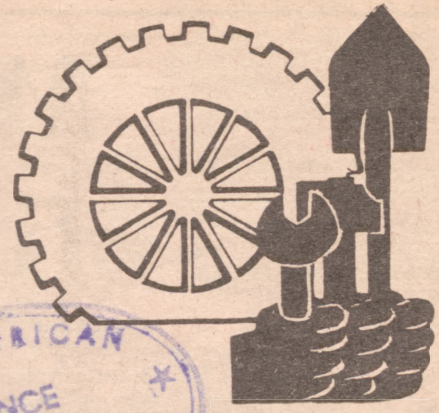
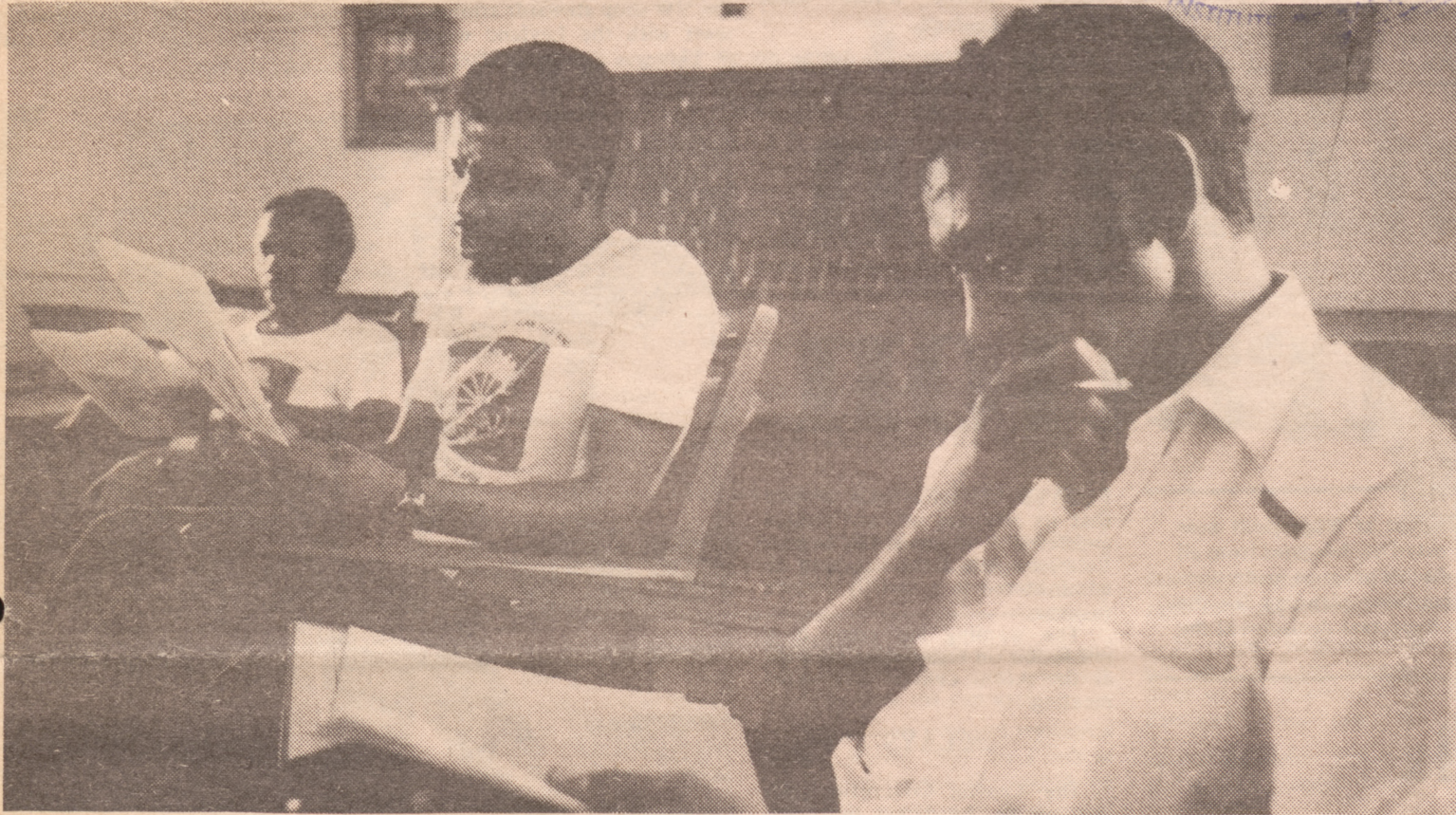


FOSATU WORKER NEWS

Federation of South African Trade Unions



NOVEMBER 1982



FOSATU'S answer to Wits!

