

## CWIU CONGRESS RESOLUTIONS 1993

### BACKGROUND

The CWIU recognises the need to:

- \* develop a long term organisational vision
- \* develop and implement creative and effective strategies
- \* prioritise campaigns/activities in order to be able to sustain these
- \* adapt and change by a process of restructuring
- \* deal effectively with political and economic issues

### Development of a long term Vision

Congress reaffirms our objective of a socialist future  
Our programmes must therefore reflect this vision.

The trade union movement as a working class organisation has a major role in any socialist programme. The labour movement must remain independent. This independence must not be compromised.

### Overall strategy for trade union movement

The current direction of Cosatu towards so called "Strategic Unionism" must be thoroughly discussed. A programme of discussion on this must be implemented in the Union.

We confirm our belief in the following principles and any strategy must be based on these:

- \* worker control, accountability of leadership
- \* a combination of negotiations, mass action and struggle as the means to achieve our goals/demands

### Priorities

Congress sees the following as the broad priorities for CWIU:

1. The fight for an effective Collective Bargaining system which includes:
  - centralised bargaining in the industry
  - a set of core or common demands supported by membership
2. The fight for a healthy and safe working and living environment
3. The development and implementation of an effective adult basic education and training system
4. The development and implementation of an effective internal union education and training programme
5. The development of our ability to negotiate effectively on industry and plant restructuring
6. The restructuring of the operations of the CWIU to deal with the challenges facing it in a manner which builds the power of workers and advances worker interests.
7. That CWIU should fully participate and effectively intervene in political and economic issues in the interests of the working class.

It should take its programmes and policies into Cosatu.

## 1. ECONOMIC ISSUES

The government is aiming to implement an economic programme to ensure that a future government does not have economic power.

CWIU therefore supports intervention by the trade union movement to prevent the unilateral restructuring of the economy by the current government.

### 1.1. THE NATIONAL ECONOMIC FORUM

CWIU supports the National Economic Forum (NEF) as the appropriate forum to press forward the demands of the working class. However, the following problems are noted:

- \* the negotiations at the NEF have become divorced from the involvement and control of workers
- \* the negotiations are removed from the day to day struggles of workers
- \* there is a gap between leadership and rank and file
- \* the process not transparent enough
- \* there has not been enough media coverage
- \* inadequate report backs

CWIU will struggle to ensure that negotiations at the NEF are in line with the following principles:

1. Worker struggles and negotiations at the NEF must be directly linked
2. Negotiations should be carried out in a democratic manner and should be mass driven.

This involves:

- negotiators having mandated positions
  - timeous report backs being given
  - elected worker leadership being in a majority on negotiating teams
  - rejection of a top down approach
  - concentration on short term demands
3. The negotiation process must be based on mass action and struggle.
  4. The Negotiation process must be gender sensitive.
  5. Progress reviewed from time to time, including COSATU Congresses in particular the 1993 COSATU Special Congress.
  6. Attempts made to bind the ANC/future government with the terms of the NEF agreements should continue.

### 1.2. THE RECONSTRUCTION PROGRAMME/ACCORD

#### The Nature of the Reconstruction Programme/Accord

CWIU supports a Reconstruction Accord from which a Reconstruction Programme will flow.

#### Aims

The Aims of both the Reconstruction Accord & Programme will be to:

1. Ensure that a strong ANC government is elected
2. Ensure that the ANC government will have the power to address the needs and aspirations of the working class

### 3. Advance our struggle for socialism

#### Content

The Content of the Reconstruction Accord and Programme should be:

##### 1. Six pillars:

- \* Job Creation/Job Security
- \* Education and Training
- \* Social Services eg. water, sewerage electricity
- \* Rights
- \* Democratic Government
- \* Peace and Security

#### Priorities

- \* Jobs
- \* Housing
- \* Health Care
- \* Free and compulsory education

To achieve these priorities we support the nationalisation and re-nationalisation of selective and strategic industries such as the building industry, the pharmaceutical industry and privatised former state enterprises.

#### We oppose:

1. The idea of the social wage being funded by a decline in the standards of living of the working class and oppose a wage freeze for this purpose.

#### Accord and Programme:

1. The Reconstruction Accord must be fully supported and drafted by the working class - therefore the entire democratic movement must be consulted and galvanised around the Accord (students, youth, civics, unemployed, womens organisations).
2. The Reconstruction Programme must be discussed by workers at factory level.

