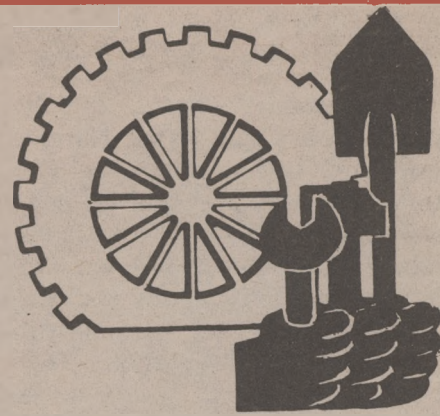


FOSATU WORKER NEWS

Federation of South African Trade Unions



NOVEMBER/DECEMBER 1983 NUMBER 26

THOUSANDS of FOSATU workers demonstrated their opposition to the new constitution by wearing 'One Man One Vote' stickers on the days before the white referendum.

And more than 80 000 pamphlets outlining FOSATU's stand on the constitution were handed out to workers country-wide.

This peaceful protest was an overwhelming success as workers demanded to know from their bosses whether the company supported the 'yes' or 'no' vote.

The most common response was that 'business is separate from politics' and that politics must be kept as a 'private' matter.

This response was completely overshadowed by the fact that a number of South Africa's top businessmen used their positions to publicly campaign for the 'yes' vote.

And when the 'yes' result was announced, employers welcomed the result saying that it would 'stabilise' the political situation in South Africa and therefore encourage foreign investment.

However, it is clear from FOSATU's campaign that workers feel very strongly about the so-called reforms and reject them as merely 'further entrenching apartheid and racism'.

In a statement released after the referendum, FOSATU general secretary, Joe Foster, said 'political stability in South Africa can never be assured until all people, regardless of race, are given equal political and social rights.'

FOSATU rejects the new constitution on the grounds that it is:

- * Undemocratic — the vast majority of South Africa's people will still be left without a vote.
- * Racist — the old apartheid structures remain unchanged.
- * Anti-Worker — the new constitution tries to divide the non-racial strength of workers.

Despite employers attempts to keep 'politics' as a 'private matter', the campaign was carried right into the factories.

The workers stuck up stickers in the factory and wore them all over their overalls.

Although the campaign was carried out peacefully by the workers, not all the employers responded as peacefully.



A number of companies banned the wearing of stickers in the factory and instructed supervisors and security guards to tear off stickers from overalls.

At Kent Meters, a Johannesburg metal factory, two workers were fired during the campaign.

Brother Reginal Pupazana said a manager had come up to him and then just tore the sticker off his overall.

'I asked him why he was doing this. He then accused me of being a politician and of wanting to control the workers.'

'I tried to show him that he must have some respect for the workers but he just said I must go out,' Brother Pupazana said.

He said he had refused to go out and was then called to the manager's office.

There, Brother Pupazana

said, the manager accused him of recruiting for the Metal and Allied Workers Union and suggested that workers should resign from the union as it was a 'political' union.

'I told him that I had already chosen my union. He then said I was too impossible and must get out of the factory,' he said.

Brother Pupazana said he had gone to the changing room to get his things and while there a shop steward had asked what was going on.

'I started to explain when the manager came in and told the shop steward that he was fired also,' he said.

A similar incident also happened at Triomf Fertiliser in Richards Bay.

Senior shop steward, Muzi Buthelezi was hauled off the company bus by secur-

ity guards and had all his pamphlets and stickers confiscated.

The company called in the police but were forced to release him when the workers on the bus got off and refused to leave without him.

From then on armed security guards patrolled the canteen and changing rooms to make sure that no-one wore the FOSATU stickers.

Triomf attempted to have Brother Buthelezi fired for distributing 'political matter', but at the hearing the Chemical Workers Industrial Union had this reduced to a warning.

However, employers have not been alone in their 'interest' in the FOSATU campaign.

At Epol, the Security Police confiscated campaign pamphlets and stickers.

This led to a strike by the entire workforce which demanded that the management get their pamphlets back.

Epol claimed that they had nothing to do with the confiscation of the pamphlets but admitted that an informer within the factory had told the Security Police about the pamphlets.

Eventually after a meeting between the Security Police and the company the pamphlets were returned.

The workers have now demanded that action be taken against 'spies' and that they be paid for the time they had been on strike.

FOSATU condemned these actions and has pledged itself to keep up the fight against 'the farce the present government calls reform'.



WE SAY NO

Workers demonstrate on Referendum day

COMMENT

THE white referendum on the 2nd November proved what we have always said — the Nationalist government and business march side-by-side.

