

WAGES — 1990

JUNE — DEC

Miners call dispute after talks fail

Staff Reporter

Negotiations on wages and other conditions of employment between the Chamber of Mines and the National Union of Mineworkers (NUM) ended in deadlock on Wednesday when the union declared a dispute.

The NUM decision came after the parties failed to reach agreement on a Chamber offer of wage increases ranging between 13,5 and 16 percent.

The Chamber said in a statement that the higher percentage increase offer was directed at employees at the lower end of the scale. The union had demanded wage increases ranging from 20 to 32 percent.

Barry Shipman, the Chamber's general manager of industrial relations services, said: "At a time when the viability of certain mines is being threatened ... we believe that the offer presented today was eminently reasonable."

However, NUM press officer Jerry Majatladi said the Chamber's offer was "ridiculously low" and did not compensate workers for inflation.

OK threatens to close stores as 4 000 strike

By Stan Hlophe

OK Bazaars yesterday threatened to close three stores and embark on large-scale retrenchments in response to a strike by more than 4 000 of its workers at 100 stores.

The Pretoria-Witwatersrand-Vereeniging area is the hardest hit, with hundreds of workers picketing store entrances yesterday.

OK industrial relations spokesman Gavin Brown said at a press briefing in Johannesburg that as a result of deteriorating trading conditions the company was not in a position to accede to the workers' wage demands.

The workers are all members of the SA Commercial, Catering and Allied Workers' Union (Saccawu).

The union's co-ordinator, Jeremy Daphne, said that year after year OK had tried to keep pay increases as low as possible. Last year, the increase at OK was the lowest of all major chain store groups.

Explaining OK's stand, Mr

Brown said: "We have advised the union that we will accelerate our process of closing shops that are marginally profitable. We have already informed them that we intend shutting down two stores — Faraday in Johannesburg and Goodwood West in Cape Town — in June."

Relocation

"Up to the beginning of the strike, we were negotiating the relocation of the staff, but we don't know now where that process stands."

In addition, workers could be retrenched from other stores as "low sales caused by strike action meant fewer jobs".

Mr Brown said union demands for a R160-a-month across-the-board increase and a minimum wage of R800 could not be met.

"Our profit after tax was 14,6 percent. This strongly reflects the deteriorating economy. The company is offering between R115 and R145, depending on the years of service."

"Our basic monthly wage is R710. Our offer is 17,7 percent, which is way above the inflation rate of 14 percent. The union demands amount to 20 percent."

OK also rejected a call for a raise in sales commission, a 13th cheque, an allowance for washing uniforms, and March 21 (Sharpeville Day) as a paid holiday. Management has offered to substitute a paid holiday.

Mr Brown warned the union that not only would the company be obliged to accelerate its programme of store closures, but would also be unable to maintain the present level of employment.

● Sapa reports that the strike has spread to Bophuthatswana.

Workers at OK Bazaars in Ga-Rankuwa have downed tools, following the preliminary results of a strike ballot held by Saccawu last week.

The administration manager of OK Bazaars at Ga-Rankuwa said about 80 percent of the staff there had walked out, but the store was continuing to operate with casual labour and senior staff.

OK strike has spread to 122 stores, says union

The strike by OK Bazaars workers has spread to 122 of 166 stores around the country.

Jeremy Daphne, spokesman for the South African Commercial, Catering and Allied Workers' Union, said last night there had been numerous reports of action — some involving police — against strikers.

Mr Daphne said eight workers had been arrested while picketing in Delareyville, West Rand. Workers at the Eloff Street, Johannesburg, branch were teargassed by police and in Vereeniging a shop steward was held by police on Monday night for three hours and questioned.

"There have been a number of allegations from OK management regarding the conduct of striking workers. The union emphasises that it is committed to peaceful and disciplined industrial action," he said.

Emphasis

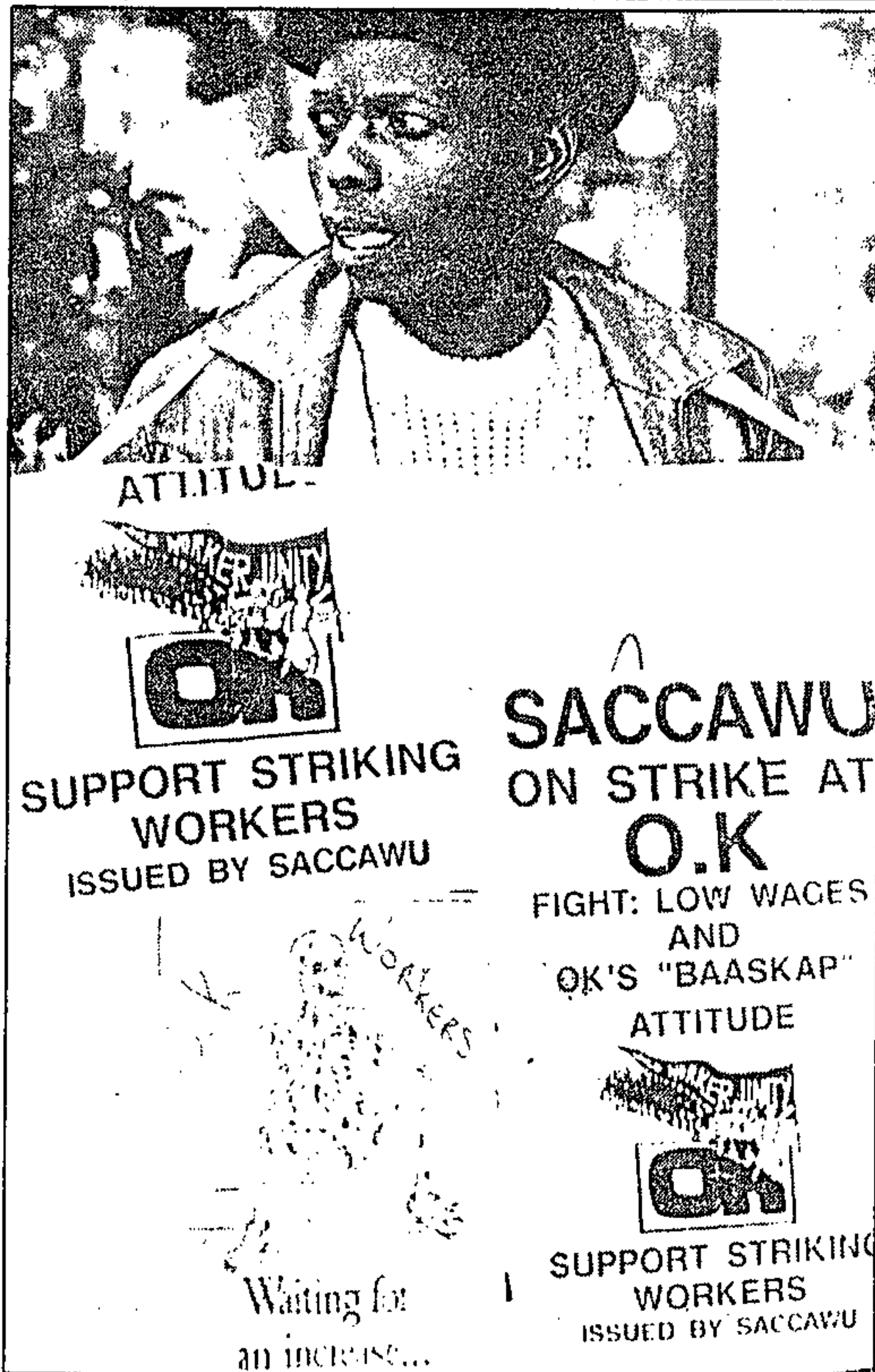
The union had also experienced problems with members of the public harassing picketing workers, he added.

He said OK's management had placed great emphasis on the fact that 58 percent of Saccawu's members had voted in support of industrial action.

"In most regions the 'yes' vote was over 70 percent. The main reason for the 58 percent is the war situation in Natal."

Mr Daphne said yesterday although the company had admitted a poor record for the past financial year, management should be compelled to dig into retained profits to pay legitimate wage demands.

OK spokesman Gavin Brown



A striker holding a placard outside a Johannesburg branch of the OK Bazaars.
● Picture by Stephen Davimes.

said this was patent evidence of the union's ignorance of finance. Retained profits were withheld from shareholder dividends and retained specifically to fund the company's future growth. If this fund were used up, OK would have to borrow at crippling interest rates.

The union is demanding a R160 a month across-the-board increase, a minimum wage of R800, a 13th cheque as a right, a

five percent increase for sales staff and March 21 (Sharpeville Day) as a paid holiday.

OK is offering a R115 to R145 a month increase depending on years of service and is prepared to negotiate a 13th cheque as "a no-strike bonus". It has offered a 12-day public holiday package, with specific days to be chosen by the union. But it is not prepared to "simply add" March 21 to the holiday calendar. — Sapa.

The OK strike two different stories

Star 6/6/90

By Stan Hlophe

With more than 4 000 OK Bazaars workers on strike and more than 100 stores involved countrywide, the management of the company and the South African Commercial, Catering and Allied Workers' Union (Saccawu) have blamed each another for the strike.

OK spokesman Gavin Brown says:

"Yesterday, about 103 stores were on strike, with more than 4 000 workers involved.

"The strike at most of the stores except two has been peaceful.

"There has been a lot of intimidation in the other two stores — head office in Eloff Street and in Pretoria.

"Police had to use teargas at the Eloff Street branch after strikers blocked traffic outside the store.

"There have been threats of burning houses and one worker from the Randburg branch was assaulted when he refused to join the strike.

"The company will be obliged to accelerate its programme of store closures because it will be unable to maintain the current level of employment.

"The union has negotiated in bad faith, and it has been frustrating and unreasonable.

"What the union has demanded is tantamount to economic suicide and industrial mugging, and we are not prepared to be part of that. OK has tried to have improved relations with the union but has been given a cold shoulder."

Saccawu co-ordinator Jeremy Daphne says:

"About 58 percent of the workforce from 122 stores has been on strike since Monday.

"The company's offer of service-related increases is an attempt to divide the union members.

"Saccawu rejects these unequal increases. OK is not agreeing to March 21 as an additional paid commemoration day and Saccawu sees this as proof of the OK's attitude towards the aspirations of the exploited masses.

"It is using the slim pro-strike ballot margin as a tool to label the union undemocratic. This was just one example of the ill-will caused by the company. Mass dismissals in 1984 at Sandton, in 1986 at Welkom and in 1988 at Roodepoort had generated immense ill-will.

"The management has a 'baaskap' mentality and has adopted a hostile and iron-fist attitude. It has been uncompromising in the wage negotiations. The management has shown a bad attitude, being naïve and insensitive towards workers' aspirations.

"OK has consistently paid low wages and has been using unorthodox methods unlike those of their competitors."

Labourers take home R300 - union

By Stan Hlophe

An unskilled labourer working as a sweeper at the OK Bazaars earns less than R500 a month before deductions. He takes home about R300. He is also entitled to 12 percent discount on store purchases.

Workers backed by the South African Commercial, Catering and Allied Workers' Union (Saccawu) say the price of food, transport, rent, education for their children is no cheaper for a cleaner, than for a furniture salesman.

They maintain that is why they have embarked on strike action because OK is among the lowest paying retailers. Cashiers, general workers and clerks with service ranging from five to 20 years earn less than R1 000.

OK's industrial relations spokesman, Gavin Brown, says the minimum wage for the unskilled labourer is about R600 and for the cashiers R710 after one year's service. He said the company had offered increases ranging from R115 to R145, based on length of service.

Saccawu has rejected OK's offer and demanded a R160 across-the-board increase, Brown said. He claims OK salary scales are above average.

A supervisor or chief till controller earned R1 500 and a furniture salesman (the highest paid worker) earned R2 500 plus commission of 3 percent.

All employees are entitled to pension, medical, educational and housing benefits. Additional leave was linked to service, said Mr Brown.

Workers told The Star that most did not subscribe to the medical aid scheme because they could not afford it.

Workers go on strike at OK's stores

By LEN MASEKO

ABOUT 5 000 workers went on strike at OK Bazaars' 122 stores countrywide on Monday, setting the stage for a showdown between the two parties.

The South African Commercial, Catering and Allied Workers Union (Saccawu), which represents the workers, estimated that as many as 6 000 OK employees were on strike while management put the figure at between 2 000 and 4 000.

Dozens of Saccawu members picketed OK outlets during the past two days, carrying placards which accused the retail chain of "baasskap mentality" and "under-paying its staff".

They demanded - among other things - a R160 across-the-board increase, R800 minimum pay and recognition of March 21 as a paid holiday.

The chain store has offered the union's nearly 10 000 members at its 200 stores service-based increases ranging from R115 to R145 a month and a R710-a-month salary after a year's service.

Saccawu official Mr Jeremy Daphne said the strike followed a "yes-vote" by 57 percent of the union's members who polled during last week's ballot.

A majority of the strikers were employed at the chain's Pretoria-Witwatersrand-Vaal outlets while, in Natal, the strike was patchy.

He said: "Our members in Natal did not fully support the strike because they are busy fighting for their lives."

"It is disappointing that OK management is now gloating the Natal situation in spite of the fact that our members did not want to be sitting ducks for members of a rival organisation".

However, 16 stores were affected by the strike in Natal, Daphne told a Press conference in Johannesburg yesterday.

Mr Gavin Brown, the chain's industrial relations spokesman, said the company regarded the strike as "an active economic suicide" and "industrial mugging".

"The company is unwilling to go on this route (active economic suicide) and will have to respond to this mugging", said Brown.

Major drive to create jobs by the thousand

The Argus Correspondent

JOHANNESBURG. — Tens of thousands of new jobs could be created in the industrial sector if the South African Chamber of Business succeeds in persuading employers to introduce extra shifts to double normal production runs.

Sacob director-general Mr Raymond Parsons said yesterday that hundreds of manufacturers were being lobbied to plan double-shift systems that would mean the recruitment of bigger labour forces.

The carrots being offered are low-cost loans from a R300-million fund created by the Industrial Development Corporation (IDC) and open to industrialists who join the action plan to blunt the unemployment problem — and boost profits by better and more efficient use of production tracks.

Sacob believes the scheme may prove a major factor in averting growing threats of retrenchments in the economic slowdown expected to persist over the next few months.

Manufacturers will be encouraged to use the boost in production flows to swing the emphasis of industrial sales to export markets to offset cutbacks in demand on the domestic market.

Details about the master plan will be spelled out at a series of seminars Sacob is planning in conjunction with the IDC in Johannesburg, Durban and Cape Town.

Sacob believes the scheme not only promises a major boost in employment opportunities but also lower consumer prices on a wide range of manufactured goods as a result of lower production costs stemming from more effective use of factory equipment.

Another 900 join countrywide OK strike

Staff Reporters

About 6 000 OK Bazaars workers are now striking countrywide in support of union demands for pay increases, the company's industrial relations spokesman, Gavin Brown, said today.

Amid claims by the South African Commercial and Catering Workers' Union (Saccawu) of widespread police intervention and intimidation at many of the 120 affected stores, the strike was swelled by another 900 employees yesterday.

The union claimed police told

workers in Cape Town they would be arrested if they were seen out of the store, 70 policemen who arrived in 10 vans tore up placards in Pietersburg, and workers were arrested in the northern Transvaal town, King William's Town, Delareyville, Vereeniging and Pretoria.

Saccawu also alleged 110 workers from another union who were helping out at the Cresta store in Randburg arrived carrying knobkerries and knives.

Striking Johannesburg OK workers were allegedly harassed

by the company's security staff

Workers at the Eloff Street branch came to The Star offices after the incident and said they were called "kaffirs" and ordered to move the picket away from the store's premises.

The angry workers said they were photographed again by security staff

The strike started on Monday after a breakdown in talks over pay increases, a 13th cheque and the union's demand for March 21 (Sharpeville Day) as a paid holiday.

Numsa, Seifsa talks enter fifth round

DANIEL FELDMAN

THE fifth round of annual wage talks begins today between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa).

The current Main Agreement, which determines the wages and conditions of employment for the industry's 380 000 employees, expires on June 30.

After the fourth round of talks on May 10, spokesmen for both sides said they were frustrated with the slow pace of the negotiations.

"I hope that more rapid progress will be made in these talks," said Seifsa executive director Brian Angus yesterday. He said if the agreement was not finalised today, another meeting would be scheduled before the end of June. He refused to comment on Seifsa's planned proposals for today's meeting.

Though Seifsa did not offer an addi-

tional wage proposal during the fourth round meetings, it made revised proposals on sick leave and overtime.

It has thus far made two offers to increase wages, the latest offer ranging from 11,5% to 15,7% increases in the various wage categories. (355)

Numsa rejected the offer as it "didn't come close to the forecasts for the annual inflation rate, and it did not include a guaranteed personal increase", said a Numsa statement.

Numsa's demands stand at a R2 an hour across the board increase — a 56% increase on the lowest rates.

Some progress was made at a special meeting last week on secondary issues, including employment security and discrimination in training, which may be ratified today.

81049 7/6/90

355
7/6/90

Hotel strike settled as wages raised

A strike at the Mariston Hotel in central Johannesburg was settled yesterday with workers receiving a R150 across-the-board increase, backdated to March 1.

A SA Commercial Catering and Allied Workers' Union (Saccawu) spokesman said the two parties agreed to:

- A minimum wage of R575 from October 1 and four months' maternity leave.

- No disciplinary action against alleged union intimidators.

- Details of the company's finances being disclosed within a few weeks.

Mariston spokesman W H Westphal said he believed the settlement was amicable although the hotel had not shown a profit for the last two months and was likely to be in the red again this month.

Strikers had not been dismissed, he said, and were due back at work tomorrow. — Sapa.

guards and cleaners march to the Department of Manpower offices in Cape Town last week

other people forget about. Many of us work a continuous nightshift, constantly facing

Union wants minimum wage of R1 000 a month

DESPITE the difficulties of organising in the sector, the Transport and General Workers' Union (TGWU) says it has signed up more than 30 000 workers.

The union is campaigning for a minimum wage of R1 000 a month, a 40-hour working week and job security and benefits.

Wages are presently determined by the Department of Manpower's Wage Determination Board.

Many of the companies work on contract to

clients. Workers suspect that, if clients pay higher wages, this is not passed on to them.

The employers argue that there is intense competition for contracts in the industry so that they have to keep wages down.

TGWU wants a central bargaining council for the industry. It is also campaigning for the scrapping of the recently-passed Security Officers' Act which, the union says, threatens to turn security guards into "para police".

Earlier this month, the union met the newly-constituted Security Board and the employer body, the South African National Security Employers' Association (Sansea).

TGWU told both bodies that the union wanted the entire Act scrapped as workers had not been consulted when it was drawn up.

As a compromise, they signed a letter from Sansea asking the government to freeze the Act which is due to be implemented in October.



NO BAASKAP: A Saccawu member pickets outside an OK Bazaar outlet in Johannesburg

Support call by OK strikers

By CHIARA CARTER
and MONO BADELA

THE South African Commercial, Catering and Allied Workers' Union (Saccawu) has called for community support for a nationwide strike at OK Bazaars.

The company has responded by saying it would be forced to close some of its stores. *Sow/L 7/6-13/6/90*

About 5 000 workers at 122 OK Bazaars stores throughout the country downed tools this week in support of wage demands.

Hardest hit by the strike is the Witwatersrand, but the strike has spread to stores in Natal, where workers did not vote in favour of the strike, and to Bophuthatswana.

The workers are demanding an across-the-board wage increase of R160 and a minimum wage of R800.

Seifsa moves pay offer up a notch

DANIEL FELDMAN

EMPLOYERS yesterday increased their wage offer by 1% in the fifth round of pay talks between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa).

The parties described the talks as failing to make significant progress. A sixth round was scheduled for June 14.

Seifsa tabled a third wage offer ranging from a 12,5% to a 16,7% wage increase. This brings the lowest rate to R4,11 an hour, an hourly increase of 55c on current wages. Their last offer ranged from 11,5% to 15,7% — 51c an hour for labourers. Numsa's unmodified demand stands at a R2 across-the-board hourly increase.

"It appears there is little likelihood of a Main Agreement being ratified before the existing one expires on June 30," said Seifsa spokesman Hendrik van der Heever. 310am 8/6/90

Numsa said progress was made on a job creation programme and discrimination in training.

Numsa attacked employers for allegedly "preferring to import artisans from Europe rather than taking on locally trained people." Van der Heever said Seifsa would investigate the claim.

On the high wire

More than 4 000 SA Commercial, Catering & Allied Workers' Union members started a wages strike at about 100 OK Bazaars outlets on Monday. (21) (152)

Union spokesman Jeremy Daphne says the strike began after negotiations and conciliation board meetings failed to resolve differences over wages. He claims the strike spread to 122 stores countrywide by Tuesday.

OK industrial relations spokesman Gavin Brown says the strike on Monday was concentrated in the PWV though some stores in Cape Town and Natal had also been affected. At that stage no branch had a 100% walkout and operations were normal.

The action follows a ballot last week among the union's 10 000 OK members in which 58% voted for a strike. OK's work force is about 25 000.

Small majority (355)

The union claims the small ballot majority is due to the concentration of a large number of stores in Natal "where intimidation was rife." It had decided to strike — not because of "mindless militancy" — but because it believed that worker antagonism towards the OK was greater than the ballot result suggested.

The union has demanded an across-the-board increase of R160 a month, a minimum R800 (now R620) a month, 5% commission for sales personnel and a 13th cheque. Other demands include payment of laundry costs and recognition of March 21 as a paid holiday.

The company has offered service-based increases ranging from R115 to R145 and a minimum wage of R710 after one year's service. With regard to March 21, the company has put it to the union that employees should be granted a choice of 12 days a year from the public holiday calendar.

In the wake of the strike, the company has now threatened to accelerate its programme of closing marginally profitable stores, with two already closed and the intended closure of Faraday in Johannesburg and Goodwood West in Cape Town.

OK says it is unable to meet the union wage demand because of its poor financial performance this year. After-tax profit in 1989 was 14,6% down on the previous year.

F/M 8/6/90 (31) (152)

"The strike is seen as an act of economic suicide," says Brown, and if it continues "the company will have no choice but to pass on costs by reducing the work force."

The union says that, although it recognises the company's profit margin had dropped, a broader perspective than the latest figures had to be examined. (355)

"OK's had good years, but it has had a consistent record of low wage increases," Daphne points out. "We're looking at retained profits and the history of OK's financial wealth."

It is too early to see the effect of the strike but a union spokesman warns: "Even if most OK stores are surviving with the employment of casual workers, pickets will ensure that they do not get any customers." ■

ANC boosts OK strike

Bitter turn as bosses say 17 stores could be closed

By CONNIE MOLUSI

THE wage strike by OK workers received a boost on Friday when the ANC economic desk joined in the midday picket of OK stores.

The ANC said it was showing solidarity with striking workers. The South African Commercial Catering and Allied Workers' Union (Saccawu) has held meetings with community organisations canvassing nationwide support for the 6 000 striking workers.

The move by the ANC could throw community support behind the strike, and already some OK stores are being boycotted by black consumers.

The strike seems set to take a bitter turn following the company's threat to close 17 stores as a result of industrial action.

Workers have been holding placards at all store entrances throughout the week-long strike.

The strike follows a deadlock in negotiations on wages and conditions of employment.

The main wage demand is a rise of R160 a month across the board. The OK is offering ser-

vice-related increases ranging from R115 to R145.

OK has also rejected other union demands such as rises in sales commission and March 21 as a paid public holiday.

According to Saccawu spokesman Jeremy Daphne, "settlement of the strike hinges on OK's willingness to start negotiating meaningfully and to withdraw their completely unacceptable position of proposing unequal increases".

"Management has contributed towards the hardening of workers' attitudes by insisting on proposing unequal increases. Also, at a late stage in the negotiations, they suddenly announced 17 stores had been earmarked for closure."

Saccawu accepts OK showed poor financial performance last year, but believes management must dig into retained profits to pay current wage demands.

"A broader perspective than the latest figures has to be examined," said Daphne.

However, OK Industrial Relations spokesman Gavin Brown said the demand of a R160 hike

across the board and a minimum wage of R800 could not be met.

"Our profit after tax was 14,6 percent. This strongly reflects the deteriorating economy."

"Our basic monthly wage is R710 and the wage offer is 17,7 percent - way above the inflation rate of 14 percent," said Brown.

Spokesman for the ANC economic desk, Tito Mboweni, said they joined the strike to show solidarity with workers.

He added that big business was holding meetings with the ANC at plush hotels, while paying workers poverty wages.

"It's one thing to meet at hotels and smile at each other, but quite another when companies refuse to pay workers a living wage," said Mboweni.

"We find it unacceptable that big business cannot meet workers' demands. Our main constituency is the working class in this country and we support the workers in their efforts to earn a living wage."

The strike has been marred by allegations of intimidation. The union has said police have intimidated workers, while OK has accused strikers



Showing solidarity with the working class struggle for a living wage, Tito Mboweni of the ANC economic desk joins an OK striker at a picket line. Pic: ANDRIES MCINEKA

of intimidating shoppers. Saccawu said eight workers were arrested in Pietersburg, six in Cape Town and six in Johannesburg.

The union said there has been widespread rioting intervention in the strike. In Johannesburg whites tore the placards of picketing workers,

while in Potgietersrus white OK worker Hendry Blignout and a group of AWB members threatened an Inkatha warlord to discuss and distribute a racist pamphlet.

The union said a Durban branch manager stated that he intended meeting an Inkatha warlord to discuss defending non-striking workers.

It's still not OK as strike conflict rises

W/Man 8/6-14/6/90

CONFLICT continues to mount in the OK Bazaars dispute, with more arrests, claims of intimidation of non-strikers and inter-union tensions in Natal.

Yesterday, the fourth day of industrial action, about 6 000 workers were on strike at some 125 stores countrywide.

The South African Commercial, Catering and Allied Workers Union (Saccawu) reported that another nine strikers had been arrested, three in Krugersdorp and six at the OK's Ad-derley Street branch in Cape Town.

In Cape Town, police had warned strikers gathered in the store canteen

The OK Bazaars seems to be digging in for a long haul in its dispute with Saccawu. DREW FORREST reports

they would be arrested if they ventured on to the street, the union said.

Another nine workers in Pietersburg have been summonsed to appear in court on charges of breaching municipal by-laws.

In an earlier statement, Saccawu complained of large-scale police intimidation of union members. Police-men had torn up picketers' placards in Pietersburg and a total of 24 work-

ers had been arrested in King William's Town and Pretoria.

Police spokesman Major Reg Crewe denied the harassment charges. "We act against individuals, not organisations," he said.

OK industrial relations executive Gavin Brown reported a spate of attacks on non-strikers at bus-stops, taxi-ranks and railway stations, mainly in Pretoria and Johannesburg.

Two non-strikers from Pretoria and an employee of the Sandton Hyperama had been admitted to hospital, one in a critical condition, after being assaulted.

In an ominous development in Na-

tal, Saccawu's Jeremy Daphne alleged members of the Inkatha-linked United Workers Union (Uwusa) had been coercing Saccawu workers not to join the strike.

Uwusa had played a pivotal role in the patchy response of Natal workers, he said. Fourteen of a total of 30 Natal stores were strike-hit, as against 47 of the 59 in the Johannesburg and Highveld region.

Brown confirmed that the kwaMashu branch had been closed "as a precautionary measure to avert sectarian violence".

The dispute hinges on wages, with Saccawu demanding an across-the-board increase of R160 and a minimum wage of R800, and the company offering service-related rises of between R115 and R145 and a minimum rate of R710 after a year's service.

Also in dispute are demands for a 13th cheque as a right — it is currently offered on the strength of workers' "contribution to the success of the company", with strikers being denied a bonus — five percent commission for sales representatives and March 21, Sharpeville Day, as a paid holiday.

There are clear signs that the OK is digging in for a long haul and that it hopes to use the dispute as a prelude to restructuring its conflict-ridden relationship with Saccawu.

Arguing that trading conditions are deteriorating — its recent figures show a 14 percent drop in after-tax profits — it has insisted that it can restructure, but not increase the size of its wage offer.

Saccawu has called on the OK to dip into its retained profits. But significantly, it has shifted the focus of its demands, calling for management to withdraw its "completely unacceptable" split offer and warning against threatened store closures. These had been raised at a late stage in negotiations as a bargaining chip, it said.

At a press conference this week, Brown said the strike could accelerate rationalisation within the group and lead to retrenchments. At least a dozen stores had been earmarked for closure, he said.

of the chart, the pattern starts looking rather like a

price of R30,25 each.

Metal industry talks hit snags

By DICK USHER
Business Staff

IT is now extremely unlikely that the main agreement for the metal industry will be renewed before expiry on June 30.

The Steel and Engineering Industries Federation (Seifsa) and the National Union of Metalworkers (Numsa), the largest union in the industry,

agreed that the fifth round of talks held on June 7 made little progress.

Apart from Numsa, 15 other unions are involved in the talks.

A Seifsa statement said that employers tabled another wage offer, the third in this year's negotiations, which would increase pay by 55 cents an hour for labourers and

Numsa said the employer offer was in the minimum wages only, bringing the lowest rate to R4,11 an hour.

More than 380 000 direct production workers were affected by these increases.

A further 100 000 indirectly who, although not covered by the agreement, were usually paid similar in-

creases, said Numsa. Seifsa said the unions indicated the employer offer was not acceptable.

Two unions "moderated their demands slightly" but Numsa had made no concession to moderate its demands.

Numsa said it had attempted to reduce the number of issues for discussion by

agreeing to refer many demands to a separate session scheduled for June 12.

According to Numsa, demands for job creation made significant progress when Seifsa agreed to discussions aimed at producing a programme for job creation before December 1990.

There is no evidence of such

Fighting unemployment with art

By SANDILE MEMELA

A cultural group established to fight the effects of unemployment is taking shape at Katlehong township on the East Rand.

The Katlehong Youth League Cultural Group (KYLCG) is the brainchild of Jerry Malebane, a cultural worker for the Unemployed Workers' Coordinating Committee.

The body primarily concerns itself with uplifting the plight of victims of unemployment.

The KYLCG is made up of township comrades. Some are unemployed, while others

are high school students who face the prospect of unemployment.

The group has provided members with something to do every day instead of concentrating on the problems caused by their unemployment.

The members - five women and seven men - have pledged themselves to rise from the ashes of unemployment and lack of meaning in their lives by highlighting their plight through drama, music and poetry.

The group was formed last August and has attracted attention in political circles for performances at mass funerals, political meetings and trade union conferences.

However, the spokesman for the group, Abraham Hlophe, 20, has no apologies about the origins of the group.

"Most of the members are victims of the high rate of unemployment in the country. But that does not mean that people should sit back and wait for the demise of apartheid."

"It is not enough for us to fold our arms and complain about the impact of apartheid on our young lives. What is more important is for us to pull ourselves up by our bootstraps and make a meaningful contribution to the society we want to see."

Hlophe, whose ambition is to study drama at university next year, has emerged from a disadvantaged family background to tear open a new chapter in township cultural activity and propound the aspirations of his community through song.

He is an orphan who stays with relatives in Katlehong where four family members share a

Group uses drama, music, poetry to highlight plight

matchbox house.

The music and poetry of the group is still haunted by the spectre of apartheid and obsessed

by local politics and pro-ANC slogans. It has not yet matured to vitality and intimacy, where the ecstasy and sadness emerges from personalities that manifest the plight of the unemployed.

Hlophe has sent an urgent call to big business to alleviate the

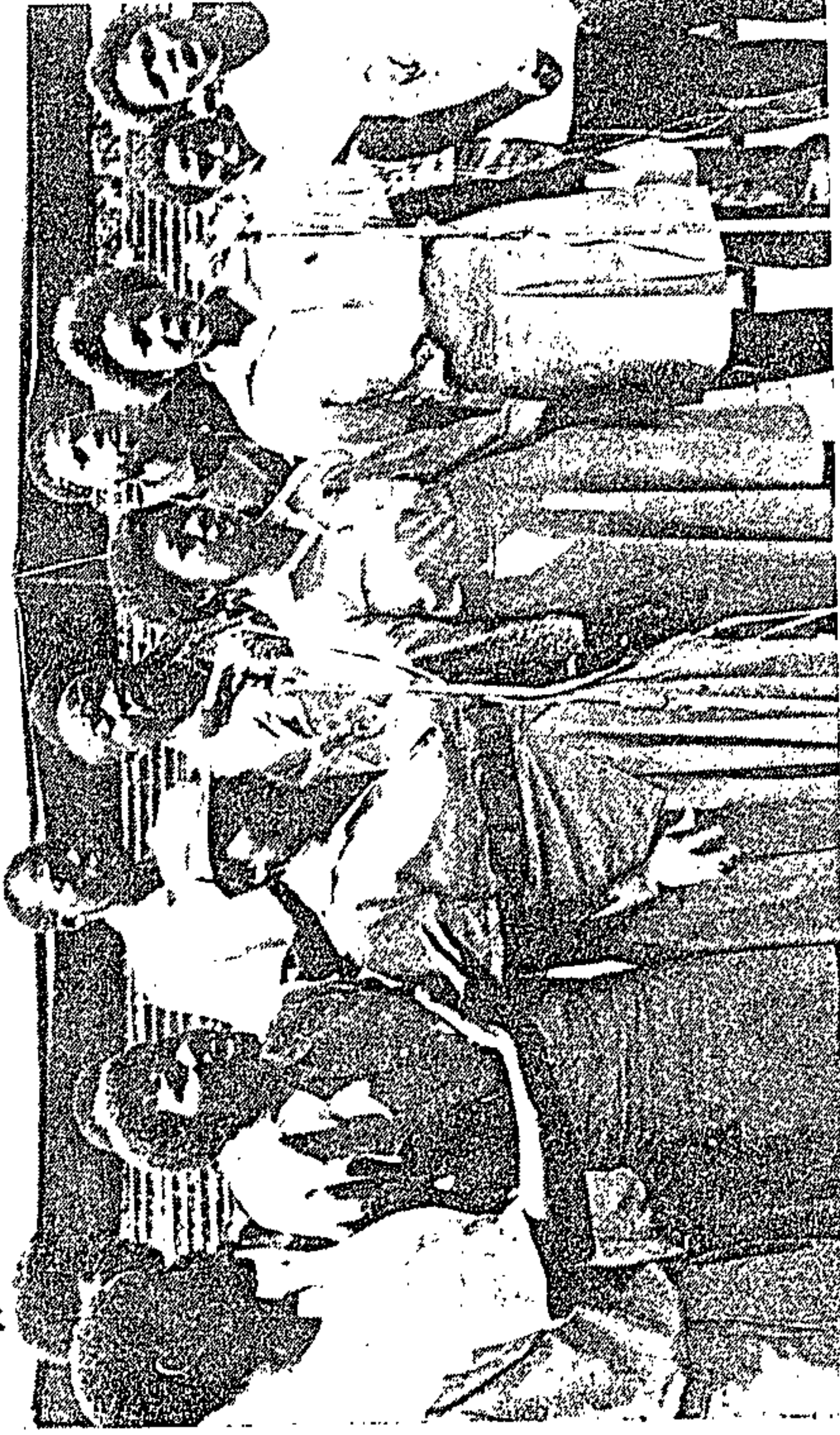
problem by sponsoring mushrooming artist groups.

"The provision of instruments and facilities can go a long way to instilling pride and confidence in artistic involvement in the townships. We ask big business to help us in whatever way they can."

"This will help create a new society and stop the youth from terrorising communities that do not foster their growth and development," said Hlophe.

Although the group welcomes financial and material aid, it is holding a fund-raising campaign by staging performances at rallies and conferences.

"We cannot sit back and wait for handouts," said Hlophe.



Katlehong Youth League Cultural Group perform at a funeral.

PICTURE BY TLADI KHUELE



Abraham Hlophe... call for sponsorship.

LAST Monday, about 5 000 workers took to the streets to engage their employer, OK Bazaars, in a test of strength that underscores the precarious relationship existing between the two parties.

The strike is a culmination of months of behind-the-scenes bargaining between OK management and the South African Commercial Catering and Allied Workers Union (Saccawu), which represents about 10 000 employees of the retail chain.

The two parties reached a stalemate at a Conciliation Board hearing on May 21, unable to reach agreement on wage increases and other benefits.

At issue are demands by Saccawu for a R160 across-the-board increase and a R800 minimum pay.

Offered

In addition, the union demands a five percent commission for sales staff, recognition of March 21 as a paid holiday and a 13th cheque "as a right".

The chain has offered union members at 166 outlets service-based increases ranging from R115 to R145 a month and R710-a-month salary after a year's service. The company employs about 25 000 employees at 200 stores.

Saccawu official Mr Jeremy Daphne said the union's members were not prepared "to compromise on their demands".

The union has rejected service-linked increases in favour of across-the-board rises - because it believes "unequal hikes" are part of management's attempt to divide members.

Demand

This has been denied by OK, which says service-related hikes are aimed at "correcting a wage curve".

Daphne said: "Year after year, OK tries to keep wage increases as low as possible. Last year's increases were the lowest of all major chain store groups".

Last year, the two parties agreed to a split increase of R108 across-the-board, R105 in 1988 and a R100 two-part rise given to Saccawu members after a 12-week strike in 1986/87.

OK's industrial relations spokesman, Mr Gavin Brown, this week said the chain store's offer amounted to R33,5 million while the union's across-the-board demand

5 000 await outcome of OK strike battle

By LEN MASEKO

represented an additional R9 million.

He said the company's offer was fair "and very generous", considering its poor financial results. Profit-before-tax at year ending March 1990 was 14 percent down on the previous financial year.

The only way the company could meet the union's wage demands was to borrow money, Brown said.

On March 21 (Sharpeville Day), management offered the union an annual 12-holiday package in which the "commemorative day" could be slotted in - a proposal rejected by the union.

Brown said: "The current public holiday situation is something of a mess. While we recognise the impor-

tance of March 21, we are against the politicisation of public holidays. We cannot go on every year granting additional public holidays".

Brown believes the issue should be discussed at "national level" between the South Africa Employers' Consultative Committee on Labour Affairs and the trade union federations.

Attitudes

If anything, the strike has led to the hardening of attitudes on both sides with the union saying the main reason for the strike was "the baaskap mentality" displayed by management over the years.

Daphne said: "Our members are tired of

being kicked in the guts. They have now adopted a hostile attitude towards management".

He cited the mass dismissal of union members at OK's Hyperama in 1984, in Welkom in 1986 and in Roodepoort two years later.

To date, the dismissed workers have not yet been reinstated.

Brown said it was strange that the union mentioned the issue of "baaskap" mentality only now when it had failed to do so during negotiations between two parties.

Brown has described the industrial action as "an active economic suicide" and "industrial mugging".

"We will respond to this mugging".

The company has warned that the strike might lead to retrenchments and closure of certain unprofitable stores - something that Saccawu believes management would be using as a bargaining chip.

Closure

"In addition, the strike could mean that stores which have been identified for closure might have to be closed

earlier and this might result in loss of jobs".

OK have already been shut down two stores in Cape Town and the East Rand and a further 10 could be closed within the next 12 months.

Whatever the outcome of the strike, the two parties face the enormous responsibility of ensuring that they - so to speak - do not kill the goose that lays the golden egg.

Multiple shifts needed, says industrial chief

By DAVID YUTAR, Labour Reporter
MULTIPLE-SHIFTS in industry could advantage employees and business, provided trade unions are consulted, according to Mr Colin McCarthy, executive director of the Cape Chamber of Industry.

Mr McCarthy, also secretary of the Cape Clothing Manufacturers' Association, was reacting to the SA Chamber of Business's (Sacob) campaign to persuade more employers to introduce extra shifts.

Surveys by the Federated Chamber of Industries showed 70 percent of South African manufacturing companies worked only one shift a day.

Sacob claimed the multi-shift system would create thousands of new jobs as well as help industries to better use expensive machinery and increase output and profits.

But Mr McCarthy warned that whatever the advantages of the multiple-shift system, a large segment of industry, particularly labour-intensive industries such as clothing, would not be able to introduce the system without first getting trade union support.

In labour-intensive industries such as the clothing industry, where 90 percent of employees were women, union

resistance was based partly on the social implications the system would have for women and the possible disruption of family life, he said.

"One gets the impression a large proportion of the South African working population — if the trade unions are correctly mirroring them — do not like working multiple-shifts.

"But there certainly are industries — mainly the capital-intensive ones — that are using it, and particularly those with a history of multiple-shift working elsewhere in the world.

Mr Simon Jocum, chairman of the Cape Clothing Manufacturers' Association agreed there would be problems in trying to apply the system in the clothing industry, but in the long-term the system could not be overlooked if South Africa wanted to be "internationally competitive".

The Cape Chamber of Industry's deputy-director, Mr Colin Boyes, said companies that had introduced multiple-shifts had shown the cost-effectiveness of production was greatly improved.

However, Mr Boyes foresaw an "inertia" to the system "because of the deeply ingrained South African tradition of the nine-to-five working day."

KER



ULTRA-MODERN LA



SEATC

Despite drop in import component

PPI rises by 1,6%

Cmt. Times 12/6/90

(355)

By AUDREY D'ANGELO
Business Editor

A RISE of 1,6% in the producer price index (PPI) between March and April, although the imported component fell, was due mainly to the effect of high pay rises at the beginning of the year, economists said yesterday.

The director of Stellenbosch Bureau for Economic Research, Ockie Stuart, said he considered it a sign that inflation would remain high in SA, since pressure for higher pay packets would continue to be strong for years.

But both he and Old Mutual chief economist David Mohr said they did not see the sharp rise between March and April as cause for concern in view of the fact that the year-on-year rise of 11,6% was unchanged from March.

They pointed out that the rand had held up well in spite of the drop in the gold price, and inflation was no longer being fuelled by higher import prices.

Figures released yesterday by the Central Statistical Services showed the annual rate of increase of locally produced commodities for SA consumption in April was 12%. This was 0,7% higher than the annual rate of increase for March, which was 11,3%.

The PPI of imported commodities for April fell by 0,3% compared with March. The annual rate of increase of imported commodities for April was 10,1%, which was 2,4% lower than in the year to March.

Mohr said: "The monthly figures

tend to be very volatile. It is easy to get a small monthly increase followed by a very big one.

"In view of the fact that we had small increases in the PPI in the previous three months, I think it safer to rely on the year-on-year rate to see where the inflation rate is going."

The higher domestic producer costs coming through in April were due to the lag in the effect of the domestic consumer boom, and high wage rises at the beginning of the year. The labour cost component of the PPI was still rising, with the full effect still to be felt.

But the public were feeling the benefit of the stable exchange rate and cooling domestic demand which had limited imports.

The lower gold price had "not affected the rand too much. That means either that we are rolling over loans or that we are getting cash inflows from somewhere else."

Stuart commented: "As far as the local component of the PPI is concerned, I think the monthly rise is due to the high wage and salary rises filtering through. So I don't think that is reason to be overly pessimistic."

"But it underscores the difficulty we face in trying to bring down the domestic inflation rate. There will be upward pressure on wages and salaries for many years."

"We must be grateful that the rand is holding up fairly well in spite of the lower gold price."

Steelmen to talk wages on Thursday

14400 Pretoria Correspondent 355 109

Wage negotiations between employers and trade unions in the steel industry are to be resumed on Thursday.

Brian Angus, the Steel and Engineering Industries Federation of South Africa's (Seifsa) executive director, said yesterday there was still no agreement in the metal industry's annual negotiations.

Mr Angus said employers tabled another wage offer — the third in this year's negotiations — ranging from 12,5 to 16,7 percent in the various wage categories.

The latest offer would increase wages by 55cents an hour for labourers

and R1,04 an hour for artisans, raising wages to R4,11 and R9,35 an hour for labourers and artisans respectively.

Employers also made further concessions on some of the trade union demands.

Two union groups moderated their wage demands marginally.

No concessions

"However, the National Union of Metal Workers of SA (Numsa), the largest trade union in the industry, has, after five rounds of bargaining, made no concessions whatsoever."

The parties agreed to establish sub-committees to investigate job creation strategies.

FW, top public service men in pay rise talks

By TOS WENTZEL
on the Presidency

PRESIDENT De Klerk is meeting a delegation of the Public Servants' Association today to discuss demands for salary increases and retirement and pensions problems.

The two-man delegation from the PSA, president Dr Colin Cameron and general manager Mr Hans Olivier, will also discuss a long-term salary policy which could halt resignations from the public service.

HOUSING SUBSIDIES

Housing subsidies, a uniform retirement age and the implications of recent illegal strikes will also be discussed.

Other matters to be discussed are the possibility of an increase in the housing subsidy which has been pegged at R50 000, maternity benefits for married women and an improvement in widows' pensions.

Details of new salary package for SAP

Here is the new salary package for police officers up to rank of colonel.

Constable: old scale R5 814-R16 077 a year plus R2 877 sa; new scale on average R6 612-R17 403 plus R4 800 sa. A constable with 10 years' service could earn up to R23 946.

Lance sergeant: R14 751-R21 948 plus R4 800 sa; could earn R21 026-R28 542.

Sergeant: old scale R11 931-R25 584 plus R2 877 sa; new scale R20 130-R27 849 plus R4 200 sa; could earn R26 343 to R34 833.

Warrant officer: old scale R18 312-R25 584 plus R2 877 sa; new scale R24 675-R34 629 plus R3 600 sa; could earn R30 742-R41 691.

Warrant officer (first class): old scale R24 675-R33 273 plus R2 877 sa; new scale R31 917-R44 976 plus R3 600 sa; could earn R38 709-R53 074.

Lieutenant: old scale R22 857-R27 849 plus R2 877 sa; new scale R29 205-R38 697 plus R3 600 sa; could earn R35 725-R46 167.

Lieutenant (first class) captain: old scale R26 493-R34 629 plus R2 877 sa; new scale R34 629-R44 976 plus R3 600 sa; could earn R41 691-R53 074.

Major: old scale R30 561-R38 697 plus R2 877 sa; new scale R41 694-R52 005 plus R3 600 sa; could earn R49 463-R60 805.

Major (first class) lieutenant colonel: old scale R40 053-R43 335 plus R2 877 sa; new scale R48 258-R58 323 plus R3 600 sa; could earn R56 684-R67 755.

Colonel: old scale R49 899-R54 111 plus R2 877 sa; new scale R58 323-R68 763 plus R3 600 sa; could earn R67 755-R79 239.

Death for

OK Bazaars on the horns of a dilemma

OK Bazaars is in a serious dilemma — it is already paying employees 81 percent of the value added that the group generates.

There are only a few options available to meet union demands for increased remuneration.

The optimum one is to boost employee and general asset productivity and thereby increase the whole cake.

Paying a larger portion of the 81 percent to union members at the cost of non-union members would probably precipitate widescale defection by the non-unionised members and this could have an adverse impact on productivity.

Other options

The other option is to squeeze one of the other categories of stakeholders to meet the demands of the workers.

In OK Bazaars' case there really doesn't seem to be much scope for this — shareholders are already getting a pittance; reinvestment in the group (in percentage terms) looks fairly minimal; the government is unlikely to accept a smaller cut; longer-term there may be some scope for reducing borrowing requirements.

The group's latest annual report (for the year to end-March) shows that of the R460 million of value added by OK Bazaars, employees received a massive R371,6 million — equivalent to 80,8 percent of it.

Increasing power

Shareholders were paid out R10,9 million in dividends — equivalent to 2,4 percent of the value added.

Significantly, and no doubt a reflection of the increasing power of the unions, the employees' percentage take in financial 1990 was up from 78,6 percent in financial '89.

By contrast, the shareholders' stake was down from 3,2 percent in '89.

The allocation of the rest of the value-added funds: interest and finance charges accounted for 7,7 (6,2) percent; 3,2 (3,7) percent went to the state in

Diagonal Street

ANN CROTTY



the form of direct taxes; the remaining 5,9 (7,3) percent was reinvested in the group to fund growth and maintenance and replacement of assets.

(A value-added statement shows what value has been added to the materials and services that a group has bought, by the application of the resources at the disposal of the group.

These resources include employees, funds borrowed and the capital supplied by shareholders.

In addition to paying for these resources, funds have to be invested to ensure that the operation remains viable. And the government always has to take its whack.)

Greater productivity

Although they are not directly comparable, the figures from Pick 'n Pay are significant.

In financial '90 employees received 71 percent of the value added; shareholders received 7,2 percent in the form of dividends; the taxman got eight percent; 13 percent was reinvested in the group.

Greater productivity at Pick 'n Pay means that the cake that has to be shared is significantly larger.

So, although in percentage terms Pick 'n Pay's employees get a smaller share of the cake, in absolute terms they enjoy higher levels of remuneration.

Interest payment

In addition, because Pick 'n Pay is able to use supplier credit quite extensively, it has little in the way of net interest payments.

Suppliers may not be too happy about this, but it means that everyone at Pick 'n Pay is that much better off.

Vosloorus workers on strike

15/6/90

By Abel Mabelane
East Rand Bureau

About 250 Vosloorus Council employees went on strike this week for better wages and working conditions, town clerk George Prinsloo said today.

Mr Prinsloo said workers demanded salary increases from the beginning of July and complained that some of their colleagues were doing work for which they were not paid.

He said the strike was "absolutely unlawful".

"We have told the workers to return to work while we are looking into some of their complaints.

"A meeting was held with the workers' representatives on Wednesday but no agreement was reached and the discussions will continue next week."

Union ordered
C/17/6/90 355
out of OK store

By CONNIE MOLUSI

THE South African Commercial, Catering and Allied Workers' Union, organiser of the OK Bazaars strike over wages, has been forced to leave the premises of OK Hyperama at Eastgate.

The Rand Supreme Court made the order following an urgent application on Friday. The union also undertook not to interfere with normal business operations at Eastgate.

180 000 miners may lose their jobs

C/Press 17/6/90 355

By PATRICK MAFAFO

ONE hundred and eighty thousand workers employed at 17 low-profit gold mines may lose their jobs if the price of gold continues to fall.

The Chamber of Mines, which released these startling figures to *City Press*, said the mines are on the Reef and in the Free State.

They are a source of income to many others besides mine workers.

Closing the marginally profitable mines will result in a lot of suffering as these workers cannot easily be absorbed into other industries.

External affairs general manager for the Chamber of Mines Johan Liebenberg said the rand price of gold was less than production costs.

Peter Bunkell of the Chamber said at the price of R32 000 a kilo in 1989, seven mines were operating at a loss. Taking into account inflation of 15 percent, 17 mines would now be producing at a loss.

Anglo American could lay off nearly 8 000 employees at Freegold's South Region.

Gold and Uranium Division managing director Lionel Hewitt said at current gold prices and operating costs, certain mines could not sustain certain operations which would be stopped over the next nine months.

He added that management had invited discussions with affected worker representatives. "At Freegold South Region this planned curtailment is likely to involve the reduction of 7 800 employees."

At the time of going to Press, the closing price of gold stood at 347 dollars - which translates to about R29 000 a kilo.

Gold represents just below 40 percent of the country's exports, and the gold price is controlled by supply and demand. Higher sales lower the price.

Factors which led to the price slide are:

■ Demand for jewellery is slack and retail sales in major markets, such as the US, have slumped;

■ Soviet Union sales are flooding the market. It is estimated over 300 tons of gold have been swapped for foreign loans;

■ The Middle East has entered the market because of the weakening oil price; and

■ Relations between the East and West have improved.

Gold analysts are talking of the price sliding to lows of 320 dollars.

The London-based *Metal Bulletin* attributes the price slide through the psychological 360-dollar mark to rumours that Japanese banks have been approached by the Soviet Union to use gold as collateral on loans totalling

255 million dollars to cover external debts.

Dark days are ahead for miners because other big industries which would have absorbed them also face a bleak future. The unemployment figure already stands at six million.

With economists estimating economic growth as low as one percent, the more than 200 000 people who flood the job market each year have bleak prospects.

Economists point out that growth of five percent a year is needed to meet the demands of these future job seekers.

World-famous
CRAVEN
MENTHOL FRESH T

Numsa refers final pay offer

DANIEL FELDMAN

THE National Union of Metalworkers of SA (Numsa) indicated at the weekend it would refer the final wage offer of the Steel and Engineering Industries Federation of SA (Seifsa) to its national bargaining conference scheduled for this weekend.

The conference would, in turn, make recommendations on settlement "or otherwise" for each sector in the union.

The union said settlement would depend on progress on wages, the implementation by Seifsa of the draft LRA, maternity leave and pat tests, paternity and compassionate leave and proportional representation in the industrial council.

After the sixth round of annual wage negotiations last week, Seifsa tabled three new wage offers to unions including Numsa which was given a final offer of a 15% wage increase for artisans and an 18% increase for labourers. This would bring

the lowest monthly wage to above R800.

Numsa said it was prepared to recommend settlement with Seifsa on training, job security and the extension of the scope of the main agreement to the homelands and other sectors of the industry.

The union also believed "progress was made" on its training proposals, and said Seifsa had agreed to the development of industry-wide guidelines for the removal of racial discrimination and had agreed "in principle to withdraw support from educational institutions that continue to apply racial discrimination".

Seifsa spokesman Hendrik van der Heever said employers had agreed to raise their contribution to the pension fund from 6,5% to 7%. He felt considerable progress was made during the last round of talks.

Winery workers to hold a strike ballot

DANIEL FELDMAN

THE NATIONAL Union of Wine, Spirits and Allied Workers (Nuwsaw) is to conduct a strike ballot from today until June 27 among 5 400 employees of 83 wineries and depots nationwide, according to a Nuwsaw spokesman. 5/10/90 18/6/90

The results of the ballot would be announced on June 28, he said.

Nuwsaw president November Nkosi said the decision was made against the SA Wine and Spirits Industry Employers' Association earlier this month after annual wage negotiations broke down. A dispute was declared and mediation and conciliation meetings had taken place. (355)

"I am positive workers will vote in favour of a strike," said Nkosi.

At the conciliation board meeting, Nuwsaw demanded a wage increase of R40 a week across the board wage as well as 20 working days of annual leave after 10 years service with increases made retrospective to April 1, 1990. Current wages range from R176 to R199 a week.

The employers offered an increase of R33 a week across the board, but stipulated the offer would decrease to R32 a week if the proposal was not accepted. On annual leave, they offered one extra day for 5-9 years' service, three extra days for 10-14 years' service, and five extra days for 15 and more years' service.

Deal ends strike at Putco depots

19/6/90 By Stan Hlophe

A strike by 750 Putco workers was called off yesterday after agreement with management was reached regarding the transfer of rival union members, Transport and General Workers Union (TGWU) information officer Kally Forrest said.

Miss Forrest said the strike was called off after manage-

ment agreed to transfer about 500 members of the rival Transport and Allied Workers' Union (Tawu) from the Homelands depot to Soshanguve.

Rivalry between the two unions flared during wage negotiations. The TGWU claimed it had lost its membership majority because of an earlier transfer of workers from the Homelands depot. This was denied by Putco.

Wage discussions were then postponed when the TGWU walked out after Tawu objected to their inclusion in the wage talks.

This led to strike action by TGWU members at three depots, leaving hundreds of commuters stranded.

The three depots affected by the strike were Denilton, Homelands, and Mamelodi. Talks will resume today.

Wine, spirits workers hold strike ballot

A countrywide strike ballot by the National Union of Wine, Spirits and Allied Workers began yesterday after an impasse in a three months long wage dispute.

The dispute involves the union and Stellenbosch Farmers Winery, Distillers Corporation, Gilbeys, Douglas Green, Union Wine, and Henry Tayler and Ries.

The union has asked for a R40-a-week increase across the board and been offered R33, said Nusaw president November Nkosi.

The strike ballot will continue until June 28, when the ballots will be counted and a decision to strike taken, said a union spokesman in Johannesburg. — Sapa.

355



Star
19/6/90



85-20/6/90

Southern Sun faces strike over wages

By Julianne du Toit

Southern Sun hotels may face a strike after conciliation board discussions between management and the South African Commercial, Catering and Allied Workers' Union (Saccawu) broke down this week.

The union, with a membership of 6 000, over half the company's employees, has called for strike ballots at the end of next week.

The key issues are wages, the instalment of casual workers as union members, and "racist canteen facilities", says the union.

Management is offering a R100 increase on its minimum monthly wage of R590, while the union is demanding a minimum wage of R800 and an across-the-board increase of R160.

Carl Ludick, group industrial relations manager, said that in real terms workers were earning close to R1 000, with such benefits as transport, meals, medical aid and a 13th cheque.

Union spokesman Allan Horwitz claimed that a worker at Pietersburg Holiday Inn was interrogated, detained and later assaulted by police called in by management because of an alleged theft. He said this would not have happened had the worker been white.

**Talks on pay
at mines set
to end soon**

Staff Reporter

Conciliation board talks between the Chamber of Mines and the National Union of Mineworkers (NUM) over demands for wage increases in the industry are expected to wind up next week.

The board met for five hours yesterday to hear evidence from mine employers and the NUM on union demands for wage increases ranging between 20 percent and 32 percent.

Assurances

Meetings would continue next week, a Chamber spokesman said.

So far, employers have offered increases of between 13,5 percent and 16 percent.

The Chamber has given assurances that employers will not use the collapse of the gold price as a weapon during negotiations.

ERPМ involved in balancing act

See 20/6/90

By Ann Crotty

355

If ERPМ had to exploit its rich ore reserves now, the mine would only have a life of about 18 months and not be in a position to re-establish reserves below its Far East area.

This was the view of ERPМ MD Karl Eich when he was questioned yesterday by Mr Justice D A Melamet at the commission of inquiry into the viability of additional government funding to save the mine.

The judge asked why ERPМ was worried about reserves for the future when it was faced with the near-term possibility of having to close down. Mr Eich said it had been necessary for ERPМ to present a plan to meet its long-term commitments, including its interest payments.

Earlier at yesterday's hearing Mr Eich said ERPМ had reduced the number of underground workers from 7 641 in April to 4 400 and was planning to cut this figure to 3 400.

Saccawu grievance march

ABOUT 170 workers at Sanitary City, Anbeeco and Win corporations are striking in support of their wage demands, a SA Commercial Catering and Allied Workers Union spokesman said yesterday.

Striking unionists at Sanitary City are demanding R40 per week and those at Anbeeco (the

agent for Seiko watches) want a R175 increase across the board and a minimum wage of R895. Union members at Win are also striking over wages.

Saccawu plan to march through Johannesburg today, from the union's headquarters to OK HQ to present a memorandum of

grievances to management.

Permission had been

granted for the march, the Saccawu spokesman said. - Sapa

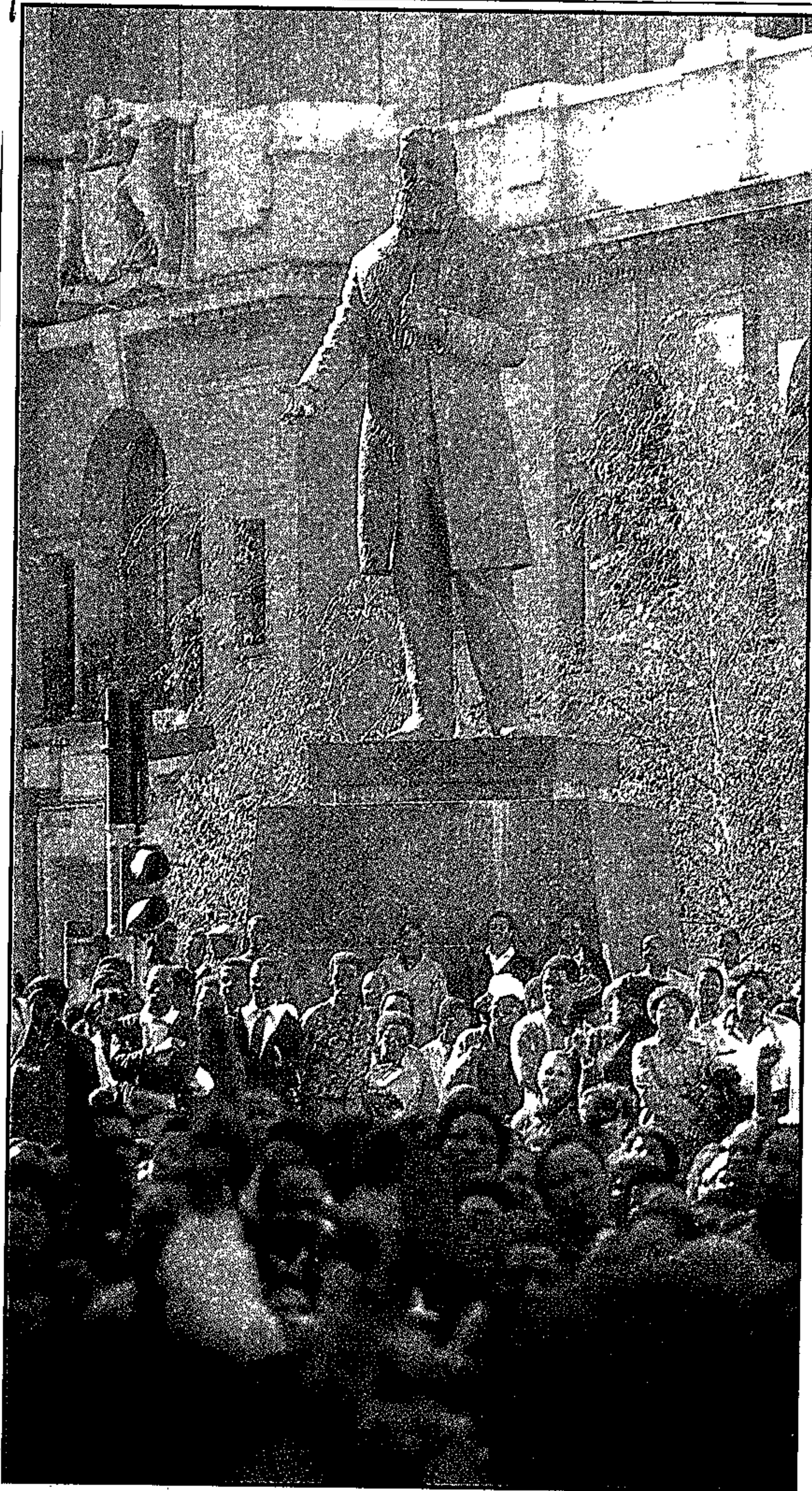
Sonn quits teacher body

EDUCATION leader Mr Franklin Sonn has quit after 14 years as president of the influential Cape Teachers' Professional Association.

He stepped down be-

cause of his increasing workload as rector of the Peninsula Technikon and his position as president of the Union of Teachers' Associations of South Africa.

TV licence fee



About 1 500 OK Bazaars strikers sang and danced their way through central Johannesburg yesterday in a protest march which ended at the company's Eloff Street head office.

● Picture by Ken Oosterbroek.

Court orders, petrol bomb in OK strike

The OK Bazaars strike yesterday took several dramatic turns as the company obtained court orders against strikers at two of its branches, applied for urgent interdicts against strikers at nine other branches and a large crowd of strikers marched through Johannesburg.

In addition, 13 workers were arrested, eight at Phalaborwa, two in Vereeniging and two in Pretoria, bringing to 166 the number of workers arrested since the start of the strike last week Monday, according to a statement issued by SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesman Jeremy Daphne.

The statement also said one striking worker's house in Pretoria was petrol-bombed, and police action was taken against workers in Durban, who allege they are being harassed by police at their homes.

Growing

Mr Daphne added that numerous workers had been issued with notices to appear at management disciplinary inquiries. The union has told the company that any inquiries must be held after the strike.

The union says support for the strike is growing. A total of 181 OK stores are now involved.

In a list of demands handed to OK's head office in Johannesburg by Saccawu branch secretary Kaiser Thibedi following a march by about 4 000 workers, he called on the OK to "swallow their pride and be prepared to settle the dispute".

The demands included:

- An across-the-board increase of R160;
 - A minimum wage of R800;
 - A 13th cheque; and
 - March 21 as a paid holiday.
- Sapa.

Police lead 2 000 marching strikers

ABOUT 2000 striking OK workers yesterday marched on the chain store's head office in central Johannesburg to present a memorandum to the management.

Led by traffic police, the march started at the corner of Kerk and End streets through Delfers and down Pritchard Street to the OK head office at the corner of Pritchard and Von Brandis streets.

Scores of workers peered through office windows and lined the streets, while some on-lookers even perched on rooftops to catch a glimpse of the procession.

Flags

The march brought traffic to a standstill.

Huge flags of the African National Congress, SA Communist Party, and the Congress of SA Trade Unions, as well as its affiliates, fluttered overhead during the procession.

When the marchers reached the OK headquarters, workers sat down while a 10-member delegation led by Mr Kaizer Thibedi presented a memorandum to the OK Chief of Security, Mr Garrith Jones.

"We would like to believe it will not take too long before you respond to the memorandum," Thibedi told Jones, who declined to comment.

Memo

Demands contained in the memo include an across the board increase of R160, a minimum wage of R800, a 13th cheque, five percent commission for sales staff, March 21 as a public holiday, and an end to dismissals and store closures without prior consultation with the union.

Police were present at the OK building but kept a low profile. No incidents were reported during the march. - Sapa

By HEATHER ROBERTSON
LABOUR relations between municipal workers and the Cape Town City Council will never be the same again.

After decades of dealing with an almost docile workforce, the city council over the past week has been stung by unprecedented militancy among its employers ranging from garbage collectors to ambulance drivers.

Key to the new mood among the workers are widespread unhappiness with employment conditions and effective organising by their union, the South African Municipal Workers' Union (Samwu).

Although both parties have adopted "tough" positions, the dispute is rapidly coming to a head as the city reels from the breakdown in essential services including tons of rubbish going uncollected.

Media war

To back its demands, the union has called on community support while the city council embarked on what the workers termed a "media war".

The union has rebutted the contents of the full page advertisements placed in weekend newspapers by the city council.

The advertisements claimed that "the delicate balance" between providing fair employment for the people who work for the city, developing the city and to meet the growing needs of its population, has been upset by the "workers' illegal strike action".

Reasonable

The Council claimed that rates would have to be increased by an additional 11 percent.

"The city and its residents now finds itself faced with demands for wage increases of up to 40 percent. We do not believe this to be either fair or reasonable."

"In terms of the city council's final

offer, 99.5 percent of its members in this municipality will earn more than R835 a month. There are only eight employees out of 15 452 who would earn the minimum of R819 a month."

'Wildcat'

According to a Samwu spokesperson, Mr Roger Ronnie, the union was not "in deadlock and still prepared to negotiate".

"The City Council, however, has refused to engage in any further discussions around wage issues," he said.

The workers decided to embark on a "wildcat" strike action in support of a demand for a minimum increase of R5 an hour and an increase of R60 a week.

"The demand is not for 40 percent across the board, as the council has stated," he said.

Related demands are for a 40-hour week at no loss of pay, June 16 as a paid holiday and housing allowances for rented houses.

The council is only prepared to negotiate on the allied demands.

Ronnie said the strike was historic, especially for the workers.

Militancy

"Militancy exists among the workers which wasn't there before. Union officials had to actually prevent workers from engaging the police," Ronnie said.

Samwu disputed a claim in the newspaper advertisement that the council "has been an equal opportunities employer since 1946".

"Until recently, when a member of the South African Association of Municipal Employees (Saame) — the white municipal workers' union — vacated a post, only Saame members



DUST-UP: Cape Town dustmen march in the city centre

could fill the post", said Ronnie.

He added that Samwu was also fighting the "racist designations" of clerical assistants.

"Black people with equal educational qualifications are classified clerical assistants with lower rates of pay and less promotional opportunities than white counterparts who are classified as administrative assistants."

"There is a history in the City Council of racism and a management which is unskilled to deal with changes in the Labour field," he said.

"At a council premises plant in Ndabeni a manager consistently used abusive language, calling workers 'hotnots'."

"The problem with the council is that on an executive committee level, it has a liberal image but at a middle management level it employs racists," said Ronnie.

He said the union was perturbed by

what appeared to be a "power battle".

According to the Labour Relations Act, municipal workers fall under the essential services clause and therefore cannot embark on strike action.

An extra factor which exacerbated the dispute were several arrests and clashes between the strikers and police.

The arrests and the use of a police water cannon on strikers followed a court order which prevented workers from gathering at the Civic Centre and disrupting municipal operations.

Preferential

Cape Town's town clerk, Dr Stanley Evans, denied that whites were given preferential treatment in appointments.

He said parity in salary between white and black clerical staff was being addressed.

"We can also use examples where members of Samwu had been chosen ahead of members of other unions."

Strikers march on OK's head office

WILSON ZWANE

MORE than 2 000 OK workers marched on the retail giant's head office in central Johannesburg yesterday where they handed a list of demands to management.

The march was joined by non-striking Djon workers as it progressed from the corner of Kerk and End streets along Delvers Street and down Pritchard Street to the OK's Eloff Street store.

Presenting the memorandum to the OK's Chief Security Controller, SA Commercial, Catering and Allied Workers' Union (Saccawu) official Kaizer Thibedi said management should not view the 18-day-old strike by more than 6 000 employees countrywide as a "test of strength" but merely as a strategy to get them to meet the workers' demands.

"We have resolved other disputes in the past and we would like to believe that it will not take long before you respond to this memorandum," Thibede said. 6/24/90

Among other demands, the strikers

want an across-the-board increase of R160 a month and a minimum wage of R800 a month.

Another key demand is that management abolish what Saccawu described as its "baasskap mentality".

OK spokesman Gavin Brown said the claim of "baasskap mentality" was never raised during negotiations between OK and Saccawu.

"The union should come and talk to us about what they perceive as 'baasskap mentality'," Brown said.

He added that although OK respected the right of every South African to hold peaceful protests, the wage settlement would come about only when the parties sat down and negotiated. (355)

OK is offering workers service-related increases ranging from between R115 and R145, a bonus to non-striking workers and a "negotiable" minimum wage of R710 a month after a year's service.

Daily demos at two firms

By Musa Mapisa

22/4/90
About 100 members of the Black Health and Allied Workers' Union of South Africa (Bhawusa) are holding daily lunch hour demonstrations against staff retrenchments outside the Tedro Group's offices in Selby, Johannesburg.

Bhawusa spokesman Sipho Ngwenya said that in terms of a recognition agreement the company was supposed to discuss retrenchments with the union six weeks beforehand,

but had done so only two weeks before.

Tedro spokesman Norman Fisher said he was not aware the company had violated the agreement. He would discuss the matter with the union.

● In Industria, 70 members of the Food and Allied Workers' Union are staging lunch hour demonstrations at Rembrandt Tobacco, to back demands for a R2-an-hour across-the-board increase. Rembrandt declined to comment.

LABOUR

355

~~151-1507~~

End of fatigue

With the annual Main Agreement in the metal industry expiring on June 30, progress is finally being made in the sixth round of wage negotiations between Seifsa and trade unions. **FIM 22/6/90**

The 15 unions in this year's talks are variously affiliated to Cosatu, Nactu and the Confederation of Metal & Building unions. The National Union of Metalworkers of SA (Numsa), largest union in the industry, is demanding a R2/hour across-the-board increase.

Seifsa's final offer of increases range from 15% (R1,24 an hour) at the top rate to 18% (64c an hour) at the bottom. This would bring the new hourly minimum to R4,15 for labourers and R9,45 for artisans.

Numsa, despite rejecting Seifsa's offer, indicates it will refer the offer to its national bargaining conference this weekend. Among

FINANCIAL MAIL JUNE 22 1990

FIM 22/6/90

355

~~151-1507~~

other things Numsa is to recommend settlement on training, job security and extension of the scope of the Main Agreement to homelands and other sectors of the industry.

Seifsa executive director Brian Angus says employers have made a number of "substantive concessions" on some demands, including further improvements to leave bonuses, living-out allowances and increased contributions to the industry's pension fund.

Employers stress that they consider the final offer to be substantial "in the light of the alarmingly declining economic conditions." **FIM 22/6/90** **355**

Numsa says progress has been made on training proposals with employers agreeing to the development of industry-wide guidelines for the removal of racial discrimination in training. Seifsa has also agreed in principle, according to the union, to withdraw support from educational institutions that continue to apply racial discrimination.

Considerable progress has also been made on the issue of conversion of the industry pension fund into a provident fund.

However, Numsa points out, final settlement hinges on further progress on a number of issues. These include wages; implementation of impending new labour relations laws; more maternity leave and free Pap tests; paternity and compassionate leave; and proportional representation on the Industrial Council. ■

~~12-11-131~~

F/M 22/6/90

(355)

lene bag plants at New Germany, Natal, and QwaQwa — seems to be heading for labour problems as well.

This week Frame subsidiary Consolidated Waverly Textiles (CWT), SA's largest blanket producer, reached a stalemate in its annual wage talks with the SA Clothing and Textile Allied Workers' Union. Union sources said talks had broken down and July 2 had been set as the date the union would make application to hold a legal strike unless wage demands were met.

A CWT spokesman and member of the National Textile Manufacturers' Association — the body which represents CWT at the negotiations — denied however that talks had "broken down," saying the normal dispute procedures were being followed.

The union represents about 6 000 CWT employees. If arbitration is not successful and strike action is decided upon, it could spread among the other subsidiaries' 12 000 employees, where feelings are running high in the wake of the retrenchments and what some consider unfair settlement packages.

When wage talks began, the union was asking for a R25 a week across-the-board split increase, the first coming into effect on July 1 and the second R25 increase in December. This was dropped to a R21/R21 increase and, finally, a R18/R18 increase. CWT has been sticking to its R7/R7 offer.

According to a union statement, annual wage negotiations with Frame's biggest subsidiary — Consolidated Cotton Corp — have also deadlocked with the company's final offer of a 9,5% increase. This company employs about 12 000 union members, the bulk of the Frame Group's work force. ■

FRAME DISPUTE F/M 22/6/90

On the edge

The troubled Frame Group — which earlier this month began to retrench 1 850 employees in line with the phased closure of its blanket plant in Durban and two polypropy-

FIM 22/6/90

OK BAZAARS STRIKE

Accusations fly

The strike at OK stores entered its third week on Monday with the union claiming more of its pickets arrested and generally harassed by police, members of the public and rightwing groups.

Jeremy Daphne, spokesman for the SA Commercial, Catering and Allied Workers' Union, says a total of 146 workers have been arrested since the beginning of the strike. According to Daphne, there is still no agreement with the police over the legality of pickets.

The union warned last week of "unpredictable consequences" if its members continue to be arrested while picketing. The company maintains police intervention has been necessary only at some stores "where a hooligan element among strikers has behaved criminally and breached rules of conduct set out by the union itself."

OK Bazaars spokesman Gavin Brown says the company has launched eight urgent Supreme Court applications for eviction of strikers from stores, mainly in the PWV area. This follows a successful court application by OK last week when pickets at the Eastgate, Bedfordview, shopping centre were instructed to vacate premises or face court action.

Shopfloor support for the strike remains strong, says Daphne. He reckons that about 7 000 workers are striking at 129 of the 166 stores organised by the union.

The dispute hinges on wages, with the union demanding a minimum R800 a month; recognition of March 21 as a paid holiday; and a 13th cheque and 5% commission for sales personnel. The company is offering service-related wage increases of between R115 and R145 and a monthly minimum of R710 after a year's service.

According to the union, incidents of alleged violence over the past two weeks include threats by AWB members at Potgietersrus.

The company says it deplores the incident and has lodged a complaint of trespass with the police.

There have also been "a number of problems with Inkatha in Natal," says Daphne. It seems OK employees, who allegedly belong to Inkatha, coerced workers not to support the strike.

Last week the union responded to the company's argument that it cannot increase the size of its wage offer due to deteriorating trade conditions.

The union is suggesting that over the years OK should have directed more of its earnings into wages.

The union challenges the company over store closures and calls on management to negotiate the issue. Brown counters that the company decided to rationalise its stores before wage negotiations reached a dispute.

He adds that a meeting was scheduled this Wednesday to discuss store closures.

355

CHL Tint 22/2/90

~~SECRET~~ 35

Thousands to march in city today

Staff Reporter

THOUSANDS of city council, OK and Eskom workers are expected to march in Cape Town and Bellville tomorrow in support of "living wage" demands backed by an unprecedented cross-section of extra-parliamentary movements.

The marches were announced yesterday at a city press conference held to outline objections to President F W de Klerk's reluctance to pass amending legisla-

tion to the Labour Relations Act. Council workers, OK staff and Eskom workers are involved in ongoing and bitter labour disputes with their managements.

For the first time in many years a press conference platform was shared by the PAC, the ANC, Azapo, the UDF, Cosatu and several member unions yesterday.

Chairperson Ms Luci Nyembe, regional secretary of Cosatu, said this was because in the present

supposed climate of "progressive labour relations we find we are being thrown back into the middle ages".

This had "provoked" the organisations to unite in opposition.

Ms Nyembe added that the ANC executive was "very positive" about Cosatu's call for the executive to review continued participation in negotiations with the government.

33
CH 67/1/13 33/1/10
**New board to
set MPs' pay?**

Political Correspondent

MEMBERS of Parliament yesterday took the first step to the setting up of a neutral body to determine their salaries and perks.

The delicate issue has sparked heated public debate in recent years — particularly when MPs voted themselves increases higher than members of the public service and the inflation rate.

However, all three Houses of Parliament yesterday agreed to an all-party parliamentary committee to investigate the establishment of an independent statutory board to determine the pay and allowances of political office-bearers.

Workers seek double OK's profits

Ex-miners top of the pension pay-outs

By JULIE WALKER

ASSETS under management at the Mine Officials and Mine Employees Pension Funds total R10bn and in-flow of more than R38m a month needs to be invested by fund manager Barry Botes.

Pensions of more than R20m a month are paid out. The two are in the top three private pension funds. Mr Botes says benefits to

THE strike at OK Bazaars enters its fourth week with union members still demanding an increased wage package amounting to more than double the company's taxed profit for 1989.

About 6 500 members of the SA Commercial Catering and Allied Workers Union (Saccawu) are on strike at about 120 stores. The strike has cost workers R4m in lost wages. OK is also suffering, some shops reporting falls of 15% to 20% in sales.

About 58% of Saccawu's 10 000 members at the company voted to strike. The OK employs about 25 000 people.

The union demands an across-the-board increase of R160 a month and a minimum of R800.

Other demands include March 21 (Sharpeville) as a paid holiday, and a 13th cheque.

The company offers service-

Strike costs both parties millions

By ADRIAN HERSCH

related increases between R115 and R145 a month, and a minimum of R710 after a year's service (now R620). It also offers a choice of 12 paid holidays a year.

The company made a taxed profit of R20,375m in 1989 — a 14,6% decline on the previous year.

OK's offer amounts to a package increase of R34,4m (17,7%), the union wants R43,8m (28%).

Saccawu organiser Jeremy Daphne says the company has sufficient "retained profits" to finance increases.

OK financial director Brian Borchers says retained profit

forms part of the company's funding base.

"The shareholder funding base has not grown sufficiently in the past couple of years, leading to increased borrowing at great expense. Drawings from retained earnings would only aggravate the borrowing requirement and further erode profitability."

A feature of the dispute is the type of increase on offer. Across-the-board increases have been granted in the past eight years. Although the company offered differentiated increases last year, it relented. But this year it has stood firm.

OK spokesman Gavin Brown says across-the-board increases distort the wage structure.

"Some of those at the more senior levels would receive increases of less than 10%."

Mr Daphne says the union regards wages at the bottom of the scale as "very low." Because of this, increases should be shared equally in money terms.

The strike has been marred by allegations of intimidation by strikers and by non-strikers. Several incidents have been issued evicting strikers from stores and preventing them from interfering with customers, suppliers and non-strikers.

The union says allegations about strikers' behaviour are exaggerated and some security guards behaved aggressively and provocatively towards them.

The parties are scheduled to meet soon to discuss store closures.

Mr Brown says: "No conditions have been set and other issues may arise."

Designing lady Lynne blossoms

By JULIE WALKER

CHRISTMAS has come early for Lynne Curley and Garry Gass — their signwriting business has to look that far ahead to cope with the growing demand for their service.

They established Catalogue Production Services (CPS) in 1988 when they branched out on their own after working for many years with a fashion chain.

They saw a gap for a marketing-production house to provide a middle-man service between agencies and clients.

The exodus of businesses from Johannesburg's central business district meant new signage needs and the proliferation of suburban shopping malls gave rise to competition — opening doors for Lynne and Garry.

Lynne saw a tired Noddy Christmas display at a shopping centre, and mentioned it to Garry. He said that if she could do better, she should tell the centre's management.



CP/rev 24/490 1108-132 355

Fairest Cape becomes a stinking rubbish dump

CP Correspondent

IT has been called the Fairest Cape, but any visitor to Cape Town over the past 10 days would be forgiven if he thought he had called at the wrong port.

The term "fairest" does not apply to Cape Town right now. Maybe it should be called the "Dirtiest Cape" or the "Stinking Cape", because the strike by municipal workers, all members of the South African Association of Municipal Workers, has caused a massive build-up of rubbish.

Plastic rubbish bags put on the city's pavements last Wednesday by businesses and residents have still not been removed.

Dogs and other scavengers have opened the bags, strewing the pavements with filth.

Pedestrians have developed the

art of avoiding the unsightly rubbish and turning their noses the other way.

The city council has appealed to the public not to dump their refuse at roadsides, but only in council vehicles parked at 33 collection points since Thursday.

Concern has been expressed that the rubbish pile-up represents a health hazard.

The wage dispute between the Samwu and the council started when the council refused to give in to a union demand for a minimum wage of R4,40 an hour, offering them R4,19 an hour.

Last Wednesday some 8 000 workers went on strike and since then between 6 000 and 8 000 workers have not reported for work.

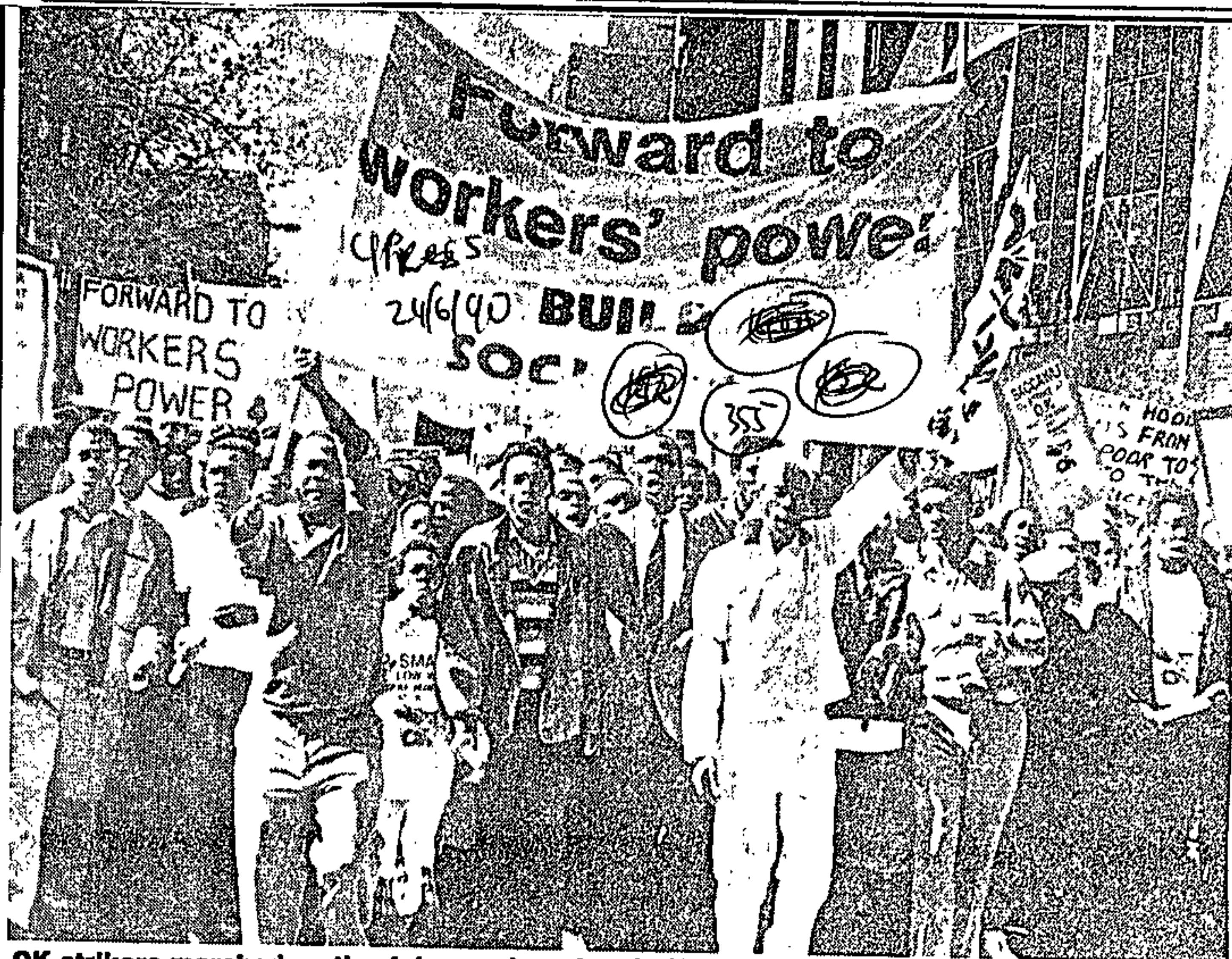
This week they were not paid for the time they have been on

strike. Community organisations have come to their assistance and the union is to start giving food parcels to workers.

Tempers flared on Wednesday after the council got an order in the Cape Town Supreme Court restraining 4 000 striking workers from entering the Cape Town Civic Centre, and more than 56 workers were arrested – and later released – when they went to court to reply to these allegations.

Union secretary John Ernzen has accused the council of declaring war on workers.

In a joint statement issued by Cosatu, the UDF and the ANC this week after a meeting with the council, Mayor Gordon Oliver was told he had to understand he could not march with workers one day and suppress them the next.



OK strikers marched on the Johannesburg head office this week to present a petition.

Strikers march on OK head office

ABOUT 2 000 striking OK workers were joined by Hyperama workers this week when they marched peacefully from Cosatu offices to OK headquarters in President Street, Johannesburg, to present management with their demands.

The strike – in its third week – is the result of a wage dispute. Workers are demanding a monthly R160 increase across the board.

A petition was handed to Garrith Jones, OK's head office security controller.

Ccawusa branch secretary Kaizer Thibedi, who presented the petition, said it was time OK management swallowed its pride and settled the dispute, as there was a real danger that it would escalate.

He said the OK was reaping the effects of placing the welfare of workers at the bottom of its priorities, and now says it cannot afford to pay more.

"Our view is that the OK's willingness to pay attention to low wages and shop floor dissatisfaction is questionable."

OK strikers call for new talks

By Shareen Singh

SACCAWU has invited OK Bazaars management to a meeting on Wednesday — a day after the start of the chainstore's June sale.

In a statement at the weekend, South African Commercial Catering and Allied Workers Union spokesman Jeremy Daphne said strike action during the June sale could cripple OK. The union was giving management the chance before this.

But settlement would depend largely on OK's willingness to make a significant shift in its pay offer.

The union also expects OK's holding company, South African Breweries, to intervene in settling the dispute.

At a meeting in Cape Town on Saturday after a march by more than 2 000 workers, a spokesman called "Comrade Julian" alleged that OK management was using Inkatha and the AWB to harass strikers.

Last week the OK management accused strikers of misconduct and applied for a court order restraining workers from assaulting and harassing shoppers and causing damage to property.

But an agreement was reached between management and the union (which became an order of court) that strikers at nine stores would vacate company premises pending further negotiations.

On Friday SACCAWU applied to the Industrial Court for an order declaring OK's conduct an unfair labour practice. Judgment will be given today.

The union said the OK was refusing workers access to canteens, refusing to grant union officials access to strikers, and blocking telephone communication between officials and shop stewards.

Sixteen workers were arrested on Friday and one on Saturday, the union said, bringing the total number arrested during the strike to 213.

NUM accuses mines of putting money first

By Shareen Singh

Gold mining involved low wages, migrant labour, repression and dangerous working conditions which killed one miner for every ton of gold mined, the National Union of Mineworkers (NUM) said at the weekend.

In a statement, the NUM accused mine bosses of wanting to keep wages low and to cut costs.

Last night, a Chamber of Mines spokesman said the Chamber would react after later today after studying the statement in detail.

The NUM said mining bosses

had been slow in addressing problems relating to migrant labour, education and training.

Black miners faced racial discrimination in wages and accommodation, and suffered assaults and abusive language, said NUM.

Last week, the Chamber criticised the NUM for continuing its call for sanctions, nationalisation and a 70 percent wage increase in a time of crisis.

Wage demands on gold mines this year amounted to a total of R1,5 billion, while total profits for the industry in 1989 were R5,4 billion, the union said.

Numsa warning on action if Seifsa offer not bettered

B/day 26/6/90

DANIEL FELDMAN

INDUSTRIAL action in the iron, steel and engineering industries "would be recommended" if there was no significant improvement in the Steel and Engineering Industries' Federation of SA's (Seifsa) offer, the National Union of Metalworkers of SA (Numsa) announced yesterday.

The decision was made at Numsa's second national bargaining congress, held in Johannesburg at the weekend, which decided to deadlock on Seifsa's final offer and declare a dispute. Numsa sources said the dispute would probably come before the industrial council within the next few weeks, leading to the possibility of a legal strike ballot.

Seifsa executive director Brian Angus said he had not yet been informed of Numsa's decision to enter into dis-

pute and could not comment.

Numsa national organiser Bernie Fanaroff said that although "good progress was made in some areas of talks", Seifsa's offer was not adequate in terms of wages, job security, parental rights, hours of work, March 21 as a holiday and the extension of the agreement.

Expires 355

The final offer, made on June 14, proposed a 15% wage increase (R1.24 an hour) for artisans and an 18% increase (64c an hour) for labourers. Numsa's demand stands at a R2 across-the-board hourly increase, although Fanaroff said the union was open to further negotiations.

The current Main Agreement, which determines the wages and working conditions for the industry's 380 000 employees, expires on Saturday. Spokesmen from both parties said they were unsure of what would occur after the expiry date.

The congress, attended by more than 200 delegates from around SA, was organised by Numsa in an attempt to unify its bargaining strategies. It decided how negotiations in various sectors should proceed.

In the auto and tyre industries, it made provision for the consideration of further employee offers, but recommended that strike action be considered if no adequate offers were made. In the tyre industry, wages, scope of the agreement, holidays, work hours, the LRA, payment of detainees and parental rights needed to be further addressed.

Star 26/6/90

NEWS

OK agrees to more talks with Saccawu

By Shareen Singh

OK Bazaars management has agreed to meet the South African Commercial Catering and Allied Workers Union to resolve the national strike, which entered its 23rd day today.

Company spokesman Gavin Brown said yesterday OK had accepted the union's invitation to reopen talks, but proposed a meeting on Thursday instead of tomorrow.

Earlier, OK instituted legal proceedings — accusing strikers of misconduct at 11 stores.

Saccawu applied for an order declaring OK's conduct during the strike an unfair labour practice. Judgment was postponed to tomorrow.

OK's minimum wage is R620 a month — R359 below the February supplemented living level of R979 a month for a family of six.

Saccawu has demanded an increase of R160 across-the-board and a minimum wage of R800. Management has offered between R115 and R145.

and PAC and their peace p
Vosloorus two weeks ago.

Court to rule tomorrow on application against OK

JUDGMENT is scheduled to be delivered tomorrow on the SA Commercial, Catering and Allied Workers' Union's (Saccawu) urgent Industrial Court application against OK Bazaars.

The union applied for an order to declare some OK actions an unfair labour practices.

Saccawu organiser Jeremy Daphne said the OK actions included not allowing striking workers access to canteens and other designated areas, refusal to grant union officials immediate access to workers at OK stores, and failure to allow telephonic communication between officials and shop stewards at stores.

OK spokesman Gavin Brown said he had no comment about the pending decision.

In response to Saccawu's proposal to continue wage negotiations tomorrow, Brown said he "welcomed the decision and looked forward to the meeting later this week", although he could not verify when it would take place.

Daphne yesterday reiterated the union's

Bloom 26/6/90

DANIEL FELDMAN

demand for a R160 across-the-board increase.

"OK's present minimum wage of R620 a month is R359 below February's supplemented living level (SLL) figure of R979 a month for a family of six living in Johannesburg. Even if the company meets our increase demand, the minimum wage will be R199 below SLL's figures. OK workers cannot afford a lower increase," he said.

Hostility 355

The strike, now in its fourth week, still involves about 7 000 striking workers at 131 stores nationwide.

Little progress has been made in resolving the original dispute over wage and living conditions during the past few weeks, and the strike has been marked by continued allegations of violence, numerous arrests and growing legal hostility between the company and the union.

Star 26/6/90

Strikers accept council offer

355

CAPE TOWN — The strike by Cape Town municipal workers ended yesterday after a decision by the South African Municipal Workers' Union (Samwu) to accept a small wage increase and an undertaking to negotiate for better working conditions.

The leader of the union in the western Cape, Salie Manie, told thousands of cheering workers at the Good Hope Centre that the city council had decided to raise its offer of a 13,5 percent wage increase to 14 percent.

Strikers would not be penalised and minimum wage offers had been increased from R835 to R845, Mr Manie said. — Sapa.

Shell dispute settled

PORT ELIZABETH.

A bitter eight-day strike at Shell Oil depots in the Eastern Cape has ended, with the company agreeing on wage increases and educational assistance for workers' children.

During the action, workers accused Shell of using union-bashing tactics, while the company in turn alleged that shopstewards threatened "bloodshed" if a single supply truck rolled.

Workers, on the other hand, claimed the police had assaulted them — allegations denied by the company and the police.

The company obtained an interdict against workers on the grounds that the strike presented a fire hazard.

The order, issued by the Grahamstown Supreme Court, ejected sleeping-in strikers. The company said it had lost control over the affected depots in Port Elizabeth and Queenstown.

The 180 striking oil depot workers returned to work this week while 60 chemical workers resumed work last Wednesday. (355)

According to a settlement reached between Shell and the Chemical Workers' Industrial Union (CWIU), an average increase of 17,5 percent has been offered for an initial period, ending February 18 next year. An additional increase of 7,5

percent was negotiated for a second phase, ending August next year.

Shell has agreed to contribute R100 a year to the education of workers' dependent children, to a maximum of four children.

Shell also agreed on improved shift allowances, paternity leave and conditions for temporary workers, as well as long-service award.

Leather stayaways

WORK stoppages involving thousands of workers have affected several Cape Town leather industries.

This week more than 1500 workers at Jordan Shoes downed tools, while workers at Olympic and Barker factories engaged in stayaways.

800 members of National Union of Leather workers (NULW) at Panther Elliot have been on a "wildcat" strike since last Thursday. (KPA)

Their actions follow a deadlock in wage negotiations three weeks ago between NULW and management.

Initially workers demanded a R60 across-the-board increase but this has been converted to a demand for an increase of 38 percent. Employers have offered 17 percent.

COMMUNITY

6 BEACH ROAD

Star 26/4/90 Metalmen declare pay row 355

By Shareen Singh

The National Union of Metal Workers of South Africa (Numsa) decided at its bargaining conference last weekend to declare a wage dispute with employers.

Annual wage negotiation between Numsa and the employer body, the Steel Engineering Industries Federation of South Africa (Seifsa), began in March.

At the last round of talks the union demanded an across-the-board hourly increase of R2.

Employers made a final offer of 64c at the top grade and R1,24 at the bottom.

Numsa, which represents more than 200 000 workers, said its conference, attended by more than 200 delegates, decided that industrial action would be recommended if there was no significant improvement in Seifsa's offer.

The union said that although good progress was made in some areas, Seifsa's offer was not adequate.

Parental rights

The conference pointed in particular to wages; job security; parental rights; hours of work; March 21 to be a paid holiday; extension of the agreement and the Labour Relations Act.

Employers had not made a final offer in the motor industry, and the union decided not to make any recommendations for that industry yet.

In the auto parts and tyre industries, the conference made provision for further consideration of employer offers. But if employers offers were not adequate, the union would support strike action.

Numsa made extensive non-wage demands this year.

Of particular significance was the demand for parental rights, including six months paid maternity leave and free pap smears for women in the industry. This came after in-depth research on problems of women workers.

355
28/6/90

Negotiations on wages break down

Wage negotiations between Checkers and representatives of the SA Commercial Catering and Allied Workers' Union broke down late yesterday afternoon after the union rejected management's final offer.

A statement from Checkers said strike ballots would be held next week if settlement was not reached before 11 am on today when the Conciliation Board ends.

This followed seven days of negotiations which failed to produce agreement between the two parties, the statement said.

Checkers offered a R135 across-the-board increase, effective from July 1, and a further R5 increase from January 1 next year.

Fixed minimum

The union demand was for a fixed minimum wage of R830 with a R165 across-the-board increase.

Checkers said their offer meant employees' minimum salaries would be increased to R765 on July 1 and to R770 in January.

This meant "in reality" that the minimum income of Checker's staff during the next financial year would be more than R800 a month, with the average being more than R1 000, the statement said.

Included in management's final offer was progress towards a 13th cheque and increased discount on purchase facilities.

Negotiations had been held in an open and non-confrontational manner throughout, the statement concluded. — Sapa.

F/M 29/6/90

cant improvement in the offer on wages and conditions by Seifsa.

Numsa's Bernie Farnaroff says that, though the congress felt that good progress was made in some areas, such as training proposals and the conversion of the industry pension fund into a provident fund, Seifsa's offer is inadequate in many respects. These include: wages; job security; hours of work; March 21 as a paid holiday; and the extension of the Main Agreement to cover small firms. There are also problems with paternity and maternity benefits and free annual Pap tests for women.

Seifsa's final wage offer is a 15% increase (R1,24 an hour) for artisans, and 18% (64c an hour) for labourers. Numsa is pushing for an increase of R2 an hour across-the-board, though this is flexible. The industry's annual Main Agreement expires tomorrow.

Numsa says more than 380 000 production workers are directly affected by the agreement and another 100 000 in related employment. ~~1409~~ ~~157~~ 355

The union is also threatening industrial action in the car assembly and tyre industries. While the congress "made provision for further consideration of employer offers," it recommends that strikes should be considered if adequate offers are not made. Aside from wages, demands are concerned with job security, parental benefits, annual bonus, overtime, hours of work, holidays, and a new Labour Relations Act. ■

METAL INDUSTRY F/M 29/6/90

Dispute hardens ~~1409~~

Industrial action threatens the metal industry. The National Union of Metalworkers of SA (Numsa) last weekend declared a dispute with employers over wage talks.

The decision was made at the union's second national bargaining congress which was attended by more than 200 delegates. It was called to discuss the results of Numsa's wage bargaining and consider how to proceed in national wage talks covering related industries, such as car assembly, tyre and metallurgical firms. ~~1409~~ 355

The union says industrial action in the iron, steel and engineering industries "would be recommended" if there is no signifi-

Checkers dispute strike ballot looms

Staff Reporter

5/2
28/4/91
The SA Commercial, Catering and Allied Workers Union (Saccawu) is expected to hold a strike ballot among Checkers staff next week, after wage negotiations between Checkers and Saccawu broke down on Wednesday afternoon.

The union rejected management's final pay offer, after seven days of negotiations.

Checkers offered a R135 a month across-the-board in-

crease from July 1, and a further R5 a month from January 1 1991. Saccawu demanded a R165 a month across-the-board increase and a minimum wage of R830.

Yesterday, the Conciliation Board was told wage talks ended in dispute.

A Checkers management spokesman, A MacLaurin, said Checkers management was not in a position to make any further offers at this stage.

Unions reject 17,22 pc offer by post office

By Zingisa Mkhuma

A wage increase offer of 17,22 percent from South African Postal and Telecommunication (SAPT) has been rejected by three post office staff unions.

SAPT is offering a minimum wage increase of R108 — from the present R627 to R735 a month — backdated to April 1.

Floyd Mashele of the Post and Telecommunications Workers Association said they met executives of the Indian and coloured associations. They are angry SAPT is "wasting their time".

Star 29/6/90
"This increase does not address our across-the-board demand of R400," he said.

(355)

Winery workers want strike

MEMBERS of the National Union of Wine, Spirits and Allied Workers (Nuwsaw) yesterday voted overwhelmingly in favour of a strike, while the SA Commercial Catering and Allied Workers' Union (Saccawu) resumed wage negotiations with OK Bazaars and announced that it intended to hold a strike ballot at Checkers next week.

For the past two weeks, Nuwsaw has been conducting a strike ballot against the SA Wine and Spirits Industry Employers' Association after a breakdown in annual wage negotiations. *By Day 29/6/90*

Employer spokesman Riaan Kruger said he had been informed by the union yesterday that 2 816 members (76%) had advocated strike action. The union offer was accepted by 884, and 159 ballot papers were spoiled. The workers represent employees from 83 wineries and depots.

He did not comment on what the employers' response would be, pending an

DANIEL FELDMAN

announcement on proposed action by the union. Nuwsaw representatives were unavailable for comment last night.

Earlier, Nuwsaw president November Nkosi said if union members voted to strike, it "would be timed to create the most impact on the liquor industry".

The union has demanded a R40 a week across-the-board wage increase as well as 20 working days annual leave after 10 years' service, with increases made retrospective to April 1. Current wages range from R176 to R199 a month.

The employers offered a R33 a week across the board increase, and extra days of leave depending on years of service. The union and employers had previously reached compromise on maternity and paternity leave, and the reduction of labour

(355) ☐ To Page 2

Strike

hours to 44 hours a week. *By Day 29/6/90*
After resuming wage negotiations yesterday, OK and Saccawu representatives agreed to adjourn the meeting until July 6. OK spokesman Gavin Brown and Saccawu national organiser Jeremy Daphne refused to release details of the negotiations.

The strike continues at 131 stores, involving around 7 000 workers. Daphne said the union was proceeding with its Section 43 application to the industrial court to declare OK's conduct an unfair labour practice, and was also waiting for a reply from the police commissioner regarding the legality of the union's pickets.

After a conciliation board expired yesterday between Saccawu and Checkers, the union announced intentions to conduct a strike ballot next week, according to Checkers spokesman Adele Gouws.

She said Saccawu rejected Checkers' final offer earlier this week of a R135 across the board increase on July 1, and a further R5 increase on January 1 1991. This would have meant a minimum salary of R770 a month by the beginning of next year.

The union has demanded an across the board increase of R165 and a fixed minimum wage of R830 a month.

(355) ☐ From Page 1

Sun hotels gear for strike

SOUTHERN Sun hotels are expecting strike action to start next week and have begun to hire housewives, students and hotel school trainees, said the company's industrial relations manager Carl Ludick yesterday.

The official results of the strike ballot will be made known this weekend, Mr Ludick said, "but it seems there will be a majority vote in favour

JULIENNE DU TOIT

of strike action".

The strike is expected to involve 4 500 workers and to affect 42 hotels countrywide.

There was unofficial confirmation of this from the South African Commercial, Catering and Allied Workers Union (Sac-cawu).

The key issues are

wages and the instalment of casual workers as union members, according to the union.

Management is offering a R100 increase on its minimum monthly salary of R590, and the union is demanding a minimum of R800, and an across-the-board increase of R160.

The union also wishes to address so-called "racist canteen facilities".

Wide-ranging strikes loom

By DICK USHER
Business Staff

STRIKE action is looming in several important industrial sectors.

In the retail sector, where the OK strike is in its fourth week, a strike ballot is to be held by the South African Commercial, Catering and Allied Workers Union (Saccawu) at Checkers where wage negotiations broke down this week.

Meanwhile, the National Union of Wine, Spirits and Allied Workers (Nuwsaw) has voted for a strike in the liquor industry and last weekend's national bargaining conference of the National Union of Metalworkers (Numsa) decided to declare dispute in the metal and engineering industries after employers' latest offer.

The conference decided to recommend industrial action if there was not a significant improvement in the offer from the Steel and Engineering Industries Federation (Seifsa). It also decided that in the automobile and tyre industries, if no adequate offers were made after further negotiations, strike action should be considered.

In the textile industry, mem-

bers of the South African Clothing and Textile Workers Union (Sactwu) in Natal will this weekend discuss their response to wage offers from the Frame Group. Negotiations in the blanket division went to mediation and in the cotton textile division went to conciliation this week.

At Checkers, after seven days of negotiation, Saccawu rejected the employer offer of a R135 a month across-the-board increase from July 1 and a further R5 a month from January. Saccawu demanded a R165 a month increase and a minimum of R830 a month.

Union spokesman Mr Papi Kganare said that a conciliation board and mediation had failed to resolve the dispute.

The Nuwsaw dispute affects employees of the Wine and Spirits Industry Employers' Association at 83 wineries and depots. The union demanded a R40 a week across-the-board increase backdated to April 1 and 20 days' annual leave after 10 years' service. Employers offered R33 across-the-board and extra days of leave depending on length of service.

In the metal and engineering industries, although Seifsa said considerable progress had been

made at the sixth round of talks, Numsa felt that the employer offer was not satisfactory on wages, job security, parental rights, holidays, the extension of the main agreement to non-parties.

The union said progress had been made in other areas.

On wages, Seifsa's final offer was a 15 percent increase for artisans, R1,24 an hour, to 18 percent for labourers, 64c an hour. Numsa was dissatisfied with automobile industry employer offers on job security, wages, overtime, parental rights, annual bonus and holidays.

In the tyre industry it prioritised these issues and also payment for detainees.

Negotiations in the motor industry were felt to be not sufficiently advanced to make recommendations.

The conference prepared a schedule of dates for completion of negotiations and consideration of further employer offers.

Also in dispute, with developments still pending, are about 500 000 members of the National Union of Mineworkers at Chamber of Mines employers and De Beers.

Seifsa labour pact expiry leaves hiatus



Expiry "fairly regular", says Seifsa's Brian Angus. Picture: ROBERT BOTHA

THE main agreement signed between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa), determining annual wages and working conditions for the industry's 380 000 employees, expired at the weekend.

Although the expiry technically leaves the industry without defined working conditions and could throw the sector into disarray, industry and union sources did not seem worried by the passing date, and said the incident was almost ordinary in its yearly occurrence.

Seifsa executive director Brian Angus said it "was a fairly regular occurrence" as there was almost always a hiatus between the signing of a new agreement and the expiry of the old one. With no agreement applicable, working conditions are defined purely in terms of the Basic Conditions of Employment Act (BCEA).

However, Angus said the industry would undoubtedly apply the old agreement's conditions until the cur-

DANIEL FELDMAN

rent dispute was settled. He also said a dispute meeting between Seifsa and the union would probably be held on July 5.

A Numsa spokesman also said the expiry of the old agreement was "nothing unusual."

The employers' final offer was a 15% wage increase for artisans and an 18% increase for labourers, bringing the lowest monthly wage to more than R800. Seifsa also agreed to raise their contribution to the pension fund from 6,5% to 7%.

Employers and unions were also prepared to settle on issues of training, job security, and extension of the agreements' scope to the homelands and other sectors of the industry.

But Numsa, still demanding a R2 an hour across-the-board increase, decided at its second national bargaining conference a week ago to reject the offer. It demanded further progress on the implementation of new labour relations laws.

Strike hits Sun hotels

MORE than 6 000 Southern Suns Hotel employees countrywide began a wage-related strike yesterday. (SS)

The South African Commercial, Catering and Allied Workers' Union held a strike ballot last week after a conciliation board failed to resolve the wage dispute.

On deadlock, management offered an across-the-board monthly increase of R100 or 15 percent whichever was greater. (SS) 4/7/90

Saccawu was demanding R160 a month more and a minimum wage of R800 a month. (SS)

A major issue in dispute was the union's demand for an end to fixed-term contract labour. - Sowetan Correspondent. (SS)

Star 4/7/90 355

NEWS

Council 'did not collect workers' salaries'

By Abel Mabelane,
East Rand Bureau

The Katlehong City Council failed to pay its 700 workers their June salaries on time, because they could not produce proof to the satisfaction of the TPA that their bulk services, such as water and electricity, had been paid, said a TPA official who did not want to be identified.

The official said the TPA was not responsible for the delay in the payment of salaries because it made the payment of employees its first priority as long as funds for bridging finance were available.

He said the conditions attached to the granting of bridging finance were that the council must first produce evidence that its bulk services had been paid.

Mistake

The official said the town clerk of Katlehong was supposed to have collected the salary cheques last week, but did not show up. He said if there was a mistake or delay in the payment of employee's salaries, it was not the fault of the TPA. He refused to comment further.

The mayor of Katlehong, Gideon Molotsi, said the delay in the payment of salaries was caused by the TPA which sent the salary cheques late. He said employees would be paid their salaries today, by noon at the latest.

He said he knew nothing about the producing of evidence for the payment of bulk services before bridging finance could become available. He said all he knew was that the council had to produce proof to the TPA that it had no funds; and show proof of its financial obligations.

Worker action spreads over pay negotiations

By Brendan Templeton
and Shareen Singh

Major industrial sectors are bracing themselves for a growing wave of industrial action as annual wage negotiations deadlock.

At least 25 000 workers have already gone on strike and about 472 000 are in dispute or deadlock.

● The catering sector has at least 13 000 workers on strike at OK Bazaars and Southern Suns.

● About 5 400 liquor workers of the National Union of Wine, Spirits and Allied Workers' Union have voted for strike action.

● A strike is looming at Checkers after workers started a strike vote last week. The SA Commercial Catering and Allied Workers' Union (Saccawu) said ballot results received so far showed overwhelming

support for strike action.

● Saccawu is also involved in disputes at Edgars, Metro Cash and Carry, Frasers and Fairways.

● The National Union of Mineworkers (NUM) and National Union of Metalworkers (Numsa), have expressed dissatisfaction with final wage offers.

● 3 000 Cobra Watertec workers in Springs and Krugersdorp downed tools yesterday over wage demands.

Numsa has already declared a dispute with the the Steel and Engineering Industries Federation of South Africa (Seifsa). The negotiations with Seifsa involve more than 200 000 Numsa members.

Wage talks between the 250 000-strong NUM and the Chamber of Mines have reached deadlock.

● See Page 5.

Wineries hit by a union go-slow

6/10/90 DANIEL FELDMAN

ABOUT 5 400 National Union of Wine Spirits and Allied Workers (Nuwsaw) members have embarked on a go-slow, refusing to work overtime at 83 wineries and depots after a 76% strike vote last week.

Nuwsaw president November Nkosi said the union would decide at a meeting tomorrow when strike action would be taken, but warned the imminent strike could commence within the next few weeks.

SA Wine and Spirits Industry Employers' Association spokesman Riaan Kruger said employers were willing to continue negotiations.

He said the go-slow had started at a number of depots in the Transvaal already, but supplies "had not been affected significantly".

The union has demanded a R40-a-week, across-the-board wage increase as well as 20 working days annual leave after 10 years' service, with increases made retrospective from April 1. The offer of a R33-a-week, across-the-board increase was rejected by union members.

The industry's offer included an increase of 18,7% on minimum wages to an inclusive annual package in excess of R12 000 for employees with five years of service, reduced hours, payment to female employees on confinement leave, paternity leave and improved retrenchment benefits, Kruger said.

Current wages range from R177 to R299 a week.

355

Result of

strike poll out today

THE outcome of the countrywide strike ballot being held at Checkers Stores will be known today.

The ballot was taken after negotiations between Checkers and the SA Commercial, Catering and Allied Workers Union broke down last week. Sowetan 5/7/90

Rejected

Negotiations deadlocked when the union rejected an offer of an across-the-board increase of R135 from July 1 1990 and a further R5 increase on January 1 1991.

Saccawu is demanding a minimum wage of R830 and an across-the-board increase of R165.

Meanwhile, a Checkers spokesman said the ballot was being carried out in a "very peaceful and non-confrontational manner". - Sapa.

No return, no 'backdoor' retrenchment'



INJURED WORKER:
Desmond Solomons

THE National Union of Metalworkers of South Africa (Numsa) is locked in discussions with management at a strife-torn factory in Atlantis where about 21 workers were injured by police.

The talks come after thousands of workers downed tools in Atlantis Industria to protest against the violence which followed a wildcat strike by about 400 workers at the Grapnel exhaust and towbar sections.

At a meeting between the two sides last week, the company agreed to request

the SA Police to withdraw from the area in return for an undertaking from workers that they would not "re-occupy" the factory.

The company also agreed to change its negotiator but the two parties are still in conflict over wages.

The workers have lowered their demand from a R2-an-hour across-the-board increase to R1,80.

The company is holding out for an increase of 16,5 percent for workers earning less than R1 000 and 14,15 percent for workers who earn more than R1 000.

A Numsa spokesperson

said the workers, who have been on strike for more than two weeks, are refusing to return to their jobs until the company raises its offer.

A further meeting is scheduled to take place this week.

Meanwhile, talks are continuing between the Chemical Workers' Industrial Union (CWIU) and management at an Epping plastics factory which last week dismissed 145 union members after a wildcat strike.

A spokesperson for the CWIU said the union had rejected an offer by management at the Kohler Xactics factory to take back

fewer than half of those dismissed.

He said the union viewed this as an attempt at "retrenchment through the back door".

The two parties are scheduled to meet later this week.

Strikes hit hotels

South 5/7-11/90

355

By CHIARA CARTER
WHILE more than 20 000 workers are on strike at shops and hotels around the country, thousands of other workers are poised to join the wave of militant action that is sweeping the retail and catering industries.

About 5 500 workers at 38 Southern Suns hotels downed tools on Tuesday in support of wage demands.

The workers, members of the South African Commercial, Catering and Allied Workers' Union (Saccawu), are demanding a minimum wage of R800 a month and a R160 across-the-board increase.

The Southern Suns' final offer stands at R100 or 15 percent.

The present minimum is R590.

Saccawu also wants the hotel group to agree to let casual workers have union representation and to phase out sub-contracting.

Clashed

Hours after the strike began, management and the union clashed over the presence of strikers on company premises.

Workers are sitting in at 18 hotels, including the Cape Sun.

A Saccawu spokesperson said seven workers were injured when police teargassed 120 workers at the Southern Suns hotel in Sabie on Tuesday.

Detained

He said that 60 workers were detained for taking part in an illegal gathering at the Ermelo Holiday Inn and that four workers were arrested at the Cape Sun.

● Meanwhile, as the month-old OK Bazaars strike involving about 7 500 workers continues, about

10 000 workers at 177 Checkers stores around the country are about to begin the first-ever strike at the company.

They include workers at 15 Checkers stores in Cape Town.

A Saccawu spokesperson said that preliminary ballot results indicated the majority of workers were in favour of industrial action.

Breakdown

The move follows a breakdown in a conciliation board hearing aimed at resolving a deadlock over wages.

The union is demanding an across-the-board increase of R165 a month and a minimum wage of R830.

Checkers has offered a minimum wage of R765 and an across-the-board increase of R135 a month with an additional R5 next year.

Edgars

A strike could also be on the cards at Edgars where last week a conciliation board hearing on a wage dispute ended without agreement being reached.

Conciliation board hearings are scheduled to take place this week in wage disputes between Saccawu and the Metro Cash and Carry group, Frasers and Fairways stores.

UCT accord on wages

South 517-1117190
SETTLEMENT has been reached on wage increases for about 900 workers at the University of Cape Town (UCT). belong to the Transport and General Workers' Union (TGWU) will get a minimum wage of R700 for a five-hour working day.

The agreement, hammered out during mediation last week, follows a wildcat strike by hundreds of UCT workers who surrounded the administration block at the campus last Thursday. Workers will also get maternity leave, four months paid and two months unpaid, and a day off each month for antenatal check-ups.

In terms of the agreement, workers will receive between 15 and 25 percent increases. In a unique move, UCT agreed to pay a housing subsidy for workers whose homes are in the homelands.

(355)
This brings the minimum wage in the bargaining unit from R800 to R1 004.

About 70 cleaners who

UCT also agreed to increase its subsidy on medical aid by five percent and committed itself to working towards parity with academic staff who get a 100 percent subsidy.

Liquor firms await strike

Sowetan 517190

THE South African liquor industry will only know tomorrow when to expect strike action by their workers following a successful ballot by the National Union of Wine, Spirits and Allied Workers' Union.

Workers are currently on a go-slow and the union has placed a ban on overtime.

Union president Mr November Nkosi said at the Press conference in

Johannesburg yesterday they would only announce the starting date for strike action tomorrow.

Nkosi said 76 percent of the union's members in 83 plants nationally had voted for strike action in a ballot completed last week.

The 5 400-member union is demanding a R40 a week across-the-board increase against the

employer association's offer of R33.

Nkosi said the union had asked Mr Anton Rupert and Mr Sol Kerzner, shareholders in some of the companies involved in the wage dispute, to intervene.

It had also demanded 20 working days' leave for all workers with 10 or more years service but the employer association had refused to meet this demand. - Sapa.

Municipal strikes hit PE and Cape

By Shareen Singh

The public sector has been hit by major strikes in Port Elizabeth and Cape Town involving municipal and hospital workers.

More than 3 000 workers at Port Elizabeth Municipality downed tools demanding higher wages.

A union official from the South African Municipal Workers Union (Samwu) said workers demanded a wage rise of R300 across-the-board and a minimum monthly wage of R750. The minimum wage at the municipality ranged between R362 and R550.

The union said 46 strikers had been arrested.

Garbage was piling up in the suburbs of Port Elizabeth and municipal authorities urged residents to assist in refuse removal.

Essential services at the city's two black hospitals have been cut after a strike by nurses and other employees.

Livingstone Hospital staff downed tools demanding the reinstatement of 36 nurses dismissed after attending a meeting at Uitenhage hospital, which authorities said was illegal.

About 413 nursing staff and other employees at Port Elizabeth Provincial Hospital and about

390 workers at Dora Ngiza Hospital downed tools in solidarity with Livingstone workers.

Several wards had to be closed at Livingstone Hospital and services in casualty had to be curtailed.

At Dora Ngiza where workers are staging a sit-in, only a skeleton staff is working.

Outside the public sector, 3 000 motor industry workers are also on strike at Delta Motor Company in Port Elizabeth over a demand for the company to participate in the industry's bargaining forum.

Flexing

In Cape Town, workers at Bellville Municipality went on strike yesterday, while wage negotiations between Samwu and management were in progress.

Railway workers in the region are also flexing their muscles. Transnet employees marched to management offices this week to deliver their wage demands.

The South African Railway and Harbour Workers Union (Sarwhu) said this was meant to pressure management while the union was involved in national wage negotiations with Transnet.

conducted among Checkers' workers after conciliation board hearings collapsed.

SA Commercial, Catering & Allied Workers' Union (Saccawu) spokesman Alan Horwitz says the Southern Sun action hinges on wages, conditions of work and the reinstatement of 107 dismissed workers. The company is offering a R100 across-the-board increase (or 15%, whichever is greater). The union's demand is for a minimum R800 a month (at present R590) and an across-the-board increase of R160. It is also demanding casual workers be allowed to join the union and an end to sub-contracting labour.

In another development, Saccawu and Edgars last week reached deadlock over wages at conciliation board level, clearing the way for a strike ballot. The union wants an across-the-board rise of R180 a month and a minimum wage of R950. Edgar's offer stands at R155 and R815, respectively.

As the *FM* went to press, the union announced it is to hold a strike ballot at Checkers, involving 10 000 workers at 177 stores, based on a demand for a raise of R165 across-the-board, and a minimum wage of R830 (R650). It rejected Checkers' final offer of R135 across-the-board from July 1 and a further R5 on January 1 1991, which would take the minimum to R765 on July 1 and R770 next January. "This meant, in reality, the minimum income of Checkers' staff in the next financial year would be over R800 a month," says the company. ■

LABOUR RELATIONS FIM 6/7/90

Tills down (355)

Against the backdrop of the five-week-old OK Bazaars strike, labour conflict has erupted across the retail sector. This week, about 4 500 workers at 35 Southern Sun hotels went on strike and a strike ballot was being

Talks fail to resolve OK strike

Staff Reporter

The OK Bazaars strike continued today after talks between management and the South African Commercial, Catering and Allied Workers' Union (Saccawu) failed to resolve the wage dispute.

The parties met on Friday and Saturday, but no progress was made, the union said. The talks were adjourned until Wednesday.

Between 7 000 and 7 500 OK workers from 135 stores

came out on strike on June 4 after a conciliation board failed to break a wage deadlock.

Saccawu demanded an across-the-board wage increase of R160 and a monthly minimum of R800.

Management offered between R115 and R145, depending on length of service.

The union estimated that 35 000 of its members were locked in disputes and 23 500 were on strike nationwide.

Talks fail to resolve OK strike

Staff Reporter

The OK Bazaars strike continued today after talks between management and the South African Commercial, Catering and Allied Workers' Union (Saccawu) failed to resolve the wage dispute.

The parties met on Friday and Saturday, but no progress was made, the union said. The talks were adjourned until Wednesday.

Between 7 000 and 7 500 OK workers from 135 stores

came out on strike on June 4 after a conciliation board failed to break a wage deadlock.

Saccawu demanded an across-the-board wage increase of R160 and a monthly minimum of R800.

Management offered between R115 and R145, depending on length of service.

The union estimated that 35 000 of its members were locked in disputes and 23 500 were on strike nationwide.

355
9/7/9

Workers threaten to strike

About 300 Transnet conductors and ticket collectors, all members of the SA Railway and Harbour Workers Union, yesterday threatened to down tools if demands for wage parity and an end to racial discrimination were not met.

Among other demands were that money apparently deducted on behalf of the Labour Council be refunded and ticket collectors, conductors and gate collectors be recognised as full grades. — Sapa.

APR 7. 1975 10/7/90

Delta strikers return ³⁵⁵

PORT ELIZABETH. — About 1 000 workers at Delta Motor Corporation returned to the plant yesterday after being warned by management that the strike from Wednesday last week could result in disciplinary action, including dismissal.

Although it was not known whether the 1 00 were willing to return to work, certain sections of the Delta factory had resumed full production.

The company issued an ultimatum in newspaper advertisements over the weekend, warning strikers to return to work yesterday morning.

Workers downed tools on Wednesday to protest against the company's refusal to take part in the national bargaining forum for wage and working conditions in the motor industry which have been endorsed by the other major manufacturers. — Sapa

Strikers dig in as talks fail

THE OK Bazaars strike continued yesterday as talks between management and the South African Commercial Catering and Allied Workers

**SOWETAN
Correspondent**

Union failed to resolve the wage dispute.

The parties met on Friday and Saturday, but no progress was made, the union said.

The talks were adjourned until tomorrow.

About 7 500 workers downed tools on June 4 after a conciliation board failed to break a wage deadlock.

The strike affected 135 of the chain's stores.

Saccawu is demanding an across-the-board wage increase of R160 and a monthly minimum wage of R800.

Management offered between R115 and R145 depending on length of service.

The union said settlement of the strike which entered its 36th day today hinged largely on management's willingness to increase its offer.

Saccawu was also involved in major strikes at Southern Suns Hotels and Checkers and the union was in dispute at several other chain stores.

The union estimated that about 35 000 of its members were locked in disputes and 23 500 were on strike nationwide.

ors

tection will have to be passed on to developers and ultimately the eventual home-owners."

His call for the authorities to act follows a report by the SA Federation of Civil Engineering Contractors that unrest had already cost civil contractors R15 million, excluding the thousands of rands being spent each month on on-site security.

SAFCEC branch manager Mr Des King said 3 000 jobs in the civil

FOR YOU IF

Union acts over pay

MEMBERS of the National Union of Wine, Spirits and Allied Workers are to begin a wage-related strike today, the union said in a statement yesterday.

The strike follows the rejection by Nuwsaw of the employers' offer of R33 a week across-the-board increase.

Overtime 355

Last week Nuwsaw members declared a national overtime ban to prevent the companies from "piling-up stock".

However, a spokesman for the union said employers in the liquor industry decided to lock out all Nuwsaw members last Wednesday after rejecting their offer.

Metal employers reject arbitration proposal

By Shareen Singh

Employers in the metal industry rejected a proposal by unions yesterday that a wage dispute be referred to arbitration.

The Steel and Engineering Industries Federation of South Africa (Seifsa) said the mediation option was given serious consideration but employers felt that the parties involved were capable of resolving the dispute on their own.

The National Union of Metalworkers (Numsa) declared a dispute with the employer body two

weeks ago over wages and working conditions.

Mediation was proposed at an industrial council executive meeting held on Tuesday. The parties at the meeting made no progress in resolving the dispute, Numsa said.

No Shift

Employers had not shifted from their final wage offer of R1,24 at the top grade and 64c at the bottom grade against Numsa's de-

mand for a R2 hourly increase.

But Seifsa made concessions on demands relating to pay smears, exclusion of small business from the agreement and withdrawal provisions on conversion of the industry's pension fund.

Numsa was considering these concessions.

None of the 15 unions negotiating with Seifsa accepted the employers offer yet, but only Numsa had declared a dispute.

The negotiations affect more than 380 000 workers.

Strike hits supplies of liquor

LIQUOR supplies have been affected to "a certain extent" in the Transvaal, but for the time being there is no need to storm liquor stores. *Wetland 12/7/90*

The countrywide strike started yesterday by about 4 500 workers in the liquor trade, is expected to affect deliveries.

Mr Riaan Kruger, secretary of the South African Wine and Spirits Industry Employers Association said yesterday that liquor supplies had not been "affected noticeably".

The industrial action follows after the National Union of Wine, Spirits and Allied Workers refused to accept the association's R33 across-the-board increase backdated to April 1. (355)

The union is demanding a R40 across-the-board increase and 20 days' annual leave for all workers with 10 and more years service.

Unions reject Southern Sun latest offer

THIS week's publicised wage offer made to striking hotel employees by the Southern Sun/Holiday Inns group has been scorned by the SA Commercial, Catering and Allied Workers Union (Saccawu).

The union was responding to a full page newspaper advertisement placed by the Southern Sun/Holiday Inns Group which stipulates an offer of a minimum wage of R690 a month and a total wage of R835 a month — including the annual bonus and value of free meals.

Meanwhile, the union and hotel group management were locked in mediation for the second day in an attempt to resolve the 10-day strike which has been marked by

STW 14/7/90 PAT DEVEREAUX
"enormous police interference", according to union officials. Marches and demonstrations outside hotels have led to the arrest of almost 180 union members.

Sacawu official Mr Alan Horwitz said: "Southern Sun's assets total R856 million. It is the largest hotel group in the southern hemisphere.

"Occupancy levels improved to 64 percent this year from 62 percent. The R28 million set aside by the company for wage increases this year could if equally divided mean R200 across the board for

each of the 10 000 workers employed.

"But the 8 000 workers earning below R800 a month have been offered R100 — an annual wage increase of R12,5 million.

"The balance is clearly going to the minority of employees who already earn a living wage," argued Mr Horwitz.

His union's demand for an R160 across the board increase and a minimum wage of R800 "is definitely realisable", he added.

Mr Horwitz pointed out the costs of the strike to the hotel group which is paying white casuals R8,50 an hour at its city hotels — R1 500 a month. "And it is hiring a small army of additional security guards," he said.

New deal for hotel workers

By DON SEOKANE

Sowetan 18/7/90
THE R28 million set aside by Southern Suns for wage increases this year could mean a R200 across-the-board increase for each of the 10 000 workers, a spokesman for the South African Commercial, Catering and Allied Workers Union said yesterday. (355)

Saccawu official Mr Jeremy Daphne was commenting on an advertisement placed by Southern Suns and Holiday Inns stating that the minimum wage offered to employees was R690 a month plus an annual bonus of R57 a month and meals worth R88 a month.

He said Saccawu's demand for a R160 across-the-board increase and a minimum wage of R800 was reasonable, given the R28 million allocated by Southern Suns for wage increases.

The National Union of Wine, Spirits and Allied Workers will meet the SA Wine and Spirit Industry Employers' Association in Stellenbosch today over the dispute involving about 3 800 workers.

The parties have deadlocked over union demands for a R40 weekly increase, against a management offer of R33. - Sapa. (355)

- Sapa.

6/10 am 19/7/90
**Numsa to hold
strike ballot**

MATTHEW CURTIN

THE National Union of Metal Workers (Numsa) yesterday announced a strike ballot of its 115 000 members in the metal industry on July 30. (355)

At yesterday's dispute meeting the Steel Engineering Industries' Federation (Seifsa) revised its final wage offer by 3c to 5c between lowest and highest rates by converting into a wage increase an extra 0,5% contribution to provident and pension funds.

This means labourers and artisans would receive increases of 19% and 15,5% on minimum rates. Numsa has demanded a R2 across-the-board increase, a 56% increase on lowest rates.

A Numsa statement said members would be consulted this week on the latest Seifsa proposals.

More struggles

Lengthy mediation sessions over the past two weeks have failed to resolve the OK Bazaars strike. However, the union has agreed to take an improved wage offer to members for consideration; mediation was scheduled to resume on Tuesday. (1422) (355)

The SA Catering, Commercial & Allied Workers' Union went on strike for an across-the-board increase of R160 and monthly minimum wage of R800. The OK had offered service-related increases and a minimum of R710 after one year's service.

But as the gap between demand and offer is narrowed, another complication has arisen. The company last week issued 570 retrenchment notices to workers in the PWV area, effective from the end of the month. Union spokesman Jeremy Daphne says his organisation demands withdrawal of the notices as part of any settlement.

The OK's Keith Hartshorne says prospects for an early settlement have dimmed after the alleged abduction of non-strikers from OK's Elsburg store. He adds those not in favour of the strike were assaulted and threatened and the company challenged the union "to publicly declare its position on this act of thuggery."

In another development, the union took up with Law & Order Minister Adriaan Vlok the issue of arrested picketers. More than 400 Southern Sun and OK Bazaars workers have been arrested, the majority for picketing, the union says. It argues that such arrests "are not only without justification in law, but also constitute a gross interference with workers' right to picket." Unless arrests are discontinued, the union will reserve its right to seek relief in the Supreme Court. □ At its first national congress last weekend, the union decided to call a one-hour national stoppage on July 27, at all organised workplaces in the commercial and catering trades. The "hour of action" aims to highlight the union's living wage campaign and to establish a right to picket without police or municipal interference.

The union is also demanding the right to strike; access to normal company facilities while on strike; and an end to rightwing assaults on members. ■

Boycott buster ... former mayor of Mzamboni ... whites in town met the consumer boycott with a boycott of their own

Picture: AFP/EX

7 000 workers on strike as E Cape labour unrest steps up

Daily Mail Reporter
LABOUR turmoil in the Eastern Cape has intensified as strikes by more than 7 000 workers at seven companies continued this week.

As a dispute at Cumar Abrasives enters its second week, about 190 workers are still locked out. They had previously downed tools and demanded an across-the-board increase of R2 a day.

After the workers refused a management offer of 95c, they received letters informing them that the offer had been withdrawn and the strike was illegal.

The regional organiser of the National Union of Metalworkers of South Africa, Bimba Mangqabashana, said there had

been no negotiations between the union and management.

He said the workers were adamant they would not resume working until their grievances were dealt with.

As the company had acted "unfairly", there was a strong possibility that the workers may join a national Cumar strike planned for the end of July.

Cumar management said from Johannesburg that it believed the strike was illegal, as there had been no conciliation board hearing and the strike ballot had been improperly conducted.

The liquor trade strike continued with 3 800 workers from Stellenbosch Farmers' Winery, Union Wine Ltd, Dis-

tillers Corporation and Gilbeys Distillers and Vintners still locked out — a week after they downed tools.

A spokesman for the SA Wine and Spirit Industry Employers' Association, Riaan Kruger, said their last meeting decided that industrial action would be conducted peacefully.

The National Union of Wine, Spirit and Allied Workers spokesman said the company has offered an increase of R33 a week while the union wanted R40.

A local resolution for a national strike by Checkers' employees appears to be close after five days of talks between management and the SA Commercial Catering and Allied Worker's

Union.

The company's latest offer of a monthly increase of R140 is close to the workers' demand for R150.

The fate of the 38 retrenched workers at Albany Bakery hangs in the balance while management and the Food and Allied Workers' Union officials are still locked in dispute.

An attempt at mediation is scheduled for today between the Holiday Inns management and Saccawa, as they try to end a three-week-old national strike by about 5 000 hotel workers.

Over 100 workers at Oosterlig Fisheries walked out this week protesting against wages and conditions. — Pen

355

Settlement in Checkers wage strike

CHECKERS management and Saccawu officials ended the strike at the retail chain last night after two days of lengthy mediation talks.

At the time of going to press both sides were still at the negotiating table, but Sapa reported mediator Brian Currin as saying the union and management had settled and were in the process of finalising an agreement. 8,10am 20/7/90

The strike by 10 000 Saccawu members at 161 Checkers stores began on July 7 after a conciliation board hearing failed to resolve the dispute over wages and conditions.

Checkers' final offer was a R135 monthly

MATTHEW CURTIN

across-the-board increase (revised during mediation yesterday to R140) and a minimum wage of R770 a month to be implemented by January 1 1991. 355

Saccawu demanded a R165 raise (revised during negotiations to R150) and a minimum wage of R830.

The resolution of the Checkers dispute still leaves more than 15 000 people on strike in the retail industry.

Saccawu is to continue mediation today with OK Bazaars and with Southern Sun/Holiday Inn managements in an attempt to resolve the disputes.

Checkers settles ... but the union goes on striking

By DREW FORREST

UNIONISTS and management of the strike-hit Checkers supermarket chain have settled on wages — but union sources say the dispute is not over.

Management yesterday released a statement through Sapa saying agreement had been reached in the wage dispute which sparked the two-week strike by more than 9 500 workers at about 170 stores.

However, a source in SA Commercial, Catering and Allied Workers' Union said an additional demand for payment for one week of the strike remained in dispute.

"Until it's dealt with, the strike goes on," he said.

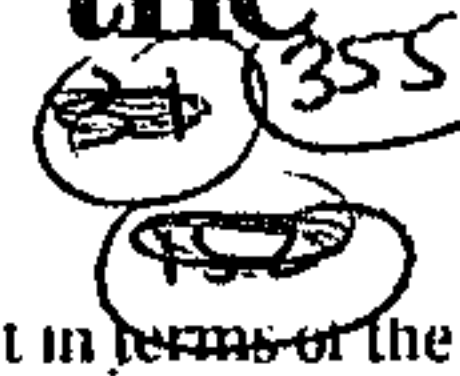
Management said that in terms of the pay settlement, reached through mediation, workers would receive a R140 across-the-board increase, bringing the minimum wage to R770 a month.

The R140 figure represents a slight improvement on management's original offer of R135 from July and R5 more next January.

The union had demanded R165 and a minimum rate of R830.

Management also said union members would receive a 12 percent discount on purchases, to a value of R375.

At Greenters and Stuttafords, the discount would be 20 percent, and staff would be allowed to pay off accounts at the stores over a six months.



Strikers to go back to work

THOUSANDS of striking workers will be returning to work after yesterday's settlement of strikes at two supermarket chains, the Harmony Gold Mine and the J G Strijdom Hospital.

The month-long workers' crisis at the Verwoerdburg Town Council also reached a possible end yesterday, with the announcement that some dismissed municipal workers could be re-employed on Monday.

● Two of South Africa's largest supermarket chains, OK Bazaars and Checkers, settled lengthy national labour disputes with the SA Commercial, Catering and Allied Workers Union (Sac-cawu) yesterday, bringing about a return to work for thousands of workers who have been on a countrywide strike

STAFF REPORTER and SAPA

for weeks. 5/21/79

In terms of the agreements struck, more than 9 000 Checkers employees will return to work on Monday after striking for two weeks, while about 7 000 OK employees will resume their duties on Wednesday, ending their marathon seven-week strike.

Checkers agreed to a R140 a month across-the-board increase for its workers. The OK settlement is based on length of service — workers with less than five years service will get a R125 increase, those with more than five but less than 10 years service will get

● TO PAGE 2.

Gold Reef City

3 000 miners to march - NUM

Star
2/7/90
355

ABOUT 3 000 miners were to march through Johannesburg today to demand the recognition of their union at at three Anglo American companies, the National Union of Mineworkers (NUM) said yesterday.

The Johannesburg magistrate had given the march a thumbs up, NUM said.

A meeting at the union's offices in Wanderers Street would precede the march, scheduled to start at 10 am, the union said.

The workers — employed at Anglo's

head office, laboratories and at Ampros — would make its way to Anglo's head office at 44 Main Street where a petition would be handed over, it said.

The workers were demanding:

- The recognition of NUM.
- A minimum wage of R1 600.
- Service increments every 12 months.
- The abolition of racist practices and the resignation of two racist managers.
- Recognition of Sharpville Day, May Day and June 16 as paid public holidays.

355

Strikes to end ^{Stc} 21/7/90

FROM PAGE 1

R135, and workers with 10 years or more R145.

The end of both strikes will bring relief not only to the supermarket chains and their non-striking employees, but also to thousands of black workers who have gone without pay for the duration of the strikes.

The bitter aftertaste left by the many unpleasanties of the OK strike in particular will not, however, easily be forgotten.

Saccawu said the OK strike had been characterised by widescale picketing and "a large large degree of police intervention".

An important outcome of the strike had been to make OK acknowledge that "management attitudinal problems do exist, are severe and must be addressed".

Yesterday's agreement included a clause stating that all parties concerned commit themselves to a process of discussion and negotiation aimed at identifying and providing solutions to difficulties.

Saccawu yesterday also announced new labour-related protest action, planned for just two days after OK workers are due to return to work.

The new offensive, Saccawu's "National Hour Of Action" on July 27, will focus on alleged right-wing harassment and the arrest of picketing workers during strikes. The protest will be used to demand the right to picket without interference and the right of access to company facilities by striking workers.

Saccawu said the picket issue had been raised with the Commissioner of

Police, the Minister of Justice and the Minister of Law and Order.

● A work stoppage by about 4 000 mine workers at Welkom's Harmony gold mine ended yesterday after the National Union of Mineworkers (NUM) and the mine owners, Rand Mines, agreed to begin negotiations on Monday on higher wages, according to the union. Workers had been on strike since Tuesday afternoon at Harmony's Merriespruit shaft.

"Normal work resumed with the return of workers at yesterday afternoon's shift," said NUM's head office spokesman Mr Thomas Kepsife.

Mr Kepsife said the wage negotiations would involve workers only at the Harmony Gold Mine.

● The strike by about 80 members of the J G Strijdom Hospital's kitchen staff also ended yesterday after a "fruitful" meeting between two Transvaal Provincial Administration (TPA) officials, union leaders and a committee representing workers.

The workers went on strike after dissatisfaction about certain administrative procedures.

● The Verwoerdburg Town Council and the South African Municipal Workers Union (Samwu) yesterday announced a possible end to a month-long strike after chairman of the council's management committee, Mr Pieter Smith, said 500 of the 750 workers fired after refusing to return to work would be re-employed on Monday. The cutbacks were a result of losses incurred in the strike action.

In the agreement the union retained its right in respect of any employees who would be affected in this way. About 90 employees who did not take part in the strike action were not affected by the dismissals.

Unions clash over Edgars pay offer

MEMBERS of the Federal Council of Retail and Allied Workers Union and the Cosatu-affiliated South African Commercial, Catering and Allied Workers Union clashed heatedly yesterday at a joint meeting in Johannesburg to discuss a wage offer by Edgars. *So we Jan 23/71 10*

The company has

offered employees R165 a month and a 100 percent bonus after eight years. Saccawu has apparently accepted the offer and are due to sign the agreement today. *(100%)*

However, Fedcrow members are sticking to their original demand of R180 a month and a 100 percent bonus after five years.

A Fedcrow shop steward, Mr Paul Sheku, told the meeting his union was adamant they would strike if their demands were not met. *(35)*

"The R165 and eight years bonus of 100 percent the company has announced in the media was an off-the-record offer. *(355)* *(15)*

"There were no

formalities attached to this offer. They have not put this offer down on paper," said Sheku.

The meeting became chaotic at one point with Fedcrow members accusing their Saccawu counterparts of compromising, while Saccawu threatened to go to work "with pangas and guns" if there was a strike.

No success in talks on striker access to hotels

OWEN MAUBANE

THE SA Commercial Catering and Allied Workers' Union (Saccawu) and Southern Sun/Holiday Inn management failed to reach agreement on striker access to hotel premises yesterday.

Saccawu national co-ordinator Elias Hlongwane said yesterday's meeting concentrated on the issues of striker access and sitdowns, but as yet the situation had not changed.

"We still have no access to hotel premises," Hlongwane said.

Saccawu had obtained an Industrial Court order on Friday, instructing the company to enter into negotiations immediately on allowing strikers to hold meetings on strike issues in the hotels.

By Friday, negotiations between Saccawu and Southern Sun/Holiday Inn had reached deadlock over union demands.

According to Hlongwane, Saccawu reached agreement with management for casual workers to have the right to be part of the union. They also agreed that sick leave would be 42 days on a three-year cycle and the night shift minimum wage would go up by R100.

However, negotiations deadlocked over dismissed striking workers from Pine Lake and Sabi River and over the wage settlement, he said.

Southern Sun/Holiday Inn management's offer to re-employ all the dismissed workers four months after signing a settlement was "unacceptable" to the union, which wanted their immediate reinstatement, Hlongwane said.

He said that while agreement was reached on a R120 across-the-board mini-

mum wage increase, the company's offer of R100 backdated to April 1 and R20 from October 1 1990 was unacceptable to the union, which preferred a R105 increase backdated to April 1 and R15 from October 1. However, he emphasised that the difference over wages was not crucial.

"Our priority is on dismissals because there isn't much of a gap between us on wages. As soon as agreement is reached on that we anticipate calling the strike off," Hlongwane said.

Southern Sun/Holiday Inn industrial relations spokesman Carl Ludick was unavailable for comment.

Meanwhile, Federal Council of Retail and Allied Workers Union (Fedcrow) spokesman Ned Kettlele said a meeting between Fedcrow and Saccawu at the weekend had ended in disagreement over accepting Edgars' offer of a minimum wage increase of R165 a month and a 100% bonus after eight years.

"We have confirmed with Saccawu that they have as yet not accepted Edgars' offer," Kettlele said.

He added that a meeting between the two unions was planned for tomorrow to "iron out differences" that had arisen over the weekend.

Saccawu and Fedcrow would be meeting jointly with Edgars management on Thursday to reach a settlement, he said.

The unions are demanding R180-a-month increase and a 100% bonus after five years.

NEWS

7 000 take part in march to Transnet

By Shareen Singh

More than 7 000 toyi-toying railway workers brought Johannesburg's city centre to a standstill yesterday when they marched on Transnet's head offices to submit demands.

The march was organised by the South African Railway and Harbour Workers' Union (Sarh-wu) to show workers' rejection of Transnet's R700 a month minimum wage offer.

The union said it had dropped its demand from R1 500 to R1 000, but management had not shifted from its initial offer, which amounted to an increase of R100 a month.

Sarh-wu official Nelson Ndini-sa handed over a memorandum to Transnet's labour relations manager for the southern Transvaal, Anneke Burke.

Although union leadership was non-committal on whether a strike was looming, rank and file workers said they would fight for a living wage and use their only weapon to achieve this.

The union has not declared an official deadlock and dispute pending the outcome of the next round of negotiations in August.



Pedestrian jam ... thousands of toyi-toying railwayworkers throng the streets of central Johannesburg yesterday as they march to Transnet's head offices to show management they are serious about wage demands. © Picture by Ken Oosterbroek.

Agreement on wages

355

Sowetan 26/7/90

STRUCTURAL Hollow Floor Company and the United Peoples Union of South Africa have reached an agreement over wage increases and other benefits.

The two parties said in a joint statement that all labourers in the factory would receive an increase of R35 a week while salaries for workers in specialised jobs had been increased by R50 a week.

The company guaranteed to pay R3 000 plus the cost of the coffin for any employee killed while on the job.

The company has withdrawn the attendance bonus and, instead, agreed to introduce a

four-week leave pay and leave bonus for all employees.

Mr Siphon Magubane, regional secretary of the union, hailed the settle-

ment and said it was one of many signed by the union this year.



SIPHON MAGUBANE

Nactu backs strike

Sowetan 26/7/90
THE National Council of Trade Unions has expressed its support for its affiliate, the National Union of Wine, Spirits and Allied Workers, in its national wage-related strike begun on July 9.

Nactu's acting general secretary, Mr Cunningham Ngcukana, said the federation believed its affiliate had done all that was required to settle the dispute amicably.

He said: "Negotiations began on February 19 with the company offering R21 to R26,90 from Grade 1 to 6 and the union demanding R60 across-the-board.

"After five days of negotiations, the union demanded R45 a week and the company stood between R28,50 and R31,50.

"At the last meeting on March 14, the employer association offered an insulting 50 cents."

Toy-toying to Transnet



STANDSTILL: Johannesburg's traffic was stopped by transport workers in the march

PIC: DYNAMIC IMAGES

From MONO BADELA

JOHANNESBURG. — Rail-way 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 (Sahrwu) 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.

Strikers want workers freed

By Brendan Templeton

The municipal strike in boycott-hit Vereeniging would not be resolved until 400 arrested workers were released, spokesman for the Municipal, State, Farm and Allied Workers Union (MSFAWU) Phillip Masia said yesterday.

The workers were arrested on Tuesday for "constituting a danger to traffic", and were each granted R50 bail, which would "take some time" for the union to raise, Mr Masia said.

Until then, the strike which started on Tuesday when about 1 000 workers downed tools demanding a R600 minimum wage, would not be resolved.

Boycott link

The strike was directly linked to the boycott in Vereeniging and Vanderbijlpark which was aimed at pressurising the municipalities to broaden democratic rights, he said.

Although the 400 workers were simply walking together and not marching, their right to free movement was restricted by the arrests, he said.

Municipal authorities had to overcome their "paranoia which leads them to ban marches instinctively" — they were "shooting at everything that moves", he added.

METAL INDUSTRY FIM 27/7/90

To the floor (355)

The National Union of Metalworkers of SA has — after meeting Seifsa — announced a strike ballot will be held early next month. It will involve about 115 000 union members, including those in the car assembly and tyre

FINANCIAL MAIL JULY 27 1990

(355)

FIM 27/7/90

(355)

industries — nationwide.

The union also says it will refer the employers' revised wage offer to members for consideration.

Seifsa offered to convert a 0,5% increase in provident and pension fund contributions into a wage increase, amounting to 67c an hour for labourers (19%) and R1,29 an hour for artisans (15,5%). Seifsa says this means that the lowest-paid worker in the industry would receive at least R820 a month. Numsa is demanding an increase of R2 an hour

across the board, a 56% increase on the lowest grades.