The university suddenly cancelled FOSATU'S Labour Studies course recently (see report on p2).

But FOSATU quickly arranged its own course instead and it has gone ahead without any delay. Here are three of thirteen representatives of FOSATU regions who attended the course held in St Peter's in Rosettenville.

Breakthrough in TVL knitting

NUTW signs first industry-wide agreement

IMPORTANT negotiations have been taking place in the knitting industry in the Transvaal. NUTW has succeeded in signing the first industry-wide agreement to have been negotiated by an emerging union outside of an industrial council.

The agreement allows for plant-based bargaining as well, in line with FOSATU's policy on industry-wide bargaining laid down at a recent Central Committee meeting.

Workers in a knitting factory approached the NUTW in 1981 asking to be organised. When the NUTW gained a majority they approached the management, who said the factory belonged to Lucy Mvuvelo's National Union of Clothing Workers and to the Garment Workers' Union.

Most of the workers did not even know that these unions existed and thought the stop-order deductions for these unions were payments to the industrial council.

The company eventually agreed to negotiate, but before recognising the union it asked for a meeting between the NUTW and the employers' association, the Transvaal Knitting Association, to work out the relationship between the union and the industrial council as well as with other unions.

AGREEMENT

Several meetings were held between February and April this

year, and in April an agreement was reached. This stated that:

- * The NUTW was entitled to bargain at plant level
- * the employers' association and the NUTW would negotiate an industry-wide agreement on wages and working conditions for the year outside the industrial council.
- * The employers would not enter into any agreement with other unions on the industrial council which would undermine this agreement.

In particular, they would not enter into a closed shop agreement with such unions.

This last clause soon turned out to be a wise one. At the industrial council the NUCW and the

GWU tried to insist on a closed shop agreement (i.e. that only their members could work in the industry) so as to shut out the NUTW. The employers refused.

INCREASE

In accordance with the procedural agreement the union negotiated an industry-wide agreement together with the TUCSA unions.

Minimum wages in the knitting industry are appallingly low; only a third of FOSATU's living wage demand of R3 an hour. Because it was clear that employers would not push wages this high at once, NUTW insisted that a commitment to a living wage was written into the agreement, together with an undertaking to get there as

soon as possible.

The NUTW then negotiated a 23 percent increase in basic rates and in addition won several other improvements through negotiations at factory level, including dismissal and grievance procedures, shop stewards' rights, stop orders, access of union officials to the plant and a telephone for the senior shop stewards.

At Gregory Hosiery it prevented a third of the work-force being retrenched by negotiating a short-time arrangement. Attendance bonuses were also stepped up to R3 per week on top of the industry agreement.

At AA Fabrics the union won a 40 hour working week without loss of pay and a 30 percent night shift allowance. AA Fabrics

workers also had their attendance bonuses increased to R3 a week.

REPORT-BACK

The negotiations for the industry agreement were conducted by four shop stewards and two officials, who got their mandate from joint shop stewards' councils of the factories concerned and general meetings of members, and reported back to them. One shop steward involved in the negotiations commented:

"I was in this other union for eight years, and this is the first time I got any information on the negotiations.

"With the NUTW the workers have full information and they are negotiating themselves."

New education post

ALEC Erwin, former general secretary of FOSATU, will become full-time National Education Secretary at the beginning of next year.

He will move out of his post as Natal coastal branch secretary of NUTW, which he has occupied since 1981.

Brother Erwin's appointment as full-time national education secretary is part of a move by FOSATU to give greater attention

to education matters.

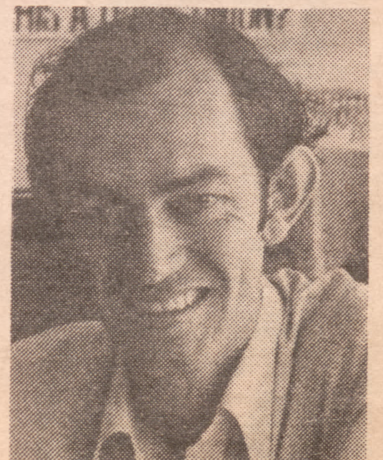
Since 1980, FOSATU has operated with part-time education officials. The appointment of someone with Brother Erwin's experience will be a big boost to the education department.

