

SACTWU

Shop Stewards BULLETIN

Vol 1 No. 1 MAY 1990

THE CAPE TOWN
TRADE UNION
LIBRARY

- WORKER RIGHTS

Will you have any in a new South Africa?

- AIDS

The workers enemy

- WIN

Cash prizes!

- plus much more!

SCRAP THE I.R.A.

ONE UNION **NEGOTIATION** **WORKERS UNITE!**

RIGHT TO JOIN UNION

STEWARDS BULLETIN

HEADLINES

WORKERS DEMAND -
CENTRALISED BARGAINING...

MAKE YOUR MARK
ON THE WORKER'S CHARTER
NOW!

WORKER CHARTER

CLOTHING
TEXTILES
LEATHER

WE DEMAND A LIVING WAGE

POWER!

SOUTH AFRICA IS ONLY FREE WHEN...

WORKERS HAVE RIGHTS

NEW WORKER CHARTER

GUIDELINE

INTRODUCTION

Hungry person - grab a Book - It is a Weapon

SO wrote Bertolt Brecht, a German poet of the working people, in his famous poem *"In Praise Of Learning"*. Today, many years later, South Africa's factories are filled with hungry persons, fighting for a living wage. One powerful weapon in that fight is knowledge.

SACTWU has set up the Education Department to meet the need for an educated worker leadership.

This Bulletin is brought out to help arm worker leaders - with information, fresh ideas, new thoughts, skills - to fight the battle for a new South Africa.

The Bulletin will carry articles on issues in the factory and outside of it. All issues which affect workers. Our lives are bigger than the factory only.

It will carry stories on events in South Africa and also outside our country. The world today is small. Events in one country can affect people in another. Workers must take on interest in the whole world.

It will seek to develop a thinking leadership, not one which follows blindly.

BUT, the Bulletin needs you. How can you help?

1. **Get the Bulletin**, share it, make sure every shop steward in the union gets its.

2. **Read the Bulletin**, read all the articles - on the bus/taxi or train, in the cloakroom or canteen, at your home.

Ebrahim Patel
Education
Secretary



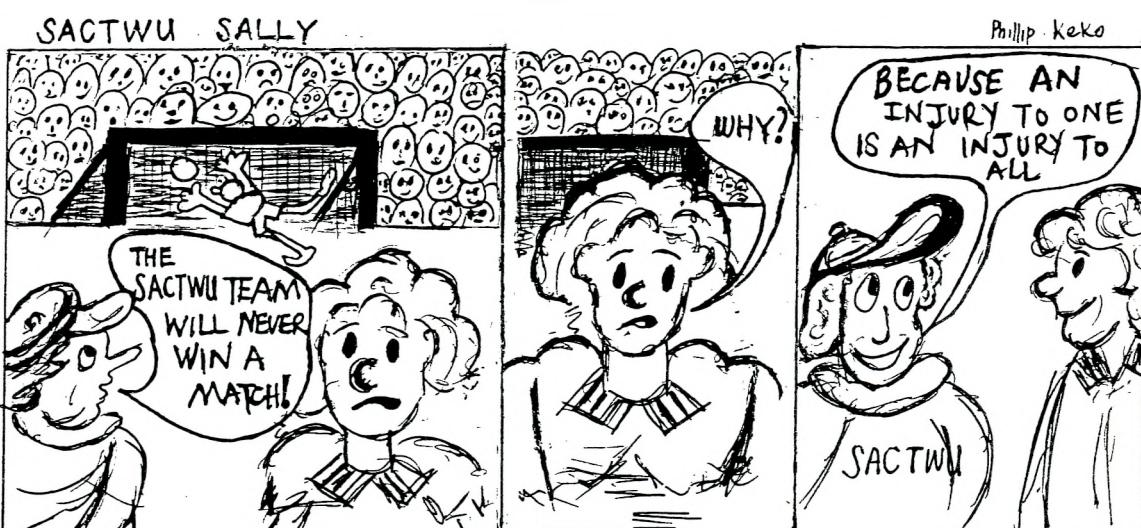
3. **Discuss the Bulletin's articles** - with your fellow shop stewards, with the organiser, with your members. Discuss one article at each monthly shop stewards meeting at your factory. Discuss another article at each local meeting. Get ideas from the Bulletin of things you can discuss with your members.

4. **Write to us**. Write short letters with your views on the different articles. Send poems or drawings. We want to print it. Write stories for the Bulletin, send in dates of strikes which took place in past years, so that we can print it.

5. **Fill in the "Feedback Page"** on page 16. Say what you think of the Bulletin. Give your address for us to post Bulletins to.

6. **Keep your Bulletin**. Do not throw it away. Do not lose it or misplace it. Keep it in a safe place. Later, when you have a problem, you can always open your Bulletins and look for ideas.

• Ebrahim Patel



WHAT'S INSIDE



SACTWU SHOP STEWARDS BULLETIN

Vol 1 No 1 MAY 1990

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The Workers Charter!

Let the voices of the workers be heard!

DOLLY MODISE

WORKED at a textile factory in Durban. She was dismissed last year because she had an argument with the manager. The union took the case to court.

But the judge, a fat Englishman, did not believe Dolly. He listened more to Dolly's boss, also a fat English-

man! The union organiser tells Dolly that the judge did not give her job back. The judge said that while the manager was a little wrong, he can see Dolly is too cheeky, so she must receive R1000 competition, but not her job back.

GALIEMA SMITH

WORKS at a Cape clothing factory. She earns too little to feed her family. Every Tuesday her wages are gone and she struggles to manage until pay day. She speaks to her fellow-workers during lunchtime and they too feel the problem of low wages. She asks them to take action during the next wage negotiations. But they are scared. They ask her whether they will lose their jobs if they go on strike. They are not sure what the law says.

It is for workers like Galiema, Dolly, Peter and Daphne that Sactwu has put forward a set of **worker rights** in a new South Africa. This set of rights is known as a **Workers Charter**.

What is the Workers Charter?

The Workers Charter (once adopted) will be the document setting out the rights of workers which must be put into the constitution of a new, democratic South Africa.

It will contain those rights which increases the power of trade unions. This is done because we do not wish to rely only on a future government for our rights to a decent life - we must have strong weapons of the working people themselves - like the right to strike, to organise and to take part in shaping the economy.

The message of the Workers Charter is clear: No leader can solve our problems. No government can be a guarantee for workers. Only our power, and our organisation can ensure that the new South Africa is very different to the old.

As union president **Amon Ntuli** said: *"Only when workers have rights will South Africa be truly free.*

DAPHNE NAIDOO

WORKED at a knitting plant in Johannesburg. Every second Friday she saw the bosses go to their Board meeting. She paid no attention to it. *"They own the factory, they can have their meetings,"* she thought.

But last week, the bosses decided that they will buy new machines, which would not need as many workers to work it.

Now Daphne is retrenched. *"If only I knew what they were discussing at the Board meeting,"* she says.

PETER XOLA

WORKS at a leather factory. He used to work at the factory in East London. Then the boss closed the factory and moved to Butterworth in Transkei. The boss did this to escape the wages which the Leather Industrial Council says he must pay his workers.

Transkei has no industrial council, so the boss is not forced to pay the workers the same as other leather workers.

The Campaign Lifts Off!

"Viva Workers Charter Viva" was the chant at Sactwu's historic national meeting, which adopted the demands for inclusion in a workers charter. (see page 18 for the full resolution).

But these demands must not stay on a piece of paper. Our task now is to turn our resolution from a piece of paper into a programme of action.

The NEC of the union has discussed a range of possible actions we can engage in. Exciting, new, fresh ideas for the new tomorrow. Discuss them!



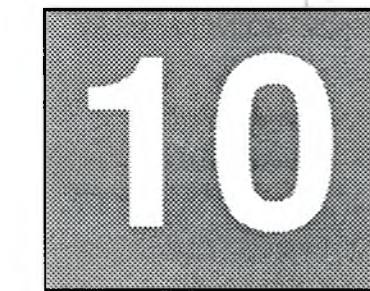
1. Red for our rights! A National Red Headband Day: workers at all factories wear a red headband on the same day.