Employers complain that though certain unions seemed willing to reach settlement, and undertook to refer the revised offer to members, Numsa has not moderated its 56% demand since negotiations began in March.

"All trade unions except Numsa undertook to advise the Industrial Council by Wednesday of their membership reaction," says Seifsa.

According to the union, settlement de-

FIM 27/7/90

pend on agreement on wages, hours of work, March 21 (Sharpeville Day) as a holiday and maternity and child care benefits.

Employers are offering six months' maternity leave on full pay with jobs guaranteed for workers with two years' service. They also agree in principle to free Pap smear tests and are prepared to give 21 days' notice of lay-offs and redundancies and to consult on severance benefits and lay-off criteria.

Little progress had been made on the union demand for a 40-hour week but Seifsa has agreed to consider a phased reduction to 40 hours and a timetable for further reductions. Employers have refused to grant March 21 as a holiday, paid or unpaid. ■

(355)

FIM 2717190

RETAIL STRIKES

The middle way 355

Unionists and management at two giant retail chains — Checkers and OK Bazaars — have settled on wages and working conditions. The agreements end industrial action

FIM 2717190

by about 16 000 members of the Commercial, Catering and Allied Workers' Union.

Its three-week-old Southern Sun-Holiday Inn strike continues and 5 000 Metro Cash 'n Carry workers at 160 stores are expected to strike this week on mainly wage issues.

The two-week strike at Checkers, involving more than 9 000 workers at 160 stores, was settled by mediation. The company says workers will get an increase of R140 across the board and a monthly minimum of R770 effective from July 1. Checkers originally offered R135 across the board and a further R5 from January. The union was asking for R165 and a minimum R830.

The company also agreed to discounts for employees and an extra week's leave for those with at least six years' service.

In the OK Bazaars settlement the union managed to get some wage improvements and March 21 (Sharpeville Day) as a paid holiday. The company withdrew 587 retrenchment notices issued during the strike and gave an undertaking to negotiate across-the-board increases next year.

No minimum wage 355

It refused to grant across-the-board increases and did not agree to a monthly minimum wage. It offered instead monthly increases of R135, R145 and R155, depending on the number of years of service, and agreed to make a R10 across-the-board increase from January.

According to the union's Jeremy Daphne, the strike focused on what he describes as bad management attitudes and low wages, which resulted in a high degree of dissatisfaction and hostility towards management. "An important outcome of the strike," says Daphne, "has been to make OK Bazaars acknowledge that management attitude problems do exist, are severe, and must be addressed."

The union is organising a national hour of action, scheduled for Friday (July 27), which will focus on the alleged harassment and arrest of pickets during the strikes. It will also call for the right to picket without interference.

□ After the Chamber of Mines refusal last week to raise its final offer on colliery wages, the National Union of Mineworkers has begun a strike ballot among its 12 000 colliery members.

The union is demanding an across-the-board 18%-20% increase, against the chamber's final offer of 14,5%-17% — which was accepted on behalf of gold mining members a few weeks ago.

Most metal unions accept Seifsa offer

THE majority of unions in the metal industry yesterday accepted the wage offer made by the Steel Engineering Industries Federation of SA (Seifsa) on July 18.

The offer gives artisans and labourers pay rises of 15,5% and 19% respectively.

However, the National union of Metalworkers (Numsa), which represents the majority of the 380 000 workers in the industry, has rejected the Seifsa package.

Seifsa industrial relations director David Carson said yesterday two white unions, the Confederation of Metal and Building Unions, which represents nine in-

dividual unions, and the Mine Workers Union, officially accepted the offer.

Carson said unofficial acceptance had come from SA Yster en Staal.

He said he expected all unions involved, except Numsa, to settle.

Numsa is set to hold a strike ballot on July 30. The union wants a R2 an hour across-the-board increase — a 56% improvement on the lowest rates.

Fourteen unions take part in the industry's collective bargaining agreement.

MATTHEW CURTIN

355
27/7/90
B1027

Long wage talks end in pay increase

81 May 27 1990
355
MATTHEW CURTIN

PROTRACTED wage negotiations in the leather industry between unions and the Footwear Manufacturers' Federation of SA (FMFSA) ended on Wednesday with a 19% pay award for the industry's 30 000 employees. ~~(S)~~ ~~(S)~~

Wage negotiations between FMFSA, the SA Clothing and Textile Workers Union and the National Association of Leather Workers began in April.

Sactwu spokesman Mike Murphy said the deadlock in negotiations was broken by the exhaustion of all parties and produced only a "hotch potch" settlement.

Negotiations were marked by wildcat strikes all over the country, one of which started this week in Durban, Murphy said.

Sactwu demanded a R45 across-the-board increase on minimum rates at the start of the negotiations, and were finally awarded R30. FMFSA originally offered a 12% increase.

FMFSA director Dennis Linde said production dropped by 20% in the first five months of this year compared with 1989.

Countrywide strike at Metro Cash 'n Carry

By Brendan Templeton

27/7/90

More than 5 000 Metro Cash 'n Carry workers have downed tools at more than 150 stores in the first nationwide legal strike in the company's history, a union spokesman said yesterday.

Group chief executive Tony McDiarmid confirmed the strike by SA Commercial Catering and Allied Workers Union (Saccawu) members but said exact figures were not yet available.

The strike's opening day was marred by police action in Pietersburg where picketers' posters were torn up, he said.

Mr McDiarmid said mediation was due to start on Monday.

At issue is the workers' demand for a R150 across-the-board increase. All other points, including March 21 as a recognised holiday, had been cleared up in previous talks.

● About 90 000 Saccawu members are due to hold a one-hour

work stoppage today between 2 pm and 3 pm in support of the union's "living wage campaign".

It will also highlight harassment of picketers by police and rightwingers as well as strikers' rights to picket and to have access to company facilities.

This follows the bitter scenes of the OK Bazaars and Southern Sun strikes during which strikers were evicted from canteens and frequent accusations of intimidation were heard.

8 to July 4 1990

South LABOUR

South 28/6-7/4/90

(355)

THE giant National Union of Metalworkers of South Africa (Numsa) moved one step closer to national industrial action by thousands of workers in the metal, auto and tyre industries at its second national bargaining conference (NBC) in Johannesburg last weekend.

More than 200 delegates attended the conference and discussed the results of national bargaining for wages and working conditions in all four sectors of Numsa.

These are the iron, steel, engineering and metallurgical industries; the motor industry, the auto assembly industry and the tyre industry.

The NBC decided to deadlock on the final offer by employer body Seifsa in the metal industry.

A Numsa spokesperson said that, while good progress had been made in certain areas, the NBC felt

Seifsa's offer was inadequate in terms of wages, job security, parental rights, working hours and the LRA.

The NBC decided industrial action would be taken if employers did not improve their offer.

The NBC said further negotiation would take place in the auto and tyre industries.

If no adequate offer is made, the NBC said strike

action should be considered. Numsa's demands to employers are based on central demands compiled at the first NBC earlier this year.

These include an across-the-board increase of at least R2,00 an hour, a 40-hour working week, a limit on overtime, and an agreement not to implement the 1988 amendments to the Labour Relations Act.

The union's demands re-

lating to job security include a ban on temporary labour, tighter conditions on re-trenchment and redundancy and minimum severance pay of one month's wages for each year of service.

Numsa is demanding that companies implement a job creation programme and end all segregated training.

The union is also campaigning for a "democratisation of industrial coun-

cils".

Another major focus of this year's negotiations is parental rights.

Numsa is demanding six months' maternity leave, paternity leave, child care leave and the provision of annual pap smear tests.

The union has also adopted a demand for wages to be paid to all political prisoners.

Numsa edges closer to national strike

'War of words' in OK strike

South 28 / 6 - 417790

355

2861 - 417790

THE marathon strike by about 7 000 workers at OK Bazaars stores around the country is about to enter its fourth week with both sides holding firm to their positions while agreeing to meet.

OK, which begins June sales at most stores soon,

agreed to meet with the South African Commercial, Catering and Allied Workers' Union (Saccawu) on Thursday.

The strike has been marked by a war of words between OK Bazaars, which claims it cannot afford to meet the strikers' demands, and Saccawu, which says the strike is the logical conclusion to the company's "baaskap"

attitude.

Saccawu organiser Mr Jeremy Daphne this week hit out at the company for paying wages significantly lower than the supplemented living level (SLL).

Daphne said OK's minimum wage of R620 a month was R359 less than the SLL of R979 for a family of six in Johannesburg. The present average wage of R750 a

month was R229 below the SLL.

Daphne pointed out the union's demand for a minimum of R800 and an across-the-board increase of R160 a month would still leave most workers earning less than the SLL.

Company spokesperson Mr Gavin Browne said the answer to Daphne's argument was "quite simple":

OK Bazaars could not afford to pay more than the 17,7 percent it was offering.

"We just don't have the money to meet the union's demand for 22 percent wage increases," Browne said.

In reply to Saccawu's demand that the highly profitable SA Breweries, which is the holding company for OK Bazaars, intervene in the

dispute, Browne said companies within the SAB group paid the wages they could afford.

"We would love to be able to pay the kind of salaries that workers in the beer division earn, but the retail trade is experiencing a downturn in profits with consumer spending down," Browne said.

About 213 workers have been arrested during the strike.

The company obtained Supreme court ejection orders for several stores on the Witwatersrand last week.

In an unusual twist, the union responded by challenging the ejection orders in the industrial court in terms of Section 43 of the Labour Relations Act.

Offshore riggers win wage dispute

A FOUR-DAY strike by more than 100 deep-sea oilrig workers ended last week with an agreement hailed by the Chemical Workers' Industrial Union (CWIU) as "historic". *2916-417190*

The workers, who are employed by Sopelog, an oil drilling outfit contracted by Sockor, downed tools on Monday last week in support of wage demands.

In terms of the agreement concluded last Friday, workers will get a minimum wage of R1 200 a month — an increase of 35 percent on the previous minimum of R890.

Other employees will get increases of between 16,5 and 18,5 percent implemented in two parts.

Police hold more than 300 union picketers

MORE than 300 SA Commercial, Catering and Allied Workers' Union (Saccawu) members were arrested while picketing during a national hour of protest on Friday, a union spokesman said at the weekend.

SAP spokesman Capt R Maree confirmed yesterday that 188 people were arrested for illegal demonstrations on Friday.

"Forty-five people were arrested at Checkers centre in Middleburg and 121 people were arrested in Pietersburg," Maree said.

In a statement Saccawu deplored the arrests, saying it was "unfortunate that the police had again intervened while the situation was volatile.

"Police intervention was uncalled for and acted as a catalyst," Saccawu said.

The union said its members stopped work and held pickets in all major centres and most smaller towns between 2pm and 3pm on Friday.

"Eighty percent of stores closed down in the city centre of King William's Town," the spokesman said.

Friday's hour of action was part of Saccawu's campaign for a living wage and the right to strike.

"During the recent strike at OK Bazaars and at Southern Sun/Holiday Inn the union was unable to exercise fully its legal right

WILSON ZWANE

to withhold labour because of massive police interference and the removal of access to store facilities by management," Saccawu said.

In another development, Saccawu has said it would meet Metro Cash and Carry management today for mediation in a bid to resolve the wage dispute.

"The union is demanding a R150 across-the-board increase and the company is offering R130. There are no other issues in dispute," the union said.

The strike action involving 5 000 workers at 150 Metro Cash and Carry stores throughout SA started on Thursday.

According to the union, the striking workers were conducting canteen sit-ins.

Saccawu added that it would meet Southern Sun/Holiday Inn management on Friday, following a meeting last week.

"Southern Sun continued to refuse information detailing the breakdown of the R28m allocated to wage increases this year. The present division of resources provides an increase of R12m for the top 2 000 employees and R14m for the remaining 8 000 workers, who are earning less than R800 a month.

"This allocation perpetuates poverty and protects elitism," the union said.

Metal union begins 11-day strike ballot

THE National Union of Metal Workers of SA (Numsa) began an 11-day strike ballot yesterday to canvass members on strike action following last week's deadlock with Steel Engineering and Industries' Federation of SA (Seifsa) over wage demands, Numsa national organiser Alistair Smith said yesterday.

He said the union would canvass at least 80 000 of its 115 000 members from July 30 to August 10 on a number of key issues including the union's 56% across-the-board wage increase demand.

Wage negotiations with Seifsa broke down last week after Numsa turned down Seifsa's offer of a 19% wage increase, for labourers and a 15,5% increase for arti-

sans.

Also at issue are Numsa's demands for a 40-hour week, a holiday on March 21 (Sharpeville Day) and child care leave, Smith said.

Seifsa communications head Hendrik van der Heever said Seifsa had sent a letter to the industrial council last Friday requesting that it inform Manpower Minister Eli Louw that negotiations with Numsa had "officially" ended in deadlock.

He added that the 14 other trade unions in the metal industry, representing 100 000 out of the 215 000 employees, had accepted the Seifsa offer.

OWEN MAUBANE



Chamber, NUM fail to reach agreement

2/8/90 By Brendan Templeton

Mining bosses and the National Union of Mine-workers (NUM) last night failed to resolve whether a strike by about 20 000 miners would go ahead or not.

NUM spokesman Jerry Majatladi said the Chamber of Mines had made some concessions at the last-ditch meeting.

They had made concessions on holiday allowances but had increased wages on only one mine.

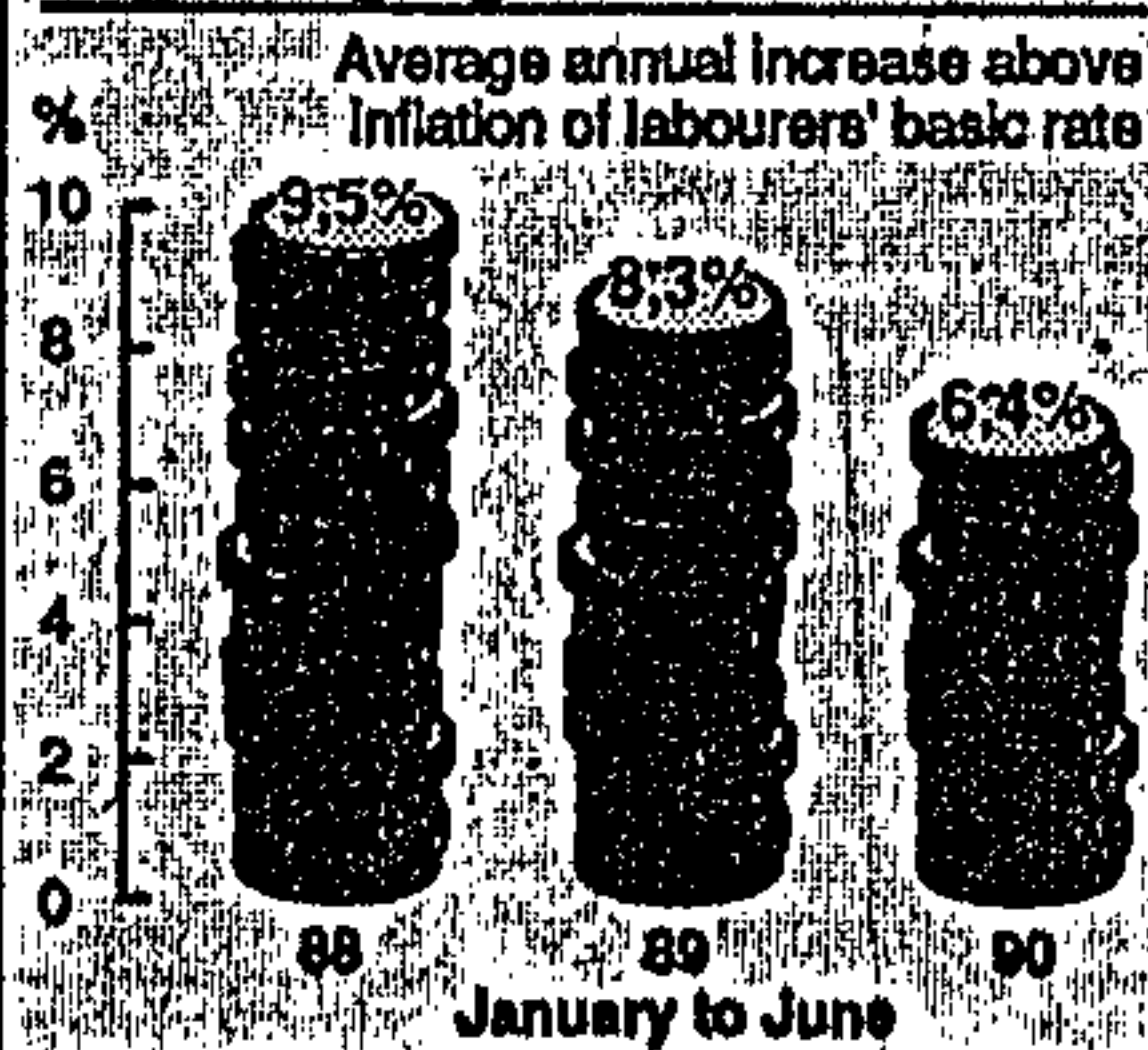
In a strike ballot about 90 percent of the NUM's members voted in favour of striking after the Chamber of Mines failed to meet the union's demands for wage increases of between 18 and 20 percent.

Later revised wage increases from Anglo American's Amcoal and General Mining's Transnataal were also rejected by the union.

The Chamber of Mines offered increases between 14,5 and 17 percent, Amcoal between 16,4 and 18 percent and TransNatal between 14,5 and 28 percent.

Although the NUM has accepted offers from the gold mines in financial difficulty, it believes the coal mines can meet its demands.

Real-wage gains 1988 - 1990



Graphic: FIONA KRISCH Source: LABOUR RESEARCH SERVICE

Unions won average of 21% for labourers

MATTHEW CURTIN 355

TRADE unions achieved a 20.9% average annual increase for labourers in the first half of 1990, a real increase of 6.4%, the Labour Research Service's (LRS) latest wage settlement review has reported.

The LRS report detected a declining trend in wage settlements since a 1988 high of 22.9%, but research co-ordinator Richard Good said yesterday "it was astonishing unions were able to achieve such high wage increases despite the growing economic recession".

Labourers now earned R174 a week (R754 a month) on average in unionised workplaces.

LRS researchers said the average had grown steadily in real terms since 1987, exceeding increases in price levels "by a good margin".

Only 10% of wage agreements, from the

□ To Page 2

Unions

sample of 198 agreements on the LRS's actual wages rates database, settled below the annualised inflation of 14.5% for January to June this year.

Researchers cited the weaker economy and a hardening bargaining climate for the gradual decline in the rate of increase.

They said the growing number of wage disputes and longer and more frequent incidents of strike action since January were a product of union members' expectation of a "post apartheid dividend" in the aftermath of political changes.

The public sector gained the most handsome wage increases, 30.8% on average, but the sector's average wage was still below the national average.

Top paying industries were the metal and motor sectors. Their average

labourer's wages stood at more than R200 a week. At the bottom was the liquor and catering sector paying an average of R123 a week.

The public sector, with an average R152 a week, ranked only ninth out of 12 in a table of average wages.

LRS researchers said wages tended to lag behind other economic indicators. As the recession tightened unions would experience lower average increases in the second half of 1990.

This would run parallel with the trend for lower second six month increases seen in 1988 and 1989. Then, average increases for labourers for July to December fell to 8.2% and 4.8% from first half averages of 9.5% and 8.3% respectively.

□ From Page 1

Randburg

Sta 3/8/90

strikers talk

355-

Staff Reporter

Council officials and 900 striking Randburg municipal workers met this morning following an ultimatum yesterday that they would be dismissed if they did not return to work today.

Randburg Town Clerk Bart van der Vyver said the workers came to work but gathered at their usual meeting place and showed no signs of working.

Workers are demanding a R650 minimum wage in contrast to the council's R525 offer, a National Union of Public Service Workers spokesman said.

● Another 1 450 municipal workers are engaged in a pay strike in Meyerton and Vereeniging.

Unions achieve 20,9% wage rise

CMF-Tips 4/8/90 Political Staff

UNIONS achieved a remarkable increase of 20,9% in the average annual increase in wages for labourers during the first six months of this year, the Labour Research Service (LRS) reported yesterday.

"This means that wages for labourers rose by 6,4% in real terms in the first half of 1990," it said in a statement about its assessment of wage settlements between January and June this year.

"Labourers now earn R174 per week (R754 per month) on average in unionised workplaces."

This average had grown steadily in real terms since the city-based LRS first reviewed wages in 1987 and exceeded increases in price levels by a good margin.

With inflation running at 14,5% on average for the first six months of 1990, only 10% of the wage agreements settled below the annual inflation rate.

The public sector had topped the log of average annual increases this year and from a low base wage, large wage increases had been won in this sector. But the average wage in the public sector was still below the average labourers' wage for all sectors.

Hotel and textile strikes resolved

MATTHEW CURTIN

STRIKES by 5 500 workers at 41 Southern Sun/Holiday Inn hotels and 11 000 workers at the Frame Group's Consolidated Cotton Corporation (CCC) ended yesterday.

Southern Sun/Holiday Inn industrial relations consultant Carl Ludick said the dispute with the SA Commercial Catering and Allied Workers' Union (Saccawu) was settled yesterday afternoon and staff would return to work tomorrow.

The union accepted a wage offer of R100 a week or a 15% across-the-board increase, with a further maximum R20 increase from September 1 to bring the annualised increase to R120.

The monthly minimum wage for hotel workers now stands at R710, R90 short of Saccawu's original demand, but up from the existing R590 wage.

Ludick said the major compromise from the company was in the minimum wage agreement, but the company had successfully managed to contain the escalation in the payroll of recent years.

He said the company was pleased Saccawu recognised the impracticality of an end to contract labour and the establishment of fixed-term casual labour given the seasonal nature of the hotel trade.

Ludick said the company's losses during the strike were negligible and industrial relations between the two parties were on a sounder footing as there was now mutual recognition of each other's rights.

□ To Page 2

Strikes resolved

From Page 1

Saccawu national organiser Alan Horwitz said the union was happy to have secured an improvement on the company's final pay offer and cited breakthroughs on other issues. Southern Sun/Holiday Inn now recognised the right of casual workers to join the union.

The SA Clothing and Textile Workers' Union (Sactwu) accepted a 17,9% to 20% wage increase for its members from Frame management yesterday.

Sactwu national organiser Elias Banda said that at a general meeting on Friday workers had agreed to return to work yesterday and accept Frame's revised pay offer.

Banda said workers at CCC would receive two six-monthly increases, one back-dated to July 1 and another from January 1 1991, of R14, R14,50 and R16 a week for lower, middle and upper grades.

Banda attributed the breakthrough to

the referral of the dispute to mediation two weeks ago, which he said had led to management moving from its final offer.

He said the wage increase was "not great" but satisfactory given the difficult economic conditions in the textile industry.

Sactwu declared a dispute with Frame on June 7, rejecting management's final offer of two six-monthly R13 a week increases for July 1 and January 1 1991. The union had lowered its demand to R20 increases from an initial call for R40.

Frame communications manager Sharon Wagner said staff returned to work yesterday.

Meanwhile, a coal strike by the NUM lay in the balance yesterday as the union awaited a response from the Chamber of Mines on its revised pay demand of 19% across-the-board. A chamber spokesman said the demand was being considered.

900 Randburg municipal workers dismissed

Sta- 7/1/90
About 900 Randburg municipal workers were dismissed yesterday when they failed to report for duty, municipality spokesman Andre Jacobs said.

Final warnings were issued to them on Friday.

A minimum wage of R650 is being demanded by the National Union of Public Service Workers (NUPSW)

against the R525 offer by the council.

The dismissed workers did not include those on leave or who were sick; the council would only know later in the week exactly how many were on strike, Mr Jacobs said, adding that municipal services were still functioning, "but not as productively as we would like them to be". — Staff Reporter.

New pay deal for city electronics workers

By TOM HOOD, Business Editor

MORE than 50 percent of the 600 Plessey workers at Plumstead will receive pay rises of between R132 and R313 a month backdated to July as a result of wage settlements with two unions.

The working week has also dropped to 43 hours from 44 without loss of pay, the company announced today.

Many employees will receive a further service increase of about R10 a month, said the managing director, Dr John Temple.

Negotiations affecting other work-

ers are still in progress with the Metal and Electrical Workers Union of South Africa (Mewusa).

The lowest-paid employee with no experience will now start at R1 034 a month and a factory worker will get no less than R1 157.

In practice Plessey's service increases would give the typical factory worker with eight years' experience R1 240 a month plus a guaranteed year-end bonus, said Dr Temple.

"These wages should be seen against the background of current union demands in other industries

ranging from R800 to R1 000 a month," he said.

"Plessey's wages and benefits must be seen as extremely fair and reasonable, especially as the electronics market faces an uncertain future.

"They should also be seen against the wages paid in the Far East which is the source of competitive products.

"We are competing against products made in mainland China where highly skilled workers earn only about \$50 (R150) a month."

Business had been hit by the cancellation of Post Office orders.

Grooms curbed by interdict

By LANCE NAWA

STRIKING grooms are sticking to their demands for a wage increase and Cape racing could again be disrupted this weekend.

Wednesday's racing at Milnerton was abandoned because of the rainy weather, preventing a repeat of last Saturday when the "grooms' revolt" led to more than 20 horses being scratched on the card. South 918 - 151890

Grooms, earning between R35 and R90 a week, are demanding wages of R250. (355)

About 800 grooms from stables in Milnerton and Phillipi have been served with an interdict for allegedly intimidating "scab" labourers, interfering with the training of horses and damaging private property.

Ceremony

Edward Hurling, spokesperson for South African Commercial, Catering and Allied Workers Union's (SACCAWU), criticised trainers for taking legal action against the workers.

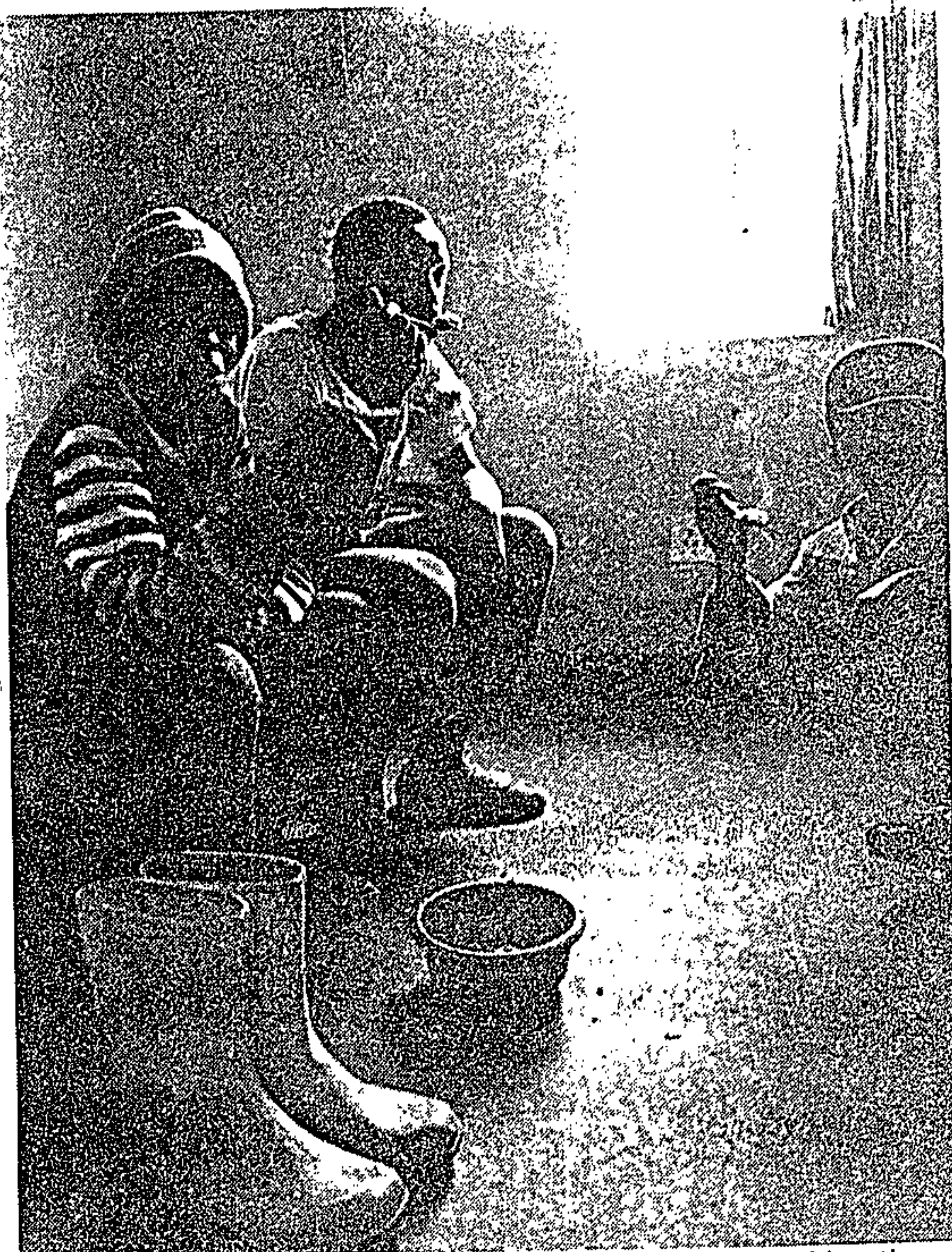
"We will have to respond to the matter very urgently because the grooms are the people feeling the pinch", he said.

Low salaries and poor working conditions of many grooms have long been a hidden feature of this glamour "sport of kings".

The Koeberg Road and Barns single men's hostels at Milnerton race course present a different picture to the pomp and ceremony of race day.

A few weeks ago racing stakes topped the million mark. Yet, about 600 Milnerton grooms share a handful of dilapidated blocks where privacy is a luxury.

The issue of child labour is also a thorny issue on the agenda of



LUNCH: Shortie Mbana, 14, left, shares samp with other grooms
PIC: YUNUS MOHAMED

trainers and the union, said Hurling.

"I came to this place two years ago when I was 12 as my parents did not earn enough money to sustain our family back home," said Shortie Mbana, who comes from the Transkei.

One of the trainers, Mr Greg Ennion, denied ever hiring workers under the age of 18.

He said the grooms are to blame for the condition of the hostels.

Said Ennion: "If the grooms are complaining about the condition of the hostels, then they should look for accommodation somewhere else."

"I give them reasonable accommodation with two beds.

"They are responsible for cleaning as I supply them with cleaning items to keep their rooms clean.

"If they cannot do that they must not expect me to inspect the place because I have 40 horses to look after."

Mr Mike Louw, the Cape Turf Club's assistant general manager, said the club did not want to be involved in the dispute.

"The strike action will not affect us in anyway because there's no racing at Milnerton at the moment."



ECONOMY

ARBUS 9/8/90

355

Back to Adam Smith is message Finance Minister gives nation

Business Editor

THAT people did not achieve equality in standard and quality of living by cavorting in the streets, striking and through stayaways, was the economic message delivered by Finance Minister Mr Barend du Plessis in Pretoria last night.

"The only universal economic principle is that a society can only consume as much as it produces," he said.

Export pricing

There was a maximum price at which a country could continue exporting, but the demands for wages and salaries in South Africa were now being bargained on the basis of political power and pressure rather than productivity.

There was need for every worker to understand that if the export price was given and

there was a need for an increase in wages, the only variable that could make that equation balance was an increase in productivity.

Present trends indicated wages and salaries had "dramatically and exponentially" outstripped productivity.

"Employers and employees must both understand there is ultimately no other solution than higher productivity or an arresting of wage demands for continued growth in South Africa, unless one resorted to continued depreciation of your currency, which immediately in our case translates into an inflation injection.

"This is something we need like a hole in the head right now."

South Africa's economic preservation did not lie in the lifting of trade sanctions and the country's return to the international capital markets,

but in developing an awareness of the fundamental truths of the economy.

He urged employers and others in positions of authority to explain these fundamental truths, such as the link between productivity and remuneration, to their employees.

The fundamental values should be explained because there were millions of people in South Africa who had not yet properly experienced the benefits of free enterprise and private property ownership.

Mr Du Plessis said the country was on the verge of "breaking the neck" of inflation.

"If we persist with our present policies there is a good chance that in the not too distant future Public Enemy No 1 will have itself broken and we can look forward to inflation figures below the double figure mark."

Wine workers to decide on wage offer

By SHARON SOROUR
Labour Reporter

THOUSANDS of striking workers in the wine industry will decide this week whether to accept a revised wage offer.

The National Union of Wine, Spirits and Allied Workers' Union met the SA Wine and Spirit Industry Employers' Association last week in an attempt to resolve the five-week strike by more than 3 800 workers.

Association spokesman Mr Riaan Kruger said in a statement that negotiations had not been completed.

Revised offer

Mr Kruger said a revised employers' offer was tabled on Thursday.

"The union will inform the association of the members' decision as soon as practicably possible," he said.

Mr Kruger declined to divulge details of the revised offer before the union's response was known.

Association spokesman Mr Charlie Hoefflich said employers were hoping the strike action would be resolved "as soon as possible".

Union spokesman Mr William Makhunga said the union hoped to have canvassed all its members by next Thursday.

Negotiation resumed last week following a two-week stalemate after the two parties met for the first time on July 18.

The workers — part of a national bargaining unit of 10 000

— have been on strike at 83 plants since July 11.

Six companies represented by the association have been affected by the strike: Gilbeys, Distillers Corporation, Union Wine, Stellenbosch Farmers' Winery, Douglas Green and Henry, Taylor and Ries.

● Beer giant SA Breweries has come under fire from the Food and Allied Workers' Union (Fawu) for insisting that employees agree to work overtime.

The union has declared a dispute on overtime after five rounds of talks on the issue failed to shift the company's position.

Fawu said in a statement that the breweries insisted that workers contract to work overtime and on weekends "in spite of the workers' position on the issue and the disruption it creates to their family, social and sporting lives".

"SAB also proposes a clause that claims that workers' re-

fusal to contract to overtime constitutes an overtime ban and is therefore a form of industrial action, although the Appellate Division upheld a decision granting workers the right to refuse or agree to contract to overtime," the statement claimed.

Breweries public affairs manager Mr Adrian Botha said the union's decision to declare a dispute was "totally premature as the company is always prepared to talk and it's not our final offer on the table".

● In a separate statement, Cosatu accused a Barlow Rand subsidiary of a "serious breach of trust" after bugging devices were found in offices used by two unions for meetings and other activities.

According to reports, Barlow Rand spokesman Mr Ken Ironside denied the allegations and said: "The practice of bugging, if and when it is occurring in the group, is completely unacceptable to us."

Talks between sacked grooms, trainers resume

Labour Reporter

TALKS between Cape Town racehorse trainers and nearly 800 grooms — sacked after a wildcat strike — were scheduled to resume today.

This follows a meeting between a trainers' committee and the SA Commercial, Catering and Allied Workers' Union (Saccawu) on Friday when "little progress" was made in

talks about wages and re-employment.

The grooms, from Milnerton and Philippi, went on strike on August 3 and were dismissed for ignoring two ultimatums to return to work.

Last week a Supreme Court interdict was issued restraining more than 400 strikers at the Milnerton stables from intimidating workers.

ARGUS 13/8/90
1/8/90
355

Enough work a problem in SA's future

Mr. Timp B/8/70 355

From REV H G MURCOTT (Pretoria):

ONE of the major problems facing our country in the next few years will be finding work for the large number of unemployed, especially the youths who have missed out on education through "Liberation before Education".

In the depression years of the 1930s a great contribution was made by the Special Service Battalions, which helped to provide discipline and training for the large number of youths who had to leave school early when their fathers lost their farms or jobs. At one time Dr Danie Craven was their OC. Later they also contributed greatly to the war effort when the Second World War drew us in.

Something of this nature is needed for that "lost" generation of blacks. It will not be accepted if it comes from the government, but if the ANC, PAC and Inkatha could get together and launch it, it could prove of immense value for our country's future. With the right leadership, discipline and training they could help to make up the backlog in housing, schools, clinics, etc, and keep agricultural machinery in order for the development of small farms.

The ANC and PAC have had considerable experience in such training outside our country, so they will be able to contribute all these skills to meet the needs here. Similarly, their military wings could be incorporated into the police and defence forces. The last mentioned would also be able to supply the equipment.

Some such far-sighted plan is desperately needed at this stage of our country's advance towards a fully democratic, free and prosperous future. This would truly be a "beating of swords into ploughshares and spears into pruning hooks".

New pay offer in wine strike

187 355

MATTHEW CURTIN

AS THE strike by 2 800 workers in the wine industry entered its sixth week yesterday the National Union of Wine Spirits and Allied Workers (Nuwsaw) adjourned negotiations with SA Wine and Spirit Industry Employers' Association (Sawsiea) to present a revised pay offer to its members. 61024 14/8/70

Sawsiea spokesman Riaan Kruger said yesterday he was "cautiously optimistic" both sides were on the verge of settling the strike.

He said both Sawsiea and Nuwsaw revised their stances on wages during the talks held last week in Stellenbosch to try and break the deadlock. He gave no details on the new bargaining positions.

Union president November Nkosi was not available for comment yesterday.

Nuwsaw began the strike on July 11 after a 76% ballot in favour of industrial action. The ballot followed a management lock-out after a national go-slow campaign by 5 400 workers began at 83 depots on July 4.

The union's last official demand was for a R40 a week across-the-board wage increase.

Sawsiea's final offer was a R33 or 18,7% increase on lowest rates which Kruger said 1 600 out of 4 400 workers in the industry had accepted.

Wine union rejects new wage offer

8/15/90
1518/90
MATTHEW CURTIN

THE National Union of Wine Spirits and Allied Workers (Nuwsaw) yesterday rejected a revised wage offer from the SA Wine and Spirit Industry Employers' Association (Sawsiea), union president November Nkosi said.

More than 2 800 workers continued the five-week-old strike over pay and conditions in the wine industry yesterday.

Nkosi said Sawsiea's scaled wage offer ranging from R33 to R40 for grades one to six was unacceptable.

355
The union insisted on an across-the-board increase and its demand stood at a R40 increase for all grades, although it made a revised "provisional" demand during last week's talks in Stellenbosch which Sawsiea did not meet.

A Sawsiea spokesman said yesterday Nuwsaw had not informed employers of the rejection, but the two sides had scheduled a meeting in Johannesburg last night to try to break the deadlock.

The employers' offer included R33 a week backpay for the period April 1 to July 4 for strikers.

He said 320 workers at Stellenbosch Farmers' Winery plants in the western Cape returned to work yesterday, having accepted management's revised offer.

Nuwsaw began the strike on July 11.

Strikers assaulted, says union

16/18/90
50-10-10
SECURITY guards employed by Zebediela Citrus have been allegedly assaulting and intimidating striking workers, ordering children of strikers to move out of the residential compounds, a union spokesman said yesterday.

Nactu's Mr Moss Mphahlele said night raids by security officials were common since the strike began. Five workers were allegedly assaulted on Friday night.

355 Demand

The workers, who earn R120 a month, are demanding a minimum salary of R500 a month.

Zebediela spokesman Mr Cornel van Rooyen denied that security guards assaulted workers.

"Management has neither found it necessary to use force to induce the workers to return to work nor to exert pressure on the workers to do so."

11/02/70 16/2/70
**Wine workers
take up offer**

MATTHEW CURTIN

ALL striking liquor industry workers in the western Cape return to work today as the countrywide pay strike by the National Union of Wine and Spirits Allied Workers (Nuwsaw) enters its sixth week.

An SA Wine and Spirit Industry Employers' Association (Sawslea) spokesman said yesterday 750 workers had accepted the employers' latest wage offer in the region while 2 300 Nuwsaw members were still on strike in other parts of the country. (355)

Union president November Nkosi confirmed the return to work of members in the western Cape but said 3 400 were on strike in the Transvaal, Free State and eastern Cape.

Nuwsaw rejected Sawslea's revision of its original final wage offer of a R33 weekly across-the-board hike to scaled increases from R33 to R40 a week.

Nuwsaw is demanding a R40 across-the-board increase.

Opposition expected on pay demand

CAT Imp 18/8/90

A DEMANDED 50% wage hike in garment workers' wages is bound to be met with stiff opposition from recession-bound employers when annual wage talks kick off soon.

The SA Clothing and Textile Workers' Union (Sactwu) says it wants a R45 across-the-board increase on the weekly wages of its more than 100 000 members.

In a drive to bring about uniform wages and conditions of service, Sactwu will press for a single national industrial council when it first meets employers on September 10.

Wages and working conditions in the industry are governed by separate industrial council agreements for the Western Cape, Port Elizabeth, Natal and Transvaal.

Sactwu believes a national bargaining forum would also bring employers in decentralised "homeland" areas into line with general conditions.

— Sapa

'Labour costs limit fall in inflation'

CAL Time 20/7/90 10 70 355

By AUDREY D'ANGELO
Business Editor

INFLATION should continue to fall in the second half of the year, Old Mutual chief economist David Mohr says in his Economic Monitor. But the extent to which it comes down will be limited by rising unit labour costs.

He thinks there is little chance of the problem improving significantly.

"Unit labour costs have increased strongly since the end of 1988 and are currently running at a year on year rate of just under 20%", he explains.

"Given still high wage pressures in a slowing economy, this upward trend may persist for some time.

"As a result of these cost pressures we still think it unlikely that the consumer price index (CPI) inflation rate will decline to below the 10% level (if that) over the duration of the present economic downswing."

Forecasting that inflation will rise again in the longer term, Mohr continues: "The rising demands — particularly from the public sector — on an economy faced with constraints such as a low rate of expansion of the production capacity, shortages of skilled labour and an ongoing requirement to transfer real resources abroad through debt repayment, do not favour meaningful declines in inflation in the longer term."

But, he thinks, positive real interest rates combined with fiscal discipline should keep inflation in the historical range of between 10% and 15%.

Discussing interest rates Mohr, like most other economists, now thinks short term rates will not come down before the end of this year or possibly until 1991 unless there is a serious rise in unemployment.

"Although it is a prerequisite, the slowdown in economic activity is not necessarily a sufficient condition for a fall in short term interest rates.

"In the final analysis, the timing of a decline in money market rates is a monetary policy decision and the major considerations in this regard are the replenishment of the foreign exchange reserves and the curbing of inflationary pressures.

"It is unlikely that the short-term state of the real economy will play a major role in this decision unless the unemployment situation shows a marked deterioration."

Mohr thinks longterm rates could resume their

downward trend later this year. But, he warns: "Foreign participants could again play a decisive role in determining the direction of capital market rates.

"Should foreign perceptions regarding the domestic political and economic climate become more negative, foreigners might become large net sellers of domestic capital market assets, thereby retarding any possible fall in longterm rates."

He is concerned about the effect of lower commodity prices including gold, and deteriorating terms of trade for SA.

He points out that SA's terms of trade (export prices divided by import prices) have been deteriorating since the end of 1988.

"SA's exports are highly concentrated in commodities such as gold, coal, platinum and agricultural products. A fall in the prices of these commodities therefore implies a decline in exporters' income, which accounts for more than a quarter of domestic economic activity.

"If, at the same time, importers are paying more for goods (particularly investment-related goods such as machinery and equipment, the demand for which is relatively insensitive to price changes) business conditions in a large segment of the economy may deteriorate to such an extent that the country as a whole experiences a relative decline in welfare.

"This effect on the corporate sector is presently compounded by the fact that businesses are being squeezed by continued high wage demands and other labour problems.

"In addition taxes paid by this sector, excluding mining, virtually doubled over the past two fiscal years."

Mohr says that international commodity prices are expected to weaken further this year, as economies continue to slow down. This means that a further weakening of the terms of trade is likely this year.

"Unless this trend is offset by a meaningful rise in export volumes — which is unlikely in view of the slowdown of world economic growth — or a marked depreciation of the rand, which the authorities are reluctant to permit, this means that monetary policy will have to remain tight in order to curb import growth and ensure that the current account position remains manageable.

"This, in turn, will delay the onset of the next cyclical upswing in economic activity."

810
20/8/90 355

Clothing workers demand 50% rise

By Tom Hood

CAPE TOWN — The hard-hit Cape clothing industry is amazed at trade union demands for a 50 percent increase in their pay package, says Simon Jorum, chairman of the Cape Clothing Manufacturers Association.

"The pay claim is obviously an opening move before negotiations begin, but it comes when a great deal of the industry is working short time," he said. "Business is still pretty poor all round and there is no way of companies being able to meet it."

"Even in the good times, union demands were not as high as this."

The claim submitted to employer organisations amounts to a 50 percent increase in the overall package.

The demand is for a R45 a week across-the-board increase, a R1 a week bonus for each year's service, a 40-hour week, an extra paid public holiday and five days' extra leave.

A controversial proposal is a national industrial council for the clothing industry.

PROFITS LOW

Coming at a time of industrial depression and shrinking profits in many manufacturing companies, the union's claim is certain to lead to tough negotiations.

"Many companies are simply making fictitious profits — well below the rate of inflation and are struggling to avoid re-trenchments," said a director of a clothing company.

Many smaller firms had been on short time, with one firm reporting falling orders and work for two-day weeks for more than three months.

The country's largest clothing group, Seardel Investment Corporation, reported only a 4,2 percent rise in bottom-line profit last week.

Shareholders got a mere 4,7 percent rise in their dividends, total payouts rising to 22c a share from 21c last year.

South African Labour News, the Cape Town-based digest of trade union affairs, quoted a union spokesman saying employers, hard-hit by the depressed economy, rising costs and a tougher market, would certainly resist any reduction in production time.

While the union regarded the R45 a week demand as a reasonable starting point for negotiations, this was well above the 21 percent the workers gained last year, and it was unlikely that employers would this year countenance increases of similar size, said a union spokesman.

Sacca, union reach accord

A TWO-MONTH wage deadlock was broken on Monday when the South African Commercial, Catering and Allied Workers Union and biscuit company Sacca reached an agreement.

The union said in a statement yesterday that mediation by Mr Inthran Moodley, attached to a university socio-legal unit, after initial negotiations had failed, averted a strike.

Dispute

Saccawu declared a dispute after the parties had failed to reach an agreement on 1990/1991 wage negotiations in June.

"The company was adamant, refusing to improve its offer of R130 across the board and a minimum wage of R790. This was rejected by the workers," the union statement said.

In terms of the settlement the workers will receive an increase of R150 a month retrospective to July 1 and the minimum wage has been set at R810 a month. Workers will also receive an annual bonus equivalent to a month's salary.

Leave

The company also undertook to grant union members, within the bargaining unit, an extra day of annual leave to accommodate either March 21 or June 16.

Saccawu added that the company had also agreed in principle to hold talks on the implementation of a provident fund once proposals from the union's general secretary had been received.

Comment from the company could not be obtained. - Sapa.

Longer strikes may cause more hardships - expert

So what 23/8/90

355

By JOSHUA RABOROKO

CONCERN about the serious damage the wave of strikes, experienced mainly in the manufacturing and retail sectors, can have on the economy is expressed in Sanlam's latest *Economic Survey*.

Sanlam's chief economist, Mr Johan Louw, says it is estimated that more than 1,2 million man-days were lost during the first half of this year - more than three times as many as in the corresponding period last year.

"Particularly worrying is the fact that there has been a sharp increase in the duration of the strikes and that they have been accompanied by a growing measure of violence and loss of life."

Louw says the effect of the strikes is being felt throughout the economy. It can, for example, result in the current downturn in the economy being intensified.

A further rise in unemployment, with an accompanying increase in unrest, attempts to reduce the inflation rate being seriously inhibited, and the external value of the

rand being weakened again are some of the effects.

"Wage demands which have no relation to production can also decrease our competitiveness on international markets and adversely affect the ability of the economy to provide jobs.

"Excessive wage demands by trade unions, which look after the interests of their members only, result in an increasing portion of the wage bill being diverted to members and actually hamper the creation of additional jobs.

"They could even cause businesses to reduce their labour force

and/or becoming more capital intensive."

He says one of the greatest challenges of the future is to increase the number of jobs significantly. This is also a prerequisite for peace and order.

"The trade unions therefore have a very great responsibility in ensuring that labour unrest is restricted to a minimum.

Wages

"The annual wage negotiations are now in full swing and employers can expect a difficult time. Indications are that wage demands - despite the strong levelling-off in general economic activity - are at a considerably higher level than the increases in the consumer

price index."

Really GDP would show no growth this year.

Any noteworthy improvement in the economy should not be expected before the second half in 1991.

In the meantime, the favourable course taken by the inflation rate during the past 12 months continued into June (13,6 percent compared with 15,7 percent in June 1989). By the end of the year it could reach 12,5 percent.

At this stage he considers that the average inflation rate for 1991 could well be at that level.

He says this expectation could be disappointed if it were to become necessary to increase the petrol price sharply.

SOWETAN BUSINESS

Strike by drivers hits taxi owners

Sowetan 23/8/90 (223) (152) 355

By JOSHUA RABOROKO

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.

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 over-

time 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

RB slams high labour costs

Can time 27/8/90 (35)

Own Correspondent

JOHANNESBURG. — The Reserve Bank blames "too high" real labour costs for fuelling endemic inflation and helping create a capital-intensive economy that cannot generate enough employment opportunities.

The Bank said in its latest Annual Economic Report: "Unduly aggressive wage demands, and employers' willingness to accede to such demands, will delay and may potentially frustrate success for the authorities' anti-inflation policies.

"Industrial action, organised labour protest and labour unrest raise the perceived effective real cost of labour."

Inflation in its present form and at current levels appeared to be driven mainly by inflationary expectations — embodied in, among others, the annual wage claims of organised labour and employers' willingness to meet these demands.

The Bank notes the inflationary effects of expectations would probably only be tempered after "a fairly dramatic" decline in the observed inflation rate.

Similarly, a substantial reduction in money supply growth, generally re-

garded as an important factor in the fight against inflation, was to a large extent also dependent on a lowering of the inflation rate itself.

The Bank notes "unsatisfactory wages" triggered 63,5% of the 1,2m man-days lost in the first half of 1990.

It said the high real effective cost of labour had contributed to the capital-intensive nature of the SA economy. A "hassle factor" had caused a shift away from labour-intensive production processes.

"The 'hassle' element in the cost of providing employment comprises the loss of output on account of worker intimidation and unauthorised absenteeism, and of work stoppages, strikes, stayaways and other forms of trade union or organised labour action; the management costs of dealing with these and related phenomena; and the loss of goodwill on account of strained labour/management relationships."

The economy's inability to create enough jobs and the tendency towards "undue capital intensity" were major structural weaknesses.

This was illustrated by high unemployment, estimated at 5,4m in the non-agricultural sectors of the economy.

Numsa dispute 'nears end'

6/10/90 28/8/90
THE five-month wage dispute between Steel and Engineering Industry Federation of SA (Seifsa) and National Union of Metalworkers of SA (Numsa) yesterday looked set to end soon, pending Numsa's decision on a wage amendment reached on Friday.

Numsa national organiser Alistair Smith said it was agreed to refer the amendment to members for ratification.

"We have set a meeting with Seifsa for Wednesday and it is likely the dispute will be resolved at that meeting."

Numsa, representing 115 000 of the 215 000 employees in the giant metal industry, and the Metal and Electrical Workers Union (Mewusa) were the only unions of the 15 involved in the industry's national bargaining forum not to accept Seifsa's final wage offer of an increase of between 15,5% and 19%.

After a successful strike ballot over its

355
OWEN MAUBANE
R2 an hour across-the-board wage demand — representing a 56% hike on lowest rates — Numsa delayed strike action pending further negotiations with Seifsa.

Seifsa's amended wage offer included a reduction in the industry's 45-hour working week to 44 hours, with no change in the wage rates of hourly paid employees, and one hour's compulsory overtime a week, paid at a rate of time and a third; March 21 (Sharpeville Day) would be treated on a "no work, no pay" basis with no disciplinary action; and certain maternity benefits. Seifsa's original wage offer remained.

In a statement yesterday Mewusa agreed to Seifsa's terms but asked that employers consider full payment for the reduced hours of work, without the supplementary, compulsory overtime.

Liquor industry strike ends after seven weeks

MATTHEW CURTIN

THE longest strike in the liquor industry — almost seven weeks — ended yesterday when the National Union of Wine Spirits and Allied Workers accepted a revised wage offer by employers.

Union president November Nkosi said he expected the 3 200 strikers to report today for work around the country.

He said Nuwsaw notified the SA Wine and Spirits Employers' Association (Sawsiea) yesterday of its acceptance of weekly wage increases of between R33 and R40 for the lowest and highest grades. Workers in Grade 1 and Grade 6 will receive monthly wages of R905 and R1 470 respectively.

Nkosi said the union asked Sawsiea to end the contracts of casual "scab" labourers from yesterday evening.

Sapa reported that a Sawsiea spokesman said employer representatives met yesterday to discuss conditions necessary for a return to work.

Nkosi said if an immediate return to work was not feasible, the union would recommend union members delay their return for three days as long as management agreed to pay them from today.

The union's last wage demand was for an across-the-board increase of R40.

Nkosi said he was disappointed the union had not achieved an across-the-board in-

crease, but said the strike was a positive experience for Nuwsaw.

The union had won improvements in maternity benefits and overtime allowances for its members, and employers had agreed to reducing weekly working hours from 45 hours to 44 hours.

Nuwsaw began the strike on July 11 after a 76% ballot in favour of industrial action, which followed a management lock-out after a week-long national go-slow campaign by 5 400 workers.

Nuwsaw sought to rally community support for a consumer boycott of Sawsiea members' products to strengthen the union's campaign. But Sapa reported management denied that the township boycott had had any affect on sales, and said deliveries had continued uninterrupted except in the Transvaal.

The union said liquor supplies to the Transvaal and the Cape were maintained by companies trucking supplies from Natal, where union support was limited.

Companies involved in the dispute were Stellenbosch Farmers' Winery, Distillers' Corporation Ltd, Gilbey's Distillers and Vintners, Union Wine Ltd, Douglas Green of Paarl, and Henry Taylor and Ries.

Stals warns industries

CH 71 mps 29/8/90



THE structural problem of deeply embedded inflationary expectations among decision makers will have to be addressed before meaningful progress can be made in the fight against inflation, said Reserve Bank governor Chris Stals yesterday.

In his annual address to shareholders he warned industry and trade unions they risked losing work and jobs unless they took seriously the authorities' twin goal of curbing inflation and protecting the rand's value.

He also cautioned: "Ultimate success in the fight against inflation will not come easily or quickly."

He said modest gains had been made in that campaign, but added that 16 years of double-digit inflation — averaging 13,7% — had produced a structural problem of deeply embedded inflationary expectations among decision makers.

An almost invariable principle adopted by industry and business in setting prices, which was carried over into wage negotiations, investment and many other economic decisions, was to use as a point of departure an assumed rate of inflation at least equal to the indifferent record of the recent past, he said.

Trade unions who act likewise will price their members out of employment," he added.

Political reforms

Sweeping political reforms since February, designed to dismantle apartheid, have generated high expectations among the mainly disadvantaged black majority for a rapid improvement in living standards, and fuelled union militancy.

Unofficial figures show the number of man-days lost through industrial action totalled 1,2m in the first half of 1990 — nearly triple the number for the same period last year.

He said modest achievements so far in reducing inflation have resulted mainly from a dramatic decline in the rate of increases in the prices of imported goods.

In the year to June 1990 the price index for imported goods rose 6%, less than half the 12,5% rise in the index for locally produced goods.

"If this trend in prices continues, SA producers will find it progressively more difficult to compete with imported goods, and also to retain their competitiveness in the export markets," he said.

"The authorities are determined to persist with the necessary restraints until inflation, and also the perception of future inflation in the minds of the beholders, have declined to the desired level — a rate more in line with the average rate of inflation of our trading partners," he said.

355

Sk. 29/8/90

Liquor union accepts new wage offer

By Shareen Singh

The 50-day strike by 3 200 liquor workers ended yesterday after workers accepted a revised wage offer.

The South African Wine and Spirits Employers Association, which represents six major liquor outlets, revised its wage offer two weeks ago, for increases ranging from R33 to R40, bringing the minimum wage to R204,10.

At the outset of the strike, the union demanded an across-the-board increase of R40 and management offered R33.

The package included a reduction in working hours from 45 to 44 hours a week; meal allowances for workers on overtime; two days paid

paternity leave and 16 weeks maternity leave with 15 per cent pay for 12 weeks.

Workers at some companies returned to work today, but at companies where casual labour was employed, management agreed to give workers a day's paid leave while preparations were made to lay off casual workers.

A spokesman for the National Union of Wine, Spirits and Allied Workers (Nusaw), November Nkosi, said workers were not "very happy" about the wage settlement.

This was also the first major strike in Nusaw's 12-year history and "our members now know the experience of militant worker action which helped consolidate the union and increase membership", he said.

Seifsa waits on one union's reply

MATTHEW CURTIN

ANNUAL wage negotiations affecting the 380 000 employees in the metal industry moved a step closer to agreement yesterday.

Seifsa executive director Brian Angus said yesterday only the Metal and Electrical Workers' Union (Mewusa) had still to accept the employers' final wage offer, after a special meeting of the industry's industrial council yesterday.

All 13 other unions, which include the National Union of Metal Workers (Numsa) which called off threatened strike action by its 115 000 members this week, confirmed their acceptance of Seifsa's wage offer, Angus said.

The agreement on the wage settlement would be finalised at a meeting scheduled for tomorrow and a full report on the final settlement package would be released if the meeting was successful, he said.

All unions have accepted Seifsa's wage offer of a 15.5% increase for artisans and 19% increase for labourers (355)

Angus said Mewusa, which represents 30 000 employees, had expressed dissatisfaction over the issue of a 45-hour work week.

Employers had said they were not able to accede to its demand for a 44-hour week without loss of pay. 8/02/90 30/8/90

Mewusa spokesmen were unavailable for comment last night.

Seifsa waits on one union's reply

MATTHEW CURTIN

ANNUAL wage negotiations affecting the 380 000 employees in the metal industry moved a step closer to agreement yesterday.

Seifsa executive director Brian Angus said yesterday only the Metal and Electrical Workers' Union (Mewusa) had still to accept the employers' final wage offer, after a special meeting of the industry's industrial council yesterday.

All 13 other unions, which include the National Union of Metal Workers (Numsa) which called off threatened strike action by its 115 000 members this week, confirmed their acceptance of Seifsa's wage offer, Angus said.

The agreement on the wage settlement would be finalised at a meeting scheduled for tomorrow and a full report on the final settlement package would be released if the meeting was successful, he said.

All unions have accepted Seifsa's wage offer of a 15,5% increase for artisans and 19% increase for labourers (355)

Angus said Mewusa, which represents 30 000 employees, had expressed dissatisfaction over the issue of a 45-hour work week.

Employers had said they were not able to accede to its demand for a 44-hour week without loss of pay. 8/10 am 30/8/90

Mewusa spokesmen were unavailable for comment last night.

Marathon Paarl strike ends after talks

^{South 3018-519190}
A MARATHON five-week strike by about 200 Paarl workers ended this week after two days of talks between representatives of Satchwell Controls and Nactu affiliate, the Steel, Engineering and Allied Workers' Union of SA (Seawusa).

In terms of the agreement the workers accepted the company's offer of a R40 across-the-board increase. They will get a minimum of R4,74 an hour, backdated to July.

Seawusa organiser Mr Peter Roman described the settlement as a "victory" and said it emphasised the importance of plant-level negotiations as opposed to industrial council bargaining — currently the focus of debate within the trade union movement.

Roman said — with the exception of six people — the workers, who were locked out from the beginning of the strike, had remained firm and not returned to work.

Workers teargassed

Soult 30/8 - 5/9/90

355

CMC man quits

THE chairman of the Kensington management committee has resigned and publicly apologised for what he calls his "betrayal of the oppressed people".

Mr Dirk Mason, a lecturer in biblical studies at the Roggebaai training college who was elected to the committee in 1988, resigned earlier this month from the committee, which he says is a "toothless puppet body".

"I want to throw my weight behind the progressive organisations in Kensington," a penitent Mason said this week.

By standing for election, he had "betrayed the freedom-loving people

of South Africa".

Mason apologised for his involvement in the tricameral system at a meeting of the Kensington Factreton Residents' Association (KFRA) this week. Soult 30/8 - 5/9/90

In his resignation letter, which has been circulated to mosques and churches in the area, Mason said he had stood for election in the belief that, as a resident of the area, he could serve his community.

A spokesperson for the KFRA, Ms Yasmin Cassiem, said the organisation welcomed the resignation and hoped others would follow Mason's example.

By CHIARA CARTER

A SMALL West Coast town was thrown into turmoil after police fired teargas at and baton-charged protesting workers last Friday.

About 250 members of the Food and Allied Workers' Union (Fawu) last week held a lunchtime picket outside the Lamberts Bay Canning company in support of wage demands.

On Friday — the third day of the protest — police told the chairperson of the shopstewards' committee, Mr Henry Koopman, that the picket was illegal because it was on municipal land.

Koopman said workers decided to go ahead with the demonstration because the alternative site suggested by police was out of public view and because there had been no problems the previous two days.

Harbour

Koopman said police gave the protesters seven minutes to disperse, after which they fired teargas.

He claimed that, even after people had fled, the police pursued them.

Several people ran to the harbour and leapt onto boats. Others ran through the town centre.

Mr S Simanga, 51, said he was grabbed by a policeman and flung against a wall before being arrested.

A 13-year-old girl, who claims she was buying bread and had nothing to do with the demonstration, alleged she was dragged out of the bakery and beaten by police pursuing a crowd of people who ran into the shop.

The girl has arm and leg injuries and received medical treatment.

Simanga, Koopman and the girl are among six people arrested for being part of an illegal gathering.

The company, which denied it had called in the police, paid their R50 bail and provided transport for workers to travel to Cape Town to see union officials.

Barricades were erected in the town after the incident.

Fired

The workers are demanding a minimum wage of R175 a week — half their original demand. They presently earn a minimum wage of R148. The company has offered R164.

A police spokesperson said about 100 people gathered at the factory last Friday.

He said the crowd began walking towards police on the scene who ordered them to disperse.

After eight minutes, police fired teargas and dispersed the crowd. He confirmed that six people, including the girl, were arrested.

A policeman was injured by a stone.

The spokesperson said the girl should lay a complaint with the police if she was unhappy with the manner in which she was treated.

"We are sick and tired of people making allegations against the police," he said.



Clubs halt violent feud

argued with African youths belonging to another club.

A "coloured" youth stabbed a member of the rival club, after which fighting spread through the Smutsville township a few kilometres outside Sedgefield.

"By the time I was called upon to intervene, youths from both communities were burning houses," Luthango said.

His car and house were burnt down by the youths.

Peace was restored this week after a meeting between community leaders convened by the town clerk, Mr IR Basson.

Both sides agreed to appeal to the youths to stop the fighting.

ON THE MARCH: Residents of Netreg defy police on Wednesday as they march in protest against the poor condition of their houses. Residents refused requests by police to stop the illegal march and fetched an official to accept their petition.

PIC: YUNUS MOHAMED
Soult 30/8 - 5/9/90

Strikers fired up again

South 3018 - 519190
THREE years after a bit-

ter strike at Firefight, a Cape Town company which has cornered the market on firefighting equipment, workers have once again demonstrated outside the company headquarters in support of wage demands.

The workers, members of the Metal and Electrical

Workers' Union of South Africa (Mewusa), are demanding a minimum wage of R5 an hour.

Profits

The company, now called Xiton, has offered R4,45 — an offer the workers reject on the basis that the company is said to be making large profits.

The union is in deadlock with the company.

No pay at Spoornet

Star 31/8/90 355

By Shareen Singh

Spoornet employees are in dire financial straits because the company has not paid them their salaries for the past three months, a representative for white workers said yesterday.

Abraham Koekemoer of the SA Footplate Staff Association said most of Spoornet's 110 000 employees had not been paid in June. The situation improved in July, but this month many employees had still not received their salaries.

About 60 train drivers and assistants in the Pretoria area have not been paid for three months.

Mr Koekemoer said Spoornet management claimed the situa-

tion was due to their computer problems, but the association does not accept that they have not been able to sort out the problem in three months.

"Our members have been embarrassed because they can not meet financial commitments," he said.

Spoornet has advanced employees a token amount to tide them over and the association was arranging loans for its members. Employees were contemplating action if the situation continued.

A spokesman for the Transnet Union of South Africa, Willie Niewoudt, said his members were experiencing similar problems.

Spoornet management was not available for comment.

APC 45
31/8/90

'Red lights are flashing in the economy'

From TOS WENTZEL
Political Staff

DURBAN. — The trend of low productivity and rising wages were "red lights flashing in the economy", Minister of Finance Mr Barend du Plessis said here.

Addressing the Natal congress of the National Party, Mr Du Plessis said South Africa could be priced out of the export market if productivity continued to drop while wages rose.

He said the time had come to warn trade unions that this could not only happen but that unrealistic wage demands also diminished work opportunities for others.

In the new South Africa there would have to be a very special relationship between employer and employee. There would have to be close co-operation in order to stimulate economic growth.

PROFIT SHARING

Modern techniques to motivate workers including profit sharing and incentive schemes would have to be considered.

The new South Africa needed a high growth rate which in turn led to job creation. The two went together.

This could only be achieved in a market-orientated economy.

Mr Du Plessis warned against a too rigidly ideological approach in the debate between those in favour of a free market economy and those who stood for socialism.

FIRM POLICY

The two sides should rather be brought together in order to define what would be needed in an economic system for the new South Africa.

A decent, firm and sensible monetary policy including firm control over State expenditure would be needed.

Confiscation of property under a new system or punitive taxation would scare away investment from abroad.

There would also have to be special policies to educate manpower. Too many whites were being educated for white-collar jobs that would not be available.

● Violence, stayaways and strikes, which have cost South Africa about R3 billion so far this year, are set to cripple the

country's economy if they continue, says Mr Deryck Spence, chief executive of Castrol SA.

He said today: "Since the cessation of hostilities was announced earlier this month the business community has looked forward to an end to the violence.

"But instead the violence in the townships reached epidemic proportions. If it continues the South African economy will suffer so severely that the country could find itself among the poorest in Africa."

LABOUR UPDATE

METAL Workers Union (Mewusa) is still to consult with its members on the final proposals made by the Steel and Engineering Industries Federation of South Africa (SEIFSA) before accepting them.

Mewusa official Mr Cindi Zithulele said SEIFSA had not yet met the union's demand for a 40-hour week with no loss of pay and recognition of March 21 as a paid holiday.

Seifsa executive director, Mr Brian Angus, said the

Mewusa's stance

employer body had made a revised offer of a 44-hour week with no change to the hourly wage rates of employees. *Sowetan 3/7/90*

Angus said Mewusa was the only union in the Industrial Council, which had not yet accepted the offer. Fourteen other trade unions involved in the metal industry indicated that they would recommend to their members to accept Seifsa's offer.

He said Seifsa's revised offer included:

*March 21 (Sharpeville Day) to be treated on the basis of

"no work, no pay" principle.

*One month's maternity benefits to be advanced to employees one week after they proceed on maternity leave. The benefit is to be paid by the indus-

try's Sick Pay Fund - not by individual employers. *(355)*

*Employers to reaffirm their commitment to proportional trade union representations on the industrial council.

Star 5/9/90

1447

355

1447

NEWS

Wage pleas 'not excessive'

By Brendan
Templeton

Trade union wage demands were not excessive or undermining the economy — instead employers should see themselves as the cause of low productivity.

So said National Union of Metalworkers (Numsa) organiser Dr Bernie Fanaroff yesterday in response to Finance Minister Barend du Plessis's recent remarks that trade union wage demands were excessive and were crippling the economy.

Rely

Employers had relied too much and too long on cheap labour as a source of profit and on tariffs protecting them from overseas competition instead of finding more innovative ways to increase productivity.

Any increase in pro-

ductivity in the manufacturing industry always took place at workers expense. There had been a reduction of more than 100 000 jobs in the industry since 1982, he said.

Wage demands by unions in the manufacturing industry were not excessive either. He pointed out Numsa's skilled members had experienced a drop in wages in real terms over the years.

At the same time, wages had increased only slightly for its lowest paid members who had not significantly closed the gap between themselves and skilled workers.

It was "completely unreasonable" to look only at labour costs when employers did not make any significant attempts to find more innovative ways of increasing productivity, he added.

Agreement between Transnet, Sarhwu on 30,4% pay increase

TRANSNET has agreed to a 30,4% minimum wage pay rise for members of the SA Rail and Harbour Workers' Union (Sarhwu), Transnet labour relations manager Victor van Vuuren said yesterday.

Both parties signed the agreement — which raised the monthly minimum wage for union members from R575 to R750 — at a meeting in Johannesburg yesterday.

Van Vuuren said the agreement, the product of 10 meetings between the two sides in two months, was a breakthrough for the company and the union, considering the labour unrest in the industry since 1987 and Transnet's political profile as a former government company.

Sarhwu is affiliated to Cosatu.

The agreement included the recognition of principles to guide future negotiations and a commitment from Transnet to eradicate racial discrimination, he said.

MATTHEW CURTIN

Sarhwu general secretary Martin Sebakwane headed yesterday's union delegation but was unavailable for comment last night.

Van Vuuren said Transnet was still processing Sarhwu stop orders, but he estimated the union had 30 000 members out of a total Transnet workforce of 166 000.

He said he foresaw friction between Sarhwu and Transnet's 38 000-strong staff union, Blatu, which accepted an identical company wage offer on August 22.

But he was optimistic that despite Sarhwu's successful recruitment drive, problems between the two unions would be resolved through negotiation rather than confrontation. He understood the two unions would be meeting shortly.

Sowetan
6/9/90
Seifsa wage agreement
355

A WAGE agreement has been reached between employers and all but one of the 14 trade unions in the metal and engineering industry.

The union, the Metal and Electrical Workers' Union of South Africa has rejected the final offer and remains in dispute with employers.

Mr Brian Angus, Seifsa executive director, said Mewusa represented about 30 000 employees (7.8 percent) and its dispute was not expected to jeopardise the gazetting and extension of the agreement.

The agreement affects 380 000 employees and includes wage increases of between 15.5 and 19 percent.

Labourers' wages will increase by 19 percent while artisans' salaries will go up by 15.5 percent.

The industry's standard 45-hour week will be reduced to 44 hours. Agreement was also reached on maternity leave benefits.

Work stoppages at Nampak

MATTHEW CURTIN

MORE than 3 000 Paper Pulp Wood and Allied Workers' Union (Ppwawu) members took part in work stoppages at 20 Nampak plants nationwide, the union's national organiser Rob Rees said yesterday.

Rees said a strike by union members at Nampak's Rosslyn paper plant would enter its second week today.

He said the industrial action was taken in protest against Nampak's opposition to centralised bargaining — in line with the Cosatu campaign in the Barlow Rand group — and at the company's use of bugging devices to monitor union meetings.

Rees said Ppwawu intended declaring a dispute with Nampak over these issues today, as well as notifying management of a new wage demand for a R3 an hour, across-the-board increase to bring minimum rates to R8 an hour. (355)

Management at Nampak's Wadeville and Rosslyn corrugated plants acknowledged union meetings were bugged.

Last week Ppwawu claimed the company had also employed "trained informants" at Wadeville.

Rees said Ppwawu was satisfied with a company investigation of the bugging inci-

dent at Rosslyn, but shop-floor resentment was running high with fears that bugging was not confined to Nampak's corrugated division.

Nampak human resources manager Neil Cumming yesterday downplayed the extent of the industrial action.

He said he was aware of only six hour-long stoppages by employees at six of Nampak's more than 100 plants.

Cumming said production was hardly affected and he understood the principal grievance was on the decentralised bargaining issue.

The bugging incident was now "dead" and the two managers at Rosslyn responsible were no longer with the company, he said.

Cumming said he felt the union was taking advantage of the wider problems at Nampak — police are investigating an alleged over-invoicing fraud at Nampak which, market sources say, could run into millions of rands.

Rees tagged this suggestion 'dishonest'.

LIQUOR STRIKE FIM 719170

BACK TO WORK

The liquor industry strike — lasting almost seven weeks and involving 3 200 workers — ended last week when the National Union of

FIM 719170

Wine, Spirits & Allied Workers accepted a revised wage offer.

The decision to return to work was announced last Monday. Workers at Distillers Corp and Stellenbosch Farmers' Winery plant in Wadeville were given two days' paid leave before returning to work — mainly so that casual labour could be phased out, according to union president November Nkosi.

In terms of the final offer by the Wine & Spirits Industry Employers' Association, there will be weekly wage increases of between R33 and R40 for the lowest and highest grades. Workers in grade 1 and grade 6 will now receive monthly wages of R905 and R1 470 respectively. The union's final demand had been for a R40 across-the-board increase for all grades. Other terms include:

- ☐ The working week reduced from 45 to 44 hours;
- ☐ Women workers to be granted 12 weeks of maternity leave at 15% of salary, in addition to guaranteed job security, no break in service and "clinic leave."
- ☐ Fathers to be given two days of paternity leave on the birth of a child; and
- ☐ Improvement in retrenchment benefits.

In its letter of acceptance, the union demanded that employers terminate the contracts of casual "scab" labour at affected plants; and asked that companies ensure that middle and floor management do not "provoke members regarding their strike action."

Employers (Stellenbosch Farmers' Winery, Distillers Corp, Gilbeys, Union Wine, Douglas Green and Henry Tayler & Ries) and the union still have to agree on an implementation date of the terms of settlement.

Union declares wage dispute with Nampak

THE Paper, Printing, Wood and Allied Workers' Union (Ppwawu) has declared a dispute with the Nampak group over centralised bargaining, wages and electronic eavesdropping, Ppwawu national organiser Mr Rob Rees said yesterday.

The union represents between 5 000 and 6 000 workers in the Barlow Rand subsidiary.

The company, in line with Barlow Rand bargaining philosophy, has refused to accede to union demands for national talks in the paper and printing divisions, insisting that negotiations be conducted at plant level.

Meanwhile, members of the SA Typographical Union intend picketing the union's city offices today against the expulsion of a senior official and the union's "racist" constitution.

The expelled former trustee and aspirant branch president, Mr Farrell Hunter, said workers would hold a placard demonstration outside Satu's Canterbury Street offices set to start at 9am. — Sapa

Cosatu union opposed to minimum wage

COSATU affiliate the SA Clothing and Textile Workers' Union (Sactwu) has prepared a document opposing the idea of a national minimum wage.

This has prompted Cosatu to postpone for "further discussion" final decisions on the issue, which were to have been made at Cosatu's campaigns conference in Johannesburg at the weekend.

In its document, distributed to the conference, Sactwu argued that a national minimum wage would undermine collective bargaining, have a depressing effect on the wages of higher paid workers and

undermine job security for workers earning less than the proposed minimum wage.

Cosatu said conference delegates argued unions "could most effectively fight low wages through strengthening the bargaining power of workers and by intensifying efforts to organise unorganised workers and workers in low paid sectors".

The conference echoed the Sactwu document in deciding that unions should improve their bargaining power by fighting for central bargaining, including the estab-

lishment of industrial councils where they do not exist. Sactwu also said government should be urged to pass laws forcing employers to negotiate at industrial councils for all employees.

Sactwu argued it was only in unorganised sectors that government should be asked to set a minimum wage.

It argued workers earning above the minimum would not benefit but would, on the contrary, find employers "always mentioning how much higher they are paid than what government had decided".

© See Pages 3 and 12

ALAN FINE

COSATU'S Living Wage committee has recommended a national minimum wage of R700 a month.

The committee stresses it is necessary to distinguish between the national minimum wage and the living wage.

The committee said: "The living wage has been estimated at between R1 140 and R1 500.

"This is our goal. But for many workers, this goal is still very far away. Their wages are too low to reach the living wage in one jump. They need a stepping stone."

Since 1981, the democratic movement has generally accepted that fighting for a living wage is one of the most important struggles of the oppressed and exploited.

Starvation

The struggle of the working class and its allies took a great step forward when Fosatu demanded that workers reject all attempts to make them accept starvation wages under the pretence of using so-called scientific surveys like the poverty datum line or the minimum living level.

Not only were these surveys based on incorrect information; they were also decided without consulting workers.

The labour movement recognised that workers had to have a say in formulating wage levels. The level of wages was arrived at by the strength of workers and their organisations — not by scientific surveys.

Fosatu said: "A living wage is a combination of two factors — what workers decide they require to live and what workers are able to get from their managements (at both national and plant-based negotiations, based on the company's ability to pay, its profits and the ability of the union to get higher wages in the company."

At its founding conference in 1985, Cosatu stated there should be a campaign for a national living wage.

The federation's Living Wage Campaign (LWC) was launched in March 1987.

Cosatu showed that the struggle was not a narrow union campaign but one which involved the whole class.

Imagination

The demand for a living wage captured the imagination of the working class and its allies.

Many militant battles were fought under the banner of the LWC, supported by a range of groupings within the mass democratic movement.

Service organisations tied to the labour movement, such as the Labour Research Service (LRS) and the Community Research and Information Centre (Cric), set about working out an amount for a living wage.

On the basis of these estimates, workers began to agitate for R1 500 a month.

Since the beginning of this year, however, it has been argued that the demand for a living wage is not viable as a short-term demand.

Instead, organised workers should fight for a national minimum wage — which is not the same as a living wage. This national minimum wage should be made law.

The call for a national minimum wage comes from organisations and institutions which are part of the democratic movement.

More striking is the fact that the call is counterposed to the living wage. The figure mentioned most often (R700 a month) is about the same as the poverty datum line.

The LRS has spearheaded this argument by saying a national minimum wage demand would provide a realistic and popular target for all workers earn-

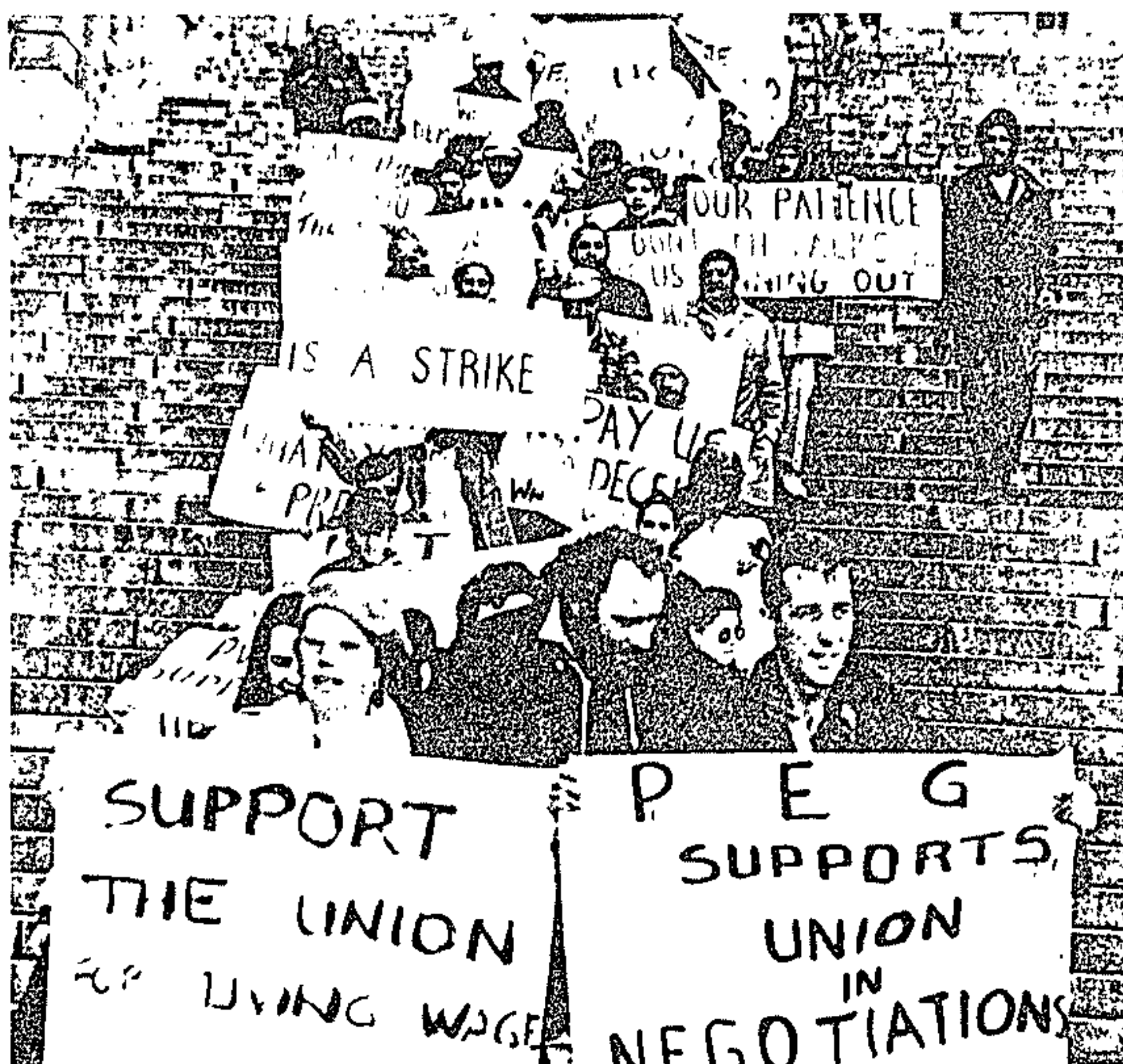
'No' to labour's turnabout on living wage

South 13/9-19/9/90

A campaign for a national minimum wage was one of the key issues discussed at Cosatu's campaigns conference last weekend.

In an earlier article, SOUTH labour reporter Chiara Carter looked at the arguments underlying the call for a national minimum wage.

Another view being debated in labour circles is that the proponents of a national minimum wage are working from an essentially reformist basis and that, instead, a revived living wage campaign is needed:



FLASHBACK: Workers demanding a living wage PIC: RASHID LOMBARD

ing less than the national average of R667 a month.

It would unify union campaigns. Unions could present a united front between high-wage and low-wage industries.

It could also provide a basis for unity within decentralised companies like Barlow Rand.

Union demands would be standardised within a minimum of R700 and a target wage of R1 140.

Farm workers can easily demand this minimum.

A similar argument was put forward by Rene Roux in the SA Labour Bulletin.

This is a marked break with the previous positions of the labour movement. Why the turnabout?

The first reason put forward by the minimum wage proponents is the weakness of the LWC.

The second is the "unrealistic nature of the demand of R1 500 per month".

Both the LRS and Roux take as their premise the weaknesses of the LWC and conclude a national minimum wage campaign — without showing that the problems of the LWC are insurmountable.

There have been serious weaknesses in the LWC, but the way to overcome these is to revive the campaign with the struggles in 1990 used as a preparatory phase for a unified LWC aimed at the state in 1991.

Regarding the "realistic figure" of R700, who decides it is realistic?

It is argued that figures must be scientific — or they may be open to attack from the employers.

Prejudice

There is an underlying reformist assumption to this approach.

The debate about whether a figure is scientific does little to serve the interests of the working class. It is merely an attempt to serve the prejudice of the ruling class under the guise of being scientific.

The arbitrary nature of these "scientific figures" is reflected in the absence of any agreement on what the exact figure is, even among progressive service organisations.

Marx said the value of wages is formed by two elements — the one physical, the other historical and social.

In South Africa, like in all capitalist countries, the social conditions of the different classes differ widely.

How the wealth produced is shared is in turn a product of class struggle.

The living wage cannot be separated from the minimum wage.

The living wage cannot be empirically determined; it is determined in struggle.

There are many theorists who maintain workers who get poverty wages are being cheated and it is necessary to convince the bosses to be fair.

This is the approach that service organisations adopt. Certain levels of wages are achieved only in the process of mobilisation; they cannot be prede-

termined scientifically.

It is clear that a figure arrived at in this process will be a living wage as it reflects best the strength and confidence of the working class and its consciousness and aspirations at a given stage of class struggle.

A figure arrived at in this way is the only conceivable minimum. It shows the rest of the working class what can be achieved and therefore defines this new level of wages as the new terrain of struggle.

The LRS acknowledges that a minimum wage campaign can only be successful if the high wage unions play a leading role.

If both the minimum wage and the living wage are arrived at through the same process of struggle, then the minimum wage must be the living wage.

The attempts by the LRS to separate the living wage from the minimum wage must be rejected as being the result of ruling class pressure on reformist elements in the mass movement.

Although the LRS, Roux and the Living Wage Committee take as their starting point the plight of non-unionised workers who form 79 percent of South African workers, and workers outside capitalist relations, such as domestic workers and the unemployed, the method used to rescue them defeats the whole purpose.

Missing

Both the LRS and Roux argue that workers earning above the proposed minimum should continue to struggle for a living wage, while those in the low income industries should struggle for the minimum.

What is missing is any assessment of how the living wage campaign could avoid the present problems and how it would relate to the campaign for a national minimum wage.

Despite lip service to the LWC, the effect of the LRS position is that at best the LWC is weakened, at worst dropped.

Those earning above R700 will struggle for a LWC alone; the struggle for a living wage will no longer be a unified campaign.

Even more criminal is that a Cosatu affiliate, the South African Domestic Workers' Union, is excluded.

The Living Wage Committee has failed to link the national minimum wage campaign with the struggle for a living unemployment benefit.

A major weakness of the LWC was that different unions fixed the living wage at different amounts.

Fate

The absence of a specified figure and the failure to target the campaign at the state led to the LWC becoming little more than individual unions conducting normal union wage negotiations with bosses and calling these demands a living wage.

The minimum wage campaign is in danger of a similar fate.

The living wage committee sees the national minimum wage as a struggle directed at the bosses and not the state.

For both the LRS and the living wage committee, the struggle will be directed against the bosses and the demand for a legislated minimum postponed until a post-apartheid government comes into power.

This does not take into account the experience of the working class.

The militancy of the working class forced the government to legislate trade unions for African workers in 1979. It was also the militancy of the working class that has made the government reconsider the Labour Relations Act.

We need to reject the national minimum wage and instead fight for the revival of the Living Wage Campaign as one which stipulates a specified amount and is directed at the present state for legislating.

Labour trouble brews at Grapnel

TROUBLE is again brewing at an Atlantis silencer company where violent confrontations occurred between workers and police earlier this year.

Management at Grapnel Silencers and the National Union of Metalworkers of South Africa (Numsa) have been locked in conflict since wage negotiations began at the company in May this year.

In July, workers downed tools after the company had refused to budge from its final offer of a 16,5 percent in-

crease for workers with more than a year's service and who earned less than R1 000 a month and 14,5 percent for workers with more than a year's service and who earned more than R1 000.

Several workers were injured after police had fired birdshot at workers involved in a sit-in at the factory. The factory then closed for several days.

After peace was restored negotiations resumed. A deadlock was declared after the workers again rejected the company's offer.

The dispute was heard last week at the Motor Industrial Council. South 1319 - 1979/90

At the hearing, the company refused to budge from its offer and demanded that workers sign individual contracts of overtime and agree that they would be dismissed if they took part in an illegal strike. The two parties are to report back to the industrial council later this week.

A Numsa spokesperson said the union was consulting its members but did not see a resolution to the dispute.

Security guards wary of Sob

W/M and 14/9 - 20/9/90

(355)

SECURITY guards who have not sent their registration and membership fees and a copy of their fingerprints to the Security Officers' Board (Sob) by April 1 1991 will be out of a job.

According to Sob, this will improve standards and protect the public from fly-by-night security companies.

However, unions say forcing unskilled people to pay fees and be fingerprinted to keep their jobs is a violation of human rights. Free-marketters say the Security Officers' Act, which makes registration with Sob compulsory for anybody wanting to earn a living in security, will protect large security firms from competition and result in high prices.

The Security Officers' Act is an upshot of years of lobbying by industry leaders. The Act provided for Sob to be a "watchdog with sharp teeth" to register or bar security guards.

Sob has 10 members: six industry leaders selected by the Minister of Law and Order from a list of nominees, one senior policeman, one person appointed in terms of the Internal Security Act and two chosen freely by the Minister.

Transport and General Workers' Union information officer Kally Forrest says Sob is bizarre: "Minutes of the board's meetings are not shown to other security companies. The board secretly makes proposals which are rubber stamped by Law and Order Minister Adrian Vlok.

"Security guards object to falling under the Minister of Law and Order instead of the Minister of Police. They fear being turned into some kind of para-military police force with no industrial council to protect their labour interests."

Forrest says many security guards live below the poverty line. The legal mini-

A booming, previously unregulated industry suddenly finds it needs a legal body to protect the public from "fly-by-nights" and "unscrupulous operators", who as it happens are new entrants and smaller operations. Sound familiar? Over the years any number of industries have made these claims. This time around, it's the turn of the security business, reports ROBERT LAING

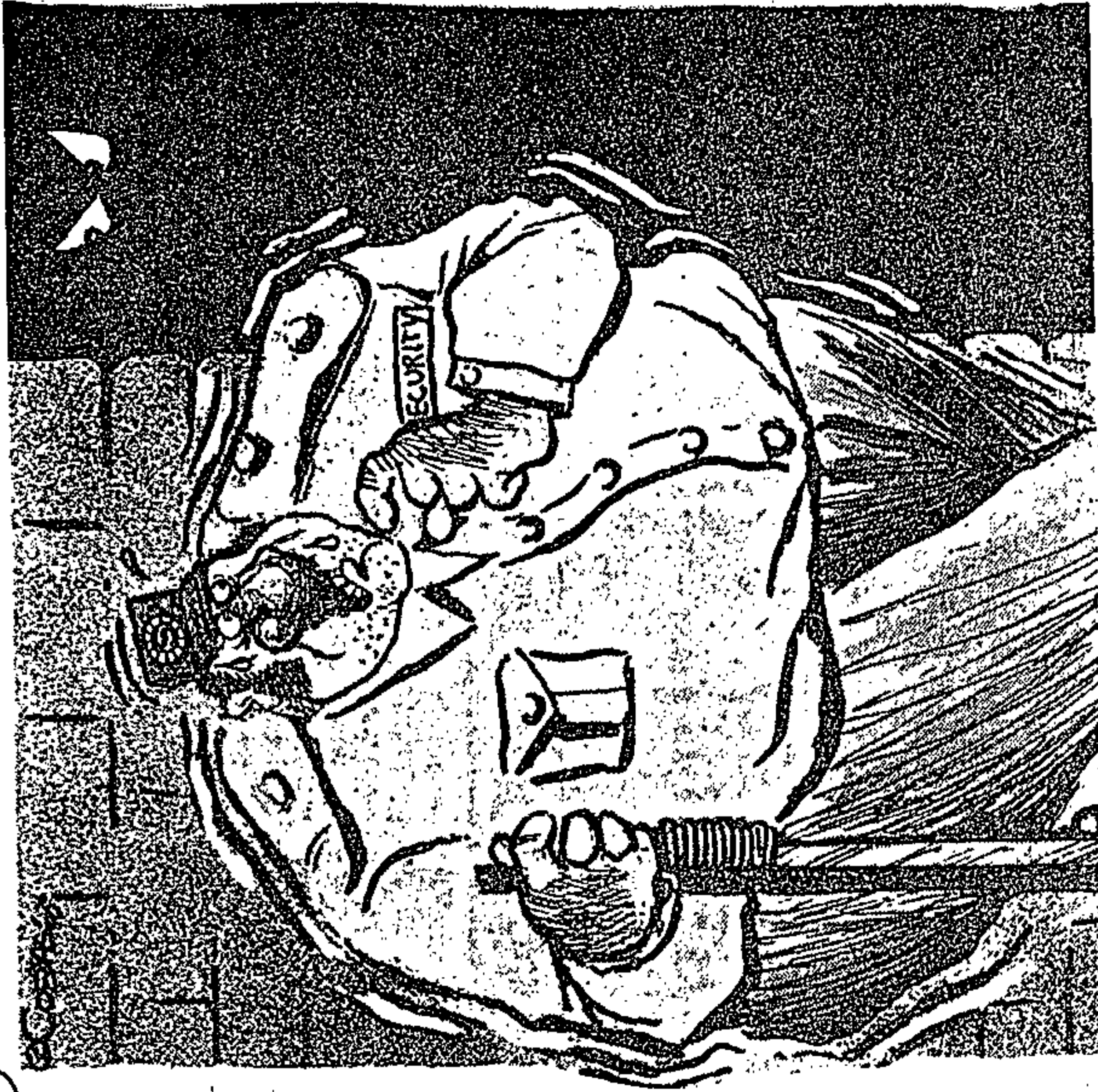
imum salary is R413 a month, but some are only paid between R250 and R300. Sob's registration fee of R35 and its R70 annual membership fee will more than they can afford.

Security guards are already wide open to exploitation with regard to working hours. Besides often having to work a 60-hour week broken into 12-hour shifts, employers can arbitrarily define tasks as "emergency work" and force watchmen to work unlimited shifts.

The Sob has been set up as a watchdog to weed out "undesirables" — and keep them out. Sob chairman and Chubb Holdings CE Dirk Ackerman says this only applies to serious criminals who have been convicted of armed robbery, murder or rape.

Forrest is sceptical: "I'm sure it will also apply to ex-political prisoners and people who have been held under the Internal Security Act."

Every member of the industry was initially ordered to register by October 11, but once the amount of administration needed to register an estimated 30 000 people was realised, the date was post-



Watching the watchmen ... the shadowy Sob will regulate security guards

poned to April 1 next year.

Coin Security MD Yvonne Lottering said in a statement recently that Sob was shunning its responsibility to oversee and monitor the security industry by postponing the registration date.

Lottering said: "One of the major problems is that the industry is currently infested with too many fly-by-nights, who

are not in a position to provide a professional security service. The homeowner runs the risk of endangering his life or his property through blind trust."

Free Market Foundation senior researcher Nancy Seijas argues that by allowing maximum freedom of entry, an industry becomes automatically and adequately regulated by competition.

Nationwide minimum pay the goal

Unions launch wage campaign for workers

Sowetan
19/9/90
355

THE coming trade union campaign for a minimum wage should be designed to suit the needs of different industrial sectors.

This is the opinion of the South African Clothing and Textile Workers Union (Sactwu) collective bargaining and research centre, which believes a blanket approach to establish a single nationwide minimum wage would harm the economy and workers' interests.

The Congress of South African Trade Unions is planning a nationwide campaign to establish a minimum wage and is due to hold a conference later this month to discuss ways of implementing a minimum wage.

Viewpoints which have emerged so far can be divided into two main camps - those calling for a single national minimum wage (NMW) and those who believe it should be established according to the economic circumstances of different industrial sectors.

Approach

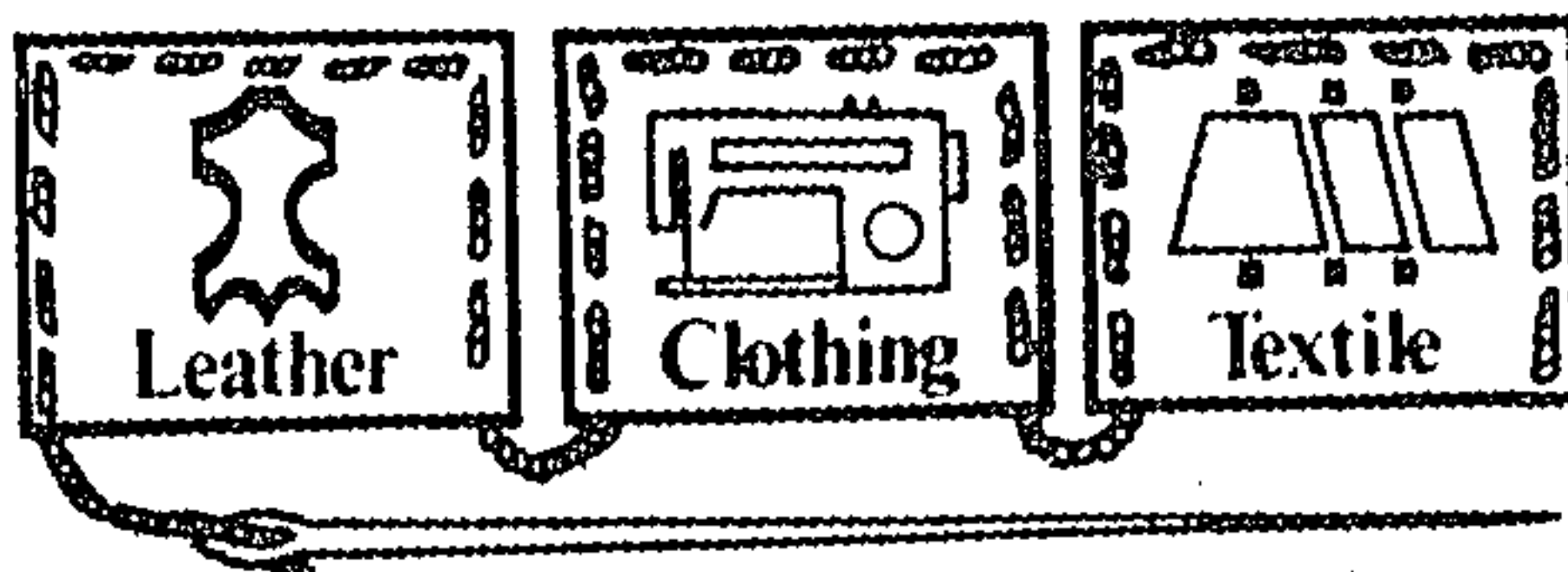
Sactwu favours the latter and has outlined its reasons in an article for discussion at the coming conference.

It believes such an approach will accommodate the needs of workers and ensure a healthy economy in a post-apartheid South Africa.

A sectoral minimum wage (SMW) can also act as a stepping stone to the eventual establishment of a NMW and, eventually, a living wage when economic conditions allow, it says.

"We must develop a minimum wage policy that is effective, that is capable of being

SACTWU



A nationwide minimum wage campaign is being organised by the Congress of South African Trade Unions, which is due to hold a conference later this month to discuss how the minimum wage should be structured. Labour reporter **BRENDAN TEMPLETON** looks at the viewpoint of the South African Clothing and Textile Workers Union.



SOWETAN REPORTER

implemented, that is appropriate to help uplift our apartheid ravaged economy and that can be effectively monitored and directly administered by the working class and their organisations," the trade unions.

Sactwu lists five reasons why a SMW is more practical:

- * Industry economics differ from sector to sector and some are able to pay a higher wage than others. Without taking into account the unique cost structures and other features of a particular industry, its short,

medium, and long-term wellbeing could be jeopardised if it is unable to meet the national minimum wage.

- * Employment and unemployment is one of the main crises facing South Africa and a NMW may lead to greater mechanisation by businessmen who cannot afford the higher wage. This happened in Zimbabwe when NMW legislation was passed and thousands lost their jobs between 1982 and 1984, despite a law forbidding retrenchments "without sound financial justification".

Workers would be protected best if the policy addresses itself to the low wage industries separate from the relatively higher paid industries. Other businessmen could also move to neighbouring countries in an attempt to find cheaper labour.

- * Collective bargaining would be undermined for workers in sectors which could afford to pay higher wages than the legislated NMW.

Experience

Employers would say there was no need for them to pay higher wages as they are already paying above the Government's legislated minimum.

Again, this was the experi-

ence in Zimbabwe where unionists found fixed wages effectively undercut their ability to bargain for higher wages for their members.

- * Regional disparities also have to be taken into account. Rural employers pay lower wages and ignoring this may have the effect of wiping out all industries within those areas.

The over-concentration of the industries in the four major urban areas - Cape Peninsula, Port Elizabeth/Uitenhage, Durban/Pinetown and the PWV area - will not disappear overnight. The removal of subsidies or the industrial decentralisation package as a whole would lead to more unemployment in rural areas.

- * A post-apartheid economy would have to adopt policies to eradicate poverty and to stimulate growth. A NMW would force some industries to raise the price of their goods, making them less competitive in export markets. Without exports it would be difficult for the economy to develop.

The manufacturing sector would have to develop the internal market by producing goods which people need, such as cheap and good quality clothing and cheap processed food.

Sactwu believes employers should be forced to come together and negotiate the SMW with unions - otherwise the unions would just go ahead and set it without them.

SMW legislation would oblige employers to disclose their financial positions and they would have to meet respective unions at least once every year to determine their minimum sectoral wage.

Wage strike at two Samancor plants settled

355 MATTHEW CURTIN

SAMANCOR and the National Union of Metalworkers of SA (Numsa) yesterday settled the two-and-a-half week strike by 2 000 workers at the company's Meyerton and Witbank plants.

Numsa regional organiser John Capel said striking workers yesterday confirmed the union's recommendation they accept the company's latest wage offer made at a meeting on Tuesday.

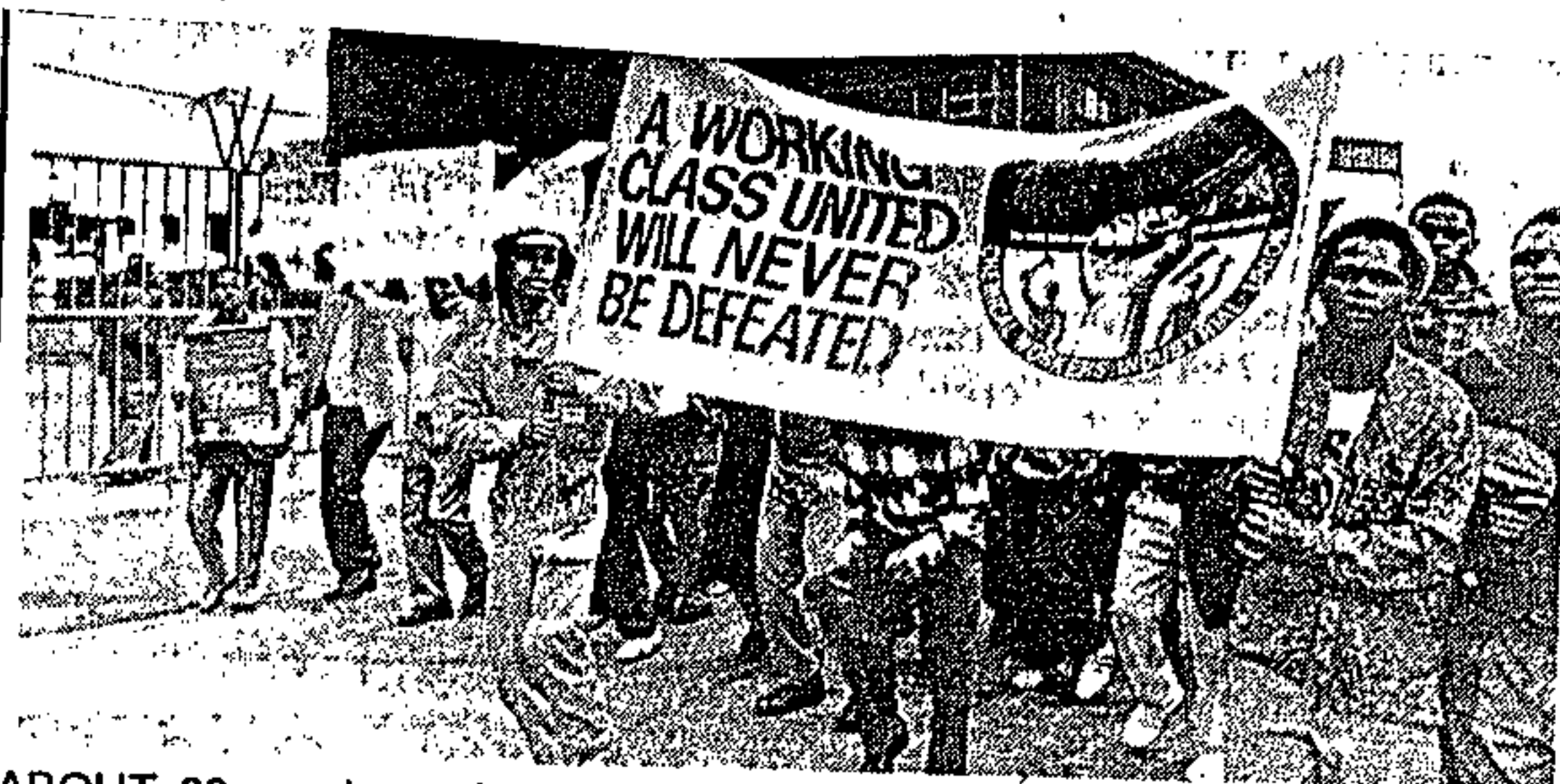
Numsa accepted a 16% wage increase, a point up from Samancor's final offer which raised lowest and highest rates by a further 4c and 10c to R4,55 and R10,92 an hour.

Capel said the union also won a range of improved fringe benefits, time off for shop stewards' training and an undertaking by Samancor to abide by job security clauses in the industry's main agreement — settled by Numsa, engineering unions and the Steel and Engineering Industries Federation (Seifsa) at the beginning of the month. *8/29/70*

Numsa members would return to work on Monday.

Samancor ferroalloys GM Deon Toerien said yesterday the strike had cost 7 500 tons in lost production at the Witbank ferroalloy plant, but clients had not suffered as the shortfall was made up from stockpiles.

South 20/9-26/9/90



ABOUT 60 members of the Chemical Workers' Industrial Union (CWIU) were locked out of Cape Gas in Woodstock this week. The move came as the workers were about to take industrial action in support of wage demands. A CWIU spokesperson said that 99 percent of union members at the plant had voted in favour of industrial action. The company has offered an increase of 50 cents an hour, bringing the minimum rate to R3,25 an hour. The union is demanding an increase of R1,25 an hour. (355) (355) (355)

Sowetan 21/9/90

Dismissed workers picket

Sasol's Sigma Colliery in Sasolburg was picketed by about 2 000 employees who were dismissed yesterday.

The workers, who are members of the SA Chemical Workers Union, went on strike last week after wage talks which started on September 3 deadlocked.

Sasol had set yesterday as the deadline for strikers to return to work.

A company spokesman said they had started recruiting new workers but added that the dismissed workers could also re-apply.

Sasol's media manager, Mr Jan Krynauw, said the deadlock and subsequent dismissal of workers followed the union's "unrealistic and outrageous" demand for a 259 percent wage increase. (355)

Krynauw said the company offered increases of between 20 and 23 percent on the minimum wage scale, which works out to R500 and R454 a month for underground and surface employees respectively.

He said the union rejected the offer. - Sapa.

NBF reaches accord for car industry

Weekly Mail Reporter

AGREEMENT has been reached in the car industry's national bargaining forum (NBF), the focus of labour disruption at Mercedes-Benz's plant in East London.

Unions, including the National Union of Metalworkers, and six major vehicle manufacturers have agreed on wage increases of between R1,15 an hour at the bottom and R1,75 at the top, backdated to July 1. The deal is to be signed next Friday.

In line with its national bargaining conference decision early this year, Numsa demanded an across-the-board increase of R2.

According to a statement by Mercedes, whose East London plant re-

mains closed following a sit-in over demands that the company withdraw from the NBF, management is awaiting Numsa's confirmation that the agreement is binding on all Mercedes workers.

In terms of the NBF deal, employers will abide by all clauses of the "Saccola accord" on the Labour Relations Act, regardless of whether these are legislated. The NBF agreement also provides for:

- Maternity leave amounting to 25 percent of the employee's basic wage for 18 weeks and eight weeks' unpaid leave, as well as one day's paid paternity leave.

- The formation of an employer-union committee to discuss job crea-

tion, job security, productivity and the future viability of the car industry. The first meeting will be on October 5.

- The development of industry guidelines for non-discriminatory recruitment, selection, training and testing.

Employers have also agreed to review their support for discriminatory training institutions.

- That workers who are detained or imprisoned under security laws will have their wages paid and jobs guaranteed, provided their incarceration contravenes "internationally accepted principles of the rule of law".

- One free and compulsory pap smear for women workers every year.

Foschini child-care pay first

Weekly Mail Reporter.

IN what may be a first for South Africa, Foschini and the SA Commercial, Catering and Allied Worker's Union have reached a deal on a child-care allowance covering 5 000 workers.

The agreement, which provides for a R620 lump-sum payment for child care in addition to six months' paid maternity leave, was reached after seven months of talks, including three rounds of mediation.

It takes place against the backdrop of a Cosatu child care campaign — workers were to take their children to work for a three-hour protest yesterday — and Saccawu's recent social security conference, which resolved to push for parental rights.

Women make up 80 percent of the workforce in the Foschini group,

which includes Pages, Markhams and American Swiss.

Foschini's John Corlett said that given the small staff complements at Foschini stores, the demand for nine months' paid maternity leave was "operationally impossible". Six months' leave had thus been agreed, with an additional payment for child care for a further three months.

Women workers will have their jobs guaranteed on returning to work. The agreement, the first on parental rights at Foschini, also provides paid time off for ante-natal care and full company payment of medical aid contributions. Fathers will receive a week's paid leave and an optional 18 days' unpaid leave, with the possibility of a further five days if the mother or child falls seriously ill.

Clothing wage surprise

355



MILITANT: Clothing workers voice wage demands at a Sactwu living wage rally at UWC last weekend
PIC: YUNUS MOHAMED

By CHIARA CARTER

ANNUAL clothing industry wage talks in the Western Cape took a surprise turn this week when the South African Clothing and Textile Workers' Union (Sactwu) presented employers with a bottom line proposal which includes delaying the next set of negotiations until mid 1992. Sactwu 2779-310190

Sactwu responded to employer source.

Instead, the union wants employers to implement a R15 across-the-board increase in December next year and to schedule the next set of wage negotiations for April/May 1992.

At the outset of talks, employers offered a 10 per cent increase.

By Wednesday last week, they had upped their offer to 14 percent. In real terms this would mean an increase of R21,70 for a qualified machinist.

However, management entered talks prepared to go as high as R27,50.

Employers have already agreed to change sick leave provisions in line with the Basic Conditions of Employment Act from 1992.

If they do not accept the offer, it is likely that Sactwu will prepare for industrial action — a development neither side can really afford given the present slump in the industry.

The union demanded

R30 or 14 percent, whichever is higher, for workers above grade B (qualified machinist). The present lowest wage in the industry is R121.

Sactwu proposed that no negotiations take place next year, according to an

A powerful weapon of struggle

By MARTIN NICOL

THE article published in SOUTH (Sept 13 to 19) on the national minimum wage debate in Cosatu is not fair to the Living Wage Committee or to the service groups whose advice we use.

The anonymous author says it is "reformist" to demand a national minimum wage. In fact, it would be a powerful weapon of struggle.

The debate on the national minimum wage is part of an effort to transform

the ideas contained in the Freedom Charter into concrete policies for which we can fight.

The demand for a national minimum wage is one of the key demands of the charter — but it only makes sense to call for it if the amount is stipulated in rands.

The Living Wage Committee is open to all Cosatu affiliates. It meets every two weeks. The committee was asked by a Cosatu conference to do research into the minimum wage issue and we asked several service organisations to

respond to certain questions we formulated.

We found that 74 percent of black households earn less than R700 a month.

We found that the wage gaps between black workers are growing at an alarming rate.

The working class is being divided by economic forces so that workers who do the same kind of jobs earn different pay. A cleaner in the chemical industry can earn R1 200 a month. In some municipalities, cleaners get only R108 a month.

The idea of a national minimum wage is to set a lower limit to wages. This reduces wage gaps by raising low wages — not by reducing high wages. And it can build solidarity between high- and low-paid sectors.

The national minimum wage can be used to set a floor to wages in the economy. In some sectors (like mining and the public sector) it will be a goal. In other sectors it will be a safety net to stop employers exploiting more vulnerable workers.

The debate in Cosatu is partly about the level we should set for a national minimum wage and partly about whether it should be set on a sectoral basis.

The demand for a national minimum wage is already supported by demands for better UIF benefits, welfare payments, shorter hours and centralised collective bargaining on wages.

It has never been seen as the basis for an independent campaign. In fact, it is seen as one of the legs of the campaign for a living wage.

You can't end poverty if you don't end low pay. That is the main message in the demand for a national minimum wage.

Stepping stone

No worker should get paid less than the National Minimum Wage. As long as capitalism rules, minimum wage legislation is the only way to root out super-exploitation. Unions can build on the base it provides.

The national minimum wage is a firm stepping stone towards a living wage.

(Martin Nicol is a National Union of Mineworkers representative on the Cosatu Living Wage Committee. He writes in his personal capacity.)

The article referred to above was an edited version of a discussion paper which, although anonymous, was widely circulated in labour circles.

A previous article in SOUTH presented the case for a national minimum wage, and earlier this month SOUTH published an article which argued that a national minimum wage is a "reformist" concept.

In two additional contributions to the debate, the South African Clothing and Textile Workers' Union (Sactwu) presents the case for a sectorally-based minimum wage and a member of Cosatu's Living Wage Committee responds to the "reformist" critique.



Society at large must gain from living wage

MINIMUM wage resolutions should be implemented in such a way that they will benefit all workers and society at large.

The best way to implement the policy is not by forcing employers of every industry to implement the same minimum wage.

Instead, legislation should be introduced to compel all employers within a particular industrial sector to set a floor on wages for all workers who work within the sector — a national minimum determined sectorally.

A government-backed national minimum wage — a wage which will cover all workers, irrespective of the sector they work in — could have dramatic effects on the viability of every industrial sector.

If we set an across-the-board minimum wage without considering several unique factors which have an impact on every industry, we may adversely affect the future of many of these industries.

We may completely wipe out some industries which will be vital for the social and economic reconstruction of a post-apartheid society.

Some sectors of our economy can pay better wages than others because different factors affect industrial sectors differently.

That some industries retrench when others are employing new workers shows clearly that there are differences between industries.

A minimum wage determined according to the cost structures of each industry would be better able to look after the interest of that sector and the interests of the workers employed there.

A key objective of wage fixing is to protect vulnerable groups of workers who are in a weak position in the labour market.

The sectorally-based minimum wage approach

argues that these workers could best be protected if the policy addresses itself to the low-wage industries separate from the relatively higher-paid industries.

If the introduction of a minimum wage does not take the cost structure of each industry into account, the result will be disastrous: Employers may be forced out of business if we demand that the government introduces a minimum wage of R700.

Profits in the clothing industry are not as high as in the chemical industry.

The cost structures of the agricultural and domestic sectors would mean that hundreds of thousands of workers would lose their jobs.

Farmers would buy more tractors, white maglams would buy dishwashers.

Sectors in which the objective is efficiency, not profit — like the municipal, post and telecommunications and other state sectors — may be seriously affected.

One of the main crises facing South Africa today is the high rate of unemployment. A nationally effective minimum wage might discourage entrepreneurs from establishing new businesses, while others will use more machinery or move their businesses to neighbouring states.

There is no indication that a future government will have the financial resources to create jobs which will pay the minimum wage.

Thus legislation designed to help the majority of the population could have the inverse effect.

After the liberation war in Zimbabwe, the gov-

ernment introduced minimum wage legislation. The effect was a massive rise in the number of unemployed as thousands of workers were retrenched between 1982 and 1984.

Only legislation that allows each sector to set its own minimum wage will be able to address these problems. The people most familiar with the cost structure and other characteristics of the industry could set an appropriate wage, looking to the short, medium- and long-term viability of the industry.

While most sectors fall below the R700 minimum, there are some industrial sectors in which workers are earning a higher wage than the proposed minimum.

A generalised national minimum wage could undermine the campaign for a living wage in these industries.

In Zimbabwe, unionists found that the government's intervention to fix wages undercut their ability to bargain for higher wages for their members.

A minimum wage should also take regional disparities into account.

A policy which does not take into account the fact that rural area employers pay lower wages may have the effect of wiping out all industries in the rural areas.

The sectorally-determined wages could have built into them a commitment to closing the gap between rural and urban areas.

Central to the minimum wage debate are debates concerning the South African economy.

We are inheriting a troubled economy which has seen decades of apartheid maladministration; an economy characterised by low wages, high unem-

ployment and high inflation, leading to poverty.

We will have to adopt policies to ensure poverty goes and the economy grows.

Economists suggest that part of the answer is for South Africa's industry and commerce to become more competitive in the export market.

An across-the-board minimum wage will mean that some industries might have to raise the price of the goods produced to stay in business.

This will make South African goods more expensive than those of other countries. It is difficult to see how our society can develop without exports.

A sectorally-based minimum wage will have a much better chance of ensuring our goods compete effectively on the world market and provide much-needed foreign currency.

We need not only a sound mining sector, a healthy agricultural sector, an efficient services sector, an industrious construction sector but a vibrant manufacturing sector.

This sector must provide goods people need.

We envisage that the government should legislate that each of the 13 broad industrial sectors identified by Cosatu should have its own minimum wage.

The government should compel employers and trade unions in each sector to determine the wage.

A system of centralised bargaining — a goal of all Cosatu affiliates — would emerge quickly in this process.

The government would have to pass legislation for employers to disclose their financial position.

Once a floor has been set in each industry, the federation's affiliates could attempt to create a single national minimum wage. In this sense the sectorally-determined minimum wage can be viewed as an interim step towards a single national minimum wage.

(This is an edited version of a paper submitted to Cosatu's Living Wage Working Group by Sactwu's Collective Bargaining and Research Unit)

'A key objective of wage fixing is to protect vulnerable groups of workers who are in a weak position in the labour market..'

Higher wages hit company profits

Call Tints 3/10/90 355

By ARI JACOBSON

TOP companies are appeasing their workforces with higher minimum wages aimed at preventing strikes and disharmony — which adversely affect their profits.

But economists say that although controlled wages in the formal sector protect employees they tend to discourage the creation of more employment.

Some argued that higher wage costs had exacerbated the unemployment situation in SA.

Pick 'n Pay chairman Raymond Ackerman stresses that the performance of his group — with solid earnings in tough times at the interim stage end-June — is based on sound labour relations.

The group has pushed its minimum wage to the current level of R800 a month from R390 a month in 1986. The average for 1990, however, is roughly R1 000.

Pick 'n Pay's manpower and planning head Nicky Bicket said the huge salary and wage increases forced companies to become better "labour force managers".

He explained: "To deal with the high wage costs and ensure

productivity no surplus (idle) labour can be afforded."

Bicket pointed out that a much lower wage could be paid if the minimum wage (which was not market related) was left to the forces of demand and supply. However, he said, all SA companies had a moral obligation to stabilise labour relations on the road to the new SA.

A spokesman for the Chamber of Mines said an unskilled mine worker could expect a basic monthly salary of R650 which excluded bonuses, overtime, meals and accommodation. He said on average the basic wage had increased by 18,5% a year since 1987.

"The heavy demands of labour unions impact on operating costs (wages make up 50%) and ripple through to affect the numbers employed."

A car industry spokesman talked about "the win-win situation" in deciding upon employee remuneration.

"The amount of strike action this year has been nullified by the generous wage payments and the mutually beneficial

employer-employee relationship."

The car industry has been offering the lowest rated worker roughly a 25% addition to his salary (on average every year) for the last three years.

This provides the unskilled worker, at the present time, with a R60 daily payment almost double that of two years ago.

The spokesman said the minimum wage was influenced by — among other factors, the inflation rate, company profits and the power of the labour unions in the negotiation process.

As in the Small Business Development Corporation (SBDC) area GM Wolfgang Thomas mentioned that increased lay-offs in the formal sector could provide opportunities in the informal economy. "For example cutbacks in the staff component in the clothing industry has encouraged more self-employed clothing manufacturers."

Other economists were of the opinion that minimum wages distorted the pricing mechanism for labour — which led to artificially high wages and a greater impact on unemployment.

Star 3/10/90

NEWS

355

Food prices: unions blamed

By Jacqueline Myburgh

Supermarket chiefs have blamed higher wages, as a result of increased union power, as the chief factor influencing the steep increase in food price inflation over the past 30 months.

The food price inflation rate is currently 17,7 percent.

The heads of Pick 'n Pay, Checkers and Spar also said food prices were likely to continue rising for the next few years.

Pick 'n Pay managing director Raymond Ackerman

said the "new South Africa" would demand spending on social upliftment and housing, which was inflationary.

"Once we have a new constitution, and politics have settled down, we can get the inflation rate down with regard to food."

Mr Ackerman said wages had increased by about 20 percent as a result of the powerful role of trade unions, but there had not been increased productivity.

Other factors influencing higher food prices were:

- An "enormous amount" of monopoly and not enough

competition where certain manufacturers and Government boards were concerned.

- "Imported inflation" as a result of a weak rand.

- Increasing rentals and services.

Mike Dobson, the Transvaal head of Spar, also blamed "a lack of control" for increasing food prices.

"There's no requirement that manufacturers justify price increases," Mr Dobson said.

Checkers managing director Sergio Martinengo said agricultural conditions had

also affected the price of fresh produce.

"Last year, fresh produce prices were 30 percent down on average because of good rains and good harvests. This has not happened again this year," he said.

Mr Dobson said the profit margins of supermarkets had not increased in the past three years.

"Costs have gone up in the last couple of years, caused mainly by labour costs.

"And it's going to get worse because wages, rentals and services are going up," Mr Dobson said.

3



Wage demands blamed for food price rise spiral

AKGWS 3/10/90 (24) 355

The Argus Correspondent

JOHANNESBURG. — Supermarket chiefs have blamed higher wages, as a result of increased union power, as the chief factor influencing the 1,3 percent increase in food price inflation over the past 30 months.

The food price inflation rate is now at 17,7 percent.

The heads of Pick 'n Pay, Checkers and Spar also said food prices were likely to continue rising for the next few years.

Powerful role

Pick 'n Pay managing director Mr Raymond Ackerman said the "new South Africa" would demand spending on social upliftment and housing, which was inflationary.

"Once we have a new constitution and politics have settled down, we can get the inflation rate down with regard to food."

Mr Ackerman said wages had increased by about 20 percent as a result of the powerful role of trade unions, but there had not been increased productivity.

Other factors influencing higher food prices have been:

- An "enormous amount" of monopoly and not enough competition where certain manufacturers and government boards were concerned.

- "Imported inflation" as a result of a weak rand.

- Increasing cost of rentals and services.

Transvaal head of Spar Mr Mike Dobson also blamed "a lack of control" for increasing food prices.

"There's no requirement that manufacturers justify price increases," Mr Dobson said.

Managing director of Checkers Mr Sergio Martinengo said agricultural conditions had also affected the price of fresh produce.

"Last year, fresh produce prices were 30 percent down on average because of good rains and good harvests. This has not happened again this year," he said.

Mr Dobson said the profit margins of supermarkets had not increased in the past three years.

"Costs have gone up in the past couple of years caused mainly by labour costs."

Bid to avoid strike

South 4/10 - 10/10/90
By HEATHER ROBERTSON

In a last ditch bid to avert strike action in the clothing industry, a wage dispute affecting thousands of workers has been referred to mediation.

A professional mediation firm is assisting the union and factory management to come to an agreement.

South African Clothing and Textile Workers Union (SACTWU) general secretary, Mr Howard Gabriels, said on Wednesday that a failure to settle the dispute may lead to the union going ahead with a strike ballot.

After the latest round of mediation talks on Wednesday night, the unions demand still remained an across-the-board increase of R30.

Employers have at this stage agreed to an increase of R26 for qualified machinists (grade B), 14 percent or R20 for categories below Grade B and 14 percent for higher categories.

Employers have in principle agreed on postponement of the 1991 negotiations to April/May 1992.

The offer was made provisional on the union dropping all its demands on other cost items (such as leave and bonuses).

"It is expected that mediation will be concluded on Friday, but if a settlement is not reached, we are open to further meetings," said Gabriels.

Parity plan for teachers

5/10/90 355
The wage disparity between male and female teachers is to be eliminated, National Education Minister Gerie Louw said in a statement yesterday.

The disparity would be addressed in two stages, the first of which will begin during the 1991/92 fiscal year and the second in the 1992/93 financial year.

The disparity between female and male teachers is two salary notches and each phase would raise the earnings of female teachers in qualification categories ABC and D by one notch in each phase.

The cost of the adjustment would be R445 million, Mr Louw said. — Sapa.

SAB, union agree on wages, overtime

Labour Reporter

7/16/90 355
A SETTLEMENT on wages, overtime and other conditions of employment has been reached between the South African Breweries beer division and the Food and Allied Workers' Union.

In terms of the agreement, concluded last week, the union won an increase of 16,5 percent for 6 000 members with the minimum wage being increased from R1 063 a month to R1 238.

Agreement was also reached on overtime — a controversial issue which has been at the centre of many disputes between SAB and the union and culminated in an Appeal Court hearing last year.

WEEKEND WORK

The union declared a dispute two months ago when the SAB insisted that employees agree to work overtime.

Workers refused to contract work overtime and at weekends as it disrupted their family, social and sporting lives, the union said.

SAB Human Resources director Mr Rob Childs said the new negotiated agreement on overtime was "a combination of voluntary and compulsory overtime which balanced the requirements of both parties".

Strike action looms over Cape clothing industry

MATTHEW CURTIN

Blom 9/16/90
THE western Cape clothing industry faces major industrial action as the SA Clothing and Textile Workers' Union (Sactwu) said yesterday it would ballot its 56 000 members on strike action to press wage demands.

Sactwu spokesman Shahid Teladia said yesterday the union had called an urgent industrial council meeting today to discuss strike ballot procedures and strike rules.

Mediation between Sactwu and the Cape Clothing Manufacturers' Association and the Cape Knitting Industries' Association broke down at the weekend, even though the union modified its demands, he said.

Johan Bart, chief negotiator of the employers' associations, said mediation under the aegis of the Independent Mediation Services (Imssa) had failed despite informal exchanges between the two sides throughout the weekend.

In an attempt to meet workers' concerns, employers offered three different wage packages, each

amounting to increases worth from 15% to 19,4% on the present minimum wage of R155 a month.

Employers proposed a R29 a month increase for machinists, who make up 70% to 75% of the industries' workforce, and 16,5% increases for other grades. Alternatively, they offered a R30 increase for machinists and either a 15% increase for other grades from December 13 or 15% to 16% increases from the first pay week in January.

Teladia said Sactwu would accept a R30 a month increase for machinists, R25 for lower grades and a R30 or 15% increase, whichever was greater, for higher grades.

But the employers' proposal to meet these demands on condition the implementation date was shifted from the traditional date, December 13, to the first pay week in January was unacceptable, as workers would face "immense hardships" over the festive season.

Garment wage deal

THE first ever industry-wide strike in the Western Cape clothing industry was averted this week when a last-minute accord on a wage agreement was reached after an earlier mediation attempt failed.

The compromise was struck while the South African Clothing and Textile Workers Union (Sactwu) and employers were working out strike ballot procedures which could have resulted in industrial action.

Ratification of the wage agreement was not finalised by the time of going to press, but sources indicated that a compromise was reached on the following:

- A R29,50 a week increase for grade B (machinists);
- A 15 percent increase for workers above grade B;
- A R25 increase for workers below grade B;
- A R22 increase for all learnership categories.

These increases would be effective for the first 12 months of an 18-month agreement to be implemented from December 13 this year.

An increase of R15 (or eight percent) will be effected during the last six months of the agreement.

A mediation attempt had failed at the weekend after the union modified its demand for the 1990/91 main agreement which, at that stage, included increases of R30 for machinists, R25 for categories below machinists and R30 or 15 percent for categories above machinists.

The talks broke down over the implementation date of wage increases and increasing the workers' annual leave from 13 to 14 days.

The union had insisted on implementation in December, which meant the in-

creases would be included in holiday pay packets, while the managements wanted the new wage levels effected in January 1991.

The union subsequently dropped its demand for an extra day's leave.

Industrial relations in the clothing industry, which employ about 55 000 people in the Western Cape, has been turned on its head since the formation of the Garment and Allied Workers' Union in December 1987.

Used to dealing with what was considered a "sweetheart union", clothing manufacturers had to contend with increased worker militancy, specially after the launch of Gawu's "Living Wage Cam-



TALKING TOUGH: Sactwu shop stewards consider a fresh wage offer from employers on Tuesday

PIC: Y MOHAMED

paign".

The union received a further boost last year with the formation of Sactwu which involved a national merger and more than 180 000 workers. The merger led to affiliation to Cosatu.

The union's growing militancy is attributed to greater democratic worker participation in decisionmaking and other matters.

This was spearheaded by a new shopsteward structure which dealt with issues such as the Living Wage Campaign.

The Living Wage Campaign was intensified in 1989 and with the signing of a wage agreement in December 1989 — bringing the wage level for machinists to R155 a week — income, in real terms, was the highest in 40 years.

Sactwu's regional secretary, Mr Howard Gabriels, said this year's original demand of R45 across-the-board was an attempt to bring clothing workers' wage levels closer to that in the manufacturing industry.

"We believe our original demand was reasonable and fair because even semi-skilled workers should earn at least R200 a week.

"We, however, moderated our demand to effect a settlement, even going beyond our mandated position."

Mr Johan Baard, chief negotiator for the Cape Clothing (and Knitting) Manufacturers Association, said although relations with the union had "matured significantly over the past three years", employers had several concerns about the fu-

ture.

"While we are committed to bring about an improvement, in real terms, in the living standards of our employees, it must be seen in the context of the clothing industry nationally and internationally.

"The government is clearly moving from its isolationist thinking which means greater competition for the industry, specially from the Far East.

"The difficulty is that as the situation worsens, the trade union's leadership finds it difficult to moderate the aspirations and expectations of its membership."

Baard said the employers were also concerned about the "unprocedural industrial action" in the industry in recent years.

Numsa 'shakeup' after Benz dispute

SOUTH 11/10 - 17/10/90
EAST LONDON.— The National Union of Metalworkers of South Africa (Numsa) has elected a new Border regional secretary in what appears to be part of a "shakeup" in the region.

The appointment of Mr Enoch Godongwana, who has been moved to the area from Johannesburg, is seen as an attempt to address worker dissatisfaction with regional officials.

Workers at Mercedes-

Benz South Africa (MBSA) here went back to work on Tuesday this week after a seven-week dispute.

In terms of the agreement hammered out by Mercedes and Numsa, the company will remain in the National Bargaining Forum (NBF) and the current wage agreement will stand.

The issue of the 538 dismissed strikers will be taken to arbitration, which will decide who actually participated in the strike and what disciplinary action will be taken. (151) (160A)

CAP MEDIA PROJECT FULL
TIME MEDIA COURSE FOR

Unions 'realistic in wage demands'

By Shehnaaz Bulbulia

Union wage demands are more realistic this year, with bargaining starting at about 35 percent compared to last year's 80 percent, says labour consultant Pat Stone.

Another labour consultant said, however, that cases where unions had dropped opening wage demands were rare.

Mr Stone of Andrew, Levy and Associates said his firm's latest wage settlement quarterly survey showed a general drop which appeared across industry rather than related to specific industries.

Mr Stone cited several unions, including Paper, Printing, Wood and Allied Workers, Food and Allied Workers, South African Clothing and Textile Workers, and Chemical Workers' Industrial, as having a marked drop in their opening bids this year compared to last year.

He said he believed it was too early to relate the drop in wage demands to recent Government calls to unions to curb wage demands.

This drop did not reflect that unions had lowered their expectations either, but appeared to be a shift in bargaining tactics, Mr Stone said.

A possible reason for the decrease, he said, was that unions wanted to retain their credibili-

ty by not entering into negotiations with demands that could not be met.

The agency's latest survey, covering industry and union activity, showed that unions were opting for greater social demands.

An increasing demand in the wage package include security and continuity of employment.

Mr Stone believed that next year, apart from the pure issue of wage demands, the provision of provident funds, assistance for education and housing and specific training to avoid retrenchment would be key union issues.

Similar

The average settlement reached last year stood at about 17.5 percent and Mr Stone predicted similar settlement figures for the end of the year.

According to labour consultants FSA-Contact, there was no significant drop in union wage demands.

Wage-related issues were the major cause of industrial action over the thirdquarter of 1990.

The deadlock in negotiations over wages and working conditions was the major contributory factor, resulting in several extended national strikes.

Iscor miners on strike over wages

By Brendan Templeton

About 5 100 workers went on strike at Iscor's Thabazimbi, Sishen and Grootgeluk mines yesterday.

Workers are demanding R630 excluding overtime and shift allowance while Iscor is offering R560. Previous talks deadlocked in August.

National Union of Mine-

workers' general secretary Cyril Ramaphosa accused Iscor of fuelling ethnic antagonisms on its collieries.

The NUM would seek a meeting with Law and Order Minister Adriaan Vlok to discuss the situation. They would hold talks with leaders of the Transkei, Ciskei and KwaZulu governments, he said.

Consultant alleges informal govt-ANC labour accord

10/10am 19/10/90

355

MATTHEW CURTIN

TRADE unions shied away from strike action in the third quarter of this year because of an informal accord between the ANC and government in the wake of the Pretoria Minute, Levy, Piron and Associates director Brian Allen said yesterday.

This agreement accounted for the National Union of Metalworkers' (Numsa's) readiness to accept a settlement in the metal industry pay talks despite a ballot in favour of strike action after prolonged and apparently deadlocked negotiations.

He said the ANC and Cosatu traded a withdrawal from strike action for government assurances of an acceleration in reforming the Labour Relations Act.

The settlements in the metal and mining industry in August contrasted with a surge of often bitter industrial disputes and a record 1,2-million man-days lost in the first half of the year.

Commenting on the consultancy's 1990 wage settlement bulletin, Allen said the most striking and positive feature this year was the primacy of wage issues as triggers for strike action.

Despite the political turmoil in SA, 72% of strikes concerned wage issues.

Consultants said a better appreciation of economic reality seemed to determine both employer and union strategies.

The average level of wage demands was slashed from just under 90% in 1989 to 51% this year.

The average wage settlement level for the third quarter dropped from 17,9% in the first six months to 16,9%.

The 1990 average settlement was a fraction under 17,4%, the same percentage as last year and half a point down from 1988.

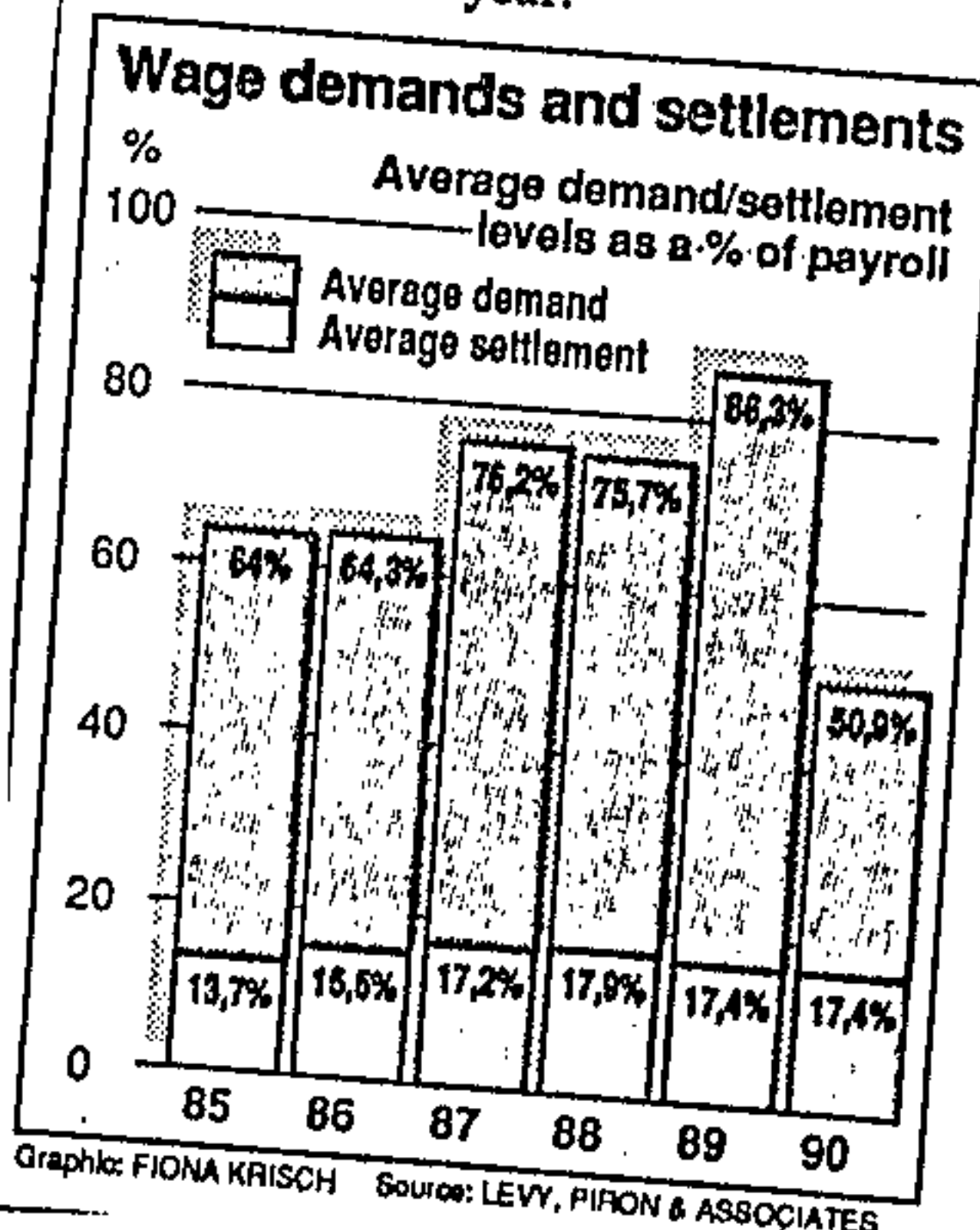
Allen said this showed union leaders were increasingly concerned with the trade-off between jobs and wages, successfully bargaining for negotiated retrenchments, training and better severance pay to be written into wage agreements.

He said the salient feature in industrial relations this year was industrial unrest and unionisation in the public sector.

Consultants said the ramifications for the state were huge given that the LRA amendments would cement its role as an employer and that government was expected to spend R19m or 25% of the national budget on paying central government and provincial workers next year.

The bulletin also noted the shift in Cosatu's attitude to the necessity of a national minimum wage.

Consultants said unemployment in SA had reached critical levels and there was little sign the economy would grow by the 5% necessary to sustain even current levels of employment.



Monday, October 22, 1990

Govt onslaught on inflation forecasts

Own Correspondent

JOHANNESBURG. — The government has launched an onslaught on inflationary expectations in the wake of the petrol price hike, warning against using the increase to push for higher prices and wages.

The Minister of Economic Co-ordination, Dr Wim de Villiers, poured cold water over economists' predictions that the direct and indirect cost effects of the 25% hike in petrol prices would add about two percentage points to the inflation rate. Together with the September petrol price increase, some believe the full impact of the Gulf crisis could raise the consumer price index (CPI) by three percentage points.

Dr De Villiers said: "Taking South Africa's relatively low dependence on oil as an energy source into account,

an increase in fuel prices need not necessarily affect inflation to the extent that is often forecast."

An upward adjustment in South Africa's inflation rate, and that of the rest of the world, could not be avoided. It was imperative, however, that this price increase should not lead to sustained increases in the general price level.

He called on the private sector to follow Eskom and Transnet in applying wage and price discipline, saying if business followed, there was no reason why the inflation rate could not resume its downward trend. The government would not accommodate a sustained increase in inflation, as it remained unshaken in its resolve to cut inflation.

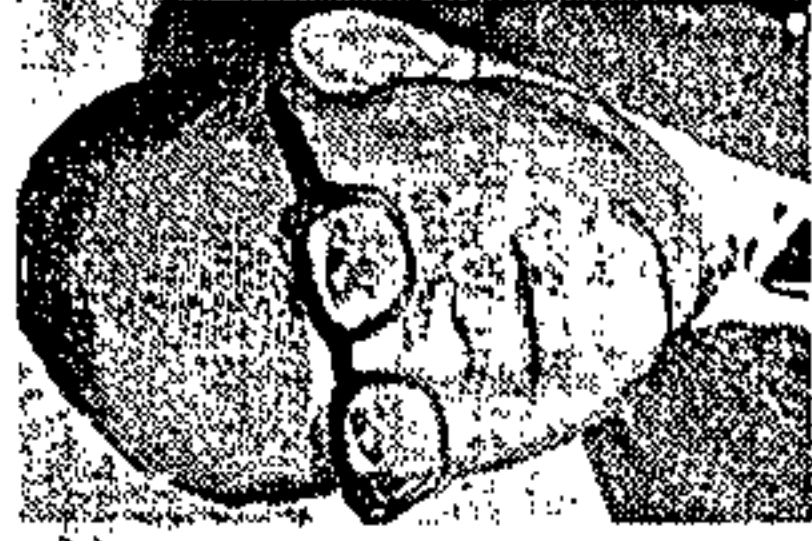
"Actions based on the assumption that general price increases will be higher than, or the same as, the present inflation rate will inevitably lead to lower economic growth and greater

unemployment, and that should be properly taken account of in determining wages and prices."

The authorities wanted to address the "huge" inflationary role played by indexation — the practice of linking price and wage increases to the prevailing level of inflation. More than 70% of general price increases in one year are automatically carried over to the next year.

Economists said a relentless interest rate policy was a key factor in breaking inflationary expectations. The Reserve Bank had ignored the market's expectations of a cut in the bank rate for months, and this finally sank in last week. The liquid bankers' acceptance rate turned around to reach its highest level in about two months at 18% and the treasury bill rate jumped to 17,7% from 17,34%.

Inflationary fears have pushed capital market rates more than 10 points higher in a week. The SA Chamber of



Dr De Villiers

Business predicted the direct inflationary impact of the price rise would be "in excess of 1%, to which must be added the indirect effect of higher transport costs on all sectors".

South Africa is set to end the year with inflation at about the same level as it was in December 1989 — 15,3%. The average inflation rate for the year will be at about the same level as last year's 14,7%. Hopes that the country will see single-digit inflation by the end of next year have been dashed and the average in 1991 could be higher than 13%.

Stellenbosch Bureau for Economic Research chief Professor Ockie Stuart said the immediate effect on inflation of the petrol price increase would be at least one percentage point, with the ripple effect adding another one. Volkskas's Mr Adam Jacobs saw at least 1,25% added to the CPI as a result of the latest increase.

Opt Times 24/10/90

NGK urges responsible wages

BLOEMFONTEIN. — The Nederduitse Gereformeerde Kerk (NGK) has called on its members to apply their "Christian responsibility" in determining the wages and housing conditions of their domestic and farm workers.

And in another decision at the NGK General Synod here yesterday, all farmers and other employers were called on to encourage their employees to send their children to school. The Synod also instructed its

General Missionary Commission to investigate the feasibility of founding Christian private schools.

However, it shied away from taking a definitive stance on condemning the Population Registration and Group Areas Acts.

The Synod also decided that if other church bodies subscribing to the Gereformeerde Confession should choose to link up with the NGK, this could be done after consultation. — Sapa

Industrial action during pay talks at highest level

W/Mail 26/10 - 1/11/90

By DREW FORREST

INDUSTRIAL action as a tactic during pay talks has reached the highest levels recorded, reports labour consultancy Levy, Piron and Associates.

The consultancy's latest *Bargainer's Bulletin* reports that 63,3 percent of negotiations surveyed between July and October this year climaxed in strikes or other forms of action. Last year's figure was 56 percent and the previous year's, 35,9 percent.

At the same time, there has been a dramatic drop in unions' opening pay demands — from 86,3 percent last year to 50,9 percent — which the bulletin suggests may be a factor in industrial unrest. "Unions now feel their demands are more realistic and therefore more likely to be conceded," it comments.

The consultancy's Pat Stone said the shift signalled a more mature bargaining approach. "In the mid-Eighties unions used high claims as an organising tool. Now they're entering the bargaining tunnel sooner."

"Parachute bargaining" undermined negotiators' credibility with constituents and management, Stone added.

He also stressed that the predominance of economic strikes — the wage trigger has accounted for 72 percent of lost man-days this year — was a healthy advance on the mid-Eighties, when alleged unfair labour practices sparked much unrest. Disputes on issues such as dismissals were now often referred to arbitration.

However, the bulletin stresses that the bargaining environment remains extremely tough, with this year's settlements averaging the same as last year: 17,4 percent of payroll.

Other bargaining trends included:

- Negotiated rises in minimum wages have dropped below 19 percent for the first time — to 18,6 percent. Minimum pay was now less of a union priority, the bulletin suggests, as most Cosatu members earn above the minimum proposed by the Living Wage Committee
- Non-wage issues such as parental rights and job security are increasingly prominent in negotiations
- The go-slow is an increasingly important union tactic, comprising 21,8 percent of industrial action between July and October this year. Strikes made up 26 percent and overtime bans 30,4 percent.

355

Carrots that keep the skilled in their places

FRINGE benefit schemes are increasingly being used to attract and retain skilled personnel. Coopers Theron du Toit tax partner Bronwyn Allan says several companies have non-contributory medical schemes. The 100% employer contribution is allowed as a company expense.

Contributions to schemes are such that the employee may only claim medical expenditure to the extent that it exceeds the greater of R1 000 or 5% of income. This applies to those under the age of 65.

But the medical-aid rules have to be amended for the company to contribute the employee's portion to avoid the contribution being seen as a settlement of debt which would be a taxable benefit.

Mrs Allan says a pension fund can also be non-contributory. It makes the fund tax efficient for the employee because the seventh schedule does not seek to tax this benefit.

"The major advantage of a non-contributory scheme is that it enables an employee to maximise his overall retirement provision by taking out more personal retirement annuity contracts.

"For employees who are members of a contributory pension fund the maximum tax-deductible contribution to a retirement annuity scheme is generally R1 750. But members of a non-contributory pension fund can secure a tax deduction of R3 500 for retirement annuity contributions."

Deferred compensation — where employees contribute a percentage of their remuneration which is invested by the company in a life-assurance policy — is tax neutral for the employer. The expense — either the salary



or the assurance premium — may be deducted.

On retirement the policy's proceeds are given to the employee as a "golden handshake" and he is taxed at generous rates.

Mrs Allan says deferred compensation schemes are of interest to employees when they are aged 50 or above and have about 10 years to retirement.

Accommodation rented to an employee by the employer "is one of the most favourable and enduring fringe benefits an employee can receive".

"Furnished or unfurnished residential accommodation, with or without food, meals, fuel, power or water, when provided by an employer to his employee, is treated as a taxable benefit."

The benefit is so attractive that the employee who owns a house may think of letting it and moving into rented accommodation to qualify.

High interest rates have caused a reassessment of the

company car as a fringe benefit.

The private car allowance, although an attractive alternative, shuts out the "desk-bound" employee because in general it is granted to those who cover at least 25 000km a year and have to travel for business.

Low-interest loans — soft loans — allow a tax benefit to accrue if the money is lent to an employee by the employer and either no interest is payable, or is payable at lower than the official rate.

Mrs Allan says other perks are bursaries and scholarships for children, housing subsidies, provident funds and share schemes.

