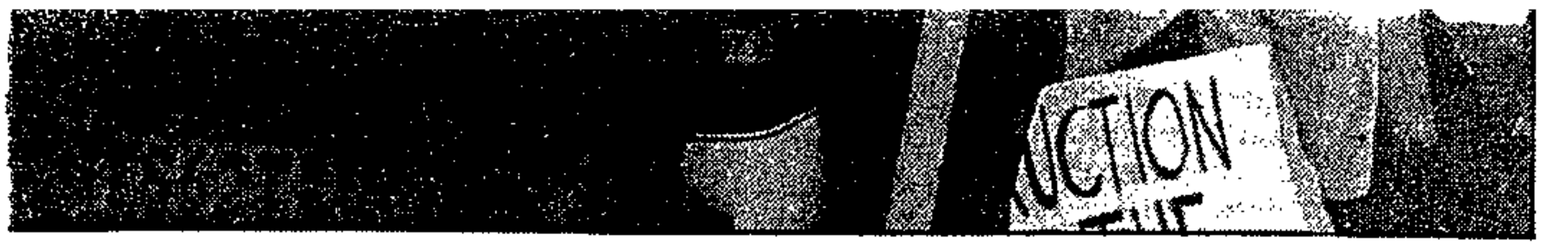
B649E

†The MINISTER OF NATIONAL HEALTH:

(a) (i) No

(ii) no

cont →



sidents protesting against the TPA survey of the Nietgedacht site, soon to be home to
Picture: Jacoob Rykliff

– 18/6/92.

ed to be named, said she
d heard that chemical toi-
s would be put up, water
uld be provided by tankers
d electricity would be subsi-
dised by Randburg residents.

None of these allegations could be confirmed by the TPA yesterday.

One resident was concerned that the two areas, currently 12 km apart, would expand rapidly and join in the middle, dramatically increasing the number of people living there.

– judge

Shapiro could have stayed
th Ms Bloch to protect her
til the police arrived.

She intended going to Israel
it night and could have
oided Williams until then.

'Rubbish'

Prosecutor R Chinner called
a lengthy jail sentence to
er both Shapiro and others
the community from com-
tting similar crimes.

Defence counsel Mike Han-
n, SC, said his client had
cted to "extreme provoca-
n".

He described Williams as
bbish" and said he had poi-
ed people with drugs.

He added that Shapiro and
Bloch were now "anti-
gs".
Sentence is expected today.

Pretoria taxi drivers stage protest march

STAR 18/6/92

By Mckeed Kotlolo
Pretoria Bureau

333

Several hundred Pretoria taxi drivers marched to the Union Buildings yesterday to protest against "harassment" by traffic officials and police and to demand more stopping bays.

They also called for the cancellation of all traffic tickets for offences resulting from the lack of halting bays.

They submitted a memorandum to Captain T D Kahl of the SAP State President's Unit on behalf of the Department of Transport.

The drivers, all of whom are members of the newly formed SA Taxi Drivers Union, called for the introduction of sub-ranks and loading places in the city.

As a result of the insufficient halting bays, drivers were forced to use loading zones and metered parking spaces for loading and offloading, they claimed.

Union co-ordinator Stephan Tseelane called on the authorities to allow taxis access to white municipal bus-stops.

He also called for the immediate disbandment of the Taxi Liaison Committee, which comprises members of the Southern African Blac Taxi Association, the Pretori United Taxi Association an the Road Transportatio Board. He said these organisa tions did not represent the ir terests of taxi drivers.

RISE

Farcus

by David Waisglass
Gordon Coulthart



5 CALEN

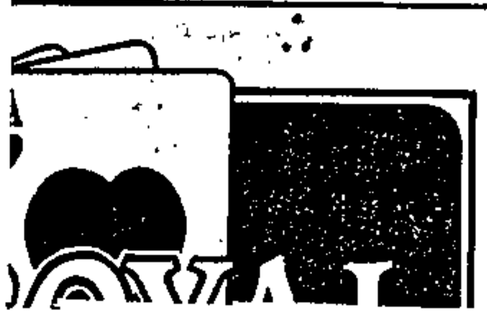
TODAY:

Creation lecture

An inaugural lecture on "Frontiers of Relativity: Black Holes and the Creation of the Universe" is being delivered at 7 pm in the Senate Hall, Theo van Wijk Building, Unisa. Inquiries: (012) 429-6074.

Zionist concert

The Zionist Centre is hosting a concert at 8 pm in the Linder Auditorium,



Taxi drivers warn against heavy fines

Sowetan 18/6/92

333

ABOUT 500 Pretoria taxi drivers marched yesterday to protest against alleged harassment by police and traffic officers and the jailing of colleagues for traffic offences.

The drivers, all members of the South African Taxi Drivers Union (Satdu), marched from Struben and Prinsloo streets to submit a memorandum to the Minister of Transport and Telecommunications, Mr Piet Welgemoed, at the Union Buildings.

Police monitored the march and no incident had been reported at the time of going to press.

SATDU co-ordinator

By Monk Nkomo

Mr Stephen Seelane, whose union boasts of 4 000 members in Pretoria, said they asked the Minister to intervene and release about 2 000 of their members who had been jailed for traffic offences.

Traffic tickets

Seelane said most of the tickets collected by their members were for stopping, loading and off-loading passengers at illegal areas.

"We have requested the Minister to allow us to have access to the roads just like municipal buses without having to be issued tickets for traffic offences," he said.

Seelane alleged that taxi drivers were being harassed by police and traffic officers, who issued four to five tickets daily.

"Our members end up in jail because they cannot afford these fines. We presently have a member who has collected ticket fines worth R3 000 during the past two weeks and he only earns R180 a week."

Seelane said they had given the Minister two weeks to respond, failing which "we will go on to the next step."

He added that the union's objectives included the settlement of disputes by conciliatory methods.

ed	Audited
.92	31.3.91
)00	R'000
129	58 659
)00	10 000
635	843
308	8 085
372	77 587
216	54 998
802	56 515
018	111 513
646	33 926
372	77 587
93	81
39%	42%
1,8	1,7
720	72 548

recommended.

Report on taxi violence

Sloan 22/6/92 353

LINDA ENSOR

CAPE TOWN — There was an acute lack of business training and driving skills among taxi drivers and this had contributed to the carnage on SA's roads, the Goldstone Commission said in an interim report on taxi violence which was tabled in Parliament on Friday.

The report said this same shortage had contributed to the competition for business and to the conflict between taxi drivers.

"The high rates charged by financial institutions on hire-purchase contracts and ever-increasing running costs collectively contribute to the need on the part of taxi operators to convey as many passengers as possible as often as possible. Traffic rules are ignored in the contest for patronage."

Up until the first quarter of 1992, about 66 people had been killed in Cape Town's taxi war, the report said.

a

...ence to culminate

Taxi group in safety campaign

STAR 29/6/92

333

By Stan Hlophe



Drive alive!

In a bid to cut down the high death rate on South Africa's roads, the African United Long Distance Association (Afulda), an independent taxi body, will, in conjunction with Mercedes-Benz SA, embark on a national "Save Life" campaign from next month.

The campaign includes educating the public and drivers, a retraining programme, and the establishment of a burial and disability insurance fund.

Afulda has also organised a 17-day trip for its members and Radio Metro deejay Bob Mabhena to visit Mercedes plants in Germany, Venice, Paris and London in September.

On their return, the organisation, in conjunction with Radio Metro, will run a series of educational and road safety awareness programmes.

Afulda public relations officer Charmaine Modjadji said the organisation believed that the attitude of drivers towards passengers had to improve.

"Afulda is committed to curbing the carnage on the roads and will liaise with all taxi bodies and the transport industry to contribute to safety on the roads."

Interested people can contact Ms Modjadji at (011) 834-7362.

No overtime at Interstate

■DRIVERS at Interstate Bus Service in the Free State went on an overtime strike this week after talks between the Transport and General Workers' Union and the company broke down. The workers claim the company has reneged on an undertaking to renegotiate wages after six months which expired in April. A wage increase of 13 percent was signed last year.

333
6/7/92

Bus depots close but commuters reprieved

333

SI Times (Ameln) 12/7/92

By JESSICA BEZUIDENHOUT

THOUSANDS of commuters, faced with losing their only means of transport when several loss-making Boland bus depots were closed by Golden Arrow Bus Services at the end of last month, have been granted a reprieve.

The company has negotiated a deal with two independent bus companies to take over most of the affected routes, which are used by 12 000 commuters on 27 major routes covering more than 100 000 km a week.

Golden Arrow's Boland Commuter Division had been operating at a "very substantial" loss and the company had to close its depots in Malmesbury, Paarl and Strand, a spokesman said.

This week Golden Arrow said it had arranged with Dagbreek Busdiens of Montagu Gardens and Elwierda of Stellenbosch to take over the routes, ensuring that few bus services in the Boland towns of Malmesbury, Wellington, Paarl, Franschhoek, Stellenbosch, Somerset West, Strand and Gordon's Bay would be affected by the closure of depots.

Elwierda will also take over Golden Arrow's school contracts and many of its industrial contract services in the Paarl and Stellenbosch areas.

Dagbreek will take over school contracts and some commuter routes in the Malmesbury and Somerset West areas.

Golden Arrow is to continue its Macassar service in the Hottentots Holland basin, as well as the services between Malmesbury, Mamre and Darling and Cape Town.

● Hundreds of unhappy Golden Arrow bus drivers and support staff held a mass meeting at the Tollgate on Friday to demand a moratorium on proposed retrenchments arising from the cutback in services.

A number of routes in the suburbs are to be scrapped on July 27.

'Slave labour' in city docks

SOUTH 15/8-19/8/92 333

By Justin Pearce

CAPE Town dock workers, some only 15 years old, sleep on a concrete floor and are given one meal of mieliepap after a 12-hour working day — seven days a week.

The workers, mostly recruited from Mafikeng, sleep on the floor of an upstairs warehouse on pieces of cardboard, covered only by blankets that they brought with them.

Those who do not have their own plates eat their mieliepap off pieces of cardboard.

Most of the 60 men and boys were recruited on contract from Mafikeng, and said they were brought to Cape Town in a lorry. The others were brought from Atlantis and Mitchells Plain.

"We only saw these conditions when we got here," one of the Mafikeng workers said, "and now we cannot go back."

"We signed a contract, but we did not know where we were going to," said another.

One worker said the employers were "very secretive" and that the men were kept in the dark about their employment status and rights.

They had not been asked to hand in unemployment cards, and did not know whether they were regarded as casual labourers.

The men are employed to put maize into bags on the quayside. The maize is offloaded mechanically from a United States-registered ship, Omi Missouri.

There are two shifts, starting at 6am and 6pm.

Some of the men were covered in the white dust from the maize when SOUTH's reporter and photographer investigated.

The workers did not know how long they would be employed — they suspected the jobs would last until the ship's cargo had been offloaded.

Sausages

They said they had been promised R30 a day, but had not yet been paid their wages. They are hoping to be paid at the end of this week, by which time the Mafikeng people will have worked three weeks and the others two weeks. Some of the men said they had been loaned money by their employers, with which they bought sausages and eggs to supplement the mieliepap.

"I've never come across work like this" said a worker from Mitchells Plain.

"We work 12 hours a day with no overtime or weekend rates. We don't know when the week begins or ends. We feel like slaves, but we need the work."

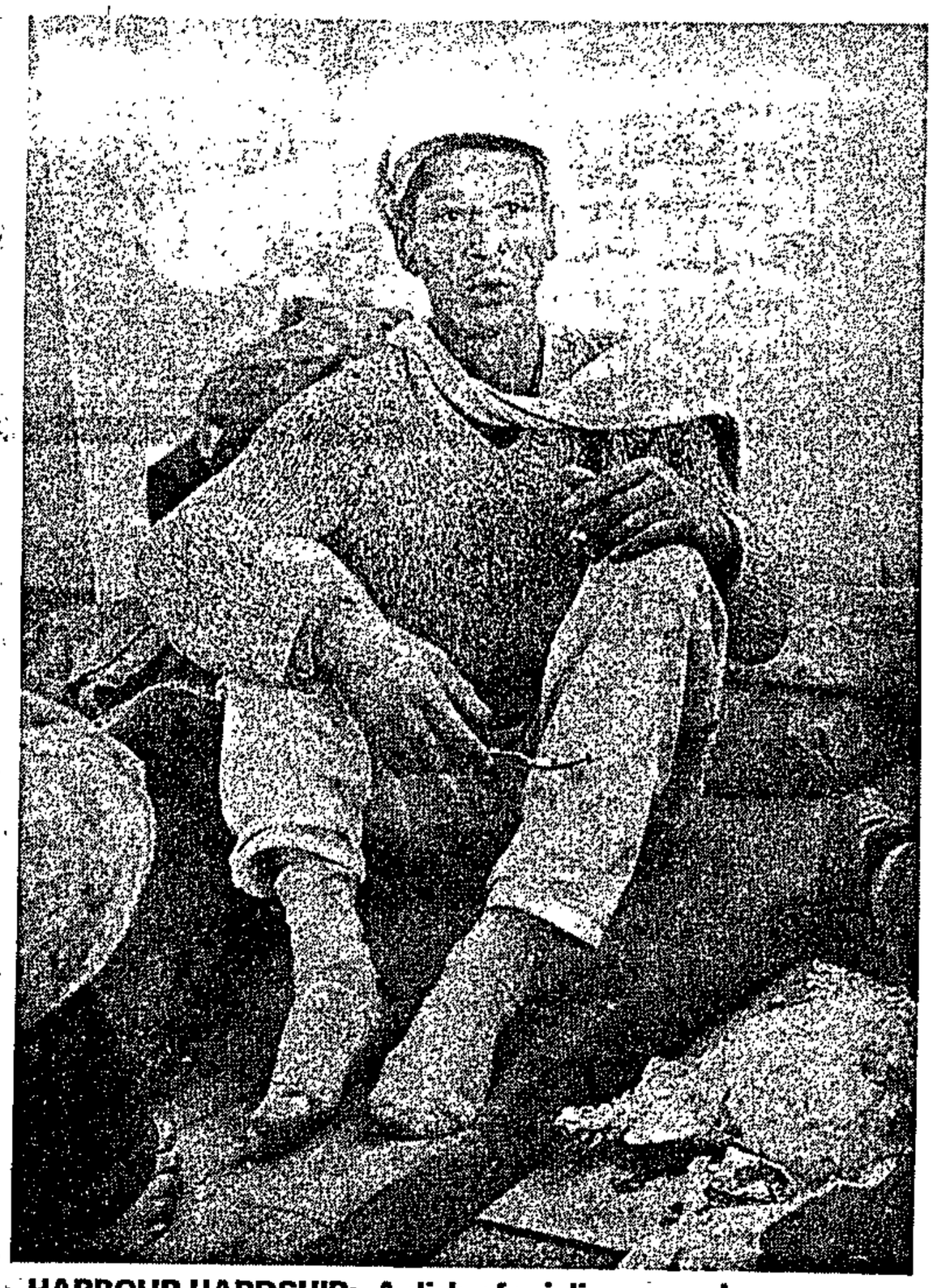
The workers from the Western Cape live in the warehouse because they cannot get from their homes to the docks by 6am, they said.

Representatives of the company responsible for offloading the maize said the firm was called Great Lakes. They refused to comment, referring inquiries to "the boss", but refused to disclose a telephone number or address where the boss could be contacted.

"We brought these guys from a place where there are no jobs," said a woman, who seemed to be a supervisor.

Asked how much the workers were paid, she said: "Enough".

She then called a male colleague who told SOUTH's reporter and photographer they were trespassing. "You are only making trouble for your people," he said.



HARBOUR HARDSHIP: A dish of mielie pap and a corner of a warehouse are board and lodging for this migrant worker at the Cape Town harbour Photo: Fanie Jason

Where are the dock workers?

SOUTH 22/8-26/8/92 333 289

By Justin Pearce

CONFUSION surrounds the fate of 60 dock workers whose inhumane living and working conditions SOUTH exposed last week.

While the contracting firm that recruited the men claims to have fired them, workers say they are merely living in different premises.

Most of the men were recruited in Mafikeng by contracting company Great Lakes to work for the transportation company, Fair Trade, which is offloading maize from the US ship Omi Missouri.

Cape Town harbour manager Mr Rudie Basson last week expressed concern about the workers' living conditions. He emphasised they were not employees of Portnet, the company controlling the harbour, and that Portnet did not wish to have workers living in such conditions on its property.

He said since the men arrived in Cape Town during the general strike there had been difficulty in finding accommodation.

"I gave permission for the warehouse to be used temporarily. I gave until last weekend for the company to find suitable accommodation for the workers," Basson said.

When SOUTH contacted Great Lakes on Monday a man who did not identify himself said workers had been "paid off" and were to be returned to Mafikeng that night.

He said they had been fired because the attitude of people in Cape Town towards the workers and their living conditions made it impossible for the firm to operate.

"I've never seen something like this in all the places I've worked in, from Zambia to the Cape," he said.

He blamed SOUTH's exposé of the living condition for the sackings.

"We do our best for these people and get this trouble," he said.

But dock workers said the Mafikeng workers were still working but living elsewhere.

Wysiging van regulasie 2 van die Regulasies

2. Regulasie 2 van die Regulasies word hierby gewysig deur—

(a) in subregulasie (2) die woorde "die patologieë van sodanige persone kan insluit" te vervang deur die woorde ' 'sodanige kommunikasieafwykings insluit";

(b) in subregulasie (3) die woorde "gehoor aantasting" te vervang deur die woord "gehoorgestremdheid";

(c) in subregulasie (4) die uitdrukking "gehoorpatologieë, en" te vervang deur die woorde "gehoorgestremdheid en met".

No. R. 2691 **25 September 1992**

WET OP VOEDINGSMIDDELS, SKOONHEIDSMIDDELS EN ONTSMETTINGSMIDDELS, 1972 (WET No. 54 VAN 1972)

REGULASIE: ETIKETTERING EN ADVERTERING: WYSIGING

Die Minister van Nasionale Gesondheid het kragtens artikel 15 (1) van die Wet op Voedingsmiddels, Skoonheidsmiddels en Ontsmettingsmiddels, 1972 (Wet No. 54 van 1972), die regulasies vervat in die Bylae hiervan, uitgevaardig.

BYLAE

1. In hierdie Bylae beteken "die Regulasie" die regulasie afgekondig by Goewermentskennisgewing No. R. 908 van 27 Mei 1977, soos gewysig by Goewermentskennisgewings Nos. R. 1843 van 28 Augustus 1981, R. 2298 van 26 Oktober 1984 en R. 2567 van 15 November 1985.

2. Subregulasie (28) van die Regulasie word hierby gewysig deur—

(a) die bestaande subregulasie te hernommer tot (28) (I); en

(b) die volgende paragraaf by te voeg:

"(II) Die bepalings van paragraaf (I) (b) is nie van toepassing nie op—

(a) reukwerende middels;

(b) reinigingsmiddels in sover dit die verklaring van die persentasies of verhoudings van aktiewe bestanddele betref.".

Amendment of regulation 2 of the Regulations

2. Regulation 2 of the Regulations is hereby amended by—

(a) the substitution for the words "the pathologies of such persons" in subregulation (2) of the words "such communication disorders";

(b) the substitution in the Afrikaans text for the words "gehoor aantasting" in subregulation (3) of the word "gehoorgestremdheid";

(c) the substitution for the word "pathologies" in subregulation (4) of the word "impairment".

No. R. 2691 **25 September 1992**

FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 1972 (ACT No. 54 OF 1972)

REGULATION: LABELLING AND ADVERTISING: AMENDMENT

The Minister of National Health has, in terms of section 15 (1) of the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act No. 54 of 1972), made the regulations contained in the Schedule hereto.

SCHEDULE

1. In this Schedule "the Regulation" means the regulation published under Government Notice No. R. 908 of 27 May 1977, as amended by Government Notices Nos. R. 1843 of 28 August 1981, R. 2298 of 26 October 1984 and R. 2567 of 15 November 1985.

2. Subregulation (28) of the Regulation is hereby amended by—

(a) the renumbering of the existing subregulation to (28) (I); and

(b) the addition of the following paragraph:

"(II) The provisions of paragraph (I) (b) shall not apply to—

(a) deodorants;

(b) cleansing materials as far as the statement of the percentages or proportions of active ingredients is concerned.".

DEPARTEMENT VAN VERVOER

No. R. 2666 **25 September 1992**

HANDELSKEEPVAARTWET, 1951
(WET No. 57 VAN 1951)

REGULASIES IN VERBAND MET DIE MEDIESE OPLEIDING VAN SKEEPSOFFISIERE, 1992

Die Minister van Vervoer het kragtens artikel 356 van die Handelskeepvaartwet, 1951 (Wet No. 57 van 1951), die regulasies in die Bylae uitgevaardig.

DEPARTMENT OF TRANSPORT

No. R. 2666 **25 September 1992**

MERCHANT SHIPPING ACT, 1951
(ACT No. 57 OF 1951)

SHIP'S OFFICERS' MEDICAL TRAINING REGULATIONS, 1992

The Minister of Transport has, under section 356 of the Merchant Shipping Act, 1951 (Act No. 57 of 1951), made the regulations in the Schedule.

BYLAE

ORDENING VAN REGULASIES

Regulasie No.

1. Woordomskrywing
2. Toepassing
3. Algemeen
4. Goedkeuring
5. Uitreiking van sertifikate
6. Geldigheidstydperk
7. Waar aansoek gedoen moet word
8. Vereistes vir kursus in Mediese Opleiding vir Skeepskapteins
9. Sillabusse vir kursusse
10. Kort titel

Woordomskrywing

1. In hierdie regulasies het enige woord of uitdrukking waaraan in die Wet 'n betekenis toegeken is die betekenis wat aldus daaraan toegeken is, en tensy uit die samehang anders blyk, beteken—

"goedgekeur" goedgekeur deur die Direkteur-generaal;

"departement" die Departement van Vervoer;

"instelling" 'n instelling wat onderrig gee en eksamens afneem in kursusse in noodhulp en mediese sorg; en

"die Wet" die Handelskeepvaartwet, 1951 (Wet No. 57 van 1951).

Toepassing

2. Hierdie regulasie is van toepassing op elke—

(a) gediplomeerde dekoffisier wat die houer moet wees van die Skeepskaptein se Sertifikaat in Mediese Opleiding kragtens regulasie 3.7 van die Eksamenregulasies vir Bekwaamheidsertifikate vir Dekoffisiere, 1985, uitgevaardig by Goewermentskennisgewing No. R. 2656 van 29 November 1985, soos gewysig; en

(b) gediplomeerde visserman wat die houer moet wees van die Sertifikaat in Praktiese Noodhulp ter See en die Skeepskaptein se Sertifikaat in Mediese Opleiding kragtens regulasie 2.2 van die Eksamenregulasies vir Bekwaamheidsertifikate vir Vissermanne en Seemasjiniste, 1985, uitgevaardig by Goewermentskennisgewing No. R. 2653 van 29 November 1985, soos gewysig.

Algemeen

3. (1) Die mediese opleiding van offisiere in die handels- en vissersvloot moet gebaseer wees op boeke of ander publikasies deur die Direkteur-generaal aangedui.

(2) Hierdie regulasies het betrekking op die volgende:

(a) Die kursus vir die Sertifikaat in Praktiese Noodhulp ter See.

(b) Die kursus vir die Sertifikaat in Noodhulp ter See.

(c) Die kursus vir die Skeepskaptein se Sertifikaat in Mediese Opleiding.

SCHEDULE

ARRANGEMENT OF REGULATIONS

Regulation No.

1. Definitions
2. Application
3. General
4. Approval
5. Issue of certificates
6. Period of validity
7. Where to apply
8. Requirement for Ship Captain's Medical Training course
9. Syllabuses for courses
10. Short title

Definitions

1. In these regulations any word or expression to which a meaning has been assigned in the Act shall have the meaning so assigned to it and, unless the context otherwise indicates—

"approved" means approved by the Director-General;

"department" means the Department of Transport;

"institution" means an institution which gives instruction and conducts examinations in courses of first aid and medical care; and

"the Act" means the Merchant Shipping Act, 1951 (Act No. 57 of 1951).

Application

2. These regulations shall apply to every—

(a) certificated deck officer who is required to hold the Ship Captain's Medical Training Certificate in terms of regulation 3.7 of the Examination Regulations for Certificates of Competency for Deck Officers, 1985, promulgated under Government Notice No. R. 2656 of 29 November 1985, as amended; and

(b) certificated fisherman who is required to hold the Practical First Aid at Sea Certificate, the First Aid at Sea Certificate and the Ship Captain's Medical Training Certificate in terms of regulation 2.2 of the Examination Regulations for Certificates of Competency as Fisherman and Marine Motorman, 1985, promulgated under Government Notice No. R. 2653 of 29 November 1985, as amended.

General

3. (1) The medical training of officers in the merchant and fishing fleets shall be based upon books or other publications as designated by the Director-General.

(2) These regulations shall refer to the following:

(a) The Practical First Aid at Sea Certificate course.

(b) The First Aid at Sea Certificate course.

(c) The Ship Captain's Medical Training Certificate course.

Goedkeuring

4. (1) Die personeel betrokke by die onderrig en by die eindeksamens van die kursusse in regulasie 4 (2) bedoel, moet goedgekeur wees en die kursusse moet beskikbaar wees vir inspeksie deur beamptes van die Departement of deur persone wat deur die Direkteur-generaal aangewys is om sodanige inspeksies uit te voer ten einde te verseker dat behoorlike standaarde gehandhaaf word.

(2) Die onderwysers en eksaminators van die kursus vir die Skeepskaptein se Sertifikaat in Mediese Opleiding moet sover moontlik mediese praktisyns wees wat gereeld na seemanne omsien en wat kennis dra van die probleme wat met die lewe aan boord van 'n skip gepaard gaan, bygestaan deur goedgekeurde persone.

(3) Die onderwysers en eksaminators van die kursus vir die Sertifikaat in Noodhulp ter See, en die vir die Sertifikaat in Praktiese Noodhulp ter See moet die houers wees van 'n Instrukteursertifikaat wat deur 'n goedgekeurde inrigting uitgereik is.

Uitreiking van sertifikate

5. 'n Sertifikaat bedoel in regulasie 4 (2) word deur 'n goedgekeurde inrigting toegeken aan 'n kandidaat wat die volledige kursus bevredigend bywoon en wat in die eindeksamen slaag.

Geldigheidstydperk

6. Die sertifikate in regulasie 3 (2) (a), (b) en (c) bedoel, is geldig vir drie jaar vanaf die datum van slaging in die eindeksamen.

Waar aansoek gedoen moet word

7. Kandidate wat aansoek wil doen om toelating tot die sertifikaatkursusse in regulasie 3 (2) (a), (b) en (c) bedoel, moet aansoek doen by die inrigtings in Aanhangsel 4 van hierdie regulasies aangedui.

