



## SPECIAL EDITION SPECIAL EDITION

### Court injunction granted against service staff Peace Committee intervention allows respite

A court injunction sought by Rhodes against NEHAWU was processed in law and would have been served on the Union and many of its individual members today but for intervention by the Peace Committee which has brokered an agreement between University and Union.

In terms of the agreement, the court order will not be served provided that the staff refrain from disrupting normal activities on the campus.

A meeting reconvening the negotiators early this afternoon, initiated by the University in response to the Union's formal written declaration of dispute, seemed in jeopardy earlier. The efforts of the Peace Committee have helped to ensure that it will be held after all. No wage discussions will take place, however, until staff are back at work. This stipulation has been clearly stated.

The staff, who have been engaged in industrial action since last Thursday, will, if the injunction is served, be restrained from obstructing or disrupting normal business operations and administrative processes.

The staff may not, in terms of the order, cause damage to, or interfere with, any University property, furniture and equipment. They will also not be able to demonstrate, march or engage in any other disruptive activity.

This comes after a new round of action this morning, during which more garbage was strewn around, damage was caused and students were forced out of lectures. Departments affected included Accountancy, Law and Biological Sciences.

Mr Mike Young, Manager of Engineering Works and Transport, was allegedly assaulted this morning and his spectacles broken.

After a relatively quiet weekend on the campus, Dr Michael Smout, the Vice-Principal, paid tribute to those students and members of staff who, in the face of not inconsiderable personal danger, had made unsolicited efforts on Friday to clean up some of the mess and assist with certain services, such as catering in the residences. "It is to be regretted", he said, "that they were subjected to intimidation and threats of sufficient severity to cause them to abandon their efforts. The students' efforts in particular were highly appreciated, because they were acting purely voluntarily", he added.

#### Barricades

On Friday morning the protestors sang and chanted outside the administration offices but also erected barricades across University and public roads at at least five points and prohibited both incoming and outgoing traffic. Litter bins were upended and the contents strewn about and a garbage collection vehicle was emptied. Classes in several departments were interrupted and students intimidated.

Later, service staff gave an undertaking, after a meeting with the police, that they would not erect further barricades or break the law in any other way; the latest action is in total disregard of this.

Dr Smout said that it remains Rhodes' prime objective to persuade the union to return to the wage negotiations.

### Campus defiled with garbage

Industrial action on the campus which began on Thursday last week continued all day on Friday and left the campus in a shameful state over the weekend.

During the course of Friday members of NEHAWU, some 500 Rhodes service staff, went on a rampage which saw litter collected and strewn all over the campus, especially around the administration block.

Interior areas did not escape their attentions either, as the passages around the Accounting and Management Departments bore testimony.

On Friday morning, service staff did not go to work but arrived outside the administration building just after 08h00 to protest in support of their demand for an across the board wage increase of R 200 per month. Rhodes, which had offered R 92 per month across the board at that stage, has indicated that it is prepared to continue with negotiations.

The Union, however, decided that it would invoke the dispute

procedure laid down in the recognition agreement. Protestors sang and chanted outside the administration offices but also erected barricades across University and public roads at at least five points and prohibited both incoming and outgoing traffic. Litter bins were upended and the contents strewn about and a garbage collection vehicle was emptied.

#### Students intimidated

Classes in several departments were interrupted and students intimidated. Some students attempted to clear up the scattered litter but were prevented from doing so by the service staff. Students who tried to assist in the kitchens of the University's Halls of Residence were also intimidated, as were members of the catering staff who are not NEHAWU members.

During the course of Friday morning, the University requested the police to clear the roads; this they did quickly and effectively. The police left the campus immediately after the obstructions had been removed and said that they would not return unless necessary.

Vice Principal, Dr Michael Smout, stressed that it was University policy only to involve the police in matters on the campus when it was felt that there was danger

Should the court order be served, copies will have to be affixed to the main door of the administration building, the door of each of the Residences and on notice boards in the vicinity of the Library. It will also have to be handed personally to the Chief Shop Steward, Mr Norris Nojoko.



## Garbage strewn on campus

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of injury to person or damage to property. Throughout Friday, the University continued to attempt to establish contact with NEHAWU shop stewards and union officials to no avail. At the request of the University authorities, the local Peace Committee observed the protest and has, successfully now, helped to persuade the negotiators back to the table.

The action by Service Staff has disrupted catering services in the University's Halls of Residence. As a result, the University has provided students in residence with the wherewithal to purchase food for themselves.

## Rhodos delayed

Normal publication of Rhodos, which was scheduled to appear last Thursday, has been disrupted.

In addition to this special edition, it is planned to produce the delayed issue later this week. This will, however, be dependant on our ability to produce, print and distribute it.

We apologise to our advertisers, and will be contacting those whose material has not appeared, to make satisfactory alternative arrangements.

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## Wage negotiations - the facts

The annual wage negotiations between Rhodes University and NEHAWU which reached deadlock last week have stalled because the union has refused to reduce its demand of an across-the-board increase for its members of R 200,00 per month.

The University has increased its first offer to the current R 92,00 now on the table.

### Current Scales

Current scales of pay see the range through the grades for Residence Staff varying from R 607,00 per month to R 852,00 and for other Service Staff from R 727,00 to R 1 362,00. There are approximately 500 employees covered by the agreement.

Matters thus far agreed to will see Service Staff enjoying increased value in terms of long service awards (R 575,00 after 15 years' service) and an increase to R 7,00 per day in the conference allowance paid to Residence Staff.

## ASSAULT ON ADMIN

At noon today, in spite of an agreement on Friday not to disrupt normal business and activity on the campus, service staff members attempted to break down doors in the administration building.

After damaging locked metal gates and forcing their way through the Accountancy Department, they succeeded in occupying the foyer outside the Vice-Chancellor's suite of offices.

A large wooden bench was overturned and the contents of two large sand-filled ceramic pots overturned and scattered.

## Reward offered

During the course of the weekend before last, two personal computers, their monitors and a printer were stolen from the Mathematical Statistics Department.

No damage was caused to the premises by the thieves; it is thought, as a result, that the theft may constitute an 'inside job'.

A reward of R 1 000,00 for information leading to the successful prosecution of the perpetrators and recovery of the equipment has been offered.

Anybody with information which could achieve either or both of these aims should contact the CPU.

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### RHODOS STAFF

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### RHODOS DEADLINES

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