Minor fringe benefits include expenses for maintaining a study at home where company work is done, telephone payments related to work, entertainment allowances and professional journals.

Ellerines opens up

ELLERINES is opening two stores at a cost of R2-million in the Northern Transvaal as part of the largest expansion programme in the furniture group's history.

An Oxford store has opened in Pietersburg and a Royal Furnishers store will start soon in Tzaneen.

Expansion planned in the next few years will give the group 400 stores by 1995.

F
D
PIZ
NAI
ADL

25/10- 31/10/90

355

World rethink of 'strategies' in SA needed

By Julianne du Toit

The international community would have to rethink its monetary strategies in South Africa, President de Klerk told guests at a South African Chamber of Business banquet in Johannesburg last night.

He said organisations that foreign countries had supported for decades were punting economic policies which had failed all over the world, but the South African Government was in favour of using "tried and trusted" methods of government.

South Africa was moving towards a stronger economy, but the problems it faced included a need for "a moderation of wage demands". Undue wage increases might well create unemployment rather than higher standards of living.

Mr de Klerk said decline in domestic excess demand had turned inflation into a problem of expectations and excessive income claims.

"We will be moving through rough seas," he said. "But we have reason for confidence in the future."

Wage talks heading for deadlock

South
11/11 - 3/11/90

355

ANNUAL wage talks at Fattis and Monis appear to be heading for deadlock.

Members of the Food and Allied Workers' Union (Fawu) at the Fattis and Monis factories in Isando and Bellville have rejected the company's offer of an R18 increase on the present minimum weekly wage of R205.

The union has demanded a minimum of R255. This represents an increase of 24,4 percent while the company's offer is 8,78 percent.

According to a Fawu spokesperson, there is a strong chance that negotiations later this week will end in deadlock.

ort

'Inflation to hit hikes in wages'

By AUDREY D'ANGELO
Business Editor

CONSUMERS are facing tough times for most of next year, Old Mutual chief economist Dave Mohr warns in his latest Economic Monitor. He expects pay rises to be below the level of inflation — which he thinks unlikely to fall much lower than this year's expected average of 14.3%.

And, because of the impact of higher oil prices on the balance of payments, he thinks only a moderate decline in interest rates can be expected.

He also warns "it is unlikely that the income tax relief granted in the 1990 Budget will be repeated in 1991".

Discussing "the sustained high underlying inflationary pressure in the economy", Mohr points out that "by August this year the consumer price index (CPI) was still 15.6% higher than in August 1989".

He continues: "In addition to this relatively high rate of increase in consumer prices in general, the probability of a further meaningful decline in the short run will be restricted by the renewed weakening of the rand and the sustained sharp increase in the unit costs of labour."

Increases in the petrol price "are expected to lead to a renewed moderate rise in inflation over the next few months."

"Although we do expect a resumption of the downturn in inflation during 1991, the rise in the oil price reduces the chance of inflation falling to single digits in the current cycle."

Mohr also warns that industrial action which disrupts production could intensify the downturn.

He expects total domestic spending to fall by a further 3% this year, following a drop of 8% last year. And he expects gross domestic production (GDP) to fall by about 1% following an increase of 2.1% last year.

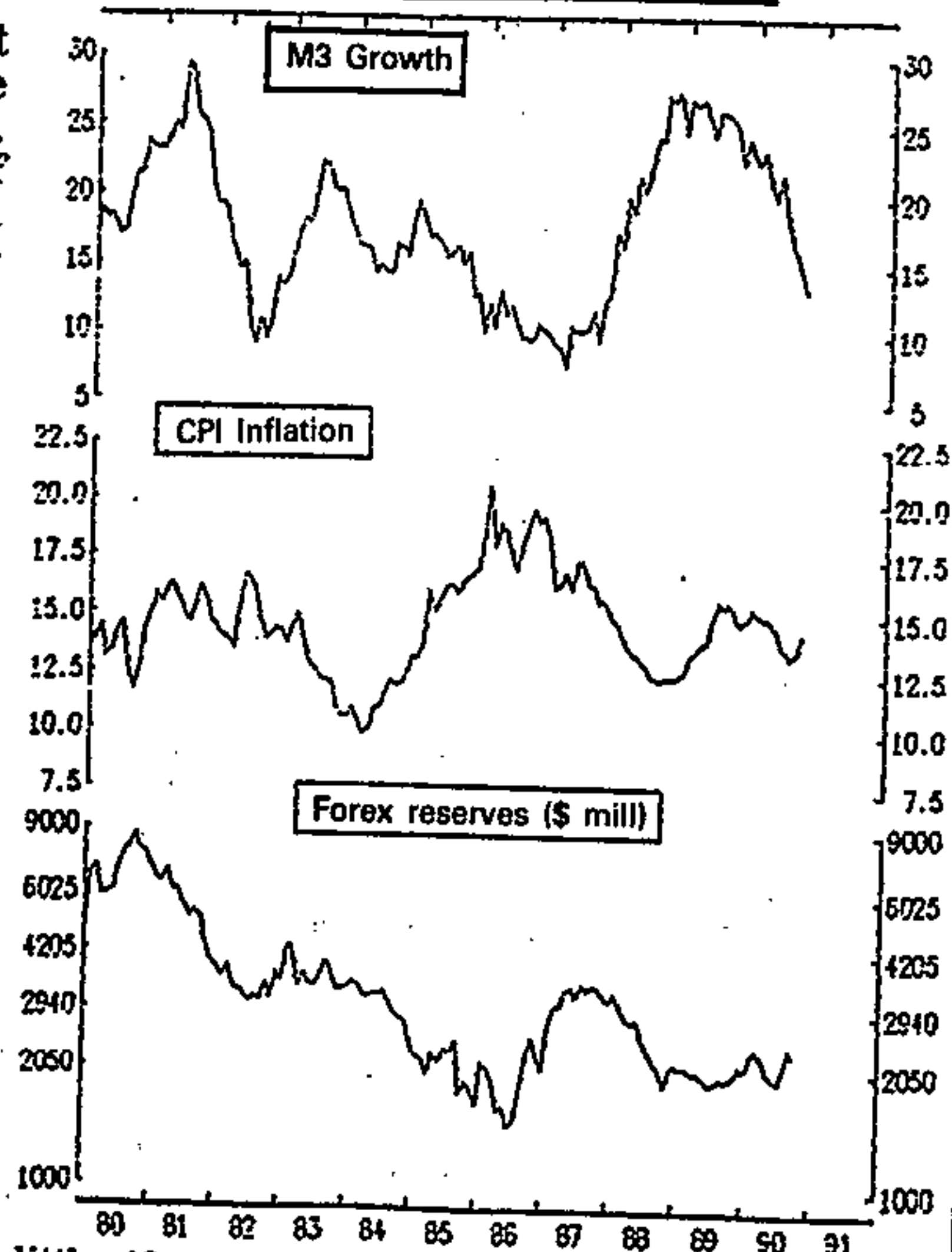
"As far as the commencement of the next upswing is concerned, we are of the opinion that recent events make any meaningful recovery in the domestic economy before late next year highly unlikely."

Discussing the outlook for consumers, Mohr continues: "As far as private consumption expenditure is concerned, prospects for 1991 are less rosy."

He thinks "the financial position of consumers could be considerably tighter next year".

Pay rises will probably be lower than this year, due to the generally tighter business conditions and

Cyclical Developments



little, if any, increase in total employment.

However, Mohr points out that so far, at least, the current recession has been much milder than the last while meaningful progress has been made in slowing down the growth of money supply, reducing inflation and building up foreign exchange reserves.

And, although gold has so far performed disappointingly, he thinks this could improve if higher oil prices push up inflation overseas.

He also thinks there is "scope for a further moderate fall in long-term interest rates over the next year."

"This view is based on the expectation of a continued deceleration in economic activity and the corresponding mild decline in short term interest rates."

BER sees pay rises above inflation rate

355
CAM Tips 6/11/90

By AUDREY D'ANGELO
Business Editor

WAGE and salary increases are likely to average 13,8% in 1991 — just above an inflation rate of 13,5% — says the Stellenbosch Bureau for Economic Research (BER).

And value added tax (VAT) may replace general sales tax (GST) next October without any change in the rate.

BER's latest forecast, Economic Prospects, for this year and next, explains that it does not expect pay rises to lag behind inflation, in spite of rising unemployment, because "we are of the opinion that labour unions are still in a position to negotiate large increases in wages.

"We actually anticipate a political settlement in 1992 or 1993 and this implies that the unions will use next year's political climate to further their own cause.

"It is also uncertain whether the government will be able to contain next year's salary increase for civil servants to the same extent as they did this year. It appears as if the total increase in the remuneration of employees for 1991 could be close to 14%."

The forecast, prepared by a team of economists including Attie de Vries, president of economics at the Stellenbosch Graduate School of Business, and edited by BER director Ockie Stuart, says real disposable income will fall by 1,5% per head next year compared with a drop of 2,1% this year.

Real personal consumption expenditure is expected to rise by 0,9% next year compared with a rise of 0,5% this year.

Income from property is expected to rise by 17% next year compared with a rise of 14,6% in the current year and 8% last year.

BER expects the banks' prime lending rate to decline steadily next year, from its current level of 21% to about 17%. "At the same time the inflation rate could decrease from its current level of 15% to 11% by the end of next year."

Discussing the expected shift of the tax burden away from individuals, on to business enterprises, and from direct to indirect tax, Economic Prospects forecasts that value added tax (VAT) will replace the present general sales tax without any change in the rate.

"This implies that more tax will be earned by way of indirect taxes because the base will broaden, thus leaving scope for a reduction in direct taxes on individuals.

"We anticipate, however, no more than a provision for bracket creep in next year's Budget.

"In all, the 1990 disposable income of consumers is projected to increase at a rate roughly on a par with the inflation rate. During 1991 we foresee a rise of 13,5% in consumer prices and the increase in disposable income of consumers is likely to be a percentage point higher.

"This means that consumer spending could begin to recover fairly early in the second half of the year.

"In assessing the extent of the recovery, however, it should be borne in mind that disposable income per head is projected to decline in real terms throughout the forecast period."



More mechanising as unions push wages

By BLAISE HOPKINSON,
Business Staff

UNREALISTIC wage demands have caused instability in the labour market and many employers have turned to more capital intensive means of production, says the Bureau for Economic Research at the University of Stellenbosch in its latest Economic Prospects forecast.

Quoting Reserve Bank estimate of 5,4 million unemployed in South Africa, the bureau reports that the fact that this figure has increased even during upswing phases of the economy has helped create a climate conducive to social unrest.

"The political climate in turn has recently started to favour trade union activity. The unions became irresponsible in their wage demands in so far as the latter had little in common with economic realities and this has caused instability in the labour market," the bureau reports.

"The extent to which union activity has destabilised the flow of labour supply is accentuated by the fact that the number of man days lost on account of strikes and work stoppages increased from 0,2 million in 1980 to 5,8 million in 1987.

DAYS LOST TREBLE

"Thereafter the number decreased for a year or two, but during the first half of 1990 about 1,25 million man days were lost. This figure is about three times more than the days lost during the comparable period in 1989."

As a result of this businesses had increasingly considered the substitution of capital for labour.

"It appears as if the negative factors of the labour market still outweigh the negative impact of high interest rates and business people still prefer to mechanise, although a great many of them have adopted a wait and see attitude."

The Reserve Bank's attempts to make capital more expensive relative to labour had been made more difficult by unions continuously pressing for higher wages. The result of this was that capital and labour were both becoming unrealistically expensive.

The BER forecast continued instability in the labour market in 1991. This would create a further reluctance

on the part of business to increase employment.

"At the same time fiscal and monetary policy will attempt to create a climate that will make it more difficult for a further deepening in capital. As a result business people might adopt a wait and see attitude, which implies they will use neither more labour nor more capital. This will obviously have a depressing effect on economic growth."

Projecting the 1991 inflation figure at 13,5 percent, the BER said wage and salary increases should average 13,8 percent for the year.

Consani scores with exports of R60 million

Business Staff

WITH an export order book bulging over R60 million a year, Elsies River engineering giant Consani won the coveted State President's Award for Export Achievement for 1990.

Consani, a member of the Genrec Group, has cornered about 20 percent of the world market for ISO tank containers. The containers range in capacity up to 24 000 litres and are used for the road, rail and sea transport of mainly hazardous liquids.

The award was presented to Consani managing director Mr Ian Bell by Dr Anton Rupert.

Marketing director Mr Ian Price said the international markets were highly competitive, but the standards set by Consani had found favour in Europe, the UK and the US.

MARKET WORTH R300m

He estimated the world market for the ISO tank containers was worth more than R300 million a year.

"Productivity has been given particular emphasis and our dedicated production line for these tanks enables us to supply at least 20 percent of world demand," he said.

He added the success of Consani's export drive, which mainly involved the ISO tank containers, had prompted extensive research into extending the programme to include new products.

Recession hits industry . . .

Difficult to meet union demands

By AUDREY D'ANGELO
Business Editor

THE recession is making it difficult for employers in the SA motor industry to meet "the strong demands being made on them for increased wages and fringe benefits", John Herdman, President of the SA Motor Industry Employers' Association (SAMEIA), said in Cape Town yesterday.

Speaking at the annual conference of the Motor Industries Federation, at the Cape Sun, Herdman said wage negotiations which had begun in March were still continuing.

"We have had to face demands for very heavy increases in minimum wages and massive improvements in fringe benefits, many of which are quite impossible for us to consider."

Appealing to trade unionists to show an awareness of the economic difficulties which this country and most employers were facing, Herdman said it was "not unreasonable" for employees to want recognition for their efforts and "a reasonable share" of the profits from added value.

"It is in the long-term interest of our country and all its peoples that we have a thriving economy in which we, as employers, pay the best wages we can afford and recognise the rights of our employees to strive for a better standard of living for themselves and their families."

"I believe that our members are responsible employers who have always tried to ensure that we moved forward with our trade unions as rapidly as possible."

But, Herdman continued, SAMEIA members were subject to economic limitations.

Complaining that petrol price increases had not been accompanied by a comparable widening in profit margins, he said: "Those involved in the retail distribution of fuel have been cruelly hurt by the constant increases in the price."

SAMEIA appreciated the reasons for this. But the increases were "unfortunately made without any corresponding meaningful increase in the

reseller's margin from which increased wages and fringe benefits could be paid.

"It is unfortunate that the government in its entirely laudable efforts to control inflation has not recognised the difficulties faced by this section of our industry and granted them a reasonable increase in their profit margin which would enable them, in turn, to meet the demands placed on them by the very large number of employees who work in this section of our industry."

Stressing the need for good labour relations, Herdman said this was becoming increasingly important in the Platteland areas, where trade unionism was spreading rapidly.

But "while we accept the undeniable right of the workers to ask for, and receive, fair treatment" the association "continues to defend the right of an employer to manage his business in a sound, sensible and fair manner."

"There are many laws already prescribing this right and we strongly resist the increased tendency to argue that employees have a right to further limit the employer's freedom of action."

"We live, and I hope will continue to live, in a capitalist free enterprise society and all matters relating to investment business policy are still the sole responsibility of the manager or proprietor."

"We do not support the demands put forward by some trade unions — and indeed supported by some academics — that the trade unions should have the right to be involved in such basic management decisions."

"Certainly they have the right to be involved in decisions which directly affect them. Any sensible employer today will ensure that the trade union and employee representatives are kept informed of what is happening in the business and of any changes, particularly those which are likely to lead to retrenchment."

"But this should be as a matter of common sense rather than as a legal demand."

Aids could push up wages, says expert

Staff Reporter

THE Aids epidemic could lead to an increase in wage rates as black unskilled workers in urban areas grew scarce in the marketplace, according to Mr Edward Osborn, of the Nedbank Economics Unit.

Speaking at an Aids seminar in the city yesterday, Mr Osborn said black unskilled workers in the urban areas were likely to be the most severely affected by the disease. South Africa's labour problem would swing from an excess of unskilled workers to a relative shortage of unskilled workers.

Careful account must be taken of massive demographic factors like the Aids epidemic, he said.

It was "absurd" that the Urban Foundation was projecting a national population of some 60 million people by 2012.

"If Aids is taken into account, the population will probably be in the order of 40 million people."

8/22/90

African Bank fires 50 after illegal strike

The African Bank has dismissed 50 staff members from four branches after an illegal wage strike, the bank's chief executive JC Theron said yesterday.

Workers, mainly messengers, labourers and clerks went on strike on Monday demanding a minimum wage of R800 a

month.

The branches affected by the strike were Johannesburg, Ga-Rankuwa, Soshanguwe, Diepkloof and Mamelodi.

Mr Theron said workers were welcome to negotiate individually about their reappointment. — Staff Reporter

CHE TUNIS

26/11/90

Wiehahn warns on union's demands

MUNICH. — Unless South Africa's trade unions were prepared to moderate their demands, serious damage would be done to the country's economy and many job opportunities would be lost, Professor Nic Wiehahn told a Soviet-German symposium on South Africa on Saturday.

Prof Wiehahn, known for his 1981 report on labour legislation, said the demands of SA trade unions were becoming exorbitant and unreasonable.

Instability in the labour field was as dangerous as lawlessness and disorder in society, he warned. Trade unions should realize that their responsibility, for the welfare of the people and economic growth in the country, equalled that of employers.

However, apartheid inequalities and discrimination should not only be removed from South African policies and statute books, but also from daily life. — Sapa

Mbus 26/11/90

Lower pay rises seen

By TOM HOOD, Business Editor

WAGE and salary increases in 1991 will be considerably less than this year's and last year's because of poor economic conditions, says Sanlam in its latest Economic Survey.

Average pay rises are expected to be about 13 percent as against 15 percent this year and nearly 17 percent last year.

With inflation running at about 13,5 percent, this means workers' earnings will actually fall in real terms — "a development businessmen will have to bear in mind," comments Sanlam's chief economist Mr Johan Louw.

A complicating problem is the ever-increasing gap between those who are employed (and whose wages have increased sharply as a result of collective bargaining over the past decade or so) and those who are unemployed.

Even though the informal sector accommodated more and more unemployed people lately, it has not been able to prevent unemployment from assuming alarming proportions, he says.

"The experience of the past 30 years clearly indicates that South Africa will have to maintain an average economic growth rate considerably higher than that of the past two decades to provide all newcomers to the labour market with work, to reduce unemployment and to ensure a higher standard of living for its citizens.

"An estimated growth rate of at least five percent a year is needed to satisfy all these requirements."

By CHIARA CARTER

THE crunch in annual wage negotiations in the Cape cotton industry is likely to occur within the next week.

According to Sactwu national organiser, Mr John Eagles, the union expects employers to table their final offers within the next week.

Sactwu itself is finalising activities to highlight living wage demands in the indus-

try.

Already four disputes have been declared — two by employers and two by the union.

"We anticipate tough sessions. Employers' offers have so far been in the R20 to R30-a-week range. This

is not near the bottom line demand of workers," Eagles said.

A key demand put forward by the union is the re-establishment of a central bargaining forum.

The Industrial Council for the Cotton Textile Manufacturing Industry (Cape Province) was formally dissolved earlier this year following the withdrawal of major employers, including Barlow Rand subsidiaries, from the employer forum.

This year's negotiations are being conducted at plant level at about 19 different companies in the Cape Peninsula and Boland.

According to Eagles, the union has formed a negotiating council to coordinate negotiations so that employers face uniform demands.

The union has adopted a hardline approach on non-union members and is demanding that employers implement lower increases for workers who do not belong to the union.

"The industry is highly unionised, with more than 90 percent of workers union members. We are adopting an extreme view on freeriders. We hope that they will decide to enter the union," Eagle said.

Other demands include proclaiming Sharpville Day as a paid holiday and standardising benefits in the industry.

While the implementation date for the agreement is January 1, Eagles said Sactwu was prepared to continue negotiations in the new year if necessary.

Wage crunch looms in cotton industry

Civil servants code

A WIDE range of public sector employee organisations met with the Commission for Administration in Pretoria last week and agreed on an interim labour relations code for public servants who are excluded from the Labour Relations Act.

The historic meeting agreed existing labour legislation in the public service is "inadequate" and employees should be involved in drawing up a new system which would include the entire public sector.

The meeting set up a collective bargaining mechanism which will meet in January next year.

From GRETA STEYN

JOHANNESBURG. — The Reserve Bank says wages pressures are a major contributor to unfavourable conditions facing the economy as SA goes into 1991.

Wage increases, together with inflationary expectations, went a long way towards explaining inflation in SA, the Bank said in its December Quarterly Bulletin. It was one of the reasons why consumption spending had remained remarkably strong in the face of high interest rates and a recession.

Wages per worker rose at a year-on-year rate of just over 17% in the second quarter of 1990 from about 14% in the first quarter. These increases had occurred in the face of somewhat slacker economic conditions, declining nominal wage increases for their

ing private sector employment and increases in registered unemployment. In the past, similar wage patterns could be explained by gold "booms" and profit surges — but no ready explanation presented itself for the current phenomenon.

Autonomous cost-push pressures on the general price level are being exerted by the stepped-up level of trade union activity and militancy in the currently prevailing business situation. Unofficial survey results indicate that trade unions in the first half of 1990 succeeded in negotiating annual nominal wage increases for their

Capl Tm P 14/12/90 333

Inflation — wages 'explain' it

members which on average amounted to more than 20%," the Bulletin said. It noted that, to the extent that wage claims seek to provide protection against expected inflation, projections fall well short of 20%.

While unit labour cost rose by close to 4% in real terms in the second quarter of this year, labour productivity declined by 1% in the same quarter.

Among other negative factors for the economy, the Bank noted the effects of the Middle East crisis on inflation and poor growth prospects for 1991.

However, the Bank predicted the reacceleration of inflation would not

last long: "By the end of 1991, the twelve-month rate of inflation in consumer prices may well have returned to levels lower than before Iraq's annexation of Kuwait."

The Bank also noted that real gross domestic expenditure was up by 3.5% in real terms between the second and third quarters of this year (seasonally adjusted and annualised) — fuelled mainly by the "forging ahead" of real private consumption expenditure. By contrast, spending on fixed investment continued to decline.

● Strike action trebles — page 9

Volkscas
consortium
Low player

Dalsig Mining
losses now

CAP 7/1/91 14/12/90

Tough, mature bargaining

THE past year witnessed tough but increasingly mature wage bargaining, with trade unions sustaining average payroll increases of 17,4% and 19,5% on minimum rates.

Wage disputes accounted for nearly 66% of all strikes in 1990, demonstrating union resolve to press home pay demands.

Wage demands tabled in 1990 had, on average, fallen "dramatically".

This did not imply reduced expected settlement levels, but indicated an increasing maturity among unions in the bargaining process.

The University of Stellenbosch Bureau for Economic Research — assuming an inflation rate of 13,5% — predicted average, "somewhat optimistic", wage increases of 13,8% in 1991.

The report said it took, on average, 80 days to settle wage disputes between the date of the initial demands

being tabled and final agreement.

As a result, businesses were subjected to the uncertainty of disruption for nearly 25% of the trading year.

Cosatu, having defined its "living wage" monetary terms, placed it in the region of R1 500 a month, arguing that the minimum acceptable level is R700 a month, R160 a week and R3,60 per hour.

A critical facet of the wage bargaining process was being played out in the public sector, where unions had started playing an increasingly active role, the report said.

Public sector workers' expectations had been raised by union intervention, but dashed by the official pay policy of curtailed expenditure.

The government was expected to pay R19bn, or almost 25%, of the national budget to workers under its control. — Sapa

New wage agreements cover 50 000 in clothing industry

By DREW FORREST

355

W/M 14/12/90 - 17/12/90

AGREEMENTS covering more than 50 000 clothing workers have been clinched in the Transvaal and Natal clothing industrial councils, after tough bargaining involving the SA Clothing and Textile Workers' Union in both forums.

Worker anger over the opening offer of the Natal Clothing Manufacturers' Association spilled over into region-wide wildcat strikes. Sactwu also declared a dispute with the Transvaal Clothing Manufacturers' Association.

A Sactwu statement said that in Natal qualified workers would receive no less than a R27,50 a week increase from January next year and a further R15 the following January.

In a clear move towards central bargaining, the union has negotiated an 18-month deal in Natal to bring the various regional negotiations into line.

The union said the Natal increases

were reasonable given tough conditions in the industry. Eight clothing factories had closed or would be closing, with the loss of 250 jobs, while 500 retrenchments would take place by January 1 at a further 13 plants.

Transvaal machinists — making up 65 percent of the region's 15 000 clothing workers — will receive a R28 a week rise, or 19,6 percent, according to Sactwu's Rob Lagrange.

This was exclusive of non-wage benefits, including an increased employer contribution to the industry's provident fund, he said. Employers earlier offered 17,6 percent all in.

For the first time, the agreement also provided for one month's paid maternity leave. About 95 percent of clothing workers are women.

Lagrange also revealed that Sactwu had secured worker acceptance of the offer in a ballot. Effectively a "dry run" for a strike vote, this is the first ballot for many years in the Transvaal.

Radicals urge strike over wage issue

CONGRESS Militant, the journal of the Marxist Workers Tendency (MWT), a group of radical intellectuals, has lambasted leading Cosatu affiliates, the SA Clothing and Textile Workers' Union and the National Union of Metalworkers, for abandoning socialism.

The MWT called for a national strike by workers in support of a demand for a R200 minimum weekly wage for a 40-hour week.

The publication last week cited both Karl Marx and Leon Trotsky in its argument that a national minimum wage was vital "to guard the proletariat

MATTHEW CURTIN

from decay, demoralisation and ruin".

The group's demands come after a year of vigorous debate within Cosatu over the issue, during which both Sactwu and Numsa have argued that such a standard would be both impractical and economically dangerous. The unions have argued for industry minimum wages.

The MWT accused Sactwu of reconciling "workers' demands with bosses' interests" rather than conducting "an irreconcilable struggle for the product of workers' labour".

The ANC has said the group,

which claims to be part of the ANC, was expelled from its ranks in 1985 and its views do not represent those of the ANC.

The MWT last surfaced in May this year when, purporting to represent the ANC, Cosatu and the Transport and General Workers' Union (TGWU), it launched a pamphlet campaign calling on Putco workers to strike and commuters to boycott buses.

TGWU information officer Kally Forrest said the MWT, in trying to hijack the union's campaign over depot closures and retrenchments, was throwing workers and commuters into confusion.

SCHEDULE

1. In clause 3, substitute the following for subclause (1):

355
“(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 in the case of an employer who has been engaged in this industry for a period of more than 12 months but not more than 24 months in the aggregate, such wages may be reduced by not more than 10 percent during that period, whereafter the minimum wages specified in paragraphs (b) and (c) shall become payable and be paid.

(b) An employer shall, subject to the proviso to paragraph (a), pay to each member of the undermentioned classes of his employees, other than casual employees, the minimum wage specified hereunder:

BYLAE

1. In klousule 3, 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 in die geval van 'n werkgewer wat vir 'n tydperk van meer as 12 maande maar nie meer nie as altesaam 24 maande by hierdie nywerheid 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) 'n Werkgewer moet, behoudens die voorbehoudsbepaling van paragraaf (a), aan elke lid van ondergenoemde klasse van sy werknemers, uitgesonderd los werknemers, die minimum loon hieronder gespesifiseer, betaal:

I Item	II Head- ing	III Subheading	IV Article Description	V Rate of Duty		Annota- tions
				Excise	Customs	
		8711.40	With reciprocating internal combustion piston engine at a cylinder capacity exceeding 500 cm ³ but not exceeding 800 cm ³	15%	15%	
		"8711.90.20	By the substitution for subheading No. 8711.90.80 of the following: Other, of a cylinder capacity of 200 cm ³ or more but not exceeding 800 cm ³	15%	15%	
		8711.90.30	Other, of a cylinder capacity exceeding 800 cm ³	30%	30%"	

Note.—The rate of *ad valorem* customs and excise duty on motorcycles of an engine cylinder capacity of 200 cm³ or more but not exceeding 800 cm³, is reduced from 30% to 15%.

BYLAE

I Item	II Pos	III Subpos	IV Artikel Beskrywing	V Skaal van Reg		Annota- sies
				Aksyns	Doeane	
126.10			Deur subposte Nos. 8711.20.90, 8711.30 en 8711.40 deur die volgende te vervang:			
		"8711.20.90	Met wederkerige binnebrandsuierejin met 'n silinderkapa- siteit van minstens 200 cm ³ maar hoogstens 250 cm ³	15%	15%	
		8711.30	Met wederkerige binnebrandsuierejin met 'n silinderkapa- siteit van meer as 250 cm ³ maar hoogstens 500 cm ³	15%	15%	
		8711.40	Met wederkerige binnebrandsuierejin met 'n silinderkapa- siteit van meer as 500 cm ³ maar hoogstens 800 cm ³	15%	15%"	
		"8711.90.20	Deur subpos No. 8711.90.80 deur die volgende te vervang: Ander, met 'n silinderkapasiteit van minstens 200 cm ³ maar hoogstens 800 cm ³	15%	15%	
		8711.90.30	Ander, met 'n silinderkapasiteit van meer as 800 cm ³	30%	30%"	

Opmerking.—Die skaal van *ad valorem* doeane- en aksynsreg op motorfiets met 'n enjinsilinderkapasiteit van minstens 200 cm³ maar hoogstens 800 cm³, word van 30% na 15% verlaag.

DEPARTMENT OF MANPOWER

No. R. 2896

14 December 1990

WAGE ACT, 1957**AMENDMENT OF WAGE DETERMINATION 414.—
MINERAL WATER MANUFACTURING INDUSTRY,
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 414, Mineral Water Manufacturing Industry, Certain Areas, published under Government Notice No. R. 1585 of 31 July 1981, as amended by Government Notices Nos. R. 2689 of 11 December 1981, R. 2214 of 7 October 1983 and R. 677 of 3 April 1987, 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.

DEPARTEMENT VAN MANNEKRAG

No. R. 2896

14 Desember 1990

LOONWET, 1957**WYSIGING VAN LOONVASSTELLING 414.—MINE-
RAALWATERNYWERHEID, SEKERE GEBIEDE**

Ek, Eli van der Merwe Louw, Minister van Mannekrag, wysig hierby kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 414, Mineraalwatersnywerheid, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 1585 van 31 Julie 1981, soos gewysig by Goewermentskennisgewings Nos. R. 2689 van 11 Desember 1981, R. 2214 van 7 Oktober 1983 en R. 677 van 3 April 1987, 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.

Bargaining gains dividends

THE past year witnessed tough but increasingly mature wage bargaining with trade unions sustaining average payroll increases of 17,4 percent and 19,5 per cent on minimum rates, according to a leading industrial relations consultancy. Wage disputes ac-

counted for nearly 66 percent of all strikes in 1990, demonstrating union resolve to press home pay demands, said the 1990/1 draft report of consultants

Andrew Levy, Johan Piron and Associates.

Wage demands tabled in 1990 had, on average, fallen "dramatically" when compared with pre-

vious years since 1985.

This did not imply reduced expected settlement levels, but indicated an increasing maturity among unions in the bargaining process.

The University of Stellenbosch Bureau for Economic Research - assuming an inflation rate of 13,5 percent - predicted average, "somewhat optimistic", wage increases of 13,8 percent in 1991.

Average

The report said it took, on average, 80 days to settle wage disputes between the date of the initial demands being tabled and final agreement.

As a result, businesses were subjected to the uncertainty of disruption for nearly a quarter of the trading year.

Nearly 64 percent of all wage negotiations in 1990 were affected by some sort of industrial action.

Cosatu, having defined its "living wage" in monetary terms, placed it in the region of R1 500 a month, arguing that the minimum acceptable level is R700 a month, R160 a week and R3,60 an hour.

Facet

A critical facet of the wage bargaining process was being played out in the public sector, where unions had started playing an increasingly more active role, the report said.

Public sector workers' expectations had been raised by union intervention, but dashed by the official pay policy of curtailed expenditure - "a fact that has been reflected in the high levels of labour unrest recorded in the public sector this year."

"Failure to restrain (inflation and public sector wages) will lead to higher levels of unemployment and still less investment in labour intensive sectors of the economy," the report concluded. - Sapa.

LABOUR relations in 1991 are to be dominated by union demands for job security and added momentum to Cosatu's Living Wage Campaign, according to a leading Johannesburg industrial relations consultant.

The first half of this year saw an unprecedented increase in strikes, with days and days lost by the end of year, consultants Andrew Levy, Johan Piron and Associates said in their draft 1990/1 report.

The past year saw a "dramatic" 23 percent hike in strikes in the public sector.

Political instability and economic pressure were the major factors contributing to union growth and heightened worker militancy - both of which existed in "high measure" in 1990.

Unions would continue to

continue to fight for workers' instead of general political rights.

Debate in Cosatu on a workers' charter to be included in a post-apartheid constitution had reached an advanced stage, although there were some "fundamental disagreements" in its content.

Debate

The major wage debate in trade union circles was whether a future government should legislate a minimum rate of pay, or market forces should be allowed to fill this function.

A white worker backlash could be expected as predominantly black unions blocked unilateral

management changes in industrial relations. White trade unions would also grow in the coming year.

Unemployment was unlikely to drop, causing unions to be less willing to discuss productivity and profitability at the expense of jobs. Pressure for the redistribution of wealth would continue.

The enactment of the current Labour Relations Bill in early 1991 would probably be met with demands for further modifications, particularly that the law be returned to the pre-September 1988 dispensation.

Unions party to the landmark Cosatu/Nacatu/Saccola accord would "vigorously" campaign

for The LRA to be extended to cover public sector, agricultural and domestic workers.

Privatisation in the public and industrial sectors was likely to be opposed by unions in alliance with the African National Congress and other "progressive forces".

Business

The State and smaller business sectors would be targeted in union recruitment drives.

Cosatu and its affiliates would continue to push hard for centralised bargaining and centralised social security benefits, with a concomitant shift from "plant-based to an

Labour demands in the New Year

Sowetan 17/12/90

by including issues on job security in wage bargaining time.

On retrenchments, the agreement between the National Union of Mineworkers and Anglo American subsidiary Freegold South would set a precedent in the economically hard-hit mining industry.

industry-based consciousness.

Demands for union inclusion on decisions regarding reduction in permanent workforce levels had shown the emphasis shifting from the protection of workers to the protection of jobs themselves.

Unions were shifting to a "pro-active" strategy

Other sectors also had to address the pivotal question of job creation in a bid to soften the retrenchment blow. - Sapa.

Motor industry improves wages

MARC HASSENFUSS

MOTOR industry employees' wages will increase from between 14% to 65% on the gazetted minimum pay rates after a wage settlement with employers last month.

Also, the SA Motor Industry Employers Association (Samiea) agreed to increase the holiday bonus from one to two weeks' wages and the overtime meal allowance from R1,50 to R5, a National Union of Metalworkers (Numsa) statement said.

Negotiations were conducted at national industrial council level between Samiea, Numsa, the Motor Industry Employees' Union (MIEU) and the Motor Industry Staff Association (Misa).

Comment from employers was unavailable yesterday.

Samiea rejected Numsa's demand that the differentiated rate of pay based on geographical areas be eliminated, but it

was agreed to narrow the differentials.

Numsa said a combined sub-committee would review the area differentials by February. 6/04 18/12/90

The prolonged negotiations were marked by a developing degree of tension, and Numsa warned industrial action would intensify if employers were not serious about improving conditions in the industry.

The motor industry's production levels were seriously curtailed this year by industrial action, mainly in the eastern Cape where work stoppages at the Mercedes-Benz and Volkswagen plants resulted in big losses.

Toyota marketing MD Brand Pretorius said recently the industry would favour a quicker negotiation process.

Motor industry works out pay deal

By DREW FORREST

A QUARTER of a million motor workers are to receive minimum pay rises of between 14.9 and 50 percent in terms of an industrial council deal struck after protracted talks and rising worker impatience and protest.

During the eight-month negotiations, the South African Motor Industry Employers' Association was subjected to repeated pressure in the form of sit-ins, marches and placard protests by members of the National Union of Metalworkers (Numsa).

Covering workers at 10 000 garages, component manufacturers, vehicle body building shops and automotive and reconditioning firms, the industrial council is South Africa's second biggest. Two white unions are also party to it.

A key feature of the agreement is its consolidation of the previous 90 wage rates into an eight-grade structure based on similar skills.

This, Numsa said in a statement, made it possible to set a clear rate for jobs and to provide for the future negotiation of guaranteed personal increases. The historical lack of a guaranteed rise was crucial to the falling living standards of motor workers, it said.

And, although employers rejected union demands for the scrapping of geographical pay differentials, the agreement reduced these. Where rates in rural districts had been 40 percent less, and in small towns 33 percent less than in large centres, the differentials had been cut to 35 percent and 25 percent respectively.

Employers also agreed to double the holiday bonus to two weeks' pay, to give four weeks' leave to workers with 10 years' service with the same employer and to ban the deduction of shortfalls from the pay of petrol attendants.

'Don't blame the unions for high unemployment'

By DENNIS CRUYWAGEN, Argus Political Staff

DON'T blame demands by trade unions for higher and better wages for the high unemployment rate, says Mr Ebrahim Patel, national education secretary of the SA Clothing and Textile Workers' Union.

The decline in jobs raised its head long before the emergence of strong trade unions, he said.

He was responding to claims by Stellenbosch University's Bureau for Economic Research that increasing unemployment together with irresponsible trade union demands which were out of touch with economic realities had destabilised the labour market and created a climate for social unrest.

He said: "It is wrong to blame trade union demands for high unemployment. The economy's inability to create jobs in our view is in part caused by the decline in the quantum of gross domestic fixed investment. GDFI today is lower than in 1980.

Fundamental inability

"When employers refuse to invest in new plant and plant expansion, then obviously unemployment will rise as new job entrants enter a stagnant employment market."

The greatest contributor to high unemployment was not factory closures, but the fundamental inability of the economy to absorb newcomers into the labour market.

Figures released by the Development Bank recently showed this clearly, he said.

Between 1965-1970, the economy absorbed 73,6 percent of new faces entering the formal employment sector; it was down to 62,7 percent in the next five years; but has slumped to 12,5 percent in the past five years.

According to Mr Patel, the BER was part of a school of thought which held that workers were protected against retrenchment when wages were low. They were more likely to be paid off when wages are high.

Sactwu is the biggest trade union in the Western Cape with 70 000 signed up members.

It's experience showed that showed that this generalisation was nonsense.

"Many employers in low wage areas such as Isithebe and Botchabelo do retrench workers when there is no demand for their products, and many metropolitan high wage companies continue to expand. When real wages in the Cape clothing industry in 1985 were substantially lower than what they are now job losses, too, were greater."

Mr Patel claimed that the BER study ignored the fact that wage costs were a small and declining proportion of

total South African manufacturing costs.

"More pertinently, it ignores the huge disparities between managerial remuneration and blue collar worker wages in South Africa compared to most of its trading partners. This historical inequity has only recently been addressed by trade unions."

At the heart of the BER view was a call on trade unions to exercise wage restraint, he said.

"Trade unions have not refused in principle to consider the effects of wage increases on the economy."

They have put forward their views that the current recessionary conditions were a direct result of the Reserve Bank's monetary policy of high interest rates.

"This policy has been made necessary because of high inflation. High inflation has historically been attributed by the Reserve Bank to fluctuations in the value of the rand (not high wage demands) and by business leaders to excessive public sector expenditure (not high wage demands).

"The cost of correcting these problems however, are increasingly being shifted onto the shoulders of the workers — with retrenchment calls for wage restraint."

Apartheid has depressed wages over more than three decades.

Apartheid era

This was done through controls on the supply of labour (influx control), expenditure on training labour (the pitiful amounts spent on Bantu Education), repression against attempts to organise labour (refusal to recognise trade unions, detentions and bannings of trade unionists).

"The programme to overcome apartheid is also a programme to increase black earnings in real terms — above the rate of inflation. To do anything else would be to condemn workers to the wage rates of the apartheid era."

He accused the BER of seeing labour as merely a cost to be minimised.

"To the trade unions, and indeed enlightened employers, labour is a resource to be maximised, not a cost to be minimised. The route to labour stability, a competitive, growing economy and increased foreign investment does not lie with a low wage economy."

"It lies instead in an economy where the state and employers invest more in training the workforce, in modern technologically advanced plant and machinery and in a workforce whose decent incomes generate a vast domestic market."

AR645 21/12/80

123 223 255

Monetary policy to ease next year

BER: 1991 pay rises hit by inflation

Cart Times 21/12/90

355

QTB

By AUDREY D'ANGELO
Business Editor

PAY rises at the beginning of 1991 are likely to be about 14% — "that is, marginally higher than the expected inflation rate" — the Stellenbosch Bureau for Economic Research (BER) says in its latest report on the commercial sectors.

It expects monetary policy to be relaxed throughout 1991. "And fiscal policy in general is expected to be stimulatory rather than restrictive."

These factors, together with an expected increase in confidence from the middle of 1991, "will impact favourably on consumer spending".

Meanwhile, the report continues, "consumer confidence is still holding up well but is showing signs of deterioration. As a result retail sales, which were quite buoyant up to now, are likely to decline more rapidly from early 1991 onwards.

"Sales of consumer goods may, however, improve as the year progresses and in real terms the level of spending could be close to 1% above the 1990 level.

"Most of this growth will be experienced in the services sector and, to a lesser extent, the nondurable goods sector. Durables and semi-durables will, unfortunately, not perform at all well during 1991."

The BER survey showed that black consumers remained fairly confident about the short-term economic future. "As a result of this they actually anticipate an improvement in their financial situation.

"In spite of these favourable attitudes their confidence is deteriorating and the majority view the current time as being inappropriate for the buying of high-priced goods, such as durables."

The survey of wholesalers showed that sales volumes in the fourth quarter were lower than in the same period last year. "This is the second consecutive quarter that a decline has been reported."

As a result of the weak demand fewer orders were placed by wholesalers during the fourth quarter "and even fewer will be placed during the first quarter of 1991".

But, since inventories are not much above anticipated demand, the implication is that any increase in demand "will immediately stimulate the manufacturing sector".

As a result of worsening business conditions "more respondents than in the previous survey reported retrenchments".

The BER also expects prices to rise more quickly in the first quarter of 1991. The increases are expected to be "evenly spread between consumer and non-consumer goods".

The survey of retailers shows that business conditions "have deteriorated a lot since a year ago and eight out of every 10 respondents said that the fourth quarter's business conditions were unsatisfactory.

"They project a further worsening during the first quarter of 1991."

The survey of the motor industry showed that dealers "were actually overstocked with new cars and, rather surprisingly, also with used vehicles".

Experts tell why tens of thousands are losing jobs

At least 70 000 workers have lost their jobs since the beginning of this year. The hardest hit was the mining industry where close to 30 000 workers were made redundant.

The iron, steel, metallurgical and engineering industries retrenched more than 10 800 workers over between July and October. Statistics for the rest of the year are not available, but a spokesman for the industrial council for the iron, steel, engineering and metallurgical industries said drastic retrenchments had taken place in the latter half of 1990.

In the clothing, textile and knitting industries, well over 7 000 workers lost their jobs.

Transnet announced a few weeks ago that it planned to reduce its workforce by about 60 000 by the end of 1991.

Crisis

Labour experts predict a worsening of the crisis next year, with many companies waiting until after Christmas to start rationalising.

Why the crisis? Andrew Levy & Associates consultant Brian Allen attributes the deepening crisis to increased labour costs.

Companies cannot cope with unions' escalating wage demands. In previous years, when the economy went through rough times, companies could "still afford to carry labour" because wages were lower and union demands more acceptable.

If the current economic situation continues next year, which is more than likely, retrenchments would soar at a higher rate than this year, Mr Allen believes.

Trade unions would have to be more realistic about the economic situation and weigh the cost of higher wages against job losses, he says.

This year could be described as the year of retrenchments — unionists and employers believe it to be the worst on record. SHAREEN SINGH reports on the crisis and the conflicting views on the reasons behind it.

In the mining industry, employers were forced to rationalise and close shafts, and would possibly shut down entire mines next year, because of the low gold price and rand-dollar exchange rate, says Chamber of Mines spokesman Johan Liebenberg.

Profits and dividend payments to shareholders have declined over the last few years, he claims.

A substantial burden for mining houses are labour costs. Unions have become accustomed to demanding increases based on, or higher than, the inflation rate, which is not economically viable, he says.

Professor J.I. Sadie, of the Bureau for Economic Research, blames trade unions for the increasing loss of jobs because of their "irresponsible demands".

In the current climate of "unrealistic union demands" and uncertainty over whether workers would turn up for work, companies were finding it less costly and more profitable to replace labour by capital machinery.

The "rather aggressive stance of unions, encouraged by the ANC's policy of mass action and destabilisation", had resulted in labour market instability, loss of business confidence and a severely affected economy.

"Unions have themselves to blame — they are pricing their members out of the market," Professor Sadie says.

A Labour Research Service

(LRS) economist, on the other hand, argues that companies should be grateful to unions for pushing for higher wages, which increases consumer spending and in turn benefits the economy.

Higher wages are a positive good thing for the economy, he urges, because they force employers to upgrade their workforce and invest in training and capital, thus increasing productivity and the quality of goods produced.

The temporary technical downturn in the economy has contributed partly to job losses, which was expected when economies go through difficult phases.

Solved

But the real problem lies in employers' failure to invest in new productive capacities. Fixed investment has been falling since early last year, particularly in the manufacturing sector, though the population is growing rapidly, he says.

And decreasing capital stock has a direct bearing on employment levels.

"It seems that bosses are on strike," LRS says, because they are not fulfilling their contribution to the economy. Instead of providing capital, they are allowing capital stock to decline.

Until investment dramatically increases, the unemployment problem would not be solved. This onus rests directly on the

There are about 368 000 newcomers on the job market yearly and only about 45 000 get jobs, which amounts to a 12.5 percent absorption rate.

Reinforcing the LRS view, unionist Ebrahim Patel from the South African Clothing and Textile Workers Union says the economy's inability to create jobs is caused partly by the decline of gross domestic fixed investment.

"When employers refuse to invest in new plants and factory expansion, then obviously unemployment will rise as new job entrants enter a stagnant employment market," he says.

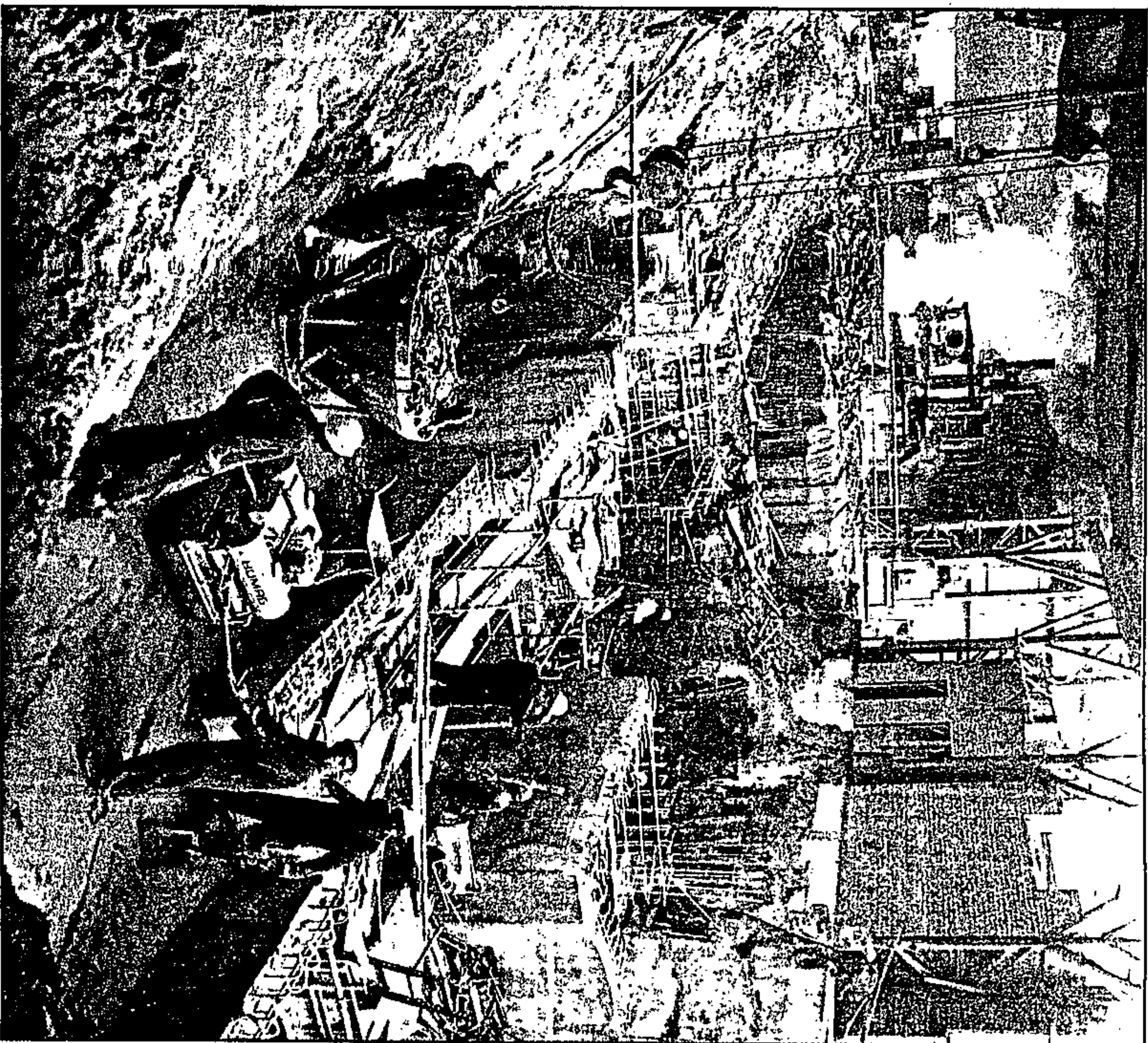
Employers argue that high wages are a major contributory factor to high retrenchments, but there is no guarantee that low wages protect jobs, Mr Patel says.

In the clothing industry, 9 000 workers were retrenched in the Cape alone in 1985 at a time when trade union militancy was unheard of in the industry and when wages were extremely low.

Low wages have also not stopped retrenchment in the mining industry, he adds.

In response to the current recession, the Government is trying to lower inflation by increasing interest rates. But the higher the interest rates, the lower the economic growth, which workers pay for by losing their jobs. The high inflation rate is not the fault of workers, but the Government's apartheid policy, he argues.

Workers are paying to rectify the consequences of apartheid through factory closures, retrenchment and short time. Unions would fight the retrenchments in the short term by negotiating job security with employers, Mr Patel says.



Gloomy future . . . At least 70 000 jobs have been lost this year, mostly in the mining and industrial sectors where management says the costs of labour have become too high. And prospects for the new year are decidedly grim.

Both sides can claim victory in hard-fought wage talks

ANNUAL wage negotiations in the mining and metal/engineering industries were hard fought by both employers and unions — Seifsa and the National Union of Metalworkers took five months to ratify the metal industry's main agreement for 1990/91.

But in the end both sides could claim they had won significant concessions, most importantly without workers resorting to strike action.

The absence of industry-wide industrial action in these two sectors put into perspective a year which saw a surge in strikes in general.

Labour consultants Andrew Levy and Associates calculated there was a 29,4% increase in man-days lost in 1990 from the previous year to more than 4-million. Average pay awards stayed at 17,4% — the same as last year but down half a percentage point from 1988.

However, in the Reserve Bank's December quarterly report, Governor Chris Stals said wage hikes would put the single biggest strain on the economy in 1991.

While 66% of strikes concerned wage issues, 1990 was a year of strike action on workers' rights, often unsuccessful.

The longest strike was by 260 Chemical Workers Industries Union members at Ciba Geigy in support of demands that the company join the chemical industries' provident fund. The union came away empty handed.

Similarly almost 4 000 Paper

MATTHEW CURTIN

Printing Wood and Allied Workers Union members not only failed to win any commitment from Barlow Rand subsidiary Nampak on their call for centralised bargaining, but workers also lost bonuses and the union agreed to a nine-month moratorium on discussing the issue. This came after a seven-week strike.

This strike proved to be a tactical error by the Cosatu affiliate as workers embarked on the industrial action in clear defiance of existing recognition agreements.

The importance of unions adhering to such agreements and minimising unprocedural action was demonstrated by the seven-week closure of Mercedes-Benz's East London plant.

Lessons

The dispute there, triggered by dissident Numsa members occupying company offices in support of demands that the company leave the motor industries national bargaining forum, took the lid off a critical breakdown in worker-manager relations at the plant.

Not only had the company not met production targets for five years, but Numsa was faced with the embarrassing defiance of union policy by an important portion of their membership.

The lessons learnt by both sides may have put industrial relation

on a sounder footing as management re-established shopfloor control and the union realised the importance of worker commitment to productivity and education on industrial relations procedures.

Volkswagen, Lebowa Platinum and Genmin Mooiwool mine management also learnt lessons from the Mercedes experience, closing down operations in face of allegedly intolerable unprocedural action by union members.

Violence, however, presented the most difficult problems for employers and unions.

The crisis meeting held in Welkom in May when Law and Order Minister Adriaan Vlok, police and army representatives, Chamber of Mines and Anglo officials, the white mining union, NUM and Cosatu leaders met in response to the killing of white and black mineworkers demonstrated the gravity of the threat.

The explosion of township violence in the second half of the year brought the problem back to the mines, but also confronted others.

Numsa said strike plans in the metal industry and at Iscor plants were shelved because the township strife threw union organisation into chaos.

The union joined the NUM — whose Xhosa-speaking members on Natal collieries fell victim to alleged Zulu attacks and fled home to Transkei and Ciskei — in meeting Iscor management to find a way to deal with violence.

WAGES AND WORKING CONDITIONS 1991

JANUARY — JULY

Drivers' wages overtake inflation

3/10/91

MATTHEW CURTIN

DRIVERS last year won wage increases well above the inflation rate, but large disparities still existed between different categories, a Labour Research Service (LRS) survey released yesterday said.

Drivers of heavy articulated vehicles won a 29,8% increase, while drivers of extra-heavy vehicles were the only ones to receive a wage hike (13,8%) below the 14,5% inflation rate.

Forklift drivers fared well with increases which averaged above 20%, while drivers of light, heavy and extra-articulated vehicles won increases of between 16,7% and 19,2%.

LRS official Vivien Geard said yesterday extra-heavy vehicle drivers nevertheless remained the best paid, earning R242 a week on average. Light-vehicle drivers earned the lowest wages, R52 less at R190 a week on average.

In industrial sector-by-sector analysis, worst paid heavy-duty drivers were those in the construction industry who earned R149 a week on average, R63 below the average heavy-duty wage of R212 a week.

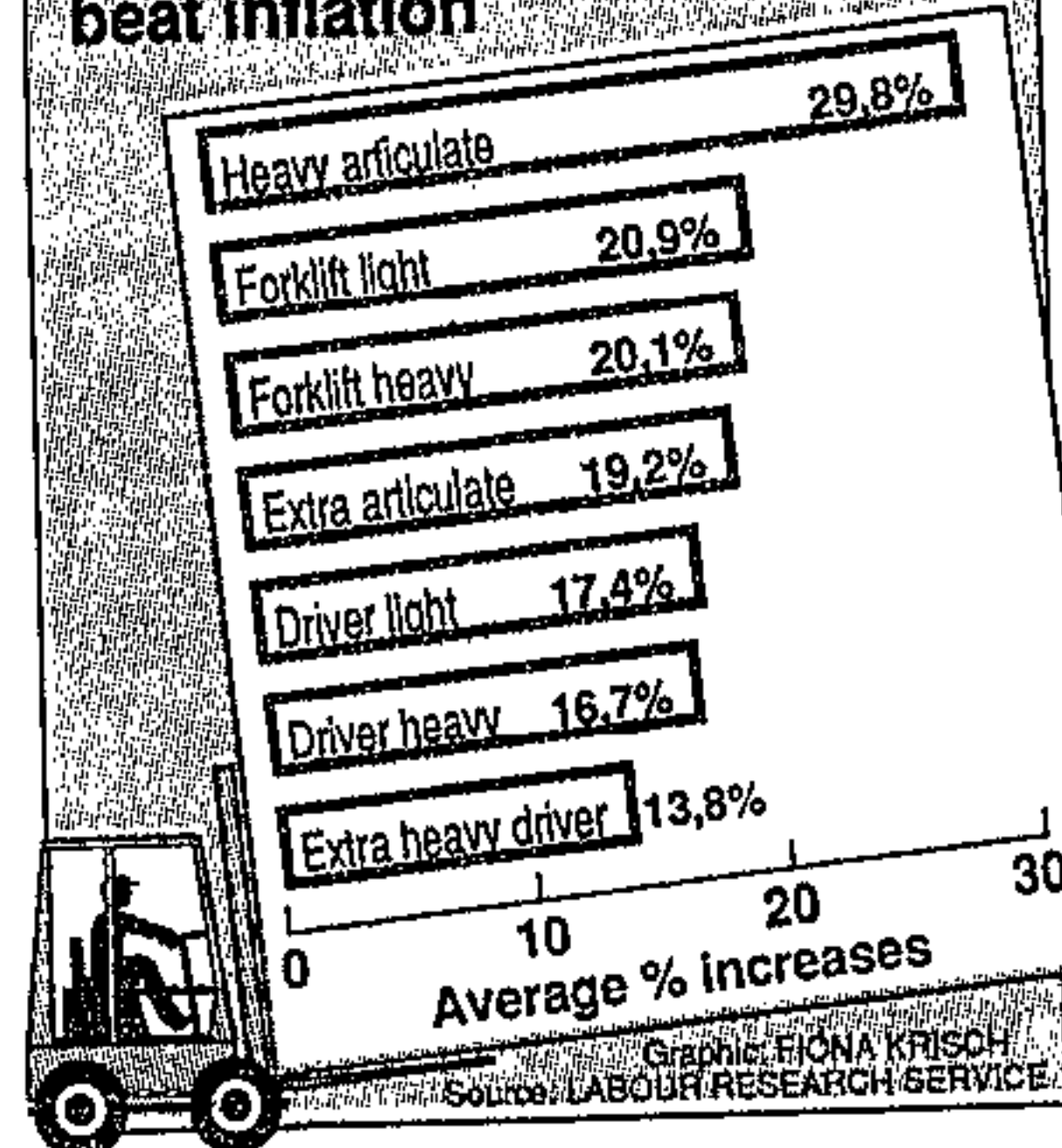
She said heavy-duty drivers in the paper and packaging industry were the best paid earning R271 a week.

Drivers in the food, rubber and motor, goods transport and public sectors also won above average wage packages of between R212 and R250 a week.

The LRS, an organisation providing economic information and analysis for the trade union movement, compiled the survey from its actual wage rates database. It surveyed 236 drivers' wages for the year to end-October 1990.

The LRS said the Motor Goods Industrial Council for the goods transport industry in the Transvaal set a R172 weekly wage.

Drivers' wage increases beat inflation



In general, heavy-duty drivers working for the goods transport companies earned almost R55 less than their counterparts in the paper and packaging industry.

This was 23% below the average wage set in plant-level negotiations for heavy-duty drivers and the lowest rate outside the construction industry.

Heavy-duty drivers in the mining, wholesale and retail and textile sectors enjoyed below average wage packets, ranging from R183 to R174 a week.

Geard said it was not possible to put a figure on the size of the heavy-vehicle driving labour force.

There was little monitoring of the sector and drivers were mobilised by transport unions like the Transport and General Workers Union, and by the unions operating in the sector in which they worked.

In its last wages database review, the LRS said labourers had also won wage increases well above the inflation rate for the first half of 1990.

The survey showed labourers' wages rose by 20,9% on average, down from a high of 22,9% in 1988, but still representing a 6,4% real increase.

Labourers earned a weekly average pay packet of R174 at unionised workplaces, the largest increases (30%) coming from the public sector.

Metal industry deal takes effect today

CAPE TOWN — The revised main agreement for the metal industry, covering 380 000 workers and guaranteeing wage increases of between 15.5 and 19 percent, takes effect today, Steel and Engineering Industries Federation of SA (Seifsa) executive director Brian Angus said last week.

Amendments to the main agreement were gazetted on January 4. They are legally binding on all employers and employees in the industry.

The September wage settlement, which followed protracted negotiations between Seifsa and representative unions, was made effective from July 1 last year.

Employers who had not awarded the agreed increases, or only a portion of them, were required to implement the full increase or balance with effect from July 1 last year in a lump sum payment.

The lump sum payment had to be made by May 6, Mr Angus said in a statement.

The reduced working week to 44 hours, and the payment of additional overtime, had been made legally binding.

Employers who had failed to observe this arrangement from the first pay-week in October 1990, as negotiated, had to credit their employees with an additional 20 minutes for each 45-hour week worked.

The new agreement included a "note" from the Manpower Minister detailing the exemption application rights of non-party employers insofar as the gazetted main agreement conditions were concerned, said Mr Angus.

June 16, "Soweto Day", was gazetted as a paid holiday for party employers.

A new provision was introduced that all wage exemption applications had to be accompanied by "documentation indicating that the representative trade unions at the particular establishment were consulted prior to the application being made".

The principle of "no work, no pay" would apply on March 21, "Sharpville Day".

Other amendments were made to the main agreement, including clarification of the operation of the overtime "fatigue shift". — Sapa.

of peace are now stated: says 'Israel' said: Minister of Israel said: 'The peace process is moving forward'.



Labour peace should be a joint effort, says Eli Louw

By LINDA GALLOWAY
Staff Reporter

ARCUS 29/1/91

INDUSTRIAL councils have an important role to play in a future South Africa, as long as they focus on their role as equal representatives of union and management, says Minister of Manpower Mr Eli Louw.

He was speaking at the conclusion of the fourth meeting between the Department of Manpower and industrial councils in various regions.

Of 22 industrial councils in the Western Cape, 21 were represented at yesterday's meeting.

Mr Louw said labour peace could not be legislated, but had to be worked out with equal participation by workers and management.

Industrial council agreements should include clauses on intimidation, violence and temporary labour which were morally binding on both parties, he said.

Mr Louw said the demand for inflation-related increases was not "such a problem" and in times of high inflation employers should not hold back on increases but should increase productivity.

It was not pay rises which increased inflation but reduced productivity, the money supply, the cost of energy, competition, taxation and whether earners were saving or spending their income.

Mr Louw said there was no doubt of the consequences of prolonged unemployment of large numbers of people on mental, social and racial tension and on attitudes to work and society as a whole.

The government could only create an economic framework and climate favourable for job creation and it was primarily the function of the private sector to create employment opportunities.

Business Report

Call to raise productivity to fight inflation problem

By AUDREY D'ANGELO
Business Editor

HIGHER productivity — which must be management-led — and increased exports rather than lower pay increases will help to solve SA's inflation problem, the Minister of Manpower, Eli Louw, told a media conference in Cape Town yesterday.

He said that over the past decade the inflation rate and average pay rises had been more or less the same.

"It is not the increase in wages and salaries per se that contributes to inflation, it is the (low) productivity of labour."

But, the minister said, labour costs were not the most important factor in pushing up inflation. Materials, high interest rates and inflationary expectations were all contributory factors.

Stressing the need for the Reserve Bank to control the growth in money supply, he said this had been done in every country where the inflation rate had been brought down.

The disadvantage in this process was that unemployment tended to rise. It was important

that the Reserve Bank should not be too drastic in applying this policy, causing too much unemployment.

The minister was speaking after the fourth annual conference of industrial councils, at the Holiday Inn in Woodstock.

In his opening speech at the conference, he said there could be "no doubt about the consequences of prolonged unemployment of large numbers of people on mental, social and racial tensions and on attitudes to work and society as a whole."

However, "the government can create only the economic framework and the climate favourable for job creation."

"It primarily remains the function of the private sector to create employment opportunities."

It must be made worthwhile for the private sector to do this, through the ability to earn good dividends.

"Growth in job opportunities, in the final analysis, depends on the rate of economic growth in the country. SA's economic momentum for the future will have to come mainly from exporting manufactured goods."

"Exports and excellence in general depend on our level of productivity which, in turn, must be management-led."

"For a firm or an industry to become more competitive through productivity, management must be trained in productivity concepts and techniques."

"They must know how to measure productivity, how to set productivity targets in co-operation with the workers, suitable training and how to develop teams of excellence in which management and workers jointly work towards a successful goal."

The minister pointed out that if more wealth had been created through higher productivity it should be shared in three ways.

"The owners of capital should get a share in the form of greater profits, the customer should get a share in the form of lower prices and the worker should get a share in the form of higher wages."

The minister said it was not only management who needed training to achieve higher productivity. "Workers must also be taught to have the right attitude to work, productivity and wealth creation for us to succeed."

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. *W/Mon 1/2-7/2/91*

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

1/2-7/2/91

Collapse of industrial council complicates wage bargaining in Cape textile industry

By DICK USHER

W/mailed 12-21-91
LAST year's collapse of the Western Cape cotton textile industrial council has severely complicated wage bargaining for Cosatu's textile union, forcing it into separate talks at 19 separate plants.

The council disbanded when the employers' association folded early last year. (154) (155) (355)

To maintain unity and co-ordination during the negotiations, the SA Clothing and Textile Workers' Union (Sactwu) is staging weekly regional co-ordinating meetings, with report-backs to shop-stewards' council meetings, where the overall situation is reviewed and plans laid.

Sactwu also charged that although the employer association had folded, employers have been co-ordinating strategy to block worker advances.

So far settlements have been reached at eight plants, with disputes due for

mediation at two others and the balance at various stages of progress.

A major Sactwu thrust has been to seek agreements that will last until mid-1992, in line with other sectors and regions where the union is organised. The ultimate aim is for a national industrial council for clothing, textile and leather.

According to a Sactwu spokesman, settlements reached have been around 20 percent, covering about 2 000 of the 5 000 workers in the industry.

In cases where 18-month agreements have been negotiated, wage increases are around R30 a week for the first 12 months with a further R20 a week for the final six months.

Meanwhile, a strike is looming at SA Nylon Spinners in the Western Cape.

A strike ballot of the union's 1 350 members at the plant started this week with results expected by the weekend.

Sactwu's initial demands were for an

across-the-board increase of R300 a month with a differential for non-union employees; an annual bonus of one month's wages; a shift allowance equal to that paid to staff members; a 40-hour working week without loss of pay; 20 days' annual leave after five years' service and December 26 as an additional paid holiday.

The company's final offer, at which Sactwu declared dispute on December 4, was for wage increases ranging from R130 at the lowest grade to R195 at the highest. A Sactwu spokesman said that at this stage the union had dropped its demand to R200 across the board.

At mediation on December 19 the company offered R172 a month with a *ex gratia* once-off payment, and to swap a holiday for December 26.

Following the unsuccessful mediation, the dispute went to conciliation on January 22. When this failed, Sactwu called a strike ballot.

Employers expect wage increases to top inflation

355
B/04/4/2/91

VERA VON LIERES

DESPITE widespread warnings of severe downward pressure on union wage levels, employers are expecting to negotiate wage increases in excess of this year's inflation levels, a poll conducted among 34 major companies shows.

The poll, based on expected changes in negotiated wage levels and total employee headcount during 1991, was spread across several industrial sectors and was conducted by industrial relations consultants Gavin Brown.

It said although wage levels would probably keep pace with the inflation rate, the total workforce was still expected to fall this year.

Job security would be a prominent feature on bargaining agendas in the coming weeks. The poll found that the retail, commercial, food and beverage sectors continued to expect real growth this year, though at a reduced rate.

The highest "relative" levels of negotiated wage settlements were expected in these sectors.

Employers in the retail, commercial, food and beverage sectors were the only ones who expected their workforces to increase during the year.

The most difficult negotiating con-

ditions were expected in the timber, wood and paper sector and in the chemical sector.

The construction and allied sector seemed to be headed for the lowest negotiated wage increases and highest levels of retrenchment as a result of high interest rates and severe reductions in, and postponements of, capital expenditure in the public and private sector.

Package

Findings also showed that most employers had already placed a ban on recruitment and many were involved in retrenchment negotiations with trade unions.

Another report compiled by industrial relations consultants Levy & Associates said unions were attempting to be proactive in addressing the area of job security.

The consultants' 1990-91 labour relations report said nearly every wage round was now accompanied by demands relating to job security and unions would continue to demand that all aspects of retrenchments — not only the size of the final severance package — were negotiable.

Demands relating to job security would include an end to employing

temporary workers; that employees of subcontractors be paid a living wage; and that relevant training be offered to unskilled workers to reduce their chances of retrenchment.

It said Cosatu's Living Wage Campaign was expected to gain momentum during 1991. Cosatu, the report said, had established that the basic minimum rate was R750 a month.

The debate within union circles would centre on whether a future government should legislate a minimum rate of pay or whether market forces should determine this.

The current high level of unemployment was unlikely to drop and this would have a negative impact on the willingness of unions to discuss labour productivity, Levy & Associates said.

Continuing pressure for the redistribution of wealth could be expected, which would prompt increasing demands for the disclosure of information regarding company profitability.

The report said the growth of white trade unions was likely to continue in 1991 and some industrial action by white trade unions was inevitable.

There would also be a growing refusal by white workers to co-operate with black workers in the area of training and development of black workers.

Scaling down of wage demands seen

By AUDREY D'ANGELO
Business Editor

IT will be "very difficult to manage inflation in SA to below the psychological 10% to 15% range," Boland Bank economist Louis Fourie says in his February Economic Review.

Forecasting an average inflation rate of 13% for the year, Fourie says the high cost of labour is a major obstacle to bringing it down further.

This, he says, is "undoubtedly one of the heaviest prices claimed by the prevailing political dispensation".

But he thinks difficult conditions expected over the coming year "will contribute to a scaling down of expectations and wage demands".

On a more positive note, he continues, "the unexpected slump in the oil price after the outbreak of the Gulf war will surely contribute to a down-trend in inflation in the first part of 1991."

"The squeeze on domestic demand and the anticipated stability of the

exchange rate will complement this easier trend."

Discussing interest rates, Fourie says that although lower inflation remains the ultimate monetary policy objective "relief on the balance of payments and depressed credit demand should, nevertheless, pave the way for at least a three percentage point cut in the leading bank rate over the year as a whole."

He thinks the current recession "will in all probability only begin to subside towards the end of 1991".

He continues: "Regarding the outlook for 1991, the SA economy is without doubt facing a relatively weak — if not negative — growth year, considering the sustained tight monetary policy, less favourable export conditions, the effects of the 1990 drought and still disruptive political climate."

"Credit-linked spending, such as consumption expenditure on durables, and capital spending is likely to take a pounding."

4 SOUTH, FEB 7 TO 13

Costly shutdown

MORE than 900 textile workers at South African Nylon Spinners (SANS) have vowed to continue their strike until the management accedes to their demand for a monthly wage increase of R200.

The company has offered a R172 across-the-board increase.

SANS workers in Bellville South are planning a march in the centre of Cape Town on Friday to highlight their grievances. *South 712-13/2/91*

The South African Clothing and Textile Workers Union (Sactwu) confirmed that an application was made for permission to march.

This week, the workers staged demonstrations outside their factory.

The strike began last month when wage talks collapsed at Conciliation Board level.

A subsequent strike ballot resulted in a majority vote in favour of the strike, with more than 80 percent in favour of the action.

The company's public relations officer, Ms Tessa Cerqueiro, confirmed that the dispute was still deadlocked after the two parties met on Wednesday.

Cerqueiro said the strike was "economically damaging" to the plant.

A statement released by SANS confirmed that workers in other shifts had joined the strike, resulting in a costly partial shutdown at the plant.

Only 35 percent of the workforce had reported for duty, SANS said.

Job losses rise as recession, pay increases take their toll

By DREW FORREST ^{WIMAN} 14/2/91
MASSIVE job cuts facing workers as the recession deepens have been harshly highlighted in surveys by two industrial relations consultants.

One of the surveys, by Gavin Brown Industrial Relations, also implies that the rising cost of unionised labour is a factor. In a survey of 34 major unionised businesses employing 200 000 workers, it finds that a falling "head-count" is coupled with above-inflation wage increases.

"Many large employers are expecting to negotiate wage increases several points ahead of the inflation rate ... a very small number expect to contain wage increases to the rate of inflation."

Many firms gave improved productivity as a reason for demanning, suggesting, it adds, that rising union wages are forcing greater capital intensity and improved production methods.

Job security will feature high on bargaining agendas this year, it predicts.

Estimating that about 70 000 workers were retrenched last year — 30 000 in mining, 7 000 in clothing and 10 800 in the metal industries between July and October — Andrew Levy and Associates predicts a higher rate of redundancy outside agriculture in 1991 if the current economic climate persists.

The Steel and Engineering Industries Federation says metal industry job losses are currently running at 2 100 a month and that it expects no improvement in conditions this year.

Andrew Levy's survey of 200 firms employing 693 000 workers shows that construction was hardest hit in 1989/90, with over 30 percent of the workforce retrenched. The economic downturn was cited as a reason in 52 percent of all cases.

There was a 17.8 percent incidence of industrial action and unions succeeded in wringing concessions from employers — including relocation, longer notice periods, revised retrenchment packages and enhanced pension payouts — in many cases.

In the firms polled by Gavin Brown, up to 17 000 workers may lose their jobs this year. The survey suggests that construction, hit by high interest rates and a downscaling of both private and public sector projects, will shed a further 10 to 25 percent of its employees. Average union wage rises are forecast as the lowest of any industry.

Also under siege are timber, wood and paper, hit by falling offtake from mining and construction and diminished export volumes, and non-metal manufacturing. In both industries, employment is forecast as falling between five and 15 percent. In chemicals, affected by drought and falling demand, job losses could range between five and ten percent of the workforce.

Unions defy recession

S/Times 10/2/91 355

By ADRIAN HERSCH

DISPUTES under way indicate that trade unions are pressing strongly for wage increases far ahead of the inflation rate in spite of the recession.

Pressure for higher pay in the public sector is also strong judging from demands by the largest union in the Post Office. It wants an increase of 77% on the minimum wage.

SA Clothing and Textile Workers Union (Sactwu) members have been on a legal strike since the beginning of February at SA Nylon Spinners in the Western Cape.

The strikers demand an overall average increase of 17%.

Management's offer represents an average 14,5% increase. The offer would take the minimum wage to R1 105 a month for an unskilled employee.

In a wage dispute between PG Glass and the Chemical Workers Industrial Union (CWIU), the union is asking PG Glass for an average increase of 20,5%. The company's offer averages 15%.

The Transport and General Workers Union (TGWU) is demanding an average increase of 34,2% at three Renfreight companies — Renfreight Aircargo, Renfreight Forwarding and SA Container Depots.

Management offers between 18% and 29% more and a minimum wage of R1 000 a month. The union seeks a minimum of R1 300 a month.

The public sector, as in 1990, could again experience a spate of pay disputes. The 19 000-member Post and Telecommunications Workers Association (Potwa) will meet the Postmaster-General to discuss wage issues.

Potwa wants a minimum wage of R1 300 a month — currently R735. It also demands a R500 across-the-board increase.

Other demands include six months' paid maternity leave and three months' paid paternity leave.

Bhawusa signs wage accord

Sowetan 11/2/91

THE Black Health and Allied Workers Union of South Africa (Bhawusa) scored a major victory in reaching a wage settlement and getting a meals subsidy from Warner Lambert.

This follows months of negotiations with the company. *Sowetan 11/2/91*

The union's demand for wages was R200 across-the-board and a minimum of R1 200 a month for salaries including R28 subsidy for meals.

The parties agreed and settled for R180 across-the-board salary increases with a minimum of R1 013 a month as wages backdated to January 1 this year.

Both parties also agreed that meals should be subsidised by R28 a month.

Mr Sipho Ngwenya, the general secretary of Bhawusa, said the union scored another victory when a recognition and procedural agreement was signed yesterday with the Apostolic Faith Mission Old Age Home in Lyndhurst.

He said the agreement follows two month of hard talk and negotiations on behalf of the 100 union members employed by the company.

Stockbrokers earn more

Staff Reporter

SELF-EMPLOYED tax consultants are the third-highest earners, whereas advocates have had the highest increase in income (22,5%) in the past four years, a Human Sciences Research Council (HSRC) study has found.

Top of the pile in annual income were self-employed stockbrokers (R295'000), followed by chairmen of councils or companies at R272'900, according to the HSRC's nation-wide survey of 35 000 male graduates.

Managing or executive directors in

the private sector were the fourth-highest earners with an income of R196'300 a year. Income tax consultants raked in R200'000 a year.

A Cape Town tax consultant specialising in completing tax returns put his profession's high earnings down to the "cost effectiveness of tax savings versus the actual creation of profits".

Of his 1 819 clients, 19 were major companies which produced a third of his income, he added.

He claimed the biggest earners were lawyers who specialised in tax consultation, followed by accountants in the same field as his.

The study also found that the increase in male graduates' income had been higher than the inflation rate. From 1987 to 1990 income increased by 16,6% a year in the public sector, 17,5% in the private sector and 17% if graduates were self-employed.

The occupations in the public sector with the highest increase in income over the four years were: Advocate (22,5%), attorney (23,2%), chief executive and magistrate (22,2%), secretary (23,8%) and surgeon (22,1%).

Sharp increases in incomes in the private sector had been: Chairmen (25,1%), insurance brokers (25,7%), me-

tallurgic engineers (24,3%) and structural engineers (25,7%).

For the self-employed the highest hike in income was for building contractors (27,3%), insurance brokers (25,6%), management consultants (26%), managing directors and negotiators (35,7%), structural engineers (33,4%) and chemical engineers (27%).

A spokesman for the Cape Bar Council was not available for comment.

● An HSRC spokesman said a similar study for women professionals would be carried out later this year.

Blacks, whites unite in builders' dispute

ABOUT 50 000 black and white Transvaal workers joined forces for the first time in the building industry and declared a dispute with employers, their unions said in a joint statement this week. *Sowetan* (3/2/91)

The move came after the Master Builder's and Master Mason's Associations tried to force the unions to agree not to try to improve wages and conditions at plant level after the industry-wide minimum conditions had been negotiated.

When the unions - the Construction and Allied Workers Union (Cawu), the Building Industry Workers Union of South Africa, the Building Construction and Allied Workers Union and the Amalgamated Union of Building Trade

Workers (AUBTW) - refused to sign the agreement, the employers refused to negotiate any of the union proposals.

"The attitude of the combined unions is to attain the best conditions of employment for their members at an industry negotiating level in the most amicable way possible. (32) (33) (355)

"The main aim is to achieve a living wage for the lowest paid worker in the country with salaries ranging between R1.07 per hour and R3.07 per hour with limited benefits," the statement said.

Acting general secretary for Cawu Desmond Mahasha said the agreement with AUBTW, which had a mainly white, skilled membership, was a breakthrough in union relations in the industry.

- *Sowetan Correspondent*

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

355

15/2/12 - 12/5/12

Cosatu takes on IDC over multi-shift plan

By DREW FORREST

THE Congress of SA Trade Unions is to meet the Industrial Development Corporation (IDC) to complain about "the use of taxpayers' money to subsidise employer moves to a continuous shift system". W/Mad 15/2-21/2/91

The IDC's "finance scheme for multi-shift production", introduced in May last year, was attacked at Cosatu's central executive committee (CEC) meeting at the weekend. 355

In its 1990 annual report, the IDC said research had shown that other than in process industries, very few local firms operated more than one shift. The finance scheme aimed to spur the optimal use of existing equipment to save foreign exchange and increase jobs with minimal new investment, it said.

The unions have long objected to continuous shifts as disrupting workers' social lives and posing a potential health and safety risk. Alleged lack of consultation on multi-shift systems has also been a flashpoint.

At the CEC, Cosatu also agreed that its constitutional campaign, as well as focusing on demands for a constituent assembly and interim government, should push for the inclusion of worker rights, such as the right to strike, in the constitution. A campaigns conference next month would decide on forms of action.

Rising job cuts were also raised in the CEC. Stressing that Cosatu needed a "retrenchment strategy", it decided to make retrenchments a focus of this year's living wage campaign, in addition to low pay, central bargaining and race and sexual discrimination.



Jobless warning as pay rises push up costs

By TOM HOOD, Business Editor

PAY rises won by trade unions are pushing up costs and contributing to growing unemployment in the Western Cape, according to the president of the Cape Chamber of Industries, Mr Ernest Wilson.

More job losses and business collapse could be expected unless productivity was increased in line with reward, he said.

In an unprecedented statement warning of an "escalation of employment costs", he said the Chamber of Industries was concerned at the serious and growing unemployment situation in the Western Cape as the current recessive business conditions continued to deepen.

"We feel compelled to draw attention to the continuing expectancy that employment cost increases must be at least in line with the rate of inflation and wish to sound a warning note that further job losses and business collapse will certainly follow this policy if some concerned effort is not made to increase productivity in line with reward."

The correlation between inflation and unit labour cost increase for the past few years was virtually identical and the manufacturing sector was thus continuing to contribute significantly to the national inability to control and reduce inflation.

"More importantly, our goods are becoming less competitive in the international sphere and exports are threatened significantly.

"South Africa has the unenviable reputation of having one of the lowest labour productivity improvement indices in the international log for the past 15 years.

"Our average growth per capita has dropped to negative terms in the past five years compared to Korea and Taiwan with 8 percent growth and even the United States, Britain and West Germany showing a respectable 3 percent growth.

"Such an economic climate is unlikely to prove attractive for much needed external investment in our country.

"In these circumstances and especially during the period of acute change for South Africa which lies ahead, the chamber feels the necessity of urging the need for responsible restraint from both the employer and employee sectors, to negotiable future increases in labour and salary costs either at a level somewhat below the current inflation level, or at a level which will adequately compensate such increases by productivity improvement."

UNIONS and employers are gearing up for the country's most important industrial council pay talks — in the giant metal and engineering industries — amid employer fears that they may prove even tougher than last year.

The talks, covering 380 000 workers and involving 14 unions and the Steel and Engineering Industries Federation, dragged on for five months last year and industry-wide strike action was narrowly averted.

This weekend, the largest union party, the National Union of Metalworkers, is to hold its annual bargaining conference. Some 350 delegates will finalise demands for industrial council talks not only for the metal, but also for the auto assembly, motor and tyre and rubber sectors.

Besides wages, Numsa said in a statement, issues covered would include

the renegotiation of grading systems, the right to training for all workers and the creation of modular training systems accessible to all, compensation for the acquisition of skills, the establishment of training funds for retrained workers, improvements to job security, job creation schemes and parental rights.

Union sources say while wages are still a central issue, Numsa will be shifting its focus towards job creation and the restructuring of the metal industry. "It is Numsa's view that business ... has conclusively demonstrated

Unions, Seifsa gear up for crucial wage talks

With retrenchments running at a high level and the economy in recession, employers and unions are preparing to do battle in this year's crucial metal and engineering sector pay talks, reports **DREW FORREST**

frustrating negotiations", employers and unions agreed on a number of measures at a pre-negotiation conference last month.

All union demands are to be in by March 4, while the unions are to distinguish between "core demands", on which settlement must be reached to reach an agreement, and "other demands", which may be dealt with outside the main forum. Each union will submit a maximum of six core demands.

It seems likely Numsa will change its mandating system — last year it was

saddled with the R2-an-hour demand of its bargaining conference throughout the talks. Employers gave between 67c and R1.29.

The union said it was giving serious consideration to the fuller involvement of its membership in the bargaining process.

The state of the metal industries augurs ill for the talks. *Seifsa News* comments that many employers expect "an even bumpier ride" than last year.

Industrial council figures show that reported retrenchments are running at 2 100 a month, as against 1 300 in 1989.

"Employment levels ... are expected to decrease in the year ahead," Seifsa has said. "Factors such as the Gulf war, low gold price, political uncertainty in South Africa, lack of foreign investment and high labour costs will almost certainly exacerbate the poor business conditions in our industry."

Nylon Spinners dispute over

■ The 18-day strike at AECI's SA Nylon Spinners in Belville ended last Monday, with workers winning a R4 improvement in the company's final offer of a R172 monthly increase. *WMA 22/21 - 25/21*

More than 800 of the 1 300-strong workforce downed tools over a demand for a R200 across-the-board rise. (355)

The company withdrew a notice of dismissal to strikers after court action by the SA Clothing and Textile Workers' Union.

Reports from Weekly Mail staff, Veritas News Agency, Elnews, Sapa

Saturday ban protest

FIRMS that fit exhaust systems and tyres to cars met this week to plan a campaign against restrictions on Saturday work.

The meeting follows a Business Times report last week about a summons served on Safe-T-Tyres for aligning wheels to which it fitted tyres on a Saturday.

Marketing director Hylton Epstein says: "After the report we received scores of phone calls of support from the public and the trade. We have met competitors and decided to launch petitions to be signed by the public and our staff members to have the law scrapped.

"The public wants the service and many of our employees welcome the chance to earn more by working on Saturdays."

Under an agreement between the trade and the National Industrial Council for the Motor Industry firms may sell and fit tyres on a Saturday and balance the wheels — but they may not align them.

The agreement, which has the force of law, also bans the fitting of exhaust systems on Saturdays.

Many exhaust and tyre fitment centres, including the biggest, have been breaking the law for years and several have been prosecuted. They appear to regard the fine — usually a few hundred rands — as an unavoidable business cost, says an industrial council spokesman.

By CURT VON KEYSERLINGK

The council has 24 inspectors in the Southern Transvaal to monitor motor firms and prepare charges against offenders.

The spokesman says about 15 firms are prosecuted each month for working on Saturdays and there are enough contraventions to keep double the number of inspectors occupied.

To change the law the firms must come to a new agreement with trade unions that work under the auspices of the council. But the difficulty is that after years of campaigning, the unions won a five-day week.

Although many of their members would now like to work legally on Saturdays the unions are not likely to agree unless certain conditions, considered unacceptable to employers, are met.

One union will not agree to the change unless its members receive triple pay for Saturday work.

Motor Industries Federation executive director Vic Fourie says the law should be such that each employer can decide, in consultation with his staff, the hours he remains open, that a fair rate of overtime be paid and that staff who do not wish to work overtime not be penalised.

5/ Times 24/2/91

Employers brace up for bitter talks

By DAVID CARTE

THE PAY negotiation season starts next month with employers and trade unions in an unrelenting mood.

Profitability is plummeting and employers do not see their way clear to granting the generous pay increases of the past five years.

The unions, goaded by the ANC's call for mass action, are unlikely to settle easily — even though the economic dice are loaded against them.

Many industrial relations observers fear confrontation and a replay of the industrial relations disasters of 1989 and 1990.

The minds of employers have been concentrated by stagnant sales, high interest and labour costs.

Straw

Several are angry at what they see as the unreasonableness of organised labour when there are queues of job seekers outside factory gates prepared to work for less than union wages.

For many an employer, the 1990 Mercedes-Benz strike was the last straw. Like President Bush, many have drawn a line in the sand.

An industrial relations adviser says: "One reason we reached agreements in the past two years was that most firms were fairly profitable. They could afford increases. Now conditions are ripe for acrimonious dispute."

Trade unions are not expected to be sympathetic to companies' claims that they cannot afford to pay more. The ideological gulf between management and union is vast. They hardly talk the same language.

Cosatu general secretary Jay Naidoo has written that business and the Government are unfairly blaming the unions for SA's economic ills.

The Government's waste-



LESLIE BOYD: Restraint needed

ful economic policies and an investment "strike" by companies are the real problems. Mr Naidoo contends that higher wages and stepped-up investment are the answers.

Companies maintain they invest for returns. Because of high taxes and wages that exceed productivity the risk-reward ratio makes new investment unthinkable. So we have a dangerous impasse.

The first round of negotiations starts next month when the Steel & Engineering Industries Federation of SA (Seifsa) meets the National Union of Metalworkers (Numsa).

Mandate

Seifsa executive director Brian Angus says he has not yet had a mandate from members. But Seifsa's business conditions index, measuring order intake, is at its lowest since January 1987.

Major sources of orders, such as Eskom, Armscor, Transnet and Moss gas are out of the market. Orders from the mines have plummeted. Retrenchments have risen from 1 300 to 2 100 a month. The number of employees in steel and engineering has fallen from 450 000 in 1981 to 385 200.

Industrial companies were highly profitable until six



ATT DU PLESSIS: Mines at risk

months ago. Now sales are flagging and interest costs are cutting into profits. Twenty-six out of 59 companies reporting to December registered profit declines. The picture is expected to worsen when March reporting companies publish their numbers.

Most industrial employers are reluctant to talk about the increases they will offer, but off-the-record estimates average about 11%.

Les Boyd, deputy chairman of Anglo American Industrial Corporation, is looking for restraint from the unions.

The gold mines have been devastated by the low dollar price of gold, a firm rand and rising costs, of which labour constitutes about a half.

The 18% average pay increase negotiated last year with the National Union of Mineworkers (NUM) turns out to have been excessive. No fewer than 22 mines employing 276 000 are marginal or losing if capital expenditure is taken into account. Excluding capex there are 12 losing or marginal mines employing 88 000.

Tens of thousands of jobs have been shed and thousands more are about to go.

Ken van der Plank, industrial relations man at the Chamber of Mines, says even

the richest mines are reducing payrolls, as are head offices and the chamber itself.

The mining houses still have to negotiate among themselves the size of increase they will permit the chamber to grant when negotiations start with the Council of Mining Unions, the Union of Mineworkers and finally NUM — but they are unanimous: pay rises will be small.

Genmin manpower director Att du Plessis says: "The last thing we want to do is put people on the street. To preserve jobs we advocate low or no wage increases. Otherwise mines like Stilfontein cannot survive."

"Last year loss-incurring mines, such as East Rand Proprietary Mines, were excluded from the agreement between the chamber and NUM. Now NUM is starting to argue that profitable mines should subsidise marginal losers. That is impossible because there are different shareholders in each mine."

Bone

Mahlomola Skhosana, assistant general secretary of the National Council of Trade Unions (Nactu), says: "Pay increases never match the inflation rate. Why, when people are being retrenched, is skilled labour still being imported from Eastern Europe? Why aren't employers training our people? Why are managers hardly ever retrenched?"

Mr Du Plessis says management ranks have been pared to the bone.

"But remember, if you have a store, you must have a storeman, no matter how many miners there are. In the same way, you must have a paymaster. Obviously there will be fewer cuts among white-collar people."

His counterpart at Anglo American, Adrian du Plessis, accepts that some pay increases will be necessary. He is reluctant to say more than that they will be lower than last year.



JAY NAIDOO: Don't blame us

Mindful that Anglo has been less successful in cutting labour costs than Gencor, Anglo's new chief, Clem Sunter, has appointed management consultants to make sure every mine on the mines and at head office is necessary.

Gordon Young, of Labour Research Services, reports that settlements in the second half of last year were more modest because of "pressure from employers".

Hard

Contradicting Mr Skhosana, he says settlements have beaten inflation every year since 1987. He believes demands this year will be at least equal to the rate of inflation.

He expects strong unions, such as NUM, the National Union of Metalworkers of SA (Numsa), the SA Clothing and Textile Workers Union, the Chemical Workers Industrial Union, the Engineering and Allied Workers Union, to be most strident in negotiation. A hard line is expected from all the public-sector unions as well.

SOWETAN BUSINESS



PHIL KHUMALO

Pay rises push up costs

PAY rises won by trade unions are pushing up costs and contributing to growing unemployment in the Western Cape.

This was disclosed by the president of the Cape Chamber of Industries, Mr Ernest Wilson.

More job losses and business collapse can be expected unless productivity is increased in line with reward, he said.

In an unprecedented statement warning of an

“escalation of employment costs,” he said the Chamber of Industries was concerned at the serious and growing unemployment situation in the Western Cape as the current recessionary business conditions continued to deepen.

Compelled

“We feel compelled to draw attention to the continuing expensiveness of employment cost increases must be at least in line with the rate of inflation and wish to sound a warning note that further job losses and business collapse will certainly follow this policy if some concerned effort is not made to increase productivity in line with reward.”

The correlation between inflation and unit

labour cost increase for the past few years was virtually identical and the manufacturing sector was thus continuing to contribute significantly to the national inability to control and reduce inflation.

“More importantly, our goods are becoming less competitive in the international sphere and exports are threatened significantly.”

Negative

“South Africa has the unenviable reputation of having one of the lowest labour productivity improvement indices in the international log for the past 15 years. Our average growth per capita has dropped to negative terms in the past five years

compared to Korea and Taiwan with 8 percent growth and even the United States, Britain and West Germany showing a respectable 3 percent growth.

Climate

“Such an economic climate is unlikely to prove attractive for much needed external investment in our country.”

“In these circumstances and especially during the period of acute change for South Africa which lies ahead, the chamber feels the necessity of urging the need for responsible restraint, from both the employer and employee sectors, to negotiable future increases in labour and salary costs either at a level somewhat below the

current inflation level, or at a level which will adequately compensate such increases by productivity improvement

“Only in this way can the expectations of people be fulfilled by giving a positive impetus to

growth and job creation, and so creating the additional wealth so necessary for the new South Africa, and keeping at bay the alternative which is economic stagnation or accelerating unemployment.” - Sowetan Correspondent

Average 21,9% raise for unskilled workers last year

355

UNSKILLED workers won average nominal wage increases of 21,9% — or 6,1% in real terms — in the period July to December last year, the Labour Research Service (LRS) says.

The LRS based its results on a survey of 280 bargaining units drawn from its Actual Wage Rates Database (AWARD).

The LRS said that while all sectors won average wage settlements above inflation, the food and beverage and hotel and catering sectors won the highest average increase of 27,8%. *B/day 27/2/91.*

The auto sector paid the highest average weekly wage of R285 and was the only sector to pay a living wage to the lowest grade labourers. The LRS defines a living wage as R260 a week.

VERA VON LIERES

Mining and local authorities paid the lowest wages.

The LRS said workers earned an average weekly wage of R179.

It said this year's economic predictions indicated it would be difficult to gain real wage increases.

However, it said wage increases would have to be above 14% to improve workers' living standards.

Workers covered by industrial councils won large increases, averaging 23,1% and only one industrial council settlement in the survey fell below inflation.

The Wage Board, which sets minimum wages and conditions of employment in unorganised industrial sectors, had very low increases for workers, the LRS said.

Metal union lays down its demands

Sowetan 27/2/91

355

WITH annual negotiations in the metal industry looming, the National Union of Metalworkers of South Africa has decided on six core demands for national collective bargaining.

These will be limited to wages, job security, job creation, training, job grading and parental leave, the union said in a statement.

About 350 delegates from the union's 10 regions - representing workers in the engineering, iron, steel, metallurgical, auto assembly, motor, tyre and rubber industries - met at the weekend to discuss the demands.

The industry decided to make an early start with preparations for ne-

gotiations in an attempt to conclude the process by May 31.

"This might lead to an earlier settlement than last year, but many employers predict an even bumpier ride," Steel and Engineering Industries' Federation of South Africa said in an editorial in *Seifsa News*.

Trade union and employer demands are to be submitted to the National Industrial Council by March 4.

The unions were asked to distinguish between "core" and "other" demands.

Union delegates agreed to refer other demands to Cosatu, who will raise them for negotiation with national employer groups and the Government.

These demands concerned public holidays, job creation projects, trade union rights and working hours.

Delegates agreed to demand urgent and "very large investment and job creation projects and measures against job loss".

This will be pursued through campaigns by Numsa and Cosatu. - *Sowetan Correspondent*

'CCB document' slates Govt

8/28/91
By Julianne du Toit

A man claiming to be a CCB operative yesterday contacted The Star to hand over a document allegedly drafted by 30 other CCB members to express their indignation over the Government's "dubious integrity".

They complained that once the "hit squads" had been exposed the Government had refused to honour their contracts.

The Government was lacking in integrity by discrediting its own organisation and saying it had its own agenda, read the statement.

The CCB was a covert organisation formed during "multiphase conflict" with different parties and its establishment had blessing from the

highest levels.

Their duty was to act against the country's enemies "by using methods the rest of the security force did not have".

They said the SADF had involved them in this type of "evil" without thinking of the political consequences and now refused to accept responsibility.

Paid well

"Could the bureaucrats not see in 1986 that these 'murderous scum' (a reference to a description by the press) would lead to political embarrassment.

"Is the label now being hung around their necks for convenience?"

In similar organisations in other countries, members were paid well, they said.

The CCB budget was large, they admitted, but

said whether it was large compared to the budgets for covert organisations overseas was debatable.

That voters had been taken by the idea of a new South Africa was understandable, they added.

Even the CCB adapted its spirit and attitude in support of the new politics, and was waiting for orders in that connection, they said.

The alleged CCB operative who contacted The Star refused to give any details about himself.

When the statement was ready, it was placed in a brown envelope and hidden behind the tariff board of a parking garage in the centre of Johannesburg.

"We don't want to see you face-to-face, or they'll subpoena you and you'll have to tell the truth," said the man in a telephone conversation.

Labourers beat inflation

Staff Reporter 8/28/91

Wage increases from July to December 1990 exceeded expectations, says a survey by the Labour Research Service (LRS) in Cape Town.

Despite the poor economic climate, labourers won an average 21,9 percent increase.

The LRS found that 93 percent of settlements were above inflation.

But economic predictions for 1991 indicate that real increases in wages will be difficult.

In the July to December 1990 survey, labourers in the food, bev-

erage, hotel and catering sectors received the highest average increase of 27,8 percent. The auto sector paid the lowest settlement of 15,9 percent.

But the auto sector paid labourers the highest average wage of R285 a week and was also the only sector to pay a living wage to the lowest grades.

The mining and local authorities sectors paid the lowest wages, the LRS found.

Its survey covered a total of 280 bargaining units.

Pretoria zoo shows off its tiny pudu

The National Zoological Gardens in Pretoria is now one of only 10 zoos in the world to display the pudu — the smallest of all deer species. It originates from Chile.

The Pretoria Zoo said this week other new arrivals were five more Waldrapp ibises, two scarlet ibises and one male and two female Geoffrey's cats.

All the animals were obtained through exchange programmes.

"The Waldrapp ibis is a highly endangered bird species found in Algeria,

WAGE INCREASES

W (Mau) 113-713/91
ACCORDING to a survey done by the Labour Research Service in Cape Town, 93 percent of wage settlements reached between July and December 1990 were above inflation. (355)

The survey, which covered 280 bargaining units, pointed to labourers in the food, beverage, hotel and catering sectors having received the highest average increase of 27,8 percent. Although the auto sector paid the lowest settlement of 15,9 percent, it was the only sector to pay a living wage to the lowest grades, and paid labourers the highest average wage of R285 a week.

Last year's pay increases well above inflation rate

355

■ Record average pay rises of 21,9 percent were won by unions for labourers in the second half of last year, reports the Labour Research Service. *W/mail 113-713191*

Of 280 wage deals reviewed, 94 percent were above the inflation rate of 14,2 percent, it says.

Explaining the gains against a background of a declining economy, the LRS says across-the-board demands in rand terms have given most advantage to the lower-paid. It also points to higher rises in first-off negotiations, conducted in some municipalities.

Auto assembly, with an average weekly wage of R284, was the highest-paid sector. The average wage is calculated at R179.

However, the research unit predicts that pay talks will be tougher this year than in any year since 1986, and that only well-organised workers will win real increases.

Only 58 percent of companies surveyed expected to raise wages of hourly-paid workers by more than 15 percent. Most artisans could expect rises of between 10 and 15 percent.

Business Day Reporter

THE National Union of Metalworkers of South Africa (Numsa) last night announced its 1991 national wage demands, which include a R2-an-hour or 25% across-the-board increase and job security demands.

The union will also seek joint control over job creation schemes, and paid training for retrenched workers in the engineering, motor and tyre industries.

Other demands include 20 days' annual paid child-care leave for both parents in all sectors. Numsa also wants March 21 as a paid holiday for engineering workers.

A Numsa statement said the union would demand an increase of R2 an hour or 25% — whichever is the greater — for

Numsa spells out 1991 pay demands

employees in all four sectors.

It said the demands were limited in number to facilitate the speedy completion of bargaining which starts in the engineering and auto industries on March 15 and in the tyre industry on March 14. (355)

"Although wages are a key demand, the other demands concentrate primarily on employment security, job creation and training," the statement said.

Numsa believed workers should have an increasing say in "economic and industrial strategy at all levels".

Numsa steps up wage campaign

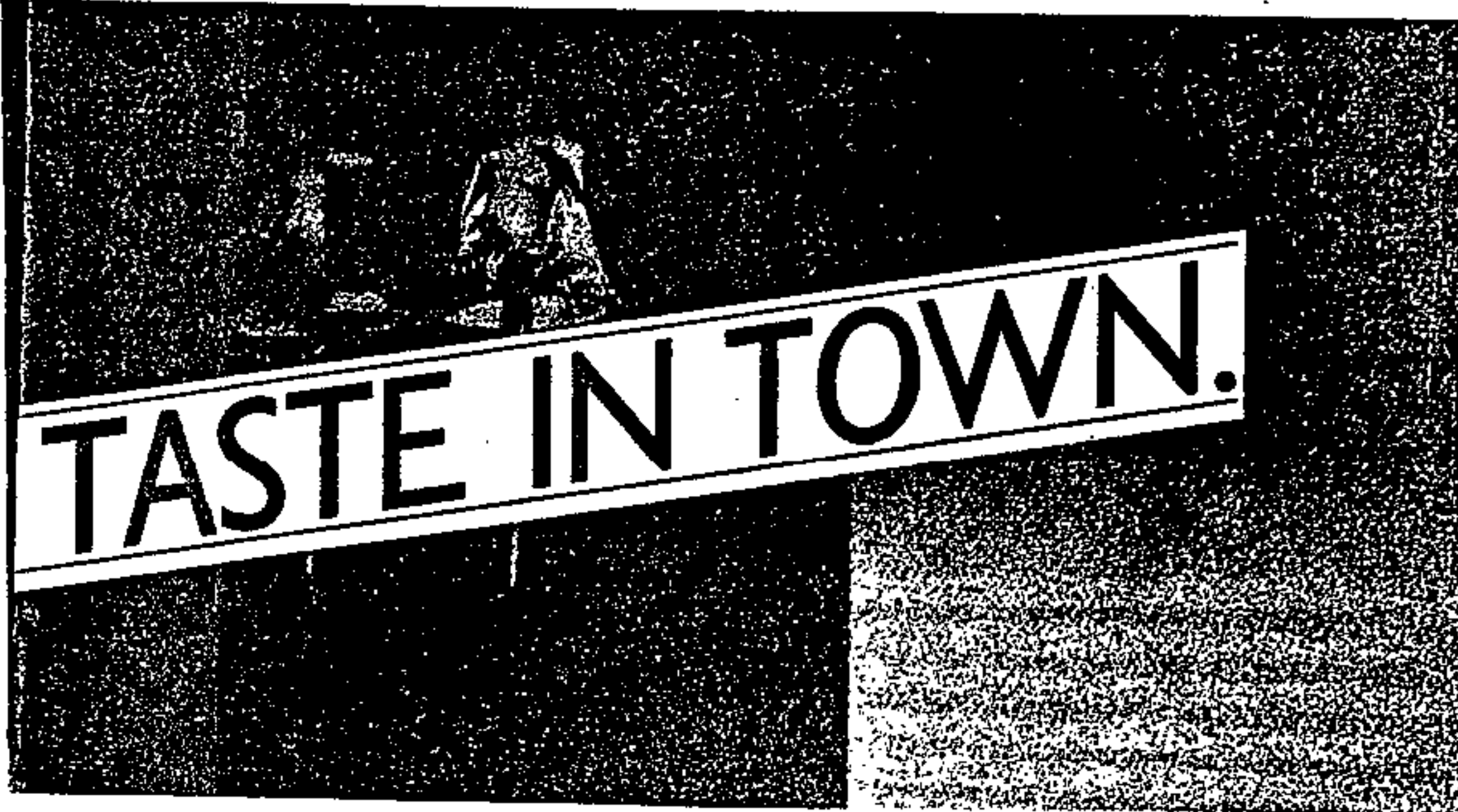
355

THE National Union of Metalworkers of South Africa will this year press for a R2-an-hour or 25 percent across the board increase as part of its national wage demands.

In a statement issued on Monday night, Numsa said although wages were a key demand in 1991, demands

concerning employment security, job creation and training would also feature high.

"The union, therefore, believes that workers and their unions must increasingly have a say in economic and industrial strategies at all levels," Numsa argued. - *Sapa*.



NUMSA 6/3/77
**NUMSA wants 25%
pay hike**

Own Correspondent

JOHANNESBURG. — The National Union of Metalworkers of SA (Numsa) this week announced its 1991 national wage demands, which include a R2-an-hour or 25% across-the-board increase and job-security demands.

The union will also seek joint control over job-creation schemes, and paid training for re-trenched workers in the engineering, motor and tyre industries.

Other demands include 20 days' annual paid child-care leave for parents in all sectors and March 21 as a paid holiday for workers in the engineering sector.

Numsa said it would demand an increase of R2 an hour or 25% — whichever was greater.

Bargaining starts in the engineering and auto industries on March 15 and in the tyre industry on March 14.

Many factory workers earn only R31 a week

By Shareen Singh

Working conditions and wages in Chinese and Taiwanese-owned factories in industrial decentralisation areas parallel that of farmworkers, according to a survey by The Star.

Wages for most of the workforce range between R31 to R35 a week for 48 work hours.

Apart from UIF, benefits such as medical aid and pension were non-existent.

In most factories in Natal under the KwaZulu government, workers were allowed a 30-minute lunch break and a short tea break.

These wages and conditions are hardly comparable with local companies manufacturing the same products — garments, textiles, knitting, shoes and plastics.

"We are worse off than farmworkers, who are also paid starvation wages, but at least they get food and accommodation," said a worker in one of the factories.

The South African Government subsidises up to R120 a month a worker employed by companies in decentralisation

points.

Effectively, this means employers are paying only a few rands towards a worker's wage out of the company's coffers — the rest comes from taxpayers.

Cases of employers "ripping off" workers by paying lower wages than the Government subsidy were reported last year.

Unions complained that they were having a tough time organising workers in the industrial decentralised zones which fall under homeland governments and are subject to different labour laws.

Taiwanese employers said wages were market-related in the different areas and also corresponded with low productivity levels.

The more workers produced the more they were paid.

They said most of the workforce were unskilled and had to undergo training.

Wages were improved when they qualified, the employers said.

● Govt considers ploughing a more economic furrow — Page 17

Unionists seek 18% wage hike

8/10 am 7/13/91
THE Confederation of Metal and Building Unions (CMBU) has submitted national pay proposals which include a demand for an 18% increase on basic wage rates.

The current hourly minimum wage in the metal and engineering industries is R4,18. The top wage is R9,50.

The CMBU also proposed that overtime exceeding 10 hours a week be paid at double the normal rate.

Director of the 90 000-strong CMBU Ben Nicholson said yesterday demands included increases to pension fund contributions, review of the notice period for short-time work and Workmen's Compensation Act cover for all employees.

The National Union of Metalworkers (Numsa) will demand an across-the-board increase of R2 an hour or 25% — whichever is greater — for employees in all four sectors of the industry.

VERA VON LIERES

Nactu's 30 000-member Metal and Electrical Workers' Union (Mewusa) is demanding a R1,50 an hour increase.

Spokesman Tomi Oliphant said Mewusa would pursue its demand for a minimum hourly rate of R6 for the lowest-grade workers.

It would also demand a 40-hour week and push for an end to wage differentials among the various grades.

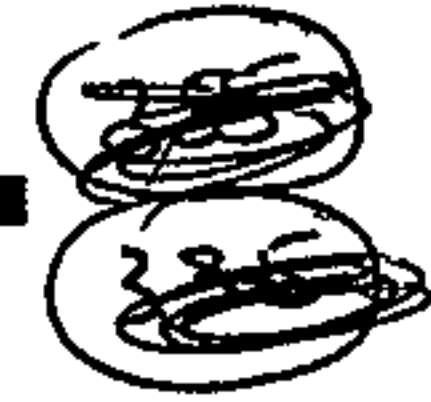
Other demands include March 21 as a paid holiday; increases in shift and living-out allowances; and improved severance pay.

Mewusa is also tabling demands involving the training of operatives and artisans.

The first round of negotiations are scheduled for March 15.

355 WAGE DEMANDS FIM 8/3/91

COSTLY UNRESTRAINT



A convincing argument can be made that the trade union movement in this country is rapidly losing its marbles. Its extravagant demands for higher wages and less work is not only destroying jobs — unemployment is already 41% of the economically active — but eroding the competitiveness of exports and, by depressing the rand, encouraging inflation.

Simply put, they are prolonging the recession and creating a class of unemployed whose economic interests are rapidly diverging from their own. Britain's trade union movement nearly crippled its economy in the Seventies in this way. The outcome was the decline of union membership (and consequent political power) and Margaret Thatcher as PM. In one way or another, the unions here are not going to escape those consequences — reduced political clout and the scourge of a radical capitalist reformer.

The unions are already trying to cloak these consequences by revealing only "registered" membership, which is rising, rather than "paid-up" membership, which we suspect is falling.

This week, the National Union of Metalworkers (Numsa) demanded in the face of plunging corporate profits a 25% across-the-board wage increase, guaranteed job security, paid retraining of retrenched workers, 20 days paternity leave — as well as a say in management.

Numsa wants this in the face of one of the worst worker productivity records in the world and wages that are several

times higher than those of competing countries in the Far East, where such notions as poverty datum lines are seen for what they really are — a device of dubious academic merit used by those in jobs to keep the unemployed out.

Reputable economic statistics show that over the past 10 years black wages have risen 29% and whites by only 10%. Since 1986, black wage settlements have on average each year risen by 17% against 10% for whites. No wonder that in the fashionable restaurants of Johannesburg and Cape Town there is hardly a black waiter to be seen. By unionising and demanding higher wages they have destroyed their jobs in that sector, the service one, where the greatest potential for rising black employment and prosperity lies.

The white teenagers from affluent households who have taken over these jobs do so largely for the tips. They know a fancy education isn't needed to be a waiter. What is needed is a willingness to serve so well that higher tips are forthcoming. And what a pleasure it is to have them rather than some surly tribesman with his thumb in the soup and eye on the clock. It's worth 15% on the bill.

The unions may feel they have a democratic right to make extravagant wage demands that are ultimately not in the best interests of the poor: demands that seek to drain the undistributed surpluses accumulated by enterprises to reinvest and thus prolong their own lives or that of their products. But they do so at a cost to others. ■

Overtime the issue in Seifsa demands

with mail 8/3-14/3/91. 355

COUNTER-DEMANDS on overtime tabled by the 3 500-member Steel and Engineering Industries Federation (Seifsa) in vital metal industrial council talks are certain to hit stiff trade union resistance.

Seifsa has tabled its own proposals for the third year on the trot. They were leaked to *The Weekly Mail* this week after key union parties to the council publicised their demands.

Seifsa envisages a sharp increase in permissible overtime from the current 10 hours a week to 60 hours over a four-week cycle for non-site work and 80 hours for site work, with a maximum of 20 hours in any one week.

Employer calls for a scrapping of the 10-hour limit last year were rejected by unions, which called for reduced overtime to save jobs. Metal industry retrenchments are currently running at 2 100 a month.

Other Seifsa "core" demands this year include the right to deduct an additional shift, for leave pay and bonus qualification purposes, for unauthorised absences, and that workers fired for misconduct and rehired within 30 days should not be regarded as continuously employed.

In proposals for negotiation outside

In the run-up to the annual wage talks in the metal industries, which begin next week, employers and unions are squaring up for a tough round of negotiations, reports

DREW FORREST

the main forum, it also calls for a ban on industrial action, and compulsory arbitration, in respect of essential workers such as boiler attendants and security personnel.

This week the National Union of Metalworkers unveiled its demands for central wage talks covering some 600 000 workers in the metal, motor, auto and tyre sectors.

A key Numsa aim is to build unity and equalise conditions across and within sectors.

To this end, it calls for a R2-an-hour guaranteed personal increase (or 25 percent, whichever is greater) and the scrapping of area wage differentials in all four industries.

To help line up minimum rates, it proposes a rise to R4,50-an-hour in motor, but the retention of the status quo in auto and tyre.

The R2 demand, the same as last year, represents a hike of between 21 and 44 percent in metal.

Pointing to what unions actually won last year (67c at the bottom) manage-

ments insist the final award will be nowhere near the figure demanded.

A further Numsa demand is for the inclusion of an estimated 40 000 non-scheduled workers — for example, office staff — under the metal agreement.

Twenty days' paid child-care leave a year is another cross-sector demand.

As steps towards industrial restructuring, initiated in last year's talks, Numsa has tabled far-reaching proposals for job security, job creation and training common to all sectors.

Its basic demand is for paid training for all workers, and to facilitate operator training it calls for no more than five job grades per industry — in metal there are currently 13.

Key demands include:

- The establishment of industry funds to train all workers, under joint employer-union control, to which employers would contribute 10c a worker an hour. In the metal sector, this would realise R80-million a year.

- The right of all retrenched to training, for which 10 percent of the industry funds would be earmarked.

- The establishment of jointly controlled job creation schemes.

- Union rights to information on the operation and plans of companies.

Talks in metal and auto start on March 15 and in the tyre sector on March 14.

Seifsa, unions to meet over wages

Sowetan 12/3/91

THE annual wage negotiations in the metal industry, which start on Friday, will take place against a background of declining economic conditions and escalating costs of labour and low productivity.

At a Johannesburg media briefing yesterday, the Steel and Engineering Industries Federation said South Africa was a high-wage country compared with its competitors on the international market.

"With labour becoming expensive and (our) technology lagging behind, some South African products are becoming increasingly uncompetitive in the international markets," said executive director Mr Brian Angus.

Seifsa said an estimated 28 000 employees were retrenched last year.

Angus said, however, that the number could be much higher as the figures did not include administrative and sales staff.

He said despite the deteriorating economic conditions and the alarming num-

ber of retrenchments, trade unions had submitted wage increases of up to 167 percent.

The negotiations between 12 unions representing 273 203 workers and 9 000 companies employing more than 360 200 people represented more than a third of the total manpower engaged in manufacturing activity in South Africa, said Seifsa.

Besides wages, trade unions are expected to demand a 40-hour working week without loss of pay. This featured prominently in last year's talks.

The National Union of Metalworkers' demand for centralised bargaining is presented against the background of increasing employer demands for exemption from the main agreement on an industrial sector and regional basis.

Angus said employers were demanding a move away from the main agreement towards sector and regional agreements because of specific economic circumstances in certain areas. - Sapa.

Seifsa proposals include more overtime, less leave

8/10/91 12/3/91.
THE Steel and Engineering Industries Federation (Seifsa) has, for the third consecutive year, tabled its own proposals for metal industry council talks, scheduled to start this week.

They include an increase in permissible overtime from 10 hours a week to 60 hours in any four-week cycle for non-site work and 80 hours for site work to a maximum of 20 hours a week. The overtime proposals are expected to encounter strong resistance from the unions, many of which argue for less overtime as a method of job creation.

Seifsa warned yesterday that metal industry workers were being retrenched at the rate of 2 100 a month and that many union demands were unrealistic.

Other core employer proposals include the right to deduct two days' sick leave if it is found that employees are abusing sick

VERA VON LIERES

leave arrangements.

A Seifsa statement said the federation would seek to impose greater penalties for unauthorised absence and that employees dismissed for misconduct and re-employed by the same employer within 30 days should not be regarded as having been continuously employed.

The statement said most of the 12 registered trade unions in the industry had demanded amendments to the Main Agreement. Demands for wage increases ranged from 16% to 167%. Other union demands included a four-hour reduction in the 44-hour work week without loss of pay, an increase in employer and employee contributions to pension funds, non-scheduled employees to be covered by the Main Agreement, a minimum of four weeks'

severance pay for each year of service, and 20 days' child care leave a year for all employees.

Seifsa said employers were hard-pressed to cope with the escalating cost of labour and low levels of productivity.

Despite deteriorating economic conditions and retrenchments, trade unions had submitted a large number of demands. It was unrealistic to expect employers to meet all of them.

Last week the National Union of Metalworkers (Numsa) called for a R2-an-hour across-the-board increase — or 25%, whichever was the greater. It proposed a minimum rate of R4,50 an hour in the motor industry.

Numsa also tabled proposals on job security and training, including the establishment of jointly controlled job creation schemes and union access to company information.

Pay settlement levels 'continue to increase'

WAGE settlement levels continued to increase between November 1990 and last month, with the average increase negotiated continuing at over 17%, say industrial relations consultants Andrew Levy and Associates.

The consultants' February edition of Bargainers' Bulletin says this happened despite unions dropping their opening demands.

A survey of early 1991 private sector negotiations found that unions were coming to the bargaining table with fewer peripheral demands and dropping these at an early stage of talks.

After wages, job security was unions' top priority while they still tended to avoid productivity bargaining.

The report says lowered opening demands should not be interpreted as indicating an easier bargaining environment.

It says this is rather "a tactic which generally heralds a tough round of negotiations".

Most companies no longer have to grant larger increases to lower paid workers to keep up with various minimum levels. "Gone are the days of conscience payouts," the report concludes.

Management tended to table counter-demands, often at an early stage of the negotiation process. Employers also attempted to persuade unions to agree to clauses limiting absenteeism.

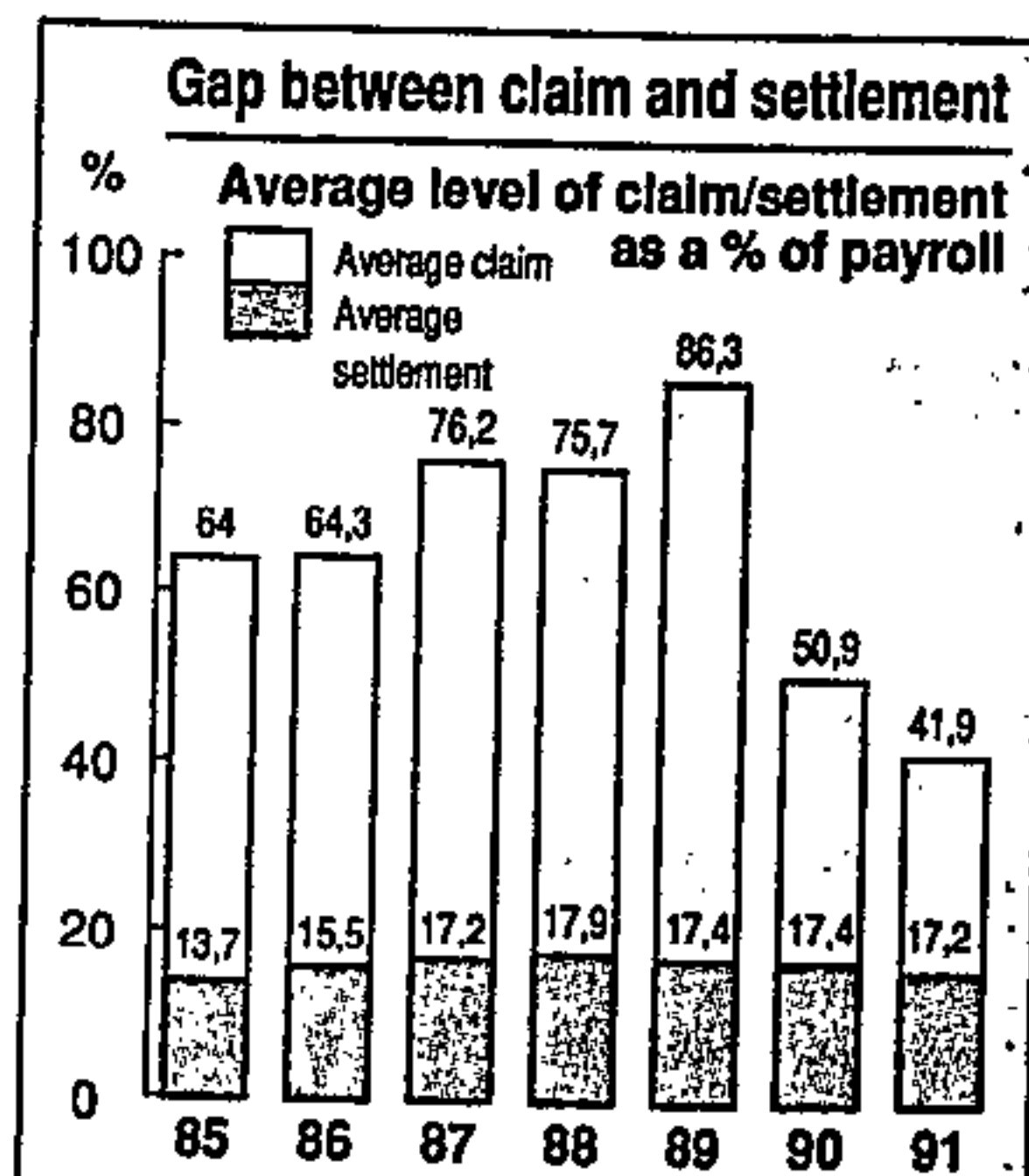
VERA VON LIERES

The average negotiating time was shorter in February this year (72 days) than in February 1990 (86 days).

Between November 1990 and February 1991, 48,6% of agreements were reached only after some form of union action.

The most popular forms of industrial action were overtime bans (49,3%), go-slows (30,2%) and work stoppages (12,6%).

Strike action accounted for only 7,9% of recorded industrial action.



Graphic: FIONA KRISCH Source: ANDREW LEVY & ASSOCIATES

2/13/91
3/1/91
Sarhvu wants general strike
■ The Cosatu-affiliated SA Railway and Harbour Workers' Union has proposed that Cosatu prepare for a general strike for a national minimum wage and a living wage. 355
The proposal, made at Sarhvu's recent national congress, was coupled with a demand for a R250 weekly minimum for a 40-hour week, reports Cosatu's latest *Infor-*



LABOUR BRIEFS

kaNgwane gets back in step with South Africa

■ Moving towards reincorporation, kaNgwane has passed a law making all South African labour statutes applicable in the Eastern Transvaal homeland.

The kaNgwane Labour Laws Amendment Act, passed on March 6, provides that South Africa's Labour Relations Act, Wage Act, Basic Conditions of Employment Act and Machinery and Occupational Safety Act, and future amendments, cover kaNgwane workers, and that South African-registered unions and employer bodies are deemed to be registered in kaNgwane.

Sources are confident President FW de Klerk will promulgate it.

kaNgwane will have its own industrial court and dispute procedures, but will be effectively re-integrated in South Africa's labour system — Cosatu's long-term plan for the homelands. kaNgwane has been in regular contact with Cosatu.

An enlightened homeland, kaNgwane originally planned to update its labour law — South Africa's pre-1985 LRA — with a model statute, but the Saccola Accord and moves to legislate it sparked a rethink.

Information Bulletin 15/3-21/3/91
The congress also resolved to reduce the number of pay grades on the railways and to narrow the wage gap between high- and low-paid, and to step up its campaign against privatisation and for re-nationalisation of privatised industry. (355)

Delegates agreed on the need for a forum for public sector unions to "discuss their perspective on public sector industry with public and private sector management", and to continue talks with the Transport and General Workers' Union with a view to creating one transport union.

Need to reduce income disparities, says Anglo chief

CAN-Times 16/3/91

By PIETER COETZEE
Financial Editor

SA's income distribution is not unusual when compared with other countries at a similar level of economic development and urbanisation, said Anglo American chairman Julian Ogilvie Thompson.

Speaking at the Sacob Transvaal regional conference, he said developing societies are prone to high levels of inequality precisely because they are developing.

"In the debate on the economic future of SA reference is often made to SA's Gini Coefficient (the standard measure of income distribution) being worse than any other country in the world.

"No one disputes apartheid's moral repugnance and that income disparities in SA are large. One goal of future economic policies must be their reduction.

"But it is vital that businessmen along with others understand the phenomenon of inequality in SA and elsewhere. It is simply not helpful to bandy about the Gini Coefficient as if it explains or summarises everything.

"To do so also leads to a misleading perception that among the population at large that SA is a rich country," he said.

"SA's difficulty lies not in the division between the 'haves' and 'have-nots', but in the fact that apartheid, by limiting participation in the economy, has ensured that this division has occurred mainly along racial lines."

He said the SA business com-

munity recognises, as does government, that the new SA must address the deeply felt and justified grievances of those South Africans who have benefited least from what economic growth there has been.

Its concern is to find the most effective means of doing so, not just in the initial years but in the long term — ensuring that immediate claims are not satisfied at the cost of increasing the incidence of poverty, as in many South American countries.

"If SA faces economic problems broadly similar to those of other developing countries, we have a pretty good idea of the general policy environment conducive to economic growth."

Countries both in Eastern Europe and throughout Africa are desperately attempting to move away from the old dirigiste models replete with a plethora of controls, to the only economic system that works. This is a market economy:

- Where factors of production are priced according to relative scarcity.

- Where inflation is kept under control, interest rates are positive in real terms to encourage savings and hence investment and taxes are broadly in line with international levels.

- Where the country's comparative advantage is turned to account in a way which maximises broad-based development and some appropriate incentives encourage exports.

If, however, business is successful to make its case for limited government and a market driven economy on a long-term basis, it needs to raise a constructive vision of the future.

This must demonstrate that the economic growth ensuing from appropriate macro-economic policies, together with sustained co-operative business/labour/government programmes to tackle poverty, will make a tangible difference in the short to medium term in the provision of secure shelter, elementary health care and at least primary education.

Ogilvie Thompson said that government and the private sector have both come to the conclusion that much greater socio-economic investment has to take place in spite of a tight economic policy and environment.

Over 40% of the Budget is now being allocated broadly to socio-economic investment.

The private sector, in addition to existing social investment funds, has now launched the Private Sector Initiative with some R550m over five years to complement the government-sponsored Independent Development Trust of R2bn created last year.

While recognising the need to maximise social investment, it is necessary to ensure that all programmes which the private sector contemplates, are based on sound holistic analysis and appropriate policy.

Seifsa calls for wage restraints

Own Correspondent

JOHANNESBURG. — Employers in the metal and engineering industries have called for union restraint in view of poor economic conditions prevailing in the industry.

The Steel and Engineering Industries' Federation of SA (Seifsa) said in a statement at the weekend that negotiating parties had made good progress in motivating their various demands at the opening round of annual wage negotiations in the industry held in Germiston on Friday.

Seifsa said representatives of the industry's 12 trade unions presented more than 30 demands for changes to the main agreement. These included wage increases ranging from 16% to 167%, demands to reduce the working week from 44 to 40 hours without loss of pay, and a number of demands related to training and security of employment.

Employers presented six proposals for changes to the agreement and called for union restraint.

The parties agreed to continue talks on March 28.

Seifsa calls for union restraint over wages

EMPLOYERS in the metal and engineering industries have called for union restraint in view of poor economic conditions prevailing in the industry.

The Steel and Engineering Industries' Federation of SA (Seifsa) said in a statement at the weekend that negotiating parties had made good progress in motivating their various demands at the opening round of annual wage negotiations in the industry held in Germiston on Friday.

Seifsa said representatives of the industry's 12 trade unions presented more than 30 demands for changes to the main agreement.

These included wage increases ranging from 16% to 167%, demands to reduce the working week

from 44 to 40 hours without loss of pay, and a number of demands related to training and security of employment.

Employers presented six proposals for changes to the agreement and called for union restraint.

Seifsa executive director Brian Angus stressed that metal industry workers were being retrenched at the rate of 2 100 a month.

He said employers were hard-pressed to cope with the escalating costs of labour and low levels of productivity and that SA products were becoming increasingly uncompetitive in international markets.

The parties agreed to continue talks on March 26.

VERA VON LIERES

Airports to be commercialised

GEORGE — SA's nine state airports could be fully commercialised by next year, Transport Minister George Bartlett said yesterday.

Bartlett said state airports would not be privatised but would probably continue to be run on a commercial basis by companies owned 100% by the state.

Bartlett was speaking at a ceremony at which George's P W Botha Airport received the Airport of the Year award.

He said full privatisation of airports was "a long way off" and that commercialisation under state control was the preferred means of making them profitable concerns.

"Airports have to offer all user airlines equal service opportunities and accommodation in landing slots, ground facilities and passenger and baggage handling services," he said.

Bartlett said a task group comprising the Directorate of Civil Aviation and other parties with interests in the commercialisation of airports had been convened to investigate several possible models.

Bartlett said full commercialisation

LINDEN BIRNS

could be expected within the next year.

In terms of the commercialisation proposals, separate companies would be set up each responsible for one of the nine state airports.

"These companies, with independent trading accounts, will be accountable for the failure or success of each airport which will have to be run according to sound business practices," he said.

Bartlett likened the proposed model to the UK's previous state-controlled Airport Authority, and said the new structures would probably resemble state corporations similar to Eskom, Iscor and Sasol.

He added that the Transport Department had been preparing for the change in airport management and had called for nominations of people to sit on an Air Services Licensing Council which would be charged with implementing new policies.

SAA CE Gert van der Veer said the airline was not going to make a nomination as it was not prudent for airport users to be put in a position where they would be granting themselves licences.

Delegates will discuss union issues

VERA VON LIERES

THE Nactu-affiliated Metal and Electrical Workers' Union (Mewusa), representing 26 000 workers, is to hold its national congress in Johannesburg this weekend.

Mewusa general secretary Tomi Oliphant said yesterday about 350 delegates from various regions countrywide would meet to discuss a range of issues.

Mewusa is one of the 12 unions involved in negotiations in the metal and engineering industries.

It is demanding a R1,50-an-hour across-the-board increase for all employees and a minimum hourly rate of R6 for the lowest grade workers.

It is also demanding a 40-hour week and pushing for wage differentials between various grades to be eliminated.

Other demands include March 21 as a paid public holiday; an increase in shift allowances; and a minimum four weeks severance pay per year of service.

The union has also tabled demands on the training of operatives and artisans which, it says, is one of its main demands.

The next round of talks in the metal and engineering industry will take place early next week.

'Major health care challenges face SA'

GERALD REILLY

PRETORIA — The provision of an equitable non-discriminatory health care system was one of the major challenges facing the health care sector, National Health and Population Development director-general Coen Slabber said yesterday.

Speaking at the SA Nursing Council AGM, Slabber

said other challenges were AIDS, the unacceptably high population growth, rapid urbanisation, the low economic growth rate and shortage of funds.

It was decided that the future health care system had to be based in primary health care and had to pro-

vide an equitable service accessible to all.

And Nursing Council president Wilma Kotze said there was reason for grave concern about the shortage of nurses particularly in the fields of intensive care and cancer.

She said the number of nurses had risen by 2% last year.

FURNTECH

FURNTECH LIMITED

(Registration number 68/12431/06)
("Furntech")

OFFER TO MINORITY SHAREHOLDERS:

Numsa homes in on training

8/Jan 21/3/91

THE National Union of Metalworkers (Numsa), in its first round of national wage negotiations in the automobile, tyre and rubber and manufacturing industries, has proposed major social and training investments to stimulate the economy.

It says this is "the only way of reversing the catastrophic trends towards higher unemployment".

Last week's talks in the three industries were held to give employers and unions the chance to motivate proposals.

Numsa said in a statement yesterday if business and government continued to pursue present policies, these could lead only to a disastrous rise in unemployment which would make political or economic stability impossible.

In its motivations, Numsa proposed urgent investment in electrification of all houses at affordable rates. It also proposed housing, education and training for all.

"It is Numsa's view that ample capital is available in SA, a prob-

VERA VON LIERES

lem being that the capital is not being directed to productive investment."

Numsa said there were various mechanisms, including taxation, prescribed investments, negotiations and nationalisation to unlock this capital.

There was also an urgent need for coherent policies for technology development, exploitation of markets, education, technical and commercial training, and other policy areas which were vital for the development of industrial capacity and employment.

Skills

Numsa said there was a need for a higher level of productivity in the manufacturing industry, particularly for capital productivity.

Where labour productivity was concerned, the union believed this could be raised only "by an intensive and large investment in technical training".

Training programmes needed to

include paid training for all workers; formal education components; the recognition of prior skills gained through experience and the restructuring of production to use these greater number of workers.

These policies would require business to accept major changes, including the need for state intervention in industrial strategy.

Business also needed to accept that all industrial strategy, including technology policy, investments, and training strategies had to be negotiated with unions.

Numsa is calling for a R2-an-hour across-the-board increase — or 25% — whichever is the greater.

It has proposed a minimum rate of R4,50 an hour in the motor industry. ~~355~~ ~~4400~~

Numsa also tabled important proposals for job security and training, including the establishment of jointly controlled job creation schemes and union rights to company information.

Another demand was for the inclusion of non-scheduled workers under the Main Agreement.

Pay awards high as strikes taper off

355

SITimes 24/3/91

By ADRIAN HERSCH

WAGE settlements in industry remain high even though the strike rate is falling in the first quarter of this year compared with the similar time in 1990.

Andrew Levy & Associates (AL&A) says that from November to the end of February wage increases averaged 17,2% — ahead of the inflation rate.

But in the first quarter of this year only about 180 000 mandays will be lost to strikes compared with about 550 000 in the similar time last year — a decline of 67%.

The first quarter is traditionally quiet for labour relations, largely because most pay negotiations take place later in the year.

In the first quarter of 1989 about 140 000 mandays were lost and in 1988 about 84 000.

But last year the release of Nelson Mandela and the unbanning of various political parties occurred in the first quarter — and industrial relations, among other issues, were thrown into turmoil because of heightened political activity.

Thus the lower first-quarter strike rate is not necessarily a signal that this year's rate will be low. There is uncertainty about whether last year's 4-million mandays lost will be exceeded.

FSA-Contact consultant Mike Beaumont believes there are contradictory factors at play in industrial relations. On the one hand workers' political expectations are rising and political groups could mobilise the support of unions.

But on the other hand concern about job security and the growing gap between union leadership and membership has to be taken into account.

The AL&A wage bargaining report says union expectations remain high because of the political situation and high inflation. Unions are taking a tough stand, disregarding management arguments about the poor economic climate.

An interesting pattern in bargaining is that fewer peripheral demands are being made.

After wages, job security is taking priority. Productivity bargaining is generally being avoided.

Unions are making lower opening claims than before, but this is a tactic more than an indication of lower expectations.

"Management will have to be prepared for tough negotiations in which small moves are made and therefore will have to plan every move with care," says the report.

Management has not won major concessions from unions, but counter-demands are being made, often at an early stage in negotiations. They include attempts to get unions to agree to measures which limit absenteeism.

Heels

Usually these agreements link absenteeism with the annual bonus, although unions are reluctant to sign anything which tampers with members' terms of employment. But a few companies have been successful — one agreement reduces the annual bonus "hour by hour" according to time lost by an individual's unauthorised absence.

AL&A expects an average settlement figure of between 16,5% and 16,9% this year. Researcher Erica Jankowitz says that since the release of the report many settlements of about 17% have been reached.

Some of the latest settlements, particularly among the larger and often multinational companies, have been for a 14% pay increase.

"Many were already paying a minimum wage above R1 000 a month. They dug their heels in around 14%, telling unions they are not getting sufficient return on such high pay. Despite go-slow action the unions gave in," says Miss Jankowitz.

In the February 1991 period 49% of settlements were reached after some form of industrial action.

Major gains for workers from 'destructive' unions

Business Day Reported

SA LOST more man-days due to industrial action over the last five years than during the previous 75 years, says industrial relations researcher Duncan Innes.

Writing in the Innes Labour Brief, he said this could be interpreted as evidence that unions had played a purely destructive role in SA's economic life.

However, if union actions had damaged the economy, they had also brought considerable financial benefits to black workers. Employment had fallen significantly over the last five years, while 1,4-million new workseekers entered the labour market.

Innes said many commentators had argued that "rising wages place too big a financial burden on companies, which are then forced to retrench".

He said, however, a situation of falling employment was hardly favourable for trade union activity.

Unions functioned best in an expanding economic environment as recessionary conditions generally weakened their bargaining positions.

The continuation and even intensification of conflict in management-union relations could only make an already bad situation worse.

Certain key phases detectable in the evolution of black unionism suggested 1990 could prove to be an important turning point — ushering in a more constructive era in employer-union relations.

Innes said perhaps the most significant indication of this shift emerged out of the struggle waged around the Labour Relations Amendment Act (LRAA).

The unions' dual strategy of rendering aspects of the Act unworkable while simultaneously opening discussions with employers around their grievances eventually produced the agreement now serving as the basis for the forthcoming legislative changes.

The most significant aspect about government's decision to enact new legislation based on this agreement was that it represented "the first real example of a tripartite approach to labour legislation involving all racial groups on a representative basis".

If future political legislation could be based on a similar model of tripartite agreements "we may even be able to express a degree of optimism for the future of our country", Innes said.

What to do with R3,7-bn for SA public servants

Political Staff

PUBLIC SERVICE pay talks start in Pretoria tomorrow to decide how to spend the R3,735-billion government has set aside for improving public servants' deals.

Officials of the Commission for Administration will meet representatives of public service associations and unions to determine how the cake is sliced.

First step

It will be the first time that the government consults State employees on how to spend a fixed amount allocated to them. Previous announcements of public service increases, such as the 10 percent non-pensionable allowance of April 1 last year, were criticised.

"This is the first step towards the establishment of a formal negotiating forum between employees and the State as an employer," the chairman

of the Commission for Administration, Dr Piet van der Merwe, said yesterday.

It was the start to meaningful negotiations between the two sides, he said, recognising the right of those in the public service to freedom of association and collective bargaining.

The talks are scheduled for tomorrow and Thursday. Early speculation of this year's deal centres on a fixed lump sum for everybody from July 1.

Paying everybody the same amount would narrow the gap between higher and lower ranks. It would constitute a bigger percentage increase for the lower echelons than for their seniors.

This principle was applied in an increase on April 1 last year for MPs. All were given R12 000 more, meaning 15,9 percent for ordinary MPs, and 7,6 percent for Cabinet ministers.

Further speculation is that the controversial 10 percent

non-pensionable allowance will be consolidated and become pensionable from July 1.

Dr van der Merwe said, in response to this speculation, that the negotiations would be open-ended. "Everything is negotiable. The only thing that is fixed at the moment is the amount of money allocated (R3,7-billion)," he said.

What emerged from the negotiations — how the cake was divided — depended on how strongly the associations and unions felt about the issues, he said.

If they felt very strongly, for instance, that the 10 percent non-pensionable allowance should be consolidated, "then it would have to be taken into account", he said.

Last Wednesday's budget noted that part of the R3,7 billion would go towards the penultimate phase of eliminating disparities between males and females in education.

The Public Servants Association

tion of South Africa (PSA) has put the State on notice that it will be pushing for four things:

- Sufficient funds to cover occupational differentiation;
- Removing disparities between certain occupational family groups;
- Consolidation of the 10 percent non-pensionable allowance and;
- Key scales — modest salary adjustments to make an adjustment date later than April 1 acceptable to public servants.

"We're not really in favour of a later date," Mr Hans Olivier, General Manager of the PSA, said today. "We will only be in favour if it benefits public servants," he said.

PSA/3/91

15/04/27/3/91
**Unions turn
down Seifsa
wage offers**

PETER DELMAR (355)

THE Steel and Engineering Industries Federation (Seifsa) tabled wage offers of between 7% and 10% at yesterday's second round of national negotiations and indicated that there was little room for movement on its part. (18/4/91)

Seifsa executive director Brian Angus said in a statement that management hoped the unions would accept the offer, which he described as a "serious" one.

The offer was rejected by all 12 unions yesterday.

The National Union of Metalworkers of SA (Numsa) has demanded a 25% across-the-board increase.

Angus appealed to the unions to help complete negotiations before June when the industry's main agreement expires.

Seifsa's offer applies to 13 job categories. Labourers have been offered 10%, while the 7% applies to artisans.

Seifsa agreed attention would be given to the issues of training and job creation. The employer federation also urged unions to agree to a joint AIDS education programme.

Numsa has demanded joint control over job creation schemes and paid training for retrenched workers.

Another of its demands is an improvement in child care leave.

Star 28/3/91

Steel unions reject Seifsa wage offer

By Shareen Singh

Twelve unions involved in wage negotiations in the steel engineering industry this week rejected the employers' wage offer which, they claim, is well below the inflation rate and lower than what employers had offered last year.

The employer body, the Steel Engineering Industries Federation (Seifsa), tabled a wage offer ranging from 7 to 10,5 percent.

This amounts to increases in the various wage categories ranging from 39c an hour for labourers to 67c for artisans.

The proposed increases would raise wage rates in the industry to R4,57 and R10,17 an hour for labourers and artisans respectively.

Seifsa informed trade unions at the wage talks that employers would approach wage negotiations this year differently.

In the past, employers tended to make a number of wage offers during the course of negotiations, but this would not be the case this year and Seifsa urged the unions to take the employer offer seriously.

Retrenched

Seifsa agreed with the unions that attention must be given to training and job creation in the industry, where an average of 2 000 workers a month were retrenched since the beginning of this year.

The biggest union in the industry — the National Union of Metalworkers, with a registered membership of about 113 000 — demanded a lower percentage wage than it did last year.

In 1990 the union had asked for 24,1 percent at the top and 56,2 percent at the bottom. This year the union demanded 21,1 percent and 47,8 percent respectively, Seifsa said.

LABOUR BRIEFS

Metal unions reject employers' pay offer 355 on April 11

■ The 12 union parties to the Metal Industrial Council unanimously rejected the employers' opening wage offer of between seven and 10,5 percent, tabled at the second round of national negotiations on Tuesday. Unions want between 16 and 167 percent.

The Steel and Engineering Industries Federation (Seifsa) offer would raise hourly rates to R4,57 and R10,17 for labourers and artisans respectively.

Seifsa director Brian Angus warned the unions that this was a serious proposal and that employers would not make numerous adjustments during the talks as in the past. He called for the conclusion of talks before the expiry of the current agreement in June.

Outlining "very poor conditions" in the metal industry, he said retrenchments last month had topped 1 800, an annualised figure of 35 000. Last year 26 000 jobs were lost — a 60 percent increase on 1989. *W. M. M.*

Angus made a strong plea for the dropping of sanctions, stressing that the steel industry was losing R1-billion a year as a result. *28/3-1989*

Backing union demands for training, development and job creation in the industry, he proposed that these issues be discussed in a separate forum because of their complexity. He also urged a joint employer-union Aids campaign. The next round of talks is

CWIU wins top wage deal

■ The Chemical Workers' Industrial Union has won the highest minimum wage in the chemical industry after a two-week strike at Merck SA, a German multinational at Midrand (355). A union statement said R1 557 had been agreed as the new minimum monthly rate. About 40 workers are understood to have taken strike action. At the same time, the union has clinched a wage deal with PG Glass Holdings, the country's largest glass retail operation, providing for a minimum wage of R1 047. About 1 500 workers are affected countrywide.

WAGES AND THE IR CLIMATE

PAY ONE, PAY ALL

355

FM 29/3/91

UNIONS ARE IN A COMBATIVE MOOD DESPITE TIGHT ECONOMIC CONDITIONS

It's that time of year again. Major employer groups are about to sit down around the table with representative unions to thrash out wage settlements for 1991.

With the economy entering its third year of recession (GDP growth was negative last year), corporate profits in a nosedive and widespread retrenchments, one would expect most of the negotiating cards to be in employers' hands this year.

Not so. While indications towards the end of 1990 were that wage settlement levels were beginning to decline, settlements concluded in the first round of negotiations early this year have been in line with the average settlements for last year.

The National Union of Metalworkers (Numsa)'s opening gambit in this year's wage talks was for a 25% across-the-board increase — including a host of peripheral benefits such as job security, paternity leave and more say in company management. Likewise, talks at Pick 'n Pay kicked off with a demand for a R375 a month increase on the company's minimum wage of R910 — a

41% increase.

Employers can be forgiven for being taken aback by this turn of events. They had, quite reasonably, concluded that in tighter economic times, with the spectre of retrenchment hanging over workers, unions would be inclined to be more moderate in their wage demands for 1991.

What has prompted unions to take a contrary view and why do employers appear to be acquiescing to their demands? Labour consultants offer several explanations, not all of them convincing.

Firstly, they point out that wage settlements have been well above the rate of inflation for the past four years. Moreover, no union negotiator, they argue, is going to willingly buck the trend by settling for a below-inflation or inflation-related increase at this time. Union members just wouldn't allow them to do so.

Perhaps even more significantly, they say the events of February 2 last year, which culminated in the unbanning of the ANC and the release of Nelson Mandela, have

raised worker expectations on the benefits they stand to reap in the new SA. While this mood of euphoria is in the air, they are not about to settle for less on the shop floor.

This is a view endorsed by the redistributionists. One labour researcher noted that until there was a significant move on the part of employers to begin to redistribute wealth, workers were not going to temper their demands. In similar vein, Cosatu's general secretary Jay Naidoo claimed recently that SA had the most unequal wealth distribution in the world with 5% of the population owning 88% of the wealth. "How do you build prosperity amid mass poverty without wage rises?" he asked.

Naidoo acknowledges that higher wages in themselves will not solve the country's economic problems, but he suggests they are "an essential component of a restructured economy geared to provide jobs and reduce poverty."

How do these arguments go down with employers in a climate where order books are shrinking daily, business confidence is crum-

R.T.O.

Grave restraint plea ³⁵⁵

AN APPEAL for organised labour to show restraint in wage demands was made shortly before his death by chairman of the SA Board for Personnel Practice Garry Whyte.

Mr Whyte, who died this month, said in his annual review presented this week: "We acknowledge that a redistribution of wealth was necessary in our society — and also that this process is by no means complete. But we are witnessing a continued and unrelenting pressure on wages and employee benefits, with nothing substantive offered in return. *S/Times 31/3/91*

"Our workforce productivity is declining in absolute terms. If we view

it relative to wage increases, the state of deterioration can only be described as horrific," said Mr Whyte.

In developed countries labour and management saw themselves as partners in an enterprise.

"This is a learning curve our trade union movement still has to go through."

He said labour and management would have to get together to build a new economic order and to formulate strategies for raising the general quality of life of the workforce.

Mr Whyte criticised the move for ownership of capital to be left in fewer hands. He called it "economic inbreeding".

Unions defy layoff threat

THE SECOND round of wage negotiations between the Steel Engineering Industry Federation of SA (Seifsa) and trade unions this week was unsuccessful in spite of the threat of more layoffs.

Seifsa, which has indicated that it will take a tougher stand this year, offered its 360 000 employees a wage increase ranging from 7% to 10,5%.

The 12 trade unions demanded increases of between 16% and 167%.

The unions made 30 demands for changes to the main wage agreement, including a reduction in the working week to 40 hours from 44 hours.