COMMITTEE

FOSATU has also now set up an Education Planning Committee which will consist of one re-

presentative from each region. This representative should be a person involved in and responsible for education in the region. The planning committee will assist the secretary in developing and executing education programmes.

The outgoing part-time education secretary, Taffy Adler, who will now serve on the planning committee, has said: "These changes will give a major boost to FOSATU's important education programme."



ALEC Erwin

THE Leyland factory in Elandsfontein was MAWU's first target in the Transvaal when it expanded from Natal to the Witwatersrand in 1976.

However, the organising drive failed after three years of struggling against management and police opposition, and workers joined the company-sponsored TUCSA union MICWU.

Leyland, which is part of British Government-owned Leyland Corporation claimed that it was illegal to deal with unregistered unions.

And Alpheus Mthetha, then MAWU general secretary, was detained by the security police outside the factory gates.

But the struggle for independent and effective worker

Milestone at Leyland: first goal finally won

organisation never dies. Tired of the tame MICWU, Leyland workers recently looked once more for a FOSATU union.

DISPUTE

One worker, a member of the steering committee at Leyland, explained that their interest was sparked off after reading newsclippings of the dispute between NAAWU and Leyland in Dape

Town during 1981.

They now wanted the same union.

Leyland workers made contact with NAAWU in two ways. NAAWU organisers were contacted by an executive member of another union whose sister worked at Leyland.

Contact was also made during a

joint seminar between NAAWU shop stewards at Volkswagen and MAWU shop stewards at Siemens. Some Leyland workers had attended an Isando shop stewards' council meeting and had asked to be put in touch with NAAWU.

Accordingly, the chairman of the VW shop stewards arranged to meet with the Leyland workers.

This was done only after agree-

ment was reached between NAAWU and MAWU that NAAWU could organise the factory.

All this took place in June this year. A number of general meetings were held — one of which was broken up by the police, who arrested and charged NAAWU's Transvaal secretary, Taffy Adler — and by September, more than 50 percent of the workers had joined the union.

Leyland has now agreed to deduct union subscriptions and recognition talks have started.

Volkswagen shop stewards' chairman, Eddie Xaba, has commented: "The reorganisation of Leyland has been a real FOSATU effort."

Warning on registration

FOSATU's Second Central Committee met at Wilgespruit near Johannesburg on October 16 and 17. Forty-five delegates from all FOSATU affiliates and regions met to discuss progress made since the national congress in April, and continue planning for the future. Here are reports on some of the important decisions at the meeting.

PC proposals rejected

FOSATU has rejected the constitutional proposals of the Presidents' Council and has reaffirmed its commitment to a non-racial South Africa controlled by the majority of its citizens.

In a resolution adopted at its recent meeting, FOSATU's Central Committee said the Presidents' Council recommendations were based on the divide and rule policy which has existed for generations in South Africa, and which is dedicated to the oppression of the majority by a minority.

"The Central Committee con-

demns and rejects this old policy in its new guise," it said.

The committee also pledged that FOSATU will continue to work towards building a non-racial democratic trade union movement as its contribution to a future South Africa.

In another resolution which further developed FOSATU's political stance, the committee condemned the Orderly Movement and Settlement of Black Persons Bill as an unacceptable tightening of the already draconian restrictions on the movement of black workers.

FOSATU has once again warned that its affiliates will not remain registered in terms of the Labour Relations Act if the act is to be administered in a racially divisive manner.

The warning has come in a resolution on registration adopted at the recent Central Committee meeting.

DELAYS

The Central Committee also condemned the delays in resolving the registration issue, which has now dragged on for more than two years.

Problems surrounding registration started when affiliated unions applied for registration on condition that this should not be granted on a racial basis.

Registration certificates were eventually issued — but with racial limitations.

Four FOSATU unions eventually appealed to the Supreme Court on the issue after the Minister of Manpower refused to reverse the Industrial Registrar's decision to register them on a racial basis.

