



3

CHAPTER THREE

Wage settlements

This chapter reflects on the wage agreements concluded with and without strike incidents, and suspended strikes between the employers, bargaining councils and other employee representatives. This is to allow bargaining processes to assist in bringing about reasonable wage agreements and settlements in striving to meet employee's needs.

South African bargaining councils experienced peaceful bargaining processes in 2013 as opposed to the 2012 bargaining processes where it took long to conclude wage negotiations to reach agreements characterised by violent industrial action and work stoppages.

The median wage settlements across industries in 2012 and 2013 are shown in **Table 8**. According to the Labour Research Services, it is indicated that in 2012 and 2013, the mining and quarrying industry had the highest median wage settlements of 10.0% and 9.0% respectively. In 2013, all the other industries had median settlements of 8.0%, except for agriculture (7.3%) and community services (7.2%). On average, higher wage settlements were granted in 2012 than in 2013.

Table 8: Median wage settlements levels in South Africa by industry, 2013

Industry	2012	2013 (%)
Agriculture, Hunting, Forestry and Fishing	8	7.3
Construction	7.8	8.0
Mining and Quarrying	10	9.0
Manufacturing	7.5	8.0
Electricity, Gas and Water	7.5	-
Finance, Insurance and Business Services	8	8.0
Transport, Storage and Communication	8.5	8.0
Wholesale and Retail Trade	8	8.0
Community, Social and Personal Services	7	7.2

Source: Labour Research Service, Wage Settlements Trends, December 2013

The next section shows an overview of the wage agreements collected by the Department during the period of 2013.



3.1. Wage settlements concluded in various industries

3.1.1. Manufacturing

- On 25 January, NUMSA members at PMP embarked on a protected strike over a wage dispute with Denel as Denel failed to adhere to a collective bargaining agreement signed between the union and its senior management. Employees demanded equal pay for equal work after the employer was offering adjustments on Peromnes Grades 17–13 to move 4% below the average of that particular grade. On 20 February, parties reached consensus where 299 employees would receive adjustments while 302 employees within the 4% did not get adjustments
- Employees in the meat industry downed tools demanding a 15% salary increase while the International Meat Quality Assurance Services was offering 2 - 6% increase. On 12 April, parties came to an agreement to increase salaries by 10%
- In March, NUMSA members from Powertech started a strike demanding extra payment for a production bonus. The employer agreed to include one more unit on the bonus payment, verbally. The inclusion of the unit amounted to an extra R1 300 as bonus payment
- Workers in the leather tanning sector in Cape Town agreed to a 7% pay rise. The deal was in line with a two-year wage agreement reached last year between SACTWU and the tanning sector employers. On 21 April, again parties agreed to increase salaries where the agreement will be effective from 1 April for the period of twelve months, with settlements ranging from 7.4% to 10%
- Employees associated with FAWU at Dairy Belle, downed tools demanding R900 and R800 wage increases across the board while the employer was only offering R250. On 2 February, a consensus was reached by both parties on a R305 increment applicable for the period 1 October 2012 to 30 September 2013
- Workers affiliated with CEPPWAWU at LUFIL Packaging went on strike over a salary increase demand. Both the employer and the union reached a wage deal of 12.5% after employees' demanded a 35% salary increase
- SACTWU settled its national wage dispute in the cotton textile sector. The settlement provided for a seven percent wage increase, backdated to 1 July 2013. The agreement will benefit about 7 000 cotton textile workers employed in 65 factories
- The minority of employees at SAB Miller participated in the walkout on 1 October. FAWU demanded a 9% wage increase meanwhile SAB Miller offered an average increase of 7%, with 60% of this across the board and 40% of it payable as "non-guaranteed" performance-related pay. On 4 November, parties managed to reach an agreement of 7% plus performance-related pay, back-dated to 1 July, whereas other issues of the provident fund and medical scheme and disability cover would be reviewed at a later stage
- NUMSA members started a strike demanding extra payment as a production bonus on 11 and 12 March. The employer agreed to include one more unit on the bonus payment verbally. The inclusion of the unit amounted to R1 300 extra on the bonus payment
- NUMSA members from the retail motor industry organisation downed tools on 9 September demanding a 10% wage increase for 2013, 2014 and 2015 and 12.5% in all other sectors across the board for workers earning more than R6 000, a night-shift allowance of 20% of the normal rate of pay and an afternoon shift allowance of 15%. In October 2013, a multi-year agreement was reached. According to the settlement reached, workers in the component, manufacturing sector will receive a 10% increase 2013, and 8% increases in both 2014 and 2015.

3.1.2. Finance, Insurance and Business Services

- SAMWU members from Ithala Development Finance Corporation Limited embarked on a strike demanding a wage increase of 7-9%. On 28 May, parties agreed to increase the salaries with effect from 1 April 2013 until 31 March 2014 by 7-9 % depending on the job grade, 12% increase on the shift allowance depending also on employee's salaries and R1 300 once off to the employees who participated in the strike.