By DON ROBERTSON

Employers were prepared to consider only six.

Earlier this week, Seifsa chief economist Mike McDonald warned that 35 000 hourly paid employees could be laid off this year as the worst trading conditions since 1986 gripped the industry.

In discussions this week, Seifsa executive director Brian Angus said he was concerned about the number of retrenchments taking place — about 2 100 a month.

Mr Angus said several companies had put their workers on short time and many others had

gone into liquidation.

Employers have offered increases ranging from 39c an hour for labourers to 67c an hour for artisans.

This would be an increase to R4,57 an hour and R10,17 an hour respectively.

Seifsa has agreed that more attention must be given to training and development and job creation in the industry, but suggests that these matters be discussed separately.

The current wage agreement ends at the end of May. Seifsa insists that a new agreement must be concluded before then.

Negotiations will continue on April 11.

31 Times 31/3/91

355

R1,9 billion for pay rises

CAT TIPS
3/4/91
250
355
187

By PETER DENNEHY

CIVIL servants — but not teachers — will get pay rises amounting to R1,9 billion from July 1 in terms of an agreement reached between their unions and the Commission for Administration in Pretoria last week.

The general secretary of the Health Workers' Union (HWU), Mr Dale Forbes, said yesterday that the union and 10 other unions at the negotiations represented 350 000 workers, but the total

number of employees affected by the agreement that was reached last week was 720 000.

"The total amount made available was R1,97 billion," Mr Forbes said. "Of that, R312 million will be used to convert the 10% non-pensionable allowance that public servants received last year into an ordinary pensionable part of their salaries."

Another half-billion rand had been set aside to "partially eliminate structural disparities between certain classes of employees", Mr Forbes said. This affected mainly middle- and upper-income earners.

A "differentiated general salary adjustment" had also been negotiated in

terms of which lower-paid workers would get an increase "slightly above the rate of inflation" from July 1.

Mr Forbes said he was not allowed to disclose the overall pay increase figure. However, he was particularly pleased that his union, in conjunction with the National Education Health and Allied Workers' Union (Nehawu) and the Natal Provincial Administration's staff association, had managed to "shift the emphasis slightly" in favour of the lower-paid workers.

In previous years, he said, consultative meetings had been held with the unions, but the government itself had decided on the pay increases. This year the government had negotiated with the unions for the first time.

Mr Danie Vorster, a public relations officer for the Commission for Administration, said his organisation would not comment at this stage.

Mr A J Dippenaar, chief executive officer of Hospersa, a civil service association, confirmed that discussions had taken place between 11 staff associations and the Commission for Administration last week on the use of funds allocated for the improvement of conditions of service.

Recommendations had been made to the Commission "for consideration and approval". An implementation date of July 1 1991 "seemed to offer the most favourable dispensation for personnel", he said.

Pay rise inadequate, say public servants

By SHARON SOROUR *ARGUS*
Labour Reporter *3/4/91*

PUBLIC servants — set to get pay increases amounting to R1,9 billion from July 1 — have slammed the budgetary allowance as "totally inadequate".

Discussions were held at the end of March between the Commission for Administration and 11 public service associations and unions to determine how to allocate the R3,735 billion the government had set aside for improving their conditions of service.

The talks — described as "historic" because it was the first time in public service history that the negotiations on

how to "slice the cake" took place — excluded teaching staff who will thrash out their own package with the Minister of National Education.

In reports last week, Commission for Administration chairman Dr Piet van der Merwe said it was the first step towards establishing a formal negotiating forum between employees and the State as employer.

In a statement, Public Servants League (PSL) general manager Mr Bernard Wentzel said the amount was "totally inadequate".

He said: "This amount will have to be divided between the

public sector and the education sector, which involves about 600 000 workers.

"It will not be able to eradicate the backlog and differences in salaries of 146 occupational groups who did not have salary adjustments for the last seven years."

Numsa, employers. set for tough talks

By Shareen Singh

There were early indications that annual wage negotiations in the tyre and car industries would be tough and tense, the National Union of Metalworkers (Numsa) said yesterday. (355)

At the second round of wage talks last week, employers in the industry stated that wage increases needed to be substantially below the current inflation rate and offered a 7 percent increase. Ser 9/4/91.

Numsa warned that wage increases below the inflation rate were unacceptable and would not be negotiable. The union was demanding R2 an hour across-the-board increase — the same as its opening demand last year.

Central to the negotiations this year were Numsa's demands on employment security and training. It proposed that all workers be trained and that industry funds be set up to finance training. It also called for job creation schemes.

The next round of negotiations takes place next week.

Scene set for tense pay talks

3/10/91 9/14/91 355
VERA VON LIERES

ANNUAL wage negotiations in the tyre and vehicle industries were set to be "tough and tense", National Union of Metalworkers (Numsa) official Les Kettledas said yesterday.

The second round of negotiations, covering about 60 000 workers, took place last week. Meetings were held for major tyre and vehicle manufacturers to respond to union demands tabled last month.

Kettledas said industry employers said last week wage increases would have to be substantially below the inflation rate. Numsa rejected this position.

Numsa demands included:

- ☐ Training for all workers;
- ☐ Industry funds to finance training of retrenched workers; and
- ☐ Job creation schemes to be established and administered by senior employer and union representatives.

Rights

Numsa said longer-term planning at industry level, in which unions played a central role, was urgently required.

The union said employers should finance planning, including research and development; agree on a code of basic worker rights; and negotiate investment decisions, work organisation and productivity with unions.

Automobile employers' caucus chairman Dave Kirby said that last week's meeting gave employers an opportunity to present their position. The industry was "not finding it easy".

A key issue in this year's negotiations would be job security, he said. Wage offers had not yet been tabled but the parties had decided on central issues around which to negotiate.

The third round of talks will take place next week.

Seifsa wage offer rejected

By Shareen Singh

Employers and unions in the metal industry failed to reach agreement at the third round of wage negotiations yesterday, despite an improved wage offer.

The Steel Engineering Industries Federation (Seifsa), the employer

body, said the revised wage offer provided for increases ranging from 8 to 11,6 percent.

In earlier talks, employers had offered increases ranging from 7 to 10,5 percent.

The proposed new increase would raise rates to R4,62 and R10,26 an hour for labourers and artisans respectively.

(3SS)

12/4/91
5/2/91

Spareco staff win pay claim

SPARECO employees whose salary cheques bounced after the giant motor spares company went into liquidation last year have won their claim for more than R1-million in unpaid salaries and wages. (BSS)

In a settlement reached between the consortium of banks – Bankorp, First National and Alpha – and the 623 Spareco employees, wages for September will be paid in full.

Spareco employees have been fighting for six months for the pay they were promised for conducting a stock-take after the closure of the company, under the instruction of the banks' representative, Reuben Miller Group.

The Rand Supreme Court directed liquidators Westrust to meet the wages bill.

1404 355 184
Saccawu goes

to court today

By day 22/4/91
VERA VON LIERES

AN application by the SA Commercial, Catering and Allied Workers' Union (Saccawu) to interdict Southern Sun over national wage demands for 6 000 of its members will be heard in the industrial court in Pretoria today. This was confirmed at the weekend by Saccawu spokesman Khaile Setena who said the company had rejected the union's final offer of a R110 monthly across-the board increase from April plus R10 from October.

Saccawu has accused the company of bypassing it by making its final offer directly to workers. It said the company had threatened salary deductions for "unauthorised absenteeism".

Southern Sun's final offer was a R105-a-month increase or 14% overall — whichever was the greater.

Southern Sun spokesman Andy Maclaurin said last week the union had failed to make its final offer known to the company at the last conciliation board hearing between the parties. Saccawu said it had insufficient time to obtain a final mandate from its members.

No. R. 896

355

29

26 April 1991

LABOUR RELATIONS ACT, 1956

ELECTRICAL CONTRACTING INDUSTRY, TRANSVAAL.—RE-ENACTMENT OF SICK BENEFIT, PENSION AND MEDICAL AID FUND AGREEMENT

I, Eli van der Merwe Louw, 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 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 1995, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clause 1 (1) (a), 2 and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1995, 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 said Agreement.

ELI VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL CONTRACTING INDUSTRY AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Electrical Contractor's Association (South Africa)

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Electrical Workers' Association
and the

Metal and Electrical Workers' Union of South Africa

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Industrial Council for the Electrical Contracting Industry,

to amend the Agreement published under Government Notice No. R. 1884 of 23 August 1985 (hereinafter referred to as the "Re-enacting Agreement"), as extended and amended by Government Notices Nos. R. 2844 of 17 December 1985, R. 1974 of 19 September 1986, R. 2270 of 9 October 1987, R. 1353 of 8 July 1988, R. 2316 of 18 November 1988 and R. 886 of 20 April 1990.

No. R. 896

26 April 1991

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIJSE AANNEMINGSNYWERHEID, TRANSVAAL.—HERBEKRAGTIGING VAN SIEKTE-BYSTANDS-, PENSIOEN- EN MEDIESE BYSTANDSFONDSOORENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms 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 1995 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die genoemde Ooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), 2 en 3 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1995 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 genoemde Ooreenkoms gespesifiseer.

ELI VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIJSE AANNEMINGSNYWERHEID OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Electrical Contractors' Association (South Africa)

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Electrical Workers' Association
en die

Metal and Electrical Workers' Union of South Africa

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Aannemingsnywerheid,

om die Ooreenkoms, gepubliseer by Goewermenskennisgewing R. 1884 van 23 Augustus 1985 (hierna die "Herbekragtigingsooreenkoms" genoem), soos verleng en gewysig deur Goewermenskennisgewings R. 2844 van 17 Desember 1985, R. 1974 van 19 September 1986, R. 2270 van 9 Oktober 1987, R. 1353 van 8 Julie 1988, R. 2316 van 18 November 1988 en R. 886 van 20 April 1990, te wysig.

1. AREA AND SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed by all employers and employees in the Electrical Contracting Industry—

(a) who are members of the employers' organisation and the trade unions respectively; and

(b) who are engaged or employed in the Industry in the Province of the Transvaal and the Magisterial Districts of Bloemfontein and Sasolburg.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions prescribed or any notice served in terms thereof.

(3) For the purposes of this Agreement, the weekly wage rate of apprentices prescribed under the Manpower Training Act, 1981, shall be taken to be the weekly wage of such employees, and the hourly rate shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned.

2. CLAUSE 18.—PENSION FUND

Insert the following subclause (5):

"(5) Notwithstanding the provisions of subclause (4), where an employee, who has not been employed in the Industry before, is employed as an Elkonop 1 or Labourer, he shall be covered only by the death benefit portion of the Pension Fund for the first 13 weeks of employment and, thereafter, he shall become a full member of the Pension Fund."

3. CLAUSE 20.—CONTRIBUTIONS

(1) Substitute the following for subclause (1):

"(1) The weekly contributions of all employees to the Electrical Contracting Industry Pension Fund shall be based on the prescribed wages payable to such employees in terms of the Main Agreement of the Council, as amended from time to time, plus 20 per cent thereof, and shall be calculated at the rate of 12,5 per cent of the said prescribed wage, plus 20 per cent thereof, taken to the next higher 10 cents.

(2) Delete subclause (2).

(3) Renumber subclause (3) as subclause (2).

(4) Insert the following subclause (3):

"(3) Notwithstanding the provisions of any other clause in this Agreement or the Main Agreement of the Council, the contributions referred to in subclause (1) shall be based on a working week of 42½ hours."

4. CLAUSE 30.—CONTRIBUTIONS

Substitute the following for subclause (1):

"(1) (a) An employer shall pay the following amounts to Elmed in respect of the undermentioned employees in their respective categories of membership per week:

[Column (1)] Category of membership	Total amount in rand per week			
	Master electricians, electricians, artisans, Elkonops 3, Elkonops 2, drivers, final year apprentices, apprentices with dependants, and trainees who are		Apprentices not included in Column (2)	Apprentices not included in Column (3)
	A-members [Column (2)]	B-members [Column (3)]		
M	44	38	22	19
M1	54	48	—	—
M2	60	55	—	—
M3	68	63	—	—
M4+	74	69	—	—

1. GEBIED EN TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet nagekom word deur alle werkgewers en werknemers in die Elektrotegniese Aannemingsnywerheid—

(a) wat lede is van onderskeidelik die werkgewersorganisasie en die vakverenigings; en

(b) wat betrokke is by of werksaam in die Nywerheid in die provinsie Transvaal en in die landdrostdistrikte Bloemfontein en Sasolburg.

(2) Ondanks subklousule (1) is die Ooreenkoms van toepassing op vakleerlinge en kwekelinge slegs vir sover dit nie strydig is met die Wet op Mannekragopleiding, 1981, of met voorwaardes of kennisgewings wat daarkragtens voorgeskryf of bestel is nie.

(3) Vir die toepassing van hierdie Ooreenkoms word die weeklikse loonskaal van vakleerlinge wat kragtens die Wet op Mannekragopleiding, 1981, voorgeskryf is as die weekloon van sodanige werknemers geag en is die uurloon die weekloon soos hierbo bereken, gedeel deur die getal gewone ure wat daar in die betrokke bedryfsinrigting gewerk word.

2. KLOUSULE 18.—PENSIOENFONDS

Voeg die volgende subklousule (5) in:

"(5) Ondanks subklousule (4), waar 'n werknemer wat nie voorheen in die Nywerheid in diens was nie, as 'n Elkonop 1 of arbeider in diens geneem word, word hy vir die eerste 13 weke diens slegs deur die sterfgebystand-gedeelte van die Pensioenfonds gedek en daarna word hy 'n volle lid van die Pensioenfonds."

3. KLOUSULE 20.—BYDRAES

(1) Vervang subklousule (1) deur die volgende:

"(1) Die weeklikse bydraes van alle werknemers tot die Pensioenfonds van die Elektrotegniese Aannemingsnywerheid moet gebaseer word op die voorgeskryfde loon betaalbaar aan sodanige werknemers ingevolge die Hoof-ooreenkoms van die Raad, soos van tyd tot tyd gewysig, plus 20 persent daarvan, en moet bereken word teen 12,5 persent van die gemelde voorgeskryfde loon, plus 20 persent daarvan, bereken tot die volgende hoogste 10 sent."

(2) Skrap subklousule (2).

(3) Hernommer subklousule (3) om te lui subklousule (2).

(4) Voeg die volgende subklousule (3) in:

"(3) Ondanks die voorskrifte van enige ander klousule in hierdie Ooreenkoms of die Hoof-ooreenkoms van die Raad, moet die bydraes in subklousule (1) bedoel, gebaseer word op 'n werkweek van 42½ uur."

4. KLOUSULE 30.—BYDRAES

Vervang subklousule (1) deur die volgende:

"(1) (a) 'n Werkgewer moet die volgende bedrae weekliks aan Elmed betaal ten opsigte van ondergenoemde werknemers in hul onderskeie lidmaatskapskategorieë:

[Kolom (1)] Lidmaatskap kategorie	Totale bedrag in rand per week			
	Meester/elektrisiëns, elektrisiëns, ambagsmanne, Elkonops 3, Elkonops 2, drywers, finalejaar-vakleerlinge, vakleerlinge met afhanklikes en kwekelinge wat		Vakleerlinge wat nie in Kolom (2) ingesluit is nie	Vakleerlinge wat nie in Kolom (3) ingesluit is nie
	A-lede is [Kolom (2)]	B-lede is [Kolom (3)]		
M	44	38	22	19
M1	54	48	—	—
M2	60	55	—	—
M3	68	63	—	—
M4+	74	69	—	—

(b) The amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member, R294,00 for an M3 category member and R320,00 for an M4+ category member in respect of each month worked by each person who has been admitted as a member of ELMED in terms of clause 25 (1) (b) shall be paid by the Council to ELMED.

(c) Every employer referred to in clause 25 (1) (c) shall pay monthly to ELMED the amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member, R294,00 for an M3 category member and R320,00 for an M4+ category member in respect of each person who has been admitted to membership of ELMED in terms of clause 25 (1) (c).

(d) Every person who has been admitted to ELMED in terms of clause 25 (1) (d) shall pay monthly the amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member, R294,00 for an M3 category member and R320,00 for an M4+ member to ELMED.

(e) The Council may reduce the amounts referred to in paragraph (d) above, but such reduced rate shall be applicable only during the lifetime of the member who has been admitted in terms of clause 25 (1) (d)."

Signed at Johannesburg, as authorised for and on behalf of the parties to the Council, this 8th day of August 1990.

B. NICHOLSON,
Vice-Chairman.

L. M. BOWLES,
Member of the Council.

G. R. J. STRYDOM,
Assistant Secretary.

No. R. 897

26 April 1991

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, SOUTH AND WESTERN TRANSVAAL. — AMENDMENT TO SICK BENEFIT FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the 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 1991, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employee who are members of the said organisation or union.

E. VAN DER M. LOUW,
Minister of Manpower.

(ii) net een salarisverhoging aan sodanige beampte of werknemer toegeken word indien sy salaris reeds gelyk is aan die voorlaaste kerf van die skaal wat op hom van toepassing is.

(7) Indien 'n salarisverhoging nie ingevolge subregulasie (4) (b), (5) (b) of (6) aan 'n beampte of werknemer toegeken word nie, is die bepaling van subregulasies (2), (3), (4), (5) en (6) *mutatis mutandis* van toepassing.

(8) Behoudens die bepaling van hierdie Regulasies word die salaris van 'n beampte of werknemer aan wie 'n salarisverhoging ingevolge subregulasie (4) (b), (5) (b) of (6) toegeken is, by die verstryking van elke verdere salarisverhogingstydperk verhoog met een salarisverhoging binne die perke van die skaal wat op hom van toepassing is.

Amptelike diensure

53. (1) Behoudens die bepaling van regulasie 54, bepaal die prinsipaal van 'n kollege die amptelike diensure van beamptes en werknemers van die betrokke kollege en sien hy toe dat hulle dit nakom.

(2) Ondanks die bepaling van hierdie regulasie, kan die prinsipaal van 'n kollege van 'n beampte of werknemer van die betrokke kollege vereis om op enige dag van die week of enige tyd van die dag of nag amptelike diens te verrig of om by sy normale werkplek of elders aanwesig te wees vir sodanige diens.

(3) 'n Beampte of werknemer van 'n kollege is nie gedurende sy amptelike diensure en tydperke van oortyddiens sonder toestemming van die prinsipaal van die betrokke kollege, van sy kantoor of werkplek afwesig nie.

(4) Die prinsipaal van 'n kollege bepaal—

(a) die etenspouse, van minstens 'n halfuur, van 'n beampte of werknemer of enige kategorie beamptes of werknemers van daardie kollege: Met dien verstande dat 'n etenspouse wat binne die amptelike diensure val nie geag word amptelike diens tyd vir die voltooiing van 'n werkweek te wees nie; en

(b) die tye waartydens die publiek vir amptelike doeleindes toegang tot daardie kollege het.

(5) (a) Indien 'n beampte of werknemer gedurende die amptelike diensure van diens afwesig is as gevolg van verlof toegestaan ingevolge hierdie Regulasies of weens ander omstandighede wat vir die raad aanneemlik is, word hy, vir die doeleindes van die voltooiing van sy werkweek, geag amptelike diens te verrig het gedurende sodanige afwesigheid.

(b) Die amptelike diensure wat ten opsigte van 'n bepaalde dag vir 'n beampte of werknemer bepaal is en wat—

(i) op openbare vakansiedag val, in die geval van 'n beampte of werknemer wat gewoonlik nie op sodanige dag werk nie; of

(ii) op 'n ander dag val wat hy gewoonlik in plaas van sodanige openbare vakansiedag van diens vrygestel is, in die geval van 'n beampte of werknemer wat gewoonlik op 'n openbare vakansiedag werk, word geag amptelike diensure vir die doeleindes van die voltooiing van sy werkweek te wees.

Union once again rejects wage offer

Sowetan 26/4/91.
THE National Union of Metalworkers has rejected - in fresh talks - a wage offer by employers in the motor vehicle and tyre manufacturing industries.

In the motor vehicle industry increases ranged between 70c for unskilled workers to R1,35 an hour for skilled workers. Tyre industry employers had offered increases of 11 percent of the actual earnings, according to a union statement.

"During the weekend shop stewards from both sectors reiterated the rejection of these offers," the statement said.

Talks will resume next week in a bid to find a compromise settlement on wage and conditions of employment. - Sapa.

Miners bid for R700 basic pay

Cyrt Tink 29/4/91
Own Correspondent

JOHANNESBURG. — The National Union of Mineworkers is to press for minimum wages to be increased by between 43% and almost 75%.

The 1991 wage proposal, formulated at the union's annual congress over the past four days and to be presented to the Chamber of Mines, calls for a R700 monthly minimum for surface workers and R775 for underground miners.

The minimum wage on Anglo American gold mines is R490 and R534 respectively. Johannesburg Consolidated Investments wages are similar. However, certain groups maintain a steeper wage curve, with the minimum about R400.

Colliery wages are generally slightly lower than those on gold mines. The union is to try to reduce the wage difference between them.

The union's biannual report says it will ensure that the restructuring of the mining industry features prominently in this year's wage negotiations.

A survey has found white mineworkers earn about 20% more than the average paid to whites in manufacturing, but black mineworkers' wages are 20% lower than the manufacturing average.

General secretary Cyril Ramaphosa, re-elected along the rest of the top NUM office-bearers, told the congress NUM and the Chamber of Mines would jointly invite the government to a tri-party conference to address the crisis in the industry.

NUM wage position stands despite closure

BIDAY 4/4/91

THE closure of Genmin's Stilfontein gold mine would not affect the National Union of Mineworkers' (NUM's) position in the coming annual wage negotiations, union general secretary Marcel Golding said yesterday.

Golding said the NUM would continue to demand a national wage rate for each job category during negotiations with the Chamber of Mines. The first round of negotiations is scheduled for early May.

He said particular companies' capacities to meet the NUM demands had in the past been taken into account. However, the NUM's overall commitment to a national wage rates through centralised negotiations stood firm.

Genmin announced this week that it would close Stilfontein with the loss of 2 500 jobs.

Golding said the union's policy on a national rate for each job category could only be reviewed by its national congress which was due to meet at the end of the month.

NUM spokesman Jerry Majatladi said although the chamber last year agreed in principle that wage differentials should be phased out, little progress has been made on the issue.

The extent of the wage gap can be gauged from the 27% difference in minimum wage rates for bottom-grade underground workers on Anglo American and Gold Fields gold mines.

Majatladi said the NUM had a responsibility to ensure that members were paid "a decent wage," taking into account the difficulties and very real dangers of working conditions. The 1989 NUM congress put forward minimum wages for underground and surface workers of R600 and R547 respectively — wages that had yet to be realised, he said.

In the long-term the entire industry had to be restructured if black mineworkers were to get more favourable conditions, he said.

However, the priority remained the

upliftment of standards of living of black mineworkers.

Majatladi said the NUM was responding to practical situations and the reality of miners earning monthly minimum wages as little as R305 and R321 — paid at Lonrho and Goldfields mines respectively.

The declining gold price and the growing unprofitability of many mines is expected to help make the 1991 wage negotiations one of the most difficult yet.

Chamber president Clive Knobbs said wage demands received so far were well in excess of what the industry could pay. He said the time had come for officials' associations and trade unions to accept that job creation, and particularly the maintenance of existing complements, could not be reconciled with excessive wage demands.

Rejection

Two weeks ago Knobbs said the industry was in the grip of its worst financial crisis in 100 years.

Speaking at the Frankel Max Pollak Vinderine conference recently on future labour relations in the mining industry, NUM general secretary Cyril Ramaphosa said the crisis in the industry was not only economic — but also profoundly social.

The social crisis extended to all branches of the industry and encompassed workers' rejection of their poor wages and working conditions, their compound housing and "dead-end training".

If the mining industry was to have any future at all, the labour relations system on the mines would have to change fundamentally, Ramaphosa said.

The industry would only be able to stake a claim to being part of a new SA when it paid fair wages, provided decent housing and adequate training for its workers, improved health and safety standards, rooted out racial discrimination and allowed workers into decision-making processes.

VERA VON LIERES

Delta joins motor industry forum

DELTA Motor Corporation has agreed to join the national bargaining forum (NBF) in the car industry, a major breakthrough for the National Union of Metalworkers' central bargaining campaign. W/ mail 3/5-9/5/91

Delta has been the only major vehicle manufacturer to fight shy of the forum since its establishment in 1989, sparking a six-day wild-cat strike and a formal dispute last year. Eight other companies are members.

A Numsa statement said that in terms of a deal struck this week, Delta would join the forum with immediate effect, implement clauses of last year's NBF agreement on maternity leave, short time, sick leave and other issues, and join sub-committees of the NBF, notably those on job security and training.

In turn, the union had agreed to exempt the firm from the NBF clause on working hours until 1995, subject to annual review, and to regulate overtime work through a joint committee at the plant.

Numsa said the only outstanding demand related to the implementation of a 1989 industrial council agreement at Delta, involving back pay for the relevant period. Numsa members at the firm would decide whether to ballot for strike action on the issue.

"Transition to political democracy must be underpinned by an economic democracy where key players interact to restructure the industry on a nationally planned basis," said Numsa's Gavin Hartford. By joining the NBF, Delta had "greatly assisted" this.

FM 3/5/91

MINING INDUSTRY

355

TALKING ABOUT CRISIS

Miners and the mining houses are expected to get together with government in the near future for an urgent summit on the future of the beleaguered industry.

This was one of several resolutions adopted at the National Union of Mineworkers' (NUM) conference in Johannesburg last weekend. Another called for sanctions to be retained at this stage; and another rather oddly called for a debate about the incorporation of Lesotho into SA in the future.

However, discussion about restructuring the mining industry and preventing further retrenchments dominated a large proportion of debate. ANC deputy president Nelson Mandela in an address to the conference said the "crisis is of such proportions that a national response is required." He said further retrenchment would devastate the already impoverished rural areas, and that "foreign exchange earnings will be dramatically reduced."

Threatening crisis

The conference criticised the lack of beneficiation of minerals, and warned that entire mining towns and their regional economies were threatened by the crisis.

The NUM, which is calling for a 20% wage increase for miners, released figures based on Central Statistical Services data that claimed the average minimum wage for miners at grade one (starting level) is R532 a month.

The union said that, on average, white miners earn about five times more than blacks with the average wage for whites being R4 011 in gold mining compared to R805 for blacks. The wage differential in coal mining, according to the NUM, is R4 452 for whites and R887 for blacks. In the mining industry as a whole it is R4 226 for whites compared to R845 for blacks, which could be contrasted with manufacturing where blacks earn an average of R1 043 a month compared to R3 552 for their white co-workers. ■

Car workers reject wage offer

3 10 4 7 15 11
AUTOMOBILE employers tabled increased wage offers of between 80 cents an hour for unskilled workers and R1,35 an hour for skilled workers at the fourth round of national negotiations which ended in Port Elizabeth at the weekend.

The offer was rejected by the two unions involved in negotiations, the 220 000-member National Union of Metalworkers (Numsa) and the SA Iron, Steel and Allied Industries Union.

Numsa has demanded an increase of R2 an hour or 25% — whichever is the greater. In tyre talks, which run concurrently, the union is demanding the same R2 an hour increase and the retention of the R5,50 minimum.

Union spokesman Les Kettledas yesterday rejected the employers' offer as "well below" inflation.

Employers, at the second round of negotiations, warned pay rises this year would have to be substantially below the inflation rate while Numsa said this was unacceptable and non-negotiable.

Kettledas said wages would be an

355
important issue in deciding whether the parties would reach agreement or go into dispute at the next round of pay talks. However, he said substantial progress had been made on certain non-wage demands, including an agreement on principles and structures to deal with education and training.

The issue of job security would be dealt with in a separate meeting where senior Numsa representatives would further discuss job creation and restructuring in the industry.

The union is also demanding that employers set guidelines on the provision of child-care facilities and adopt a standpoint on workers' demands for an interim government and a constituent assembly.

Chairman of the employer caucus Dave Kirby could not be reached for comment yesterday.

The next round of talks is scheduled for the end of the month.

VERA VON LIERES

Minimum wage rise to hit motorists

STimes 12/5/91

By DON ROBERTSON

(Bus Times)
STEEP increases in the cost of car repairs are in the offing.

Motorists will have to pay more for not only workshop repairs and panel beating, but for insurance.

A letter from the SA Motor Body Repairers Association (Sambra) under the auspices of the Motor Industries Federation (MIF) lays down the new minimum rates for various grades of workers.

Some are as much as 83% higher. The increases do not affect workers in manufacturing plants.

The letter to short-term insurance companies, says although minimum labour rates in most categories have been lifted by more than 40%, a general increase in the "charge-out rate of labour of between 12% and 15% must be expected".

It is likely that insurance companies will take these increases into account when setting new premiums.

The minimum wage for a general worker will rise by 37% from R2,70 an hour to R3,70, drivers of vehicles of over 3 500kg by 83% from R2,84 to R5,20, a body shop assistant by 37,5% from R3,78 to R5,20 and an artisan by 30% from R7,88 to R10.

Wages for repair shop assistants, unindentured journeymen and clerical staff have also been increased.

John Hurdman, president of the SA Motor Industries Employers Association (SAMIEA), says that in most cases employers pay more than the minimum. The increase in minimum wages will not be as dramatic in the actual workplace.

Workers call for sweet boycott

South 16/5 - 22/5/91
THE Food and Allied Workers Union (Fawu) has called for the boycott of Cadbury products as a national strike at its factories enters its seventh week.

Wage negotiations between the union and management collapsed last month with no shift in Cadbury's offer of an 85 cents across the board increase and the union's demand of an increase of R1,50 an hour.

The workers' other demands include a 40-hour week, housing subsidies and March 21 (Sharpeville Day) as a public holiday.

Social workers in wage outcry

JOHANNESBURG.

Disgruntled social workers have launched a campaign for a living wage to address poor salaries and working conditions.

Concerned social workers, the Society of Social Workers and the South African Black Social Workers' Association said in a statement that, although social workers had to have university degrees, the starting salary was only R1 756 a month. There was also no overtime pay, no travel allowance and no automatic 13th cheque. Sapa

Employer walkout at Numsa talks

81 day 22/5/91
VERA VON LIERES

METAL and engineering industry employers walked out of the final scheduled round of annual wage negotiations yesterday after about 150 chanting National Union of Metalworkers (Numsa) members disrupted the talks. (355)

The employers walked out, claiming they had been insulted, when the Numsa members sang and danced inside the Germiston Civic Centre yesterday in protest against what Numsa said was slow progress in the talks.

Numsa said hundreds of other workers took part in widespread national action.

Numsa spokesman Les Kettledas told a news conference the Steel and Engineering Industries' Federation of SA (Seifsa) had failed to respond positively to union's demands from the start of negotiations.

Employers' wage offer constituted "an insistence that workers take wage cuts", he said. In addition, the employers' stand that their last offer of between 9% and 12,6% on minimum rates was "final", was an attempt to "stifle" negotiations.

Seifsa executive director Brian Angus said in a statement yesterday that demonstrators had branded employers as liars and thieves. Employers had proposed a special meeting of the Industrial Council executive committee to discuss ways to continue negotiations. Talks had not deadlocked, he said.

(355)

Wage talks disrupted, end in chaos

By Shareen Singh

Metal industry wage talks ended in chaos yesterday after 150 chanting workers disrupted the final round of wage negotiations at a venue in Germiston, employer representatives said.

The Steel and Engineering Industries Federation (Seifsa) said shortly after the start of negotiations that a group of workers from the National Union of Metalworkers (Numsa) entered the venue and started demonstrating.

The meeting was abandoned when negotiations became impossible. *See 22/5/91*

At a press conference yesterday, Numsa criticised Seifsa's walkout.

In a separate statement, Seifsa executive director Brian Angus stressed that negotiations had not deadlocked and none of the parties was in dispute.

Refused

Workers throughout the country held work stoppages yesterday as a demonstration against Seifsa's final offer of increases ranging between 9 and 11 percent.

Numsa had laid down minimum conditions before discussions on restructuring started, namely the establishment of a restructuring subcommittee of senior union officials and industrialists; a moratorium on retrenchments; and shop steward training and basic worker rights.

Seifsa had refused to budge on these issues except the setting up of a subcommittee, Numsa said.

The union would be prepared to reconsider its wage demand of between 21 and 47,8 percent if Seifsa agreed to its demands on restructuring.

Seifsa wage talks facing deadlock

SI Times (Bus Times)

355

26/5/91

By DON ROBERTSON

WAGE negotiations between the Steel and Engineering Industries Federation of SA (Seifsa) and its 360 000 workers are heading for deadlock.

Their discussions have been under way for two months.

At what was to have been the fifth and final scheduled meeting on Tuesday, about 150 members of the National Union of Metalworkers of SA (Numsa) demonstrated against the employer body.

The meeting had to be abandoned.

Numsa is the largest of the 12 unions in the negotiations.

At a second meeting on Thursday, Seifsa proposed mediation in an attempt to allow negotiations to continue. The suggestion was rejected by Numsa and the Metal and Electrical Workers Union of SA (Mewusa).

But the Council for Metal and Building Unions (CMBU) agreed to mediation.

Seifsa will attend another meeting on Wednesday, but warned that it will withdraw if demonstrations are repeated.

At meetings which began on March 15, Seifsa increased its wage offer from between 7% to 10.5% to a final 9% to 12.6%. It agreed to 10 of the

unions' 30 demands on working conditions.

The unions toned down their original demands ranging from 16% to 167% to increases of between 20% and 48%.

Seifsa executive director Brian Angus says he is concerned about the poor progress in negotiations and the lack of moderation shown by the unions.

"I cannot say at this stage whether the matter can be resolved without dispute or some kind of industrial action."

The agreement ends on June 30.

The negotiations are taking place in an industry suffering about 2 100 retrenchments a month.

Mr Angus says employers are hard-pressed to cope with the rising cost of labour and low productivity. SA products are becoming increasingly uncompetitive on international markets.

Numsa spokesman Veli Mjiyako says the talks have not been officially declared to be in deadlock. But the union believes employers are "digging in".

Slim prospect of wages pact today

8/04 27/5/91
CENTRAL wage talks in the motor industry, covering about 35 000 workers, are set to continue today.

Prospects for an early settlement in the talks, due to end today in terms of a timetable agreed to by employers and unions, seem slim.

National Union of Metalworkers of SA (Numsa) spokesman Les Kettledas said recently a settlement would depend largely on the extent to which the parties could reduce differences on wages and other non-wage demands, including child-care.

Employers, at the second round of negotiations, warned of below-inflation pay increases.

Unacceptable

Numsa told employers below-inflation increases were unacceptable, and would not be considered.

The union said it was interested in negotiating an improvement to members' standards of living, not a deterioration.

Employers tabled increased offers of between 8% and 12% at the fourth round of national pay talks earlier this month, Automobile Manufacturers Employers Association chairman Dave Kirby confirmed at the weekend.

The offer was rejected by Numsa and the SA Iron, Steel and Allied Industries

Union.

Numsa has demanded an increase of R2 an hour or 25%, whichever is the greater.

Kettledas, at a news conference last week, said the union was expected to take wage cuts and retrenchments back to its members in the engineering, tyre and auto-assembly sectors.

Kirby told a wage restraint seminar last week employment in the motor industry had dropped from over 50 000 in 1983 to just over 30 000 at present.

The number of passenger cars sold had dropped from over 300 000 to about 200 000 last year.

He said the main debate in the annual wage talks this year was on the question of balancing rising wages and the demand for job security.

The motor industry had "unwillingly established a leadership role in the wage inflation push effect", Kirby said. Minimum hourly wage rates ranged from R6,60 to over R8.

Employers and unions were also debating the future of the industry.

Numsa had put forward a number of proposals on restructuring and training, while employers were focusing on productivity proposals, he said.

355

APR 04 1991

VERA VON LIERES

Cleaners' pay researched

B10 a1
28/5/91

VERA VON LIERES

355

OFFICE cleaners earn an average of R169 a week, a survey by the Cape-based Labour Research Service (LRS) has found.

The survey found that while cleaners won wage increases well above inflation during November 1989 and December 1990, average weekly wages were still below R175 a week.

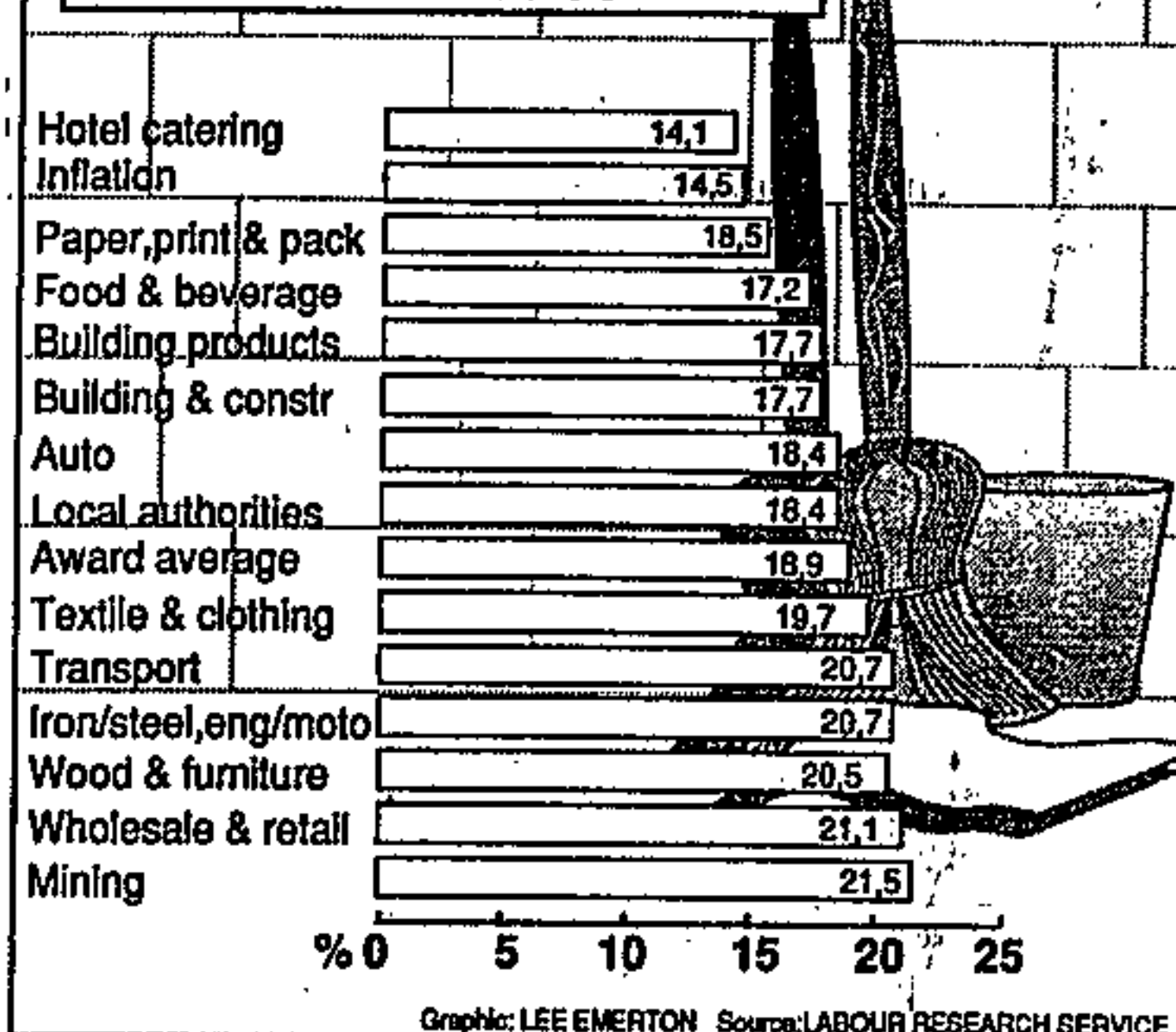
It said office cleaners earned an average weekly wage of R169 compared with R174 for so-called "heavy" cleaners involved in the building industry. This was lower than the average R179 a week earned by labourers.

Cleaners in the mining industry won the highest increases (21,6%), while the hotel and catering industry was the only sector which did not give inflation-beating increases. Office cleaners got 18,9% more.

The car industry remained the highest paying sector, with office cleaners earning an average weekly wage of R278 or R1 112 a month.

The lowest-paid cleaners, earning R112 a week, were in the building and construction industry.

Office-cleaners' increases Annual % Increase by Industry Nov 89-Dec 90



UWC strike 'has been suspended'

FEROZA MILLER

Tygerberg Bureau

Argus 1/6/91

THE strike by about 500 non-academic staff at the University of the Western Cape has been suspended and negotiations will take place in the next few days, a university spokesman said.

The week-long strike started when the UWC United Workers Union demanded a 28 percent increase or a minimum increase of R370 a month.

Management's final offer was a 10 percent increase or R180 more a month.

Students caused chaos on campus when they looted the central dining hall after canteen facilities were suspended.

After a meeting between management and the union, rector Professor Jakes Gerwel told journalists that UWC was committed to paying its workers "a living wage", but it was not a profit-making institution.

"We are paying better minimum wages than other institutions, but we have a limited amount of money available."

Professor Gerwel said the looting was a poor reflection on the institution.

He said the university had to budget for a R2.5 million deficit and that universities were "badly funded" by the government.

"Since 1989 the State has disregarded the growth factor, the fact that UWC was growing not only in numbers but in a social sense.

"Bad funding and attending to resources are an increasing problem."

He said the minimum wage paid to workers at UWC was R1 236 a month.

Last year non-academic staff were given a 17 percent increase.

Professor Gerwel said the union had not "explored all avenues" to try to resolve the dispute, but management was committed to finding a solution.

Yesterday students held a mass meeting to discuss the "crisis situation".

● Examination dates at the university will not be changed despite the strike, the university senate executive committee has decided.

Students should continue to prepare for examinations to the original schedule, the university said.

Because of the strike, 7 000 students demanded a postponement "due to the effect of the strike" on them.

New salary survey devised

812m 3/6/91 THEO RAWANA 355 (102)

A SALARY survey, which will solicit information from employees rather than employers, has been jointly developed by two Johannesburg firms.

Douglas Parker and Associates, working with Chandler Appointments, says the survey guarantees an accurate reflection of current middle-management incomes.

Research expert Doug Parker says that by surveying employers only, there is a risk that results are too generalised and might not be shared with staff.

The initial survey will be conducted among middle management within the retail industry and the report made available to all who take part.

"This will show them precisely how they are being rewarded relative to their peers in terms of age, experience, qualifications and the like."

Middle management has been deliberately selected for the survey as this category of employee is seen to be short of bargaining power.

Motor industry pays most

By SHARON SOROUR
Labour Reporter

CLEANERS in the motor industry are the only workers in the sector to earn a "living wage", according to a Labour Research Service survey.

Light cleaners in this industry earned an average wage of R278 a week or R1 200 a month.

This was well above the average cleaners' wage of R169 a week.

"It is also the only industry that pays more than the Labour Research Service's (LRS) housing-based living wage estimate of R260 a week or R1 140 a month," said LRS spokesman Ms Vivienne Geard.

Cleaners in the local authorities and mining sectors were among the lowest paid, earning wages of R120 and R115 a week respectively.

"The lowest-paid cleaners are in the building and construction industry where they earn R112 a week, on average," she said.

Paper, print and pack industry workers earned the second highest wages at R218 a week followed by those in the iron, steel and engineering industries at R202 a week.

The Cleaning Trade Wage Order — which was a wage instrument written by employers but approved and gazetted by Minister of Manpower Mr Eli Louw — covered only workers who were employed by the cleaning companies.

Over 400 Mwasa members strike

Sowetan 4/6/91

103

355

MORE than 400 members of the Media Workers Association of South Africa in Pietersburg went on strike yesterday demanding housing.

The workers, employed by the Chinese-owned Sakkor Manufacturing, have been staying in shacks and makeshift housing on the company premises for several years.

The Pietersburg Town Council has given them

By MATHATHA
TSEDU

until Friday to vacate the premises, a union official, Mr Albert Makgoba, said.

Housing

Makgoba said management had refused to look into alternative housing for the workers, some of whom start work at midnight in the 24-hour operation of the company.

All senior company

officials were said to be consulting lawyers yesterday but ultimatums were issued to strikers to either return to work or be fired.

The workers are demanding communal housing in Seshego, transport to and from work and stop order facilities for union subscriptions. Makgoba said some of the workers earned R192 a month.

The workers are demanding that the minimum wage be raised to R700, if the company refuses to provide housing.

There have been fears among whites in Pietersburg that the settlement of the workers on the premises could be the beginning of a squatting problem.

Conservative Party councillor, Mr Koos Kemp, last week threatened "a repeat of Ventersdorp" if they were not removed by last Friday.

Waltons strike ends

■ The Waltons strike, involving more than 600 workers at 38 Transvaal
W/Mail 7/6-13/6/91

branches of the stationery outlet last month, has been settled through mediation. W/Mail 7/6-13/6/91

In terms of the settlement, workers will receive a monthly minimum wage of R1 055. Management had initially offered R1 030 and the union had initially asked for R1 070.

LABOUR

W/Mail
7/6-13/6/91
Metal unions join forces in Seifsa dispute

By DREW FORREST
NACTU'S Metal and Electrical Workers' Union (Mewusa) has joined Cosatu's National Union of Metalworkers in declaring a formal dispute in metal industrial council talks covering 380 000 workers.

This is the third year on the trot that the two unions have jointly been in dispute with the Steel and Engineering Industries Federation (Seifsa).

At the final round of scheduled talks last week, Numsa and another small Nactu union, Sgawusa, dropped their pay demands to an across-the-board rise of R1,50 an hour. Mewusa's

opening proposal of R2,50 remained unchanged.

It was the Cosatu union's first move on wages since tabling R2 or 25 percent, whichever is larger, at the start of negotiations. Its R1,50 proposal still amounts to 36 percent at the bottom — employers held fast to their earlier final offer of between nine and 12,6 percent.

Seifsa said that while it was still willing to consider further adjustments "of a minor nature in certain categories", union demands were still well beyond what the industry could afford.

Seifsa spokesman Hendrik van der Heever said retrenchments reported to

the council were rising, reaching 2 363 in March and 2 507 in April. The actual figure was likely to be higher, he said.

Giving background to the dispute, Numsa complained that employers' current offer, amounting to a cut in real wages, showed they were aiming to restructure through low wages and low employment.

Numsa's proposals, embracing training and education, revised grading structures and job creation schemes, envisaged a high-wage, efficient industry supplying goods and services and able to compete internationally.

Top executives' packages linked to performance

355

JONATHON REES

189-30

LOCAL CEs earned nothing like their British and US counterparts but there was a growing trend to link remuneration to performance, executive search consultant Peter Woodburn said yesterday.

He said only a few SA CEs earned up to R1m a year, lagging far behind the US where, for example, the Disney CE earned up to \$40m annually.

Woodburn, MD of Woodburn Mann executive search consultants, said there was a strong move in SA towards paying top executives good, or even adequate, base salaries as part of remuneration packages that included meaningful incentives.

"Knowing you can double your income through performance bonuses or a percentage of profits gives you ample incentive to stretch yourself to grow your profits," Woodburn said.

He said top executives would, however, come under increasing pressure to take their medicine along with lower echelon employees when profits showed a considerable decline and companies had to tighten their belts. *812m 7/6/91*

Woodburn Mann director Peter MacIldowie said some local CEs earned annual cash packages of between R750 000 and R1,2m, excluding dividends reaped from their share packages.

Entrepreneurs like Pick 'n Pay's Raymond Ackerman and Liberty Life chairman Donny Gordon had an annual dividend income, in addition to their salaries, well in excess of R10m, MacIldowie said.

Employers, unions meet over pay row

Sowetan 7/6/91 *355* *151 152*
STALLED pay talks in the steel and engineering industry enter the "cooling-off phase" next Tuesday when unions and employers meet over ways to ease the deadlock.

The largest union in the sector, the National Union of Metalworkers of South Africa, last Wednesday gave notice that it would declare a dispute.

Spokesman

Mr Hendrik van der Heever, spokesman for the Steel and Engineering Industries Federation of South Africa, confirmed yesterday the full executive of the sector's national industrial council would meet in Johannesburg on June 11.

Numsa, representing some 113 000 workers in the sector and the Metal and Electrical Workers Union of South Africa, with nearly 34 700 members, had

given Seifsa written notice of dispute.

Verbal notice had been given by the 10 000-strong Confederation of Metal and Building Unions, as well as the Steel, Engineering and Allied Workers Union, representing about 1 880 workers.

Written notification of dispute had to be given within 14 days of a dispute being declared, said Van der Heever.

At the May 29 meeting, Numsa and Mewusa dropped their demand for a R2 hourly increase by 50c. Numsa demands a 20 percent rise.

Dropped demands

The CMBU unions dropped their demands from 18 to 12 percent.

Seifsa's final offer on hourly rates ranged between nine percent (86c) for artisans, to 12,6 percent (48c) for lower skilled workers. - Sapa.

Low offer for gold miners

By DREW FORREST

THE Chamber of Mines offered a four percent wage rise for 400 000 black gold miners in the opening round of annual pay talks with the National Union of Mineworkers this week.

Chamber spokesman Peter Bunkell would only say that further talks were due today, but the offer of four percent on the goldmines, and a range of increases of less than 10 percent on the coalmines, was confirmed by an unimpeachable source.

The NUM has demanded rises of not less than 20 percent and the narrowing of wage gaps in gold, but has shifted its focus to non-wage issues and industry restructuring in response to the sector's crisis. In coal, which it says is faring much better, it has demanded an average 55 percent rise.

In further evidence of the woes of South African mining, De Beers last week offered a 3,5 percent increase at the bottom in the second round of talks with the NUM.

The union is currently demanding 24 percent across the board for the 8 000 workers employed at De Beers' five diamond mines.

Mediation for metal industry

610ay 12/6/91
DEADLOCKED Metal Industrial Council talks, covering more than 270 000 workers, were referred to mediation by mutual agreement between employers and trade unions at an industrial council dispute meeting in Johannesburg yesterday.

Steel and Engineering Industries Federation of SA (Seifsa) executive director Brian Angus said in a statement the mediation meeting would be held on June 18 under the auspices of the Independent Mediation Service of SA (Imssa).

He said trade unions party to the talks had been informed that employer associations represented by Seifsa had formally declared a dispute after the unions failed to accept employers' final offer.

"The declaration of a dispute on the part of employers will enable them to consider the possibility of lockout action should the dispute not be resolved," Angus said.

He said the parties discussed various options open to them in terms of the dispute resolution procedures and mutually agreed to mediation.

On the possibility of a lockout, National Union of Metalworkers of SA (Numsa)

VERA VON LIERES
spokesman Alistair Smith said the fact that employers had declared a formal dispute "was indicative that they were planning lockout action and had considered it as a likely event".

Numsa, representing almost 113 000 workers, is one of several unions to have declared a formal dispute in the pay talks.

At the final round of scheduled pay talks last month, Numsa and Nactu's Steel, Engineering and Allied Union of SA (Seawusa) dropped their wage demands to an across-the-board wage increase of R1.50 an hour. This was Numsa's first shift on wages since tabling its opening demand of R2 or 25% — whichever was greater.

However, Smith said yesterday employers' failure to consider the unions' revised proposals on wages and other non-wage demands at pay talks last month meant that Numsa had now reverted to its original demand.

Seifsa's final offer ranges between 9% (86c an hour) and 12,6% (48c an hour) for artisans and lower skilled workers respectively.

NUM and Ergo shake hands on ground-breaking pay settlement

ANGLO American's Ergo and the National Union of Mineworkers (NUM) have reached an unprecedented profit- and performance-based wage settlement which is likely to form the basis of this year's gold mining agreement between the NUM and the Chamber of Mines.

The agreement, signed on Monday and released to Business Day yesterday, provides for a moderate 5% across-the-board wage increase for NUM members at Ergo. However, it tops that up with bonuses of as much as 19% depending on company profit and performance.

An Ergo spokesman describes the agreement as "a quantitative leap forward" in

SA labour relations. It is understood that the initiative for the deal has come from the NUM. Until now Cosatu affiliates have rejected productivity bargaining. It is also believed that NUM is preparing to make a similar proposal to the Chamber of Mines where annual wage talks are in progress.

Such a proposal will require subsidiary deals at each production unit to determine the criteria for profit and performance bonuses, and will cut across standing NUM wage policy which supports movement towards an equal rate for the job on all mines.

NUM general secretary Cyril Rama-

phosa confirmed this yesterday. "Because of the gold mines' difficulties we have had to put aspects of wage policy in abeyance, including movement towards a uniform wage structure on the gold mines," he said.

The agreement states that the objective of the bonus scheme is to minimise in- creases in long-term fixed costs, to moti- vate employees to improve their perform- ance and to use possible improved performance and an improved gold price "to pay a bonus to offset (the) below CPI wage increase".

The bonus scheme is divided into two

parts and amounts are payable each half year. The first "tier" applies at Ergo divi- sion only. It provides for a bonus payment equivalent to 4% of each man's wages over six months once the division has made a R2m half-year operating profit.

The second tier is performance-based. It is calculated according to a complex for- mula which depends on a combination of such factors as head grade, tonnages, re- covery, gold produced, gold revenue, acid revenue and costs.

A target figure has been set for each fac- tor. If performance reaches 100% of the target, employees become entitled to a

5.5% bonus. This can increase to 15% once performance reaches 120% of the target.

A key part of the agreement is an under- taking by the company to provide relevant financial information to the union to en- able it to monitor the bonus scheme. The company will also "obtain from its exter- nal auditors, Aiken & Peat, a certificate verifying additional profits calculated in terms of the detailed rules of the scheme. The

In addition Ergo agreed to provide the union with information on career path and skills training for employees. It also agreed in principle to extend its education

assistance scheme.

LABOUR BRIEFS

Industry-level mediation for giant metal industries

■ Employers and unions are to resort to the unprecedented step of industry-level mediation in a bid to break the wage logjam in the giant metal industries.

This was agreed at an industrial council dispute meeting this week. All unions have now joined the National Union of Metalworkers in moving into formal dispute with Seifsa. There is some surprise that the Confederation of Metal and Building Unions, the main representative of white labour, has declared a dispute. The CMBU, which

dropped its demand from 18 to 12 percent at the last round of talks, seemed set to settle. (355)

At this week's meeting, Seifsa also declared a dispute, a first step towards an industry lockout.

Last year employers staged a lock-out ballot for the first time. This was successful, but settlement was reached without industrial action.

year, says the South African Clothing and Textile Workers' Union.

No. R. 1368

14 June 1991

355 LABOUR RELATIONS ACT, 1956**TEAROOM, RESTAURANT AND CATERING TRADE, PRETORIA: AMENDMENT OF MAIN AGREEMENT**

I, Eli van der Merwe Louw, 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 28 February 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; 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), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 28 February 1992, 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.

E. VAN DER MERWE LOUW,
Minister of Manpower.

SCHEDULE**INDUSTRIAL COUNCIL FOR THE TEAROOM, RESTAURANT AND CATERING TRADE, PRETORIA****AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Pretoria and Districts Caterers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and

The Pretoria Liquor and Catering Trades Employees' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Tearoom, Restaurant and Catering Trade, Pretoria,

to amend the Agreement published under Government Notice No. R. 1719 of 24 September 1976, as amended and renewed by Government Notices Nos. R. 944 and R. 945 of 1 May 1981, R. 886 of 7 May 1982, R. 2357 and R. 2358 of 5 November 1982, R. 401 and R. 402 of 2 March 1984, R. 536 and R. 537 of 27 March 1986, R. 376 of 27 February 1987, R. 582 of 20 March 1987, R. 1848 of 28 August 1987, R. 563 of 25 March 1988, R. 107, and R. 108 of 27 January 1989 and R. 533 of 22 March 1991.

No. R. 1368

14 June 1991

WET OP ARBEIDSVERHOUDINGE, 1956**TEEKAMER-, RESTAURANT- EN VERVERSINGSBEDRYF, PRETORIA: WYSIGING VAN HOOFOOREENKOMS**

Ek, Eli van der Merwe Louw, 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 28 Februarie 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 28 Februarie 1992 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.

E. VAN DER MERWE LOUW,
Minister van Mannekrag.

BYLAE**NYWERHEIDSRAAD VIR DIE TEEKAMER-, RESTAURANT- EN VERVERSINGSBEDRYF, PRETORIA****OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Pretoria and Districts Caterers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en

The Pretoria Liquor and Catering Trades Employees' Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Teekamer-, Restaurant- en Verversingsbedryf, Pretoria,

om die Ooreenkoms, gepubliseer by Goewermentskennisgewing No. R. 1719 van 24 September 1976, soos gewysig en hernieu deur Goewermentskennisgewings Nos. R. 944 en R. 945 van 1 Mei 1981, R. 886 van 7 Mei 1982, R. 2357 en R. 2358 van 5 November 1982, R. 401 en R. 402 van 2 Maart 1984, R. 536 en R. 537 van 27 Maart 1986, R. 376 van 27 Februarie 1987, R. 582 van 20 Maart 1987, R. 1848 van 28 Augustus 1987, R. 563 van 25 Maart 1988 en R. 107 en R. 108 van 27 Januarie 1989 en R. 533 van 22 Maart 1991, te wysig.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Tea-room, Restaurant and Catering Trade—

(1) by all employers and employees who are members of the employers' organisation and the trade union respectively;

(2) in the Magisterial District of Pretoria; in those portions of the Magisterial District of Kempton Park which were transferred from the Magisterial District of Pretoria in terms of Government Notices Nos. 551 of 29 March 1956 and 1618 of 2 October 1970; in that portion of the Magisterial District of Cullinan which was transferred from the Magisterial District of Pretoria in terms of Government Notice No. 970 of 30 May 1968; in that portion of the Magisterial District of Brits which, prior to 1 June 1972 (Government Notice No. 872 of 26 May 1972), fell within the Magisterial District of Pretoria and in that portion of the Magisterial District of Randburg which, prior to 1 January 1975 (Government Notice No. 2152 of 22 November 1974), fell within the Magisterial District of Pretoria, and the Magisterial District of Wonderboom.

2. CLAUSE 4: REMUNERATION

Substitute the following for clause 4:

"4. REMUNERATION

(1) The minimum wage which shall be paid by an employer to each member of the undermentioned classes of his employees shall be as follows:

With effect from 1 March 1991 to 28 February 1992

(A) Class of employee	Full-time employees		Casual and Special functions employees	
			Per hour	
	Per week	Per month	Ordinary time	Over-time
	R	R	cent	cent
Barman:				
Qualified	128,87	559	349	523
Unqualified:				
During the first year of experience	80,53	349	218	328
During the second year of experience	96,64	420	263	394
During third year of experience	112,74	488	305	458
Cashier:				
Qualified	96,65	420	263	394
Unqualified	80,51	349	218	328
Clerical employee:				
Qualified	112,74	488	305	458
Unqualified	96,65	420	263	394
Counterhand:				
Qualified	96,65	420	263	394
Unqualified	80,53	349	218	328
Counterhand/Waiter	96,65	420	263	394
Cook:				
First grade	104,70	454	283	427
Second grade:				
Qualified	96,65	420	263	394

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Teekamer-, Restaurant- en Verversingsbedryf nagekom word—

(1) deur alle werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasie en die vakvereniging is;

(2) in die landdrostdistrik Pretoria; in daardie gedeeltes van die landdrostdistrik Kempton Park wat ingevolge Goewermentskennisgewings Nos. 551 van 29 Maart 1956 en 1618 van 2 Oktober 1970 vanaf die landdrostdistrik Pretoria oorgeplaas is; in daardie gedeelte van die landdrostdistrik Cullinan wat ingevolge Goewermentskennisgewing No. 970 van 30 Mei 1968 van die landdrostdistrik Pretoria oorgeplaas is; in daardie gedeelte van die landdrostdistrik Brits wat voor 1 Junie 1972 (Goewermentskennisgewing No. 872 van 26 Mei 1972) binne die landdrostdistrik Pretoria geval het en in daardie gedeelte van die landdrostdistrik Randburg wat voor 1 Januarie 1975 (Goewermentskennisgewing No. 2152 van 22 November 1974) binne die landdrostdistrik Pretoria geval het, en die landdrostdistrik Wonderboom.

2. KLOUSULE 4: BESOLDIGING

Vervang klousule 4 deur die volgende:

"4. BESOLDIGING

Die minimum loon wat 'n werkgewer aan elke lid van ondergenoemde klasse werknemers moet betaal, is soos volg:

Met ingang van 1 Maart 1991 tot 28 Februarie 1992

(A) Klas werknemer	Voltydse werknemers		Los werknemers en werknemers vier spesiale funksies	
			Per uur	
	Per week	Per maand	Gewone tyd	Oortyd-werk
	R	R	sent	sent
Kroegman:				
Gekwalifiseerd	128,87	559	349	523
Ongekwalfiseerd:				
Gedurende eerste jaar ondervinding	80,53	349	218	328
Gedurende tweede jaar ondervinding	96,64	420	263	394
Gedurende derde jaar ondervinding	112,74	488	305	458
Kassier:				
Gekwalifiseerd	96,65	420	263	394
Ongekwalfiseerd	80,51	349	218	328
Klerk:				
Gekwalifiseerd	112,74	488	305	458
Ongekwalfiseerd	96,65	420	263	394
Toonbankbediener:				
Gekwalifiseerd	96,65	420	263	394
Ongekwalfiseerd	80,53	349	218	328
Toonbank-/Tafelbediener	96,65	420	263	394
Kok:				
Graad I	104,70	454	283	427
Graad II:				
Gekwalifiseerd	96,65	420	263	394

353

(A) Class of employee	Full-time employees		Casual and Special functions employees	
			Per hour	
	Per week	Per month	Ordinary time	Over-time
	R	R	cent	cent
Unqualified:				
During first 12 months' experience	80,53	349	218	328
Grill-hand:				
Qualified	80,53	349	218	328
Unqualified.....	72,49	315	197	297
Kitchen-hand	68,44	297	185	278
Night-watchman	96,65	420	263	394
Labourer:				
During first six months' service with one employer	60,39	263	164	246
After six months' service with one employer	66,44	289	178	270
Manager	221,46	960	601	900
Motor vehicle driver:				
Driver of a motor vehicle, the unladen mass of which, together with the unladen mass of a trailer or trailers drawn by such vehicle—				
(i) does not exceed 450 kg.	80,53	349	218	328
(ii) exceeds 450 kg but does not exceed 2 700 kg.....	96,65	420	263	394
(iii) exceeds 2 700 kg.....	112,74	488	255	458
Supervisor	181,23	785	491	736
Vendor.....	96,65	420	263	394
Waiter:				
Qualified	80,53	349	218	328
Unqualified.....	72,49	315	197	297
Wine steward:				
Qualified	96,65	420	263	394
Unqualified.....	80,53	349	218	328

(B) Class of employees	Part-time employees	
	Per week	Per month
	R	R
Part-time counterhand.....	72,49	315
Part-time waiter	60,82	264
Theatre part-time counterhand.....	62,41	270
Theatre part-time waiter	60,82	264
Theatre part-time vendor	87,67	315."

(A) Klas werknemer	Voltydse werknemers		Los werknemers en werknemers vier spesiale funksies	
			Per uur	
	Per week	Per maand	Gewone tyd	Oortyd-werk
	R	R	sent	sent
Ongekwaliifiseerd:				
Gedurende eerste 12 maande ondervinding	80,53	349	218	328
Roosterbediener:				
Gekwaliifiseerd	80,53	349	218	328
Ongekwaliifiseerd.....	72,49	315	197	297
Kombuiswerker	68,44	297	185	278
Nagwag.....	96,65	420	263	394
Arbeider:				
Gedurende eerste ses maande diens by een werkgever.....	60,39	263	164	246
Na ses maande diens by een werkgever.....	66,44	289	178	270
Bestuurder.....	221,46	960	601	900
Motorvoertuigdrywer:				
Drywer van 'n motorvoertuig waarvan die onbelaste massa, tesame met die onbelaste massa van 'n sleepwa of sleepwaens wat deur sodanige voertuig getrek word—				
(i) hoogstens 450 kg	80,53	349	218	328
(ii) meer as 450 kg maar hoogstens 2 700 kg	96,65	420	263	394
(iii) meer as 2 700 kg	112,74	488	255	458
Toesighouer	181,23	785	491	736
Verkoper.....	96,65	420	263	394
Tafelbediende:				
Gekwaliifiseerd	80,53	349	218	328
Ongekwaliifiseerd.....	72,49	315	197	297
Wynkelder:				
Gekwaliifiseerd	96,65	420	263	394
Ongekwaliifiseerd.....	80,53	349	218	328

(B) Klas werknemer	Deeltydse werknemers	
	Per week	Per maand
	R	R
Deeltydse toonbankbediener	72,49	315
Deeltydse tafelbediende.....	60,82	264
Deeltydse teatertoonbankbediener	62,41	270
Deeltydse teatertafelbediende	60,82	264
Deeltydse teaterverkoper	87,67	315."

3. CLAUSE 17: EXPENSES OF THE COUNCIL

Delete the first three paragraphs and substitute with the following two new paragraphs:

"For the purposes of meeting the expenses of the Council, every employer shall deduct from the earnings of each of his employees the sum of 75 cents per month.

To the amounts so deducted, the employer shall, in respect of each employee, add the sum of 75 cents per month."

Signed at Pretoria, on behalf of the parties, this 15th day of January 1991.

J. IOANNOU,

Chairman of the Council.

T. HONDROU,

Vice-Chairman of the Council.

L. P. VAN BRED A,

Secretary of the Council.

3. KLOUSULE 17: UITGAWES VAN DIE RAAD

Skraap die eerste drie paragrawe en voeg die volgende twee nuwe paragrawe in:

"Ten einde die uitgawes van die Raad te bestry, moet elke werkgewer van die verdienste van elkeen van sy werknemers 'n bedrag van 75 sent per maand aftrek.

By die bedrae aldus afgetrek, moet die werkgewer ten opsigte van elke werknemer die bedrag van 75 per sent per maand voeg."

Namens die partye op hede die 15de dag van Januarie 1991 te Pretoria onderteken.

J. IOANNOU,

Voorsitter van die Raad.

T. HONDROU,

Ondervoorsitter van die Raad.

L. P. VAN BRED A,

Sekretaris van die Raad.

No. R. 1369

14 June 1991

LABOUR RELATIONS ACT, 1956**BUILDING INDUSTRY, WESTERN PROVINCE:
AMENDMENT OF AGREEMENT FOR THE BOLAND**

I, Eli van der Merwe Louw, 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 date of publication of this notice and for the period ending 31 October 1991, 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 second Monday after the date of publication of this notice and for the period ending 31 October 1991, 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.

E. VAN DER M. LOUW,

Minister of Manpower.

No. R. 1369

14 Junie 1991

WET OP ARBEIDSVERHOUDINGE, 1956**BOUNYWERHEID, WESTELIKE PROVINSIE:
WYSIGING VAN OOREENKOMS VIR DIE BOLAND**

Ek, Eli van der Merwe Louw, 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 datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1991 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 tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1991 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.

E. VAN DER M. LOUW,

Minister van Mannekrag.

Numsa declares dispute in motor industry talks

CAPE TOWN — Motor industry pay talks deadlocked yesterday, with the National Union of Metalworkers of SA declaring a dispute on behalf of its 100 000 members in the sector.

Numsa negotiator Les Kettledas said employers indicated they were prepared to discuss minimum prescribed wages without tabling any adjustments.

"This means nothing. Their proposal amounts to a wage freeze. All three unions in the negotiations are unanimous in rejecting the employers' position."

SA Motor Industry Employers' Association chief secretary Vic Fourie said employers were disheartened at Numsa's disclosure that it had entered talks with a mandate for a

dispute.

The union had refused to accept their suggestion that wage talks be deferred until September, when conditions in the financially embattled industry might have improved, he added.

New wage rates varying between 30 and 40% on the lowest grades had been set for December 1 last year. While these were not yet gazetted, the employers' association had done everything in its power to persuade its members to introduce the new rates, he said.

Explaining Numsa's stance, Kettledas said: "Wages are still very low, despite the December 1 increases. Workers still do not earn a living wage."

The basic weekly rate for a petrol pump attendant

was currently R112,50, despite a 25% increase last year, he said.

Numsa demanded a R2 across-the-board increase on the hourly rate, or 25%, whichever was the higher.

Numsa argued that its members needed at least a 20% increase to keep up with cost-of-living increases, plus 5% to accommodate VAT once it was introduced in September, Kettledas said.

Employers, he claimed, had refused to consider union proposals that survival strategies be discussed for the future of the motor industry.

The union had also tabled other non-wage demands.

An industrial council dispute meeting would be held in Port Elizabeth on July 18 and 19. — Sapa.

NUM proposes Ergo wage deal as model

Own Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) will use its ground-breaking wage deal with Anglo American's Ergo as a model in its negotiations with the Chamber of Mines.

The chamber's external affairs manager Johann Liebenberg disclosed yesterday that the industry had received from the NUM a profit and performance-linked wage proposal similar to that agreed between the union and Ergo on Monday.

Liebenberg said the proposal, intended to apply to gold mines only, was made by the NUM at the fourth round of industry wage talks earlier this week.

He said gold mining members of the chamber were considering the proposal. He would not comment further.

It appears the Ergo deal — especially unofficial indications from both sides that a chamber/NUM agreement for the gold mining sector could be modelled on it — has caused tensions between some mine owners.

Yesterday afternoon the chamber's public affairs department issued a statement saying that to suggest the Ergo agreement was "likely to form the basis of possible agreement" between the chamber and the NUM created a misleading impression.

It made no reference to Liebenberg's confirmation that the NUM's proposal had been received. It said the Ergo agreement had been noted with interest, but it would be "premature to comment... on the likely nature of any settlement reached".

Genmin management resources CE At du Plessis, whose company is party to the chamber negotiations, yesterday applauded the Ergo agreement.

JCI took a more cautious view. "Management is aware of current developments on negotiations in the industry. JCI management does not reject any proposals outright which are put to them. Should proposals similar to the Ergo agreement be put to management these would be considered also," a spokesman said.

Gold Fields spokesman Michael de Kock refused to comment at all on the matter. He also refused to comment on speculation that Gold Fields was the mining house taking the toughest line in the wage talks.

Rand Mines also declined to comment.

Meanwhile Ergo manpower manager Fanie Ernst said yesterday his company was "very proud" of the agreement.

He said the idea on which the agreement was based was initially put forward by Ergo management.

Anglo American and Ergo spokesman James Duncan said: "From the union's side it shows an understanding of the difficulties confronting Ergo and, from management's side, a willingness to conceive of and motivate an arrangement which rewards employees according to financial results for their contribution to productivity and profitability."

The agreement provides for a 5% across-the-board wage increase; and a new employee bonus scheme, based on financial results and operating performance, which can add a half-year bonus to each employee's wage up to a maximum 14.5% of employees' earnings.

Seifsa warns of lock-out if pay dispute unresolved

By ADRIAN HERSCH

THE PAY dispute between Seifsa and all 12 trade unions party to the metal industrial council will go to mediation.

Seifsa says management has also declared a dispute to leave the way open for a lock-out should the dispute not be resolved.

The annual pay talks, affecting about 360 000 workers, reached deadlock at the end of last month.

Seifsa offers increases of 9% for artisans and 12,6% for labourers.

The National Union of Metalworkers of SA (Numsa), the largest union at the negotiations, asked for increases between 20% and 36% when the talks broke down.

But Numsa has reverted to its opening demand of an increase of R2 an hour or 25%, whichever is the greater — amounting to between 25% and 48%.

Seifsa executive director Brian Angus says although the parties are far apart, he believes mediation offers the best chance of producing a settlement.

But if the dispute cannot be resolved Seifsa will hold a lock-out ballot.

Numsa spokesman Alistair Smith says that when the dispute was declared two weeks ago, the union had to consider all options and plans for a strike were among them.

However, Mr Smith says Numsa is committed to a settlement and will approach mediation "with an open mind".

"If we come close to a settlement in mediation the strike option will fall away."

First

Mr Angus says non-wage issues, particularly education and training, offer scope for common ground between the parties and mediation is well suited to handle them.

It is the first time a national metal industry dispute has gone to private mediation. The talks, to be held on Tuesday, will be conducted

by the Independent Mediation Service of SA (Imssa).

The two Nactu unions lowered their demands at the last round of negotiations.

The Metal and Electrical Workers Union of SA (Mewusa) demands a R1,30 an hour increase — 31% for the lowest paid. The Steel, Engineering and Allied Workers Union of SA (Seawusa) wants a R1,50 an hour increase — 36% for the lowest grade.

Last year Seifsa and Numsa gained ballots in favour of a lock-out and strike

respectively. Neither party exercised the option.

Numsa ultimately accepted an offer of between 15,5% and 19%.

The union said the major reason for not calling a strike was the problems township violence could pose.

But if Numsa had staged a strike, even a "strategic" one where members from carefully chosen plants walked out, Seifsa's lock-out could have occurred on a much broader front, placing great pressure on the union to accept the offer.

Rooibos for Jar

THE Rooibos Tea Board will export 640-ton million to Japan in the next three years.

The board says: "The Japanese from their desire for natural rooibos to make instant tea health products."

Farmers have increased that their tea will be

Rooibos is Cape and last year award

Order against Mwasa strikers

SAKKOR Manufacturing in Pietersburg was last week granted a temporary order by the Pretoria Industrial Court against the Media Workers' Association of SA preventing strikers from intimidating other workers.

The interim order is expected to be finalised on Wednesday next week.

Workers at the Chinese-owned plant, which manufactures and prints paper and plastic containers, went on strike last Monday after being told they could no longer live on the company's premises. They had also demanded higher wages.

The workers, who earn a minimum of R192 a month, demand a R518 across-the-board increase.

The company has said it cannot afford the increases.

Mwasa spokesman Mr Albert Makgoba denied any members were involved in intimidation.

-Sapa

17/6/71
Sowetan

'Top directors paid about R3 540 a week'

PATRICK BULGER

THE directors of the top 100 industrial companies listed on the JSE earned an average of R3 540 a week last year, the Cape-based Labour Research Service (LRS) says. *510 am 17/6/91*

An LRS survey found that the 1 079 directors awarded themselves average increases of 18,8% last year and took home R199m. This could have supported 14 547 families earning a "living wage" of R1 140 a month, it said.

The LRS arrived at its figures by dividing the total disclosed directors' remuneration — a reporting requirement in terms of the Companies Act — by the number of directors.

It comments that the average director

earns 20 times more than the average labourer earning R179 a week. *(355)*

"The 129 directors employed by the 10 top-paying companies took home just under R1m in pay each week in 1990 — enough to buy 11 Mercedes Benz cars every week. *(180) (180) (180)*

"The mining houses pay even more than the industrial companies. The 12 directors of JCI gave themselves R6,9m in 1990. So each director got R11 058 a week on average. This is 70 times larger than the weekly wage of R157 paid to a grade four underground mine worker at a JCI gold mine," says the LRS.

Disputes head for bargaining forum

VERA VON LIERES

DEADLOCKED auto assembly and tyre industry pay talks would be referred to national bargaining forum and industrial council dispute meetings today, the National Union of Metalworkers (Numsa) said yesterday. (355)

Numsa negotiator Les Kettledas said the union had declared a dispute in both sectors on June 7.

The union declared a formal dispute in the metal industry last month. Steel and Engineering Industries' Federation of SA employers responded last week by declaring their own dispute.

And in another move, Numsa last week declared a dispute on behalf of its 100 000 members in the motor industry (principally service station workers), saying employers' proposals amounted to a wage freeze.

Numsa, which represents about 8 000 workers in the tyre industry and 37 000 in the auto assembly industry, is demanding a R2 across-the-board increase on the hourly wage or a 25% increase — whichever is the greater — in the auto negotiations. B Day 18/6/91.

In tyre talks the union is also demanding a R2 an hour increase and the retention of the current hourly R5,50 minimum.

Kettledas said auto employers have offered increases ranging between 13,3% at the bottom pay levels and 12,5% at the top.

Tyre manufacturers final offers ranged between 14,6% at the bottom pay levels to 12% at the top.

Kettledas said the union had rejected the wage offers as they were below the inflation rate and failed to take into account the effect the introduction of VAT would have.

nesday June 19 1991

Threat of lockout to metalworkers

Sowetan 19/6/91

355

METAL industry employers have threatened to lock out thousands of workers if the dispute between employer body Seifsa and the 12 unions party to metal industry pay talks is not resolved.

The annual talks, which affect wages and working conditions of about 360 000 workers, reached deadlock at the end of May.

The dispute, originally declared by all trade unions, went to mediation yesterday, according to Seifsa executive director Mr Brian Angus.

Last week management also declared a dispute with the unions for failing to accept the final employer offer, leaving the way open for a lockout should the dispute not be resolved.

The Independent Mediation Service of SA would act as mediator, Angus said.

Although the parties were far

apart, he believed mediation offered the best chance of settlement.

"But if the dispute cannot be resolved, Seifsa will hold a lockout ballot," he said.

The Cosatu-affiliated National Union of Metalworkers of SA - the largest union in the negotiations representing 113 000 workers - warned of mass industrial action if employers did not improve their offer.

Dispute

Union spokesman Mr Alastair Smith said a strike was one of the options the union was considering when the dispute was declared two weeks ago.

He said the union was, however, "committed to settlement" and would approach mediation "with an open mind".

Seifsa has offered wage increases of nine percent for artisans

and 12,6 percent for labourers - increases ranging from 48c to 86c an hour.

Numsa asked for increases of between 20 percent and 36 percent when the talks broke down but has reverted to its opening demand of R2 an hour or 25 percent - whichever is the greater - which amounts to increases of up to 48 percent.

Last year Seifsa and Numsa gained ballots in favour of a lockout and strike respectively but neither exercised the option. - *Sowetan Correspondent*.

Community News

READERS are reminded that the deadline for Community News is noon today.

Telephone the Sowetan at 474-0128 or hand in your news at our offices at 61 Commando Road, Industria West.

Metalworkers' union warns of ballot

DISPUTE meetings in the auto assembly and tyre industries failed yesterday, with the National Union of Metalworkers (Numsa) declaring it would ballot its members early next week unless employers revised their positions.

Numsa negotiator Les Kettledas said yesterday the union would start balloting its members in the auto assembly and tyre industries after its third national congress, to be held in Johannesburg this week.

The union represents about 8 000 tyre workers and 37 000 auto assembly workers.

Kettledas said it had dropped its demand from a

VERA VON LIERES

R2 across-the-board increase to R1,50 at yesterday's dispute meeting with auto assembly employers. This was in line with the rise in the cost of living and to deal with the effect of VAT's introduction.

(355) Security

While there had been substantial progress on training demands, no progress had been made on the union's demands around job security.

Employers were unwilling to address seriously the area of job security and proposals on restructuring the industry, Kettledas

said.

Numsa had also dropped its wage demands at yesterday's tyre industrial council dispute meeting. Employers in turn revised their offer marginally, although it was still below the current inflation rate.

However, there had been no progress on key proposals around employment security and restructuring of the industry.

Mediation in metal industrial council talks, covering more than 270 000 workers, continue today.

A date for a dispute meeting for the motor industry talks involving 100 000 workers has not yet been set.

Numsa delegates meet to discuss strikes

By DREW FORREST

ELEVEN hundred delegates of the Congress of South African Trade Unions' largest affiliate — the National Union of Metalworkers — meet for the union's national congress this weekend against the stormy backdrop of threatened strikes in all sectors it organises.

Delegates will decide whether to launch strike ballots in the engineering, vehicle assembly and tyre sectors, where central pay talks have ended in deadlock.

In the motor industry a dispute meeting is pending, while mediation is underway in the giant metal industries. Settlement in both seems remote.

The congress is to be addressed by, among others, African National Congress deputy president Nelson Mandela; United Autoworkers of America president Owen Bieber and Albert Schunk, international secretary of Germany's 3,7-million-strong IG Metall. In addition to constitutional issues, it will focus on:

● "Destroying apartheid and building democracy", including the functioning of Cosatu's alliance with the ANC and South African Communist Party, the "two hats" issue and the demand for a constituent assembly.

● Cosatu and Numsa proposals for economic restructuring.

● The weakness of Numsa structures, and how to redress it.

Numsa sees the congress less as a framer of definitive policy than part of a process of policy and organisational development. Debates will be set out in the general secretary's report and delegates will be asked to adopt broad platforms on major themes.

The weakness of Numsa structures is undoubtedly the product of rapid growth — the union now has 286 000 members, more than double the 1987 figure, and 65 offices.

Organising secretary Bernie Fanaroff told a press conference this week the union had been especially successful in recruiting and winning recognition in the homelands, and that many small engineering firms had been organised in areas such as the Free State.

Central bargaining forums were under negotiation in the two largest homelands, he revealed.

Ergo deal not a shift in policy

W/Matt 21/6-27/6/91/355
By DREW FORREST

THE National Union of Mineworkers' revised bargaining approach on the gold mines does not signal a watershed shift by labour to profit-related pay.

Reacting to the NUM's recent pay deal with the East Rand Gold and Uranium Company (Ergo) and compromise proposals in wage talks with the Chamber of Mines, some commentators have expressed the hope that the unions may be shifting towards profit-linked pay bargaining widely used in Europe. There is no real sign of this.

The Congress of South African Trade Unions' Neil Coleman is on record as saying that such bargaining does not form part of Cosatu proposals for economic reconstruction. Cosatu's platform for restructuring talks with the employer body Saccola in fact stresses the need to close pay gaps.

And NUM economist Martin Nicol this week emphasised that the union's revised bargaining stance was "a temporary adjustment to economic circumstances in the gold industry."

"There is no change in policy. Mineworkers continue to support our demands for a uniform rate for the job and a general rise in mine wages to levels in other sectors — and we have told the chamber this."

The Ergo deal and the NUM's proposals for marginal mines to the chamber embody a similar principle, but there are major and significant differences of detail, indicating that the Ergo package is not seen as a model. "We are looking for something drastically different on the gold mines," said NUM general secretary Cyril Ramaphosa.



NUM's Cyril Ramaphosa ...looking for something different

Ergo shop stewards are known to have applied pressure for settlement.

The Ergo agreement provides for a five percent across-the-board award and two further possible bonuses: of four percent if the Ergo division makes at least R2-million operating profit per half year, and 5,5 percent depending on the performance of the company.

This means that workers can expect a maximum increase of 14,5 percent regardless of how well the company performs. "There's a cap on the profit-sharing scheme at below inflation, and that's not fair," said one unionist.

A further weakness, union commentators said, was that the second bonus was partly determined by a "performance index" calculated on additional gold and acid produced. "Proper profit-sharing should be based simply and clearly on declared profits," one said.

In talks with the chamber, the NUM has proposed a five percent increase and future profit-sharing in respect of chamber gold mines which it considers marginal. But Ramaphosa stressed that the union would reject any performance component or attempt to cap the distribution of profits.

Wage deadlock: co-ordinated strikes looming

By DREW FORREST

21/6 - 27/6/91
WIMAN
SOUTH Africa's first co-ordinated cross-sector strikes — potentially involving half a million workers — are looming following simultaneous deadlock in four key industry pay negotiations. (355)

At the heart of the storm is the National Union of Metalworkers, which is in dispute with bosses in the engineering, tyre, motor and vehicle assembly sectors. Wages and job security amid mass retrenchments are the flash-points. This weekend, Numsa's national congress is certain to endorse the holding of strike ballots by 200 000 engineering, tyre and auto assembly members. (1504)

In motor, an industrial council dispute meeting has still to be held. Given that employers have not tabled a wage offer — instead demanding a 12-month pay freeze — settlement seems highly unlikely.

Two rounds of mediation were held this week between the Steel and Engineering Industries Federation (Seifsa) and metal unions including Numsa and the Confederation of Metal and Building Unions, the voice of white metalworkers. Little progress is believed to have been made, although further mediation is planned.

In the tyre and auto sectors, dispute talks also involving Numsa broke down this week. In both encounters, the union moderated its R2-an-hour pay demand to R1,50 — about 20 per cent in both sectors — but the parties remain widely separated.

Also in dispute, said Numsa national organiser Gavin Hartford, were job security and creation demands. While Numsa wanted to restructure the tyre sector to make it more competitive, employers insisted on dealing with the issue plant by plant.

In auto, no response had been offered to Numsa "minimum conditions" for restructuring talks, including a moratorium on retrenchments.

Given the small number of tyre and auto plants, and the proverbial militancy of the workforce, conditions favour co-ordinated strike action.

In motor and engineering, where the workforce is dispersed over thousands of plants, the obstacles are greater. Numsa has only 76 000 members in the 234 000-worker motor industry, and has been weakened by a closed shop.

Pointing to surging retrenchments in metal and engineering — currently running at 2 500 a month — employers doubt the union has strike capacity in these industries.

But they are girding up their loins. Seifsa has declared its own dispute, opening up the possibility of an industry lockout, and plans strike and lock-out workshops for members in three centres if mediation breaks down.

By IKE MOTSAPI

THE Steel, Engineering and Allied Workers Union of South Africa scored a major victory when it successfully negotiated pay increases for its members at Flamecut Company, a union spokesman said yesterday.

The additional 22c for all members will be added to the offers negotiated by Flamecut and the Steel and Engineering Industries Federation of South Africa and applies to people of various grades in the company.

This means that if an employee falls under the H job grade and was to get a 48c an hour increase as negotiated by Seifsa and Flamecut, that person will now get an extra 22c an hour.

Seawusa organiser Mr Philemon Ntombela said in a statement: "Flamecut and the union entered into negotiations relating to wages and other conditions of employment for

Union scores victory over pay

the 1991/1992 year.

"This supplementary wage agreement will be implemented on July 1 1991 and shall operate up to an including June 30 1992."

Meanwhile, members of the National Union of the Metalworkers of South Africa are still locked in battle with various managements over wage increases.

Numsa has rejected increases offered to their members. Both parties have declared a dispute.

Numsa members have been staging countrywide demonstrations to highlight their plight.

15% rise for UWC workers

Staff Reporter

UWC workers will be given an increase of 15% on existing wages or R250 a month, whichever is greater, with effect from January 1 this year, according to a joint statement yesterday by the university and the UWC United Workers' Union.

This comes after a recent strike, suspended at the end of last month. About 500 workers went on a six-day strike last month after UWC rejected the union demand of a 28% increase on R370 a month. Management's offer was 10% or R180 a month.

or another...

Cr 2/6/91

Wage talks deadlocked

WAGE negotiations between the Chemical Workers Industrial Union (CWIU) and three major corporations in the petroleum industry have deadlocked. *South 2716-31719*

The major demands of the union, which represents about 1 500 workers at BP, Caltex and Total Oil, are around wages, centralised bargaining and job security, CWIU national coordinator Mr Martin Jansen said on Wednesday.

Jansen said it was "evident" that the companies had coordinated their responses to the union's demands.

"All these companies' proposals on wage improvements average between 14 and 16 percent and the union's demands vary between 20 and 28 percent," Jansen said.

Only Total Oil had agreed to centralised bargaining.

The companies' argued that they did not want to "sit around the negotiating table with their competitors" was "ludicrous" in the context of a highly-centralised and regulated petroleum industry, with a long history of voluntary cooperation and joint ventures.

Attempts to contact company spokespersons for comment were unsuccessful.

Employees need to be consulted on rationalisation

6 Day 28/1/91

STRIKE action related to retrenchments is increasing. Preliminary figures show that retrenchments in the second quarter of this year were an issue in 16% of all strikes compared with a negligible amount last quarter last year.

Reorganisation and retrenchments are complex exercises. They are concerned with job security, continued viability of businesses, endeavours to sustain relationships and ensuring that the processes meet minimum statutory requirements. These goals are at times incompatible and can escalate conflict unless correctly handled.

Cosatu is currently preparing an economic policy. Among its tentative proposals are that job losses and job creation should become a national issue, and that Cosatu should be involved in discussions with government and employer federation Saccola on the issue.

Cosatu also contends that retrenchments cannot be seen in isolation of SA's current economic position. It is considering suggesting a freeze or moratorium on retrench-

ments and a halt to privatisation and rationalisation which it believes lead directly to job losses.

Employers have already felt the impact of these draft policies with demands that retrenchment be handled centrally within groups of companies or even at industrial councils. There is a prospect of mass action by workers in protest against job losses.

There is also likely to be increased difficulty in achieving consensus on potential retrenchments. Severance packages may have to include training and other help to enable retrenched workers to get other jobs.

Employers also face the difficulty of improving their competitiveness in a declining economy, and potential exposure to international competition. They continually have to look at productivity and the quality of products and services, as well as rationalisation of their businesses.

International business trends and the introduction of fair labour practices in SA have resulted in new value systems being adopted which cause businesses to move away from a paternalistic attitude towards employees in favour of seeking to devel-

need to reduce labour costs by a given percentage.

Engaging employees about the underlying problem and corporate objectives will give them the feeling that they are potentially able to influence the solutions and not be faced with a predetermined choice of events.

Labour law is continually eroding management prerogative regarding reorganisation and retrenchments. Management discretion, by and large, remains intact where this reorganisation is concerned with a change of shareholding.

However, as soon as the reorganisation affects the identity of the employer, and terms, conditions and potential retrenchments, then the employer is generally obliged to engage with the employees or their representatives before decisions are made and implemented.

Consultation gives employees the opportunity to explore alternatives and influence the outcome. Where the anticipated change is a permanent alteration, for example in markets, the alternatives will be limited. Where the changes are cyclical or

seasonal then the range of alternatives such as short-time, lay-offs and job rotation would become more real possibilities. Recently the Industrial Court has confirmed that job-sharing must be considered as an alternative to retrenchment.

It is fairly settled law that in most cases retrenched employees will be entitled to severance pay.

Preserving corporate culture, satisfying legal norms and maintaining good industrial relations practices obliges the parties to focus on the processes which precede any possible retrenchment. The increased interest of trade unions in job losses and job creation represents a potential common ground with employees which can be seen as a way of reducing rather than escalating conflict in the workplace.

Retrenchments, particularly where they are perceived to have been imposed, can seriously scar future relationships. A problem solving approach can build reciprocity into the relationship.

Beaumont is managing executive, industrial relations at FSA-Contact (Pty) Ltd.

MIKE BEAUMONT

op employees. Autocratic management styles are giving way to participation and involvement of employees, particularly in decisions which directly affect them. When faced with potential retrenchment it is understandable that employees question company values.

At the same time economic realities cannot be discounted and difficult decisions about manning levels will need to be addressed. Employers should take steps to demonstrate that they have a caring attitude.

This should include continual communication with employees about business developments to help build understanding of the company's economic circumstances; sustained and visible cost-cutting throughout the organisation, including executive positions and costs; and approaching a potential retrenchment on a problem solving basis such as stressing the

FTTFRS

Firms pay 'poverty' wages

CT 2/7/91
Own Correspondent

LONDON. — Fifteen British companies operating in SA have been criticised by the Trade Union Council (TUC) for paying "poverty" wages to 1500 black workers.

The TUC says this is the first time the number of black workers paid below the minimum level has risen since the European Community's code of conduct for firms with interests in SA was launched in 1978.

Last year, according to a TUC analysis of reports from British companies produced by the Department of Trade and Industry, 1500 black employees at UK firms were paid below the suggested minimum wage — up from 1100 the previous year.

The minimum wage was calculated by the University of SA and set at 50% above the lowest poverty level for a family of four.

UK firms in SA draw fire for pay levels

31 day 2/7/71
LONDON — Fifteen British companies operating in SA have been criticised by the Trade Union Council (TUC) for paying "poverty" wages to 1 500 black workers.

The TUC says this is the first time the number of black workers paid below the minimum level has risen since the EC's code of conduct for firms with interests in SA was

KIM BENTLEY

355
launched in 1978.

TUC's list is: Babcock International Group, BET, BETEC, BOC Group, Frank Fehr, Hickson International, Hunting, Lonrho, Low and Bonar, NEI, A Oppenheimer, Reed International, Renold, Shell and Siebe.

15 UK firms in SA 'pay poverty wages'

Star Bureau

LONDON — The British Trades Union Congress has published the names of 15 British companies it said were paying "poverty wages" to black employees in South Africa.

The list of companies paying below the minimum wage calculated by Unisa, released by TUC secretary general Norman Willis, is based on an analysis of reports from British companies, produced by the Department of Trade and Industry.

The companies were named as the Babcock International Group, BET, BETEC, BOC Group, Frank Fehr,

Hickson International, Hunting, Lonrho, Low and Bonar, NEI, A. Oppenheimer, Reed International, Renold, Shell and Siebe. Between them the companies employ 1 500 workers.

The TUC said it would encourage its affiliates to persuade British companies with which they negotiate to pay all their employees in South Africa above the recommended minimum rate.

At the same time the TUC would urge British companies doing business in South Africa to provide more training and education for employees, and to observe "a voluntary ban on further investment".

Star 2/7/91

355

Metalworkers begin strike vote

By Shareen Singh

The 280 000-strong National Union of Metalworkers (Numsa) yesterday started balloting its members for a nationwide strike.

Annual wage talks between Numsa and the Steel Engineering Industries Federation (Seifsa) were referred to mediation after the parties reached deadlock a few weeks ago.

No agreement was reached, and the parties were reporting back to

their members on the outcome.

The union is demanding an increase of R1,50 across the board against Seifsa's offer of between 48 and 86c an hour.

Numsa is also in dispute with the motor industry over its refusal to make a wage offer at annual wage talks, and the union rejects the proposal to postpone talks until September.

Numsa accused employers of not granting increases agreed upon last year, and claimed that employers were tak-

ing advantage of the situation because they did not feel legally bound to pay the new wage rates.

The delay by the Department of Manpower in gazetting the wage agreement sparked off demonstrations outside Manpower offices in Pretoria and Cape Town yesterday.

The department has agreed to set up a joint committee with employer and union representatives to address the delay in gazetting the agreement.

LABOUR BRIEFS

Deadlock in oil industry pay talks

■ Annual wage talks between the Chemical Workers' Industrial Union and three major oil firms — Total, BP and Caltex — have deadlocked over central bargaining and other issues.

Of the big petroleum producers, only Total had agreed to central negotiations, the CWIU said in a statement.

Despite this, the three firms had coordinated their wage offers at between 14 and 16 percent, in response to a 20 to 28 percent demand.

The union said the companies' argument, that they did not wish to sit round a negotiating table with competitors, was "ludicrous" in the context of a highly centralised industry with a history of voluntary co-operation.

The CWIU had demanded a national pow-wow with all petroleum producers next week to discuss central bargaining and job security and creation.

More union pragmatism as recession deepens

By DREW FORREST

FALLING pay settlement levels, shorter bargaining and fewer wage strikes signal greater union pragmatism in the face of recession and job insecurity.

This is the message of Andrew Levy and Associates' latest *Bargainers' Bulletin*, which shows that the average level of settlement between February and June this year was 16,7 percent of payroll. The 1990 figure was 17,4 percent and the 1988 figure 17,9 percent.

The consultancy's latest strike report estimates that 375 000 mandays were lost through strikes in the first half of the year, compared with 1,2-million in 1990. The strike toll is also down on 1989. *Winn* 517-117191

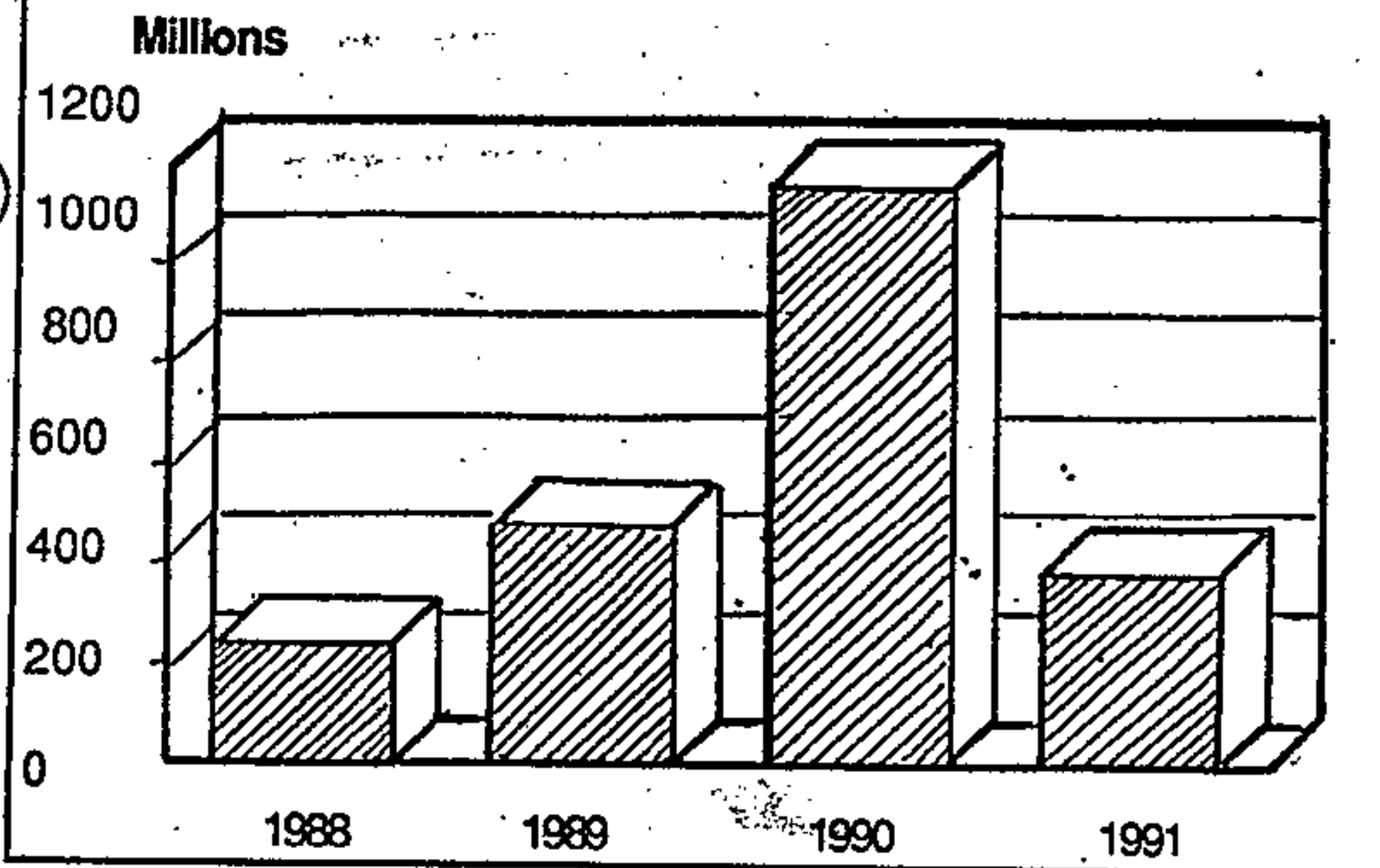
It also reveals that although pay is still the main strike trigger, at 48,8 percent of total, it is less significant than last year, when it accounted for 63 percent of strikes.

Other key pointers in the bulletin that unions are drawing in their horns are:

- Lower settlements in sectors worst hit by recession — between 10 to 14 percent in the banking and financial services sector, for example.

- Lower union pay claims. The average this year has been 43,6 percent (50,9 percent last year and 86,3 percent in 1989).

NUMBER OF MANDAYS LOST THROUGH STRIKES
Comparison January 1 - June 30 1988/89/90/91



- A sharp drop in the time required for settlement — 63 days this year (82 days in 1990).

- Less industrial action during pay talks — 43,6 percent this year (52,4 percent in 1990).

The strike report also reveals that job security is a mounting worker concern: 14 percent of strikes in the first half of this year were over dismissals, as against 1,7 percent last year.

The public sector, a Congress of South African Trade Unions organising target, remains highly strike-prone, accounting for 31 percent of mandays lost this year, as compared with only one percent in 1989. Cosatu's health affiliate, the National Health and Allied Workers' Union was involved in most strikes (15,4 percent of total).

No. R. 1600

5 July 1991

LABOUR RELATIONS ACT, 1956

BISCUIT MANUFACTURING INDUSTRY OF SOUTH AFRICA (355)

I, Eli van der Merwe Louw, 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 29 February 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; 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) (b), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 29 February 1992, 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.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE**NATIONAL INDUSTRIAL COUNCIL FOR THE BISCUIT MANUFACTURING INDUSTRY OF SOUTH AFRICA****AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Employers' Organisations of the Biscuit Manufacturing Industry of South Africa

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

National Union of Operative Biscuit Makers and Packers of South Africa

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the National Industrial Council of the Biscuit Manufacturing Industry of South Africa,

to amend the Main Agreement published under Government Notice No. R. 2047 of 7 October 1988, as renewed and amended by Government Notices Nos. R. 2757 and R. 2758 of 15 December 1989, R. 832 of 12 April 1990, R. 1877 of 10 August 1990, R. 2082 of 31 August 1990 and R. 1186 of 24 May 1991.

No. R. 1600

5 Julie 1991

WET OP ARBEIDSVERHOUDINGE, 1956

BESKUITNYWERHEID VAN SUID-AFRIKA

Ek, Eli van der Merwe Louw, 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 29 Februarie 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (b) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 29 Februarie 1992 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.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE**NASIONALE NYWERHEIDSRAAD VIR DIE BESKUIT-NYWERHEID VAN SUID-AFRIKA****OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Employers' Organisations of the Biscuit Manufacturing Industry of South Africa

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

National Union of Operative Biscuit Makers and Packers of South Africa

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Beskuitnywerheid van Suid-Afrika,

om die Hofooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 2047 van 7 Oktober 1988, soos hernieu en gewysig deur Goewermmentskennisgewings Nos. R. 2757 en R. 2758 van 15 Desember 1989, R. 832 van 12 April 1990, R. 1877 van 10 Augustus 1990, R. 2082 van 31 Augustus 1990 en R. 1186 van 24 Mei 1991, te wysig.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed—

(a) in the Magisterial Districts of Bellville, Goodwood, Kuils River, Malmesbury, Moorreesburg, Simonstown, Somerset West, Stellenbosch, The Cape, Worcester and Wynberg.

(b) by all employers and employees in the Biscuit Manufacturing Industry who are members of the employers' organisation and the trade union, respectively.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to those categories of employees for whom minimum wages are prescribed in clause 4 of the Agreement published under Government Notice No. R. 2479 of 19 November 1982 and to the employers of such employees.

2. CLAUSE 3: DEFINITIONS

Insert the following definition of "picker" after the definition of "packer":

"Picker" means an employee who, under supervision, places all incoming goods in the warehouse, selects and issues goods for dispatch and assists with general warehouse duties, including the loading and off-loading of trucks."

3. CLAUSE 4: WAGES

Substitute the following for subclause (1):

"(1) The minimum wages that shall be paid to the under-mentioned classes of employees shall be as follows:

	<i>From date of coming into operation of this agreement</i>
	<i>Wage per week</i>
	R
Grade 1: Foreman biscuit baker.....	624,05
Grade 2: Biscuit baker, foreman, foreman despatcher, artisan	548,73
Grade 3: Storeman, tin-making chargehand, van salesman and traveller	463,72
Grade 4: Vanman	425,64
Provided that the following additional amounts shall be payable to vanmen in the categories indicated:	
From 9 000 to 16 000 kg: R6,00 per week.	
Over 16 000 kg: R9,00 per week.	
Biscuit cutting and embossing machine operator, dough mixer or doughman, ovenman:	
First year of experience.....	321,63
Second year of experience	370,33
Thereafter	425,64
Grade 5: Brakesman.....	416,62
Grade 6: Senior chargehand.....	397,99
Grade 7: Despatcher, chargehand packer, merchandiser, first-aid attendant, clerical employees	334,44
Grade 8: Assistant storeman, chocolate enrobing machine operator, driver	315,21
Provided that the following additional amounts shall be payable to drivers of motor vehicles in the categories indicated:	
From 3 500 to 9 000 kg: R3,00 per week.	
From 9 000 to 16 000 kg: R6,00 per week.	
Over 16 000 kg: R9,00 per week.	
Grade 9: Guillotine machine operator, handyman, die stamping press operator, machine-hand	276,89

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word—

(a) in die landdrosdistrikte Bellville, Die Kaap, Goodwood, Kuilsrivier, Malmesbury, Moorreesburg, Simonstown, Somerset-Wes, Stellenbosch, Worcester en Wynberg.

(b) deur alle werkgewers en werknemers in die Beskuijtnywerheid wat lede van onderskeidelik die werkgewersorganisasie en die vakvereniging is.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms slegs van toepassing op dié kategorieë werknemers vir wie minimum lone voorgeskryf word in klousule 4 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2479 van 19 November 1982 en op die werkgewers van sodanige werknemers.

2. KLOUSULE 3: WOORDOMSKRYWING

Voeg die volgende woordoms krywing van "plukker" in na die woordoms krywing van "verpakker":

"Plukker" 'n werknemer wat, onder toesig, alle inkomende goedere in die stoor plaas, goedere vir versending kies en uitreik en help met algemene dienste in die stoor, insluitend die op- en aflaai van vragmotors."

3. KLOUSULE 4: LONE

Vervang subklousule (1) deur die volgende:

"(1) Die minimum lone wat aan ondergenoemde klasse werknemers betaal moet word, is soos volg:

	<i>Vanaf die datum van inwerkingtreding van hierdie Ooreen- koms</i>
	<i>Loon per week</i>
	R
Graad 1: Voormanbeskuijbakker.....	624,05
Graad 2: Beskuijbakker, voorman, voormanver- sender, ambagsman	548,73
Graad 3: Magasynman, blikmakeronderbaas, bestelwa-verkoopsman en handelsreisiger	463,72
Graad 4: Besteller.....	425,64
Met dien verstande dat die volgende addisio- nele bedrae betaalbaar is aan bestellers in die klasse soos aangedui:	
Van 9 000 tot 16 000 kg: R6,00 per week.	
Meer as 16 000 kg: R9,00 per week.	
Bediener van 'n beskuijtsny-en-embosseer- masjien, deegmenger of deegman, oond- man:	
Eerste jaar ondervinding	321,63
Tweede jaar ondervinding.....	370,33
Daarna.....	425,64
Graad 5: Deegroller	416,62
Graad 6: Senior onderbaas.....	397,99
Graad 7: Versender, onderbaasverpakker, af- setbevorderaar, eerste hulp-bediener, klerk	334,44
Graad 8: Assistent-magasynman, bediener van 'n sjokoladeomhulmasjien, drywer	315,21
Met dien verstande dat die volgende addisio- nele bedrae betaalbaar is aan drywers van motorvoertuie in die klasse soos aangedui:	
Van 3 500 tot 9 000 kg: R3,00 per week.	
Van 9 000 tot 16 000 kg: R6,00 per week.	
Meer as 16 000 kg: R9,00 per week.	
Graad 9: Valmesmasjienbediener, faktotum, be- diener van 'n stempelpers, masjienwerker	276,89

	355	From date of coming into operation of this agreement Wage per week R		Vanaf die datum van inwerkingtreding van hierdie Ooreen- koms Loon per week R
Grade 10: Laundry chargehand, laboratory attendant, stockhand, assistant ovensman, assistant brakesman, quality control attendant		263,17	Graad 10: Wassery-onderbaas, laboratorium-werker, voorraadhelp, assistent-oondman, assistent-deegroller, gehaltebeheerkontrolleur:	263,17
(i) If an assistant ovensman is permanently promoted to ovensman —			(i) As 'n assistent-oondman permanent tot oondman bevorder word, moet hy —	
after two years' employment as an assistant ovensman, he shall be paid at the rate for the first-year ovensman;			na twee jaar diens as 'n assistent-oondman, teen die loon van 'n eerstejaar-oondman besoldig word;	
after three years' employment as an assistant ovensman, he shall be paid at the rate for a second-year ovensman;			na drie jaar diens as 'n assistent-oondman, teen die loon van 'n tweedejaar-oondman besoldig word;	
after four years' or more employment as an assistant ovensman, he shall be paid at the rate for an ovensman.			na vier jaar of langer diens as 'n assistent-oondman, teen die loon van 'n oondman besoldig word.	
(ii) If and when a brakesman is absent from his work through illness or other cause, the assistant brakesman shall perform the work of the brakesman and shall be paid, during the time he is so employed, at the rate specified in Grade 5 for a brakesman.			(ii) Indien en wanneer 'n deegroller weens siekte of 'n ander oorsaak van sy werk afwesig is, moet die assistent-deegroller die werk van die deegroller verrig en moet hy gedurende die tyd wat hy aldus werk-saam is, besoldig word teen die loon wat in Graad 5 vir 'n deegroller voorgeskryf word.	
Grade 11: Tally clerk, paper stall attendant, staff parcels attendant		248,72	Graad 11: Telklerk, papierstalletjiewerker, hanteerder van personeelpakkette	248,72
Employees engaged in tin making or repairing of tins and containers not elsewhere specified:			Werknemers wat blikke maak of blikke en houters herstel wat nie elders vermeld word nie:	
First 12 months of experience		232,02	Eerste 12 maande ondervinding	232,02
Thereafter		248,72	Daarna	248,72
Grade 12: Packet, labeller, packet packer, sample packer:			Graad 12: Verpakker, etiketteerder, pakkiesverpakker, monsterverpakker:	
First 42 months of experience		232,02	Eerste 42 maande ondervinding	232,02
Thereafter		243,62	Daarna	243,62
Merchandising assistant		232,02	Afsetbevorderaar se assistent	232,02
Picker		243,62	Plukker	243,62
Grade 13: Boiler attendant, watchman (night-watchman, day-watchman or gatekeeper), employees engaged in cooking of rations, employees not elsewhere specified		232,02	Graad 13: Ketelbediener, wag (nagwag, dagwag of hekwag), werknemers wat rantsoene gaarmaak, werknemers nie elders vermeld nie	232,02
Factory operative:			Fabriekwerker:	
First six months of experience		232,02	Eerste ses maande ondervinding	232,02
Thereafter		238,78	Daarna	238,78
Grade 14: Labourer, delivery assistant		232,02	Graad 14: Arbeider, afleweringssassistent	232,02
A casual employee shall be paid in respect of every day or part of a day of employment not less than one fifth of the weekly wage of a labourer: Provided that where a casual employee is not required to work for a period of more than four consecutive hours on any day his prescribed wage may be reduced by 50 per cent.			'n Los werknemer moet ten opsigte van elke dag of gedeelte van 'n dag wat hy gewerk het, minstens een vyfde van die weekloon van 'n arbeider betaal word: Met dien verstande dat waar daar nie van 'n los werknemer vereis word om vir 'n tydperk van meer as vier agtereenvolgende ure op 'n dag te werk nie, sy voorgeskrewe loon met 50 persent verminder kan word.	
The weekly wage of a monthly-paid employee shall be his monthly wage divided by four and a third.			Die weekloon van 'n werknemer wat per maand betaal word, is sy maandloon gedeel deur vier en 'n derde.	

4. CLAUSE 6: PAYMENT OF REMUNERATION

Substitute the following for subclause (7):

"(7) *Subsistence allowance*: Any vanman or van salesman who is required in the course of his duties to spend the night away from home shall be reimbursed for expenses incurred at a rate of not less than R72,00 per night.

4. KLOUSULE 6: BETALING VAN BESOLDIGING

Vervang subklousule (7) deur die volgende:

"(7) *Onderhoudstoelae*: 'n Besteller of bestelwa-verkoopsman van wie in die loop van sy werksaamhede vereis word om die nag weg van sy huis af deur te bring, moet vir uitgawes wat aangegaan is, vergoed word teen minstens R72,00 per nag.

Any employee, other than a vanman or a van salesman, who in the company of a vanman or van salesman is required in the course of his duties to spend the night away from home shall be reimbursed for expenses incurred at a rate of not less than R72,00 per night."

355

5. CLAUSE 9: ANNUAL LEAVE

Substitute the following for subclause (1) (a):

"(1) (a) An employer shall grant to his employee in respect of each completed period of 12 months' employment with him.

(i) in the case of an employee who works a five-day week, 15 consecutive working days' leave;

(ii) in the case of an employee who works a five and a half day week, 18 consecutive working days' leave;

(iii) in the case of a watchman who works six days a week and not more than 10 hours a day, 18 consecutive working days' leave and in the case of a watchman who works seven days a week or more than 10 hours each day, 22 consecutive calendar days' leave; and

(iv) in the case of an employee who has 15 years' or longer unbroken service with the same company, 5 consecutive working days' leave in addition to the leave provided for in subclause (1) (i), (ii) and (iii) above.

within four months from the date of completion of the year of employment to which it relates at the wage the employee was receiving immediately prior to the period of such leave."

Signed at Cape Town on behalf of the parties on this 2nd day of April 1991.

N. DANIELS,
Chairman.

T. FORREST,
Vice-Chairman.

K. L. BARNES,
Secretary.

No. R. 1605

5 July 1991

REGULATIONS UNDER THE MACHINERY AND OCCUPATIONAL SAFETY ACT, 1983 (ACT No. 6 OF 1983)

AMENDMENT OF THE GENERAL ADMINISTRATIVE REGULATIONS

The Minister of Manpower has under section 35 of the Machinery and Occupational Safety Act, 1983 (Act No. 6 of 1983), made the regulations in the Schedule. These regulations shall come into operation on **9 July 1991**.

SCHEDULE

Definition

1. In these regulations, "the Regulations" means the General Administrative Regulations published by Government Notice No. R. 2206 of 5 October 1984, as amended by Government Notices Nos. R. 2274 of 11 October 1985, R. 1617 of 31 July 1987 and R. 2131 of 7 September 1990.

'n Werknemer, uitgesonderd 'n besteller of 'n bestelwa-verkooopsman, van wie daar in die loop van sy werksaamhede vereis word om, wanneer hy die besteller of bestelwa-verkooopsman vergesel, die nag weg van sy huis af deur te bring, moet vir uitgawes wat aangegaan is, vergoed word teen minstens R72,00 per nag."

5. KLOUSULE 9: JAARLIKSE VERLOF

Vervang subklousule (1) (a) deur die volgende:

"(1) (a) 'n Werkgewer moet aan sy werknemer, ten opsigte van elke voltooide tydperk van 12 maande diens by hom, verlof toestaan van—

(i) in die geval van 'n werknemer wat vyf dae per week werk, 15 agtereenvolgende werkdade;

(ii) in die geval van 'n werknemer wat vyf en 'n half dae per week werk, 18 agtereenvolgende werkdade;

(iii) in die geval van 'n wag wat ses dae per week en hoogstens 10 uur op 'n dag werk, 18 agtereenvolgende werkdade, en in die geval van 'n wag wat sewe dae per week of meer as 10 uur elke dag werk, 22 agtereenvolgende kalenderdae; en

(iv) in die geval van 'n werknemer wat 15 jaar of meer ononderbroke diens by dieselfde maatskappy het, 5 agtereenvolgende werkdade verlof plus die verlof wat in subklousule (1) (i), (ii) en (iii) hierbo voorgeskryf is,

binne vier maande na die datum waarop die jaar diens waarop die verlof betrekking het, voltooi is, teen die loon wat die werknemer onmiddellik voor die tydperk van sodanige verlof ontvang het."

Namens die partye op hede die 2de dag van April 1991 te Kaapstad onderteken.

N. DANIELS,
Voorsitter.

T. FORREST,
Onder-Voorsitter.

K. L. BARNES,
Sekretaris.

No. R. 1605

5 Julie 1991

REGULASIES KRAGTENS DIE WET OP MASJINERIE EN BEROEPSVEILIGHEID, 1983 (WET No. 6 VAN 1983)

WYSIGING VAN DIE ALGEMENE ADMINISTRATIEWE REGULASIES

Die Minister van Mannekrag het kragtens artikel 35 van die Wet op Masjinerie en Beroepsveiligheid, 1983 (Wet No. 6 van 1983), die regulasies in die Bylae uitgevaardig. Hierdie regulasies tree op **9 Julie 1991** in werking.

BYLAE

Woordomskrywing

1. In hierdie regulasies beteken "die Regulasies" die Algemene Administratiewe Regulasies, afgekondig by Goewermentskennisgewing No. R. 2206 van 5 Oktober 1984, soos gewysig deur Goewermentskennisgewings Nos. R. 2274 van 11 Oktober 1985, R. 1617 van 31 Julie 1987 en R. 2131 van 7 September 1990.

Set wages cripple small business

JEAN LE MAY

Weekend Argus Reporter
SEVERAL small business owners have reacted to a report in the June 29 issue of Weekend Argus about problems with industrial councils.

All complained that industrial councils had refused them exemption from wage scales and other conditions of employment laid down in agreements negotiated between employers and trade unions.

One woman, who asked not to be named, said she owned a small factory which did work for the big clothing manufacturers.

"It is unfair that I should have to pay the negotiated wage to workers in training," she said.

"Many are not interested in the job — only in the money. Absenteeism is a terrible problem — some workers feel they can afford to take a day off whenever they feel like it. I have to pay others overtime to do their work."

Last week's report told how Mr Abraham Adamson, owner of a motor spares and repair shop in Athlone, had been refused exemption by the National Industrial Council for the Motor Industry (NIMIC) in spite of his application being supported by the Small Business Development Corporation.

Mr Adamson now stands to lose his business — and his seven employees their jobs.

The National Union of Metalworkers (Numsa), one of the employees' unions which is represented on NIMIC, com-

plained this week that trade union comment was not included in the Weekend Argus report.

In fact such comment was obtained but was omitted for reasons of space.

The comment was from Mr Nosey Pieterse, Western Cape secretary of Cosatu (to which Numsa is affiliated) who said:

"Our position in principle is that all our workers must be covered, with no exemptions. We've fought hard for these rights and it is unfair if employers get exemptions, because these will leave workers open to abuse and exploitation."

Asked whether this attitude also applied to the informal sector, which has created many thousands of jobs, Mr Pieterse said: "We have not resolved the

issue of exemptions yet. We are still studying changes in the Labour Relations Act."

Numsa's comment, through its organising secretary Mr Benny Fanaroff, was: "We are obviously unhappy that people are losing jobs but we don't believe that the informal sector can solve the unemployment problem."

"Our research has shown that wage concessions to small business and in rural areas resulted in very few jobs being created."

"Over a five-year period where companies in rural areas were given concessions by the Electrical Industry Industrial Council a total of 250 jobs was created while more than 60 000 jobs in the industry were lost over the same period in the urban areas."

Metal workers to strike?

A NATIONWIDE strike ballot over wages began this week among the 300 000 members of the National Union of Metal Workers of South Africa. (452)

Numsa demanded a R2-an-hour pay increase to kick off the 1991/92 wage talks with the employers' body, the Steel and Engineering Industries Federation of South Africa (Seifsa). (355)

The demand was later changed to R1,50-an-hour for all grades.

Three rounds of mediation held last week culminated in some agreements which are not being disclosed, but the parties have so far failed to agree on pay increases.

However, consensus has been reached on social benefits, such as a training scheme.

The present Seifsa offer to all the unions involved in wage negotiations is a R1,01c increase for grade A workers and 53 cents for grade H workers.

If the unions accept the offer, Grade A workers will get R10,36 an hour.

Grade H workers, lowest paid in the industry at R4,18c an hour, will get R4,66.

Numsa's strike ballot is expected to continue until July 16. In terms of the agreements reached by unions with various companies last year, they can strike any time from now.

Workers have welcomed Num-

sa's national strike balloting. Workers at Rufflette in Kempton Park said they were not prepared to accept any offer below what the union was demanding. (453)

Other unions involved are the Steel Engineering and Allied Workers' Union of South Africa, with a paid-up membership of 20 700 and the Metal and Electrical Workers' Union whose paid-up membership is 30 000. (453)

Both Mewusa and Seawusa are affiliated to the National Council of Trade Unions (Nactu). (453)

Seawusa general secretary Colin Kotu said: "At the beginning of wage talks we demanded a R7-an-hour increase across the board. It was reduced to R1,50 and presently it is R1 for all grades.

"We are not moving down any more.

"We are going to hold report-back meetings with workers from this weekend and will seek a new mandate regarding Seifsa's wage proposals."

Kotu said his union would hold discussions with Mewusa to develop a common approach.

Mewusa general secretary Tom Oliphant said report-back meetings with members had begun.

"So far our members have shown some concern with regard to strike action. However, they are discussing what form of action they can take to pressurise Seifsa," he said.

Oliphant said that at the beginning of wage talks the union demanded an increase of R1,50-an-hour for all grades and later this was reduced to R1,20.

Head of the Seifsa communications department, Vander Veevers, said his organisation was only prepared to offer R1,01 for grade A workers and 53 cents for workers in grade H.

A well-placed source who participated in the mediation process said: "Seifsa is prepared to agree to an implementation date of July 1 provided:

- There is no strike action before July 31;
- Full agreement is reached between all parties by July 31; and
- All unions agree to set off any increases granted by employers after July 1.

Numsa has put its foot down, according to national organiser Veli Mjiyako.

"We have made it clear to the mediator that we will mobilise our members for a strike if Seifsa does not improve its offer," he said.

He added that Numsa's national industrial council - which comprises representatives of workers in the engineering, tyre, and motor-vehicle assembly sectors - would meet on July 16 to assess the strike ballot.

Parties involved in the wage talks with Seifsa will meet the following day. - CP Correspondent

C/10 res 7/7/91

Wage settlements decline

AVERAGE pay settlements declined in the first half of this year from last year as unions and employers displayed greater pragmatism in negotiations, labour consul-

VERA VON LIERES

tants Andrew Lévy and Associates have found.

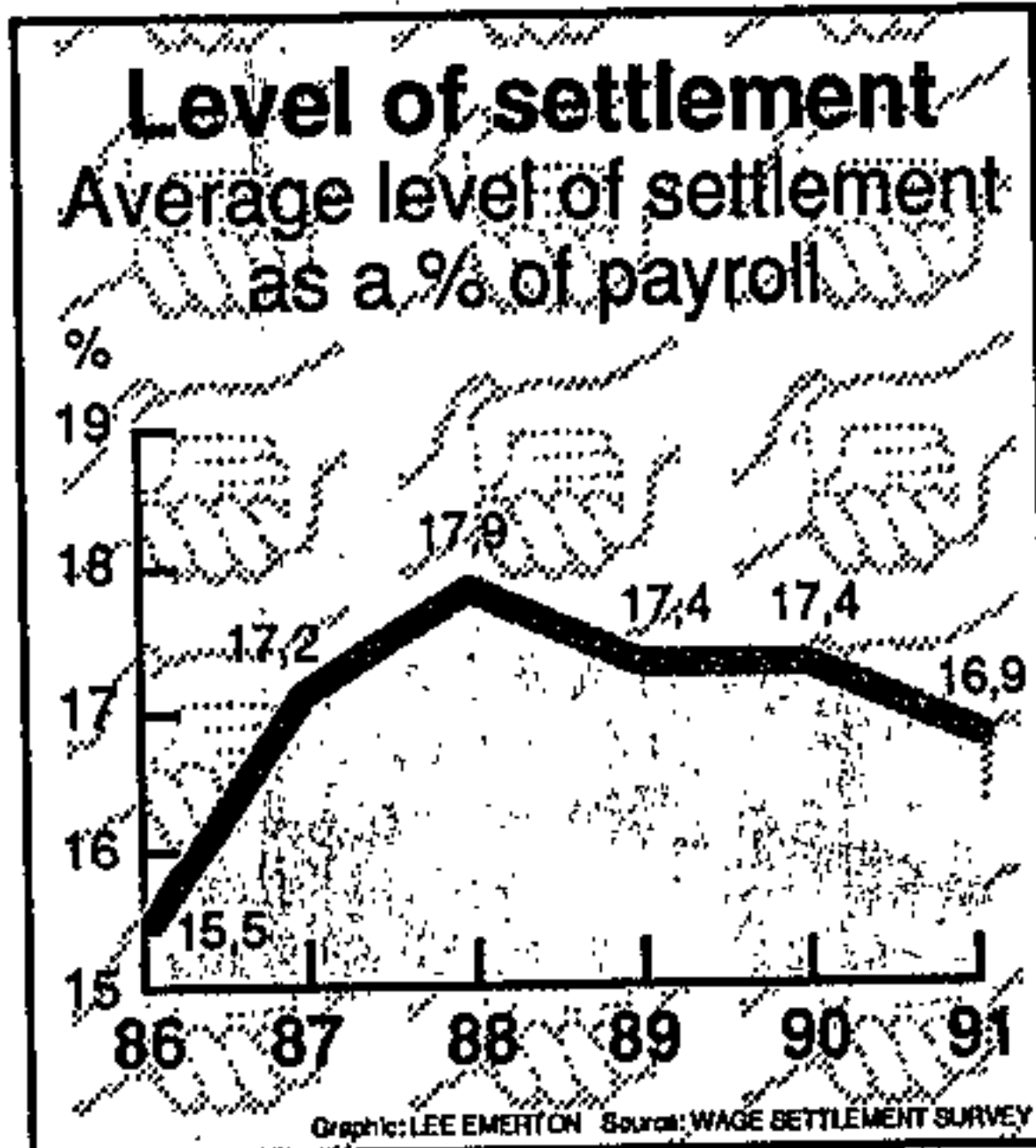
Their latest edition of Bargainers' Bulletin says the average increase agreed to between February and June this year was 16,7% of payroll. This compares with the 1990 figure of 17,4% and 1988's 17,9%.

But falling pay settlement levels were not a global phenomenon and industrial sectors which were expanding or individual companies with impressive results would be unlikely to argue about ability to pay with conviction, the bulletin says.

It says lower settlements are being recorded in sectors hardest hit by the recession, including the banking and financial services sector where settlements between 10% and 14% are the norm.

In general, unions have made lower pay demands. The average this year was 43,6% compared with 50,9% last year and a 1989

□ To Page 2



Wages

figure of 86,3%.

The consultants report that wage bargaining so far this year was marked by an apparently greater degree of pragmatism by both parties.

The economic climate and financial problems of different sectors and individual concerns were being taken into account. While unions were concentrating on winning good settlements in growth sectors and companies, they showed "some restraint" in dealings with less healthy concerns.

There was a definite narrowing in the gap between average levels of settlement and the official rate of inflation, although

the settlement level was still above the inflation rate. The gap between negotiated increases (16,5%) and the official rate of inflation (15%) was narrowing considerably from figures recorded in 1988, when average increases of 17,9% were agreed to, compared to inflation of 13,2%.

In its latest strike report, the consultants say strike levels are down from last year. About 375 000 man days were lost through strike action in the first half of the year, compared with 1,2-million for the same period in 1990.

Although pay was still the main strike trigger (48% of strikes), this was less than the 63% recorded last year.

□ From Page 1

Wage talks dumped city strike

151 355
CT 10/7/91

Municipal Reporter

THE prospect of a municipal strike in Cape Town was averted recently when the SA Municipal Workers' Union (Samwu) and the council came to an agreement over an overall 12,5% wage increase.

Mr Roger Ronnie, the Cape Town branch secretary, said yesterday that the lowest wages had risen by 14,8%.

This year's wage agreement had been signed on June 20, he said.

What was particularly historic about this year's agreement, he said, was that most council labourers had now breached the R1 000-a-month barrier.

"The new minimum wage has gone up from R845 a month to R970, but more significant than that is that we have four notches on the labourers' scale."

Workers moved through these notches automatically with time. Each notch was a year apart, he explained.

In effect, this meant that any worker

who had been with the council for over a year was now earning more than R1 000 a month.

In Durban, he said, labourers had a slightly higher starting wage, but they remained on that notch until they were promoted.

Samwu and Cape Town City Council have also agreed that weekly-paid workers will be given three extra days of paid leave a year. Until now, five-day-a-week workers had 16 working days' leave, and the six-day weekers 19.

The council had also undertaken to add another day on to leave from July 1 next year, Mr Ronnie said.

"Negotiations were conducted in a fairly amicable manner this year," he added. "We realised that the economy is in a bad way."

Another meeting between the council and union teams is to be held by November 30 to discuss the adverse implications of Value Added Tax.

It was a year ago that a cleansing workers' strike led to massive piles of rubbish around the Peninsula.

Metal industry gears for fight

Sowetan 10/7/91

By IKE MOTSAPI

UNIONS and employers in the metal industry are squaring up for industrial action.

Both sides have declared that disputes and mediation seem to be the only solution to resolve the conflict.

Unions party to the National Industrial Council for the Iron, Steel Engineering and Metallurgical Industries have declared disputes with the Steel and Engineering Industries Federation of South Africa.

This signals continued solidarity in the face of employer resistance to wage demands and clearing the decks for a possible national strike.

And Seifsa responded by declar-

ing a dispute with the unions, opening the possibility of an industry-wide lock-out.

Mediation held last month by both parties failed to produce positive results.

Members of the National Union of Metalworkers of South Africa last week held a strike ballot and the results were kept secret.

Deadlock, which has been looming almost from the time wage talks started, was finally confirmed at the last scheduled round of talks on

May 29 this year.

This was despite Cosatu, Nactu and Mewusa-affiliated unions reducing their demand for across-the-board increases from R2,00 an hour to R1,50.

Numsa also demanded a 20 per cent increase on all wages.

Seifsa's final offer ranged from 86 cents an hour, which is nine per cent, on the minimum for the highest grades to 48 cents an hour - 12,6 percent - for the lowest grades.

Mr Alistair Smith, an official of Numsa, said: "It was difficult to assess the seriousness with which employers approached mediation after they had rejected the unions' revised proposals."

Council workers win wage increases

By CLIVE SAWYER *AKG 10/7/91*
Municipal Reporter

NEGOTIATIONS between the Cape Town City Council and the SA Municipal Workers' Union have ended with a 14,8 increase in minimum wages but no gain on demands for June 16 and March 21 as paid holidays.

Details of the settlement, which affects 13 000 workers, were released by the union's Mr Roger Ronnie and council personnel director Mr David Beretti.

Minimum wages will rise from R845 a month to R970. Increases vary from 12,5 to 14,7 percent for other grades.

Hourly paid workers are to get an extra three days' annual leave to eliminate a discrepancy with leave regulations for other staff.

Council and union negotiators are to meet in November to discuss the implications of value-added tax.

The settlement follows months of negotiations during which the union demanded increases of 30 percent for its lower-paid members and 20 percent for those with higher pay.

A demand for a 40-hour working week — council staff work 43½ hours — was refused.

Mr Beretti said the deal was fair to the council and the workers in the light of the inflation rate and the economic situation.

Last year refuse piled in Cape Town streets when a breakdown in equivalent wage negotiations led to the cleansing services being paralysed.

Victory - union is 'happy'

*Sowetan
11/7/91**355*
[scribble]

THE NATIONAL Union of Steel and Allied Workers scored a major victory when it negotiated better salaries for its members this week.

Mr Ndomane Tibane, general secretary of NUSAAW, said his union also signed a recognition agreement with Printed Circuit Laboratories on July 3 this year "after months of intensive negotiations".

He said: "The union, represented by Mr Mlungisi Twana, convinced management to recognise it."

The union also negotiated fewer working hours for its members without loss of pay.

By IKE MOTSAPI

Tibane added: "The company agreed that our members can now work for eight hours a day.

"This has not been an easy task for the union.

"We have tried for so many months to get management to recognise us."

After the agreement was signed the union submitted wage proposals to the company.

He said management surprised the union by agreeing to the 85 cents an hour increase demanded.

"The union is happy, considering the present conflict in the metal industry."

Unions and bosses narrow the money gap

Labour Reporter ARG 11/7/91

WAGE negotiations are being conducted with increased pragmatism by unions and employers because of the economic climate and financial problems, says a leading industrial relations consultancy.

A report published by Andrew Levy and Associates says there is a definite closing of the gap between negotiated wage increases (16,5 percent) and the official rate of inflation (15 percent) for the whole of 1991.

The figures in 1988 were 17,9 percent and 13,2 percent respectively.

Wage and job-security issues still dominate negotiations, with unions dropping peripheral demands quickly, if tabled at all, says report co-editor Ms Erica Jancowitz.

"This pragmatic approach by unions is also evident in the disclosure by one of Cosatu's major affiliates that they are negotiating a wage freeze with one severely depressed concern in an attempt to keep as many jobs as possible under the circumstances."

Unions were concentrating on winning good settlements in growth sectors while showing some restraint in their dealings with the less healthy concerns.

The food and retail sectors reflected the highest settlement levels and above-average

T W

RECENT reports concerning a possible pay settlement between the Chamber of Mines and the National Union of Mineworkers mark a shift to reality in the wage bargaining process and raise important questions about inflation.

An agreement in negotiations resuming today could provide for a 5% increase and a possible 15% bonus based on profit and performance. Details of the agreement would be complex, with different approaches applying to non-profitable and profitable mines. Nevertheless, this would be a major breakthrough after a number of years during which wage increases have exceeded the CPI-inflation rate, creating the untenable situation in which the mines' wage bill rose to a disproportionate share of total revenue.

Between 1986 and 1990 working costs on the gold mines, of which labour comprises about 50%, rose from 50% to 80% of total revenue while the shareholders' slice declined from 15% to 5%. It was inevitable that the burden of this unsustainable rise in labour's share should lead to a substantial decline in employment.

The chart shows the sharp decline in gold mining employment since 1987. That was the year in which a major power struggle between the industry and the union ended in a damaging strike. A number of shafts were closed and workers retrenched.

Even so, since 1987 statistics show that per worker wage increases in the gold mining industry averaged 18.2% a year. This was some 3.7% above the prevailing CPI-inflation rate.

In addition to shedding labour, the gold mining industry has embarked on a major cost-cutting programme. Suppliers have been forced into accepting lower price increases and head office rationalisation is widespread. In terms of costs per ton milled, the industry has slashed its inflation rate dramatically -- to just 8% by the end of the first quarter of 1991.

Although not widely publicised, sabotage has been an increasingly worrying factor in recent years. While politically motivated sabotage may continue, a labour force that is rewarded on a profit-linked basis

Wage deals linked to productivity can curb inflation

By 15/7/91

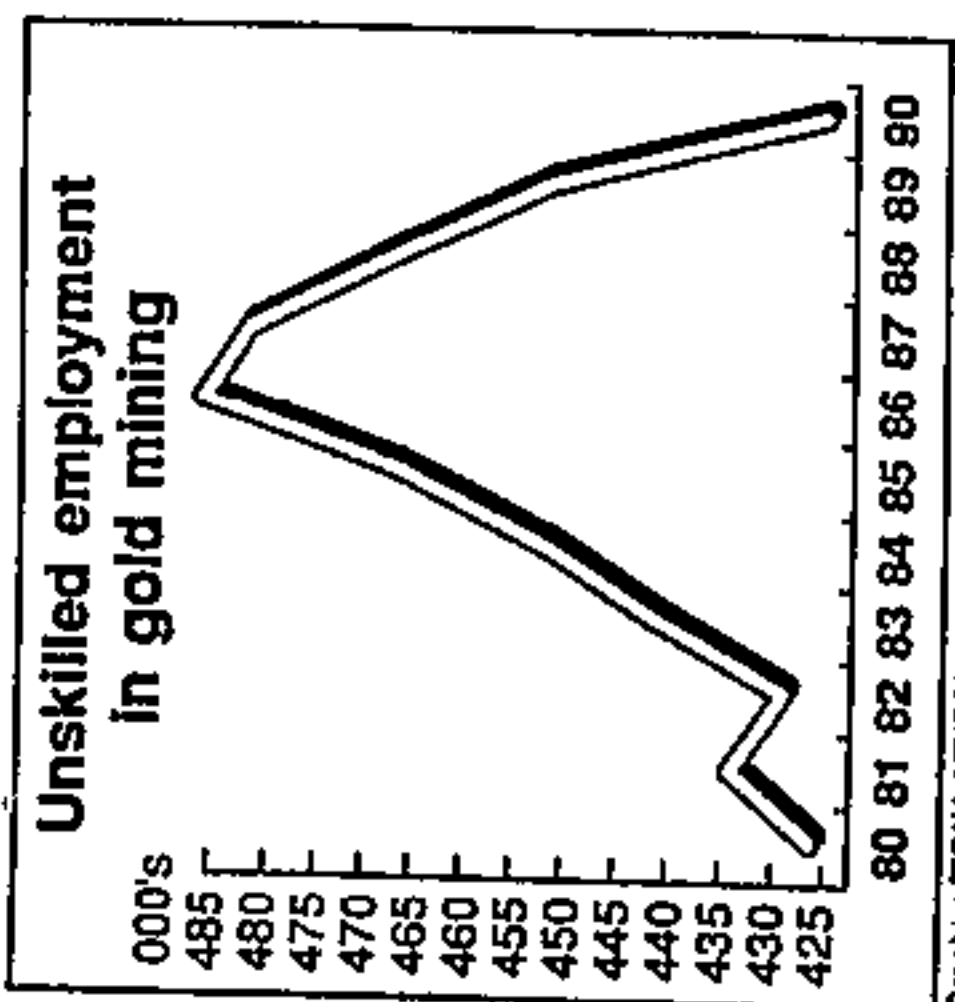
GRAHAM BELL

will have less motivation to disrupt production. This will benefit shareholders as well as labour.

The proposed wage deal on the gold mines is linked to productivity which has become an increasingly intractable problem in the SA economy.

There is hope that the deal will serve as an example to other sectors of the economy, all of which have been plagued by the accelerating wage cost/poor productivity syndrome. The chart shows that total productivity per worker has risen just 7% over the past decade. The total wage bill rose 385% in the same period.

At the heart of the issue lies the cancer of inflationary expectations. In recent years, the SA Reserve Bank has taken a firm stance on inflation. The Bank is explicitly required to defend the value of the



Graphic: FOMA KRISCH Source: CHAMBER OF MINES

currency (both internally and externally). Although Governor Chris Stals has pursued this objective for two years, the policy has met with little success. Despite a recession which commenced before he took office, the CPI-inflation rate has persisted around the 15% level.

The Reserve Bank has recognised that the inflation bogey cannot be beaten unless inflationary expectations are altered. Over the past 20 years inflation has risen steadily and successive failures to control it have merely entrenched the bias of expectations. Ever higher inflation has been built or indexed into wage demands. It is true that, in previous economic cycles, a recession has been associated with falling inflation, but each time the authorities have lacked the will to break the inflationary psychosis completely. They have always backed off too early, leaving inflation to accelerate to new heights.

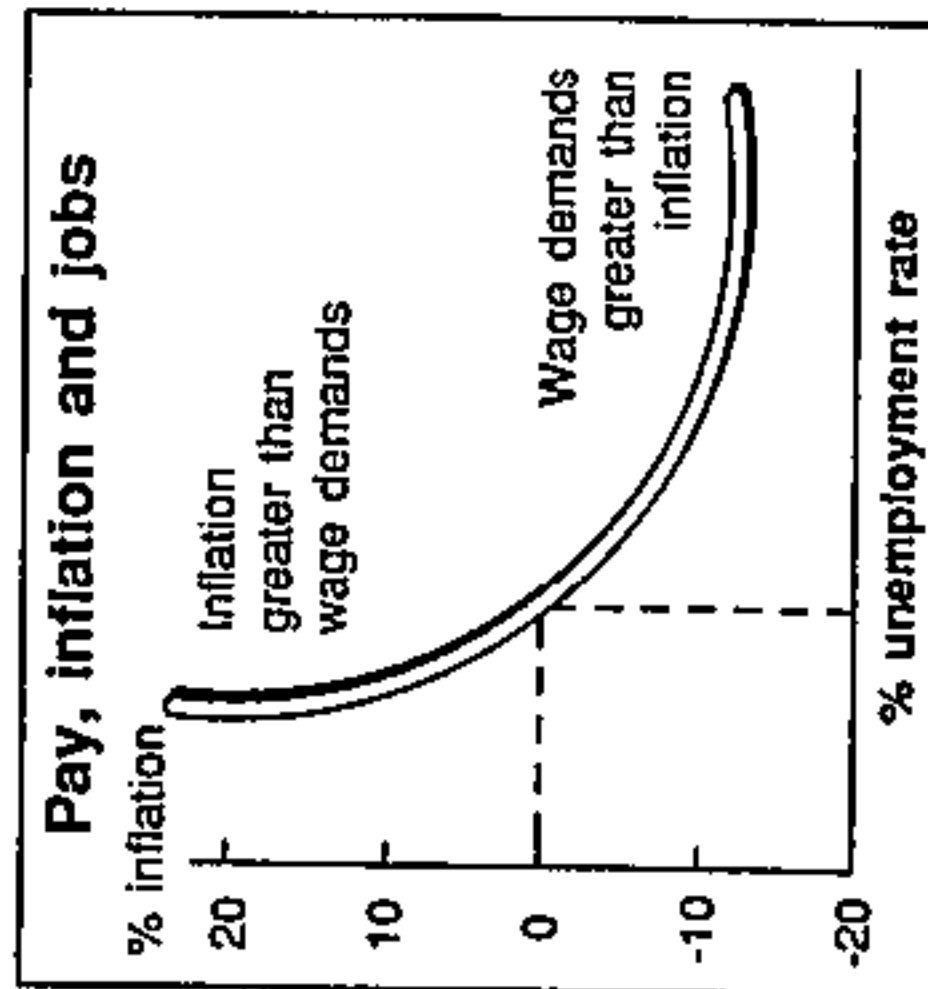
In the most recent recession a new dimension has emerged. The onset of the political thaw has raised demands for income redistribution and union wage pressures have become more strident than ever. It is ironic that the new-found resolve of the authorities to combat inflation should arrive on the scene at the same time.

The chart illustrates the problem confronting the Reserve Bank in combating expectations. The experience of the mining industry is particularly relevant. In the lower part of the curve, wage demands are driv-

en by unrealistic expectations of the industry's ability to pay. Workers effectively price themselves out of jobs.

In the upper part of the curve, wage settlements are adapted to the new reality, namely that it is accepted that the Reserve Bank is serious and will, ultimately, be successful in its quest to lower inflation. The NUM appears to be moving from the lower half to the upper half in its recent negotiations with employers.

The gold mining sector is, in some ways, a special case. SA's gold mines are ageing and the industry is a price-taker. The price has performed poorly over the past decade. The industry's profitability collapsed. After many years of damaging confrontation and the loss of thousands of jobs, the combatants finally realised that it was in their interests to work together.



Graphic: FOMA KRISCH Source: IVOR JONES ROY & CO

As Maynard Keynes pointed out, wages are "sticky downwards". This is not so, for instance, in the much maligned stockbroking industry, where pay growth is often negative in line with declining profits. Is it unthinkable that workers in other sectors should vote themselves a flexible wage package that adjusts in line with profits?

It is not certain that the gold mining example can be generalised to the rest of the economy. Although there are retrenchments in other sectors and although pitifully few jobs have been created in the formal sector over the past decade, most unions do not yet appear ready to seek productivity arrangements. At best, a scaling down of wage demands is now in evidence.

Therefore, it is not clear whether the Reserve Bank will win its battle against inflationary expectations. One worrying sign is that the fiscal discipline that was evident in the Finance Department throughout 1990 is no longer there. Government consumption expenditure has surged since the fourth quarter of last year. Thus it appears that the Bank has lost an important ally in its quest.

So far, there are few signs that Stals is under any pressure to relent. Indeed, he may well resist them. But without Treasury support, his battle will become increasingly difficult. Already the bond market, where yields have risen back to about 16%, has signalled its belief that the battle is being lost. This is one of the most sensitive barometers of inflationary expectations.

In the long run, it is certainly in the interests of trade unions and employers to seek productivity accords like the one that may be concluded in the gold sector. Productivity growth is the key to wealth and, by implication, to income distribution.

The politics of the past few decades has encouraged confrontation in the workplace. If this country is to succeed, future co-operation in the workplace is essential. In addition, this government (and any future government) has to learn the fundamental fact that it cannot spend its way to prosperity. The next year will be crucial in determining whether SA is to turn the inflationary tide.

□ Bell is an economist with Ivor Jones, Roy & Company Inc.

Journal 16/7/91

Unionists march

ABOUT 100 members of the South African Black Municipal and Allied Workers Union yesterday marched on the Wattville Council offices, demanding sites they were allegedly promised by the municipality.

They have given the council until July 19 to respond

The workers, all employees of the council, demanded that houses be built on 16 sites which they were allegedly promised by the council.

Their grievances also included improved working conditions, better salaries and increases of between 25 and 35 percent.

(355)

Talks to go on, but metal strike looms

By Shareen Singh

Star 16/7/91

finished counting votes.

355

Mediation in the metal industry wage talks is set to continue tomorrow, but both employers and union were preparing for industrial action.

The 280 000-strong National Union of Metalworkers (Numsa) had balloted its members for a national strike but had not yet

The Steel and Engineering Industries Federation (Seifsa) was in the process of balloting its members for an industry-wide lockout if workers embarked on industrial action.

Results of the ballots could be expected later this week, the parties said.

Mediation in the wage dis-

pute started a few weeks ago and some progress had been made, according to Seifsa.

After report-backs to their constituencies, the parties were mandated by their members to continue mediation.

At the deadlock, Numsa was demanding an across-the-board hourly increase of R1,50 and Seifsa was offering 48c to 86c.

Union scores Sowetan 17/7/91 wage rise for 355 steel workers

THE National Union of Steel and Allied Workers (NUSAAW) scored a major victory when it successfully negotiated better salaries for its members this week.

Mr Ndomane Tibane, general secretary of NUSAAW, said his union also managed to sign a recognition agreement with Printed Circuit Laboratories on July 3 this year "after months of intensive negotiations."

He said: "The union, represented by Mlungisi Twana, managed to convince management of Printed Circuit Laboratories to recognise it."

The union also managed to negotiate less

By IKE MOTSAPI

working hours for its members without loss of pay.

Tibane added: "The company agreed that our members can now work for eight hours a day.

"I must say this has not been an easy task for the union.

"We have tried for so many months to get management to recognise us," he added.

Tibane said after the recognition agreement was signed the union submitted wages proposals to the company.

He said management surprised the union by agreeing to its proposals of an 85 cents an hour increase.

"The union is happy that it managed to negotiate better wages for its members considering the present conflict in the metal industry."

Gap between inflation, higher salaries closes

THE gap between 1991 wage settlements and the inflation rate has closed considerably in a bargaining environment marked by growing union pragmatism, according to industrial relations consultants Andrew Levy and Associates.

Negotiated increases this year would average 16,5 percent against an official 15 percent inflation, the consultancy said in its June 1991 *Bargainers' Bulletin*.

In 1988, wage awards were pegged at 17,9 percent and inflation at 13,2 percent.

The Johannesburg-based consultancy warned that falling settlement levels were not a global phenomenon and some sectors would have difficulty, pleading inability to pay.