Throughout, FOSATU has made it clear that its unions will withdraw from registration if the court upholds the interpretation that the Labour Relations Act is racially based.

REPORT

A report read to the Central Committee meeting stated that the appeals by MAWU, NUTW, CWIU and TGWU were due to be heard in Pietermaritzburg on the day before the meeting.

However, the appeal did not proceed because the State asked for a postponement so that it could apply for permission to submit new evidence to the court.

This application was granted, thereby resulting in a further delay in resolving the issue, the report said.

calling on him to prohibit the importation of any yarn or fabric manufactured by companies in the Barlow Rand Group.

The meeting also voted to help set up a meeting of shop stewards in Barlow Rand factories where they can formulate common strategies in dealing with companies in the group.

Veldspun: call on Mugabe to bar products

FOSATU has declared its full support for the NUTW in its dispute against Veldspun and has committed itself to support the union's demand that all workers at the plant be reinstated.

In an important move, FOSATU has also decided to write to the Prime Minister of Zimbabwe, Mr Robert Mugabe,



CHRIS DLAMINI

Delegation attends IUF meeting

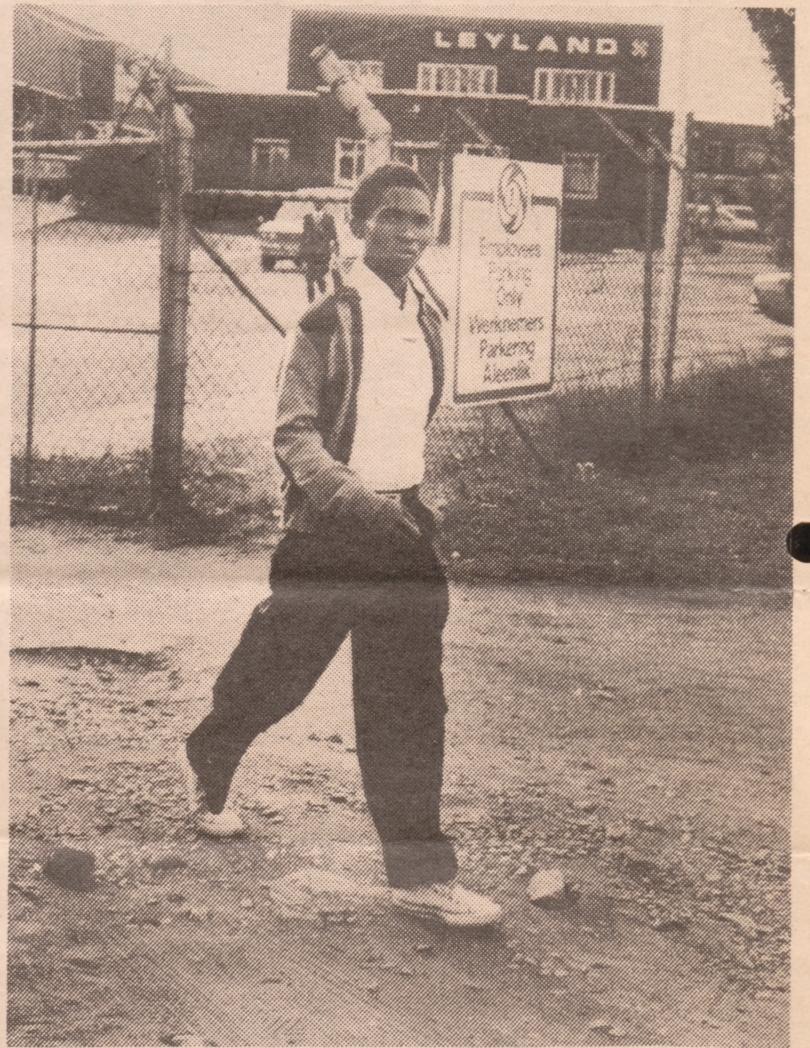
DELEGATES of the SFAWU and JGU attended a meeting of the International Union of Food and Allied Workers (IUF) which was held in Harare, Zimbabwe, in October. About 30 delegates from all over Africa attended.

A number of resolutions were passed. It was decided to advise those unions in South Africa which still have racially separate executives to integrate them,

otherwise the IUF would take steps against them.

Company unions were also condemned.

