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DISCLOSURE DAMAGE: Earning disparities were a factor in the Pick 'n Pay strike.

Pay disclosure worry

28/7/1994 D/News

Would it be a good thing for all and sundry to know what the top men earn? Trends overseas seem to indicate a yes **Des Parker** reports.

TOP executives — particularly with quoted companies — are concerned that the transparency craze may soon extend to disclosure of their pay.

Many fear the Institute of Directors' pending King Committee report will recommend adopting the US and UK practice where listed companies are all but obliged to disclose to shareholders earning levels of top bosses, says Mike Honnet of FSA-Contac.

He says the latest buzzword, "governance" — the process of governing or leading in a just manner — is being demanded of business as well as government.

"The reasons for the trepidation are obvious; income is information traditionally regarded as highly confidential and private to the parties concerned.

Differences

"It is also felt that disclosure could contribute to executive pay inflation or, due to the pressure of public opinion, to a reduction in performance rewards which could kill entrepreneurial spirit."

Other concerns relate to likely exploitation of loopholes, as well as misleading and incomplete financial reporting.

Earnings disparities are a

factor in the high-profile Pick 'n Pay strike. SA Commercial Catering and Allied Workers' Union spokesman Jeremy Daphne noted the contrast between the general workers' average monthly wage of R1 481, the R10 000-plus of store managers and the directors' R40 556 packages.

Mr Honnet sees as a solution executive pay levels, policies and practices which are "fair, equitable and justifiable, both in the context of the pay of other employees and also of the performance of the organisation".

London Stock Exchange regulations require listed companies to inform shareholders whether or not they adhere to the "Cadbury Code" requiring companies to report regularly individual rates of pay.

Pick 'n Pay strikers are expected to go to mediation today

THOUSANDS of Pick 'n Pay workers, including those in Durban, staged marches and pickets throughout the country yesterday, as the strike by union members continued.

In Durban, more than 1 000 members of the South African Commercial, Catering and Allied Workers' Union marched from Currie's Fountain to The Workshop, which houses Pick 'n Pay's Food Emporium.

Daily News Reporter

22 | 11 | 1994

The union's publicity officer, Sithembele Tshwete, said yesterday that the wrangling parties would probably go to mediation today.

He said union members staged marches in Durban and East London. There were also pickets in Johannesburg, in the Western Cape and the Eastern Cape. There were

sit-ins in some places in the Eastern Transvaal.

Addressing workers outside the Workshop, union branch secretary Important Mkhize praised members of the Police, Prisons and Civil Rights Union for intervening in the strike to ensure that all parties and property were safe.

Joint managing-director of Pick 'n Pay Rene de Wet said in a statement yesterday the company's offer of R175 a month would

take workers' average to R1 650, which, he said, was well beyond the R1 400 to R1 500 average wage band for companies where the union negotiated.

Minister of Labour Tito Mboweni last night said he had appointed Charles Nupen to mediate in the labour dispute.

Mr Nupen is director of Independent Mediation Services of South Africa.

15/7/11
to
Union to discuss impasse with Pick 'n Pay
directors today

Strike rules

Broken
There are about 700 supermarket employees in detention. Anil Singh reports.

A TOP-LEVEL meeting between the the South African Commercial, Catering and Allied Workers' Union national negotiating team and directors of Pick 'n Pay will be held today to discuss "strike rules and behaviour and whether the current deadlock can be broken".

The union late yesterday asked to meet directors of the supermarket chain to try to resolve the impasse following further clashes between strikers and police.

At least 21 people were treated for dog bites and four for gunshot wounds at Baragwanath Hospital, Soweto, and 150 were arrested hours after a mass march on the Bedfordview head offices of Pick 'n Pay.

Marketing director Martin Rosen said there were about 700 employees in police detention and Pick 'n Pay yesterday agreed to a union request for the company to loan money to pay the bail of those arrested.

"We are being firm and fair in the negotiations.

The largest nationwide strike since the elections, by some 15 000 Pick 'n Pay workers, is expected to begin in earnest on Tuesday, following a week of escalating labour action at several PWV shopping malls.

Talks between the union, which is demanding a R229 increase and Pick 'n Pay management, which is offering R175, collapsed on Friday.

Workers at Checkers could also strike if a meeting with management tomorrow does not resolve a dispute over the dismissal of a shop steward.

Mr Mufamadi and his PWV counterpart, Mrs Jesse Duarte, held separate meetings with Saccawu and the police on Friday afternoon in an effort to defuse the conflict.