#### 1.3. TAXATION

CWIU resolves to continue campaigning for the restructuring of tax (PAYE, SITE & VAT) so that the rich pay more and the poor pay less. These campaigns will be directed against the present and future governments.

The following demands to be made:

1. Change the present company tax.
2. To fight for a new tax system which is not gender biased.
3. To ensure that the working class is consulted before any new tax system is introduced.

#### Programme:

1. A programme of education and mobilisation of workers to be set in motion.
2. The demands to be backed by mass action.
3. Take the demands to the alliance for agreement and the development of a common programme of action.

#### **1.4. INDUSTRY/PLANT RESTRUCTURING**

Chemical employers are currently restructuring the industry in line with their own objectives and interests.

1. We agree that it is necessary to restructure the industry. CWIU should intervene and try and direct this restructuring in the interests of workers at both plant and industry level.
2. Our major concern and guiding principle in this is to create jobs and to prevent retrenchment.

#### Plan of action

1. The Industrial Restructuring Committee must give direction to the process.
2. The Committee must address the following concerns:
  - educate workers on the dangers and implications of industry restructuring
  - work out a common industry strategy on how to deal with management at plant level and nationally
  - ensure there is worker control of the process
3. We should focus our attention on Sasol initially.
4. Cosatu involvement in industry restructuring should be through tripartite negotiations like NEF.

#### Demands

1. In response to the unilateral restructuring of the chemical industry we should continue to demand centralised bargaining and a moratorium on retrenchment.
2. We must force employers to negotiate productivity & flexibility schemes with the union. The union must develop a national approach to these issues.
3. We must demand proper job descriptions.
4. We must demand job security.

## 2. BUILDING AND DEVELOPING THE ORGANISATION

### 2.1. COLLECTIVE BARGAINING

#### Centralised Bargaining Campaign

##### Assessment

1. Our resolution on Centralised Bargaining has not been fully implemented. Workers and s/s are not fully mobilised on the issue.
2. That CWIU will not achieve its objective of one centralised bargaining forum in the industry without a massive campaign by all unions.

##### Resolve

1. That CWIU reaffirms its belief that centralised bargaining is crucial to building the power and winning the demands of organised workers, and that it will continue to fight for centralised bargaining in the chemical industry.
2. That the strategy adopted at the Bargaining Conference in 1992 and implemented by the NBC be reviewed.
3. CWIU to continue fighting for Centralised Bargaining through a coordinated approach.

#### Approach In CWIU:

##### **Process of achieving centralised bargaining**

1. We should adopt a multi pronged approach including a sectoral approach as a short term strategy.
2. We should target all the sectors & where advances can be made they should be taken.
3. We should first approach various sectors or major companies for bi-lateral talks before taking any final decision on the overall approach to sector bargaining. Bilateral talks must not determine the final position.
4. Educate workers about centralised bargaining.

#### Bargaining issues and levels

4. Sectoral bargaining forums must negotiate on substantive issues like wages, hours which will also be dealt with at company/plant level. Plant forums must also deal with specific matters like dismissals and grievances.
5. The union must embark now on an education programme around this issue.

#### In Cosatu:

1. CWIU must put (keep) pressure on Cosatu to ensure that this campaign is taken seriously.
2. CWIU must persuade Cosatu to follow its programme of action with a decision on action to be taken at the Special Congress.
3. The demand for centralised bargaining must be pursued vigorously at the NEF.

#### Programme of Action

1. At the same time as holding bi-lateral talks with different employers we should proceed with a mobilisation programme in the factories which involves:

- education of membership through workshops across factories, factory general meetings, local general meetings with direct staff involvement, demonstrations and picketing.
- delivery of letters of demand from Cosatu to every factory
  - preparing membership for national action.
- possible ballot & subsequent action after Cosatu Congress in September 1993 to be decided by the NEC.
- holding a national ballot/referendum in all industries and in every plant.

### **Bargaining strategy**

#### **Assessment**

1. The lack of a clear overall bargaining strategy within the CWIU.
2. The lack of progress on our core demands.
3. The lack of interest/involvement of workers and organisers in actively pursuing our core demands.
4. The many new and complex issues facing CWIU in the bargaining arena.