A few lone business voices said No but the rest marched to the government tune. Or is it not a case of the government marching to the tune of business.

If we are opposed to racism and we understand the meaning of democracy then it is impossible to accept the new constitution in any way at all. The new constitution is clearly racist and just as clearly undemocratic. It is a backward step because it keeps power with those who have always done the least to attack racism.

When FOSATU Shop Stewards went to management to find out whether their company supported the proposals, they were usually told that management did not comment on political matters. But these companies are members of the Federated Chamber of Industries which supported a Yes vote. Chris Saunders of Tongaat-Hulett, so-called Liberal, said Yes. Worse still many companies gave money to support the Yes campaign.

Why have business been so strong in their support for the new constitution?

Firstly, it keeps power with the present government and they believe this offers security for their profit making. They fear a change of government.

Secondly, it continues and deepens racial divisions among workers. They hope to avoid their great fear which is a united and organised working class.

Thirdly, they argue that the new constitution shows that there is change in South Africa and that foreign investment and trade should continue.

However, in their greed for profit businessmen are blind to some other political truths.

Firstly, since they have now openly tied themselves to this racist regime, they will have to stand or fall with it in the future.

Secondly, as we in the non-racial trade union movement have shown, we can fight and overcome racial division. Just as liaison committees failed so will these puppet parliaments fail. In fact, just as happened with liaison committees, this will strengthen our determination.

Thirdly, business may persuade reactionary governments such as those of Reagan and Thatcher. However, they will not persuade workers overseas. This unholy alliance of business and the Nationalist regime will only strengthen the pressure for disinvestment by foreign companies.

The policy of divide and rule always has some success, as opportunists try and get their small share of the power and wealth in South Africa. These opportunists will try and cause confusion in their search for support of the Labour Party and suchlike.

We must prepare ourselves for a struggle. Workers will certainly have important allies in this struggle for democracy. We have seen this in the formation of organisations such as the UDF. But the real and final target of the constitutional attack is workers and it will have to be workers who carry the main burden of the struggle for political and economic liberation.

Dunlop chases away its own 'scab' labour

FOR the first time in South Africa's labour history, police have chased 'scabs' away from a factory.

Usually police protect 'scabs' against 'intimidation' by strikers.

However, at Dunlop in Durban the police were called in to remove about 100 workers who had been hired by the company in order to break a strike by members of the Metal and Allied Workers Union.

But the strike did not take place on the day that management expected it but angry scab labour broke into the factory saying that the company had promised them jobs.

Security guards tried to get them out but were unsuccessful so management called in the police.

Police with dogs eventually chased the scabs off the factory premises.

The strike was due to start on November 14 but was called off by the workers when a Conciliation Board was appointed in a bid to settle the wage dispute between Dunlop and MAWU.

In wage talks, MAWU has demanded that the company raise wages to FOSATU's living wage of R2 an hour by next year.

But the company said it would only commit itself to reaching R2 by the end of next year.

A MAWU spokesperson said this was totally unacceptable as all the rest of the tyre manufact-

urers already paid at least R2 an hour.

The starting rate for Dunlop workers is R1,80 an hour.

When the company refused to budge from this position, the union was forced to call a dispute and applied for the appointment of a Conciliation Board.

MAWU also held a strike ballot at the gates of the Dunlop plant at which all 825 members voted in favour of a legal strike — only 6 workers voted against.

During the week of the strike ballot, the company began to gear itself up to breaking the strike and began to test unemployed workers who would be brought in to scab.

Dunlop also began settlement negotiations with the union but broke these off as soon as the Conciliation Board was appointed.

The workers have for the time being called off the strike but at this stage MAWU sees little chance of settling the dispute at the Conciliation Board.

MAWU has started a strike fund to which Dunlop workers are contributing R5 every two weeks and to which contributions from other factories in the area are added — on going to press the fund had about R4 000 in it.

Workers at the Dunlop factory in the Transvaal have pledged their support for their colleagues

in Durban and the National Automobile and Allied Workers Union has said it would 'fully support the Dunlop workers'.

Meanwhile, at Dunlop's Ladysmith factory, MAWU has called a dispute after the company refused to begin wage negotiations at all

Natal Branch secretary, Geoff Schreiner said the union had completed negotiating a recognition agreement with the company which would cover Ladysmith.

'We sent our signed copy of the agreement to Ladysmith to be signed by local management but Dunlop sent it back saying that they had changed their minds.'