Vereistes vir kursus in Mediese Opleiding vir Skeepskapteins

8. 'n Kandidaat wat aansoek doen om toelating tot die kursus in Mediese Opleiding vir Skeepskapteins moet die houer wees van 'n Sertifikaat in Noodhulp ter See.

Sillabusse vir kursusse

9. (1) Die sillabus vir die kursus vir die Sertifikaat in Noodhulp ter See word in Aanhangsel 1 uiteengesit.

(2) Die sillabus vir die kursus vir die Sertifikaat in Praktiese Noodhulp ter See word in Aanhangsel 2 uiteengesit.

(3) Die sillabus vir die kursus vir die Skeepskaptein se Sertifikaat in Mediese Opleiding word in Aanhangsel 3 uiteengesit.

Kort titel

10. Hierdie regulasies staan bekend as die Regulasies in verband met die Mediese Opleiding van Skeepsoffisiere, 1992.

P. J. WELGEMOED,
Minister van Vervoer.

Approval

4. (1) The staff involved in the teaching and at the terminal examinations of the courses referred to in regulation 4 (2) shall be approved and the courses shall be open for inspection by officers of the Department or by persons assigned by the Director-General to carry out such inspections to ensure that proper standards are maintained.

(2) The teachers and examiners of the Ship Captain's Medical Training Certificate course shall as far as possible be medical practitioners who attend regularly to seafarers and who have knowledge of the problems associated with life on board ship, assisted by approved persons.

(3) The teachers and examiners of the First Aid at Sea Certificate and the Practical First Aid at Sea Certificate courses shall be in possession of an Instructor's Certificate issued by an approved institution.

Issue of certificates

5. A certificate referred to in regulation 4 (2) shall be awarded by an approved institution to the candidate who satisfactorily attends the complete course and who is successful in the terminal examination.

Period of validity

6. Certificates referred to in regulation 3 (2) (a), (b) and (c) shall be valid for three years from the date of passing the terminal examination.

Where to apply

7. Candidates wishing to apply for admission to the certificate courses referred to in regulation 3 (2) (a), (b) and (c) must apply at the institutions listed in Annexure 4 of these regulations.

Requirements for Ship Captain's Medical Training course

8. A candidate applying for admission to the Ship Captain's Medical Training course shall be in possession of a First Aid at Sea Certificate.

Syllabuses for courses

9. (1) The syllabus for the course for the Practical First Aid at Sea Certificate is set out in Annexure 1.

(2) The syllabus for the course for the First Aid at Sea Certificate is set out in Annexure 2.

(3) The syllabus for the course for the Ship Captain's Medical Training Certificate is set out in Annexure 3.

Short title

10. These regulations shall be called the Ship's Officers' Medical Training Regulations, 1992.

P. J. WELGEMOED,
Minister of Transport.

AANHANGSEL 1

PRAKTIESE NOODHULP TER SEE

SILLABUS

Lengte van kursus

20 uur, met inbegrip van die eksamen

Inhoud

Asemhaling (teorie)
Resussitasie (prakties)
Verstikking (prakties)
Sirkulasie (teorie)
Skok (teorie en prakties)
Wonde en bloeding (prakties)
Kneusing (prakties)
Snye en skaafplekke (prakties)
Vreemde voorwerpe (prakties)
Doekverbande (prakties)
Hangverbande (prakties)
Swagtels (prakties)
Brand- en skroeiwonde (prakties en teorie)
Skelet (teorie)
Frakture (teorie en prakties)
Gewrigte, ens. (teorie en prakties)
Senuweestelsel (teorie)
Bewusteloosheid (teorie en prakties)
Uitwerking van temperatuur (teorie en prakties)
Toksien en byte (teorie en prakties)
Vervoer van pasiënte (prakties), met inbegrip van die gebruik van die Neil Robertson-draagbaar
Hoe om 'n ongeluk te hanteer (prakties)
Siektes wat algemeen by vissermanne voorkom
Reddingsbootongesteldhede en oorlewendes
Inligting wat beskikbaar moet wees wanneer mediese advies per radio versoek word.

AANHANGSEL 2

NOODHULP TER SEE

SILLABUS

Lengte van kursus

30 uur, met inbegrip van die eksamen

Inhoud

Belangrike noodhulptegnieke
Respirasie
Asfiksie
Resussitasie
Sirkulasie
Skok
Beheer van bloeding (direk en indirek)
Wonde en bloeding
Wondverbande
Doekverbande en swagtels
Brand- en skroeiwonde
Temperatuur
Bloedsomloopaandoenings
Senuweestelsel
Bewusteloosheid
Ondersoek van 'n bewustelose ongeval
Skelet
Gewrigte
Frakture

ANNEXURE 1

PRACTICAL FIRST AID AT SEA

SYLLABUS

Length of course

20 hours including examination

Content

Breathing (theory)
Resuscitation (practical)
Choking (practical)
Circulation (theory)
Shock (theory and practical)
Wounds and bleeding (practical)
Bruising (practical)
Cuts and grazes (practical)
Foreign bodies (practical)
Triangular bandages (practical)
Slings (practical)
Roller bandages (practical)
Burns and scalds (practical and theory)
Skeleton (theory)
Fractures (theory and practical)
Joints, etc. (theory and practical)
Nervous system (theory)
Unconsciousness (theo ry and practical)
Effects of temperatures (theory and practical)
Poison and bites (theory and practical)
Transporting patients (practical) including Neil Robertson stretcher
How to handle an accident (practical)
Diseases common to fishermen
Lifeboat ailments and survivors
Information to be at hand when requesting radio medical advice.

ANNEXURE 2

FIRST AID AT SEA

SYLLABUS

Length of course

30 hours including examination

Content

Major first aid techniques
Respiration
Asphyxia
Resuscitation
Circulation
Shock
Control of bleeding (direct and indirect)
Wounds and bleeding
Dressings
Triangular and roller bandages
Burns and scalds
Temperatures
Circulatory disorders
Nervous system
Unconsciousness
Examination of unconscious casualty
Skeleton
Joints
Fractures

Beserings van die spiere en gewrigte
Spysverteringstelsel
Toksiene, byte en steke
Vreemde voorwerpe en aanhoudende pyn
Optrede in 'n noodgeval
Vervoer van pasiënte (met inbegrip van die gebruik van die Neil Robertson-draagbaar)
Verwydering van 'n beseerde uit 'n skeepsruim, ens.
Basiese kennis van skip se mediese sluitkas
Rekordhouding van medisyneresèptering
Kennis van wondhegmateriaal en wondhegting (mag in die praktyk slegs onder die regstreekse toesig van die skeepskaptein uitgevoer word)
Aanbring van spesiale verbande op wonde en brandwonde
Reddingsbootongesteldhede en oorlewendes
Radiotegnieke, met spesiale aandag aan mediese aangeleenthede
Siektes wat algemeen by seemanne voorkom

Opmerking: Fotoskyfies en films toepaslik op die leerstof wat tydens die sessie aangebied word, moet wanneer moontlik vertoon word.

Besoeke aan buitepasiënte- of ongevalleafdelings moet wanneer moontlik gereël word.

AANHANGSEL 3

SILLABUS VIR DIE SKEEPSKAPTEIN SE SERTIFIKAAT IN MEDIESE OPLEIDING

Lengte van kursus

44 uur, met inbegrip van die eksamen

Inhoud

Basiese anatomie en fisiologie
Verpleging en versorging van beseerdes
Gevorderde verpleegtegnieke
Waarneming van die pasiënt
Meet en aanteken van temperatuur, polsslag, respirasietempo en bloeddruk
Voorbereiding van smeerskyfies
Toets van urien met "Clinistix"
Inspuitings
Gebruik van 'n kateter
Verbind van wonde en brandwonde—tegniek van geen aanraking
Wondhegting
Insnyding van abses
Sterilisasie en ontsmetting
Maagspoeling
Toediening van IV-vloeistowwe en vloeistofklismas
Asfiksie
Resussitasie
Gebruik van asemhalingsapparaat tydens 'n reddingsoperasie
Gebruik van suurstof
Verwydering van vreemde voorwerpe uit oë en ore
Toediening van oog- en oordruppels
Verskillende minder belangrike tegnieke
Die in bedwang hou van 'n wilde pasiënt
Diagnosering en behandeling van vergiftiging deur alkohol, chemiese stowwe, dwelmmiddels, ens.
Higiëne en voorkoming van siektes
Diagnosering en behandeling van alle aansteeklike siektes en ander siektes en mediese probleme wat in die Skeepskaptein se Mediese Handleiding aangedui word

Injuries to muscles and joints
Digestive system
Poisons, bites and stings
Foreign bodies and aches
Action in an emergency
Transporting of patients (including use of Neil Robertson stretcher)
Removing injured person from ship's holds, etc.
Basic knowledge of ship's medical locker
Keeping record of dispensing medicines
Knowledge of sutures and suturing (may only be carried out in practice under direct supervision of ship's captain)
Application of special dressings to wounds and burns
Lifeboat ailments and survivors
Radio techniques with particular reference to medical matters
Diseases common to seamen

Note: Photographic slides and films appropriate to the subject matter of the session should be shown whenever possible.

Practical visits to outpatients or casualty departments should be arranged whenever possible.

ANNEXURE 3

SYLLABUS FOR THE SHIP CAPTAIN'S MEDICAL TRAINING CERTIFICATE

Length of course

44 hours including examination

Content

Basic anatomy and physiology
Nursing and care of injured
Advanced nursing techniques
Observation of the patient
Measuring and recording of temperature, pulse, respiration rate and blood pressure
Preparation of smear slides
Testing of urine with "Clinistix"
Injections
Use of a catheter
Dressing of wounds and burns—no touch technique
Suturing
Incision of abscess
Sterilisation and disinfection
Gastric lavage
Administration of IV fluids and fluid enemas
Asphyxia
Resuscitation
Use of breathing apparatus in rescue
Use of oxygen
Removal of foreign bodies from eyes and ears
Application of eye and ear drops
Miscellaneous minor techniques
Restraint of violent patient
Diagnosis and treatment of poisoning by alcohol, chemicals, drugs, etc.
Hygiene and prevention of disease
Diagnosis and treatment of all communicable diseases and other diseases and medical problems listed in Ship Captains Medical Guide

Beheer van pyn
Kortstondige tandheelkundige noodgevalle
Noodbevallings
Regulasies betreffende die skeepshospitaal
Beskrywing en gebruik van geneesmiddels en toestelle wat by regulasie vereis word
Bystand van buite en mediese advies per radio
Simptome van dood

Opmerking: Fotoskyfies en films toepaslik op die leerstof wat tydens die sessie aangebied word, moet wanneer moontlik vertoon word.

Besoeke aan buitepasiënte- of ongevalleafdelings moet wanneer moontlik gereël word.

AANHANGSEL 4

Die name van inrigtings wat goedgekeur is om kursusse aan te bied, sal van tyd tot tyd in 'n Marinekennisgewing bekendgemaak word.

No. R. 2701 **25 September 1992**

LUGVAARTWET, 1962

VYFDE WYSIGING VAN DIE REGULASIES INSAKE DIE ONDERSOEK VAN LUGVAARTUIGONGELUKKE, 1973

Die Minister van Vervoer het kragtens artikel 22 van die Lugvaartweg, 1962 (Wet No. 74 van 1962), die regulasies in die Bylae uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie regulasies beteken "die Regulasies" die Regulasies insake die Ondersoek van Lugvaartuigongelukke, 1973, afgekondig by Goewermentskennisgewing No. R. 120 van 26 Januarie 1973, soos gewysig by Goewermentskennisgewings Nos. R. 1003 van 16 Mei 1980, R. 1977 van 17 September 1982, R. 1077 van 17 Mei 1985 en R. 3194 van 27 Desember 1991.

Wysiging van regulasie 3 van die Regulasies

2. Regulasie 3 van die Regulasies word hierby gewysig—

(a) deur die omskrywing van " 'Kommissaris van Burgerlugvaart' of 'KBL' " te skrap; en

(b) deur die omskrywing van "Ondersoeker-in-beheer" deur die volgende omskrywing te vervang:

" 'Ondersoeker-in-beheer' 'n gemagtigde beampte wat op grond van sy kwalifikasies deur die Kommissaris aangewys is en wat belas is met die verantwoordelikheid vir die beheer oor die ondersoek van 'n ongeluk of voorval;".

Vervanging van regulasie 5 van die Regulasies

3. Regulasie 5 van die Regulasies word hierby deur die volgende regulasie vervang:

"BEVOEGDHEDE EN PLIGTE VAN DIE KOMMISSARIS

5. Behoudens die bepalings van die Wet—

(a) moet die Kommissaris hierdie regulasies administreer en toepas;

Control of pain
Brief dental emergencies
Emergency child birth
Regulations covering ship's hospital
Description and use of drugs and appliances required by regulation
External assistance and medical advice by radio
Signs of death

Note: Photographic slides and films appropriate to the subject matter of the session should be shown whenever possible.

Practical visists to outpatients or casualty departments should be arranged whenever possible.

ANNEXURE 4

The names of institutions approved for giving courses of instruction will be notified from time to time by Marine Notice.

No. R. 2701 **25 September 1992**

AVIATION ACT, 1962

FIFTH AMENDMENT OF THE REGULATIONS REGARDING THE INVESTIGATION OF AIRCRAFT ACCIDENTS, 1973

The Minister of Transport has, under section 22 of the Aviation Act, 1962 (Act No. 74 of 1962), made the regulations in the Schedule.

SCHEDULE

Definition

1. In these regulations "the Regulations" means the Regulations regarding the Investigation of Aircraft Accidents, 1973, published under Government Notice No. R. 120 of 26 January 1973, as amended by Government Notices Nos. R. 1003 of 16 May 1980, R. 1977 of 17 September 1982, R. 1077 of 17 May 1985 and R. 3194 of 27 December 1991.

Amendment of regulation 3 of the Regulations

2. Regulation 3 of the Regulations is hereby amended—

(a) by the deletion of the definition of " 'Commissioner for Civil Aviation' or 'CCA' "; and

(b) by the substitution for the definition of "Investigator-in-Charge" of the following definition:

" 'Investigator-in-charge' means an authorised officer designated by the Commissioner on the basis of his qualifications and charged with the responsibility for the control of the investigation of an accident or incident;".

Substitution of regulation 5 of the Regulations

3. The following regulation is hereby substituted for regulation 5 of the Regulations:

"POWERS AND DUTIES OF COMMISSIONER

5. Subject to the provisions of the Act—

(a) the Commissioner shall administer and enforce these regulations;

Truck driver runs bloody gauntlet

Star 12/10/92

By Clyde Johnson
Lowveld Bureau

NELSPRUIT — A 32-year-old truck driver described at the weekend how he kept his heavy-duty vehicle moving while hiding beneath the truck's dashboard as bullets riddled his vehicle during an ambush in Mozambique.

Then Daniel Shabulala felt a sharp blow in the elbow when one of the bullets hit him.

As blood poured from the wound, he ripped off his shirt, bound it round his arm and ran to a nearby dilapidated building for help.

Speaking from his bed at Nelspruit's Rob Ferreira Hospital, the Vanderbijlpark father of three young children said he was lucky to be alive.

Two colleagues travelling in trucks behind him were killed. One of the trucks was destroyed by fire.

Shabulala, driving a 25 ton horse and trailer belonging to Scotts Transport of Johannesburg, said he was on his way home on Tuesday after delivering a load of steel to Maputo.

About halfway between Maputo and the Namaacha-Swaziland border, a man appeared from the bushes and fired at his truck. Seconds later about 40 more armed men appeared and opened fire.

"I engaged the truck into the lowest gear, slid off my seat, dropped beneath the dashboard and kept the vehicle moving without looking where I was going. The windscreen shattered, bullets rained into the cabin but I just kept moving."

Suddenly he felt a sharp jab in the right elbow and saw blood pumping from the wound.

"I ripped off my shirt, wrapped it tight and ran as fast as I could to an old, broken-down house some distance away. The attackers never followed and a friendly couple helped to stop the bleeding."

Shortly afterwards a colleague, known only as Cecil, arrived at the farmhouse and told him the drivers of two other trucks had been shot dead.

Shabulala refused a lift to a Maputo hospital, saying that if he was to die he would prefer to do so in South Africa.

A motorist who introduced himself only as Mr Brown brought him to Nelspruit.

NOTICE 938 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as an employers' organisation has been received from the Witbank United Long Distance Taxi Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001) within one month of the date of publication of this notice.

TABLE

Name of employers' organisation: Witbank United Long Distance Taxi Association.

Date on which application was lodged: 13 October 1992.

Interests and area in respect of which application is made: Employers who are the registered owners of motor vehicles in respect of which they hold a certificate of fitness and a public road carrier permit authorising the conveyance of commuters within the Province of the Transvaal.

Postal address of applicant: P.O. Box 1368, Witbank, 1035.

Office address of applicant: Terminus Service Station, Taljaard Street, Witbank.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

G. C. PAPENFUS,
Assistant Industrial Registrar.
(23 October 1992)

KENNISGEWING 938 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die registrasie as 'n werkgewersorganisasie ontvang is van die Witbank United Long Distance Taxi Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie: Witbank United Long Distance Taxi Association.

Datum waarop aansoek ingedien is: 13 Oktober 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Werkgewers wat die geregistreerde eienaars is van motorvoertuie ten opsigte waarvan hulle in besit is van 'n geskiktheidsertifikaat en 'n openbare padvervoerpermit wat magtiging verleen vir die vervoer van pendelaars in die provinsie Transvaal.

Posadres van applikant: Posbus 1368, Witbank, 1035.

Kantooradres van applikant: Terminus Diensstasie, Taljaardstraat, Witbank.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

G. C. PAPENFUS,
Assistentnywerheidsregistrateur.
(23 Oktober 1992)

NOTICE 939 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Ammunisie- en Aanverwante Werkersunie. Particulars of the application are reflected in the subjoined table.

KENNISGEWING 939 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Ammunisie- en Aanverwante Werkersunie. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Policeman shoots, assaults bus workers

South 24/10 - 28/10/92

333

By Sabata Ngcai

TWO STRIKING workers who took part in a sit-in at Tollgate bus depot in Woodstock were shot and assaulted by a policeman.

The incident occurred a few days before the agreement to reinstate striking workers at Golden Arrow Bus Services (GABS) was signed.

The policeman, who was not wearing his name tag, shot an employee in the stomach and left him lying on the ground. (See photos on page 1.)

The policeman then kicked another striker on the thigh, leaving him dizzy and rolling on the ground.

The incident took place this week when GABS management called in police to disperse the company's striking workers who occupied the depot.

Assistant technician Mr Ferdie Rhodes told how he was shot by a policeman.

"I was trying to help a colleague who had been kicked by a policeman and was lying on the ground when the same policeman pointed his rifle at me.

"I thought he would just point the gun at me, but he shot me in the stomach with a rubber bullet.

"He was standing at a very close range, about 15m away from me.

"I fell on the floor and my colleagues took me to Woodstock hospital where I was treated and released after an hour."

Rhodes said the bullet had only bruised his stomach. He said the policeman was accompanied by GABS's chief security officer.

Another victim, bus driver Mr Andrea Schoeman, said: "I put my feet on the company gate to prevent the policeman reaching the place we were occupying.

"The policeman, who is always present whenever we are demonstrating and who never wears his name tag, forcefully pushed the gate in and then came straight to me and gave me a hard kick on the thigh.

"I fell down and rolled on the ground.

"I felt dizzy for a few minutes and then I recovered with the assistance of my colleagues.

"The policeman then pointed his gun at my forehead and threatened to kill me.

"I pushed the gun from my forehead and he pointed it at my stomach. When I removed it again he left the premises to call other policemen."

Police public relations officer Major Denise Brand said the policeman "acted out of necessity by firing a shot because his life and that of a security chief, who accompanied him, was being threatened".

Collusion lies behind heists

B'ton Ad 29/10/92

WILSON ZWANE

COLLUSION among drivers, their assistants and criminals was the root cause of the increase in truck hijackings, said an independent insurance broker.

Graham Wright said that, due to the seriousness of the crime, guidelines on how to stop the hijackings and on how to "screen" prospective drivers should be made available.

These would be available in a 30-page booklet in the next few weeks, he said.

At a recent conference on vehicle hijackings, which he chaired and which was attended by insurance brokers, policemen, risk managers and truckers, Wright said 86 heavy trucks were hijacked between June 15 and August 20 this year.

The estimated value of the hijacked trucks and their cargos was R30m.

Of the 38 people arrested in connection with the robberies, 24 were drivers and drivers' assistants.

Six-day course for certificate

Training centres set up to get best out of drivers

ST Times (BUSS) 15/11/92 333

FOLLOWING through in its commitment to trucking, Nissan took a bold step at the end of 1990 when it decided to establish dedicated technical and driver training centres in Sandton and other key regions.

The Wynberg, Sandton, centre is ideally situated and equipped to undertake a variety of technical and driver training programmes for Nissan owners and dealers.

The practical aspects of driver training are under the enthusiastic and experienced eye of Johnny Mokone. Mr Mokone is a highly trained and experienced heavy-duty driver trainer.

Fleet owners, large or small, can enlist the services of Nissan's driver trainer at no cost.

Drivers are first assessed while driving and carrying out their normal duties. Thereafter, based on a written assessment, each driver is trained for up to six days in his own vehicle while doing his job.

Perhaps of greater value to larger fleet owners is the 13-module, one-week, professional driver's programme. It includes several important topics: pre-trip inspection (theory and practical), road rules, a system of vehicle control, defensive driving, manoeuvring, handling documentation and customers, coupling and uncoupling trailers, economic driving, tachograph charts, freeway and night driving, securing loads, dealing with breakdowns and accidents.

FULL

On successful completion of the course drivers receive a Nissan Diesel professional driving certificate.

Other important programmes offered by the training centre include the conversion course which aims at acquainting drivers with Nissan vehicles.

Beginning early in 1993 Nissan will introduce additional programmes.

They include economic driving — improving fuel-efficiency, the RTQS and how drivers should respond to it.

A course specially designed for owner-operators will follow.

The Nissan training centre has its own vehicles (a CW46, UG780 and Cabstar) with which to conduct its various professional driver programmes.

Regional training centres in Pinetown, Bloemfontein and Cape Town are available on a scheduled basis for customers to take full advantage of the various programmes.

David Scott, director of trucks at Nissan, has a deep commitment to improving driving skills and attitudes.

His commitment is reflected in the sponsorship of a CW46 Nissan truck with ZF eco-split transmission in daily use at the ICTU Luipaardsvlei training centre.

Additional sponsorships extend to the development of video training modules for use at the Eastern Cape Training Centre and a host of national in-house driver competitions.

Comprehensive brochures on various aspects of professional driving are distributed to drivers attending Nissan courses.

COMPANIES

Putco dubious about tender system

BIDAM 23/11/92

EDWARD WEST 333

THE tender system to eventually replace subsidised public bus transport has run into labour relations problems, and SA's largest operator Putco is reluctant to support it until the problem has been resolved, says Pucto CE Jack Visser.

He said that as a result of losing a tender on offer by the Transport Department for a Mamelodi bus route which Putco had been operating at a loss, the Industrial Court ruled that Putco had to pay retrenchment costs of employees re-employed by the competitor which won the contract.

Furthermore, the social effect of the tender system on employees needed to be clarified, he said. The tendering of routes created instability among employees regarding employment benefits, he added.

Putco chairman Albino Carleo said in his 1992 review that the bus industry in general appeared to be divided on the issue of a large-scale introduction of tendering.

Until problems associated with tendering had been resolved, particularly those relating to industrial relations, Putco was reluctant to give the system the support indicated the year before, Carleo said.

Someone to care for you up there

Citizen 29/11/92 (333)

By THEMBA KHUMALO

PUMLA Mahlaba has a heart of gold.

The 29-year old Soweto belle quit her profession as a nursing sister to become a flight attendant with fledgeling airline Flitestar. She did it for the love of caring for people.

"There isn't much difference between nursing and being an air hostess.

"The two are all about taking care of people. In hospital I looked after sick people and here I take care of passengers and see to it that they are happy," says the vivacious Mahlaba whose looks can easily qualify her to contend for any beauty title.

At the airline she is one of only three black flight attendants out of more than 100 colleagues, but that does not make her uneasy. Most passengers are white and she simply treats them as important clients.

"I've never had any ugly incident simply because I'm black. I do get those stares of surprise sometimes, but I make our passengers feel at home through the professional care I give them."

Mahlaba, who interrupted our interview with sporadic giggles while she painted her nails, says for now marriage is out of the question, although she has a bagful of proposals.

"What's important for me at the moment is to develop myself in my career. I'm not a feminist, but I believe in self-esteem and my independence as a woman. Every woman dreams about marriage, but for now it's at the bottom of my list of priorities," she says.

During their training, flight attendants – who are generally chosen for looks rather than experience – are taught to be friendly but firm with the passengers, especially men who tend to misconstrue the girls' bright smiles.

After matriculating at Soweto's Naledi High 10 years ago, Mahlaba obtained a general nursing diploma and later worked for a year as an attendant for a bus company before she enrolled for a diploma in midwifery.

She then became an industrial nursing sister and later enrolled at Wits Technikon for an occupational health–nursing diploma before joining the airline last year.

She's enjoying herself so much she's got no plans to change jobs.



ON CLOUD NINE . . . Former nursing sister Pumla Mahlaba's at your service. ■ Pic: EVANS MBOWENI

Crew fear eviction from ship in city harbour

S/Times [Cape Metro] 6/12/92. 333



STRANDED . . . Ms Cindy Mindry will host the crewmen who may be evicted from the ship today **Picture: TERRY SHEAN**

By JESSICA BEZUIDENHOUT

NINE Filipino crew members who have been living on board a Panamanian rescue vessel in Table Bay harbour fear they will be evicted when its new owners take possession of it today.

The crewmen, who have not been paid for the past two months, say they are destitute and have not been able to send money home to the Philippines for their families, who face eviction from their homes.

The M C Thunder was sold by judicial auction for $900 000 (about R2,7 million) last month after the previous owners were unable to pay for extensive repairs.

The crewmen held a demonstration on board the ship yesterday in protest against their imminent eviction.

Lawyers acting for them said it would be several months before the claims against the former owners, in the United Arab Emirates, had been processed and the crew could be paid.

Members of the Cape Town branch of the Transport and General Workers Union, (TGWU), who had briefed lawyers to seek an urgent court interdict for payment of the crew's wages, occupied the boat yesterday.

The crew have been assisted by the International Transport Workers Federation and the Seamen's Mission. A TGWU spokesman said yesterday that the union's main concern was to get the crewmen home in time for Christmas.

The crew's lawyer, Mr Matt Ash, said the M C Thunder had been in Table Bay Harbour since July last year.

The crewmen have claimed $20 000 (R60 000), to cover their visas, flights home and unpaid wages.

