

the organiser umquequezeli



IRHAFU YENTENGO KUBANTWANA

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ABAHLUPHEKILEYO, IRHAFU YEN-
TENGO KUBANTU ABADLA UMHLA-
LA PHANTS, ORHAFU YENTENGO
KUBANTU ABANGAPHANDLE KWE-
NGQESHO, IRHAFU YENTENGO
KUBANTWANA'

Urhulumente okhoyo usenkathazweni. Jikelele apha emhlab' uhangeni ujongene nentiyo. yoluntu olufuna ukonyuswa kwemivuzo, imfundu ephucukileyo, izindlu eziphucukileyo, nokuthatha inkxaxheba kulawulo leli lizwe. Ngoku

ephakathi koluxanduva uya kubani eyo-
kucela uncedo? Akayi kongxowa-nkulu
abamonyulayo nabenza izigidi ngezi
gidi zemali ngenxa yemithetho awayi
qulunqayo. Hayi uya kubasebenzi,
kubantu abahluphekileyo asigunyanzise
ukhuthi sihawule iimpazamo zakhe.

Urhulumente uzakuyichitha entweni
yonke lemalu yerhafu yentengo? Ingab-
bethu uzakuyichitha ekusakhelezi izindlu
okanye uzakusinika ukutya nezinto zoku-
hamba, kwimfundu mhlawumbi eyiyo
yabantwana bethu, abakhele mhlawumbi
iindawo zokudlala nokonwaba? Hayi uza-
kuchitha kubandlululo nocalo-calulo!
Uzakuyichitha kulo mgaqo-siseko mtsha
ozama ukwahlu-hlula abantu bangabi
mawo amandla okulwela amalungelo abo.
Uzakuyichitha ngokugaya amapolisa
omeleze nomkhosi wokugcina ucalu-
calulo nengcinezelo zomelele ukuze thina
bantu bahluphekileyo sihawule.

Yemali yokwenza lencitho ingaka ayi-
makuvela kongxowa-knulu ngoba ingeniso
yabo iyakuvela yayeke urhulumente akayi-
funi lonto. Abaqeshi abakhange bayiphik-
ise lento yalerhafu intsha phandle. Dmnye
wabaqeshi umnu Sachar wase
Grand Bazaars utha yena ilungile lendlela
kswalwa ngayo ngoba ayikho enye
ndlala.

Ungile kubani, ngumbuzo wethu lowo?
Eode kub-e-nini sihupheka? URAWU
WUNYAZISA UKUBA MAYIYEKWE
WONKE-KONKE UKUTSALWA
IRHAFU YENTENGO DE WONKE
WINTU ABE UTHATHA INKXA-
THEBA KULAWUOLELI LIZWE.



GST from the poor

G.S.T. FROM THE POOR, G.S.T. FROM
THE PENSIONERS, G.S.T. FROM THE
UNEMPLOYED, G.S.T. FROM THE
CHILDREN.

This government of ours is in trouble. All
over the country it is facing the anger of
the people who are demanding lower
rents, lower prices, higher wages, better
houses, better education, a say in the
running of this country! Now, in the
middle of its troubles, who does it turn to
for help? The bosses who put it in power
and are making millions from its laws?
No....it turns to the working people, the
poor and demands that we pay for its
failures.

What is the government going to spend
the G.S.T. money on? Houses? Cheap
food? Education for our children? Parks?
NO!! It is going to spend it on Apartheid!
It is going to spend it on this 'New Deal'
which will try to divide the people and
silence their demands. It is going to spend

it on the army and the police who keep
Apartheid and oppression alive and well.
And we, the oppressed, are going to have
to pay that bill.

This money cannot come from the rich.
Their profits will go down, and the gov-
ernment doesn't want that to happen.
The bosses have not spoken out too
loudly against the new tax. One boss, Mr
Sachar from Grand Bazaars, even said,
'It must be for the good of the country
because there is no other way out.'

For whoes good, we ask? How much
more suffering must we go through for
the good of the bosses and the govern-
ment? RAWU DEMANDS THAT ALL
G.S.T. BE SCRAPPED UNTIL THE
'PEOPLE OF THIS COUNTRY HAVE A
SAY IN THE RUNNING AND THE
LAWS OF THIS COUNTRY!'

VINO'S WORKERS ON STRIKE

Vino's kitchen staff have had enough. Every day they slave in the kitchens to keep 'Mr Vino' and the customers happy. They work eleven hour shifts and don't even get a lunch break inbetween. But now they have had enough.