3.1.3. Transport, Storage and Communication

- Taxi drivers called for a wage increase from the owners demanding R3 500 a month, boarding allowance of R279.93 to be raised to R350 and not to work more than nine hours a day. The agreement reached in May was to increase the incomes by CPI + 2% that is 5.9 + 2% which add up to 7.9 % increment for the period of one year, 1 July 2013 until 30 June 2014
- In 2012, SATAWU, PTAWU and the Road Freight Employers Association agreed on a three-year deal dating from 1 March 2013 where employees would receive a minimum 8% salary increase and night shift allowance of 7%. This came after employees were demanding 12%. On 14 February 2013, the agreement was amended to include a minimum wage increase of 10% across the board to all employees employed prior to the scheduled new wage deal. A new sub-item added to the agreement which makes provisions for an extended bargaining unit for employees graded up to and including C1 on the Patterson Grading system states thus: A 7% increase across the board for employees who earn R183 008 (current Basic of Conditions of Employment Act threshold) or less per annum and a 6% increase for employees who earn more than the current threshold plus 30% which is R237 910.40 per annum
- On 19 April, SATAWU and other unions embarked on a nationwide bus strike demanding an 18% salary increase, allowances for housing, night-shifts, and long-distance journeys while the employer was offering 6.5%. On 13 May, a fifteen-month wage agreement was concluded with a wage agreement of 10% increase from April
- On 7 August, BEMAWU and CWU members demanded a 9.5% rise across the board and a R1 500 allowance for housing, R300 for subsistence and travelling and R55 for meals. SABC management was offering a 7.44% salary increase, with no “movement on other conditions of employment”. Unions claimed increases of over 40% to some executives were affected in the last financial year when the company was bleeding financially. All parties signed an agreement for an 8.5% increase across the board with effect from 1 April 2013 and R1 500 once-off payment after tax
- A wage increase agreement was reached between UASA, SATAWU and South African Airways management after staff at the airways went on a wage increase demand strike. An agreement to a wage increase of 6.5% in workers’ basic salaries, housing allowances and medical contributions was agreed to after an initial wage demand of 9%.

3.1.4. Wholesale and Retail Trade

- The Hospitality, Industrial, Catering Retail and Allied Workers and Professional Caterers Association signed a three year wage agreement of 9% year 1, year 2 of 6% and year 3 was CPI + 2% and CPI. The agreement came after the Bargaining Council negotiated for about 200 outlets like; Wimpy, Nando’s, Pie City, Romans Pizzas, Fedics, King Pie, Chicken Licken, KFC. Compass groups raised their voices in demand of a 12% minimum salaries and 10% across the board increase for those earning above the current minimum salaries, improved hourly rates for Sunday and Public Holiday work, paid sick leave for casual workers, annual bonus, family responsibility leave, and the scrapping of independent waitron category, the abolishment of using labour broking and the conversion of these category of work to full-time position.

3.1.5. Community, Social and Personal Services

- Thousands of workers associated with NEHAWU, DENOSA, HORSEPERSA and SOLIDARITY at Netcare hospitals downed tools demanding wage increases ranging from 12% to 15% while the management was offering only 8%. Netcare Hospitals (Pty) Ltd reached an agreement in March 2013 with HOSPERSA, DENOSA and Solidarity on a 7.2% increase while NEHAWU agreed on 7.25% after their demand of 11%
- On 16 April, UNISA staff associated with NEHAWU and the Academic and Professional Staff Association embarked on a strike demanding a 11.7 % wage increase while the management was offering only 5.6% and later 7%. Both parties agreed to a 7% increase on 19 April
- On 28 February, staff at the University of Technology of Durban went on a strike demanding a 12% increase and R500 increase in the housing subsidy, while management was offering a 5% salary increase and 1.5% in medical and housing subsidy increase. On 27 March, both parties agreed to increase the salaries, P5-P2 employees by 5%, P9-P6 employees by 7% and P16–P10 employees by 9% and 1.5 % increase for medical aid and housing benefits



- On 19 April, SATAWU, TOWU and South African Bus Association members embarked on a nationwide strike demanding a 18% salary increase, allowances for housing, night-shifts, and long-distance journeys whereas the employer was offering 6.5%. In May 2013, a fifteen-month 10% wage agreement was concluded. All parties agreed on a 9.5% effective from 1 April and a further 0.5% that would kick in later during the year
- A wage agreement was reached between NEHAWU and the Walter Sisulu University staff after officials embarked on a wage strike. Employees went on strike demanding on 18% salary increase and later 8–10% where management was offering 4.25%. A consensus was reached to increase the salaries by 5%. Staffers were also offered a once-off opportunity to migrate to a preferred retirement fund
- A 6% wage agreement was reached between employee's representatives and Kelly Industrial after a wage strike. This came after officials downed tools over a 6% wage demand
- More than 120 workers at Document Warehouse in Selby, Southern Johannesburg downed tools on 3 July over poor salaries, demanding R10 000 across the board. The employer was offering 8% or R675 plus additional amount ranging from R50-R175 depending on the years of service. Employees were reportedly earning R3 000 a month, while some of them claimed to have been with the company for more than 10 years. Parties managed to reach an agreement to increase earnings by 8% and additional amounts depending on the years of experience
- A group of senior analysts and economists at the Competition Commission of SA engaged on a lunchtime picketing on 2 September. They were demanding better salaries and an end to the alleged victimisation of staff by management. Their initial demand for a wage increase was reduced from 22% to 15%. The offer on the table was 8% with an undertaking by management to do a benchmark study to compare the pay levels of the commission's staff with those of other state institutions. Finally parties agreed to increase salaries by 7.5 % and a 1% performance linked increase effective from April 2013.

3.1.6. Agriculture

- In 2012 November, employees on the farms at De Doorns, Cape Town downed tools till January 2013 demanding a wage increase of R 150 a day. Through intervention of the Department of Labour, the recalled strike caused the farm owners to agree on the wage hike of R105 per day.