Ms Cindy Mindry, a friend of the wife of one of the crew members, said she would give the crewmen temporary accommodation.

"I can't let them roam the streets," she said.

Mr Ash said the families of the crewmen were "starving".

Soweto council defies TPA order to cut costs

SOWETO City Council management committee chairman Jabu Mnguni has defied the TPA which has threatened to dissolve the council unless it puts its finances in order

Mnguni said yesterday the TPA could not dictate to him as he was governed by an Act of Parliament — and not by the administration.

"The TPA has no right to tell me what to do with my staff. I cannot be dictated to by the TPA — I am governed by the Black Local Authorities Act. The TPA can ask me, but not tell me, what to do," Mnguni said.

He said he could go to the TPA when he was short of funds.

Referring to a recent incident when council staff demanded their annual bonuses, he said: "I managed to pay bonuses, without help from the TPA.

"We can cut costs 10% as ordered by the TPA. I know

THEO RAWANA

I have to do some reshuffling, but I am still conducting my investigations."

Mnguni said he was busy with his legal advisers.

"I cannot just retrench people. I will conduct legal retrenchments."

A TPA spokesman said the administration would not comment on Mnguni's statements.

Transvaal administrator Danie Hough ordered the Soweto and Diepmeadow councils last month to show they had taken remedial steps by December 15 or face dissolution.

Among the cost-cutting measures ordered by the TPA was a 10% reduction in staff.

The TPA said its executive committee discussed the councils' representations yesterday and would decide on them in early January.

Top Sabta man resigns

PRETORIA — An executive member of the SA Black Taxi Association (Sabta) resigned from the organisation yesterday, saying the executive was just a rubber stamp for outside parties which made the decisions.

Fani Enos Makena said in a statement the Sabta executive was no longer in control.

Makena said he was resigning also as treasurer of the Transvaal Taxi Association, but would remain as chairman of the Pretoria United Taxi Association.

He said Sabta was reluctant to change "incorrect policies that were hurting membership".

The time had come for Sabta to stop looking for scapegoats. It should "rather examine the organisation itself for the real problems and find answers that work". — Sapa.

Police to implement ideas to combat taxi violence

STEPHEN COPLAN

THE police would implement without delay the constructive recommendations made by the Goldstone commission in connection with taxi violence, SAP commissioner Gen Johan van der Merwe said yesterday.

In its report on taxi violence in Alexandra township in Johannesburg, the commission suggested that "firm, fair and consistent law enforcement" was needed to stem lawlessness and combat the lack of discipline in the taxi industry.

Van der Merwe said cases of taxi-operating by individual policemen and allegations of the fraudulent issuing or obtaining of permits were being investigated.

The report said that in the past a policeman had served as chairman of one of the Alexandra taxi associations.

It was "heartening" that the report found allegations of corruption and unwillingness on the part of police to investigate cases properly and to combat violence were baseless. Misunderstandings, rather than misdeeds, seemed to be at the root of complaints, Van der Merwe said.

TRANSPORT — PRIVATE — LABOUR

1993

Teachers want desks

Sowetan 25/11/93

By Sonti Maseko

■ Sit-in at Vaal offices of the DET:

TEACHERS at a school in Bophelong, Vanderbijlpark, this week staged a sit-in at the Department of Education and Training demanding that they be supplied with school furniture.

The siege will last until the DET supplies desks and chairs to Bophelong High School, teachers said on Tuesday.

Tsolo, a new school which started taking in pupils in 1991, has no desks, no library books, no laboratory equipment and only 880 chairs delivered last Friday for 1 500 pupils.

The circuit inspector for Vanderbijlpark, Mr Daniel Ntshumayelo, said he had done all he could to obtain furniture for the schooi.

"Last year I even invited some officials from the regional office to share these experiences with us," he said.

Teachers, pupils, the Congress of South African Students, Pan Africanist Students Organisation, Bophelong Civic Association and ANC Youth league have formed a forum to put pressure on the department.

Spokesman Mr Mothobi Xaba said they waited the whole of last year for the department to keep its promises.

Yesterday marked the third week since the schools reopened and teachers at Tsolo said there had not been a single day of learning as they were unable to teach without furniture.

400 transport workers fired

Sowetan 25/11/93

■ New machine causes friction:

MORE than 400 workers at Umfolozi Transport in Richards Bay were dismissed yesterday after they stopped work to enforce their demand for the reinstatement of a colleague.

The dismissed workers — bus drivers and workshop workers, downed tools on Tuesday, demanding that a bus driver who was dismissed on Monday after failing to use a new Omni fare-collecting machine correctly should be reinstated. Managing director of Umfolozi Transport Mr Andrei Joubert said the workers were dismissed after embarking on an "illegal" strike.

333

New demands from taxi drivers

RAY HARTLEY

JOHANNESBURG's taxi driver protest is set to drag on into its second week, with angry drivers making new demands of the Johannesburg traffic department at a meeting in the city last night.

The demands came as steps were taken to have imprisoned drivers released last night and traffic chief Mike Davis announced that impounded taxis could be collected by drivers. Davis said an unnamed benefactor had agreed to pay for the release of the vehicles.

The demands mean taxis could stay out of the city until midday on Monday.

ANC PWV official Obed Bapela said the demands included the repair of vehicles damaged during impounding and the convening of an "appropriate" forum to deal with other grievances on Monday.

He said arrangements were being made for the release without bail of four remaining taxi drivers held in connection with protests this week.

Johannesburg Chief Magistrate Oelof de Meyer said no deal had been struck on the releases, but added the courts were available to drivers wishing to apply to amend their bail conditions.

Bapela said taxis would not ferry commuters to Johannesburg until traffic department officials agreed on Monday to a

☐ To Page 2

Taxi protests

☐ From Page 1

forum to address remaining grievances and taxi drivers were satisfied with the condition of their retrieved vehicles.

However, Davis crushed reports that drivers' fines would be scrapped, reports Sapa, saying it was a matter for the courts. "No fines whatsoever have been waived," Davis said. Fines already paid would not be refunded. Only vehicles identified as stolen or "suspect" would not be released from the municipal pound.

STEPHANE BOTHMA reports that a verbal request by a delegation from the talks that taxi drivers arrested in Johannesburg be released without bail was turned down by the office of Witwatersrand Attorney-General Klaus von Lieres und Wilkau. A request by the attorney-general's office that details of the petition be put in writing was not met.

Meanwhile, Johannesburg council metropolitan planning official Johan Pretorius, who attended yesterday's talks, said new taxi facilities would be available in the city in about five months and taxi stopping areas would be designated shortly. Contractors were awaiting funds.

A Transport Ministry spokesman said the issue of regulation was being discussed between the Transport Department and the National Taxi Working Group, which represented taxi associations.

The spokesman said the industry would have to be regulated "along the lines of the bus industry" before subsidies could be discussed.

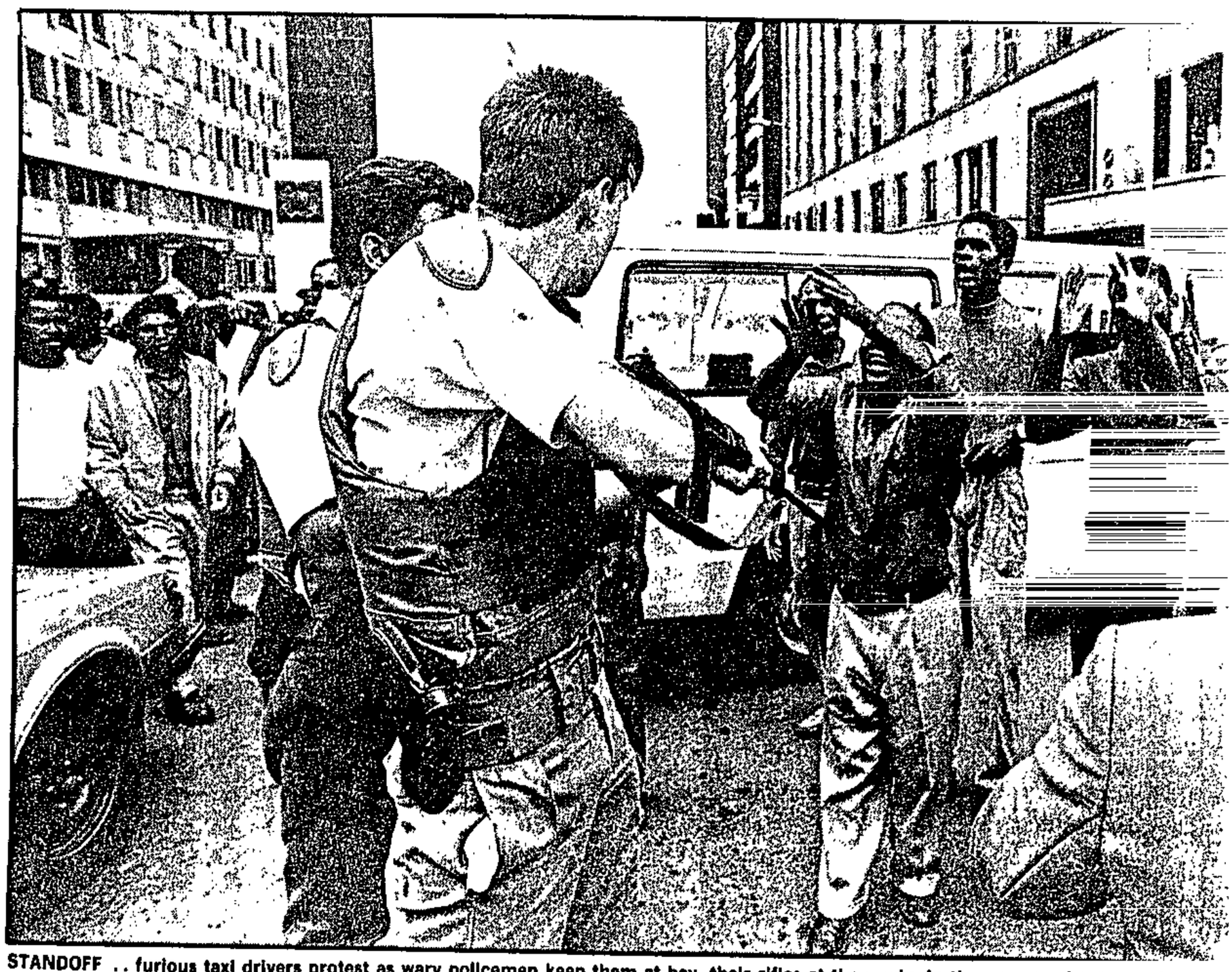
The ANC yesterday backed the regulation of the taxi industry.

WILSON ZWANE reports that the Johannesburg Chamber of Commerce and Industries said yesterday retail sales had dropped 50% during the past four days while the absenteeism rate had been estimated at between 60% and 80%.

Sabta public affairs manager Lindile Lavisa said the conflict had cost the taxi owners thousands of rands in lost income.

☐ A man was killed at the site of a bus-burning in Eldorado Park yesterday, and a bus was burnt in Soweto's Mapetla section, reports Sapa.

This week taxi blockades cost Johannesburg — and taxi owners — millions of rand in lost revenue. CHARLENE SMITH looks at some of the people and issues behind the conflict



STANDOFF .. furious taxi drivers protest as wary policemen keep them at bay, their rifles at the ready, in the streets of Johannesburg

The day they decide to 'tear apart the tow

ST Times 7/2/93

TAXI driver and owner Ansly Brown leans against the wall of a Johannesburg parking garage, his crisp white shirt uncreased. A few metres away a police dog tears at the buttocks of a man on the ground.

White teargas plumes float skywards. It is 2.30pm on a hot Tuesday in downtown Johannesburg. The traffic department situation report notes over the next half hour the arrests of two taxi drivers, the impounding of 59 taxis, five roads blocked by taxis, two shooting incidents in which four people are injured, a sniper shooting at police and roads barricaded with cement refuse drums.

The countdown to the chaos that gripped central Johannesburg this week began the previous Tuesday.

Then, delegates from 17 taxi associations that operate in the city met city council officials to complain about harassment.

The meeting ended unsatisfactorily as far as the taxi associations were concerned, so on Thursday drivers met at a secret township venue and decided to take action. Over the next few days the word was spread around taxi ranks: "Monday ons hlkeneza die hele tone" (Monday we tear apart the town).

It was no idle threat. They blocked city arterials, forcing other drivers to join in the protest. Similar protest action was repeated the following day, with devastating consequences — four people killed and millions of rands lost in revenue to taxi associations, store keepers and the city.

THE taxi protest was not only a rebellion against a road transport system that 10 years after the taxi industry imprinted itself on the nation still does not accommodate the needs of the R4-billion industry or the millions of commuters it conveys.

It was also an explosion of anger against often exploitative owners and associations that pay little heed to the pressures experienced by drivers.

Taxi drivers say that since a Sunday Times article revealed corruption in the Traffic Department late last year and action was taken against 16 officers, they have experienced intense harassment.

Peter Mahlo who, like most taxi drivers, earns R200 a week, showed the Sunday Times tickets for January 25, 26, 29 and 30 for not having a public driving permit. He also showed the permit to the Sunday Times.

"Each time I show the traffic cops the permit. Each time they say I didn't take it out fast enough and fine me R100. These four tickets are two weeks' pay. How can I afford that?"



Taxi owner Ansly Brown made a R150 profit in January

Drivers pay traffic fines out of their own pockets, even if their vehicle's lack of roadworthiness, as an example, may be the fault of the owner.

Declining profits in an overtraded industry have meant drivers need to travel faster and carry more passengers. Competition for routes and rank space has led to bloody taxi wars that in the Cape saw damage amounting to R3-million and numerous lives lost.

Drivers complain that in Johannesburg, on the heavily plied arterials of Sauer Street and Bree Street, up to 10 traffic officers stand on the corner issuing tickets — R100 for hooting, R300 for offloading passengers in the wrong place. The list goes on.

City traffic chief Mike Davis says road users are sick of bad driving by taxis and taxis cannot be exempted from the rules of the road. However, by week's end he had given orders to combat any harassment of drivers.

City council transport head Paul Asherson is not unsympathetic to taxi industry complaints: "White taxpayers don't realise how much the taxis have saved them. Subsidies to Putco and the railways cost R2-billion. Johannesburg buses alone receive a R32-million subsidy. The taxi industry has saved the taxpayer a lot and now they want something in return."

He notes that while Johannesburg buses cost R7,30 a kilometre to operate, taxis cost R1,80 and that if Johannesburg convened a passenger transport authority that included commuter representation, it could train drivers — who would remain independent of the council but subject to certain rules — and they could receive subsidies.

They could move more passengers faster and cheaper than the buses.

It is a project, Mr Asherson says, that Johannesburg hopes to pilot within the next six months.

Mr Asherson said the area around Sauer and Bree streets, which were the focus of the worst disturbances on Monday and Tuesday, will see foundations dug in June for a R174-million development called Metro Mall that will revolutionise taxi travel and consumer shopping in the CBD.

But taxi drivers' problems do not end with the city authorities.

Deregulation has meant permits are issued like confetti. Too many taxis are strangling profits, leading to taxi wars and actions like this week's blockade in Johannesburg.

A spokesman for Toyota notes that commuter fare prices have not kept pace with the costs of buying and operating taxis: "A major reason for the speeding and overloading is the struggle for economic survival."

The Goldstone commission suggested in May last year that "the high rates charged by financial institutions on hire purchase contracts and ever increasing running costs collectively contribute to the need on the part of taxi operators to convey as many passengers as possible ..."

It called on financial institutions to re-examine their policies.

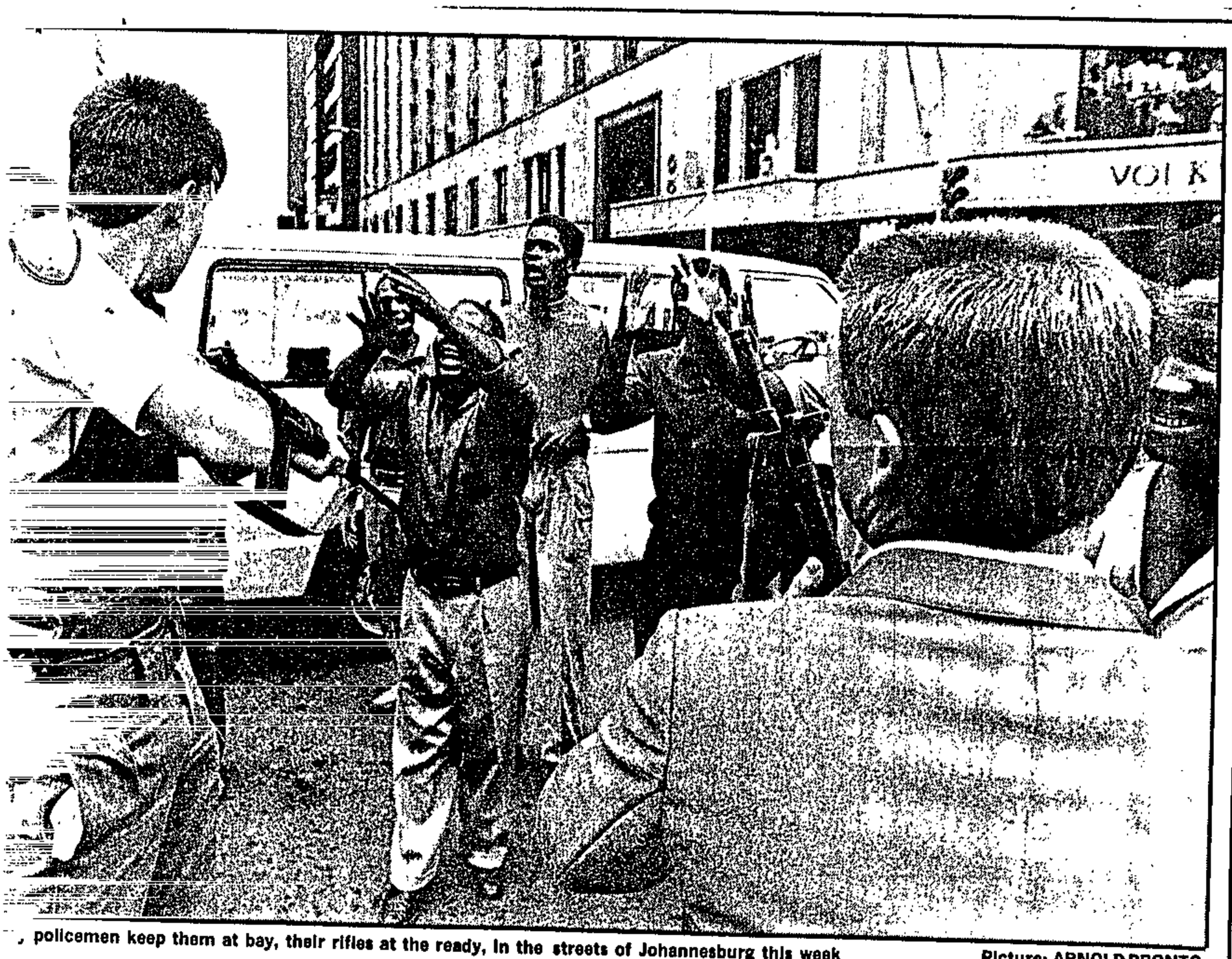
BUT there is little sign of more innovative thinking from financial institutions toward the industry. This is a consequence in part of scant interest from government in accommodating the industry. Present Transport Minister Piet Welgemoed was also the author in 1983 of a controversial government report that recommended outlawing the then burgeoning industry.

But the leaders of many taxi associations must also share part of the blame.

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, policemen keep them at bay, their rifles at the ready, in the streets of Johannesburg this week

Picture: ARNOLD PRONTO

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Asherson nnesburg the next

Mr Asherson said the area around Sauer and Bree streets, which were the focus of the worst disturbances on Monday and Tuesday, will see foundations dug in June for a R174-million development called Metro Mall that will revolutionise taxi travel and consumer shopping in the CBD.

But taxi drivers' problems do not end with the city authorities.

Deregulation has meant permits are issued like confetti. Too many taxis are strangling profits, leading to taxi wars and actions like this week's blockade in Johannesburg.

A spokesman for Toyota notes that commuter fare prices have not kept pace with the costs of buying and operating taxis: "A major reason for the speeding and overloading is the struggle for economic survival."

The Goldstone commission suggested in May last year that "the high rates charged by financial institutions on hire purchase contracts and ever increasing running costs collectively contribute to the need on the part of taxi operators to convey as many passengers as possible ..."

It called on financial institutions to re-examine their policies.

BUT there is little sign of more innovative thinking from financial institutions toward the industry. This is a consequence in part of scant interest from government in accommodating the industry. Present Transport Minister Piet Welgemoed was also the author in 1983 of a controversial government report that recommended outlawing the then burgeoning industry.

But the leaders of many taxi associations must also share part of the blame. Many have become fat cats who drive expensive German vehicles and hobnob with executives from the private sector and municipalities. Many care little about improving the lot of their poorly paid drivers, who battle harassment from traffic officers, commuter anger, vehicle hijackers and other encroachers on their shrinking turf.

Ansly Brown, a driver and owner for nine years and one of the delegates chosen to represent the taxi drivers in negotiations this week, says in January he made R150 profit. Each week he pays his driver R300 and R550 for fuel. "We drive Monday to Monday to try to make money. But brake pads last two weeks and cost R140 for a new set, tyres have to be changed every six months and cost R3 200 a set.

"Every six months we have to take the taxi for a certificate of fitness. If we don't, we are fined R100."

For almost two years, despite rising running costs, commuters on the Eldorado Park route that he services have paid R2 for the 28km trip. If the taxi is full it earns R30 a trip.

The taxi stayaway this week has cost him at least R1 000 in lost fares, plus a R2 500 contract with a supermarket chain. "I told them if I transported their workers the vehicle would be destroyed and people could get injured. They don't pay insurance on my vehicle, but they did not care."

The Alexandra-Midrand-Randburg Taxi Association says it lost R250 000 in drivers' wages and lost fares alone in the first two days of the dispute. "That doesn't include the cost of fines and damage," an official said.

"The terrible thing is that innocent people were caught in the crossfire. There should have been compromises."

The official said Armsta initially had not supported the action, but drivers' demands were legitimate. "They get R300 fines for stopping at bus stops, but there are no other stopping points for taxis."

Mr Brown pulls a sheaf of documents related to the dispute from under his arm: "The trouble is, until we took this action, no one wanted to listen to us. But I am not sure they take taxi drivers and owners seriously as businessmen. What will it take?"

Commuters hope for end to taxi confusion

B/Dmy 8/2/93.

RAY HARTLEY

333

TENSE taxi commuters will find out this morning whether a week-long minibus taxi boycott has been called off, following confusion among drivers over the weekend, with some resuming normal services.

The SA Taxi Drivers' Union said it would decide today, after a critical meeting with the Johannesburg city council, traffic department, police and ANC and Cosatu officials, whether to call off a week-long protest that had crippled city centre businesses.

But a breakaway section of the drivers, supported by the SA Black Taxi Association (Sabta), resumed operations at the weekend in defiance of the union decision on Thursday.

Council management committee transport chairman Paul Asherson estimated yesterday that the protest might have cost the taxi industry as much as R10m in lost revenues in the Johannesburg area.

Asherson called for a halt to the issuing of taxi permits after weekend revelations that Johannesburg Road Transportation Board officials were suspended following a corruption probe into the issuing of permits. He said the unrestrained issuing of permits had forced the taxi industry to grow and prompted much of the conflict in the industry.

Taxi industry representatives and municipal officials needed to be represented on the board to shape taxi policy in the area.

Asherson said he was concerned about a section of the taxi drivers who were "singing off their own songsheet" and were not represented formally by existing taxi bodies, because it was difficult to communicate with them.

Taxis appeared to be operating normally in the Johannesburg area at the weekend, although police reported that a taxi driver was ordered by gunmen to return to Eldorado Park on Saturday morning.

☐ To Page 2

Taxi

B/Dmy 8/2/93 333

☐ From Page 1

The breakaway drivers reportedly decided at a meeting with owners at the weekend to begin ferrying commuters again, because demands for the release of impounded vehicles and those arrested in last week's protest had been met.

At the weekend the union proposed a four-point plan to resolve the crisis, Sapa reports.

It suggested the council impose a moratorium on fines issued to taxi drivers for picking up commuters randomly until the council demarcated minibus stopping bays in the city centre.

The plan also proposed a joint taxi driver, city council and taxi owner association forum which would draw up an educational programme to improve commuter safety and a code of conduct for taxi drivers. An ombudsman to protect the interests of the general public was also proposed.

Today's meeting is also expected to look into demands for an end to police interference in disputes between taxi drivers and authorities and "harrassment" by traffic and police officers.

Officials from parties to the talks spent Friday in caucus meetings to prepare the way for a major breakthrough today, ANC PWV spokesman Ronnie Mamoepa said.

Cosatu official Sam Shilowa has said once the immediate issues related to the protest have been solved, the union will look into establishing some form of collective bargaining with taxi owners.

On Saturday the PAC called on all people involved in the Johannesburg taxi crisis "not to aggravate tensions among the oppressed".

PAC spokesman Mark Shinners said those involved in the crisis should explore all avenues of communication to achieve their objectives.

Taxi protest called off as drivers strike deal

JOHANNESBURG's week-long taxi protest was called off after drivers hammered out an agreement with taxi owners, the city council and police yesterday.

Representatives agreed that the SA Taxi Drivers' Union, Sabta, the SA Long Distance Taxi Association, the Independent Taxi Association, the council and police would meet in a joint forum to look into problems involving infrastructure, policing, parking and facilities.

Council management committee transport chairman Paul Asherson said the forum would meet for the first time tomorrow to discuss ways to deal with the issues that prompted the protest — which was

RAY HARTLEY

estimated to have cost the city R10m.

He said it was agreed that:

- ☐ Taxis would be allowed to use the Booysens bus lane, which was a main arterial route for traffic from Soweto to the CBD;
- ☐ Traffic officers would no longer be allowed to stop more than one taxi at a time;
- ☐ Traffic officers would "desist from document checks during peak hours";
- ☐ A 24-hour hotline would be established to deal with taxi drivers' grievances;
- ☐ The traffic department would help with the loading and offloading of passengers on Bree and President streets where no stopping facilities for taxis existed; and
- ☐ Language training for traffic officers would be looked into.

He said the council restated its policy that "racist behaviour" (by traffic officials) would not be tolerated.

Sapa reports that two Sabta officials — local chairman Raymond Nchunu and secretary Alfred Madlala — were seriously wounded in an attack on the organisation's Merafe, Soweto, office yesterday afternoon. Police spokesman Col Tienie Halgryn said police believed the attack was connected to the protests.

● See Page 9

Drive to unionisation

w1mail
12|2–15|2|93.