For Mr Vino was not content to make them work such long hours and go without a lunch break. He went further and paid them starvation wages of R39 per week.

Two weeks ago the staff decided that they could not take these conditions any longer. They wanted a pay increase. They spoke to the supervisor, but their demands fell on deaf ears. Finally, on Sunday 28 May, they all stayed at home. The boss visited one of the workers at home that day, to find out where they all were. She explained the problem to him. That night all the workers waited at her house. They expected the boss to come there. But he had other ideas.

The next day all the workers came to the RAWU offices to ask for help. At RAWU they learned that there is a law to protect workers from bosses who behave like crooks. They learnt that they had worked many extra hours and were owed overtime pay; that they should get a proper meal break every day; that they are underpaid; that they should get three weeks leave a year. They were shocked at how much their boss had cheated them.

RAWU organisers went to the manager with the workers. The manager chased the workers away. He said that he has new workers and he swore at the workers on strike. The organiser told him that he was underpaying his workers, and he said that he would pay them what he owed them, but that he was not going to take them back. The Vino's workers are determined to get their rights. Whether or not they get their jobs back, they are going to make sure that the boss pays them every cent he owes them.



Basebenzi

Kwimwadana yetbu yokugqibela bekukho ibali lokugwanyimba kwabasebenzi baseDairybelle. Lithi elihali aminye wonobangela bolugwayimbo kukuksa kwalclive abasebenzi abathathu ukaziyo kontraka ngabqeshi. Ababasebenzi basezelwa ngummu Raynor ukuba haberhathe inkxaxheba kugwayimbo lwasce Epping aye bonke abasebenzi abathathc inkxaxheba abasyi kuhazielya ziknatrika. Emayoko omnye waba basebenzi waye wabuyiselwa. Sinalombuze ke baphi abanye abasebenzi ababini?

Kugwayimbo lwasibini uninzi lwabasebenzi lwathatha inkxaxheba. Saba nezi gunyazzo czimbini. Sisithi RAWU imanyansiyefku mayiowunye njengeyana mle thina koba gesu, esibimi sifika ababasebenzi babuyiselwe emsebenzini. Umnu Henning wathu yena akazi nowathweliwa ngahasebenzi ababini. Waye wayalela umnu Raynor ukuba akhe ayichopise phambi kwethu. Yena umnu Raynor waye wathetha ntu yimbi ngoku esingathi thina yimlitshi-mifishi.

Emva kogwayimbo umnu Raynor waye wabiza intlanganiso nabasebenzi base Epping. Wathemibisa ukuba uzaku lethetha nomnu Henning ukuze ababasebenzi babini babuyiselwe emsebenzini. Mnu Raynor sisalindile sifunc impendulo.

Ngoku sinengakki entsha sijangene nayo. Umnu Henning wasityikitya isivitmelwano esithi ukukho mntu ozimanyo nemanyano oyakuba semngciphekeweni woku grotiwa.

Kodwa ubanicliwa ntonina aMonde Nayo? Kuthiwa ubemali thina asikholelwu yilonia sifuna ephangale qha sifuna apha emsebenzin ngoku.

Ncedam bamiu Henning naye mnu Raynor nyankekani. Thina asifuni nkathazo apha emsebenzini lenina nityiqhwa yayo kanti 'iyakunixaka.'

Abasebenzi BakwaDairybelle

BRIBERY, CORRUPTION IN GRAND!

At one branch of Grand Bazaars the bosses are trying to divide the workers. They have offered a R60 reward to any corrupt worker who is prepared to inform on another worker who they catch stealing. So far two workers have lost their jobs, and we suppose two workers have claimed their reward.

But have the bosses asked themselves why workers are stealing? All the workers have the same problems, work is hard and wages are low. Maybe if workers were paid a decent living wage, they would not need to steal.

And what about the corrupt workers? They even listen to our conversations in the canteen so that they can report it all back to the manager. What do they gain from this? They may get a reward now, but they still work under the same bad conditions as the rest of us. They have the same problems because of low wages.

Workers cannot solve their problems by informing on others. That way they stand alone. Workers also cannot solve their problems by stealing. Even if our conditions force some to steal, that is not right. If we are caught, our problems are much bigger.

Only by organising at work and building unity among all workers can we begin to change things and solve our problems. With unity we will be strong. With strength we will be able to fight for better conditions for all workers. There will be no work left for the few corrupt ones who fall for managements dividing tricks.

