

Retirement Benefits

These benefits depend on how long the person has been a member of the Fund. If a member simply leaves the Fund before reaching retirement age (sixty years for males, fifty five for females) he will receive the following amount according to his number of completed years of membership of the Fund.

No. of completed years membership	Total payment	No. of completed years membership	Total payment
1	4,70	5	25,80
10	56,20	15	91,30
20	131,10	25	175,50
30	224,70	35	278,50
40	337,00	44	387,20

Proportional payments will be made for the years between those shown on the table.

If the member leaves the Fund at retirement age then in addition to the above benefit he will receive a bonus which will be determined from time to time by the Committee of Management of the Fund (dependant on how much money is in the Fund at the time). The bonus will also be based on how long the person has been a member of the Fund.

These moves are obviously important to the thousands of workers who at present have no financial protection against death or retirement. The Executive Committee of the Bureau is confident that the benefit will be extremely popular with workers and expect a large attendance at their Meeting.

While the meeting is only for members of the Bureau, all workers over the age of 16yrs can become members of the Bureau, and can join at the Meeting where they will also be able to apply to join the benefit scheme.

STRIKES AT LEYLAND

On March 4th and 5th workers at the Mobeni (Durban) plant of Leyland went on strike. 175 out of the 220 workers, all assembly line workers, went out on strike. They were all members of Mr. Mthethwas African Metal and Allied Workers Union.

The cause of the strike was management's refusal to negotiate with the Union who represent a vast majority of the workers at the plant. The Chairman of the parent company in Britain was in South Africa during the time of the strike. The Union asked Lord Stokes, the Chairman, to come to Durban to settle the unrest. He refused to do this.

All the strikers were taken back after two days having forfeited their pay for the days on which they struck, and thus the strike ended. On Wednesday the 16th and Thursday 17th of March, 65 workers were retrenched. All these workers were assembly line workers, all had struck and 14 of the lot were members of the Works Committee which originally had six members.

The agreement that was reached that ended the strike was that Leyland recognised that its members belong to trade unions. Although management refused to negotiate with the unions directly it will negotiate with the union via any union official who is employed by Leyland. The reason given for refusing to negotiate with the union is that 'the union is unregistered - it has nothing to do with the colour of the employees'.

Does the director of planning and finance, Dr. Jacobz, (who gave these reasons) not know that the eligibility for a union to register resides in the colour factor and only the colour factor?

Mr Mthethwa said that the Union has gained a small victory by getting Leyland to agree to talk to representatives of the Union who are employed by Leyland.

Leyland insists on using the existing "legal machinery" to solve labour disputes. But it is not against the law to form an African trade union, or for this Union to negotiate with Management. When all the workers were retrenched, Dr. Jacobz, emphasized that the retrenchment had nothing to do with strikes. There might be correlations between the two events - who knows for sure besides Leyland?

The British Parliament's Committee that investigated the activities of British firms in South Africa recommended that

- 1) All workers get paid above the Poverty Datum Line,
- 2) The Firms co-operate with Black trade unions.

Leyland was listed as a particularly 'bad' employer by this Committee.

Leyland claims to have comfortably satisfied the first recommendation although not even that is 100% sure. Certainly, by the very actions and attitudes towards Black unions they do not intend satisfying the second recommendation.

We hope that Leyland will permit their employees to decide for themselves what sort of negotiating machinery they desire, and then to co-operate with their workers and their chosen representatives

#### TRAINING PROGRAMME

The Worker Education Programme of the Advice Bureau will start once more in the first week of May. Workers will be notified in greater detail towards the end of this month.

#### WAGE BOARD TO INVESTIGATE FISH PROCESSING INDUSTRY

The Minister of Labour has announced that the Wage Board is to investigate the wages and working conditions of the Fish Processing Industry. The firms in Cape Town which are involved are:

Irvin and Johnson Fisheries (Woodstock and Maitland)

Sea Harvest Co-operation.

Amalgamated Fisheries

The firms in Hout Bay which are involved are:

Snookies Smokeries

De Gama Visbedryf

Chapmans Peak Fisheries

Hout Bay Canning Company

S.A. Sea Products

Friedman and Rabinowitz.

The Wage Board is a Government appointed body which investigates all aspects of an industry and then decides what wages are to be paid and what working conditions are to be. It first calls for written evidence - in this case the written representations have to be sent to the Wage Board by March 22nd. Later it comes to Cape Town to hear verbal evidence - this date has not yet been announced.

At the Wages Board sittings, the employers are represented, as are the trade unions, (for whites and coloureds). African workers are represented by the Bantu Labour Officer (a White, appointed by the Government).