Chris Dlamini, president of FOSATU and of the SFAWU, and Ted Frazer, general secretary of the JGU, were elected as Southern African representatives to the continuation committee of the IUF which is responsible for regional problems.



Worker leaves the Leyland Plant, which has finally been organised.

Wits cancels contract with Fosatu

IN a controversial move, the University of the Witwatersrand has cancelled its contract providing a labour studies course for FOSATU.

The reason given for the decision has been that the university is not willing to host a course which is not open to "all who are willing and able to attend".

However, FOSATU has condemned the decision as shortsighted and hypocritical.

DISCUSSIONS

FOSATU had been aware for some time that the university wanted to change some aspects of the course and discussions had been going on for some months. However, no indication had been given that the contract was to be unilaterally cancelled.

During 1980, Wits and FOSATU started discussions on the possibility of a labour studies course run by the university. At that time, Wits declared that it also wanted to serve groups which would not ordinarily have access to the university.

As a result, a pilot course was run in November 1980. This was highly successful and in July last year a formal contract was signed.

SUCCESSFUL

Since then, four sessions have been held, attended by 45 unionists. All the courses have been very successful and the joint Wits/FOSATU committee running the course expressed its satisfaction with the programme.

A stage was reached there a full-time co-ordinator was to be appointed.

All this has been cut short by the university's unexpected decision. Just before the university council's decision, the joint committee had met to try to find a solution to the problems Wits had raised. The FOSATU representatives left the meeting under the impression that the university would consider certain proposals made, and FOSATU agreed that the contract could be mutually terminated if no solution was found by January next year.

Four days later, the council suddenly gave notice of termination.

SECTION 10:

This is how you qualify

Section 10 qualifications are very important. Everyone who has a Section 10(1)(a), (b), or (c) qualification can now work anywhere in the Administration Board area where they qualify without being registered. They can also move to another area and will be registered in the new area provided that they have a job and accommodation to go to.

Section 10(1)(a) and (b) qualifications are necessary if a person wishes to buy or to rent a house in a black township in the urban areas.

Qualifications must be applied for at the offices of the Administration Board in the area where the person resides. There are no Section 10 rights for people who live within a homeland or for people who live on white owned farms which lie outside the prescribed (urban) areas.

Section 10(1)(a) qualifications are given to those who have resided continuously in one town since the time of their birth. The Labour Officer usually demands a birth certificate and proof of lawful residence in a township. This proof is the person's name listed on House or Lodger's permit.

Section 10(1)(b) A person is entitled to this qualification if he or she:

- * Has worked in registered employment for one employer in one town for a full ten years OR
- * Has lived lawfully (i.e. with a Lodger's permit, or listed on a house permit, or in a hostel, or as a

domestic worker at his or her place of registered employment,) for a full 15 years AND

- * Has remained continuous-

THE Black Sash, an organisation which for many years has helped blacks with pass law and other problems, says there are many black people, both men and women, who are entitled to qualifications in terms of Section 10 (1) of the Urban Areas Act but do not know that they have these rights, and so do not ask for them.

It has therefore appealed to trade unions and other organisations to make the facts about these qualifications known as widely as possible and to help people who qualify for them to apply.

Here, as a service to readers, we publish the Black Sash's guide to Section 10 rights.

If you think you qualify for Section 10 rights and want to apply, contact FOSATU's office in Benoni for an application form.

ly in the town concerned after the ten or fifteen years period has been completed AND

- * Is not employed outside the town concerned at the time of making the application AND
- * Has not been sentenced to a fine of more than R500 or to imprisonment for more than six months during or after 10 or 15 year period.

Tens of thousands of men have worked in their present jobs for more than ten years or have lived in hostels for more than fifteen years but are denied Section 10(1)(b) rights because they are

registered on annual contracts and have to return to a rural area each year to renew the contract.

Any person who was registered before March 1968 in a job in which he subsequently completed ten years' continuous service, but who was instructed to re-register on the annual contract system is entitled to insist on a 10(1)(b) qualification. Before 1968 the work registration was valid for as long as he or she remained in the job. Such people should never have been forced to re-register on an annual basis.

People whose ten or fifteen year periods began after March 1968 are in a more difficult position. The authorities consistently refuse to give them Section 10 (1)(b) rights.



MIGRANT workers on the way home. . . many of them have the right to stay permanently in the cities, but they are not aware of this.