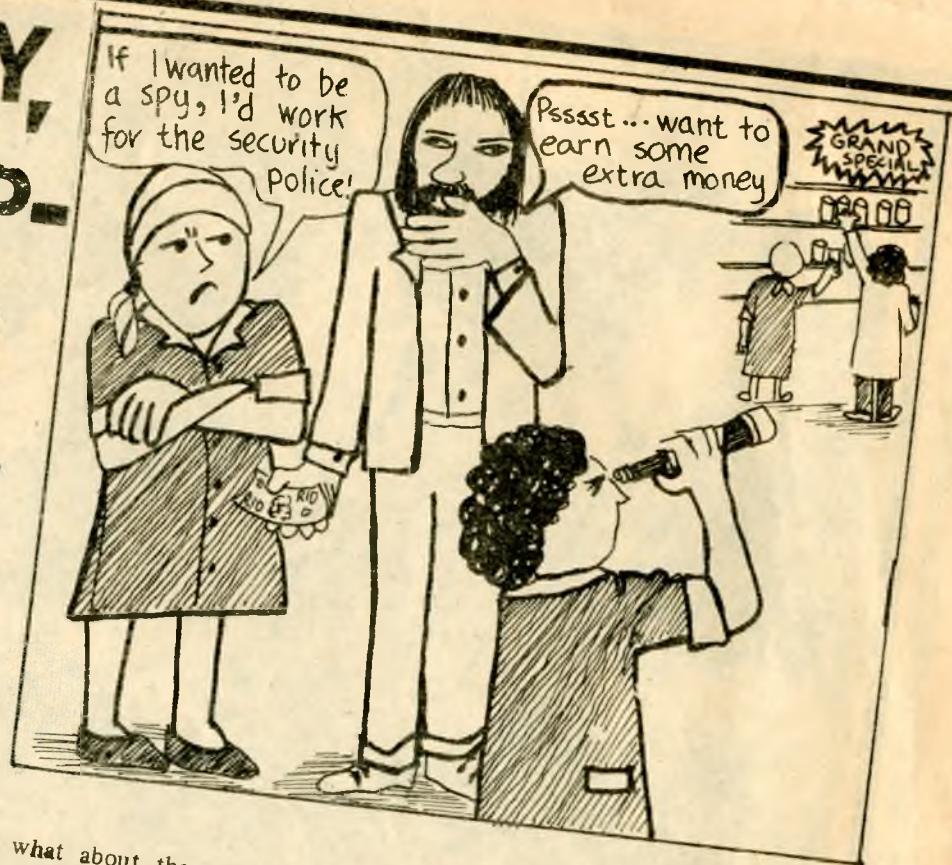
Dear Fellow Workers,

A few days ago we read in the newspapers that shops might be opening on Sundays. Already we are working long hours and are getting home late. We get home quite exhausted. Bosses have employed casuals to help at night, but the permanent workers still have to assist. Why does the Government want to introduce a 7 day week now?

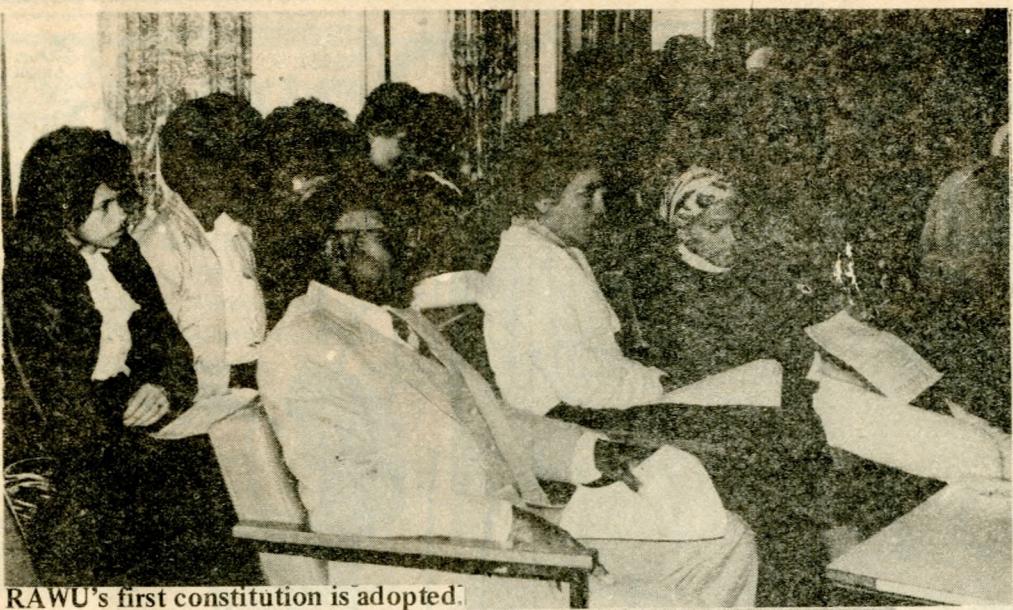
A 7 day week will mean workers having no time for their families or their kids. Are they going to give us an extra day off a month? Will we have to work a straight shift or will we work overtime? We don't know what the result will be. When they introduced late shopping hours did the bosses consult the workers? No! We just had to accept the new system.

