

PPWAWU NEWS



Newsletter of the Paper, Printing, Wood and Allied Workers Union

Congress Special

OCTOBER 1993

FIRST EVER PEOPLE'S ELECTIONS

Next Congress under ANC government

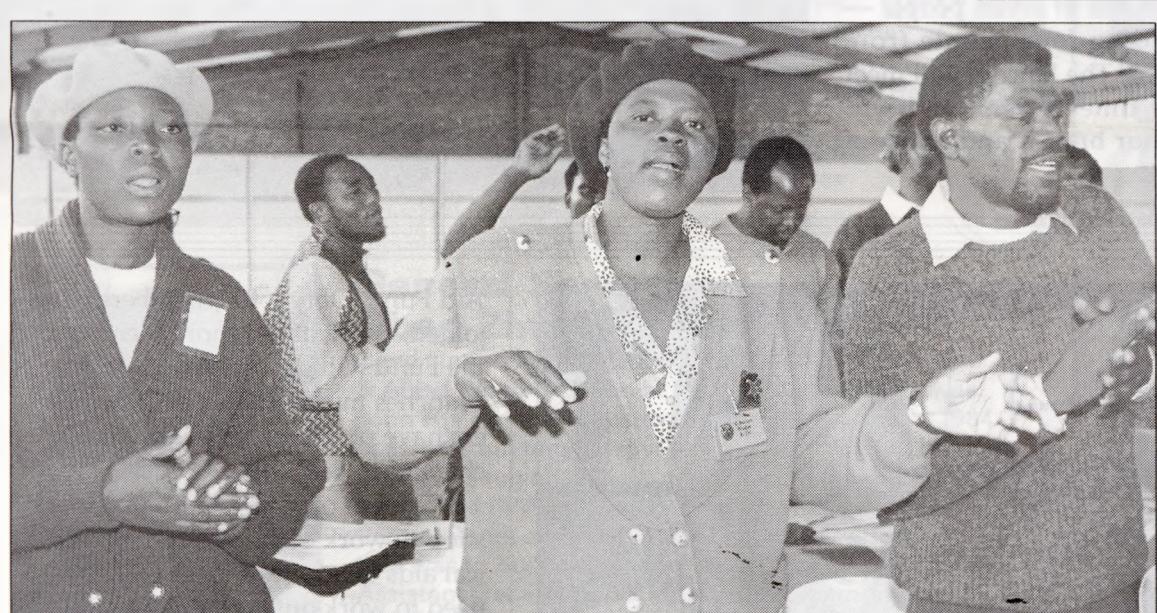
Your next Congress will take place under an ANC government"

This is how Valli Moosa from the ANC addressed the PPWAWU Congress. About 150 delegates came together in Johannesburg to listen to union progress reports, guest speakers, and to make important policy to guide the union in the next two important years.

Speakers included three guests from the

International Trade Secretariats that PPWAWU is affiliated to: the ICEF, the IGF, and the IFBWW. The Congress was also addressed by Charles Nqakula, General Secretary of the SACP.

From COSATU Godfrey Oliphant spoke about the importance of the alliance Reconstruction Programme, and Jesse Maluleka from the Voter Education Project presented the COSATU Programme. ♦



■ Eastern Transvaal delegates at the PPWAWU congress sing to the future of their union

We have won an historic battle in the negotiations process. We secured an election date for the first ever one-person, one-vote elections in our country's history. This is something for which we have struggled for decades. IT IS A REAL VICTORY AND WE MUST CLAIM IT... It is a victory for our scenario. It is a date within a whole scenario. We are talking about a two-phased process. We are talking about elections for a Constituent Assembly." — SACP General Secretary, Charles Nqakula.

Congress understood well what Cde Nqakula was saying and how important it is to mobilise all our forces to come in with a huge ANC majority in the elections. Delegates made sure through a strong resolution on elections that PPWAWU will play its part:

● the union will send a full-time PPWAWU person to

COSATU for voter education. This person is Sipho Kubheka and he is already at COSATU head office. One shop steward from each region will also be released to assist COSATU

● Branches must run voter education workshops at once with the education co-ordinator's help. Shop stewards must get time off to train as voter educators, and all workers must give R1 towards voter education

● We must draw up a code of conduct for the COSATU leadership who will be ANC candidates in the coming election. These comrades must not forget their mandate from the working class

● The alliance must draw up an election manifesto based on the Freedom Charter and the Reconstruction Programme. Election activists and the Alliance leadership must visit all communities to explain our Programme — in particular our Coloured and Indian communities, rural people, and farmworkers. PPWAWU must make sure to reach our forestry workers. ♦

PPWAWU's reconstruction vision

The Congress came out in strong support of a Reconstruction Programme because of the poverty ravaging South Africa; the lack of social services like health, education, childcare, housing; and the lack of democratic participation in the running of our country.

PPWAWU wants strong laws that protect workers and gives them rights. The Reconstruction Programme must include:

- the right to decent health and safety laws
- the right to belong to a union of workers' own choice
- the right to strike without dismissal
- the right to bargain through industrial councils
- the right to job security, education and training
- the right for all workers to be covered by

the same laws.

Delegates gave full support to the NEF and its role in planning economic policy. The NEF is part of democratising the economy, and we must give input to, and support this struggle. The NEF must research and come up with a decent policy on EPZs (Export Processing Zones).