"An increased measure of pragmatism is being displayed in the

negotiating process by both parties, with the economic climate and the financial problems of different sectors and individual concerns being taken into account," the bulletin stated.

The sectors recording the lowest increases were those hardest hit by the recession. Settlements in banking and finance ranged between 10 to 14 percent.

The clothing sector, at 18,1 percent, recorded the highest increases, but these were often won from a low base by Cosatu's SA Clothing and Textile Workers Union.

At 17,9 percent, Sactwu also recorded the highest average level of settlement of Cosatu's 14 affiliates. Next was the SA Commercial, Catering and Allied Workers Union, at 17,7 percent. - Sapa.

Jobs saved, but workers face 40% cut in wages

Soul 18/7-24/7/91.

By Thoraya Pandy

WORKERS at a Cape Town yacht company negotiated their way out of retrenchment, but may still face a 40 percent cut in wages.

This follows workers at John Robertson Yachts being informed on Monday by local manager Mr Bob Conbeer that the factory would be closed as it was running at a financial loss.

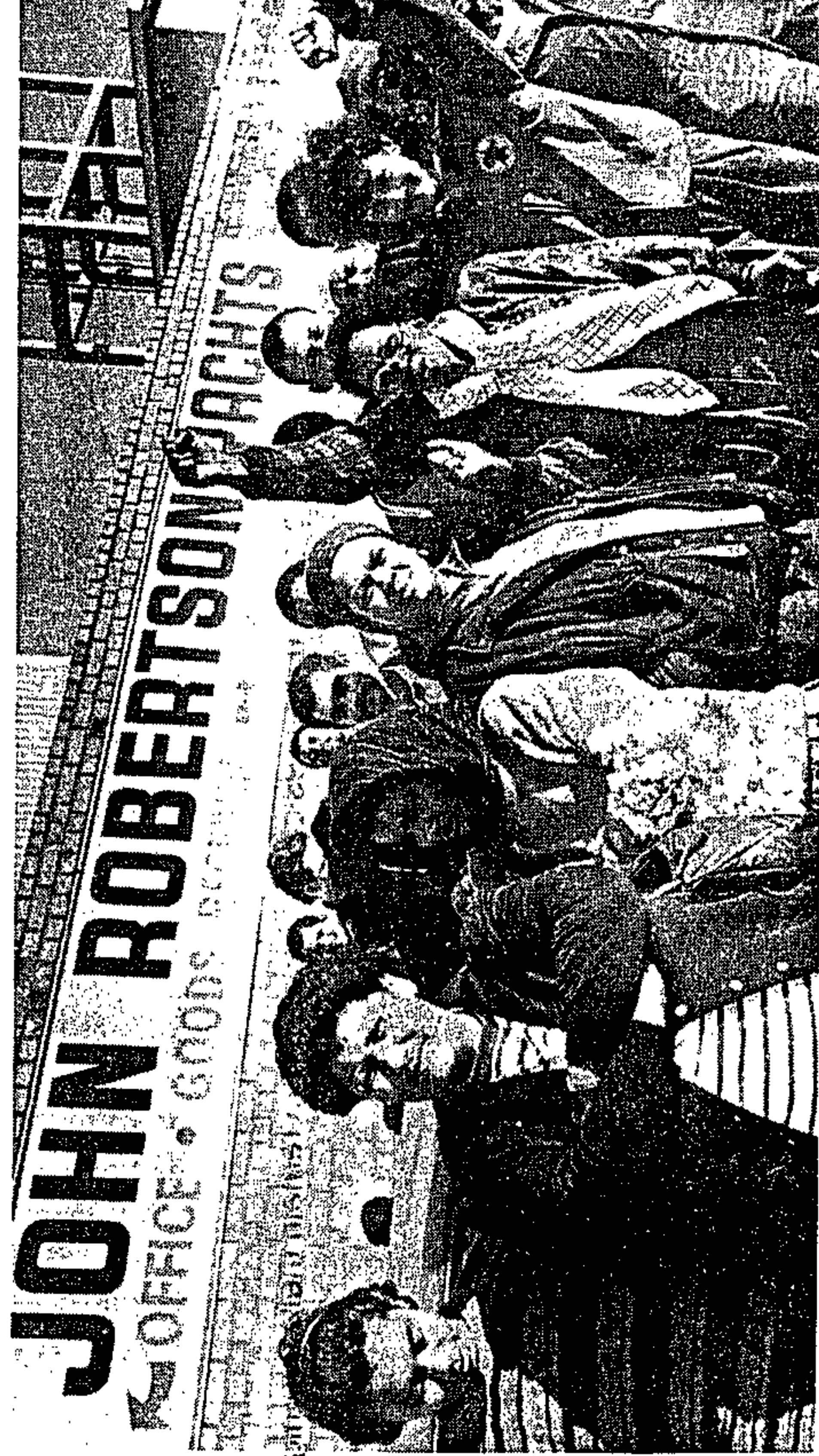
Representatives of the 103 workers held talks with management for two days in a desperate bid to save their jobs.

Company director Mr Louis Lousberg agreed to keep the factory open if workers agreed to a 40 percent cut in wages.

Workers will also be paid their full wages for the week and can return without fear of victimisation. Workers agreed to return to work on Wednesday, but will continue negotiations concerning the cut in wages.

Conbeer said the factory had been running at a loss "for some time" and that there had been indications of a possible closure.

He said, however, the future of the Epping factory would be subject to negotiations with the workers and their union.



WAGE CUT: Workers milling around outside the yacht factory

PIC: YUNUS MOHAMED

Sowetan 19/7/91

Strike looms in car, tyre industry

CAR assembly plants and tyre manufacturers are headed towards industrial action next week if national talks on wages and service conditions were not settled by today.

"We nonetheless seriously hope to settle outstanding issues, specifically wages and a moratorium on retrenchments," said Mr Les Kettledas, national secretary for collective bargaining in the National Union of Metalworkers of South Africa.

Numsa and auto assembly industry employers met on Wednesday and talks in the tyre industry resumed yesterday.

Strike ballot results this week revealed the union has majority backing for industrial action in both industries.

Numsa and the SA Motor Industry Employers Association yesterday held their first of three mandatory dispute meetings.

In its fourth major organisational sector, the metal and engineering industry, balloting has been extended and Numsa was locked in mediation with Seifsa yesterday.

Kettledas said motor assembly employers had not moved on their offer of a R1 across-the-board increase. Numsa demanded R1,50 or 20 percent, whichever was the higher.

Its pay claims were based on a cost of living increase no lower than 15 percent. - Sapa.

Numsa settlement deadline

CAPE TOWN — Car assembly plants and tyre manufacturers were headed towards industrial action next week if national talks on wages and service conditions were not settled today, a trade unionist warned yesterday.

"We nonetheless seriously hope to settle outstanding issues — specifically wages and a moratorium on retrenchments," national secretary for collective bargaining in the National Union of Metalworkers of SA Les Kettledas said.

Numsa and vehicle assembly industry employers met on Wednesday, and talks in the tyre industry resumed yesterday.

Strike ballot results this week gave the union majority backing for industrial action in both industries.

Numsa and the SA Motor Industry Employers Association yesterday held their first of three mandatory dispute meetings.

In its fourth major organisational sector, the metal and engineering industry, balloting has been extended and Numsa was locked in mediation with Seifsa yesterday.

Kettledas said vehicle assembly employers had not moved on their

offer of a R1 across-the-board increase. Numsa demanded R1,50 or 20%, whichever was the higher.

Its pay claims were based on a cost-of-living increase no lower than 15%, and a further 5% to compensate for VAT, he added.

Kettledas said sufficient progress had been made towards resolving union demands on training.

Numsa had given employers until the close of business yesterday to respond to demands on job security.

In talks with the new Tyre Manufacturers' Employers' Association in Port Elizabeth yesterday some progress had been made on demands on training, said Kettledas. The negotiations were continuing.

Seifsa executive director Brian Angus yesterday dismissed claims that employers had refused to agree to a basic programme of restructuring.

"We have agreed to set up a special committee with senior people on both sides to discuss these matters."

He declined to comment on inquiries about wage proposals and counter-offers, saying the parties were bound to silence. — Sapa.

Plea for housing schemes

BOTH management and black workers need to be better informed about the factors behind successful in-house company housing schemes, says Ian Bernhardt, a director of employee housing consultant Bernhardt, Dunstan and Otten.

"While companies have, for many years, offered their employees pension and medical aid benefits, housing has been neglected," he adds.

More and more companies are now realising that providing acceptable housing for employees can greatly help improve productivity, Bernhardt says.

But these companies often decide not to introduce such a scheme as they lack the necessary expertise. "Some believe that taking steps in this direction will raise expectations that cannot be fulfilled, while others are put off by the possible cost implications," he adds.

On the other hand, employees are often unaware of the realities and consequences of buying a home, with unscrupulous developers raising their hopes by failing to ex-

plain properly the long-term financial implications of the diverse housing options available.

Even workers at the lowest level can have access to reasonable housing. They should be encouraged to look at realistic options that could involve existing homes or even shacks, says director Joe Dunstan.

Bernhardt, Dunstan and Otten will stage a series of workshops focusing on the critical aspects of the introduction and operation of housing schemes.

Dunstan, who will present the workshops, says those attending will be trained in the proper assessment of individual employee needs as well as a company's ability to meet these needs.

"The workshops will be supported by a full consulting service designed to help companies in implementing simple, user-friendly housing policies.

"We can also become directly involved in educating shop stewards and the workforce."

16/11/72
Cm 24/7

355

Employers fail to appear at wage talks

By pay 22/7/91 THEO RAWANA 355

WAGE negotiations between the National Union of Metalworkers of SA (Numsa) and motor and tyre industry employers were held up on Friday because employer representatives were not available, Numsa said.

Numsa national secretary on collective bargaining, Les Kettledas, said his union found it "inexplicable" that the employers should fail to come back to them at a stage when most union members had voted in support of industrial action.

Car and tyre industry workers last week voted for industrial action to support wage demands.

Kettledas said the industry representatives were supposed to discuss union proposals for a moratorium on retrenchments during wage talks.

Employers' spokesman Vic Fourie could not be reached for comment.

21 000 car, tyre sector workers strike

MORE than 21 000 workers in the vehicle assembly and tyre sectors went on strike yesterday to support demands for increased pay and job security.

National Union of Metalworkers (Numsa) negotiator Les Kettledas said more than 18 000 workers at most vehicle assembly plants in major centres went on strike yesterday. Employees at the BMW plant in Rosslyn near Pretoria were not yet on strike as they worked a four-day week, and were only to return to work today, he said.

Mercedes-Benz management allegedly refused to allow East London union members to hold report-back meetings on progress made in wage talks.

6/Day 23/7/91.

VERA VON LIERES

Kettledas was unable to specify which plants had been affected by strikes, but other manufacturers believed to have been affected included Volkswagen, Samcor and Nissan.

Sapa reports Toyota confirmed yesterday that about 5 000 workers at assembly plants in Durban and Johannesburg had downed tools.

No incidents were reported and workers left the affected premises, Toyota group personnel and industrial relations director Theo van den Bergh said.

Meanwhile, in the tyre sector, another

□ To Page 2

Strike

3 500 workers went on strike yesterday. This followed a special Industrial Council meeting last week intended to avert industrial action.

The workers are striking at Goodyear and Firestone, while those at Tycon are expected to down tools this week.

Kettledas said vehicle assembly employers failed to improve their wage offer at last week's meeting. The offer amounted to a wage cut for workers. Employers also failed to agree to demands for job security and a moratorium on retrenchments in the industry.

Tyre sector employers increased their wage offer by less than 1% at an Industrial Council meeting last week. Kettledas said this failed to take account of the current rate of inflation and the introduction of VAT later this year.

Kettledas said Numsa was willing to meet employers in an effort to settle the disputes.

Numsa last week reported that most tyre and vehicle workers favoured strike action.

□ Strike action in the metal industry was averted last week after a three-day mediation session between the Steel and Engineering Industries Federation (Seifsa), Numsa and other metal unions.

Independent Mediation Services of SA mediator John Brand said yesterday the parties had agreed to go back to their constituencies for a mandate to continue mediation on July 29.

Brand said considerable progress had been made in mediation, which started last month. But differences on wages continued to stand in the way of a settlement.

□ From Page 1

21 000 vehicle, tyre workers on strike

Star 23/7/91
More than 21 000 workers in South African vehicle assembly and tyre manufacturing plants stopped work yesterday in rejection of employers' offers on wages and working conditions, says the National Union of Metalworkers of South Africa (Numsa).

An estimated 18 000 workers on vehicle assembly lines and about 3 500 in tyre factories joined the legal strike, said Bernie Fanaroff, Numsa national secretary for organising.

The union warned of serious conflict in the motor industry if employers insisted on enforcing a wage freeze until August 1992, but said useful progress had been made in mediation to resolve the deadlock in metal industry talks.

Yesterday's strike followed balloting which showed that 56,47 per cent of auto workers in the union and 71,3 per cent in the tyre industry backed industrial action.

Mr Fanaroff said work had stopped at two Toyota plants in Durban, the

Mercedes-Benz and MAN plants in Pinetown, a Nissan plant in Pretoria and two Samcor plants in Pretoria and Port Elizabeth, where the Delta plant also came out on strike.

In a statement to Sapa, the automobile manufacturers said they remained hopeful of a resolution to the dispute.

A spokesman said negotiations had reached a delicate stage and employers remained hopeful that the dispute would be resolved without further disruption of production and the resultant threats to the livelihood and job security of workers.

He said given the adverse conditions under which the industry was operating, they could not consider wage increase beyond their final offer of R1 an hour across-the-board increase.

Employers, however, had made an amended final offer which embodied significant concession in the form of a moratorium on retrenchments in the industry. — Sapa.

Vehicle industry jobs at risk

6/10/91 24/7/91
VEHICLE assembly employers have warned that the strike by 21 000 members of the National Union of Metalworkers (Numsa), which entered its second day yesterday, has put thousands of jobs at risk.

Employers labelled the countrywide strike "unprocedural and irresponsible".

Numsa national negotiator Les Kettledas confirmed that strike action had spread to most major vehicle assembly plants in Pretoria, Port Elizabeth, Durban and East London.

National Association of Automobile Manufacturers of SA (Naamsa) president Spencer Sterling said industrial action at vehicle assembly plants could jeopardise thousands of jobs in the industry.

He urged Numsa to review its position as "the time had arrived for economic industry realities and employee expectations to come to terms with each other".

The strike could result in employers

MARC HASENFUSS
and VERA VON LIERES

355

withdrawing an offer concerning a moratorium on retrenchments, and might prompt employers to reconsider participation in the National Bargaining Forum.

Kettledas denied accusations that the strike was unprocedural, saying the parties had held a number of dispute meetings. Numsa had declared a dispute on June 7 and gained more than 50% support for industrial action through a ballot.

Sterling said that against the background of the downturn in the vehicle market, employers and employees would pay dearly for industrial action.

Numsa is demanding a R1,50 an hour across-the-board increase. Kettledas said employers' offers ranged between 12,5% for top grades and 13% at the bottom.

Numsa this week warned of serious con-

□ To Page 2

Jobs

6/10/91 24/7/91
flict in the motor industry if employers continued to insist on freezing wages until August 1992. Although a second dispute meeting was scheduled for August 9, employers showed "little willingness to look for any settlement", the union said.

Motor manufacturers affected by strike action included the Port Elizabeth and Pretoria branches of Nissan and Samcor, Toyota assembly plants countrywide, Man truck plants in Pinetown, Delta Motors in Port Elizabeth, the Pinetown branch of Mercedes-Benz and the BMW plant in Rosslyn, near Pretoria.

A Delta spokesman said production at its Port Elizabeth plant was suspended until tomorrow after workers "engaged in illegal industrial action" yesterday.

Mercedes-Benz SA spokeswoman Wendy Hoffman said yesterday production was normal at the company's East London plant. However, about 180 workers at the company's Pinetown parts division were on strike.

A Volkswagen spokesman said production at the Uitenhage plant was running at full capacity yesterday, but felt the situation could change at any moment.

In the tyre sector, more than 3 000 workers had downed tools at Gentyre and Firestone plants in Port Elizabeth, Kettledas said. No industrial action was reported at Tycon, Port Elizabeth, where shop stewards were scheduled to report to members on wage talks yesterday, a Tycon spokesman said.

□ From Page 1

Warning as car workers' strike enters day two

CAPE TOWN — Up to 18 000 auto assembly workers refused to work for a second day yesterday as employers condemned their strike as unprocedural and jeopardising offers on job security.

Assembly plants in major centres such as Port Elizabeth, Durban and Rosslyn remained strike-bound yesterday, said National Union of Metalworkers of SA negotiator Les Kettledas.

About 4 000 Numsa members at Nissan's Rosslyn plant were locked out yesterday, according to unconfirmed reports, and 3 000 Mercedes-Benz workers in East London were set to join the strike, he said.

Mr Kettledas denied accusations by the National Association of Automobile Manufacturers of SA (Naamsa) that the strike was unprocedural.

The parties had held the scheduled number of dispute meetings; the union had declared a dispute with Naamsa on June 6; and a strike ballot, with more than 50 percent backing for industrial action, had followed, he said.

Numsa members were still demanding a cost-of-living increase which catered for inflation and VAT, but employers were offering less than inflation, said Mr Kettledas.

He said the employers' offer ranged between 12,5 percent on the top grades and 13,3 percent at the bottom.

Star 24/7/91
"As a percentage of the actual rate of pay, the increases are below the inflation rate," said Mr Kettledas.

Naamsa president Spencer Stirling said yesterday the employer offer of a R1 across-the-board increase represented a 15,2 percent rise on the minimum rates and 12,4 percent on industry averages.

"Including fringe benefit costs, the average packet enjoyed by workers amounts to some R2 120 a month," he said.

It was absolutely essential for unions and employers to evolve a joint commitment to improved productivity and containment of costs if the industry were to protect existing jobs and remain competitive in international markets, Mr Stirling said.

He urged Numsa, as a matter of urgency, to review its position in regard to the strike. A failure to do so could jeopardise thousands of jobs.

Employers had made an amended final offer to include a conditional moratorium on retrenchments, effective for the period of the agreement.

He said the current unprocedural action at various assembly plants was totally unacceptable and could result in employers withdrawing their offer on the retrenchment moratorium.

The continued strikes could lead to the employers party to the negotiations to reconsider their future role and participation in the industry's national bargaining forum. — Sapa.

30 000 out as strike sweeps car factories

26/7-1/8/91

By DREW FORREST

UP to 30 000 workers are now on strike countrywide at all major car manufacturers, after industrial action spread to the giant Volkswagen plant in Uitenhage on Wednesday.

In what may be South Africa's first cross-sector strikes by the same union — in this case, the National Union of Metalworkers — about 3 500 tyre workers also downed tools on Monday at General Tyre and Firestone. Tycon, the other employer party to the bargaining forum, is not affected.

In crisis talks on Wednesday, Numsa's national strike committee in the auto sector, comprising shop stewards from all plants, adopted a set of recommendations for settlement to be referred to the union's membership.

If accepted, these would be forward-

ed to employers, said Numsa national organiser Les Kettledas.

He complained that some auto employers, notably Toyota, were acting "improperly" by offering plant-level increases to induce strikers to return to work. "Offers should be made inside the central bargaining forum," he insisted.

In both sectors, Numsa's last publicised wage demand was for a R1,50-an-hour or 25 percent, whichever is higher.

Auto bosses have offered R1 across the board, representing 15 percent on minima and 12,4 percent on industry averages, while at the last round of talks, tyre companies revised their previous R1,10 proposal to a phased offer of R1,05 from July and another 10c from December.

Numsa complains that both offers represent a cut in real wages, adding that the looming implementation of VAT — which it believes will raise the living costs of the lowest paid by five percent — is a "critical consideration".

Equally central to the dispute are union proposals on job security and job creation, including demands for an unconditional retrenchment moratorium.

In the auto industry, Kettledas confirmed, employers had offered a moratorium, but had tied it to a number of conditions, including the achievement of monthly production schedules. It would also not apply in the case of partial or total plant closures or sales. Some progress had also been made

in tyre negotiations on training and job security, Kettledas said. The national strike committee in the sector would meet towards the weekend to assess the situation.

Meanwhile, two other key Numsa industries are also teetering on the edge of confrontation. Strikes in the engineering and motor industries potentially involve half a million workers.

In engineering, mediation aimed at breaking a protracted wage deadlock is scheduled to restart on Monday. And in motor, where industrial council talks start later than in other Numsa sectors, the South African Motor Industry Employers' Association has repeated its call for a wage freeze until August next year, Numsa says.

Numsa to end strike if wage talks reopen

MORE than 24 000 striking vehicle assembly workers would return to work on Monday if employers agree to reopen wage negotiations, the National Union of Metalworkers (Numsa) said yesterday.

The union dropped its wage demand from R1,50 to R1,20c an hour as the strike entered its fourth day yesterday.

However, a motor industry source said last night employers would insist that striking workers return to work before further talks could take place.

BMW spokesman Dave Kirby confirmed yesterday Numsa had requested a meeting with employers on Monday to reopen discussions on wages and a moratorium on

VERA VON LIERES
and MARC HASENFUSS

retrenchments in the industry.

Kirby said Numsa had informed employers that their offer of a moratorium was acceptable provided certain conditions were dropped.

He said employers hoped to reply to the union by last night. Numsa's modified wage demand was still a long way from the employers' offer, he said. However, the most important question was now that of setting a date for a meeting.

Vehicle manufacturers are offering an

□ To Page 2

Strike

across-the-board wage increase of R1 an hour.

Numsa national negotiator Les Kettledas said yesterday the union had put forward proposals in a serious effort to normalise the current situation.

He said workers would return to work on Monday if employers responded positively to Numsa's proposal for a meeting.

Numsa was concerned by reports that employers at some plants were offering better increases than others. Kettledas said any improved wage offer had to be

made at the bargaining forum level.

Union recommendations to end the strike had been accepted by Numsa members yesterday.

The National Association of Automobile Manufacturers of SA (Naamsa) said this week it was essential that Numsa and employers evolve a joint commitment to improved productivity and cost containment.

It is understood the strike action has cost the industry almost R60m a day in lost turnover.

□ From Page 1

R60-m car strike 'to be settled soon'

By Brendan Templeton

Star

26/7/91

(355)

The car industry's R60 million-a-day nationwide strike involving about 22 000 workers is to end soon, a reliable management source said last night.

The National Union of Metalworkers (Numsa) had lowered its original demand of an extra R1,50 an hour across-the-board to R1,20.

It had also indicated interest in management's offer of a conditional moratorium on retrenchments. A meeting is scheduled for next week.

"The union requested a meet-

ing with the employers to discuss a counter-proposal by the union, and I think that amounts to a basic acceptance of the employers' offer on the retrenchment moratorium, with the proviso that the conditions be reviewed," the source said.

Companies affected by the strike are M.A.N. Truck and Mercedes-Benz in Pinetown; BMW in Pretoria and Midrand; Delta Motors, Nissan and Samcor in Port Elizabeth and Pretoria; and all Toyota plants.

The industry is reported to be losing R60 million a day.

Bank screws Lid on wages

28/7/91
355

STimes (Burs Times)
28/7/91

By CURT VON KEYSERLINGK and
DON ROBERTSON

THE RESERVE Bank's policy of keeping interest rates high is beginning to work even though it has not yet damped inflation which remained at 15,2% in June for the second successive month.

Nedbank chief economist Ted Osborn says: "We have entered a phase where wage increases will be markedly lower than they were in recent years."

"Strict monetary policy is working indirectly by causing recessionary conditions which are squeezing profits. This is makes it more difficult for employers to grant excessive wage demands."

"It has already happened in mining; it is happening in the motor industry and may soon happen in banking. The banks are unable to raise wages even to keep pace with inflation."

TrustBank economist Nick Barnardt agrees, saying exporters are particularly vulnerable to Reserve Bank policy because high interest rates tend to prop up the rand's external value. This makes it even more difficult for them to pass on their cost increases to competitive world markets.

Realities

"Because of this pressure exporters are also unable to accept high price increases from SA suppliers."

"But the effects of lower pay settlements will be reflected in official inflation figures only some time after the middle of next year. I expect inflation to be between 10% and 12% by early 1993."

His prediction would have a better chance of being correct if the Government followed the lead of the private sector. But the chances are that it will not.

Unlike the private sector, the Government has no fear that it will go out of business if it does not make a profit.

This is demonstrated by its tendency to increase its borrowing even when interest rates rise and the average wage increase of 25,7% granted to State employees last year.

Motor industry sources acknowledge that what they call the new economic realities enabled them to take a tough stand against the walkout on Monday by 24 000 members of the National Union of Metalworkers of SA (Numsa).

After being out for a week, Numsa agreed on Friday to return to work tomorrow without any undertaking from employers that its demands would be met. Employer organisation National Association of Automobile Manufacturers of SA (Naamsa) insisted that it would not continue negotia-

tions unless workers returned to work.

Naamsa president Spencer Sterling warned Numsa to review its position, failing which "hundreds, if not thousands" of jobs in the assembly and associated industries could be jeopardised.

Most manufacturers face a financially precarious future, says Mr Sterling. Vehicle sales this year are not expected to show much improvement. The industry will have to rely on exports to boost profits.

If it is to protect jobs and manufacturers are to succeed in the international market, costs will have to be contained and productivity improved, says Mr Sterling.

The timing of the walkout favoured the employers. SA demand is soft and dealers hold reasonable stocks. If production is resumed in the coming week virtually no sales will be lost because of stock shortages.

But workers will have lost about R10-million in wages.

An opportunity to reduce employment at some plants would be welcomed.

The walkout affected the assembly lines of Delta, Samcor, Volkswagen, Toyota, Nissan, Mercedes-Benz and M.A.N. in Pinetown.

Reduced

Since the walkout Numsa has reduced its demands from R1,50 an hour to R1,20. Naamsa offers R1.

Naamsa's retrenchment moratorium, requiring that production schedules be met each month, has been rejected by Numsa which wants the condition dropped.

Naamsa's wage offer represents a 15,2% increase and would take the average wage to R1 571 a month, or R2 120 including fringe benefits.

This, says Mr Sterling, is 12,4% above average rates.

Workers at the Mercedes-Benz plant in East London have ignored the strike and production is being maintained. Only about 180 workers at the Pinetown parts centre went on strike.

Pay talks will resume tomorrow or on Tuesday.

Car, tyre strikers return to work

By Shareen Singh ^{Star} 30/7/91

Some 25 000 workers in the car and tyre industry are to resume work today after a week-long national strike, pending further talks between employers and their union.

The National Union of Metalworkers (Numsa) and motor companies had arranged to meet today in a last-ditch attempt to reach a wage settlement and end the strike, which had brought production to a standstill.

Numsa spokesman Les Kettledas said workers had agreed to return to work pending further talks with employers on the union's revised demands.

The union had initially demanded an across-the-board increase of R1,50 an hour which was based on a 15 percent inflation rate and the impact of value added tax, but in a bid to reach settlement, workers had agreed to lower their demand

to R1,30, Mr Kettledas said.

Numsa still held on to its demand for a moratorium on retrenchments but made some concessions in this area.

If employers halt retrenchments, Numsa would accept changes to working hours and agree to temporary layoffs, he said.

At the time of deadlock, employers had offered an across-the-board increase of R1 an hour.

In a statement yesterday, National Association of Automobile Manufacturers of South Africa president Spencer Sterling said that by agreeing to meet the union, employers did not want to create expectations that further concessions would be granted beyond the employers' final offer.

He added that the success of today's meeting would depend on good-faith bargaining on the part of both parties and the taking into account of current economic circumstances.

Strike in car trade stopped

Source 3/17/91. 355

THE most costly strike in the local auto assembly industry was partially suspended yesterday.

This comes in the wake of the meeting of employers and the National Union of Metalworkers of South Africa in Port Elizabeth.

Numsa last Thursday agreed to suspend the strike, which started last Monday, pending the outcome of yesterday's talks.

Several plants remained closed yesterday, with sporadic attendance by up to 30 000 workers who were reported to have been on strike over pay and job security.

The strike had cost up to R300 million in lost production, according to employers represented by the auto assembly industry's National Bargaining Forum.

Some companies closed their operations yesterday because of incomplete attendance.

Among these were Toyota in Durban, which shut down its Prospecton assembly plant. No workers reported for duty at the Mobeni stamping division, said company personnel and industrial relations group director Mr Theo van der Bergh.

According to industry sources, the Delta plant in Port Elizabeth had also been shut down and Samcor at Rosslyn, Pretoria, had reportedly sent its workforce home.

At Volkswagen in Uitenhage, workers held a meeting on the company premises, but the majority of the 6000-strong workforce went home afterwards, said a company spokesman.

Production was kept up at the BMW plant in Rosslyn, according to

sources, and Mercedes-Benz spokesperson Ms Wendy Hoffman said the East London assembly plant and Pinetown's parts division were operational yesterday.

Numsa members also reported for work at the Nissan plant at Rosslyn, according to sources.

Pay and union calls for a blanket moratorium on retrenchments remained the main stumbling blocks to a settlement.

Numsa is demanding a R1,20 across-the-board increase on hourly wages, a drop in 30 cents on its opening claim.

Van den Bergh warned that wage negotiations at national level could only resume once all vehicle manufacturers were back in production.

Hoffman said Mercedes-Benz had sustained production at the East London plant throughout last week. - Sapa.

WAGES — 1991

AUGUST — DEC.

Precedent-setting wage deals signed

By Shareen Singh

1/8/91

South Africa's biggest industries, mining and metal, yesterday signed precedent-setting agreements on wages and working conditions.

In the mining industry, workers at four mining houses — Anglo American, Genmin, JCI and Rand Mines — are to receive profit-linked wage increases which include a basic 5 percent increase and bonuses coupled to the gold price.

This means that if the gold price increases to more than R1 050 an ounce, workers on these mines will receive a bonus of up to 7 percent of their basic wage.

At Harmony mine, a profit-sharing scheme has been agreed on which will grant a basic increase of R25 for all workers. In addition, 15 percent of profits up to a maximum of R4 million will be set aside for workers.

Two other mining houses in the Chamber of Mines offered straight increases ranging from 6,5 percent and 9 percent, with no gold-price bonus.

On coal mines, the National Union of Mineworkers (NUM) accepted increases ranging from 6,5 percent to 19,1 percent.

A range of non-wage demands were also agreed on, including a statement of principles, rights and obligations underpinning industrial relations in the industry, together with guidelines governing worker participation in hostel affairs.

The NUM pointed out that in accepting the agreement, it had taken account of the economic climate confronting the gold mining industry.

Union president James

Mohlatsi said the agreement was not a favourable one with respect to wages, but it was significant in securing basic civil rights for mine workers.

NUM acting general-secretary Marcel Golding said these rights would ensure more effective union organisation, increase the union's membership and give hostel dwellers democratic participation on issues.

Chamber of Mines spokesman Bobby Godsell expressed appreciation to the union for taking the industry's economic situation into account. This would enhance a better relationship between management and the union, he added.

In another precedent-setting agreement, the Steel and Engineering Industries Federation (Seifsa) and several unions, including the National Union of Metalworkers (Numsa), secured wage increases of between 12 and 15 percent.

Settlement was reached after four months of difficult negotiations and nine days of mediation.

A significant aspect of the settlement was an agreement to set up two committees within the next 30 days, involving senior trade unionists and industrialists, to look into training and restructuring with the aim of promoting economic growth.

If these committees operate favourably to all the parties involved, it could lead to an industry-wide summit.

Numsa spokesman Bernie Fanaroff said the agreement was a breakthrough because Seifsa was originally opposed to granting wage increases which matched the inflation rate.

Metal workers win increases of up to 15%

THE metal industry's 350 000 workers will get wage increases of between 12% and 15% in terms of an agreement reached between four unions and the Steel and Engineering Industries' Federation (Seifsa) last night.

The agreement — which came after four months of talks and was described as a major breakthrough — provides for average wage increases of 13%.

The parties also agreed to establish two joint bodies to co-ordinate training in the industry and to investigate economic growth strategies and job creation.

The agreement was signed by Seifsa, the National Union of Metalworkers (Numsa),

the Confederation of Metal and Building Unions, the Metal and Electrical Workers' Union and the Steel, Engineering and Allied Workers' Union.

Numsa national secretary Bernie Fanaroff said that by matching the inflation rate in some categories, the settlement had set a precedent for continuing negotiations in other sectors, including the vehicle assembly and tyre industries.

"This breakthrough heads industry away from the strategy of trying to solve the economic crisis by cutting real wages. This low wage strategy has been rejected by

Numsa and Cosatu," Fanaroff said.

Before mediation started two months ago, Seifsa offered increases of between 9% and 12,6%. The settlement will raise the new industry minimum to R4,70 at the bottom level and R10,44 at the top. Artisans and labourers will receive hourly increases of R1,14 and 63c respectively.

Wage talks extended over a period of more than four months and culminated in nine days of mediation spread over two months.

Numsa balloted its members on possible strike action and employers voted on whether to take lockout action. The results of

□ To Page 2

Metal

the two ballots were not disclosed.

A separate agreement reached yesterday states that all workers should have access to appropriate training which included providing broad-based skills that were transferable. To this end, the parties agreed to set up an industry training committee consisting of employers and union representatives to consider what should be done at industry level in terms of training other than artisan training.

Seifsa executive director Brian Angus said it was hoped that a broader training board would be established within two

years to ensure that all workers received training. Training is currently conducted through the industry's artisan training board and is available only to artisans.

A separate body, also consisting of employers and union representatives, would be set up to look at structuring of the industry, which would focus on economic growth and job creation.

Employers described yesterday's agreement as "fair and reasonable, given the very poor business conditions in the industry, and continuing increases in the cost of living".

□ From Page 1

No. R. 1797

2 August 1991

LABOUR RELATIONS ACT, 1956 (309)

BUILDING AND MONUMENTAL MASONRY INDUSTRIES, BLOEMFONTEIN: AMENDMENT OF MAIN AGREEMENT (355)

I, Eli van der Merwe Louw, 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 30 April 1992, 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 second Monday after the date of publication of this notice and for the period ending 30 April 1992, 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.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE**INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY (BLOEMFONTEIN)****AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Bloemfontein Master Builders' and Allied Trades Association,

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Amalgamated Union of Building Trade Workers of South Africa

Building Industries Workers' Union

and

White Building 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 Building Industry (Bloemfontein),

to amend the Main Agreement published under Government Notice No. 2473 of 6 November 1987, as amended and renewed by Government Notices Nos. R. 1639 of 12 August 1988, R. 2453 of 2 December 1988, R. 1458 of 7 July 1989, R. 1805 of 18 August 1989, R. 1147 and R. 1148 of 24 May 1990 and R. 1367 of 14 June 1991.

No. R.-1797

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

BOU- EN MONUMENTKLIPMESSELNYWERHEID, BLOEMFONTEIN: WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, 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 30 April 1992 eindig, bindend is vir die werkgeversorganisasie 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 tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1992 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 gebied in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE**NYWERHEIDSRaad VIR DIE BOUNYWERHEID (BLOEMFONTEIN)****OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Bloemfontein Master Builders' and Allied Trades Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Amalgamated Union of Building Trade Workers of South Africa

Building Industries Workers' Union

en

Blanke Bouwerkersvakbond

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die bounywerheid (Bloemfontein),

om die Hoofooreenkoms, gepubliseer by Goewermentskennisgewing No. R. 2473 van 6 November 1987, soos gewysig en hernieu by Goewermentskennisgewings Nos. R. 1639 van 12 Augustus 1988, R. 2453 van 2 Desember 1988, R. 1458 van 7 Julie 1989, R. 1805 van 18 Augustus 1989, R. 1147 en R. 1148 van 25 Mei 1990 en R. 1367 van 14 Junie 1991 te wysig.

1. AREA AND SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Building and Monumental Masonry Industries—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions;

(b) in the Magisterial District of Bloemfontein (including that portion of Bloemfontein which prior to the publication of Government Notice 1081 of 18 May 1990, fell within the Magisterial District of Botshabelo).

(2) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall—

(a) apply only to those classes of employees for whom wages are prescribed in this Agreement and to learner artisans;

(b) apply to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;

(c) apply to trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions fixed thereunder;

(d) apply to working partners and working directors, principals and contractors;

(e) not apply to persons who are engaged in the installation or wiring of lighting, heating, or other permanent electrical fixtures in buildings or the repair or maintenance of lifts in buildings where such work is undertaken by an employer who falls under the jurisdiction of another industrial council;

(f) not apply to university students and graduates in building science, construction supervisors, construction surveyors and other such persons doing practical work as a part of their academic training, or to supervisory personnel;

(g) not include the Iron, Steel, Engineering and Metallurgical Industries as defined in paragraph G of the Certificate of Registration of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry of South Africa;

(h) be subject to the provisions of any determination by the Industrial Court in relation to the Building Industry and Furniture Industry.

2. CLAUSE 4: WAGES

(1) Substitute the following for clause 4 (1):

"(1) *General*: No employer shall pay and no employee shall accept wages at rates lower than the following:

	<i>Cents per hour</i>
(a) Artisan	7,82
(b) All other employees	2,20
(c) All other employees in the employ of the same employer for a period of six months or longer	2,50."

(2) Insert the following subclause (5):

(5) Attendance bonus:

"An attendance bonus of 15c per hour shall be payable to all general workers who were employed for at least 40 hours in one specific week."

3. CLAUSE 20: SUPPLEMENTARY REMUNERATION AND CONTRIBUTIONS

(1) In subclause (1) substitute the following for paragraph (j) and the subsequent table:

"(j) Provident fund for general workers . . . Column J.

(k) Total amount . . . Column K."

1. GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Bou- en Monument-klipmesselnywerheid nagekom word—

(a) deur alle werkgewers wat lede is van die werkgewers-organisasie en alle werknemers wat lede is van die vakverenigings;

(b) in die landdrosdistrik Bloemfontein (ingesluit die gedeelte van Bloemfontein wat volgens Goewermementsken-nisgewing 1081 van 18 Mei 1990, by die distrik Botshabelo ingelyf is).

(2) Ondanks subklousule (1) (a) is hierdie Ooreenkoms—

(a) slegs van toepassing op dié klasse werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word en op leerlingambagsmanne;

(b) van toepassing op vakleerlinge slegs vir sover dit nie met die Wet op Mannekrasopleiding, 1981, of met 'n kontrak wat daarkragtens aangegaan is of met voorwaardes wat daarkragtens gestel is, onbestaanbaar is nie;

(c) van toepassing op kwekelinge slegs vir sover dit nie met die Wet op Mannekrasopleiding, 1981, of met voorwaardes wat daarkragtens gestel is, onbestaanbaar is nie;

(d) van toepassing op werkende vennote en werkende direkteurs, prinsipale en aannemers;

(e) nie van toepassing op persone wat betrokke is by die installering en/of bedrading van elektriese lig- verwarmings- of ander permanente vaste elektriese toebehore in geboue of die herstel of onderhoud van hysers in geboue wanneer so- danige werk deur 'n werkgewer onderneem word wat onder die jurisdiksie van 'n ander nywerheidsraad val nie;

(f) nie van toepassing nie op universiteitstudente en gegra- dueerdes in die bouwetenskap, konstruksietoesighouers, konstruksieopmeters en ander persone wat besig is met praktiese werk ter voltooiing van hul akademiese opleiding en toesighoudende personeel;

(g) nie van toepassing op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid soos omskryf in paragraaf G van die Registrasiesertifikaat van die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid van Suid-Afrika nie;

(h) onderworpe aan die bepalings van alle vasstellings gemaak deur die Nywerheidshof met betrekking tot die Bou- nywerheid en meubelnywerheid.

2. KLOUSULE 4: LONE

(1) Vervang klousule 4 (1) deur die volgende:

"(1) *Algemeen*: Geen lone wat laer is as dié hieronder genoem, mag deur 'n werkgewer betaal en deur 'n werk- nemer aangeneem word nie:

	<i>Sent per uur</i>
(a) Ambagsman	7,82
(b) Alle ander werknemers	2,20
(c) Alle ander werknemers werksaam vir ses maande of langer by dieselfde werkgewer	2,50"

(2) Voeg die volgende subklousule (5) in:

(5) Bywoningsbonus:

" 'n Bywoningsbonus van 15c per uur is betaalbaar aan alle algemene werkers wat in 'n bepaalde week minstens 40 uur gewerk het."

3. KLOUSULE 20: AANVULLENDE BESOLDING EN BYDRAES

(1) In subklousule (1), vervang paragraaf (j) en die daarop- volgende tabel deur die volgende:

"(j) Voorsorgfonds vir algemene werkers . . . Kolom J.

(k) totale bedrag . . . Kolom K."

No. R. 1801

2 August 1991

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICES:
IRON, STEEL, ENGINEERING AND METALLURGI-
CAL INDUSTRY

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice No. R. 2467 of 10 November 1989 with effect from the second Monday after the date of publication of this notice.

E. VAN DER M. LOUW,

Minister of Manpower.

No. R. 1802

2 August 1991

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLUR-
GICAL INDUSTRY: RE-ENACTMENT OF SICK PAY
FUND AGREEMENT **355**

I, Eli van der Merwe Louw, 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 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 20 November 1992, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2, 3 and 6 (1) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 November 1992, 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 and Occupation in the areas specified in clause 1 of the said Agreement.

E. VAN DER M. LOUW,

Minister of Manpower.

SCHEDULE

**NATIONAL INDUSTRIAL COUNCIL FOR THE IRON,
STEEL, ENGINEERING AND METALLURGICAL
INDUSTRY**

SICK PAY FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

**Automotive Parts Production Engineers' As-
sociation**

Border Engineering Industries Association

Bright Bar Association

No. R. 1801

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN GOEWERMENSKENNISGE-
WINGS: YSTER-, STAAL-, INGENIEURS- EN
METALLURGIESE NYWERHEID

Ek, Eli van der Merwe Louw, Minister van Mannekrag, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermenskenisgewing No. R. 2467 van 10 November 1989 in met ingang van die tweede Maandag na die datum van publikasie van die kennisgewing.

E. VAN DER M. LOUW,

Minister van Mannekrag.

No. R. 1802

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLUR-
GIESE NYWERHEID: HERBEKRAGTING VAN
SIEKTEBYSTANDSFONDSOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms 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 20 November 1992 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 3 en 6 (1) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 November 1992 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 genoemde Ooreenkoms gespesifiseer.

E. VAN DER M. LOUW,

Minister van Mannekrag.

BYLAE

**NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-,
STAAL-, INGENIEURS- EN METALLURGIESE NYWER-
HEID**

SIEKTEBYSTANDSFONDSOOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

**Automotive Parts Production Engineers' Associa-
tion**

Border Engineering Industries Association

Bright Bar Association

Cape Engineers' and Founders' Association
 Constructional Engineering Association (South Africa)
 Covered Conductor Manufacturers' Association
 Domestic Appliance Manufacturers' Association of South Africa
 Electrical Engineering and Allied Industries Association
 Electronics and Telecommunications Industries Association
 Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
 Fire Protection Industries Association of South Africa
 Gate and Fence Association
 Hand Tool Manufacturers' Association
 Heavy Engineering Manufacturers' Association
 Iron and Steel Producers' Association of South Africa
 Lift Engineering Association of South Africa
 Light Engineering Industries Association of South Africa
 Materials Handling Association
 Natal Engineering Industries Association
 Non-Ferrous Metal Industries Association of South Africa
 Plastics Manufacturers' Association of South Africa
 Plumbers and Engineers Brassware Manufacturers' Association
 Port Elizabeth Engineers' Association
 Precision Manufacturing Engineers' Association
 Pressure Vessel Manufacturers' Association of South Africa
 Radio, Appliance and Television Association of South Africa
 Sheetmetal Industries Association of South Africa
 S.A. Agricultural Machinery Association
 S.A. Association of Shipbuilders and Repairers
 S.A. Electro-Plating Industries Association
 S.A. Fasteners Manufacturers' Association
 S.A. Foundry Association
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
 S.A. Machine Tool Manufacturers' Association
 S.A. Radio and Television Manufacturers' Association
 S.A. Reinforced Concrete Engineers' Association
 S.A. Tube Makers' Association
 S.A. Wire and Wire Rope Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Amalgamated Engineering Union of South Africa
 Amalgamated Society of Woodworkers of South Africa
 Engineering Industrial and Mining Workers' Union of South Africa
 Iron Moulders' Society of South Africa

Cape Engineers' and Founders' Association
 Constructional Engineering Association (South Africa)
 Covered Conductor Manufacturers' Association
 Domestic Appliance Manufacturers' Association of South Africa
 Electrical Engineering and Allied Industries Association
 Electronics and Telecommunications Industries Association
 Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
 Fire Protection Industries Association of South Africa
 Gate and Fence Association
 Hand Tool Manufacturers' Association
 Heavy Engineering Manufacturers' Association
 Iron and Steel Producers' Association of South Africa
 Lift Engineering Association of South Africa
 Light Engineering Industries Association of South Africa
 Materials Handling Association
 Natal Engineering Industries Association
 Non-Ferrous Metal Industries Association of South Africa
 Plastics Manufacturers' Association of South Africa
 Plumbers and Engineers Brassware Manufacturers' Association
 Port Elizabeth Engineers' Association
 Precision Manufacturing Engineers' Association
 Pressure Vessel Manufacturers' Association of South Africa
 Radio, Appliance and Television Association of South Africa
 Sheetmetal Industries Association of South Africa
 S.A. Agricultural Machinery Association
 S.A. Association of Shipbuilders and Repairers
 S.A. Electro-Plating Industries Association
 S.A. Fasteners Manufacturers' Association
 S.A. Foundry Association
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
 S.A. Machine Tool Manufacturers' Association
 S.A. Radio and Television Manufacturers' Association
 S.A. Reinforced Concrete Engineers' Association
 S.A. Tube Makers' Association
 S.A. Wire and Wire Rope Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Amalgamated Engineering Union of South Africa
 Amalgamated Society of Woodworkers of South Africa
 Engineering Industrial and Mining Workers' Union of South Africa
 Iron Moulders' Society of South Africa

355

Metal and Electrical Workers' Union of S.A.
Mineworkers' Union

National Union of Metalworkers' of South Africa

Radio, Television, Electronics and Allied Workers' Union

S.A. Boilermakers', Iron and Steel Workers', Shop-builders' and Welders' Society

S.A. Electrical Workers' Association

S.A. Yster-, Staal- en Verwante Nywerhede-Unie

Steel, Engineering and Allied Workers' Union of South Africa

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry,

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Iron, Steel, Engineering and Metallurgical Industries throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by—

(a) all employers and employees who are members of the employers' organisations and the trade unions respectively;

(b) employees in the employment of employers under paragraph (a) as at 31 July 1989 who were on that date members of and participants in Scheme B of the Sick Pay Fund in terms of the Agreement as published under Government Notice No. R. 2032 of 9 October 1980, as amended and extended, and who, whilst being eligible to become members of a trade union which is a party to this Agreement, are not members of such a trade union, whilst they continue in the service of the same employer.

(2) The terms of this Agreement shall not apply to the following persons:

(a) Employees engaged on or after 1 August 1989 by the employers referred to in subsection (1) (a) who, whilst being eligible to become members of a trade union which is a party to this Agreement, are not members of such a trade union; and

(b) employees other than those employed by employers referred to in subsection (1).

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Manpower in terms of section 48 (1) of the Act and shall remain in force for the period ending 20 November 1992 or for such period as may be determined by him.

3. SPECIAL PROVISIONS

The provisions of clauses 6 (1) (a), 7 (2) (a) and 15 of the Agreement published under Government Notice No. R. 2467 of 10 November 1989 (hereinafter referred to as the "Former Agreement") as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 5, 6 (1) (b) to 7 (1), 7 (2) (b) to 14 and 16 to 20 of the former Agreement, as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

4. SECTION 3: DEFINITIONS

(1) Insert the following between the definitions "Electrical Contracting Industry" and "Lift and Escalator Industry":

"law" shall include common law;"

Metal and Electrical Workers' Union of S.A.
Mynwerkersunie

National Union of Metalworkers' of South Africa

Radio, Television, Electronics and Allied Workers' Union

S.A. Boilermakers', Iron and Steel Workers', Shop-builders' and Welders' Society

S.A. Electrical Workers' Association

S.A. Yster-, Staal- en Verwante Nywerhede-Unie

Steel, Engineering and Allied Workers' Union of South Africa

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid,

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede oral in die Republiek van Suid-Afrika, uitgesonderd die hawe en nederstelling van Walvisbaai—

(a) deur all werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakverenigings is;

(b) werknemers in diens van werkgewers kragtens paragraaf (a) op 31 Julie 1989 wat op daardie datum lede van en deelnemers was in Skema B van die Siektebystandfonds ingevolge die Ooreenkoms gepubliseer by Goewermementskennisgewing No. R. 2032 van 9 Oktober 1980, soos gewysig en verleng, en wat, hoewel hulle kwalifiseer vir lidmaatskap van 'n vakvereniging wat 'n party is by hierdie Ooreenkoms, hulle nie lede van sodanige vakvereniging(s) is nie, terwyl hulle in die diens van dieselfde werkgever bly.

(2) Hierdie Ooreenkoms is nie op die volgende persone van toepassing nie:

(a) Werknemers in diens geneem op of na 1 Augustus 1989 deur die werkgewers in subklousule (1) (a) bedoel wat, hoewel hulle kwalifiseer vir lidmaatskap van 'n vakvereniging wat 'n party by die Ooreenkoms is, nie lede van so 'n vakvereniging is nie; en

(b) werknemers, uitgesonderd dié in diens by die werkgewers in subklousule (1) bedoel.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Mannekrag kragtens artikel 48 (1) van die Wet vasstel, en bly van krag vir die tydperk eindigende 20 November 1992 of vir die tydperk wat hy bepaal.

3. SPESIALE BEPALINGS

Die bepalinge soos vervat in klousules 6 (1) (a), 7 (2) (a) en 15 van die Ooreenkoms gepubliseer by Goewermementskennisgewing No. R. 2467 van 10 November 1989 (hierna die "Vorige Ooreenkoms" genoem) soos verder verleng, hernieu, gewysig of herbekragtig van tyd tot tyd, is van toepassing op sowel werkgewers en werknemers.

4. ALGEMENE BEPALINGS

Die bepalinge soos vervat in klousules 3 tot 5, 6 (1) (b) tot 7 (1), 7 (2) (b) tot 14 en 16 tot 20 van die Vorige Ooreenkoms soos verder verleng, hernieu, gewysig of herbekragtig van tyd tot tyd, is van toepassing op sowel as werkgewers as werknemers.

4. KLOUSULE 3: WOORDOMSKRYWING

(1) Voeg die volgende in tussen die omskrywings "Elektrotegniese Aannemingsnywerheid" en "Hyser- en Roltrapnywerheid":

"wet" ook gemene reg;"

(2) In the definition of "Region B", substitute the expression "... The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 13162, Vincent, 5217, or Room 419, Fourth Floor, XDC Building, 19 Manchester Road, Chiselhurst, 5247, East London" for the expression "... The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 7227, East London, 5200, or Carmel House, 7-9 Gladstone Street, East London, 5201;"

(3) In the definition of "Region D", substitute the expression "... P.O. Box 3127, North End, 6056 ..." for the expression "... P.O. Box 3127, Port Elizabeth, 6000 ..."

(4) In the definition of "Region E", delete the expression "... and includes the Magisterial Districts of Parys and Sasolburg ..."

(5) In the definition of "Region F", delete the expression "... excluding the Magisterial Districts of Parys and Sasolburg, ..."

5. SECTION 7: CONTRIBUTIONS

(1) Substitute the following for subsection (2) (a) (i):

"(2) (a) (i) deducted in terms of an individually signed stop-order deduction application in respect of a trade union which is a party to this Agreement; or"

(2) In subsection 4 (c), substitute the expression "... Second Office Level, Metal Industries House, 42 Anderson Street, Johannesburg, 2001" for the expression "... Amaleng, 8 De Villiers Street, Johannesburg, 2001."

6. SECTION 8: BENEFITS

(1) Substitute the following for the existing subsection (4) (a):

"(a) Benefits shall be payable for each complete week of absence up to a maximum of 26 weeks for any one pregnancy at the rate of 55 per cent of the weekly wage of the member immediately prior to such absence; Provided that—

(i) where absence from work due to pregnancy is less than 26 weeks, or where a member whose employment has been terminated due to pregnancy re-commences employment within 26 weeks, benefits shall be payable for such lesser period that the member has not worked during such pregnancy;

(ii) benefits for days of absence not comprising a complete week shall be calculated *pro rata* for each completed day of absence dependent on whether a five-day week or a six-day week was being worked immediately prior to the absence."

(2) Insert the following new subclause 4 (d):

(b) Members qualifying for benefits under this subclause (4) shall be entitled to an advance payment of up to four weeks' benefits after completion of the first week of absence. Benefits shall accrue on a weekly basis for absence due to pregnancy/confinement after expiry of such four weeks period."

Signed at Johannesburg, for and on behalf of the parties, this 2nd day of January 1991.

W. P. COETZEE,
Chairman.

J. DE W. TROTSKIE,
Vice-Chairman.

D. G. LEVY,
General Secretary.

(2) In die omskrywing van "Streek B", vervang die uitdrukking "... Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 7227, Oos-Londen, 5200, of Carmel huis, Gladstonestraat 7-9, Oos-Londen, 5201;" deur die uitdrukking "... Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 13162, Vincent, 5217, of Kamer 419, Vierde Verdieping, XDC-gebou, Manchesterweg 19, Chiselhurst, 5247, Oos-Londen;"

(3) In die omskrywing van "Streek D", vervang die uitdrukking "... Posbus 3127, Port Elizabeth, 6000." deur die uitdrukking "... Posbus 3127, Noordeinde, 6056 ..."

(4) In die omskrywing van "Streek E" skrap die uitdrukking "... dog met inbegrip van die landdrostdistrikte Parys en Sasolburg ..."

(5) In die omskrywing van "Streek F", skrap die uitdrukking "... uitgesonderd die landdrostdistrikte Parys en Sasolburg, ..."

5. KLOUSULE 7: BYDRAES

(1) Vervang subklousule (2) (a) (i) deur die volgende:

"(2) (a) (i) afgetrek word ingevolge 'n afsonderlik getekende aansoek om 'n aftrekorder ten opsigte van 'n vakvereniging wat 'n party by hierdie Ooreenkoms is; of"

(2) In subklousule 4 (c), vervang die uitdrukking "of 'Amaleng', De Villiersstraat 8, Johannesburg, 2001," deur die uitdrukking "... of Tweede Kantoovlak, Metal Industries House, Andersonstraat 42, Johannesburg, 2001."

6. KLOUSULE 8: BYSTAND

(1) Vervang die bestaande subklousule (4) (a) deur die volgende:

"(a) Voordele is betaalbaar vir elke voltooide week van afwesigheid vir 'n maksimum van 26 weke ten opsigte van een enkele swangerskap teen 55 persent van die weeklikse loon wat 'n lid ontvang het onmiddellik vòr sodanige afwesigheid: Met dien verstande dat—

(i) as 'n lid as gevolg van swangerskap minder as 26 weke van die werk afwesig is of as 'n lid wie se diens as gevolg van swangerskap beëindig is, diens binne 26 weke hervat, bystand betaalbaar is vir sodanige korter tydperk wat die lid nie gedurende sodanige swangerskap gewerk het nie;

(ii) bystand ten opsigte van dae van afwesigheid wat nie 'n volle week behels nie bereken moet word op 'n *pro rata*-basis vir elke voltooide dag van afwesigheid afhangende daarvan of daar 'n werkweek van vyf dae of 'n werkweek van ses dae gewerk is onmiddellik vòr die afwesigheid."

(2) Voeg die volgende nuwe subklousule (4) (d) in:

"(d) Lede wat kwalifiseer vir bystand kragtens hierdie subklousule (4) is geregtig op 'n vooruitbetaling van tot vier weke se bystand na voltooiing van die eerste week van afwesigheid. Bystand loop op 'n weeklikse grondslag vir afwesigheid weens swangerskap bevalling na die verstryking van sodanige tydperk van vier weke."

Namens die partye op hede die 2de dag van Januarie 1991 te Johannesburg onderteken.

W. P. COETZEE,
Voorsitter.

J. DE W. TROTSKIE,
Ondervoorsitter.

D. G. LEVY,
Hoofsekretaris.

D-Day for motor strike

Star 2/8/91 (355)
By Shareen Singh
and Shirley Woodgate

Final talks to end a strike by 25 000 auto-assembly workers — which has already cost motor manufacturers more than R500 million — will resume today, and employers were yesterday planning drastic action if workers did not return to their jobs.

Sources in the motor industry indicated that the seven companies involved in the dispute were considering an industry-wide lockout, or court interdicts, if normal production had not resumed by Monday.

Employers urged the National Union of Metalworkers to end the strike, which is costing in excess of R60 million a day.

With the exception of Mercedes-Benz, all other motor companies have shut down production.

Two meetings this week to end the strike failed.

Numsa spokesman Les Kettledas said employers refused to discuss the issues that sparked off the strike until normal production was resumed.

He said he hoped that employers would attend today's meeting with the intention of resuming wage talks rather than focusing on whether workers had returned.

"In the final analysis it is the resolution of these issues that would determine whether the strike ends," he said.

Central to the dispute is Numsa's R1,20-an-hour wage demand, a moratorium on retrenchments, and wage adjustments early next year to accommodate the impact of VAT. Employers have so far offered only R1 an hour.

Threats

"Our demand for a 16 per cent increase would just about match inflation, and would only enable people to keep up with the cost of living," Mr Kettledas said.

In the light of Nissan's retrenchment of 1 200 workers this year and threats from other motor companies that more than 2 000 workers could lose their jobs, workers were hell-bent on their demand for a moratorium on retrenchments, he said.

There were alternatives to retrenchments — temporary shutdowns and shorter working hours — which the union would be prepared to accept, but these could be discussed only when employers halted retrenchments.

The nine-day strike has already filtered through to vehicle dealers and service stations, who have warned that a continued stayaway will hit hard.

Certain new car models are unobtainable as they had not come off the production line, and vehicle spares — considered an ongoing problem — are becoming increasingly difficult to obtain.

One spokesman in the motor retailing industry said the business had been slightly affected.

Since the strike coincided with a general downturn in the economy and a drop in car sales, there had been a build-up in stock at many factories which were using the strike period to get rid of surplus vehicles, he said.

However, he added that a prolonged strike would severely disrupt the sales and service sector.

● To Page 2 ■

P.T.O.

Employers ponder motor strike options

2/8/91 • From Page 12/8/91

Another spokesman said the small Citi Golf models were hard to obtain and Volkswagen workshops were now drawing from excess stock for spares.

Most strikers interviewed by The Star at Samcor and Nissan plants in Pretoria favoured the strike, but expressed concern at the backlog in production which they said could result in them being forced to work overtime against their will.

Workers at Samcor complained about shop stewards

who told workers to return to work on Tuesday and the next day told them to resume the strike because management had not responded favourably.

Although the interviewed majority would not reveal how much they earned, they told The Star that they earned "peanuts" and their union's demand for an increase of R1,20 an hour was reasonable. Some wanted an increase of R1,50 an hour.

Some said they were prepared to return to work only if management could agree to a R1,30 increase — retrospective

to July 1 — with another 20c after the introduction of VAT.

Some workers were against the strike, but would go along with the wishes of the majority.

A mother of three said most of her colleagues were opposed to the strike as they were the sole breadwinners.

"I admit that we need the increase, but we are not prepared to work the mandatory overtime which would follow immediately after the strike. The greater part of overtime money, in any event, would go to the tax man."

(c) **Payment of benefits:** Payment of benefits shall be made in respect of members in accordance with the provisions of the agreement or agreements entered into in terms of paragraph (b) (ii)."

Signed at Bloemfontein, as authorised, for and on behalf of the parties to the Council, this 13th day of November 1990.

B. R. BUYS,

Vice-Chairman of the Council.

T. J. MYNHARDT,

Member of the Council.

A. C. M. VAN VUUREN,

Secretary of the Council.

(c) **Betaling van bystand:** Betaling van bystand moet geskied ten opsigte van lede ooreenkomstig die ooreenkoms of ooreenkomste aangegaan kragtens paragraaf (b) (ii)."

Soos gemagtig, vir en namens die partye by die Raad, op hede die 13de dag van November 1990 te Bloemfontein onderteken.

B. R. BUYS,

Vise-voorsitter van die Raad.

T. J. MYNHARDT,

Lid van die Raad.

A. C. M. VAN VUUREN,

Sekretaris van die Raad.

No. R. 1798

2 August 1991

LABOUR RELATIONS ACT, 1956

TOBACCOMANUFACTURING INDUSTRY (RUSTENBURG): AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, 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 March 1992, upon the employers and the trade unions which entered into the Amending Agreement and upon the employees who are members of the said unions.

E. VAN DER M. LOUW,

Minister of Manpower.

No. R. 1798

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

TABAKNYWERHEID (RUSTENBURG): WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, 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 Maart 1992 eindig, bindend is vir die werkgewer en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werknemers wat lede van genoemde verenigings is.

E. VAN DER M. LOUW,

Minister van Mannekrag.

No. R. 1799

2 August 1991

LABOUR RELATIONS ACT, 1956

TOBACCO MANUFACTURING INDUSTRY, RUSTENBURG: RENEWAL OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos. R. 372 of 25 February 1983, R. 2142 of 30 September 1983, R. 2443 of 9 November 1984, R. 207 of 7 February 1986, R. 2243 of 31 October 1986, R. 2641 of 27 November 1987, R. 1080 of 2 June 1989 and R. 2526 of 17 November 1989, to be effective from the second Monday from the date of publication of this notice and for the period ending 31 March 1992.

E. VAN DER M. LOUW,

Minister of Manpower.

No. R. 1799

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

TABAKNYWERHEID, RUSTENBURG: HERNUWING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 372 van 25 Februarie 1983, R. 2142 van 30 September 1983, R. 2443 van 9 November 1984, R. 207 van 7 Februarie 1986, R. 2243 van 31 Oktober 1986, R. 2641 van 27 November 1987, R. 1080 van 2 Junie 1989 en R. 2526 van 17 November 1989, van krag is vanaf die tweede Maandag van die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1992 eindig.

E. VAN DER M. LOUW,

Minister van Mannekrag.

SCHEDULE **(181) 355****INDUSTRIAL COUNCIL FOR THE TOBACCO MANUFACTURING INDUSTRY (RUSTENBURG)****AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made by and entered into and between the

United Tobacco Company

(hereinafter referred to as the "employer"), of the one part, and the

Rustenburg Tabakwerkersvereniging

and the

National Union of Cigarette and Tobacco Workers

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Industrial Council for the Tobacco Manufacturing Industry (Rustenburg),

to amend the Agreement published under Government Notice No. R. 372 of 25 February 1983, as amended and extended by Government Notices Nos. R. 2142 of 30 September 1983, R. 1231 of 22 June 1984, R. 2443 of 9 November 1984, R. 2766 of 21 December 1984, R. 207 of 7 February 1986, R. 2243 of 31 October 1986, R. 2641 of 27 November 1987, R. 1080 of 2 June 1989 and R. 2526 of 17 November 1989.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Tobacco Manufacturing Industry (Rustenburg) —

(a) by the employer and by all employees who are members of the trade unions that are parties to the Agreement and who are employed at the United Tobacco Company;

(b) within the municipal area of Rustenburg.

(2) Notwithstanding the provisions of subclause (1) the terms of this Agreement shall apply only to employees for whom wages are prescribed in the Agreement.

2. CLAUSE 4: WAGES

(1) Subject to the provisions of subclauses (4) and (5) of this clause, the minimum weekly wage which shall be paid by an employer to each member of the undermentioned classes of his employees shall be as set out hereunder: Provided that —

(i) in classifying an employee, he shall be deemed to be in the class in which he is wholly or mainly employed;

(ii) this shall not affect increases applicable to employees who have completed 12 months' service with the employing company and who earn in excess of the prescribed wages, where such increases have been negotiated at plant level and ratified and recorded by the Industrial Council.

	Per week R
Assistant foreman	289,15
Leading hand and production technician.....	429,85
Artisan	403,90
Boiler plant supervisor	307,95
Quality assurance—shift controller	311,65
Quality assurance—assistant shift controller	296,20
Quality inspector—	
during first year of experience	272,20
during second year of experience.....	275,95
thereafter.....	282,35

BYLAE**NYWERHEIDSRAAD VIR DIE TABAKNYWERHEID (RUSTENBURG)****OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

United Tabakmaatskappy

(hierna die "werkgever" genoem), aan die een kant, en die

Rustenburg Tabakwerkersvereniging

en die

National Union of Cigarette and Tobacco Workers

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Tabaknywerheid (Rustenburg),

om die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 372 van 25 Februarie 1983, soos gewysig en verleng by Goewermentskennisgewings Nos. R. 2142 van 30 September 1983, R. 1231 van 22 Junie 1984, R. 2443 van 9 November 1984, R. 2766 van 21 Desember 1984, R. 207 van 7 Februarie 1986, R. 2243 van 31 Oktober 1986, R. 2641 van 27 November 1987, R. 1080 van 2 Junie 1989 en R. 2526 van 17 November 1989, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Tabaknywerheid (Rustenburg) nagekom word —

(a) deur die werkgever en deur alle werknemers wat lede is van die vakverenigings wat partye is by die Ooreenkoms, welke lede werksaam is by die United Tabakmaatskappy;

(b) in die munisipale gebied van Rustenburg.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie lone in die Ooreenkoms voorgeskryf word.

2. KLOUSULE 4: LONE

(1) Behoudens subklousules (4) en (5) van hierdie klousule is die minimum weekloon wat 'n werkgever aan elke lid van ondergenoemde klasse van sy werknemers moet betaal, dié soos hieronder uiteengesit: Met dien verstande dat —

(i) by die indeling van 'n werknemer by geag moet word in die klas te wees waarin hy uitsluitlik of hoofsaaklik werksaam is;

(ii) verhogings van toepassing op werknemers wat 12 maande diens by die werkgeversmaatskappy voltooi het en wat meer as die voorgeskryfde lone verdien, waar sodanige verhogings op fabrieksvlak beding is en deur die Nywerheidsraad bekragtig en aangeteken is, nie hierdeur geraak word nie.

	Per week R
Assistent-voorman	289,15
Leierwerksman en produksietegnikus.....	429,85
Ambagsman	403,90
Ketelinstallasie-toesighouer.....	307,95
Skofkontroleur (gehalteversekering).....	311,65
Assistent-skofkontroleur (gehalteversekering).....	296,20
Gehalte-inspekteur—	
gedurende eerste jaar ondervinding.....	272,20
gedurende tweede jaar ondervinding	275,95
daarna.....	282,35

	Per week R		Per week R
Supervisor (cigarette manufacturing) —		Toesighouer (sigaretvervaardiging) —	
during first year of experience	272,20	gedurende eerste jaar ondervinding	272,20
during second year of experience	275,95	gedurende tweede jaar ondervinding	275,95
thereafter	282,35	daarna	282,35
Supervisor (pipe tobacco)	258,10	Toesighouer (pyptabak)	258,10
Examiner, unqualified —		Ondersoeker, ongekwalifiseer —	
during first six months of experience	239,60	gedurende eerste ses maande ondervinding ...	239,60
during second six months of experience	245,90	gedurende tweede ses maande ondervinding ..	245,90
Examiner, qualified	254,20	Ondersoeker, gekwalifiseer	254,20
Sectionman, unqualified —		Seksieman, ongekwalifiseer —	
during first year of experience	272,20	gedurende eerste jaar ondervinding	272,20
during second year of experience	281,00	gedurende tweede jaar ondervinding	281,00
during third year of experience	294,80	gedurende derde jaar ondervinding	294,80
Sectionman, qualified	311,65	Seksieman, gekwalifiseer	311,65
Senior sectionman	328,40	Senior seksieman	328,40
Machine minder, unqualified —		Masjienbediener, ongekwalifiseer —	
during first year of experience	266,70	gedurende eerste jaar ondervinding	266,70
during second year of experience	273,45	gedurende tweede jaar ondervinding	273,45
during third year of experience	283,50	gedurende derde jaar ondervinding	283,50
Machine minder, qualified	296,20	Masjienbediener, gekwalifiseer	296,20
Security officer — A and B	264,70	Veiligheidsbeampte — A en B	264,70
Groundsman	260,70	Terreinopsigter	260,70
Factory clerical employee, despatch clerk, receiving clerk and storeman, unqualified —		Fabrieksklerk, versendingsklerk, ontvangsklerk en magasynman, ongekwalifiseer —	
during first year of experience	242,40	gedurende eerste jaar ondervinding	242,45
during second year of experience	246,15	gedurende tweede jaar ondervinding	246,15
during third year of experience	250,25	gedurende derde jaar ondervinding	250,25
during fourth year of experience	254,95	gedurende vierde jaar ondervinding	254,95
Factory clerical employee, despatch clerk, receiving clerk and storeman, qualified	261,95	Fabrieksklerk, versendingsklerk, ontvangsklerk en magasynman, gekwalifiseer	261,95
Stores attendant, unqualified —		Voorraadbediener, ongekwalifiseer —	
during first year of experience	237,40	gedurende eerste jaar ondervinding	237,40
during next six months of experience	240,25	gedurende volgende ses maande ondervinding	240,25
during next six months of experience	243,65	gedurende volgende ses maande ondervinding	243,65
during next six months of experience	247,40	gedurende volgende ses maande ondervinding	247,40
during next three months of experience	251,80	gedurende volgende drie maande ondervinding	251,80
Stores attendant, qualified	256,75	Voorraadbediener, gekwalifiseer	256,75
Motor vehicle driver of —		Motorvoertuigdrywer van —	
Cars and station wagons	250,40	motorkarre en stasiewaens	250,40
Vans and lorries with an unladen mass of —		bestel- en vragwaens met 'n onbelaste massa van —	
up to 1 362 kg	250,40	tot 1 362 kg	250,40
over 1 362 kg and up to 2 723 kg	255,50	meer as 1 362 kg maar tot 2 723 kg	255,50
over 2 723 kg and up to 3 632 kg	259,35	meer as 2 723 kg maar 3 632 kg	259,35
over 3 632 kg	263,45	meer as 3 632 kg	263,45
Part time motor vehicle driver	243,95	Deeltydse motorvoertuigdrywer	243,95
Canteen supervisor	250,40	Eethuistoeshouer	250,40
Handyman —		Faktotum —	
during first three months experience	239,60	gedurende eerste drie maande ondervinding ...	239,60
during next three months of experience	241,50	gedurende volgende drie maande ondervinding	241,50
during next three months of experience	244,00	gedurende volgende drie maande ondervinding	244,00
thereafter	247,75	daarna	247,75
Chargehand	247,75	Onderbaas	247,75
Team leader —		Spanleier —	
of grade 1A employees	252,95	van werknemers graad 1A	252,95
of grade 1B employees	250,40	van werknemers graad 1B	250,40
of grade II employees	245,20	van werknemers graad II	245,20
of grade III employees and labourers	241,40	van werknemers graad III en arbeiders	241,40
Grade 1A employee, unqualified —			
during first three months of experience	237,40		
during next six months of experience	239,90		
during next six months of experience	242,75		
during next six months of experience	245,55		
during next three months of experience	248,40		

(1081) (355)

	Per week R
Grade 1A Employee, qualified.....	251,65
Grade 1B Employee, unqualified—	
during first three months of experience.....	237,40
during next six months of experience.....	239,60
during next six months of experience.....	241,75
during next six months of experience.....	244,00
during next three months of experience.....	246,15
Grade 1B Employee, qualified.....	249,05
Tobacco packer, unqualified—	
during first three months of experience.....	237,40
during next three months of experience.....	239,25
during next three months of experience.....	241,50
during next three months of experience.....	243,65
Tobacco Packer, qualified.....	246,50
Grade II Employee, unqualified—	
during first six months of experience.....	237,40
during next six months of experience.....	239,60
Grade II Employee, qualified.....	242,65
Watchman.....	240,05
Grade III Employee.....	238,75
Labourer.....	237,40
Employee not elsewhere specified in this agreement.....	242,65"

3. CLAUSE 17: SICK BENEFIT FUND

Delete Clause 17 completely.

Signed at Rustenburg on behalf of the parties this 30th day of April 1990.

L. J. ROELOFSE,

Chairman of the Industrial Council.

R. ZILLO,

Representative for both trade union parties.

H. J. VAN REENEN,

Secretary of the Industrial Council.

	Per week R
Werknemer graad 1A, ongekwalifiseer—	
gedurende eerste drie maande ondervinding.....	237,40
gedurende volgende ses maande ondervinding.....	239,90
gedurende volgende ses maande ondervinding.....	242,75
gedurende volgende ses maande ondervinding.....	245,55
gedurende volgende drie maande ondervinding.....	248,40
Werknemer graad 1A, gekwalifiseer.....	251,65
Werknemer graad 1B, ongekwalifiseer—	
gedurende eerste drie maande ondervinding.....	237,40
gedurende volgende ses maande ondervinding.....	239,60
gedurende volgende ses maande ondervinding.....	241,75
gedurende volgende ses maande ondervinding.....	244,00
gedurende volgende drie maande ondervinding.....	246,15
Werknemer graad 1B, gekwalifiseer.....	249,05
Tabakverpakker, ongekwalifiseer—	
gedurende eerste drie maande ondervinding.....	237,40
gedurende volgende drie maande ondervinding.....	239,25
gedurende volgende drie maande ondervinding.....	241,50
gedurende volgende drie maande ondervinding.....	243,65
Tabakpakker, gekwalifiseer.....	246,50
Werknemer graad II, ongekwalifiseer—	
gedurende eerste ses maande ondervinding.....	237,40
gedurende volgende ses maande ondervinding.....	239,60
Werknemer graad II, gekwalifiseer.....	242,65
Wag.....	240,05
Werknemer graad III.....	238,75
Arbeider.....	237,40
Werknemer nie elders in hierdie ooreenkoms vermeld nie.....	242,65"

3. KLOUSULE 17: SIEKTEBYSTANDSFONDS

Skrap klousule 17 in sy geheel.

Namens die partye op hede die 30ste dag van April 1990 te Rustenburg onderteken.

L. J. ROELOFSE,

Voorsitter van die Nywerheidsraad.

R. ZILLO,

Verteenwoordiger vir albei vakverenigings.

H. J. VAN REENEN,

Sekretaris van die Nywerheidsraad.

No. R. 1800**2 August 1991**

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES: RE-ENACTMENT OF THE TECHNOLOGICAL FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the

No. R. 1800**2 Augustus 1991**

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: HERBEKRAGTING VAN DIE TECHNOLOGIESE FONDSOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings

"Employees"	Per week										
	A	B	C	D	E	F	G	H	I	J	K
	R	R	R	R	R	R	R	R	R	R	R
All employees earning R7,82 up to and including R8,31 per hour.....	21,60	31,20	1,24	16,80	0,20	0,30	0,45	4,00	—	—	75,64
All employees earning R8,32 up to and including R9,31 per hour.....	24,40	39,20	1,24	16,80	0,20	0,30	0,45	4,00	—	—	86,44
All employees earning R9,32 and more per hour.....	27,60	44,80	1,24	16,80	0,20	0,30	0,45	4,00	—	—	95,24
All employees earning R2,20 up to and including R2,50 per hour.....	5,40	—	0,55	—	0,20	0,30	0,45	0,90	0,45	9,00	17,25
All employees earning R2,51 up to and including R3,64 per hour.....	7,20	—	0,55	—	0,20	0,30	0,45	0,90	0,45	9,00	19,05
All employees earning R3,65 up to and including R4,64 per hour.....	9,90	—	0,55	—	0,20	0,30	0,45	0,90	0,45	9,00	21,75
All employees earning R4,65 up to and including R7,81 per hour.....	12,60	—	0,55	—	0,20	0,30	0,45	0,90	0,45	9,00	24,45."

"Werknemers"	Per week										
	A	B	C	D	E	F	G	H	I	J	K
	R	R	R	R	R	R	R	R	R	R	R
Alle werknemers wat R7,82 tot en met R8,31 per uur verdien.....	21,60	31,20	1,24	16,80	0,20	0,30	0,45	4,00	—	—	75,64
Alle werknemers wat R8,32 tot en met R9,31 per uur verdien.....	24,40	39,20	1,24	16,80	0,20	0,30	0,45	4,00	—	—	86,44
Alle werknemers wat R9,32 en meer per uur verdien.....	27,60	44,80	1,24	16,80	0,20	0,30	0,45	4,00	—	—	95,24
Alle werknemers wat R2,20 tot en met R2,50 per uur verdien.....	5,40	—	0,55	—	0,20	0,30	0,45	0,90	0,45	9,00	17,25
Alle werknemers wat R2,51 tot en met R3,64 per uur verdien.....	7,20	—	0,55	—	0,20	0,30	0,45	0,90	0,45	9,00	19,05
Alle werknemers wat R3,65 tot en met R4,64 per uur verdien.....	9,90	—	0,55	—	0,20	0,30	0,45	0,90	0,45	9,00	21,75
Alle werknemers wat R4,65 tot en met R7,81 per uur verdien.....	12,60	—	0,55	—	0,20	0,30	0,45	0,90	0,45	9,00	24,45."

(2) In subclause (2), substitute the expression "31 (1) to 31 (8)" for the expression "31 (1) to 31 (9)".

(3) In subclause (3), substitute the following for the existing table:

"Employees"	Per hour				
	A	B	C	D	E
	c	c	c	c	c
All employees earning R7,82 up to and including R8,31 per hour.....	54	78	2	30	R1,64
All employees earning R8,32 up to and including R9,31 per hour.....	61	98	2	30	R1,91
All employees earning R9,32 and more.....	69	R1,12	2	30	R2,13
All employees earning R2,20 up to and including R2,50 per hour.....	12	—	1	—	13
All employees earning R2,51 up to and including R3,64 per hour.....	16	—	1	—	17
All employees earning R3,65 up to and including R4,64 per hour.....	22	—	1	—	23
All employees earning R4,65 up to and including R7,81 per hour.....	28	—	1	—	29."

(4) In subclause (4) (a), substitute the following for paragraph (g) and the subsequent table:

"(g) Provident Fund for General Workers . . . Column G.

(h) Total amount . . . Column H."

(2) In subklousule (2), vervang die uitdrukking "31 (1) tot en met 31 (8)" deur die uitdrukking "31 (1) tot en met "31 (9)".

(3) In subklousule (3), vervang die bestaande tabel deur die volgende:

"Werknemers"	Per uur				
	A	B	C	D	E
	c	c	c	c	c
Alle werknemers wat R7,82 tot en met R8,31 per uur verdien.....	54	78	2	30	R1,64
Alle werknemers wat R8,32 tot en met R9,31 per uur verdien.....	61	98	2	30	R1,91
Alle werknemers wat R9,32 en meer per uur verdien..	69	R1,12	2	30	R2,13
Alle werknemers wat R2,20 tot en met R2,50 per uur verdien.....	12	—	1	—	13
Alle werknemers wat R2,51 tot en met R3,64 per uur verdien.....	16	—	1	—	17
Alle werknemers wat R3,65 tot en met R4,64 per uur verdien.....	22	—	1	—	23
Alle werknemers wat R4,65 tot en met R7,81 per uur verdien.....	28	—	1	—	29."

(4) In subklousule (4) (a), vervang paragraaf (g) en die daaropvolgende tabel deur die volgende paragrawe en tabel:

"(g) Voorsorgfonds vir Algemene Werkers . . . Kolom G.

(h) Totale bedrag . . . Kolom H."

"Employees	Per week							
	A	B	C	D	E	F	G	H
	R	R	R	R	R	R	R	R
All employees earning R7,82 up to and including R8,31 per hour ..	21,60	31,20	1,24	16,80	0,10	—	—	70,94
All employees earning R8,32 up to and including R9,31 per hour ..	24,40	39,20	1,24	16,80	0,10	—	—	81,74
All employees earning R9,32 and more	27,60	44,80	1,24	16,80	0,10	—	—	90,54
All employees earning R2,20 up to and including R2,50 per hour ..	5,40	—	0,55	—	0,10	0,45	9,00	15,50
All employees earning R2,51 up to and including R3,64 per hour ..	7,20	—	0,55	—	0,10	0,45	9,00	17,30
All employees earning R3,65 up to and including R4,64 per hour ..	9,90	—	0,55	—	0,10	0,45	9,00	20,00
All employees earning R4,65 up to and including R7,81 per hour ..	12,60	—	0,55	—	0,10	0,45	9,00	22,70."

"Werknemers	Per week							
	A	B	C	D	E	F	G	H
	R	R	R	R	R	R	R	R
Alle werknemers wat R7,82 tot en met R8,31 per uur verdien	21,60	31,20	1,24	16,80	0,10	—	—	70,94
Alle werknemers wat R8,32 tot en met R9,31 per uur verdien	24,40	39,20	1,24	16,80	0,10	—	—	81,74
Alle werknemers wat R9,32 en meer per uur verdien	27,60	44,80	1,24	16,80	0,10	—	—	90,54
Alle werknemers wat R2,20 tot en met R2,50 per uur verdien	5,40	—	0,55	—	0,10	0,45	9,00	15,50
Alle werknemers wat R2,51 tot en met R3,64 per uur verdien	7,20	—	0,55	—	0,10	0,45	9,00	17,30
Alle werknemers wat R3,65 tot en met R4,64 per uur verdien	9,90	—	0,55	—	0,10	0,45	9,00	20,00
Alle werknemers wat R4,65 tot en met R7,81 per uur verdien	12,60	—	0,55	—	0,10	0,45	9,00	22,70."

4. CLAUSE 21: PAYMENT IN RESPECT OF ANNUAL LEAVE

Delete the existing subclause (1) (b).

5. CLAUSE 31: SPECIAL PROVISIONS IN RESPECT OF THE VARIOUS FUNDS

(1) To subclause (1) add the following paragraph (f):

"(f) Instead of paying Holiday Fund contributions over to the Secretary weekly, employers may, in the case of general workers, apply to the Council for permission for provide a guarantee, which guarantee shall be revised from time to time.

On the last day of November of each year the guarantee shall be replaced by the cash amount as stated on the guarantee."

(2) Insert the following subclause (9):

"9. PROVIDENT FUND FOR GENERAL WORKERS

(a) The amounts paid by employers in terms of clause 20 (4) (a) of this Agreement shall be paid by the Council to the insurance company or companies with whom an agreement or agreements referred to in paragraph (b) (ii) has or have been entered into, for implementation of the objects of the Provident Fund, less a collection fee of two and a half per cent, which amount shall accrue to the general funds of the Council.

(b) **Objects:** (i) The object of the Provident Fund shall be to provide benefits for members in case of death, disability or retirement.

(ii) The Council shall be empowered to enter into an agreement with an insurance company or companies with the object of securing benefits for members in the event of death, disability or retirement.

(c) **Membership:** Membership of the Provident Fund shall be compulsory for employees in the Building and Monumental Masonry Industries, Bloemfontein, who qualify for the minimum wage as prescribed in clause 4 (1) (b).

(d) **Administration of the Fund:** The Fund shall be administered in accordance with the provisions of the agreement or agreements entered into in terms of paragraph (b) (ii).

4. KLOUSULE 21: BETALING TEN OPSIGTE VAN JAARLIKSE VERLOF

Skrap die bestaande subklousule (1) (b).

5. KLOUSULE 31: BESONDERE BEPALINGS TEN OPSIGTE VAN DIE ONDERSKEIE FONDSE

(1) In subklousule (1), voeg die volgende paragraaf (f) by:

"(f) In die geval van algemene werkers kan werkgewers by die Raad aansoek doen om, in plaas daarvan om die Vakansiefondsbydraes weekliks aan die Sekretaris te betaal, 'n waarborg te verskaf wat van tyd tot tyd hersien word.

Op die laaste dag van November van elke jaar moet die waarborg vervang word deur die kontant soos op die waarborg bepaal."

(2) Voeg die volgende subklousule (9) in:

"9. VOORSORGFONDS VIR ALGEMENE WERKERS

(a) Die bedrae deur werkgewers betaal kragtens klousule 20 (4) (a) van hierdie Ooreenkoms moet deur die Raad betaal word aan die versekeringsmaatskappy of -maatskappye met wie 'n ooreenkoms of ooreenkomste, in paragraaf (b) (ii) bedoel, aangegaan is vir die verwesenliking van die doelstellings van die Voorsorgfonds, min invorderingskoste van twee en 'n half persent, en dié bedrag val aan die algemene fondse van die Raad toe.

(b) **Doelstelling:** (i) Die doelstelling van die Voorsorgfonds is om bystand aan lede te verskaf in die geval van sterfte, ongeskiktheid of aftrede.

(ii) Die Raad word gemagtig om 'n ooreenkoms met 'n versekeringsmaatskappy of -maatskappye aan te gaan met die doel om bystand vir lede te verkry in die geval van sterfte, ongeskiktheid of aftrede.

(c) **Lidmaatskap:** Lidmaatskap van die Voorsorgfonds is verpligtend vir alle werkers in die Bou- en Monumentklipmeselnywerhede, Bloemfontein, wat kwalifiseer vir die minimumloon voorgeskryf in klousule 4 (1) (b).

(d) **Administrasie van die Fonds:** Die Fonds word geadministreer ooreenkomstig die ooreenkoms of ooreenkomste aangegaan kragtens paragraaf (b) (ii).

(c) **Payment of benefits:** Payment of benefits shall be made in respect of members in accordance with the provisions of the agreement or agreements entered into in terms of paragraph (b) (ii)."

Signed at Bloemfontein, as authorised, for and on behalf of the parties to the Council, this 13th day of November 1990.

B. R. BUYS,
Vice-Chairman of the Council.

T. J. MYNHARDT,
Member of the Council.

A. C. M. VAN VUUREN,
Secretary of the Council.

(c) **Betaling van bystand:** Betaling van bystand moet geskied ten opsigte van lede ooreenkomstig die ooreenkoms of ooreenkomste aangegaan kragtens paragraaf (b) (ii)."

Soos gemagtig, vir en namens die partye by die Raad, op hede die 13de dag van November 1990 te Bloemfontein onderteken.

B. R. BUYS,
Vise-voorsitter van die Raad.

T. J. MYNHARDT,
Lid van die Raad.

A. C. M. VAN VUUREN,
Sekretaris van die Raad.

No. R. 1798

2 August 1991

LABOUR RELATIONS ACT, 1956

TOBACCO MANUFACTURING INDUSTRY (RUSTENBURG): AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, 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 March 1992, upon the employers and the trade unions which entered into the Amending Agreement and upon the employees who are members of the said unions.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 1799

2 August 1991

LABOUR RELATIONS ACT, 1956

TOBACCO MANUFACTURING INDUSTRY, RUSTENBURG: RENEWAL OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos. R. 372 of 25 February 1983, R. 2142 of 30 September 1983, R. 2443 of 9 November 1984, R. 207 of 7 February 1986, R. 2243 of 31 October 1986, R. 2641 of 27 November 1987, R. 1080 of 2 June 1989 and R. 2526 of 17 November 1989, to be effective from the second Monday from the date of publication of this notice and for the period ending 31 March 1992.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 1798

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

TABAKNYWERHEID (RUSTENBURG): WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, 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 Maart 1992 eindig, bindend is vir die werkgewer en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werknemers wat lede van genoemde verenigings is.

E. VAN DER M. LOUW,
Minister van Mannekrag.

No. R. 1799

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

TABAKNYWERHEID, RUSTENBURG: HERNUWING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 372 van 25 Februarie 1983, R. 2142 van 30 September 1983, R. 2443 van 9 November 1984, R. 207 van 7 Februarie 1986, R. 2243 van 31 Oktober 1986, R. 2641 van 27 November 1987, R. 1080 van 2 Junie 1989 en R. 2526 van 17 November 1989, van krag is vanaf die tweede Maandag van die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1992 eindig.

E. VAN DER M. LOUW,
Minister van Mannekrag.

- (c) overtime;
(d) allowance for acting; and
(e) merit bonus,

but excludes—

- (i) pension and medical contributions;
(ii) housing subsidy; and
(iii) travelling allowances; and”;

(b) by the substitution for subclause (1) of clause 7 of the Scheme of the following subclause:

“(1) Every employer in the Local Authority Undertaking shall, during July but not later than 31 July of each year, submit and pay to the Fund at the head office of the Scheme, P.O. Box 10638, Johannesburg, 2000, or such other address as the Board may notify in writing to the employer—

(a) return in the form determined by the Board and supplied to the employer from time to time; and

(b) an annual levy—

(i) in the case of a Local Authority, as defined herein, of 0,04% (nought comma nought four per cent) of the total salary budget for the preceding financial year;

(ii) in the case of a Regional Services Council, as defined herein, of 0,18% (nought comma one eight per cent) of the regional services levy budgeted for the financial year in which this levy is payable,

which payment must accompany the return referred to in paragraph (a).”;

(c) by the deletion of Annexure A to the Scheme.

E. VAN DER M. LOUW,

Minister of Manpower.

No. R. 1796

2 August 1991

LABOUR RELATIONS ACT, 1956

CANVAS GOODS INDUSTRY, WITWATERSRAND
AND PRETORIA: AMENDMENT OF AGREEMENT

I, Eli van der Merwe Louw, 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 October 1991, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; 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 second Monday after the date of publication of this notice and for the

(4) die omskrywing van “werkgewer” en “werknemer” respektiewelik deur die volgende omskrywings te vervang:

“ ‘werkgewer’ ’n Plaaslike Owerheid of ’n Streeksdiensteraad soos hierin omskryf;

‘werknemer’ enige persoon wat in diens is by of werk vir ’n werkgewer en wat van sodanige werkgewer besoldiging ontvang of geregtig is om besoldiging te ontvang;” en

(b) deur subklousule (1) van klousule 7 van die Skema deur die volgende subklousule te vervang:

“(1) Elke werkgewer in die Plaaslike Owerheids-onderneming moet, gedurende Julie maar nie later nie as 31 Julie van elke jaar aan die Fonds by die Skema se hoofkantoor, Posbus 10638, Johannesburg, 2000, of sodanige ander adres as wat die Raad skriftelik aan die werkgewer mag verwittig—

(a) ’n opgawe verstrek in die vorm wat die Raad van tyd tot tyd bepaal en aan die werkgewer voorsien; en

(b) ’n jaarlikse heffing betaal—

(i) in die geval van ’n Plaaslike Owerheid, soos hierin omskryf, van 0,04% (nul komma nul vier persent) van die totale salarisbegroting vir die voorafgaande finansiële jaar;

(ii) in die geval van ’n Streeksdiensteraad, soos hierin omskryf, van 0,18% (nul komma een agt persent) van die streeksdiensteheffing waarvoor begroot is vir die finansiële jaar waarin hierdie heffing betaal moet word, welke betaling die opgawe bedoel in paragraaf (a) moet vergesel.”; en

(c) deur Aanhangsel A tot die Skema te skrap.

E. VAN DER M. LOUW,

Minister van Mannekrag.

No. R. 1796

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

SEILWARENYWERHEID, WITWATERSRAND EN
PRETORIA: WYSIGING VAN OOREENKOMS

Ek, Eli van der Merwe Louw, 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 Oktober 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewer en werknemer wat lede van genoemde organisasie of vereniging 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 tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31

period ending 31 October 1991, 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.

E. VAN DER M. LOUW,
Minister of Manpower.

(18) (255)

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CANVAS GOODS INDUSTRY, WITWATERSRAND AND PRETORIA

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Transvaal Canvas Goods Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Canvas and Ropeworkers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Canvas Goods Industry, Witwatersrand and Pretoria,

to amend the Agreement published under Government Notice No. R. 203 of 12 February 1988, (hereinafter referred to as the Re-enacting Agreement), as extended and amended by Government Notices Nos. R. 727 and R. 728 of 14 April 1989 and R. 2505 of 20 October 1990.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Canvas Goods Industry—

(a) by all employers and employees who are members of the employers' organisation and the trade union, respectively;

(b) in the Magisterial Districts of Alberton, Benoni, Boksburg [excluding that portion which, prior to 6 November 1964 (Government Notice No. 1779 of 6 November 1964), fell within the Magisterial District of Heidelberg], Brakpan [excluding those portions which, prior to 25 July 1930, 6 November 1964, 1 April 1966 and 1 July 1972 (Proclamation No. 149 of 25 July 1930 and Government Notices Nos. 1779 of 6 November 1964, 498 of 1 April 1966 and 871 of 26 May 1972, respectively), fell within the Magisterial Districts of Heidelberg and Nigel, but including that portion of the Magisterial District of Heidelberg which, prior to 27 November 1970 (Government Notice No. 2095 of 27 November 1970), fell within the Magisterial District of Brakpan], Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp [including those portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972 (Government Notices Nos. 1105 of 26 July 1963 and 872 of 26 May 1972, respectively), fell within the Magisterial District of Krugersdorp], Pretoria [including those portions of the Magisterial Districts of Groblersdal, Cullinan and Brits which, prior to 28 November 1941, 30 May 1968 and 1 June 1972 (Proclamation No. 225 of 28 November 1941 and Government Notices Nos. 970 of 30 May 1968 and 872 of 25 May 1972, respectively), fell within the Magisterial District of Pretoria, but excluding the farm Geelbeksvalley 345], Randburg, Randfontein [excluding the farms Moadowns 1, Holfontein 17, Leeuwpan

Oktober 1991 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 Wysigings-ooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE SEILWARENYWERHEID, WITWATERSRAND EN PRETORIA

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Transvaal Canvas Goods Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Canvas and Ropeworkers' Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Seilwarenywerheid, Witwatersrand en Pretoria,

om die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 203 van 12 Februarie 1988 (hierna die Herbekragtigings-ooreenkoms genoem), soos verleng en gewysig by Goewermmentskennisgewings Nos. R. 727 en R. 728 van 14 April 1989 en R. 2505 van 20 Oktober 1990, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Seilwarenywerheid nagekom word—

(a) deur alle werkgewers en werknemers wat lede is van onderskeidelik die werkgewersorganisasie en die vakvereniging;

(b) in die landdrostdistrikte, Alberton, Benoni, Boksburg [uitgesonderd die gedeelte wat voor 6 November 1964 (Goewermmentskennisgewing No. 1779 van 6 November 1964) binne die landdrostdistrik Heidelberg geval het], Brakpan [uitgesonderd die gedeeltes wat voor 25 Julie 1930, 6 November 1964, 1 April 1966 en 1 Julie 1972 (onderskeidelik Proklamasie No. 149 van 25 Julie 1930 en Goewermmentskennisgewings Nos. 1779 van 6 November 1964, 498 van 1 April 1966 en 871 van 26 Mei 1972) binne die landdrostdistrikte Heidelberg en Nigel geval het, maar met inbegrip van die gedeelte van die landdrostdistrik Heidelberg wat voor 27 November 1970 (Goewermmentskennisgewing No. 2095 van 27 November 1970) binne die landdrostdistrik Brakpan geval het], Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp [met inbegrip van die gedeeltes van die landdrostdistrikte Koster en Brits wat voor 26 Julie 1963 en 1 Junie 1972 (onderskeidelik Goewermmentskennisgewings Nos. 1105 van 26 Julie 1963 en 872 van 26 Mei 1972) binne die landdrostdistrik Krugersdorp geval het], Pretoria [met inbegrip van die gedeeltes van die landdrostdistrikte Groblersdal, Cullinan en Brits wat voor 28 November 1941, 30 Mei 1968 en 1 Junie 1972 (onderskeidelik Proklamasie No. 225 van 28 November 1941 en Goewermmentskennisgewings Nos. 970 van 30 Mei 1968 en 872 van 26 Mei 1972) binne die landdrostdistrik Pretoria geval het, maar uitgesonderd die plaas Geelbeksvalley 345], Randburg, Randfontein [uitgesonderd die plase Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21, Goudvlakte-Oost 37, Rooipoort 38, Oog van Wonderfontein 39, Elandsfontein 46, Doornpoort 47 en Rietfontein 48, maar met inbegrip van

18° Ireton 19, Pahtiki 20, Bospan 21, Goudvlakte-Oost 37, Rooipoort 38, Oog van Wonderfontein 39, Elandsfontein 46, Doornpoort 47 and Rietfontein 48, but including those portions of the Magisterial Districts of Oberholzer and Koster which, prior to 14 August 1953 and 26 July 1963 (Government Notices Nos 1718 of 14 August 1953 and 1105 of 26 July 1963, respectively), fell within the Magisterial District of Randfontein], Roodepoort, Springs and Westonaria [excluding those portions which, prior to 1 October 1966 and 1 September 1978 (Government Notices Nos. 1476 of 30 September 1966 and 1745 of 1 September 1978), fell within the Magisterial Districts of Vanderbijlpark and Potchefstroom, respectively, but including that portion of the Magisterial District of Vereeniging which, prior to 1 November 1970 (Government Notice No. 1618 of 2 October 1970), fell within the Magisterial District of Westonaria] and Wonderboom.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in clause 4.

2. CLAUSE 4: REMUNERATION

In subclause (1), substitute the following for the existing table:

	"R per week
(a) Blindhanger	187,00
(b) (i) Chopper-out, unqualified:	
First six months of experience	111,00
Second six months of experience	117,00
Third six months of experience	127,00
(ii) Chopper-out, qualified	135,00
(c) (i) Cutter, learner:	
First six months of experience	122,00
Second six months of experience	138,00
Third six months of experience	149,00
Fourth six months of experience	158,00
Fifth six months of experience	171,00
(ii) Cutter, qualified	184,00
(d) (i) Driver (deliveries): Driver of motor vehicle with an unladen mass of—	
up to 450 kg	111,00
over 450 kg to 2 750 kg	113,00
over 2 750 kg to 4 550 kg	136,00
over 4 550 kg	151,00
(ii) Driver (staff)	111,00
(e) Foreman	247,00
(f) (i) General assistant, unqualified:	
First six months of experience	111,00
Second six months of experience	117,00
Third six months of experience	127,00
Fourth six months of experience	136,00
Fifth six months of experience	152,00
(ii) General assistant, qualified	175,00
(g) Handyman	148,00
(h) Mechanic	190,00
(i) Machinist (heavy machines)	175,00
(j) (i) Machinist, unqualified (other machines):	
First six months of experience	111,00
Second six months of experience	122,00
(ii) Machinist, qualified (other machines)	139,00
(k) Night watchman	120,00
(l) Not elsewhere specified	111,00
(m) Welding machine operator	115,00
(n) Labourer	117,00"

die gedeeltes van die landdrosdistrikte Oberholzer en Koster wat voor 14 Augustus 1953 en 26 Julie 1963 (onderskeidelik Goewermenskennisgewing Nos. 1718 van 14 Augustus 1953 en 1105 van 26 Julie 1963) binne die landdrosdistrik Randfontein geval het], Roodepoort, Springs en Westonaria [uitgesonderd die gedeeltes wat voor 1 Oktober 1966 en 1 September 1978 (Goewermenskennisgewings Nos. 1476 van 30 September 1966 en 1745 van 1 September 1978) onderskeidelik binne die landdrosdistrikte Vanderbijlpark en Potchefstroom geval het, maar met inbegrip van die gedeelte van die landdrosdistrik Vereeniging wat voor 1 November 1970 (Goewermenskennisgewing No. 1618 van 2 Oktober 1970) binne die landdrosdistrik Westonaria geval het] en Wonderboom.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing ten opsigte van werknemers vir wie lone by klousule 4 voorgeskryf word.

2. KLOUSULE 4: BESOLDIGING

In subklousule (1), vervang die bestaande tabel deur die volgende:

	"R per week
(a) Blindinghanger	187,00
(b) (i) Uitknipper, ongekwalifiseer:	
Eerste ses maande ondervinding	111,00
Tweede ses maande ondervinding	117,00
Derde ses maande ondervinding	127,00
(ii) Uitknipper, gekwalifiseer	135,00
(c) (i) Leerlingsnyer:	
Eerste ses maande ondervinding	122,00
Tweede ses maande ondervinding	138,00
Derde ses maande ondervinding	149,00
Vierde ses maande ondervinding	158,00
Vyfde ses maande ondervinding	171,00
(ii) Snyder, gekwalifiseer	184,00
(d) (i) Afleweringsmotordrywer: Drywer van motorvoertuig met 'n onbelaste massa van—	
hoogstens 450 kg	111,00
meer as 450 kg tot 2 750 kg	113,00
meer as 2 750 kg tot 4 550 kg	136,00
meer as 4 550 kg	151,00
(ii) Personeelmotordrywer	111,00
(e) Voorman	247,00
(f) (i) Algemene assistent, ongekwalifiseer:	
Eerste ses maande ondervinding	111,00
Tweede ses maande ondervinding	117,00
Derde ses maande ondervinding	127,00
Vierde ses maande ondervinding	136,00
Vyfde ses maande ondervinding	152,00
(ii) Algemene assistent, gekwalifiseer	175,00
(g) Faktotum	148,00
(h) Werktuigkundige	190,00
(i) Masjienwerker (swaar masjiene)	175,00
(j) (i) Masjienwerker, ongekwalifiseer (ander masjiene):	
Eerste ses maande ondervinding	111,00
Tweede ses maande ondervinding	122,00
(ii) Masjienwerker, gekwalifiseer (ander masjiene)	139,00
(k) Nagwag	120,00
(l) Nie elders vermeld nie	111,00
(m) Sweismasjienbediener	115,00
(n) Arbeider	117,00"

3. Insert the following clause after clause 4:

"4bis. ANNUAL BONUS

All employees who have completed 12 months of employment in the Industry shall be paid, on the last pay day of each year, an amount equivalent to one week's wages as an annual bonus.

Employees who have completed less than 12 months of employment in the Industry shall be paid a *pro rata* bonus of 1/52 for each completed week."

4. CLAUSE 11: ANNUAL LEAVE

Insert the following clause after subclause (2):

"(3) Employers and employees in an establishment shall, within six weeks of publication of this Agreement, select any Sunday between the date of publication and the date of expiry of the Agreement as an additional holiday to which the provisions of this clause shall *mutatis mutandis* apply: Provided that parties to this Agreement shall observe Sunday, 16 June 1991, as such additional paid holiday."

5. Insert the following clause after clause 11:

"11bis. MATERNITY LEAVE

All female employees who become pregnant shall be entitled to two months, paid maternity leave at 20% of their wage with a guarantee of re-employment, and the following shall apply:

(a) Female employees shall be paid half the said amount at the start and the other half during the second month of their maternity leave.

(b) Only female employees who have been in the employ of the same employer for a consecutive period of 12 months shall be entitled to receive maternity benefits.

(c) The employer shall be permitted to employ a temporary employee to replace the person on maternity leave and to dispense with that temporary person's services on the return from maternity leave of the permanent employee.

(d) Female employees who go on maternity leave shall submit a written notice to their employer two weeks prior to the last day of the second month of their maternity leave, notifying the employer of their return.

(e) Should complications be encountered during the birth of the child, the employer shall be notified in writing that the employees return to work may be delayed. She may then return on the new specified date, but she shall supply medical evidence of the complications and the doctor's recommended date of resumption of duties. The additional period of maternity leave so granted shall be without pay."

6. CLAUSE 21: SICK FUND

Substitute the following for the table in subclause (2):

"From R111,00 upwards R3,65".

Signed at Johannesburg on behalf of the parties to the Industrial Council this 22nd day of April 1991.

P. R. JOFFE,
Chairman of the Council.

J. THEMBA,
Vice-Chairman of the Council.

W. B. FLOWERS,
Secretary of the Council.

3. Voeg die volgende klousule in na klousule 4:

"4bis. JAARLIKSE BONUS

Aan alle werknemers wat 12 maande diens in die Nywerheid voltooi het, moet op die laaste betaaldag van elke jaar 'n bedrag gelyk aan een week se loon as 'n jaarlikse bonus betaal word.

Aan werknemers wat minder as 12 maande diens in die Nywerheid voltooi het, moet 'n *pro rata*-bonus van 1/52 vir elke voltooide week betaal word."

4. KLOUSULE 11: JAARLIKSE VERLOF

Voeg die volgende in na subklousule (2):

"(3) Werkgewers en werknemers in 'n bedryfsinrigting moet binne ses weke na die publikasie van hierdie Ooreenkoms enige Sondag tussen die datum van publikasie en die datum van verstryking van die Ooreenkoms uitkies as 'n addisionele vakansiedag ten opsigte waarvan die bepalings van hierdie klousule *mutatis mutandis* van toepassing is: Met dien verstande dat partye by hierdie Ooreenkoms Sondag, 16 Junie 1991, as so 'n addisionele vakansiedag met besoldiging moet beskou."

5. Voeg die volgende klousule in na klousule 11:

"11bis. KRAAMVERLOF

Alle vroulike werknemers wat swanger word, is geregtig op twee maande betaalde kraamverlof teen 20% van hul loon met 'n waarborg vir herindiensname, en die volgende is van toepassing:

(a) Aan vroulike werknemers moet die helfte van gemelde bedrag aan die begin en die ander helfte gedurende die tweede maand van hul kraamverlof betaal word.

(b) Slegs vroulike werknemers wat vir 'n aaneenlopende tydperk van 12 maande by dieselfde werkgever in diens was, is daarop geregtig om kraamvoordele te ontvang.

(c) Die werkgever word toegelaat om 'n tydelike werknemer in diens te neem ten einde die persoon wat met kraamverlof is te vervang, en om die dienste van sodanige tydelike persoon te beëindig by die permanente werknemer se terugkeer van kraamverlof.

(d) Vroulike werknemers wat met kraamverlof gaan, moet twee weke voor die laaste dag van die tweede maand van hul kraamverlof 'n skriftelike kennisgewing by hul werkgever indien waarin die werkgever van hul terugkeer verwittig word.

(e) Indien komplikasies gedurende die geboorte van die kind ondervind word, moet die werkgever skriftelik in kennis gestel word dat die werknemer se terugkeer na die werk vertraag kan word. Sy kan dan op die nuwe gespesifiseerde datum terugkeer, maar, sy moet mediese getuienis van die komplikasies en die geneesheer se aanbevole datum van hervatting van diens voorlê. Die addisionele tydperk kraamverlof aldus toegestaan, is sonder besoldiging."

6. KLOUSULE 21: SIEKEFONDS

Vervang die tabel in subklousule (2) deur die volgende:

"Vanaf R111,00 en hoër R3,65".

Namens die partye by die Nywerheidsraad op hede die 22ste dag van April 1991 te Johannesburg onderteken.

P. R. JOFFE,
Voorsitter van die Raad.

J. THEMBA,
Ondervoorsitter van die Raad.

W. B. FLOWERS,
Sekretaris van die Raad.

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 agreement and for the period ending 30 June 1994, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

TECHNOLOGICAL FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Ferro Alloy Producers' Association
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Precision Manufacturing Engineers' Association
Radio, Appliance and Television Association of South Africa
Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association

van die Ooreenkoms 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 datum van publikasie van die ooreenkoms en vir die tydperk wat op 30 Junie 1994 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

TEGNOLOGIESE FONDSOOREENKOMS

ooreenkomsig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Ferro Alloy Producers' Association
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Precision Manufacturing Engineers' Association
Radio, Appliance and Television Association of South Africa
Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association

Sheetmetal Industries Association of South Africa

S.A. Agricultural Machinery Association
 S.A. Association of Shipbuilders and Repairers
 S.A. Electro-Plating Industries Association
 S.A. Fasteners Manufacturers' Association
 S.A. Foundry Association
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
 S.A. Machine Tool Manufacturers' Association
 S.A. Pump Manufacturers' Association
 S.A. Radio and Television Manufacturers' Association
 S.A. Reinforced Concrete Engineers' Association
 S.A. Tube Makers' Association
 S.A. Valve and Actuator Manufacturers' Association
 S.A. Wire and Wire Rope Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers' Union of South Africa
Iron Moulders' Society of South Africa
Metal and Electrical Workers' Union of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

(hereinafter referred to as the "employees" or the "trade unions"), of the other part

being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall apply to and be observed throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade unions, respectively.

2. PERIOD OF OPERATION

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Labour Relations Act, 1956, and shall remain in force until 30 June 1994 or for such period as the Minister may determine.

3. GENERAL PROVISIONS

The provisions contained in clauses 3, 4 and 5 of the former Agreement, as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

4. SECTION 3: DEFINITIONS

(1) Insert the following between the definitions of "Electrical Contracting Industry" and "Lift and Escalator Industry": "law" shall include common law;"

Sheetmetal Industries Association of South Africa

S.A. Agricultural Machinery Association
 S.A. Association of Shipbuilders and Repairers
 S.A. Electro-Plating Industries Association
 S.A. Fasteners Manufacturers' Association
 S.A. Foundry Association
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
 S.A. Machine Tool Manufacturers' Association
 S.A. Pump Manufacturers' Association
 S.A. Radio and Television Manufacturers' Association
 S.A. Reinforced Concrete Engineers' Association
 S.A. Tube Makers' Association
 S.A. Valve and Actuator Manufacturers' Association
 S.A. Wire and Wire Rope Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers' Union of South Africa
Iron Moulders' Society of South Africa
Metal and Electrical Workers' Union of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms is van toepassing op en moet oral in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat lede van onderskeidelik die werkgewersorganisasies en die vakverenigings is.

2. GELDIGHEDSDUUR

Hierdie Ooreenkoms tree in werking op die datum wat deur die Minister van Mannekrag kragtens artikel 48 van die Wet op Arbeidsverhoudinge, 1956, vasgestel word en bly van krag tot 30 Junie 1994 of vir die tydperk wat die Minister bepaal.

3. ALGEMENE BEPALINGS

Die bepalings soos vervat in klousules 3, 4 en 5 van die vorige Ooreenkoms soos verder verleng, hernieu, gewysig of herbekragtig van tyd tot tyd, is van toepassing op sowel as werkgewers as werknemers.

4. KLOUSULE 3: WOORDOMSKRYWING

(1) Voeg die volgende in tussen die omskrywings "Elektrotegniese Aannemingsnywerheid" en "Hyser- en Roltrapnywerheid": " 'wet' ook gemene reg:"

(2) In the definition of "Region B", substitute the expression "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 13162, Vincent, 5217; or Room 419, Fourth Floor, XDC Building, 19 Manchester Road, Chiselhurst, 5247, East London;" for the expression "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 7227, East London, 5200, or Carmel House, 7-9 Gladstone Street, East London, 5201;".

(3) In the definition of "Region D" substitute the expression "P.O. Box 3127, North End, 6065, or First Floor, 30 Pearson Street, Central, Port Elizabeth, 6001;" for the expression "P.O. Box 3127, Port Elizabeth, 6000 or Third Floor, Todd Chambers, Todd Street, North End, Port Elizabeth, 6001;".

(4) In the definition of "Region E" —

(a) delete the expression "and includes the Magisterial Districts of Parys and Sasolburg";

(b) substitute the expression "or Atkinson House, 3 Von Brandis Street, Johannesburg, 2001;" for the expression "or 'Amaleng', 8 De Villiers Street, Johannesburg, 2001;".

(5) In the definition of "Region F", delete the expression "excluding the Magisterial Districts of Parys and Sasolburg".

5. SECTION 4: SEIFSA TECHNOLOGICAL FUND

(1) Substitute the following for subsection (2):

"(2) As from the date of coming into operation of this Agreement, employers shall pay monthly to the Fund, in respect of all their employees, as defined in clause 3 of this Agreement, a contribution of 45 cents per employee.";

(2) In subclause (3) (c) substitute the expression "to: The Financial Administration Manager, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Central Funds Collection Office) P.O. Box 6589, Johannesburg, 2000, or Metal Industries House, Second Office Level, 42 Anderson Street, Johannesburg, 2001" for the expression "to: The Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Central Funds Administration), P.O. Box 6589, Johannesburg, 2000, or 'Amaleng', 8 De Villiers Street, Johannesburg, 2001.".

(3) Substitute the following for subsection (5) (b):

"5 (b) for the purposes of this subsection 'the Act' means the Usury Act, No. 73 of 1968, as amended.".

(4) In subclause (6) substitute the expression "the Director-General of Manpower, Department of Manpower" for the expression "the Director-General of Manpower Utilization".

Signed at Johannesburg for and on behalf of the parties this 30th day of May 1991.

W. P. COETZEE,
Chairman.

B. ANGUS,
Member.

D. G. LEVY,
General Secretary.

(2) In die omskrywing van "Streek B", vervang die uitdrukking "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 7227, Oos-Londen, 5200, of Carmelhuis, Gladstonestraat 7-9, Oos-Londen, 5201;" deur die uitdrukking "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 13162, Vincent, 5217; of Kamer 419, Vierde Verdieping, XDC-gebou, Manchesterweg 19, Chiselhurst, 5247, Oos-Londen;".

(3) In die omskrywing van "Streek D" vervang die uitdrukking "Posbus 3127, Port Elizabeth, 6000, of Derde Verdieping, Todd Chambers, Toddstraat, Noordeinde, Port Elizabeth, 6001;" deur die uitdrukking "Posbus 3127, Noordeinde, 6065, of Eerste Verdieping, Pearsonstraat 30, Sentraal, Port Elizabeth, 6001;".

(4) In die omskrywing van "Streek E" —

(a) skrap die uitdrukking "dog met inbegrip van die landdrostdistrikte Parys en Sasolburg";

(b) vervang die uitdrukking "of 'Amaleng', De Villiersstraat 8, Johannesburg, 2001;" deur die uitdrukking "of Atkinsongebou, Von Brandisstraat 3, Johannesburg, 2001;".

(5) In die omskrywing van "Streek F", skrap die uitdrukking "uitgesonderd die landdrostdistrikte Parys en Sasolburg".

5. KLOUSULE 4: SEIFSA-TEGNOLOGIEFONDS

(1) Vervang subklousule (2) deur die volgende:

"(2) Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms moet werkgewers maandeliks ten opsigte van al hulle werknemers, soos in klousule 3 van hierdie Ooreenkoms omskryf, 'n bydrae van 45 sent per werknemer in die Fonds stort.".

(2) In subklousule (3) (c), vervang die uitdrukking "aan: Die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Sentrale Fonds-administrasie), Posbus 6589, Johannesburg, 2000, of 'Amaleng', De Villiersstraat 8, Johannesburg, 2001." deur die uitdrukking "aan: Die Finansiële Administrasiebestuurder, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Sentrale Fonds-invoeringskantoor), Posbus 6589, Johannesburg, 2001, of Metal Industries House, Tweede Kantoortrak, Andersonstraat 42, Johannesburg, 2001.".

(3) Vervang subklousule (5) (b) deur die volgende:

"5 (b) By die toepassing van hierdie subklousule beteken 'die Wet' die Woekerwet, No. 73 van 1968, soos gewysig.".

(4) In subklousule (6), vervang die uitdrukking "Direkteur-generaal van Mannekragbenutting" deur die uitdrukking "Direkteur-generaal van Mannekrag, Departement van Mannekrag".

Geteken namens die partye op hede die 30ste dag van Mei 1991 te Johannesburg.

W. P. COETZEE,
Voorsitter.

B. ANGUS,
Lid.

D. G. LEVY,
Hoofsekretaris.

Pay rise for metalworkers

A MAJOR breakthrough was made in the metal industry this week when agreement was reached in the annual wage negotiations between employers and all trade unions. *Sowetan 2/8/77*

The agreement, which averted a nationwide strike by union members in the metal industry, was reached after mediation yesterday.

This cleared the way for the implementation of improvements in working conditions for its 350 000 employees and includes wage increases of between 12 and 15 percent, with an average increase on scheduled wages of 13 percent.

The settlement package is as follows:

- * A 15 percent wage increase for labourers, which means a guaranteed personal increase of 63 cents an hour. Artisans are awarded personal increases of R1,14 an hour, which amounts to 12 percent on the scheduled wages;

- * The normal working week to be a maximum of 44 hours;

- * A minimum severance payment, on retrenchment, of one week's pay for each year of service up to a maximum of four weeks after four years; and

- * Subsistence allowances increases to range from 12,8 to 14,5 percent.

Workers will also enjoy leave bonuses of 8,33 percent calculated on the annual wage payable in the first and subsequent leave cycle.

Motor industry hit by strike as negotiations fail

AS the motor industry talks deadlocked this week, the strike inflicted heavy costs on motor manufacturers.

The two week-old strike — involving about 25 000 workers — is the costliest in the industry's history. With daily production losses of about R60-million, employers by Thursday were estimated to have lost more than R500-million in turnover since the strike began last Monday.

Mercedes Benz SA was the only motor manufacturer in full production by Thursday.

The union is demanding an across the board increase of R1,20 an hour, a moratorium on retrenchments and talks on the effects of value added tax. Employers are offering between R1,00 across the board.

Talks between National Association of Automobile Manufacturers of South Africa (Naamsa) and the National Union of Metalworkers of South Africa (Numsa) broke down on Tuesday after Numsa's failure to get workers back to work.

Naamsa president Spencer Sterling claims the union reneged on its undertaking at last Thursday's talks to normalise production by Tuesday.

Although talks are due to resume on Friday, Sterling has said employers will not negotiate until all manufacturers are back in full production.

On Wednesday about 30 percent of workers, mainly at Toyota's Durban plant and at Volkswagen's Uitenhage plant, did not come to work.

Numsa spokesman Les Kettledas blamed employers for the return to work confusion.

"Confusion surrounding the return to work was largely created by employers not understanding their own position," he said. "They proposed Wednesday as a date for the first meeting. Tuesday was agreed on as a compromise."

At the time of going to press the chief executives of Naamsa's seven affiliates were locked in a meeting in Johannesburg to map out strategies to counter the strike.

This damaging strike comes at a time of crisis in the industry. Sales are low and some manufacturers have big stockpiles. This has been advanced as a reason for manufacturers' tough stance in their dealings with the union.

Toyota industrial relations director Theo van de Bergh says present downturn in the motor industry will cushion the damage caused by the strike.

"The industry is not too upset because many companies are overstocked as it is," Van de Bergh said.

Production at Toyota has been set back by 450 cars a day.

Van de Bergh pointed out that allied industries such as components makers would also be badly affected by the strike.

About 3 000 tyre industry workers are out on strike.

Mines deal a landmark

W/ma 2/8-8/8/91
 Profit-sharing, gold price-linked bonuses and wage restraint — they're all part of a ground-breaking pay agreement negotiated on the mines, reports

DREW FORREST

355

THE National Union of Mineworkers and the Chamber of Mines have clinched a mould-breaking wage deal affecting half a million miners which takes account of the parlous state of the strategic gold-mining industry.

The package sets a precedent by providing for profit sharing on certain mines through a "gold-price bonus" of up to seven percent of the basic wage, paid if the gold price is higher than expected. Workers may also earn special performance bonuses linked to targets set at mine level. A framework for mine-level talks on these has still to be negotiated.

The deal also improves miners' social conditions and union rights — a key NUM thrust this year — putting the historically acrimonious relationship between mine management and unions on a new footing.

This is enshrined in an agreed statement of principles, rights and obligations underpinning labour relations in the mining industry.

For the first time, NUM will have "reasonable" access to all mines. Provision is made for the negotiation of full-time shaft stewards, while stewards will receive facilities and more paid time off for union training. New ways of verifying union membership and processing union stop-orders will be introduced.

Conditions for visits by miners' wives will be improved, and new guidelines will promote miners' participation in hostel affairs and the role of medical examinations in employment. The chamber has also agreed to negotiate an industry Aids policy.

On the stricken gold mines, the pay rises are the lowest NUM has negotiated, ranging from between 1,8 to 9,3 percent, an average of six percent. Anglo American, Genmin, JCI and Rand Mines have awarded a basic five percent plus the price bonuses on healthy mines, which kick in if gold exceeds R1 050 an ounce.

Gold Fields and Anglo Vaal's Hartebeesfontein rejected profit-sharing, instead granting straight increases of between 6,5 percent at the top and nine percent at the bottom.

Profit sharing applies only to the gold mines: on chamber collieries flat-rate rises of between 19,1 percent and 6,5 percent were granted, also the lowest NUM has negotiated.

A different profit-sharing scheme will apply at Rand Mines' Harmony mine, which will pay a basic R25 increase plus 15 percent of any profits up to a maximum of R4-million.

At a press conference this week, chamber spokesman Bobby Godsell praised NUM for "taking account of the fundamental pressures on the gold mines", adding that the agreement "structured the relationship between management and the union in new and important ways".

LABOUR

By DREW FORREST
AN agreement on training and restructuring of the metal industries, which concedes a major role to unions, is the most important breakthrough of the wage deal struck between metal unions and employers this week.

Covering 350 000 workers, the industrial council deal between the National Union of Metalworkers, among other unions, and the Steel and Engineering Industries Federation, followed the declaration of a dispute by all union parties, a Numsa strike ballot and nine days of gruelling mediation. It provides for pay rises of between

15 percent for labourers (a guaranteed increase of 63c an hour) and 12 percent for artisans (a R1.14 personal increase).

Numsa hailed the wage deal as matching the inflation rate, stressing that Seifsa had earlier refused to concede this — its pre-mediation offer ranged between nine and 12.6 percent. "This breakthrough heads industry away from trying to solve the economic crisis by cutting real wages," the union said.

However, sources point out that in all

but the lowest pay category, less than the inflation rate has been conceded. "The agreement amounts to wage restraint," one commented.

Numsa said other breakthroughs included the first 13th cheque and minimum severance pay of one week a year of service to a maximum of four years.

The key feature of the agreement is undoubtedly its provision on training and industry restructuring. It provides for the creation of a joint union-employer committee whose task it will

Settlement in metal industries

be to consider all forms of training in the industry — not merely artisan training. The agreement enshrines the principle that "appropriate" training is the right of all metalworkers.

Basic literacy and numeracy will also fall within its scope. Seifsa director Brian Angus said R1-million was already available for such training from the industry's technological fund and that employers believed "this would be a good place to start".

Within two years, a new training

board will be established to oversee all training activities.

A committee of senior unionists and industrialists will also be established to consider how to achieve growth and job creation in the metal industries — a major Numsa demand. The agreement concedes that unions "have an important role ... in developing strategies for attaining these objectives".

It appears that during mediation, Numsa dropped several conditions for restructuring talks, including a re-trenchments moratorium and disclosure of financial information by com-

panies.

NUMSA 218-818191

Mediator for car dispute

Star 3/8/91

PAULA FRAY and SAPA 355

AN all-day marathon negotiation session yesterday failed to end the 10-day strike which has crippled the motor industry. Now an independent mediator is to be called in.

Hopes were high that last night's meeting would reach consensus as the National Union of Metalworkers (Numsa) and employers attempted to hammer out an agreement.

The meeting, the third this week, began at 9.30am in a Port Elizabeth hotel and ended just before 10pm.

"It's been a long day. We've tried all sorts of things ... we agreed to go into mediation tomorrow at 2 pm," said NBF chairman Dave Kirby. This would continue until an agreement was reached, he added.

Charles Nupen of the Independent Mediation Service of South Africa was proposed by Numsa, he said.

The nationwide strike by about 25 000 workers is estimated to be costing more than R60 million a day.

Chief executives of the seven car manufacturers party to the industry's bargaining forum opted to meet Numsa after caucusing in Johannesburg on Thursday. Industry sources were hopeful of a positive outcome to the talks.

"The good news is they're still talking," said National Association of Automobile Manufacturers' president Spencer Sterling. "There is a concerted effort on both sides to hammer out an agreement."

Central to the dispute are Numsa's R1,20-an-hour wage demand, a moratorium on retrenchments, and wage adjustments early next year to accommodate the impact of VAT. Employers had offered R1 an hour.

Several manufacturers reported improved attendance yesterday.

750 000 come short as rises trail inflation

Falling profits trim black pay

3/Times (Buss Times) 4/8/91.

(355)

~~STH~~ ~~11/11/15~~

TRADE unions representing more than 750 000 workers this week accepted lower wage settlements than in recent years.

Most are below the inflation rate, which means that workers' standard of living will drop.

This reverses a trend in which real remuneration of unionised black workers has been rising while that of white employees has fallen.

Economists say it was caused by falling profits induced by slack demand and the Reserve Bank's policy of keeping interest rates high (Business Times, July 28).

First

Chamber of Mines vice-president Bobby Godsell says the mines' historic settlement with the National Union of Mineworkers (NUM) "reflects the kinds of concerns both management and labour have in tough economic conditions about securing reasonable wage increases while being concerned about saving jobs".

Mr Godsell says: "It is apparent that this economic reality is being seen by both parties in negotiations in other sectors — which augurs well for labour relations in SA."

Workers at most chamber gold

By CURT VON KEYSERLINGK and ADRIAN HERSCH

mines will get only a 5% basic increase plus a bonus-linked to the gold price up to a maximum of 7%.

It is the first time a chamber-NUM settlement has been reached so early in the year.

The increase is below the inflation figure of 15,2% — even if the maximum bonus is paid. The gold price bonus range is between R1 050 an ounce and R1 160 an ounce.

In addition, performance bonuses will be negotiated at some mines. But Gold Fields mines and Anglovaal's Hartebeestfontein will not pay any bonuses. Their wage increases will be between 6,5% and 9,0%.

Colliery pay increases are between 6% and 19,1% and no bonus system will operate.

In 1989 the NUM hoped to gain uniform pay rates for workers at all mines by this year. It has not been achieved because pay is being more closely linked to profitability of individual mines.

NUM press officer Jerry Majatladi stresses that this year's bonus on gold mines is a temporary adjustment to a crisis. The original policy of uniform pay rates remains.

The agreement covers about 410 000 unskilled and semi-skilled workers on gold and coal mines.

At the time of writing employers and Numsa were meeting to resolve the two-week wage strike in the motor industry. Numsa wants a

14,9% increase, which is below the inflation rate. The employers offer 12,4%.

Industry sources predict that if talks break down the current system of negotiating at national level will be abandoned in favour of plant agreements. If this happens wage settlements will more closely reflect the profitability of the plants involved.

A moderate wage agreement in the national textile industrial council is expected to be signed soon. A source in the SA Clothing and Textile Workers Union acknowledges that wage demands will take account of the recession.

Ballot

The agreement concluded between Seifsa and trade unions party to the metal industrial council is for a 12% increase for artisans and 15% for labourers. Last year's increases were between 15% and 19%.

The latest settlement came after four months of negotiations. Last year it took longer.

Seifsa executive director Brian Angus describes this year's agreement as "reasonable, given the general economic conditions and the needs of workers".

The National Union of Metalworkers of SA (Numsa), the largest union at the talks, held a strike ballot and

Seifsa a lock-out ballot.

Numsa spokesman Bernie Fanaroff is not exactly unhappy with the settlement. He says increases are about the inflation rate in some categories.

Employers have realised that real wage cuts are not the solution to the industry's problems.

Mr Fanaroff says the prospect of lock-out played no role in the union signing the agreement.

Non-wage issues agreed on break new ground and make economic sense for workers and employers.

Unions and management have played a role in training apprentices. But for the first time a joint committee will be concerned with training the unskilled.

Another development is the setting up of a management-labour committee to consider job creation and protection of existing jobs.

Mr Angus says: "We have not considered job creation until now — not even among ourselves as employers. We view the formation of the committee as a positive step."

The agreement affects about 350 000 workers.

Sources say the parties may re-evaluate the cumbersome and costly way in which negotiations are structured.

This year mediation was eventually used — for the first time. The process was viewed positively and it is possible that next year's negotiations could be restructured to include aspects of mediation which facilitate speedier settlement.

Strikers lose

S/Times (Sun Times) 4/8/91

By DON ROBERTSON

R26m

WORKERS were the losers in the motor industry strike.

It is estimated that they lost R26-million in wages and will have to work 18 months to recover the additional 15c an hour they won through striking.

They initially demanded an increase of R1,20 an hour. Motor companies offered R1. The settlement was R1,15.

Manufacturers, who lost about R800-million in turnover, hope to make it up before the end of the year.

The industry's latest car sales estimate for the year of 206 000 units is 2 000 down on the previous forecast. Poor

demand and unavailability of stock are the main reasons for this reduction.

Car sales for July, which were not affected by the strike, were 12% down on July last and 10% lower than in June.

The cost of the negotiations was about R500 000, which could be reflected in the price of cars in future, say some manufacturers.

Manufacturers, while not claiming a victory, say their strong stand against the unions was forced on them by economic realities in a declining market.



● ANGUS ... training needed

Wage settlement focus on growth and productivity

bloey 5/8/71
ECONOMIC development and increased productivity emerged as crucial issues in the settlement last week of the metal industry dispute.

The agreement, which was welcomed by the National Union of Metalworkers (Numsa) as a major breakthrough for union negotiations in 1991, steered the industry away from attempts to resolve economic problems by cutting real wages.

The union, which represents 113 000 members in the industry, said the agreement represented an important development in its drive towards restructuring the sector.

A mediated settlement between the Steel and Engineering Industries Federation of SA (Seifsa) and four unions, in terms of which the metal industry's 350 000 workers received average wage increases of 13% on scheduled wages, was concluded on Wednesday.

According to Seifsa, labourers' wages were increased by 15%, guaranteeing a personal increase of 63c an hour. Artisans received increases of R1,14 or 12% an hour.

Seifsa executive director Brian Angus said the parties had agreed that economic development and increased productivity were crucial issues calling for a greater focus on manpower training and develop-

ment. The agreement binds the parties to disclose information on structuring in the industry and career orientated training.

The parties agreed to set up a joint training board, comprising employer and union representatives, as well as a body which would focus on economic growth and job creation.

Other points of agreement included: statutory minimum severance pay of one week's wages for each year of service, and a normal working week of 44 hours.

Independent Mediation Services of SA (Imssa) mediator John Brand described the agreement as a triumph for collective bargaining.

Brand said the settlement showed that despite difficult economic conditions unions and employers could moderate expectations while laying the foundations for effective dialogue.

The settlement followed four months of talks which culminated in nine days of mediation.

Before mediation started two months ago, Seifsa offered increases of between 9% and 12,6% and Numsa dropped its demand from an hourly increase of R2 to R1,50.

VERA VON LIERES

20,7% hikes ³⁵ for labourers

Own Correspondent

JOHANNESBURG. — Labourers won annual average wage increases of 20,7% during the first half of this year, despite adverse economic conditions and earlier predictions that they would only win increases of between 13% and 15%.

This is according to the Cape-based Labour Research Service (LRS), which conducted a survey excluding the mining and engineering sectors. CT 7/8/91

Labourers' wages above inflation rate

VERA VON LIERES

LABOURERS won annual average wage increases of 20,7% during the first half of this year, despite adverse economic conditions and earlier predictions that they would only win increases of between 13% and 15%, the Cape-based Labour Research Service (LRS) has found. *8/18/91*

In a survey of labourers' settlements from January to June, which excludes the mining and engineering sectors, the LRS said labourers' average settlement rates consistently exceeded inflation over the last three years.

However, a comparison of settlements granted in the first half of each year since 1988 showed that the level of increases was, in fact, declining.

The survey found that labourers in the rubber sector won the highest average annual increase this year (25%) while the electrical contracting and servicing sector was the only sector which did not receive increases above inflation.

Only 36 of the 282 companies covered by the survey settled below the inflation rate and increases above 20% were awarded at 38% of companies.

The vehicle assembly industry remained the top paying sector, with labourers earning an average weekly wage of R287.

The LRS provides economic analysis primarily for the trade union movement.

Employers table revised offer

Breakthrough may end car industry strike

18/08/91 7/8/91

355

VEHICLE assembly employers and the National Union of Metalworkers (Numsa) yesterday achieved a breakthrough in the 12-day-old national strike after employers tabled revised offers on wages and a moratorium on retrenchments.

Numsa will start polling members on the revised offer today and employers are hopeful that full production will resume tomorrow.

Vehicle assemblers have been losing about 1 500 production units daily in strike action which has crippled production at the assembly plants of Toyota, Nissan, Delta, BMW, Samcor and Volkswagen.

Numsa senior negotiator Les Kettledas said yesterday the breakthrough was reached after 40 hours of mediation which started at the weekend. Parties had agreed to call in Independent Mediation Services of SA director Charles Nupen.

Employers were offering hourly across-the-board wages of R1 when the parties deadlocked in the middle of last month. Numsa lowered its opening demand of R1,50 to R1,20 when negotiations resumed in Port Elizabeth last week. The union was also demanding an unconditional moratorium on retrenchments.

It was not known yesterday by how much employers had improved their offer.

Kettledas said it was premature to say that the strike by more than 24 000 Numsa members was over.

Representatives of the union's bargaining committee would report back to all members today. The union would then formally indicate to employers its reaction to the new proposals.

MARC HASENFUSS and
VERA VON LIERES

Workers were expected to return to work by tomorrow morning if they voted to accept the new offer. Details of the offer are expected to be released later today.

Industry estimates are that the strike has cost the vehicle assembly and related industries about R800m in turnover.

One industry source yesterday warned that the strike would cause serious new vehicle supply shortages.

However, another source said he did not expect a general supply crisis. He said that, apart from Toyota most manufacturers had been planning for short-time work between now and the end of the year.

National Association of Automobile Manufacturers of SA (Naamsa) director Nico Vermuelen said certain manufacturers could experience supply bottlenecks in the short-term.

Six of the seven companies party to the vehicle assembly national bargaining forum were still out of production yesterday. Mercedes-Benz, except for a short stoppage at its Pinetown parts division, has remained at full production.

Toyota manufacturing MD Ralph Broadley said the strike had continued for longer than expected, but the production backlog could be made up with overtime.

A Volkswagen spokesman said the Uitenhage plant was losing up to 300 units a day which had serious ramifications for production targets.

BMW communications manager Johann Kleinhans said although the group lost 70 to 80 units a day in the strike, supply of new vehicles would not be affected "too badly".

Labourers' pay rises 'beat inflation'

Labour Reporter

WAGE increases for labourers during the first six months of the year have remained well above the inflation rate in spite of the economic slump, the Labour Research Service reports.

Labourers secured an average annual rise of 20,7 percent while inflation during the same period was 14,7 percent, a survey done by the research service at 282 companies shows.

Workers earned R182 a week on average — R78 less than the

research service's housing-based living wage estimate of R260 a week, said spokesman Miss Vivienne Geard.

Labourers in the rubber products sector won the highest average increase of 25 percent. Only workers in the electrical contracting and servicing sector did not receive an annual average increase above inflation.

The auto sector paid the top wages of R287 a week.

Only four sectors — the

auto, rubber products, paper printing and packaging, and iron, steel, engineering and motor sectors — paid more than R200 a week on average.

The annual increase figure excluded settlements in the mining and engineering sectors, which settled in July.

Labourers average settlement rates had exceeded inflation over the last three years. During the first half of last year, labourers secured increases averaging 20,9 percent.

Motor strike ends as final deal is reached

FINAL settlement was reached yesterday in the 13-day-old vehicle assembly strike by 25 000 National Union of Metalworkers (Numsa) members which cost the industry about R800m in lost turnover.

Numsa chief negotiator Les Kettledas said yesterday workers were expected to return to work today.

The agreement — reached after three days of mediation which started at the weekend — provides for across-the-board increases in the hourly-wage of between R1,15 and R1,80 for unskilled and skilled workers respectively.

The settlement also provides for an interim moratorium on retrenchments and an agreement to set up a joint industry education and training board.

The parties committed themselves to the long-term growth of the industry and the protection of jobs, Kettledas said. It was accepted that employers and government would jointly fund child-care facilities at all plants.

National Association of Automobile Manufacturers of SA (Naamsa) representatives were not available for comment last night.

A dispute was declared in June when Naamsa employers offered a R1 across-the-board increase. Numsa lowered its opening demand of R1,50 to R1,20 when negotiations resumed in Port Elizabeth last week. It also wanted an unconditional moratorium.

Employers on Tuesday upped their wage

offer and accepted a moratorium on retrenchments.

In terms of the settlement employers agreed to an interim moratorium on retrenchments, while a job security committee was appointed to develop by the end of November a plan for the long-term viability of the industry and job security.

The parties accepted that employers would be entitled to withdraw the moratorium in the event of repeated failure to reach production targets.

In a landmark agreement on training, the parties undertook to set up a joint industry education and training board which will be guided by a number of principles. These include the linking of training to clearly defined industry career paths; and that government should have an obligation to assist in training.

Vehicle assemblers lost about 1 500 production units daily in strike action which halted production at Toyota, Nissan, Delta, BMW, Samcor, and Volkswagen assembly plants.

Five of the seven companies party to the vehicle assembly national bargaining forum were still not in production yesterday. A spokesman for Toyota SA confirmed that production resumed at its Mobeni and Prospecton plants in Durban yesterday, Sapa reports.

355

8/8/91

VERA VON LIERES

'Revise tax or increase wages'

Cosatu warns of strikes over VAT demand

355
B/day
8/8/91

COSATU is to demand an immediate 5% wage increase for all workers to compensate for the inflationary effects of VAT if the tax is introduced unchanged at the end of next month.

The campaign would be backed by strike action if necessary, Cosatu told employer federation Saccola at a meeting on Tuesday. Cosatu wants interim wage increases from the day after VAT is introduced on September 30.

A Cosatu official Lisa Seftel yesterday said the organisation was seeking urgent negotiations with Finance Minister Barend du Plessis on proposed changes to the VAT structure. A successful conclusion to such negotiations would be required to head off widespread industrial action.

She said Cosatu was angry at Du Plessis as he had failed to meet a July 16 undertaking to respond to Cosatu submissions for union subscriptions to be zero-rated.

Cosatu unions would refuse to pay VAT on subscriptions. Cosatu has argued unions are entitled to the same treatment as political parties, benefit funds and welfare organisations, all of which are zero-rated.

Cosatu informed Saccola of its plans for a campaign for changes to VAT at the Tuesday meeting. Saccola's Bobby Godsell said the organisation would be considering what steps to take in response.

A study commissioned by Cosatu and undertaken by the Cape Town-based Labour Research Service reported in June that the introduction of VAT would add 5% to the budgets of low-income households.

Seftel said yesterday that while Cosatu had not called for the implementation of VAT to be postponed, this might be neces-

ALAN FINE

sary. The organisation had scheduled for August 22 a meeting with consumer groups, small businesses and other affected parties to discuss opposition to VAT.

She said Cosatu envisaged a number of changes to the VAT system including the zero-rating of basic foods, medicines and medical services, and also the elimination of VAT charges that could impede housing and job-creation programmes.

Cosatu also wished to participate fully in the planning of the targeted assistance programme. Government has set aside R220m for alleviating the effects of VAT among the poor.

A study by Cosatu's auditors found that, for unions to pay VAT and keep revenue at previous levels, they would need an average 9,34% increase in subscriptions.

GRETA STEYN reports Du Plessis is expected to respond to Cosatu by increasing the poverty safety net or other forms of relief. Du Plessis said last night he would respond soon with an announcement "in a much wider context" than the representation on trade union subscriptions.

His ability to reply to Cosatu's representation would be determined by the outcome of "other discussions and investigations concerning VAT".

□ Sapa reports that the northern Transvaal region of Cosatu plans to launch a "no taxation without representation campaign" next weekend. Regional secretary Donsie Khumalo said yesterday shop stewards would demand employers stop tax deductions from employees' pay.

Motor trade strike ends

THE first national strike in the country's motor assembly industry ended after 13 days yesterday, said National Union of Mineworkers of South Africa spokesman Mr Les Kettledas.

The estimated 25 000 Numsa members who had downed tools since July 22 were expected to go back to work today, he said.

Workers are to be given wage increases ranging between R1,15 an hour for unskilled workers and R1,80 an hour or 13,5 percent, whichever is the highest, for skilled workers.

The agreement between Numsa and the National Association of Automobile Manufacturers of SA was accepted by the union membership following report-backs by union negotiators on Tuesday and yesterday. *Sowetan 8/8/91*

Wage increases would be back-dated to the first pay week of July, said Kettledas.

The parties committed themselves to the long-term growth and viability of the industry. - Sapa.

NEWS

Auto workers expected back on the job today

Star 8/8/91 (355) (121) (122) (123)

By Shareen Singh
and Helen Grange

About 25 000 workers in the motor industry are set to return to work today, following a major breakthrough with employers on wages, retrenchments and training after a costly two-week strike.

The National Union of Metalworkers (Numsa) clinched an agreement with seven motor companies, securing a moratorium on retrenchments for the next 12 months and hourly pay increases ranging between R1,15 and R1,80.

The parties also agreed to set up a training committee with joint representation by employers and unions to look at training needs.

Numsa spokesman Les Kettledas said employers had agreed to 99 per cent of the union's demands on training.

Previously, employers had focused solely on apprenticeship training, but the new agreement provided training as well as literacy and numeracy education for workers.

Unionists believe the agreement has set a precedent for other industries.

The settlement was reached after a strike

which brought production to a standstill at six motor companies and which cost employers more than R500 million.

A meeting of workers arranged yesterday by Numsa at Samcor's Pretoria plant to vote on the agreement had had a smaller turnout than hoped for, and another meeting had been planned for this morning, said Samcor spokesman Ruven Els — "so we will not be in full production for at least another morning".

However, other plants, including Volkswagen, Toyota, Nissan, Delta and BMW, expect most workers to return today.

The 12-day strike is expected to have serious repercussions on the supply of high-selling vehicles, Mr Els said.

"There is already a two-month to three-month waiting list on these vehicles," he said.

All plants affected are making plans to make up for lost production.

Ralph Broadly, managing director of Toyota Manufacturing, said there would be a shortage of units, but strike allowances had been incorporated in the production schedule.

One source said the strike's effects would likely be felt at the end of the year, when demand for vehicles was highest.

(355) (182)
Tyre strike

in Cape ends

CAPE TOWN — A month-long strike by up to 8 000 eastern Cape tyre and rubber workers ended on Friday, said National Union of Metalworkers of SA negotiator Gavin Hartford.

Workers would return to their plants today after being awarded cost-of-living increases, one year's moratorium on retrenchments and a deal on industry training. This was confirmed by the New Tyre Manufacturers Employers' Association.

Hartford said workers on the lowest grades were given a R1,20, or 21%, across-the-board increase on the minimum hourly rate. Those on the highest grade received a 15% raise.

A joint employer-union training board will be set up by end-November. — Sapa.

WAGE SETTLEMENTS

Going for gold

The profit-linked wage deal for gold mines struck between the National Union of Mineworkers (NUM) and the Chamber of Mines represents, in the words of a leading stockbroker, "the first major market-related wage agreement" with organised labour in SA. *FM 9/8/91*

While it certainly reflects greater appreciation by miners of tough times and the parlous state of gold mining at current low prices, the jury is still out on whether it prefigures sweet reasonableness in industrial relations generally.

Recently the metal workers represented in Numsa accepted an only-just below inflation 12% to 15% increase in negotiations with Seifsa — down on last year's 15%-19%. This came after "extremely difficult" negotiations lasting four months plus nine days of mediation (it's taken longer in the past). Strike and lock-out ballots in anticipation of action were conducted, but a strike was averted in this sector.

However, the motor industry, in a severe downturn, has been hard hit by a two-week, Numsa strike. As the *FM* went to press, the employers increased their offer by 15c an hour to R1,15 and agreed to a moratorium on retrenchments. The union response was awaited.

NUM spokesman Jerry Majatladi explains that in agreeing to an average 6% plus profit-linked bonus, the union "took into account the poor economic conditions of the gold division and, therefore, decided to settle for the current scheme." He added that productivity-linked agreements are *rejected on principle* by the NUM because of different productivity rates at different mines. The union had merely "suspended" its bargaining strategy, which is "to close gaps between the mining houses by quantum increases and basic minimums."

So Majatladi doubted that a NUM-type settlement would be "literally" followed by other Cosatu unions, mainly because gold is "unique" and its price is determined differently. Yet, again, the deal will serve to concentrate minds on exactly what improves output — and reflects recognition of common problems and objectives.

Signalled by a similar settlement at Ergo earlier on (*Current Affairs* June 21), the mining agreement marks a qualitative leap forward in industrial bargaining, with "potentially far-reaching positive implications for the economy as a whole," to quote stockbrokers Irish & Co/Econometrix.

The profit-linked package includes a basic 5% increase on group rates (with a R40 minimum increase on Anglo American and Genmin mines) and creates the opportunity

for employees to receive bonuses up to a maximum of 7% coupled to the gold price. In addition, employees may also become eligible for special performance bonuses which will be related to targets set at mine-level negotiations.

The bonus — payable each quarter and potentially the biggest chunk of the increase — comes into play at an average gold price of R1 059 an ounce. This would "trigger" a bonus of 0,5% of earnings. At a price of R1 073 the bonus rises to 1,5%; at R1 100 (3,2%); R1 125 (4,8%); R1 150 (6,5%); and from R1 160 an ounce the bonus reaches the maximum 7%.

"Members are glued to the TVs these days watching the gold price," says NUM's Majatladi. The trigger level was calculated from the average gold price in the second quarter of this year, according to the union.

If the gold price rises from R1 050/oz to R1 160 or more and productivity increases sufficiently, miners could get as much as 17% more than they did last year, according to Irish & Co. And since the bonus ceases at above R1 160, it implies that if the price were to increase strongly, the mining houses would still enjoy a big hike in profits. The trade-off would seem to be that, should the price fall, retrenchments will be somewhat more limited than over the past year.

Four of the mining groups party to the negotiations had presented offers incorporating profit-sharing schemes — Anglo, JCI, Genmin and Rand Mines (Blyvoor). Two others, Gold Fields and Anglovaal's Harties, offered straight increases (without bonuses) ranging from 6,5% at the upper wage level to 9% in the lowest category.

A different deal was done at Rand Mines' struggling Harmony. This provides a R25 a month across-the-board increase, plus 15% of any profits — up to a R4m maximum — to be set aside for workers. The first R1m of this would be shared out equally and after that divided according to basic wage levels.

On chamber collieries increases range from 6,5% to 19,1% at the unskilled level. No bonus system applies.

If the principles of the NUM-chamber agreement were to set a precedent for all industry it would have major benefits for the economy, explains Irish/Econometrix. It would reduce inflation, prevent unemployment increasing at its present rate and, being industry-related, would ensure that conditions in the demand and supply of labour are not distorted by across-the-board wage increases. The price system for goods and services would begin to reflect conditions in specific industries more appropriately.

But it is not certain that this kind of agreement can be replicated across industry. The metalworkers' deal, for instance, in conditions almost as weak as in gold mining, is "effectively" inflation index-linked and bears no relation to the poor state of fixed investment and growth in metalworking.