Workers, what are we going to do now if they introduce Sunday work? Are we just going to sit and accept it? Our bosses must consult with us so that we know what is going on, and can tell them what we feel about Sunday work too.

Charmaine Papier.



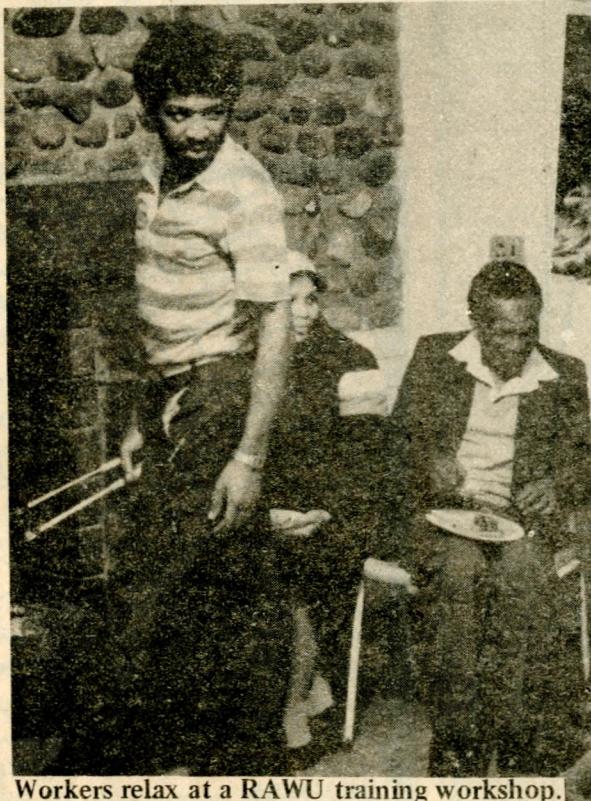
RAWU IS ONE YEAR OLD



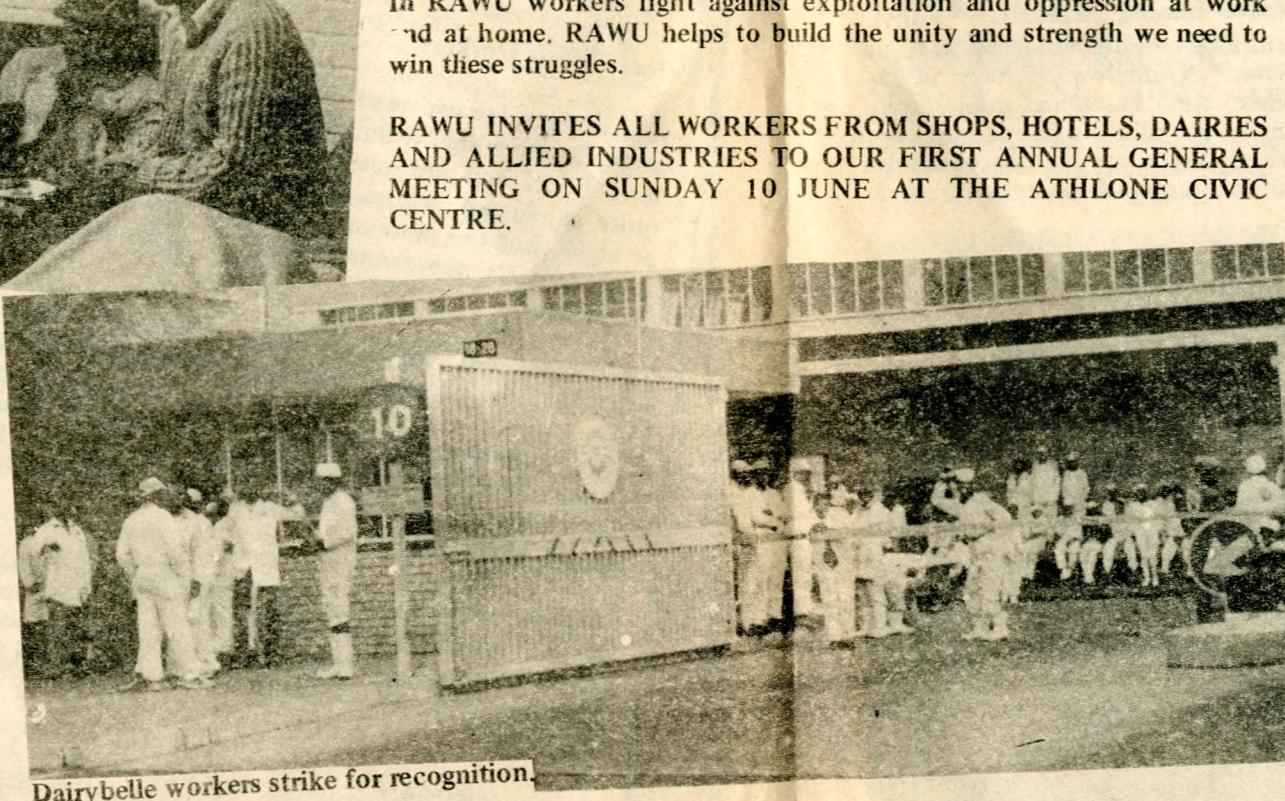
RAWU's first constitution is adopted.