The Congress also spoke of the need for a land distribution programme and for the state to run certain industries like mining.

The Reconstruction Programme must be transparent and driven by the needs and participation of ordinary people. COSATU must monitor the reconstruction process, and short and long term needs and priorities must be carefully laid out. ♦

The ICEF's Jim Catterson (right) welcomes PPWAWU as a new affiliate of the organisation. He spoke of the need to co-ordinate internationally around multi-national companies, and of the need to take part in restructuring industry globally. He said it is important to work together to fight the IMF and World Bank programmes which have created such destruction in African countries. He told delegates how South African unions are amongst the strongest unions in the world, and that we need to remember that solidarity is a two-way process.



BUILDING OUR STRUCTURES

"We have seen the weakening of our organisation at all levels since our last Congress... poor functioning of structures and lack of Worker Control. This has been characterised by personal clashes amongst officials, building of

Delegates took the president's words seriously and resolved to strengthen structures.

Role of organisers and office bearers

NEC meetings will now take place every four months and will deal with policy issues, and the National Office Bearers Committee will deal with administration issues. Branches must send reports to head office four weeks before the NEC.

Each organisers and NOB must have a branch to monitor and assist. National organisers must go out to regions, fall under branches, and bring

cliques and poor servicing of members... unless we confront the burning issue of sustaining our organisation financially, this union may become a mere figment of the imagination.' — Outgoing President Nelson Mpentshu, (right) in his address to Congress

together branch and national programmes. The union must see where there are too many organisers, and send organisers to areas where there is the need to grow. Time periods and area must be carefully discussed with the organiser.

Rebuilding structures

The Education Unit must draw up a programme which deals with rebuilding union structures. Regular branch staff meetings must take place with all branch office bearers, and there must be a national staff meeting which includes all NOBs and two branch office bearers. These staff

meetings must deal with the lack of co-operation between staff and help in breaking down staff cliques, and the national staff meeting must elect an organising strategy committee.

Union finances

Worker subscriptions must increase to R8.50 in forestry and R10 for all other sectors from January 1994. The NEC must elect a national finance committee of seven people — including four people from regions. The Fincom will meet three times a year, and will monitor branch and national finances. ♦



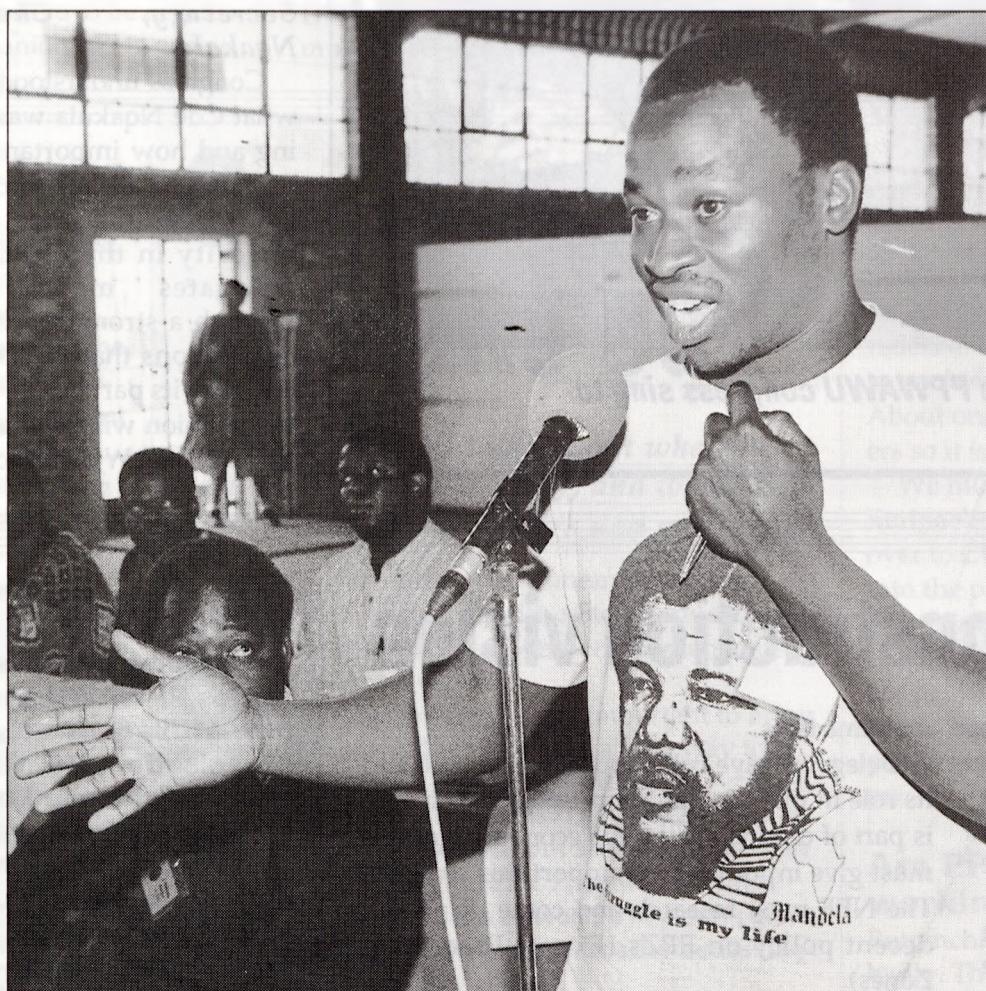
Solidarity with Cuba and Angola

FOR YEARS the United States has refused to accept the existence of Cuba although the countries are neighbours. Cuba has suffered because of lack of resources, and the US blockade. For example, about 25 000 people have gone blind because of lack of medical help. In Angola people die every day because Savimbi refuses to accept the MPLA election victory. So PPWAWU delegates resolved that COSATU must lead a campaign of solidarity with the people of Cuba and Angola. This campaign must:

- raise funds and collect clothes from all affiliates to assist the Angolan and Cuban people
- send medicines from factories we organise
- organise sit-ins and demonstrations at embassies and
- COSATU should call meetings with foreign Ambassadors to talk about the terrible situation of these people.

Provident and Medical Funds

THE UNION has not popularised the PPWAWU Provident Fund. We need to educate workers at big companies



■ A Wits region delegate at the congress, Simon Madonsela, makes a point

like Mondi and Carlton to come over to the fund. Congress gave a strong reminder that we no longer negotiate company funds. We need to research companies' problems around coming into the Provident Fund. We must train shop stewards to educate work-

ers about the Fund and what workers will gain by joining the PPWAWU Fund. Members must demand from the bosses that they move over to our Fund.

Workers also need urgent education around the PPWAWU Medical

Aid Fund. Only 1 400 members have joined, and without more members the Fund will get expensive. Branches must tell the NEC if workers have problems so we can make changes to the Fund.

We must organise a national workshop to work out a position on medical aids to take into COSATU. We need to work out how medical aid schemes can link into a future state national health scheme. Our proposals can become part of the alliance Reconstruction Programme.

Future of the Tripartite Alliance

THE NUMSA CONGRESS took a resolution calling for an end to the COSATU/ANC alliance once an Interim Government of National Unity is in place. They felt that workers should deal with the ANC as part of government through forums like the NEF, and NMC.

The PPWAWU Congress debated the NUMSA position and decided on a different path. Delegates felt that the alliance must continue after elections and workers must give their support to the IGNU. The alliance must get stronger in order to rebuild the economy, and to make sure working class issues are ever present in ANC policy making. ♦



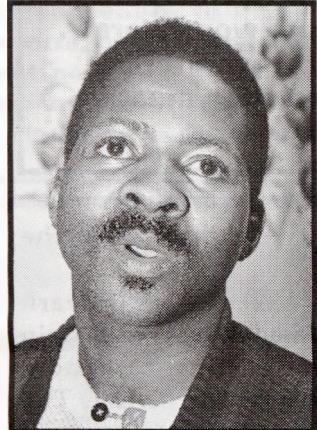
At the Congress we said a sad goodbye to our General Secretary, SIPHO KUBEKHA (seated on the left), a committed unionist who has guided us wisely through the last four years. We will miss him very much. Cde Sipho is standing down for health reasons – bad treatment in the hands of the police still shows its mark. We hope rest and treatment will bring back good health.

We also say goodbye to our president, NELSON MPENTSHU (on the right, speaking), who has worked hard for the union over the last four years. Nelson, who works at Ozalid, has committed himself to helping the new office bearers in the handover period. We are grateful for this.

Congress delegates made the important decision about who should lead the union through the next two critical years of our country's history.

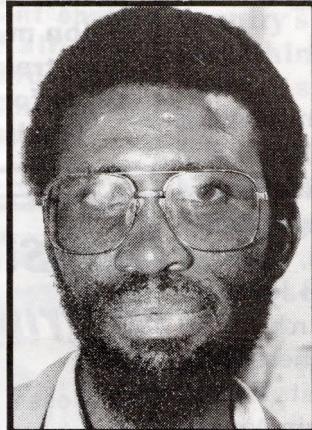
Who are these new leaders?

MEET PPWAWU'S NEW LEADERS



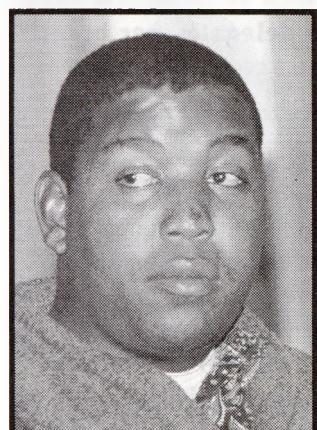
President: Pasco Dyani

Pasco joined Sappi Fine Papers in P.E. in 1986 and was soon elected a shop steward. He has been secretary of the shop steward committee since that time. He has also held the position of branch chair since 1991. In 1992 he was elected Second Vice President. Cde Pasco has also been very active in his community. In 1989 he was secretary of the civic 'Tabalaza Zone' in New Brighton and was elected chair in 1992. He was also elected ANC chair of this area in 1990. He has now resigned these positions as he wants to focus on his important duties as PPWAWU President.