Photograph: www.dailymaverick.co.za

3.1.7. Mining and Quarrying

- Approximately 500 rock drill operators at Northam Platinum's Zondereinde mine went on strike in April in demand of wage increase. The workers were demanding a 38% increase in their bonuses whereas the employer was offering an average increase of between 9.0% and 9.5% on wages and an increase in the living out allowance from R1 600 to R1 750 per month. Employees received a return-to-work compensation comprising of an once-off payment equivalent to 50% of their basic wages for the duration of the strike period and R2 000 extra
- During April, NUM members at New Adventure downed tools demanding R30 a day. After two weeks of protesting, a consensus was reached between the two parties that workers be paid R17.60 – R19.60 per hour
- Employees at Exxaro (Arnot, Matla, Leeuwpan, Inyanda and Grootgeluk coal) downed tools demanding payment of performance bonuses. The mining company made an offer of R2 800 to NUM members and it was accepted by the employees
- In May 2013, 400 miners at Granite Miner in Rustenburg went on strike demanding between 131% and 350% salary increase. In practice they wanted R9 000 increase from the current salary of R2 000 and R2 700 a month. The employer made an offer of R1.15 (i.e. 5.9%) an hour. Consensus was reached to give employees R1.20 per hour across the board and they promised to give another 20 cents per hour after 6 months. In percentage terms, it works out to an average of ±15%
- Employees at Lanxess Chrome Mine went on strike demanding annual performance bonus increases as they accused management of solely sharing the bonuses. The mine made an offer of an additional payment which considered efforts of staff doing staff safety and production. The parties agreed to an once-off performance payment to be paid on 23 May 2013. The payment is related to the present and future performance of the mine, as well as safety targets and was to be done in two steps; where workers would receive a bonus of R3 500 on 28 May and an extra 2% bonus in June 2013 on conditions that production targets are met
- On 16 September, about 100 workers employed at Somkhele went on strike following failure to achieve a settlement in wages and employee benefits in KwaZulu-Natal. The workers demanded a 12% increase, R1 400 housing and R2 500 medical aid allowance. In October, a two-year agreement was reached to increase earnings by 8% for 2013/14 for Somkhele's lowest-paid workers with a further 7.5% increase for 2014/15. Other pay-grades received negotiated increases of 5.5% to 7%. It was further agreed to create forums in order to improve performance and productivity at R930 per month
- About 600 workers at DRD Gold's Ergo gold operation, near Johannesburg, downed tools on 8 October in a protected strike demanding that all entry-level, category 4 employees be promoted to category 6 and that a skills retention increase allocated to engineering foremen be extended to all foremen. On 10 October, parties reached a two-year wage agreement where entry-level employees in job categories four and five would receive a 10% basic wage increase in year one and 8% in year two. Employees in job categories six and seven would receive 9% in year one (2013) and 7.5% in year two (2014), employees in job categories eight to 15 would receive 8% in year one (2013) and 7.5% in year two (2014)
- Petra Diamonds mine shafts got hit by wage-related work stoppages on 29 August at Cullinan Diamond Mine, East of Pretoria. The wage negotiations commenced in July and the strike action followed a breakdown in talks and a deadlock at the CCMA. NUM claimed that employees were earning about R4 000 a month and were therefore demanding a monthly wage of R8 000. On 18 September, parties came to an agreement after the union accepted a 9.5% salary increase, R650 for medical aid and R650 for housing allowance
- NUM members downed tools on 5 August in a protected strike at Rand Refinery in Germiston after mediation failed at the CCMA where unions were demanding a 20% increase across the board. The employer was only offering 7%. An agreement was concluded on the 8 August to increase salaries by 8%.

3.1.8. Construction

- From 13 March to 29 of April, NUM members employed by Corobrick went on strike demanding 34% salary increases while the employer was offering 7.5%. On 29 April parties agreed to a salary increase of 7.5 %.



- NUM members at Polokwane Bricks PTY LTD downed tools in February demanding an increase of R10 an hour on their current rates. The employer was offering R1.50 per hour. An agreement was eventually reached where a person who earns R5.50 an hour would earn R7.00.

3.1.9. Electricity, Gas and Water

- On 7 June, both parties Medupi Kusile and ESKOM signed a partnership agreement at its Medupi and Kusile power station construction projects after an outcry for bonus pay. The agreement included a number of issues:
 - a. A guaranteed minimum wage of R25 for all hourly-paid contract employees and standardised pay rates within industries
 - b. Normal time hours for the MEIBC are 40 hours per week whilst for BCCEI it is 45 hours per week
 - c. The monthly project wage allowance will be calculated as follows: Kusile and Medupi project allowance = (minimum wage rate per hour [R25] less current basic rate per hour [R20.50]) x normal time hours per month
 - d. Overtime is therefore calculated based on the basic rate of pay (excluding Kusile and Medupi Project allowance). Should industry minimum rates supersede the R25 per hour then the industry rate will be applicable
 - e. For new contractor employees, the R25 per hour minimum wage will only take effect after the completion of eight weeks of employment
 - f. The payment of this Kusile and Medupi project allowance was to be effective from 12 June 2013 and paid by the applicable payroll dates
 - g. The standard rate will be R2.50 per kilometre before tax. Employees using transport supplied by the Contractors to travel home will not be entitled to R2.50 per kilometre
 - h. All employees travelling on a daily basis to and from site with company-supplied bus transport will be paid a commuting allowance. The wage rates and benefits for Full Time Shop Stewards will be standardised across Medupi and Kusile sites, and will be implemented in the July 2013 payroll.