Abasebenzi baphumle kwintlangayo yeRAWU



Workers relax at a RAWU training workshop.



Dairybelle workers strike for recognition.

A lot has happened since RAWU was formed a year ago. The union has grown from a handful of workers to almost 2000 members. We have won recognition from a number of firms, and have won many victories for workers where the union is strong.

In the dairies, in the shops, and all over Cape Town workers are saying: AWAY with low wages. We are tired of sweating all our lives while the bosses get rich.

In the dairies, in the shops, and all over Cape Town workers are saying: AWAY with low wages. We are tired of sweating all our lives for nothing while the bosses get rich.

AWAY with high prices. We make and sell the goods, but we cannot afford to buy them.

AWAY with group areas, removals and pass laws. We built this country with our own hands and have a right to live in it.

AWAY with bosses unions. We will choose our own unions which unite us and lead us in our struggles at work.

AWAY with puppet bodies. We are the majority and we have the right to choose our own leaders, to have a say in the laws and government.

In RAWU workers fight against exploitation and oppression at work and at home. RAWU helps to build the unity and strength we need to win these struggles.

RAWU INVITES ALL WORKERS FROM SHOPS, HOTELS, DAIRIES AND ALLIED INDUSTRIES TO OUR FIRST ANNUAL GENERAL MEETING ON SUNDAY 10 JUNE AT THE ATHLONE CIVIC CENTRE.



Abameli babasebenzi baxoxa iingxaki/zabasebenzi

INONYAKA IYILIWE IRAWU

Kuninzi okuqhubelele oko yathi iRAWU yama. Imanyano le yathi yema nje nge qaqqabana labasebenzi ese ngoku bengamawaka amabini. Sesinezi vumelwano ezileqela nabaqeshi saphumelela negela lamadabi apha imanyano yomelele yo khona.

Ezideri nasezi shopini jikelele apha eKapa abasebenzi bakhala nge-mivuzo ephantzi. Sidiniwe kukubila ubomi bethu bonke sibilela amahala ngelixesa bona abaqeshi betyeba ngokutyeba.

SITHI PHANTSI namaxabiso anyukayo njalo. Senza imveliso siy-thengise kodwa thina asinayo imali yokuzithenga ezo zinto.

SITHI PHANTSI neemanyano ezhambisana nabaqeshi. Siyazikhethela ngokwethu imanyano zethu ezisimanyayo nezisikhokhelela kumzabazo wokulwela uxhaphazo mandla ethu.

PHANTSI nemithetho yobudlova, iimfuduso ngenkani, namapasi. Siva khile elilizwe ngezandla zethu sinelungelo lokuhlala kulo.

SITHI PHANTSI konoopopi bomdongwe borhulumente wentswela bulungisa. Siluninzi yaye sinalo ilungelo lokukhetha iinkokheli zethu, sibenelizwe kwimithetho noburhulumente.