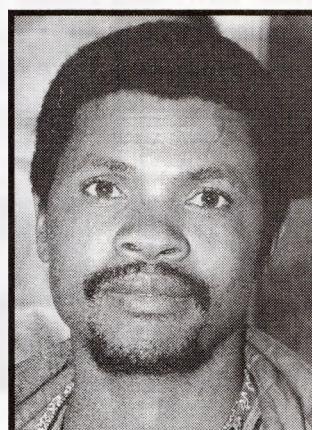
First Vice President: Absalom Ditshoke

Absalom is a veteran of PPWAWU. He joined in 1984 as a worker at Nampak in Pretoria where he has long been a shop steward. He has been an NEC delegate for many years and was chair of the Northern Transvaal Branch of PPWAWU. He is a very active community leader. He is President of the Garankuwa Civic Association, and an office bearer in the local SACP. He is also active in the regional structures of these organisations.



General Secretary: Obed Zimande

Obed started his union life in 1983 in the Sweet Food & Allied Workers Union at Irving & Johnson. He was soon chair of the shop steward committee and in 1984 became a full-time shop steward. From 1985-87 he was the FAWU regional chair in the Transvaal. He resigned and joined PPWAWU in 1991 as an organiser in the Central Rand, and later in the East Rand, where his task was to build up structures. In 1992 he was elected Assistant General Secretary. He is a community activist in Kwa Thema where he was president of the ANC Youth League, and is now political education officer in the ANC branch.



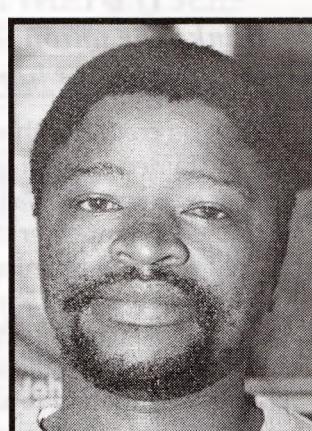
Second Vice President: Richard Hlophe

Richard joined the union in 1982 at Aquaform Furniture and now works for Afman Bedding where he is chair of the shop steward committee. In 1988 he was elected branch education co-ordinator, and soon after became chair of the local. He held the position of branch chair for two years from 1990, and was also elected COSATU Regional Treasurer in this year - a position he still holds. He is also a community activist. He is chair of the Umlazi Civic, zone ANC political Education Officer and an active SACP member.



Assistant General Secretary Themba Mfeka:

Themba joined the Sweet Food & Allied Workers Union in 1982 at Ngwelezane Brewery in Northern Natal. He was active in the education structures of the branch. In 1984 he joined Mondi in Richards Bay where he organised workers into PPWAWU. He became a shop steward and then chair of the Empangeni local. Elected branch treasurer, he became vice chair of the branch in 1991 and then First Vice President of the union. In 1992 he became a national organiser of the paper and pulp sector and attended a course on research skills. He has been a COSATU REC delegate and a COSATU Fincom member.



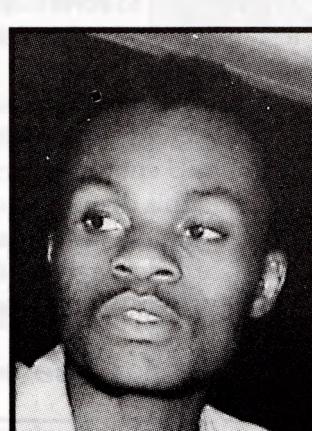
Education Chair Linda Mngadi:

Linda joined PPWAWU in 1988 and has been a shop steward at Statmark ever since. He was elected chair of the shop steward committee in 1988. In 1989 he was elected onto the local education committee, and in 1990 he became branch education chair. In the same year he was elected national education chairperson. He is a youth and civic activist in Orlando, Soweto.



Treasurer: Douglas Maila

Douglas works for Carlton Paper in Springs where he was chair of the shop stewards committee from 1985-87. He became a full-time shop steward in 1988. He was the Wits Branch Campaigns Co-ordinator in 1989, and was elected Treasurer of the union in 1992. He is an active member of the ANC executive in Tsakane, and is chair of his area civic.



Additional Office Bearer Campaigns

Vincent Mlombo:

Vincent joined PPWAWU in 1986 at Sappi Ngodwana, and by 1987 he was chair of the shop stewards committee. In 1988 he was elected Eastern Transvaal Branch chair and stayed in this position for a year when he became vice chair and in 1990 again Branch chair. He is active in his community of Kapakweni where he was secretary of the ANC branch and the SACP branch chair. He is also a member of the Peace Secretariat in the Eastern Transvaal.

PPWAWU'S BARGAINING PROGRAMME

Industrial councils

PPWAWU is having difficulties in all sectors in setting up ICs. In the Printing sector the bosses agreed to national bargaining only in Corrugated. The bosses do not want an IC that will regulate the industry through laws. They only negotiate on very narrow issues like minimum wages and leave.

The bosses in the Paper, Pulp, Forestry, and Wood Board sectors do not want centralised bargaining. They only want to bargain at plant level because this is more democratic! In Furniture the

ICs in Transvaal and Natal are refusing PPWAWU membership.

The Congress resolved that we must use mass action, legal means, and the NEF agreement to force the bosses into centralised bargaining.

The NEF agreed that centralised bargaining is an important part of industry bargaining and that government, labour, and business must set up meetings between business and labour to work out different bargaining levels. The PPWAWU Living Wage Committee must co-ordinate all these actions.

