



T&G NEWS

Newspaper of the Transport & General Workers' Union



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Wage increases for goods transport workers

T&G has been sitting on the Goods Transport Industrial Council in the Transvaal for three years. T&G negotiates with the bosses' organisation, the Motor Transport Owners Association (MTOA) once a year.

About 500 goods transport companies belong to the MTOA and these bosses employ about 16 000 workers.

T&G has about 6 000 goods transport members in the Transvaal. So it is important to negotiate a good deal for T&G workers but also for the many workers we have not organised at this point.

There are many things that we negotiate around on the council. Here are some of the things we won this year:

All goods transport workers who earn the council minimum wage will get a wage increase. Workers who earn below R118 a week will get a 19% increase and workers who earn above R118 will get a 16% increase. So for example, a general worker was getting R84.61 and will now get R100.64 a week. And a heavy duty driver was getting R130.18 and will now get R151.

We also won a night out allowance increase. Drivers will get R20.40 a night and general workers R17.60. The sick benefit and holiday pay bonus now goes to all workers in the transport industry in Transvaal and not only to the drivers.

We also raised the question of maternity leave. After a year of service women will get 3



months maternity leave with full job security. For 6 weeks the woman will get 55% of her pay and she can claim a further 45% from Unemployment Benefit. We still need to win more maternity rights but this is a start.

We were also happy to win June 16 and May Day as paid public holidays. Workers can claim all increases in money from January 1990. But the Minister must still approve the

non-money matters, for example: maternity leave, May 1 and June 16.

There are still some very important things we need to fight for on the Industrial Council. We need to fight for a **national** Industrial Council because at the moment the agreement covers only Transvaal workers. We want to negotiate a good deal once a year for all goods transport workers in the country.

Last year's wages report-back at Regina Mundi Church in Soweto (above) was disrupted by police, who tried to prevent our officials from addressing members.

The report-back took place later, however (left), at Queen's Court in central Johannesburg.

This year's negotiations in the Goods Transport Industrial Council involve almost 16 000 truckers in the Transvaal

At the moment the MTOA bosses will not negotiate around work hours and the issue of maximum overtime.

The bosses also will not negotiate on workers' actual wages. The bosses will only negotiate a minimum wage. This means that workers who earn higher than the minimum wage do not get an increase.

We will go on fighting for these things again next year.



The funeral in Natal for TGWU members Zoleka Mjoli, Godfrey Mncwango and Elizabeth Sibema

TGWU leaders die in car crash

On the morning of Sunday October 1 three Natal T&G people were tragically killed in a car crash. All of them were leaders in different areas of the union.

Zoleka Mjoli was 26 years old and came from the Transkei where her 3 year old daughter now stays with her mother. Zoleka was national dockers organiser for T&G. She was an organiser in the General Workers Union and she came over to T&G when the unions merged in 1986. Workers remember her as a very good organiser - caring and hardworking.

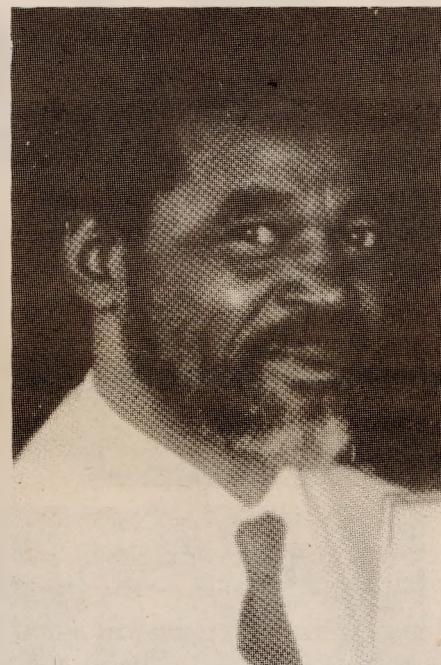
Godfrey Mncwango was an old member of the union. He was a shop steward at Rennies in Durban and southern Natal branch treasurer. He was an important member of T&G's national finance committee. Comrade Mncwango was soon to retire and was busy making plans for his time of rest.