The headband shows support for the workers charter.

2. Take notice! National Notice Board Campaign: shop stewards go to management at all factories and ask that a special "Workers Charter Noticeboard" be put up. All Workers Charter pamphlets be put on the notice board. If management refuses, we must struggle for our notice board. Every week, the names of companies who refuse must be placed in the union newspaper.

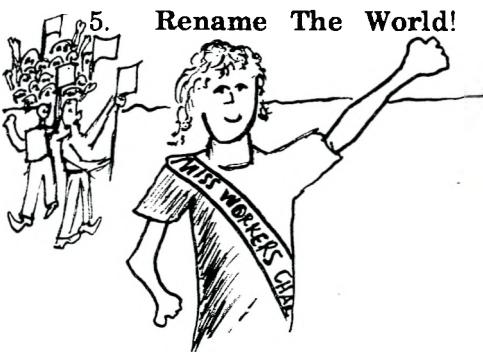


3. Spread the Message! Special T-shirts, banners at all factories and a workers charter logo. The union newspaper must carry regular stories on the charter campaign.



Ways To Build Your Future

4. Action! Marches in all industrial areas, demonstrations at factories, pickets in the streets and canteens.



names of factory lines or departments, Spring Queen finalists, sports teams to be renamed after worker charter demands. eg "Miss Workers Charter", "Picket Department" or "Union Rights Soccer

Club".

6. Meetings, lovely meetings! Local and factory meetings, a different demand discussed each week at the factories, an item on all meeting agendas and regular education programmes.

7. What says the boss! Submit worker charter demands during wage negotiations, have public debates with bosses, videotape the debates.

8. Taxi gospel! have special days when we spread the message on the trains, taxis and buses.



Groups of workers from the same factory could plan to do this in style!

9. Charter culture! Hold a national choir competition - the best song wins, poetry in the newspaper, drama at our meetings.

10. Tomorrow must know! A Flame of Workers Rights could be put at each union office, to burn until we achieved our rights. A special commemorative stone/statue, with the words of the workers charter engraved on it.



Dismissals

There must be a good reason!

This article is part of a series on the rights which workers have in law. Remember - any rights you have in law has been fought for by workers previously - use the rights!

THE law which regulates dismissals is the Labour Relations Act (LRA). The LRA does this in two ways.

First, through the concept of an "unfair labour practice." A dismissal without a hearing for example is an unfair labour practice.

Second, through the *industrial court*. The court has wide powers to decide whether a dismissal of a worker is fair or unfair. From a large number of court cases on dismissals, we have come up with some guidelines which the court uses. These guidelines are the rights which workers have.

Before a manager may dismiss a worker, there must be good reason (this is called *substantive fairness*). In addition, the way of charging the worker, and allowing him to defend himself must be fair (this is called *procedural fairness*). This article looks at substantive fairness. The elements of substantive fairness are

* *The rules of the Company must be fair and reasonable.* For example, if the company had a rule that you could not go to the toilet at all during working hours, and you were dismissed for breaking this rule, your dismissal would be unfair.

* *Workers must have knowledge of the existence of the rule he/she is accused of breaking.* It is the company's duty to ensure that the workers know the rule, for example, if the company tells its supervisors that anyone who comes late twice in a row must be disciplined, and the supervisors do not tell the workers about it, then a worker should not be charged for breaking such a rule. (Normally, companies put the rules of the factory on the notice - board).



* *The rules of the company must be applied consistently* (that is, equally to all, at all times) for example, if a rule exists in a factory and that rule is broken by a worker or a manager, then management would be acting inconsistently if it is only the worker who faces disciplinary action and not the manager.

* *The company must prove that the worker broke the rule.* There must be proper proof that the worker broke the rule. It is not proper that a worker is charged, and then management tells the shop steward: "What do you have to say.... what is your case." The management must prove their case. If they have no proof, then there can be no charge against the worker.

Tony was not really interested in the trade union. Sure, he was a member, and paid his union subs. But he never came to union meetings - that is, until he was dismissed for being absent without a sick certificate.

What are his rights?

must take into account whether there was a good reason (justification) for breaking the rule for example, if a worker refused to obey an instruction to work in a certain area because of danger to his life or health.

* *All relevant circumstances must be taken into account* before the penalty is decided: for instance the length of service of a worker, whether the worker has previous valid warnings on his/her record. When a worker has long service with a company, the management ought to be more careful about dismissing such a worker, even for an offence which may normally carry the dismissal penalty.

FACE TO FACE

with Lionel October

Ebrahim: How do you view the invitation by F W De Klerk to engage him in negotiations?

Lionel: I view it as one of the most important phases of struggle. It signals a breakthrough for the people of South Africa in terms of gaining political rights. The prospects are good of us attaining a settlement of political conflict through negotiations, and in choosing those who must run the government.

What do you think of F.W. de Klerk?

De Klerk is a realist. He understands he is a defender of whites, and he is realistic that the future of whites can only be accommodated in a non-racial society. This is useful because within that vision the prospects of settlement is better than under any previous Nat leader.

There are a number of people who believe that F.W. De Klerk's programme of reform is an attempt to demobilise the people and retain white power. What are your views?

No one can say for sure, but I think the opening of the political process allows us to determine the outcome of negotiations too. Even if De Klerk has a hidden agenda, the democratic movement is strong enough to use the space effectively to counter such manouevres.

What issues do you believe should be placed on the agenda from the people's side?

Three issues.: First, basic political rights for all, irrespective of colour. Second, access to economic policy formulation and structures

which determine economic policy. Third, worker rights.

How best can worker rights be pursued during negotiations?

This is a difficult issue. Perhaps through a combination of engaging the bosses and also introduce it in the constitutional discussion with De Klerk, and at the very least to achieve a statement of intent.

What role do you see for trade unions in the negotiation process?

Cosatu should form part of the ANC negotiating team and Cosatu should give input to all parts of negotiations, not only worker rights.

The NEC recently noted that our members are politically divided. If Cosatu is part of the ANC team, how do you address the concerns of the union members who do not support the ANC?

The first objective for workers is to be represented at negotiations, and to have a say of what goes into the constitution. There are two leading power groups - the ANC and the NP. We obviously have more in common with the ANC, and for practical political reasons we should be sitting on the side of the ANC team.

What are the major points you be-

FAVOURITE THINGS

- colour
- red
- book
- *The Unbearable Lightness of Being*
- *scene/sight*
- Signal Hill, Cape Town
- politician
- Oliver Tambo
- food
- Crayfish
- Film
- Educating Rita
- newspaper
- Economist
- slogan
- *Asajike !(no turning back!)*

QUICK VIEWS ON...

Spring Queen Beauty competition

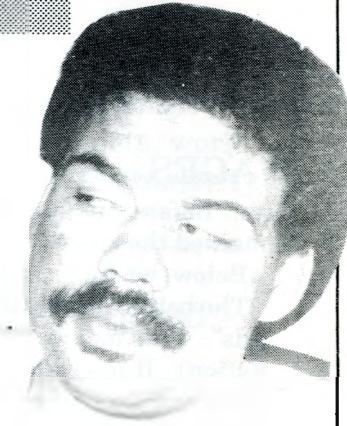
I think it is a good event. It creates a lot of enthusiasm and participation by workers and is well attended in Cape Town

Most challenging part of job

The first few months of SACTWU when we had to set up new structures

Most frustrating part of job

Meeting minutes and paperwork!



Lionel October is the General Secretary of SACTWU. This interview, by *Ebrahim Patel* looks at Lionel's views on a range of issues - some serious, some not so serious.

lieve De Klerk will place on the agenda?

I think he will want the present economic system to remain as is and not be tampered with. He would also want whites to have as much protection and control over the new government, and will come up with measures to secure this.

Likely obstacles to successful negotiations?