After last week's disputes in Johannesburg, taxi drivers are flocking to join the South African Taxi Drivers' Union.

FERIAL HAFFAJEE

reports

THE taxi strife which took Johannesburg by storm last week has also drawn the battle lines between employer and employed. Many drivers expressed public outrage with "fat cat" owners and associations, like the Southern Africa Black Taxi Association (Sabta), which represent them.

The South African Taxi Drivers Unions (Satdu), although poor and badly organised, is being offered a life raft by the Congress of South African Trade Unions, which is keen to boost its membership.

The federation may help Satdu to obtain funds so it can establish an office — it "operates on the streets now", says Zwelinzima Vavi, Cosatu's organising secretary.

It will also help to develop the "organisational capacity" of the drivers' union, says Vavi, by training officials who are likely to be faced with a flood of membership after last week's effective show of force.

The union is strongest in Pretoria and the eastern Cape, but is building its presence in the PWV.

Satdu was conditionally affiliated to Cosatu in October last year. It pays no affiliation fees to the federation but must attend meetings of the Merger Facilitating Committee where plans for a single transport union are being hammered out.

In line with Cosatu's 1991 congress resolution to establish "one union in one industry", the Transport and General Workers' Union (TGWU), the South African Railways and Harbours Workers' Union (Sarhwu) as well as the smaller South African Scooter Drivers' Union and Satdu will unite at a launching congress in May.

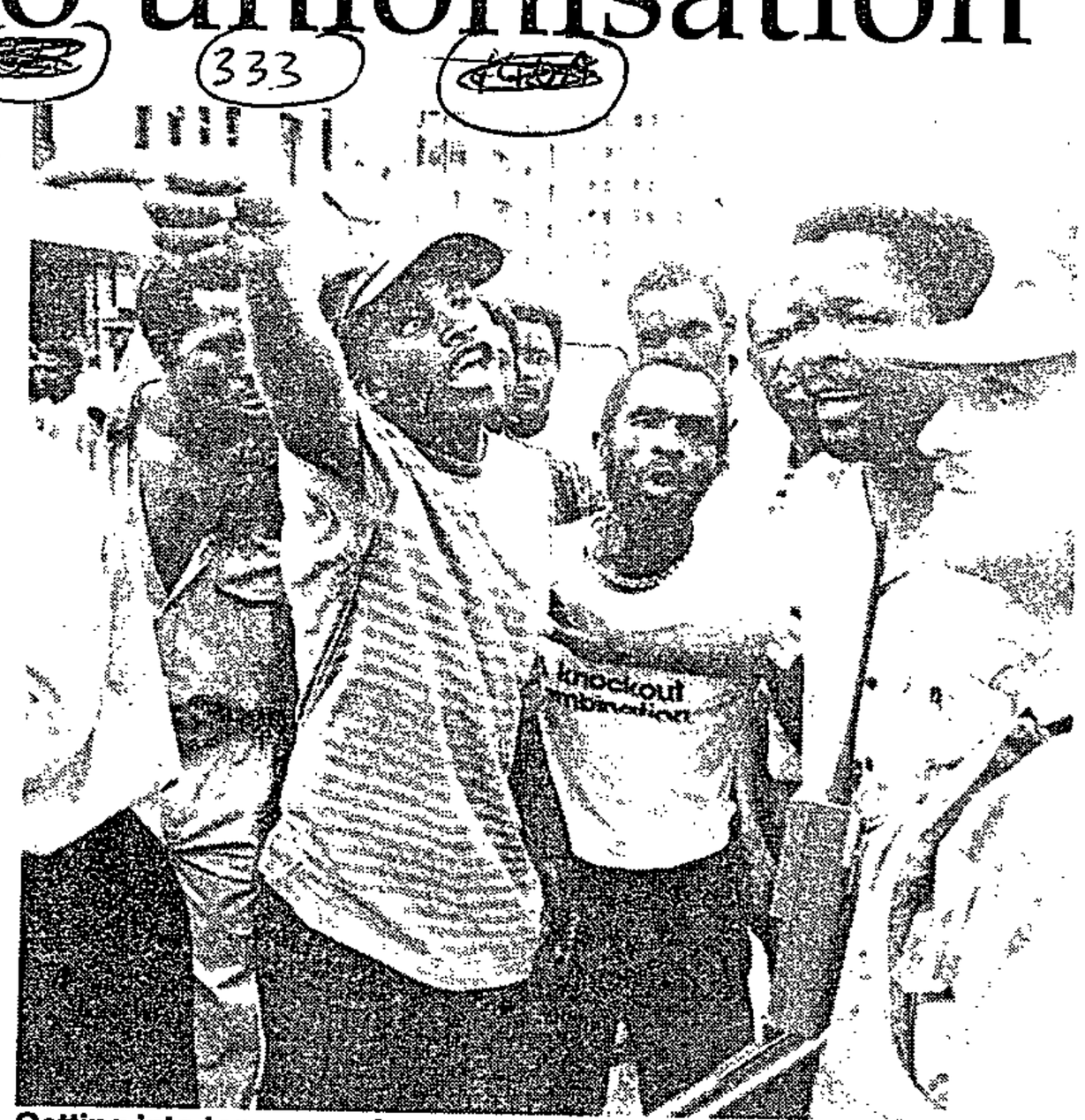
Satdu and the organised scooter drivers will be bolstered by the superior organising power of established unions like the TGWU and Sarhwu.

And organised taxi drivers will need all the help they can get: Vavi points out that the union has only 12 000 members, a tiny proportion of the total number of employees in the industry.

Organising in the sector will not come easy because there is no shopfloor or central meeting place and few drivers take regular lunch-breaks.

Cosatu believes the sector should be organised at national, regional and local levels in a collective bargaining relationship with taxi associations.

But a Satdu representative points out "taxis belong to individual owners and implementation of agreements will have to be carried out by individuals", not associations.



Getting into top gear ... Last week's taxi strife acted as a catalyst for organising in the sector **Photo: KEVIN CARTER**

He also says that most taxi drivers are not registered with the Department of Manpower and so are not entitled to benefits like unemployment insurance or compensation in case of injury while on the job.

Neither do all owners belong to associations: at this week's negotiating forum, where a peace plan was signed, many owners attended and stressed they belonged to no organisation.

Cosatu this week continued to represent both Sabta and Satdu in non-labour matters like ranking and traffic control but "in matters affecting only taxi drivers, it will represent taxi drivers alone", says Vavi.

Sabta representative Mike Ntlatleng points out that Sabta is a voluntary organisation, but believes it should be self-regulated — "like doctors, nurses and security companies" — when membership becomes compulsory.

A bargaining relationship of sorts could then be arranged, but Ntlatleng doubts whether it would succeed.

The Labour Relations Act cannot be applied to the industry because "taxi owners are not businesses in terms of the Companies Act, they are registered in terms of the Voluntary Associations Act for non-profit making companies", he says.

Sabta has been taken by surprise by the flood of unionisation in the sector; it still clings to the belief that it acts for the industry, for "drivers, owner-drivers and taxi owners".

Ntatleng says: "Unions will be surprised to find that many owners are in the same predicament as the drivers."

Advertorial

Market Toyota helps keep the taxi industry going right

MARKET Toyota, part of the Malbak Group conglomerate, is offering taxi drivers free training in communication and basic driving skills to reduce accidents and deaths on the roads.

Company spokesperson, Mr Theo McDuling, said the programme was introduced to train drivers from big companies which were Market Toyota customers.

This had helped companies' drivers drive more safely when delivering goods and enabled employers to save money and avoid unnecessary expenditure.

McDuling said the company was approached by the Convention for Democratic Taxi Associations (Codeta) six weeks ago for assistance in training.

"We had to re-plan the course because the industry was different from the delivery trucks we had been catering for."

About 60 taxi drivers had been awarded certificates for the four-hour course.

McDuling said one and a half hours of the course was spent on the attitude taxi drivers should adopt to-wards commuters. The rest was spent on how to use the vehicle safely.

McDuling said Market Toyota mainly trained drivers how to apply brakes and clutch — the basic items in driving.

"This would help reduce the death rate and accidents on the roads," he said.

Codeta spokesperson, Mr Kidwell Magwayi, said the taxi industry was perceived as a contributing factor in the increasing death toll in the country.

He said Codeta was trying to restore confidence in the industry by training its drivers.

Workers in bus blockade

■ Protesters accuse cops of failing to act against intimidators:

Sowetan 9/3/93

ABOUT 150 members of the Transport and General Workers' Union staged a bus blockade and march in Durban yesterday to highlight grievances about an alleged lack of police action against commuter intimidation.

The protesters have accused the SA Police and Durban City Police of not acting to prevent criminal elements from forcing commuters not to take buses and to travel by taxi instead.

Bus drivers from Kwazulu Transport finally resorted to mass action yesterday in an attempt to get police to act, said TGWU national president Alfred Ndlovu.

Early yesterday bus drivers blocked several of Durban's busy main roads, causing traffic jams and frayed tempers. Police briefly detained three drivers during the blockade and impounded their buses.

News in brief

Body found in grounds

THE body of a Wattville Hostel resident has been found in the hostel grounds with two bullet wounds, East Rand police reported yesterday.

The body of Mr Johan Mgabhie (30), was found on Sunday night, police spokeswoman Captain Ida van Zweel said.

No arrests had been made and the motive for the attack was not known.

Also on the East Rand, three unidentified men were arrested separately after being found early yesterday with firearms and ammunition.

Workers stage blockade

ABOUT 150 members of the Transport and General Workers' Union staged a bus blockade and march in Durban yesterday to highlight grievances about an alleged lack of police action against commuter intimidation.

The protesters accused the SA Police and Durban City Police of not acting to prevent criminal elements from forcing commuters not to take buses and to travel by taxi instead.

Police briefly detained three drivers during the blockade and impounded the buses.

Cops probe shooting

EAST Rand police are investigating a shooting at a Daveyton nightclub at the weekend in which a man was accidentally shot in the head when a nightclubber tried to confiscate a policeman's gun. The unidentified bystander was in a critical condition in the Boksburg-Benoni Hospital, police spokeswoman Captain

33. ULTRA VIRES

Should any of the provisions of this Agreement be declared *ultra vires* by any competent court of law, the remaining provisions of the Agreement shall be deemed to be the Agreement and shall remain in force for the unexpired portion of the Agreement.

34. INSURANCE OF EMPLOYEES' PERSONAL EFFECTS

Every employer shall insure and keep insured with a well-established and reputable fire insurance company each and every one of his employees for whom wages and conditions of employment are prescribed in this Agreement, against the loss or damage to his cloting and personal effects caused by fire upon the premises of the employer, such loss or damage arising out of each such fire for the purpose of such insurance to be limited to R50,00 in respect of each employee.

Signed at Johannesburg, on behalf of the parties, this 8th day of October 1992.

G. JUGMANS,
Chairman of the Council.

C. A. PAUL,
Secretary of the Council.

No. R. 422 **19 March 1993**

LABOUR RELATIONS ACT, 1956 (333)

MOTOR TRANSPORT UNDERTAKING (GOODS): AMENDMENT OF MAIN AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1993, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and

(b) in terms of section 48 (1) (b) of the said Act declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1993, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

L. WESSELS,
Minister of Manpower.

33. ULTRA VIRES

Indien enige van die bepalings van hierdie Ooreenkoms deur 'n bevoegde geregshof *ultra vires* verklaar word, word die oorblywende bepalings van die Ooreenkoms geag die Ooreenkoms te wees en bly dit van krag vir die onverstreke duur van die Ooreenkoms.

34. VERSEKERING VAN WERKNEMERS SE PERSOONLIKE BESITTINGS

Elke werkgewer moet elkeen van sy werknemers vir wie lone en diensvoorwaardes in hierdie Ooreenkoms voorgeskryf word, by 'n goed gevestigde en agtenswaardige brandversekeringsmaatskappy verseker en verseker hou teen die verlies of beskadiging van sy klerasie en persoonlike besittings weens brand op die perseel van die werkgewer. Sodanige verlies of skade wat voortspruit uit elke sodanige brand word vir die doel van sodanige versekering beperk tot R50,00 ten opsigte van elke werknemer.

Namens die partye op hede die 8ste dag van Oktober 1992 te Johannesburg onderteken.

G. JUGMANS,
Voorsitter van die Raad.

C. A. PAUL,
Sekretaris van die Raad.

No. R. 422 **19 Maart 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

MOTORVERVOERONDERNEMING (GOEDERE): WYSIGING VAN HOOFOOREENKOMS

I, Leon Wessels, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1993 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1993 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

L. WESSELS,
Minister van Mannekrag.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE MOTOR TRANSPORT UNDERTAKING (GOODS)

333

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Motor Transport Owners' Association of South Africa

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Motor Transport Workers' Union (South Africa)

the

South African Transport Workers' Union

the

Professional Transport Workers' Union of South Africa

and the

Transport and General Workers' Union

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Industrial Council for the Motor Transport Undertaking (Goods),

to amend the Agreement published under Government Notice No. R. 2253 of 14 October 1983, as amended and renewed by Government Notices Nos. R. 1131 of 8 June 1984, R. 2788 and R. 2789 of 20 December 1985, R. 578 of 27 March 1986, R. 2266 of 31 October 1986, R. 2638 of 12 December 1986, R. 66 of 9 January 1987, R. 1138 of 29 May 1987, R. 318 of 26 February 1988, R. 1814 of 9 September 1988, R. 254 of 17 February 1989, R. 1240 of 16 June 1989, R. 2880 of 29 December 1989, R. 1037 and R. 1038 of 11 May 1990, R. 1871 of 10 August 1990, R. 404 of 1 March 1991, R. 2283 of 20 September 1991, R. 3134 and R. 3135 of 20 December 1991, R. 3276 and R. 3277 of 4 December 1992.

1. SCOPE OF APPLICATION

(1) The terms in this Agreement shall be observed in the Motor Transport Undertaking (Goods)—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions, and who are engaged and employed therein, respectively;

(b) in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan [excluding those portions of the Magisterial Districts of Boksburg and Brakpan which prior to the publication of Government Notice No. 1779 of 6 November 1964, fell within the Magisterial District of Heidelberg, and excluding those portions of the Magisterial District of Brakpan which, prior to 1 April 1966 and 1 July 1972 (Government Notices Nos. 498 and 871 of 1 April 1966 and 26 May 1972, respectively), fell within the Magisterial District of Nigel], Delmas, Germiston, Johannesburg, Kempton Park [excluding those portions which, prior to 29 March 1956 and 1 November 1970 (Government Notices Nos. 556 and 1618 of 29 March 1956 and 2 October 1970 respectively), fell within the Magisterial District of Pretoria], Krugersdorp [including those portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972 respectively (Government Notices Nos. 1105 of 26 July 1963 and 872 of 26 May 1972), fell within the Magisterial Dis-

BYLAE

NYWERHEIDSRAAD VIR DIE MOTORVERVOER-ONDERNEMING (GOEDERE)

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Motor Transport Owners' Association of South Africa

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Motor Transport Workers' Union (South Africa)

die

South African Transport Workers' Union

die

Professional Transport Workers' Union of South Africa

en die

Transport and General Workers' Union

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Motorvervoeronderneming (Goedere),

tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. 2253 van 14 Oktober 1983, soos gewysig en hernieu by Goewermentskennisgewings Nos. R. 1131 van 8 Junie 1984, R. 2788 en R. 2789 van 20 Desember 1985, R. 578 van 27 Maart 1986, R. 2266 van 31 Oktober 1986, R. 2638 van 12 Desember 1986, R. 66 van 9 Januarie 1987, R. 1138 van 29 Mei 1987, R. 318 van 26 Februarie 1988, R. 1814 van 9 September 1988, R. 254 van 17 Februarie 1989, R. 1240 van 16 Junie 1989, R. 2880 van 29 Desember 1989, R. 1037 en R. 1038 van 11 Mei 1990, R. 1871 van 10 Augustus 1990, R. 404 van 1 Maart 1991, R. 2283 van 20 September 1991, R. 3134 en R. 3135 van 20 Desember 1991 en R. 3276 en R. 3277 van 4 Desember 1992.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Motorvervoeronderneming (Goedere) nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakverenigings is, en wat onderskeidelik by genoemde Onderneming betrokke en daarin werksaam is;

(b) in die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan [uitgesonderd die gedeeltes van die landdrosdistrikte Boksburg en Brakpan wat voor die publikasie van Goewermentskennisgewing No. 1779 van 6 November 1964 binne die landdrosdistrik Heidelberg geval het, en uitgesonderd die gedeeltes van die landdrosdistrik Brakpan wat voor 1 April 1966 en 1 Julie 1972 (Goewermentskennisgewings Nos. 498 en 871 van onderskeidelik 1 April 1966 en 26 Mei 1972) binne die landdrosdistrik Nigel geval het], Delmas, Germiston, Johannesburg, Kempton Park [uitgesonderd die gedeeltes wat voor 29 Maart 1956 en 1 November 1970 (Goewermentskennisgewings Nos. 556 en 1618 van onderskeidelik 29 Maart 1956 en 2 Oktober 1970) binne die landdrosdistrik Pretoria geval het], Krugersdorp [met inbegrip van die gedeeltes wat die landdrosdistrikte Koster en Brits wat voor onderskeidelik 26 Julie 1963 en 1 Junie 1972 (Goewermentskennisgewings Nos. 1105 en 872 van onderskeidelik 26 Julie 1963 en 26 Mei 1972)

trict of Krugersdorp], Oberholzer (excluding that portion of the Magisterial District of Oberholzer which prior to the publication of Government Notice 1745 of 1 September 1978 fell within the Magisterial District of Potchefstroom), Randburg (excluding that portion which, prior, to the publication of Government Notice No. 2152 of 22 November 1974, fell within the Magisterial District of Pretoria), Randfontein (including that portion of the Magisterial District of Koster which, prior to the publication of Government Notice 1105 of 26 July 1963, fell within the Magisterial District of Randfontein, but excluding the farms Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 and Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging and Westonaria.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom minimum wages are prescribed in the Agreement published under Government Notice No. R. 2253 of 14 October 1983, as renewed from time to time, and to the employers of such employees.

(3) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall not apply to—

(a) an owner who drives his own vehicle and the employees employed in connection with such a vehicle; and

(b) an employer who operates one truck with one driver, and the employees employed by such employer.

2. CLAUSE 4: WAGES

In sub-clause (1), subsitutte the following for the existing weekly wage tables (a) and (b):

binne die landdrosdistrik Krugersdorp geval het], Oberholzer (uitgesonderd die gedeelte van die landdrosdistrik Oberholzer wat voor die publikasie van Goewermentskennisgewing No. 1745 van 1 September 1978 binne die landdrosdistrik Potchefstroom geval het), Randburg (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 2152 van 22 November 1974 binne die landdrosdistrik Pretoria geval het), Randfontein (met inbegrip van die gedeelte van die landdrosdistrik Koster wat voor die publikasie van Goewermentskennisgewing No. 1105 van 26 Julie 1963 binne die landdrosdistrik Randfontein geval het, maar uitgesonderd die plase Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 en Rietfontein 48), Roodepoort, Spings, Vanderbijlpark, Vereeniging en Westonaria.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie minimum lone voorgeskryf word by die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2253 van 14 Oktober 1983, soos van tyd tot tyd hernieu, en op die werkgewers van sodanige werknemers.

(3) Ondanks subklousule (1) is hierdie Ooreenkoms nie van toepassing nie op—

(a) 'n eienaar wat sy eie voertuig dryf en die werknemers wat in verband met 'n voertuig in diens is; en

(b) 'n werkgewer wat een vragmotor met een drywer bedryf, en die werknemers in diens van sodanige werkgewer.

2. KLOUSULE 4: LONE

In subklousule (1), vervang die bestaande weekloontabelle (a) en (b) deur die volgende:

"(a) Weekly wages	Employees with less than one year's service with the same employer	Employees with more than one year's service but less than five years' service with the same employer	Employees with five years' service or more with the same employer
	R	R	R
Driver of—			
a motor cycle/motor tricycle	195,04	201,48	207,92
a light motor vehicle	195,04	201,48	207,92
a medium motor vehicle (articulated)	228,16	233,22	241,50
a medium motor vehicle (rigid)	219,88	224,94	231,38
an internal motor vehicle	219,88	224,94	231,38
a heavy motor vehicle (articulated)	259,90	264,96	271,86
a heavy motor vehicle (rigid)	247,02	252,08	258,52
an extra-heavy motor vehicle (articulated)	292,10	297,16	305,44
an extra-heavy motor vehicle (rigid)	280,14	285,20	294,40
an ultra-heavy motor vehicle	299,92	305,90	311,88
General worker	189,98	192,28	197,80
Security officer, Grade A	509,22	515,20	520,26
Security officer, Grade B	487,14	492,66	500,02

	R
(b) Weekly wages for—	
Artisan	456,78
Chargehand	205,16
Chauffeur	195,04
Checker	205,16
In the sixth year of service with the same employer	211,60
Despatch clerk	289,80
Gantry crane operator, Grade I	228,16
Gantry crane operator, Grade II	219,88
Loader operator, Grade I	254,84
Loader operator, Grade II	243,80
Mobile hoist operator or fork-lift truck operator:	
Grade I	209,76
Grade II	205,16

"(a) Weekly wages	Employees with less than one year's service with the same employer	Employees with more than one year's service but less than five years' service with the same employer	Employees with five years' service or more with the same employer
	R		
Packer/loader	205,16		
In the sixth year of service with the same employer	211,60		
Repair shop assistant:			
In the first year of service with the same employer	200,10		
In the second year of service with the same employer	212,98		
Thereafter	231,84		
Storeman	289,80		
Storeman (workshop)	219,88		
Watchman	229,80		
	(60 hours)".		

(333)

"(a) Weeklone	Werknemers met minder as een jaar diens by dieselfde werkgewer	Werknemers met meer as een jaar diens maar minder as vyf jaar diens by dieselfde werkgewer	Werknemers met vyf jaar of langer diens by dieselfde werkgewer
	R	R	R
Drywer van 'n—			
motorfiets/motordriewiel	195,04	201,48	207,92
ligte motorvoertuig	195,04	201,48	207,92
medium motorvoertuig (gelede)	228,16	233,22	241,50
medium motorvoertuig (nie-gelede)	219,88	224,94	231,38
interne motorvoertuig	219,88	224,94	231,38
swaar motorvoertuig (gelede)	259,90	264,96	271,86
swaar motorvoertuig (nie-gelede)	247,02	252,08	258,52
ekstra-swaar motorvoertuig (gelede)	292,10	297,16	305,44
ekstra-swaar motorvoertuig (nie-gelede)	280,14	285,20	294,40
Ultra-swaar motorvoertuig	299,92	305,90	311,88
Algemene werker	189,98	192,28	197,80
Veiligheidsbeampte graad A	509,22	515,20	520,26
Veiligheidsbeampte graad B	487,14	492,66	500,02
	R		
(b) Weekloon vir—			
Ambagsman	456,78		
Onderbaas	205,16		
Chauffeur	195,04		
Nasiener	205,16		
In die sesde jaar diens by dieselfde werkgewer	211,60		
Versendingsklerk	289,80		
Bediener van 'n bokkraan graad I	228,16		
Bediener van 'n bokkraan graad II	219,88		
Laaigraaf bediener graad I	254,84		
Laaigraaf bediener graad II	243,80		
Bediener van 'n mobiele hystoestel of bediener van 'n vurkhyswa:			
Graad I	209,76		
Graad II	205,16		
Verpakker/laaier	205,16		
In die sesde jaar diens by dieselfde werkgewer	211,60		
Herstelwinkelassistent:			
In die eerste jaar diens by dieselfde werkgewer	200,10		
In die tweede jaar diens by dieselfde werkgewer	212,98		
Daarna	231,84		
Magasynman	289,80		
Magasynman (werkwinkel)	219,88		
Wag	229,80		
	(60 uur)".		

3. CLAUSE 6: SUBSISTENCE ALLOWANCE

(1) In subclause (1) (a) (i), substitute the expression "R8,50" for the expression "R8,00".

(2) In subclause (1) (a) (ii), substitute the expression "R6,00" for the expression "R5,50".

(3) In subclause (1) (b) (i), substitute the expression "R8,00" for the expression "R6,75".

(4) In subclause (1) (b) (ii), substitute the expression "R6,00" for the expression "R5,50".

4. CLAUSE 14: HOLIDAY PAY BONUS FUND

(1) In subclause (1) (a) (i), substitute the following for the existing table:

"Contribution table for a driver of—	R
a motor cycle/motor tricycle	18,00
a light motor vehicle	18,00
a medium motor vehicle (articulated)	20,90
a medium motor vehicle (rigid)	20,10
an internal motor vehicle	20,10
a heavy motor vehicle (articulated)	23,80
a heavy motor vehicle (rigid)	22,60
an extra-heavy motor vehicle (articulated)	24,80
an extra-heavy motor vehicle (rigid)	24,50
an ultra-heavy motor vehicle	25,50".

(2) In subclause (1) (a) (ii), substitute the following for the existing table:

"Contribution table for other classes of employees:	R
Artisan	37,50
Chargehand	18,80
Chauffeur	18,00
Checker	18,80
In the sixh year of service with the same employer	19,00
Despatch clerk	24,80
Gantry crane operator, Grade I	20,90
Gantry crane operator, Grade II	20,10
General worker	17,50
Loader operator, Grade I	23,40
Loader operator, Grade II	22,60
Mobile hoist operator or fork-lift truck operator:	
Grade I	19,30
Grade II	18,80
Packer/loader	18,80
In the sixth year of service with the same employer	19,00
Repair shop assistant:	
In the first year of service with the same employer	18,30
In the second year of service with the same employer	19,00
Thereafter	20,00
Security officer, Grade A	44,20
Security officer, Grade B	41,70
Storeman	24,80
Storeman(workshop)	20,10
Watchman	21,40".

5. CLAUSE 15: SICK FUND

(1) In subclause (1) (a) (i), substitute the following for the existing table:

"Contribution table for a driver of—	R
a motor cycle/motor tricycle	38,20
a light motor vehicle	38,20
a medium motor vehicle (articulated)	44,60
a medium motor vehicle (rigid)	43,00
an internal motor vehicle	43,00
a heavy motor vehicle (articulated)	50,90
a heavy motor vehicle (rigid)	48,30
an extra-heavy motor vehicle (articulated)	57,20
an extra-heavy motor vehicle (rigid)	54,80
an ultra-heavy motor vehicle	58,70".

3. KLOUSULE 6: VERBLYFTOELAE

(1) In subklousule (1) (a) (i), vervang die uitdrukking "R8,00" deur die uitdrukking "R8,50".

(2) In subklousule (1) (a) (ii), vervang die uitdrukking "R5,50" deur die uitdrukking "R6,00".

(3) In subklousule (1) (b) (i), vervang die uitdrukking "R6,75" deur die uitdrukking "R8,00".