And unless government spending is properly controlled, wage restraint by the unions will not be enough to reduce inflation. ■

No. R. 1886

9 August 1991

LABOUR RELATIONS ACT, 1956

SWEETMAKING INDUSTRY, CAPE: RENEWAL OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos. R. 1538 of 30 August 1974, R. 2380 of 19 December 1975, R. 2561 of 22 December 1978, R. 1825 of 29 August 1980, R. 1869 of 3 September 1982, R. 311 of 15 February 1985, R. 581 of 31 March 1988 and R. 1875 of 10 August 1990, to be effective from the date of publication of this notice and for the period ending 31 March 1992.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 1887

9 August 1991

355

LABOUR RELATIONS ACT, 1956

SWEETMAKING INDUSTRY, CAPE: AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, 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 March 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; 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), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1992, 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.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 1886

9 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

LEKKERGOEDNYWERHEID, KAAP: HERNUWING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 1538 van 30 Augustus 1974, R. 2380 van 19 Desember 1975, R. 2561 van 22 Desember 1978, R. 1825 van 29 Augustus 1980, R. 1869 van 3 September 1982, R. 311 van 15 Februarie 1985, R. 581 van 31 Maart 1988 en R. 1875 van 10 Augustus 1990, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1992 eindig.

E. VAN DER M. LOUW,
Minister van Mannekrag.

No. R. 1887

9 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

LEKKERGOEDNYWERHEID, KAAP: WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, 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 Maart 1992 eindig, bindend is vir die werkgeversorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgevers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1992 eindig, bindend is vir alle ander werkgevers 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.

E. VAN DER M. LOUW,
Minister van Mannekrag.

255

SCHEDULE**INDUSTRIAL COUNCIL FOR THE SWEETMAKING INDUSTRY (CAPE)****AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Western Cape Sweet Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Western Province Sweet Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Sweetmaking Industry (Cape),

to amend the Main Agreement of the Council, published under Government Notice No. R. 1538 of 30 August 1974, as extended, amended and renewed by Government Notices Nos. R. 2235 of 21 November 1975, R. 2380 of 19 December 1975, R. 2388 of 1 December 1978, R. 2560 and R. 2561 of 22 December 1978, R. 1825 of 29 August 1980, R. 1869 and R. 1870 of 3 September 1982, R. 2795 of 21 December 1984, R. 311 of 15 February 1985, R. 580 and R. 581 of 31 March 1988, and R. 1874 and R. 1875 of 10 August 1990.

1. AREA AND SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Production Section of the Sweetmaking Industry—

(1) by all employers who are members of the employers' organisation and by all employees who are members of the trade union;

(2) in the Magisterial Districts of The Cape, Wynberg, Goodwood and Bellville, in that portion of the Magisterial District of Stellenbosch which, prior to the publication of Government Notice No. 283 of 2 March 1962, fell within the Magisterial District of Bellville, in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962, fell within the Magisterial District of Bellville and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. R. 1683 of 7 August 1987 fell within the Magisterial District of Bellville, and in that portion of the Magisterial District of Somerset West which, prior to 9 March 1973 (Government Notice No. 173 of 9 February 1973), fell within the Magisterial District of Wynberg.

2. CLAUSE 4: REMUNERATION

(1) Substitute the following for subclause (1) (a):

"(a) *Employees other than casual employees:*

	Weekly wage
Artisan.....	279,25
Assistant despatch clerk	169,33
Assistant foreman	255,65
Assistant storeman	169,33
Cloakroom attendant.....	155,76
Despatch clerk	217,83
Factory clerk	162,55
Foreman	301,14
Grade I employee, qualified	169,33
Grade I employee, unqualified—	
during first three months' experience.....	158,47
during second three months' experience.....	161,90
during third three months' experience	165,20
Grade II employee, qualified	162,55

BYLAE**NYWERHEIDSRAAD VIR DIE LEKKERGOEDNYWERHEID (KAAP)****OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Western Cape Sweet Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Western Province Sweet Workers' Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Lekkergoednywerheid (Kaap),

om die Hoofooreenkoms van die Raad, gepubliseer by Goewermentskennisgewing No. R. 1538 van 30 Augustus 1974, soos verleng, gewysig en hernieu deur Goewermentskennisgewings Nos. R. 2235 van 21 November 1975, R. 2380 van 19 Desember 1975, R. 2388 van 1 Desember 1978, R. 2560 en R. 2561 van 22 Desember 1978, R. 1825 van 29 Augustus 1980, R. 1869 en R. 1870 van 3 September 1982, R. 2795 van 21 Desember 1984, R. 311 van 15 Februarie 1985, R. 580 en R. 581 van 31 Maart 1988 en R. 1874 en R. 1875 van 10 Augustus 1990, te wysig.

1. GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Produksieseksie van die Lekkergoednywerheid nagekom word—

(1) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is;

(2) in die landdrostdistrikte Die Kaap, Wynberg, Goodwood en Bellville, in daardie gedeelte van die landdrostdistrik Stellenbosch wat voor die publikasie van Goewermentskennisgewing No. 283 van 2 Maart 1962 binne die landdrostdistrik Bellville geval het, in daardie gedeelte van die landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 661 van 19 April 1974 binne die landdrostdistrik Stellenbosch maar voor 2 Maart 1962 binne die landdrostdistrik Bellville geval het en in daardie gedeelte van die landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. R. 1683 van 7 Augustus 1987 binne die landdrostdistrik Bellville geval het, en in daardie gedeelte van die landdrostdistrik Somerset-Wes wat voor 9 Maart 1973 (Goewermentskennisgewing No. 173 van 9 Februarie 1973) binne die landdrostdistrik Wynberg geval het.

2. KLOUSULE 4: BESOLDIGING

(1) Vervang subklousule (1) (a) deur die volgende:

"(a) *Ander werknemers as los werknemers:*

	Weeklikse loon
Ambagsman.....	279,25
Assistent-versendingsklerk	169,33
Assistent-voorman	255,65
Assistent-pakhuisman.....	169,33
Kleedkameropsigter.....	155,76
Versendingsklerk	217,83
Fabrieksklerk	162,55
Voorman	301,14
Werknemer graad I, gekwalifiseerd.....	169,33
Werknemer graad I, ongekwalifiseerd—	
gedurende eerste drie maande ondervinding	158,47
gedurende tweede drie maande ondervinding.....	161,90
gedurende derde drie maande ondervinding	165,20
Werknemer graad II, gekwalifiseer	162,55

	Weekly wage		Weeklikse loon
Grade II employee, unqualified—		Werknemer graad II, ongekwalifiseerd—	
during first three month's experience.....	155,76	gedurende eerste drie maande ondervinding.....	155,76
during second three months' experience.....	157,83	gedurende tweede drie maande ondervinding.....	157,83
during third three months' experience.....	159,89	gedurende derde drie maande ondervinding.....	159,89
Grade III employee, general worker.....	155,76	Werknemer graad III, algemene werker.....	155,76
Group leader.....	172,28	Groepleier.....	172,28
Maintenance man.....	173,44	Instandhouer.....	173,44
Storeman.....	217,83	Pakhuisman.....	217,83
Sweetmaker, qualified.....	284,03	Lekkergoedmaker, gekwalifiseerd.....	284,03
Sweetmaker, unqualified—		Lekkergoedmaker, ongekwalifiseerd—	
during first six months' experience.....	158,47	gedurende eerste ses maande ondervinding.....	158,47
during second six months' experience.....	165,20	gedurende tweede ses maande ondervinding.....	165,20
during third six months' experience.....	172,16	gedurende derde ses maande ondervinding.....	172,16
during fourth six months' experience.....	180,95	gedurende vierde ses maande ondervinding.....	180,95
during fifth six months' experience.....	190,28	gedurende vyfde ses maande ondervinding.....	190,28
during sixth six months' experience.....	202,25	gedurende sesde ses maande ondervinding.....	202,25
during seventh six months' experience.....	211,99	gedurende sewende ses maande ondervinding.....	211,99
during eighth six months' experience.....	227,92	gedurende agtste ses maande ondervinding.....	227,92
during ninth six months' experience.....	243,32	gedurende negende ses maande ondervinding.....	243,32
during tenth six months' experience.....	261,13	gedurende tiende ses maande ondervinding.....	261,13
Driver, light vehicle.....	169,33	Drywer, ligte voertuig.....	169,33
Driver, heavy vehicle.....	185,67	Drywer, swaar voertuig.....	184,67
Boiler attendant.....	162,55	Ketelbediener.....	162,55
Watchman.....	162,55..	Wag.....	162,55..

(2) Substitute the following for subclause (1) (c):

“(c) *Guaranteed minimum increase*: An employee, other than a casual employee, who immediately prior to the coming into operation of this Agreement was in receipt of a higher wage than that prescribed for an employee of his wage category, shall receive a weekly increment equal to 18 per cent of the actual wages earned.”.

(3) Substitute the following for subclause (4):

“(4) *Service allowance*: In addition to the wage prescribed in subclause (1) of this clause, every employee shall be entitled to and be paid a service allowance subject to the following conditions:

	From the date of coming into operation of this Agreement
	Per week
	R
After five years' continuous service with the same employer.....	6,00
After 10 years' continuous service with the same employer.....	9,50
After 15 years' continuous service with the same employer.....	14,50

For the purposes of this subclause, 'continuous service' shall mean uninterrupted employment with the same employer: Provided that a break in service not exceeding one month, or a period not exceeding 13 weeks' absence due to pregnancy shall be deemed to be continuous service.”.

3. CLAUSE 6: HOURS OF WORK, ORDINARY AND OVERTIME AND PAYMENT FOR OVERTIME

(1) Substitute the following for subclause (1) (a) (i):

“(i) 44 in any week; and”.

(2) Substitute the following for subclause (1) (b) (i):

“(i) 44 in any week from Monday to Friday, inclusive; and”.

(3) In subclause (9) (a), substitute the figure “44” for the figure “45”.

(4) Substitute the following for subclause (10) (c):

“(c) The provisions of this clause shall not apply to a watchman.

(2) Vervang subklousule (1) (c) deur die volgende:

“(c) *Gewaarborgde minimum verhogings*: 'n Werknemer, uitgesonderd 'n los werknemer, wat onmiddellik voor die inwerkingtreding van hierdie Ooreenkoms in ontvangs was van 'n hoër loon as die loon wat vir 'n werknemer in sy kategorie voorgeskryf is, moet 'n weeklikse loonsverhoging ontvang gelyk aan 18 persent van sy werklike loon.”.

(3) Vervang subklousule (4) deur die volgende:

“(4) *Dienstoeleae*: Benewens die loon voorgeskryf in subklousule (1) van hierdie klousule, is elke werknemer geregtig op en moet aan hom 'n dienstoeleae, behoudens onderstaande voorwaardes, betaal word.

	Vanaf die datum van inwerking-treding van hierdie Ooreenkoms
	Per week
	R
Na vyf jaar ononderbroke diens by dieselfde werkgewer.....	6,00
Na 10 jaar ononderbroke diens by dieselfde werkgewer.....	9,50
Na 15 jaar ononderbroke diens by dieselfde werkgewer.....	14,50

Vir die toepassing van hierdie subklousule geteken 'ononderbroke diens' ononderbroke diens by dieselfde werkgewer: Met dien verstande dat 'n onderbreking in diens van hoogstens een maand of 'n tydperk van hoogstens 13 weke afwesig weens swangerskap as ononderbroke diens geag moet word.”.

3. KLOUSULE 6: GEWONE WERKURE, OORTYD EN OORTYDBETALING

(1) Vervang subklousule (1) (a) (i) deur die volgende:

“(i) 44 per week; en”.

(2) Vervang subklousule (1) (b) (i) deur die volgende:

“(a) 44 in 'n week van Maandag tot en met Vrydag; en”.

(3) In subklousule (9) (a) vervang die syfer “45” deur die syfer “44”.

(4) Vervang subklousule (10) (c) deur die volgende:

“(c) Hierdie subklousule is nie van toepassing op 'n wag nie.

The ordinary hours of work of a watchman shall not exceed 44 in any seven-day period. Meal intervals shall be regarded as time worked.

Hours in excess of 44 hours shall be paid for at 1½ times his hourly rate.

A watchman's hourly rate shall be his weekly rate divided by 44.

A watchman shall be paid for Sunday work, in addition to the above, the sum equivalent to Sunday hours at his hourly rate."

4. CLAUSE 8: SICK LEAVE

(1) Substitute the following for subclause (4):

"(4) *Maternity leave:*

(a) All female employees shall be entitled to four months' maternity leave and be guaranteed re-employment after such leave at the same rate of pay as they were earning before commencement of such leave, subject to the employee being employed with the company for three months.

(b) Employees who have completed four or more years of service at commencement of maternity leave shall also be entitled to paid R500 at commencement of such leave."

Signed at Cape Town, on behalf of the parties, this 28th day of February 1991.

J. HEEGER,
Chairman.

K. BLUMBERG,
Vice-Chairman.

K. BARNES,
Secretary.

No. R. 1889

9 August 1991

LABOUR RELATIONS ACT, 1956

BORDERFURNITUREMANUFACTURINGINDUSTRY: AMENDMENT OF SICK BENEFIT SOCIETY AGREE- MENT

I, Eli van der Merwe Louw, 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 20 March 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; 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 clauses 1 (1) (a) and 2, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1992, 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.

E. VAN DER M. LOUW,
Minister of Manpower.

Die gewone werkure van 'n wag is hoogstens 44 in tydperk van sewe dae, etenspouses moet geag word tydgewerk te wees.

Vir ure wat langer as 44 is, moet teen 1½ maal sy uurloon betaal word.

'n Wag se uurloon is sy weekloon gedeel deur 44.

'n Wag moet vir werk op Sondag, benewens bostaande, die bedrag gelyk aan Sondagure teen sy uurloon betaal word."

4. KLOUSULE 8: SIEKTEVERLOF

(1) Vervang subklousule (4) deur die volgende:

"(4) *Kraamverlof:* (a) Alle vroulike werknemers is geregtig op vier maande kraamverlof, met die waarborg dat hulle weer in diens geneem sal word na dié kraamverlof teen dieselfde loonskaal as wat hulle voor die begin van hul verlof verdien het. Met dien verstande dat hulle drie maande in diens van die maatskappy was."

(b) Werknemers wat vier of meer jaar diens voltooi het, by dié aanvang van dié kraamverlof, is ook geregtig op 'n bedrag van R500, by die aanvang van sodanige verlof."

Namens die partye op hede die 28ste dag van Februarie 1991 te Kaapstad onderteken.

J. HEEGER,
Voorsitter.

K. BLUMBERG,
Ondervoorsitter.

K. BARNES,
Sekretaris.

No. R. 1889

9 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, GRENS: WYSIGING VAN SIEKTEBYSTANDSVERENIGINGSOOREENKOMS

Ek, Eli van der Merwe Louw, 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 20 Maart 1992 eindig, bindend is vir die werkgeversorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgevers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) en 2 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Maart 1992 eindig, bindend is vir alle ander werkgevers 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.

E. VAN DER M. LOUW,
Minister van Mannekrag.

355

SCHEDULE**BORDER INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY****SICK BENEFIT SOCIETY AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Border Furniture Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

National Union of Furniture and Allied Workers of South Africa

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Border Industrial Council for the Furniture Manufacturing Industry,

to amend the Agreement published under Government Notice No. R. 1457 of 11 July 1986 (hereinafter referred to as the Re-enacting Agreement), as amended, extended and renewed by Government Notices Nos. R. 431 of 27 February 1987, R. 848 of 16 April 1987, R. 341 of 4 March 1988, R. 478 of 17 March 1989, R. 1243 of 16 June 1989 and R. 779 of 5 April 1990.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Border Furniture Manufacturing Industry—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union and who are engaged or employed in the said Industry;

(b) within the Magisterial Districts of Albert, Aliwal North, East London (excluding that portion which, prior to the publication of Government Notices Nos. R. 1877 of 4 September 1981 and R. 1079 of 10 June 1988, fell within the Ciskei), Fort Beaufort (excluding that portion which, prior to the publication of Government Notice No. 1904 of 30 August 1985, fell within the Magisterial District of Stockenström), Queenstown (excluding that portion which, prior to the publication of Government Notice No. R. 1904 of 30 August 1985, fell within the Magisterial District of Stockenström) and Stutterheim.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply—

(a) only to employees for whom minimum wages are prescribed in the Main Agreement;

(b) to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed thereunder.

2. SPECIAL PROVISIONS

The provisions contained in clause 27 of the Agreement published under government Notice No. R. 850 of 29 April 1983 (hereinafter referred to as the "Former Agreement"), as amended, extended and renewed from time to time, shall apply to employers and employees.

3. GENERAL PROVISIONS

The provisions contained in clauses 3 to 11 inclusive, 12 (as amended by clause 5 of the Re-enacting Agreement and as further amended by clause 4 hereunder), 13 (as amended by clause 6 of the Re-enacting Agreement), 14 (as amended by clause 7 of the Re-enacting Agreement and as further amended by clause 5 hereunder), 15, 16 (as amended by clause 8 of the Re-enacting Agreement and as further amended by clause 6 hereunder), 17 to 26 inclusive, 28 and 29 of the Former Agreement shall apply to employers and employees.

BYLAE**NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID, GRENS****OOREENKOMS VIR DIE SIEKTEBYSTANDS-VERENIGING**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Border Furniture Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

National Union of Furniture and Allied Workers of South Africa

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid, Grens,

om die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1457 van 11 Julie 1986 (hierna die Herbekragtigingsooreenkoms genoem), soos gewysig, verleng en hernu by Goewermentskennisgewings Nos. R. 431 van 27 Februarie 1987, R. 848 van 16 April 1987, R. 341 van 4 Maart 1988, R. 478 van 17 Maart 1989, R. 1243 van 16 Junie 1989 en R. 779 van 5 April 1990, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Meubelnywerheid, Grens, nagekom word—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging en wat onderskeidelik betrokke is by of werkzaam is in genoemde Nywerheid;

(b) in die landdrosdistrikte Albert, Aliwal-Noord, Fort Beaufort (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1904 van 30 Augustus 1985 in die landdrosdistrik Stockenström geval het), Oos-Londen (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewings Nos. R. 1877 van 4 September 1981 en R.1079 van 10 Junie 1988 in Ciskei geval het), Queenstown (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. R. 1904 van 30 Augustus 1985 in die landdrosdistrik Stockenström geval het) en Stutterheim.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing—

(a) slegs op werknemers vir wie minimum lone in die Hoof-ooreenkoms voorgeskryf word;

(b) op vakleerlinge slegs in die mate waarin dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of met 'n kontrak daarkragtens aangegaan of 'n voorwaarde daarkragtens vasgestel nie.

2. SPESIALE BEPALINGS

Klousule 27 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 850 van 29 April 1983 (hierna die "Vorige Ooreenkoms" genoem), soos van tyd tot tyd gewysig, verleng en hernu, is van toepassing op sowel werkgewers as werknemers.

3. ALGEMENE BEPALINGS

Klousules 3 tot en met 11, 12 (soos gewysig by klousule 5 van die Herbekragtigingsooreenkoms en soos verder gewysig by klousule 4 hieronder), 13 (soos gewysig by klousule 6 van die Herbekragtigingsooreenkoms), 14 (soos gewysig by klousule 7 van die Herbekragtigingsooreenkoms en soos verder gewysig by klousule 5 hieronder), 15, 16 (soos gewysig by klousule 8 van die Herbekragtigingsooreenkoms en soos verder gewysig by klousule 6 hieronder), 17 tot en met 26, 28 en 29 van die Vorige Ooreenkoms is van toepassing op sowel werkgewers as werknemers.

4. CLAUSE 12: BENEFITS

In subclause (2), delete the words "and above" and insert the expression "R1 800 per annum for Group 8, R2 100 per annum for Group 9 and R2 400 per annum for Group 10."

5. CLAUSE 14: LIMITATION OF BENEFITS

Substitute the following for subclause (2):

"(2) Maximum benefits, excluding sick pay, shall not exceed:

- Group 1-3: R800 per annum.
- Group 4-6: R1 200 per annum.
- Group 7: R1 500 per annum.
- Group 8: R1 800 per annum.
- Group 9: R2 100 per annum.
- Group 10: R2 400 per annum."

6. CLAUSE 16: CONTRIBUTIONS

In subclause (1), substitute the following for the table of rates:

"Weekly wage"	Member without dependants	Member with dependants
	R	R
Group 1: Less than R50	1,65	2,15
Group 2: R50-R75	2,40	3,05
Group 3: R76-R100	3,15	4,25
Group 4: R101-R125	3,90	6,00
Group 5: R126-R150	4,65	6,75
Group 6: R151-R200	5,40	7,50
Group 7: R201-R250	7,25	9,25
Group 8: R251-R300	9,00	11,25
Group 9: R301-R350	10,75	13,25
Group 10: R351 and above	12,50	15,25

Sick Pay only:

	R
Group 1-3	2,00
Group 4-6	3,00
Group 7	4,00."

Signed at East London on behalf of the parties, this 11th day of April 1991.

P. W. MACKIE,
Chairman of the Council.

G. M. MANN,
Vice-Chairman of the Council.

W. J. CHERRY,
Secretary of the Council.

4. KLOUSULE 12: BYSTAND

In subklousule (2), skrap die woorde "en daarbo wees" en voeg in die uitdrukking "R1 800 per jaar vir Groep 8, R2 100 per jaar vir Groep 9 en R2 400 per jaar vir Groep 10 wees".

5. KLOUSULE 14: BEPERKING VAN BYSTAND

Vervang subklousule (2) deur die volgende:

"(2) Maksimum bystand, uitgesonderd siektebesoldiging, is hoogstens:

- Groep 1-3: R800 per jaar.
- Groep 4-6: R1 200 per jaar.
- Groep 7: R1 500 per jaar.
- Groep 8: R1 800 per jaar.
- Groep 9: R2 100 per jaar.
- Groep 10: R2 400 per jaar."

6. KLOUSULE 16: BYDRAES

In subklousule (1), vervang die tariewetabel deur die volgende:

"Weekloon"	Lid sonder afhanklikes	Lid met afhanklikes
	R	R
Groep 1: Minder as R50	1,65	2,15
Groep 2: R50-R75	2,40	3,05
Groep 3: R76-R100	3,15	4,25
Groep 4: R101-R125	3,90	6,00
Groep 5: R126-R150	4,65	6,75
Groep 6: R151-R200	5,40	7,50
Groep 7: R201-R250	7,25	9,25
Groep 8: R251-R300	9,00	11,25
Groep 9: R301-R350	10,75	13,25
Groep 10: R351 en meer	12,50	15,25

Slegs siektebesoldiging:

	R
Groep 1-3	2,00
Groep 4-6	3,00
Groep 7	4,00."

Namens die partye op hede die 11de dag van April 1991 te Oos-Londen onderteken.

P. W. MACKIE,
Voorsitter van die Raad.

G. M. MANN,
Ondervoorsitter van die Raad.

W. J. CHERRY,
Sekretaris van die Raad.

No. R. 1890

9 August 1991

LABOUR RELATIONS ACT, 1956**LAUNDRY, CLEANING AND DYEING INDUSTRY
(NATAL): AMENDMENT OF MAIN AGREEMENT**

I, Eli van der Merwe Louw, 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 9 February 1995, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

No. R. 1890

9 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956**WASSERY-, DROOGSKOONMAAK- EN KLEURNY-
WERHEID (NATAL): WYSIGING VAN HOOFOOR-
EENKOMS**

Ek, Eli van der Merwe Louw, 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 9 Februarie 1995 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

Motor strike ends with retrenchments accord

W/Mon 9/8-15/8/91. 192/14 450/2 355 37
EMPLOYERS have conceded to industry's first ever retrenchment moratorium, in terms of the landmark deal bringing to a close the 13-day national strike in the vehicle assembly sector.

Another pioneering feature — although this was substantially finalised before the strike — is an agreement to set up an industry training and education board to consolidate and oversee all training initiatives, funded by employers and under joint union-employer control.

Ground-breaking accords on retrenchments and training marked the end of the motor industry strike, reports

DREW FORREST

The National Union of Metalworkers described it as "breaking new ground in the history of training in this industry and the country".

Retrenchments and pay were the key triggers for the first national strike in the industry, staged by Numsa and involving 25 000 workers and affect-

ing production at all major assembly plants except Mercedes Benz. Costing an alleged R800-million in lost output, it was resolved after 40 hours of mediation.

In mediation, Numsa succeeded in driving up the wage offer for the lowest paid from R1 to R1,15 an hour — well short of its original R2 across-the-board demand. Skilled workers will receive R1,80 or 13,5 percent, whichever is greater.

The retrenchment moratorium applies until June 30 next year, when the agreement lapses, but can be suspended in the event of repeated failure to reach production targets because of unprocedural industrial action.

In their pre-mediation offer, employers tied the moratorium to a number of other conditions, including the achievement of monthly production schedules.

The agreement also gives effect to Numsa's job security and creation concerns by setting up a "job security and productivity committee", which will draw up a plan of action and make recommendations to the national bargaining forum by November 30.

Underpinning the proposed industry training board are a set of agreed principles: training will be linked to programmes for economic transformation and industry restructuring, will redress past racial and gender discrimination, will be linked to the formal education system and defined industry career paths and will be modular and competence based.

It will also encompass adult basic education and literacy, while the job security committee will set guidelines on the training of retrenched and the jobless.

Another unusual feature is an employer agreement to share the cost of community-based child-care facilities with the state.

Providing for "the whole spectrum of educare, from infant care to after-school care", these will be established in the communities from which companies draw their workforce and remain under community control.

Numsa's bargaining secretary, Les Kentledas, commented that the agreement "heralds a new era in the bargaining relationship with employers in the auto industry".

east because
gical clocks"
with shortened

who had flown
to Johannes-
quired to take
three-day
llen.

pilot alertness
ailing off dur-
ely mundane
of long-haul

Tyre sector talks: mediators called in

6/Jan 13/8/91

VERA VON LIERES

DEADLOCKED talks in the tyre manufacturing industry, which have led to a three-week strike by about 5 000 workers, were referred to mediation yesterday after a meeting between employers and unions at the weekend.

National Union of Metalworkers of SA (Numsa) chief negotiator Les Kettledas said mediation started yesterday morning in an effort to end the strike over pay and job security at three tyre plants in the Port Elizabeth area.

This followed a meeting between the New Tyre Manufacturers Employers' Association Numsa and the SA Iron and Steel Workers Union on Sunday.

Moratorium

Kettledas said the strikes at Firestone, Gentyre Industries and Tycon — formerly Goodyear — started on July 22.

"Wages and a moratorium on retrenchments are central to the resolution of the strike. The parties have made sufficient progress on the Numsa demand on training, and settlement is possible on that issue," Kettledas said.

However, talks on Sunday ended in a stalemate on the question of a moratorium

on retrenchments and wage increases.

Numsa entered wage negotiations earlier this year with a demand for an hourly, across-the-board increase of R2 or 25% — whichever was the greater — and the retention of the current R5,50 minimum.

The Independent Mediation Service of SA (Imssa) had been approached for a third time in the past month to help resolve the dispute. Last week, Imssa director Charles Nupen was active in achieving settlement in the vehicle assembly industry. Imssa also assisted metal industry employers and unions to an agreement at the end of last month.

Sapa reports that New Tyre Manufacturers Employers Association chairman Bill Vos confirmed yesterday that employers, Numsa and the SA Iron and Steel Workers had reached stalemate over wages and job security.

The association called a special meeting of the Port Elizabeth-based tyre industrial council on Sunday, where it was decided to refer the dispute to mediation, he said.

Numsa represents about 5 000 striking workers out of a total workforce of 8 000, he added.

a
MA
An
tio
Jun

wa

th

Fr

m

16

in

st

h

y

c

s

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

h

Mediation being considered

Bloom
13/8/91

VERA VON LIERES

TWO dispute meetings last Friday failed to end a wage deadlock in the motor industry and employers are now considering mediation in a bid to resolve the dispute.

SA Motor Industry Employers' Association (SAMIEA) executive director Vic Fourie said yesterday talks between the National Union of Metalworkers (Numsa) and employers ended inconclusively and SAMIEA was now considering a union proposal for mediation. (355)

The dispute affects about 200 000 workers at petrol stations, garages, component manufacturers, vehicle body building and automotive engineers countrywide.

Employers will respond to the union by next month.

Numsa chief negotiator Les Kettledas said last week the dispute arose from employers' call for a wage freeze until the end of August next year. Employers also refused to negotiate on Numsa demands including the elimination of area differentials in relation to wages. (355)

Fourie said the motor industry was "in a difficult state". Employers also felt the effect of wage increases granted last December was still very relevant.

Numsa is demanding an across-the-board hourly increase of R2 or 25% on the minimum wage — whichever is the greater.

Revised proposals in tyre sector dispute

8/0ay 15/8/91
MEDIATION aimed at settling the tyre and rubber industry dispute in the Eastern Cape ended this week with employers and unions agreeing to approach their constituencies with revised proposals.

Independent Mediation Services of SA (Imssa) mediator Mark Anstey said yesterday the National Union of Metalworkers (Numsa), representing about 5 000 workers in the industry, expected to report back to

15/8/91
15/8/91
VERA VON LIERES

employers by Friday. (355)

Anstey said proposals report-backs would cover included wages, job grading, the viability of the industry, a moratorium on retrenchments and training.

Numsa members have been on strike at Firestone, General Tyre and Tycon — formerly Goodyear — since July 22.

Numsa holds strike ballot at Bosal

THE National Union of Metalworkers of South Africa started balloting its members at plants belonging to Belgian multinational Bosal Afrika yesterday.

The union is in dispute over wages and demands that the company commit itself to national - instead of plant level - bargaining, Numsa northern Transvaal regional organiser Mr David Modimoeng said yesterday.

"Our members could go on strike by August 26, depending on the outcome of the ballot," said Modimoeng.

Balloting was preceded by mediation on August 5 and 6.

Bosal Afrika personnel manager Mr Solly Legong, was not immediately available for comment.

Modimoeng said the union demanded that Bosal Afrika join the metal industry National Bargaining Forum by affiliating to an employer association like the Steel and Engineering Industries' Federation of South Africa.

Workers also demanded a R1,15 across-the-board increase on hourly rates, against the company offer of 85 cents, he said.

Numsa further demanded the company pay for shop stewards' accommodation and airfare when they attended national meetings.

The company has been called on to grant March 21 - Sharpeville Day - as a paid public holiday. The company insisted that this be swapped with December 16, or that employees work in the lost hours.

The strike poll at plants in Durban, Uitenhage, Krugersdorp, Mount Edgecombe, Pretoria and Cape Town was being supervised by the Independent Mediation Services of South Africa, he added. - Sapa

Strike over wages hits 3 oil giants

By Shareen Singh

Three petroleum companies have been hit by nationwide legal strikes at more than 30 depots.

Chemical Workers Industrial Union (CWIU) spokesman Martin Jansen said the strike by about 1 000 workers at Caltex, BP and Total Oil had started at two depots in the western Cape on Tuesday and spread to other depots yesterday.

Workers are demanding monthly rises ranging from R250 to R320 (20 to 25 percent), a centralised bargaining forum for all oil companies, and a moratorium on retrenchments and contract labour.

"Having separate negotiations at the different oil companies does not make much sense as there is strong co-operation among the companies on marketing and strategies in dealing with the union," Mr Jansen said.

Separate wage negotiation was time-consuming and impractical, he added. The union had recently started wage talks with Shell, and the same demands had been tabled.

Workers at the Milnerton plant of BP in Cape Town had held a "successful demonstration" and blocked the entrance to the plant, Mr Jansen said.

Caltex Oil spokesman Mike Maxwell said the firm had offered fair and competitive increases including an across-the-board raise of R200, or 13,2 percent, whichever was greater.

Regarding industry bargaining, Mr Maxwell said Caltex was not prepared to sacrifice its independence and flexibility to negotiate what was in the best interests of employees and the company.

Total refused to confirm the strike.

Oil workers strike

ABOUT 1 000 employees of BP, Caltex and Total have gone on strike to support demands for wage increases of between 21% and 25%, job security and centralised bargaining for the petroleum industry. The companies offer between 9% and 19%. (12)

An industry source says offers for most jobs exceed the inflation rate. The offer for the lowest-paid job is a 16% increase to R1 445 a month. (12)

In addition one company subsidises its employees' home loans to bring interest rates down to an effective 4%. It pays for group life assurance amounting to 26 times gross monthly salary of each employee and has a subsidised pension and medical aid scheme. S/Times (Sun Times) 18/5/91

The trade union says workers are particularly angry about the multinationals investing millions in upgrading refineries, marketing networks and improving their images.

Workers^{Sowetan 20/8/91} locked out³⁵⁵

CALTEX Oil yesterday locked out striking workers at depots in Durban and Germiston as the Chemical Workers Industrial Union stepped up its protest for improved working conditions.

A spokesman in the union's Cape Town office, Mr Martin Jansen, said about 60 CWIU members had been locked out at the Island View depot in Durban, and 70 at Alrode, Germiston.

More than 1 000 CWIU members were on strike at Caltex Oil, BP and Total, he said.

Meanwhile, BP announced it had improved its wage offer at a meeting with the union on Friday, Jansen said.

Increase demanded

Strikers demanded increases of between 21 and 25 percent, job security and centralised bargaining.

Jansen said BP offered a minimum guaranteed increase of 13 percent, up from its original proposal of 10 percent. Bottom rates would be increased by 16 to 16,3 percent.

The union and BP will meet again in Johannesburg today.

The strike started at BP's Milnerton depot in Cape Town last Tuesday.

A spokesman for BP said the company was offering a monthly increase of 16,3 percent on the payroll. This guaranteed that no employee would receive an increase of less than R200 or 13,2 percent.- Sapa.

900 workers down tools at AECI plant

PRETORIA — About 900 chemical workers at AECI Bophuthatswana, near Mogwase, are on strike over wages and working conditions, union and management spokesmen said yesterday.

Chemical Workers' Industrial Union branch secretary Jackie Masemola said the workers had been out since August 15.

Management and the union had been involved in negotiations during the past two months, but had failed to reach an agreement. *6/10/91 21/8/91*

He said the union demanded a minimum monthly wage of R1 075 which was in line with most AECI plants and a R200 across-

the-board increase, while the company offered a minimum of R942,80 a month.

He alleged that the company was shielding behind the "terrible" working conditions and low wages in the homeland to justify its refusal to accede to union demands. *(355)*

AECI spokesman Andre Botha issued a statement last night saying the strike followed a deadlock in wage negotiations.

"Company management also confirms that mediation as an appropriate means of solving the dispute is being considered," he said. — Sapa.

2

Housing subsidies look set to change

1310ay 21/8/91
HOUSING subsidies provided by employers could look drastically different by the year's end, says Rode Report director Erwin Rode.

While the tax benefit on these subsidies has been effectively phased out over the past seven years, employees still enjoy a slight tax advantage when they receive a mortgage bond subsidy rather than cash, he says.

"This arises from the fact that the official rate for the calculation of the taxable value of such a subsidy is 19%, compared with a market rate of 19.75%," Rode says.

About 70% of employees currently receive a mortgage bond subsidy, with the subsidised rate of a large percentage of these not rising with market rates. "The moment tax subsidies become tax neutral or punitive, employees will seek to have this fringe benefit quantified and turned into cash," Rode says.

Court curbs Numsa actions

AN ELANDSFONTEIN company has won an interdict against the National Union of Metalworkers of South Africa preventing its members from promoting strikes or work stoppages.

More than 400 Numsa members employed by Brollo Africa, a steel piping manufacturer, crowded into a courtroom of the Industrial Court in

Pretoria yesterday to hear the outcome of an action brought by their employers.

The workers had been bussed into the city to listen to a dispute between Brollo Africa and Numsa over wage negotiations.

A representative of Brollo Africa said the company was successful in obtaining an interdict.

Sowetan 21/8/91
He said the company had sought the interdict after Numsa members had engaged in 15 work stoppages since early July.

"The company had no alternative but to approach the Industrial Court for relief after all other avenues had been exhausted," the spokesman said.

A representative of the

Kempton Park branch of Numsa, Mr Mongezi Maphuthi, said the workers were demanding a minimum wage of R6 an hour and an increase of R2 an hour.

The company this year asked Numsa to submit its wage demands to management for the first time, Maphuthi said. - *Sowetan Correspondent*.

~~122~~ ~~118~~ ~~112~~ Star 22/8/91

Union members picket petrol firms in Jo'burg

By Abel Mushi

(355)

About 200 members of the Chemical Workers Industrial Union (CWIU) picketed outside the Johannesburg headquarters of three major petroleum firms yesterday.

The workers — from depots and refineries in the PWV area — marched on the headquarters of Total in Braamfontein, BP in Parktown and Caltex in Rosebank.

They were demanding an across-the-board wage increase of between 20 and 28 percent, job security and the formation of a centralised national bargaining forum of all the major petroleum companies to discuss workers' problems with the union.

"We are not submitting any lists of grievances as the companies already have our demands," said CWIU

Transvaal education officer John Appolos, adding that the pickets were meant to highlight the workers' plight and that CWIU workers country-wide had been on strike since last Wednesday.

● About 600 workers belonging to Cosatu held a picket outside Sun-couriers in Bedfordview yesterday to demand a R250-a-month across-the-board increase.

(ii) R3,00 per month in respect of all employees whose gross wage is more than R400,00 per month but not more than R600,00 per month;

(iii) R3,50 per month in respect of all employees whose gross wage is more than R600,00 per month but not more than R850,00 per month;

(iv) R4,50 per month in respect of all employees whose gross wage is more than R850,00 per month but not more than R1 500,00 per month;

(v) R12,00 per month in respect of all employees whose gross wage is more than R1 500,00 per month.

In the case of a weekly-paid employee, the contributions to be made by the employer in respect of his employee shall be weekly at the rate of 3/13ths of the monthly contribution specified above."

Signed at Cape Town this 14th day of February 1991.

D. VAN DER WESTHUIZEN,
Chairman.

MRS P. LAMPRECHT,
Vice-chairman.

K. L. BARNES,
Secretary.

No. R. 2078

23 August 1991

LABOUR RELATIONS ACT, 1956

BORDERFURNITUREMANUFACTURINGINDUSTRY:
AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, 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 20 March 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; 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 second Monday after the date of publication of this notice and for the period ending 20 March 1992, 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.

E. VAN DER M. LOUW,
Minister of Manpower.

(ii) R3,00 per maand ten opsigte van alle werknemers wie se bruto loon meer as R400,00 per maand maar hoogstens R600,00 per maand beloop;

(iii) R3,50 per maand ten opsigte van alle werknemers wie se bruto loon meer as R600,00 per maand maar nie hoogstens R850,00 per maand beloop;

(iv) R4,50 per maand ten opsigte van alle werknemers wie se bruto loon meer as R850,00 per maand maar hoogstens R1 500,00 per maand beloop;

(v) R12,00 per maand te opsigte van alle werknemers wie se bruto loon meer as R1 500,00 per maand beloop.

In die geval van 'n weekliks besoldigde werknemer moet die bydraes wat die werkgever moet maak ten opsigte van sy werknemer weekliks wees teen die koers van 3/13des van die maandelikse bydrae hierbo gespesifiseer."

Geteken te Kaapstad op hede die 14de dag van Februarie 1991.

D. VAN DER WESTHUIZEN,
Voorsitter.

MRS P. LAMPRECHT,
Ondervoorsitter.

K. L. BARNES,
Sekretaris.

No. R. 2078

23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, GRENS: WYSIGING VAN
HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, 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 op 20 Maart 1992 eindig, bindend is vir die werkgeversorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgevers en werknemers wat lede van genoemde organisasie of vereniging 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 tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Maart 1992 eindig, bindend is vir alle ander werkgevers 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.

E. VAN DER M. LOUW,
Minister van Mannekrag.

SCHEDULE 1355**BORDER INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY****MAIN AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Border Furniture Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

National Union of Furniture and Allied Workers of South Africa

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Border Industrial Council for the Furniture Manufacturing Industry,

to amend the Agreement published under Government Notice No. R. 1227 of 22 June 1984 (hereinafter referred to as the Re-enacting Agreement), as extended, amended and re-newed by Government Notices Nos. R. 523 of 15 March 1985, R. 859 of 19 April 1985, R. 991 of 23 May 1986, R. 1454 of 11 July 1986, R. 433 of 27 February 1987, R. 847 of 16 April 1987, R. 340 of 4 March 1988, R. 787 of 22 April 1988, R. 614 of 31 March 1989, R. 1242 of 16 June 1989, R. 778 of 5 April 1990 and R. 2083 of 31 August 1990.

PART I**PROVISIONS APPLICABLE TO THE INDUSTRY THROUGHOUT THE AREAS COVERED BY THE AGREEMENT, UNLESS THE CONTRARY IS STATED****1. SCOPE OF APPLICATION OF AGREEMENT**

(1) The terms of this Agreement shall be observed in the Border Furniture Manufacturing Industry—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union and who are engaged or employed respectively in the said Industry;

(b) within the Magisterial Districts of Albert, Aliwal North, East London (excluding those portions which prior to the publication of Government Notices Nos. R. 1877 of 4 September 1981, R. 1079 of 10 June 1988 and 2354 of 5 October 1990 fell within the Ciskei), Fort Beaufort (excluding that portion which prior to the publication of Government Notice No. 1904 of 30 August 1985 fell within the Magisterial District of Stockenström), Queenstown (excluding that portion which prior to the publication of Government Notice No. 1904 of 30 August 1985 fell within the Magisterial District of Stockenström) and Stutterheim (including that portion which prior to the publication of Government Notice No. 2354 of 5 October 1990 fell within the Magisterial District of Stutterheim).

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply—

(a) only to employees for whom minimum wages are prescribed in this Agreement;

(b) to apprentices only in so far as the said terms are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed thereunder.

BYLAE**NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID, GRENS****HOOFOOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Border Furniture Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

National Union of Furniture and Allied Workers of South Africa

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid, Grens,

om die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 1227 van 22 Junie 1984 (hierna die Herbebragtingsooreenkoms genoem), soos verleng, gewysig en hernieu by Goewermmentskennisgewings Nos. R. 523 van 15 Maart 1985, R. 859 van 19 April 1985, R. 991 van 23 Mei 1986, R. 1454 van 11 Julie 1986, R. 433 van 27 Februarie 1987, R. 847 van 16 April 1987, R. 340 van 4 Maart 1988, R. 787 van 22 April 1988, R. 614 van 31 Maart 1989, R. 1242 van 16 Junie 1989, R. 778 van 5 April 1990 en R. 2083 van 31 Augustus 1990, te wysig.

DEEL I**BEPALINGS VAN TOEPASSING OP DIE NYWERHEID ORAL IN DIE GEBIEDE WAT DEUR DIE OOREENKOMS GEDEK WORD, TENSY DIE TEENOORGESTELDE GEMELD WORD****1. TOEPASSINGSBESTEK VAN OOREENKOMS**

(1) Hierdie Ooreenkoms moet nagekom word in die Meubelnywerheid, Grens—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging en wat onderskeidelik betrokke is by of werkzaam is in genoemde Nywerheid;

(b) in die landdrostdistrikte Albert, Aliwal-Noord, Fort Beaufort (uitgesonderd die gedeelte wat voor die publikasie van Goewermmentskennisgewing No. 1904 van 30 Augustus 1985 in die landdrostdistrik Stockenström geval het), Oos-Londen (uitgesonderd die gedeeltes wat voor die publikasie van Goewermmentskennisgewings Nos. R. 1877 van 4 September 1981, R. 1079 van 10 Junie 1988 en 2354 van 5 Oktober 1990 in die Ciskei geval het), Queenstown (uitgesonderd die gedeelte wat voor die publikasie van Goewermmentskennisgewing No. 1904 van 30 Augustus 1985 in die landdrostdistrik Stockenström geval het) en Stutterheim (insluitende die gedeelte wat voor die publikasie van Goewermmentskennisgewing No. 2354 van 5 Oktober 1990 in die landdrostdistrik Stutterheim geval het).

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing—

(a) slegs op werknemers vir wie minimumlone in hierdie Ooreenkoms voorgeskryf word;

(b) op vakleerlinge slegs in die mate waarin dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of met 'n kontrak daarkragtens aangegaan of voorwaardes daarvolgens vasgestel nie.

SCHEDULE 355**BORDER INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY****MAIN AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Border Furniture Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

National Union of Furniture and Allied Workers of South Africa

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Border Industrial Council for the Furniture Manufacturing Industry,

to amend the Agreement published under Government Notice No. R. 1227 of 22 June 1984 (hereinafter referred to as the Re-enacting Agreement), as extended, amended and re-newed by Government Notices Nos. R. 523 of 15 March 1985, R. 859 of 19 April 1985, R. 991 of 23 May 1986, R. 1454 of 11 July 1986, R. 433 of 27 February 1987, R. 847 of 16 April 1987, R. 340 of 4 March 1988, R. 787 of 22 April 1988, R. 614 of 31 March 1989, R. 1242 of 16 June 1989, R. 778 of 5 April 1990 and R. 2083 of 31 August 1990.

PART I**PROVISIONS APPLICABLE TO THE INDUSTRY THROUGHOUT THE AREAS COVERED BY THE AGREEMENT, UNLESS THE CONTRARY IS STATED****1. SCOPE OF APPLICATION OF AGREEMENT**

(1) The terms of this Agreement shall be observed in the Border Furniture Manufacturing Industry—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union and who are engaged or employed respectively in the said Industry;

(b) within the Magisterial Districts of Albert, Aliwal North, East London (excluding those portions which prior to the publication of Government Notices Nos. R. 1877 of 4 September 1981, R. 1079 of 10 June 1988 and 2354 of 5 October 1990 fell within the Ciskei), Fort Beaufort (excluding that portion which prior to the publication of Government Notice No. 1904 of 30 August 1985 fell within the Magisterial District of Stockenström), Queenstown (excluding that portion which prior to the publication of Government Notice No. 1904 of 30 August 1985 fell within the Magisterial District of Stockenström) and Stutterheim (including that portion which prior to the publication of Government Notice No. 2354 of 5 October 1990 fell within the Magisterial District of Stutterheim).

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply—

(a) only to employees for whom minimum wages are prescribed in this Agreement;

(b) to apprentices only in so far as the said terms are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed thereunder.

BYLAE**NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID, GRENS****HOOFOOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Border Furniture Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

National Union of Furniture and Allied Workers of South Africa

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid, Grens,

om die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1227 van 22 Junie 1984 (hierna die Herbekragtigingsooreenkoms genoem), soos verleng, gewysig en hernieu by Goewermentskennisgewings Nos. R. 523 van 15 Maart 1985, R. 859 van 19 April 1985, R. 991 van 23 Mei 1986, R. 1454 van 11 Julie 1986, R. 433 van 27 Februarie 1987, R. 847 van 16 April 1987, R. 340 van 4 Maart 1988, R. 787 van 22 April 1988, R. 614 van 31 Maart 1989, R. 1242 van 16 Junie 1989, R. 778 van 5 April 1990 en R. 2083 van 31 Augustus 1990, te wysig.

DEEL I**BEPALINGS VAN TOEPASSING OP DIE NYWERHEID ORAL IN DIE GEBIEDE WAT DEUR DIE OOREENKOMS GEDEK WORD, TENSY DIE TEENOORGESTELDE GEMELD WORD****1. TOEPASSINGSBESTEK VAN OOREENKOMS**

(1) Hierdie Ooreenkoms moet nagekom word in die Meubelnywerheid, Grens—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging en wat onderskeidelik betrokke is by of werkzaam is in genoemde Nywerheid;

(b) in die landdrostdistrikte Albert, Aliwal-Noord, Fort Beaufort (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1904 van 30 Augustus 1985 in die landdrostdistrik Stockenström geval het), Oos-Londen (uitgesonderd die gedeeltes wat voor die publikasie van Goewermentskennisgewings Nos. R. 1877 van 4 September 1981, R. 1079 van 10 Junie 1988 en 2354 van 5 Oktober 1990 in die Ciskei geval het), Queenstown (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1904 van 30 Augustus 1985 in die landdrostdistrik Stockenström geval het) en Stutterheim (insluitende die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 2354 van 5 Oktober 1990 in die landdrostdistrik Stutterheim geval het).

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing—

(a) slegs op werknemers vir wie minimumwone in hierdie Ooreenkoms voorgeskryf word;

(b) op vakleerlinge slegs in die mate waarin dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of met 'n kontrak daarkragtens aangegaan of voorwaardes daarvolgens vasgestel nie.

Grade II**5. (a) Employees engaged in—**

(1) bedding-making, which means the manufacture by hand or mechanical appliance, either in whole or in part, of all types of mattresses filled with coir, hairlock, flock, kapok, cotton wadding, hair, fibre, wool, feathers, grass, chaff, straw, rubber of any other similar materials; or any combination of spring interior, all types of wire springs, chain and/or spiral springs full spiral springs, mesh springs, helical springs, all types of springs and/or spring units; pillows, cushions, bolsters, overlays, quilts; knocking on and/or hooking on spring mattress wires, chain spring meshes, spiral springs and helical springs to frames for bedding, but excluding the sundry operations referred to in subclauses (b) and (c);

(2) weaving of spring mesh;

(3) stuffing filling into mattress cases, whether by hand or machine;

(4) side stitching;

(5) tufting, whether by hand or machine;

(6) operating a border quilting machine;

(7) operating a top quilting machine;

(8) preparing frames and rollers for the top quilting machine;

(9) securing, sewing or stapling interlaced pads to spring units, whether by hand or machine;

(10) filling of cushions with spring interiors and/or spring units;

(11) laying out filling material upon a spring unit;

(12) securing mattress tops, whether quilted or not, in a position for building a prebuilt interior or spring mattress;

(13) tape ending a spring interior mattress;

(14) roll edging by hand or machine:

*Cents per
hour*
During the period ending 20 March 1992..... 405

(b) Employees engaged in spot welding:

*Cents per
hour*
During the period ending 20 March 1992..... 405

(c) Employees employed as despatch clerks or storemen:

*Cents per
hour*
During the period ending 20 March 1992..... 405

(d) Learners employed in learning the classes of work referred to in clause 5 (a);

During the first year in which this Agreement comes into operations:

Per week:

Grade 2L1: For the first six months of employment: 334 cents per hour;

Grade 2L2: For the second six months of employment: 363 cents per hour;

thereafter, the wage prescribed for an employee engaged on work referred to in clause 5 (a).

6. Employees engaged in—

operating all machines where such machines have been set by a setter or supervisor, all repetitive upholstery work (but excluding re-upholstery, prototype and one off work), operating spray guns, curtain and roller castors and all repetitive assembly operations:

*Cents per
hour*
During the period ending 20 March 1992..... 405

Graad II**5. (a) Werknemers wat die volgende werk verrig:**

(1) Beddegoedmakery, d.w.s. die vervaardiging met die hand of 'n meganiese toestel, hetsy in die geheel of gedeeltelik, van alle soorte matrasse gevul met klapperhaar, haarlok, vlokies kapok, katoenwatte, hare, vesel, wol, vere, gras, kaf, strooi, rubber of 'n ander soortgelyke stof; of 'n kombinasie van veerbinnewerk, alle soorte draadvere, ketting-en/of spiraalvere, volspiraalvere, maasvere, heliese vere, alle soorte vere en/of veereenhede; kopkussings, stoelkussings, peule, bomatrasse, kwilte die vasslaan en/of vashaak van veermatrasdrade, kettingveermase, spiraalvere en heliese vere aan rame vir beddegoed, maar uitgesonderd die diverse werksaamhede in subklousules (b) en (c) bedoel;

(2) veermaaswerk vleg;

(3) vulsel in matrasslope instop, hetsy met die hand of 'n masjien;

(4) sye stik;

(5) kwassiesmaak, hetsy met die hand of 'n masjien;

(6) 'n randkwiltmasjien bedien;

(7) 'n bo-kwiltmasjien bedien;

(8) rame en rollers vir die bo-kwiltmasjien gereed maak;

(9) vervlegte kussinkies aan veereenhede vassit, -stik of kram, hetsy met die hand of 'n masjien;

(10) stoelkussings met veerbinnewerk en/of veereenhede vul;

(11) vulsel op 'n veereenheid uitsprei;

(12) matrasbostukke, hetsy gekwilt of nie, in 'n posisie vassit om 'n vooraf geboude binnewerk of veermatras te bou;

(13) bande aan die kante van 'n binneveermatras stik;

(14) Rolomrandwerk met die hand of 'n masjien:

*Sent per
uur*

Gedurende die tydperk eindigende 20 Maart 1992..... 405

(b) Werknemers wat puntsweiswerk verrig:

*Sent per
uur*

Gedurende die tydperk eindigende 20 Maart 1992..... 405

(c) Werknemers in diens as versendingsklerke of magasynmanne:

*Sent per
uur*

Gedurende die tydperk eindigende 20 Maart 1992..... 405

(d) Leerlinge in diens om die klasse werk bedoel in klousule 5 (a) te leer:

Gedurende die eerste jaar waarin hierdie Ooreenkoms in werking tree:

Per week:

Graad 2L1: Vir die eerste ses maande diens: 334 sent per uur;

Graad 2L2: Vir die tweede ses maande diens: 363 sent per uur;

daarna, die loon voorgeskryf vir 'n werknemer in diens in werk in klousule 5 (a) bedoel.

6. Werknemers wat die volgende werk verrig:

Alle masjiene bedien waar sodanige masjiene deur 'n masjiensteller of 'n toesighouer ingestel is, alle herhalingstof-feerwerk (maar nie herstoffeerwerk, prototipe en enkeltipe werk nie), sproeispuite bedien, gordynrolletjies en rol-wieletjies aanbring en alle herhalingsmonteerwerksaamhede:

*Sent per
uur*

Gedurende die tydperk eindigende 20 Maart 1992..... 405

7. Learners employed in learning the operations referred to in clause 6:

During the first year in which this Agreement comes into operation:

Per week:

Grade 2L1: For the first six months of employment: 334 cents per hour;

Grade 2L2: For the second six months of employment: 363 cents per hour;

thereafter, the wage prescribed for an employee engaged on work referred to in clause 6.

Grade III

8. Employees engaged in—

(1) any operation or process, in whole or in part, performed by hand or mechanical appliance, in slipstitching; sewing and/or joining covers, flies, cushions, cords, pelmets or bolsters, but excluding the cutting of covers;

(2) buttoning of removable and/or loose cushions;

(3) affixing gimp and/or braid and/or box pleating, but excluding the stapling and/or tacking thereof:

*Cents per
hour*

During the period ending 20 March 1992..... 319

9. Employees engaged in—

(1) all sewing required in the manufacture of tops, borders, mattress cases, studio couch covers and component parts;

(2) sewing mattress handles to border;

(3) sewing quilted borders onto mattress units prior to tape edging;

(4) closing up by hand or machine the mouth of a mattress;

(5) joining border lengths;

(6) closing pillows, cushions and bolsters;

(7) cutting tops, borders and cases:

*Cents per
hour*

During the period ending 20 March 1992..... 319

10. Learners employed in learning the classes of work referred to in clauses 8 and 9:

Per week:

Grade 3L1: For the first six months of employment: 302 cents per hour;

Grade 3L2: For the second six months of employment: 309 cents per hour;

thereafter, the wage prescribed for an employee engaged in work referred to in clauses 8 and 9.

11. Employees engaged in—

(1) fixing up of ready-made cane mats;

(2) setting up and operating single-drum sander, opendisc sander, bobbin sander and air-filled sander;

(3) boring holes;

(4) morticing on the mortice machine only;

(5) operating the hinge recessing machine for the purpose of cutting recesses for locks and hinges;

(6) filling cushions with spring interior and/or spring units;

7. Leerlinge in diens om die werkzaamhede bedoel in klousule 6 te leer:

Gedurende die eerste jaar waarin hierdie Ooreenkoms in werking tree:

Per week:

Graad 2L1: Vir die eerste ses maande diens: 334 sent per uur;

Graad 2L2: Vir die tweede ses maande diens: 363 sent per uur;

Graad III

8. Werknemers wat die volgende werk verrig:

(1) 'n Werkzaamheid of proses, hetsy in die geheel of gedeeltelik, met die hand of 'n meganiese toestel, in glipsteek; stik en/of aanmekeerwerk van oortreksels, teenstroke, stoelkussings, koorde, gordynkappe of peule, maar nie die sny van oortreksels nie;

(2) knope aan verwyderbare en/of los stoelkussings vaswerk;

(3) gimp en/of galon en/of stolpplooisel vassit, maar nie vaskram en/of met hegspykers vasslaan nie:

*Sent per
uur*

Gedurende die tydperk eindigende 20 Maart

1992 319

9. Werknemers wat die volgende werk verrig:

(1) Alle stikwerk nodig by die vervaardiging van bostukke, rande, matrasslope, ateljeerusbankoortreksels en komponente;

(2) matrashandvatsels aan rande stik;

(3) gekwilde rande aan matraseenhede stik vóór die vasstik van kantbande;

(4) die bek van 'n matras met die hand of 'n masjien toewerk;

(5) randlengtes aanmekeerwerk;

(6) kopkussings, stoelkussings en peule toewerk;

(7) bostukke, rande en slope uitsny:

*Sent per
uur*

Gedurende die tydperk eindigende 20 Maart

1992 319

10. Leerlinge in diens om die klasse werk bedoel in klousules 8 en 9 te leer:

Per week:

Graad 3L1: Vir die eerste ses maande diens: 302 sent per uur;

Graad 3L2: Vir die tweede ses maande diens: 309 sent per uur;

daarna, die loon voorgeskryf vir 'n werknemer in diens in werk in klousules 8 en 9 bedoel.

11. Werknemers wat die volgende werk verrig:

(1) Klaargemaakte rottangmatte vassit;

(2) 'n enkelrolskuurder, oopskyfskuurder, tolskuurder en luggevulde skuurder opstel en bedien;

(3) gate boor;

(4) slegs met die tapmasjien tapgate sny;

(5) die skarnieruitholmasjien bedien om uithollings vir slotte en skarniere te sny;

(6) stoelkussings met veerbinnewerk en/of veereenhede vul;

- (7) operating a dowel insertion machine; ~~355~~
 (8) inserting hanger bolt, and bolting on or screwing in of a leg, but excluding the affixing of the plate and/or attachment to the carcass to take the hanger bolt; ~~355~~
 (9) operating an edge veneering machine, but excluding edge banding;
 (10) machine sanding, excluding double and triple drum and combination drum and belt sander;
 (11) positioning of wooden and metal laths and cross bars to frames for upholstery;

Cents per
hour

During the period ending 20 March 1992..... 319

Grade IV

12. Employees engaged in—

- (1) bolting;
- (2) making and/or pointing of wooden dowels and pins by hand and/or machine;
- (3) sandpapering by hand and/or portable sander, regardless of whether the articles sandpapered are stationary or rotating;
- (4) bending of solid timber by hand or mechanical process;
- (5) filling of holes or cracks in furniture with wood filler or similar substances;
- (6) fixing bed irons, domes and sockets for castors;
- (7) applying wax;
- (8) painting and/or filling edges;
- (9) removing doors and fittings prior to preparation for polishing;
- (10) filling in with plaster of Paris or any other filling material;
- (11) bleaching furniture with acids or any other bleaching agent;
- (12) stippling polished surface;
- (13) staining, oiling, filling and/or reviving by hand only;
- (14) fixing of webbing and/or substitutes, but excluding the lashing of coil springs;
- (15) tacking of plywood or hardboard onto loose seats for upholstery purposes;
- (16) spraying of metal;
- (17) riempie work;
- (18) hooking on of helical springs and/or chain and/or zig-zag or no-sag type of springing;
- (19) teasing coir or other materials by machine;
- (20) stippling and punching the background of carving;
- (21) knocking on of T and G edge strips by hand, excluding mitred corner sections;
- (22) tacking on of bottoms to upholstered articles;
- (23) work in connection with any of the processes in the construction of spring interior and/or spring units and the manufacture of their component parts;
- (24) punching away protruding panel pins and/or nails and/or staples in the hand-sanding section;
- (25) breaking up and/or cutting from selfedge to selfedge by hand of rolls of upholstery material, hessian, calico, crownflex and similar materials, but expressly excluding the cutting to size of pattern and/or shape ready for upholstery;
- (26) fixing of handles by screws, bolts and nuts, and screwbolts through prebored holes;
- (27) affixing of mirrors by the use of adhesive tape;
- (28) touching up at the point of loading and/or offloading;

Cents per
hour

During the period ending 20 March 1992..... 295

- (7) 'n tappeninvoegmasjien bedien;
- (8) hangerbout insteek en 'n poot vasbout of inskroef, maar nie die vassit van die plaat en/of hegstuk aan die raamwerk waaraan die hangerbout moet kom nie;
- (9) 'n kantfineermasjien bedien, maar nie kantlyste aansit nie;
- (10) met 'n masjien skuur, maar nie met 'n twee- en drierol- en kombinasierol-en-band-skuurder nie;
- (11) hout- en metaallatte en dwarsstawe aan rame vir stof-feerwerk in posisie plaas:

Sent per
uur

Gedurende die tydperk eindigende 20 Maart 1992..... 319

Graad IV

12. Werknemers wat die volgende werk verrig:

- (1) Vasbout;
- (2) houttappenne en -penne met die hand en/of 'n masjien maak en/of spits maak;
- (3) met die hand en/of 'n draagbare skuurder skuur, ongeag of die artikels wat geskuur word, stilstaan of draai;
- (4) soliede hout met die hand of d.m.v. 'n meganiese proses buig;
- (5) gate of barste in meubels met houtvulsel of soortgelyke stowwe vul;
- (6) bedysters, koepels en sokke vir rolwieleetjies vassit;
- (7) was aanwend;
- (8) rande verf en/of vul;
- (9) deure en toebehore afhaal voordat dit vir poleerwerk gereedgemaak word;
- (10) met gips of 'n ander vulstof vul;
- (11) meubels met sure of a ander bleikmiddel bleik;
- (12) 'n gepoleerde oppervlak stippel;
- (13) slegs met die hand beits, olie, vul en/of vernuwe;
- (14) webband en/of plaasvervangers aansit, maar nie spiraalvere vaswoel nie;
- (15) laaghout of hardebord aan los sitplekke vir stoffeerwerk vasspyker;
- (16) metaal bespuit;
- (17) riempieswerk;
- (18) heliese vere en/of ketting- en/of sigsag- of niedeursak-tipe veerwerk aanhaak;
- (19) klapperhaar of ander materiaal met 'n masjien pluus;
- (20) die agtergrond van houtsnijwerk stippel en pons;
- (21) T- en G-randstroke met die hand vasslaan, maar nie verstekhoekprofiel nie;
- (22) bome aan gestoffeerde artikels vasspyker;
- (23) werk in verband met enige van die prosesse by die vervaardiging van veerbinnewerk en/of veereenhede en die vervaardiging van hul onderdele;
- (24) paneelpenne en/of -spykers en/of -kramme wat uitsteek met 'n pons wegkap in die handskuurseksie;
- (25) rolle stoffeermateriaal, going, kaliko, crownflex en dergelyke stowwe met die hand oopmaak en/of van selfkant tot selfkant sny, maar uitdruklik nie 'n patroon en/of fatsoen, gereed vir stoffeerwerk, na grootte sny nie;
- (26) handvatsels met skroewe, boute en moere en skroef-boute deur vooraf geboorde gate vasheg;
- (27) spieëls deur middel van kleefband vassit;
- (28) opknapwerk by die op- en/of aflaaiplek:

Sent per
uur

Gedurende die tydperk eindigende Maart 1992 295

13. Employees engaged in—

- (1) bolting by hand of bed mattress frames, studio couch frames and cots; 355
- (2) preparing spools for a border quilting machine;
- (3) cutting quilted borders to length;
- (4) punching holes in mattress borders;
- (5) fitting ventilators and handles to mattress borders;
- (6) feeding the interlacing machine;
- (7) cutting and making of pads, irrespective of materials used;
- (8) positioning of laths and cross-bars, or fixing webbing to mattress or bed frames;
- (9) staining mattress frames;
- (10) affixing lugs to mattress frames;
- (11) positioning and securing mesh to a mattress frame;
- (12) hanging loops on needles in compression tufting;
- (13) loading, wheeling and operating a cloth-spreading machine;
- (14) operating a teasing machine;
- (15) attending a loop machine;
- (16) attaching loops or buttons or tufts;
- (17) staining and/or varnishing frames for bedding by hand;
- (18) assembling, knocking or hooking on woven wire mesh and chain spring meshes to frames for bedding, irrespective of the materials of which such frames are made;
- (19) fixing bed irons;
- (20) attaching spring units to bed frames:

Cents per
hour

During the period ending 20 March 1992..... 295

14. Employees engaged in—

- (1) cleaning and sweeping of premises;
- (2) cleaning machinery, plant, tools, spray guns and utensils;
- (3) oiling and greasing machines and/or vehicles;
- (4) lime-washing.
- (5) loading and/or unloading vehicles;
- (6) handling materials;
- (7) pushing or pulling a vehicle or handcart;
- (8) delivery by manually propelled vehicles;
- (9) unpacking, baling and unbalancing raw materials;
- (10) cleaning and blowing down of equipment;
- (11) attending boiler, incinerator and/or oven;
- (12) loading and unloading kilns;
- (13) making tea or other similar beverages;
- (14) treating timber for preservation;
- (15) packing articles into cartons and/or cardboard containers;
- (16) packing articles into cartons and/or cardboard containers and thereafter filling and closing such cartons and containers;
- (17) washing and/or wiping off glue;
- (18) stripping second-hand upholstery and bedding;
- (19) assisting a furniture machinist in handling materials before and after machining;
- (20) cutting metal rods, hinges, metal tubes, metal strips, chain, wire, hoop-iron and similar materials;
- (21) riveting or making threads on iron bolts and rods;

13. Werknemers wat die volgende werk verrig:

- (1) Bedmatrasrame, ateljeerusbankrame en bababeddens met die hand vasbout;
- (2) spoele vir 'n randkwiltmasjien gereedmaak;
- (3) gekwilde rande volgens lengte sny;
- (4) gate in matrasrande pons;
- (5) ventileerders en handvatsels aan matrasrande aanbring;
- (6) die vervlegmasjien voer;
- (7) kussinkies uitsny en maak, ongeag die materiaal wat gebruik word;
- (8) latte en dwarsstawe in posisie plaas of webband aan matras- of bedrame heg;
- (9) matrasrame beits;
- (10) ore aan matrasrame vasheg;
- (11) maas aan 'n matrasraam in posisie plaas en vasheg;
- (12) lusse aan naalde by drukdeursteekwerk;
- (13) 'n materiaalspreimasjien laai, stoot en bedien;
- (14) 'n pluismasjien bedien;
- (15) 'n lusmaakmasjien bedien;
- (16) lusse, knope of kwassies vasheg;
- (17) rame vir beddegoed met die hand beits en/of vernis;
- (18) geweefde draadmaas en kettingveermase aan rame vir beddegoed monteer, vasslaan of vashaak, ongeag die materiale waarvan die rame gemaak is;
- (19) bedysters aanbring;
- (20) veereenhede aan bedrame vasheg:

Sent per
uurGedurende die tydperk eindigende 20 Maart
1992 295

14. Werknemers wat die volgende werk verrig:

- (1) Persele skoonmaak en vee;
- (2) masjinerie, uitrusting, gereedskap, sproeispuite en werktuie skoonmaak;
- (3) masjiene en/of voertuie olie smeer;
- (4) afwit;
- (5) voertuie laai en/of aflaa;
- (6) materiaal hanteer;
- (7) 'n voertuig of handkar stoot of trek;
- (8) met handvoertuie aflewer;
- (9) grondstowwe uitpak, baal en ontbaal;
- (10) uitrusting skoonmaak en skoonblaas;
- (11) 'n stoomketel, verbrander en/of oond bedien;
- (12) droogoonde laai en ontlaai;
- (13) tee of ander dergelike drankie maak;
- (14) hout vir preserving behandel;
- (15) artikels in kartonne en/of kartonhouers verpak;
- (16) artikele in kartonne en/of kartonhouers verpak en daarna die kartonne en kartonhouers vul en toemaak;
- (17) lym afwas en/of afvee;
- (18) gebruikte stoffeerwerk en beddegoed uitmekaarhaal;
- (19) 'n meubelmasjienwerker help om materiale voor en na masjienbewerking te hanteer;
- (20) metaalstawe, skarniere, metaalbuise, metaalstroke, ketting, draad, hoepelyste en dergelike materiale sny;
- (21) ysterboute en -stawe vasklink of skroefdraad daarin sny;

- (22) operating presses of any type; (23) baling and dipping of upholstery springs; (24) attending to dust bags and/or cyclones of sanding machines; (25) glueing sandpaper discs; (26) wrapping in paper or cardboard; (27) inserting rubber units into mattress cases; (28) cutting and glueing together of rubber or substitute materials; (29) taping of veneers and attending veneers press; (30) removing, washing and/or cleaning off glue and paper from pressed veneers; (31) straightening and/or cutting hoop-iron used for webbing; (32) filling of pillows, cushions and bolsters with substances or materials other than spring interiors and/or spring units; (33) beating and/or teasing coir by hand; (34) cleaning metal rods; (35) mass-measuring pillows, bolsters, quilts and cushions; (36) teasing coir or any other materials by hand; (37) stripping bedding; (38) removing glue from furniture. (39) bending, punching, riveting, drilling and/or assembling metal parts; (40) mixing, mass-measuring and preparing glue; (41) applying and/or spreading glue and glue hardeners by hand, brush or machine, but expressly excluding the putting together or assembling of furniture parts except in the case of the employees referred to in subclause (45) hereunder; (42) operating tenon squashing machine; (43) marking off by template, patterns and/or jig in preparation for machining; (44) marking pattern, template and/or jig; (45) putting together or assembling furniture parts which are to be cramped, clamped or pressed: Provided that the ratio of employees performing this operation to employees in receipt of the wage prescribed in clause 1 of this Part who are engaged in cramping, clamping or pressing shall not exceed two to one; (46) making and jointing sandpaper or discs and belts for open belt sanders; (47) straining of materials; (48) taping, stapling and/or tacking veneers, plywood and hard-board on to frames or core material for pressing; (49) tapeless jointing by machine; (50) loading and unloading vacuum bag and press of any kind; (51) washing off gum or other tapes; (52) stacking parts after pressing; (53) assisting upholsterer in holding cover; (54) rubbing on glue blocks; (55) inserting corrugated fasteners in the process of assembling frames; (56) trimming away by hand or hand tool of excess veneer after affixing of veneer; (57) inserting screws into pre-bored holes preparatory to screwing; (58) affixing nuts and/or nut covers to bolts; (59) bolting handles;
- (22) enige soort pers bedien;
(23) stoffeervere baal en indompel;
(24) stofsakke en/of siklone van skuurmasjiene versorg;
(25) skuurpapierskywé vaslym;
(26) in papier of karton toedraai;
(27) rubbereenhede in matrasslope insit;
(28) rubber of plaasvervangers daarvan uitsny en aan mekaar vaslym;
(29) finere met kleefband vassit en 'n fineerpers bedien;
(30) lym en paper van geperste finere verwyder, afwas en afvee;
(31) hoepelyster wat vir webband gebruik word, reguit maak en/of sny;
(32) kopkussings, stoelkussings en peule met stowwe of materiaal vul, maar nie met veerbinnewerk en/of veereenhede nie;
(33) klapperhaar met die hand uitklop en/of pluus;
(34) metaalstawe skoonmaak;
(35) die massa van kopkussings, peule, kwiite en stoelkussings bepaal;
(36) klapperhaar of ander materiaal met die hand pluus;
(37) beddegoed uitmekaarhaal;
(38) lym van meubels verwyder;
(39) metaaldele buig, pons, vasklink, boor en/of inmeekaarsit;
(40) lym meng, massameet en voorberei;
(41) lym en lymverharders met die hand, 'n kwas of masjien aanwend en/of spreid, maar uitdruklik nie meubelonderdele inmeekaarsit of monteer nie behalwe in die geval van die werknemers in subklousule (45) hieronder bedoel;
(42) 'n tapplatdrukmasjien bedien;
(43) met 'n patroonplaat, patrone en/of 'n setmaat afmerk ter voorbereiding vir masjinerie;
(44) 'n patroon, patroonplaat en/of setmaat afmerk;
(45) meubelonderdele wat geklem, geklamp of gepers moet word, inmeekaarsit of monteer: Met dien verstande dat die getalsverhouding van werknemers wat hierdie werksaamheid verrig tot werknemers wat die loon ontvang wat by klousule 1 van hierdie Deel voorgeskryf word en wat klem-, klamp- of perswerk verrig, hoogstens twee tot een mag wees;
(46) skuurpapier of -skrywe en -bande vir oopbandskuurders maak en las;
(47) materiale deursy;
(48) finere, iaaghout en hardebord met kleefband, kramme en/of hegspykers aan rame of kernmateriaal vassit vir perswerk;
(49) bandlose laswerk met 'n masjien;
(50) enige soort vakuumsak en -pers laai en ontlaai;
(51) gom- of ander bande afwas;
(52) onderdele na perswerk opstapel;
(53) 'n stoffeerder help deur die oortreksel vas te hou;
(54) lymblokke aanvryf;
(55) kartelkramme insit in die proses van rame inmeekaarsit;
(56) oortollige fineer met die hand of 'n handwerktuig wegwerk nadat fineer aangesit is;
(57) skroewe in vooraf geboorde gate insit voordat vasgeskroef word;
(58) moere en/of moerdoppies aan boutte vassit;
(59) handvatsels vasbout;

(60) dropping glass into pre-made grooves or rebates, but excluding the affixing of glass in position with beading and/or securing glass in any other manner;

(61) edge veneering by hand;

(62) cutting foam rubber and/or similar substances to shape and/or size;

(63) operating a foam mincing machine;

(64) cutting cardboard in the upholstery section by hand and/or guillotine, but excluding the use of any other machine or the cutting of cardboard in any other department;

(65) filling loose cushion cases with filling material;

(66) knocking in wooden dowels by hand;

(67) glueing foam rubber and/or similar substances to cover material for quilting only:

Cents per
hour

During the period ending 20 March 1992..... 295

15. (a) Employees employed as caretakers or watchmen:

Rand per
week

During the period ending 20 March 1992..... 140,82

(b) (i) Employees employed as packers;

(ii) employees employed as office messengers;

(iii) casual employees;

Cents per
hour

During the period ending 20 March 1992..... 295

PART III OF THE FORMER AGREEMENT

7. CLAUSE 2: WAGES

(1) Substitute the following for subclause (1) (a):

"(1) (a) *Employees, other than casual employees.*—An employee who drives a vehicle, other than a steam-wagon, the unladen mass of which, together with the unladen mass of a trailer drawn by such vehicle—

(i) does not exceed 2 722 kg:

322c per hour during the period ending 20 March 1992;

(ii) exceeds 2 722 kg but does exceed 4 536 kg:

360c per hour during the period ending 20 March 1992;

(iii) exceeds 4 536 kg:

376c per hour during the period ending 20 March 1992."

(2) In subclause (4) (a), substitute the expression "R20,00" for the expression "R15,00".

(3) In subclause (4) (b), substitute the expression "R20,00" for the expression "R15,00".

(4) In subclause (4) (c), substitute the expression "R20,00" for the expression "R15,00".

Signed at East London on behalf of the parties this 11th day of April 1991.

P. W. MACKIE,

Chairman of the Council.

G. M. MANN,

Vice-Chairman of the Council.

W. J. CHERRY,

Secretary of the Council.

(60) glas in vooraf gemaakte groewe of sponnings laat sak, maar nie glas by kraallyswerk in posisie vassit en/of glas op 'n ander manier vassit nie;

(61) rantfineerwerk met die hand;

(62) skuimrubber en/of dergelike stowwe na fatsoen en/of grootte sny;

(63) 'n skuimmaalmasjien bedien;

(64) karton in die stoffeerseksie met die hand en/of 'n valmes sny, maar nie 'n ander masjien gebruik of karton in 'n ander afdeling sny nie;

(65) los stoelkussingslope met vulmateriaal vul;

(66) houttappen met die hand inslaan;

(67) skuimrubber en/of dergelike stowwe aan oortrekmateriaal vaslym slegs vir deurstikwerk:

Sent per
uur

Gedurende die tydperk eindigende 20 Maart

1992 295

15. (a) Werknemers in diens as opsigters of wagte:

Rand per
week

Gedurende die tydperk eindigende 20 Maart

1992 140,82

(b) (i) Werknemers in diens as verpakkers;

(ii) werknemers in diens as kantoorbodes;

(iii) los werknemers:

Sents per
uur

Gedurende die tydperk eindigende 20 Maart

1992 295

DEEL III VAN DIE VORIGE OOREENKOMS

7. KLOUSULE 2: LONE

(1) Vervang subklousule (1) (a) deur die volgende:

"(1) (a) *Werknemers, uitgesonderd los werknemers.*—'n Werknemer wat 'n voertuig, uitgesonderd 'n stoomwa, dryf waarvan die onbelaste massa, tesame met die onbelaste massa van 'n sleepwa wat deur sodanige voertuig getrek word—

(i) hoogstens 2 722 kg is:

322c per uur gedurende die tydperk eindigende 20 Maart 1992;

(ii) meer as 2 722 kg maar hoogstens 4 536 kg is:

360c per uur gedurende die tydperk eindigende 20 Maart 1992;

(iii) meer as 4 536 kg:

376c per uur gedurende die tydperk eindigende 20 Maart 1992."

(2) In subklousule (4) (a), vervang die uitdrukking "R15,00" deur die uitdrukking "R20,00".

(3) In subklousule (4) (b), vervang die uitdrukking "R15,00" deur die uitdrukking "R20,00".

(4) In subklousule (4) (c), vervang die uitdrukking "R15,00" deur die uitdrukking "R20,00".

Namens die partye op hede die 11de dag van April 1991 te Oos-Londen onderteken.

P. W. MACKIE,

Voorsitter van die Raad.

G. M. MANN,

Ondervoorsitter van die Raad.

W. J. CHERRY,

Sekretaris van die Raad.

(2) Substitute the following for subsection (1) (b):

"(b) payment of expenses for dental services in respect of gold, metal and porcelain inlays and gold foils; crown and bridgework; dentures, including metal base dentures; prosthodontic, orthodontic and periodontic services, not exceeding the following maximum limits:

Member only (no dependants): R660;

Member plus 1 dependant: R1 200;

Member plus 2 dependants: R1 300;

Member plus 3 dependants: R1 400;

Member plus 4 or more dependants: R1 500;".

(3) Substitute the following for subsection (1) (c):

"(c) payment of expenses for optical services not exceeding R225 for any one member or dependant, subject to an overall limit of R400 in the aggregate for a member and his dependants;".

Signed at Johannesburg, for and on behalf of the parties, this 8th day of May 1991.

W. P. COETZEE,

Chairman.

J. DE W. TROTSKIE,

Vice-Chairman.

D. G. LEVY,

General Secretary.

No. R. 2051

23 August 1991

LABOUR RELATIONS ACT, 1956

CHEMICAL INDUSTRY, CAPE: AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, 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 1991, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; 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 second Monday after the date of publication of this notice and for the period ending 31 December 1991, 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.

E. VAN DER M. LOUW,

Minister of Manpower.

(2) Vervang subklousule (1) (b) deur die volgende:

"(b) betaling van koste vir tandheelkundige dienste ten opsigte van goud-, metaal- en porseleinvulsels en goudfoelieherstellings; kroning en brugwerk; kunstande, met inbegrip van kunstande met 'n metaalbasis; prostodontiese, ortodontiese en periodontiese dienste, wat nie die volgende maksimum perke oorskry nie:

Sleg lid (geen afhanklikes): R660;

lid plus 1 afhanklike: R1 200;

lid plus 2 afhanklikes: R1 300;

lid plus 3 afhanklikes: R1 400;

lid plus 4 of meer afhanklikes: R1 500;

(3) Vervang subklousule (1) (c) deur die volgende:

"(c) betaling van koste vir optiese dienste van hoogstens R225 per lid of afhanklike, onderworpe aan 'n bedrag van altesaam hoogstens R400 vir 'n lid en sy afhanklikes;".

Namens die partye op hede die 8ste dag van Mei 1991 te Johannesburg onderteken.

W. P. COETZEE,

Voorsitter.

J. DE W. TROTSKIE,

Ondervoorsitter.

D. G. LEVY,

Hoofsekretaris.

No. R. 2051

23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

CHEMIKALIEËNYWERHEID, KAAP: WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, 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 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging 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 tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 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.

E. VAN DER M. LOUW,

Minister van Mannekrag.

SCHEDULE 355**INDUSTRIAL COUNCIL FOR THE CHEMICAL INDUSTRY (CAPE)****MAIN AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Cape Manufacturing Chemists' and Druggists' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Chemical and Allied Workers' Union

(hereinafter referred to as the "employees" of the "trade union"), of the other part,

being the parties to the Industrial Council for the Chemical Industry (Cape),

to amend the Main Agreement published under Government Notice No. R. 1462 of 7 July 1989 (hereinafter referred to as the Re-enacting Agreement), and extended by Government Notices Nos. R. 2878 of 29 December 1989, R. 1040 of 11 May 1990 and R. 100 of 18 January 1991.

1. AREA AND SCOPE OF APPLICATION OF MAIN AGREEMENT

(1) The terms of this Agreement shall be observed in the Chemical Industry (Cape)—

(a) by all employers who are members of the employers' organisation and are engaged in the Chemical Industry and by all employees who are members of the trade union and are employed in the said Industry;

(b) in the municipal area of Cape Town, as it existed on 19 October 1966, and in the Magisterial Districts of Goodwood (excluding those portions which in terms of Government Notice No. 1882 of 3 October 1975 were transferred from the Magisterial District of The Cape and excluding those portions which in terms of Government Notice No. 1611 of 3 September 1976 were transferred from the Magisterial District of The Cape and Wynberg) and Bellville (excluding those portions which in terms of Government Notices Nos. 2102 and 173 of 2 November 1945 and 9 February 1973, respectively, were transferred from the Magisterial District of Wynberg), in that portion of the Magisterial District of Stellenbosch which, prior to the publication of Government Notice No. 283 of 2 March 1962, fell within the Magisterial District of Bellville and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962, fell within the Magisterial District of Bellville, in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville and in the Magisterial District of Malmesbury.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in this Agreement.

(3) Notwithstanding anything to the contrary in this Agreement, nothing herein contained shall be construed as affecting or applying to employees earning not less than R34 000 per annum, nor to workers commonly known within the Chemical Industry as sales representatives: Provided that the provisions of this subclause shall not affect the provision of clause 16.

2. CLAUSE 1: AREA AND SCOPE OF APPLICATION OF AGREEMENT

In subclause (3), substitute the figure "R34 000" for the figure "R29 000".

BYLAE**NYWERHEIDSRAAD VIR DIE CHEMIKALIEË-NYWERHEID (KAAP)****HOOFOOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Cape Manufacturing Chemists' and Druggists' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem) aan die een kant, en die

Chemical and Allied Workers' Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Chemikalieënywerheid (Kaap),

om die Hoofooreenkoms, gepubliseer by Goewermmentskennisgewing No. R. 1462 van 7 Julie 1989 (hierna die Herbekragtiging genoem), en verleng deur Goewermmentskennisgewings Nos. R. 2878 van 29 Desember 1989, R. 1040 van 11 Mei 1990 en R. 100 van 18 Januarie 1991 te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Chemikalieënywerheid (Kaap) nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en by die Chemikalieënywerheid betrokke is en deur alle werknemers wat lede van die vakvereniging is en in genoemde Nywerheid werksaam is;

(b) in die munisipale gebied van Kaapstad, soos dit op 19 Oktober 1966 bestaan het, en in die landdrostdistrikte Goodwood (uitgesonderd daardie gedeeltes wat ingevolge Goewermmentskennisgewing No. 1882 van 3 Oktober 1975 vanaf die landdrostdistrik Die Kaap oorgeplaas is en uitgesonderd daardie gedeeltes wat ingevolge Goewermmentskennisgewing No. 1611 van 3 September 1976 vanaf die landdrostdistrikte Die Kaap en Wynberg oorgeplaas is) en Bellville (uitgesonderd daardie gedeeltes wat ingevolge Goewermmentskennisgewings Nos. 2102 en 173 van onderskeidelik 2 November 1945 en 9 Februarie 1973 vanaf die landdrostdistrik Wynberg oorgeplaas is), in daardie gedeelte van die landdrostdistrik Stellenbosch wat voor die publikasie van Goewermmentskennisgewing No. 283 van 2 Maart 1962 binne die landdrostdistrik Bellville geval het en in daardie gedeelte van die landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermmentskennisgewing No. 661 van 19 April 1974 binne die landdrostdistrik Stellenbosch geval het, maar wat voor 2 Maart 1962 binne die landdrostdistrik Bellville geval het, in daardie gedeelte van die landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermmentskennisgewing No. 1683 van 7 Augustus 1987, binne die landdrostdistrik Bellville geval het en in die landdrostdistrik Malmesbury.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word.

(3) Ondanks andersluidende bepalings in hierdie Ooreenkoms moet niks hierin vervat so uitgelê word dat dit die werknemers wat minstens R34 000 per jaar verdien of werkers wat in die algemeen in die Chemikalieënywerheid as verkoopsverteenwoordigers bekend staan, raak of op hulle van toepassing is nie: Met dien verstande dat hierdie subklousule nie klousule 16 raak nie.

2. KLOUSULE 1: TOEPASSINGSBESTEK VAN OOREENKOMS

In subklousule (3), vervang die syfer "R29 000", deur die syfer "R34 000".

3. CLAUSE 4: WAGES

(1) Substitute the following for subclause (1) (a):

“(a) Employees other than casual employees:

	Per hour R	Weekly R	Monthly R
Category I:			
First six months.....	4,3474	182,59	791,16
Thereafter	4,6521	195,39	846,62
Category II:			
First six months.....	4,6521	195,39	846,62
Thereafter	4,7910	201,22	871,89
Category III:			
First six months.....	4,7910	201,22	871,89
Thereafter	4,9871	209,46	907,59
Category IV:			
First six months.....	4,9871	209,46	907,59
Thereafter	5,4374	228,37	989,53
Category V:			
First six months.....	5,4374	228,37	989,53
Thereafter	6,4476	270,80	1 173,38
Category VI:			
First six months.....	6,4476	270,80	1 173,38
Thereafter	6,8083	285,95	1 239,02
Category VII:			
First six months.....	6,8083	285,95	1 239,02
Thereafter	10,2036	428,55	1 856,91
Category VIII:			
First six months.....	10,2036	428,55	1 856,91
Thereafter	12,0945	507,98	2 201,08

(2) Substitute the following for subclause (9) (a):

“(9) (a) *Calculation of wages:* An employee, other than a casual employee, falling within any of the employment categories I to VIII, who immediately prior to the coming into operation of this Agreement was in receipt of a higher wage than that prescribed for an employee of his wage category shall receive an increment equal to 17 per cent of his actual weekly wages: Provided that the employee shall earn not less than the new minimum wage for the category in which he is employed.”

4. CLAUSE 5: PAYMENT OF REMUNERATION

Substitute the following for subclause 7 (e) (ii):

“7. (e) (ii) in the case of short-time due to slackness of trade consultation with the trade union shall take place prior to the introduction of such short-time, and no deductions shall be made unless the employer has given his employee no less than 24 hours notice of his intentions to introduce short-time: Provided that if an employer is not a member of the employers' organisation which is a party to the agreement, such consultation shall take place with the employees or their recognised representatives.”

5. CLAUSE 6: ANNUAL BONUS

(1) Substitute the following for subclause (1) (a):

“(1) (a) two weeks basic wage in respect of employees with more than one year's service within the Industry.”

(2) Substitute the following for subclause (1) (b):

“(1) (b) all other employees with less than one year's service shall be entitled to a *pro rata* bonus based on the number of completed months of service.”

6. CLAUSE 7: HOURS OF WORK, ORDINARY AND OVERTIME, AND PAYMENT FOR OVERTIME

In subclause (7) (b), substitute the figure “R4,00” for the figure “R3,00”.

3. KLOUSULE 4: LONE

(1) Vervang subklousule (1) (a) deur die volgende:

“(a) Werknemers, uitgesonderd los werknemers:

	Per uur R	Weekliks R	Maandeliks R
Kategorie I:			
Eerste ses maande	4,3474	182,59	791,16
Daarna	4,6521	195,39	846,62
Kategorie II:			
Eerste ses maande	4,6521	195,39	846,62
Daarna	4,7910	201,22	871,89
Kategorie III:			
Eerste ses maande	4,7910	201,22	871,89
Daarna	4,9871	209,46	907,59
Kategorie IV:			
Eerste ses maande	4,9871	209,46	907,59
Daarna	5,4374	228,37	989,53
Kategorie V:			
Eerste ses maande	5,4374	228,37	989,53
Daarna	6,4476	270,80	1 173,38
Kategorie VI:			
Eerste ses maande	6,4476	270,80	1 173,38
Daarna	6,8083	285,95	1 239,02
Kategorie VII:			
Eerste ses maande	6,8083	285,95	1 239,02
Daarna	10,2036	428,55	1 856,91
Kategorie VIII:			
Eerste ses maande	10,2036	428,55	1 856,91
Daarna	12,0945	507,98	2 201,08

(2) Vervang subklousule (9) (a) deur die volgende:

“(9) (a) *Loonberekening:* 'n Werknemer, uitgesonderd 'n los werknemer, wat binne enigeen van die werkkategorieë I tot VIII val en wat onmiddellik voor die inwerkingtreding van hierdie Ooreenkoms in ontvangs was van 'n loon wat hoër was as die loon wat vir 'n werknemer in sy kategorie voorgeskryf word, moet 'n loonsverhoging ontvang gelyk aan 17 persent van sy werklike weeklikse loon: Met dien verstande dat die werknemer nie minder mag ontvang nie as die nuwe minimum loon vir die kategorie waarin hy werksaam is.”

4. KLOUSULE 5: BETALING VAN BESOLDIGING

Vervang subklousule 7 (e) (ii) deur die volgende:

“7. (e) (ii) in die geval van korttyd wat deur 'n slapte in die bedryf veroorsaak word konsultasie met die vakvereniging moet plaasvind voordat sodanige korttyd ingevoer word en geen bedrag afgetrek mag word nie tensy die werkgewer sy werknemer minstens 24 uur vooraf kennis gegee het van sy voorneme om korttyd in te voer: Met dien verstande dat indien 'n werkgewer nie 'n lid is van die werkgeversorganisasie wat 'n party by die ooreenkoms is nie, dan moet, sodanige konsultasie met die werknemers of hul erkende verteenwoordigers geskied.”

5. KLOUSULE 6: JAARLIKSE BONUS

(1) Vervang subklousule (1) (a) deur die volgende:

“(1) (a) twee weke se basiese loon, in die geval van 'n werknemer wat meer as een jaar diens in die Nywerheid het.”

(2) Vervang subklousule (1) (b) deur die volgende:

“(1) (b) alle ander werknemers met minder as een jaar diens is geregtig op 'n *pro rata*-bonus wat gebaseer is op die aantal voltooide maande diens.”

6. KLOUSULE 7: WERKURE, GEWONE EN OORTYD-, EN BESOLDIGING VIR OORTYD

In subklousule (7) (b) (ii), vervang die syfer “R3,00” deur die syfer “R4,00”.

7. CLAUSE 9bis: MATERNITY LEAVE

(1) Substitute the following for subclauses (1), (2) and (3):

(1) All female employees who have had a minimum of 24 months' continuous service with the same employer as at the date of the commencement of the maternity leave shall be entitled to three months' paid maternity leave.

(2) All employees who proceed on maternity leave in terms of subclause (1) shall be guaranteed re-employment after the expiry of the three months' paid maternity leave at the same job grade that was applicable to the employee immediately prior to the commencement of maternity leave and at the same rate of pay or the new minimum wage for that grade, whichever is the greater.

(3) An employee who proceeds on maternity leave shall be paid 33½% of her basic wage for the three months' maternity leave. Such payment shall be made to the employee immediately prior to her proceeding on maternity leave."

2. Renumber subclauses "3", "4" as "5" as "4", "5" and "6".

8. Insert the following new clause 13ter:

"13ter. DISCIPLINARY CODE AND PROCEDURE AND GRIEVANCE PROCEDURE

(a) **Disciplinary Code and Procedure:**

1. **Introduction:**

1.1 It is Management's right to take disciplinary action and the disciplinary code and procedure are a guide to both Management and employees to ensure that disciplinary action is fair.

1.2 Disciplinary action will, wherever possible, consist of instruction and assistance to the employee in order that the required standard of behaviour or performance may be attained and surpassed. Such action will be taken as soon after the event as possible.

1.3 Wherever the possibility of severe disciplinary action exists, a full disciplinary enquiry will be held.

1.4 Employees subject to disciplinary action may be assisted, or represented, by a fellow employee, a shop steward or a trade union official.

2. **Disciplinary code:**

Examples of minor work problems which may result in disciplinary action:

Unsatisfactory work; poor timekeeping; use of abusive language etc.

Examples of more serious work problems which may result in disciplinary action:

Using, possessing or being under the influence of alcohol or other non-prescribed drugs; theft or unauthorised possession of Company property; unauthorised absence; failure to obey safety rules; assault etc.

3. **Disciplinary procedure:**

3.1 Wherever possible, progressive discipline will be applied: verbal counselling will be given and if no improvement is forthcoming, more severe disciplinary action will then be taken.

3.2 However, when more serious work problems have arisen, disciplinary action is likely to be more severe and could on the first occasion be a final written warning or even dismissal.

7. KLOUSULE 9bis: KRAAMVERLOF

(1) Vervang subklousule (1), (2) en (3) deur die volgende:

"(1) Alle vroulike werknemers wat op die datum waarop die kraamverlof begin 'n minimum van 24 maande ononderbroken diens by dieselfde werkgever het, is geregtig op drie maande betaalde kraamverlof.

(2) Alle werknemers wat ingevolge subklousule (1) met kraamverlof gaan, moet gewaarborg word dat hulle na verstryking van die drie maande betaalde kraamverlof herin diens geneem sal word in dieselfde werkgraad as die graad waarin hulle in diens was onmiddellik voordat hulle kraamverlof geneem het, en teen dieselfde loon of die nuwe minimum loon vir die graad, gewoonlik die grootste bedrag.

(3) 'n Werknemer wat met kraamverlof gaan, moet 33½% van haar basiese loon vir die drie maande kraamverlof beta word. Hierdie betaling moet aan die werknemer gemaak word onmiddellik voordat sy met kraamverlof gaan."

2. Hernommer subklousules "3", "4" en "5" om te lei "4", "5" en "6".

8. Voeg die volgende nuwe klousule 13ter in:

"13ter. DISSIPLINÊRE KODE EN PROSEDURE EN GRIEWEPROSEDURE

(a) **DISSIPLINÊRE Kode en Prosedure:**

1. **Inleiding:**

1.1 Dit is die Bestuur se reg om tugstappe te doen, en die dissiplinêre kode en prosedure is 'n handleiding vir sowel die Bestuur as vir die werknemers, om te verseker dat die tugstappe billik is.

1.2 Tugstappe moet, waar moontlik, voorligting en bystand aan die werknemer verleen, sodat die nodige gedragstandaard of werkverrigting verkry of verbeter kan word. Sodanige stappe moet so spoedig moontlik na die gebeure gedoen word.

1.3 'n Volledige dissiplinêre verhoor moet gehou word waar die moontlikheid van ernstige tugstappe bestaan.

1.4 Werknemers wat onderworpe is aan tugstappe, kan deur 'n medewerker, 'n werkwinkelvertegenwoordiger of 'n vakvereniging beaampte bygestaan of verteenwoordig word.

2. **Dissiplinêre kode:**

Voorbeelde van geringe werkprobleme wat tot tugstappe kan lei:

Onbevredigende werk; swak bywoning; gebruik van beledigende taal, ensovoorts.

Voorbeelde van ernstiger werkprobleme wat tot tugstappe kan lei:

Die gebruik of besit van, of onder die invloed wees van alkohol of ander nie-voorgeskrewe dwelmmiddels; diefstal of die onwettige besit van die Maatskappy se eiendom; ongemagtigde afwesigheid; versuim om veiligheidsreëls na te kom; aanranding, ensovoorts.

3. **Dissiplinêre prosedure:**

3.1 Waar ook al moontlik, moet toenemende dissipline toegepas word: Mondelinge voorligting moet gegee word en as geen verbetering vorendag kom nie, moet strengere tugstappe dan gedoen word.

3.2 Indien ernstiger werkprobleme egter ontstaan, kan ernstiger tugstappe waarskynlik gedoen word wat by die eerste geleentheid dat dit aanleiding kan gee tot 'n finale skriftelike waarskuwing of selfs ontslag kan lei.

3.3 Types of disciplinary action/Responsible person

Formal reprimand—Supervisor.

Verbal counselling—Supervisor/Department head.

Written warning—Department head.

Final written warning—Manager.

Disciplinary enquiry—Manager.

Dismissal—Manager.

Warnings will remain valid for 12 months.

3.4 No dismissal shall take place unless the employee has had a full and fair disciplinary enquiry. Any employee required to attend a disciplinary enquiry shall be given advance notice of the allegations, and advised that he will be allowed to be represented or assisted by a fellow employee, shop steward or trade union official and may call witnesses and cross-examine other witnesses. The enquiry shall be chaired by the Manager.

4. Appeals:

An employee wishing to appeal against disciplinary action may do so within 48 hours. Appeals will be made to the Manager but should be heard ideally by his supervisor.

WRITTEN WARNING

Employee

Date.....

Warning for

.....

.....

.....

Corrective action agreed upon.....

.....

.....

Follow up date

Signature of employee

Signature of Manager/Supervisor

DISCIPLINARY ENQUIRY SUMMARY*(To be kept on file by Managers)*

Employee

Date.....

Employees given advance warning of allegations, right to representation, right to call witnesses and to cross examine those of Management.

..... (Time, date).

Evidence brought by company

.....

Witness

.....

.....

Witness

.....

.....

Witness

.....

.....

3.3 Soorte tugstappe/Verantwoordelike persoon

Formele teregwyding—Toesighouer.

Mondelinge voorligting—Toesighouer/Departementshoof.

Skriftelike waarskuwing—Departementshoof.

Finale skriftelike waarskuwing—Bestuurder.

Dissiplinêre ondersoek—Bestuurder.

Ontslag—Bestuurder.

Waarskuwings sal vir 12 maande geldig wees.

3.4 'n Weknemer sal nie ontslaan word nie tensy hy 'n volledige en billike dissiplinêre verhoor gehad het, 'n Weknemer wat versoek word om 'n dissiplinêre verhoor by te woon, moet vooraf van die aanklagte teen hom in kennis gestel word, en meegedeel word dat hy geregtig is om deur 'n medewerker, 'n werkwinkelvertegenwoordiger of 'n vakverenigingbeambte verteenwoordig of bygestaan te word, en dat hy getuies kan roep en ander getuies onder kruis verhoor kan neem. Die Bestuurder moet as voorsitter by die verhoor optree.

4. Appèl:

'n Weknemer wat teen die tugstappe wil appelleer, moet dit binne 48 uur doen. Appèl moet aan die Bestuurder gerig word, maar moet, ideaal gesien, deur die toesighouer aangehoor word.

SKRIFTELIKE WAARSKUWING

Werknemer.....

Datum.....

Waarskuwing vir

.....

.....

.....

Korrektiewe stappe waarvoor ooreengekom is.....

.....

.....

.....

Opvolgdatum.....

Handtekening van werknemer

Handtekening van Bestuurder/Toesighouer.....

OPSOMMING VAN DISSIPLINÊRE ONDERSOEK*(Moet deur die Bestuurders op lêr gehou word)*

Werknemer.....

Datum.....

Werknemers vooraf van bewerings gewaarsku, reg tot verteenwoordiging, reg om getuies te roep en om getuies van die Bestuur onder kruisverhoor te neem.

..... (Tyd, datum).

Bewyse deur die firma voorgelê.....

Getuie.....

.....

.....

.....

Getuie.....

.....

.....

.....

Getuie.....

.....

.....

.....

.....

Evidence brought by employee

Witness

Witness

Witness

Decision of enquiry Chairman.....

Evidence of mitigation

Action taken.....

Employee advised of right of appeal within 48 hours.

..... Date/time.

Signature of Chairman

(b) Grievance procedure:**1. Introduction:**

1.1 It is in the interests of both Management and employees that grievances are resolved as speedily as possible through the grievance procedure.

1.2 A grievance is any dissatisfaction or feeling of injustice which an employee may feel and which arises from the work situation.

1.3 In submitting a grievance an employee may be assisted by a fellow employee.

1.4 An employee will not be victimised for submitting grievances and his normal basic wage, etc., shall be paid to him while he is participating in the resolution of a grievance during normal working hours.

1.5 The grievance procedure shall not be invoked by an employee for the purpose of—

1.5.1 amending any agreement entered into between the Company and the trade union, or the Disciplinary Code of Procedure;

1.5.2 collective bargaining on remuneration or the conditions of service;

1.5.3 processing a disciplinary or dismissal matter;

1.5.4 raising any matter relating to the Machinery and Occupational Safety Act.

1.6 A grievance should be lodged within five days of the occurrence which gave rise to it.

2. Stages of the grievance procedure:

2.1 The employee raises the grievance with his immediate superior.

2.2 The employee's immediate superior shall complete the grievance form and attempt to resolve the matter within two days or a mutually acceptable longer period.

2.3 If the employee's immediate superior cannot resolve the matter, the grievance shall be referred to the Manager.

Bewyse deur werknemer

Getuie.....

Getuie.....

Getuie.....

Beslising van Voorsitter van die ondersoek

Getuienis ter versagting.....

Stappe gedoen

Werknemer in kennis gestel van sy reg om appèl binne 48 uur aan te teken.

..... Datum/tyd

Handtekening van Voorsitter.....

(b) Grieweprosedure:**1. Inleiding**

1.1 Dit is in belang van beide die Bestuur en die werknemers dat griewe so spoedig moontlik, deur die grieweprosedure opgelos word.

1.2 'n Grief is enige ontevredenheid of gevoel van onreg deur 'n werknemer, en wat uit 'n werksituasie spruit.

1.3 By die indiening van 'n grief, kan 'n werknemer deur 'n medewerker bygestaan word.

1.4 'n werknemer sal nie deur die indiening van 'n grief geviktimiseer word nie, en sy gewone basiese loon, ensovoorts, moet aan hom betaal word terwyl hy gedurende gewone werkure aan die oplossing van 'n grief deelneem.

1.5 Die grieweprosedure moet nie deur 'n werknemer gebruik word vir die doel om—

1.5.1 'n ooreenkoms wat tussen die Maatskappy en die vakvereniging aangegaan is, of die prosedure van die Dissiplinêre Kode, te wysig nie;

1.5.2 kollektiewe bedinging van besoldiging of diensvoorwaardes te verkry nie;

1.5.3 'n dissiplinêre of ontslagaangeleentheid te verwerk nie;

1.5.4 enige aangeleentheid met betrekking tot die Wet op Masjinerie en Beroepsveiligheid te opper nie.

1.6 'n Grief moet ingedien word binne vyf dae, vanaf die gebeure wat aanleiding gegee het tot sodanige grief.

2. Stappe van die grieweprosedure

2.1 Die werknemer moet die grief by sy onmiddellike meerdere opper.

2.2 die werknemer se onmiddellike meerdere moet die griewevorm voltooi en probeer om die saak binne twee dae, of 'n langer wedersydse aanvaarbare tydperk, op te los.

2.3 Indien die werknemer se onmiddellike meerdere nie die saak kan oplos nie, moet die saak na die Bestuurder verwys word.

2.4 If the grievance has not been resolved within two days, any further investigations and the reasons for the failure to resolve the grievance shall be set down in writing for the Departmental Manager concerned who, in taking all necessary steps to resolve the grievance, may hear evidence from or convene meetings with, any or all of the parties who are relevant to its resolution and will attempt to resolve the grievance within five working days of the previous hearing.

2.5 If the grievance is not resolved within five working days, the Departmental Manager shall set down in writing any further allegations and the reasons for the failure to resolve the grievance, and refer the matter to a senior management representative of the Company, who in taking all necessary steps to resolve the grievance, may hear evidence from or convene meetings with any or all of the parties who are relevant to its resolution.

2.6 The final decision shall be reduced to writing and a copy thereof shall be given to the employee who raised the grievance.

GRIEVANCE FORM

Employee

Date

Details of grievance

.....

Action agreed upon

.....

Signature of Supervisor

Signature of employee

9. CLAUSE 21: PENSION FUND

In subclause (2), substitute the figure "6" for the figure "5".

Signed at Cape Town, on behalf of the parties, this 18th day of December 1990.

S. PENNEY,
Chairman.

J. HEEGER,
Vice-Chairman.

K. L. BARNES,
Secretary.

No. R. 2077

23 August 1991

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, CAPE PENINSULA:
AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, 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 March 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

2.4 Indien die grief nie binne twee dae opgelos is nie, moet enige verdere ondersoek en die redes vir die mislukking om die grief op te los, op skrif gestel en aan die departementsbestuurder oorhandig word, wat weer op sy beurt in 'n poging om die grief op te los, getuie kan aanhoor van, of 'n vergadering kan belê met, enigeen van of al die partye wat betrokke is by die soort en wat dan moet probeer om die grief binne vyf werkdade na afloop van die vorige vergadering, op te los.

2.5 Indien die grief na vyf werkdade onopgelos is, moet die departementshoof enige bykomende beskuldigings en die redes vir die mislukking om die grief op te los, op skrif stel en die saak na 'n senior bestuursvertegenwoordiger van die Maatskappy verwys, wat dan weer al die nodige stappe moet doen om die grief op te los, en getuies kan aanhoor, van of 'n vergadering belê met enigeen van of al die partye wat by die saak betrokke is.

2.6 Die finale besluit moet op skrif gestel en 'n afskrif aan die werknemer, wat die grief aanhangig gemaak het, gegee word.

GRIEWEVORM

Werknemer

Datum

Besonderhede van grief

.....

Optrede waartoe ooreengekom

.....

Handtekening van Toesighouer

Handtekening van werknemer

9. KLOUSULE 21: PENSIOENFONDS

In subklousule (2), vervang die syfer "5" deur die syfer "6".

Geteken by Kaapstad op hede die 18de dag van Desember 1990.

S. PENNEY,
Voorsitter.

J. HEEGER,
Ondervoorsitter.

K. L. BARNES,
Sekretaris.

No. R. 2077

23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

HAARKAPPERSBEDRYF, KAAPSE SKIEREILAND:
WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, 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 Maart 1992 eindig, bindend is vir die werkgeversorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgevers en werknemers wat lede van genoemde organisasie of vereniging is; en

No. R. 2047

23 August 1991

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, NATAL: RENEWAL OF
MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice R. 993 of 30 April 1987 to be effective from the date of publication of this notice and for the period ending 30 June 1992.

D. VAN DER WALT,

Director: Labour Relations.

No. R. 2048

23 August 1991

LABOUR RELATIONS ACT, 1956 (355)

ELECTRICAL INDUSTRY (NATAL): AMENDMENT
OF MEDICAL AID FUND AGREEMENT (288)

I, Eli van der Merwe Louw, Minister of Manpower, hereby, 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 30 June 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 organisations or unions.

E. VAN DER M. LOUW,

Minister of Manpower.

SCHEDULE**INDUSTRIAL COUNCIL FOR THE ELECTRICAL
INDUSTRY (NATAL)****MEDICAL AID FUND AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Electrical Contractors' Association (South Africa)

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Electrical Workers' Association

and the

Metal and Electrical Workers' Union of South Africa

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Industrial Council for the Electrical Industry (Natal),

to amend the Agreement published under Government Notice, No. R. 1659 of 19 August 1988 (hereinafter referred to as the Re-enacting Agreement), as amended and extended by Government Notices Nos. R. 1214 of 9 June 1989, R. 396 of 23 February 1990, R. 1493 of 29 June 1990, R. 1872 of 10 August 1990 and R. 1232 of 30 May 1991.

No. R. 2047

23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

HAARKAPPERSBEDRYF, NATAL: HERNUWING
VAN HOOFOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956 dat die bepalings van Goewermentskennisgewing No. R. 993 van 30 April 1987 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 2048

23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIJSE NYWERHEID (NATAL):
WYSIGING VAN MEDIESE HULPFONDSOOR-
EENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, 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 30 Junie 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 organisasies of verenigings is.

E. VAN DER M. LOUW,

Minister van Mannekrag.

BYLAE**NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIJSE
NYWERHEID (NATAL)****MEDIESE HULPFONDSOOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Electrical Contractors' Association (South Africa)

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Electrical Workers' Association

en die

Metal and Electrical Workers' Union of South Africa

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Nywerheid (Natal),

om die Ooreenkoms gepubliseer by Goewermentskennisgewing, No. R. 1659 van 19 Augustus 1988 (hierna die Herbekragtigingsooreenkoms genoem), soos gewysig en verleng by Goewermentskennisgewings Nos. R. 1214 van 9 Junie 1989, R. 396 van 23 Februarie 1990, R. 1493 van 29 Junie 1990, R. 1872 van 10 Augustus 1990 en R. 1232 van 30 Mei 1991, te wysig.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this clause, the terms of this Agreement shall apply to and be observed in the Electrical Industry (Natal) by all employers and employees who are members of the employers' organisation and the trade unions, respectively and who are engaged or employed in the Industry in the Province of Natal, excluding any portions of that area falling within the Self-governing Territory of KwaZulu.

(2) The terms of this Agreement shall not apply to employers and their employees who are participants with the employers in any scheme providing medical benefits, in existence on 3 January 1966, to which the employer concerned contributes not less than 45 cents per week for each employee who is a member of the scheme and is otherwise covered by this Agreement, while such scheme continues to operate and the said employers and employees continue as participants in the scheme and the employers continues to pay a contribution of not less than 45 cents per week for each such employee.

(3) Notwithstanding the provisions of subclause (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by, a fund or scheme referred to in that subclause.

2. GENERAL PROVISIONS

The provisions contained in clauses 3 to 19, inclusive, of the Agreement published under Government Notice No. R. 2604 of 2 December 1983, as amended and re-enacted by Government Notices Nos. R. 1429 of 13 July 1984, R. 994 of 23 May 1986, R. 2068 of 26 September 1986 and R. 1659 of 19 August 1988 (as amended, re-enacted and extended from time to time) shall apply to employers and employees.

3. CLAUSE 9: CONTRIBUTIONS

In subclause (1), substitute the expression "R20,00" for the expression "R12,00".

4. CLAUSE 10: BENEFITS

In subclause (1) (d), substitute the expression "R10,00" for the expression "R5".

Signed at Durban, as authorised, for and on behalf of the parties, this 7th day of May 1991.

T. EVANS,
Chairman of the Council.

B. CARR,
Vice-Chairman of the Council.

L. A. DICKASON,
Secretary of the Council.

No. R. 2049 **23 August 1991**

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICES

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: METAL INDUSTRIES MEDICAL AID FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice No. R. 2922 of 14 December 1990 with effect from the second Monday after the date of publication of this notice.

E. VAN DER M. LOUW,
Minister of Manpower.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Behoudens andersluidende bepalinge in hierdie klousule, is hierdie Ooreenkoms van toepassing op en moet dit nagekom word in die Elektrotegniese Nywerheid (Natal) deur alle werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasie en die vakverenigings is en wat betrokke is by of in diens is in die Nywerheid in die provinsie Natal, uitgesonderd enige gedeeltes van daardie gebied wat binne die selfregerende gebied KwaZulu val.

(2) Hierdie Ooreenkoms is nie van toepassing nie op werkgewers en hul werknemers wat saam met die werkgewers deelnemers is aan 'n skema wat mediese voordele verskaf en wat op 3 Januarie 1966 bestaan het en waartoe die betrokke werkgewer minstens 45 sent per week bydra ten opsigte van elke werknemer wat lid van die skema is en andersins deur hierdie Ooreenkoms gedek word, terwyl die skema in werking bly en genoemde werkgewers en werknemers voortgaan om deelnemers aan die skema te wees en die werkgewers voortgaan om 'n bydrae van minstens 45 sent per week ten opsigte van elke sodanige werknemer te betaal.

(3) Ondanks subklousule (2), is hierdie Ooreenkoms van toepassing op werkgewers en werknemers ten opsigte van 'n werknemer wat nie deur 'n fonds of skema bedoel in daardie subklousule gedek word nie, of wat ophou om daardeur gedek te word.

2. ALGEMENE BEPALINGS

Klousules 3 tot en met 19 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2604 van 2 Desember 1983, soos gewysig en herbekragtig by Goewermentskennisgewings Nos. R. 1429 van 13 Julie 1984, R. 994 van 23 Mei 1986, R. 2068 van 26 September 1986 en R. 1659 van 19 Augustus 1988 (soos van tyd tot tyd gewysig, herbekragtig en verleng), is van toepassing op werkgewers en werknemers.

3. KLOUSULE 9: BYDRAES

In subklousule (1), vervang die uitdrukking "R12,00" deur die uitdrukking "R20,00".

4. KLOUSULE 10: BYSTAND

In subklousule (1) (d), vervang die uitdrukking "R5" deur die uitdrukking "R10,00".

Soos gemagtig, vir en namens die partye op hede die 7de dag van Mei 1991 te Durban onderteken.

T. EVANS,
Voorsitter van die Raad.

B. CARR,
Ondervoorsitter van die Raad.

L. A. DICKASON,
Sekretaris van die Raad.

No. R. 2049

23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKINGVANGOEWERMENSKENNISGEWINGS

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: MEDIESE HULPFONDSOOREENKOMS VIR DIE METAALNYWERHEDE

Ek, Eli van der Merwe Louw, Minister van Mannekrag, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermentskennisgewing No. R. 2922 van 14 Desember 1990 in met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing.

E. VAN DER M. LOUW,
Minister van Mannekrag.

No. R. 2050

23 August 1991

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: RE-ENACTMENT OF METAL INDUSTRIES MEDICAL AID FUND

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the 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 1995, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

METAL INDUSTRIES MEDICAL AID FUND

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa

No. R. 2050

23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: HERBEKRAGTING VAN MEDIESE HULPFONDSOORENKOMS VIR DIE METAALNYWERHEDE

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms 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 1995 eindig, bindend is vir die werkgewersorganisasies en vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NATIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

MEDIESE HULPFONDS VIR DIE METAALNYWERHEDE

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa

Plumbers and Engineers Brassware Manufacturers' Association

Port Elizabeth Engineers' Association

Precision Manufacturing Engineers' Association

Pressure Vessel Manufacturers' Association of South Africa

Radio, Appliance and Television Association of South Africa

Sheetmetal Industries Association of South Africa

S.A. Agricultural Machinery Association

S.A. Association of Shipbuilders and Repairers

S.A. Electro-Plating Industries Association

S.A. Fasteners Manufacturers' Association

S.A. Foundry Association

S.A. Industrial Refrigeration and Air Conditioning Contractors' Association

S.A. Machine Tool Manufacturers Association

S.A. Radio and Television Manufacturers' Association

S.A. Reinforced Concrete Engineers' Association

S.A. Tube Makers' Association

S.A. Wire and Wire Rope Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Amalgamated Engineering Union of South Africa

Amalgamated Society of Woodworkers of South Africa

Engineering Industrial and Mining Workers' Union of South Africa

Iron Moulders' Society of South Africa

Metal and Electrical Workers' Union of South Africa

Mineworkers' Union

Radio, Television, Electronics and Allied Workers' Union

S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society

S.A. Electrical Workers' Association

S.A. Yster-, Staal- en Verwante Nywerhede-Unie

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this section, the terms of this Agreement shall apply to and be observed throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade unions respectively.

(2) The terms of this Agreement shall not apply to employers and their employees who are participating with the employer in any scheme providing medical benefits in existence as at 18 July 1966, to which the employer concerned contributes part of the contributions for each employee who is a member of the scheme and otherwise covered by this Agreement, while such scheme continues to operate and the said employer and employees continue as participants in the scheme and the employer continues to pay part of the contributions for each such employee.

Plumbers and Engineers Brassware Manufacturers' Association

Port Elizabeth Engineers' Association

Precision Manufacturing Engineers' Association

Pressure Vessel Manufacturers' Association of South Africa

Radio, Appliance and Television Association of South Africa

Sheetmetal Industries Association of South Africa

S.A. Agricultural Machinery Association

S.A. Association of Shipbuilders and Repairers

S.A. Electro-Plating Industries Association

S.A. Fasteners Manufacturers' Association

S.A. Foundry Association

S.A. Industrial Refrigeration and Air Conditioning Contractors' Association

S.A. Machine Tool Manufacturers Association

S.A. Radio and Television Manufacturers' Association

S.A. Reinforced Concrete Engineers' Association

S.A. Tube Makers' Association

S.A. Wire and Wire Rope Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Amalgamated Engineering Union of South Africa

Amalgamated Society of Woodworkers of South Africa

Engineering Industrial and Mining Workers' Union of South Africa

Iron Moulders' Society of South Africa

Metal and Electrical Workers' Union of South Africa

Mynwerkersunie

Radio, Television, Electronics and Allied Workers' Union

S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society

S.A. Electrical Workers' Association

S.A. Yster-, Staal- en Verwante Nywerhede-Unie

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Behoudens andersluidende bepalinge in hierdie klousule, is hierdie Ooreenkoms van toepassing op en moet dit oral in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat lede van onderskeidelik die werkgewerorganisasies en die vakverenigings is.

(2) Hierdie Ooreenkoms is nie van toepassing nie op werkgewers en hul werknemers wat saam met die werkgewer deelnemers is aan 'n skema wat mediese bystand verskaf en wat bestaan het op 18 Julie 1966, en waartoe die betrokke werkgewer 'n gedeeltelike bydrae maak ten opsigte van elke werknemer wat lid is van die skema en andersins deur hierdie Ooreenkoms gedek word terwyl sodanige skema in werking bly en genoemde werkgewer en werknemers voortgaan om deelnemers aan die skema te wees en die werkgewer voortgaan om 'n gedeeltelike bydrae ten opsigte van elke sodanige werknemer te betaal.

(3) Notwithstanding the provisions of subsection (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by, a fund referred to in that subsection.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Labour Relations Act, No. 28 of 1956, and shall remain in force until 31 December 1995 or for such period as the Minister may determine.

3. GENERAL PROVISIONS

The provisions contained in clauses 3 to 19 of the Agreement published under Government Notices Nos. R. 2829 of 27 December 1985, R. 714 of 18 April 1986, R. 2233 of 24 October 1986, R. 1798 of 21 August 1987, R. 786 of 22 April 1988, R. 376 of 3 March 1989, R. 1083 of 2 June 1989, R. 2833 of 22 December 1989, R. 1744 of 20 July 1990 and R. 2922 of 14 December 1990 of the Former Agreement 4 December 1990 of the Former Agreement as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

4. SECTION 9: CONTRIBUTIONS

(1) In subsection (1):

(a) Substitute the following for paragraph (a):

"(a) whose trade union subscriptions are deducted in terms of an agreement of the Counsel; or";

(b) delete paragraph (b);

(c) re-number paragraph (c) as paragraph (b).

(2) In subsection (2), substitute the following for the existing table:

"Contributions per week:

Dependant category	Wage group 1	Wage group 2	Wage group 3
	Up to R285 per week	Over R285 and up to R415 per week	Over R415 per week
Member only.....	R20,20	R23,85	R26,60
Member plus 1 dependant.....	R27,55	R31,15	R33,90
Member plus 2 dependants.....	R29,25	R33,10	R35,90
Member plus 3 dependants.....	R30,75	R35,00	R37,70
Member plus 4 or more dependants.....	R31,75	R36,60	R39,40"

5. SECTION 10: BENEFITS

(1) Substitute the following for subsection (1) (a):

"(a) Payment of expenses for services, other than services under (b) and (c) below, not exceeding the amount of R50 000 in the aggregate for the member and his dependants, which shall include—

(i) conservative dental services (such as fillings, X-rays, extractions, prophylaxis, etc.) not specified under (b) below and where performed by a dental practitioner, and hospital and anaesthetic services in all dental cases;

(ii) prescribed medicines, excluding medicines received whilst confined in hospital, not exceeding the following maximum limits:

Member only (no dependants): R1 900;

Member plus 1 dependant: R3 200;

Member plus 2 dependants: R3 600;

Member plus 3 dependants: R4 000;

Member plus 4 or more dependants: R4 200;

(iii) medicines received whilst in hospital;";

(3) Ondanks subklousule (2) is hierdie Ooreenkoms van toepassing op werkgewers en werknemers ten opsigte van werknemers wat nie gedek word deur 'n fonds wat in daardie subklousule bedoel word nie, of wat ophou om daardeur gedek te word.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Mannekrag kragtens artikel 48 van die Wet op Arbeidsverhoudinge, No. 28 van 1956, vasstel, en bly van krag tot 31 Desember 1995 of vir dié tydperk wat die Minister bepaal.

3. ALGEMENE BEPALINGS

Die bepalinge, soos vervat in klousule 3 tot 19 van die Ooreenkoms, gepubliseer by Goewermentskennisgewing Nos. R. 2829 van 27 Desember 1985, R. 714 van 18 April 1986, R. 2233 van 24 Oktober 1986, R. 1798 van 21 Augustus 1987, R. 786 van 22 April 1989, R. 376 van 3 Maart 1989, R. 1083 van 2 Junie 1989, R. 2833 van 22 Desember 1989, R. 1744 van 20 Julie 1990 en R. 2922 van 14 Desember 1990 van die Vorige Ooreenkoms soos verlang, hernieu, gewysig of herbekragtig is van tyd tot tyd sal van toepassing wees op sowel werkgewers as werknemers

4. KLOUSULE 9: BYDRAES

(1) In subklousule (1):

(a) Vervang paragraaf (a) deur die volgende:

"(a) wie se vakverenigingledegeld afgetrek word kragtens 'n ooreenkoms van die Raad; of";

(b) skrap paragraaf (b);

(c) hernoem paragraaf (c) as paragraaf (b).

(2) In subklousule (2), vervang die bestaande tabel deur die volgende:

"Bydraes per week:

Afhanklikekategorie	Loongroep 1	Loongroep 2	Loongroep 3
	Tot en met R285 per week	Oor R285 en tot en met R415 per week	Oor R415 per week
Lid alleen.....	R20,20	R23,85	R26,60
Lid plus 1 afhanklike.....	R27,55	R31,15	R33,90
Lid plus 2 afhanklikes.....	R29,25	R33,10	R35,90
Lid plus 3 afhanklikes.....	R30,75	R35,00	R37,70
Lid plus 4 of meer afhanklikes.....	R31,75	R36,60	R39,40"

5. KLOUSULE 10: BYSTAND

(1) Vervang subklousule (1) (a) deur die volgende:

"(a) Betaling van koste vir ander dienste as dienste onder (b) en (c) hieronder wat die bedrag van altesaam R50 000 nie oorskry nie vir die lid en sy afhanklikes, insluitende—

(i) konserverende tandheelkundige dienste (soos vulsels, X-strale, ekstraksies, voorbehoeding, ens) nie gespesifiseer onder (b) hieronder wanneer verrig deur 'n tandheelkundige, en hospitaal- en narkotiese dienste in alle tandheelkundige gevalle;

(ii) voorgeskrewe medisyne, uitgesonderd medisyne verskaf gedurende hospitalisasie, wat nie die volgende maksimum perke oorskry nie:

Slegs lid (geen afhanklikes): R1 900; *

lid plus 1 afhanklike: R3 200;

lid plus 2 afhanklikes: R3 600;

lid plus 3 afhanklikes: R4 000;

lid plus 4 of meer afhanklikes: R4 200;

(iii) medisyne toegedien tydens hospitalisasie;";

(2) Substitute the following for subsection (1) (b):

"(b) payment of expenses for dental services in respect of gold, metal and porcelain inlays and gold foils; crown and bridgework; dentures, including metal base dentures; prosthodontic, orthodontic and periodontic services, not exceeding the following maximum limits:

Member only (no dependants): R660;

Member plus 1 dependant: R1 200;

Member plus 2 dependants: R1 300;

Member plus 3 dependants: R1 400;

Member plus 4 or more dependants: R1 500;".

(3) Substitute the following for subsection (1) (c):

"(c) payment of expenses for optical services not exceeding R225 for any one member of dependant, subject to an overall limit of R400 in the aggregate for a member and his dependants;".

Signed at Johannesburg, for and on behalf of the parties, this 8th day of May 1991.

W. P. COETZEE,

Chairman.

J. DE W. TROTSKIE,

Vice-Chairman.

D. G. LEVY,

General Secretary.

(2) Vervang subklousule (1) (b) deur die volgende:

"(b) betaling van koste vir tandheelkundige dienste ten opsigte van goud-, metaal- en porseleinvulsels en goudfoelieherstellings; kroning en brugwerk; kunstande, met inbegrip van kunstande met 'n metaalbasis; prostodontiese, ortodontiese en periodontiese dienste, wat nie die volgende maksimum perke oorskry nie:

Sleg lid (geen afhanklikes): R660;

lid plus 1 afhanklike: R1 200;

lid plus 2 afhanklikes: R1 300;

lid plus 3 afhanklikes: R1 400;

lid plus 4 of meer afhanklikes: R1 500;

(3) Vervang subklousule (1) (c) deur die volgende:

"(c) betaling van koste vir optiese dienste van hoogstens R225 per lid of afhanklike, onderworpe aan 'n bedrag van altesaam hoogstens R400 vir 'n lid en sy afhanklikes;".

Namens die partye op hede die 8ste dag van Mei 1991 te Johannesburg onderteken.

W. P. COETZEE,

Voorsitter.

J. DE W. TROTSKIE,

Ondervoorsitter.

D. G. LEVY,

Hoofsekretaris.

No. R. 2051

23 August 1991

LABOUR RELATIONS ACT, 1956

CHEMICAL INDUSTRY, CAPE: AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, 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 1991, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; 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 second Monday after the date of publication of this notice and for the period ending 31 December 1991, 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.

E. VAN DER M. LOUW,

Minister of Manpower.

No. R. 2051

23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

CHEMIKALIEËNYWERHEID, KAAP: WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, 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 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging 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 tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 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.

E. VAN DER M. LOUW,

Minister van Mannekrag.

TGWU workers down tools

Sowetan 23/8/91

355

PRODUCTION came to a standstill when more than 1 000 workers employed by Sun Couriers at 18 depots all over the country downed tools over wages yesterday.

The legal strike by members of the Transport and General Workers Union started at Sun Couriers' plant in Bedfordview and spread to other depots.

Ms Kelly Forrest, publicity secretary of TGWU, said the strike was agreed upon as a last resort after management

By IKE MOTSAPI

failed to agree to the democratic "rights of our members".

She said the workers have demanded an increase of R250 a month across the board.

There was a further demand that new black supervisors be paid the same R2 000 a month given to their white counterparts.

She said: "Black supervisors are paid about R1 500 a month while

their white counterparts earn R2 000.

"We felt this was a fair demand but management did not take us seriously."

Forrest said negotiations with Sun Couriers management started three months ago.

Meanwhile, management and union representatives were locked in talks late yesterday.

Forrest said they were discussing a code of conduct for the strike.

LABOUR

Sparks fly in petrol dispute

w/ Mail 23/8 - 29/8/91

FUELLED by interdicts, sleep-ins, pickets and the introduction of replacement labour, the strike which has disrupted the petroleum industry for the past two weeks went into negotiations yesterday.

Nationally 1 000 BP, Caltex and Total workers are out on strike. Central demands are a 21 to 25 percent across-the-board increase, job security and centralised bargaining in the sector.

Caltex and BP are offering 13,2 percent increases across-the-board, which amounts to R200 at the bottom of the scale. In addition, BP is also offering a 16,6 percent rise to its lowest-paid workers which will take their wages to R1 445 a month.

On Monday, workers were locked out of depots in Johannesburg and Durban. And on Tuesday, an interdict was slapped on workers at BP's Cape Town terminal.

BP's management alleged interference with the company's operations. Workers were preventing the loading of vehicles and no bulk delivery vehicles were able to leave BP's premises, said the company.

BP believes this type of action could "disrupt essential services and flights and cause considerable public harm".

These claims contradict statements this week by the National Energy Council, which said the strike was not disrupting the supply of petrol.

BP workers in Johannesburg and East London have also been threatened

Wages, job security and centralised bargaining are at the heart of the petrol industry strike.

By Ferial Haffajee

with interdicts after bringing depots to a standstill.

A union representative warned that strike-breaking drivers posed a hazard to the public because drivers in the sector underwent special training. He pointed out that transporting petrol was dangerous. Investigations are being made into allegations that replacement drivers were mixing diesel and petrol in the depots.

The Congress of South African Trade Unions' call for centralised bargaining seeks to set industry-wide minimums and fair standards. It also allows unions and employers to make use of their most skilled negotiators and sets wages for the industry, thus preventing wage cuts, say unionists.

But Caltex said in a statement this week that it "is not prepared to sacrifice its independence and flexibility to negotiate what is in the best interests of its employees and the company".

Both BP and Total have signalled their willingness to discuss centralised bargaining.

Chemical Workers' Industrial Union (CWIU) representative Martin Jansen says the union's campaign for job security dovetails with Cosatu's campaign. In addition to a moratorium on retrenchments, the union is seeking



Still pumping ... An attendant fills a motorist's drum at one of strike-hit BP's service stations. The petrol price goes up on Saturday

Photograph: GUY ADAMS

bargoes on South Africa, petroleum will become more easily accessible and cheaper. Price barriers are also likely to be dropped and have negative effects on working conditions.

Unions point out that already the 80km radius for fuel deliveries has been dropped and rationalisation measures have meant drivers often work dangerously long shifts.

They also question the expensive upgrading and marketing programmes which petrol companies have undertaken.

Jansen says the petroleum sector is prone to contracting — which results in a decline in working conditions and wage cuts. Contracting starts with catering and cleaning workers and eventually affects drivers.

The CWIU campaign also targets deregulation of the industry. The union believes that with the lifting of trade em-

"Caltex sponsors Abdul Bhamjee's short shift when workers are going going green while its workers are going starving".

Caltex has spent R300-million on upgrading its refinery, and Mobil and Shell have spent R450-million on their SA Petroleum Refinery. Workers' marches on the three petroleum houses' headquarters in Johannesburg yesterday were volatile about the companies' marketing campaigns. Placards protesting against Caltex's sports sponsorship said "Blacks boy-cott NSL-Caltex Colts games" and

Goods and docks sector set for a revamp

w/men 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.

Differing priorities

■ 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

335

16/8/91
23/8
31/8/91

By ADRIAN HERSCH

SA Brews

workers declare dispute

THE Food and Allied Workers Union (Fawu) has declared a dispute in its annual wage negotiations with SA Breweries over the kind of issue that should be referred to compulsory arbitration.

SA Brews spokesman Adrian Botha says the company has no problem in referring "rights issues", such as dismissals, to compulsory arbitration.

Patterns

But he considers it impractical for operational matters that are decided on by business experts.

Mr Botha says: "For example, when shift patterns are changed it is done by people with intimate knowledge of the business. We believe it is unsuitable for a third party, who is not in the business, to make a de-

cision on such an issue."

In 1987 a change from ordinary shift work to continuous shifts at the Rosslyn plant resulted in a strike which spread to other plants countrywide.

SA Brews and Fawu have agreed in principle on an average wage increase of 16,5% off a high base. It takes the wage for the lowest-paid worker to R7,40 an hour.

Mr Botha says this will not be confirmed until the compulsory arbitration issue has been resolved.

Union negotiates new conditions, salaries

Sowetan 28/1/79
THE independent United Peoples Union of South Africa has successfully negotiated better salaries and working conditions for its members.

The agreement between Upusa and Haz Products was reached after months of negotiations, according to Mr Sipho Magubane, an official of the union.

Aspects covered by the agreement include job grading scheme, minimum wage, additional leave, housing and maternity.

The union and HAZ have also agreed that the minimum working hours be reduced from 45 hours to 44 hours a week.

By IKE MOTSAPI

Workers have been graded in seven categories, according to their qualifications and skills.

Grade I are labourers and they include cleaners, gardeners and general assistance. Their new hourly rate is R4,91 accumulating to R216,04 a week, representing an increase of 63 cents an hour.

The new rate for Grade H (machinists, clerical assistants and drivers' assistants) will now be R4,98 an hour, accumulating to R219,12 a week.

This is an increase of 63 cents an hour.

No. R. 2121

30 August 1991

LABOUR RELATIONS ACT, 1956

CIVIL ENGINEERING INDUSTRY: AMENDMENT OF
ORDER

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 51A (4) (a) (ii) of the Labour Relations Act, 1956, amend the Order for the Civil Engineering Industry, published under Government Notice No. R. 2462 of 19 November 1982, as amended by Government Notices Nos. R. 1258 of 17 June 1983, R. 583 of 30 March 1984, R. 1870 of 24 August 1984, R. 403 of 22 February 1985, R. 1988 of 6 September 1985, R. 381 of 28 February 1986, R. 445 of 6 March 1987, R. 1837 of 28 August 1987, R. 369 of 4 March 1988, R. 1784 of 2 September 1988, R. 555 of 31 March 1989, R. 1863 of 1 September 1989 and R. 2069 of 31 August 1990, in accordance with the Schedule hereto and fix 2 September 1991 as the date from which the said amendment shall be binding.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 2121

30 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

SIVIELE INGENIEURSNYWERHEID: WYSIGING
VAN ORDER

Ek, Eli van der Merwe Louw, Minister van Mannekrag, wysig hierby kragtens artikel 51A (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, die Order vir die Siviele Ingenieursnywerheid, gepubliseer by Goewermmentskennisgewing No. R. 2462 van 19 November 1982, soos gewysig by Goewermmentskennisgewings Nos. R. 1258 van 17 Junie 1983, R. 583 van 30 Maart 1984, R. 1870 van 24 Augustus 1984, R. 403 van 22 Februarie 1985, R. 1988 van 6 September 1985, R. 381 van 28 Februarie 1986, R. 445 van 6 Maart 1987, R. 1837 van 28 Augustus 1987, R. 369 van 4 Maart 1988, R. 1784 van 2 September 1988, R. 555 van 31 Maart 1989, R. 1863 van 1 September 1989 en R. 2069 van 31 Augustus 1990, ooreenkomstig die Bylae hiervan en bepaal 2 September 1991 as die datum waarop genoemde wysiging bindend word.

E. VAN DER M. LOUW,
Minister van Mannekrag.

SCHEDULE

Substitute the following for clause 3 (1) (a):

“(a) EMPLOYEES OTHER THAN CASUAL EMPLOYEES:

(355)

CAPE PROVINCE					NATAL		
	Column 1 (a)	Column 1 (b)	Column 1 (c)	Column 2 (a)	Rem. of the Province	Column 1	Rem. of the Province
	The Magisterial Districts of Bellville, Goodwood, Hopefield, Kuils River, Malmesbury, Moorreesburg, Paarl, Simon's Town, Somerset West, Stellenbosch, Strand, The Cape, Vredenburg, Wellington, Worcester and Wynberg	The Magisterial Districts of Port Elizabeth, Uitenhage and East London and that portion of the municipal area of East London which falls within the Magisterial District of King William's Town	The Magisterial District of Kimberley	The Magisterial Districts of Bredasdorp, Caledon, George, Hermanus, Heidelberg, Montagu, Mossel Bay, Piketberg, Riversdale, Robertson, Swellendam and Tulbagh		The Magisterial Districts of Camperdown, Chatsworth, Dundee, Durban, Inanda, Klip River, Lower Tugela, Lower Umfolozi, Mtunzini, Newcastle, Pietermaritzburg, Pinetown, Port Shepstone and Umzinto and the municipal areas of Empanjeni and Richards Bay	
Watchman.....	Per week R A B 178,62 192,79	Per week R A B 169,51 183,17	Per week R A B 149,27 149,27	Per week R A B 149,27 161,41	Per week R A B 116,38 125,49	Per week R A B 183,17 197,85	Per week R A B 123,46 138,14
Labourer	Per hour C A B 353 381	Per hour C A B 335 362	Per hour C A B 295 295	Per hour C A B 295 319	Per hour C A B 230 248	Per hour C A B 362 391	Per hour C A B 244 273

355

ORANGE FREE STATE		TRANSVAAL			
Column 1	Rem. of the Province	Column 1	Column 2	Rem. of the Province	
The Magisterial Districts of Bloemfontein, Kroonstad, Odendaalsrus, Sasolburg, Virginia and Welkom		The Magisterial Districts of Alberton, Balfour, Benoni, Bethal, Boksburg, Brakpan, Delmas, Germiston, Heidelberg, Highveld Ridge, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Middelburg, Nigel, Oberholzer, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Springs, Standerton, Vanderbijlpark, Vereeniging, Westonia, Witbank and Wonderboom	The Magisterial Districts of Barberton, Nelspruit, Pilgrim's Rest and White River		
Watchman	Per week A 164,96 B 178,11 R	Per week A 183,17 B 197,85 R	Per week A 92,09 B 99,18 R	Per week A 116,38 B 125,49 R	
Labourer	Per hour A 326 B 352 C	Per hour A 362 B 391 C	Per hour A 182 B 196 C	Per hour A 230 B 248 C	

Col. A: EFFECTIVE FROM 2 SEPTEMBER 1991

Col. B: EFFECTIVE FROM 2 MARCH 1992".

35 AUG 31/8/91
THE SOLE support of six children, Templeton Jezile, died defending building materials that didn't even belong to him.

Even more tragically, as a casual worker he had no pension, no medical aid, nothing. It was only through an appeal in the pages of The Argus that money was raised to send his body home for burial.

Not all security guards are as poorly off. But many believe that they are. And all are aware that the rewards are often not worth the price — often the ultimate price — that is paid.

The Transport and General Workers' Union, which organises workers in the security industry, says its members work under "impossible" conditions.

Allegations of racism, harassment and intimidation, starvation wages, 24-hour shifts without sleep or meal breaks, no pensions or medical aid funds and no rewards for loyalty or long service abound in the industry.

A case in point is the urgent interdict obtained in the Supreme Court by employees at Table Bay Security Services last month against their employer, Mr Jimmy Rentzke, restraining him from intimidating, assaulting or pointing his firearm at them — something they allege he did frequently.

He did not oppose the application and agreed to pay R3 000 towards the legal costs of obtaining the interdict.

Most of these claims have been rejected by the managements concerned, who say they are equal opportunity companies with fair working conditions.

Many of the allegations, and the replies from management, suggested a substantial difference in perception and a lack of insight on both sides.

There are, of course, legal guidelines but even these have been the subject of protracted wrangling between State, employer and worker bodies.

The Security Officers Act, which became law on April 1, created a statutory Security Officer's Board which falls under the Ministry of Law and Order.

All security officers and companies are obliged to register with the board and a criminal record means automatic disqualification.

After country-wide protests against the legislation were lodged, a working group comprising government and trade union officials and employers was established to thrash out problems and report by the end of the month.

Principal objections to the Act are the registration fee of R35 and annual membership fee of R70, the way the SOB is constituted (only the Minister can appoint members) and the powers of the Minister in terms of the board.

The union is not opposed in principle to the concept of registration because it feels a degree of control over work-

Security guards are the private sector's forgotten people. They are the men and women who risk their lives protecting other people's property but in many cases, they claim, they are treated worse than the dogs which stand with them. **LINDA GALLOWAY** investigates the working conditions of security guards in Cape Town and Mossel Bay, unearthing surprising and horrifying truths

New law provides cold comfort for forgotten people

ers and employers is necessary for the industry.

Workers are also concerned at how the R70 annual membership fee — which would amount to millions — would be spent.

The issue of fingerprinting for criminal record checking is also a stumbling block — workers feel that minor offences, for which people have

served sentences and redeemed themselves, should not be taken into account, and that they should not have to pay R35 for the privilege of undergoing this investigation.

They believe the answer lies in an Industrial Council at which employers and workers can negotiate and exchange views.

ON GUARD! but treated like a dog

Relief plan: R400 m earmarked for jobless

335
ARCT 31/8/91

MORE than R400 million will be paid out in wages and salaries to jobless people drawn into projects to be launched under the government's new R1-billion socio-economic relief plan.

The plan, financed from the proceeds of government sales of strategic oil reserves, is, in effect, an economic first-aid measure to rescue South Africa from a further slide into unrest, violence and instability.

One of the main aims is to relieve the country's growing crisis of unemployment and extreme poverty.

Government sources told Weekend Argus that State departments had been instructed to launch the projects as soon as possible. Most of them were expected to get off the ground before the end of the financial year.

The sources confirmed the plan also was designed to "kick-start" the country's economy towards the promised upturn. This was being done by involving the private sector and local communities in a wide range of projects for urgently needed socio-economic development — with emphasis on ensuring social stability and creating a climate for investment.

The Cape Province's share from the R1-billion fund is R230 million — nearly a quarter — to be used for specially selected job-creating projects throughout the province.

Key man in the implementation of the plan is Minister of Economic Co-ordination and Public Enterprises Dr Dawie de Villiers who heads a Cabinet committee with special responsibility for managing the scheme with the help of top government officials and specialists.

Announcing the plan this week, Dr De Villiers said 667 project applications had been approved at a cost of more than R1 billion. This represented employment for about 59 000 people over an average of 15 months.

The projects included building thousands of classrooms, housing sites, services and centres for the underprivileged.

Dr De Villiers said: "The government is seriously concerned about the extent of the unemployment problem in South Africa and the hardship that accompanies it."

Another issue of serious concern to the government was the threat of more violence, crime and social instability as a result of economic decline and unemployment.

An allocation of R62,4 million, therefore, was made for security services. This amount was earmarked for the building of 59 satellite police stations and 250 police contact points.

This was aimed, in particular, at achieving more

FRANS ESTERHUYSE

Weekend Argus Political Correspondent

community involvement in the policing process and at curbing lawlessness and disorder in numerous communities.

The existing job-creation programme administered by the Department of Manpower was allocated an additional R20 million from the fund.

Mr Ernst van Eck, an economist of the Department of Economic Co-ordination and who is involved in the management of the plan, told Weekend Argus a specific instruction had gone out that as many jobless people as possible had to be employed in projects launched under the scheme.

At the same time, the need for community involvement was being emphasised. Community organisations were being encouraged to accept responsibility for self-help schemes once basic facilities had been provided.

The Cape Province's R230-million share of the pay-out includes an allocation of R182 million to the provincial administration for a wide range of the most urgently needed services, facilities and improvements.

Individual items for the Cape include:

- R81,2 million for basic services and infrastructure like water, electricity, roads and sanitation schemes;

- R4,1 million for community facilities comprising mainly community centres and halls;

- R5,4 million for sports facilities like playing fields, cloakrooms and seating stands;

- R16,1 million for upgrading hostels in black areas;

- R20,75 million for the House of Representatives, mostly for rural areas like the Richtersveld;

- R13,58 million for health-care clinics;

- R61,70 million for roads, R13,1 million for schools under the Department of Education and Training, and R15,5 million for satellite police stations and police contact points.

Guidelines issued by the government for the selection of special projects focussed largely on creating jobs and job opportunities, economic growth and social stability and order.

One of the guidelines stated that the projects "must make a contribution to the relief of the country's economic and stability problems within a fairly short period".

The greatest possible community involvement was called for in identifying projects.

Another guideline said "projects must be imaginative and introduced to the public in such a way that it can change perceptions and restore business confidence".

Tight control is being exercised over the spending of the R1-billion fund.

2 000 Pepkor workers begin strike over pay

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.

VERA VON LIERES

Transport workers to get retirement benefits

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 Witwaters-

VERA VON LIERES

rand 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.

355

8/Day 3/9/91

3/9/91

3/9/91

Pep Stores workers on strike

Sowetan 3/9/91
MORE than 2 000 workers at Pep and Ackermans Stores have been on strike for more pay since Saturday, the SA Commercial, Catering and Allied Workers Union said yesterday.

Workers are demanding a R700 minimum monthly salary and a R150 across-the-board increase, Saccawu assistant general secretary

Mr Kaizer Thibedi said.

The strike followed a Conciliation Board meeting on July 31 which failed to resolve the dispute.

The union also demanded an annual bonus of 75 percent of the monthly salary and that the companies commit themselves to negotiate non-wage issues once the 1991 agreement

was signed.

Thibedi said the employers were offering R139 across-the-board for all employees with more than a year's service.

A minimum salary of R650 was being offered to all employees with more than one year's service, plus an annual bonus of 50 percent of the monthly salary.

The companies had not agreed to negotiate secondary issues such as parental rights, medical aid and a national provident fund.

Thibedi said: "Pepkor is one of the richest retail companies and yet it pays the lowest wages among the retail giants."

"Management's arrogant and paternalistic atti-

tude and their refusal to meet workers' legitimate demands has provoked the strike. Our members have now accepted the inevitable as provoked by their bosses."

Pepkor spokesman Mr George Stander was not immediately available for comment. - *South African Press Association*.

Mayekiso disputes claim that workers are overpaid

Star 5/9/91
By Kaizer Nyatumba
Political Staff

A top trade unionist yesterday disputed Sasol chairman J A Stegmann's claim that salaries paid to semi-skilled and unskilled workers in South Africa had priced the country out of the international market.

In his annual chairman's review, published in newspapers yesterday, Mr Stegmann said South Africa had priced itself out of competitive markets both in terms of its remuneration of semi-skilled and unskilled workers and in terms of the payment and average productivity of skilled workers.

"It is my view," Mr Stegmann said, "that in comparison with the newly industrialised nations, South Africa has succeeded in pricing itself out of the market in terms of its remuneration of workers."

"Whatever the reasons for this state of affairs may be, it

has definitely impeded the global and domestic competitiveness of our economy. It has also contributed greatly to the high level of unemployment, which is perhaps our single most serious challenge for the future."

Moses Mayekiso, general-secretary of the National Union of Mineworkers — one of Cosatu's biggest affiliates — said Mr Stegmann's remarks were "surprising".

South African workers, Mr Mayekiso said, were among the worst paid in comparison to workers in Europe and other parts of the world. They were paid "slave wages", and it was capitalists' bad planning and the system of apartheid which had ruined the economy.

"We would not expect that (comment) to come from an enlightened employer, because employers know clearly that the pittance they pay workers cannot affect the economy," Mr Mayekiso said.

In his review, Mr Stegmann said the problem could only be addressed by appropriate edu-

cational and training policies and by ensuring that the price of the most important of the country's resources, its human resource, properly reflected the relative scarcity or abundance of that resource.