Photograph: Mail and Gaurdian



3.2. Wage settlements concluded without strike incidents

- Employees secured a 6.5% wage increase and a handful of benefits. Parties including the South African Municipal Workers' Union and the Independent Municipal and Allied Trade Union have agreed to a three-year wage agreement after workers were demanding 15% from the State's offer of 4%. The offer entails that in 2013, workers will get the average CPI +1.25% and in 2014 average CPI +1% plus 100% medical aid subsidy for the lowest income workers
- A "compromise" agreement on an above-inflation 9% wage increase for lowest-ranked employees was reached between NUM and De Beer. This came after the worker's initial wage demand was 13% wage increase, while the company had offered 6%. Apart from the wage negotiations, De Beers intended to phase out the lowest employee ranking, the category-A band over the next three months, and intends to move up the 25 employees within that grading into the category-B band
- Two of the gold producers Pan African Resources and Village Main Reef reached a settlement agreement with the National Union of Mineworkers and UASA in respect of the Evander and Tau Leko gold mines respectively. The settlements are for an 8% increase in the basic wage for Category 4 and 5 employees, including Rock Drill Operators, and a 7.5% increase for Category 6 to 8 employees, Miners and Artisans, and Officials. Through the chamber, gold producers had offered between 6% and 6.5%. NUM initially demanded a 60% increase for entry level workers
- Transnet reached a two-year wage agreement with unions, SATAWU and United Transport and Allied Trade Union-South African Railways and Harbours which will see employees in the bargaining unit receiving an 8.5% across-the-board increase for the current financial year, backdated to 1 April, and a 9% increase for the following year (2014). Employees earning R96 000 per annum would get a 9% increase, middle managers to senior managers 6% and general managers, group executives and CEO's would get 5.3%
- The Sugar Milling and Refining Employers Association concluded a wage increase of 8% across the board awarded to all employees within the Bargaining Unit successfully in Durban. A further R200 for all A-Band employees and R150 for all Band-B employees, to be effective on 1 November 2013. However, the increase will be effective from 1 April 2013 until 1 March 2014
- A three-year wage agreement was reached between SAMWU, IMATU and SALGA. The agreement entailed a secured pay hike of 6.5% from January 2013, at the average CPI +1.25% and average CPI +1% in 2014 plus a secured 100% medical aid subsidy for the lowest income workers and a handful of allied benefits. Workers were initially demanding 15% whereas the State offered 4%
- Gold and platinum junior Pan African Resources entered into a two-year wage agreement and conditions of employment for employees at its Barberton Mines. The average increase in the Barberton salary and wage bill for the financial years ending June 2014 and June 2015 amounted to approximately 8% a year.

3.3. Abandoned strike incidents

- Employees of the Department of Labour from the Sheltered Employment Factories averted strike action after their wage demands were met. On 16 July, a wage agreement was reached with the employer who agreed to a 6% wage increase plus 1% increase to the provident fund.

3.4. Suspended strike incidents

- Medical services at St Mary's Hospital in Durban, KwaZulu-Natal, resumed on Monday, 2 December after the Democratic Nursing Organisation of South Africa (DENOSA) temporarily suspended its strike. This action came after hundreds of nurses and other workers embarked on a strike demanding a 6.5% wage increase and that the privately owned hospital should be absorbed by the government to safeguard the employment of hundreds of staff members. The strike at the 200-bed hospital left scores of patients stranded and some had to be transferred to other hospitals. DENOSA halted the strike after approaching the Commission for Conciliation, Mediation and Arbitration to resolve the issues.







CHAPTER FOUR

Profile of work stoppages, 2013

The Department of Labour's media monitoring system captured identified strikes activities in the last twelve months. Nonetheless, it must be pointed out that not all strike incidents were captured due to other resource limitations. These kind of disputes affected small, medium and big companies in the country.

Below, this annual report provides a profile of strike incidents in a chronological manner in order to allow the readers to have full details of strike incidents as recorded in the Departmental database within the year under review⁹. From this, employers were requested by law to send the strike LRA 9.2 form seven days after the strike has been concluded.

January 2013

- Casual workers at Clicks stores in Grahamstown downed tools on Saturday, 5 January. Casuals downed tools after they went without pay since December 2012. They alleged they won't return until they've received their wages. Clicks spokesperson said they were aware of the problem and appealed to affected staff to come forward with their details so they can resolve the issue and ensure payment
- Eskom employees at Medupi power station in Lephalale Limpopo Province downed tools on 16 January. It was reported the station went temporarily closed after workers held protest action over various issues including a lack of training and inadequate working conditions and food. On the same morning, Eskom management sent the workers home for safety reasons. As an interim measure, Eskom had to work with contractors to restore the operations to avoid closure as it could result in more pressure on the schedule for the power station's completion
- Both South African Airways and Passenger Rail Agency of South African (Prasa) employees went on strike on Friday, 18 January. Members went on strike after accusing airline management of refusing National Transport Movement (NTM) recognition as a union. NTM claimed that SAA refused to recognise it even though it had 1 300 members
- Thousands of commuters at Seshego, Limpopo were left stranded after Great North Transport bus drivers aligned to Transport and Allied Workers Union of South Africa (TAWUSA) downed tools on Thursday, 31 January. Drivers were demanding that a senior official be axed. It was reported that more than 150 buses were stationed at the depot and was left stationary. The strike affected commuters from Moletjie and surrounding villages. Great North Transport spokesperson apologised to customers for the huge inconvenience caused.

⁹ It should be emphasised that the chronological list of labour disputes in Chapter 4 should not be confused with the quantitative data analysis in Chapters 1 and 2. Chapter 2 covers all labour disputes, including those that are pre-arranged between management and employees like cases related to the mourning of the death of miners at the workplace. This chapter also includes protest actions and pickets during lunch-hours and after hours. It also includes protests by workers who were on leave. In all these cases, employers are not expected to submit completed LRA 9.2 Forms, since there can only be a recognised industrial action during office hours and by workers who are expected to be at work. Hence, these cases would not form part of Chapters 1 and 2. The consent of employers on whether an incident is a strike or not is always important to consider before the Department send a form to the employer affected to complete. Chapters 1 and 2 deal with the "actual" strike incidents that were completed and submitted to the Department for capturing. Some industrial action do not come to the knowledge of the Department's officials; however, since employers are expected to complete the LRA 9.2 Form after experiencing a labour dispute, some employers do complete the LRA 9.2 Form and send it to the Department for capturing even without the knowledge of the officials. This implies that this kind of a labour dispute will not be recorded in Chapter 4 since it was not identified by the Departmental officials.