(4) In subklousule (1) (b) (ii), vervang die uitdrukking "R5,50" deur die uitdrukking "R6,00".

4. KLOUSULE 14: VAKANSIESOLDYBONUSFONDS

(1) In subklousule (1) (a) (i), vervang die bestaande tabel deur die volgende:

"Bydraetabel vir 'n drywer van 'n—	R
motorfiets/motordriewiel	18,00
ligte motorvoertuig	18,00
medium motorvoertuig (gelede)	20,00
medium motorvoertuig (nie-gelede)	20,10
interne motorvoertuig	20,10
swaar motorvoertuig (gelede)	23,80
swaar motorvoertuig (nie-gelede)	22,60
ekstra-swaar motorvoertuig (gelede)	24,80
ekstra-swaar motorvoertuig (nie-gelede)	24,50
ultra-swaar motorvoertuig	25,50".

(2) In subklousule (1) (a) (ii), vervang die bestaande tabel deur die volgende:

"Bydraetabel vir ander klasse werknemers:	R
Ambagsman	37,50
Onderbaas	18,80
Chauffeur	18,00
Nasiener	18,80
In die sese jaar diens by dieselfde werkgewer	19,00
Versendingsklerk	24,80
Bediener van 'n bokkraan graad I	20,90
Bediener van 'n bokkraan graad II	20,10
Algemene werker	17,50
Laaigraafbediener graad I	23,40
Laaigraafbediener Graad II	22,60
Bediener van 'n mobiele hystoestel of bediener van 'n vurkhyswa:	
Graad I	19,30
Graad II	18,80
Verpakker/laaier	18,80
In die sesde jaar diens by dieselfde werkgewer	19,00
Herstelwinkelassistent:	
In die eerste jaar diens by dieselfde werkgewer	18,30
In die tweede jaar diens by dieselfde werkgewer	19,00
Daarna	20,00
Veiligheidsbeampte graad A	44,20
Veiligheidsbeampte graad B	41,70
Magasynman	24,80
Magasynman (werkwinkel)	20,10
Wag	21,40".

5. KLOUSULE 15: SIEKTEFONDS

(1) In subklousule (1) (a) (i), vervang die bestaande tabel deur die volgende:

"Bydraetabel vir 'n drywer van 'n —	R
motorfiets/motordriewiel	38,20
ligte motorvoertuig	38,20
medium motorvoertuig (gelede)	44,60
medium motorvoertuig (nie-gelede)	43,00
interne motorvoertuig	43,00
swaar motorvoertuig (gelede)	50,90
swaar motorvoertuig (nie-gelede)	48,30
ekstra-swaar motorvoertuig (gelede)	57,20
ekstra-swaar motorvoertuig (nie-gelede)	54,80
ultra-swaar motorvoertuig	58,70".

(2) In subclause (1) (a) (ii), substitute the following for the existing table:

"Contribution table for other classes of employees:	R
Artisan	89,40
Chargehand	40,10
Chauffeur	38,20
Checker	40,10
In sixth year of service with the same employer	41,40
Despatch clerk	56,70
Gantry crane operator, Grade I	44,60
Gantry crane operator, Grade II	43,00
General worker	37,20
Loader operator, Grade I	49,90
Loader operator, Grade II	47,70
Mobile hoist operator or fork-lift truck operator:	
Grade I	41,00
Grade II	40,10
Packer/loader	40,10
In sixth year of service with the same employer	41,40
Repair shop assistant:	
In the first year of service with the same employer	39,20
In the second year of service with the same employer	41,70
Thereafter	45,40
Security officer, Grade A	100,50
Security officer, Grade B	96,30
Storeman	56,70
Storeman (workshop)	43,00
Watchman	34,50".

Signed at Johannesburg, for and on behalf of the parties to the Council, this 2nd day of December 1992.

J. A. SAGAR,
Chairman of the Council.

J. OBERHOLZER,
Vice-Chairman of the Council.

B. S. E. GRATZ,
Secretary of the Council.

No. R. 423 **19 March 1993**

LABOUR RELATIONS ACT, 1956

TRANSNET INDUSTRIAL COUNCIL: AMENDMENT OF MAIN AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1993, upon the employer and the trade unions which entered into the Amending Agreement and upon the employees who are members of the unions; and

(2) In subklousule (1) (a) (ii), vervang die bestaande tabel deur die volgende:

"Bydraetabel vir ander klasse werknemers:	R
Ambagsman	89,40
Onderbaas	40,10
Chauffeur	38,20
Nasiener	40,10
In die sesde jaar diens by dieselfde werkgewer	41,40
Versendingsklerk	56,70
Bediener van 'n bokkraan graad I	44,60
Bediener van 'n bokkraan graad II	43,00
Algemene werker	37,20
laaigraafbediener graad I	49,90
Laaigraafbediener graad II	47,70
Bediener van 'n mobiele hystoestel of bediener van 'n vurkhyswa:	
Graad I	41,00
Graad II	40,10
Verpakker/laaier	40,10
In sesde jaar diens by dieselfde werkgewer	41,40
Herstelwinkelassistente:	
In die eerste jaar diens by dieselfde werkgewer	39,20
In die tweede jaar diens by dieselfde werkgewer	41,70
Daarna	45,40
Veiligheidsbeampte graad A	100,50
Veiligheidsbeampte graad B	96,30
Magasynman	56,70
Magasynman (werkwinkel)	43,00
Wag	34,50".

Namens die partye by die Raad, op hede die 2de dag van Desember 1992 te Johannesburg onderteken.

J. A. SAGAR,
Voorsitter van die Raad.

J. OBERHOLZER,
Ondervoorsitter van die Raad.

B. S. E. GRATZ,
Sekretaris van die Raad.

No. R. 423 **19 Maart 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

TRANSNET NYWERHEIDSRAAD: WYSIGING VAN HOOFOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1993 eindig, bindend is vir die werkgewer en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werknemers wat lede van die verenigings is; en

Union challenges Putco

Sowetan 5/11/93

By Ike Motsapi

THE Transport and Allied Workers' Union is to ask the Rand Supreme Court to order Putco to allow the union to appeal against the dismissal of 163 members in 1991. (333)

The workers were dismissed during a three-day strike and Tawu wants to lodge an appeal with the Labour Appeal Board.

Mr Mudini Maivha, information officer of the National Council of Trade Unions, said the application would be made on November 23.

"After losing the case during compulsory arbitration following the dismissal of 163 Tawu members during a strike, the union decided to appeal to the Labour Appeal Board.

"This appeal was blocked by Putco. They argued the board had no jurisdiction since the matter had been arbitrated under Industrial Court rules.

"Tawu's Supreme Court application is intended to unblock its effort to lodge the appeal with the board.

Disgruntled 'servants of the sky'

(333)

WM 23-29/12/93

SAA employees allege that low morale is threatening in-flight standards and safety, reports **Desmond Pitoyi**

AFFIRMATIVE action at South African Airways is building a new generation of flight attendants who are underpaid and overworked "domestic servants of the sky", say disgruntled employees.

A survey conducted by SAA in June, which involved more than 6 000 of its 10 000-strong work force, showed the morale of flight attendants to be at a low ebb, and revealed a deep mistrust of SAA management at all levels.

A former South African Airways Engineering and Allied Union (SAAEAU) official, Clive Lotter, said a programme to train and hire more black air hostesses and stewards, which began in 1992, had coincided with a cost-cutting timetable which slashed flight attendants' salary levels, flight and duty hour regulations and off-duty time.

Lotter, an SAA flight attendant for 15 years and chairman of SAAEAU's in-flight branch until his resignation this year, believes that SAA management "cynically decided to kill two birds with one stone in combining their affirmative action and cost-cutting programme in one".

The refusal to negotiate realistic increases, the downgrading of international flying allowances and hotel accommodation for cabin crew, and draconian disciplinary measures — including random urine and blood tests for drug abuse — were signs that the primarily white management was still trapped within the old apartheid "master-servant syndrome", Lotter charged.

This had brought employee morale to an all-time low, threatening standards of in-flight service and safety. In other countries, flight attendants have a high status and are trained firefighters, safety officers and nurses, responsible for safety in emergencies.

One controversial incident, reported in a union newsletter, took place in October this year after the survey had been undertaken. A 16-member crew of flight SA281 from Australia was met by SAA line managers Ingrid Fisher and Erika Willemse, who ordered that they undergo random blood and urine tests. The crew had no choice but to comply.

The reason for the tests was based on a Perth hotel manager's fax sent through in-flight services alleging "drug-related misbehaviour" by SAA crew members at the hotel. It was later discovered that the hotel manager was referring to a previous crew and not the one chosen by in-flight services.

Nic Vlok, senior SAA general manager, refused to comment on allegations by former employees. But he said working hours and rest periods of flying crews complied with international standards.

Vlok confirmed that a company-wide survey of staff opinion had been conducted this year and that another would be mounted next April to assess progress.

"This is an ongoing project and emphasises the importance management attaches to its employees' wellbeing and morale."



TRANSPORT, PRIVATE — LABOUR

1994

Union, Imperial strike deal

ERICA JANKOWITZ BDay

THE Transport and General Workers' Union and Imperial Car Rental yesterday agreed to establish a central bargaining forum, ending the procedural strike by about 100 union members at Imperial depots on the Reef, East London and Durban. 1112194 (~~395~~)(333)

Union national organiser Thulani Dlamini said the forum would deal with national conditions of employment. Should deadlock be reached during regional negotiations, these would be referred to the central body.

The union said it would begin immediately with wage negotiations and discussions about "mass dismissals" of union members from Durban and Cape Town depots.

Union calls for TEC talks about violence on buses

JACQUIE GOLDING

THE Transport and General Workers' Union has called for an urgent meeting with the Transitional Executive Council to discuss the "violation of commuters' rights" and the increase in deaths of bus drivers at flashpoints throughout the country.

Union general secretary Randall Howard said the lives of drivers were constantly under threat on Soweto, Natal and Khayelitsha routes. B1 Day

In Khayelitsha six drivers had died since February and buses were barred from the Cape Town township by taxi operators.

In Natal, commuters were being intimidated — the most recent case being the assault of an Estcourt bus driver this week.

The union said its call for a TEC subcouncil meeting on the issue indicated the severity of the situation. Security measures had to be stepped up. Attacks on bus drivers and intimidation of commuters also threatened the elections. 7 4 94

The union had, together with the SA National Civic Organisation, taken steps to put commuter violence on the agendas of political organisations.

Howard said the solution to the increasing violence affecting drivers and commuters lay in a national policy legislative framework which ensured maximum state subsidisation and recognised transport as a right and social service.

The union said it could not continue to watch commuters being forced and intimidated into using transport they deemed unreliable and unsafe, such as minibus taxis. (333)

It urged law enforcement agencies, political organisations and the TEC to take a firm stand against those who perpetrated violence against commuters.

It also called on political parties to address the NP's "disastrous" transport policies and to find alternatives.

Putco suspends funeral service

Sowetan 4/3/95

■BUS HIJACKING

Driver injured by thieves at cemetery:

By Victor Metsoamere

A CRISIS is looming after Putco's announcement this week that its bus service for funerals in Soweto will be suspended indefinitely following a spate of hijackings and injury to drivers.

Putco traffic manager Mr Phillemon Bogopa said the company's management was merely acceding to their workers' serious safety concerns following severe injuries sustained by one of the drivers when three Putco buses were attacked at Avalon Cemetery in Tshiawelo, Soweto, last Saturday.

The driver, Mr David Baloyi, is at a private clinic in Soweto. Bogopa told *Sowetan* that Baloyi was unconscious last Saturday and Sunday.

"Putco will enforce the suspension until we get a guarantee from the community of Soweto that the safety of our drivers is assured," said Putco operations manager Mr David Manana yesterday. Both Manana and Bogopa said Putco buses had been damaged in many ways at weekends for a long time now, and that the drivers were always exposed to all sorts of dangers during hijackings.

"Our drivers were mostly vulnerable to hijackings at, during or after funerals of a political nature or at funerals of someone who had died under criminal circumstances," said Bogopa. Both men told *Sowetan* that they had spoken to the Soweto Civic Association and the Soweto Funeral Undertakers Association but no satisfactory result had been reached as the attacks on Putco drivers continued and damage to buses had increased.

Soweto Funeral Undertakers Association chairman Mr Kenneth Sihlali confirmed that Putco had informed them of the suspension of services this weekend.

Sihlali said he foresaw a crisis as Putco was the main supplier of transport for funerals in Soweto. "I can only appeal to bereaved families to act swiftly and make alternative arrangements with local taxi organisations as this is a serious problem," said Sihlali.

Taxi industry chaos looms

Soweton 11/6/94

By Musa Zondi and Joshua Raboroko

THE TAXI INDUSTRY IN the PWV is facing a deepening crisis as various associations are locked in bitter feuding and Soweto taxi drivers have threatened to go on strike demanding better working conditions.

The once-booming industry has been wrecked by wars for control of territories between rival taxi associations. In the Pretoria area, four taxi operators were gunned down with AK-47 rifles and in Johannesburg three taxi drivers were shot and are recovering at Hillbrow Hospital.

President of the National African Federated Transport Organisation Mr Peter Rabali yesterday warned of further bloodshed unless the Government intervened immediately. His warning follows an incident in which three taxi drivers were shot and wounded in the Johannesburg city centre on Monday morning in what is believed to be an ongoing feud between three rival associations.

Mr Amon Mulaudzi, Mr Daniel Mpofu and Mr William Mothapa, all members of the Venda Long Distance Association, were yesterday all in a stable condition in hospital. (333)

The Pretoria United Taxi Association on Monday called on the Goldstone Commission to investigate, as a matter of urgency, the taxi wars that have claimed a several lives in recent months.

Puta members are concerned the attacks have made taxis an unsafe means of transport.

Police in Mabopane have arranged a meeting for Friday to find means of averting the conflict between different associations. The shooting of the drivers in Johannesburg has been linked to Saturday's incident at a taxi rank in the city which claimed the lives of six people from Zimbabwe.

The South African Long Distance Taxi Association, which is allegedly involved in the feuding, said rivals were trying to take over a rank in King George Street. Meanwhile, in Soweto taxi drivers under the banner of the Baragwanath-Meadowlands Taxi Association have planned a work stoppage this morning.

The action is because of a dispute between the drivers and owners of the minibus taxis.

Taxi driver Mr Emmanuel Ramafola said drivers were demanding security from hijackings, job security, better pay — some drivers claim they have not been paid — and solutions to related grievances. These issues will be addressed at a meeting today at Diepkloof Protea Hotel.

BUSINESS — *Making it work for you*

STEERING INTO TAXI INDUSTRY

BY SABATA NGCAI

WOMEN are starting to make make their presence felt in the male-dominated world of the taxi-industry.

While some are employed as taxi drivers others are taxi owners — like businesswoman Mrs Pat Gorvalla of Durbanville.

"Hard work and dedication" are the keys to her success.

In 1955 when she was still a teacher, Mrs Gorvalla bought a car which she operated as a taxi after work and at weekends.

"I was approached by people in Bellville to buy a taxi," says Mrs Gorvalla.

"The problem was that there were only white taxi owners operating in the Bellville area."

She became the first black woman to own and a taxi in Bellville, making more money than she earned as a teacher.

As a taxi driver, Mrs Gorvalla has not encountered any major problems in the taxi industry, which is fraught with problems.

Mrs Gorvalla enjoys much support from the men with whom she operates in the taxi ranks.

"I have survived the taxi violence because I talk to people and show them when they are wrong," she says.

"I also know that the government regulations were the cause of violence and I made people understand that."

Mrs Gorvalla gave up teaching in 1964 to concentrate on her thriving business.

She owns a fleet of taxi's which operate in Kraaifontein, Bellville and the Northern Suburbs.

At 64 years, Mrs Gorvalla is no longer a taxi driver.

She is now looking after the operation of her 14 companies including numerous filling stations and leases her taxis to other people. "That's the way it should be," she said. "I am empowering them."

However, other women are also trying to make their mark in the industry, working as drivers.

They enjoy the work and command respect from their male counterparts.

"When things go wrong I depend on my mouth," says Mrs Idie Palmer of Athlone. She said there is no need to fight when a trouble erupts but "to talk is much better".

Mrs Palmer has been operating as a taxi driver for the past four years. Her 13-hour day starts at 6am and ends at 7pm.

"I really enjoy the job," she says and believes "more women should join" the industry.

Miss Wendi Stofile of Guguletu, who started work as a taxi driver in 1986, also depends on her mouth to make things right.

Miss Stofile has much respect for her male counterparts and they also treat her in the same manner.

"We preach peace among ourselves, and guide each other when there is a need," she says.



DRIVING FORCE: Pat Gorvalla in one of her taxi's
Photo: Roger Sedres

Southern African leaders promise prosperity

WAGHIED MISBACH

SOUTHERN African leaders promised increased investment and prosperity for the region at the World Economic Conference held in Cape Town last week.

They included President Nelson Mandela, Zimbabwe's Mr Robert Mugabe, Tanzania's Mr Hassan Mwinyi, Mozambique's Mr Joaquim Chissano and Namibia's Mr Sam Nujoma. International and local business leaders were also present for the two days of private discussion around the development at the region.

The mood was one of optimism and hope with the return of South Africa to the Southern African Development Council and the Organisation of African Unity.

Most of the talks between the politicians and the business leaders took place behind closed doors, but there was no longer a sense of "scepticism" which pervaded last year's meeting under the previous regime.

Mr Mandela opened the conference appealing for a "rebirth of the region and the continent".

Mandela said the legacy of colonialism had left a "lopsided development" in the region which led to mass migration of skilled people.

A long-term goal was the creation of an African Common Market. Mr Mugabe spoke about the possibilities of economic co-operation with South Africa in tourism and manufacturing.

In one of the few incidents at the conference Mr Mugabe told a journalist to "go to hell" for asking a "racist" questions.

Mr Mugabe was asked when he was going to stop blaming the whites for Zimbabwe's problems.

Mr Mugabe told the journalist that it was a racist question and said "you might as well go to hell for that racist question".

Break into property

BY LOVEJOY KWEZA

THE Seeff Organisation and Sanlam Properties, are offering bursaries for people wanting to become estate agents.

The bursaries are worth a total of R200 000 and are aimed at helping those "who would not otherwise be able to gain access to the property industry".

The five-day course starts on July 18 with 30 students.

Sanlam and Seeff will help successful candidates to find jobs.

Applications forms can be obtained from any Seeff branch or regional office. For details call Eddie Finkelstein (021) 419-0920.

Truckers' blockade effectively closes N1, N2, N3

Highway hell for thousands

Star 24/8/94

LABOUR Minister is locked in urgent talks to resolve what is being described as an 'outrageous' act

■ STAFF REPORTERS

Three strategically placed truckers' roadblocks paralysed large stretches of South Africa's highways today with the N1, N2 and N3 as well as other trunk roads effectively closed.

More than 7 000 heavy trucks are still blocking the Mooi River toll plaza on the N3 in the Natal Midlands, and hundreds are preventing traffic moving on the N1 between Colesberg and Cape Town and the R57 and R32 between Colesberg and Port Elizabeth.

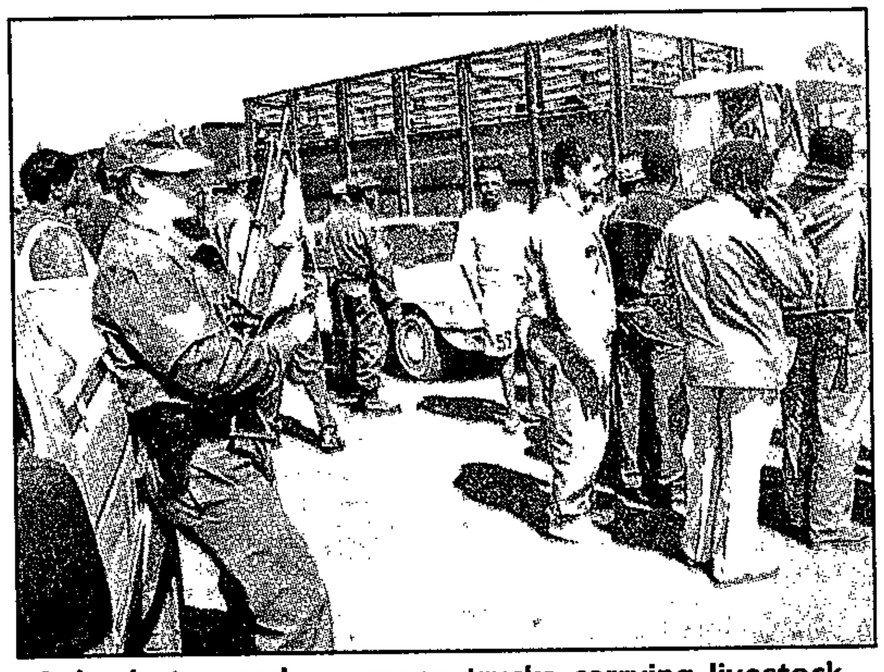
From early today, the Tongaat toll road on the Natal north coast N2 between Durban and Richards Bay was also blocked off although to what extent is not yet clear.

Thousands of motorists as well as hundreds of bus passengers have been caught up in the dispute as the truckers also blocked off alternative routes.

Also trapped were two buses carrying children to The Star's Seaside Fund home in Durban. They were allowed to proceed and arrived safely this morning.

Talks between truck drivers and Labour Minister Tito Mboweni continued through the night at the Argyle Hotel in Mooi River and were continuing this morning.

Ministry spokesman Shareen Singh said Mboweni hoped to make "significant progress" towards lifting the blockade.



Animals trapped ... many trucks carrying livestock have been caught in the highway blockades.

PICTURES: DAILY NEWS and NATAL MERCURY

Officials at the talks include some from Coasatu, the Industrial Councils for the road transport industry, and the employees group.

Although the blockade was led by the Cosatu-affiliated Transport and General Workers Union and was then joined by non-member lorry drivers, their demands have been made under the banner of "The Turning Wheel International Workers Movement".

Demands include an industrial council, more pay, an end to tax on overtime pay, compulsory union membership, salaried full-time shop stewards, a ban on the hiring of workers to replace strikers, and control of the Reconstruction and Development Programme (RDP) by organised labour. (333)

At Mooi River, the situation is getting desperate for livestock trapped on huge lorries. The SPCA is providing fodder and water to distressed sheep and cattle. (332)

At Colesberg, drivers ignored police attempts at negotiation saying they were striking for salary increases.

Police advised motorists travelling to the Cape cities to go via Aliwal North and Steynsberg.

Late last night, traffic was still backed up for kilometres on the N3 either side of the Mooi River toll plaza.

There was anger and despair among thousands of people trapped by hundreds of trucks blocking the route between Natal and the PWV.

Businessmen and politicians condemned the "outrageous" blockade, demanding that the army and police be sent in to resolve the crisis. Reports put the length of the traffic jams at between 10 and 14 km.

Tempers became frayed as the day wore on and exploded when police started escorting a cattle truck out of the Mooi River blockade. The vehicle was besieged by angry truckers when it reached a bridge near the tollgate.

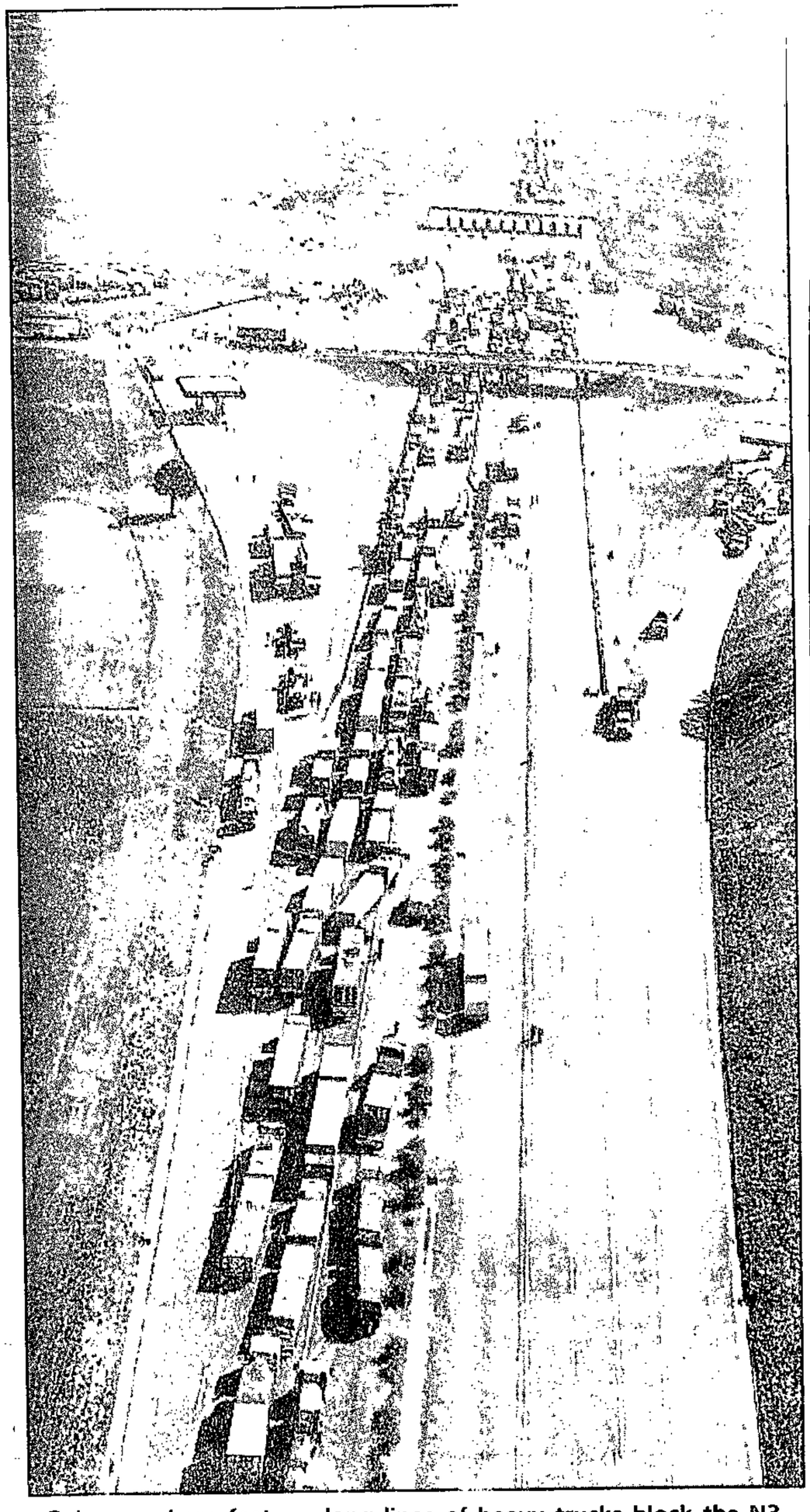
The terrified driver then declined to continue and police finally drove the vehicle away.