De Klerk's insistence on not tampering with the present economic policy, and a too ambitious plan to secure white veto rights. Also, the right wing and finally the lack of understanding of negotiations within the democratic movement.

What are the crucial challenges for Sactwu in the year ahead?

To build non-racial unity around concrete goals of the union.

To develop centralised bargaining within the different sectors.

To maintain the political unity within Sactwu.

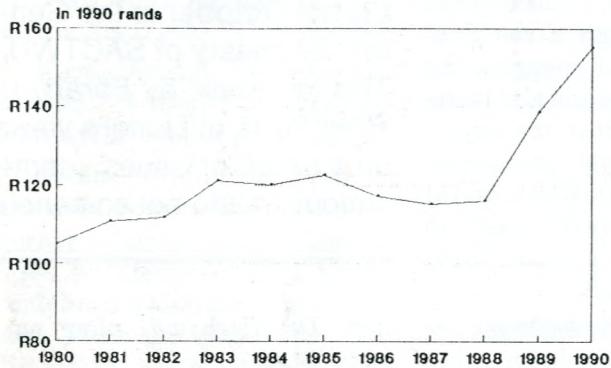
One Union - One Clothing Wage

WAGES in the clothing industry have increased steadily over the last three years - under trade union pressure. Before the formation of Actwusa and Gawu, and later Sactwu, wages in the industry either dropped or remained the same.

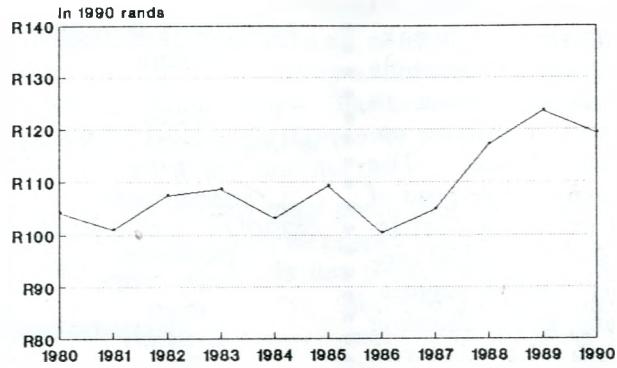
Below, we have a number of graphs which set out the rise or fall in wages over the last ten years.

The bottom part of the graphs has the years. The side measures the wages. The wages are measured in "1990 rands". This means we have taken the wages and deflated (adjusted) it by the rise in the cost of living (called inflation). It measures therefore the buying power of wages over the last 10 years, in 1990 rands (value).

**Cape Clothing I.C.
machinist's wage**



**Eastern Province Clothing I.C.
machinist's wage**



● The Cape Industrial Council, the largest Clothing Council, covers about 55000 workers mainly from Cape Town and Atlantis. Between 1983 and 1987, Cape machinist wages in real terms remained the same or dropped (ie, even though the actual wages increased, it could buy only the same amount of goods or even, like from 1985, fewer goods.) From 1988, wages rose dramatically.

● The pattern of the wage increases for E. Cape machinists is very erratic (no clear pattern). Between 1980 and 1987 it zig-zagged (it lost one year and gained the next year). From 1987 onwards, it started to climb, then there was a slight drop in 1989.

One National Clothing Council

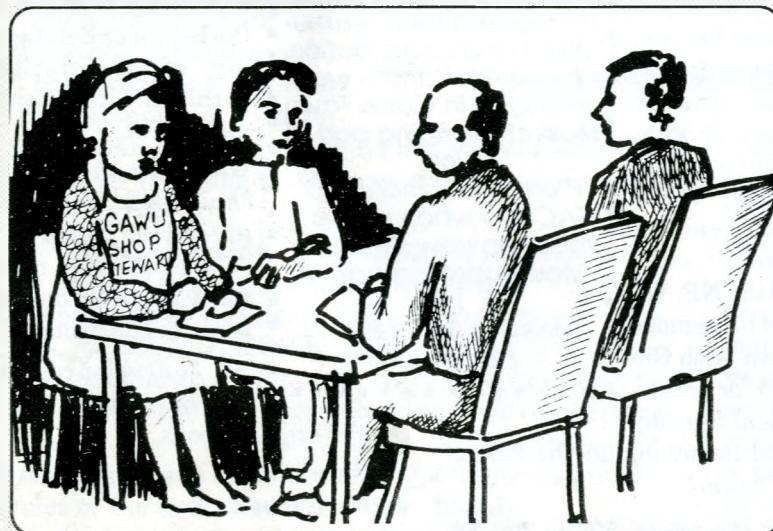
The campaign for a single national clothing council has started seriously. SACTWU sees a number of advantages to a single council

- it unites workers nationally
- it ensures uniform wages
- it has the power to force higher wages in decentralised areas.

When wages are low in one area, it hurts all workers. Bosses move to areas where wages are low, and this results in retrenchments and factory closures.

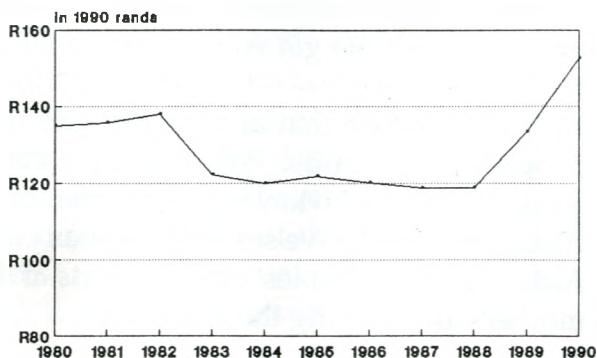
Historically, the big clothing sectors were in Cape Town, Durban and Johannesburg. Over the years, when Johannesburg wages were higher than elsewhere, and hours of work shorter, the bosses moved more to Cape Town and Durban. Now that wages are high in these two cities, some bosses are again threatening to move to Transkei, Kwazulu or Ciskei.

But today, unlike the past, clothing workers are united in a single trade union. Our membership is not only in the big cities, but also in the decentralised areas, so the conditions exist for the first time in the history of our industry, for a single council covering all clothing workers.



COLLECTIVE BARGAINING

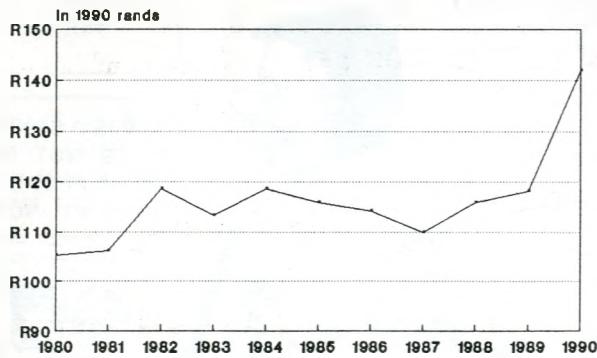
Natal Clothing I.C. machinist's wage



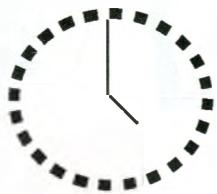
- The Natal Industrial Council covers about 46 000 workers. It covers mainly Durban, but also some workers in outlying areas. It does not cover Newcastle and Isithebe workers.

Between 1982 and 1987, Natal machinist wages in real terms went slightly down. From 1988, it rose dramatically. Natal clothing wages were higher than Cape wages in 1980 - but Cape wages have been growing faster over the 10 year period. The 1982 wage agreement was particularly bad for Natal workers - just see how the real value of their wages fell!

Transvaal Clothing I.C. machinist's wage



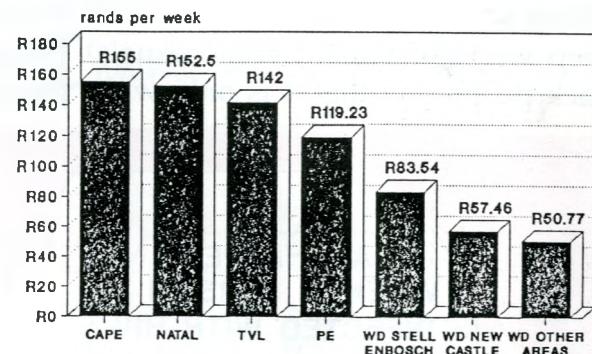
- Between 1984 and 1986 the real value of Transvaal machinist wages dropped. From 1987 - one year earlier than the Cape and Natal - the wages began to rise. A particularly good increase was negotiated in 1989 (see the sharp upward curve).