Mrs Duarte criticised police for using dogs, tear-gas and rubber bullets against striking workers. "The role of the police is, in fact, to ensure that the rights of both sides are not tampered with," she said.

Mr Shilowa said Cosatu would measure ANC ministers' commitment to the

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Court interdict granted against strikers



13/7/1994

ANIL SINGH
Daily News Reporter

SUPERMARKET chain Pick 'n Pay has been granted an Industrial Court interdict to protect customers and non-striking staff after a national strike by its employees over a wage dispute.

While some stores in Natal were affected by the strike, which started yesterday, the Hypermarket in Durban North was not affected.

At a strike ballot employees in Natal voted against strike action.

The general manager of the Hypermarket in Durban North, Chris Murch, said he expects the strike to start at his store tomorrow.

"From my discussions with union representatives they informed me that they will only join the strike from tomorrow. A number of my staff are against the idea of striking.

"I want to assure shoppers that the store will operate normally. We have hired casual labour and

management staff will take over floor duties," said Mr Murch.

Late yesterday disruptions during shopping hours by workers at 80 Pick 'n Pay stores prompted the company to turn to the Industrial Court for an interdict.

Gareth Ackerman, joint managing director at Pick 'n Pay, said the stores had been "adversely affected by striking workers and the company resorted to legal action against workers for contravening customers' constitutional right to shop".

He said the company was hoping that the South African Commercial Catering and Allied Workers' Union would reconsider the company offer of R175 per month increase. The union had demanded R229.

Mr Ackerman warned that if the strikers went ahead with dis-

rupting stores, the company would have to reduce its offer to cover the costs of the strike.

"We still regard our offer as fair and generous in the light of the average increases being offered by comparable companies and against the background of South Africa's slow economic upturn," Mr Ackerman said.

Several options had been discussed but rejected by the union. The present offer of R175 was considered generous as "this equates to 11,5%, which should be seen against a 7% and 8% inflation rate and between 4% and 5% growth in business". Increases had to be coupled to growth.

Sithembele Tshwete, the union's publicity officer, said it would stage marches throughout the country and would highlight that the company had the capacity to pay the increases demanded by workers.

Loan

P/N 25
5/7/94

"The union requested us to make a loan to bail out those arrested and we agreed on condition that the money is only a loan.

"At today's meeting the main issue on the agenda will be strike rules and behaviour. If we cannot agree on this issue we will not discuss wages," said Mr Rosen.

He added that they respected the workers' right to strike and on the other hand strikers should respect the company's right to open its stores.

"Many of our stores had to close and in some cases customers have walked out of the supermarket. We estimate that our loss on budgetted turnover is about R3 million," said Mr Rosen.

He added that intimidation and the real possibility of damage to property forced them to seek a court interdict.

Mr Rosen denied that the company was unwilling to allow union auditors to inspect company files.

The workers are demanding a R229-a-month increase across the board while Pick 'n Pay management has offered R175.

At many supermarkets throughout the country strikers disobeyed a court interdict banning them from Pick 'n Pay premises.

Striking workers chased Southgate store manager Sakkie Verster and regional accountant George Comrie into an office in which they were held hostage.

Strikers arrested

Date 01 APR 1995

NATAL WITNESS

in Greytown

by VUSI NGEMA
Labour Reporter

Marina Printers 502

TWENTY-TWO striking workers at Greytown Spar were arrested yesterday after they allegedly intimidated customers and damaged property while picketing outside the supermarket.

The group, part of a larger group of 32, have been picketing outside the supermarket's premises since Monday and their action resulted in a court interdict preventing them from harassing customers.

Manager Alan Moodley said the situation outside the supermarket has been tense for the past two days, as the group of 32 strikers piled up litter at the supermarket's door, hurled objects at random and interfered with customers, allegedly beating one customer up.

Moodley said the company is uncertain of the cause of the strike as placards by protesters denounced racism in the company, wages, and the alleged dismissal of a security guard.

Moodley said the security guard has not been dismissed but was suspended after a break-in at the Furniture Mart, a property of the company, where he had been stationed for the night. "The burglary took place at 9.30 pm and despite the ringing of the alarm signal he failed to notify the police. We suspended him pending an investigation into why he failed to do so," Moodley said.

Attempts to get comment from the strikers were unsuccessful, but an administrator from the local South African Commercial, Catering and Allied Workers' Union (Saccawu) said the union first heard of the strike only yesterday, and said the organiser for the supermarket was on sick leave.