February 2013

- Durban University of Technology staff members associated with the National Education, Health and Allied Workers' Union and Tertiary Education Union embarked on strike action demanding higher wages. Classes were disrupted at the ML Sultan campus over staff's demand for a 12% wage increase, twice the offer by management. During the industrial action police had to be called to monitor the situation after striking workers threatened to further disrupt classes and force lecturers to join them. Strikers urged they would not go back to work until their demands were met.

March 2013

- On 4 March, container depot employees at Port Elizabeth's South African Container Depots joined their colleagues on a country wide strike for higher wages. South African Container Depots is a shipping company responsible for the import and export of goods. Employees were demanding a 10% wage increase from the employer's offer of a 5%. Employees were also demanding the company to address the issue of casuals being permanently employed, also that the wage structure be put under a microscope and that their salaries be benchmarked with those of workers in Johannesburg as they are earning more than the ones in Port Elizabeth or Durban and yet doing the same job. South African Container Depot's regional operations manager indicated negotiations were under way at their Cape Town head office but did not have any details about the negotiations
- About 6 158 workers at Lonmin's Saffy and Newman shafts in Marikana in Rustenburg went on a one-day illegal work stoppage on 5 March. The strike was allegedly incited by Association of Mineworkers and Construction Union (AMCU) workers who demanded that the National Union of Mineworkers (NUM) offices at the Saffy shaft be moved off the property. The strike began at the Saffy mine where many members of the media were scheduled to visit the site.
- Five Exxaro coal mines Matla, Arnot, Grootgeluk, Leeuwpan and Inyanda were affected by an unprotected strikes dating from 5 March. It is reported the strike was related to different issues at the different mines including non-payment of performance bonuses as the operations missed their performance targets and various grievances. Production had stopped at these mines and Exxaro reported that it was engaging with unions and managing the situation to bring operations to normality. Moreover the mines had implemented contingency plans to continue supplying coal to maintain the functionality of their respective power stations and other customers
- Furious teachers who had not been paid for marking the matric 2012 examination papers blocked the Education Department's entrance in Polokwane, Limpopo. Angry teachers protested over outstanding pay after the department has failed to keep the promise of a 100% pay rise for the teachers marking matric papers. Protesters also demanded that all temporary teachers be appointed permanently
- About 500 community development workers (CDW) employees in the Randfontein local municipality downed tools over unpaid salaries. Workers claim they have not been paid for February and that nothing has been communicated since. Protesting workers burned tyres and threw rubbish bins in the streets. The affected workers are responsible for cleaning the township of Mohlakeng including churches, taxi ranks and schools. Gauteng Department of Infrastructure Development spokesperson reported the department was not aware of the strike over unpaid wages and will thus investigate and find out where the problem lies
- Walter Sisulu University staff members associated with the National Education Health and Allied Workers Union at Butterworth and Buffalo City campuses embarked on an illegal strike on Monday, 11 March. Workers were demanding that last year's salary negotiations be reopened after management's once-off 10% increment from their initial demand of 12%. The strike affected thousands of students as they were unable to attend classes. Management developed a process to address the impasse to implement this process with immediate effect. The university management appealed to striking staff members to assist in resolving the labour impasse as a matter of extreme urgency in order to assist deal with the matter in a proper, procedural way.

"Employees were demanding a 10% wage increase from the employer's offer of a 5%"

- Nearly 100 miners at the Palaborwa mine went on strike on 13 March, lasting for a week. Miners are demanding additional danger-pay for working underground. It is reported the action by the crews is a significant concern and is in contravention of their obligations to the mine's policies.

April 2013

- On 4 April contracted workers within the Johannesburg City, Region F marched on the streets of Johannesburg demanding a wage increase. A memorandum was presented to various offices such as Mvula Trust, the Department of Infrastructure and Development in Gauteng. Over an above the wage increase demand the memorandum contained issues such as the reversal of the Region F recruitment system and immediate suspension of operations, ensure posts are advertised in the local media, afford Region F staff and locals enough and adequate time to apply and to adjust Coordinators wages to the same scale
- Rock drill operators at Zondereinde mine in Limpopo, Northam Platinum went on strike after operators were demanding a salary hike. It is reported the operators were demanding a 38% increase in their bonuses. NUM general secretary reported the strike was caused by management's refusal to comply with an agreement entered into with the union. The agreement was mainly about how to compensate rock drill operators for holes drilled. Northam Platinum said Zondereinde's management team had constituted a consultative forum and was engaging with employee representatives to try to resume operations
- Thousands of nurses and other workers at Johannesburg's Charlotte Maxeke Hospital and private hospital staff associated with the National Education Health and Allied Workers' Union went on strike on 16 April. They were demanding an 11% increase from private hospital group Netcare after rejecting the group's final offer of an 8% annual increase
- Strikers referred to themselves as not working at "Netcare but at Not Care". Netcare hospitals nationwide were left without some nurses and kitchen staff. The nurses said their "low" pay showed the hospital group "cared about patients but not about them". Netcare nurses complain that nurses at government hospitals earn more than they do. A Netcare nurse's salary starts at R8 000 a month, with about R1 400 deducted for membership of the medical aid. "We cannot qualify for an RDP house but also earn too little to be granted a bond by banks," said a striking nurse
- Around 200 casual workers at the Post Office's Witspos branch in Johannesburg went on strike on Tuesday, 16 April. The employees were previously contracted by labour brokers and are now demanding that they be permanently employed by the company. The Post Office's spokesperson said they received a memorandum from employees, who were representing themselves. The spokesperson indicated that there is a process to seek alternatives of their employment within the organisation. It was reported the services were not affected by the labour dispute and that there wasn't any apparent impact.