HOURS OF WORK
Eastern Cape 42
Natal $42\frac{1}{2}$
Western Cape $42\frac{1}{2}$
Transvaal 40

The bar charts compare machinist wages in the main areas. Machinists, workers who do the sewing, make up the majority of clothing workers.

Machinist's wage compared weekly

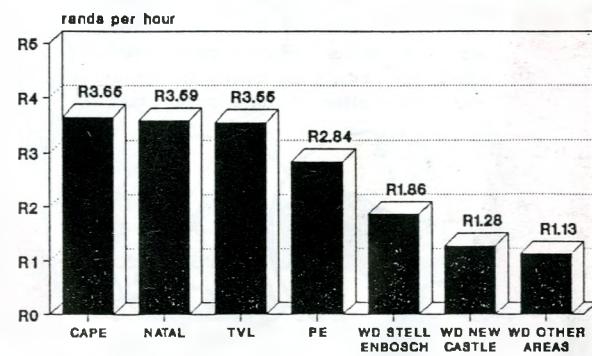


The highest weekly machinist rate is in the Cape (R155 a week). The lowest rates are for the areas without any industrial council (they have wage determinations, which are wage laws made by the government without the trade union's agreement).

The lowest industrial council wage is in the Eastern Cape - which is also the area with the fewest workers. The clothing industry is not very strong there.

Although Transvaal wages are lower than the Cape and Natal, the Transvaal hours of work are also lower. The Cape/Natal hours are, 42 while in the Transvaal it is 40 hours per week.

Machinist's wage compared hourly



This bar - graph shows the hourly wages of all machinists. The highest hourly rate is in the Cape - also the biggest area of the clothing industry. It is R3.65 per hour.

The three big industrial councils' hourly machinist rates are all roughly the same:

- Cape R3.65
- Natal R3.59
- Tvl R3.55

This provides a solid foundation for a national council.

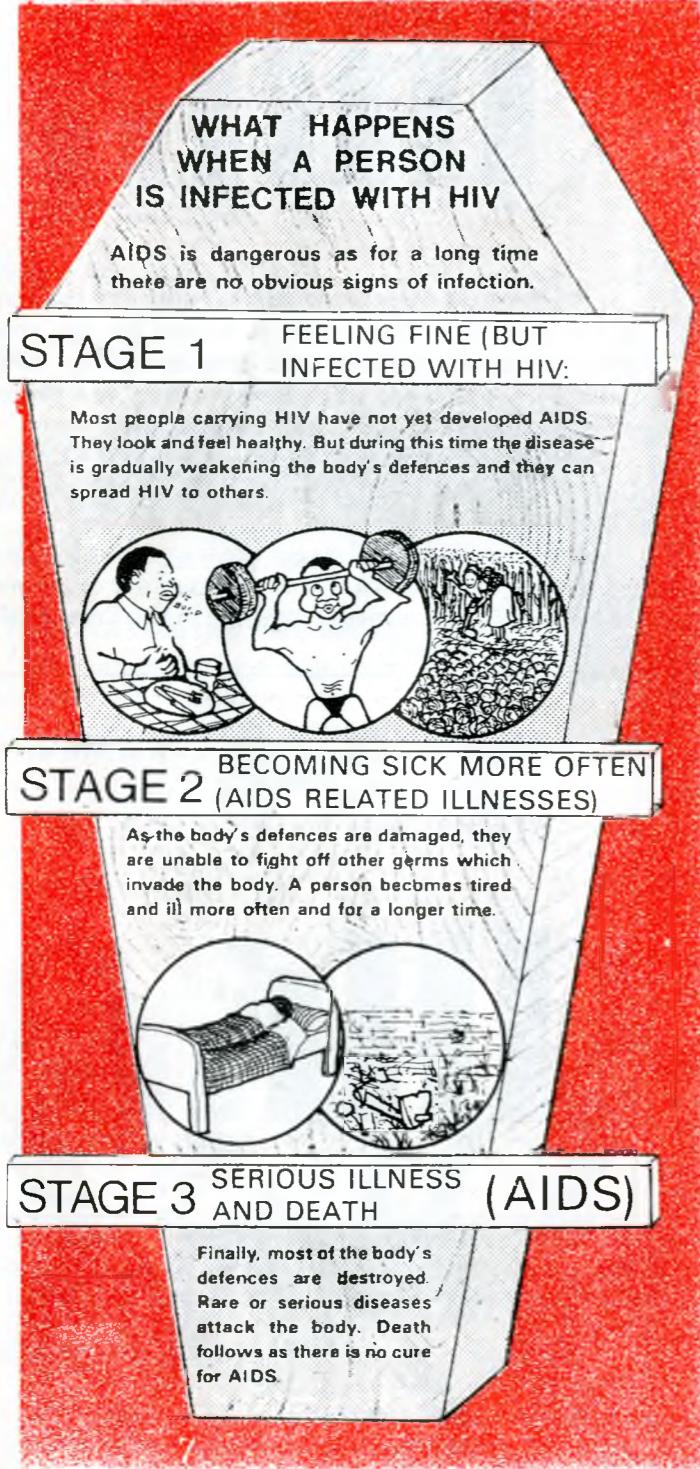
EVERYBODY has heard something about Aids. Some mine bosses have tested workers on the mines for the Aids germ. And those

bosses sent workers who were found to be carrying the Aids germ back to the countries they came from.

These bosses talk of Aids coming from Africa. Others say Aids is only spread by men who sleep with other men (homosexuals). Some black people say that it is only white people

who gets Aids. And some white people believe only black people get Aids. *What is the truth about Aids?*

Aids is a disease that anyone can get. Black people can get Aids. White people can get Aids. Women who have sex with men can get Aids. Men who have sex with women can get Aids. Unborn babies can get Aids if their mothers are carrying the Aids germ.



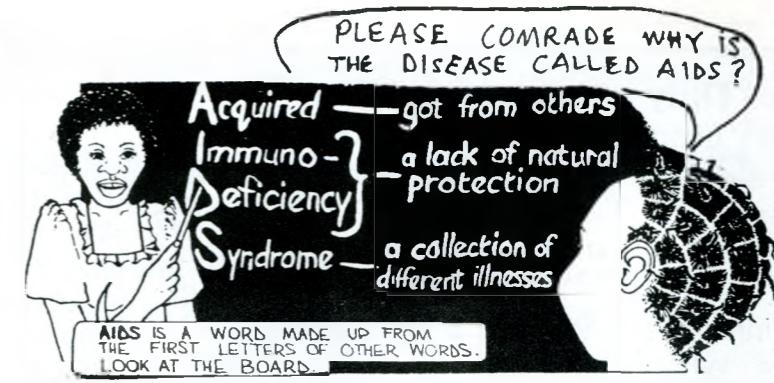
THE TRUTH ABOUT AIDS

There is no cure for Aids. But we can prevent the spread of Aids if we know more about the aids germ and how it is spread.

Aids is a dangerous disease.

It damages the body's defences against the many germs which enter our body daily. If a rare or serious disease attacks our body, and we have no defences left, we may die.