He said they had wanted to change certain clauses in the agreement which would make it easier to dismiss striking workers

'We wrote to them saying that as far as we were concerned the agreement was in operation and that we wanted to start negotiating wages,' Brother Schreiner said.

When the company refused to begin wage negotiations, MAWU called for the appointment of a Conciliation Board and will be taking Dunlop to the Industrial Court for refusing to act in terms of the agreement and for not negotiating wages with a representative union.

Clash looms at Sarmcol

WORKERS at Sarmcol at Howick are preparing for a major clash with their bosses.

After a long struggle, the workers recently got management to agree to begin recognition talks with the Metal and Allied Workers Union.

The company agreed to complete the recognition talks with the union within three months.

However, negotiations have been held up by the company insisting that MAWU should merely accept the company's policy on severance pay.

This is despite the fact that earlier when Sarmcol retrenched a number of security guards it agreed to negotiate their severance pay with the union as part

of the recognition package.

'But when we came to the issue of severance pay during the talks, they now said that they had changed their minds — severance pay was non-negotiable,' a MAWU organiser said.

He said the company policy laid down that severance pay would be 2 days pay for each year of service after 5 years — if a worker has worked less than five years he would get nothing.

'We said we were not prepared to accept this and have declared a dispute,' the organiser said.

In the meantime, Sarmcol has said it is going to retrench another 39 workers.

It agreed to discuss the retrenchments with MAWU but once

again insisted that severance pay was non-negotiable.

MAWU has called for the appointment of a Conciliation Board and is considering strike action.

Meanwhile, the company has also called a dispute and is attempting to take the union to court for its unfair labour practice.

The company is claiming that because MAWU did not accept the company's severance pay policy, it was negotiating in bad faith.

MAWU said it would oppose the company's court action by asking the Industrial Court to throw the case out on the grounds that it is frivolous.

Thousands wear FOSATU stickers



Getting into the spirit of the FOSATU campaign — Uniply workers at Cato Ridge in Natal.



Catching the early shift, NUTW organiser Jabulani Gwala hands out stickers at Frametex.

Step forward for worker

solidarity



NAAWU delegates (right) given a place of honour at the huge IG Metall Congress

IN a major step forward for international worker solidarity, the National Automobile and Allied Workers Union has strengthened its links with one of the world's biggest unions — the IG Metall in Germany.

Recently NAAWU president, Jury Harris, VW branch chairman, John Gomomo and union organiser W Monqo visited Germany and met with people at all levels of the IG Metall.

As a result of the visit, the IG Metall has committed itself to 'fully supporting the struggles of the oppressed workers in South Africa'.

The NAAWU delegation were guests at IG Metall's Congress where the newly elected president, Hans Mayrs, stressed the need for international solidarity.

Apart from this, the delegation visited shop steward councils at the major motor plants, including the giant VW plant at Wolfsburg.

In their report, the delegation said the shop stewards were extremely interested in the situation in South Africa and they discussed FOSATU's shop steward structure.

LINKS

The NAAWU delegation underlined the importance of international links between worker movements to all they met.

The delegation said that management were very co-operative with each other and the flow of information between them was 'very fast'.

'It is high time that workers move away from concerning themselves only with the problems of their factories.

'We should be considering all the workers involved in the same industry right around the world,' the delegation said.

They stressed that this would prevent management using one group of workers against another.

The importance of these links became evident in the visit itself.

The South African delegates were able to discuss with their German colleagues the problem of 'robots'.

ROBOTS

At the Wolfsburg plant, the delegation visited an area which was completely operated by robots and as a result hundreds of workers had lost their jobs.

It was important to discuss how they tackled the problem of robots with German shop stewards, as in South Africa VW is already talking about introducing robots into the Port Elizabeth plant.

During the visit arrangements were made to exchange information between IG Metall and NAAWU on a regular basis.

NAAWU was also represented at another meeting which linked workers worldwide — the International Metalworkers Federation's World Council on SKF.

The World Council meeting was attended by 40 worker representatives from ten countries around the world.

In his report, Eastern Province regional secretary, Les Kettledas said the SKF World Council had been very useful because 'detailed discussion took place about a multinational company in the process of restructuring its operations worldwide, and the effects this would have on the workers'.

He said that World Councils could become a great source of information and exchange of views, which would make the carrying out of support action more effective in the future.

Frame tries to wriggle out of Industrial Court case

FRAME is doing its best to avoid recognising the National Union of Textile Workers as the true representative of its workers at the New Germany mills.

Last FOSATU Worker News reported that the Minister of Manpower had finally appointed a Conciliation Board after five months in an attempt to settle the dispute between the National Union of Textile Workers and the giant Frame textile company.