Apha kuRAWU abasebenzi balwa uxhaphazomandla nengcinezelo esijongene nayo ekhaya nasemisebenzini. uRAWUsinceda sakhe umanyano no qilima olufunekayo uze sirafumane amalungelo ethu.

URAWU UMENA BONKE ABASEBENZI ABASEZISHOP, EZI-HOTELE, IIDERI NEZINYE EZINJALO IINDAWO ZOKUSEBENZA KWIKOMFA YETHU YOKUQALA EYAKUBA NGECAWU UMHLA WE 10 JUNE NGO 11 KUSASA E ATHLONE CIVIC CENTRE IHOLO YOLUNTU.

Abasebenzi balwela izi - khazo zobo

Kwezinyanga zimbini zisanda kuphela ekapa abasebenzi basezi deri (dairy workers) ezizezi iunion, Van Riebeeck Dairies, kunye ne Dairybelle

Kwezinyanga zimbini zisanda kuphela eKapa abasebenzi basezi deri (dairy workers) ezizezi iUnion Dairies, Van Riebeeck Dairies, kunye ne Dairybell baphumelele amadabi abaluleke kakhulu. Bonke bathe bafumane izivumelwano zokwamkeleka kwekomitt zabo nemanyano yabo uRAWU. Le mpu-meleo ifumanekem emva komsebenzi onzimawokwakhiwa komanyano lwabasebenzi. Ungxowa-nkulu yena ebengafuni nantwana. Abasebenzi base Dairybelle kuye kwacaca kubo ukuba ugwayimbo sisixhobo emabasibeni se baseke bomkeleka noRAWU.



Van Riebeeck

Ngelixesha sisavuyela ukuvunywa kwemanyano. Kulungile ukuthi sijongane nengomso asilazi ukuba lisiphathethi ntonina. Konke ke okusikufumene kubalulekile kodwa ke kuse kude ngaphambili. Okokwakoku nje ezideri sisenesi vumelwano nje sokwaziwa ukuba sikhona yaye kufuneka ngoku sityhale le isivumelwano sokwamkeleka ngokupheleyo kunye nabaqeshi.

SIYINTONINA ISIVUMELWANO SOKWAMKELEKA?

Isivumelwano sokwamkeleka sisivumelwano esenziwa size sityikitye ngabasebenzi abamanyeneyo nabaqeshi.

Esivumelwano siqulunqa imithetho yalapho emsebenzini. Sihamba ke ngoluhlobo:

(a) Indlela abaqashi amabaphathe ngayo abasebenzi nendlela emabazilungise ngayo iingxaki zasebenzi ezinje ngexesha umsebenzi enga-

philanga, ixesha elandisiweyo, iimfono-mfono njalo-njal.
(b) Yimalini na umvuzo, uyangon yuswa ngamalini, nini?
(c) Iyintonina abakuthi bayenze abaqeshi xa umsebenzi wona iyeyiphina imigaqo ekufuneka beyilande phambi bakhethi okanye baphungule inane labasebenzi?
(d) Iyintonina ekufuneka bayenze abaqeshi phambikokuba bakhethi okanye baphungule inani labasebenzi?

NGUBANI OWENZA ESISIVUMELWANO SOKWAMKELEKA?
Esisivumelwano solwamkeleko lemanyano senziwa ngabasebenzi nabaqeshi. Asiyonto icingwa ngabaqeshi bagqibe phaya eziqfisini, ukuze kuthathwe umsebenzi okanye ababini batyikitye. Sixoxelwa esisivumelwano ngala macala omabini kuvunyelwane.

Kwimizi migangatho-mveliso nase venkileni ezinkulu ezingenaso esisivumelwano uyofika kukho uluhlu lwemithetho ejingayo imithetho eyenziwe ngaphandle kokubanda-kanywa kwabasebenzi. Lemithetho isoloko isenza iingxaki neengxwaba

isoloko isenza iingxaki neenngxaba-nxwaba, kuba abasebenzi abakwazi ukuyijikanokuyiphikisa le mithetho.



Yiyolonto isivumelwano solwamkelo sibalulekile nje - sinika abasebenzi ithuba lokugunyazisa. Umqeshi akawazi ukwenza imithetho ngokwakhe.

ANGASICHITHA NA ESISIVUMELWANO UMQESHI?
Hayi esisivumelwano siyikontraka esemthethweni. Ukuba umqeshi uyachitha abasebenzi nemanyanc yabo bangamsa enkundleni yamatyala.