- Staff at the University of South Africa (UNISA) associated with NEHAWU downed tools on 16 April, however operations were unaffected. Union members embarked on a strike due to pay demands. Members went on strike after rejecting a 5% salary increase tabled by the university from a wage demand of 11.7%. The university spokesperson indicated that they are hoping to resolve the impasse as soon as they possibly can and that “As a university, we respect the bargaining processes and remind striking unions that UNISA’s bargaining forum is always open for further talks”
- South African Transport and Allied Workers’ Union (SATAWU) and Transport and Omnibus Workers Union called for a nation wide strike on 19 April. This came after wage talks between bus companies and unions deadlocked in February. Unions were demanding an 18% salary hike, while employers were offering a 6.5% increase. The nationwide strike left thousands of commuters stranded and affected all public transport modes in the cities. The mayoral committee member for transport, roads and storm water requested employers to assist them by considering how they can accommodate their employees to travel to and from work when public transport is constrained by allowing flexible working hours
- On 22 April, Rea Vaya bus drivers began with a strike pulling away from its Orlando station in Soweto, Johannesburg. As a result, bus commuters in Johannesburg went without transport because of the strike. The strike by bus drivers from Piotrans, the company which operates the Rea Vaya service, related to salary progression and the status of drivers who were shareholders in the company. Workers were demanding an increase of 18% while employers had offered 2.5 % i.e. a minimum monthly wage of R6 000 across the industry, a R1 000 housing allowance, and an increase in medical aid contributions. Piotrans advised the city that it would seek an urgent Labour Court interdict to have the strike declared illegal
- Close to 25 000 South African teachers associated with SADTU embarked on nation wide marches on Tuesday 23 and 24 April to Union Buildings in Pretoria and Parliament in Cape Town. The marches were meant to increase the pressure on Basic Education Minister and her Director-General to resign from their positions in defense of collective bargaining and promotion of quality public education. The department’s spokesperson reported that the department has put systems in place to ensure that those embarking on this unprotected strike will be subjected to disciplinary processes.

May 2013

- On 13 May, about 300 Ekurhuleni metro police officers associated with the South African Municipal Workers Union (SAMWU) went on strike. Officers decided to go on strike because they were furious at a number of internal issues and wanted the municipality to sort them out soon. The shop steward reported they have been trying to negotiate with the employer; however they refused to come on board and send junior management to deal with issues. Meanwhile, the municipality said it has applied for a court interdict as the strike is illegal and that legal action will be taken against all metro officers who stopped work and that whoever is participating in such industrial action would have to face the necessary consequences, which means normal pay rules apply and disciplinary action can be taken against strikers

- On 16 May, about 470 miners staged an illegal strike at the South Africa's Amplats Operations, a chrome mine owned by chemicals group Lanxess in Rustenburg. The workforce downed tools over bonus claims. It is reported workers who are members of the National Union of Mineworkers (NUM), were entitled to a production-based bonus scheme but were not eligible to payments under any other plans. The interdict ordered striking employees to report for work with immediate effect, however most of the workforce did not comply with the order. It was further reported that the situation around the mine has been tense although without reports of violence
- On Friday, 17 May, thousands of workers at the Mercedes-Benz plant in East London embarked on an unprotected strike. Workers told the Dispatch newspaper reporter that a recognition agreement between the company and NUMSA in 1989 allowed them to embark on an unprotected strike for 72-hours. Workers embarked on the strike bringing production to a halt. The strike brought tension over the company's mooted plans to outsource its logistics department, which it said were not finalised
- POPCRU members from the South African Police Services gathered for a march in Cape Town and Durban. Staff members were protesting over the safety and security sectoral bargaining council agreement signed in 2011, which had apparently not been implemented. The agreement contains provisions related to pay level upgrades and career path planning for police officials. The protest affected essential support services that includes human resources, finance and supply chain management. Members warned top management to adhere to the agreement or face war

“Workers embarked on the strike bringing production to a halt.”



- On 28 May, the world's fourth-biggest mining company, Glencore Xstrata South African Chrome at the Helena mine in the Bushveld Complex in the Northwest and other three sites were disrupted when about 200 miners embarked on a wildcat strike. The strike started after an employee, a member of the Association of Mineworkers and Construction Union, accused a shift supervisor of assault. It is reported workers related to AMCU who never reported for duty have been dismissed following the strike and had three days to appeal the decision.



June 2013

- Workers employed by Rumdel Cape/EXR Joint Venture in Durban, downed tools at the road construction site alongside the Umgeni road, demanding a R12 000 project bonus. Metro police said they were trying to contain the protesters under the N2 bridge with the help of the Public Order Policing Unit after the situation went chaotic. One of the workers, who had been part of a handful of those protesting said they had had no joy regarding their unmet demands as they were being sent from pillar to post by SANRAL and Rumdel Cape/EXR Joint Venture. The protest called for angry commuters to abandon their taxi transport and to start walking to work



- On 14 June, up to 3 000 to 4 000 mineworkers staged an underground sit-in strike at an Anglo American Platinum mine in South Africa's restive platinum belt, Thembelani shaft in Rustenburg over the suspension of four leaders. It was confirmed the action had been ignited by the suspension of four local unionists "for inappropriate behaviour" that is against the mines behavioural procedure. Workers associated with the Association of Mineworkers and Construction Union (AMCU) at the mine, refused to come out of the ground since the 4am shift started, because they wanted their leadership's suspension lifted
- Johannesburg Social Housing Company officials went on an industrial action on 26 June. The industrial action was prompted by the lack of leadership at the municipal-owned entity and the refusal by the employer to bargain with organised labour on a number of issues. Organised labour presented items for discussion with the employer, however it deadlocked due to a lack of consensus from the employer's side. The following issues were raised and referred for conciliation and arbitration: termination of contract with the recruitment agencies in the company, collectively agreed conditions of services, fixed term contract workers, salary progression and re-employment of the CFO who resigned under a cloud of suspicion from the previous employer.