Realising that Frame would never come to the Conciliation Board, the union saw this as a step towards the Industrial Court where it says it will present 'damning' evidence.

Frame appealed to the Minister to reverse his appointment of a Conciliation Board, but he turned this down.

Now the company is appealing to the Supreme Court to review the Minister's decision because,

Frame says, the original dispute no longer exists.

It is obvious that the company is using every tactic it can to keep out of the Industrial Court.

Meanwhile in the heart of the Frame empire — the New Germany mills — workers are flocking to join the NUTW.

At Pinetex, the second largest mill in the complex, hundreds of workers have resigned from the sweetheart Textile Workers Industrial Union (TWIU) and have joined NUTW.

However, the company is refusing to stop deducting TWIU stop orders and is trying to say that only TWIU can tell it to stop deductions for these workers.

NUTW general secretary, John Copelyn said the union viewed this refusal as a 'criminal offence' and would be taking this matter up.

R25 000 for locked-out workers

TWENTY-FIVE thousand Rand has been won by the Chemical Workers Industrial Union for workers who were locked-out at Bonus Fertiliser earlier this year.

And the company has agreed to take back about 30% of the workers.

Earlier this year the 65 union members at this Richards Bay plant arrived at work one morning to find that management would not let them in.

The company had claimed that the workers had been participating in a go-slow but this was strongly denied by the workers.

The CWIU said it was clear that this action was a 'disguised' retrenchment.

The company had been using the claimed go-slow as a way to avoid negotiating retrenchment with the CWIU, a union spokesperson said.

The union decided to take the company to the Industrial Court

on an unfair labour practice claim.

But minutes before the case was due to be heard in the court, the company began settlement talks.

* In terms of the settlement, Bonus agreed to pay out R25 000 and to take back half of the workers who were locked-out.

The money was shared out mainly among those workers who were not taken back.

Majority unionism fought for

TRANSVAAL employers have been trying recently to force the Metal and Allied Workers Union to bargain at plant-level together with minority unions.

MAWU has slammed this move as completely unacceptable because it runs against the principle of majority unionism.

All FOSATU unions believe that the union which has the majority of workers as members should be regarded as the sole bargaining representative in the plant.

Branch secretary, Moses Mayekiso said that employers have tried to get MAWU shop stewards to participate in Company Works Councils which include all the unions which have membership in the plant.

'We cannot accept a situation

where we are 90 percent representative, like at Usco Vaal and Klip, yet have to sit at the negotiating table and perhaps sign joint agreements with unions which represent as little as 2 percent of the workers,' Brother Mayekiso said.

'The company must negotiate with the majority union and the minority union and non-members must then fit in with that,' he said.

'We are going to fight this at all levels of our organisation,' he added.

Brother Mayekiso said the companies which had tried to push this on MAWU were — GEC, Boart Hard Metals, EMSA and MCG Plastics.

He said it was clear that the metal employers' association,

SEIFSA, was behind this.

'SEIFSA must realise that good industrial relations in the metal industry will only come about when it stops meddling with companies which want to negotiate with representative unions,' he added.

Brother Mayekiso said that SEIFSA was trying to form mini-industrial councils at every factory.

'But just like Liaison Committees and Works Committees they just won't work as they will be rejected by the workers,' he said.

'We believe that the majority union has the right to negotiate on behalf of all the workers in the plant. And we will force employers to honour that right,' he added.

NUTW wins Patons' ballot

IT'S a big yes for the National Union of Textile Workers at Patons and Baldwin on the West Rand.

In a secret ballot held recently the majority of the workers at this Randfontein factory voted 'yes' to being represented by the NUTW.

NUTW's victory at Patons and Baldwin signals a major defeat for Selora's Textile Workers Union.

Earlier this year Selora 'botched' up the wage negotiations at the factory which led to a strike by the entire workforce of Patons and Baldwin, a union official said.

Since then, he said, workers had said they were fed up with her union and had 'crossed the floor' to NUTW.

Initially management granted both unions stop orders on the understanding that only one union would have stop order facilities when it had proved it was a majority, the official said.

'We then decided to go for a ballot on the basis that the winner takes all,' he said.

The ballot is the second that the NUTW has had to face against Selora's union.

The first was at Braitex where 86 percent of the workers voted in favour of NUTW.

Transvaal Branch secretary, Bangi Solo said that now Patons and Baldwin had 'fallen' all other factories in the area would move across to NUTW.

He said the Patons and Baldwin workers had waited outside the factory for the results of the ballot and celebrated their victory with a braai in the township.