The only injury last night was the accidental shooting of a policeman by one of his colleagues.

Inability

Durban business chamber chief Geoff Tyler said the blockade was an example of Government's apparent inability to deal expeditiously with crises.

■ Police have denied complicity in the death of driver Thomas Tshabangu on Monday. Colonel Hamilton Ngidi said police had negotiated with the strikers to allow non-striking drivers to pass the blockade. "In the process, the drivers converged on the road. One was hooked by a passing lorry. He grabbed someone standing close to him. This person was dragged under the wheels and crushed."



Going nowhere fast ... long lines of heavy trucks block the N3 highway at the Mooi River toll plaza in Natal.

Mboweni tries to end truckers' blockade of N3

THEO RAWANA

LABOUR Minister Tito Mboweni has intervened in a bid to end the two-day blockade of the N3 by about 2 000 truck drivers at the Mooi River toll plaza. BDay

Sapa reports that he flew to Mooi River yesterday and began talks with the truckers at the local police station. Ministry spokesman Shareen Singh said he had invited Cosatu and the road transport industry's industrial council to join the talks.

The blockade is being led by the Cosatu-affiliated Transport and General Workers' Union. Non-union drivers have joined in and the protesters are calling themselves "The Turning Wheel International Workers' Movement" 24/8/94

By late yesterday, traffic along the freeway was being diverted to other routes around the blockade that stretched 7km oneither side of the toll plaza. However, traffic officials said the blockade was causing congestion on alternative routes.

Anger was also growing over the welfare of the livestock that had been caught in the blockade. Traffic officials said cattle, sheep, goats and chickens had been locked in vehicles for more than 24 hours without water. The SPCA inspected the animals and said they would be fed inside the trucks if they could not be moved.

Other cargo included chemicals and perishable products, fuel and medicines that needed refrigeration. (333) (332)

The drivers' demands include better wages, an industrial council for goods transport, the reinstatement of workers dismissed by a Midrand transport firm and a review of tax deductions on overtime.

KwaZulu/Natal transport minister Sbu Ndebele visited the toll plaza yesterday, but failed to resolve the problem. Officials of the Transport Department, the Road Freight Association and the Motor Transport Owners' Association are also involved in talks with the drivers.

□ Police denied that they were to blame for the death of a driver on Monday. A spokesman said police had negotiated with the strikers to allow other drivers to pass, but they converged on the road when a truck drove through. A man was dragged under the wheels of the passing truck.

Truck drivers gain pledge to set up industrial council

(333) ARG 24/8/94

Staff Reporters

TRUCK drivers blocking key routes secured an agreement today with employers to set up a national industrial council, Cosatu general secretary Sam Shilowa said.

He told a news conference: "It would appear from the information I have that agreement has now been reached that there will be an industrial council established and that they will have their first meeting on Friday this week."

Employers had until now resisted the demand for an industrial council, he said.

Mr Shilowa said his deputy, Zwelinzima Vavi, was in Mooi River today with Labour Minister Tito Mboweni to try to end the impasse that led truckers to block the national road between Durban and Johannesburg.

Other sources said the Department of Labour would address the question of long overtime hours and the "high" tax rate on overtime.

Driver representatives headed by Richard Madime of the mysterious Turning Wheel International Workers' Movement say they are happy with this commitment by government.

There is bewilderment about the Turning Wheel movement, which formal unions, transport associations and the office ostensibly used by the movement say they have never heard of.

Officials of the Department of Transport, the Ministry of Labour, as well as employers (represented by the Road Freight Association of South Africa), the Congress of South African Trade Unions and the Transport and General Workers' Union (TGWU) are involved in discussions.

The meeting, held in Mooi River's Argyll Hotel, ended after 4am this morning.

Mr Mboweni said he was hopeful the issue would be resolved.

According to the TGWU, most protesters are members of the union although the blockade was not initiated by the union.

Meanwhile the Democratic Party was appalled by the "ham-handed" response of the government and ministers to the chaotic situation caused by the truckers' blockade of national roads.

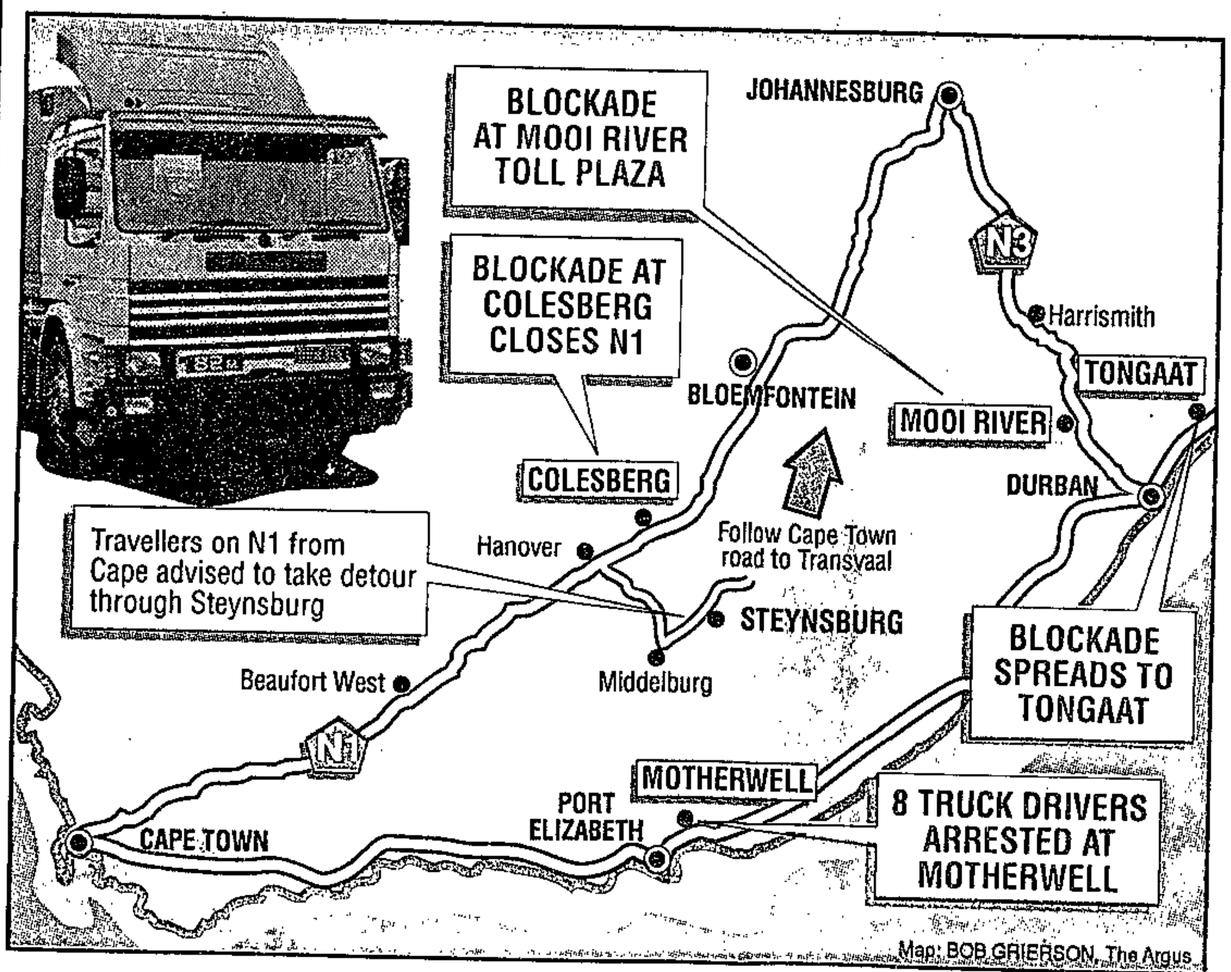
Party spokesmen said the issue would be raised in parliament.

● See page 29

HIGHWAY SIEGE

Police use stun grenades to arrest seven as truckers protest spreads

(333)
ARG 24/8/94



Staff Reporters

TENSIONS are mounting on the outskirts of Port Elizabeth after police used stun grenades following the arrest of seven truckers who were part of a contingent of 200 blockading the N2.

The arrested drivers were later released. It was the first action against truckers since the blockades started near Mooi River in the Natal Midlands on Monday.

Long haul traffic ground to a halt elsewhere in the country as disgruntled truckers launched a series of wildcat blockades of major national roads.

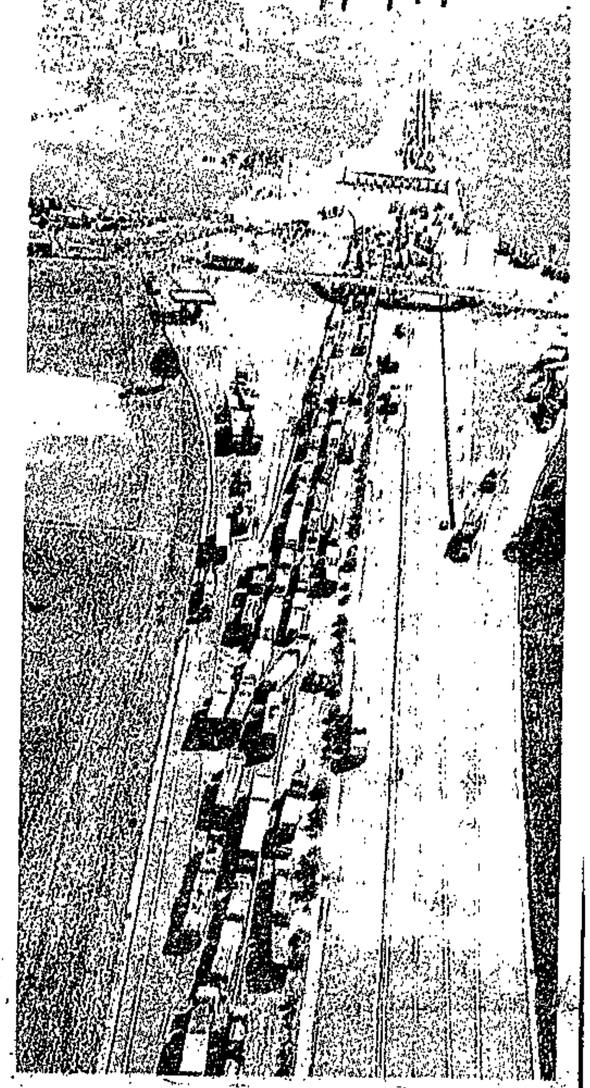
The blockades have claimed the life of at least one man.

Costs are of the action are mounting, with loss of income at Natal's Mooi River toll plaza alone estimated at R 3 000 a day.

The ministry of transport is to set up a toll-free line emergency line to help motorists evade blockades.

At Mooi River the protesting truck drivers appeared close to ending their blockade today, but similar protest action were today gathering momentum elsewhere in the country.

● Traffic on the main route between Cape Town and Johannesburg was severely disrupted by a growing blockade on the N1 near Colesberg.



Picture: Argus Group Picture Service



BLOCKADE: An aerial view of the truck blockade of Natal's Mooi River toll plaza on the N3 freeway between Johannesburg and Durban. The blockade has now spread to the N1 near Colesberg in the Karoo and other areas.

Truckers there said they were striking for "our rights and a living wage."

The drivers of lorries with registrations from Cape Town to Botswana, claimed they were not represented by any organisation or union.

The Colesberg truckers said they were also demanding to see transport minister Mac Maharaj and labour minister Tito Mboweni.

However, shortly before 11am when Middelburg police district commissioner Christo Louw told them a representative of Mr Maharaj's office was on the line, they decided not to speak to him and demanded he should come to the scene of the strike.

The strikers allowed three trucks carrying sheep and goat to pass through their blockade but refused to allow a lane through the trucks to be cleared for ordinary traffic.

Colesberg businessman Leon Pienaar, who had two trucks carrying livestock allowed through, said he believed two of his "boerbokke" goats had been stolen and eaten.

Police found remains of the carcasses and evidence of the animals having been eaten.

The strikers, angered by reports that several stock animals had been stolen, denied that anything had happened.

"We are not so poor that we need to steal sheep" said a spokesman.

Traffic is being diverted through Burgersdorp and Steynsburg along a detour of more than 150 km.

A police spokesman said the situation became tense when private vehicles were damaged because some motorists tried to bypass the blockade by driving into the veld.

He said one farmer had complained that only three of 50 sheep in a truck were still alive. He said everything possible was being done for the plight of trapped animals.

● About 200 trucks were blocking the N2 north of Port Elizabeth.

● At Mooi River about 2 000 truckers had closed off the N3. A trucker was run over and killed by a vehicle allegedly being escorted by police, but police have denied they were to blame. The blockade stretches up to 7km either side of the toll plaza.

Labour Minister Tito Mboweni was negotiating with driver representatives in the early hours of today to attempt to end the protest.

Mr Mbownei flew to Mooi River yesterday afternoon and met driver representatives until 4am today. Negotiations resumed later this morning and led to an agreement precipitating the establishment of an industrial court.

Mr Mboweni is expected back in Cape this afternoon.

● At the Tongaat Plaza 18 heavy duty trucks lined up just past the tollgates and more were joining them. The trucks were letting through smaller vehicles.

Later about 50 drivers partially blocked the N2 between the town and Richards Bay. According to initial reports light trafffic was allowed to proceed through the tollgate plaza but protesters said they would not move until a decision had been taken by protesters at the Mooi River plaza.

● In Port Elizabeth private vehicles were rerouted through the black township of Motherwell.

Truckers became angry after seven people were arrested for interfering with police in the execution of their duty, and police used stun grenades.

After the drivers were arrested truckers moved into the open lanes and the roads were jammed. Drivers said they would not negotiate until their colleagues had been freed.

Members of the Internal Stability Unit, uniform branch and traffic offers were at the scene to divert traffic through Markman Township and Coega.

About 10.30am the arrested drivers were released and tensions eased slightly with single lanes again being opened for the public.

● Police have urged travellers from the Cape Town to take the road through Uitenhage to the north.

So who are these truckers?

ARG 24/8/94 (333)

PRAVEEN NAIDOO
Argus Correspondent in Durban

A mystery organisation which emerged publicly for the first time this week claims to be spearheading the 6 000-truck blockade which has strangled the country's highways.

The organisation calls itself "The Turning Wheel International Workers Movement".

Formal unions, transport associations and the office ostensibly used by the organisation have never heard of the movement.

The blockade started at the Mooi River toll plaza on Monday. By Tuesday access via the alternative route had also been cut off.

Several other major national routes — including the main Johannesburg-Cape Town route — have also been hit by truck blockades in what is emerging as a well-orchestrated campaign to highlight the working conditions of truck drivers by jeopardising the wheels on which the economy runs.

All-night negotiations which took place between the truckers and Minister of Labour Tito Mboweni yesterday have so far failed to end the truckers' strategic stranglehold.

The Turning Wheel Movement faxed a list of the truck drivers' demands for better pay and working conditions to The Argus.

Formal unions and trucking associations had not heard of The Turning Wheel until the protest began this week.

President of the Motor Transport Owners' Association J J van der Walt said: "Drivers affiliated to or associated with The Turning Wheel International Workers Movement are responsible for the blockade which has effectively brought the movement of road freight transport between the PWV and Durban to a standstill.

"There is no formal bargaining relationship between the organised transport associations and this workers' movement. In fact we were unaware of their existence until the blockade commenced."

He confirmed representatives of his association had begun negotiations with the mystery movement.

Organiser of the Nactu-affiliated Transport and Allied Workers Union, Mr Bongani Majola, said today union officials "had never heard of the movement".

"We have nothing to do with them or with the blockade," he said.

"They have never communicated with us."

Assistant Secretary-General of the Cosatu-affiliated Transport and General Workers Union, Mr Khanyiso Matroos, also had no knowledge of the Movement or forewarning of its actions.

"We don't know them and we certainly do not have anything to do with their actions," he said.

A top-level delegation of union officials had travelled to Mooi River yesterday to investigate the movement.

The fax outlining the drivers' demands bore the telephone and fax numbers of the office of a Johannesburg attorney. A secretary at the office said the and numbers were being used without the attorney's permission.

"We do not know the people behind the movement," said the secretary.

Meanwhile blockading truckers in Colesberg on strike as part of the national blockade say they were striking for "our rights and a living wage."

The drivers of lorries with registrations from Cape Town to Botswana, also claimed not to be represented by any organisation or union.

They are keeping in touch with fellow strikers at Mooi River.

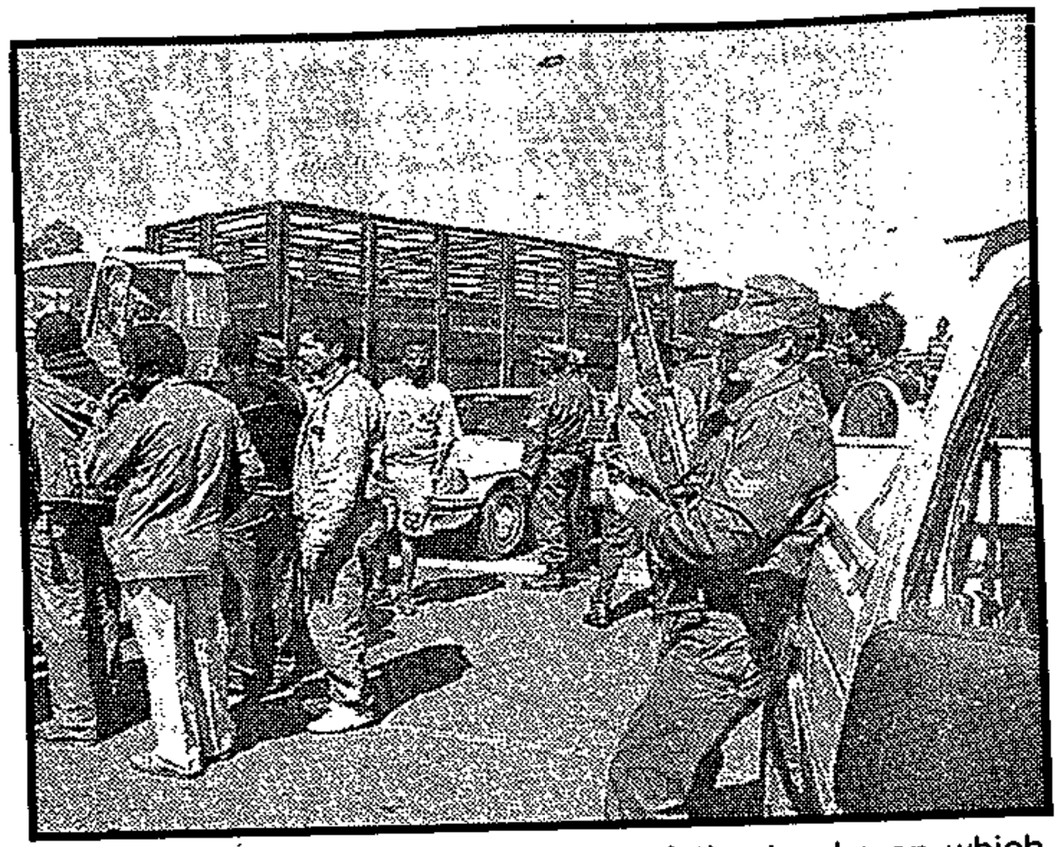
The Colesberg truckers said they were also demanding to see Transport Minister Mac Maharaj and Labour Minister Tito Mboweni.

However, earlier today Middelburg police district commissioner Colonel Christo Louw told them a representative of Mr Maharaj's office was on the line, they decided not to speak to the person.

"Tell them they must come here", said a man who refused to give his name to the press.

Police said representatives of the "vrag unie" (truckers union) whom neither they nor the truckers knew anything about were on their way to Colesberg from Mooi River to negotiate with the drivers.

Traffic between Johannesburg and Cape Town has meanwhile been diverted via Kimberley while local traffic is using alternative routes.



ANIMAL SUFFERING: Police guard the trucks on which livestock are trapped in the truck blockade at Mooi River. The animals have no food or water.

Trucker blockade costs SA R45 million

333

Arg 25/8/94

MOOI RIVER. — The road blockade by truck drivers, which is believed to have cost the country more than R45 million, is over.

The blockade at Mooi River Toll Plaza in the Natal Midlands ended as, according to traffic officials, the N3 was cleared just after midnight. Truck drivers headed for their destinations.

A few vehicles have flat batteries and the drivers are waiting for mechanics to assist them.

Motorists intending to use the Midlands toll route have been asked to watch out for broken-down vehicles about 2km on each side of the plaza.

The blockade on the North Coast N2 at Tongaat was cleared by 11pm.

Drivers started moving from the Motherwell turn-off in Port Elizabeth early today after the blockade was lifted last night.

● The Argus political correspondent reports that the national assembly will hold a snap debate today on the wave of strikes and the blockade by truck drivers.

Hard slog on highways is lot of truck-drivers

Star 25/8/94

■ BY MONTSHIWA MOROKE

Transport and General Workers' Union (TGWU) assistant general secretary Julius Matroos yesterday painted a bleak picture of the lot of long-distance drivers who daily ply the nation's highways and byways.

At the end of the month, the drivers did not have much to show for the many hours they spend on the roads, with most getting between R300 and R400 a week.

The wages could rise to about R1 500 a week — but then the earnings made from overtime were taxed, which drivers complain about bitterly. (333)

"Some people think long-distance drivers earn a lot of money. In reality it is not so. Yes, they work long hours and travel long distances for the sole purpose of improving their pay packet," he said.

"Even that overtime pay is taxed and they take home less. That is why there is this action. They are fighting for a living wage," said Matroos.

He said the union could not hold meetings with truck-drivers because they were too busy driving. They worked for as long as they could and did not rest. They could not spend time with their families as they were busy trying to make more money.

"By the time they get home they are fatigued, that is why some marriages break up. They drive until they die. Some have not rested or slept, so they are involved in accidents."

Matroos said the TGWU had an estimated membership of between 28 000 to 30 000 in the industry.

Not all truck-divers could become members of a trade union because, in some instances, a work contract demanded that a truck-driver should own his own vehicle.

"In such a case how can an owner belong to a union?"

Matroos said some of the drivers did not have benefits such as pension or provident funds. In some cases only the trucks were insured and not the drivers.

Now info on—

Truckers agree to end blockades of nation's highways

BDay 25/8/94

THEO RAWANA

TRUCKERS at the Mooi River toll plaza in KwaZulu/Natal last night ended their three-day blockade of the N3 highway, after signing an agreement with employers to set up an industrial council.

The agreement is subject to all blockades across the country being cleared, beginning no later than 8am today.

Sapa reports that representatives briefed truck drivers at the Mooi River toll plaza and they accepted the draft agreement with employers.

The industrial council will set in place mechanisms to negotiate and approve wages and working conditions.

Employers agreed "that wages in the industry are low and should be changed radically". Drivers will be paid for the time spent at the blockades. Employers were represented by the Motor Transport Owners' Association, the Road Freight Association and the Confederation of Motor Transport Owners' Association. A further meeting is planned for tomorow.

Cosatu assistant general secretary Zwelinzi Vavi said: "We appeal to truckers who are not aware that we have found a solution to this crisis that they should begin to heed the call to resume their duties."

Transport and General Workers' Union secretary general Randall Howard said negotiations Labour Minister Tito Mboweni had promised to call on employers not party to the agreement to act with restraint and refrain from disciplining workers caught in the blockades.

Mboweni began negotiations with truckers and employers on Tuesday, but left to attend meetings in Cape Town yesterday.

MTOA president Johan van der Walt said he was relieved the situation had been resolved. "I sincerely believe and hope negotiations will contribute to continued labour peace in our industry."

KwaZulu/Natal transport minister Sbu Ndebele said everything was being done to facilitate the smooth movement of trucks.

Provincial traffic authorities estimated it would take at least three hours to clear the road. Contingency plans to ensure a smooth resumption of traffic flow were in place. Pace vehicles would escort all trucks out of the province and all toll plazas were opened to trucks free of charge. Convoys of 30 to 50 trucks would move out at five minute intervals.

The blockade, which began at Mooi River on Monday, quickly spread as truckers set up new blockades on the N1 and N2, at Colesburg, Port Elizabeth and at Tongaat.

☐ To Page 2

Blockades

BDay 25/8/94

☐ From Page 1

Arterial roads were also being blockaded.

Transport Minister Mac Maharaj flew to Colesburg in a borrowed company jet yesterday in an attempt to end that blockade. The drivers had insisted on speaking to Mboweni and refused to negotiate with employers. However talks did begin in the late afternoon.

Our political staff reports that MPs agreed to hold a snap debate in Parliament today on the blockades and their implications for the reconstruction and development programme.

The debate was requested by NP Natal leader Danie Schutte and DP Natal MP Mike Ellis after Mboweni and Maharaj's report-backs to the Cabinet yesterday.

The NP said: "The present level of strikes not only has an extremely prejudicial affect on the economy but will also in the final instance hurt the RDP."

The DP criticised Mboweni for his "ham-handed response" to the crisis, saying that "on this basis we won't have an economy — we'll simply have a giant flea market". By entering negotiations on the scene at Mooi River, Moboweni had compounded the problem. "He is giving a signal that this is the most effective way for disgrunted employees to conduct their disputes. He is effectively asking to be held to ransom in crisis situations."

The CP said trade unions responsible for large-scale economic disruption should be financially liable for all losses.

But PAC transport secretary Mark Shinners said legitimate demands for a living wage were not unrealistic.

The SPCA said the lot of animals at Mooi River had improved and by late yesterday only one truck with sheep remained caught in the blockade.

☐ The Transport Department set up an information centre from which motorists could obtain the latest information on routes affected by the blockades. Motorists could telephone (012) 3242052 for information on alternative routes.

● Picture: Page 3



Yesterday's talks between lorry drivers and the Motor Transport Owners Association lead to the ending of the blockade on the N3 freeway. PIC: LAURIE BLOOMFIELD

Truckers agree to end the blockade

Sowetan 25/8/94

■ **FREEWAY PROTEST** Maharaj sent to mediate in Northern Cape:

TRUCKERS at the Mooi River Toll Plaza last night agreed to end the blockade which caused huge traffic jams on either side of the plaza.

At a meeting yesterday at the plaza truckers were briefed and accepted a draft agreement with employers to establish a national industrial council.

The council will set in place mechanisms to negotiate and approve wages and working conditions.

According to a copy of the agreement, employers agreed "that wages in the industry are low and should be changed radically".

Employers in the agreement were represented by, among others, the Motor Transport Owners' Association, the Road Freight Association and the Confederation of Motor Transport Owners' Associations.

The agreement says a meeting will be held tomorrow to continue negotiations towards establishing the industrial council. Workers will be paid for the time spent blockading. (333)

The agreement is subject to the clearing of blockades across the country, to begin no later than 8am today.