July 2013

- SAMWU workers at Sasolburg went on strike against Metsimaholo Local Municipality on 5 July. This emerged after the local municipality's enforcement applied a "no-work-no-pay" policy to workers who went on an illegal strike. Striking South African Municipal Workers Union workers trashed the Sasolburg central business district against the local municipality's enforcement to the deduction of pay. It was reported the Labour Relation Act makes provision for employers to enforce the no-work-no-pay principle if workers engage in an illegal strike. Landlords, tenants and the residents were left stranded when heaps of rubbish piled up. The weekly reporters reported that the municipality was sorry for the inconvenience that the strike has caused residents.

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- NEHAWU members at the Walter Sisulu University went on a strike after university management failed to consider their wage demands. The union working with the National Tertiary Education Union (NTEU) declared a strike after the management refused to accede to a proposed salary increase of between 8% and 10% on a sliding scale. This came after employee's patience was tested to its limit, following a four-month long marathon negotiations that yielded very little in terms of tangible outcomes. Due to the strike action, student learning was compromised. Over and above their wage demands staff reiterated that other outstanding demands for resolution be addressed which included the following:
 - Finalisation of leave buy-out
 - Harmonisation of conditions of service
 - Absorption of contract workers
 - Academic Promotions Policy
 - Teaching Infrastructure
 - Harmonisation of remuneration, benefits and policies.

August 2013

- Thousands of SAMWU members at the Sol Plaatje Municipality brought Kimberley to a standstill on 5 August and trashed the streets, halted service delivery and barricaded the council's offices with refuse bins. They demanded that the contract workers appointed by the municipality be appointed permanently as per the settlement agreement that was reached on 12 June, 2013. Amongst their demands were an external audit to review the implementation of the wage curve which was backdated from 28 June to 26 July
- Auto workers embarked on a strike on 19 August over a wage increase demand. The affected car makers included Toyota, Nissan, BMW, Volkswagen, Daimler AG, Ford and General Motors. NUMSA, on behalf of members, demanded a 14% salary increase, while the sector was offering a 10% raise plus R1.07 an hour for the first year and then inflation-related increases plus a further R1.07 an hour for each of the following two years. The Chamber of Business director reflected that due to the strike, not only would vehicle manufacturers feel the pinch, but so would their suppliers. "We believe that the unions are not only fighting about the percentage increase but about their position in the labour market" said the director. Due to the strike, millions of rands were lost daily and the reputation of South Africa as a investor market, which takes long to recover
- Nationwide, NUM members in the construction sector downed tools on 26 August over a wage demand. The strike came after workers were demanding a 13% wage increase for the year 2013 and a 14% increase for 2014 while the employers tabled a 6% wage increase for 2013 and an inflation-linked increase for the next year. It is reported that about 90 000 members of the NUM did not report for work after negotiations with employers reached an impasse



- On 25 August, Sun City workers went on an intensified strike action over labour issues. Workers were demanding that all workers who were dismissed for attending workers day events on 1 May be reinstated. They were also calling for the dismissal of management members who instructed that two female workers accused of stealing R400 be searched by security guards. Of the 6 000 workers employed by Sun City, about 3 000 have joined the strike. The striking workers were members of the SA Commercial Catering and Allied Workers' Union and the SA Transport and Allied Workers' Union
- SAA technical workers downed tools at the airports on 26 August. The union and management could not agree on a once-off 0.4% payment of monthly salaries after SAA implemented a 6.5% increase. SATAWU lowered its initial demand of 12% to a 6.5% increase plus a 0.4% once-off payment but management had refused to agree to the 0.4%. SATAWU reported that the minimum salary was R4 200. SATAWU's 1 300 members in the division are responsible for minor repairs on aircraft and ensuring aircraft are fuelled. The affected airlines included SAA, Mango, British Airways and Zimbabwe Airways. SATAWU also reported that most of the employees were based at OR Tambo International in Johannesburg with 80 workers each at Cape Town International Airport and the King Shaka International Airport. According to SATAWU's spokesperson, the once-off payment would have cost the company less than R3 million "which is not a lot of money". SAA spokesman said while SAA was willing to have further talks with SATAWU, the 6.5% offer was what the airline could afford.