Second FOSATU union joins Industrial Council

THE National Union of Textile Workers has joined the Industrial Council covering the Transvaal knitting industry — making it the second FOSATU union to join an industrial council.

Earlier this year in a strategic move the Metal and Allied Workers Union joined the metal industry's industrial council.

NUTW's move onto the knitting industrial council shatters a TUCSA dominated closed shop.

Up until April last year the Garment Workers Union and the National Union of Clothing Workers had used the industrial council agreement to keep membership in the Transvaal knitting industry.

NUTW general secretary, John Copelyn said an April agreement between the union and the knitting employers' association gave the NUTW full rights at factory level.

'In addition we said we would apply for membership of the council which we did in August last year,' he said.

However, the unions on the council blocked our application saying that the NUTW was not registered for the Germiston area, he added.

'We then applied for the extension of our registration to cover Germiston. This was opposed once again by these two

TUCSA unions,' Brother Copelyn said.

He said the Registrar decided to over-rule their opposition and NUTW had been granted extension of registration.

The TUCSA unions, then had no choice but to let us onto the industrial council, he added.

'Once we were there we then had a clash over the number of seats given to the unions on the council.'

'The NUTW argued for seats to be given according to the size of membership,' Brother Copelyn said.

'Out of the six seats, we said NUTW should get two for its 400 members, the National Union of Clothing Workers should get three and perhaps one for Anna Scheepers' Garment Workers Union,' he said.

'Eventually the TUCSA unions agreed to give NUTW two seats but said that they would split the four remaining seats between them — two each,' he added.

Brother Copelyn said at present the NUTW was happy with this arrangement as the two seats represented about a third of the industry.

'But if we expand we are not going to be satisfied with the Garment Workers Union's thirty members being given two seats,' he said.

The NUTW has also applied for membership of another council governed by a TUCSA closed shop — the clothing industry's industrial council.

TUCSA's Garment Workers Industrial Union has turned down NUTW's application but the union will be appealing to the Industrial Court against this decision.