#### **Approach**

1. An effective collective bargaining strategy to be developed by the Union to run alongside our fight for centralised bargaining.
2. The concept of core demands being tabled in all negotiations to be retained. However, the demands to be reviewed/simplified and follow up guidelines to be prepared. Target some sectors (e.g. Glass) for more comprehensive demands.
3. Standards to be set and publicised for the industry on basic working conditions. All workers in the industry to fight to attain those standards.
4. Coordination and solidarity at branch and local level to be developed through joint activities.
5. Effective research programmes to be set in place to develop our wage policies and new bargaining demands.
6. More research & info on financial statements of Companies.

To this end proper human and financial resources must be allocated by the Union.

#### **Core demands for plant level bargaining**

Broad demands to be put at negotiations: (Where an in-principle demand is agreed to, union should have a set of detailed guidelines for follow up negotiations).

#### **Proposed Core Demands:**

1. Wages: Inflation plus 5% with a stipulated minimum cash amount in order to ensure upliftment of very low paid workers.
2. Job Security:
  - \* Moratorium on retrenchment
3. Centralised Bargaining:
  - \* Companies to agree to principle
  - \* Companies to participate in all meetings called
4. Education and Training:
  - \* Companies to agree to participate in the Industry

- Training Board
- 5. CINPF: Companies to agree to participate
  - 6. HSE: Companies to agree in principle to ensure healthy and safe working conditions.
  - 7. Parental Rights:
    - \* Maternity Leave - 12 months
    - \* Paternity Leave - 5 days
    - \* Child Care Leave- 20 days
    - \* Financial provisions for child care facilities.
  - 8. No discrimination/affirmative action
    - \* In principle agreement

## 2.2. HEALTH, SAFETY AND ENVIRONMENT

### Assessment

- 1. Companies have initiated incentive schemes which counter our health, safety and environment objectives.
- 2. Branch HSE structures are ineffective.
- 3. HSE is has not been a priority in our union or in the factories.

### Demands to management

- 1. Companies must agree to negotiate any new work changes or the introduction of new technology to make sure that the companies have observed HSE objectives
- 2. Workers have the right to know & we demand full disclosure of information.
- 3. Workers must have the right to refuse to work where the work jeopardises the health or safety of workers.
- 4. Management must stop harassing of AIDS carriers and stop compulsory AIDS testing/screening.
- 5. Companies ,especially foreign companies, must stop the dumping of toxic waste.

### Demands on State/Employers

- 1. Nosa to be replaced by a democratic and accountable structure.

### Action

- 1. Our demands must be backed up by Union coordinated mass action
- 2. The Union must develop a profile on HS and Environment issues so that the broader community sees it as leading this struggle.
- 3. The union must liaise with international unions and sympathetic organisations.
- 4. The Union must convene a HSE Conference in 1994 to raise general awareness around HSE and to launch a major campaign
- 5. The union must urgently direct all branches to set up HSE structures to incorporate HSE stewards and to make them accountable.
- 6. The union should employ a full time National HSE coordinator and a full time research person.

## 2.3. EDUCATION AND TRAINING

### Approach

- 1. CWIU should be involved in negotiating ABE/Training at all levels
- 2. CWIU supports the development and implementation of a national integrated education system to be negotiated by the relevant progressive organisations, business and State.
- 3. The system should have three legs:  
ABE, Training, Formal education.

### Objectives

- \* to increase education and skills of workers in order for them to get a better job and more pay.
- \* to empower workers to control industry and society and assist in the development of a socialist society.
- \* to empower people to make informed decisions on all areas of life ( e.g. economic, political, social).

### Concerns

- \* we may start to accept the capitalist framework for education and training i.e. that its sole purpose is to improve efficiency, productivity in industry and thereby increase profits.
- \* education and training may lead to retrenchment.
- \* we may create an elite group of workers.

### Adult Basic Education (ABE)

#### National system

1. Adult basic education should be a national priority.
2. The system of adult basic education and the curriculum should be broad and develop all round knowledge and skills
3. The problem of lack of basic education should be dealt with through a series of targetted national campaigns
4. Industry must be forced to play a part in ABE through Industry Training Boards and provision of facilities.

#### Cosatu

6. Cosatu should participate in national ABE initiatives on the basis of policy adopted at Congress. In addition Cosatu should focus on the development of additional policies/areas of particular interest to workers.

#### CWIU

7. CWIU must intervene in and direct ABE/literacy programmes in companies where management has or intends to introduce schemes. CWIU should work in terms of Cosatu principles and interim guidelines.