Living Wage Campaign

Congress delegates resolved that the union must revive the Living Wage Campaign and set up living wage committees at factory, local, branch and national levels. The union must research each sector to find out where we can grow and recruit. Then we must target certain companies and set time limits for these workers to be organised into the union. ♦



■ Some of the women delegates at the congress

The dignity of women

Delegates spoke of a campaign to 'build gender structures aimed at shopfloor rights to restore the dignity of women through affirmative action'. A strong resolution says the union must demand that the bosses give training to women to 'empower them for internal promotion'.

The bosses must provide decent

community childcare so that women at work do not worry about their children. The bosses must also make 'any form of abuse or discrimination' against women a dismissable offence.

The Congress resolved that every shopstewards committee must include women where women are more than 10% of the workforce. All parts of this resolution must be put into practice at once. ♦

Industry restructuring

The bosses are restructuring industries without consulting workers. Delegates resolved that we must have our own Industry

Restructuring Programme and negotiate this with employers.

Our Programme must increase worker control and job security; achieve a living wage and centralised bargaining; provide for training of retrenched workers; and make sure that the bosses

open their books to the union.

PPWAWU needs to learn from other unions, and train officials in how to handle industry restructuring. The union must call a Campaigns workshop at once attended by two delegates per branch to discuss restructuring. ♦

What is the most urgent task facing the union?

We have lost a huge amount of members in the last few years. We lost about 13 000 members mostly because of retrenchments. About 3 000 members were retrenched from Sappi. Sappi Novabord in the Eastern Cape closed down and went to an area where we are not well organised. PG now also want to retrench 1 500 workers. This means our major task is to defend jobs. We can't talk about job creation programmes if we don't also talk about defending jobs.

How do you think the union can deal with job loss?

In June 1992 workers in PPWAWU took action against retrenchments by taking part in a national stayaway. We demanded an end to retrenchments and unilateral restructuring. Workers at Nampak, Kohler, Hans Merenski all came out - 95% of PPWAWU workers stayed away. This shows how serious workers are about this issue.

The NEF must continue to push in the job creation area, and we must push big business to implement the NEF recommendations. We must also research how to restructure our industries. One of our Congress resolutions talks about how the bosses must stop restructuring on their own because everything they do affects workers. We must enter negotiations on the issue of retrenchments and restructuring.

We must look into the issue of retraining to avoid retrenchment. Also we must start thinking about giving workers a career path. A worker with 35 years' experience will train a new white worker and

Our president speaks out

PASCO DYANI talks about where he thinks the union is going, and where we should put our hard work and militancy

will get no credit for this. The unemployed must also be trained - Sappi require a Std 10 education level even to get a job as a sweeper! Workers must be trained to empower them.

Centralised bargaining is very important to bring in these changes and we still have a long way to go. The bosses in paper, pulp and printing are very negative about industrial councils. They say they want national negotiating forums but are not happy with setting up industrial councils. They want to limit negotiations to conditions of work. They don't want a statutory body that deals with broader issues like restructuring industry.

In furniture there is a dispute that went to court. NUDAW and some of the bosses are refusing to let PPWAWU enter the Furniture Industrial Council. We took this dispute to court and on appeal it was put back to the Industrial Council to resolve. It is clear we cannot rely on the courts, we need to back our demands with strong worker action.

Do you see the possibility of merg-

ers or handover of members?

We don't think that forestry workers are farmworkers so we are not keen to hand over members to a new farmworkers union. We feel cutting wood up to pulping is one process. We want COSATU to redefine the industry, and we want to do research to see how this industry is demarcated elsewhere. About one-third of our members are forestry workers so it is very serious for PPWAWU if they go.

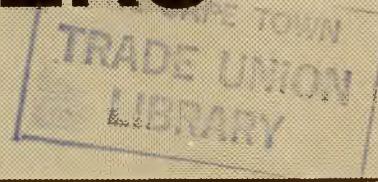
We must also continue talks with CWIU. Budpack workers in P.E. left PPWAWU and went over to CWIU. Many chemical bosses are moving into the packaging industry because there are links. For example, the ink used in printing is made by chemical workers. Workers in branches must discuss and decide if we should link up with CWIU and what should happen to forestry workers. The Congress gave powers to the NEC to follow up and finalise mergers.

Are PPWAWU's internal structures working well?

Retrenchments have weakened our structures badly. The bosses often retrench more militant union leadership. If PG retrenchments continue we will lose leaders as we have strong leadership there. We urgently need to build up a second layer of leadership.

We also need to build up a programme of action around fighting retrenchments, and around restructuring our industries, as the union's militancy as been badly affected by retrenchments. A strong programme will mobilise workers' militancy again. ♦

AFCOL WORKERS STRIKE



1500 AFCOL workers at six AFCOL plants have been on strike since 30th May. The strikers are all members of PPWAWU, a COSATU affiliate.

Why are they on strike ?

On 20th April AFCOL dismissed 300 workers at Star Furniture. These workers were demanding the reinstatement of four fellow workers who were unfairly dismissed. PPWAWU declared a dispute with AFCOL. The Company still refused to discuss the matter properly. On 30th May the AFCOL workers began a legal strike. They are demanding the reinstatement of the dismissed Star workers.

What is the Company saying ?