The Sasol boss said the end of sanctions against South Africa was "at last in sight" and that most participants in the constitutional process would agree that a future economic policy should have as its main focus the achievement of an economic growth rate of at least 5 percent a year.

This, he said, could be achieved only if full and open financial relations were restored with the outside world, including institutions such as the International Monetary Fund and the World Bank.

In the meantime, South Africans themselves would have to demonstrate their ability to bring "the persistent unrest" under control and to manage fiscal and monetary affairs in a manner which would inspire confidence in foreign investors.

And now the local cure for high inflation

DEREK TOMMEY

Weekend Argus Correspondent

The cure for high inflation is to hold down labour costs, say the pundits.

And this is exactly what manufacturers — the second-largest employers of labour after the public service — are doing, an analysis of the latest wage and employment figures show.

They show that not only have they been reducing their labour complements, but have been keeping increases in wages and salaries well below the inflation rate.

This helps explain the cold breeze the retail trade is now feeling.

According to Central Statistical Service's figures, manufacturers' monthly wage bills in the 11 months to May grew by only 4,6 percent, from

R2,34 billion to R2,45 billion.

In the same period, the Consumer Price Index rose by around 12 percent.

This means that when adjusted for inflation, manufacturing wages dropped eight percent in real terms between June last year and May this year.

Employment in manufacturing dropped 27 000 to 1,43 million in this period after a wholesale shedding of labour throughout the manufacturing sector.

The food industry shed 3 800 people, the textile industry 3 100, industrial chemicals 1 700, timber 1 200, cement and lime 1 500, metal products 2 600, machinery and equipment 3 300 and motor vehicle assembly 2 500.

Several other sectors shed 500 to 900 people.

It is disturbing to note that the number of people employed in the manufacturing sector at

the end of May was only 3 083

higher than in 1985 when, according to Reserve Bank figures, manufacturing employed 1,430 million, and about 40 000 fewer than in 1984, immediately before sanctions and other trade restraints were imposed.

Had manufacturing been able to maintain at least a three percent growth rate in employment in the troubled 1980s, some 700 000 more people would be in jobs today.

Moving to the wages paid in manufacturing, the average was R1 708 a month — an increase of 6,6 percent on the R1 602 paid last July.

The average white wage rose 8,2 percent in this 11-month period from R3 474 to R3 758 and the average coloured wage 6,9 percent from R1 104 to R1 180.

The average Indian wage rose a somewhat exceptional 15,9 percent from R1 476 to R1 702 and the average black wage 1,7 percent from R1 029 to R1 047.

Adjusted for inflation, the average manufacturing wage dropped 6,2 percent, the average white wage 4,6 percent, the average coloured wage 6,25 percent, the average Indian wage 1,5 percent. The average black wage fell 10,5 percent.

These are not particularly pleasant figures for the average worker in manufacturing.

But they hold out considerable hope that South Africa can eventually bring down its high inflation rate.

It shows that some manufacturers are adjusting to the tougher economic conditions and are preparing to be more aggressive and competitive.

If the government could persuade the public sector that the next wage increase should be in line with those in the private sector, the outlook for curbing inflation would be bright indeed.

Katlehong residents angry over wrong bills

RESIDENTS of the East Rand township of Katlehong are angry after receiving exorbitant electricity bills because of faulty meters.

And they claim that town councillors personally severed power cables to homes when township youths illegally switched electricity back on in the wake of punitive power cuts.

People in the township's upmarket satellite suburb of Spruitview held a march in the area last Friday to present a memorandum to the Transvaal Provincial Administration (TPA) and President F W de Klerk complaining of the local council's incorrect billing.

They said June and July's electricity accounts ranged between R400 and R1 000 for each month and amounts that had already been paid were not credited.

Katlehong Mayor MacDonald Mhlana admitted on Friday that the meters were faulty, and said the council had now decided that the 500 000 residents should pay an interim monthly rate of R86,91 a month while the council's technical department tried to fix the meters.

The Spruitview Ratepayers Association said in the memorandum that it had

THEO RAWANA

offered the services of two chartered accountants to assist the council's treasurer, but the council had failed to take advantage of this.

"As a result of the glaring inefficiency and unmitigated incompetence of the Katlehong Town Council, the residents of Spruitview have no option but to cast a vote of no-confidence against it."

It said the residents had resolved to ignore the council's accounts and pay a flat monthly rate of R100.

But Katlehong Civic Association (KCA) president Paul Sehloho said the residents he represented had resolved to continue with a total rent and services boycott, pending the resumption of talks with the TPA and the Germiston City Council.

He said negotiations on services had broken down earlier this year when money paid to the council for electricity had failed to reach the supplier, Eskom.

Sehloho said his executive was working on a date to resume talks with the TPA.

He also alleged that councillors had cut cables to households which had not been paying the bills.

Union declares disputes at Mama's Pies

THE Food and Allied Workers' Union (Fawu) has declared a dispute at three Mama's Pies factories in Cape Town, Johannesburg and Durban.

VERA VON LIERES

reach an early settlement.

Negotiations, which started in June, affected about 800 workers.

Spokesman Ernest Theron said yesterday the union had, in the course of negotiations, dropped its wage demand from a 35% across-the-board increase to 15,9% in an effort to

He said Mama's Pies had offered 8% during the second round of talks, but then told Fawu it planned to withdraw and remove the 8% offer.

After the union lobbied all Premier Food Indus-

tries divisions, the company agreed to continue wage talks and reinstated the offer, Theron said.

However, the parties failed to reach agreement.

A spokesman for Premier Food Industries said yesterday it was premature to comment on the dispute as a meeting between the parties had been scheduled in Cape Town for today.

Wages go up by 15 percent

Sowetan 10/9/91 (355)
THE number of workers in South African non-government jobs rose by 0,2 percent in the first quarter of this year, but total wages rose by 15,1 percent compared to the same period in 1990, according to figures released on Monday by South African Central Statistical Services.

The number of jobs was 4 504 603 and the payroll amounted to R23 214 864 at the end of March this year.

Over 4 000 retail staff on strike

By Shareen Singh

The retail sector has been hit with major strikes involving more than 4 000 workers at stores owned by the Pepkor and Edgars groups nationally.

At Ackermans and Pep stores some 2 000 workers were in the tenth day of their wage strike, the South African Commercial Catering and Allied Workers Union said yesterday. Eight stores had been closed, according to the union.

Saccawu spokesman Kaizer Thibedi said the union had demanded a 10 percent across-the-board increase of R150 and a minimum wage of R700. The current minimum wage was R520.

A Pepkor spokesman said 307 stores had been affected by the strike by 1 620 workers, but the numbers were growing daily.

The company's wage offer of 20,1 percent at Pep stores and 17,3 percent at Ackermans were well above other settlements this year, he said.

More than 2 000 Edgars group workers at Sales House, Edgars, Jet stores and Express stores were in the fifth day of their strike yesterday.

Workers had demanded a monthly minimum wage of R1 000 and R200 across the board. The minimum wage was R700.

Also central to the Edgars group dispute was the union's demand for March 21 and June 16 as paid holidays.

"Most companies organised by Saccawu have agreed to grant these two days as paid holidays and it is not an issue any more," Mr Thibedi said.

The strikes had been marked by widespread picketing and demonstrations.

In Natal, about 1 000 Fedics group workers had been on a wage strike since last week and at City Deep in Johannesburg some 500 workers at Freshmark fruit and vegetable company had been locked out by management after they refused to accept a final wage offer.

Major national strikes were brewing at Ellerines and City Lodge where Saccawu was balloting its members following a wage deadlock.

The union had more than 4 000 members at Ellerines and about 2 000 at City Lodge, Mr Thibedi said.

'Cinderella' ²⁵ domestics in from the cold ^{29th}

SOUTH AFRICA's cinderella domestic sector moved decisively towards official regulation this week with the publication of far-reaching recommendations by the National Manpower Commission.

The recommendations, published in the *Government Gazette* for comment today, are the fruits of an NMC probe ordered last year by Manpower Minister Eli Louw and are likely to lead to legislation in 1993.

They call for the inclusion of the country's 800 000 domestics under the Labour Relations Act (LRA) and the Basic Conditions of Employment Act (BCEA), with adjustments to take account of the sector's peculiar circumstances. These include provision for a small labour court and a simplified conciliation procedure.

The historical exclusion of domestics from both Acts means they cannot join registered unions, use the industrial court or the official dispute-settling machinery; have no redress against unfair dismissal or victimisation; and no right to paid leave, restrictions on working hours or regulation of overtime.

Union organisation in the sector is embryonic: the NMC report puts the paid-up membership of the Congress of South African Trade Unions' South African Domestic Workers' Union and the National Council of Trade Unions' Black Domestic Workers' Union at 14 525 and 8 434 respectively.

The NMC also recommends in principle that domestic workers be covered by the Unemployment Insurance Act and Workmen's Compensation Act,

Domestic workers — long excluded from labour legislation — may soon have official regulation if extensive recommendations by the National Manpower Commission come into effect, reports

DREW FORREST

but proposes the creation of a working group — consisting of members of the NMC's domestic workers' committee, Manpower Department representatives and workmen's compensation and employment insurance officials — to investigate the administrative implications of their inclusion.

As the key modification of the LRA, the commission recommends that domestic workers and employers should have the option of using an industrial court or the small-labour court for legal redress. Although part of the industrial court system, the latter would have simplified procedures, no right of appeal and no professional representation.

Some conciliation or mediation would be required before court action. As formal conciliation boards were not suitable for the domestic sector, this could take the form of a simple meeting between the parties.

A mediator could be any person not directly involved in the dispute, the commission suggests.

The NMC also suggests that the proposed unfair labour practice code, which would serve as a non-statutory guideline admissible as evidence in court, might be modified for the do-



Special circumstances ... Certain Acts will be modified to allow the extension of worker rights to domestics Photo: GUY ADAMS

estic workforce. Some commission members held that incompatibility might be grounds for dismissal, that dismissal procedures need not be followed during an agreed probationary period and that a cash award could replace reinstatement where the employment relationship had broken down.

The NMC recommends that domestic workers should be covered by most provisions of the BCEA including those on working hours (a maximum of 46 hours a week), overtime (a maximum of 10 hours a week), paid leave (14 days a year), maternity leave, and

child labour (no employee should be under 15 years). Adjustments include an additional four hours' voluntary overtime for workers tending children, the sick or the aged, and a maximum "spread-over" of 14 hours for live-in domestics. The commission also recommends the inclusion of two new provisions in the BCEA — one enabling domestics to take civil action for the recovery of money due to them, and the other preventing employers from victimising workers who refuse to breach the Act, or who discuss their employment conditions with others.

LABOUR BRIEFS

Saccawu strike goes on

■ About 3 000 South African Commercial, Catering and Allied Workers Union members remained on strike over wages this week at 282 Pep Stores and Ackerman's outlets and 40 Edgars shops countrywide. *W/M*

Support for both strikes is scattered: five Pep/Ackermans stores have been closed and all Edgars outlets are continuing to operate. *13/9-19/9/91*

Management is claiming the Edgars strike is illegal, as the ballot failed to secure sufficient support. The parties are not that widely separated: the union demands a R200 across-the-board increase, while management has offered R180 and a further R20 after six months. *(355) (162)*

Saccawu's Kaizer Thibedi said there was little prospect of immediate settlement in the 10-day Pep/Ackerman's strike, which is concentrated in the Transvaal. Management said its offer of a 20,1 percent rise at Pep and 17,3 percent at Ackermans was "well above other settlements this year".

Union welcomes proposal

By Zingisa Mkhuma

Star 16/9/91(355)

The South African Domestic Workers Union (Sadwu) has welcomed recent National Manpower Commission proposals that domestic workers should fall under the protection of the Basic Conditions of Employment Act.

But the union has slated the commission for ignoring their demands for the workers to be included in the Wage Act.

Sadwu said although the commission had accepted the majority of their proposals, they would not be satisfied until the Government included domestic workers in the Wage Act,

Sadwu's general secretary, Florence de Villiers, said: "Demands for a living wage were the sore part of the proposals we have made to the Government since 1980.

"Recommending guidelines on wages and not on the Wage Act is not enough. We won't be satisfied until the Wage Act is implemented."

Miss de Villiers pointed out that the union is demanding R450 a month for all its workers but may increase the amount after their national congress in October.

She strongly criticised employers who still paid their workers amounts below the recommended minimum wage.

Edgars goes to court for ruling on national strike

31 Day 17/9/91

VERA VON LIERES

EDGARS had applied to the industrial court for a ruling on the legality of a strike by more than 1 300 SA Commercial, Catering and Allied Workers Union (Saccawu) members, group human resources executive Don Findlay said yesterday.

Findlay said the national strike had entered its second week yesterday and 54 out of 364 Edgars stores were affected by strike action which included picketing.

Saccawu national organiser Paul Kashe said yesterday the union would oppose the action, which would be heard on Wednesday.

He said the countrywide strike by 2 000 Saccawu members in the Pepkor Group entered its third week yesterday. Strike action at Pep Stores and Ackermans included picketing, pamphleteering and sit-ins. Saccawu claimed eight stores had been closed

as a result of picketing.

Pep human resources director Piet Brand said yesterday 270 Pep Stores shops, a warehouse and 53 Ackermans shops had been drawn into the strike by Friday. About 1 357 Pep Stores workers and 333 Ackermans workers were involved.

"No stores are closed at present," Brand said.

He said management still regarded the strike as illegal and claimed the majority of union members had not voted "yes" for industrial action. While management did not want to make an issue out of this, it had told the union that "we reserve our rights in this regard".

Wage demands are central to both disputes. Workers in the Pepkor Group are demanding a R700 month-

ly minimum plus a R150 across-the-board increase for its members. Brand said workers at Pep and Ackermans had been offered increases of 20,1% and 17,3% respectively.

At Edgars, Saccawu is demanding a R200 across-the-board increase for its members. The company has offered R180 across-the-board which will rise by R20 after six months.

The union said 100 workers had been arrested at Pep Stores and Ackermans on charges of picketing by yesterday.

Saccawu assistant general secretary Kaiser Thibedi said yesterday the union was ready to resume negotiations with managements of Edgars Group and Pep/Ackermans stores as soon as possible, Sapa reports.

Thibedi told a news conference that union members proposed further mediation between management and the union at a meeting on Sunday.



VERA VON LIERES

Fa
ml

Cleaners shut Natal schools

By Shareen Singh

More than 200 schools and tertiary institutions in Natal have been shut or partially shut since last week due to a wage strike by about 7,000 cleaning staff.

The strike has affected mainly Indian schools under the House of Delegates.

According to the Transport and General Workers' Union (TGWU), the workers, employed by sub-contracting companies, have demanded that wage increases be negotiated with the TGWU, rather than determined by the National Contract Cleaners' Association. *Star 18/1/77*

They are demanding a minimum wage of R1 000. (355)

Delmas locks out 700 Fawu members

Sowetan 19/9/91.

355

By SELLO MOTLHABAKWE

ABOUT 700 members of the Food and Allied Workers Union employed by Delmas Milling Company in Randfontein were yesterday locked out by management following a wage dispute with the union.

A union spokesman said negotiations with management over an increased wage deal became deadlocked in April. The lockout was in response to a ballot held on Tuesday in favour of a strike.

The union is demanding a R42 across-the-board weekly wage or a 19 percent increase, whichever is greater.

Management has offered a R40 weekly wage increase for general workers, R45 for unspecified others and R55 for drivers. The union has rejected the offer.

Mr C Morland, manager of the company, confirmed that Fawu members were on strike. A statement said that the Food and Beverage Workers Union had accepted the management's offer of a 14 percent increase.

Casual workers have been hired to maintain production.

blankets and rugs other than carpeting rugs; all dyeing, printing and finishing processes directly connected with any or all of the above-mentioned manufacturing activities, and includes industrial commission dyeing, printing and finishing of fibres, yarns, threads, and woven and knitted fabrics,

but excludes—

the manufacture of carpets, mats, matting and linoleum; cables, cordages, ropes and twines; and any yarn production processes directly and solely based on any or all of the above excluded processes; the manufacture of household and domestic textiles from fabrics not of own manufacture, such as purchased fabrics; the manufacture of knitted fabrics and ancillary processes solely for own production of knitted garments and hosiery; the manufacture of bags and sacks; wool scouring and combing; cotton ginning and fibre working; the manufacture of tents and tarpaulins from fabrics not of own manufacture and the manufacture of pressed felts and paddings.”.

E. VAN DER MERWE LOUW

Minister of Manpower.

ging van komberse en reisdekens; en alle kleur-, druk- en afwerkprosesse wat direk aan enige van of al die bogenoemde vervaardigingsaktiwiteite verbind is, met inbegrip van nywerheidskontrakkleuring, bedrukking en afwerking van vesels, gare, draad en geweefde en gebreide tekstielstowwe,

maar uitgesonderd—

die vervaardiging van tapyte, matte, matstof en linoleum; kabels, touwerk, lyn en koord; en enige gare-vervaardigingsprosesse wat direk en alleenlik op enige van of al die bogenoemde uitgeslote prosesse gebaseer is; die vervaardiging van huishoudelike en huistekstielstowwe uit stowwe wat nie self vervaardig word nie, soos aangekoopte tekstielstowwe; die vervaardiging van gebreide tekstielstowwe en aanvullende prosesse alleenlik vir eie vervaardiging van gebreide kledingstukke en kousware; die vervaardiging van sakke en sakkies; wolwassery en wolkammery; katoenafpluising en veselbewerking; die vervaardiging van tente en bokseile van stowwe wat nie self vervaardig word nie; en die vervaardiging van geperste vilt en opstopsels.”.

E. VAN DER MERWE LOUW,

Minister van Mannekrag.

No. R. 2269

20 September 1991

MANPOWER TRAINING ACT, 1981

METAL AND ENGINEERING INDUSTRIES ARTISAN TRAINING BOARD: AMENDMENT OF CONDITIONS OF APPRENTICESHIP WITH REGARD TO WAGES

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby amend with effect from the first Monday after the date of publication of this notice, Government Notice No. R. 1746 of 26 July 1991 by the substitution for clause 3 (1) of the Conditions of Apprenticeship with regard to Wages, of the following clause:

“3. (1) An employer shall pay an apprentice weekly at not less than the rates specified hereunder:

<i>Year of apprenticeship</i>	<i>Weekly rate</i>
First year.....	R216
Second year	R240
Third year	R288
Fourth year	R431.”.

E. VAN DER MERWE LOUW,

Minister of Manpower.

No. R. 2269

20 September 1991

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSRAAD VIR AMBAGSLUI IN DIE METAAL- EN INGENIEURSNYWERHEDE: WYSIGING VAN LEERVOORWAARDES MET BETREKKING TOT LONE

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981, wysig hierby, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing No. R. 1746 van 26 Julie 1991, deur klousule 3 (1) van die Leervooraardes met betrekking tot Lone, deur die volgende klousule te vervang:

“3. (1) 'n Werkgewer moet 'n vakleerling weekliks besoldig teen minstens die skale hieronder uiteengesit:

<i>Jaar van vakleerlingskap</i>	<i>Weeklikse skaal</i>
Eerste jaar	R216
Tweede jaar.....	R240
Derde jaar.....	R288
Vierde jaar	R431.”.

E. VAN DER MERWE LOUW,

Minister van Mannekrag.

3. KLOUSULE 8: BYDRAES

Vervang klousule 8.3 deur die volgende:

"8.3 Lys van Bydraes

	Kolom 1	Kolom 2	Kolom 3
	Werknemer se bydrae	Werkgewer se bydrae	Werkgewer se eie bydrae
	R	R	R
Werkende werkgewer, nie-werkende werkgewer, persoon wat 'n direkteur of aandeelhouer is in 'n maatskappy wat 'n werkgewer in die bedryf is en 'n lid van 'n beslote korporasie wat 'n werkgewer in die bedryf is			6,50
Haarkapper (wat ook al) die kode op die Sertifikaat om Haarkappery te bedryf):			
Eerste jaar na kwalifikasie			
Daarna	5,80	2,90	
Vakleerling en/of leerlinghaarkapper:			
Eerste jaar	1,70	0,85	
Tweede jaar	2,20	1,10	
Derde jaar	2,80	1,40	
Daarna	2,80	1,40	
Manikuris en/of skoonheidskundige:			
Eerste drie maande ondervinding	1,50	0,75	
Tweede drie maande ondervinding	1,80	0,90	
Derde drie maande ondervinding	1,90	0,95	
Daarna	4,10	2,05	
Ontvangsdame/Telefonis	4,00	2,00	
Sjampoeis	2,80	1,40	
Operateur	3,00	1,50	
Algemene assistent	1,70	0,85	
Minderjarige	1,70	0,85"	

Namens die partye op hede die 28ste dag van Mei 1991 te Roodepoort onderteken.

J. DANIEL,
Voorsitter.

M. MULLER,
Ondervoorsitter.

J. A. MARTIN,
Sekretaris.

No. R 2276

20 September 1991

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, NATAL: RE-ENACTMENT OF THE MAIN AGREEMENT

I, Eli van der Merwe Louw, 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 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 30 June 1992, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisation or union; and

No. R. 2276

20 September 1991

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, NATAL: HERBEKRAGTING VAN DIE HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms 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 30 Junie 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2 and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1992, 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 said Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (NATAL)

MAIN AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Natal Clothing Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Clothing Industry (Natal).

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Clothing Industry (Natal) —

(a) by all employers who are members of the employers' organisation and who are engaged in the Clothing Industry (Natal) and by all employees who are members of the trade union and who are employed in the said Industry;

(b) in the Magisterial Districts of Chatsworth, Durban, Inanda, Pinetown, Pietermaritzburg and Lower Tugela.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in the Agreement published under Government Notice No. R. 46 of 11 January 1980, as amended.

(3) The terms of this Agreement shall not apply to employers who are not members of the employer's organisation and who employ five or fewer employees: Provided that such employers may elect to voluntarily comply with the provisions of this Agreement.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Manpower in terms of section 48 (1) of the Act and shall remain in force for the period ending 30 June 1992 or for such period as may be determined by him.

3. SPECIAL PROVISIONS

The provisions of clauses 7 (6) (x), 20, 21, 21(bis), 22 and 25 of the agreement published under Government Notices Nos. R. 46 of 11 January 1980, R. 2774 and R. 2775 of 24 December 1982, R. 2606 of 30 November 1984, R. 918 and R. 919 of 26 April 1985, R. 2175 of 17 October 1986, R. 2721 of 24 December 1986, R. 393 of 27 February 1987, R. 2890 of 31 December 1987, R. 1462 of 22 July 1988, R. 1684 of 19 August 1988, R. 2417 of 9 December 1988, R. 1459 of 7 July 1989, R. 2112 of 29 September 1989 and R. 2310 of 28 September 1990 (hereinafter referred to as the "Former Agreement") as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalinge van die genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2 en 3 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 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 genoemde Ooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (NATAL)

HOOFOOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Natal Clothing Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Clothing and Textile Workers' Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Natal).

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Klerasienywerheid (Natal) nagekom word —

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en by die klerasienywerheid (Natal) betrokke is en deur alle werknemers wat lede van die vakvereniging is en wat in genoemde Nywerheid werksaam is;

(b) in die landdrostdistrikte Chatsworth, Durban, Inanda, Pinetown, Pietermaritzburg en Lower Tugela.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms slegs van toepassing ten opsigte van die werknemers vir wie lone voorgeskryf word in die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 46 van 11 Januarie 1980, soos gewysig.

(3) Hierdie Ooreenkoms is nie van toepassing nie op werkgewers wat nie lede van die werkgewersorganisasie is nie en wat vyf of minder werknemers in diens het: Met dien verstande dat sodanige werkgewers vrywilliglik aan die Ooreenkoms kan voldoen indien hulle dit verkies.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Mannekrag kragtens artikel 48 (1) van die Wet vasstel, en bly van krag vir die tydperk eindigende 30 Junie 1992 of vir die tydperk wat hy bepaal.

3. SPESIALE BEPALINGS

Die bepalinge soos vervat in klousules 7 (6) (x), 20, 21, 21(bis), 22 en 25 van die Ooreenkoms gepubliseer by Goewermentskennisgewings Nos. R. 46 van 11 Januarie 1980, R. 2774 en R. 2775 van 24 Desember 1982, R. 2606 van 30 November 1984, R. 918 en R. 919 van 26 April 1985, R. 2175 van 17 Oktober 1986, R. 2721 van 24 Desember 1986, R. 393 van 27 Februarie 1987, R. 2890 van 31 Desember 1987, R. 1462 van 22 Julie 1988, R. 1684 van 19 Augustus 1988, R. 2417 van 9 Desember 1988, R. 1459 van 7 Julie 1989, R. 2112 van 29 September 1989 en R. 2310 van 28 September 1990 (hierna die "Vorige Ooreenkoms" genoem) soos verder verleng, hernieu, gewysig of herbekragtig van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 7 (6) (ix), 7 (6) (xi) to 19, 23, 24, 26 to 28 of the Former Agreement, as further extended, renewed, amended or re-enacted from time to time shall apply to employers and employees.

5. CLAUSE 4: WAGES

(1) Substitute the following for subclause (1):

"(1) No employer shall pay and no employee shall accept wages lower than the weekly wages prescribed hereunder:

4. ALGEMENE BEPALINGS

Die bepalinge soos vervat in klousules 3 tot 7 (6) (ix), 7 (6) (xi) tot 19, 23, 24, 26 tot 28 van die Vorige Ooreenkoms soos verder verleng, hernieu, gewysig of herbekragtig van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

5. KLOUSULE 4: LONE

(1) Vervang subklousule (1) deur die volgende:

"(1) Geen loon wat laer is as die minimum weeklone hieronder voorgeskryf mag deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

355

Period	Occupation	Number of months' experience in the Industry (inclusive)									
		0-6	7-12	13-18	19-14	25-30	31-36	37-42	43-48	Meer as 48	
From the date of coming into operation of this Agreement	Head cutter	R 312,50	R	R	R	R	R	R	R	R	
From the date of coming into operation of this Agreement	Assistant head cutter	244,50									
From the date of coming into operation of this Agreement	Cutter and trimmer	→	118,50	132,00	145,50	161,50	188,50				
From the date of coming into operation of this Agreement	Bandknife cutter	→	129,50	145,00	160,00	178,00	201,00				
From the date of coming into operation of this Agreement	Mechanic	→	155,50	179,00	205,00	231,50	259,50	285,50	311,00	337,50	
From the date of coming into operation of this Agreement	Grade I employee	→	121,50	133,00	144,00	182,50					
From the date of coming into operation of this Agreement	Grade II employee	→	121,50	159,00							
From the date of coming into operation of this Agreement	Grade A employee	→	128,50	164,00							
From the date of coming into operation of this Agreement	Clerical employee	→	139,50	157,50	172,50	205,00					
From the date of coming into operation of this Agreement	Foreperson	→	237,00								
From the date of coming into operation of this Agreement	Watchman	164,00									
From the date of coming into operation of this Agreement	Driver: Motor vehicle, the unladen mass of which — 1. does not exceed 454 kg...	154,50									
From the date of coming into operation of this Agreement	2. exceeds 454 kg but does not exceed 2 722 kg	174,00									
From the date of coming into operation of this Agreement	3. exceeds 2 722 kg but does not exceed 4 540 kg	205,00									
From the date of coming into operation of this Agreement	4. exceeds 4 540 kg	248,50									

(355)

Period	Occupation	Number of months' experience in the Industry (inclusive)									
		0-6	7-12	13-18	19-24	25-30	31-36	37-42	43-48	Meer as 48	
From the first pay-week in January 1992.....	Head cutter.....	R 338,00	R	R	R	R	R	R	R	R	
From the first pay-week in January 1992.....	Assistant head cutter.....	264,50									
From the first pay-week in January 1992.....	Cutter and trimmer.....	→	128,00	143,00	157,50	174,50	204,00				
From the first pay-week in January 1992.....	Bandknife cutter.....	→	140,00	157,00	173,00	192,50	217,50				
From the first pay-week in January 1992.....	Mechanic.....	→	168,50	193,50	222,00	250,50	281,00	309,00	336,50	365,00	
From the first pay-week in January 1992.....	Grade I employee.....	→	131,50	144,00	156,00	197,50					
From the first pay-week in January 1992.....	Grade II employee.....	→	131,50	174,00							
From the first pay-week in January 1992.....	Grade A employee.....	→	139,00	179,00							
From the first pay-week in January 1992.....	Clerical employee.....	→	151,00	170,50	186,50	222,00					
From the first pay-week in January 1992.....	Foreperson.....	→	256,50								
From the first pay-week in January 1992.....	Watchman.....	179,00									
From the first pay-week in January 1992.....	Driver: Motor vehicle, the unladen mass of which — 1. does not exceed 454 kg...	169,50									
From the first pay-week in January 1992.....	2. exceeds 454 kg but does not exceed 2 722 kg	189,00									
From the first pay-week in January 1992.....	3. exceeds 2 722 kg but does not exceeds 4 540 kg	222,00									
From the first pay-week in January 1992.....	4. exceeds 4 540 kg.....	269,00									

N.B.—Where wages are to be increased on the basis of experience, the last amount shown opposite each occupation is the rate of pay for a qualified employee.

Whenever a qualified Grade II employee is transferred to another occupation classified as the work of a Grade I employee, he shall receive not less than his existing rate of pay for a period of six months and thereafter, on completion of that period, he shall receive his next increment and thereafter the prescribed increments in his new occupation. An unqualified Grade II employee who is transferred to another occupation classified as the work of a Grade I employee shall be paid not less than the wage he was receiving prior to his transfer but shall be paid the prescribed increments in his new occupation."

(2) Substitute the following for sub-clause (4) (a):

"(4) (a) Any increase in the wage to which a learner becomes entitled as a result of previous experience shall become payable on the accruing date unless the employee has been absent from work of his own accord for a longer period, or periods, than seven days in the aggregate in any of the six monthly qualifying periods provided for in this clause. The accruing date, when an increase of wage falls due to him, may be advanced to the equivalent of the number of days in excess of seven days that he has been absent from work of his own accord in any of his six monthly qualifying periods."

6. CLAUSE 12: HOLIDAY LEAVE

(1) Substitute the following for sub-clause (1):

"(1) (a) Half-day on the Thursday before Good Friday, Good Friday, Family Day, Workers' Day, Ascension Day, Republic Day, Day of the Vow, Christmas Day, Day of Goodwill and New Year's Day shall be paid holidays.

(b) Notwithstanding paragraph (a), employees shall be entitled to one additional day's holiday leave per annum the date of which shall be decided on by the Industrial Council in January of each year, and such day shall be regarded as a paid public holiday.

(c) Subject to subclause (2) hereof, payment for the days in subclause (1) (a) and (b) hereof shall be made not later than the first pay-day succeeding such day.

(d) Should any of the public holidays referred to in this subclause fall on a Saturday or Sunday, each employee shall be paid in respect of each such day the wage he would have been entitled to for a normal working day. For the purposes of this subclause, 'half-day' means, in the case of employees referred to in clause 8 (1) (a), four and a half hours immediately after starting time and in the case of employees referred to in clause 8 (1) (b), four and a quarter hours immediately after starting time."

(2) Substitute the following for subclause (2) (a):

"(2) (a) Every employer shall, each year during which this Agreement is in operation, subject to the provisions of sub-clause (9) of this clause, between 15 December and 15 January ensuing grant to each of his employees, whether employed on piece-work or on time-work, who has been in his employ for a continuous period of not less than 12 months prior to the date of granting leave, not less than three consecutive weeks' holiday leave at 15 days' wages, plus three days' pay in respect of Christmas Day, Day of Goodwill and New Year's Day falling within such leave period: Provided that when Day of the Vow falls within the period of holiday leave, it may be added to the said period of holiday leave on full pay. For the purposes of this subclause, 'day's wage' shall mean the weekly wage divided by five."

L.W.—Indien lone na aanleiding van ondervinding verhoog moet word, is die laaste bedrag teenoor elke beroep die loonskaal vir 'n gekwalifiseerde werknemer.

Wanneer 'n gekwalifiseerde werknemer graad II oorgeplaas word na 'n ander beroep wat as die werk van 'n werknemer graad I geklassifiseer word, moet hy minstens sy bestaande besoldiging vir 'n tydperk van ses maande ontvang en daarna, nadat hy die tydperk voltooi het, sy volgende salarisverhoging en daarna die voorgeskrewe salarisverhogings vir sy nuwe beroep. 'n Ongekwalfiseerde werknemer graad II, wat oorgeplaas word na 'n ander beroep wat as die werk van 'n werknemer graad I geklassifiseer word, moet minstens die besoldiging wat hy voor sy oorplasing ontvang het betaal word, maar moet die voorgeskrewe verhogings vir sy nuwe beroep ontvang."

(2) Vervang subklousule (4) (a) deur die volgende:

"(4) (a) 'n Verhoging in die loon waarop 'n leerling geregtig word as gevolg van vorige ondervinding, is betaalbaar op die datum waarop dit aan hom verskuldig word, tensy die werknemer uit eie beweging van sy werk afwesig was vir 'n langer tydperk of tydperke as altesaam sewe dae in enige kwalifiserende tydperk van ses maande waarvoor daar in hierdie klousule voorsiening gemaak word. Die datum waarop 'n loonsverhoging aan sodanige leerling verskuldig word, kan vorentoe geskuif word met dieselfde getal dae wat hy meer as sewe dae uit eie beweging van sy werk afwesig was in enige kwalifiserende tydperk van ses maande."

6. KLOUSULE 12: VAKANSIEVERLOF

(1) Vervang subklousule (1) deur die volgende:

"(1) (a) Die halfdag op die Donderdag voor Goeie Vrydag, Goeie Vrydag, Gesinsdag, Werkersdag, hemelvaartsdag, Republiekdag, Geloftedag, Kersdag, Welwillendheidsdag en Nuwejaarsdag is vakansiedae met besoldiging.

(b) Ondanks paragraaf (a) is werknemers op een addisionele dag verlof per jaar geregtig, waarvan die datum bepaal moet word deur die Nywerheidsraad in Januarie van elke jaar, en sodanige dag moet as 'n betaalde openbare feesdag beskou word.

(c) Behoudens subklousule (2) hiervan, moet betaling vir die dae genoem in subklousule (1) (a) en (b) hiervan voor of op die eerste betaaldag na sodanige dag geskied.

(d) Indien enigeen van die openbare vakansiedae in hierdie subklousule bedoel, op 'n Saterdag of Sondag val, moet elke werknemer ten opsigte van elke sodanige dag die loon betaal word waarop hy geregtig sou gewees het vir 'n gewone werkdag. Vir die toepassing van hierdie subklousule beteken 'halfdag', in die geval van werknemers in klousule 8 (1) (a) bedoel, vier en 'n half uur onmiddellik na begintyd en in die geval van werknemers in klousule 8 (1) (b) bedoel, vier en 'n kwart uur onmiddellik na begintyd."

(2) Vervang subklousule (2) (a) deur die volgende:

"(2) (a) Behoudens subklousule (9) van hierdie klousule, moet elke werkgewer elke jaar waartydens hierdie Ooreenkoms in werking is, tussen 15 Desember en die daarop volgende 15 Januarie, aan elkeen van sy werknemers, hetsy in diens op stukwerk of op tydwerk, wat 'n aaneenlopende tydperk van minstens 12 maande in sy diens was voor die datum waarop verlof toegestaan word, minstens drie agtereenvolgende weke vakansieverlof toestaan met 15 dae se loon, asook drie dae se besoldiging ten opsigte Kersdag, Welwillendheidsdag en Nuwejaarsdag wat in sodanige verlof-tydperk val: Met dien verstande dat indien Geloftedag binne die tydperk van vakansieverlof val, dit met volle besoldiging by genoemde tydperk vakansieverlof gevoeg kan word. Vir die toepassing van hierdie subklousule beteken 'dag se loon' die weekloon gedeel deur vyf."

7. CLAUSE 12(bis): MATERNITY LEAVE

Substitute the following for subclause (2) (c):

"(2) (c) 'eligible employee' shall mean a permanent employee, other than a casual or temporary employee, who is or was pregnant and who has been in the continuous service of the same employer for a minimum period of 12 months."

8. CLAUSE 19: COUNCIL FUNDS

Substitute the following for subclause (3):

"(3) Whenever criminal proceedings are instituted against an employer for the failure to pay outstanding contributions and/or subscriptions for one or more of all of the following, i.e. Council levies, Provident Fund contributions, Sick Benefit Fund contributions, Training Fund contributions, trade union subscriptions, employers' association subscriptions, holiday pay and arrear wages, the employer shall pay interest on such amounts outstanding, calculated from the date or dates when such amounts become due and payable at the bank prime rate prevailing at the same date."

9. CLAUSE 27: SICK BENEFIT FUND

Substitute the following for subclause (9) (c):

"(9) (c) in any calendar year, sick pay equal to half a day's wage prescribed in clause 4 for each day of absence from work through illness to a maximum of 40 days' absence: Provided that a member shall not be entitled to any sick pay whatsoever in respect of a period of absence of two days or less unless they constitute the first two days of a period of not less than three continuous days' absence, in which case such member shall receive for a period of absence which is limited to three days, one day's sick pay. No claim for sick pay shall be recognised if lodged after the expiry of six calendar months, calculated from the date of fitness for work indicated on the medical certificate. In cases of permanent unfitness, the period of six months shall be calculated from the last day in respect of which sick pay is due."

Signed at Durban, on behalf of the parties, this 22nd day of January 1991.

A. B. ROLANDO,
Chairman of the Council.

E. BEAUMONT,
Vice-Chairman of the Council.

R. E. REDFERN,
Secretary of the Council.

7. KLOUSULE 12(bis): KRAAMVERLOF

Vervang subklousule (2) (c) deur die volgende:

"(2) (c) 'werknemer wat vir kraamverlof kwalifiseer' 'n permanente werknemer, uitsonderd 'n los of tydelike werknemer, wat swanger is of was en wat vir 'n minimum tydperk van 12 maande ononderbroke in diens is van dieselfde werkgever."

8. KLOUSULE 19: FONDSE VAN DIE RAAD

Vervang subklousule (3) deur die volgende:

"(3) Wanneer geregtelike stappe gedoen word teen 'n werkgever wat versuim het om uitstaande bydraes en/of ledegeld oor te betaal vir een of meer van of al die volgende, d.w.s. Raadsfondse, Voorsorg- en Siektebystandsfondsdraes, Opleidingsfondsdraes, vakverenigingledegeld en die ledegeld van die werkgewersorganisasie, vakansieverlofgeld en agterstallige lone, moet die werkgever rente betaal op sodanige uitstaande bedrae, bereken vanaf die datum of datums waarop genoemde bedrae betaalbaar word teen die heersende prima bankkoers."

9. KLOUSULE 27: SIEKTEBYSTANDSFONDS

Vervang subklousule (9) (c) deur die volgende:

"(9) (c) in enige kalenderjaar, siektebesoldiging gelyk aan 'n halfdag se loon voorgeskryf in klousule 4 vir elke dag afwesigheid van die werk as gevolg van siekte tot 'n maksimum van 40 dae afwesigheid: Met dien verstande dat 'n lid nie op siektebesoldiging ten opsigte van tydperke van afwesigheid van twee dae of korter geregtig is nie, tensy hulle die eerste twee dae uitmaak van 'n tydperk van minstens drie agtereenvolgende dae afwesigheid. In welke geval sodanige lid een dag se siektebesoldiging moet ontvang vir 'n tydperk van afwesigheid wat tot drie dae beperk is. Geen eis vir siektebesoldiging word erken nie indien dit ingedien word na verstryking van ses kalendermaande, gereken vanaf die datum van geskiktheid vir werk, soos gemeld in die mediese sertifikaat. In gevalle van permanente ongeskiktheid moet die tydperk van ses maande gereken word vanaf die laaste dag ten opsigte waarvan siektebesoldiging verskuldig is.

Namens die partye op hede die 22ste dag van Januarie 1991 te Durban onderteken.

A. B. ROLANDO,
Voorsitter van die Raad.

E. BEAUMONT,
Ondervoorsitter van die Raad.

R. E. REDFERN,
Sekretaris van die Raad.

No. R. 2277

20 September 1991

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, NATAL: RE-ENACTMENT OF THE PROVIDENT FUND AGREEMENT

I, Eli van der Merwe Louw, 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 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 30 June 1992, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisation or union; and

No. R. 2277

20 September 1991

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, NATAL: HERBEKRAGTING VAN DIE VOORSORGFONDSOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms 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 30 Junie 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

LABOUR BRIEFS

CWIU settles with petrol firms

16/9/91
26/9/91
20/9/91
The Chemical Workers' Industrial Union has settled with the three petrol companies hit by wage strikes. Caltex was granted a 16 percent increase, while BP workers won 16,3 percent. The minimum wage at Caltex is now R1 441 and at BP, R1 480.

In terms of both settlements, workers will receive increased educational assistance, shift and travel allowances.

In an important breakthrough for the CWIU, Caltex has agreed to participate in the union-initiated Chemical Industry's National Provident Fund while BP will begin negotiating participation in a centralised bargaining forum.

BP has also granted 10 days' "sports" leave for workers involved in sports.

Union sources said that the dispute at Total had also been settled, but that there was some disagreement on the final draft of the settlement. The union was finalising this agreement.

Sunday, Good Friday, Family Day, Workers' Day, Ascension Day, Republic Day, Day of the Vow, Christmas Day and New Year's Day, and, in Area F, any day, other than Saturday, Sunday, Good Friday, Family Day, Workers' Day, Ascension Day, Day of the Vow, Christmas Day and New Year's Day, and, in all Areas, any day, other than the annual leave period in terms of clause 37 of Part I of this Agreement, in respect of the ordinary hours of work prescribed in clause 10 of Part I of this Agreement."

3. CLAUSE 39(ter) OF PART I OF THE FORMER AGREEMENT.—MEDICAL AID FUND

(1) In subclause (4) (a), substitute the expression "41½c" for the expression "33c".

(2) In subclause (5) (a), substitute the expression "R33,00" for the expression "R26,40".

Signed at Port Elizabeth, on behalf of the parties, this 6th day of June 1991.

E. A. CILLIERS,
Chairman of the Council.

N. ADRIAAN,
Vice-Chairman of the Council.

V. H. LE ROUX,
General Secretary of the Council.

No. R. 2285 **20 September 1991**

LABOUR RELATIONS ACT, 1956

CANVAS AND ROPEWORKING INDUSTRY (CAPE): RENEWAL OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos. R. 484 of 11 March 1983, R. 1935 of 31 August 1984, R. 42 of 4 January 1985, R. 709 of 18 April 1986, R. 1293 of 12 June 1987, R. 254 of 16 February 1990 and R. 2307 of 28 September 1990, to be effective from the date of publication of this notice and for the period ending 31 December 1991.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 2286 **20 September 1991**

LABOUR RELATIONS ACT, 1956

CANVAS AND ROPEWORKING INDUSTRY (CAPE): AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, 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 1991, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

Gesinsdag, Werkersdag, Hemelvaartdag, Republiekdag, Geloftedag, Kersdag en Nuwejaarsdag, en in Gebied F, alle dae, uitgesonderd Saterdag, Sondag, Goeie Vrydag, Gesinsdag, Werkersdag, Hemelvaartdag, Geloftedag, Kersdag en Nuwejaarsdag, en in alle Gebiede, alle dae, uitgesonderd die jaarlikse verloftydperk kragtens klousule 37 van Deel I van hierdie Ooreenkoms, ten opsigte van die gewone werkure in klousule 10 van Deel I van hierdie Ooreenkoms voorgeskryf."

3. KLOUSULE 39(ter) VAN DEEL I VAN DIE VORIGE OOREENKOMS.—MEDISE HULPFONDS

(1) In subklousule (4) (a), vervang die uitdrukking "33c" deur die uitdrukking "41½c".

(2) In subklousule (5) (a), vervang die uitdrukking "R26,40" deur die uitdrukking "R33,00".

Namens die partye op hede die 6de dag van Junie 1991 te Port Elizabeth onderteken.

E. A. CILLIERS,
Voorsitter van die Raad.

N. ADRIAAN,
Ondervoorsitter van die Raad.

V. H. LE ROUX,
Hoofsekretaris van die Raad.

No. R. 2285 **20 September 1991**

WET OP ARBEIDSVERHOUDINGE, 1956

SEILDOEK- EN TOUWERKNYWERHEID (KAAP): HERNUWING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 484 van 11 Maart 1983, R. 1935 van 31 Augustus 1984, R. 42 van 4 Januarie 1985, R. 709 van 18 April 1986, R. 1293 van 12 Junie 1987, R. 254 van 16 Februarie 1990 en R. 2307 van 28 September 1990, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig.

E. VAN DER M. LOUW,
Minister van Mannekrag.

No. R. 2286 **20 September 1991**

WET OP ARBEIDSVERHOUDINGE, 1956

SEILDOEK- EN TOUWERKNYWERHEID (KAAP): WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, 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 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(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) (b), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, 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.

E. VAN DER M. LOUW,

Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CANVAS AND ROPEWORKING INDUSTRY (CAPE)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Cape Canvas and Ropeworking Association

(hereinafter referred to as the "employers" or the "employees' organisation"), of the one part, and the

S.A. Canvas and Ropeworkers' Union (Cape)

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Canvas and Ropeworking Industry (Cape),

to amend the Main Agreement published under Government Notice No. R. 484 of 11 March 1983, as renewed and amended by Government Notices Nos. R. 1934 and R. 1935 of 31 August 1984, R. 42 of 4 January 1985, R. 708 and R. 709 of 18 April 1986, R. 604 of 20 March 1987, R. 1293 of 12 June 1987, R. 2332 of 27 October 1989, R. 253 and R. 254 of 16 February 1990 and R. 2306 and R. 2307 of 28 September 1990.

1. AREA AND SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed—

(a) in the municipal area of Cape Town as it existed on 23 August 1968;

(b) by all members of the employers' organisation who are engaged in the Canvas and Ropeworking Industry and by all members of the trade union who are employed in the said Industry.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in clause 4 of the Agreement published under Government Notice No. R. 484 of 11 March 1983.

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalinge van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (b) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 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.

E. VAN DER M. LOUW,

Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE SEILDOEK- EN TOUWERKNYWERHEID (KAAP)

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Cape Canvas and Ropeworking Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

S.A. Canvas and Ropeworkers' Union (Cape)

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Seildoek- en Touwerknywerheid (Kaap),

om die Hofooreenkoms, gepubliseer by Goewermmentskennisgewing No. R. 484 van 11 Maart 1983, soos hernieu en gewysig deur Goewermmentskennisgewings Nos. R. 1934 en R. 1935 van 31 Augustus 1984, R. 42 van 4 Januarie 1985, R. 708 en R. 709 van 18 April 1986, R. 604 van 20 Maart 1987, R. 1293 van 12 Junie 1987, R. 2332 van 27 Oktober 1989, R. 253 en R. 254 van 16 Februarie 1990, en R. 2306 en R. 2307 van 28 September 1990

1. GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word—

(a) in die munisipale gebied van Kaapstad soos dit op 23 Augustus 1968 bestaan het;

(b) deur alle lede van die werkgewersorganisasie wat by die Seildoek- en Touwerknywerheid betrokke is, en deur alle lede van die vakvereniging wat in genoemde Nywerheid in diens is.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs ten opsigte van werknemers vir wie lone voorgeskryf word in klousule 4 van die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 484 van 11 Maart 1983.

2. CLAUSE 4. WAGES

- (1) Substitute the following for subclause (1) (a):
 "(1) The minimum weekly wage that shall be paid to the undermentioned classes of employees shall be:
Employees other than casual employees:

Category	R
I	154,66
II—	
first six months of experience	166,03
thereafter	181,22
III—	
first six months of experience	188,03
thereafter	198,20
IV—	
first six months of experience	213,44
thereafter	235,00
V—	
first six months of experience	261,69
thereafter	288,39
VI	360,81".

- (2) Substitute the following for subclause (2):

"(2) *Minimum increase:* Any employee, other than a casual employee, falling within any of the employment categories II to VI and who, immediately prior to the coming into operation of this Agreement, was in receipt of a higher wage than that prescribed for an employee of his wage category shall receive an increment equal to 15,5 per cent of his actual weekly wage."

3. CLAUSE 6: HOURS OF WORK, ORDINARY AND OVERTIME, AND PAYMENT FOR OVERTIME

In subclause (10) (c), substitute the expression "R3,50" for the expression "R3,00".

4. CLAUSE 20: COUNCIL FUNDS

Substitute the expression "31c" for the expression "25c".

Signed at Cape Town on behalf of the parties this 31st day of January 1991.

S. SIMPSON,
Chairman.

J. HEEGER,
Vice-Chairman.

K. L. BARNES,
Secretary.

2. KLOUSULE 4: LONE

- (1) Vervang subklousule (1) (a) deur die volgende:
 "(1) Die minimum weeklikse loon wat aan ondergenoemde klasse werknemers betaal moet word, is soos volg:
Werknemers, uitgesonderd los werknemers:

Kategorie	R
I	154,66
II—	
eerste ses maande ondervinding	166,03
daarna	181,22
III—	
eerste ses maaande ondervinding	188,03
daarna	198,20
IV—	
eerste ses maaande ondervinding	213,44
daarna	235,00
V—	
eerste ses maande ondervinding	261,69
daarna	288,39
VI	360,81".

- (2) Vervang subklousule (2) deur die volgende:

"(2) *Minimum verhoging:* 'n Werknemer, uitgesonderd 'n los werknemer, wat in engeen van die kategorieë II tot VI val en wat onmiddellik voor die inwerkingtreding van hierdie Ooreenkoms 'n hoër loon ontvang het as die loon wat vir 'n werknemer is sy kategorie voorgeskryf is, moet 'n loonverhoging ontvang gelyk aan 15,5 persent van sy werklike weeklikse loon."

3. KLOUSULE 6: WERKURE, GEWONE EN OORTYD, EN BETALING VIR OORTYD

- (1) In subklousule (10) (c), vervang die uitdrukking "R3,00" deur die uitdrukking "R3,50".

4. KLOUSULE 20: FONDSE VAN DIE RAAD

Vervang die uitdrukking "25c" deur die uitdrukking "31c".

Namens die partye op hede die 31ste dag van Januarie 1991 te Kaapstad onderteken.

S. SIMPSON,
Voorsitter.

J. HEEGER,
Onder voorsitter.

K. L. BARNES,
Sekretaris.

No. R. 2287

20 September 1991

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY
(NATAL): AMENDMENT OF SICK BENEFIT FUND
AGREEMENT

I, Eli van der Merwe Louw, 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 9 February 1995, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

No. R. 2287

20 September 1991

WET OP ARBEIDSVERHOUDINGE, 1956

WASSERY-, DROOGSKOONMAAK- EN KLEURNY-
WERHEID (NATAL): WYSIGING VAN SIEKTEBY-
STANDSFONDSDOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Manne-
krag, 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 9 Februarie 1995 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigings ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

LABOUR BRIEFS

CWIU settles with petrol firms

26/9/91
The Chemical Workers' Industrial Union has settled with the three petrol companies hit by wage strikes. Caltex was granted a 16 percent increase, while BP workers won 16,3 percent. The minimum wage at Caltex is now R1 441 and at BP, R1 480.

20/9/91
In terms of both settlements, workers will receive increased educational assistance, shift and travel allowances. In an important breakthrough for the CWIU, Caltex has agreed to participate in the union-initiated Chemical Industry's National Provident Fund while BP will begin negotiating participation in a centralised bargaining forum.

BP has also granted 10 days' "sports" leave for workers involved in sports.

Union sources said that the dispute at Total had also been settled, but that there was some disagreement on the final draft of the settlement. The union was finalising this agreement.

Cleaners on wage strike

More than 5 000 contract cleaners at Natal schools and universities are on a wage strike, according to the Transport and General Workers' Union. (355)

The strike, affecting cleaners employed by Supercare, Sneller, Regent and Floor Line, have affected the Universities of Natal and Durban/Westville and schools in Verulam, Phoenix and Chatsworth falling under the House of Delegates.

At Durban/Westville, the administration had conceded a R178 increase to workers, the union said.

It added that had requested meetings both with the National Contract Cleaners Association and the regional director of manpower to discuss the workers' demands.

Pact puts an end to Caltex depot strikes

WILSON ZWANE

WORKERS at Caltex Oil (SA) depots are expected to return to work today following an agreement between the Chemical Workers' Industrial Union (CWIU) and Caltex Oil (SA) on wages and terms and conditions of employment.

CWIU spokesman Martin Jansen said at the weekend the agreement was reached on Friday afternoon after the petrol company had imposed a lockout on striking workers two days previously.

Jansen said mediation between his union and two other petrol companies — BP and Total — would begin today.

"The strike action at these companies was suspended on Wednesday pending the outcome of mediation," he said.

Agreement

About 1 000 Caltex workers downed their tools 13 days ago in a legal strike for higher wages, job security and centralised bargaining.

Caltex Oil (SA) said in a statement at the weekend CWIU shift workers at its depots were expected to return to work today following the agreement between it and CWIU.

Workers at the Cape Town refinery were due to return to work on Friday night, Caltex said.

Caltex said the union accepted its final offer of a 16% increase.

The union also accepted Caltex's position on centralised bargaining and agreed that plant level negotiations would continue, Caltex said.

The CWIU also agreed to submit proposals on job security to the petrol company.

Your wage packet is not as fat as it looks

ROY COKAYNE

THE real earnings of most employees in South Africa have been steadily eroded over the past six years, according to a new annual salary survey.

Hay Management Consultants' latest survey also found there was still a difference in salaries along racial lines among lower-level employees in spite of the fact that most organisations had a common pay policy for all employees.

According to the survey, the gross earnings of a clerk increased by 198,4 percent between 1985 and 1991. The consumer price index (CPI), which measures inflation, rose by 235,3 percent in the same period.

By contrast, the gross earnings of managers increased by 217,3 percent and of senior management and executives 230 percent.

A comparison of the net take-home pay, after tax and deductions, of a married man with two dependents showed reduced earnings for clerical staff and managers. Executive net earnings grew by 250 percent — exceeding the CPI increase.

Hay South Africa managing director Ib Ravensborg predicted a continuation of this trend. But, he said, the better-skilled section of the workforce seemed to weather the storm better, particularly professional staff and senior managers.

Mr Ravensborg said the financial position of the average South African could be improved through better individual skills, a reduction in the tax burden and a high economic growth rate over a number of years.

"The first option is, without doubt, the avenue providing increased security and better compensation possibilities," he said.

Salary outlook

According to the survey, overall salaries increased by 12,9 percent in the past year. But the prospect of salary increases next year matching or being above the inflation rate is bleak.

Hay Management Consultants survey manager Maureen Hovy said the predicted salary increases for next year were between 12 and 14 percent for unionised staff, 10 and 12 percent for general staff, 12 and 14 percent for management staff, and 13 and 14 percent for top executives.

There had been a trend away from a basic salary and two-thirds of top executives now obtained a package based more on benefits.

Car entitlements for employees had not changed significantly between 1985 and 1991 but the cost to a company of providing the benefit had changed sharply. The provision of a car benefit had also moved downwards in the organisational ranks.

More than a third of companies had retrenched people, at all levels, over the past few months.

However, the labour turnover figure was significantly down, dropping to 14,9 percent this year from 17 percent last year.

Mediators re-count Edgars ballot

THE Industrial Court called in the Independent Mediation Services of SA (Imssa) on Friday to re-count a strike ballot of Edgars workers.

SA Commercial, Catering and Allied Workers' Union (Saccawu) national organiser Paul Kashe said an Industrial Court hearing on the legality of the national wage strike by about 2 000 Saccawu members had been postponed so that the ballot results could be checked.

Kashe said both parties agreed on the re-count, which was conducted at the weekend.

Edgars group human resources

8/Day 23/9/91
VERA VON LIERES
executive Don Findlay said the court's ruling on the legality of the strike would be heard this week, although a date had not yet been set. The company has put the number of strikers at more than 1 300.

Kashe said management argued that the union had not achieved a 50 plus one percent vote in favour of the work stoppage.

Saccawu is demanding a R200 across-the-board increase, while Edgars has offered R180, with an additional R20 after six months.

(355)

Firm denies it locked staff out

Sowetan
25/9/91
THE Delmas Milling Company has denied that members of the Food and Allied Workers Union were locked out of the company's premises in Randfontein.

A statement issued by a spokesman for the company said although a number of workers demonstrated outside the company's premises last Wednesday, they had not been locked out. It said Fawu members had been asked to demonstrate outside the factory gates to prevent clashes.

Sowetan Reporter

The statement added that the Food Beverage Workers Union had not accepted a 14 percent wage increase as stated in earlier reports. The union had accepted an 18 percent wage offer, it said. Fourteen percent was the norm in the industry.

The situation was reported to be calm and production was unaffected. A spokesman for the union confirmed that the union had accepted an 18 percent wage offer from management.

Nationwide strike for provident fund

3SS
Jan 25/9/9

By Shareen Singh

Workers in the commercial and catering sectors nationally took part in a one-hour work stoppage yesterday to force employers to meet their demand for an industry-wide provident fund.

A Pick 'n Pay spokesman said the demonstration was peaceful and widespread, affecting most stores in the chain.

However, nine workers out of a group of about 50 picketing outside Edgars were arrested and their union was trying to secure their release last night.

According to the South African Commercial, Catering and Allied Workers Union (Saccawu), employers were dragging their feet in negotiating a national provident fund for commercial and catering workers.

The union had tabled its provident fund proposals last year and a number of meetings had taken place between the employers and union officials, but little progress had been made, Saccawu said.

While negotiations were taking place, many companies were convert-

ing their pension funds into provident funds.

This convinced Saccawu that managements wanted individual company provident funds where workers would have no control over their money, instead of an industry fund which would be jointly administered by workers and management.

Workers demanded that commercial sector employers meet the union on October 3 and catering sector employers on October 4 to formally start provident fund negotiations.

Others demands included:

- Suspension of all retrenchments. Saccawu says OK Bazaars, Checkers and stores in the Tradegro Group had closed down a number of outlets resulting in job losses, and about 1 000 jobs were threatened at Southern Suns hotels.
- The establishment of one national industrial council for the commercial sector and another for the catering sector.
- Companies to join Cosatu's battle in stopping the Government from implementing VAT on September 30.

Chamber and NUM clash

Southern 26/9/91

THE NATIONAL Union of Mineworkers and Chamber of Mines are at loggerheads over "critical issues" of the performance-related bonus scheme proposed by the union but have reached agreement on training and safety.

The bonus scheme, initiated at this year's wage negotiations when the union accepted a five percent increase under chamber pressure, proposes performance-related increases, irrespective of whether individual mines make a profit and without job losses.

At a Johannesburg Press briefing on Tuesday Num acting general secretary Mr Marcel Golding said that, while progress had been made on some issues, there were differences on key elements of the proposed

scheme.

In its negotiations with the chamber, the union argued there had to be a moratorium on job losses in any efficiency drive.

However, according to the union, the chamber refused to give its undertaking that jobs would be secure. At the same time, the chamber said it had no intention of retrenching workers.

Of the key elements being contested by the chamber, Golding said, was the question of performance bonuses being paid at mines which were not profitable.

He stressed the union was of the opinion that if workers achieved targets they should be rewarded, irrespective of the financial situation of the mine.

Golding said the chamber was not

satisfied with the union demand that any bonus - up to R75 - be paid to all workers regardless of job category. He did, however, point out that bonuses could be related to job grades above the R75 level.

The chamber had also agreed to union demands that health and safety measures be improved and that the life of mines be prolonged.

The chairman of the chamber's negotiating team, Mr WA Nairn, said it was "heartening" that Num had said good progress had been made in the negotiations.

However, he said the union's contrary opinions now expressed in public were unclear.

Negotiations between the two parties are expected to continue tomorrow. - Sapa.

8/10/91
26/9/91
26/9/91
**Cleaning staff
strike spreads
across Durban**

VERA VON LIERES

THE more than two-week-old wage strike by about 3 200 Natal cleaning staff had spread to a large number of offices in and around Durban by yesterday, the Transport and General Workers' Union (TGWU) said.

TGWU southern Natal branch secretary Aron Ngema said a number of Natal companies employing contract cleaners had been affected by the strike.

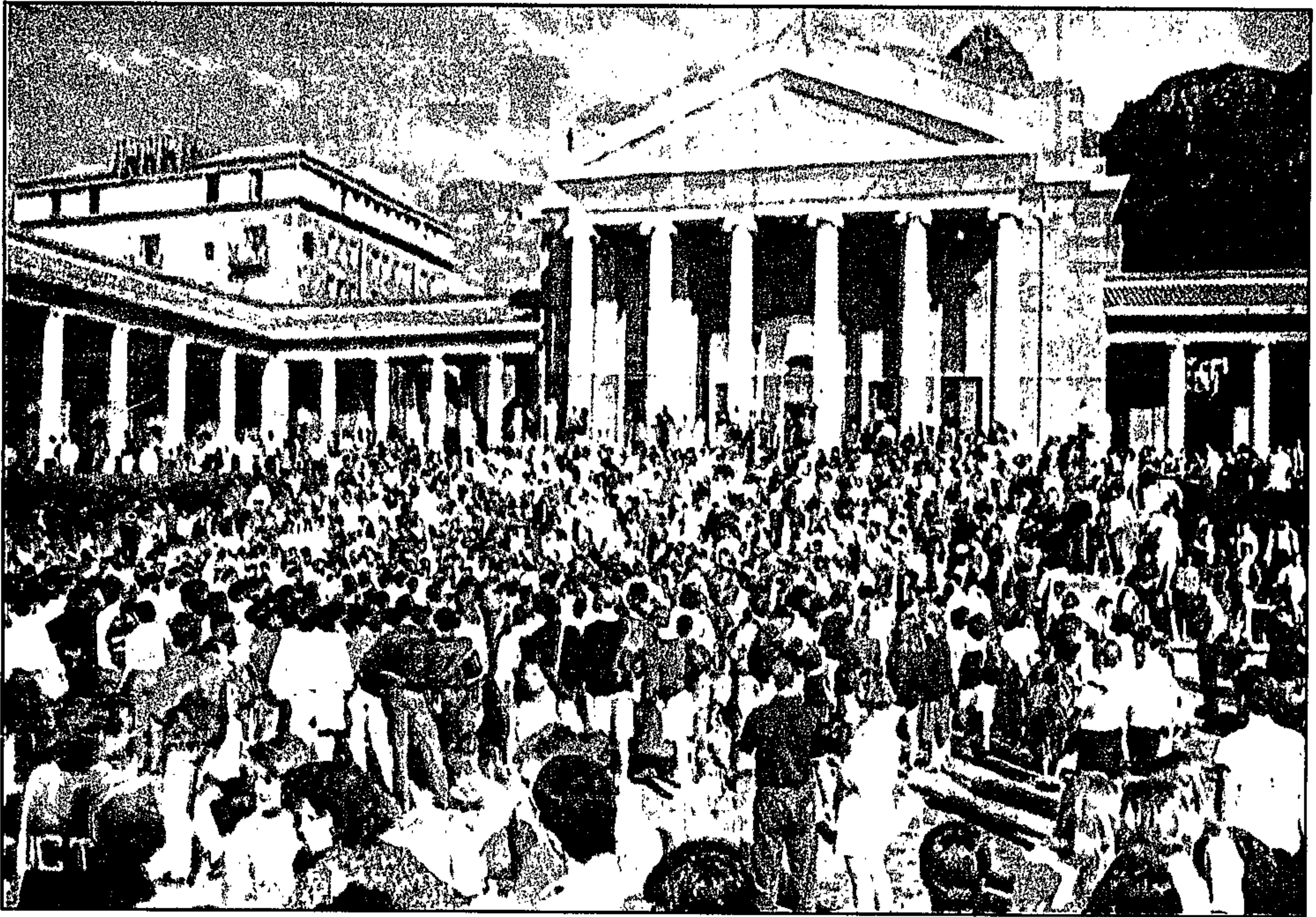
Ngema said an urgent meeting between representatives of the National Contract Cleaners' Association (NCCA) and union officials ended inconclusively yesterday.

He said employers had failed to make any substantive moves on the question of wages although they had agreed to address other union grievances.

Cleaning staff first downed tools at Natal schools on September 5, demanding a monthly minimum wage of R1 000. Monthly wages, set by the Wage Board, range between R400 and R500.

The strike, which was initially confined to Indian schools, has led to the closure of 120 schools because of health hazards.

A meeting today between the Education Crisis Committee and the House of Delegates Ministers' Council J N Reddy has been postponed, dashing hopes for an early end to the strike.



No class today . . . University of Cape Town students mill around on the Jameson Hall steps after being told the university had closed for the day.

Strikers barricade roads, force UCT campus to close

CAPE TOWN — The strike-bound University of Cape Town (UCT) was closed yesterday after roads to the campus were blocked for a second day — sparking angry scenes between students wanting to attend lectures and supporters of striking workers.

An estimated 14 000 students are affected, and the strike comes barely two weeks before end-of-year exams are to start, said Registrar Hugh Amoore.

He told a press conference that he hoped the closure would be lifted by today, pending the outcome of separate talks with student leaders and representatives of the Transport and General Workers' Union (TGWU).

Union organiser Harald Har-

vey said the TGWU had been given a mandate to propose a resumption of talks.

Up to 500 UCT workers — including kitchen staff, cleaners, gardeners, messengers and printers — struck on Tuesday to demand a R300-a-month across-the-board increase. It followed 2½ months of pay talks which ended in deadlock.

Mr Amoore said the pending exams would not drive the university to reconsider its final offer of a R1 202 minimum wage. The offer represented a 19,7 percent increase in cash terms, while the union demanded a 26 percent increase.

UCT also agreed to free medical aid.

Commenting on the propos-

als, Mr Harvey said only 17 chaps out of the 867 workers affected by the pay talks would be given the maximum 19 percent increase.

He said 850 workers would receive 13,5 percent, "which is below inflation and well below the food inflation rate. Neither does it take VAT into account".

Mr Amoore said the university recognised workers' right to strike, but had been forced to apply for an interdict on Tuesday as it had a duty to keep the campus accessible to students and staff.

The university authorities had given written permission for workers to gather on the campus, provided the demonstrations were peaceful and did

not interrupt the academic programme.

Yesterday morning barricades were again built on access roads to the upper campus, said Mr Amoore.

Marchers also broke down the front doors of the university administration block on Tuesday.

Traffic was disrupted and a potentially explosive situation had developed between students who wanted to attend lectures, and others who manned the barricades, he said.

UCT vice-chancellor Dr Stewart Saunders decided to close the university yesterday morning after meeting student leaders.

There had also been uncon-

firmed reports of vehicles being stoned from a bridge across Woolsack Drive yesterday.

Asked about the union's attitude towards the disruption and damage, Mr Harvey said any strike was disruptive, adding: "We will never distance ourselves from the actions of workers if decisions are taken democratically."

The campus appeared quiet yesterday, with the remnants of makeshift barricades of dirt bins, flower pots and logs scattered on several entrance routes.

In another strike-related development, UCT deputy vice-chancellor Professor Martin West was shouted down at a meeting of students and strikers in the Jamieson Hall. — Sapa.

Big increase in strikes over working conditions

STRIKES related to grievances over employment conditions increased significantly this year compared to 1990 and ranged from accusations of racism to objections to the introduction of job grading systems, say industrial relations consultants Andrew Levy and Associates.

In the retail sector, union members went on strike earlier this year after a black and a white employee were allegedly treated differently following charges of shoplifting.

Postal workers went on strike demanding the dismissal of a senior official, accused of arrogant and racist behaviour, and protested against the planned implementation of the Patterson grading system last month.

VERA VON-LIERES

This helped make grievances the trigger for 21,1% of strikes, up from last year's 14%.

In its January to September 1991 strike report, Levy and Associates says strike action increased dramatically in the third quarter of the year, with the number of mandays lost approaching 2-million. A total of 375 000 mandays were lost in the first half of the year which was marked by a relative decline in strikes.

Wage strikes involving the National Union of Metalworkers (Numsa) and employers in the vehicle assembly and tyre sectors accounted for the loss of 325 000 and 160 000 man days, respectively. The dispute between the SA Railways and Harbours Workers' Union (Sarhwu) resulted in about 175 000 lost mandays.

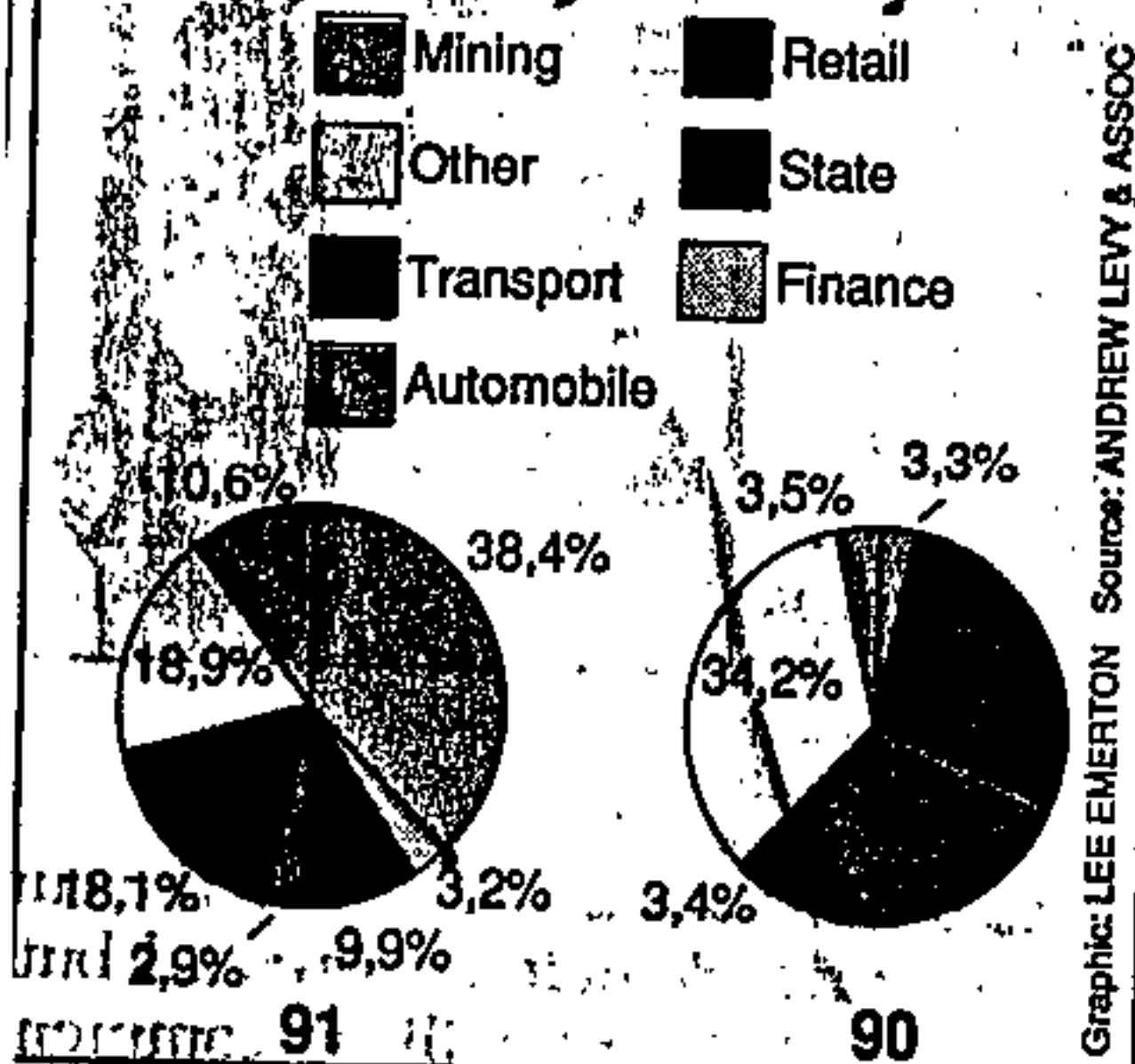
Once again wages were the main strike trigger, accounting for 62,7% of strikes, followed by grievances, dismissal and discipline (7,9%), recognition (6%), and retrenchment (1,3%).

The vehicle assembly sector accounted for 36,4% of strike action. This was followed by the transport sector (16,1%) where large-scale strikes involved Sarhwu and Transnet. The mining sector accounted for 10,6% of strikes.

Strike action in the state (9,9%) and retail (2,9%) sectors decreased noticeably compared to last year.

Numsa was the most active union in terms of mandays lost (42,8%), followed by Sarhwu (13,2%), NUM (10,6%), the National Health and Allied Workers' Union (6,5%) and Saccawu (6,0%).

Strikes by industry



PROVIDENT FUNDS

Never happy

Demands for an industry-wide national provident fund seem to be leading to a dispute between the major retailers and hotel groups, and the Commercial, Catering and Allied Workers' Union.

Union members at stores across the country began one-hour lunchtime protests this week to back demands for single provident funds in both the commercial and catering sectors. The union says that, despite tabling its national provident fund proposals last year, and following a number of meetings with the Employers' Contact Group, no conclusion has been reached.

The union now accuses the retail and hotel groups of delaying tactics, saying that while negotiations have been taking place, provident and pension funds are being set up at company level. The union has called for further meetings next week, warning that it may declare a dispute with any company that fails to attend.

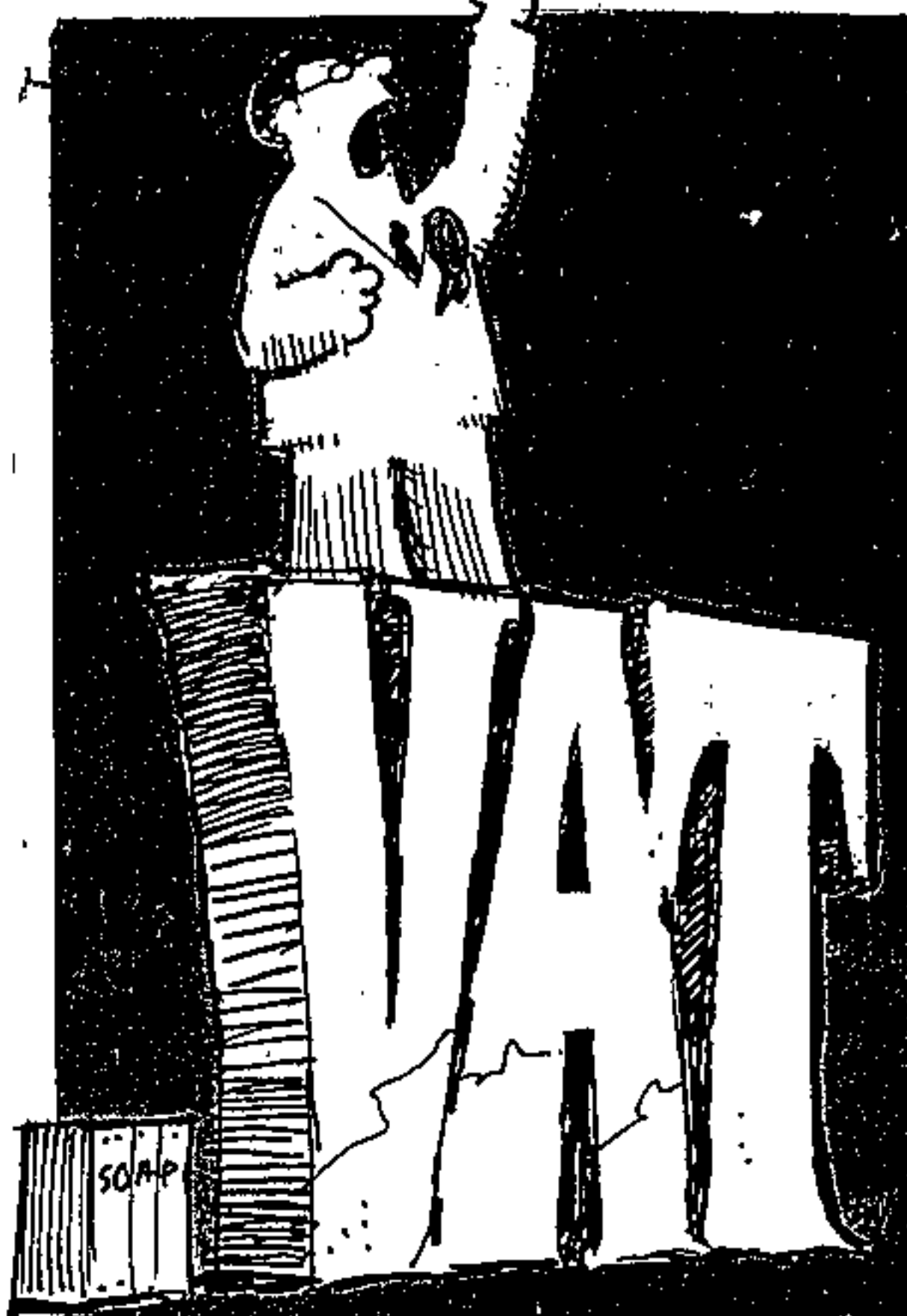
Checkers MD Sergio Martinengo says he finds the demands surprising. They were listed in letters handed to managers during the lunch-hour protests. He adds that meetings on the provident fund issue are continuing — even on Tuesday when the protests began.

"We don't have any problems with company or group provident funds but do not see the value of a global fund for the industry as a whole. While some employees might benefit, many would not — it all depends on the different solvency levels of the companies concerned."

The union says it wants an industry-wide fund so that members can have control over their money.

Included in this week's protests were demands against lay-off programmes, being carried out by some retailers and hotels, and a general protest against the implementation of VAT.

● President F W de Klerk's meeting with the Co-ordinating Committee on VAT — aimed at breaking the deadlock over the committee's insistence that basic foods, medicines and services be zero-rated — was continuing as the *FM* went to press. The 21-member committee, which includes Cosatu and Nactu, had earlier threatened national resistance, including a general strike, if the new



tax were unaltered. The ANC's Cyril Ramaphosa apparently upped the stakes by saying failure to reach consensus on the demands could jeopardise all-party talks.

WAGE SETTLEMENTS

Cutting the coat FM 27/9/91

Greater awareness of the context of profitability is apparent

As various sober settlements in the year's big negotiations show, industrial relations have apparently gained a new maturity. This has been the pattern in mining and metal — and even the motor sector, admittedly after a costly strike. On closer inspection, the picture is mixed.

"We began by accepting the political realities; now we are coming to terms with economic realities," observes Kate Jowell of Cape Town's Graduate School of Business. "No-one is going to invest in SA without seeing stability. Gold is not going to bail us out again. The Gulf War and the Soviet coup (attempt) provided two perfect tests which it flunked. And while we have theoretical debates about economic models for profit maximisation or job creation, industries are having to focus on survival."

This fact, spread by fears of lay-offs (and declining pressure on unions to act as the political vanguard) no doubt has much to do with a sense of maturer collective bargaining. Though this has for the moment been largely confined to the big players in key

industrial sectors, the point is that they set the precedent. This is reflected not only in the narrowing gap between unions' opening wage demands and the final settlement, or lower rates of wage increase (see graphs), but in the mining industry *par excellence*, where it was led by Cosatu's flagship union.

However, indications are that wage restraint in both the private and government sectors remains elusive. In the first quarter, observes Andrew Levy & Associates, the number of workers employed in the private sector increased by a mere 0.2% over the same period last year, whereas the total wage bill in this sector rose by 15.1%, according to Central Statistical Service data. By the same token, government employees have enjoyed higher increases. In the first quarter of fiscal 1991/1992 government spending on remuneration rose by 28.4% — an average increase of 23.5% in salaries as 5.2% more workers were employed.

In an historic first, the Chamber of Mines and National Union of Mineworkers (under the leadership of Cyril Ramaphosa) formally

linked their August wage agreement (a 6% increase plus profit-linked bonus) to the parlous market conditions of gold mining.

The complexity of this agreement came in very special circumstances as many mines faced closure because of the low gold price. Nor was it seen as something that could easily be replicated across industry. As Pat Stone of Andrew Levy notes, if protection is lifted some industries might find that they could not afford productivity-related schemes — assuming they entered into them.

Yet the nature of the mining settlement will be good for concentrating the minds of labour and management on precisely what does improve output.

Though the metal workers (Numsa) and employers (Selfsa) conducted strike and lock-out ballots during this year's extremely difficult negotiations — over four months, with nine days of mediation — they clinched a rational, just-below-inflation deal with increases of 12%-15% without resorting to either.

Of course, the motor industry wage nego-

tiations were settled, through mediation, only after a costly R800m loss by assemblers and a two-week strike at a time when the industry is wallowing in deep recession. Some employers suspected the strike was a carefully timed muscle-flexing exercise by the union following its success in achieving centralised bargaining. But, as Jowell notes, cost to companies is notoriously difficult to assess in a soft market and the industry's National Bargaining Forum is relatively new — Delta was the last to join it in May.

Mercedes-Benz workers at East London refused to join the strike — either because they were still smarting from the wounds of last year's wildcat strike, or because of the special programme of mediation both management and employees have been engaged in for several years.

An important feature of the motor sector agreement not widely reported is that the moratorium on industry lay-offs comes, as

Cosatu acknowledges, "with all kinds of strings." This quite sensibly means that the moratorium can be scrapped if "unprocedural industrial action" leads to repeated failure to meet production targets, and also that workers may be put on short time or temporarily laid off to avoid the bigger threat of retrenchment.

For the rest, there was great diversity in wage agreements, reflecting the difficulty of striking deals to both parties' satisfaction in a tough economic climate. According to the settlements tracked in a survey by Andrew Levy, unions have apparently targeted those sectors or specific companies which have recorded good financial results as being able to pay "reasonable increases." In sectors where results have been poor or increased competition from companies threatens profitability, and therefore jobs, unions have been prepared to settle at lower rates.

In the food and retail sectors, for example, "expectations and settlement levels have been, in some cases justifiably, high." By contrast, automobile manufacturing, which has the highest minimum wage at R7.75 an hour, saw a protracted strike.

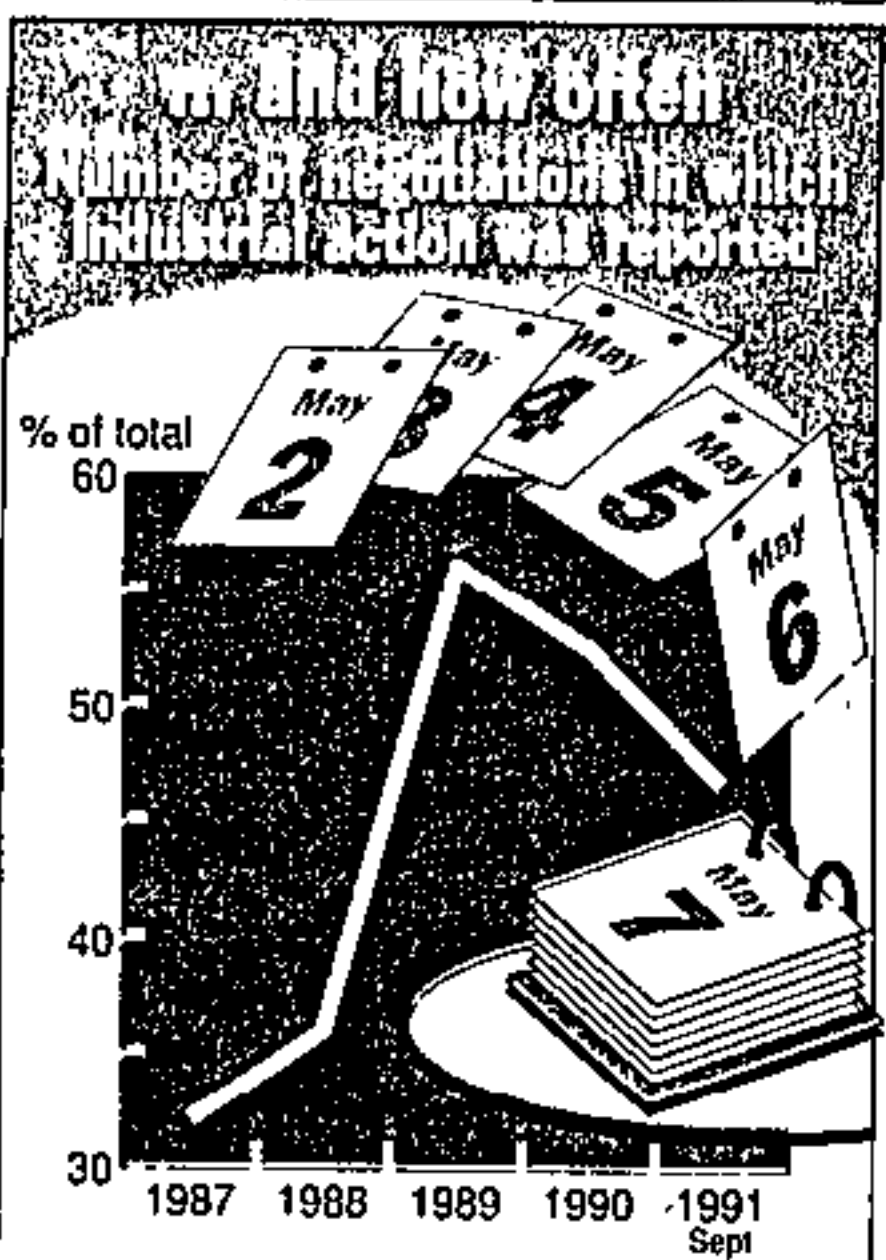
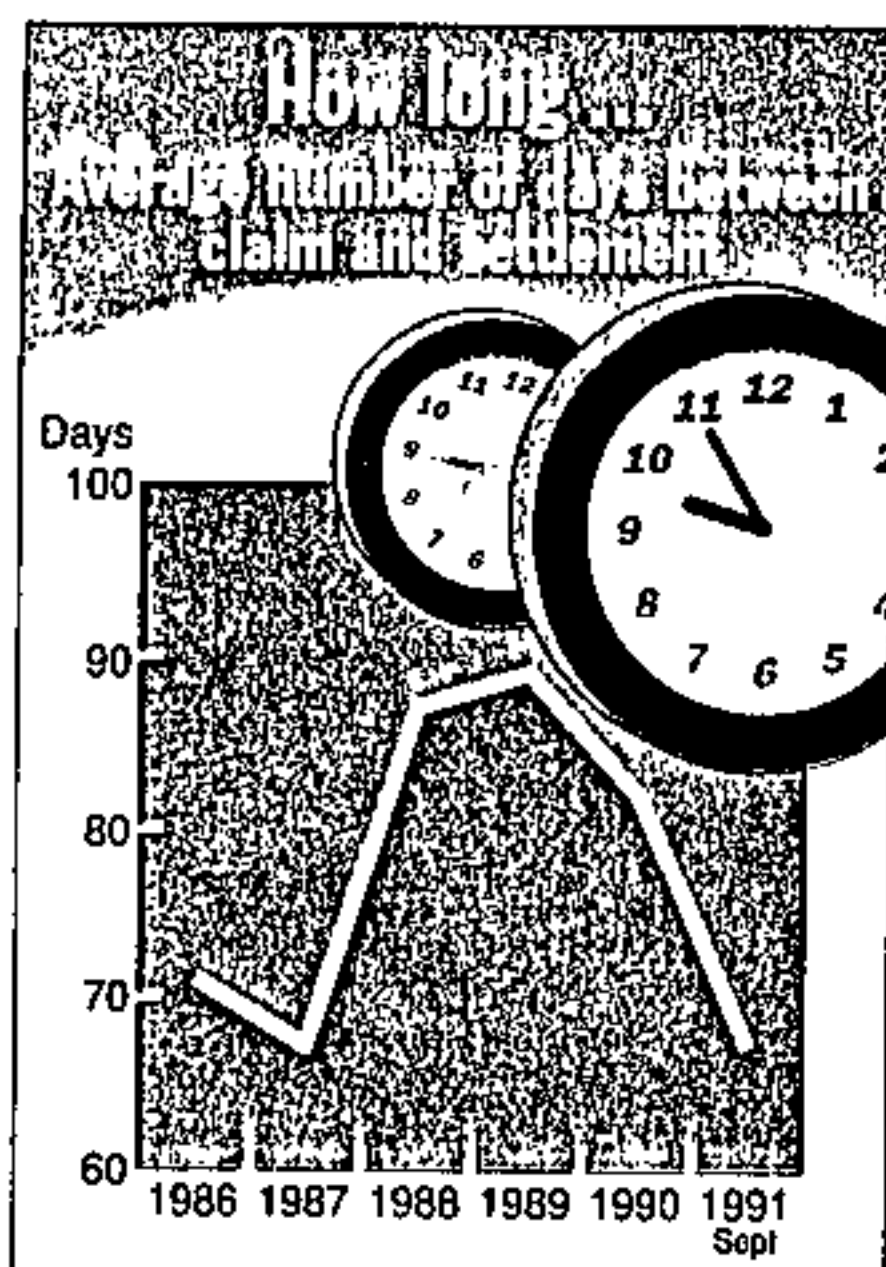
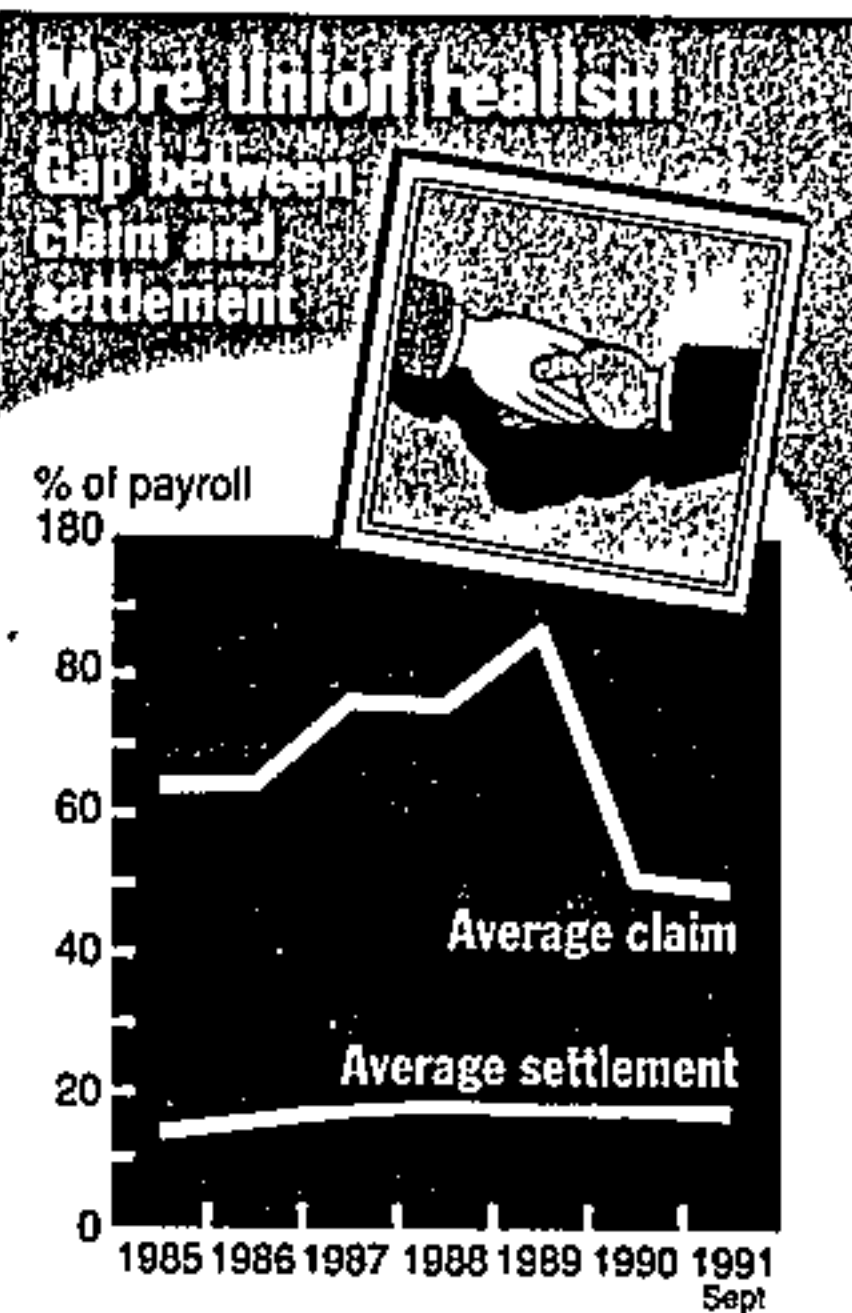
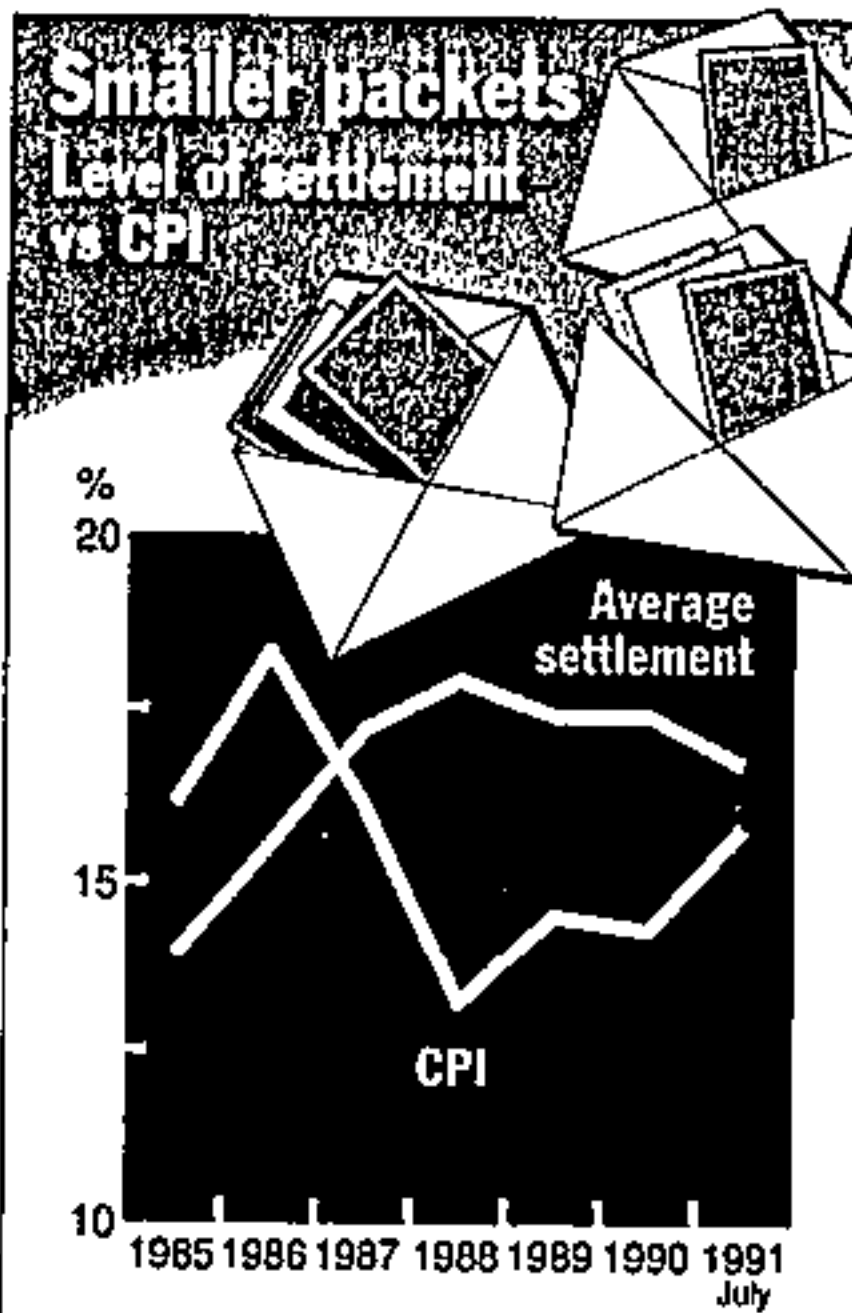
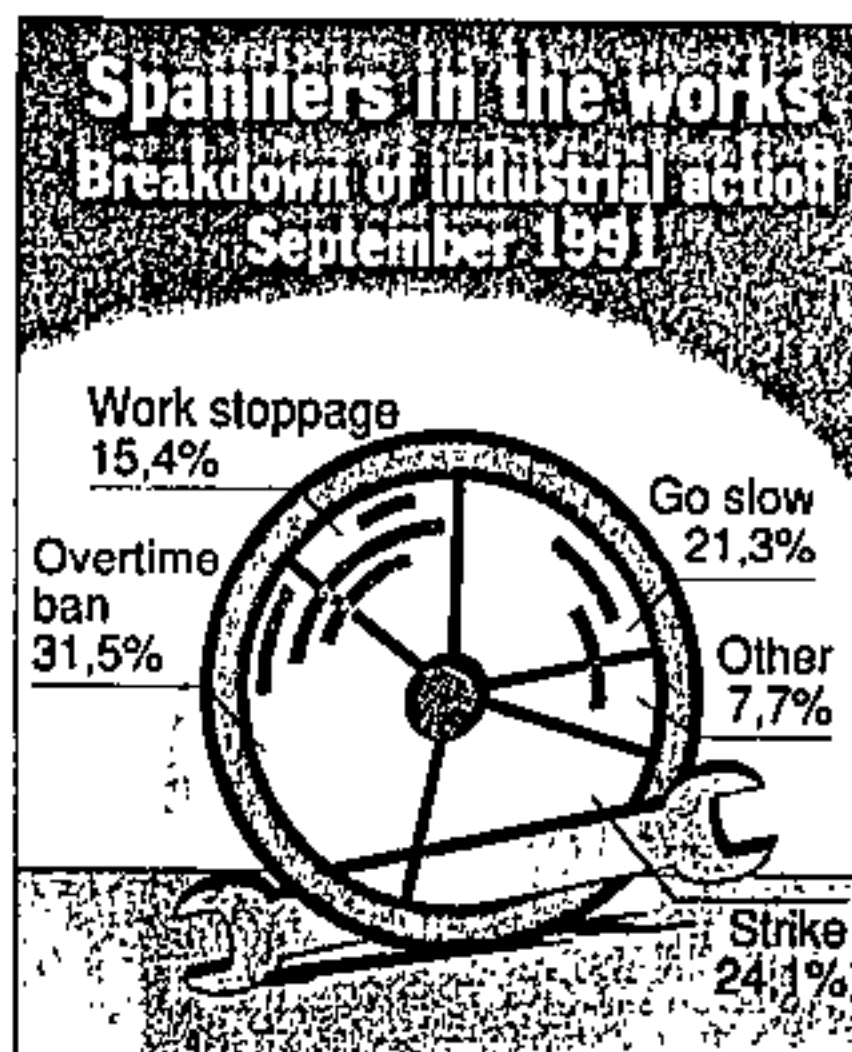
An interesting development this year has, in sharp contrast to previous years, been the high level of settlements in February, averaging 17.2%. Since then they have dropped to a more realistic 16.7%. Levy predicts the year's average level of settlement will remain between 16% and 16.5%, around inflation.

While the average level of union claims is about 50%, it has dropped appreciably in certain sectors. The chemical workers (CWIU), for instance, have pegged theirs to about 20% yet settled for just under 17%. However, the union called for strike action at BP, Caltex and Total and failed to make any gains on the issues of centralised bargaining and retrenchments.

The time taken to settle has reached 1987 levels but negotiations still take about 67 days to resolve. Industrial action occurred in almost half the negotiations tracked, with an increase in strike activity being notched up since June. Since then about 600 000 man-days have been lost, and there are two strikes on the go at Edgars and Pep stores.

No doubt reflecting tougher economic conditions, the unions appear also to be shifting emphasis to nonwage issues. Thus, aside from lay-offs and centralised bargaining, education and training and economic policy issues are being taken up by Cosatu. It is in this vein that it has taken issue over VAT — the unaltered implementation of which could, it has threatened, lead to a general strike.

Pragmatism around the wage bargaining table is, however, the growing trend. Limited financial disclosure is assisting in formulating positions from which rational agreements can flow. Once employers have managed to establish an accurate means of measuring the effects of inflation and unemployment on lower income groups, it will become easier to reach agreement. The effects could show up next year.



Source: ANDREW LEVY & ASSOCIATES

Girls spray poison for only R4 a day

CP Correspondent

SCHOOLGIRLS are working in terrible conditions for slave wages on timber plantations where chemical poisons are handled without proper protection.

This emerged from a City Press investigation this week into conditions on pine and gum plantations outside the town of Ugie in the north eastern Cape.

The forests are jointly owned by corporate giants Anglo American and De Beers and are managed by Mondi Paper Company - which contracts out some work.

Mondi representatives, who flew to the area to investigate the allegations, this week expressed concern about the situation.

The girls - some only 14 years old - said they worked a full day for a paltry R4.

City Press established that children are employed to spray dangerous weed-control chemicals. They and other workers said they were not issued with protective masks or goggles when spraying.

Local doctor RF Kyd said he could prove a marked increase in throat and chest problems dur-

ing the spraying season. Workers also complained that the poisons damaged their eyes.

Mondi said the poisons were not dangerous.

The girls dig trenches and spray poisons for 14 days in a row and are then entitled to one day off.

"But if it rains in the afternoon, we are told we have to forfeit the entire day's pay," said one girl.

A 14-year-old girl said she and other under-aged children used their parents' identity documents to get work. It is illegal to employ children under 15. While older workers earn between R171 and R198 a month, the girl said she was paid only R125.

The openly hostile manager of Pagen Weed Control in Ugie, Neil Mills, denied that he employed children. But just 30 minutes later City Press found a girl, who said she was 14, toiling with one of his labour gangs.

Asked what protective clothing he issued to workers during spraying, Mills said: "Sufficient for the job."

City Press also inspected the company's worker compound on Glen Cullen farm where 70 work-

ers, mostly women, are housed.

There are 10 beds to a room; no privacy and just two zinc basins to do all the washing-up for 70 workers.

Washing facilities are cold showers in a draughty corrugated iron structure. Winter temperatures often plunge to below zero in the mountainous area. When City Press tried to speak to compound occupants, a woman who identified herself as Mrs Wills ordered our correspondent to leave.

Mondi manpower resources manager Dr Brian Lucas said Mondi paid its workers a minimum of R290 a month and gave workers food worth R3 a day. But this did not mean the company's contractors did the same.

Lucas said Mondi did, however, require contractors not to employ workers under the age of 15 or allow workers to use chemicals in a dangerous manner.

Lucas said Mondi would investigate ways of alleviating the social problems of the community. The Anglo and De Beers Chairmen's Fund would be asked for support.

How UCT workers' wages measure up

THE striking workers at UCT fall into three wage categories.

The lowest-paid "Payclass 1" employees earn between R1 004 and R1 111 a month. Payclass 2 workers earn between R1 058 and R1 273. Payclass 3 workers start at R1 107 and can be paid up to R1 388 a month.

The Transport and General Workers' Union initially demanded an across-the-board increase of R600 a month, but later reduced the demand to R300 a month. Other demands included five days a year "parental" leave, free medical aid, and that residence and kitchen workers have at least one weekend off a month.

Late on Friday the union accepted the university offer of a minimum wage of R1 202 a month, a 13th cheque, free medical aid, a housing subsidy and other benefits for Payclass 1 workers.

The union has vowed to continue the strike to demand that the increases be back-dated to April, that residence staff get their monthly weekend off, and other benefits.

The union also wants workers in Payclass 2 and 3 to be awarded a 17 percent across-the-board increase plus benefits.

"We have been fighting for what is considered to be a minimum living wage, which has been estimated to be at least R1 240 a month," said strike leader

Harald Harvey.

"We have accepted slightly less for Payclass 1 workers in the interest of a settlement but we are holding out for the 17 percent for the others and for benefits."

Vice-chancellor Dr Stuart Saunders said this week that UCT's salary and benefits package was "unequalled" at South African universities.

And Mr Harvey admitted that UCT's pay matched the upper wage brackets of workers doing similar jobs in industry. In comparison with the R1 202 which the lowest-paid UCT workers will now receive, SAP constables earn from R551 to R1 450 a month. Police also have housing, medical and other benefits.

The legal minimum wage for office cleaners in Cape Town is R652 a month, although an industry source said companies paid more than that to retain staff.

The University of the Western Cape uses "contract cleaner" staff, who earn at least R1 260 a month and also get a minimum housing subsidy of R545 a month and medical aid benefits.

According to figures published by the Labour Research Service, the average monthly wages paid to unskilled workers until December were R1 139 in the motor industry and R636 in catering. Municipal workers got R428.

Labour told it has key to employment

SHARON WOOD

THE problem of high unemployment would only be solved if labour made realistic wage demands, Reserve Bank Deputy Governor Jaap Meijer said yesterday.

Meijer added that the problem with the trend towards higher capital intensity projects in preference to labour-type projects would only be solved by increasing the cost of capital and reducing the cost of labour.

Speaking at a seminar hosted by the SA Institute of International Affairs, Sacob and the Economic Society in Johannesburg, Meijer said existing high interest rates and high real wages were not the answer, because they would send companies into bankruptcy.

Redistribution was urgently needed, but it had to be done in the right way, he said. A "caring society" was needed to supplement realistic wages.

Redistribution based on unrealistic wages would either not succeed or would be inflationary.

Meijer criticised the Columbus stainless steel project, saying it was extremely capital intensive and "capital wasteful" and other labour intensive projects would be preferred.

JCI economist Ronnie Bethlehem said the First World sector should be given the inducement to save, rather than punished for 40 years of spending.

"But if redistribution is left up to the market place, it will judge labour very severely and inequality and poverty may be aggravated rather than alleviated."

Meijer said the first thing needed to get the economy on track was to reduce inflation, which would encourage financial planning and saving.

"We are getting the better of inflation, if we can believe the latest producer price index," he said.

Deeply rooted inflationary expectations had to be uprooted.

Store strikers opt to return to work

Staff Reporter

Striking workers at Edgars, Jet Stores, Sales House and Express stores will resume work today after a resolution to suspend their strike, an official of the SA Commercial, Catering and Allied Workers Union (Saccawu) said yesterday.

The resolution follows fears by workers that their jobs may be in jeopardy after a court order granted to the Edgars Group ruling the strike illegal.

Edgars spokesman Don Findlay welcomed the decision, saying no

one really benefited from strike action.

The court's findings were based on the fact that Saccawu had balloted employees who were not union members.

Kaizer Thibedi of Saccawu made it clear that the strike had been suspended, not called off, and a new ballot would be taken if negotiations were unsuccessful.

Saccawu is demanding a R200 across-the-board increase and a guaranteed 13th cheque.

The company is offering R180 across the board and a 13th cheque after six years' service.

SAP, labour unit 'still in contact'

B/day 2/10/91

THE kingpin behind a security police-funded labour relations group maintained contact with his controller after the late Law and Order Minister Hernus Kriel said his department had ended the contact, the Financial Mail reports today.

According to the article, Rand Afrikaans University academic and kingpin behind the Liaison Bureau for Labour Relations Services, Prof Kobus Slabbert, sent the bureau's latest "concept newsletter" to security policeman Maj Derick Botha on September 4.

Kriel said last week the cut-off date for his department's involvement in the secret project was July 31 — "with the exception of still-to-be finalised individual contracts".

The article alleges that all the bureau's staff were paid by the SAP's security branch, mainly in cash. Slabbert was allegedly paid R5 000 a month tax free, the article said.

The bureau was apparently launched with a R50 000 payment, supplemented at monthly intervals authorised by Botha.

Botha was named earlier this year as having supplied R1,5m in secret funds to

LINDEN BIRNS

Inkatha's union, Uwusa.

According to the FM — which claims to have a copy of Slabbert's letter to Botha — Botha had replied to Slabbert, complimenting him on his "good exposition" of matters on the theme of affirmative action.

In another document written in August this year, Slabbert outlined the bureau's goals for the next year, saying he was devising a business strategy for the secret project, and new letterheads. He said he was planning a "think tank" with fellow RAU professor Naas Raubenheimer and Absa executive Petrus Claassen.

The FM reported Claassen was paid R40 000 by the bureau while Raubenheimer was paid R20 000. At a meeting in September last year it was agreed that Claassen should be paid R21 000 for a "Spoornet contract", the FM reported.

The article claims that at least R250 000 of the slush funds came from Lowaldi Enterprises — an organisation with a Pretoria bank account — and that according to a deposit slip, an F P R Botha (Botha's initials) paid more than R53 000 to the bureau on April 10 this year.

Flitestar to pay travel agents more

B/day 2/10/91

LINDEN BIRNS

TRAVEL agents selling tickets on SA's newest airline Flitestar will get 1% more commission than they receive for selling seats on SAA domestic flights.

Flitestar will enter the market with fares identical to SAA's current domestic tariffs.

However, travel agents will receive 8% commission on Flitestar tickets, compared with the 7% they get for SAA tickets.

In a statement yesterday Flitestar MD Jan Blake announced off-peak incentive discount fares ranging from 15% on business class tickets, 20% weekend discounts, 30% senior citizens discounts, a 25% youth fare for people between 12 and 21 years old and 20% spouse discounts.

He described the new commission structure as a breakthrough, as travel agents had asked for a revision of the structure "for years".

SAA spokesman Leon Els said the airline "took note" of Flitestar's revised commission structure. He could not say whether SAA would match or better it.

Flitestar's first service will be between Johannesburg and Cape Town. Services from Johannesburg to Durban and Port Elizabeth will begin on October 30 and a service between Cape Town and Durban in mid-January 1992.

Settlement 'will not cost UCT extra'

B/day 2/10/91

TANIA LEVY

PARENTS of students will not have to fork out extra money to cover the 17% across-the-board wage increase which ended a week-long strike by UCT general workers.

Vice-chancellor Stuart Saunders said yesterday the university would not have to find any more money than it had budgeted to

cover its original wage offer in July.

All that had happened was that the offer had been repackaged so that it was more acceptable to the Transport and General Workers' Union. The total cost would be the same.

In July UCT offered a 13,5% wage increase and

100% contribution to workers' medical aid subscriptions.

This week's 17% across-the-board increase was made possible by diverting a part of employees' pensionable earnings into non-pensionable allowances.

Workers will also have to contribute a portion of their medical aid rates.

49 are still in detention

Forty-nine people were being detained in SA, Bophuthatswana and Transkei, the Human Rights Commission said in a report yesterday.

The statement said 39 people were detained in Bophuthatswana, nine in Transkei and one in SA from September 23-24.

Seventeen detainees had been released by Transkei, the report said. It could not be established whether they had been charged or not.

A dusk to dawn curfew had been imposed on Thokoza, Vosloorus, Katlehong, Tembisa, Soweto, Dobsonville, Meadowlands, Diepkloof and Alexandra.

There were 316 people on death row, 17 of whom the HRC considered to be political prisoners. — Sapa.

University head moves to end strike

DURBAN — Hopes of ending the four-week strike by more than 8 000 cleaners in Natal were boosted yesterday by the intervention of University of Natal vice-chancellor Prof James Leatt.

Leatt is to act as a facilitator to try to get negotiations back on track between the National Contract Cleaners' Association and the Transport and General Workers' Union (TGWU).

The parties have deadlocked over the TGWU's minimum wage demand of R1000 a month. The current minimum wage for contract cleaners set by the government is R509, following a 16% increase from October 1.

Leatt met separately

with the Natal division of the cleaners' association and the TGWU on Tuesday in an attempt to get the parties to resume talks on the dispute, which has now spread to Maritzburg and is poised to start affecting other areas in Natal.

NCCA national chairman Rodney Fulton confirmed the meeting, adding the body would meet again on Thursday to decide on possible talks with the union.

A senior TGWU official representing strikers confirmed Leatt's intervention

and said a meeting between the union and the NCCA might take place this week.

Meanwhile, 200 Natal Indian schools are now affected by the strike. However, pupils are on holiday and due to return on Monday.

The House of Delegates has delivered an ultimatum to its contractors, Sneller Services, to have the affected schools cleaned by Monday or face termination of the contract.

Sneller Services' chairman Lionel van Tonder

said the strike was unlawful.

Dismissals might start over the next couple of days.

"Quite a few workers did return yesterday, but quite a few did not," he said.

The union has challenged the decision to dismiss workers, and said in a letter to Sneller Services that the strike was lawful. A TGWU official said the union was considering court action in order to prevent dismissals. — Sapa.



under the rights offer by Lebowa Plats to its members of its entire

COM Security Gro

LABOUR

By Ferial Haffajee

THE Edgars wage strike ended this week — but the labour woes of the retail and catering sectors are far from over.

The wage strike by about 2 000 South African Commercial, Catering and Allied Workers' Union members at Pep and Ackermans chain stores has now gone into its fifth week with no prospect of settlement.

Beleaguered retail sector's strike woes continue

About 240 workers have withdrawn their labour at City Lodge hotels, and strikes have also hit Multiserv outlets nationwide. Strike ballots are under way at Ellerines stores.

This week about 3 000 Edgars workers returned to work after the industrial court had ruled their strike unlawful on

the grounds that Saccawu had balloted non-members. Stressing that "Saccawu yes-votes represented well over 50 plus one percent", Saccawu accused the court of "subverting the bargaining process".

Workers resolved at the weekend to continue the strike despite the judgment, but reversed their decision when management agreed not to institute disciplinary action against strikers for alleged misconduct. A second round of wage negotiations at Edgars got off the ground yesterday.

(355)

Striking Pep and Ackermans workers are demanding a R150 across-the-

board increase with a R700 monthly minimum wage. Other demands are for parental rights and a bonus amounting to 75 percent of a month's pay.

"The company's sales figures last year was R988-million and profits were up from R73-million to R79-million," said Saccawu official Salim Vally. "The company also opened 112 new stores and has bought out the Checkers supermarket chain".

(ii) deur klousule 2 deur die volgende klousule te vervang:

"2. Toepassingsbestek van die Skema

Die bepalings van die Skema moet nagekom word deur alle werkgewers en werknemers in die Suiwelbedryf in die Republiek van Suid-Afrika, hetsy hulle lede van die partye tot die Opleidingsraad vir die Suiwelbedryf is al dan nie."

(iii) deur in klousule 3 die woordskrywing van "lid" te skrap;

(iv) deur subklousule 6.1 met die volgende subklousule te vervang:

"6.1 Die Opleidingsraad vir die Suiwelbedryf is deur werkgewers in die Bedryf ingestel in ooreenstemming met 'n konstitusie wat deur die Registrateur goedgekeur is."

(v) deur in klousule 7.1.2 die uitdrukking R6,00 (ses Rand)" met die uitdrukking "R10,50 (tien Rand vyftig sent)" te vervang;

(vi) deur subklousule 8.2 met die volgende subklousule te vervang:

"8.2 Die Raad moet binne drie maande na afloop van elke finansiële jaar aan die Direkteur-generaal: Mannekrag en aan elke party tot die Raad 'n afskrif van die verslag van sy werksaamhede gedurende daardie finansiële jaar tesame met afskrifte van die geouditeerde finansiële state van die Fonds verskaf en moet die verslag en state beskikbaar hou vir insae deur enige bydraende werkgewer."; en

(vii) deur subklousule 9.3 met die volgende subklousule te vervang:

"9.3 Die Raad moet 'n openbare ouditeur aanstel wat uit die Fonds betaal moet word, om die rekeninge van die Fonds jaarliks vir die periode wat op 31 Desember eindig, te ouditeer."

E. VAN DER M. LOUW,

Minister van Mannekrag.

No. R. 2411

4 Oktober 1991

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, WES-KAAPLAND: WYSIGING VAN VOORSORGFONDSOOREENKOMS

Ek, Eli van der Merwe Louw, 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 30 Junie 1993 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(ii) by the substitution for clause 2 of the following clause:

"2. Scope of application of the Scheme

The provisions of the Scheme shall be observed by all employers and employees in the Dairy Industry in the Republic of South Africa, whether or not they are members of the parties to the Training Board for the Dairy Industry."

(iii) by the deletion in clause 3 of the definition of "member";

(iv) by the substitution for subclause 6.1 of the following subclause:

"6.1 The Training Board for the Dairy Industry has been established by employers in the Industry in accordance with a constitution approved by the Registrar."

(v) by the substitution in clause 7.1.2 for the expression "R6,00 (six Rand)" of the expression "R10,50 (ten Rand fifty cents)";

(vi) by the substitution for subclause 8.2 of the following subclause:

"8.2 The Board shall, within three months after the close of each financial year, furnish the Director-General: Manpower and every party to the Board with a copy of the report on its activities during that financial year, together with copies of the audited financial statements of the Fund and shall keep the report and statements open for inspection by any contributing employer."; and

(vii) by the substitution for subclause 9.3 of the following subclause:

"9.3 The Board shall appoint a public auditor who shall be paid out of the Fund, to audit the accounts of the Fund annually for the period ending on 31 December."

E. VAN DER M. LOUW,

Minister of Manpower.

No. R. 2411

4 October 1991

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, WESTERN CAPE: AMENDMENT OF PROVIDENT FUND AGREEMENT

I, Eli van der Merwe Louw, 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 30 June 1993, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalinge van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 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.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID VAN WES-KAAPLAND

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Cape Furniture Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

National Union of Furniture and Allied Workers of South Africa

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid van Wes-Kaapland,

om die Ooreenkoms van genoemde Raad, gepubliseer by Goewermentskennisgewing No. R. 2013 van 11 Julie 1969, soos gewysig en hernieu deur Goewermentskennisgewings Nos. R. 421 van 15 Maart 1974, R. 74 van 16 Januarie 1976, R. 2042 en R. 2043 van 14 September 1979, R. 187 van 1 Februarie 1980, R. 1726 van 22 Augustus 1980, R. 414 van 27 Februarie 1981, R. 838 van 30 April 1982, R. 587 van 18 Maart 1983, R. 2597 van 30 November 1984, R. 478 van 1 Maart 1985, R. 1131 van 24 Mei 1985, R. 1481 van 5 Julie 1985, R. 1231 van 20 Junie 1986, R. 1332 van 27 Junie 1986, R. 2005 van 19 September 1986, R. 535 van 13 Maart 1987, R. 2020 van 18 September 1987, R. 1432 van 15 Julie 1988, R. 239 van 17 Februarie 1989 en R. 2119 van 29 September 1989, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Meubelnywerheid van Wes-Kaapland nagekom word—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging en wat onderskeidelik by die Nywerheid betrokke of daarin werksaam is; en

(b) in die landdrostdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Clanwilliam, Ceres, Die Kaap, Fraserburg, Goodwood, Heidelberg (K.P.), Hermanus, Hopefield, Kuilsrivier, Ladismith, Laingsburg, Malmesbury, Montagu, Moorreesburg, Namakwaland, Paarl, Piketberg, Prins Albert, Riversdal, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Strand, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Vredendal, Wellington, Williston, Worcester, Wynberg, Barkly-Wes, Britstown, De Aar, Gordonia, Hay, Herbert, Hopetown, Kenhardt, Kimberley en Kuruman en in die gedeelte van die landdrostdistrik Postmasburg wat voor die publikasie van Goewermentskennisgewing 1254 van 27 Junie 1975 in die landdrostdistrik Kuruman geval het, maar uitgesonderd die gedeelte van die landdrostdistrik Kuruman wat voor publikasie van Goewermentskennisgewing 1314 van 28 Augustus 1964 in die landdrostdistrik Postmasburg geval het, Philipstown en Prieska.

(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 second Monday after the date of publication of this notice and for the period ending 30 June 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 area specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

355

SCHEDULE

INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE WESTERN CAPE

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Cape Furniture Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

National Union of Furniture and Allied Workers of South Africa

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Furniture Manufacturing Industry of the Western Cape,

to amend the Agreement of the said Council, published under Government Notice No. R. 2013 of 11 July 1969, as amended and renewed by Government Notices Nos. R. 421 of 15 March 1974, R. 74 of 16 January 1976, R. 2042 and R. 2043 of 14 September 1979, R. 187 of 1 February 1980, R. 1726 of 22 August 1980, R. 414 of 27 February 1981, R. 838 of 30 April 1982, R. 587 of 18 March 1983, R. 2597 of 30 November 1984, R. 478 of 1 March 1985, R. 1131 of 24 May 1985, R. 1481 of 5 July 1985, R. 1231 of 20 June 1986, R. 1332 of 27 June 1986, R. 2005 of 19 September 1986, R. 535 of 13 March 1987, R. 2020 of 18 September 1987, R. 1432 of 15 July 1988, R. 239 of 17 February 1989 and R. 2119 of 29 September 1989.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry of the Western Cape—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, who are engaged or employed in the Industry, respectively;

(b) in the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Clanwilliam, Ceres, Fraserburg, Goodwood, Heidelberg (C.P.), Hermanus, Hopefield, Kuils River, Ladismith, Laingsburg, Malmesbury, Montagu, Moorreesburg, Namaqualand, Paarl, Piketberg, Prince Albert, Riversdale, Robertson, Simon's Town, Somerset West, Stellenbosch, Strand, Sutherland, Swellendam, The Cape, Tulbagh, Vanrhynsdorp, Victoria West, Vredendal, Wellington, Williston, Worcester, Wynberg, Barkly West, Britstown, De Aar, Gordonia, Hay, Herbert, Hopetown, Kenhardt, Kimberley and Kuruman and in that portion of the Magisterial District of Postmasburg which, prior to the publication of Government Notice 1254 of 27 June 1975, fell within the Magisterial District of Kuruman, but excluding that portion of the Magisterial District of Kuruman which, prior to the publication of Government Notice No. 1314 of 28 August 1964, fell within the Magisterial District of Postmasburg, Philipstown and Prieska.

(2) Ondanks subklousule (1) (a) van hierdie klousule is hierdie Ooreenkoms—

(a) van toepassing slegs op die werknemers vir wie minimum lone in die Hofooreenkoms voorgeskryf word en op die werkgewers van sodanige werknemers;

(b) nie van toepassing nie ten opsigte van kantoorwerknemers (d.w.s. werknemers in klousule 15 van Deel II van die Hofooreenkoms bedoel), of leerlinge (d.w.s. werknemers in klousules 10 en 12 van Deel II van die Hofooreenkoms bedoel);

(c) nie van toepassing nie op 'n werkgewer wat hoogstens een besigheid binne die toepassingsbestek van hierdie Ooreenkoms bedryf en wat te alle tye minder as vyf werknemers in of in verband met sodanige besigheid in diens het: Met dien verstande dat werkende werkgewers as werknemers beskou moet word vir die doel om die getal werknemers in sodanige besigheid vas te stel: Voorts met dien verstande dat 'n werkgewer wat uitgesluit is ingevolge hierdie paragraaf en sy werknemers die keuse kan uitoefen om op 'n vrywillige grondslag deel te neem aan die Voorsorgfonds;

(d) van toepassing ten opsigte van vakleerlinge slegs vir sover sodanige toepassing nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of 'n kontrak wat daarkragtens gesluit is nie;

(3) Ondanks subklousules (1) en (2) van hierdie klousule is lidmaatskap van die Fonds nie verpligtend nie vir 'n werknemer wat op die datum van inwerkingtreding van hierdie Ooreenkoms 'n deelnemer aan of lid van 'n ander fonds is wat vir pensioen- of voorsorgvoordele voorsiening maak, wat op genoemde datum bestaan en waaraan die werkgewer van daardie werknemer op genoemde datum 'n deelnemer is, of vir die werkgewer van daardie werknemer gedurende dié tydperk wat sodanige ander fonds in werking is en beide werkgewer en werknemer daaraan deelneem, as die voordele van sodanige ander fonds na die mening van die Raad oor die algemeen nie minder gunstig is nie as die voordele wat deur die Raad se Fonds verskaf word.

2. KLOUSULE 1: TOEPASSINGSBESTEK VAN OOREENKOMS

In subklousule (2) (b), skrap die woord "vakleerlinge".

3. KLOUSULE 3: WOORDOMSKRYWINGS

In die woordoms krywing van "bevoegde werknemer", skrap die uitdrukking "met dien verstande dat die werknemers wat in paragraaf 9 van Deel II van die Hofooreenkoms, bedoel word, minstens een jaar diens in die Meubelnywerheid moet hê;".

4. KLOUSULE 5: ADMINISTRASIE

Vervang subklousule (h) deur die volgende:

"(h) Gelde wat nie vir die bestryding van lopende betalings en uitgawes nodig is nie, moet belê word in—

(a) die naam van die Fonds deur bemiddeling van SYFRETS MANAGED ASSETS LIMITED of enige ander finansiële instelling wat deur die Nywerheidsregistrator goedgekeur is ingevolge artikel 21 (3) van die Wet op Arbeidsverhoudinge, 1956, op sodanige wyse en by sodanige persone as wat SYFRETS MANAGED ASSETS LIMITED of 'n ander finansiële instelling goeddink, met inbegrip van die beleggings by homself of 'n ander finansiële instelling, met dien verstande dat die perke wat in die Pensioenfondswet van 1956 (soos gewysig) voorgeskryf word, nie oorskry word nie;

(b) of op enige ander manier deur die Registrator goedgekeur."

(2) Notwithstanding the provisions of subclause (1) (a) of this clause the terms of this Agreement shall—

(a) apply only to employees for whom minimum wages are prescribed in the Main Agreement, and to the employers of such employees;

(b) not apply in respect of office employees (i.e. employees referred to in clause 15 of Part II of the Main Agreement), or learners (i.e. employees referred to in clause 10 and 12 of Part II of the Main Agreement);

(c) not apply to an employer who carries on not more than one business within the scope of application of this Agreement and who employs fewer than five employees at all times or in connection with such business: Provided that working employers shall be regarded as employees for the purpose of establishing the number of employees in such business: Provided further that an employer who is excluded by virtue of this paragraph and his employees may elect to participate in the Provident Fund on a voluntary basis;

(d) apply in respect of apprentices only in so far as such application is not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into in terms thereof;

(3) Notwithstanding the provisions of subclauses (1) and (2) of this clause, membership of the Fund shall not be compulsory in respect of any employee who at the date of coming into operation of this Agreement is a participant in and a member of any other fund providing pension or provident benefits, which was in existence on the said date and in which the employer of that employee was on the said date a participant, or in respect of the employer of that employee, during such period only as such other fund continues to operate and both employer and employee participate therein, if in the opinion of the Council the benefits of such other fund are on the whole not less favourable than the benefits provided by the Council's Fund.

2. CLAUSE 1: SCOPE OF APPLICATION OF AGREEMENT

In subclause (2) (b), delete the word "apprentices".

3. CLAUSE 3: DEFINITIONS

In the definition of "eligible employee", delete the expression "provided that employees referred to in paragraph 9 of Part II of the Main Agreement shall have at least one year's employment in the Furniture Industry".

4. CLAUSE 5: ADMINISTRATION

Substitute the following for subclause (h):

"(h) Moneys not required to meet current payments and expenses shall be invested in—

(a) the name of the Fund through the agency of SYFRETS MANAGED ASSETS LIMITED or any other financial institution approved by the Industrial Registrar in terms of section 21 (3) of the Labour Relations Act, 1956, in such manner and with such persons as SYFRETS MANAGED ASSETS LIMITED or other financial institution deems fit, including investment with itself or another financial institution, provided that the limitations prescribed in the Pension Funds Act, 1956, as amended, are not exceeded;

(b) or in any other manner approved by the Registrar."

5. Vervang klousule 10 deur die volgende:

"10. VOORDELE

(a) 'n "Volle voordeel" bestaan uit—

(i) die totale bydraes deur 'n lid in die Fonds inbetaal; plus

"(ii) die totale bydraes deur die werkgewer ten behoeve van die betrokke lid in die Fonds inbetaal; plus".

(iii) dié addisionele bedrag uit Rekening C wat die Maatskappy na sy goedvinde as redelik onder alle omstandighede mag bepaal met behoorlik inagneming van die lengte van 'n lid se diens in die Meubelnywerheid, die bedrag van sy bydraes, die bedrag waarmee Rekening C as dan gekrediteer is en alle ander faktore wat die Maatskappy ag relevant te wees.

(b) 'n Lid wat die maksimum leeftyd bereik het, is op 'n volle voordeel geregtig, maar ingeval sy lidmaatskap ooreenkomstig klousule 7 (d) (ii) hiervan verleng word, word sy volle voordeel aan hom betaal wanneer hy ophou om in die Nywerheid werksaam te wees.

(c) 'n Lid wat permanent ongeskik raak voordat hy die maksimum leeftyd bereik, is op 'n volle voordeel geregtig. Ten einde te bepaal of 'n lid permanent ongeskik geraak het, kan die Maatskappy van sodanige lid vereis om mediese ondersoek te word deur 'n mediese beampte wat die Maatskappy benoem het, en die koste van sodanige mediese ondersoek moet deur die Fonds gedra word.

(d) (i) By die afsterwe van 'n lid, moet 'n volle voordeel aan sy afhanklikes toegestaan word.

(ii) As 'n lid te sterwe kom sonder om afhanklikes na te laat, word die bedrag waarmee sodanige lid in Rekening A gekrediteer is, aan sy boedel betaal.

(e) Indien 'n vroulike lid die Meubelnywerheid verlaat met die doel om in die huwelik te tree, is sy, by voorlegging aan die Maatskappy, van haar huweliksertifikaat of ander bevredigende bewys van haar huwelik daarop geregtig om haar eie bydraes tot die Fonds te ontvang.

(f) As 'n lid om enige rede ophou om lid te wees en geen voordeel ooreenkomstig die voorafgaande bepalings aan hom betaalbaar is nie, moet die bedrag wat hy tot die Fonds bygedra het, aan hom terugbetaal word, met dien verstande dat 'n lid wat langer as 10 jaar in die Meubelnywerheid in diens was, benewens sy eie bydraes, 'n deel sal ontvang van die bedrag wat die werkgewer ten opsigte van hom in Rekening B bygedra het, en wel op onderstaande grondslag:

Na 10 jaar diens 10 persent van die werkgewer se bydraes.

Na 12 jaar diens 15 persent van die werkgewer se bydraes.

Na 14 jaar diens 20 persent van die werkgewer se bydraes.

Na 16 jaar diens 25 persent van die werkgewer se bydraes.

(g) Ondanks andersluidende bepalings hieronder in hierdie Ooreenkoms vervat, kan die Maatskappy, geheel en al na sy eie goedvinde, 'n groter of 'n addisionele voordeel toestaan aan lede wat weens siekte of permanente ongeskiktheid nie daartoe in staat is om lede van die Fonds te bly nie. Die Maatskappy kan ook 'n addisionele voordeel toestaan aan lede wat, na die mening van die Raad, die Nywerheid getrou gedien het.

(h) (i) Ingeval 'n persoon wat kragtens hierdie Ooreenkoms op voordele geregtig geword het, versuim om binne 12 maande vanaf die datum waarop hy op sodanige voordele geregtig geword het, aansoek daarom te doen, moet die Maatskappy 'n advertensie in drie agtereenvolgende uitgawes van beide 'n Afrikaanstalige en 'n Engelstalige dagblad wat in die Republiek gelees word en waarvan een 'n nuusblad moet wees wat gelees word in die gebied waarin die lid aan wie die voordeel verskuldig is, gewoonlik woonagtig

5. Substitute clause 10 with the following:

"10. BENEFITS

(a) A "full benefit" shall consist of—

(i) the total of the contributions paid into the Fund by a member; plus

"(ii) the total of contributions paid into the Fund by the employer on behalf of the member concerned; plus".

(iii) such additional amount from Account C which the Company may in its discretion determine as being reasonable in all the circumstances, due regard being had to the length of the member's service in the Furniture Industry, the amount of his contributions, the amount then to the credit of Account C, and any other factors deemed by the Company to be relevant.

(b) A member who has attained the maximum age shall be entitled to a full benefit, but in the event of the extension of his membership in terms of clause 7 (d) (ii) hereof his full benefit shall be paid to him when he ceases to be employed in the Industry.

(c) A member who becomes permanently incapacitated before attaining the maximum age shall be entitled to a full benefit. In order to determine whether a member has become permanently incapacitated the Company may require such member to be medically examined by a medical officer nominated by it, the cost of which shall be borne by the Fund.

(d) (i) On the death of a member, his dependants shall be granted a full benefit.

(ii) If a member dies without leaving dependants his estate shall be paid the amount standing to such member's credit in Account A.

(e) Should a female member leave the Furniture Industry to be married, she shall be entitled on production to the Company of her marriage certificate or other satisfactory evidence of marriage to receive her own contributions to the Fund.

(f) If a member ceases to be a member for any reason and no benefit is payable to him in terms of the foregoing provisions he shall be refunded the amount contributed by him to the Fund, provided that a member who has been employed for longer than 10 years in the Furniture Industry will receive in addition to his own contributions, a portion of the amount contributed by the employer in respect of him to Account B, on the following bases:

After 10 years employment 10 per cent of the employer's contributions.

After 12 years employment 15 per cent of the employer's contributions.

After 14 years employment 20 per cent of the employer's contributions.

After 16 years employment 25 per cent of the employer's contributions.

(g) Notwithstanding anything to the contrary hereinafter contained the Company may in its entire discretion grant larger or additional benefits to members who because of illness or permanent incapacity are unable to continue their membership of the Fund. The Company may also grant additional benefits to members who, in the opinion of the Council, have served the Industry faithfully.

(h) (i) In the event of a person who has become entitled to benefits in terms of this Agreement failing to apply for such benefit within 12 months of the date on which he became entitled to such benefits the Company shall insert an advertisement, in three successive issues of an English language and an Afrikaans language daily newspaper circulating in the Republic, one of which shall be a newspaper circulating in the area in which the member to whom the benefit is due was normally resident at the time such benefit became due, stating the name and last known place of work of the member,

was toe sodanige voordeel verskuldig geword het, laat publiseer waarin die naam en die laaste werkplek van die lid en die feit dat sekere voordele verskuldig is, gemeld word en sodanige lid of sy afhanklikes versoek word om eise vir sodanige voordele in te dien binne 'n tydperk van drie maande vanaf die datum waarop die advertensie vir die laaste maal verskyn het en om volledige besonderhede te verstrek van die gronde waarop sodanige eise ingestel word. Die Maatskappy moet, na die laaste datum waarop eise ingedien mag word, al sodanige eise oorweeg en aan 'n lid of, indien geen eis van 'n lid ontvang is nie, aan sy afhanklikes wat eise ingedien het op die manier hierin voorgeskryf, dié gelde betaal wat aan die lid verskuldig mag wees, min die advertensiekoste, as hy dit dienstig ag.

(ii) Indien geen eis binne sodanige tydperk van drie maande van 'n lid of sy afhanklikes ontvang word nie, word die voordele aan die Fonds verbeur; met dien verstande dat die Maatskappy enige eis wat na verloop van genoemde tydperk ontvang word, moet oorweeg en na sy goedvinde 'n *ex gratia*-toekenning van hoogstens die bedrag van sodanige voordele aan sodanige persoon of, ingeval van sy dood, aan sy afhanklikes of sy boedel kan betaal.

(i) Die Maatskappy kan na goeddunke huislenings aan lede toestaan uit inkomste op beleggings van die Fonds en/of uit die geld wat aan die Fonds verbeur word: Met dien verstande dat—

(i) sodanige lening nie meer mag wees as die totale bedrag wat die betrokke lid tot die Fonds bygedra het en wat op Rekening A in die Fonds se boeke gekrediteer is nie; en dat

(ii) geen sodanige lening toegestaan mag word nie tensy dié lid skriftelik by die fonds borg staan vir sodanige bedrag van die geld wat hy tot die Fonds bygedra het en wat op Rekening A in die Fonds se boeke gekrediteer is as wat die Maatskappy na goeddunke besluit; en dat

(iii) sodanige lening onderworpe is aan dié bepalings en voorwaardes ten opsigte van terugbetaling en andersins wat die Raad van tyd tot tyd en te eniger tyd bepaal.

(j) (i) Ondanks andersluidende bepalings hierin kan 'n lid wat om watter rede ook al ophou om 'n lid van die Fonds te wees en wat ingevolge hierdie Ooreenkoms daarop geregtig is om bystand uit die Fonds te kry, die keuse uitoefen om nie die bystand te ontvang op die datum waarop hy ophou om 'n lid te wees nie, in welke geval, wanneer hy die maksimum ouderdom bereik, so iemand daarop geregtig is om vir sy eie bydraes tot die Fonds vergoed te word en mits so iemand 10 jaar lank of langer in diens van die Meubelnywerheid was, moet hy benewens sy eie bydraes, 'n gedeelte ontvang van die bedrag bygedra deur die werkgewer op die volgende grondslag:

Na 10 jaar diens, 25 persent van die werkgewer se bydraes;

na 15 jaar diens, 50 persent van die werkgewer se bydraes;

na 20 jaar diens, 75 persent van die werkgewer se bydraes;

na 25 jaar diens, 100 persent van die werkgewer se bydraes.

(ii) Die totale bedrag betaalbaar aan so 'n persoon ingevolge subklousule (i) dra samegestelde rente teen 9 persent per jaar maandeliks agteruit bereken vir die tydperk vanaf die tydstop waarop die lid die Nywerheid verlaat het en die tydstop waarop hy die maksimum ouderdom bereik.

(iii) Op enige tydstop voordat so iemand die maksimum ouderdom bereik, kan hy die keuse uitoefen om die bystand waarop hy geregtig geword het op die datum toe hy opgehou het om 'n lid van die Fonds te wees, te ontvang, in welke geval die bedrag betaalbaar aan so iemand samegestelde rente dra teen 'n koers van 9 persent per jaar maandeliks agteruit bereken vir die tydperk vanaf die tydstop waarop die persoon die Nywerheid verlaat het en die datum waarop hy eis: Met dien verstande dat rente daarop nie betaal sal word nie indien die persoon die voordeel eis binne 'n tydperk van drie jaar nadat hy die Nywerheid verlaat het.

the fact that certain benefits are due and calling upon such member or his dependants to submit claims for such benefits within a period of three months from the date of the last insertion of the advertisement and to furnish full details of the grounds upon which such claims are made. The Company shall, after the last date upon which claims may be submitted, consider such claims and shall pay to a member or if no claim is received from a member, to his dependants who have submitted claims in the manner prescribed herein, such moneys are maybe due to the member, less the cost of advertising, as it may deem fit. (355)

(ii) Should no claim have been received from a member or his dependants within such period of three months, the benefits shall be forfeited to the Fund: Provided that the Company shall consider any claim received after the expiry of the said period and may in its discretion make an *ex gratia* grant not exceeding the amount of such benefits to such person or in the event of his death to his dependants or estate.

(i) The Company may in its entire discretion grant housing loans to members from income on investments of the Fund and/or from moneys forfeited to the Fund: Provided that—

(i) no such loan shall exceed the total amount of all moneys contributed by the relevant member to the Fund and credited to Account A in the books of the Fund; and that

(ii) no such loan shall be granted unless and until such member in writing pledges to the Fund such amount of the moneys contributed by him to the Fund and credited to Account A in the books of the Fund as the Company in his discretion may decide; and that

(iii) any such loan shall be subject to such terms and conditions as to repayment and otherwise as may be laid down by the Company from time to time and at any time.

(j) (i) Notwithstanding anything to the contrary contained herein, any member who ceases to be a member of the Fund for any reason and who in terms of the provisions of this Agreement is entitled to receive a benefit from the Fund, may elect not to be paid such a benefit at the date he ceases to be a member, in which case, on reaching the maximum age, such person shall be entitled to be refunded his own contributions to the Fund and provided that such person was employed for 10 years or longer in the Furniture Industry, he shall receive in addition to his own contributions, a portion of the amount contributed by the employer on the following basis:

After 10 years employment, 25 per cent of the employer's contributions;

after 15 years employment, 50 per cent of the employer's contributions;

after 20 years employment, 75 per cent of the employer's contributions;

after 25 years employment, 100 per cent of the employer's contributions.

(ii) The total amount payable to such person under sub-clause (i) shall bear compound interest at the rate of 9 per cent per annum calculated monthly in arrear for the period between the member leaving the Industry and such person reaching the maximum age.

(iii) At any stage prior to such person reaching the maximum age, he may elect to be paid the benefit he became entitled to receive on the date he ceased to be a member of the Fund, in which case the amount payable to such person shall bear compound interest at the rate of 9 per cent per annum calculated monthly in arrear for the period between the person leaving the Industry and the date on which he claims his benefit: Provided that interest shall not be paid thereon if the person claims his benefit within a period of three years of leaving the Industry.

Namens die partye op hede die 12de dag van Augustus 1988 te Kaapstad onderteken.

(k) (i) By die afsterwe van 'n lid, moet sterftbystand van R1 000 aan sy afhanklikes betaal word: Met dien verstande dat sodanige bystand slegs ten opsigte van een afhanklike betaalbaar is;

(ii) By die afsterwe van 'n lid se vrou of kind oor die ouderdom van 14 jaar, moet sterftbystand van R1 000 aan 'n lid betaal word;

(iii) By die afsterwe van 'n kind tussen die ouderdom van 6 en 14, moet sterftbystand R500 aan 'n lid betaal word;

(iv) By die afsterwe van 'n kind onder die ouderdom van 6 of 'n doodgeborene, moet sterftbystand van R250,00 aan 'n lid betaal word;

(v) Ondanks subklousule (j) (i) tot (iv) moet geen betaling ingevolge daarvan gedoen word nie tensy aansoek daarom gedoen word binne 'n tydperk van een jaar vanaf die afsterwe van die betrokke lid of afhanklike.

(k) (i) On the death of a member, his dependents shall be paid a mortality benefit of R1 000,00: Provided that such benefit shall be paid in respect of one dependant only; 355

(ii) On the death of a member's wife or child over the age of 14 years, a member shall be paid a mortality benefit of R1 000,00;

(iii) On the death of a child between the ages of 6 and 14, a member shall be paid a mortality benefit of R500,00;

(iii) On the death of a child between the ages of 6 and 14, a member shall be paid a mortality benefit of R500,00;

(iv) On the death of a child under the age of 6 or a stillborn baby, a member shall be paid a mortality benefit of R250,00;

(v) Notwithstanding the provisions of subclause (j) (i) to (iv), no payment in terms thereof shall be made unless application therefor is made within a period of one year from the date of the member or dependent concerned.

No. R. 2412

4 Oktober 1991

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIËSE AANNEMINGSNYWERHEID, TRANSVAAL: HERNUWING VAN HOOFOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewing R. 1189 van 24 Mei 1991, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 2412

4 October 1991

LABOUR RELATIONS ACT, 1956

ELECTRICAL CONTRACTING INDUSTRY, TRANSVAAL: RENEWAL OF MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice R. 1189 of 24 May 1991, to be effective from the date of publication of this notice and for the period ending 30 June 1992.

D. VAN DER WALT,

Director: Labour Relations.

No. R. 2413

4 Oktober 1991

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIËSE NYWERHEID (NATAL): HERNUWING VAN OOREENKOMS VIR DIE ELEKTROTEGNIËSE AANNEMINGSEKSIE

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 2748 van 11 Desember 1987, R. 1660 van 19 Augustus 1988, R. 398 van 23 Februarie 1990 en R. 136 van 25 Januarie 1991, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 2413

4 October 1991

LABOUR RELATIONS ACT, 1956

ELECTRICAL INDUSTRY (NATAL): RENEWAL OF AGREEMENT FOR THE ELECTRICAL CONTRACTING SECTION

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 2748 of 11 December 1987, R. 1660 of 19 August 1988, R. 398 of 23 February 1990 and R. 136 of 25 January 1991, to be effective from the date of publication of this notice and for the period ending 30 June 1992.

D. VAN DER WALT,

Director: Labour Relations.

No. R. 2414

4 Oktober 1991

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIËSE NYWERHEID, OOS-LONDEN: WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, 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,

No. R. 2414

4 October 1991

LABOUR RELATIONS ACT, 1956

ELECTRICAL INDUSTRY, EAST LONDON: AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, 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,

met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging, wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) en 10, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 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 gebied in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE NYWERHEID, OOS-LONDEN

HOOFOOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Electrical Contractors' Association (South Africa)

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en

The South African Electrical Workers' Association

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Nywerheid, Oos-Londen,

om die Ooreenkoms, gepubliseer by Goewermentskennisgewing R. 1749 van 17 Augustus 1984, soos verleng, gewysig en hernieu deur Goewermentskennisgewings R. 1315 van 14 Junie 1985, R. 1363 van 21 Junie 1985, R. 360 en R. 361 van 20 Februarie 1987, R. 451 en R. 452 van 11 Maart 1988, R. 1576 van 21 Julie 1989 en R. 2107 van 29 September 1989, en R. 2045 van 23 Augustus 1991 te wysig.

DEEL I

ALGEMENE VOORWAARDES WAT DEURGAANS OP HIERDIE OOREENKOMS VAN TOEPASSING IS

1. GEBIED EN TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet nagekom word deur alle werkgewers en werknemers in die Elektrotegniese Nywerheid—

(a) wat lede is van onderskeidelik die werkgewersorganisasie en die vakvereniging, en

(b) wat betrokke is by of werksaam is in die Nywerheid in die landdrosdistrik Oos-Londen (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermentskennisgewing 1079 van 10 Junie 1988 binne die Republiek van Ciskei geval het).

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op vakleerlinge en kwekelinge slegs vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of met voorwaardes of kennisgewings wat daarkragtens voorgeskryf of bestel is nie.

shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991 upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; 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 clauses 1 (1) (a) and 10 shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991 upon all employers and employees, other than those referred to in paragraph (a) of this notice, who were engaged or employed in the said Undertaking, Industry, Trade or Occupation in the area specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY, EAST LONDON

MAIN AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Electrical Contractors' Association (South Africa)

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part and

The South African Electrical Workers' Association

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Electrical Industry, East London,

to amend the Agreement published under Government Notice R. 1749 of 17 August 1984, as extended, amended and renewed by Government Notices R. 1315 of 14 June 1985, R. 1363 of 21 June 1985, R. 360 and R. 361 of 20 February 1987, R. 451 and R. 452 of 11 March 1988, R. 1576 of 21 July 1989 and R. 2107 of 29 September 1989, and R. 2045 of 23 August 1991.

PART I

GENERAL CONDITIONS APPLICABLE THROUGHOUT THIS AGREEMENT

1. AREA AND SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed by all employers and employees in the Electrical Industry—

(a) who are members of the employers' organisation and the trade union respectively, and

(b) who are engaged or employed in the Industry in the Magisterial District of East London (excluding that portion which, prior to the publication of Government Notice 1079 of 10 June 1988, fell within the Republic of Ciskei).

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions prescribed or any notice served in terms thereof.