The third T&G person to die was Elizabeth Sibema. Elizabeth was a shop steward at Supervision Services and an office bearer of the northern Natal branch executive. She was active in the union and in her community. She was a delegate of T&G's National Womens' Committee and was active in Empangeni community women's organisation.

These comrades will be long remembered in the union for their commitment and strength. Hamba Kahle comrades we mourn your passing.



Cde Zoleka Mjoli



Cde Godfrey Mncwango



Cde Elizabeth Sibema

A tribute to our fallen comrades

Nise Malange was an organiser in T&G and worked with these comrades. She wrote this poem in their memory:

DEATH

death you are pitiless
when you come you leave others in pain
but there's always hope that we will meet those we love and be with them again
lalani ngoxolo maqabane
i have lived with my comrades
we have shared thoughts about life
we have talked about death
but did not discuss their deaths or mine
death is pitiless

why didn't you give us a chance a chance to stop the bleeding and to bandage the wounds or a chance to say - no please don't die now

death you are pitiless

lalani ngokuthula maqabane and when you meet with all our comrades who've been killed by vigilantes or by police those who died of hunger and starvation and those who died in their sleep tell them that the struggle still continues.
baba mncwango
you said one day even if the winds can blow left and right you won't give up the struggle you will fight to the end you'll die in this struggle and i envy you

for that courage and dedication you were helpful and patient your death has robbed us of a true and dedicated shop stew-

ard
it has robbed us of a historian from the days of tuacc up to the days of cosatu the history of transport and general and history of the dockworkers you were a father, a friend and a comrade your death has come as a shock to everyone who knows you - we will always remember you i pray to God that your spirit be with us always and your dedication to the struggle be education to us all

baba Mncwango, Zoleka nawe Elizabeth nifele kuwona umzabalazo bazali, zihlobo nani maqabane 'lunye unyawo phakathi kwakho nokufa' asingaqumbi siqalekise, asibayeke baphumule

Workers' Clinic opens in the Western Cape

The Workers' Clinic is for workers to find out if they have a sickness that is caused by work.

Work sicknesses look like many other sicknesses. Most doctors are not trained to look for work sicknesses, and sometimes make mistakes.

For example, a stevedore had chest problems and the doctor told him that it was because he smoked. The doctor did not ask the stevedore if he worked with asbestos, and the doctor did not know what asbestosis looked like on the chest x-ray.

The doctors working at the Workers' Clinic are well trained to see if a sickness is because of a danger at work. At the moment, sick workers go to day hospitals, out-patient departments at hospitals, company or private doctors. The worker may not know that their work is making them sick. And often the doctor also does not know. The Workers' Clinic will give workers and unions advice, treatment, and help with compensation for sicknesses that are caused by work.

If the doctor at the Clinic cannot do the tests the worker needs, the clinic sends the worker to a special doctor in a hospital for work sicknesses.

No. The clinic is only for workers who think they have work sicknesses. The clinic cannot help workers with everyday sicknesses like flu.



The clinic is only for organised workers in COSATU, NACTU and other democratic unions.

The Workers' Clinic is free.

Next year the clinic may open in a building with an x-ray machine, equipment to test ears and lungs, and other equipment to do special tests. The clinic may also move around. But before next year, the clinic doctors see union members in three places:

In the Salt River Methodist Church vestry (use the side entrance), Durham Avenue (near the Salt River circle). Time: evenings from 4pm - 7pm.

In the NACTU offices, Atlantic House, Corporation Street,

Cape Town. Time: evenings from 4pm - 7pm.

In the COSATU offices, Room No.2, First floor, Metropolitan Building, Kasselsvlei Road, Bellville South. Time: Monday evening 4pm - 7pm.

* Workers will get information about the Clinic through their unions

* The Clinic staff can train shop stewards and union safety reps about work sicknesses

* Workers who want to see a doctor at the Clinic must get a note from their shop steward. The Clinic will give shop stewards forms to fill in for workers

* With the worker's permis-

sion, the Clinic doctor will tell TGWU if the worker has a work sickness, and give advice on how to stop this sickness at work. In this way all workers at the workplace can get help against work sickness.

* The Clinic will give reports to TGWU on how many union members have work sicknesses. Then the union can keep a record of work sicknesses.

So we hope that TGWU truckers, bus drivers, dockers, cleaners, and security guards start to use the clinic at once.