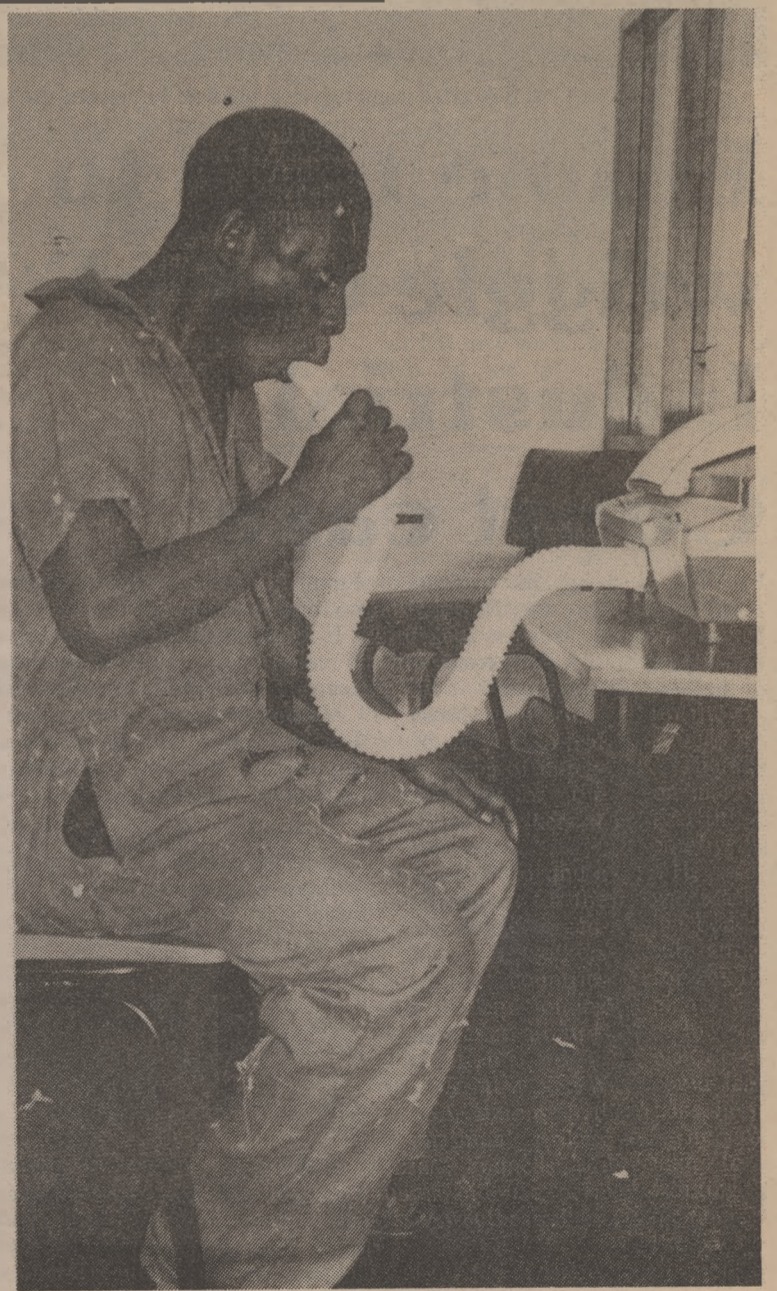
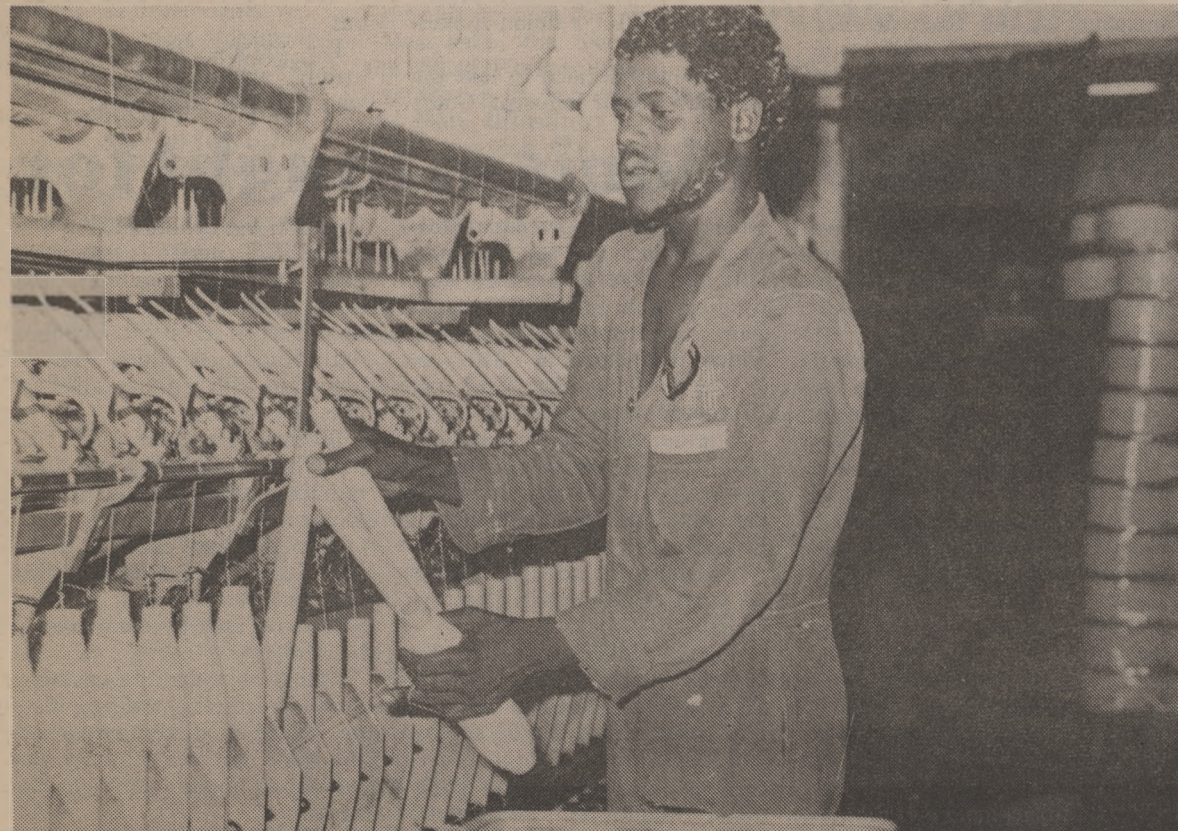
Huge turn-out at textile AGM



The three branches of the National Union of Textile Workers packed the hostel hall at Clermont near Pinetown for the union's AGM. The guest speaker was FOSATU president, Chris Dlamini and the meeting was entertained by the Braitex and Frame choirs. Frame workers also presented a play on their struggles.

COTTON DUST HAZARD

TEXTILE workers are realising the health dangers of cotton dust and are clamouring to be tested by National Union of Textile Workers' new health and safety officer, Dr Neil White. These pictures were taken during a recent Brown Lung campaign at Hebox. The worker below is 'doffing' in the spinning department — his hair and overalls are covered with cotton. As the spinning department is the dustiest department mainly workers from this department were tested. The worker on the left is having his lungs tested.