In recent judgements in both the Cape and the Transvaal divisions of the Supreme Court (the Booie and Rikhoto cases) the Court upheld the rights of such workers to 10(1)(b) qualifications.

The East Rand Administration Board has lodged an appeal against the Rikhoto decision and the Appeal Court decision is awaited.

However, lawyers are of the opinion that contract workers who have been in their jobs for ten years or who have been lawfully resident in one town for fifteen years should apply now for 10(1)(b) endorsements to be placed in their Reference Books.

All 10(1)(b) applications must be accompanied by documentary evidence of the employment or

the lawful residence.

Section 10(1)c: The wife, unmarried daughter and son under the age of 18 years of a man or woman who has a 10(1)(a) or (b) qualification is entitled to a 10(1)(c) qualification provided that he or she is resident and the husband or parent in a black township.

The documents required are a marriage certificate (in the case of a wife) and the husband's parent's house or Lodger's Permit and their Reference Book showing the 10(1)(a) or (b) endorsement.

Section 10(1)d: is not a legal right. It is a permit to remain in an urban area which may be granted or refused by the Labour Officer. People registered in terms of Section 1-(1)(d) have no rights and no security.

Workers prefer union to insurance scheme

IN Natal, workers have been encountering the National Union of Sugar Manufacturing and Refinery Employees, started by Selby Nsibande.

The union was started for sugar workers but now it has begun to recruit workers in the transport, paper, milling and other industries as well.

What does this union have to offer workers? Those who have been asked to join the union say it offers a very good insurance scheme, which is compulsory for all members.

INDUSTRIAL COUNCIL

Mr Nsibande sits on the sugar industrial council where he negotiates for sugar workers. This is not surprising, as it is well known that he started the union with the help of the sugar bosses, who gave him a lot of money as well.

But how is he planning to negotiate for workers who are not in the sugar industry? Workers who have been approached to join his union cannot answer this question. They know all about

how the insurance scheme works, but nothing about how the union works.

The other thing they should know is that Mr Nsibande does not think whites should be involved in the trade union movement. Workers at Mandini were shocked and angry at racial comments he made at a public meeting about a white organiser of their union, and he was forced to apologise to them before the meeting could continue.

For some reason the NUSMRE chooses factories where other unions are organising, and sometimes already have a clear majority and a negotiating relationship with management. Where the other union is well organised, the NUSMRE does not attract many members, because organised workers understand the difference between a union and an insurance scheme.

WORKER ORGANISATION

Workers explain this as follows. "Anybody, even bosses, can join an insurance scheme. A union is a workers' organisation

which aims to unite all workers so that they can win their demands through their organised strength.

"Some unions offer benefits to their members as well but this is never the main aim of a union. This is why we are surprised to hear that workers are being approached to join Nsibande's union on the basis of its insurance scheme."

Workers also say they have little respect for organisers who try to encourage workers to leave their own unions, through which they are winning some of their demands, to join a new union which does not explain how it wants to go about trying to improve their working and living conditions.

Workers have said: "Nsibande's union is trying to divide workers, and this will weaken our struggle. We only hope that not too many unorganised workers are being given the wrong impression, that the best union is the one which offers the best benefits."

QUESTIONS RAISED

Workers who have been asked

THE activities of the National Union of Sugar Manufacturing and Refinery Employees have been causing controversy for some time. Here, the Northern Natal region reports on the union's latest attempts to recruit workers in other industries as well.

to join the union have been explained in fine detail about how the insurance scheme works. But they have not been told enough about the union to be able to answer the following questions:

- * Who controls the union?
- * Who controls its finances?
- * Who pays the organisers, their cars and the rent for the offices in West Street,

Durban?

- * Who makes decisions in the unions? Is it committed to democracy? What structures does it have to ensure that it functions democratically?

As one worker has put it: "If Mr Nsibande wants to sell insurance, he should do so without trying to pull workers out of their trade unions at the same time."

Dispute settled

AFTER a bitter three month struggle, the dispute between the David Whiteheads company in Tongaat and the NUTW has been resolved.

An out of court settlement has been reached in a court action brought by the union soon after a strike at the factory in July this year.

Following the strike 130 workers, including eight shop stewards, were dismissed. Certain supervisors also pressurised other union members to resign.