September 2013

- Employees at Port St Johns Municipality were issued an ultimatum to return to work after they went on a violent stay away. Workers were urged to return to work or face the axe. Municipal workers alleged that the municipality had defaulted on a promise to sort out the grading of salaries and other allowances due to employees. About 12 employees were arrested and charged with assault and for damaging property. An agreement was reached that the municipality would drop charges against the affected employees and lift the suspension of the 14 employees who were suspended at the beginning of the strike. The issue of wage curves¹⁰ and the problem of un-procedural appointments were left unattended
- On 2 September, Post Office casual workers at mail processing centres in parts of Gauteng went on strike. This was part of their lobbying campaign to be appointed into permanent part-time positions. The SA Post Office management engaged in talks with representatives of the striking temporary employees to try and address casual worker's concerns. The SAPO reported the strike resulted in mail delivery delays in some parts of the province although retail outlets had not been affected by the strike
- Hundreds of Johannesburg City Power workers downed tools in the late afternoon of 4 September. They worked during the day and downed tools at 4pm, saying they won't work after hours. The spokesperson reported that Johannesburg City Power was in the process of introducing shifts to its work rosters to improve service delivery. This was initiated because workers were sometimes needed to attend to outages after normal working hours. Unfortunately, there was a certain level of resistance by some employees
- Free State warders associated with POPCRU from the Mangaung Prison in Bloemfontein started protesting on 12 September. Prison warders who were employed by a security company were angry about the suspension of a fellow employee, said the prison's contract management company. It was reported that the suspended employee was accused of intimidating and influencing members to protest during wage negotiations
- On 16 September, close to 100 miners at Petmin Limited in KwaZulu-Natal went on strike over pay increase demands. It is reported the strike followed failures to settle negotiations over wages and employee benefits. The company reported that the action continued over days even though the company was negotiating with labour representatives with the hopes to resolve the industrial action
- Workers associated with the General Industry Workers' Union of SA at Bokoni platinum mine near Burgersfort in Limpopo, went on a protest march over union recognition on 17 September. It is alleged the union has obtained majority members, but the company is employing delaying tactics and is denying workers their right to belong to a trade union of their choice. It is reported that the Commission for Conciliation Mediation and Arbitration (CCMA) had conducted a verification process and concluded that GIWUSA was the majority union

¹⁰ A system used to regulate salary scales of local government employees, overtime, shift allowance, etc.

- Municipal workers affiliated to SAMWU at the City of Cape Town embarked on a strike over allegations of “racism” against workers. Striking workers are also dissatisfied with the changing of work programmes and the effectiveness of the Local Labour Forum. It is said the strike was likely to affect removal of refuse bins in the area. Residents were urged to put out their refuse bins as normal but warned collections might take longer than normal
- Over 2 000 workers at SABMiller’s South Africa, embarked on an indefinite strike on Monday, 30 September. The strike was over wage demands. Workers were demanding a 9.5% wage increase while South African Breweries a subsidiary of the world’s second largest brewer, was offering 7%. The firm reported in a statement it was disappointing that the unions had decided to go on strike over such a small difference in the wage position.

October 2013

- On 7 October parking marshals associated with the SA Transport and Allied Workers Union in Cape Town’s CBD went on a protest march over unfair working conditions. It is alleged they work under horrible conditions and that they are charged for quota shortfalls. They do not earn a salary and make money only if they bring in more than their daily target. They also complained about being forced to rent uniforms and to clean toilets at the office outside of working hours without being paid. Street Parking Solutions is contracted with the City of Cape Town to collect payment from motorists parking in the CBD
- About 600 workers at DRD Gold’s Ergo gold operation near Johannesburg downed tools in a protected strike on 8 October after the JSE-listed company refused to yield to last-minute union demands. It is reported the National Union of Mineworkers made eleventh-hour wage demands that would be more than double DRD’s wage bill
- Samancor Chrome workers associated with the National Union of Metalworkers of South Africa and the National Union of Mineworkers went on strike at smelting operations on 17 October. The strike action was due to wage increase demands. Both the unions engaged on negotiations with the company over its offer to smelter workers. At the end parties reached an agreement over a fair and competitive offer.

November 2013

- Over 7 000 members of the NUM workers at Northam Platinum went on a wage strike on 1 November after the union had served the employer with notice of its intention to strike. This emerged after NUM’s wage increase demand of R2 100 for core workers and R2 000 for non-core workers and the company responded with 6,5% for non-core and 7% for core workers and living-out allowance to be increased to R3 718 . The NUM rejected these offers. A dispute was raised and elevated to the CCMA and a renowned labour lawyer where they failed to find an amicable solution
- Cape Town farmworkers associated with the trade union, Building and Allied Workers Union of South Africa, employed by the JC Le Roux group on farms near Paarl, Stellenbosch and Piketberg downed tools on Thursday 7 November. Farm workers went on strike over wage increase demands. The group produces and exports table grapes, plums and citrus fruit. The farmer’s spokesperson said: “We are now once again entering a harvest season, which is the time when farmers can generate income which has to sustain them for the rest of the year”. Role players were urged to conduct themselves in a dignified manner and to keep things within the legal framework
- Miners at the Anglo American Platinum Ltd’s Dishaba mine in Limpopo went on an underground strike on 10 November. The strikers were demanding a suspension to the hostage of an Association of Mineworkers and Construction Union shop steward
- All 75 miners at Glencore Chrome in Rustenburg, North West, abandoned work over a sit-in on 14 November. The miners, affiliated to the National Union of Mineworkers protested against having to work extra shifts on weekends, they also wanted wage increases. A meeting between the Department of Mineral Resources, NUMSA and Glencore Mine management took place to help resolve and allow other stakeholders, such as the CCMA and the Labour Department to facilitate further talks

- About 250 Bawsi Agricultural Workers Union of SA workers at Tiger Brands went on a violent strike on 15 November. Workers remained outside the premises of Langeberg and Ashton Foods factories demanding the release of detained shop stewards. The strike turned violent when workers briefly clashed with the police amidst reports of intimidating non-striking workers
- Workers employed at BHP Billiton Energy SA downed tools at the Klipspruit, Middelburg and Khutala collieries in Mpumalanga from 18 to 20 November. The dispute was about disciplinary procedures and resulted in the company agreeing to drop the procedures. To combat the industrial action the negotiators agreed to give negotiations a chance and those regions would be updated to progress made.

December 2013

- No strikes were identified from the media during December 2013.