Smith and Nephew strikers on the soccer pitch in front of their factory

Manager resigns after workers strike

A LABOUR relations manager has resigned at Smith and Nephew in Pinetown after workers struck in support of their demand for his dismissal.

The workers said the labour relations manager had made insulting comments about their wives.

When workers demanded an apology from him, they said, he had refused as he said he had been just 'trying to make them wise'.

The shop stewards decided to take the matter up with management and approached the managing director.

According to the workers, the managing director refused to believe that the labour relations

manager had insulted them.

He is reported to have said that black workers were always jealous when they saw another black worker promoted so they were just plotting against him.

At this response, the workers decided to down tools and demand the dismissal of the labour relations manager.

DISMISSAL DEMANDED

So on the Monday the entire workforce went onto the factory premises but refused to go to their machines until he had been dismissed.

For three days the workers gathered on the soccer pitch in

front of the factory buildings while shop stewards and National Union of Textile Workers officials talked with management.

During this time management stuck to their position that they did not believe that the labour relations manager had insulted workers.

MEDIATION

Eventually the company agreed to refer the matter to mediation but first the NUTW insisted that the labour relations manager be suspended until the mediator had finished.

Workers then returned to work.

Three days later the company informed the union that the labour relations manager had resigned 'in spite of efforts by the company to persuade him to stay'.

Workers trap sex offender

A JOB offered in return for sexual favours has long been a hazard faced by women workers.

And as it is often a member of management involved, it is difficult to put a stop to it.

Besides in this time of high unemployment, a women worker is grateful to get a job — no matter what the price.

However, workers at Dunlop were recently able to 'trap' and have a training officer fired, because workers suspected, he was getting women jobs in return for sex.

Dunlop workers said they had often found the door of the personnel offices locked shortly after some worker had been taken on so they plotted to 'catch him in action'.

CHANCE

The workers saw their chance when the training officer employed a women worker on a Friday.

'On the following Tuesday at about one o'clock he called the lady to his office,' workers said.

'One union member rushed to the door to test whether the door was locked. It was.

'He contacted another worker who had access to a phone. That worker then phoned one of the managers,' the Dunlop workers said.

CAUGHT

The workers said the manager came with a spare key and caught the training officer 'taking his payment'.

He was fired on the spot and the worker involved kept her job so all the workers were happy.

Since their success the Dunlop workers who are members of the Chemical Workers Industrial Union have been calling on 'fellow brother and sisters' to put an end to this sexual harassment.

They charged that management knew about it but did nothing about it 'since it does not affect management as much as it does us workers'.

'But we have proved that workers can still fight it on their own,' the Dunlop workers said.

Be careful of job evaluation

MANY companies, especially in the metal industry, have been introducing the system of job evaluation.

Most companies use the Patterson system or the Peromnes system. Some use the Hey system.

Management usually tells workers that the new system will benefit them. Management says that the system will get rid of racial discrimination in wages.

Usually, the introduction of job evaluation does help the lower-rated workers at the beginning. But we must ask why management is so keen on these new systems.

In the past, skilled workers have been able to demand very high wages because of the shortage of skilled workers.

About four years ago, the chairman of AMIC, Mr Graham

Bausted said white skilled workers were blackmailing management into paying unreasonably high wages because of the shortage. Management, he said, wanted to break this power of blackmail by training black workers in order to overcome the shortage.

That is why in 1978 SEIFSA, the association of metal industry employers, scrapped job reservation in the metal industry.

Up to now, jobs in the metal industry have been graded according to the schedules in the Industrial Council Agreement. This job grading is based only on the skill required for a job.

Skilled workers are getting much higher rates than the ones set in the Industrial Council. For instance, the Industrial Council rate for artisans is about R4 per hour but artisans actually get about R9,10 per hour in most areas.

Management wants to break these high wages for skilled workers. They want to put blacks into the jobs, but first they want to 'deskil' the jobs — they want to break up the jobs so that the skilled workers won't have as much power as they have now.

One of the ways of hiding this is to scrap the Industrial Council

job gradings and to replace them with the Patterson, Peromnes or Hey systems.

These systems don't grade jobs according to skill — they mainly grade according to how much responsibility and how much decision making there is in each job.

So this job evaluation takes out skill as a criteria for job grades, making it easier for management to change the jobs.

Obviously, they are doing this to bring down the wages of skilled workers. They want to put all wage rates on a smooth wage curve.