OFFENCE

The union then took the

company to court, saying firstly that DWS had broken its agreement with the union in dismissing the shop stewards and secondly that it had committed an offence by forcing workers to resign from the union.

In the settlement it was agreed that the union agreement would be legally binding, that the shop stewards would be paid over R17 000 between them and that 45 of the other dismissed workers would be reinstated.

The union agreed not to represent two senior grades where it was not representative.

MORE and more workers are being arrested under the new Intimidation Act.

Previous issues of FOSATU WORKERS NEWS have reported arrests in terms of the Act in Empangeni (Northern Natal) and Brits, during strikes which occurred in these areas.

Now the Act has been used to charge eight workers at Litemaster on the East Rand who were not even on strike.

COMMISSION

The Intimidation Act was passed by Parliament earlier this year following the report of the Rabie Commission of Inquiry into security laws.

At the time it did not attract much comment from worker organisations as it seemed to contain the same provisions as the Riotous Assemblies Act which it partly replaced.

The Riotous Assemblies Act made it an offence to force or persuade someone to do some-

Intimidation: new powers used against workers

thing, or not to do something, by damaging his person or his property even by 'jibing or jeering' at him.

The Intimidation Act contained the same provision but then went further than the previous law. According to the Rabie Commission, the police found it difficult to get convictions under the Riotous Assemblies Act.

In line with his recommendations, the Intimidation Act therefore says that the State no longer has to prove that acts of intimidation were done for a purpose or in collaboration with other people.

NEW POWERS

This has given the police much

greater freedom to act against worker organisations, and they have been using their new powers with great enthusiasm.

Not only have striking workers been prosecuted but fellow workers from a rival union have also laid charges against eight MAWU members at Litemaster.

They have since withdrawn these charges, but the incident is another indication of the growing use of the act.

NOT INVOLVED

Who was behind this action, MAWU has asked. The union says it has had nothing to do with alleged incidents of intimidation.

The management, with which

MAWU has had a long history of conflict, says it has not been involved either.

Whoever is responsible, the police have taken up the matter with vigour.

Workers representatives say the act is clearly being used in a way which can undermine worker organisations. FOSATU's Central Committee intends taking up the matter soon.

Meanwhile, it is important for workers to know the kinds of acts which would be seen as intimidation.

According to the Act it is an offence to try to force someone else to do something, or not do something, by attacking him or hurting him or threatening to do

so, or by damaging his property or threatening to do so.

A person will not be guilty of intimidation if he has a 'lawful reason' to do what he has done. This probably means that his action has not broken any law.

'SCABS'

A worker on strike who tells a 'scab' that he will damage his property if he goes to work will be guilty of intimidation. He cannot say that he has a legal reason to damage the property.

A number of things will definitely be intimidation. This includes hitting someone so that they will not go to work, or threatening to kill or hit them if they go to work.

But it is not illegal to persuade workers not to 'scab' on a strike provided that no force is used or there is no threat of force.

Although the Act has made it easier for the police to charge workers with intimidation, it also allows peaceful picketing for the first time.

MAWU slams steel employers

'Workers will take a harder line'

MAWU has strongly condemned the Steel and Engineering Industries Federation of South Africa (SEIFSA) for refusing to attend a meeting called by MAWU to negotiate a retrenchment procedure.

Worker representatives from 61 MAWU organised factories on the East Rand and observers representing workers in the Vaal and West Rand areas attended the meeting, but representatives of only one steel company turned up.

MAWU called the meeting because of the wave of retrenchments in the metal industry. Workers in many MAWU-organised factories have been hard hit by the retrenchments - among them 500 out of a work-force of 2 000 in the Salcast factory in Boksburg.

MAWU has been informed by at least eight companies that new retrenchments can be expected in December.

COUNCIL

When MAWU gave notice of the meeting, SEIFSA told employers not to attend. The industrial council for the metal industry followed SEIFSA's lead and issued a statement saying this was a matter which should be dealt with by the council.

MAWU has frequently objected to negotiating on the industrial council as it exists at present, because the unions that sit on the council represent only a small minority of workers.

It therefore decided to call a fully representative meeting so that effective negotiations could take place. SEIFSA however refused to attend, and called on employers to maintain "maximum flexibility".

Worker representatives at the MAWU meeting said this meant that workers should be hired and fired at the convenience of employers, to maintain their profits.