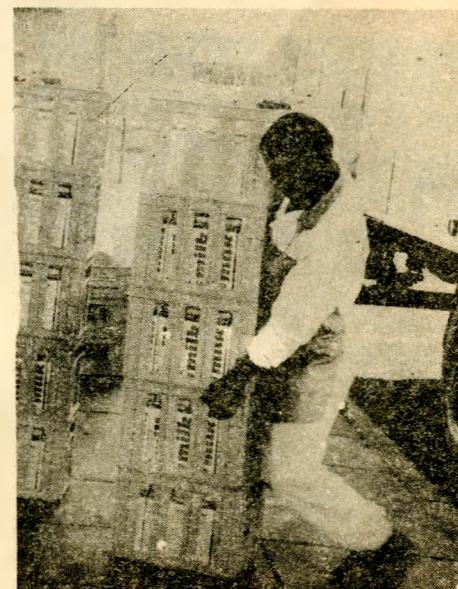
INGABA ABAQESHI ABA BAZIMISELE NA UKUSITYIKITYA ESISIVUMELWANO?

Hayi abaqeshi abasokuze babize nje abasebenzi bebabizela izivumelwano ezinjalo. Abaqeshi abanini abafuni kuphikisana nabasebenzi. Abafuni kulahlekelwa zingenelo zabo ngokuhlawula imivuzo ephakamileyo. Bafuna ukuba nawo amandla okuqesha okanye ukugxotha, ethuka abasebenzi. Esisivumelwano siyawa phelisa onke lomandla nabasebenzi babe nayo-kengoku indlela yokugqiba nabo ngabo bangakakazwa.

union

SIYAKUSIFUMANA NJANI ESISIVUMELWANO?

Ezideri abasebenzi bamanyene yaye bomelele kangakuba abaqeshi bafuna kuzokuxoxwa ngesisivumelwano kunye neekomiti zabo. Kufuneke ke ngoko sixoxe izinto ezityathina kwestisivumelwano ukuze simenze umqeshi eve ngathi azive zonke izikhalzo zethu. Basoloka besiza nezabo izikhalazo kunve nemikhwa befuna ukusahlula-hlula ukuze isivumelwano sibe ndyengele. Hayi basebenzi masi soloko simanyene ukuze siye enkululekweni eve ngathi umqeshi izintonohlobo esifuna ukuphatheka ngalo.



ADVICE PAGE

What are our overtime rights?

Every week we have to work overtime. We are often told at the last minute, so we cannot tell our families we will be late. Often we are not paid properly.

Why do we have to do this extra work? There are thousands of unemployed workers, but they are turned away at the gates and told there is no work. There is enough work for many more workers, but it is cheaper for the bosses to push us to do overtime every week, than it is for him to hire more workers.

Overtime should only have to be done on special occasions, not every second day. We must know what our rights are and we must demand that the bosses stick to the rules. We must also demand that the bosses employ more workers, rather than make us do all the overtime.

Abasebenzi e-overtime

ZINGAPHI IIYRE EZISISI GXINA ZOKUSEBENZA NA? Iyre zakho zokusebenza ziya 46 ngeveki, ziye 8 yeyure nangaluphina olunye xa usebenza iintsuka ezi 6 ngeveki.

LINGAKANANINA IXESHA ELIDLULILEYO KWELOKUSEBENZA ESINOKUXELELWA NGALO? Ixesha eliseteyenzwa ngokugqithiweyo kweleli loziyure ezili 10 ngeveki ngaphandle kokuba kukho isicelo esingxamisekileyo. Ukuba ke sikhona uyakusebenza kangangoko umqeshi efuna.

YIMALINI ESIFANELWE UKUYIHLAWULWA NGEXESHA ELIGQITHILEYO KWELO MSEBENZI ELIMIYO? (a) Ukuba usebenza ixesha eligqithileyo phakathi evezini ufanelwe ukuhlawulwa imali yeyure enesiqingatha esisinye esithathwini semali yexesha lakho elimiyo.

(b) Ukuba usebenza ixesha eligqithileyo ngosukulwangecawe uhlawulwa ngolulobo:

Ukuba usebenze iiyure zane (4hours), uhlawulwa umvuzo wosuku. Ukuba udlulile kwiyyure ezine, kufuneka uhlawulwe ngokuphindiwe kabini intlawulo yeyure kwixesha lakho elimiyo,

for shop workers

Despatch and receiving workers can be asked to work up to 3 hours overtime a day, with a maximum of 12 hours a week.