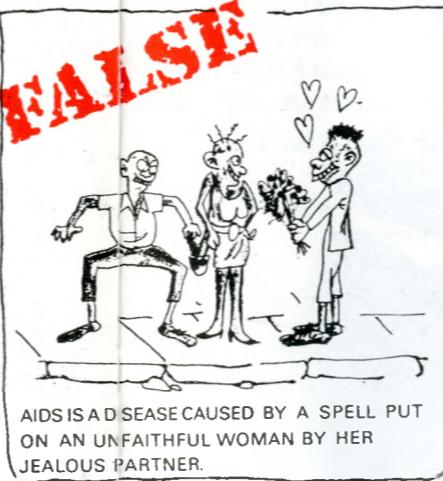
If we cannot stop the spread of Aids, or find a cure for it, millions of people all over the world will die of the disease. Many of them will be factory workers. So the trade unions are concerned enough to take up the issue.



AIDS IS CAUSED BY THE VIRUS CALLED HIV
HUMAN IMMUNO DEFICIENCY VIRUS

You can't get AIDS

Some people who haven't learnt the true facts often exaggerate or spread incorrect ideas and stories about AIDS. Don't be misled by them. The stories and rumours printed here are all UNTRUE. Perhaps you have heard some of them already or know other examples yourself. Read them, but remember they are FALSE. Perhaps you can work out why.



by touching - - -



WHEN WE ARE WITH A PERSON WITH AIDS WE ARE NOT AT RISK. THE PICTURES SHOW LOTS OF ACTIVITIES WHICH DO NOT SPREAD THE AIDS VIRUS. SEE HOW MANY YOU CAN LIST AND THEN CHECK YOUR ANSWERS WITH THOSE THAT FOLLOW.



... or from any of these activities.

Your Duty as a Shop Steward

MANY people are shy to talk about Aids. They are shy because Aids is regarded as a dirty illness.

SACTWU believes that we have a duty towards our members. The union helps not only in getting higher wages and better working conditions. What does a R30 wage increase help if members are dying of a serious disease like AIDS?

When a disease is so serious, we must step in to help. Not pass value-judgements. Not be shy.

When you have a factory meeting, discuss Aids with the members. Ask the union organiser to get a poster on Aids and put it on the notice board.

We must educate members on ways to avoid Aids. Some ways are

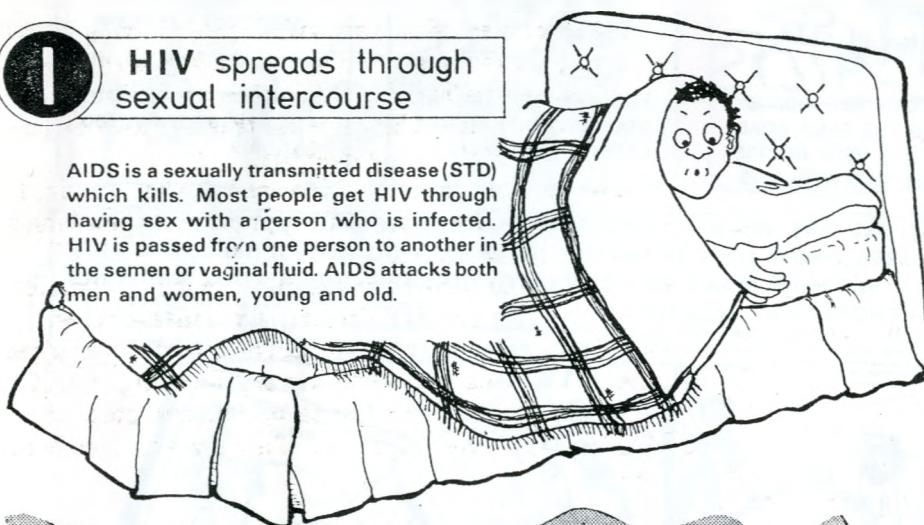
- *don't sleep around with many partners - this increase the chance of getting Aids.*
- *use a condom if you are sexually very active with more than one stable partner.*
- *do not use unsterilised needles for injections or piercing your ears or tatooing.*
- *do not use blades which have been used by someone else before.*

How a person gets HIV (the virus that causes AIDS)

It is not easy to get AIDS. HIV cannot get to us through air, food or water as many other common diseases do. The virus cannot live outside our body and has to enter it directly. It can do this in only three ways:

1 HIV spreads through sexual intercourse

AIDS is a sexually transmitted disease (STD) which kills. Most people get HIV through having sex with a person who is infected. HIV is passed from one person to another in the semen or vaginal fluid. AIDS attacks both men and women, young and old.

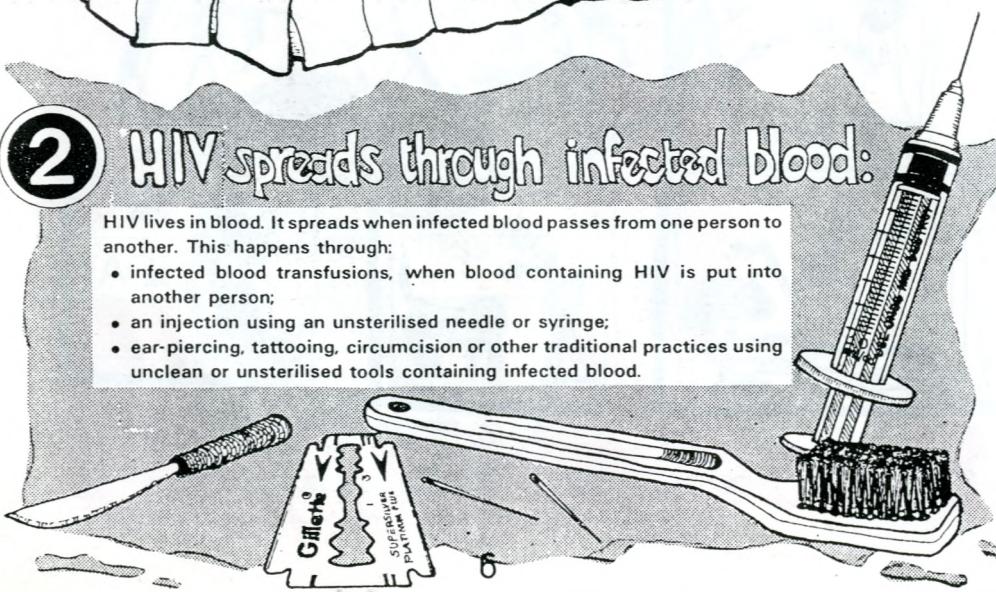


3

2 HIV spreads through infected Blood:

HIV lives in blood. It spreads when infected blood passes from one person to another. This happens through:

- infected blood transfusions, when blood containing HIV is put into another person;
- an injection using an unsterilised needle or syringe;
- ear-piercing, tattooing, circumcision or other traditional practices using unclean or unsterilised tools containing infected blood.



HIV spreads from an INFECTED MOTHER to her UNBORN or NEWBORN CHILD

A baby can be infected by HIV while it is still inside the mother, if its mother is infected. Most babies born with HIV die within two years of birth.

Interviewing Members

SHOP STEWARDS need to interview members. An interview is when you meet with someone, and you try to get certain facts or opinions from the person.

Mainly, stewards need to interview members before going into a hearing with management. Interviewing skills can help you make sure you get all the facts from your members when taking up a case.

The main points are:

- put the member at ease
- get the facts
- tell the member what you plan to do
- arrange a report back.

PUT YOUR MEMBER AT EASE

Your member may be upset or angry because of what's happened, and may need calming down to sort out the facts:

- Find a quiet place for the interview where you can both sit down and talk.
- Be sympathetic. Try to avoid giving the member the idea that you are cross examining. Establish a relaxed tone.

GET THE FACTS

Ask five key questions:

- when? - date and time of incident
- who? - name of the person involved, witnesses
- where? - place of incident
- what? - nature of problem
- why? - reasons why the problem occurred.

The "why?" question is the most difficult. Members will want to give a favourable view of their case. But if you are to take the matter up you need to know the weak points as well. And in some cases you may need to know background information, for example about domestic matters to help put the case.

So you may have to probe the answers you get, asking for more information and confirmation of what

you have been told. Avoid giving the idea that you don't believe your member. Saying things like 'I have to get this quite clear ...' can help you do this.

Be sure to make notes of the main points from the interview.