(3) Vir die toepassing van hierdie Ooreenkoms word die weeklikse loonskaal van vakleerlinge wat kragtens die Wet op Mannekragopleiding, 1981, voorgeskryf is as die weekloon van sodanige werknemers geag en is die uurloon die weekloon soos hierbo bereken, gedeel deur die getal gewone ure wat daarin die betrokke bedryfsinrigting gewerk word.

2. KLOUSULE 3: WOORDOMSKRYWING

(1) Voeg die volgende nuwe omskrywings in na die omskrywing "drywer":

" 'elektrotegniese konstruksie-operateur, Vlak 1' (hierna 'Elkonop 1' genoem) 'n werknemer wat op die datum waarop hierdie Ooreenkoms in werking tree in diens was as 'n arbeider en wat deur sy werkgever as bedrewe genoeg beskou word om die pligte van 'n Elkonop 1 uit te voer, of wat daarna op sodanige vlak in diens geneem word. Die formele opleiding van sodanige werknemer moet deur die werkgever verskaf word. Sodanige werknemer kan enigeen van die volgende werksaamhede verrig en kan die gereedskap gebruik wat nodig is om die werksaamhede te verrig:

- (a) leipype buig;
- (b) leipype volgens merke sny, skroefdraad daarop insny en dit ruim;
- (c) leë leipypbybehore en kaste aan leipype aanheg;
- (d) draadleidings installeer en vassit, uitgesonderd installering op die oppervlakte;
- (e) gepantserde en ongepantserde kables op die oppervlakte installeer, uitgesonderd die aansluitings daarvan;
- (f) afdigstukke aan PVC-kables aansit, uitgesonderd afdigstukke wat met epoksiehars of soortgelyke vulsel gevul moet word;
- (g) 'n slootgraafmasjien bedien;
- (h) kables lê in slote, leidings en rakke, met inbegrip van die vasmaak van sodanige kables;
- (i) die werk van 'n arbeider;
- (j) 'n meester-elektrisiën, 'n elektrisiën, 'n WHT en 'n Elkonop 2 of Elkonop 3 help, sonder om die werk self te verrig, behalwe soos in (a) tot (i) hierbo uiteengesit;

'elektrotegniese konstruksie-operateur, Vlak 2' (hierna 'Elkonop 1' genoem) 'n werknemer wat—

(1) die voorgeskrewe formele opleiding ondergaan het en in die eksamen geslaag het wat hom geregtig maak om ingevolge die Ooreenkoms gepubliseer by Goewermenskennisgewing R. 1749 van 17 Augustus 1984, soos van tyd tot tyd gewysig, herbekragtig en hernieu, as 'n elektrotegniese installasie-werksman in die Elektrotegniese Aannemingsnwerheid te werk; of

(2) in besit is van bewys van bedrewenheid as 'n Elkonop 1 wat deur sy werkgever uitgereik is, en wat die voorgeskrewe formele opleiding ontvang het en die eksamen vir 'n Elkonop 2 met sukses by 'n institusionele opleidingsentrum wat deur die Raad ereken word, afgelê het.

(3) Sodanige werknemer kan enigeen van of al die volgende werksaamhede verrig en kan die gereedskap wat nodig is om die werksaamhede te verrig, gebruik: Met dien verstande dat sodanige take slegs op nuwe installasies uitgevoer word of op groot opknappings van bouwerke of geboue waarvan die krag van die hooftoevoer afgesny is en dat dit uitgevoer word onder die toesig van 'n meester-elektrisiën, 'n elektrisiën of 'n WHT:

(a) Vasklampwerk, met inbegrip van die plasing van drade in die klampe: Met dien verstande dat daar geen trekspanning plaasvind nie;

(3) For the purposes of this Agreement, the weekly wage rate of apprentices prescribed under the Manpower Training Act, 1981, shall be taken to be the weekly wage of such employees, and the hourly rate shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned.

2. CLAUSE 3: DEFINITIONS

(1) Insert the following new definitions after the definition "driver":

" 'electrical construction operator, Level 1' (hereinafter referred to as an 'Elconop 1') means an employee who was employed as a labourer on the date of the coming into effect of this Agreement and who is regarded by his employer as being capable of performing the duties of an Elconop 1, or is engaged subsequently at such level. The formal training of such employee shall be provided by the employer. Such employee may undertake any of the following tasks, and may use tools necessary to perform such tasks:

- (a) Bending of conduit;
- (b) cutting of conduit to marks, threading and reaming thereof;
- (c) the attachment to conduit of empty conduit accessories and trays;
- (d) installation and fixing of wireways, excluding surface installations;
- (e) installation of armoured and unarmoured surface cable, excluding the connection thereof;
- (f) fitting of glands to PVC cables, but excluding any glands which require epoxy or similar filling;
- (g) operating a trenching machine;
- (h) laying of cables in trenches, ducts and racks including the securing of such cables;
- (i) the work of a labourer;
- (j) assisting a master electrician, an electrician, a DAM and an Elconop 2 or Elconop 3, but not to perform any work individually except as set out in (a) to (i) above;

'electrical construction operator level 2' (hereinafter referred to as an 'Elconop 2') means an employee who—

(1) has undergone the prescribed formal training and successfully passed the examination entitling him to be employed in the Electrical Contracting Industry as an electrical installation operative under the Agreement published under Government Notice R. 1749 of 17 August 1984, as amended, re-enacted and renewed from time to time; or

(2) is in possession of proof of proficiency as an Elconop 1 issued by his employer, and has undergone the prescribed formal training and been successful in the examination for an Elconop 2 at an institutionalised training centre recognised by the Council;

(3) such employee may be engaged in any or all of the following tasks, and may use the tools necessary to perform such tasks: Provided such tasks are carried out only on new installations or on major renovations of structures or buildings from which the power has been disconnected from the main supply, and are carried out under the supervision of a master electrician, electrician or DAM:

(a) Cleating including the placing of wires in cleats: Provided there is no tensioning;

(355)

(b) drade plaas in of trek deur draadleidings*: Met dien verstande dat die grootte van elke geleier hoogstens 16 vierkante millimeter is;

(c) liggende installeer en vassit, met inbegrip van die aansluiting daarvan;

(d) ligskakelaars en kontakskakke, kooktoestel- en water-isoleerders installeer, met inbegrip van die aansluiting daarvan;

(e) gesistematiseerde en/of nuwigheids-elektriese installasies installeer, d.w.s. 'n vooraf ontwerpte bedradingstelsel wat werk van 'n herhalingsaard meebring, waarvan die komponente van die terrein af gereedgemaak is volgens die vereiste lengtes en groottes, en omvat dit die aansluiting van die bybehore daarvan: Met dien verstande dat sodanige werknemer nie die verdeelbord mag aansluit nie;

(f) installasies op die oppervlakte installeer en vassit;

(g) eenvoudige gas- en ligboogswerswerk;

(h) die werk van 'n arbeider of Elkonop 1;

(* "Draadleiding" beteken kabelrakke of enige geslote omhulsel wat drade of kables bevat.);

'elektrotegniese konstruksie-operateur, Vlak 3' (hierna 'Elkonop 3' genoem) 'n werknemer wat in die Nywerheid gewerk het as 'n Elkonop 2 of as 'n elektrotegniese installasiewerksman en wat die voorgeskrewe formele opleiding ontvang het en wat die eksamen vir 'n Elkonop 3 met sukses by 'n institusionele opleidingsentrum wat deur die Raad erken word, afgelê het. Sodanige werknemer kan enige van of al die volgende werksaamhede verrig en kan die gereedskap wat nodig is om die werksaamhede te verrig, gebruik: Met dien verstande dat sodanige werksaamhede slegs op nuwe installasies uitgevoer word of op groot opknappings van bouwerke of geboue waarvan die krag van die hooftoevoer afgesny is en dat dit uitgevoer word onder die toesig van 'n meester-elektrisiën, 'n elektrisiën of 'n WHT:

(a) Bedrading en montering van verdeelborde;

(b) installering en aansluiting van verdeelborde;

(c) trekspanning van vasklampbedrading;

(d) volledige buiswerk en bedrading van huise, duplexe, simplekse en herhalende werk van 'n soortgelyke aard op vloere van kantoorgeboue, hotelle en woonstelle;

(e) indien nodig, die werk van 'n Elkonop 1 of 'n Elkonop 2."

(2) Skrap die omskrywing "kwekeling-elektrotegniese installasie-werksman".

(3) Skrap die omskrywing "elektrotegniese installasie-werksman".

(4) Voeg die volgende omskrywing "elektrisiën" in:

" 'elektrisiën' 'n werknemer wat 'n vakleerlingskap ingevolge die Wet op Mannekragopleiding, 1981, voltooi het in 'n ambag wat betrekking het op die Nywerheid, of wat opleiding ontvang het wat deur die Raad erken word as voldoende om sodanige werknemer daarop geregtig te maak om as elektrisiën in die Nywerheid te werk;".

(5) Vervang die omskrywing "arbeider" deur die volgende:

" 'arbeider' 'n werknemer in diens as arbeider op die datum waarop hierdie Ooreenkoms in werking tree, of wat daarna op daardie vlak in diens geneem word. Sodanige werknemer kan enige van of al die volgende take verrig:

(a) Materiaal laai of aflaai;

(b) gate en slote grawe, pale inplant en kables in slote lê;

(c) kantore en werkswinkels skoonmaak;

(d) verversings voorberei;

(e) gleuwe en gate in mure en betonvloere maak vir lei-pype;

(f) oortollige installasies en uitrusting in verband daarmee, waarvan die toevoerkables verwyder is, stroop;

(b) placing or drawing of conductors into wireways*: Provided that the size of each conductor shall not exceed 16 square millimetres;

(c) erection and fixing of luminaries, including the connection thereof;

(d) installation of light switches, socket outlets, cooker and water isolators, including the connection thereof;

(e) installation of systemised and/or innovative electrical installations, which means a predesigned wiring system entailing work of a repetitive nature of which the components have been prepared off site to the lengths and sizes required, and includes the connecting of accessories thereto: Provided that such employee may not connect the distribution board;

(f) installation and fixing of surface installations;

(g) simple arc and gas welding;

(h) the work of a labourer or Elkonop 1;

(* "Wireways" mean cable trays or any enclosed casing containing wires or cables.);

'electrical construction operator, Level 3' (hereinafter referred to as an 'Elkonop 3') means an employee who has been employed in the Industry as an Elkonop 2 or as an electrical installation operative and has undergone the prescribed formal training and been successful in the examination for an Elkonop 3 at an institutionalised training centre recognised by the Council. Such employee may be engaged in any or all of the following tasks, and may use the tools necessary to perform such tasks: Provided that such tasks are carried out only on new installations or on major renovations of structures or buildings from which the power has been disconnected from the main supply, and are carried out under the supervision of a master electrician, an electrician or a DAM:

(a) Wiring and assembling of distribution boards;

(b) installation and connection of distribution boards;

(c) tensioning of cleat wiring;

(d) complete tubing and wiring of houses, duplexes, simplexes and repetitive work of a similar nature on floors of office blocks, hotels and flats;

(e) where necessary, the performance of the work of an Elkonop 1 or Elkonop 2;".

(2) Delete the definition "electrical installation operative trainee".

(3) Delete the definition "electrical installation operative".

(4) Insert the following definition "electrician":

" 'electrician' means an employee who has completed an apprenticeship in terms of the Manpower Training Act, 1981, in a trade relevant to the Industry, or who has received training recognised by the Council as being sufficient to entitle him to work as an electrician in the Industry;".

(5) Substitute the following for the definition "labourer":

" 'labourer' means an employee who was employed as a labourer on the date of coming into operation of this Agreement, or is engaged subsequently at such level. Such employee may be engaged in any or all of the following tasks:

(a) Loading or unloading of materials;

(b) digging of holes and trenches, planting of poles and laying of cables in trenches;

(c) cleaning of office and workshop areas;

(d) preparing of refreshments;

(e) chasing and cutting of walls and concrete floors for conduit;

(f) stripping of redundant installations and equipment incidental thereto from which the supply cables have been removed;

(g) 'n meester-elektrisiën, 'n elektrisiën, 'n WHT en 'n Elkonop 1, Elkonop 2, of Elkonop 3 help, sonder om die werk self te verrig, behalwe soos in (a) tot (f) hierbo uiteengesit: Met dien verstande dat indien 'n werknemer 'n dienssertifikaat voorlê wat ingevolge klousule 30 van Deel I van die Ooreenkoms uitgereik is, of ander bewyse wat vir die Raad aanvaarbaar is en wat aandui dat hy voorheen as arbeider of Elkonop 1 in die Nywerheid in diens was, hy in diens geneem moet word as nie minder as 'n Elkonop 1 nie."

(6) Voeg die volgende omskrywing in na die omskrywing "toesluitplek":

" 'meester-elektrisiën' 'n werknemer wat geregistreer is as 'n installasie-elektrisiën ingevolge Regulasie II (1) van die Elektriese Installeringsregulasies, 1985, wat ingevolge die Wet op Masjinerie en Beroepsveiligheid, 1983, gepubliseer is;".

(7) Voeg die volgende omskrywing in na die omskrywing "perseel":

" 'voorgeskrewe formele opleiding' 'n stelsel van modulêre opleiding wat deur die Raad uitgewerk is om aan die vereistes van die werksaamhede wat deur die kategorie werknemer uitgevoer moet word, te voldoen, en wat gedoen word in 'n institusionele opleidingsentrum onder beheer van die Elektrotegniese Ontwikkelings- en Opleidingsfonds en wat deur die Raad gekontroleer word;".

(8) Voeg die volgende omskrywing in na die omskrywing "geskikte huisvesting":

" 'tydelike arbeider' 'n werknemer wat in diens geneem word op die volgende bepalinge en voorwaardes:

(a) 'n Werkgewer moet minstens een arbeider in sy diens hê alvorens hy 'n tydelike arbeider in diens mag neem;

(b) 'n tydelike arbeider mag slegs in diens geneem word om die werk van 'n arbeider te verrig waarvoor daar geen formele opleiding nodig is nie;

(c) die minimum loonskaal moet nie minder wees nie as die helfte van die loonskaal in hierdie Ooreenkoms voorgeskryf vir 'n arbeider in die gebied waar die tydelike arbeider in diens is;

(d) die werkure is die normale werkure van die bedryfsinrigting;

(e) vir enige oortyd deur 'n tydelike arbeider op 'n normale werkdag of Saterdag gewerk, moet daar teen 'n skaal van minstens R2,50 per uur of gedeelte van 'n uur betaal word. Vir werk op 'n Sondag of 'n openbare vakansiedag moet daar betaal word teen een en twee derdes van die uurloon vir arbeiders in die Ooreenkoms voorgeskryf vir elke uur of gedeelte van 'n uur gewerk;

(f) 'n tydelike arbeider mag vir hoogstens 20 agtereenvolgende werkdag in diens gehou word, waarna sy dienste of beëindig moet word of hy moet werk as arbeider aangebied word op die bepalinge en voorwaardes wat in hierdie Ooreenkoms voorgeskryf word;

(g) vanaf die dag waarop die tydelike arbeider diens aanvaar, moet sy naam op die werkgewer se loonregister en sy Werkloosheidsversekeringsopgawes verskyn en moet die werkgewer te alle tye verseker dat die tydelike arbeider deur die Ongevallewet gedek word;

(h) geen heffings of bydraes betaalbaar ingevolge die Hoof-ooreenkoms of die Siektebystands-, Pensioen- en Mediese Bystandsfondsooreenkomste van die Raad is betaalbaar ten opsigte van 'n tydelike arbeider nie;

(i) alle werkgewers wat tydelike arbeiders indiens neem, moet die Raad elke maand, op vorms verkrygbaar by die Raad, in kennis stel van die name, persoonsnommers en datums van indiensneming van alle tydelike arbeiders wat gedurende sodanige maand deur hulle in diens geneem is;

(g) assisting a master electrician, an electrician, a DAM and an Elkonop 1, Elkonop 2 or Elkonop 3, but not to perform any work individually except as set out in (a) to (f) above: Provided that should an employee produce a certificate of service issued in terms of clause 30 of Part I of the Agreement, or other evidence acceptable to the Council indicating that he was previously employed in the Industry as a labourer or Elkonop 1, he shall be employed as not less than an Elkonop 1."

(6) Insert the following definition after the definition "lock-up":

" 'master electrician' means an employee who is registered as an installation electrician in terms of Regulation 11 (1) of the Electrical Installation Regulations, 1985, published in terms of the Machinery and Occupational Safety Act, 1983;".

(7) Insert the following definition after the definition "premises":

" 'prescribed formal training' means a system of modular training, designed by the Council to meet the requirements of the tasks to be performed by the category of employee and carried out in institutionalised training centres set up under the control of the Electrical Development and Training Fund and monitored by the Council;".

(8) Insert the following definition after the definition "suitable accommodation":

" 'temporary labourer' means an employee who is employed on the following terms and conditions:

(a) An employer shall have at least one labourer in his employ before he may employ a temporary labourer;

(b) a temporary labourer may only be employed to perform work of a labourer for which no formal training is required;

(c) the minimum rate of wages shall be not less than half the rate of wages prescribed in this Agreement for a labourer in the area where the temporary labourer is employed;

(d) the working hours shall be the normal working hours of the establishment;

(e) any overtime worked by a temporary labourer on a normal working day or a Saturday shall be paid for at a rate of not less than R2,50 per hour or part of an hour. Work on a Sunday or public holiday shall be paid for at a rate of one and two thirds the hourly rate prescribed in the Agreement for labourers for each hour or part of an hour worked;

(f) a temporary labourer may be employed for not more than 20 consecutive working days, whereafter his services must either be terminated or he must be offered employment as a labourer on the terms and conditions prescribed in this Agreement;

(g) from the commencement of employment of the temporary labourer he shall be reflected in the wage register and UIF returns of the employer and the employer shall at all times ensure that the temporary labourer is covered by the Workmen's Compensation Act;

(h) no levies or contributions in terms of the Main or Sick Benefits, Pension and Medical Aid Fund Agreements of the Council shall be payable in respect of a temporary labourer;

(i) all employers engaging temporary labourers shall advise the Council each month, on a form obtainable from the Council, of the names, Id. numbers and dates of employment of all temporary labourers employed by them during such month;

(j) die werkgever moet alle lene verskuldig aan 'n tydelike arbeider weekliks betaal. Indien die dienste van 'n tydelike arbeider beëindig word voor die normale betaaldag, soos hierin uiteengesit, moet alle besoldiging aan hom verskuldig by diensbeëindiging aan hom betaal word."

3. KLOUSULE 8: BETALING VAN BESOLDIGING

(1) In subklousule (2) (e), vervang die uitdrukking "Elkon" deur die uitdrukking "meester-elektrisiën".

(2) In subklousule (3), vervang die uitdrukking "Geen Elkon, ambagsman, WHT, EIW," deur die uitdrukking "Geen meester-elektrisiën, elektrisiën, ambagsman, WHT, Elkonop 3, Elkonop 2,".

(3) Skrap subklousule (3) en hernommer subklousule (4) om te lui subklousule (3).

4. KLOUSULE 9: JAARLIKSE VERLOF

In subklousule (1) (a) (iii), (1) (a) (iv), (1) (a) (v), (1) (a) (vi) (1) (a) (vii) en (1) (a) (viii), vervang die uitdrukking "drywer of arbeider" deur die uitdrukking "drywer, Elkonop 1 of arbeider".

5. KLOUSULE 10: ADDISIONELE VERLOF MET BESOLDIGING

(1) In subklousule (1) (a), vervang die uitdrukking " 'n Elkon, ambagsman, WHT of EIW" deur die uitdrukking " 'n Meester-elektrisiën, elektrisiën, ambagsman, WHT, Elkonop 3 of Elkonop 2".

(2) In subklousule (1) (f), vervang die uitdrukking "drywer of arbeider" deur die uitdrukking "drywer, Elkonop 1 of arbeider".

6. KLOUSULE 15: VERHOUDING VAN GESKOOLDE TOT ONGESKOOLDE WERKNEMERS

Vervang klousule 15 deur die volgende:

"15. VERHOUDING VAN KATEGORIEË WERKNEMER TOT MEKAAR EN VERANTWOORDELIKHEDE VAN WERKGEWERS EN WERKNEMERS

(1) (a) Die verhouding van die maksimum getal persone wat 'n werkgever in die verskillende kategorieë in diens het tot die aantal geskoolde werknemers in diens, mag te gener tyd meer as die volgende wees nie:

(i):

	Getal geskoolde werknemers in diens				
Werkvlak	1	2	3	4	5
Elkonop 3.....	—	1	1	3	4
Elkonop 2.....	1	1	2	3	4
Elkonop 1.....	2	3	4	Geen verhouding van toepassing nie.	
Arbeider	2	4	Geen verhouding van toepassing nie.		

(ii) Daarna mag 'n werkgever een addisionele Elkonop 3 en een addisionele Elkonop 2 in diens neem vir elke addisionele geskoolde werknemer in sy diens.

(b) Vir die toepassing van hierdie subklousule beteken die uitdrukking 'geskoolde werknemer' 'n meester elektrisiën, elektrisiën, ambagsman, WHT en 'n vakleerling wat gekwalifiseer het om 'n ambagstoets te ondergaan.

(2) *Verantwoordelikheid:* Geen werkgever mag 'n Elkonop 3, Elkonop 2, Elkonop 1 of arbeider toelaat of verlof gee om ander werk te verrig as dié wat in die omskrywing van Elkonop 3, Elkonop 2, Elkonop 1 of arbeider bedoel word nie, en insgelyks mag geen meester-elektrisiën, elektrisiën, ambagsman, WHT, Elkonop 3, Elkonop 2, vakleerling of kwekeling toelaat of verlof gee dat 'n Elkonop 1 of arbeider wat onder sy beheer of toesig werk ander werk verrig as dié wat in die omskrywing van Elkonop 1 of arbeider in klousule 3 van hierdie Ooreenkoms bedoel word nie."

(j) the employer shall pay wages due to a temporary labourer weekly. Where the services of a temporary labourer are terminated before the normal pay-day, as set out herein, he shall be paid all remuneration due to him on termination of employment."

3. CLAUSE 8: PAYMENT OF REMUNERATION

(1) In subclause (2) (e), substitute the expression "master electrician" for the expression "Elkon".

(2) In subclause (3), substitute the expression "No master electrician, electrician, artisan, DAM, Elkonop 3, Elkonop 2," for the expression "No Elkon, artisan, DAM, EIO,".

(3) Delete subclause (3) and renumber subclause (4) as subclause (3).

4. CLAUSE 9: ANNUAL LEAVE

In subclause (1) (a) (iii), (1) (a) (iv), (1) (a) (v), (1) (a) (vi) (1) (a) (vii) and (1) (a) (viii), substitute the expression "driver, Elkonop 1 or labourer" for the expression "driver or labourer".

5. CLAUSE 10: ADDITIONAL PAID LEAVE

(1) In subclause (1) (a), substitute the expression "Any master electrician, electrician, artisan, DAM, Elkonop 3 or Elkonop 2" for the expression "Any Elkon, artisan, DAM or EIO".

(2) In subclause (1) (f), substitute the expression "driver, Elkonop 1 or labourer" for the expression "driver or labourer".

6. CLAUSE 15: RATIO OF SKILLED AND UNSKILLED EMPLOYEES

Substitute the following for clause 15:

"15. RATIO OF CATEGORIES OF EMPLOYEES TO EACH OTHER AND RESPONSIBILITIES OF EMPLOYERS AND EMPLOYEES

(1) (a) The ratio of the maximum number of persons employed in the different categories by an employer to the number of skilled employees employed shall at no time exceed the following:

(i):

	Number of skilled employees employed				
Operative levels	1	2	3	4	5
Elkonop 3.....	—	1	1	3	4
Elkonop 2.....	1	1	2	3	4
Elkonop 1.....	2	3	4	No ratio shall apply.	
Labourer.....	2	4	No ratio shall apply.		

(ii) Thereafter, for every additional skilled employee employed, an employer may employ one additional Elkonop 3 and one additional Elkonop 2.

(b) For the purposes of this subclause, the expression 'skilled employee' shall mean a master electrician, electrician, artisan, DAM and an apprentice who has qualified to undergo a trade test.

(2) *Responsibility:* No employer shall require or permit any Elkonop 3, Elkonop 2, Elkonop 1 or labourer to perform any work other than that referred to in the definition of Elkonop 3, Elkonop 2, Elkonop 1 or labourer, and likewise no master electrician, electrician, artisan, DAM, Elkonop 3, Elkonop 2, apprentice or trainee shall allow or permit any Elkonop 1 or labourer working under his control or supervision to perform any work other than that referred to in the definition of Elkonop 1 or labourer in clause 3 of the Agreement."

7. KLOUSULE 18: LEDEGELD VIR VAKVERENIGING EN WERKGEWERSORGANISASIEHEFFING

In subklousule (1) vervang die uitdrukking "Elkon, ambagsman, WHT en EIW" deur die uitdrukking "meester-elektrisiën, elektrisiën, ambagsman, WHT, Elkonop 3 en Elkonop 2".

8. KLOUSULE 22: REGISTRASIE VAN WERKGEWERS

(1) Vervang subklousule (1) (b) (i) en (ii) deur die volgende:

"(i) 'n Elektrotegniese-aannemersregistrasiesertifikaat uitgereik kragtens die regulasies van die Wet op Masjinerie en Beroepsveiligheid, 1983;

(ii) waar vereis, die nodige handelslisensie uitgereik kragtens enige Wet, Ordinance of Verordening, of bewys dat hy 'n bedryfsinrigting bestuur wat geregistreer is ingevolge die Wet op Masjinerie en Beroepsveiligheid, 1983."

(2) Vervang die tabel in subklousule (5) (a) deur die volgende:

	"Elk R
(i) Meester-elektrisiën	1 500
(ii) Elektrisiën, ambagsman en WHT	1 200
(iii) Elkonop 3	1 000
(iv) Elkonop 2	550
(v) Drywer	350
(vi) Elkonop 1	450
(vii) Arbeider	250"

9. KLOUSULE 31: OPBERGING, VERSEKERING EN VERSKAFFING VAN GEREEDSKAP

(1) In subklousule (2), vervang die syfer "R300" deur die syfer "R600".

(2) In subklousule (3), vervang die uitdrukking "klousule 15" deur die uitdrukking "subklousule (5)".

(3) Vervang subklousule (5) deur die volgende:

"(5) Vir die toepassing van hierdie klousule beteken die uitdrukking 'geskoolde werknemers' 'n meester elektrisiën, elektrisiën, ambagsman, WHT en 'n vakleerling wat gekwalifiseer het om 'n ambagstoets te ondergaan."

10. KLOUSULE 36: INDIENSNEMING VAN VAKVERENIGINGARBEID

In subklousule (4), vervang die uitdrukking "Elkon, ambagsman en EIW" deur die uitdrukking "meester-elektrisiën, elektrisiën, ambagsman, WHT, Elkonop 3 en Elkonop 2".

DEEL II**11. KLOUSULE 2: UITGAWES VAN DIE RAAD**

(1) In subklousule (1), vervang die tabel van bydraes deur die volgende:

"A	B	C
Loongroep of klas werknemer	Werknemer se bydrae	Werkgewer se bydrae
	<i>Sent per week</i>	<i>Sent per week</i>
Meester-elektrisiën.....	45	45
Elektrisiën, ambagsman en WHT	40	40
Elkonop 3	40	40
Elkonop 2	30	30
Elkonop 1	25	25
Drywer.....	30	30
Vakleerling	20	20
Arbeider	20	20"

(2) In subklousule (4), vervang die syfer "R5" deur die syfer "R10".

7. CLAUSE 18: TRADE UNION SUBSCRIPTIONS AND EMPLOYERS' ORGANISATION LEVY

In subclause (1), substitute the expression "master electrician, electrician, artisan, DAM, Elconop 3 and Elconop 2" for the expression "Elcon, artisan, DAM and EIO".

8. CLAUSE 22: REGISTRATION OF EMPLOYERS

(1) Substitute the following for subclause (1) (b) (i) and (ii):

"(i) an electrical contractor's certificate of registration issued in terms of the regulations made under the Machinery and Occupational Safety Act, 1983;

(ii) where required, the necessary trading licence issued in terms of any Law, Ordinance or Bye-law, or proof that he conducts an establishment registered in terms of the Machinery and Occupational Safety Act, 1983."

(2) Substitute the following for the table in subclause (5) (a):

	"Each R
(i) Master Electrician	1 500
(ii) Electrician, Artisan and DAM.....	1 200
(iii) Elconop 3	1 000
(iv) Elconop 2	550
(v) Driver	350
(vi) Elconop 1	450
(vii) Labourer	250"

9. CLAUSE 31: STORAGE, INSURANCE AND PROVISION OF TOOLS

(1) In subclause (2), substitute the figure "R600" for the figure "R300".

(2) In subclause (3), substitute the expression "subclause (5)" for the expression "clause 15".

(3) Substitute the following for subclause (5):

"(5) For the purposes of this clause, the expression 'skilled employee' shall mean a master electrician, electrician, artisan, DAM and an apprentice who has qualified to undergo a trade test."

10. CLAUSE 36: ENGAGEMENT OF TRADE UNION LABOUR

In subclause (4), substitute the expression "a master electrician, electrician, artisan, DAM, Elconop 3 and an Elconop 2" for the expression "an Elcon, artisan and an EIO".

PART II**11. CLAUSE 2: EXPENSES OF THE COUNCIL**

(1) In subclause (1), substitute the following for the table of contributions:

"A	B	C
Wage group or class of employee	Employee's contribution	Employer's contribution
	<i>Cents per week</i>	<i>Cents per week</i>
Master Electrician.....	45	45
Electrician, artisan and DAM	40	40
Elconop 3	40	40
Elconop 2	30	30
Elconop 1	25	25
Driver	30	30
Apprentice.....	20	20
Labourer.....	20	20"

(2) In subclause (4), substitute the figure "R10" for the figure "R5".

12. KLOUSULE 4: OPGAWE VAN LONE EN VERDIENSTE

Vervang die loontabel deur die volgende:

	"Sent per uur
Meester-elektrisiën	868
Elektrisiën, ambagsman en WHT	731
Elkonop 3	560
Elkonop 2	455
Elkonop 1	275
Drywer van 'n voertuig waarvan die onbelaste massa—	
(a) hoogstens 3 500 kg is	300
(b) van 3 501 kg tot 9 000 kg is	355
(c) 9 001 kg en meer is	413
Arbeider	225"

13. KLOUSULE 4bis: GEWAARBORGDE MINIMUM VERHOINGS EN VERGOEDING

(1) Vervang hierdie klousule deur die volgende:

"(1) Elke werknemer vir wie daar in hierdie Ooreenkoms lone voorgeskryf word en wat op die datum waarop hierdie Ooreenkoms in werking tree in diens is by 'n werkgewer in die Nywerheid moet, behoudens subklousules (2) en (3) en terwyl hy in diens van dieselfde werkgewer is en afgesien daarvan of sy werklike loon onmiddellik voor genoemde datum hoër was as die loon wat vir hom in hierdie Ooreenkoms voorgeskryf word, minstens die werklike loon betaal word wat hy onmiddellik voor genoemde datum ontvang het, plus as 'n gewaarborgde persoonlike minimum verhoging, die volgende addisionele bedrag.

	Kolom 1	Kolom 2	Kolom 3
	Totaal	Tydperk 1 April 1988 tot 31 Maart 1989	Tydperk na 1 April 1989
	Per uur Sent	Per uur Sent	Per uur Sent
Meester-elektrisiën	110	77	33
Elektrisiën, ambagsman en WHT	93	65	28
Elkonop 3	—	—	—
Elkonop 2	—	—	—
Elkonop 1	—	—	—
Drywer van 'n voertuig waar- van die onbelaste massa—			
(a) hoogstens 3 500 kg is	39	—	39
(b) 3 501 kg tot 9 000 kg is	46	—	46
(c) 9 001 kg en meer is	54	—	54
Arbeider	29	—	29

(2) Die addisionele bedrag ingevolge hierdie klousule betaalbaar aan 'n werknemer vir wie lone in hierdie Ooreenkoms voorgeskryf word en wat in Kolom 2 aangetoon word, kan afgetrek word van die bedrag van enige verhoging wat op of na 1 April 1988 tot 31 Maart 1989 aan sodanige werknemer toegestaan is.

(3) Die addisionele bedrag ingevolge hierdie klousule betaalbaar aan 'n werknemer vir wie lone in hierdie Ooreenkoms voorgeskryf word en wat in Kolom 3 aangetoon word, kan afgetrek word van die bedrag van enige verhoging wat op of na 1 April 1989 aan sodanige werknemer toegestaan is."

14. KLOUSULE 5: VERLOFBONUS

(1) Vervang subklousule (1) deur die volgende:

"(1) Elke werknemer moet, wanneer hy vir verlof ingevolge klousule 9 van Deel I kwalifiseer, op dieselfde tyd wat sy verlofbesoldiging betaal word, bo en behalwe sy verlofbesoldiging as 'n verlofbonus 'n bedrag betaal word gelykstaande met die loon wat hy normaalweg betaal sou word vir die tydperk hieronder aangedui:

Meester-elektrisiën	20 werkdade
Elektrisiën, ambagsman en WHT	20 werkdade
Elkonop 3	15 werkdade
Elkonop 2	15 werkdade
Elkonop 1	15 werkdade

12. CLAUSE 4: SCHEDULE OF WAGES AND/OR EARNINGS

Substitute the following for the table of wages:

	"Cents per hour
Master Electrician	868
Electrician, artisan and DAM	731
Elconop 3	560
Elconop 2	455
Elconop 1	275
Driver of a vehicle, the unladen mass of which is—	
(a) up to 3 500 kg	300
(b) from 3 501 kg to 9 000 kg	355
(c) 9 001 kg and over	413
Labourer	225"

13. CLAUSE 4bis: GUARANTEED MINIMUM INCREASES AND OFFSET

(1) Substitute the following for this clause:

"(1) Every employee for whom wages are prescribed in this Agreement and who on the date on which this Agreement comes into operation is employed by an employer in the Industry shall, subject to the provisions of subclauses (2) and (3) and whilst in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate prescribed for him in this Agreement, be paid not less than the actual wage he was receiving immediately prior to the said date, plus, as a guaranteed personal minimum increase, an additional amount as follows:

	Column 1	Column 2	Column 3
	Total	Period 1 April 1988 to 31 March 1989	Period after 1 April 1989
	Per hour Cent	Per hour Cent	Per hour Cent
Master electrician	110	77	33
Electrician, artisan and DAM	93	65	28
Elconop 3	—	—	—
Elconop 2	—	—	—
Elconop 1	—	—	—
Driver of a vehicle, the unladen mass of which is—			
(a) up to 3 500 kg	39	—	39
(b) 3 501 kg to 9 000 kg	46	—	46
(c) 9 001 kg and over	54	—	54
Labourer	29	—	29

(2) The additional amount payable in terms of this clause to an employee for whom wages are prescribed in this Agreement and which are shown in Column 2 may be offset against the amount of any increase granted to such employee on or subsequent to 1 April 1988 to 31 March 1989.

(3) The additional amount payable in terms of this clause to an employee for whom wages are prescribed in this Agreement and which are shown in Column 3 may be offset against the amount of any increase granted to such employee on or subsequent to 1 April 1989."

14. CLAUSE 5: LEAVE BONUS

(1) Substitute the following for subclause (1):

"(1) Every employee shall, in addition to his leave pay, be paid a leave bonus of an amount equivalent to the wages he would normally be paid for the period specified below, whenever he qualifies for leave in terms of clause 9 of Part 1, and such leave bonus shall be paid at the same time as his leave pay is paid:

Master electrician	20 working days
Electrician, artisan and DAM	20 working days
Elconop 3	15 working days
Elconop 2	15 working days
Elconop 1	15 working days

Drywer van 'n voertuig waarvan die onbelaste massa—

(a) hoogstens 3 500 kg is	15 werkdag
(b) van 3 501 kg tot 9 000 kg is	15 werkdag
(c) 9 001 kg en meer is	15 werkdag
Arbeider	10 werkdag

Vakleerling:

Eerste jaar verlofkwalifikasie	10 werkdag
Tweede, derde en vierde jaar verlofkwalifikasie	15 werkdag".

(2) Vervang subklousule (2) (b) deur die volgende:

"(2) (b) 'n Werknemer wie se kategorie gedurende 'n verlofsiklus na dié van 'n Elkonop 1 verander, moet, wanneer hy vir 'n verlof kwalifiseer, 'n verlofbonus ontvang wat minstens gelyk is aan dié van sy vorige kategorie."

(3) In subklousule (3) (a) en (b), vervang die uitdrukking "Elkon, ambagsman, WHT of EIW" deur die uitdrukking "meester-elektrisiën, elektrisiën, ambagsman, WHT, Elkonop 3 of Elkonop 2".

(4) In subklousule (4) (a) en (b) vervang die uitdrukking "drywer of 'n arbeider" deur die uitdrukking "drywer, Elkonop 1 of arbeider".

15. KLOUSULE 6: SIEKTEBYSTANDS-, PENSIOEN- EN MEDIESE BYSTANDSFONDSE

Vervang subklousules (1), (2), (3) en (4) (a) deur die volgende:

"(1) Nademaal die Raad in kennis gestel is van die instelling van die Siektebystandsfonds van die Elektrotegniese Aannemingsnywerheid, die Pensioenfondse van die Elektrotegniese Aannemingsnywerheid en die Mediese Bystandsfonds van die Elektrotegniese Aannemingsnywerheid (hierna 'ELMED' genoem), by Goewermentskennisgewing R. 449 van 6 Maart 1981 (hierna genoem die 'Fondse'), magtig hy hierby, vir die uitvoering van die doelwitte soos uiteengesit in vermeldde Goewermentskennisgewing, die invordering van bydraes ingevolge die prosedure soos hieronder uiteengesit.

(2) *Siektebystandsfonds van die Elektrotegniese Aannemingsnywerheid: Bydraes:* Elke werkgewer moet weekliks aan die Raad die bedrag betaal wat in onderstaande tabel aangegee word, ten opsigte van alle werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word (behalwe vakleerlinge) en hy kan weekliks die bedrag in die laaste kolom aangegee, aftrek van die besoldiging wat aan die werknemer verskuldig is:

	Totaal aan Raad betaalbaar Sent	Bedrag deur werknemer betaalbaar Sent
(a) Werknemers in diens van 'n lid van die werkgewersorganisasie	70	30
(b) Werknemers in diens van 'n werkgewer wat nie 'n lid is van die werkgewersorganisasie nie	50	20

(3) *Pensioenfondse van die Elektrotegniese Aannemingsnywerheid en Pensioenfondse van die Elektrotegniese Aannemingsnywerheid—Aanvullende Skema.—Bydraes—*

(a) Die weeklikse bydraes tot beide Pensioenfondse ten opsigte van alle werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word, moet gebaseer word op 12½ persent van die voorgeskrewe loon van sodanige kategorie werknemer, plus 20 persent daarvan, bereken tot die volgende naaste 10c.

(b) Elke werkgewer moet die bedrag wat in paragraaf (a) vasgestel is, aan die Raad betaal ten opsigte van sodanige werknemers: Met dien verstande dat die werkgewer 50 persent van die betaalbare bedrag van die besoldiging van sodanige werknemers kan aftrek.

Driver of a vehicle, the unladen mass of which is—

(a) up to 3 500 kg	15 working days
(b) from 3 501 kg to 9 000 kg	15 working days
(c) 9 001 kg and over	10 working days
Labourer	10 working days

Apprentice:

First year leave qualification	10 working days
Second, third and fourth year leave qualification	15 working days".

(2) Substitute the following for subclause (2) (b):

"(2) (b) An employee whose category is changed to that of an Elkonop 1 during any leave cycle shall, on qualifying for leave, receive a leave bonus of not less than that of his previous category."

(3) In subclause (3) (a) and (b), substitute the expression "Master Electrician, electrician, artisan, DAM, Elkonop 3 or Elkonop 2" for the expression "Elkon, artisan, DAM or EIO".

(4) In subclause (4) (a) and (b), substitute the expression "driver, Elkonop 1 or labourer" for the expression "driver or a labourer."

15. CLAUSE 6: SICK BENEFIT, PENSION AND MEDICAL AID FUNDS

Substitute the following for subclause (1), (2), (3) and (4) (a):

"(1) The Council having been advised of the establishment of the Electrical Contracting Industry Sick Benefit Fund, the Electrical Contracting Industry Pension Funds and the Electrical Contracting Industry Medical Aid Fund (hereinafter referred to as 'ELMED'), under Government Notice R. 449 of 6 March 1981 (hereinafter referred to as the 'Funds'), hereby authorises, for the purpose of implementing the objects set forth in the aforesaid Government Notice, the collection of contributions in accordance with the procedure detailed hereunder.

(2) *Electrical Contracting Industry Sick Benefit Fund: Contributions:* Every employer shall pay to the Council, weekly the amount given in the table below in respect of all employees for whom wages are prescribed in this Agreement (except apprentices) and may deduct the amount given in the last column weekly from the remuneration due to such employee:

	Total payable to Council Cents	Amount payable by employee Cents
(a) Employees employed by a member of the employers' organisation	70	30
(b) Employees employed by an employer who is not a member of the employers' organisation	50	20

(3) *Electrical Contracting Industry Pension Fund and Electrical Contracting Industry Pension Fund—Supplementary Scheme.—Contributions.—*

(a) The weekly contributions payable to both Pension Funds in respect of all employees for whom wages are prescribed in this Agreement shall be based on 12½ per cent of the prescribed wage for such category of employee, plus 20 per cent thereof, taken to the next higher 10c.

(b) Every employer shall pay the amount determined in paragraph (a) to the Council in respect of such employees: Provided that the employer may deduct 50 per cent of the amount payable from the remuneration of such employees.

(c) Bydraes tot die Aanvullende Skema is slegs betaalbaar as 'n arbeider drie werkdade of meer gedurende enige betaal-week gewerk het.

(d) Die bepalings van hierdie subklousule is nie van toepassing op arbeiders gedurende die eerste 12 maande diens by 'n werkgever in die Nywerheid nie.

(4) *ELMED: Bydraes*

(a) 'n Werkgever moet die volgende bedrae weekliks aan ELMED betaal ten opsigte van ondergenoemde werknemers in hul onderskeie lidmaatskapkategorieë:

[Kolom (1)] Lidmaatskap- kategorie	Totale bedrag in Rand per week			
	Meester-elektrisiëns, elektrisiëns, ambagsmanne, WHTs, Elkonops 3, Elkonops 2, drywers, finale jaar vakleerlinge, vakleerlinge met afhanklikes en kwekelinge wat	Vakleerlinge wat nie in Kolom (2) ingesluit is nie	Vakleerlinge wat nie in Kolom (3) ingesluit is nie	
	'A'-lede is Kolom (2)]	'B'-lede is [Kolom (3)]		
M.....	44	38	22	19
M1.....	54	48	—	—
M2.....	60	55	—	—
M3.....	68	63	—	—
M4+	74	69	—	—

Soos gemagtig, vir en namens die partye by die Raad, op die 6de dag van Februarie 1990 te Oos-Londen onderteken.

F. A. SIEVWRIGHT,
Voorsitter.

S. B. MATTHEUS,
Ondervoorsitter.

C. P. VENTER,
Sekretaris.

(c) Contributions to the Supplementary Scheme shall only be made where a labourer worked for three working days or more in any pay-week.

(d) The provisions of this subclause shall not be applicable to labourers during the first 12 months of employment with an employer in the Industry.

(4) *ELMED: Contributions*

(a) An employer shall pay the following amounts to ELMED in respect of the undermentioned employees in their respective categories of membership per week:

[Column (1)] Category of membership	Total amount in Rands per week			
	Master electricians, electricians, artisans, DAMs, Elkonops 3, Elkonops 2, drivers final year apprentices, apprentices with dependants and trainees who are	Apprentices not included in Column (2)	Apprentices not included in Column (3)	
	'A' members [Column (2)]	'B' members [Column (3)]		
M.....	44	38	22	19
M1.....	54	48	—	—
M2.....	60	55	—	—
M3.....	68	63	—	—
M4+	74	69	—	—

Signed at East London as authorised, for and on behalf of the parties to the Council, this 6th day of February 1990.

F. A. SIEVWRIGHT,
Chairman.

S. B. MATTHEUS,
Vice-Chairman.

C. P. VENTER,
Secretary.

Maak uself asseblief deeglik vertrouwd met die
"Voorwaardes vir Publikasie" van wetlike
kennisgewings in die *Staatskoerant*, asook met die
nuwe tariewe wat daarmee in verband staan

Please, acquaint yourself thoroughly with the
"Conditions for Publication" of legal notices in
the *Government Gazette*, as well as the new tariffs
in connection therewith

Seshego workers reject R4 pay increase

Sowetan 8/10/91.

By MATHATHA
TSEDU

SIXTY members of the Metal and Electrical Workers Union of South Africa employed at Utah Electronics in Seshego, Pietersburg, are on strike demanding wage increases.

The workers, who earn between R35 and R42 a week, said they had rejected an offer of R4,50 a week. This would have brought their earnings to a minimum of R39,50 a week or R158 a month.

Stoppage

"They had agreed with our union on better increases but now they say they can only afford R4,50," a shop steward said.

A spokesman for the Taiwanese-owned company, Mr Lewis Lee, confirmed the stoppage.

He confirmed they earned a minimum of R35 a week and threatened to move the firm "to another area" if the wage demands did not stop.

hundreds who voted for the union

Furniture workers go on strike

355
Swefer
9/10/91

MORE than 3 000 members of the South African Commercial, Catering and Allied Workers Union are on strike at giant furniture chain retailers Ellerines Holdings Ltd, Saccawu said yesterday.

The strike began on Monday and centres around demands for a "living wage".

Saccawu, an affiliate of the Congress of SA Trade Unions, has a majority membership in the company, the union said in a statement.

Ellerines Holdings has more than 300 stores in South Africa and neighbouring Botswana, Swaziland, Lesotho and Namibia, trading as Ellerines, Town Talk, Royal, Oxford, Furn City and Rheingold Furnishers, it added.

A spokesman for Ellerines Holdings declined to comment on the strike.

"We have decided not to issue any statements or Press releases at this stage," the spokesman added.

Wage negotiations between the union and management began in June, the union said.

After "numerous rounds" of unsuccessful wage talks the union declared a dispute in July. "The dispute was then referred to mediation but mediation ended inconclusively."

Ellerines has offered an above-inflation rate 19,26 percent wage increase. The union rejected the offer. - Sapa

LABOUR BRIEFS

W/Ment 11/10 - 14/10/91 Ellerines workers on pay strike

■ A strike involving 3 000 workers at Ellerines hit the already struggling furniture industry this week.

Ellerines also trades as Town Talk, Royal, Oxford, Furn City and Rheingold Furnishers.

Four months of negotiations have failed to yield a settlement, with Ellerines sticking to its offer of R160 increase and a minimum wage of R1 052 a month, which management says represents an inflation-beating 19,26 percent. The union is demanding a R205 monthly rise and a minimum wage of R1 098. (355)

Other major union demands include a paid holiday on March 21 and an eight percent commission on sales of R30 000. Ellerines is willing to concede March 21 as an unpaid day off and 7,5 percent commission on sales.

LABOUR

By Ferial Haffajee
THE threatened wage strike at Iscor has been averted, and settlement has been reached at a major other large firms hit by disputes in annual house agreement talks with the National Union of Metalworkers (Numsa).

With the annual round of house agreement talks now completed, only two firms, Ferralloys and Cisco, are known to have been hit by strike action. But levels of settlement are generally below inflation, reflecting the sorry state of the metal and engineering industries.

Numsa also revealed that most union proposals in house negotiations on job security had been "thrown out of the

window", as were attempts to persuade employers to join industry-wide training agreements earlier clinched in central forums in the metal, automobile manufacturing and tyre industries.

For largely historical reasons, major firms employing a total of some 20 000 workers are exempted from the metal industries' main agreement and negotiate in-house with trade unions. The annual wage round is concluded in the aftermath of, and is strongly influenced by, the national settlement.

At Iscor, where Numsa staged a suc-

Iskor pay settlement averts strike action

successful strike ballot, further negotiations yielded an increase of 10 percent on actuals, which is to be backdated. At Iscor's Cape Town subsidiary, Cisco, workers won an increase of 10,5 percent on actuals after going on a one-week strike.

At Usco in the Vaal, workers accepted a low five percent increase because, said a Numsa spokesman, the company was floundering and negotiations to sell the company to Iscor and other interests were under way.

Settlement has finally been reached at Ferralloys plants in Machadadorp and

Cato Manor in Natal, ending a five-week strike. Numsa secured an 11 percent increase, backdated to August, and workers will also receive a 5c-an-hour increase in January.

March 21 (Sharpeville Day) was won as a paid holiday — but this concession has only been granted until next year's wage round.

Hulett's Aluminium workers in Natal and Olifantsfontein have been granted March 21 as a paid day off and won an 11 percent increase.

At Middelburg Steel and Alloys,

Numsa has claimed a minor breakthrough on a tool allowance for artisans. In terms of the agreement, the company will subsidise half the cost of tools and will provide workers with interest-free loans to pay the balance. The company also upped its wage offer to R2,77 an hour, a 70c increase on its original proposal, according to the union.

At Alusaf, workers received a 10 percent on actuals, while at the Manganes Metal Company plants in Klerksdorp and Nelspruit — where a positive ballot threatened strike action — a settlement was subsequently reached on a revised employer offer of 11,5 percent, a two percent improvement.

No. R. 2461

11 Oktober 1991

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, OOSTELIKE PROVINSIE:
WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, 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 30 Junie 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging 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 tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 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.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID,
OOSTELIKE PROVINSIE

HOOFOOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

**Eastern Province Clothing Manufacturers'
Association**

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Clothing and Textile Workers' Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid, Oostelike Provinsie,

tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 705 van 5 April 1991 (hierna die "Herbektigtingsooreenkoms" genoem).

1. TOEPASSINGBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet, behoudens subklousule (2) hiervan, in die Klerasienywerheid nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is;

(b) in die landdrostdistrikte Port Elizabeth en Oos-Londen.

(2) Ondanks subklousule (1) (a) is hierdie Ooreenkoms van toepassing slegs ten opsigte van werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word.

No. R. 2461

11 October 1991

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, EASTERN PROVINCE:
AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, 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 30 June 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; 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 second Monday after date of publication of this notice and for the period ending 30 June 1992, 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.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING
INDUSTRY, EASTERN PROVINCE

MAIN AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

**Eastern Province Clothing Manufacturers'
Association**

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Clothing Industry, Eastern Province,

to amend the Agreement published under Government Notice No. R. 705 of 5 April 1991 (hereinafter referred to as the "Re-enacting Agreement").

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Subject to the provisions of subclause (2) hereof, the terms of this Agreement shall be observed in the Clothing Industry—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union;

(b) in the Magisterial Districts of Port Elizabeth and East London.

(2) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in this Agreement.

(3) Hierdie Ooreenkoms is nie van toepassing nie op 'n ontwerper, voorman, fabrieksklerk en toesighouer wat maandeliks besoldig word teen 'n hoër koers as die weekloon wat in hierdie ooreenkoms vir sodanige werknemer voorgeskryf word, vermenigvuldig met vier en 'n derde, en wie se diensvoorwaardes die volgende bepaling insluit:

(a) Dat sy dienskontrak nie sonder 'n maand kennisgewing beëindig mag word nie;

(b) dat sy maandelikse besoldiging nie verminder mag word nie as gevolg van korttydwerk, openbare vakansiedae sonder besoldiging of tydperke van afwesigheid weens siekte van hoogstens 10 werkdag in enige bepaalde jaar diens behoudens die indiening van 'n mediese sertifikaat indien die werkgever dit vereis.

2. KLOUSULE 4: ALGEMENE BEPALINGS

Vervang klousule 4 van die Herbekragtigingsooreenkoms deur die volgende:

"4. ALGEMENE BEPALINGS

Die bepaling vervat in klousules 3 tot 7 (3) (e), 7 (3) (g) tot 22 en 26 tot 28 van die Vorige Ooreenkoms soos van tyd tot tyd gewysig, is van toepassing op werkgewers en werknemers."

3. KLOUSULE 4 VAN DIE VORIGE OOREENKOMS: LONE

(1) Vervang subklousule (1) deur die volgende:

"(1) Die minimum loon wat 'n werkgever aan elke lid van ondervermelde klasse van sy werknemers moet betaal, is soos hieronder uiteengesit:

	<i>Vir die tydperk wat op 31 Oktober 1991 eindig</i>	<i>Daarna</i>
	<i>Loon per week</i>	<i>Loon per week</i>
	<i>R</i>	<i>R</i>
(a) Voorman.....	308,60	313,60
(b) Ontwerper:		
Gekwalifiseer	394,70	399,70
Leerlinge—		
eerste 26 weke	130,65	135,65
tweede 26 weke	152,70	157,70
derde 26 weke	185,75	190,75
vierde 26 weke	206,96	211,96
vyfde 26 weke	230,45	235,45
sesde 26 weke	250,85	255,85
sewende 26 weke	272,90	277,90
agste 26 weke	295,79	300,79
negende 26 weke	313,43	318,43
(c) Gradeerder:		
Gekwalifiseer	282,43	287,43
Leerlinge—		
eerste 26 weke	129,39	134,39
tweede 26 weke	141,57	146,57
derde 26 weke	153,96	158,96
vierde 26 weke	160,93	165,93
vyfde 26 weke	188,90	193,90
sesde 26 weke	202,55	207,55
sewende 26 weke	214,73	219,73
agste 26 weke	225,86	230,86
negende 26 weke	239,72	244,72
(d) Merker:		
Gekwalifiseer	214,73	219,73
Leerlinge—		
eerste 26 weke	129,39	134,39
tweede 26 weke	139,37	144,37
derde 26 weke	148,50	153,50
vierde 26 weke	158,79	163,79
vyfde 26 weke	179,66	184,66

(3) The terms of this Agreement shall not apply to a designer, foreman, factory clerk and supervisor who is remunerated monthly at a rate in excess of the weekly wage prescribed in this Agreement for such employee, multiplied by four and a third, and whose conditions of employment include the following provisions: **355**

(a) That his contract of service may not be terminated without a month's notice;

(b) that his monthly remuneration may not be reduced as a result of short-time working, unpaid public holidays or periods of absence through illness not exceeding 10 working days in any one year of employment and subject to the production of a medical certificate if required by the employer.

2. CLAUSE 4: GENERAL PROVISIONS

Substitute for the following for clause 4 of the Re-enacting Agreement:

"4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 7 (3) (e), 7 (3) (g) to 22 and 26 to 28 of the Former Agreement as amended from time to time, shall apply to employers and employees."

3. CLAUSE 4 OF THE FORMER AGREEMENT: WAGES

(1) Substitute the following for subclause (1):

"(1) The minimum wage which an employer shall pay to each member of the undermentioned classes of his employees shall be as set out hereunder:

	<i>For the period ending 31 October 1991</i>	<i>Thereafter</i>
	<i>Wages per week</i>	<i>Wages per week</i>
	<i>R</i>	<i>R</i>
(a) Foreman.....	308,60	313,60
(b) Designer:		
Qualified	394,70	399,70
Learners—		
first 26 weeks	130,65	135,65
second 26 weeks.....	152,70	157,70
third 26 weeks	185,75	190,75
fourth 26 weeks	206,96	211,96
fifth 26 weeks	230,45	235,45
sixth 26 weeks	250,85	255,85
seventh 26 weeks.....	272,90	277,90
eighth 26 weeks	295,79	300,79
ninth 26 weeks	313,43	318,43
(c) Grader:		
Qualified	282,43	287,43
Learners—		
first 26 weeks	129,39	134,39
second 26 weeks.....	141,57	146,57
third 26 weeks	153,96	158,96
fourth 26 weeks	160,93	165,93
fifth 26 weeks	188,90	193,90
sixth 26 weeks	202,55	207,55
seventh 26 weeks.....	214,73	219,73
eighth 26 weeks	225,86	230,86
ninth 26 weeks	239,72	244,72
(d) Marker-in:		
Qualified	214,73	219,73
Learners—		
first 26 weeks	129,39	134,39
second 26 weeks.....	139,37	144,37
third 26 weeks	148,50	153,50
fourth 26 weeks	158,79	163,79
fifth 26 weeks	179,66	184,66

	<i>Vir die tydperk wat op 31 Oktober 1991 eindig</i>	<i>Daarna</i>	<i>355</i>	<i>For the period ending 31 October 1991</i>	<i>Thereafter</i>
	<i>Loon per week R</i>	<i>Loon per week R</i>		<i>Wages per week R</i>	<i>Wages per week R</i>
(e) Bandmessnyer:					
Gekwalifiseer	214,73	219,73		214,73	219,73
Leerlinge—					
eerste 26 weke	129,39	134,39		129,39	134,39
tweede 26 weke	139,47	144,47		139,47	144,47
derde 26 weke	148,50	153,50		148,50	153,50
vierde 26 weke	158,79	163,79		158,79	163,79
vyfde 26 weke	179,66	184,66		179,66	184,66
(f) Snyer:					
Gekwalifiseer	188,48	193,48		188,48	193,48
Leerlinge—					
eerste 26 weke	129,39	134,39		129,39	134,39
tweede 26 weke	136,11	141,11		136,11	141,11
derde 26 weke	140,73	145,73		140,73	145,73
vierde 26 weke	145,98	150,98		145,98	150,98
vyfde 26 weke	151,98	156,98		151,98	156,98
(g) Laagmaker:					
Gekwalifiseer	146,40	151,40		146,40	151,40
Leerlinge—					
eerste 26 weke	129,39	134,39		129,39	134,39
tweede 26 weke	132,33	137,33		132,33	137,33
derde 26 weke	135,06	140,06		135,06	140,06
vierde 26 weke	137,58	142,58		137,58	142,58
(h) Gespesialiseerde parser:					
Gekwalifiseer	206,12	211,12		206,12	211,12
Leerlinge—					
eerste 26 weke	129,39	134,39		129,39	134,39
tweede 26 weke	135,90	140,90		135,90	140,90
derde 26 weke	140,31	145,31		140,31	145,31
vierde 26 weke	145,98	150,98		145,98	150,98
vyfde 26 weke	151,65	156,65		151,65	156,65
sesde 26 weke	156,90	161,90		156,90	161,90
sewende 26 weke	173,78	178,78		173,78	178,78
agste 26 weke	180,08	185,08		180,08	185,08
negende 26 weke	184,28	189,28		184,28	189,28
(i) Ondersoeker:					
Gekwalifiseer	176,09	181,09		176,09	181,09
Leerlinge—					
eerste 26 weke	145,98	150,98		145,98	150,98
(j) Masjienwerker, parser af- werker, fabrieksklerk, borduur- masjienwerker en kleedkamer- versorger:					
Gekwalifiseer	172,73	177,73		172,73	177,73
Leerlinge—					
eerste 26 weke	129,39	134,39		129,39	134,39
tweede 26 weke	132,54	137,54		132,54	137,54
derde 26 weke	136,95	141,95		136,95	141,95
vierde 26 weke	141,78	146,78		141,78	146,78
vyfde 26 weke	145,56	150,56		145,56	150,56
(k) Vorderingsondersoeker:					
Gekwalifiseer	174,62	179,62		174,62	179,62
Leerlinge—					
eerste 26 weke	136,32	141,32		136,32	141,32
(l) Versender:					
Gekwalifiseer	163,52	168,52		163,52	168,52
Leerlinge—					
eerste 26 weke	137,58	142,58		137,58	142,58
(m) Nasiener in die breiseksie:					
Gekwalifiseer	145,35	150,35		145,35	150,35
Leerlinge—					
eerste 26 weke	129,39	134,39		129,39	134,39
tweede 26 weke	132,33	137,33		132,33	137,33
derde 26 weke	136,11	141,11		136,11	141,11
(e) Band-knife cutter:					
Qualified	214,73	219,73		214,73	219,73
Learners—					
first 26 weeks	129,39	134,39		129,39	134,39
second 26 weeks	139,47	144,47		139,47	144,47
third 26 weeks	148,50	153,50		148,50	153,50
fourth 26 weeks	158,79	163,79		158,79	163,79
fifth 26 weeks	179,66	184,66		179,66	184,66
(f) Cutter-out:					
Qualified	188,48	193,48		188,48	193,48
Learners—					
first 26 weeks	129,39	134,39		129,39	134,39
second 26 weeks	136,11	141,11		136,11	141,11
third 26 weeks	140,73	145,73		140,73	145,73
fourth 26 weeks	145,98	150,98		145,98	150,98
fifth 26 weeks	151,98	156,98		151,98	156,98
(g) Layer-up:					
Qualified	146,40	151,40		146,40	151,40
Learners—					
first 26 weeks	129,39	134,39		129,39	134,39
second 26 weeks	132,33	137,33		132,33	137,33
third 26 weeks	135,06	140,06		135,06	140,06
fourth 26 weeks	137,58	142,58		137,58	142,58
(h) Specialised presser:					
Qualified	206,12	211,12		206,12	211,12
Learners—					
first 26 weeks	129,39	134,39		129,39	134,39
second 26 weeks	135,90	140,90		135,90	140,90
third 26 weeks	140,31	145,31		140,31	145,31
fourth 26 weeks	145,98	150,98		145,98	150,98
fifth 26 weeks	151,65	156,65		151,65	156,65
sixth 26 weeks	156,90	161,90		156,90	161,90
seventh 26 weeks	173,78	178,78		173,78	178,78
eighth 26 weeks	180,08	185,08		180,08	185,08
ninth 26 weeks	184,28	189,28		184,28	189,28
(i) Examiner:					
Qualified	176,09	181,09		176,09	181,09
Learners—					
first 26 weeks	145,98	150,98		145,98	150,98
(j) Machinist, presser, trimmer, factory clerk, embroidery machinist and cloakroom attendant:					
Qualified	172,73	177,73		172,73	177,73
Learners—					
first 26 weeks	129,39	134,39		129,39	134,39
second 26 weeks	132,54	137,54		132,54	137,54
third 26 weeks	136,95	141,95		136,95	141,95
fourth 26 weeks	141,78	146,78		141,78	146,78
fifth 26 weeks	145,56	150,56		145,56	150,56
(k) Progress examiner:					
Qualified	174,62	179,62		174,62	179,62
Learners—					
first 26 weeks	136,32	141,32		136,32	141,32
(l) Despatcher:					
Qualified	163,52	168,52		163,52	168,52
Learners—					
first 26 weeks	137,58	142,58		137,58	142,58
(m) Checker in the knitting section:					
Qualified	145,35	150,35		145,35	150,35
Learners—					
first 26 weeks	129,39	134,39		129,39	134,39
second 26 weeks	132,33	137,33		132,33	137,33
third 26 weeks	136,11	141,11		136,11	141,11

	Vir die tydperk wat op 31 Oktober 1991 eindig	Daarna		For the period ending 31 October 1991	Thereafter
	Loon per week R	Loon per week R		Wages per week R	Wages per week R
(n) Algemene werker:			(n) General worker:		
Gekwalifiseer	140,94	145,94	Qualified	140,94	145,94
Leerlinge—			Learners—		
eerste 26 weke	129,39	134,39	first 26 weeks	129,39	134,39
tweede 26 weke	132,33	137,33	second 26 weeks	132,33	137,33
(o) Stoomkasplooiër:			(o) Steambox pleater:		
Gekwalifiseer	176,93	181,93	Qualified	176,93	181,93
Leerlinge—			Learners—		
eerste 26 weke	129,39	134,39	first 26 weeks	129,39	134,39
tweede 26 weke	135,90	140,90	second 26 weeks	135,90	140,90
derde 26 weke	140,31	145,31	third 26 weeks	140,31	145,31
vierde 26 weke	145,77	150,77	fourth 26 weeks	145,77	150,77
(p) Gewone naaldwerker:			(p) Plain sewer:		
Gekwalifiseer	145,98	150,98	Qualified	145,98	150,98
Leerlinge—			Learners—		
eerste 26 weke	129,39	134,39	first 26 weeks	129,39	134,39
tweede 26 weke	130,96	135,96	second 26 weeks	130,96	135,96
derde 26 weke	132,54	137,54	third 26 weeks	132,54	137,54
vierde 26 weke	135,06	140,06	fourth 26 weeks	135,06	140,06
vyfde 26 weke	137,58	142,58	fifth 26 weeks	137,58	142,58
(q) Algemene assistent	159,63	164,63	(q) General assistant	159,63	164,63
(r) Skoonmaker	141,78	146,78	(r) Cleaner	141,78	146,78
(s) Teemaker	141,78	146,78	(s) Tea maker	141,78	146,78
(t) Wag	174,62	179,62	(t) Watchman	174,62	179,62
(u) Motorvoertuigdrywer:			(u) Motor vehicle driver:		
(i) Drywer van 'n motorvoer- tuig waarvan die onbelaste massa—			(i) Driver of a motor vehicle, the unladen mass of which—		
(aa) hoogstens 453 kg is ...	173,99	178,99	(aa) does not exceed 453 kg	173,99	178,99
(ab) meer as 453 kg maar hoogstens 2 722 kg is	187,01	192,01	(ab) exceeds 453 kg but does not exceed 2 722 kg	187,01	192,01
(ac) meer as 2 722 kg maar hoogstens 4 536 kg is	207,17	212,17	(ac) exceeds 2 722 kg but does not exceed 4 536 kg	207,17	212,17
(ad) meer as 4 536 kg is ...	243,71	248,71	(ad) exceeds 4 536 kg	243,71	248,71
(ii) Deeltydse drywer van 'n motorvoertuig	159,63	164,63	(ii) Part-time driver of a motor vehicle	159,63	164,63
(v) Perssnyer:			(v) Clicker:		
Gekwalifiseer	285,29	290,29	Qualified	285,29	290,29
Leerlinge—			Learners—		
eerste 26 weke	129,39	134,39	first 26 weeks	129,39	134,39
tweede 26 weke	140,73	145,73	second 26 weeks	140,73	145,73
derde 26 weke	152,28	157,28	third 26 weeks	152,28	157,28
vierde 26 weke	174,20	179,20	fourth 26 weeks	174,20	179,20
vyfde 26 weke	187,20	192,20	fifth 26 weeks	187,20	192,20
sesde 26 weke	197,72	202,72	sixth 26 weeks	197,72	202,72
sewende 26 weke	210,11	215,11	seventh 26 weeks	210,11	215,11
agste 26 weke	222,08	227,08	eighth 26 weeks	222,08	227,08
negende 26 weke	233,42	238,42	ninth 26 weeks	233,42	238,42
(w) Randvormer	176,09	181,09	(w) Beader	176,09	181,09
(x) Chloreerder	149,34	154,34	(x) Chlorinator	149,34	154,34
(y) Menger	187,22	192,22	(y) Compounder	187,22	192,22
(z) Indoper	187,22	192,22	(z) Dipper	187,22	192,22
(aa) Handskoenomdopper	206,12	211,12	(aa) Glove turner	206,12	211,12
(ab) Vormmaker	180,29	185,29	(ab) Mouldmaker	180,29	185,29
(ac) Verpakker	149,34	154,34	(ac) Packer	149,34	154,34
(ad) Gehalteprodukkooördineerder ..	238,67	243,67	(ad) Quality product co-ordinator	238,67	243,67
(ae) 'n Toesighouer moet betaal word teen die skaal vir gekwalifiseerdes wat van toepassing is op die werknemers wat onder toesig staan, plus 33½ persent:			(ae) A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33½ per cent:		
Met dien verstande dat—			Provided that—		
(i) 'n leerlingtoesighouer 'n proeftyd van hoogstens ses maande moet uitdien en betaal moet word teen die skaal vir gekwalifiseerdes wat van toepassing is op die werknemers wat onder toesig staan, plus 10 persent;			(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;		

(ii) 'n leerlingtoesighouer wat na voltooiing van die proeftyd nie as geskik vir promosie beskou word nie, na sy vorige status teen sy vorige loon moet terugkeer."

(2) Vervang subklousule (6) deur die volgende:

"(6) Ondanks andersluidende bepalings hierin vervat, moet die loon van 'n werknemer wat—

(a) onmiddellik voor die datum waarop hierdie Ooreenkoms in werking tree 'n hoër loon ontvang as dié wat voorgeskryf word vir die klas werk waarin hy werksaam is, met ingang van die datum waarop hierdie Ooreenkoms in werking tree, verhoog word met 'n bedrag wat gelyk is aan die verskil tussen die loon voorgeskryf in die Ooreenkoms wat by Goewermentskennisgewing No. R. 705 van 5 April 1991 gepubliseer is en die loon voorgeskryf in hierdie Ooreenkoms vir die klas werk waarin hy werksaam is;

(b) op 31 Oktober 1991 'n hoër loon ontvang as dié wat op daardie datum voorgeskryf word vir die klas werk waarin hy werksaam is, met ingang van 1 November 1991 verhoog word met 'n bedrag wat gelyk is aan die verskil tussen die loon soos voorgeskryf op 31 Oktober 1991 en die loon soos voorgeskryf op 1 November 1991 vir die klas werk waarin hy werksaam is."

(3) In subklousule (10), vervang die uitdrukking "R1,80" deur die uitdrukking "R2".

4. KLOUSULE 13 VAN DIE VORIGE OOREENKOMS: JAARLIKSE VERLOF EN VAKANSIEDAE MET BESOLDIGING

(1) Vervang paragraaf (c) van subklousule (1) deur die volgende:

"(c) Benewens die verlof in paragrawe (a) en (b) bedoel, moet elke werkgewer een dag geleentheidsverlof met besoldiging toestaan, en die dag waarop geleentheidsverlof geneem word, word deur die werkgewer in oorleg met die vakvereniging/werknemers bepaal: Met dien verstande dat 'n werknemer wie se werkgewer van hom vereis om te werk op die skof onmiddellik voor en/of na die dag in hierdie paragraaf bedoel en wat op sodanige skof of skofte van sy werk af wegbly, nie betaal word nie vir sodanige dag geleentheidsverlof wat hy nie gewerk het nie, tensy hy afwesig was met die toestemming van die werkgewer of weens siekte wat deur 'n geregistreerde geneesheer gesertifiseer is."

(2) In subklousule (7) (a), voeg na die uitdrukking "Nuwejaarsdag" die uitdrukking "en Welwillendheidsdag" in.

5. KLOUSULE 20 VAN DIE VORIGE OOREENKOMS: FONDSE VAN DIE RAAD

Vervang die uitdrukking "15 sent" deur die uitdrukking "25 sent".

Hierdie Ooreenkoms is namens die partye op hede die 16de dag van Julie 1991 in Port Elizabeth onderteken.

E. W. BAILEY,
Voorsitter.

T. MKALIPI,
Ondervoorsitter.

B. J. WILSON,
Sekretaris.

(ii) a trainee supervisor who is not considered suitable for promotion after completion of the probationary period shall return to his former position at his former wage."

(2) Substitute the following for subclause (6):

"(6) Notwithstanding anything to the contrary contained herein, the wage of an employee, who—

(a) immediately prior to the date on which this Agreement comes into operation, is in receipt of a wage higher than that prescribed for the class of work on which he is engaged shall, with effect from the date on which this Agreement comes into operation, be increased by an amount equal to the difference between the wage prescribed in the Agreement published under Government Notice No. R.705 of 5 April 1991 and the wage prescribed in this Agreement for the class of work on which he is engaged;

(b) on 31 October 1991 is in receipt of a wage higher than that prescribed as at that date for the class of work on which he is engaged shall, with effect from 1 November 1991, be increased by an amount equal to the difference between the wage prescribed as at 31 October 1991 and the wage prescribed as at 1 November 1991 for the class of work on which he is engaged."

(3) In subclause (10), substitute the expression "R2" for the expression "R1,80".

4. CLAUSE 13 OF THE FORMER AGREEMENT: ANNUAL PAID LEAVE AND PAID PUBLIC HOLIDAYS

(1) Substitute the following paragraph (c) of subclause (1):

"(c) In addition to the leave referred to in paragraphs (a) and (b), every employer shall grant one day's paid occasional leave, and the day to be taken as occasional leave shall be decided by the employer in consultation with the trade union/employees: Provided that an employee who is required by his employer to work on the shift immediately preceding and/or following the day referred to in this paragraph and who absents himself from work on such shift or shifts shall not be paid for such day or occasional leave not worked unless he was absent with the permission of the employer or on account of sickness which has been certified by a registered medical practitioner."

(2) In subclause (7) (a), after the expression "New Year's Day" add the expression "and Day of Goodwill".

5. CLAUSE 20 OF THE FORMER AGREEMENT: COUNCIL FUNDS

Substitute the expression "25 cents" for the expression "15 cents".

This Agreement signed at Port Elizabeth, on behalf of the parties, this 16th day of July 1991.

E. W. BAILEY,
Chairman.

T. MKALIPI,
Vice-Chairman.

B. J. WILSON,
Secretary.

8. KLOUSULE 12: VERSTRYKING VAN OOREENKOMS EN ONTBINDING VAN DIE NYWERHEIDSRAAD

Vervang klousule 12 deur die volgende:

"12. VERSTRYKING VAN OOREENKOMS EN ONTBINDING VAN DIE NYWERHEIDSRAAD

12.1 Ingeval hierdie Ooreenkoms verstryk en daar nie binne 12 maande vanaf die verstrykingsdatum van die Ooreenkoms 'n ander ooreenkoms vir die voortsetting van die Fonds aangegaan word nie, moet die Fonds deur die Voorsorgfondskomitee gelikwideer word.

12.2 By likwidasië van die Fonds moet elke lid se aandeel in die Fonds aan hom betaal word.

12.3 In die geval van die ontbinding van die Nywerheidsraad of ingeval dit ophou om te funksioneer ingevolge artikel 34 (2) van die Wet tydens 'n tydperk waarin hierdie Ooreenkoms bindend is, moet die Plaaslike Voorsorgfondskomitee en/of die Voorsorgfondskomitee voortgaan om die Fonds te administreer.

12.4 Ingeval die Voorsorgfondskomitee en/of die Plaaslike Voorsorgfondskomitee nie sy pligte ten opsigte van die Fonds nakom nie, of as die administrasie van die Fonds na die mening van die Nywerheidsregistrator onuitvoerbaar geword het, kan hy 'n trustee aanstel om die pligte van sodanige Voorsorgfondskomitee of Plaaslike Voorsorgfondskomitee uit te voer, en vir die doel beskik sodanige trustee(s) oor al die bevoegdhede van sodanige Voorsorgfondskomitee of Plaaslike Voorsorgfondskomitee."

Namens die partye op Donderdag, 6 Junie 1991 onderteken.

J. F. M. VAN DER MERWE,
Voorsitter.

C. J. VAN DER MERWE,
Ondervoorsitter.

A. J. VAN SCHALKWYK,
Sekretaris.

No. R. 2455

11 Oktober 1991

WET OP ARBEIDSVERHOUDINGE, 1956

HAARKAPPERSBEDRYF, PRETORIA: WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, 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 5 Februarie 1993 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging 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 tweede Maandag na die datum van publikasie

8. CLAUSE 12: EXPIRY OF AGREEMENT AND DISSOLUTION OF THE INDUSTRIAL COUNCIL

Substitute the following for clause 12:

"12. EXPIRY OF AGREEMENT AND DISSOLUTION OF THE INDUSTRIAL COUNCIL

12.1 Should this Agreement expire, and another agreement providing for the continuation of the Fund not be concluded within 12 months of the expiry date of the Fund, the Fund shall be liquidated by the Provident Fund Committee.

12.2 Upon liquidation of the Fund, every member shall be entitled to a refund of his share in the Fund.

12.3 In the event of the Industrial Council being dissolved or ceasing to function in terms of section 34 (2) of the Act, whilst this Agreement is in force, the Local Provident Fund Committee and/or the Provident Committee shall continue to administer the Fund.

12.4 In the event of the Provident Fund Committee and/or the Local Provident Fund Committee not fulfilling their obligations in respect of the Fund, or if the opinion of the Industrial Registrar, the administration of the Fund has become untenable, he may appoint a trustee to perform the duties of such Provident Fund Committee or Local Provident Fund Committee. Such trustee/s shall, for this purpose, be vested with all the rights and powers of such Provident Fund Committee or Local Provident Fund Committee."

Signed on behalf of the parties on Thursday, 6 June 1991.

J. F. M. VAN DER MERWE,
Chairman.

C. J. VAN DER MERWE,
Vice-Chairman.

A. J. VAN SCHALKWYK,
Secretary.

No. R. 2455

355

11 October 1991

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, PRETORIA: AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, 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 publications of this notice and for the period ending 5 February 1993, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; 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 second Monday after the date of publication of this notice and for

van hierdie kennisgewing en vir die tydperk wat op 5 Februarie 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 Wysigings-ooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRaad VIR DIE HAARKAPPERBEDRYF (PRETORIA)

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

S.A. Hairdressers' and Cosmetologists, Association
(Northern Transvaal Division)

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

S.A. Hairdressing Employees' Industrial Union
(Northern Transvaal Branch)

(hierna die "werkgewers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Haarkappersbedryf (Pretoria),

om die Ooreenkoms, gepubliseer by Goewermmentskennisgewing R. 164 van 26 Januarie 1991, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Haarkappersbedryf nagekom word—

(a) deur alle werknemers wat lede van die werkgewers-organisasie is en deur alle werknemers wat lede van die vakvereniging is;

(b) in die landdrosdistrikte Pretoria en Wonderboom.

2. KLOUSULE 3: WOORDOMSKRYWING

Skrap die woordoms krywing van "algemene werker" en "sjampoeis". Voeg die woord "operateur" na die woord "manikuris" in.

"operateur", junior of senior, 'n meerderjarige werknemer wat een of meer van die volgende werksaamhede verrig:

(a) junior—persele skoonmaak en vee; boodskappe doen; koppies en toiletbenodigdhede was; verversingsdranke voorberei en bedien; sjampoeëring; klante voorberei vir opkikking of bobleiking; aanwending van spoelmiddels en kleursjampoe; kopvel- en haarbehandelings gee onder toesig van 'n gekwalifiseerde haarkapper; neutralisering van vaste golwing; sluiers, spelde, rollers, knippies en alle ander sethulpmiddels verwyder; klante onder droërs plaas en klante onder droërs uithaal;

(b) senior—dieselfde as 'n junior maar sluit die volgende addisionele dienste in, naamlik aanmaak en aanwending van tint en/of bleikmiddels onder toesig van 'n gekwalifiseerde haarkapper."

the period ending 5 February 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.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE HAIRDRESSING TRADE (PRETORIA)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

S.A. Hairdressers' and Cosmetologists, Association
(Northern Transvaal Division)

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

S.A. Hairdressing Employees' Industrial Union
(Northern Transvaal Branch)

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Hairdressing Trade (Pretoria),

to amend the Agreement published under Government Notice No. R. 164 of 26 January 1991.

1. SCOPE OF APPLICATION FOR AGREEMENT

(1) The terms of this Agreement shall be observed in the Hairdressing Trade—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union;

(b) in the Magisterial Districts of Pretoria and Wonderboom.

2. CLAUSE 3: DEFINITIONS

Delete the definitions of "general worker" and "shampoo-ist". Add the word "operator" after the word "manicurist".

"operator", junior or senior, means a major employee engaged in one or more of the following operations:

(a) junior—cleaning and sweeping the premises; running errands; washing cups and toilet requisites; preparing and serving liquid refreshments; shampooing, preparing clients for highlighting or frosting; applying rinses and colour shampoos; giving scalp and hair treatments under the supervision of a qualified hairdresser; neutralising perms; removing veils, pins, rollers, clips and any other setting aids; placing clients under driers and taking clients out from under driers; and

(b) senior—same as a junior, but includes the following additional duties, namely mixing and applying tints and/or bleach under the supervision of a qualified hairdresser."

3. KLOUSULE 4: LONE

Vervang die loonskedule in klousule 4 (1) deur die volgende:

(a) Gekwalifiseerde haarkappers:

Eerste jaar na kwalifisering	R164,20 per week of R711,40 per maand	R183,88 per week of R796,77 per maand.
Tweede jaar na kwalifisering	R195,44 per week of R846,72 per maand	R218,86 per week of R948,33 per maand.
Daarna	R235,54 per week of R1 020,60 per maand	R263,82 per week of R1 143,07 per maand.

(b) Operateurs:

Junior	R115,47 per week of R500,00 per maand	R129,24 per week of R560,00 per maand.
Senior	R152,32 per week of R660,00 per maand	R170,70 per week of R740,00 per maand.

(c) Manikuriste, skoonheidsdeskundiges en ontvangsdames

R164,88 per week of R714,43 per maand	R184,67 per week of R800,16 per maand.
---------------------------------------	--

(d) Los werknemers

5% van die voorgeskrewe loon per dag	5% van die voorgeskrewe loon per dag.
--------------------------------------	---------------------------------------

(e) Deeltydse werknemers

Twee derdes van die voorgeskrewe loon	Twee derdes van die voorgeskrewe loon.
---------------------------------------	--

92-02-01

92-02-01

(a) Qualified hairdressers:

First year after qualifying	R164,20 per week or R711,40 per month	R183,88 per week or R796,77 per month.
Second year after qualifying	R195,44 per week or R846,72 per month	R218,86 per week or R948,33 per month.
Thereafter	R235,54 per week or R1 020,60 per month	R263,82 per week or R1 143,07 per month.

(b) Operators:

Junior	R115,47 per week or R500,00 per month	R129,24 per week or R560,00 per month.
Senior	R152,32 per week or R660,00 per month	R170,70 per week or R740,00 per month.

(c) Manicurists, beauticians and receptionists

R164,88 per week or R714,43 per month	R184,67 per week or R800,16 per month.
---------------------------------------	--

(d) Casual employees

5% of the prescribed wage per day	5% of the prescribed wage per day.
---	------------------------------------

(e) Part-time employees

Two thirds of the prescribed wage	Two thirds of the prescribed wage.
---	------------------------------------

4. KLOUSULE 14: UITGAWES VAN DIE RAAD

Vervang klousules 1, 2(a) en 2(b) deur die volgende:

"(1) Ten einde die uitgawes van die Raad te bestry moet elke werkgewer R5,50 per maand aftrek van die verdienste van elkeen van sy werknemers vir wie lone in klousule 4(1)(a) en (c) voorgeskryf word, en R2,75 per maand van die verdienste van werknemers vir wie lone in klousule 4(1)(b) voorgeskryf word, en vakleerlinge.

(2) (a) Benewens bogenoemde moet alle werkgewers [uitgesonderd werkgewers wat in paragraaf (b) genoem word] 'n bedrag van R13,70 per maand betaal.

(b) In bedryfinrigtings wat uit maatskappye of 'n vennootskap bestaan, moet 'n bedrag van R13,70 per maand ten opsigte van elke direkteur of vennoot betaal word."

Vir en namens die partye op hede die 25ste dag van Junie 1991 te Pretoria onderteken.

Y. VAN SCHALKWYK,
Voorsitter van die Raad.

J. WEINTRAUD,
Ondervoorsitter van die Raad.

J. P. FORBES,
Sekretaris van die Raad

3. CLAUSE 4: WAGES

Substitute the following for the schedule of wages in clause (4) (1):

92-02-01

4. CLAUSE 14: EXPENSES OF THE COUNCIL

Substitute the following for subclauses 1, 2(a) and 2(b):

"(1) For the purpose of meeting the expenses of the Council, every employer shall deduct R5,50 per month from the earnings of each of his employees for whom wages are prescribed in clause 4(1)(a) and (c), and R2,75 per month from the earnings of employees for whom wages are prescribed in clause 4(1)(b), and apprentices.

(2) (a) In addition to the above, all employers [except those provided for in paragraph (b)] shall pay a fee of R13,70 per month.

(b) In establishments composed of companies or a partnership, a fee of R13,70 per month shall be paid in respect of each director or partner."

Signed for and on behalf of the parties, at Pretoria, this 25th day of June 1991.

Y. VAN SCHALKWYK,
Chairman of the Council.

J. WEINTRAUD,
Vice-chairman of the Council.

J. P. FORBES,
Secretary of the Council.

Impasse ends in protest march

355

SAPA

Sowetan 14/10/91
THE Construction and Allied Workers Union in the Southern Transvaal will hold a protest march in Johannesburg on Wednesday.

Cawu said in a statement that the protest march was in response to a deadlock in wage negotiations with the Industrial Council for the Building Industry.

The protesters will march to the Master Builders Association offices in Commissioner Street.

The union has demanded an across the board increase of R1,72 an hour as well.

Strikers will return today

Sowetan 14/10/91
SA PRESS ASSOCIATION

ABOUT 8 000 Natal cleaners are expected to return to work today after an agreement was reached between their union and the National Contract Cleaners Association on Friday.

This ends a five week-old strike concentrated predominantly in Durban and Pietermaritzburg.

Cleaners began downing tools from September 5, demanding the NCCA's current minimum wage of R509 a month be increased to R1 000.

Offices, businesses and about 200 Indian schools were affected by what the Transport and General Workers Union described as the longest strike in the cleaning sector's history in Natal.

The agreement reached on Friday states that strikers will return to work on the same terms and conditions as prior to the strike from today, but not later than Wednesday. All employees who were dismissed or who faced dismissal would be re-instated, the agreement said.

Private arbitration would be resorted to in cases where employers believed that strikers had "behaved in a manner that may constitute a criminal offence" and where the TGWU and the NCCA failed to resolve the matter.

Union officials said yesterday that the most significant gain for workers was the NCCA's undertaking to negotiate wages at an interim negotiating forum and to set up an Industrial Council before the end of the year.

Substantive negotiations would begin soon after the parties meet on Thursday, the agreement added.

Deregulation threat to industrial councils

THE South African economic deregulation process could adversely affect the pensions role performed by many industrial councils, says a leading insurer.

Fedlife Industrial Pensions (FIP) division GM Dick Otto says deregulation could weaken the present council pension system. (355) (16)

"Deregulation will result in a weakening of the negotiating forum between the employer organisations and trade unions that make up industrial councils, with the possible consequence of retirement funds even being ignored to the employees' detriment." 6/02/91 16/10/91

He says industrial councils probably provide the only viable system for making adequate provision for an itinerant work-force.

Fedlife's concern stems from having done business with more than 30 industrial councils over the past 50 years and because it makes monthly payments to well over 10 000 pensioners.

"If the present system is weakened it may be difficult to ensure provision of adequate pensions for future pensioners," he says.

FM 18/10/91

LABOUR

Floors and ceilings

As 8 000 contract cleaners in Natal ended a six-week strike and returned to work earlier this week, a private cleaning company and the House of Delegates (HoD) remained in dispute over a R30m contract to clean 400 Indian schools.

At the same time, paramedics working for Natal's provincial Ambulance and Emergency Medical Services (AEMS) have given Health Minister Rina Venter until the end of the month to meet a list of salary and job-related demands.

A memorandum sent to Venter warns that "devastating action" will be taken by AEMS staff unless urgent attention is given to their working conditions. It further calls for a delegation from the State, including Venter, to meet a Natal Provincial Staff Association delegation to negotiate and implement the demands.

If the threatened action takes the form of a strike, it will be the second major blow this year. In May, most of the senior management staff resigned and set up a private ambulance and emergency medical service.

Meanwhile, paramedics, who say their salaries have not been reviewed since 1983, are demanding an increase to bring pay in line with other local authority personnel; a minimum starting salary of R1 700 a month; night and danger allowances; and the opportunity to upgrade their qualifications.

The cleaners' strike saw most Indian schools close early last term. It was marred by violence, including the fatal shooting of striking cleaner Cynthia Mhlongo. It ended last weekend after a meeting between the National Cleaners' Contract Association and Cosatu's Transport and General Workers' Union (TGWU).

The central demand by striking cleaners was a R1 000 a month minimum wage. Shortly before the strike started a 16% increase saw the minimum wage rise to R510 a month. TGWU assistant general secretary Randall Howard said agreement had been reached on re-employment of dismissed strikers; no victimisation of strikers; private arbitration on allegations of intimidation; and the setting up of a national industrial council for the industry.

An interim forum comprising the union and the employers' association began negotiations this week on wage demands and the establishment of a provident fund and industrial council. Howard said it was agreed that negotiations should be concluded by the end of the year.

But as cleaners went back to work and schools returned to normal, HoD head Jayaram Reddy was trying to cancel a three-year contract with Sneller Services, one of the cleaning companies at the centre of the strike.

The HoD claims the company has not met the conditions of its contract to keep schools clean. The HoD is trying to end the contract

Continue

FM 18/10/91

and employ, directly, about 1 000 school cleaners employed by Sneller Services.

However, Sneller chairman Lionel van Tonder maintains the strike and subsequent closure of schools was beyond the company's control and that as far as possible, schools were kept clean by hiring casual staff.

He also claims the HoD cannot cancel the contract, which is worth about R10m a year for the next three years, saying this can only be done by the State Tender Board. As the FM went to press, both parties were taking legal advice.

4/maul 18/10 24/10 91
SAB settlement (355)

■ A four-month pay battle between the Food and Allied Workers' Union and South African Breweries was finally settled this week.

In terms of the settlement, effective until June 30 next year, the minimum hourly wage has been increased to R7,40 from R6,35.

The parties have also agreed to refer the dismissal of 14 SAB workers to arbitration. The company alleges that they participated in unprocedural go-slow action.

Bulletin sees marked drop in level of wage settlements

18/10/91
THERE is a marked downturn in the level of wage settlements during the second half of this year, according to the latest edition of Andrew Levy and Associates' Bargainer's Bulletin.

The bulletin says the average level of settlement in the period June-October 1991 was 15.3%, well below the inflation rate

DARIUS SANAI

and a significant drop from the 16.9% recorded in the same period last year.

The figures show a downward trend in settlement levels and indicate that the economic pinch is being passed on to workers.

But there is still great variety in the levels of settlement, with some reaching 20% and others below 10%.

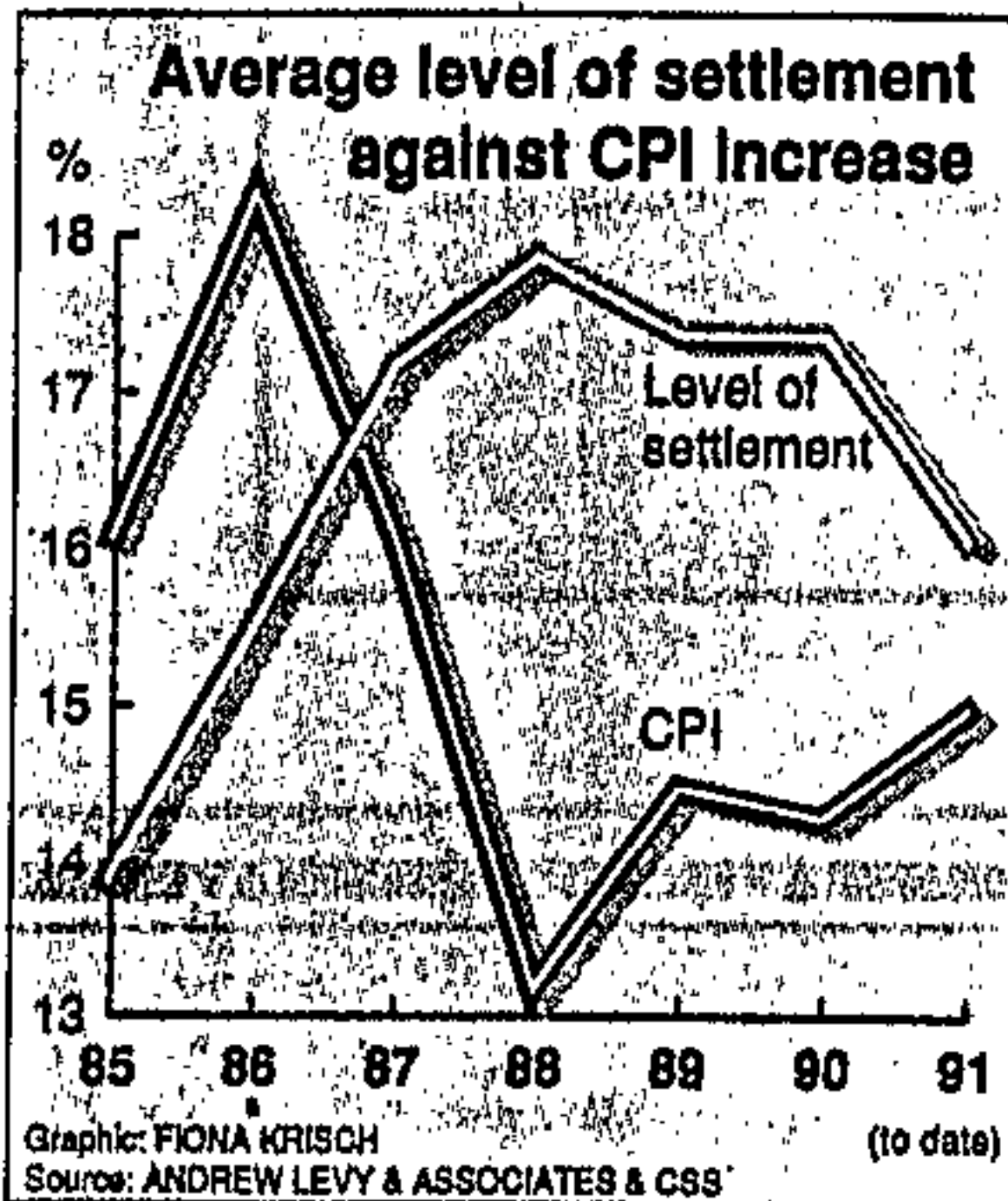
There is also a growing tendency among workers — notably in the metal industry — to settle for wage freezes in a bid to keep as many jobs as possible.

And although the average union wage claim is "still outside the realm of reality" at 47.8%, the level is stable and unlikely to exceed 50%.

Management going-in levels are on average 4% below their settlement levels, making for drawn-out negotiations, with an average 70-day waiting period between the first fax containing the union's demands and the signing of an agreement.

Industrial action took place in 52.6% of settlements monitored by the bulletin, but the unions "scored very little" in most.

Strikes accounted for 37.4% of industrial action, overtime bans for 31.7%, go slows 21.9% and work stoppages 9%.



LABOUR

By DREW FORREST
SOUTH AFRICA'S deteriorating bargaining environment is brought into sharp focus by the latest *Bargainers' Bulletin* of industrial relations consultancy Andrew Levy and Associates.

Although the bulletin stresses the wide variation in negotiated wage levels, it gives the average level of settlement this year as 16,1 percent — sharply down on the 17,4 percent recorded last February.

The decline has been even more marked in recent months. From June to October the average settlement was a well-below-inflation 15,3 percent, as against 16,9 percent for the same period last year, signalling that "the economic pinch is being passed on to workers".

Pay settlements reflect economic decline

Wages triggered more than 60 percent of industrial action in the first nine months of the year, but few strikes were successful, the bulletin says. It cites lengthy strikes by cleaners at the University of Cape Town and at Pep-Ackermans, where workers went back to work after the union accepted management's offer.

No less than 52 percent of settlements were marked by some form of industrial action. Strikes erupted in 37 percent of cases, but unions favoured other softening-up tactics, including overtime bans (31,7 percent), go-slows (21,9 percent) and work stoppages

August's consumer price index is a full two percentage points higher than last year, and food and transport costs, weighing most heavily on lower-income groups, are the main contributors to the high inflation rate.

"Conventional wisdom tells us the rate is likely to rise dramatically over the next few months because VAT reimbursements have not been felt," the bulletin says. Other worrying trends isolated include:

- Surging redundancies in the metal industries, largely because of the winding down of Mosses. In July 6 916 metalworkers were retrenched. The

monthly toll early in the year was 2 000. The industry shed 20 295 jobs in the first seven months of the year, as against 26 647 for the whole of last year.

- About 60 000 new applications for unemployment benefits this year, as compared with about 40 000 in 1990.

- Continuing high levels of state spending — running 16 percent over budget — a swollen civil service and state pay settlements which in the last two years had risen more rapidly than those in the private sector.

"It would seem that the Reserve Bank governor is not in a strong position to point a finger at a private sector employment practices," the bulletin archly comments.

355

Wage settlement level drops

Own Correspondent

JOHANNESBURG. — There was a marked downturn in the level of wage settlements during the second half of this year, according to the latest edition of Andrew Levy and Associates' Bargainer's Bulletin.

The bulletin says the average level of settlement in the period June-October 1991 was 15.3%, well below the inflation rate and a significant drop from the 16.9% recorded in the same period last year.

The figures evidenced a downward trend in settlement levels and indicate

that the economic pinch is being passed onto workers, the bulletin says.

But there was still great variety in the levels of settlement, with some reaching 20% and others below 10%.

There was also a growing tendency among workers — notably in the metal industry — to settle for wage freezes in a bid to keep as many jobs as possible.

And although the average level of claim was "still outside the realm of reality" at 47.8%, the level of claims was stable and unlikely to exceed the 50% mark.

Management going-in levels were on

average 4% below their settlement levels, making for drawn-out negotiations, with an average of a 70-day waiting period between the first fax containing the union's demands and the signing of an agreement.

Industrial action took place in 52.6% of settlements monitored by the bulletin, but the unions "scored very little" in most of the disputes.

Strike action accounted for 37.4% of industrial action, overtime bans for 31.7%, go slows 21.9% and work stoppages 9%.

CT 21/10/91

No. R. 2562

25 Oktober 1991

WET OP MANNEKRAGOPLEIDING, 1981

AKKREDITERING VAN OPLEIDINGSRAAD:
OPLEIDINGSRAAD VIR DIE DRUK-, NUUSBLAD- EN
VERPAKKINGSNYWERHEID

Hierby word vir algemene kennisname bekendgemaak dat die Registrateur van Mannekragopleiding die Opleidingsraad vir die Druk-, Nuusblad- en Verpakkingsnywerheid, Posbus 6776, Roggebaai, 8012, kragtens artikel 12B van die Wet, op 7 Oktober 1991 geakkrediteer het ten opsigte van die Druk-, Nuusblad- en Verpakkingsnywerheid, soos omskryf in Goewermentskennisgewing No. R. 2339 van 4 Oktober 1991 in die Republiek van Suid-Afrika, en dat al die bepalings van die Wysigingswet op Mannekragopleiding, 1990, geag word op genoemde datum in daardie nywerheid en gebied in werking te getree het.

Vakleerlinge en werkgewers van vakleerlinge in die Druk-, Nuusblad- en Verpakkingsnywerheid se aandag word gevestig op die bepalings van artikel 53 (4) van genoemde Wysigingswet, ingevolge waarvan, ten opsigte van elke vakleerling wat in daardie nywerheid en gebied op genoemde datum ingevolge 'n kontrak van vakleerlingskap in diens was, die partye tot sodanige kontrakte binne 90 dae na daardie datum, hul keuse aangaande die leervooraardes wat op die betrokke vakleerling se verdere opleiding van toepassing sal wees, aan die genoemde opleidingsraad bekend moet maak.

No. R. 2567

25 Oktober 1991

WET OP ARBEIDSVERHOUDINGE, 1956

MOTORNYWERHEID: WYSIGING VAN MICWU-
MEDIESE FONDSOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, 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 30 September 1991 en vir die tydperk wat op 30 Junie 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

DIE NASIONALE NYWERHEIDSRAAD VIR DIE
MOTORNYWERHEID

MICWU- MEDIESE FONDSOOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

South African Motor Industry Employers' Association
en die

South African Vehicle Builders' and Repairers'
Association

No. R. 2562

25 October 1991

MANPOWER TRAINING ACT, 1981

ACCREDITATION OF TRAINING BOARD: PRINT-
ING, NEWSPAPER AND PACKAGING INDUSTRIES
TRAINING BOARD

It is hereby notified for general information that the Registrar of Manpower Training, in terms of section 12B of the Act, accredited the Printing, Newspaper and Packaging Industries Training Board, P.O. Box 6776, Roggebaai, 8012, on 7 October 1991 in respect of the Printing, Newspaper and Packaging Industry, as defined in Government Notice No. R. 2399 of 4 October 1991 in the Republic of South Africa and that all the provisions of the Manpower Training Amendment Act, 1990, are deemed to have come into operation in that industry and area on the said date.

The attention of apprentices and employers of apprentices in the Printing, Newspaper and Packaging Industry is drawn to the provisions of section 53 (4) of the said Amendment Act, in terms of which, in respect of each apprentice who was employed in that industry and area in terms of a contract shall within 90 days after the said date, notify the said training board of their choice regarding the conditions of apprenticeship which shall apply to the further training of the apprentice in question.

No. R. 2567

25 October 1991

LABOUR RELATIONS ACT, 1956

MOTOR INDUSTRY: AMENDMENT OF MICWU
MEDICAL FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, 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 20 September 1991 and for the period ending 30 June 1992 upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

THE NATIONAL INDUSTRIAL COUNCIL FOR THE
MOTOR INDUSTRY

MICWU MEDICAL FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

South African Motor Industry Employers' Association
and the

South African Vehicle Builders' and Repairers'
Association

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

National Union of Metalworkers of South Africa

(hierna die "werknemers" of the "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Motornywerheid,

tot wysiging van MICWU- Mediese Fondsooreenkoms gepubliseer by Goewermenskennisgewing No. R. 1599 van 30 Julie 1982, soos gewysig en verleng by Goewermenskennisgewings Nos. R. 2796 van 31 Desember 1982, R. 1451 van 1 Julie 1983, R. 974 van 30 April 1987, R. 1802 van 21 Augustus 1987, R. 750 van 22 April 1988, R. 252 van 17 Februarie 1989 en R. 1755 van 27 Julie 1990.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Streke omskryf in die Ooreenkoms gepubliseer by Goewermenskennisgewing No. R. 1599 van 30 Julie 1982 nagekom word deur alle werkgewers in die Motornywerheid wat lede is van die werkgewersorganisasies, en deur alle werknemers in genoemde nywerheid wat lede is van die vakvereniging.

2. KLOUSULE 7: BYDRAES

(1) Vervang subklousule (1) deur die volgende:

"(1) (a) Elke graad CA-lid of groep 1-lid van die Fonds wat afhanklikes ooreenkomstig klousule 8 laat registreer, moet soos volg tot die Fonds bydra ten opsigte van elke week diens in die Motornywerheid waarvoor hy geregtig is om vir 23 uur of langer loon te ontvang:

(i) 'n Lid wat een afhanklike laat registreer: R24,50 per week;

(ii) 'n lid wat twee afhanklikes laat registreer: R25,50 per week;

(iii) 'n lid wat drie afhanklikes laat registreer: R26,50 per week;

(iv) 'n lid wat vier of meer afhanklikes laat registreer: R27,50 per week.

(b) Elke graad GA-lid of groep 1-lid van die Fonds wat nie in paragraaf (a) bedoel word nie, moet R21,70 tot die Fonds bydra ten opsigte van elke week diens in die Motornywerheid waarvoor hy geregtig is om vir 23 uur of langer loon te ontvang.

(c) Elke graad B-lid van die Fonds wat afhanklikes ooreenkomstig klousule 8 laat registreer, moet soos volg tot die Fonds bydra ten opsigte van elke week diens in die Motornywerheid waarvoor hy geregtig is om vir 23 uur of langer loon te ontvang:

(i) 'n lid wat een afhanklike laat registreer: R9,20 per week;

(ii) 'n lid wat twee afhanklikes laat registreer: R10,10 per week;

(iii) 'n lid wat drie afhanklikes laat registreer: R11,10 per week;

(iv) 'n lid wat vier of meer afhanklikes laat registreer: R12,10 per week.

(d) Elke graad B-lid van die Fonds wat nie in paragraaf (c) bedoel word nie, moet R8,40 tot die Fonds bydra ten opsigte van elke week diens in die Motornywerheid waarvoor hy geregtig is om vir 23 uur of langer loon te ontvang."

(2) Vervang subklousule (4) (a) deur die volgende:

"(4) (a) Die bydraes betaalbaar ten opsigte van 'n vrywillige lid wat afhanklikes ooreenkomstig klousule 8 laat registreer, is vir elke week diens in die Motornywerheid soos volg:

(i) 'n Lid wat een afhanklike laat registreer: R18,20 per week;

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

National Union of Metalworkers of South Africa

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the National Industrial Council for the Motor Industry,

to amend the MICWU Medical Fund Agreement published under Government Notice No. R. 1599 of 30 July 1982, as amended and extended by Government Notices Nos. R. 2796 of 31 December 1982, R. 1451 of 1 July 1983, R. 974 of 30 April 1987, R. 1802 of 21 August 1987, R. 750 of 22 April 1988, R. 252 of 17 February 1989 and R. 1755 of 27 July 1990.

27 July 1990.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Regions defined in the Agreement published under Government Notice No. R. 1599 of 30 July 1982, by all employers in the Motor Industry who are members of the employers' organisations, and by all employees in the said Industry who are members of the trade union.

2. CLAUSE 7: CONTRIBUTIONS

(1) Substitute the following for subclause (1):

"(1) (a) Every Grade CA member or Group 1 member of the Fund who registers dependants in terms of clause 8 shall contribute as follows to the Fund in respect of each week of employment in the Motor Industry for which he is entitled to receive wages for 23 hours or more:

(i) A member who registers one dependant: R24,50 per week;

(ii) a member who registers two dependants: R25,50 per week;

(iii) a member who registers three dependants: R26,50 per week;

(iv) a member who registers four or more dependants: R27,50 per week.

(b) Every Grade CA member or Group 1 member of the Fund not referred to in paragraph (a) shall contribute R21,70 to the Fund in respect of each week of employment in the Motor Industry for which he is entitled to receive wages for 23 hours or more.

(c) Every Grade B member of the Fund who registers dependants in terms of clause 8 shall contribute as follows to the Fund in respect of each week of employment in the Motor Industry for which he is entitled to receive wages for 23 hours or more:

(i) A member who registers one dependant: R9,10 per week;

(ii) a member who registers two dependants: R10,10 per week;

(iii) a member who registers three dependants: R11,10 per week;

(iv) a member who registers four or more dependants: R12,10 per week.

(d) Every Grade B member of the Fund not referred to in paragraph (c) shall contribute R8,40 to the Fund in respect of each week of employment in the Motor Industry for which he is entitled to receive wages for 23 hours or more."

(2) Substitute the following for subclause (4) (a):

"(4) (a) The contributions payable in respect of a voluntary member who registers dependants in terms of clause 8 shall be as follows for each week of employment in the Motor Industry:

(i) A member who registers one dependant: R18,20 per week;

(ii) 'n lid wat twee afhanklikes laat registreer: R20,20 per week;

(iii) 'n lid wat drie afhanklikes laat registreer: R22,20 per week;

(iv) 'n lid wat vier of meer afhanklikes laat registreer: R24,20 per week;

en ten opsigte van vrywillige lede wat nie hierbo bedoel word nie, R16,80 vir elke week diens in die Motornywerheid."

Namens die partye op hede die 19de dag van Augustus 1991 te Johannesburg onderteken.

T. NIEUWOUDT,
President van die Raad.

C. S. ROBERTS,
Vise-President van die Raad.

H. C. L. LOOCK,
Hoofsekretaris van die Raad.

(ii) a member who registers two dependants: R20,20 per week; ~~122~~ **355** ~~122~~

(iii) a member who registers three dependants: R22,20 per week;

(iv) a member who registers four or more dependants: R24,20 per week;

and in respect of voluntary members not referred to above, R16,80 for each week of employment in the Motor Industry."

Signed at Johannesburg on behalf of the parties, this 19th day of August 1991.

T. NIEUWOUDT,
President of the Council.

C. S. ROBERTS,
Vice-President of the Council.

H. C. L. LOOCK,
General Secretary of the Council.

DEPARTEMENT VAN NASIONALE GESONDHEID EN BEVOLKINGS- ONTWIKKELING

No. R. 2551

25 Oktober 1991

DIE SUID-AFRIKAANSE APTEKERSRAAD

REGULASIES BETREFFENDE DIE GELDE WAT KRAGTENS DIE WET OP APTEKERS, 1974, AAN EN DEUR DIE RAAD BETAALBAAR IS: WYSIGING

Die Minister van Nasionale Gesondheid het kragtens artikel 49 van die Wet op Aptekers, 1974 (Wet No. 53 van 1974), op aanbeveling van die Suid-Afrikaanse Aptekersraad, die regulasies in die Bylae hiervan uiteengesit, uitgevaardig.

BYLAE

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 2235 van 4 November 1988, soos gewysig by Goewermentskennisgewings Nos. R. 550 van 16 Maart 1990 en R. 2476 van 26 Oktober 1990.

2. Regulasie 2 van die Regulasies word hierby gewysig—

(a) deur in subregulasie (1) (e) (x) (aa) die uitdrukking "R240" deur die uitdrukking "R252" te vervang;

(b) deur in subregulasie (1) (e) (x) (bb) die uitdrukking "R120" deur die uitdrukking "R126" te vervang;

(c) deur subparagraaf (cc) van subregulasie (1) (e) (x) deur die volgende subparagraaf te vervang:

"(cc) wat sy verpligte militêre opleiding ondergaan: R63";

(d) deur in subregulasie (1) (e) (dd) die uitdrukking "R60" deur die uitdrukking "R63" te vervang;

(e) deur in subregulasie (1) (h) (i) die uitdrukking "R200" deur die uitdrukking "R250" te vervang;

(f) deur in subregulasie (1) (h) (ii) die uitdrukking "R750" deur die uitdrukking "R1 000" te vervang.

DEPARTMENT OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

No. R. 2551

25 October 1991

THE SOUTH AFRICAN PHARMACY COUNCIL

REGULATIONS RELATING TO THE FEES PAYABLE BY AND TO THE COUNCIL UNDER THE PHARMACY ACT, 1974: AMENDMENT

The Minister of National Health has, on the recommendation of the South African Pharmacy Council, in terms of section 49 of the Pharmacy Act, 1974 (Act No. 53 of 1974), made the regulations set out in the Schedule hereto.

SCHEDULE

1. In this Schedule "the Regulations" shall mean the regulations published under the Government Notice No. R. 2235 of 4 November 1988, as amended by Government Notices Nos. R. 550 of 16 March 1990 and R. 2476 of 26 October 1990.

2. Regulation 2 of the Regulations is hereby amended—

(a) by the substitution in subregulation (1) (e) (x) (aa) for the expression "R240" of the expression "R252";

(b) by the substitution in subregulation (1) (e) (x) (bb) for the expression "R120" of the expression "R126";

(c) by the substitution for subparagraph (cc) of subregulation (1) (e) (x) of the following subparagraph:

"(cc) undergoing his compulsory military training: R63";

(d) by the substitution in subregulation (1) (e) (x) (dd) for the expression "R60" of the expression "R63";

(e) by the substitution in subregulation (1) (h) (i) for the expression "R200" of the expression "R250";

(f) by the substitution in subregulation (1) (h) (ii) for the expression "R750" of the expression "R1 000".

Traditional plans are in need of a re-think

DYNAMIC re-thinking of traditional pension plans is required as modern employees expect more in return for their contributions.

For too long, the traditional pension benefit attached to employment has been accepted without too much forward thinking or examination.

However, Dewar Rand Life & Pensions director

Tim Wain says these schemes are being put under the microscope and employees today expect:

- ☐ More withdrawal benefits;
- ☐ Greater flexibility in the way retirement benefits are paid;
- ☐ An option to defer their retirement funding in favour of direct remunera-

tion for more pressing needs;

- ☐ Employers contributions that form part of their remuneration package

Also Consultants & Actuaries MD Ben Solomon says not only is the traditional pension fund structure changing, but the way it is funded, the assets it holds, and the way it is managed are all changing.

Pension funds are changing the 'final salary' benefit — the so-called fixed benefit basis — to the money purchase or 'fixed contribution' basis.

"This trend is expected to strengthen," says Solomon.

Wain says retirement planning will continue to experience changes as modern and productive concepts take hold.

8/10/91 16/1/91 10/9/91

355

Cleaners demonstrate

MORE than 2 000 contract cleaners converged on the offices of the National Contract Cleaners' Association (NCCA) in Johannesburg at the weekend to express anger at the level of their salaries.

The Transport and General Workers' Union has demanded that the NCCA immediately start wage negotiations with the union and resubmit its application for the registration of an industrial council for the industry.

Its demands include a R1 00 monthly minimum wage for cleaners, a 25% night shift allowance and full trade union and shop steward rights.

An NCCA spokesman said the demands were being reviewed.

REPORTS: Business Day Reporters, Sapa.

B Day 28/10/71

355

15% pay rises predicted (355)

ARC 31/10/91

Business Editor

WAGE increases next year are likely to average 15 percent, a drop on the average of more than 16 percent for the past two years, says the Stellenbosch Bureau for Economic Research.

Pay rises per worker increased continually from 11,4 percent in 1985 to 18 percent in 1989 and 16,7 percent for last year.

Increases dropped to about 14,7 percent for 1991 and could reach 15,2 percent in 1992, the BER has forecast.

With government plan to spend more on social upliftment, the bureau sees "a continuation of the upward movement" of personal income tax next year.

Higher incomes would also be eroded by inflation with prices forecast to increase by 15,2 percent on average this year and 13,7 percent next year.

This means a drop in consumers' buying power this year and a modest rise of less than 2 percent next year.

Indirect taxes have soared from 5 percent in the sixties to 12,4 percent last year.

● See page 28.

De Klerk receives human rights report

810ay 1/11/91
PRETORIA — Chairman of the Law Commission Mr Justice H J O van Heerden handed over the interim reports on group and human rights to President F W de Klerk in Pretoria yesterday.

The completed final report on constitutional models was also presented to De Klerk.

Mr Justice van Heerden said the reports resulted from research and consultations and did not serve the interests of any party or group.

"We have endeavoured to represent as objectively as possible divergent views and to set out options and solutions which we thought would be reasonable and workable."

The judge hoped the reports would be of assistance to the public and those involved in future negotiation for the drawing up of a new constitution.

De Klerk said they dealt with key subjects and would have far-reaching consequences regarding a new dispensation.

The reports would be studied carefully

by the ~~government~~ and all political parties and movements, he said.

"We stand on the verge of a multiparty conference. In that sense the fact that the reports were completed now is timely and appropriate."

He hoped the reports would have a calming influence and encourage realistic thinking and result in a new dispensation which would take into consideration the complexity of SA society.

De Klerk said he would react to the reports "in due course".

He nostalgically recalled that the subject of his maiden speech in parliament had been the SA Law Commission.

De Klerk said he had expressed his strong conviction and belief in SA's legal system but had said it still required reform.

The handing over ceremony was also attended by Justice Minister Kobie Coetsee, Constitutional Development Minister Gerrit Viljoen, Mr Justice P J Olivier and other senior members of the SA Law Commission. — Sapa.

City workers angry at seniors' pay rise

810ay 1/11/91
CAPE TOWN — Dozens of shop stewards converged on Cape Town's civic centre yesterday in support of union demands that the city council scrap an extra 8,3% pay raise for senior staff.

Cape Town mayor Frank van der Velde, accompanied by senior officials, and 60 representatives of the SA Municipal Workers Union met for about one and a half hours, city council spokesman Ted Doman said.

Samwu Cape Town secretary Roger Ronnie said workers demanded the council rescind a decision to pay senior staff an 8,3% increase over and above a 12,5% rise awarded to all staff earlier this year.

Samwu also demanded the city council restore services pending talks with the union and affected communities, he said.

Doman declined to disclose the topic of the talks between shop stewards and officials. — Sapa.

355

Row cripples Inanda stables

AN EXCLUSIVE Sandton club long associated with the "horse" elite has been forced to close its stables and retrench its grooms because of a row over pay.

Members of the mink-and-manure set who were paying R700 a month for the luxury of stabling their mounts at the Inanda Club will now be forced to take their horses elsewhere and the grooms will have to look for new jobs and housing.

The chairman of Inanda Club stables committee, David Lowry, says the stabling facilities became unprofitable because of the wage demands by the grooms' union.

"We have been forced out of business because of the union's attitude. I think it's disgraceful — some of these stable boys have been here for years.

Mink-and-manure set thrown by union demand

Star 2/11/91
STAFF REPORTERS

The pressure put on them is such that they cannot stand up for themselves."

But the grooms were adamant that they would rather leave their jobs than their union. One worker who would not be identified, said: "Our situation has improved tremendously since we joined the union."

Mr Lowry said that since the club became unionised last year, waiters and grooms had all received the same minimum wage. "We asked for a sep-

arate deal for our grooms and warned the union that, if they insisted on a pay increase across the board, we would be out of business."

The final nail was put in the coffin last month, said Mr Lowry, when the union insisted on an across-the-board 27-percent increase.

"We have tried to talk sense to the union and we made it clear we could not afford to give our stable hands the same pay as our waiters."

"A waiter needs more education and knowledge than a stable hand. Common sense dictates that you cannot give them the same pay."

Workers insisted that they could

not live on the "meagre" salary of R575 and said they had decided on their own to demand an increase.

However club manager Christian Girard said the 12 workers were being intimidated by "two or three grooms who did not care for their jobs".

"The stables lost R75 000 last year. We can't keep the stable and give the grooms the same salaries as waiters as the union demands," he said.

The forced closure of the Inanda stables has also meant the retrenchment of stable manager Des Jenkins and his assistant Sharon Rogers. They have been given notice to quit and are looking for alternative employment.

While neither the polo horses nor shows would be affected, the only hope for the 54 stables was to put them out to private tender, said Mr Lowry.

Ellerines workers stand firm

Star 4/11/91
By Brian Sokutu

SA Commercial and Catering Allied Workers' Union members, in a national wage dispute with Ellerines, last night called for a boycott of the company and a march on its offices throughout the country during today and tomorrow's anti-VAT strike.

The ANC, Pan Africanist Congress, Azanian Peoples' Organisation,

Cosatu and the National Congress of Trade Unions supported the call.

Converging at the union's Johannesburg offices, singing and slogan-chanting workers said their demands included:

- March 21 as a paid holiday.

- An 8 percent increase in commission on sales.

- A R205 across-the-board increase.

Workers lost over R100-m, says Sacob

By Louise Burgers

Workers in the private sector lost more than R100 million in wages by being absent from work yesterday due to the VAT strike, the SA Chamber of Business said in a statement.

Commenting on the first day of the stayaway, Sacob said that support varied according to regions.

The extent of the stayaway was most marked in the Witwatersrand area, the eastern Cape and the Durban metropolitan area, where absenteeism reached between 80 and 100 percent.

In Maritzburg, Bloemfontein and Pretoria figures ranged between 60 and 80 percent.

Less support was experienced in the western Cape, Free State Goldfields and northern Natal where absenteeism was between 20 and 40 percent.

"It would appear that a major contributory factor to the level of absenteeism was lack of transport. Although some reports of intimidation have been received, it is not possible to assess the extent to which this influenced the stayaway," Sacob said.

Sacob said reports indicated that many companies made contingency plans and were able to proceed with normal business activities to a large extent.

NEWS

Business losses varied
By Louise Burgers
and Helen Grange

Losses to business during the strike varied from millions to a few thousand rands.

The motor manufacturing industry alone suffered production losses of about R135 million, sacrificing another 3 000 vehicles to the backlog, according to the National Association of Automobile Manufacturers of SA (Naamsa).

Sacob economist Keith Lockwood said it was difficult to

quantify the cost to the economy as it was possible for business to make up losses in time.

"The economy did not close down for two days. Every business would have been hit in a different way. The real loss was in worker salaries and job opportunities."

The Johannesburg City Council transport department was hard-hit, losing close to R2 million. Transport director Stan Verrier said about 70 percent of bus drivers took the time off, leaving the council with only

about 50 percent of its service.

Many passengers were transported on the municipal buses for free, as relief drivers did not know how to operate the ticket machines, he said.

Putco was virtually non-operative, said managing director Dr Jack Visser. Losses in turnover totalled R3 million in the two days.

Rail Commuter Corporation manager Roelie Snyders estimated that the company lost less than R500 000 in fares during the strike as a high percent-

Business losses varied 'from thousands to millions'

age of regular passengers had weekly or season tickets.

Pick 'n Pay director Mike van der Merwe said the company had lost about R5 million in sales, but this would be offset by savings in staff wages.

Those that incurred the most losses were small businesses, forced to close early as they had no customers.

Dions marketing manager Howard Davidson said, however, that his stores showed no losses during the strike.

Motor manufacturing plants

will be shutting down over four weeks in December, causing a further backlog in certain vehicle models, according to Naamsa spokesman Nico Vermeulen.

"It may be difficult to make up the production losses."

According to Sacob, a long weekend would have more impact on the national economy than the two-day stayaway.

A public holiday on a working day costs the economy between R400 million and R600 million, Sacob estimates.

PHOTO: J. J. VAN DER MERWE

Metal workers to get 15% pay rise

SHARON SOROUR
Labour Reporter

355
IMPROVED conditions of employment for the metal industry's 350 000 workers and wage increases of up to 15 percent will be gazetted this week.

The amendments to the main agreement negotiated at metal industry wage talks in July will be published in the Government Gazette tomorrow.

The executive director of the Steel and Engineering Industries Federation of SA (Seifsa), Mr Brian Angus, said the comprehensive range of improvements would be legally binding

on all employers and employees from November 18.

Mr Angus said: "Many employers in the industry will by now have awarded the negotiated wage increases effective from July 1 as agreed between employers and unions in July.

"Employers who have not yet implemented these increases, or who have only implemented a portion, will have to implement the full increase or balance backdated to July 1."

This payment had to be made by March 9 next year, and applied to all employers in the industry irrespective of

whether they were Seifsa members, Mr Angus said.

ARG 7/11/91
"The reduction of the working week to 44 hours, without the additional special overtime hour a week, provided for in the previous agreement, will be made legally binding on all employers in the industry," Mr Angus said.

Any extra hours worked would be regarded as normal overtime, he said.

But leave pay and bonuses would be calculated on the basis of an ordinary working week of 45 hours. In cases where normal hours of work constituted fewer than 44

hours, leave would be calculated on the basis of the normal hours worked.

"Employers will have to pay retrenched employees a minimum severance payment of one week's pay for each completed year of service, up to a maximum of four weeks' pay after four completed years," he said.

Employers would also have to "consult in good faith" at plant level to reach agreement on higher severance payment, at the request of a trade union.

However, this did not mean the parties had to agree to a higher severance payment.

Metal workers to ³⁵⁵ get increase in pay

Sowetan 4/11/91

METAL industry employers will be compelled to implement agreed wage increases of between 12 and 15 percent effective from July 1 in terms of the Government Gazette to be published on Friday.

Steel and Engineering Industries Federation of South Africa announced the mandate yesterday. The agreement, which requires payment to be made before March 2, applies to all employers in the industry, whether or not they are members of Seifsa.

It provides for a comprehensive range of improvements.

Wrangling behind the gambling

BEHIND the glamour and the luxury of the country's most opulent hotels, workers around the country are bracing themselves for a battle with employers accused of a "mediaeval" labour relations approach.

Sun International (SI) workers are set to rock Sun City and the group's other offshore and local resorts if their demands for a living wage and for centralised bargaining are not met. Also at issue are maternity rights, a five-day working week, provident fund benefits and an end to the strip-searching of casino employees.

The South African Commercial Catering and Allied Workers' Union (Saccawu) is in dispute with two SI hotels, the Ciskei Sun and the Riviera International, near Vereeniging, over the demands and strike ballots are looming.

The list of demands has been tabled at all SI's operations.

And in Southern Sun hotels within South Africa, 500 workers have been retrenched and Saccawu is gearing for possible strike action over job security.

Employees at some of southern Africa's top casinos and hotels are getting ready to do battle with managements over working conditions, reports **FERIAL HAFFAJEE**

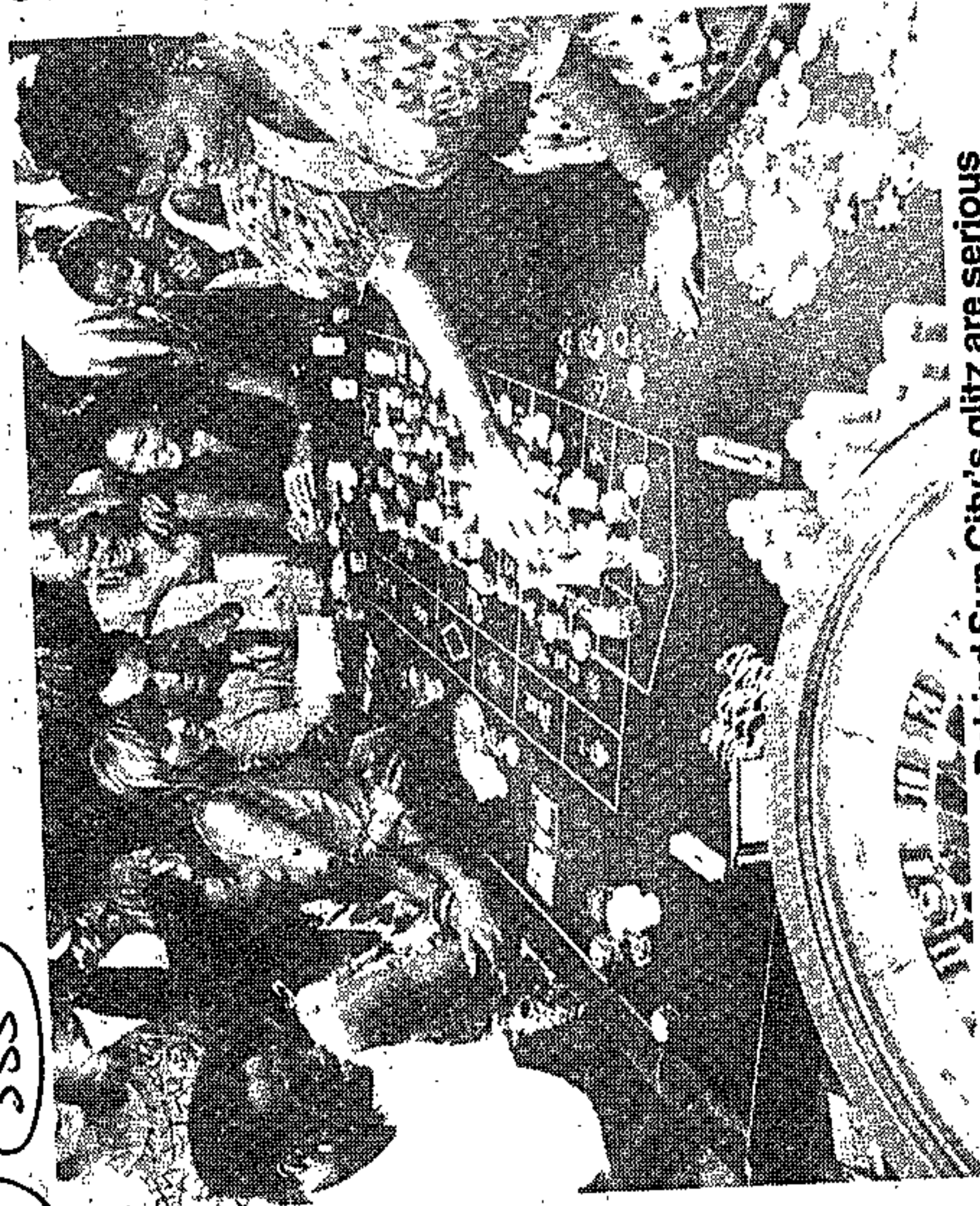
Transun, the holding company of Transkei's Wildcoast Sun, has indicted Saccawu, alleging that the union's call for centralised bargaining is illegal.

Transun says that the union cannot demand that it bargain alongside sister companies in other states.

Saccawu representative Allan Horwitz responds that the company's various resorts are claiming to be separate business entities in separate and sovereign homelands "in order to sidestep centralised negotiations".

He stressed that SI was owned by Kersaf, a subsidiary of Interleisure which was in turn owned by Old Mutual. "Sun International is run very much from this centre," he claimed.

Despite these disputes, the union has won breakthrough interim recognition



The show goes on ... Behind Sun City's glitz are serious worker grievances

at hotels in Venda, Transkei and Ciskei, Bophuthatswana was steadfastly resisting unionisation, charged Horwitz.

Saccawu, along with all other in those three homelands.

Congress of South African Trade Union affiliates, is still banned in Bophuthatswana. This week, SI human resources director Robert Rimmer confirmed that no union operated at Sun City or the Marula Sun, stressing that Saccawu was prohibited by law from operating in Bophuthatswana and that the company was prohibited from recognising it.

He refused to disclose what SI paid workers or to give details of their working conditions.

Saccawu's demands for the gambling resorts are a minimum wage of R 1 000 a month — workers currently earn a minimum of R825 a month.

Horwitz says that SI is a "healthy and solvent" operation and can afford these increases. Operating profits last year were R83-million at Sun City, R28-million at Transkei's Wild Coast and R6-million at the four hotels in the Ciskei.

Commenting on its dispute over retrenchments with Saccawu, SI's sister company, Southern Sun, told Sapa it was operating at a loss and that restoring the hotel's profitability demanded rationalisation.

Saccawu members have been on strike since the end of September. This week they held a national sit-in at all the hotel's branches.

Workers are demanding a R160 across-the-board increase, claiming that City Lodge's occupancy rates are 30 percent higher than any other hotel chain.

Workers are also demanding free transport after 10pm and free meals. They claim that all City Lodge's are situated out of town on highways where no transport is available.

LABOUR BRIEFS

Saccawu to launch boycott of Ellerines

W/maail 22/11-28/11/91

■ The South African Commercial, Catering and Allied Workers' Union is to launch a national consumer boycott of the Ellerines group in a bid to force a settlement of the seven-week wage strike at the retail chain. (35)

Saccawu's Lucky Masuku told a Johannesburg press conference this week his union would soon meet community organisations to discuss details of the boycott, which would continue until the strike ended. (35)

The move follows a meeting between the parties on Tuesday, which failed to break the deadlock. (35)

Saccawu has demanded a R197,50 across-the-board monthly rise, as against a company offer of R170, and a minimum wage of R1 090. The company has proposed a R1 055 minimum.

Artisans, labourers winners in wage hikes

By BARRY STREEK
Political Staff

MOST artisans and labourers won wage increases above the rate of inflation in the 12-month period between July 1990 and June 1991, the Labour Research Service said yesterday.

Artisans secured an average increase of 17,4% during the 12-month period, but this was lower than the 20,7% labourers managed to secure for themselves in the same period, it said in a statement.

"Altogether 63% of the sample won increases above inflation. There is a large spread of increases ranging from 14,6% to 50%.

"But the majority of increase, 27% in total, are between 15,1% and 20%."

The highest increases won by artisans were in the iron and steel industry, where an average increase of 19,6% was secured — although the building sector, where the average increase was 18,6%, was not far behind.

Artisans in the metal products sector, where the average increase was 14,2%, settled below the inflation rate of 14,5%.

Artisans earned an average of R387 per week, based on a 40-hour week, and this was double the average weekly wage of R182 paid to labourers across all industries.

Artisans in the automobile manufacturing industry, who received R465 per week, were the highest paid, while the lowest paid were in the building and building products industry.

BYLAE**DIE NASIONALE NYWERHEIDSRAAD VIR DIE
MOTORNYWERHEID****HOOFOOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

South African Motor Industry Employers' Association
en die

**South African Vehicle Builders' and Repairers'
Association**

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant en die

National Union of Metalworkers of South Africa
Motor Industry Employees' Union of South Africa
en die

Motor Industry Staff Association

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Motornywerheid,

om die Hooforeenkoms, gepubliseer by Goewermmentskennisgewing R. 2321 van 27 Oktober 1989, soos verleng, gewysig en hernieu deur Goewermmentskennisgewings R. 2081 van 31 Augustus 1990, R. 2305 van 28 September 1990, R. 2840 van 30 November 1990, R. 449 van 1 Maart 1991, R. 1973 en R. 1974 van 16 Augustus 1991 en R. 2154 van 30 Augustus 1991, te wysig.

AFDELING A**1. KLOUSULE 1: TOEPASSINGSBESTEK**

(1) Behoudens subklousule (3) van hierdie klousule en klousule 1 van Afdeling B van die Hooforeenkoms moet hierdie Ooreenkoms in die Motornywerheid nagekom word—

(a) oral in die Republiek van Suid-Afrika (uitgesonderd die hawe en nedersetting van Walvisbaai en die gebied wat geokkupeer word deur die Cape Explosives Works Ltd, Somerset-Wes); en

(b) deur die werkgewers en die werknemers in die Motornywerheid wat lede is van onderskeidelik die werkgewersorganisasie en die vakverenigings.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op—

(a) vakleerlinge slegs vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of voorwaardes wat daarkragtens gestel is nie; en

(b) kwekelinge wat opleiding ingevolge die Wet op Mannekragopleiding, 1981, ondergaan, slegs vir sover dit nie onbestaanbaar is met daardie Wet of voorwaardes wat daarkragtens gestel is nie.

2. Voeg die volgende nuwe klousule 43 in:

"KLOUSULE 43: REGSKOSTE

Wanneer dit vir die Raad nodig of raadsaam word om 'n geding in 'n siviele hof aanhangig te maak vir die verhaal van enige bedrag geld insluitende enige bedrag verhaal van 'n werknemer deur 'n werkgewer wat nie aan die Raad oorbetaal is nie, sal die skuldenaar in so 'n geval aanspreeklik

SCHEDULE**THE NATIONAL INDUSTRIAL COUNCIL FOR THE
MOTOR INDUSTRY****MAIN AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

South African Motor Industry Employers' Association
and the

**South African Vehicle Builders' and Repairers'
Association**

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

National Union of Metalworkers of South Africa
Motor Industry Employees' Union of South Africa
and the

Motor Industry Staff Association

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the National Industrial Council for the Motor Industry,

to amend the Main Agreement published under Government Notice R. 2321 of 27 October 1989 as extended, amended and renewed by Government Notices R. 2081 of 31 August 1990, R. 2305 of 28 September 1990, R. 2840 of 30 November 1990, R. 449 of 1 March 1991, R. 1973 and R. 1974 of 16 August 1991 and R. 2154 of 30 August 1991.

DIVISION A**1. CLAUSE 1: SCOPE OF APPLICATION**

(1) Subject to the provisions of subclause (3) of the clause and of clause 1 of Division B, the terms of this Agreement shall be observed in the Motor Industry—

(a) throughout the Republic of South Africa (excluding the port and settlement of Walvis Bay and the area occupied by the Cape Explosives Works Ltd, Somerset West); and

(b) by the employers and the employees in the Motor Industry who are members of the employers' organisations and the trade unions, respectively.

(2) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall apply to—

(a) apprentices only in so far as they are not inconsistent with the provisions of or any conditions fixed under the Manpower Training Act, 1981; and

(b) trainees undergoing training under the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of or any conditions fixed under that Act.

2. Insert the following new clause 43:

"CLAUSE 43: LEGAL COSTS

Whenever it becomes necessary or expedient for the Council to institute action in a civil court for the recovery of any amount of money which includes money deducted by an employer from any moneys due to an employee but not paid over to the Council, then and in such event the debtor will be

No. R. 2855

29 November 1991

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, NATAL: VERLENGING VAN HOOFOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermmentskennisgewings R. 2620 van 30 November 1984, R. 1444 van 28 Junie 1985, R. 187 van 31 Januarie 1986, R. 520 van 21 Maart 1986, R. 742 en R. 743 van 18 April 1986, R. 1169 van 13 Junie 1986, R. 1523 en R. 1524 van 18 Julie 1986, R. 1204 van 24 Junie 1988, R. 2333 en R. 2334 van 18 November 1988, R. 2111 van 29 September 1989, R. 391 van 23 Februarie 1990, R. 136 van 25 Januarie 1991 en R. 1080 van 17 Mei 1991, met 'n verdere tydperk wat op 15 Mei 1992 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 2856

29 November 1991

WET OP ARBEIDSVERHOUDINGE, 1956

MOTORNYWERHEID: WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, 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 Augustus 1993 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies 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) (b), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, en vir die tydperk wat op 31 Augustus 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.

E. VAN DER M. LOUW,

Minister van Mannekrag.

No. R. 2855

29 November 1991

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, NATAL: EXTENSION OF MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices R. 2620 of 30 November 1984, R. 1444 of 28 June 1985, R. 187 of 31 January 1986, R. 520 of 21 March 1986, R. 742 and R. 743 of 18 April 1986, R. 1169 of 13 June 1986, R. 1523 and R. 1524 of 18 July 1986, R. 1204 of 24 June 1988, R. 2333 and R. 2334 of 18 November 1988, R. 2111 of 29 September 1989, R. 391 of 23 February 1990, R. 137 of 25 January 1991 and R. 1080 of 17 May 1991, by a further period ending 15 May 1992.

D. VAN DER WALT,

Director: Labour Relations.

No. R. 2856

29 November 1991

LABOUR RELATIONS ACT, 1956

MOTOR INDUSTRY: AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, 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 August 1993, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations 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) (b), shall be binding, with effect from the second Monday after the date of publication of this notice, and for the period ending 31 August 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.

E. VAN DER M. LOUW,

Minister of Manpower.

gehou word vir alle regskostes aangegaan deur die Raad om die bedrag te verhaal, insluitende kostes op 'n prokureur- en kliëntskaal in die geval waar 'n regspraktisyn opdrag deur die Raad gegee is om die bedrag te verhaal."

Namens die partye op hede die 28ste dag van Februarie 1990 te Johannesburg onderteken.

T. NIEUWOUDT,
President van die Raad.

W. DE KLERK,
Vise-president van die Raad.

H. C. L. LOOCK,
Hoofsekretaris van die Raad.

No. R. 2858

29 November 1991

WET OP ARBEIDSVERHOUDINGE, 1956

JUWELIERSWARE- EN EDELMETAALNYWERHEID,
KAAP: HERNUWING VAN HOOFOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 1133 van 8 Junie 1984, R. 107 van 16 Januarie 1987, R. 2635 van 27 November 1987 en R. 394 van 23 Februarie 1990, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1992 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

liable for all legal costs incurred by the Council in recovery the amount due, including costs on attorney and client scale in the event of a legal practitioner having been instructed by the Council to collect the amount."

Signed at Johannesburg, on behalf of the parties, this 28th day of February 1990.

T. NIEUWOUDT,
President of the Council.

W. DE KLERK,
Vice-President of the Council.

H. C. L. LOOCK,
General Secretary of the Council.

No. R. 2858

29 November 1991

LABOUR RELATIONS ACT, 1956

JEWELLERY AND PRECIOUS METAL INDUSTRY,
CAPE: RENEWAL OF MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1133 of 8 June 1984, R. 107 of 16 January 1987, R. 2635 of 27 November 1987 and R. 394 of 23 February 1990, to be effective from the date of publication of this notice and for the period ending 31 December 1992.

D. VAN DER WALT,
Director: Labour Relations.

Maak uself asseblief deeglik vertrouwd met die
"Voorwaardes vir Publikasie" van wetlike
kennisgewings in die *Staatskoerant*, asook met die
nuwe tariewe wat daarmee in verband staan

Please, acquaint yourself thoroughly with the
"Conditions for Publication" of legal notices in
the *Government Gazette*, as well as the new tariffs
in connection therewith

Sactwu wins 6-month Tvl wage deal

By DREW FORREST

THE South African Clothing and Textile Workers' Union (Sactwu) has notched up an important advance in its push for central bargaining by winning a six-month wage deal in the Transvaal clothing and knitting industries.

The agreement, clinched at the eleventh hour last Friday after strike ballot forms had been printed, will bring Transvaal industrial council negotiations in line with those in Natal and the Cape, where 75 percent of clothing workers are concentrated. The Transvaal talks have historically taken place later in the year.

About 100 000 workers will be affected, confronting employers with the threat of industry-wide disputes and strike action. Sactwu's long-term goal is a single national council for clothing, textiles and footwear.

In the Transvaal, a further consolidation took place this year when knitting and clothing employers met Sactwu for the first time in one bargaining forum — although there was a differentiated wage settlement. Negotiations had previously been conducted in different industrial councils.

Sactwu said in a statement that employers had vigorously resisted a six-month agreement.

In terms of the settlement, most of industry's 15 000 clothing workers will receive 8,2 percent for the six-month period, bringing sewing machinists' wages to just under R800 a month.

Mediation for Saccawu, hotel

VERA VON LIERES 355

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) and management of the Riviera International Hotel at Vereeniging have agreed on mediation in a bid to resolve a prolonged dispute over wages and centralised bargaining.

A spokesman for owners Sun International said yesterday the parties would meet on Friday. He said between 35 and 40 workers who had been locked out since November 25 had accepted the company's offer of a R103 across-the-board increase and a monthly minimum wage of R841.

Meanwhile, about 50 striking workers at Cuthberts, Barnes and ABC stores were arrested this week.

A union spokesman said they were arrested for allegedly contravening a court order obtained by the company last week. 81 Dec 4/12/91.

Cuthberts group human resources manager Paul Gartner said the order prevented the strikers from intimidating customers and staff.

South 5/12 - 11/12/91

Striking security guards arrested in wage dispute

MORE than one hundred striking workers were arrested this week in a picket over deadlocked wage talks outside the Peninsula Security Guard offices.

The 155 workers were arrested on Monday.

A union spokesperson said the R50 bail for each worker amounted to R7 775. The money for bail was raised at the workers' hostel.

The workers have been striking since November 25.

The strike is the result of a deadlock in wage negotiations between Peninsula Security Guard and the Transport and General Workers Union.

The workers, who earn R116,75 a week, are demanding a basic wage of R150 a week. The company offered R125 for a 60-hour week.

The company declined to comment.

W/Mail
Shoe-store strike

■ Three of the country's biggest shoe-store chains have been hit by a pre-Christmas strike. *6/12-12/12/91*

Members of the SA Commercial Catering and Allied Workers Union at ABC, Barnes and Cuthberts have been on strike since November 20. Working conditions and recognition are the key flashpoints.

Cuthberts' management has refused Saccawu recognition, saying its membership at the stores is way below 50 percent. Because of this, the company says, it would be forced to effect two parallel sets of wages and working conditions.

In addition to recognition, Saccawu is demanding a minimum wage of R1 200, with a R300 across-the-board increase. *(355)*

The 200 strikers have picketed and demonstrated outside the stores. This week Cuthberts applied for a court order restraining workers from alleged unlawful misconduct and intimidation. *(355)*

Reports by Weekly Mail Staff

W/Mail 6/12-12/12/91

4 000 steel men out on strike

By **THEMBA KHUMALO**

AS Christmas draws near, 4 000 black workers at Highveld Steel Corporation in Witbank have downed tools in protest against the retrenchment of 600 of their colleagues.

The strikers, most of whom are members of the National Union of Metalworkers of South Africa (Numsa), have vowed not to return to work until the management agrees to hold meaningful talks with them on the retrenchment issue.

A statement issued by the strikers claimed that the employers refused to discuss a severance package or any alternative arrangement.

"The standard agreement for the industry provides that companies will consult in good faith with a view to reaching agreement on any retrenchment or redundancy. This was an agreement between Seifsa and the metal unions."

It went on to say management failed to inform the retrenched workers in time about their pending plight.

The corporation's management was not available for comment.

Meanwhile, about 150 workers at Cuthberts, Barnes and ABC shoe stores have entered their third week on strike.

They are demanding a R1 200 minimum wage, a R250 across-the-board increase, a 13th cheque and improved working conditions for black staff.

According to Stanley Mngomezulu, spokesman for the South African Commercial and Catering Workers' Union (Saccawu), discrimination against black workers is rife at the three stores. There is disparity in salaries between black and white staff doing the same job.

Paul Gartner, personnel manager for the stores, said racial practices were against his company's policy and anyone found practicing racism was dealt with.

"The strike is about the recognition of Saccawu and the other demands have just been added to make the strike big. In all our stores Saccawu is supported by only 176 employees out of a total of 1 200."

Motor unions agree on pay

GERALD REILL

PRETORIA — Three motor industry unions representing 150 000 workers in the sector (which includes retail outlets and garages) agreed with employers at the weekend to minimum wage increases of between 8% and 10%.

The unions were the Motor Industries Staff Association (representing white collar workers), the Motor Industries Employees Union (representing artisans) and Numsa.

Motor Industries Staff Association president Johan du Plessis said the settlement was one of the lowest in recent years but the dire straits in which the industry found itself had to be taken into account.

"The union representatives took a realistic stand. They could not ignore declining vehicle sales and the threat of unemployment in the industry."

Motor Industries Federation director Vic Fourie said agreement was reached only after protracted negotiations and a third mediation session.

"Conditions in the industry are depressed and there is little prospect of a significant improvement in the short term."

He said the small wage increases should be seen against last year's 25% hike. 6/10/12/91.

Ellerine ⁸¹²⁹ strike ends ^{11/12/91}

A TWO-month-old national strike at the Ellerine Group ended yesterday following agreement between the SA Commercial, Catering and Allied Workers' Union and the company on wages and conditions of employment, according to the SABC.

The union undertook to cease picketing.

VERA VON LIERES reports the strike involved more than 1 000 workers and started on October 7.

About 133 of the 344 outlets in the group were affected. ~~355~~

The parties agreed on an across-the-board increase of R175 and that no employee should be paid less than R1057,50 per month. ~~57~~

The parties also agreed on 7,5% commission after sales exceeding R30 000 for sales advisors. — Sapa.

Bid to end Saccawu strike after attack

VERA VON LIERES

MANAGEMENT at Riviera International Hotel and the SA Commercial, Catering and Allied Workers' Union (Saccawu) were yesterday locked in mediation in a bid to resolve a strike that started more than three weeks ago, company and union spokesmen confirmed.

This follows the "setting alight" at the weekend of hotel worker Gladys Bengu as she was about to report for duty.

Witwatersrand police spokesman Lt Col Dave Bruce said yesterday Bengu alleged she was attacked by two chefs and a waiter who worked with her at the hotel. Police were still searching for the suspects.

A Saccawu spokesman said the union did not support violent solutions to strikes, and on that basis initiated mediation in a bid to settle the dispute. He said details surrounding the incident were still under investigation and it was not clear whether Saccawu members were involved.

About 150 workers were locked out of the hotel on November 25 after the declaration of a wage dispute earlier in the year. A company spokesman said the lock-out was linked to a dispute over wages and employment conditions and union demands for a centralised bargaining forum in the industry. 612/18/12/91

Management said at the time workers could return to work only if they accepted its final offer on wages and other conditions of employment.

The union spokesman said the company was offering a R103 across-the-board increase backdated to July 1. Saccawu was demanding an additional R9 from January 1 and that the company agree to join a forum consisting of all Sun International regions where the union had recognition to negotiate centralised bargaining.

He claimed the company's intransigence in dealing with the dispute had created a confrontational situation at the hotel.