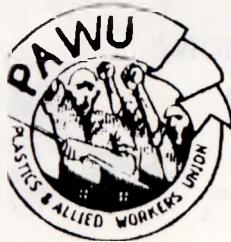
The Company has said that they will re-employ only 110 of the Star workers. We say this is not acceptable ! We say all the workers must return. PPWAWU has now proposed mediation.

We need your support

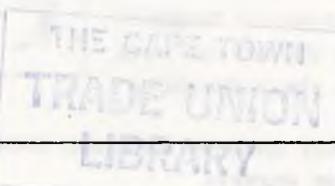
The striking workers need your help. How can you support ?

1. **Don't take our jobs** - the Co. is trying to use scab labour. By taking jobs at Edblo, Highpoint, Parker Knoll, Powercraft, Sealy, Transvaal Mattress and Star Furniture you are betraying your fellow workers.
2. **Think before you buy furniture** - is this furniture produced by scab labour ?
3. **Are you working overtime ?** - Many AFCOL factories are not well organised. They are being forced to work overtime to make up for the other factories. Remember - overtime is not compulsory and can hurt our struggle.
4. **SAB Workers** - AFCOL is owned by SA Breweries. We ask SAB workers to put pressure on their management. You can even ballot to hold legal sympathy strikes. SAB covers Coca Cola, Breweries, OK Bazaars, Southern Sun, Afcol, Edgars, Lion Match and others. **An Injury to One, Is an Injury to All !!!**

**DON'T SCAB !! SUPPORT THE AFCOL STRIKERS !!
SAB MANAGEMENT - STOP THIS BEHAVIOUR !**



PLASTICS AND ALLIED WORKERS UNION.



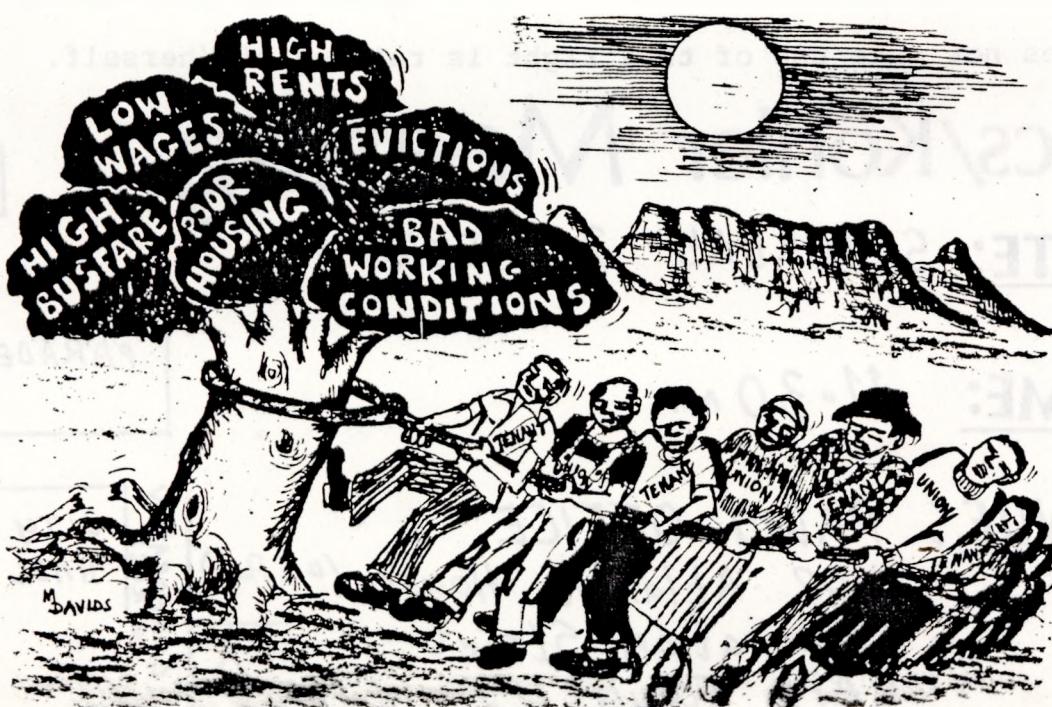
What do we stand for?

P.A.W.U. is NOT

1. An insurance company paying out death benefits.
2. Controlled by a few overpaid officials.
3. Based on behind the scenes deals with bosses.
4. For only skilled workers or coloured workers.
5. For racism and apartheid.
6. bosses control of the lives of workers.'

P.A.W.U. is

- Fighting to improve the conditions of workers now.
- Controlled by its own members through general meetings, factory meetings and shop stewards.
- Based on the united strength of workers at the factory.
- For broad unity of all workers on non-racial basis.
- Against all unfairness, discrimination and racism.
- For workers control in the factory and society.

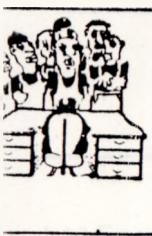


WHY DO WORKERS NEED A TRADE UNION?



ONE worker is POWERLESS against the employers

Only by standing TOGETHER and being UNITED can workers build their STRENGTH



Only through UNITY and ORGANISATION can workers

protect their rights

- improve their conditions and begin to have a say in their own lives.

WHAT IS THE UNION STRUGGLING FOR?