PROPOSE ACTION AND REPORT BACK

Be careful what you tell your member. You must be honest - but without making the member feel you are unsympathetic:

- Make it clear that you will do your best, without making promises or raising false hopes.
- If a case is a 'loser', not genuine, or against union policy, then explain this as nicely as possible to the member.
- The member should be clear about what you are to do, who you will approach and how long it will take.
- Arrange to report back to the member. If possible make definite arrangements for this.

You must, of course, make a note of the interview, the main points and what you are planning to do. On your notes write down the date, time and place when the interview took place and if anyone else was present.



THIS ARTICLE APPEARED IN AN AMERICAN TRADE UNION NEWSPAPER. ACTWU is Amalgamated Clothing & Textile Workers Union of the USA

ANC Unbanned, Mandela Released.....

Our Union Brothers and Sisters Look to South Africa's Future

Cape Town, South Africa - The crowd in the square here grew to 20,000. They had gathered on the occasion of State President De Klerk's opening address to Parliament to demand the end of South Africa's repressive "State of Emergency." They also demanded the release of political prisoners and the end of the apartheid system of racism and exploitation. Then, suddenly an announcement impelled the crowd into a wild frenzy of rejoicing - the ban on the ANC and other anti-apartheid organisations was to be lifted. Nelson Mandela would soon be free.

HISTORY IS MADE

In the midst of the protest turned celebration was ACTWU Vice President **John Hudson**. He had come to South Africa to further build ties with ACTWU's sister union, the South Africa Clothing and Textile Workers Union (SACTWU). Hudson found himself, quite by chance, representing ACTWU at a seminal moment in history as the old racist regime began to crumble.

Some time later, he was present at an equally inspiring occasion when Nelson Mandela addressed an immense and ecstatic crowd at the homecoming in the Soweto soccer stadium.

After the euphoria at the soccer stadium, a South African unionist remarked to Hudson that despite the jubilation, workers must return, the next day, to the same exploitative working conditions. The unions day-to-day struggle for better wages and working conditions continued although Mandela has been freed and the ANC unbanned.

ACTWU and its South African counterpart have worked closely together in the past. Not only have union leaders exchanged visits, but the two unions have supported one another in struggle. The South African unionists supported

ACTWU's organising drive at Courtaulds in the USA, by refusing to work overtime in SA to protest the company's anti-union activists. ACTWU, in turn, sent contributions and applied pressure against the huge South African Hextex company when SACTWU workers went on strike in 1989.

OUR SOUTH AFRICAN



JOHN HUDSON
Vice President: ACTWU

Whatever the government and the economy of the new South Africa, workers must be guaranteed certain fundamental rights.

BROTHERS AND SISTERS

Hudson visited the various Hextex workers and was welcomed joyously. He listened to a song, composed during the strike, praising Actwu-Sactwu unity. (*Hextex workers even tried to teach Hudson 'the 'toyi-toyi', the dance that accompanies all South African political action.*)

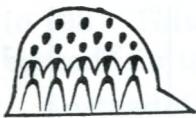
One of the top items on SACTWU's agenda is the drafting of a "Workers Charter", a sort of Bill of Rights for unionists. Such a Charter is needed, Sactwu believes, to protect workers in a new, post-apartheid South Africa. Whatever forms the new government and economy assume, workers must be guaranteed certain fundamental rights such as the right to join the union of their choice, the right to strike and picket, and the right to participate in drafting minimum wage, health and safety, unemployment and compensation laws. They must be certain that these rights cannot be suspended even during a State of Emergency.

LOOKING TO THE FUTURE

SACTWU continues its struggle against apartheid but, at the same time, it looks to a future beyond apartheid. Proposals for stronger "union-to-union" and "worker-to-worker" ties have been submitted to the SACTWU and ACTWU executive boards. The unions hope that there will be an exchange not only of information and materials but also of people. They are considering having union officers, rank-and-file activists, and staff from both unions visit one another's locals and work sites and work side by side on important union projects to build further solidarity.

*• from the publication
LABOR UNITY, April 1990*

WHAT IS A TRADE UNION?



A PERMANENT DEMOCRATIC ORGANISATION
...OF WORKERS...



...TO PROTECT...



IMPROVE
THE CONDITIONS
OF THEIR WORK



...THROUGH
COLLECTIVE
BARGAINING...



TO BETTER THE CON-
DITIONS OF THEIR LIVES



TO PROVIDE
A MEANS
OF EXPRESSION FOR
THE WORKERS VIEWS
ON THE PROBLEMS
OF SOCIETY

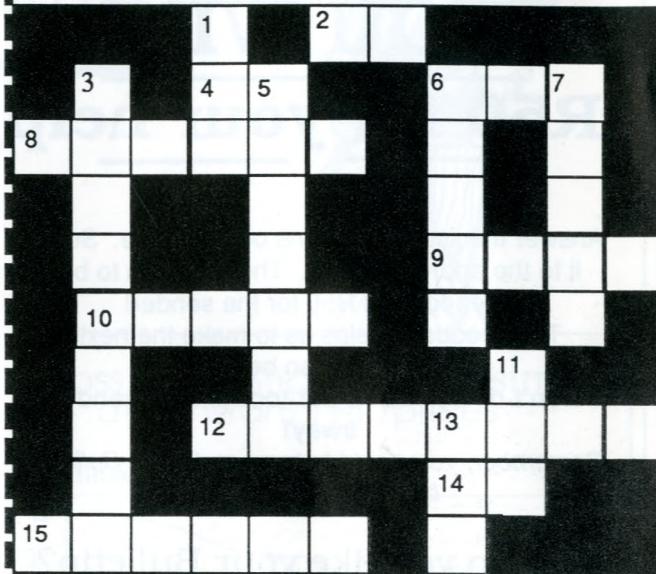
Milestones

8 May 1952

Solly Sachs, secretary of the Garment Workers Union of South Africa for 24 years, is banned by the government. Sachs led a militant trade union with a largely Afrikaner membership. The union later became NUGW, and was a founder union of ACTWUSA which is now SACTWU..

WIN R30!

FILL IN THE CROSSWORD



CLUES

Down

- This type of strike is called a ___ in (sit/hit/fit)
- The name of Sactwu's clothing factory in Durban (Zenzeleni/Da Gamatex/Kroonstad)
- The biggest clothing company in South Africa (Seardel/Romatex)
- The main weapon of workers (unity/money)
- The factory where a big strike took place in 1980 (Kings/Frame).
- The abbreviation for the management system called "just in time" (JIT/UIF)
- Made by our members, and worn on your head (hat/fat)

Across

- The abbreviation for industrial council (IC/MI/SS)
- Amon Ntuli (is/was) the president of Sactwu
- The abbreviation for the unemployment insurance fund (UIF/WCA/VIVA)
- The longest ever textile/clothing strike took place here (Hextex/Alltex)
- A weak union is ___ (tame/fame)
- What inflation does to the value of wages (erode/increase)
- S.A. (Clothing / Feathers) and Textile Workers Union spells SACTWU
- We must be ___ meetings on time (over/at/on)
- We want a ___ wage (living/big)

COMPLETE CROSSWORD AND
PLEASE TURN OVER

THE CAPE TOWN
TRADE UNION
LIBRARY

YOU SPEAK!

YOU WIN!

R50 for your help

Answer the list of questions on this page. Send it to the address stated. The first form to be opened wins R50 for the sender!

This feedback helps us to make the next Bulletin even better.

Don't delay - cut it out today - and send it away!

Remember, you could help us make the Bulletin better, and win R50.

How do you like your Bulletin?

Fill in the form below, and either give it to your organiser, or post it to

SACTWU Education Dept
P.O. Box 194
Salt River
7925

My best articles / cartoons are

1. _____
2. _____
3. _____

I did not like

1. _____
2. _____
3. _____

I would like to see articles on

1. _____
2. _____
3. _____

I want my bulletin posted to

My Factory
 My House Address

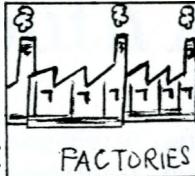
Is the bulletin clearly written? Yes No

Other Comments:

Name /Surname _____
Address (Home) _____

Post Code _____
Phone No _____
Factory _____
Local / Branch _____
Home Language _____
Date elected as a shop steward _____

This series will explain the different structures within SACTWU and their function.