Congress of South African Trade Unions assistant general-secretary Mr Zwelinzima Vavi said: "We appeal to truckers who are not aware that a solution has been found to the crisis and that they should begin to heed the call to resume their duties."

Transport and General Workers' Union general-secretary Mr Randall Howard said negotiations to begin tomorrow would "try and change the face of the industry as a matter of urgency".

He said Labour Minister Tito Mboweni had promised to call on employers who were not party to the agreement to refrain from disciplining workers and act with restraint.

● Transport Minister Mr Mac Maharaj, who earlier yesterday was unable to reach Colesberg in the Northern Cape to mediate in another protest by lorry drivers, finally managed to borrow a company jet to get him to the scene.

About 150 lorry drivers blocked the N1 between Johannesburg and Cape Town in protest against poor wages and working conditions.— *Sapa.*

TGWU in talks on council

Star 26/8/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Employers and the Transport and General Workers' Union (TGWU) are to meet in Johannesburg today to resume talks on the establishment of a national industrial council for the industry.

Today's meeting follows an agreement reached in Mooi River on Wednesday, ending the three-day blockade by disgruntled truck drivers which cost the economy an estimated R30 million.

The TGWU said yesterday it had not sanctioned or co-ordinated the blockade, but became involved in its resolution because 85 to 90 percent of the drivers involved were its members.

The blockade is believed to have been co-ordinated by the Turning Wheel International Workers Movement (TWIWM), an organisation described by TGWU general secretary Randall Howard as "leftists".

Howard said that as far as he could ascertain, the TWIWM was not registered as a trade union or a workers' representative body. 333

Although its name appeared on the agreement and was subsequently scratched out, the TWIWM had not signed the agreement.

"To us this is a clear indication that some groups are working along the lines of using members to discredit the unions within Cosatu. They seem to be militant and articulate," Howard said.

Today's meeting represents a victory for the TGWU, which for years has agitated for the establishment of a national industrial council.

"An industrial council is significant in that we will be able to collectively negotiate on a once-off basis on issues such as a living wage, correcting anomalies, and affirmative action," Howard said.

Truck drivers who were involved in the blockade would not lose any wages and it was agreed to expedite the case of 150 workers, dismissed from Johannesburg's Lembecker Transport in June, to an industrial circuit court.

▶ **Firmer action rejected — Page 6**

Unions, employers to discuss blockade

THEO RAWANA

UNION and employer representatives meet in Johannesburg today following the three-day truck blockade which cost industry more than R45m, the Transport and General Workers' Union said yesterday.

The meeting was part an agreement which ended the drivers' action, and would discuss a national industrial council and wages, TGWU general secretary Randall Howard said.

Howard said the meeting would try to resolve confusion over driver representation posed by the Turning Wheel International Movement, which emerged at the start of the blockade.

He said 85% of the drivers were TGWU members.

The SA Chamber of Business said the blockade would have a dampening effect on the economy.

Sacob economist Ron Haywood said said the direct costs of the blockade — including transport costs, loss of perishable goods alternative arrangements and routes and delays in shipping — could exceed R15m a day.

Reuter reports Labour Minister Tito Mboweni told Parliament yesterday immediate steps were needed to improve truck drivers' working conditions.

"It became clear that there are fundamental and serious discrepancies, especially in the transport and truck industry, which hinge sometimes on infringement of basic human rights of truck drivers," he said.

He said it was important that he had intervened in the dispute, since some trucks had carried flammable substances. Negotiation had been the only way to resolve the strike.

SOWETAN Friday August 26 1994

Bosses and truck drivers meet today

LABOUR ISSUES Talks to form a national industrial council:

EMPLOYERS and trade unions in the trucking industry will meet in Pretoria today to negotiate the formation of a national industrial council to address labour issues in the industry, Labour Minister Mr Tito Mboweni said yesterday.

Replying to a snap debate on the blockade of national routes by striking truck drivers, he said the drivers' demand for the scrapping of tax on overtime pay had been referred to Finance Minister Derek Keys who would respond to the matter today.

However, all available resources were needed for the Government's Reconstruction and Development Programme, he had told the strikers.

Mboweni, who, with Transport Minister Mac Maharaj, negotiated an end to the blockades on Wednesday night, said there had never been any intention of sending in police and troops to break up the protests.

Conflict and disagreement should be solved by negotiation.

He said a new Labour Relations Act would soon be finalised and a National Labour and Economic Development Council instituted to effectively manage labour issues in South Africa.

Introducing the debate, Mr Leon Wessels (NP), said the Government should immediately organise a tripartite summit to "thrash out" an understanding between labour, capital and the State in the interests of the success of the RDP.

A democratically elected government should prosecute and punish people who broke the law.

"If we keep on compromising here and closing our eyes there, we will soon become a lawless society."

Mr Godfrey Oliphant (ANC) said the wages and working conditions of truck drivers were a shameful example of the neglect of apartheid. Some drivers earned less than R800 a month.

He urged business and labour leaders to assume responsibility for drawing up new legislation. — *Sapa*.

Truckers' brakes worth R45-million

WM 26/8-1/9/94 (333)

The wheels are back on, but the truckers' blockade was a costly protest. **Farouk Chothia** reports

DAVE MARTIN (44) has hauled freight for the past 10 years. "I'm not married. I can't find a girlfriend. I'm treated like a filthy, stinking truck driver," he said during this week's unprecedented protest action by thousands of striking truck drivers.

Early estimates of the cost to the country of the 48-hour blockade, which started at Natal's Mooi River Plaza before spreading to the Cape, the Transvaal and Natal's North Coast, have been put at around R45-million.

The crisis was defused after the intervention of Labour Minister Tito Mboweni and agreement that an industrial council be set up to negotiate drivers' wages and working conditions. The Mooi River blockade was a remarkable sign of worker solidarity, cutting across racial lines as black, white, Indian and coloured workers vented their frustrations jointly. Said Martin: "We have the same grievances. Colour is not an issue."

But there were exceptions: as one white driver tried to ram his way through the blockade on the first day, a striker was crushed to death as the truck's tyres drove over him.

Many of the drivers who blockaded a 30km stretch of the main Durban-Johannesburg route, bringing traffic to a halt, said they belonged to the Cosatu-affiliated Transport and General Workers' Union (T&GWU). But the blockade appeared to have caught the union by surprise and its credibility was at a low ebb among the drivers.

Said Ahmed Khan (48), a driver for 17 years: "We are disappointed with the union. They have not done anything for us."

Capitalising on this was a mysterious union called the Turning Wheels International Workers' Union, which emerged as a representative of the protesters in talks with employers, Labour Minister Tito Mboweni and kwaZulu/Natal Minister of Roads and Transport, Sibusiso Ndebele.

Its suave, well-dressed and articulate leader, Richard Madime, declined to shed any light on Turning Wheels' background.

But many drivers said they were pinning their hopes on Turning Wheels: "We think they will be more successful. They are an international union and they are only for drivers. The T&GWU is for other people in the industry also, so they ignore us," said Khan.

Government credibility was high among the truckers. Said driver Dan Morgan: "If this had happened before the election, soldiers would have been sent and there would have been bloodshed. But the new government has dealt with the blockade in a peaceful way. Ministers even came to negotiate with our leaders."

Describing a working life involving long hours, hundreds of thousands of kilometres and long periods away from home, the drivers demanded recognition from their employers for the work they do.

"I carry greater responsibilities than the managing director of my company. I transport highly flammable chemicals. If I make one mistake on the road, there could be an accident and a major disaster. Yet no one takes this into account," said Martin.

Khan complained bitterly about the lack of facilities for drivers on the roads: "In towns across the country, heavy vehicles are not allowed to stop over and on the roads there are very few sleeping points. Between Durban and Johannesburg, there are only five points — in Villiers, Warden, Balmoral, UltraCity and Tugela. They take only 10 to 15 trucks each.

"Now where must the rest of us sleep? On the side of the road, only to get robbed? The government must provide us with facilities."

One of their major grievances was poor wages. Many earn a basic salary of R250 a week.

Vusi Khumalo (48), a driver for four years, is slightly better off. "My company pays a basic of R400 a week and with overtime we end up with about R3 000 a month before deductions. The problem is that when we go to the bank for a loan to buy a car or a house, they look at our basic salary — and that rules us out for any loan," he said.

"Another problem is that when we are on leave or when we are sick, we only get our basic — and it is difficult to survive on that. So we keep working and we keep pushing overtime. The government needs to set a minimum basic wage for all drivers."

Khumalo pointed out that the drivers have to pay about R60 towards a travel permit which they renew annually. "Our employers do not pay it for us. The government needs to scrap it."

So effective have the blockades been that employer organisations conceded in negotiations late on Wednesday that "wages in the industry are low and should be changed radically", paving the way for the strike to end. They agreed to pay the drivers for the duration of the strike.

Further talks between the drivers and employers will continue today, around the issue of establishing an industrial council.

Mysterious Turning Wheels in standstill

Sibusiso Nxumalo

ATTEMPTS by the *Mail & Guardian* to establish the credentials of an unknown union which emerged as a role player in this week's protest by truck drivers have raised more questions than answers about the Turning Wheels International Workers' Union.

A telephone number listed on membership application forms handed out to striking truck drivers blockading highways belonged neither to the union nor to the man believed to be behind it — one Richard Madime.

When the *WM&G* rang the Benoni phone number, it emerged that it belonged to the offices of attorney Tom Morotolo.

A staffer said that while Madime had been a client, they had not seen him "in a long time". Madime had previously used the number to receive messages, but the firm knew nothing about the union and had first read about it in newspaper reports.

Transport and General Workers' Union (T&GWU) assistant general secretary Khanyiso Matroos said yesterday that he had no idea who was behind Turning Wheels' formation: "When we were negotiating for the resolution of this crisis in Mooi River, we could not find any official of this organisation."

Matroos said after representatives of Turning Wheels had been handing out membership forms to truck drivers, T&GWU members had questioned Turning Wheels' *bona fides*. "It seems some people are just trying to get political mileage," he said.

Attempts by the *WM&G* to trace Madime through his employers, the Transvaal-based International Transport Corporation, also drew a blank. Madime is a driver with the company, but he was not at work.

Make drivers pay for siege, say employers

(333) ARG 26/8/94

□ Call for truck blockade probe

The Argus Correspondent and Political Correspondent

JOHANNESBURG. — The Confederation of Employers of Southern Africa (Cofesa) today demanded that special courts and criminal and civil actions against those responsible for the truck blockade.

Cofesa director Hein van der Walt said the government should also set up a commission of inquiry into the three-day blockade, which ended after interventions by Labour Minister Tito Mboweni and Transport Minister Mac Maharaj.

Cofesa said it had received complaints from members whose exports were delayed and who may suffer punitive measures and the loss of foreign orders.

Mr Van der Walt said it was evident that a number of constitutional rights — to free movement, free trade and work — were violated by those responsible for the blockade.

"Civil courts should be established for facilitate claims of damages against the organisations involved and the persons responsible," he said.

Cofesa described the blockade as the sort of "irresponsible roguery" that harmed the Reconstruction and Development Programme and drove away foreign investors.

Employers and the Transport and General Workers' Union were to meet in Johannesburg today to resume talks on setting up a national industrial council for the industry.

The meeting follows an agreement reached in Mooi River on Wednesday, ending the three-day blockade by disgruntled truck drivers which cost the economy an estimated R30 million.

Tax on overtime pay was one of the main grievances of the truckers, and Mr Mboweni said in parliament yesterday that Finance Minister Derek Keys had been asked to rule today on whether it should be taxed.

Mr Mboweni defended his action in mediating in the dispute without using force, pointing out that many of the blockading trucks had been carrying flammable material.

"If anything had happened which would have caused trucks to catch fire, the little town of Mooi River would have been history by now," he said.

200 trucks block N3 in new protest

Star 20/9/94

About 200 heavy trucks began blocking the main N3 highway linking Johannesburg and Durban via the Mooi River toll plaza this morning.

Both south- and north-bound routes were sealed off, said a traffic spokesman.

Traffic officials defused a protest on the N2 at Port Elizabeth last night. They said 150 trucks blockaded the highway shortly after 9 pm, but police convinced the protesters to clear the road (333) (N2)

Glenda Daniels reports that today's blockade appears to be because many of the drivers' grievances remain unresolved after their protest in August when the N3 was blocked. That protest ended after the signing of the Mooi River accord.

The drivers demanded that overtime wages not be taxed, the reinstatement of dismissed workers from a company in Midrand and better wages.

The accord also agreed to establish a national industrial council to look into trucker grievances. It has still not been set up. — Sapa, Staff Reporter.

Nominal interest rates; effective interest rates available on request.

Truckers defy govt warning on blockade

THE blockade by about 700 truck drivers at the Mooi River toll plaza on the N3 and the N2 at Colesberg continued last night despite an ultimatum by Transport Minister Mac Maharaj to move or be removed by force.

By late yesterday afternoon only four trucks had been removed and the routes were closed to traffic.

The Transport and General Workers' Union (TGWU) distanced itself from the action. Labour Minister Tito Mboweni called the blockade "totally unacceptable" as negotiation channels had been opened.

It was resolved in a snap debate in Parliament yesterday that no talks would be held with truckers. Mboweni's office said the Minister would not meet the truckers at the scene but wanted them to return to Johannesburg first.

Mboweni said the protest action by truck drivers was in complete breach of the agreement reached by truck drivers and employers last month in a three-day blockade of these and other routes.

It had been agreed that employers and truck drivers would establish a collective bargaining mechanism to deal with grievances, Mboweni said.

Sapa reports that the Turning Wheels International Workers' Movement, the organisation behind the blockade, yesterday vowed to continue until earlier demands put to government were met.

A spokesman for the movement said government had reneged on agreements reached after last month's blockade. The official, who did not want to be named, accused government of bad faith in its negotiations and of using delaying tactics.

He said that the organisation did not want the TGWU to represent it in negotiations. It wanted Kwazulu/Natal transport minister S'bu Ndebele to refrain from negotiating with them.

"We want cast-iron commitments or we won't move," the spokesman said.

Ndebele refused to meet the drivers.

TWGU assistant general secretary Julius Matroos said the action was organised to "gain political mileage".

Matroos said the three-day blockade organised by the TGWU last month on the same routes was successful because it ended in talks and agreements being reached with the Labour Ministry.

"The current blockade by this unknown organisation is aimed at undermining both the agreement reached as well as current negotiations with the Labour Minister," he said.

The TGWU said the latest move by truck drivers under the banner of the Turning Wheels International was also aimed at discrediting legitimate unions.

The national industrial council would be set up by mid-October, Matroos said, adding that other demands, including tax-free overtime pay and an increase in wages and improved working conditions were also being thrashed out.

He said truckers involved in the present blockade also participated in last month's protest action, but some truckers might have gained the impression that empty promises had been given.

The SA Chamber of Business said yesterday strong action had to be taken against the truckers because the blockade posed serious threats to the national economy.

JACQUIE GOLDING

Dismissed policemen get their jobs back

THE SA Police Service had decided to re-employ 51 policemen who were dismissed in 1991 in the Eastern Cape because of an illegal strike, it said yesterday.

The SAPS said the decision to re-employ the policemen was taken after lengthy negotiations with the Police and Prisons Civil Rights Union (Popcru).

The police said the applications for re-employment had already begun and were being processed in East London.

Popcru spokesman Lefaso Matutoane said the union felt the agreement was a victory for policemen.

Popcru would soon begin other negotiations for the remuneration of workers who would be re-employed.

He said the SAPS agreed the union should submit motivation applications for ex gratia payments to the Treasury.

JOHANNES NGCOBO

Mooi River N3 quickly cleared

Troops lift truckers' blockade

Star 21/9/94

■BY BRENDAN TEMPLETON and ESTHER WAUGH

Protesting truckers ended their blockade at the Mooi River toll plaza last night after troops moved in and ordered them to leave.

No force was required and the first vehicles started moving out minutes after the crackdown was launched.

The hardline action to clear the N3 followed a top-level meeting in Cape Town to thrash out steps to defuse the crisis. It was attended by Safety and Security Minister Sydney Mufamadi, Defence Minister Joe Modise, Transport Minister Mac Maharaj and Deputy President F W de Klerk.

No support

In contrast to similar action last month when the plaza was blockaded for three days, no other organisations came out in support of the drivers' action yesterday.

Instead, it was roundly condemned by organised business and trade unions — including the umbrella body Cosatu.

Sapa reports that the toll plaza was kept darkened in the hours preceding the deployment of the troops. The move followed two deadlines — set by KwaZulu/Natal authorities — which were ignored by the truckers.

CRACKDOWN follows Government decision not to negotiate unless road is cleared 333

The lights were suddenly switched on at about 10 pm and soldiers moved in and ordered the drivers to leave. The first trucks started moving out at about 10.15 pm.

Traffic officials then patrolled the lines of trucks to supervise their departure.

Truckers had earlier prepared supper as the sun set on the blocked N3 roadside where they were urged by a union official not to give way.

A snap debate in Parliament yesterday afternoon resolved there would be no negotiations with the protesters until the road was cleared.

Police spokesman Warrant Officer Bonnie Smit said this news had been relayed to the drivers at 5 pm.

The action was organised by the Turning Wheel International Workers Movement (TWIWM), which had threatened to "bring the entire country to a standstill" if progress were not made on agreements reached during last month's action at the plaza.

Cosatu dismissed the movement as "two or three individuals on the lunatic fringe".

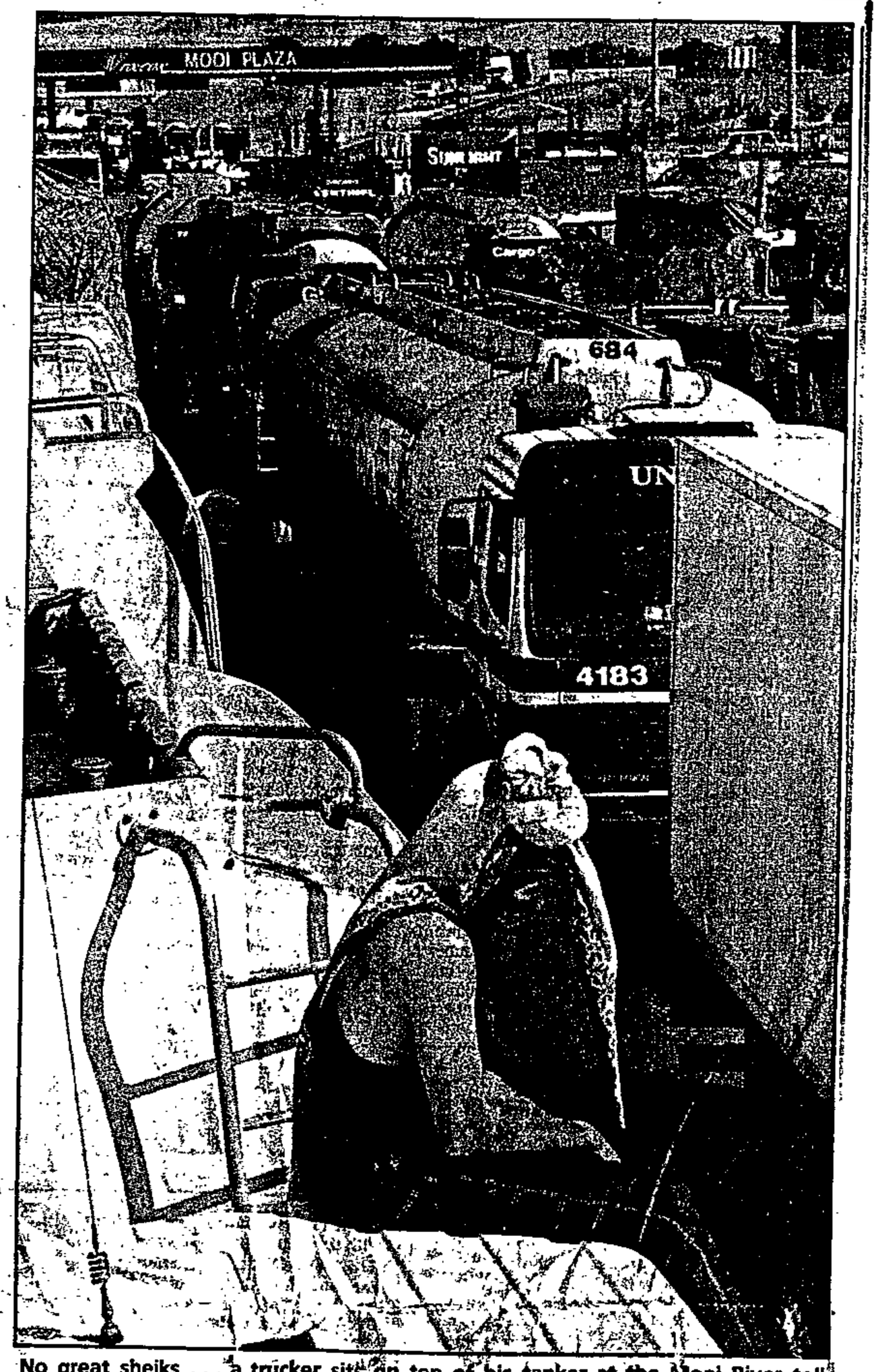
Undermine

The TWIWM spokesman Sam Williams claimed his organisation represented 2 000 drivers who spoke for the majority of truckers, but Cosatu and the Transport and General Workers Union accused the TWIWM of trying to undermine gains made by TGWU.

Yesterday's blockade was planned to sabotage today's negotiations aimed at setting up an industrial council for truckers, Cosatu said.

Traffic officers fired at the wheels of trucks which tried to break through a cordon and join the protest in the morning. No one was injured.

A similar protest by about 90 truck drivers on the N2 outside Port Elizabeth ended early yesterday.



No great sheiks . . . a trucker sits on top of his tanker at the Mooi River toll plaza protest yesterday. PICTURE: JODI BIEBER

Workers' groups clash over toll road blockade

JACQUIE GOLDING

THE Turning Wheels International Workers' Movement accused Cosatu of strike-breaking yesterday after the federation berated the union for organising a blockade at Mooi River on the N3.

The blockade by about 700 truckers on Tuesday was called to demand no tax on overtime pay, better working conditions and the establishment of a national industrial council.

A large contingent of police and troops moved in to break up the blockade at Mooi River but the movement's spokesman, Richard Madime, said the protest action had been successful.

He accused the Transport and General Workers' Union (TGWU), which organised a successful three-day blockade last month, of becoming a sweetheart union.

The TGWU said the Turning Wheels International Workers' Movement was "illegitimate" and was attempting to "divide workers".

It stressed talks with Labour Minister Tito Mboweni would continue and added a national industrial council would be set up by mid-October.

Sapa reports that the the Mooi River and Districts Chamber of Business called on government yesterday to make contingency plans to prevent further blockades of the local highway toll plaza.

It applauded government action in removing hundreds of lorries which blocked the national roads.

Lorry drivers said government had acted in bad faith in negotiations and claimed it had reneged on agreements after the first blockade.

Government blamed Turning Wheels for "treasonous" behaviour in blocking the road.

Business estimated the previous blockade, which lasted nearly three days, cost the economy R45m a day.

ANTHONY JOHNSON reports the ANC condemned as "criminal" the recent spate of truck blockades on major highways and the kidnapping of government officials by protesting communities.

"The situation has become a free-for-all," ANC spokesman Senator Jackson Mthembu said yesterday.

"If these action are repeated, the ANC will call on government to take legal steps — including the impounding of trucks and the arrest of drivers and hostage-takers."

Individuals or organisations with grievances should bring these to the attention of democratically elected public representatives at national or provincial level.

☐ Four truckers appeared briefly in the Mooi River Magistrates' Court yesterday on charges of attempted murder, road traffic offences and drunk driving following the blockade at the toll plaza.

focus on truckers

Sowetan 23/9/94

The Turning Wheel International Workers Movement "is for real", one of its founders says, dismissing criticism by its detractors that it is a union without a constituency. Political Reporter **Joe Mdhlela** spoke to Richard Madime:



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RICHARD Madime, leader of the Turning Wheel International Workers Movement, gets angry when the legitimacy of his union is questioned.

"If we are a fictitious organisation, who is behind the blockades that have caused so much misery in this country?

"Maybe," says Madime, "what angers our detractors is that we are aligned to the the Workers List Party — which is seen as 'communist-inspired'.

"If that is what they are beefing about, tough luck. We have a right to exist just like all other unions."

The union was formed in July this year because of dissatisfaction with the Transport and General Workers Union and the Transport and Allied Workers Union.

"We did not come into existence just because we got a rush of blood into our heads. No, it was after carefully weighing up issues.

"Our analysis revealed that the unions had abandoned militancy. They had become liberal in their outlook."

As for the TGWU, "it has lost touch with its constituency".

"We are distressed by the manner in which we have been attacked by the TGWU and Cosatu, dismissing us as inconsequential. They have lost touch with their constituency and are now behaving like strikebreakers. They are fast becoming sweetheart unions," says Madime.

"We appeal to workers to take control of their unions and salute the militant workers in Cosatu who support us in our efforts to bring justice to the workplace."

Officials of the TGWU were not available for comment. They were said to be attending an industrial council meeting.

Madime says many disgruntled workers are resigning from the TGWU "precisely because the union accused workers of being engaged in unlawful strikes".

"What do you do when the workers' rights are trampled on and the union has become emasculated," he asks.

"I do not think are unpatriotic. The point is that workers were not properly served in the TGWU, hence their decision to form Turning Wheels."

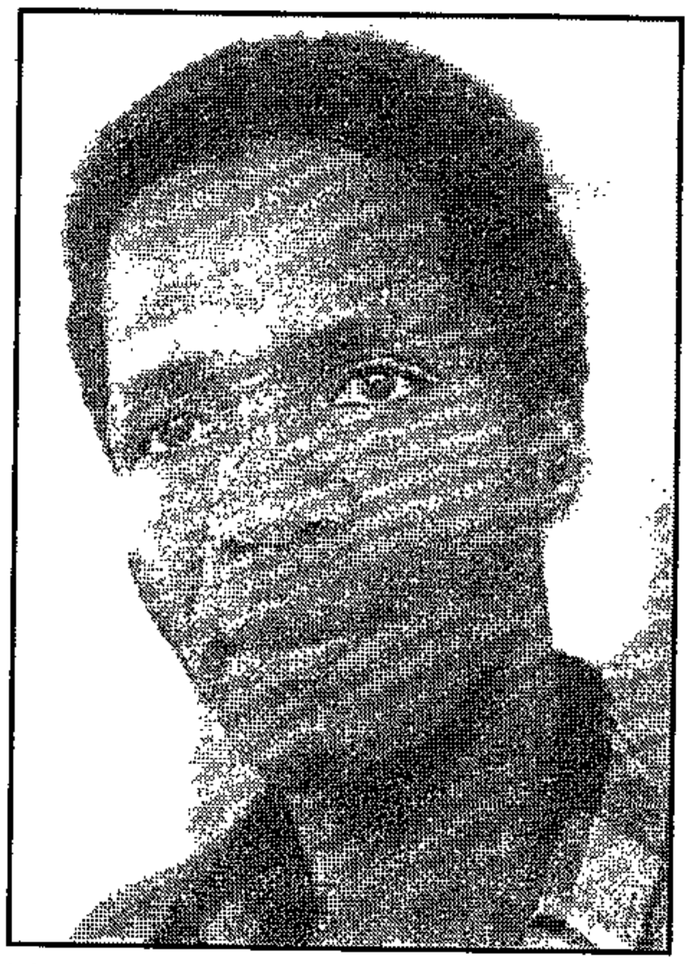
Turning Wheels is a democratic trade union for truck drivers, claims Madime.