No consideration was being given to the terrible damage, mental and physical, retrenchments inflicted on workers.

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GUIDELINES

The meeting condemned the new SEIFSA guidelines on retrenchments on the following grounds:

- * they speak only of 'discussions' with worker representatives and not negotiation. Workers felt this meant that management would dictate events.
- * They recommend that redundancy pay should not be given - thereby making workers suffer further.
- * They do not put into practice the principle of first in, last out (LIFO). The meeting felt that this unreasonable attitude by SEIFSA will definitely lead to workers taking a harder line when the economy recovers, and resolved that workers should press their employers to attend a further negotiating meeting to be held on November 27.

Following the meeting, union spokesmen have said: "Employers cannot argue that they haven't been warned."



DOUGLAS Slingers of Ford, Jurie Harris of Volkswagen, resident of NAAWU, and John Gomomo, full-time shop steward at VW, at a meeting during the dispute.

New gains in E.Cape settlement

JOB SECURITY

THE four month dispute in the Eastern Cape motor manufacturing industry has finally been resolved - with workers making significant gains in entrenching job security.

The resolution of the conflict - which closed the Ford, General Motors and Volkswagen plants for varying periods and led to NAAWU's withdrawal from the industrial council - has ended months of bitter negotiations.

The main thrust of the new agreement reached between the union and employers concerns layoffs and short-time provisions.

NAAWU's general secretary, Fred Sauls, says the most significant gain has been the improvement in workers' job security, especially at a time when retrenchments hang over the heads of all workers and nearly a thousand have already been laid off at the Eastern Cape motor plants.

Another important aspect of the agreement has been the acceptance of the principle that employers should totally fund a separation allowance. Previously, it had been contributed to by employees.

The motor companies have also agreed to negotiate on wages every six months, General conditions of service will still be negotiated every two years.

WAGE INCREASE

In terms of the new agreement the minimum hourly wage of workers in Grade 1 will rise from R2,15 on December 1. The minimum for Grade 8 workers will be R4,43.

In terms of the new provisions for separation allowances, workers with two years' continuous service will receive 25 days' pay.

This will be wholly funded by the employers.

A temporary layoff provision has also been made to cater for workers on short-time who receive less than four days' pay.

Those with less than two years' service will be entitled to 36 hours' pay and those with ten years' service or more, 90 hours' pay.

Additions to annual leave have also been negotiated so that those with more than ten years' service will receive six additional days' full pay.

The agreement was finally accepted by workers after lengthy debate.

Anglo spurns paper workers

MONDI, a subsidiary of the Anglo American Corporation, is refusing to recognise the Paper, Wood and Allied Worker's Union at Mondi Board Mills near Empangeni.

The union started organising at the plant in June last year when it still belonged to Hulets Paper. When a majority of workers were signed up, the union approached management and an agreement was negotiated due to be signed in December.

A week before the signing date, management informed the shop stewards that there would be a delay as the company had just been bought by Mondi. They said Mondi management would first have to scrutinise the agreement but that it would be signed after that.

However, months dragged by and workers were told that Mr Reg Donner, managing director of Mondi, was overseas and had not yet had a chance to look at the agreement.

When workers finally approached management in April, they were told the Mondi head office was nervous of setting a precedent for other factories by signing the agreement - but promised to stick to the unsigned agreement and even to hold wage negotiations.

Wage proposals were accordingly prepared but a week before the proposal was due to be handed in, the union received a letter from the managing director saying formal wage negotiations could not be held and that union officials could no longer attend meetings between management and shop stewards.

Workers were furious, and demanded that Mr Donner come to see them. Management promised to call him immediately but waited a month before informing him that the workers wanted to see him.

When he finally arrived on October 29, he refused to meet

with union officials and met with shop stewards alone.

He claimed he had never read the agreement, and made it clear that Mondi was not prepared to recognise the union at present. With that he flew off, leaving local management to face the music.

Management have been leaning over backwards to placate the workers. They have offered to stick to the agreement except allowing union officials to attend meetings, and even to hold wage negotiations - without the union officials.

But this is not good enough for the workers. They feel they have struggled not only for the right to negotiate wages but also for the recognition of their union, and that Mondi is trying to use the shop stewards' committee like a liaison committee.

They are not prepared to allow this to happen, and have instructed their shop stewards to stop dealing with management.

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