	West Cape	East Cape	NATAL	TVL.	TOTAL
	64 000	16 000	85 000	25 000	190 000
	500	75	550	350	1 475
	28	37	67	34	170*
	58	15	66	28	167
	17	10	27	15	69
	1	-	1	1	3
	4	4	10	2	20
	976	280	1 160	540	2 956
LOCALS	11	3	12	6	32
NEC Delegates	16	3	21	6	50+

* with 4 National Bargaining Units

+ with 4 National Office Bearers

Little new investment... bosses too can go on strike!

FIXED investment is the money the bosses put into building new factories and buying new machinery. Without new factories or new machinery the economy cannot grow.

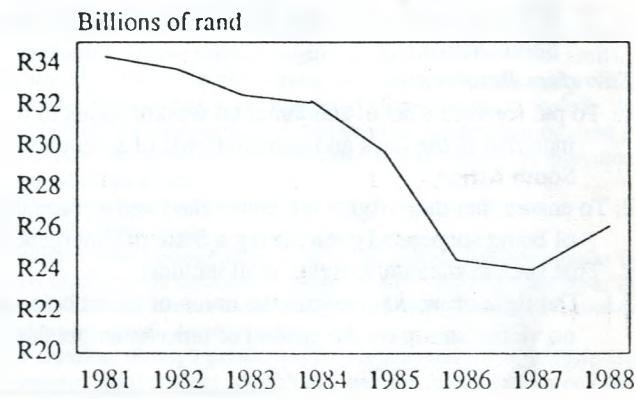
In 1988 the total fixed investment in South Africa was only R38,8 billion. This is R10 billion *lower* than real fixed investment in 1981. This fall in investment is one of the reasons for todays high unemployment.

Instead of investing in South Africa many capitalists have taken to investing their profits overseas. They have also been buying up the assets of disinvesting companies like Mobil and Goodyear, which merely changes ownership without creating new jobs.

The bosses have decided not to risk their money in new business because of the political situation. They can see apartheid going but do not know what will replace it.



Gross domestic fixed investment at constant 1985 prices



Percentage Wage Increases

ALTHOUGH inflation is always expressed as a percentage, Sactwu does not always use percentages when developing a wage proposal.

Management likes to use percentages. The reason for this is that if you have an across the board percentage increase wages, the gap between wages will increase:

Look at these wages:

If you earn	10% increase is worth	New Wage
R 100	R 10	R 110
120	12	132
140	14	154
160	16	176
180	18	198

From this chart we can see that:-

1. The lower paid workers get smaller money increases than the higher paid workers if the same percentage is used.
2. The gap between the lowest paid and the highest paid has got bigger from R80 to R88.
3. The gap between each worker has got bigger - from R20 to R22.

In order to give every worker the same money increase the percentage increase for the lower paid workers has to be higher - as in the following chart:

Rand per week	Money Incr	%incr
R 100	R 30	30
120	30	25
140	30	21
160	30	19
180	30	17

DOCUMENTS

WORKER CHARTER RESOLUTION :

This Congress Noting That :

1. Pressure on the South African regime to abandon apartheid has never been more intense.
2. The elimination of apartheid is an important part of the struggle to attain a society where workers will control their own lives.
3. Virtually all organisations other than workers organisations have adopted guidelines for a new constitution for South Africa to replace the current racist one.

Further Noting:

1. The decision of the COSATU Third National Congress to initiate a campaign which in the drafting of a worker charter, setting out the constitutional rights of workers.
2. The broad consensus among the worker leadership of both ACTWUSA and GAWU, as expressed at the COSATU Congress on the fundamental worker rights to be included in the laws and constitutional of a new South Africa.

Therefore Resolves:

1. To put forward a set of fundamental worker rights to be included in the laws and constitutional of a democratic South Africa.
2. To ensure that these rights are entrenched and not capable of being suspended even during a State of Emergency.
3. That such fundamental rights shall include:
 - 3.1. The right of workers to join the union of their choice and no victimisation on the ground of union membership.

Adopted by the SACTWU National Executive Committee on 7/8 April 1990

- 3.2. The right of union members to determine their own constitution.
- 3.3. The right to collective bargaining at local and national level, and the duty on employers to afford majority unions reasonable facilities.
- 3.4. The right of all workers to strike and picket in accordance with their union's constitution.
- 3.5. The right to be protected against unfair dismissal and the right to re-instatement.
- 3.6. The right of workers to have a veto in the appointments of judges of industrial disputes.
- 3.7. The right of workers to participate in the management of each factory/mine and shop. Such participation shall be through delegates elected by workers, with the right to recall such delegates.
- 3.8. The right of workers to require the termination of the services of any worker or manager on fair grounds.
- 3.9. The right of workers to be represented in all bodies of state involved in planning industrial and residential areas and services.
- 3.10. The right of the Trade Union Movement to establish political funds and publish newspaper which may be used to promote policies and laws which are to the advantage of the working class.
- 3.11. The right of the Trade Union Movement to negotiate on the drafting of all laws affecting workers, and the right to strike in the course of such negotiations.

POLITICAL POLICY RESOLUTION :

Noting

1. The fundamental rights of all workers and union officials to belong to any political and other organisation of their choice
2. Workers are presently politically divided, both in our industry and generally
3. The union is committed to a just and democratic South Africa where workers control their own lives.
4. Reaching that goal requires that workers through their trade unions develop close co-operation among the widest range of unions, develop one union federation for the country and develop worker leadership.

Believing

1. That the building of unity among workers is a crucial task in the struggle for liberation.
2. That such struggle is not limited to the shop floor, and that the union has a duty and responsibility to act in the community, and in the sphere of politics, culture and sport, both on its own and in alliance with other organisations

Adopted by the SACTWU National Executive Committee on 7/8 April 1990

3. That such action and alliance must be based on the principles of
 - a) proper mandates from the members
 - b) the maintenance of unity among workers
 - c) the independence of union structures and decisions.

Therefore resolves

1. The union should not affiliate any non-worker organisation and should remain independent.
2. The union should act both inside and outside the factories to advance the interest of workers and to defend the rights of its members.
3. The union should work with all organisations from time to time if to do so will further the workers struggle, and in accordance with the above principles.
4. That Union officials and prominent leadership should not compromise the political independence of the union through their actions outside the union and should further ensure they do not speak on any platform on behalf of the union without a clear union mandate.

LABOUR AND HUMAN RESOURCE DEVELOPMENT COMMISSION REPORT

THE ANC and COSATU held an important workshop on how a post-apartheid economy should look. The meeting was held in Harare, Zimbabwe from 29 April to 1 May 1990. It was attended by trade unionists, ANC delegates and academics. SACTWU was also represented at the meeting.

The meeting discussed a number of issues, including labour and employment. The document below is the shortened version of the report of the commission which looked at labour and employment.

1. Overall Objectives:

The key policy objectives in the area of labour and human resource development would be

- 1.1. a tripartite (labour, capital and the state) commitment to the goals of a high employment, high wage, high productivity economy, with economically viable, competitive enterprises.
- 1.2. a central role for organised labour in the formulation and implementation of economic policy, at all levels, not only in redistribution, but also in growth.
- 1.3. a significant role for the state to empower organised labour, to coordinate economic activities and to promote greater industrial democracy.

2. Labour Relations Policy

Current labour legislation in South Africa is based on maintaining the industrial balance of power firmly in the hands of capital. A democratic state would be committed to changing this.

- * The empowering of trade unions and their more active involvement in economic policy is based on three propositions.
 - *first*, the need to avoid an over-centralised, commandist approach to economic policy by the state.
 - *second*, the importance of developing a strong civil society, independent of state and political party, with real economic and other power.
 - *third*, the advantage of creating a compact powerful state, without a massive bureaucracy to regulate and implement all policy.