"We have a signed-up membership of 3 000 truck drivers and assistants. This, in just less than two months. It also indicates that all is not well within TGWU."

Despite having been members of the TGWU for many years, the truck drivers' lot is not being taken care of, he says.

The workers are unhappy that TGWU cannot resolve issues involving low wages and the recognition of shopstewards in the industry. The truckers' poor working conditions do not contribute to healthy relations with TGWU.

"We as truckers could obviously not continue to have workers' interests undermined by an inefficient union. That is why we decided to form our own union," he says.



Richard Madime . . . leader of the Turning Wheel International Workers Movement.

"We did not come into existence just because we got a rush of blood into our heads. No, it was after carefully weighing up issues. Our analysis revealed that the unions had abandoned militancy. They had become liberal in their outlook"

Asked if there is any truth in suggestions that the movement is "fronting" for the Workers List Party, Madime says alignment does not mean fronting.

"We would like to maintain our independence, though. That is why we have an interim constitution we hope will be ratified soon.

"We make no apology that most of our members are affiliated to the Party. But what should be borne in mind is that the union and the Party are two different entities and should be treated as such."

This week's aborted blockade has not discouraged the TWTWM . "There will be other battles to be fought, but we have to express our disappointment at the fact that our protest was crushed by the army and the police."

He vows that no amount of force, slander or distortion will prevent workers from fighting for their rights.

Who is Madime?

Born in Sekhukhuniland 40 years ago, Madime has been an activist for the greater part of his adult life.

"I was particularly affected by the June 16 uprisings (in 1976). That, I tell you, turned my life around and taught me that every black man has a role to play in the struggle for liberation."

He went into exile in the late '70s, where he joined the PAC and worked in a number of African countries.

Between 1980 and 1993 he worked as a clerk, a freelance representative and a truck driver.

"It was while I was employed as a driver in Heidelberg that I joined the Transport and General Workers Union

"My experience as a long-distance driver heightened my awareness about the plight of drivers.

"But I was disappointed that the TGWU was ineffective in fighting for workers. It seems to me they are a sweetheart union, they are not prepared to upset the bosses."

Politically, Madime has found a home in the Workers List Party and sees the organisation as the only party that can bring true liberation to the working class.

Divorced a few years ago, Madime says he is very fond of his two children."

Joburg chaos as buses block routes

(333)

CT 7/10/94

JOHANNESBURG. — There was chaos in the city centre here yesterday when striking municipal bus drivers brought traffic to a standstill and striking security guards clashed with police, leaving several people injured.

A Witwatersrand police spokesman said police fired rubber bullets and stun grenades at security guards who took eight people hostage on the corner of Nugget and Wolmarans streets.

Six guards were injured when they clashed with police. Several were arrested and the hostages freed.

Earlier, about 350 buses were abandoned on the main routes, forcing thousands of motorists to edge their way out of the clogged city and leaving thousands of commuters stranded in the CBD. — Sapa

ODD PLEA IN CUSTOMS FRAUD CASE

See PAGE 3

SHIPPING FIRM GETS GUN CARGO

See PAGE 5

JITTERS ON FRESH FINRAND RUMOUR

See PAGE 9

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er 14 1994

Workers strike over Portnet policy

☐ Accused of working on business plan created during apartheid

ROGER FRIEDMAN
Staff Reporter

PORTNET is still running Table Bay harbour on policies and business plans created by apartheid bureaucrats, the SA Railway and Harbours Union said.

About 350 members of the union marched today from the railway store to Portnet's harbour office to hand a memorandum to the port manager.

And Portnet responded with a statement accusing the workers of going on an illegal strike, "totally against the spirit of negotiations" between the union's branch executive and local port management.

In its memorandum, the union said Cape Town workers were "in full support" of their colleagues at Durban harbour, who are on strike over the proposed privatisation of harbour services.

And Table Bay harbour management was "deliberately undermining" and "dragging its feet" over the demands of workers regarding affirmative action.

The memorandum accused port management of using its human resources manager, Coen Birkenstock, "to keep the union busy" while management went ahead implementing policies in flagrant disregard of union demands.

The union demanded that casual workers be employed on a permanent basis.

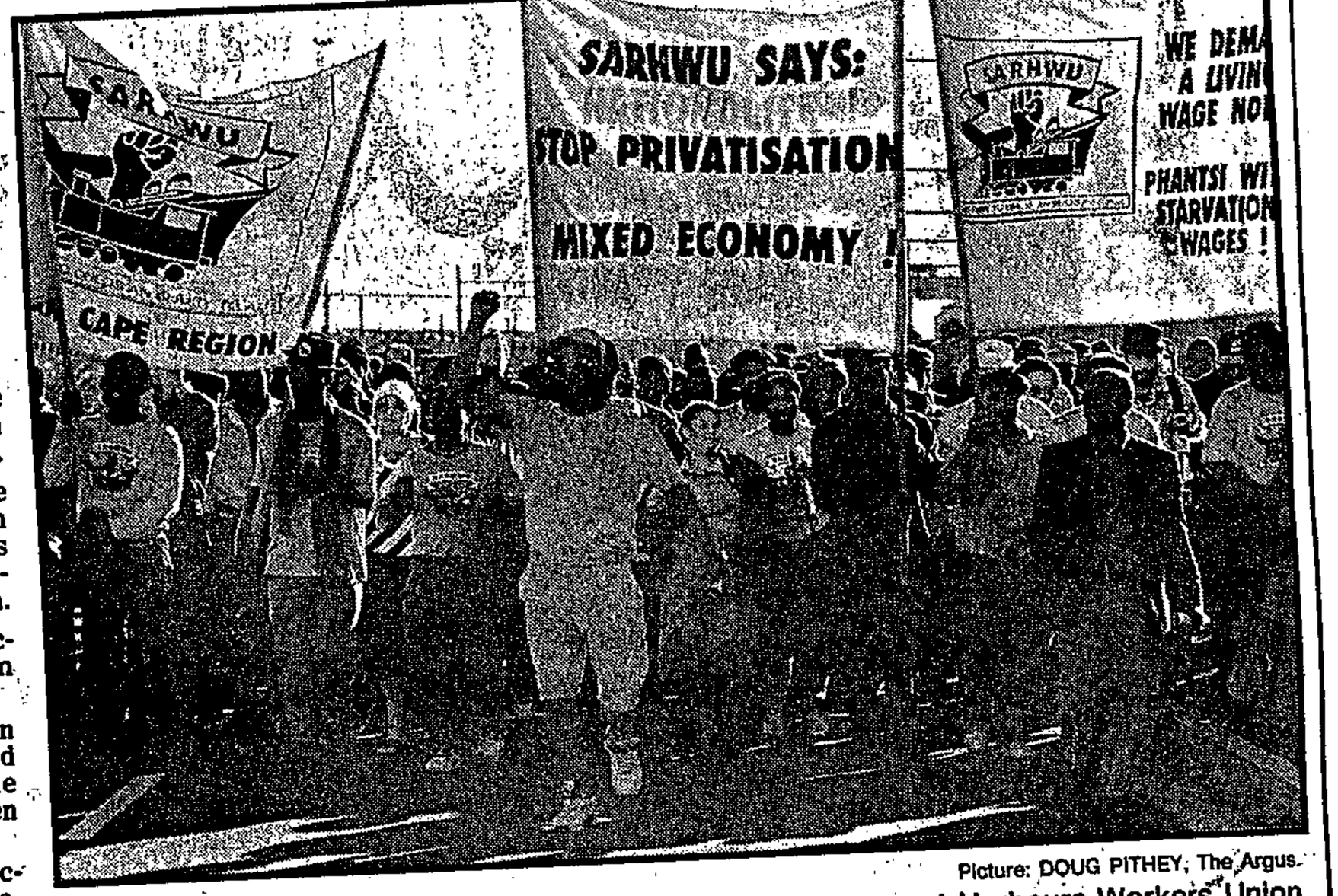
And the union said it believed port management's attitudes regarding privatisation were "intended to undermine the spirit of the reconstruction and development programme".

The union said: "We believe that you are still working on the old policies and business plan created by the bureaucrats of apartheid South Africa.

"We are not prepared to accept such an attitude from management."

Portnet communication manager Adri Bootsma said the march was against the spirit of negotiations between the union and management.

"With strike contingent actions put in place by management the strike will have very little, or no impact on port operations," she said.



Picture: DOUG PITHEY, The Argus.

DON'T PRIVATISE, NATIONALISE! South African Railway and Harbours Workers' Union members on the march through Table Bay Harbour today.

Thousands stuck after bus strike

Star 14/10/94

■ PRETORIA CORRESPONDENT

A bus strike in Temba near Hammanskraal, which left thousands of commuters stranded in Pretoria last night, continued today.

The strike has spread to depots in Mabopane and Ga-Rankuwa, and buses were not operating in those areas this morning.

This follows a strike by about 300 workers in Bothlaba Tswana, a Bophuthatswana Transport Holdings (BTH) bus depot in Temba after management fired two workers yesterday.

The managing director of BTH, Jan Kruger, yesterday confirmed the dismissal of the two workers.

He said the dismissed workers and staff at Botlhaba Tswana depot refused to return to a disciplinary hearing meeting. (333)

They then started an illegal work stoppage, said Kruger.

He said negotiations would be held with workers.

Last night policemen and defence force personnel became bus drivers, transporting thousands of commuters left stranded by the BTH strike home.

More than 2 000 people were bussed from Belle Ombr Station to their homes in Hammanskraal, Temba and surrounding areas in a joint operation involving the Internal Stability Division and SANDF's Northern Transvaal Command, Group 15.

(332)

Dock workers list grievances

Tribune

SEVERAL hundred Portnet employees marched through Table Bay harbour on Thursday to demand an end to the privatisation of port facilities and alleged unilateral restructuring by Portnet management.

The workers, members of the South African Railway and Harbour Workers' Union, presented their grievances to port manager Mr Neels Hubinger. — Sapa

Pickfords removal workers on strike

Weekend Argus
Labour Reporter

333

DRIVERS and general workers at Pickfords Removals in Epping have been on strike since Tuesday after a conciliation board failed to resolve a wage dispute between the company and the South African Chemical Workers' Union.

ARG 15/10/94

Union organiser Peter Roman said the workers were demanding a R60-a-week-across-the-board increase and the company had responded with an offer of R15.

Company director Frans Fouché confirmed the legal strike by three drivers and 21 packers and labourers.

He said the company was offering a 10 percent across-the-board wage increase — R15 a week for the lowest-paid workers but substantially more for senior staff.

Mr Fouché said the company had "no problem" with the worker action, which was legal. Negotiations were ongoing.

Bus drivers told of pay deal

(333)

JOHANNESBURG. — South African Municipal Workers' Union representatives and Johannesburg City Council transport directorate officials yesterday reported back to disgruntled bus drivers on an agreement reached on Sunday concerning pay.

According to a joint statement, the agreement was that two assessors would this week investigate apparent disparities and recommend urgent remedial action. — Sapa

18/10/94

Drivers hit out at 'slave traders'

By MARTIN NTSOELENGOE

FIVE thousand unemployed drivers are up in arms against labour broker agencies – accusing them of being "blood suckers".

The drivers recently marched to the Department of Manpower offices in Johannesburg and demanded that the government shut down the brokers.

There are more than 2 000 of these "fly-by-night" agencies operating illegally in the country, a spokesman for the unemployed drivers, Victor Smith, told City Press.

As most of these agencies were not registered, the government was losing millions in tax, Smith said.

The sooner the Government of National Unity investigated these illegal agencies the better for the economy, or the country would suffer financial loss, Smith said.

The unemployed drivers also say that they find themselves in a no-win situation when they deal with labour brokers. They feared that their job status would remain temporary for all their lives.

The allegations were dismissed as untrue by a spokesman for Drivers Galore. The spokesman said his company was fully registered with the Department of Manpower, and was operating openly.

He also said the drivers' particulars were recorded and sent to the manpower offices to secure them benefits.

The spokesman said: "There could be other agencies who are fly-by-nighters, but we fully registered and are open.

"We treat all our drivers with the respect they deserve," the spokesman said.

The protesting drivers were from the East Rand, West Rand and Johannesburg townships.

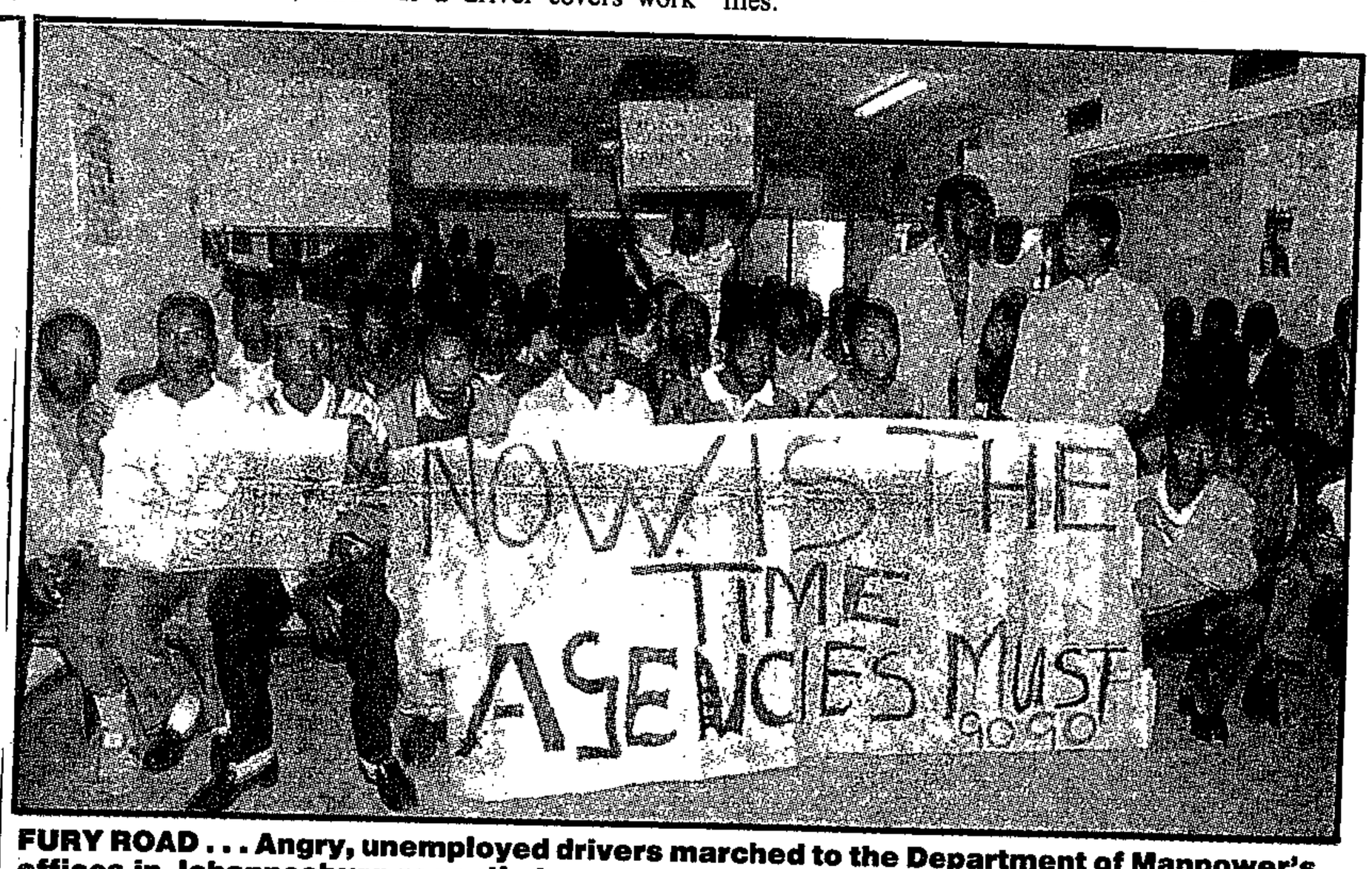
They claimed that the agencies were "nothing but slave camps, where our labour is sold for a few cents to arrogant and sometimes violent agency employees", according to one driver.

Nathan Bodibe, who is in charge of organising drivers on the Reef, said: "If a driver covers work worth R500 it means he has to share the meagre pay with the agency.

"The agencies are a bunch of blood suckers because they get money from different companies each month, but still want us to share the little amount a driver gets."

The unemployed drivers major complaints are that:

- Labour brokers share the drivers' wages;
- Labour brokers are selling drivers to employers at low rates;
- Companies do not send work to manpower offices but go directly to the agencies.
- Truck-hire companies do not hire drivers from the manpower offices, but use the agencies.
- Some companies use drivers from neighbouring African countries, who they pay far less than they would local drivers, and;
- Though most of the drivers are married, they work on a temporary basis and are unable support their families.



FURY ROAD . . . Angry, unemployed drivers marched to the Department of Manpower's offices in Johannesburg recently to protest against "fly-by-night" labour brokers.

■ Pic: TLADI KHUELE

Transport unions, employers agree

Star 4/11/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

After six weeks of intensive negotiations, employers and unions in the road transport industry yesterday signed an agreement which will lead to the establishment on an industrial council — an issue which two months ago led to blockades by truck drivers.

According to a joint statement released yesterday, "this agreement firmly lays the basis for a new policy framework in which the road freight industry is to function in terms of industrial relations, education, training and restructuring of the industry". (333)

"More importantly, it will have to become an effective collective bargaining forum in which matters of mutual concern . . . are addressed."

Coercion claimed over overtime ban

Star 10/11/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The Transport and General Workers Union (TGWU) says its members are being intimidated by those of the Turning Wheel Workers Union (TWWU), which has banned overtime in the road transport industry.

TGWU general secretary Randall Howard said his office has been inundated with calls from branches and members saying they had been coerced and intimidated.

There were reports that:

■ Intimidation was being used to force workers in the goods transport industry to join the overtime ban.

■ A minibus with armed occupants was patrolling industrial areas.

■ Long distance drivers were being stopped and ordered at gunpoint to join the TWWU and comply with the ban.

■ An anonymous pamphlet was distributed which called on all workers to uphold the ban, without giving reasons.

"It appears from these reports," Howard said, "that our members in large established companies have been the target."

TWWU leader Richard Madime said: "I'm surprised at their statement. We're further surprised that TGWU has taken the side of management that workers should be forced to work overtime.

"We have differences, but we believe that at this time we should join hands and fight driver abuse. Truck drivers are abused and exploited to the limit."

(333)

Madime said his office was not aware of any intimidation by TWWU members. Instead, he said, his union had been dealing with employers who had threatened to dismiss workers for embarking on the overtime ban.

Huge expenses incurred by labour unrest at SA ports

IAN SHIFFMAN
Shipping Correspondent

ARG. 19-20/11/94

LABOUR problems at major South African ports have caused shipowners to incur huge expenses, forcing one Taiwan-based shipping line to consider cutting out future calls at South African ports.

Strikes and go-slows in Durban and Cape Town have upset sailing schedules of all the major shipping lines, with delays causing shipowners millions of rands.

Importers, especially in the Reef area, are complaining bitterly that they will not receive their containers in time for the Christmas trade, as thousands of containers are backed up in the depots.

David Yang, chairman of Nantai Line which has been operating a container ship service between the Far East and South Africa for 12 years, told Weekend Argus that if strikes and labour problems persist, Nantai would seriously re-evaluate South African ports.

He said the line did not anticipate the huge losses caused by the strikes and go-slows — each day's delay cost a ship between R52 500 and R87 500.

"Fuel costs also increase when a vessel is forced to speed and make up lost time. All this does not include additional expense spent on pacifying customers when alternate routing is forced on us," he said.

Asabosa has been approached by Yang to try to mediate between the port authorities and the labour forces, to seek a permanent resolve to the labour problems.

Shipowners and agents in Cape Town are also frustrated by the expensive delay of ships due to strikes and go-slows.

Larry du Toit of Seaclad Shipping, local agents for Indian Ocean Lines, said the Freyburg was continually plagued by labour problems when she called to work cargo recently.

The vessel should have completed the loading of 10 000 tons of cement and general cargo in six days. The ship eventually sailed after 16 days.

In another incident this week the MACS multipurpose ship Blue Master had to sail from Cape Town with a near-full cargo when fighting broke out between workers from two stevedoring companies, preventing the Cape Town-destined cargo from being discharged.

Workers from the one company demanded to do the full unloading, causing fighting with stevedores from an opposition company.

Owners and agents have convened a meeting next week at which these and other matters will be discussed, following which they will make representation to Portnet on addressing a number of problems.

SAA work stoppage delays several flights

(233) CT 19/11/94

JOHANNESBURG. — About 1 200 South African Airways technical and maintenance staff staged what the airline said was an illegal work stoppage on Thursday.

SAA said in a statement yesterday several flights were delayed because of the stoppage.

One of the four unions representing SAA technical staff, the South African Airways Engineering and Allied Union, went back to the company's management on Wednesday with new demands after signing a mediated wage settlement on Tuesday.

SAA said union representatives had told management they would advise members to strike if the demands were not met.

On Thursday, after some "intimidation", about 1 200 staff members went to a hangar where a meeting was held, the SAA statement said. — Sapa

Police arrest eight air force employees

EIGHT SA Air Force employees were arrested yesterday afternoon when they participated in an illegal placard demonstration outside the Ysterplaat Air Force base.

The protesters, all general assistants at the base, were demanding that the Air Force recognise the National Education and Allied Workers' Union (Nehawu).

A Nehawu spokesman charged that the arrests were an example of police interference in a labour dispute. — Sapa

NEWS FEATURE Opportunistic unions springing up in the wake of failed promises

Militancy: the curse of labour

Militancy: the curse of labour

By Marianne Merten

THE road freight sector is quiet following blockades earlier this year at the Mooi River tollgate and elsewhere, but acrimony between the Transport and General Workers' Union and the Turning Wheels Workers' Union continues to stalk the industry.

Worker militancy in the face of what is perceived to be non-implementation of the government's reconstruction and development programme has made space for new organisations, which some describe as "opportunistic thugs" but which others acclaim for furthering worker rights.

Such accusations and counter-accusations were made between Turning Wheels and the TGWU over the blockades and while negotiating a new national industrial council for the road freight sector.

The TGWU, the employers' Road Freight Association and Turning Wheels on October 31 finalised an agreement on the council which would discuss wage demands and benefits. Only days later, on November 3, Turning Wheels called for a ban on overtime, which some claim it enforced by intimidation and violence.

Turning Wheels's Mooi River blockade of August 22 caught the TGWU by surprise as it neared agreement with employers on setting up the new council.

Turning Wheels's September 20 blockades at Mooi River, Motherwell and Colesberg came soon after agreements on a draft constitution for the council and a dispute resolution procedure.

TGWU secretary-general Randall Howard this week told Sapa Turning Wheels was supported by the far leftwing and its actions had been to destabilise the political dispensation.

He said the Mooi River blockade had been arranged by Turning Wheels, not to press for a settlement with employers, but to present the impression the group was leading the worker struggle. Turning Wheels had taken the opportunity to recruit members.

Leftist individuals

"I'm convinced we are dealing with a group of individuals linked to certain leftist groups. The question ultimately is where were these people when we were engaged in the struggle (for democracy)?"

Workers' List Party national executive member Mr Brian Ramadiro said the TGWU's claims were "a smokescreen". The party and the Workers' Organisation for a Socialist South Africa supported worker struggles regardless of unions.

Although some of Turning Wheels's leaders were WLP members, it was a rank-and-file movement.

"Nobody raises this cross-membership issue when it comes to the African National Congress," he said.

Turning Wheels's secretary-general Richard Madime is candid about his background. He was a WLP member before becoming a TGWU shop steward at the International Transport Corporation in what is now the North-West.

Since the Mooi River blockade he has not reported for work and the ITC sacked him on September 7. He has let his TGWU membership lapse. Madime is unperturbed by the murky origins of his union. It has changed its name (formerly the International Workers' Movement) and its telephone number has changed at least three times. He said this did not detract from its legitimacy.

He objected to the organisation's treatment by the media which had mostly ignored it since Mooi River. He said nobody arrived for a recent Press briefing at Johannesburg's Carlton Centre, but when the Congress of South African Trade Unions held a briefing the media "came running".

"These are signs to us there is a force . . . wanting to see us eliminated from the transport industry."

Overtime ban

Midrand-based Lehmbecker Transport has been tense since an overtime ban was declared on November 3 and a court interdict was obtained the same afternoon by the Road Freight Association.

In the past two weeks 14 trucks have been shot at on their way from Johannesburg to Durban. Police are investigating charges of intimidation and one of contempt of court. They are keeping an eye on Lehmbecker trucks. At the Midrand depot Turning Wheels and the TGWU have clashed on the overtime ban and how to resolve tensions arising from the dismissal and retrenchment of some workers last year.

A meeting between the TGWU, management and police on December 8 to negotiate a solution ended with the union promising its members would return to work the next day. But Lehmbecker director Mr Dieter Lehmbecker said: "We still have people 'phoning us, saying 'We want to return to work but if we do we will be killed'."

Madime said he was unaware of violence at Lehmbecker. As far as he was concerned the trucks were off the road.

He said Turning Wheels's actions at Lehmbecker were justified because "in trade union history procedures are followed with no results".

Howard said the TGWU was not opposed to another union in the industry, but it should have clear objectives and the ability to obtain benefits for its members.

He said Turning Wheels had neither the capacity nor the skills to handle labour disputes.

"They have to do it (in a way) acceptable to a democratic society. There is no place for thugs in our society anymore."

Howard said his union was not above criticism. The blockades had shown it needed to improve services to its members, internal organisation and reporting procedures. Employers too were surprised by Turning Wheels's industrial action.

Motor Transport Owners' Association president Johan van der Walt said Turning Wheels had taken part in all talks and signed all agreements for the new industrial council. But Turning Wheels may not be represented on the council because of the technicality that it is not registered.

Madime said Turning Wheels was in the process of registering as a union, but claimed this was being delayed by the registrar. — *Sapa.*

"I'm convinced we are dealing with a group of individuals linked to certain leftist groups"