

AGENDA

1. OPENING ✓
2. APOLOGIES ✓ *PSL*
3. CREDENTIALS ✓
4. REPORT BACK: MERGER PROCESS ✓
5. ORGANISING STRATEGY:
  - 5.1 ASSESSMENT
  - 5.2 RECOMMENDATIONS
6. CLOSURE, *General*

1 per 750 members

- 20% of the total delegation to be staff members (additional)

## 8. GUESTS

-In total there will be 50 guests

1 per Cosatu affiliate

2 PSU

J.Erentzen

Lepsi

Luci

And sister unions

## 9. GUEST SPEAKERS

-Nelson Mandela, Tito Mboweni, PSI, COSATU, SACP

-On the 09/08/95 there will also be an event to register our recognition of National Women's Day.

FORWARD TO THE PUBLIC SECTOR UNION !!!

## PROGRESS REPORT ON THE MERGER

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### 1. DECLARATION

It has been agreed that SAMWU will register under the PSLRA to allow the new union to be able to be registered under the Public and the Private sectors. This is called a piggy bag model.

### 2. CONSTITUTION OF AN INTERIM NEC

The NEC will be composed of the newly elected NOB's and Heads of Departments together with one delegate from the respective regions. The NOB's will go around launching the regions after the merger congress.

### 3. PROCESS AND IMPLEMENTATION

Between now and the merger there shall not be any creation of new posts.

Launch - 09/08/95 to 13/08/95  
Colours - Red, Black, Green and Gold.  
Logo - SACTU (or a combination of SACTU, NEHAWU AND SAMWU)  
NOB's - 6 (horse trading)  
Constitution, H/O location, rules for decision-making (all at congress)

### 4. RESOLUTIONS

-Deadline for submission - 15/07/95  
-Formulation of a proposed constitution - 04/07/95

### 5. BUDGET

-Total estimate = R 700 000.00  
PSI - R 400 000.00  
NEHAWU - R 240 000.00  
SAMWU - R 210 000.00

### 6. VENUE

-Gauteng / Kibler Park

### 7. DELEGATION

## History of the merger

*The idea of mergers will always be there within the labour movement, is nothing new in the public sector.*

*Towards the COSATU 1991 National Congress, already the reality of merger in the public sector was mooted. The discussions at the time focused on the coming together and building a powerbase against privatisation, by POTWA, SAMWU, POPCRU, SARHWU & NEHAWU mainly. You must all be remembering the government's privatisation move of SATS & TELKOM at the time. Joint campaigns were held by this unions. The trends within the public sector internationally were also going in the direction of mergers.*

In line with the above, debates within COSATU started to shape on what constitute Sectors & Industries. The debates culminated in a joint campaigning structure being established, and unions starting to attempt to define what is the Public Sector.

By the time of the COSATU National Congress in 1991, these debates were not exhausted. The congress resolved that COSATU need to establish one public sector union before its 1994 National Congress, and since transport was a huge sector on its own - to then have a separate merger on COSATU transport unions. This decision was correct, but comrades need to remember that the definition of the public sector was still on, and the decision was spearheaded mainly by the big affiliates. The same congress also resolved on a vote a commitment to establish a Farm Workers Union.

A Feasibility Committee was established after this congress to ensure the implementation of the resolution. Regional formations like HWU, NOTRASPU, etc. were given conditional affiliation at the time, thus were brought in to be part of this feasibility study.

A workshop was held, and it developed a strategy and vision on how the merger is going to be effected. A three phase strategy was developed: Phase one - unity between POTWA, SAMWU & NEHAWU on one hand and the regional formations on the other. This phase resulted in the unity between NEHAWU and NOTRASPU, KWAPSU, HWU, & DUCS. SAMWU had the same processes.

Phase two involved the implementation of the congress resolution. A number of dates were agreed upon, postponed due to the elections, COSATU congress, unreadiness of the membership, proper co-ordination, etc. Finally, it was agreed that the merger will happen in August 1995 dark or blue. POTWA have since pulled out of this process.

Phase three will involve bringing on board all independent formations, NACTU & FEDSAL affiliates, all which are in the public sector. SADTU affiliated to COSATU during the process of phase two, but needed more time to be integrated into the COSATU structures, then will be part on the new union in this phase.

## ***Progress & Structures***

*When the feasibility was completed, a National Public Sector Merger Committee ( PSMC ) was established, consisting of the Presidents & General Secretaries of the merging unions. A Co-ordinator for this process was appointed and located at the COSATU head office ( Cde Leps then, and now Cde Lisa ).*

### ***Regional & Branch Levels***

***Workshops Joint Meetings Structures  
Issues under discussion***

### ***National Level***

***Joint meetings Policy conference  
Structures Co-ordination***

***Issues under discussions***

***Launching Congress & Preparations***

## PROBLEMS IDENTIFIED DURING VISITS

1. Bad attendance
2. Non participation in meetings
3. Unwillingness to serve on sub structures
4. Absence of Sopstewards at meetings
5. Members not informed of purpose of meetings
6. Lack of knowledge on Union Policies etc.
7. Lack of communication between, Union Office, Members, Sopstewards and Management on meetings to take place
8. No Sopstewards elected at institution
9. No confidence in Shopsteward
10. Shopsteward dominating members
11. Management problematic in allowing time-off for co-ordinators
12. Undisciplined behaviour of members in meeting
13. Lack of Education/Training amongst Sopstewards
14. Unsolved problems at institutions due to lack of commitment by Shopstewards

## RECOMMENDATIONS BY TASK TEAM TO SHOPSTEWARDS COUNCIL

1. Target was set to implement organising strategy at all institutions.  
Those institutions where the strategy was not implemented must be finalised before 01-08-95
2. For continuity purposes the task team should remain as is, to ensure that our goal is reached.
3. When 2/3 of the institutions within the branch have been covered, election of branch co-ordinators must proceed.
4. Visits to institutions revealed lack of Training/Education regarding the Policies, Constitution etc. of the Union amoungst Shopstewards.
5. Ensure that Recognition Agreements are in place at institutions(I.D. all institutions where there is a absence of agreements)
6. Ensure that Shopstewards are elected at all institutions by 01-08-95.
7. Regular workshops to be held for Shopstewards. Audit of which training/workshops Shopstewards attended.
8. Inactive Shopstewards to be exposed to their constituencies.
9. Once Pt.3 has been achieved the BOB's must draw up clear programmes in conjunction with the different Sub-Committees for implementation.