There are a number of specific areas where the legislative programme and constitutional rights ought to empower organised workers. These are listed in turn.

- 2.1. Union organising facilities, to allow basic rights of unions at all establishments
- 2.2. Bargaining rights, including legislation requiring centralised bargaining, disclosure of financial information and the rights to protection against employers replacing strikers with scab labour
- 2.3. Industrial democracy rights, for organised workers in publicly owned corporations, in privately owned companies and in provident fund management/trustee boards.
- 2.4. Representation/participatory worker rights, in industrial courts/tribunals and in state commissions on housing, transport, unemployment and other areas directly affecting workers.

3. Human Resource Policy

3.1. Racial Employment Structure

A democratic state would correct racial inequalities. This programme is not primarily a question of legislation (though anti-discrimination laws ought to be passed), nor prosecution, but of investing and redirecting resources into correcting the historical racial inequalities.

A comprehensive programme of providing education, training and skills for industry is needed. One part of this comprehensive skills/manpower policy will be to promote technical, professional and managerial skills among blacks.

The same issue of racial inequality manifests itself in the civil service, but addition there are special problems, which require additional measures to the above.

These relate to the political complexion of the civil service, appropriate staffing levels to give effect to the changed emphasis of state policy and the need to avoid an excessive state bureaucracy.

All policy options which addresses the transformation of the civil service must involve the public sector trade unions.

3.2. Gender Employment Structures

Apartheid economic development has fundamentally shaped gender employment structures. Women - in townships, squatter settlements and rural areas - have been a group most severely discriminated against and constrained by the labour repressive politics of the state, and the particular path of South African capitalism.

Gender inequalities have been shaped too by power/gender relations in the family, labour market constraints and infrastructural limits.

A policy objective of a democratic state would be to correct these gender inequalities. Such a programme ought to include the removal of obstacles to full labour market participation, and to identify the areas of the economy where female employment possibilities exist.

3.3. Employment Creation

3.3.1. Role of the State

The current state strategy of seeking to deregulate and privatise as its alleged employment creation strategy, is not a solution and must be opposed. The democratic state would address employment creation in the following areas, amongst others:

- * Job creation, through public works programmes (of which housing projects hold distinct advantages) and state corporations competing with private corporations.
- * Labour market interventions, including the directing of resources to increased labour mobility, through retraining schemes rather than directing these exclusively towards "dole" benefits.
- * Reallocation of research and development resources from apartheid oriented projects to projects more in keeping with democratic needs.

3.3.2. The role of Labour

Trade Unions can play a role in two ways.

First, through integrating the goal of employment creation in collective bargaining by securing through negotiation resources for employment creation.

Second, through the direction of provident fund investment capital towards productive investments.

4. Training

4.1. Role of the State

A comprehensive training programme, to overcome racial inequalities and to improve the productivity of labour, would require extensive state coordination. In particular, the democratic state would intervene

- * to ensure that the content of all education and training at Technicons, Universities, schools and all other training institutions are appropriate for changing labour market needs.
- * to require state and private corporations to invest resources into training
- * to ensure that training needs consistent with a national industrial strategy (eg. the promotion of a particular, export oriented industry) are met
- * to provide non-exploitative youth training schemes for underskilled and unskilled youth.

4.2. Role of Labour and Capital

A very important role need to be played by trade unions and employers at industry level, to develop and co-manage training schemes to meet the needs of expanding industry.

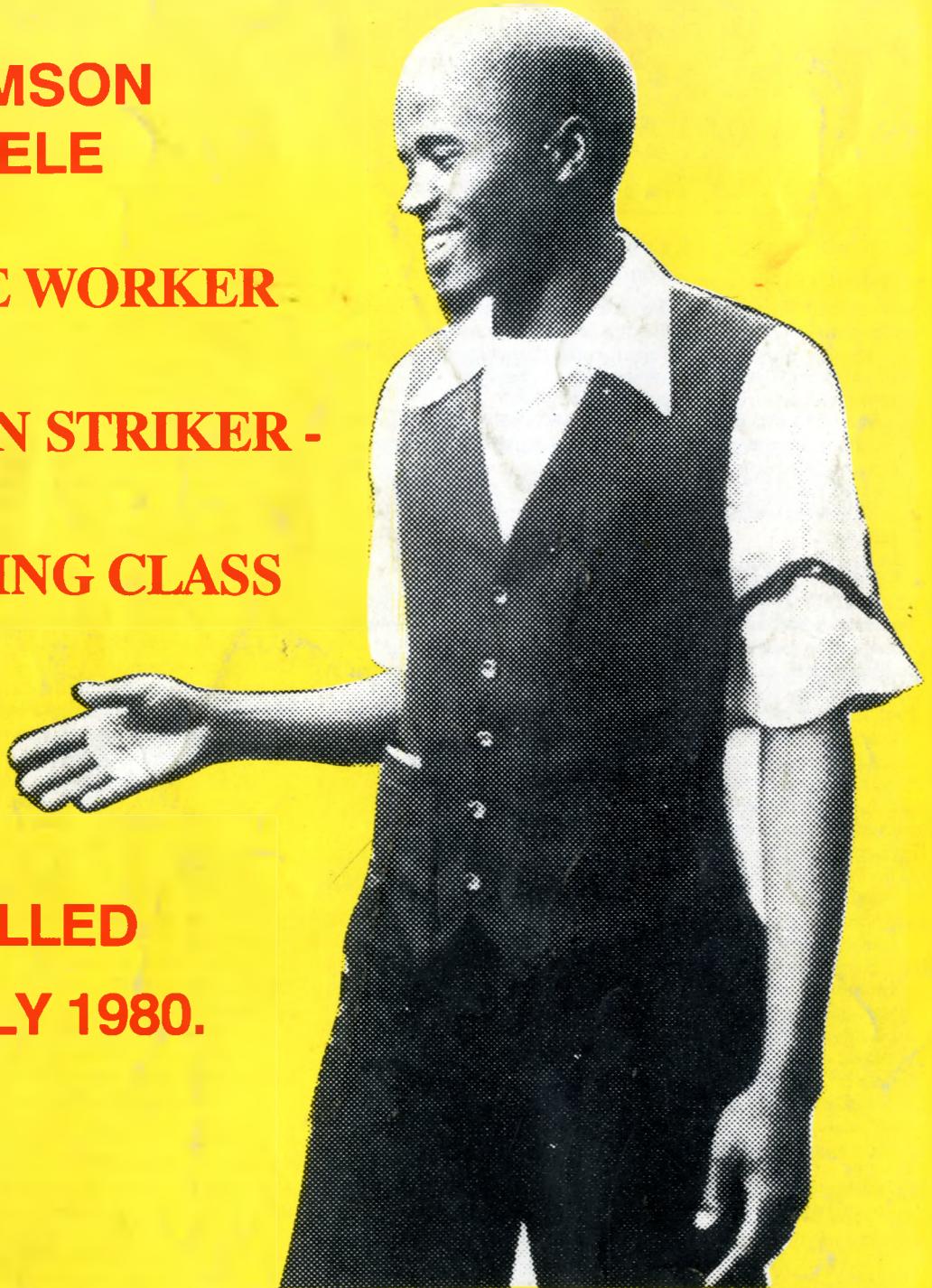
**SAMSON
CELE**

FRAME WORKER

- UNION STRIKER -

**WORKING CLASS
HERO.**

**KILLED
18 JULY 1980.**



22 MAY 1980: The start of the week long Frame Strike in New Germany, Pinetown. Six thousand workers strike against poverty wages and recognition of their union, the NUTW. The strike was marked by police action, and one of the strike leaders, Samson Cele was assassinated by an unknown gunman on 18 July 1980. Jabu Gwala, Sactwu Eastern Cape secretary, was also a leader of the strike, and was dismissed from Frame during the strike.