Meanwhile, the cat injured by a group of striking Greytown Spar employees on Wednesday, and which was subsequently put down by the Society for Prevention of Cruelty to Animals (SPCA), had been caught in the hail of pellets, bottles and bricks thrown by the strikers picketing outside the supermarket, Moodley said yesterday.

SPCA vice-chairman Sylvan Haveman said the society has not laid any charges but have asked police to investigate. She said the society received information that someone had filmed the incident with a video camera. "The possibility exists that we can pinpoint the individuals responsible, whereafter we will lay a charge," Haveman said.

JULY 24, 1994

SUNDAY FINANCE

What strikers get and what they want

BRUCE CAMERON

The minimum wage for a permanent employee at strike-ravaged Pick 'n Pay is R240,02 a week.

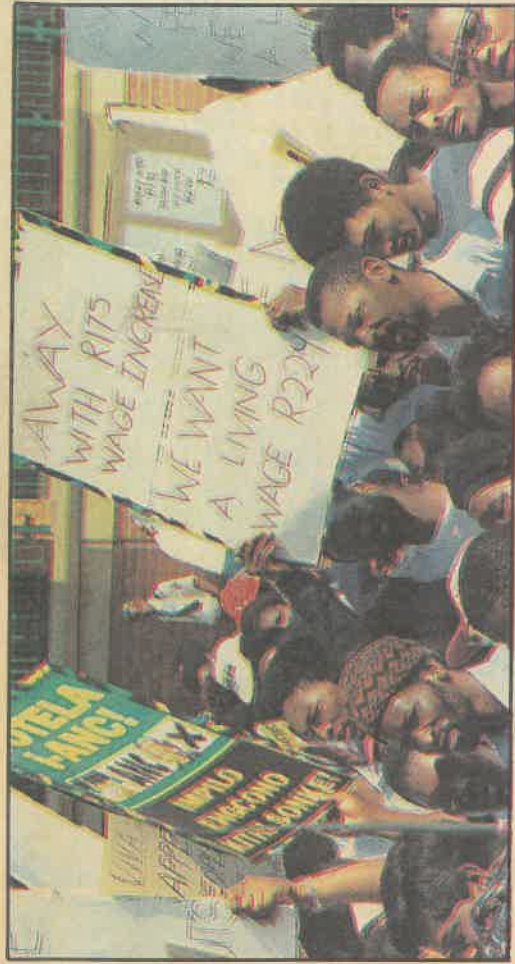
About 20% of the employees, including till packers, cleaners, packers, pickers and unqualified chefs, are on this scale.

Another 40% of staff are on a split level, second category where the weekly wage is R234,34 or R252,62 a week.

The increases offered by Pick 'n Pay for the bulk of its employees would mean increases of about 16% while the union demand would result in increases for about 60% of staff of about 22%.

The lower scale of category two employees includes security officials, unqualified chefs, floor sales people and light vehicle drivers.

Cashiers are on the upper scale of category two.



ON STRIKE:

About 20% of Pick 'n Pay employees are on the minimum wage scale of R240,02 a week.

The Pick 'n Pay across-the-board offer of R175 a month would add R40,38 a week to all categories, giving the minimum weekly wage earners a 16,8% increase, the lower category two employees 16,55% and the cashiers 15,98%.

The union wants R229 a month across-the-board. This would add R52,84 a week to all categories of wage earners. For minimum wage earners this would mean a 22% increase, a 21,66% increase for the lower category two employees and 20,91% for the cashiers.

According to the annual report of the company employees receive numerous other benefits. These include:

- Medical aid.
- Group life insurance if they are on the retirement fund.
- Parental benefits, which include nine months paid maternity leave and two months unpaid, and eight days paternity leave.
- Low interest housing loans.
- Educational bursaries for lower-paid staff and their children.
- Depending on job category, two weeks long service leave is granted after each five year period of employment with the scheme standard for all permanent employees with 15 years service.
- A non-contributory funeral scheme which pays R720 on the

death of a registered dependant.

- A disability scheme which pays 75% of income if an employee is no longer able to work.
 - Heavily subsidised canteen facilities.
 - Availability of nursing and medical doctors at all stores.
- According to a Pick 'n Pay spokesman the woman appearing on television claiming she only received R200 a month, earns R341 a week before paying her union levy, unemployment insurance fund contributions, tax, provident fund contributions and repayment on housing and other loans from the company. She has loans totalling R11 700, it was said.

Sunday Finance
24 July 1994