BETTER WAGES AND WORKING CONDITIONS FOR ALL WORKERS

JOB SECURITY FOR ALL WORKERS

FIGHT FOR ALL WORKERS TO HAVE A SAY IN THE DECISIONS TAKEN AT THEIR WORKPLACE

BETTER LIFE AND HUMAN DIGNITY FOR ALL WORKERS IRRESPECTIVE OF RACE, SEX & RELIGION.



WHO CONTROLS THE UNION?

WORKERS CONTROL THE UNION



The members of the union elect representatives to the executive committee and it is their job to run the union

SO WHAT DO YOU WANT ME TO DO



- WAKE UP and THINK about what happens to YOU at your factory.
- Start talking to your fellow workers. You must begin to meet, think and plan TOGETHER.

UNITY IS THE MOST IMPORTANT THING IN BUILDING A STRONG TRADE UNION.

BUT WHY ME?



THERE IS NO UNITY
NO PROGRESS
WITHOUT YOU

WE NEED YOU AND YOU NEED US

All the workers have the legal right to join trade unions of their choice.

BASIC CONDITIONS OF EMPLOYMENT ACT (1983)

VICTIMISATION PROHIBITED

Section 18

It is an offence for an employer to dismiss or alter the service conditions of any employee to the disadvantage of the latter by reason of such employee having given evidence before a court of law or having given information to an inspector or other person entitled to such information under the Act or because the employee belongs to any trade union or takes part in the lawful activities of such a union.

VERBOD OP VIKTIMISASIE

Artikel 18

In Werkgever begaan 'n misdryf as hy 'n werknemer ontslaan of die diensvooraardes van 'n werknemer tot sy nadeel verander omdat sodanige werknemer voor 'n geregtshof getuens aangele het of inligting versprek het aan 'n inspekteur of ander persoon wat kragtens die Wet op sodanige inligting geregtig is of omdat die werknemer aan 'n vakvereniging behoort of aan die wetlike bedrywighede van su 'n vakvereniging deelneem.

worker who does not make use of this right is ruining him/herself.

Xactics/Köhler Meeting

CAPE TOWN STATION

DATE: SATURDAY 29 FEBRUARY

TIME: 11:30 AM

PARADE

VENUE: PAWU OFFICE

402 Atlantic House (4th Floor)

Corporation Street

CAPE TOWN

CORPORATION
STREET

CITY
HALL

X

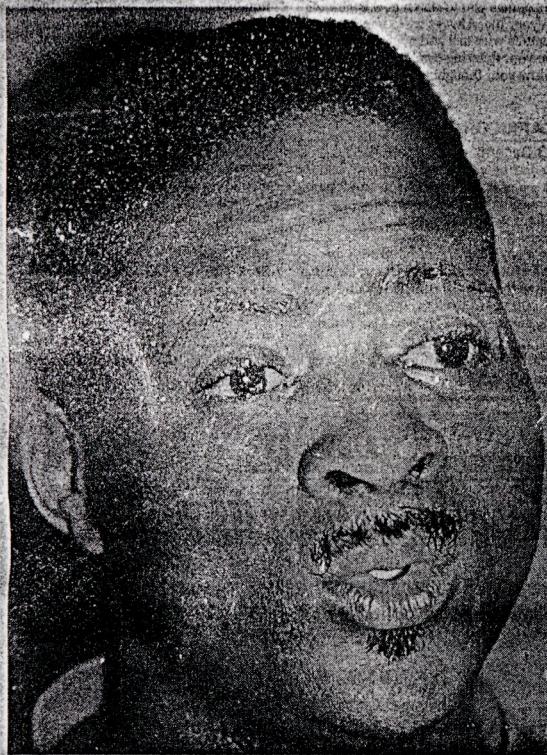
18 labour

This week we profile

THE CAPE TOWN
TRADE UNION
LIBRARY

PPWAWU

Paper, Printing, Wood and Allied Workers' Union



PPWAWU was launched in September 1987 after a merger between Paper, Wood and Allied Workers Union (PWAWU) and National Union of Printers Allied Workers Union (Nupawu).

President:

PASCO DYANI - Sappi (Port Elizabeth)

Dyani joined PWAWU in 1986 after securing a job at Sappi as a tester in the laboratory. The following year, after the merger which gave birth to PPWAWU, he was elected secretary of shop steward committee at Sappi before being elevated to the position of branch chairperson. He also served in New Brighton structure of the ANC branch. In 1991, he was elected second deputy president of PPWAWU. Two years later, he was elected president. At congress held in June this year (1995), he was re-elected to the same the position of president.

Membership and branches:

The union has a national membership of 63 000 and 16 branches countrywide. Employees at printing companies, and who were members of SA Allied Workers Union (Saawu) and General Allied Workers Union (Gawu) - joined PPWAWU after negotiations with the two unions. Saawu and Gawu, which were "open" unions and organised workers from any sector, agreed to discharge members to respective sectoral unions, e.g. those employed in metal industry were allowed to joined Numsa, those in printing industry joined PPWAWU, etc. Saawu and Gawu have since dissolved.

meaning that the union can now negotiate its cases in the Council rather than at plant level only.

- The union cites as a major victory the establishment of PPWAWU National Provident Fund, which, among others, is worker-controlled.
- The union also participated in Cosatu's campaigns like Living wage and anti-Labour Relation Act campaigns.