All other workers can work the same amount of overtime as despatch workers, but they can not work more than 60 hours overtime a year. Between 1 and 24 December you can be told to work up to 15 hours overtime a week.

If you are stocktaking, or moving counters or gondolas, you have to work extra overtime. You can work up to 4 hours on any one day, and up to two days in one week. Your boss can only make you work this overtime twice a year.

HOW MUCH MUST WE BE PAID FOR OVERTIME WORK? If you work overtime during the week you must be paid one & a third your normal hourly rate for the time you work.

If you work on a Sunday, you must be paid the following: a full days pay if you work less than 4 hours; if you work more than 4 hours you must be paid double your daily rate or your hourly rate, whichever is higher.

If you work on a Public Holiday you must be paid a full days wages or your hourly wages for the time worked, whichever is higher.



WHAT ARE OUR NORMAL WORKING HOURS? Normal hours for delivery and despatch workers are 46 hours per week. Normal hours for all other workers are 45 hours per week.

HOW MUCH OVERTIME DO WE HAVE TO WORK? Delivery workers can be asked to work up to 12 hours overtime a week. Between 1 and 24 December you can be asked to work up to 16 hours a week.

base-deri namalungelo

okanye kuphindwa-phindwe kabini umvuzo wakho wosuku elisisi gxina, nyaphina imali engaphezu kwenye.

(c) Bonke abasebezi basezi deri (dairy workers) bafanele ukufumana ikhefu ngezintsku zeholide zilandelayo in New Years Day, Good Friday, Ascension Day,

Republic Day, Day of the Vow, okanye Christmas Day. Ukuba usebenza ngolunye usuku lwezi ufanelwe kukufumana uchathawemali. Kufanelwe ukuba uhlawulwe umvuzo wezoyure uzisebenzileyo ibenguchatha lowo phetu komvuzo wakho. Ukuba usebenze ngaphantsi kweyure ezine uhlawulwe imali yeyure ezine.



RAWU AGM

when: sunday, 10 june, 11a.m.

where: athlone civic centre

ONKE AMALUNGU E-RAWU NABASEBENZI BASE-ZIVENKILENI, EZIHOTELE, NASEZIDERI BAYAMENYWA KWINGQUU NGUTHELA YOKUQALA YERAWU.

IRAWU IYENZILE IMIZAMO, ABASEBENZI BAYAZIBONELA NGOKWABO UMVUZO WOMANYANO LWABO OLULUQILIMBA.

MASIDIBANENI SIBONISANE APHO SITHE SAPHAZAMA, SIVUYISANE APHO SITHE SAPHUMELELA, SIQULUNQE KWANANJALO IKAMVA LETHU

ZOBAKHONA IZITHUTHI NOKUTYA.

ABASENYANGAA BOKHWELELA KULA HOSTELE YAKWA VAN RIEBEECK, BAZE ABASEGUGULETU BATHATHWE KULA HOSTELE YAKWA DAIRYBELLE.

ULWAZI OLUZELEYO MALUNGA NEZINYE IINDAWO ZOKUTHETHE ABASEBENZI LOKUFUMANEKA NGOKU FOWUNELA KULE OFISI 464909

All members of RAWU and all shop, hotel, distributive and dairy workers are invited to RAWU's first Annual General Meeting.

RAWU has made much progress. Workers are seeing the fruits of their organised strength.

Let us come together to see where we have failed, to celebrate our victories, to plan a new way ahead.

Lunch will be served. Also transport available. phone the office at 46-4909 for more details.

AGM PROGRAMME

- SPEAKERS	- ELECTIONS
- SINGING	- CLOSURE
- REPORTS	
- NEW CONSTITUTION	

Oyena Mquuzeleli lelipendaba lokwa RAWU. Abasebenzi beevenkile, abokukhetharisha nabobisi banako ukuba ngamalungu ka RAWU. Ukuba unengxaki emsebenzini qhakamshelana ne ofisi yethu kwa No 3 CORPORATION CHAMBERS, No 4 CORPORATION STREET, CAPE TOWN. Okanye usitselele ngale nombolo 46-4909.

The Organisers is a newsletter of RAWU. Workers in the shop, catering, dairy and distributive industries can belong to RAWU. If you have any problems at work, contact our office, No 3 CORPORATION CHAMBERS, No 4 CORPORATION STREET, CAPE TOWN, or phone us at 46-4909.