At present, artisan wages are much higher than other wages, partly because of job reservation and partly because of the shortage of skilled workers.

So the job evaluation will get rid of race discrimination by bringing down the high rates.

Is this what we want? No, we want management to bring UP the lower rates.

Management is using our unions to help them break up the skilled jobs. This is not such a problem for our members now because artisans are generally not our members.

But it will be a problem in the future. So be very careful of job evaluation.

PWAWU beats selective rehiring

THE Paper Wood and Allied Workers Union has become the second FOSATU union to block an employer selectively rehiring or firing striking workers.

In a full recognition agreement signed with Carlton Paper at Wadeville, the company agreed that if there was a strike, it would either dismiss all the strikers or none at all.

It also agreed that if all the strikers were fired, the company would either take them all back or none at all.

This is the second such agreement to be signed by a FOSATU union. The first was between the National Union of Textile Workers and Natal Thread — a Hammarisdale company.

This strike clause makes it extremely difficult for an employer to sack striking workers as to do so would mean training a completely new workforce from scratch.

It also removes management's strike breaking tactic of dividing the workers by only taking back some of the strikers.

The Paper Wood and Allied Workers Union said it had pushed for the strike clause after watching the selective rehiring tactics of many bosses in the Wadeville area.

The PWAWU hailed the Carlton agreement because it 'put workers on a stronger footing in their negotiations with management.'

FOSATU DECIDES NOT TO JOIN UDF

FOSATU has decided not to affiliate to the United Democratic Front although it shares the UDF's opposition to the new constitution and to the Koornhof influx control bills.

This decision follows discussions at all levels of the federation which culminated in a special seminar to discuss the UDF at the Central Committee meeting in October.

The United Democratic Front was launched in Cape Town on August 20 in a mass rally attended by about 12 000 people.

The UDF has about 400 religious, student and community organisations affiliated to it.

It was formed specifically to form a united front against the new constitution and the Koornhof Bills.

A statement explaining FOSATU's reasons for not affiliating to the UDF said 'it was essential to ensure the greatest possible unity of FOSATU's membership on a national basis and affiliation to one organisation could cause division'.

The Central Committee took

the view that the UDF basically united support-based and activist organisations in the community and this shaped its present structure.

However, FOSATU represented membership based in national organisations which received their mandates for action in a very different way.

It therefore believed that major practical problems would arise in trying to link these different types of organisations, the Central Committee statement said.

The Central Committee once again stated its absolute opposition to the new constitution and the Koornhof Bills and it therefore welcomed the opposition being mobilised by progressive organisations such as the UDF.

It added that FOSATU had committed itself to an active campaign of opposition to the new constitution which it hoped would supplement and support the opposition being organised in South Africa.

SFAWU organisers arrested

RECENTLY seven unionists from the Sweet Food and Allied Workers Union were arrested while recruiting outside the Beacon Sweets factory at Mobeni near Durban and charged with 'obstructing the pavement'.

This action has been condemned by the FOSATU Natal Regional Congress as a 'gross violation of the right to organise'.

Newly elected SFAWU general secretary, Jay Naidoo, who was among those arrested, said that if organisers were arrested every time they recruited outside factory gates 'we will not be able to organise at all'.

He said the union would be contesting the charges.

Collection Number: AG3307

Collection Name: FOSATU WORKER NEWS, 1979-1985

PUBLISHER:

Publisher: Historical Papers Research Archive, University of the Witwatersrand

Location: Johannesburg

©2015

LEGAL NOTICES:

Copyright Notice: All materials on the Historical Papers website are protected by South African copyright law and may not be reproduced, distributed, transmitted, displayed, or otherwise published in any format, without the prior written permission of the copyright owner.

Disclaimer and Terms of Use: Provided that you maintain all copyright and other notices contained therein, you may download material (one machine readable copy and one print copy per page) for your personal and/or educational non-commercial use only.

People using these records relating to the archives of Historical Papers, The Library, University of the Witwatersrand, Johannesburg, are reminded that such records sometimes contain material which is uncorroborated, inaccurate, distorted or untrue. While these digital records are true facsimiles of paper documents and the information contained herein is obtained from sources believed to be accurate and reliable, Historical Papers, University of the Witwatersrand has not independently verified their content. Consequently, the University is not responsible for any errors or omissions and excludes any and all liability for any errors in or omissions from the information on the website or any related information on third party websites accessible from this website.

This document forms part of a collection held at the Historical Papers Research Archive, University of the Witwatersrand, Johannesburg, South Africa.