This will help the workers, but will also help TGWU to begin the fight against workplace sickness.

BRIEFS

• Worker charged for ANC sticker

Comrade Guqa, a Cargo Carriers worker in the Vaal, has been charged with furthering the aims of a banned organisation.

On October 2 the MDM held a meeting in a Sharpeville night club. The security police also decided to attend the meeting. Comrade Guqa was wearing a sticker saying "ANC LIVES".

The security police saw the sticker and arrested him. He is

now out on bail of R500.

We cannot understand this charge! The state gives permission for a welcome home rally for ANC leaders. At this rally people are wearing ANC stickers, holding ANC banners and ANC colours were all over. Next moment a worker is charged for wearing an ANC sticker. This is a strange world!

• Bus strike & dismissal

On October 2 Interstate Bus Lines (IBL) in Bloemfontein dismissed all their workers

after a strike. 498 workers came out on strike around issues of unfair discipline and possible misuse of money in the Pension Fund.

The company is still running a small bus service with scabs. But most workers are taking taxis. The company asked for mediation but when the union went to mediation the company did not want to discuss any settlement.

• A very useful strike

On 17 August 80 drivers at

Olympic Bus in Durban came out on strike to demand recognition of the union and back-pay owed to workers.

In some cases R2 000 was owed to workers.

After 10 days on strike the bosses agreed to deal with the union in the future and have now started recognition talks. The bosses agreed to pay money owed at once. They also agreed that the company will take no disciplinary action against workers for the strike.

TGWU national office bearer retrenched

In October our national Treasurer, Justice Xaba was retrenched from KwaZulu Transport (KZT) in Ladysmith. This is a blow to the union as Justice was an active shop steward and a very active member of the union. We are also very unhappy at the way his retrenchment came about.

In April this year a bus boycott started in Ladysmith, and Newcastle. The community boycotted to protest a KZT fare increase. The taxis at once took over from the buses and charged more money than the KZT bus increase. Many

KwaZulu councillors supported the boycott because they are taxi owners. The councillors also knew the boycott would make T&G and Cosatu weak in the area.

The boycott went on for a long time and the company started talking about retrenching drivers. T&G workers tried to raise this problem in Cosatu and community meetings. Many people wanted to call off the boycott because workers and the community were losing more than they were winning.

There was division about



Union treasurer Justice Xaba: Retrenched by KZT

whether to continue the boycott or not. Some unions in the area wanted to continue and others wanted to call off the boycott.

It was also very difficult to find out who was calling for the boycott to continue. The company refused to lower the fares. KZT is owned by the KwaZulu 'government' and the KwaZulu parliament made a decision

to run fewer buses and retrench T&G workers. KZT workers were angry. They felt that the problem had not been dealt with democratically through Cosatu structures.

The company has now retrenched 130 workers. Taxis and other bus owners are servicing KZT bus routes. T&G has fought hard to save jobs and get decent retrenchment pay. In Ladysmith 55 workers were retrenched and in Newcastle 75 were retrenched. These workers were mainly workshop and administration people because some of the drivers got jobs in other KZT depots.



Fired Cargo strikers go back to work

1257 workers in the giant trucking company Cargo Carriers were sacked. 280 workers were fired at the Van der Bilt branch in early August, and the other workers were fired on October 9 for striking in sympathy with these comrades. The company finally agreed to reinstate all workers but not three shop stewards at Van Der Bilt Park. These three shop stewards are Sake Makhala (third from right), John Diphane (second from left), and Hendrik Makhanda.

Comrades released from detention

After over a month in detention comrades Elijah Ntentile a shop steward from Rhodes University, and Swayi Mokoena the Western Transvaal branch secretary, are free again.

But comrade Mfazwe, branch secretary in the OFS, is out on

bail on a charge of breaking his restrictions.

His case will come to court on 18 December.

And the appeal against the 5 year sentence of our Vice President, Alfred Ndlovu is coming up on December 12.



Comrade Mfazwe

This is your newspaper

This is your union paper. We want to hear T&G workers' voices.

If you have anything to say about the union, politics, community activity and so on write a letter and tell us about it.

We will print your letter in TGWU NEWS.