Campaigns:

From the early 1980's, PPWAWU has been pro congress alliance. The union adopted the Freedom Charter as a minimum set of demands for working class, allied itself with the UDF, called for the unbanning of the ANC and SA Communist Party, the release of political prisoners and backed the ANC during April 1994 general elections.

The current campaigns included:

- centralised bargaining forums with companies like Sappi, Mondi Consol and Kohler;
- democratisation of the shopfloor;
- involvement of PPWAWU members in implementing the RDP;
- closing the wage gap;
- improving of the living standard by, among others, continuing with a demand for a living wage.

Industrial Councils it negotiates in:

- Transvaal Furniture and Bedding Industry Council.

Victories:

- After a "bruising battle" which continued for six years, PPWAWU was finally accepted by the Transvaal Furniture and Bedding Industrial Council in 1994.

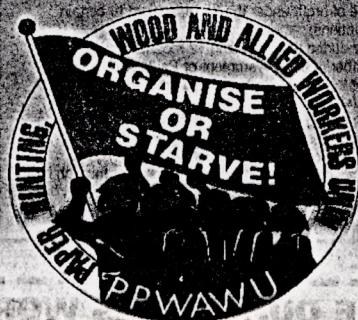
Head office:
44 Von Wieligh street,
7th floor Zambezi House,
Johannesburg
Tel (011) 331 7721/4

Compiled by Sello Seripe



AUSTRALIAN CONNECTION

PPWAWU office bearers pose with visiting Australian Manufacturing Worker's Union official John Cahill (standing left)

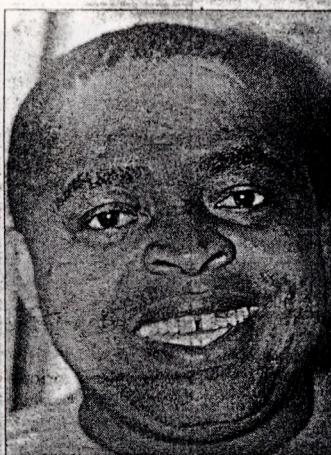


National office bearers



First deputy president:

ABSAJOM DITSHOKE - Nampak Corrugated Containers (Rosslyn)
After securing a job at Nampak in 1983, Ditshoke joined the PWAWU branch and was elected a shop steward by co-workers at Nampak. In 1986, he became branch chairperson of PWAWU at Nampak. PWAWU and Nupawu merged in 1987 to form PPWAWU and in 1993, he rose to the position of First vice president of PPWAWU. He was re-elected to the same position at congress in June 1995.



Second deputy president:

ALBERT SHABALALA - Kohler Corrugated (Brakpan)
Shabalala joined PWAWU in 1983 as a member immediately after being employed by Kohler. The following year, he was elected a shop steward by co-workers at the company. In 1987 after PPWAWU was launched, Shabalala was elected chairperson of the shop steward committee at the plant, and also vice-chairperson of PPWAWU in the East Rand. In 1988, he was elected chairperson of the Wits branch before being elected second deputy president of the union in 1995 at congress in June this year.



Assistant general secretary:

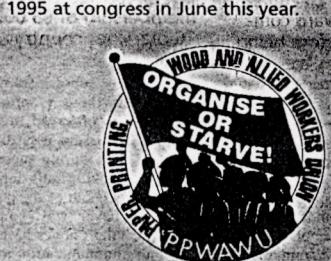
PORCH NKOSI - Head office (Johannesburg)

He joined the union in 1991 as a local organiser for the Southern Natal branch before being elected branch secretary. Later, he was appointed regional organiser and given the responsibility of co-ordinating activities of the union's branches - Southern Natal, Northern Natal and Natal Midlands. He was elected to the position of assistant general secretary at congress held in June this year.



Education officer:

LINDA MNGADI - Statmark (PTY) LTD
In 1985, Mngadi was employed by a Esselte-Dymo company which was taken over by Waltors' Group in 1986 and renamed Statmark (PTY) LTD. In 1988, he joined PPWAWU and was elected shop steward at the company. In 1989, he was elected Wits branch Education chairperson. In the same year, he became national education officer - the position which he retained this year at congress held in June.



Treasurer:

DOUGLAS MAILA - Carlton Paper (Springs)
Employed by Carlton Paper in 1985, Maila joined PWAWU the same year and was elected a shop steward in 1986. The following year (after the merger), he became acting chairperson of PPWAWU at Carlton. And, after three months, he was elected chairperson. Maila still holds the position (chairperson). In 1989, he became an additional branch office bearer at Wits branch. In 1990, he was acting national treasurer. He became a fully fledged treasurer in 1991 and re-elected to this position at congress held in June 1995. Maila is also a member of Cosatu's Finance Committee, as well as its Central Executive Committee.



Campaigns co-ordinator:

CHARLES LOTTERING - Nampak Corrugated (Cape Town)
He was employed by the company in 1987 and joined the union the same year. The following year, he became a shop steward. In 1991, he was elected an Education officer and then elected branch office bearer in 1993. Lottering was elected national campaigns co-ordinator this year at congress, held in June. He still retains his position as shop steward at Nampak Corrugated.

Ppwawu leadership chanting at one of the union's gatherings. From left to right: Pasco Dyani, Bengeza Mthombeni and Douglas Maila