### Training

1. CWIU supports the development of a national training system which allows for career paths for all workers within the company, industry and nationally. This should be coordinated nationally and through ITBs in all industries.
2. All workers must have access to the system. Lack of prior formal education should not restrict workers.
3. CWIU should research/discuss further the development of an industry grading system based on skills not tasks which is linked to pay and the training system.
4. We should fight to extend the Chemical Oil and Allied Industries training board to cover all workers in our industry i.e. all sectors.

### Coordination

1. CWIU should set up a coordinating structure at branch and national

2. level on ABE and Training.
2. There should be someone nationally employed (full time), which may be a shop steward(s) released to work full time on this area as decided by the NEC.
3. There should be proper coordination in Cosatu

#### Campaign

The campaign for paid education leave for all workers must be stepped up.

This will include the following:

- \* time off for normal union business e.g. office bearers time.
- \* paid education leave of 20 days per annum for all shop stewards for trade union education.
- \* 250 hours for all workers for adult basic education and training or other education of choice.

#### **2.4. RESTRUCTURING CWIU**

Congress agrees that the CWIU needs to be restructured in order to meet the challenges facing the union and the trade union movement as a whole.

Any restructuring of the union must:

- \* advance the interests of chemical workers and workers as a whole
- \* build and develop the union and its structures
- \* build trade union unity

Restructuring can take the form of:

- \* merger with another union or unions
- \* internal restructuring
- \* a combination of both merger and internal restructuring

#### Merger Principle

1. We support the principle of merger with another union/s
2. We support the criteria for merger as outlined by the NEC

#### Timeframe

We cannot merge in a short space of time because there has not been enough discussion at factory level nor research and information into unions targetted.

#### Process

1. Discussion document to be prepared
2. Research and information to be carried out
3. Continued discussions with target unions
4. Plan of action to mobilise workers
5. Thoroughly discuss issue of strategic unionism
6. A merger agreement must be approved by a National Congress prior to merger.

### 3. POLITICAL ISSUES

#### **Political Objectives**

We reaffirm our commitment to a non racial, non sexist, democratic, unitary and socialist South Africa.

#### **Levelling the playing field**

In this regard we demand:

- \* the restructuring of the armed forces so they become accountable to communities. This includes the purging of those who have committed crimes and the disbanding of all covert operations.
- \* an immediate repeal of all repressive legislation.
- \* immediate action against the right wing.
- \* immediate reincorporation of homelands before elections for a Constituent Assembly.
- \* independent and free media.
- \* sufficient international monitoring groups during elections.
- \* deadline for the establishment of the Transitional Executive Council, Electoral Commission, Joint control of security forces be not later than 31 September 1993.

#### **Constitution and Constituent Assembly**

In this regard we resolve:

- \* that there be no compromise on a democratically elected constituent assembly to draw up the constitution and decide such issues as form of state, regions, Bill of Rights
- \* to fight for the inclusion of a Workers Charter & Women's Charter demands in a new constitution. The constitution should not permit laws which discriminate against women. We demand COSATU convene a Workers Summit by not later than March 1994 to adopt a Workers Charter.
- \* to vigorously reject federalism.

#### **Power Sharing**

In regard to power sharing:

- \* we reject power sharing as this goes against the principle of majority rule which we support.
- \* we reject veto rights and reserved seats for minorities.
- \* there should be an interim government of limited duration.
- \* a majority government means a government winning over 50% of the vote.
- \* the constituent assembly should not be turned into a power sharing government after the adoption of the constitution. Elections for a new government must be held.

#### **Elections**

In regard to elections:

- \* CWIU will encourage its members to vote for the ANC & the Union movement will fight & struggle to influence the ANC to adopt the demands & views of the working class.
- \* What does CWIU collective Support Mean? Congress agreed in principle to give support to the ANC & mandated the NEC to decide on the details.
- \* If Cosatu or CWIU leadership stand for elections then they must resign from Cosatu/CWIU or have their employment terminated. If such a candidate is not elected they would not automatically be entitled to their jobs back. They would have to apply for a

- vacancy.
- \* CWIU to educate its members about elections particularly women.

#### **Violence**

In regard to violence:

- \* National Peace Accord to be reviewed. We confirm the 1991 Resolution on Orchestrated Violence.

#### **Minuted - not policy Resolutions**

- 1 \* On the question of ending the Alliance after the election - Congress felt that this question was premature and that in any event the Alliance is subject to review from time to time.
2. \* On the proposal to establish a Working Class Party after elections: Congress did not support this.