



**SALHA 17b: SACCAWU  
SYNOPTIC REPORT ON  
CENTRALISED BARGAINING  
PROCESSES AS AT THE END OF  
AUGUST 1996.**

## **DEADLOCK! DEADLOCK! DEADLOCK!**

### **CENTRALISED BARGAINING AND THE ROAD AHE ...**

IN TAKING THE CAMPAIGN FOR CENTRALISED BARGAINING FORWARD, THE UNION, IN FEBRUARY, ONCE AGAIN INVITED ALL THE EMPLOYERS IN OUR INDUSTRY TO A MEETING TO DISCUSS THE LOGISTICS OF ESTABLISHING A FORUM. NOT ALL THE COMPANIES ATTENDED AND THOSE THAT ATTENDED DID NOT COMMIT THEMSELVES TO THIS PROCESS.

THOSE THAT ATTENDED RAISED A NUMBER OF COSMETIC OBSTACLES ON THE ISSUE, JUST SHORT OF SAYING THEY WERE NOT INTERESTED IN THE PROCESS. THE DISCUSSIONS WITH THE PARTICIPATING EMPLOYERS COLLAPSED LAST MONTH. THIS THEREFORE LEAVES US WITH NO OPTION BUT TO ACCEPT THE CHALLENGE THAT THE EMPLOYERS ARE IMPOSING ON US.

### **OUR POLICY**

CENTRALISED BARGAINING CAMPAIGN WAS GIVEN A NEW LEASE OF LIFE BY THE RECENT NATIONAL CONGRESS OF THE UNION. THE CONGRESS DID NOT MINCE ITS WORDS WHEN IT SAID THE CAMPAIGN NEEDS TO BE SHIFTED INTO AN AGGRESSIVE MODE.

THE EMPLOYERS ARROGANCE AT THE LAST MEETING IS INDICATIVE OF THE NEED FOR THE UNION TO BE VIGILANT IN ITS RESOLVE TO ATTAIN THIS NOBLE DEMAND. THE NOTION OF SUSPENDING ENTERPRISE AND UNIT LEVEL COLLECTIVE BARGAINING PROCESSES IN 1997 BECOMES AN ISSUE WORTHY OF RE-EXAMINING.

### **CENTRALISED BARGAINING .. WHY?**

- ★ TO ROOT OUT EXPLOITATION IN THE INDUSTRY.
- ★ TO SET ACCEPTABLE LABOUR STANDARDS FOR THE INDUSTRY.

- ★ TO ENHANCE GREATER EQUITY IN LABOUR STANDARDS AND WORKING CONDITIONS IN THE INDUSTRY.
- ★ TO CLOSE THE APARTHEID WAGE GAP AND WAGE ANOMALIES.
- ★ TO ENHANCE GREATER SOCIO-ECONOMIC EQUITY IN THE INDUSTRY.
- ★ TO PROMOTE SKILLS DEVELOPMENT AND HUMAN RESOURCE POTENTIAL OF WORKERS.
- ★ TO DRIVE AFFIRMATIVE ACTION PROGRAMMES BEYOND THE WINDOW DRESSING PUBLIC RELATIONS PLOY PREVALENT IN THE INDUSTRY.

### **SO WHERE TO NOW?**

THE UNION HAS BEEN CHALLENGED BY THE EMPLOYERS ON THE GAME THAT WE KNOW BEST. THEREFORE LET US RISE UP TO THIS CHALLENGE AND TAKE THE FIGHT BACK TO THEM.

ALL REGIONS ARE URGED TO DISCUSS THIS BRIEF IN THEIR STRUCTURES, PARTICULARLY THE LOCAL SHOPSTEWARDS COUNCILS.

### **WHAT DO THE UNION NEEDS TO DO?**

FORMULATE THE NATIONAL DEMANDS FOR 1997 CENTRALISED BARGAINING NEGOTIATIONS.

FINALISE THE DEMANDS AT THE BARGAINING CONFERENCE THE CEC TO RATIFY.

SEND THE DEMANDS TO ALL THE EMPLOYERS IN THE INDUSTRY WITH THE DATE FOR THE NEGOTIATIONS IN 1997. DEMAND RESPONSES CONFIRMING ATTENDANCE.

THOSE COMPANIES THAT FAIL TO RESPOND POSITIVELY, TO BE TARGETED FOR MASS ACTION.

**DISCUSS, STRATEGISE & MOBILISE.**