

TRADE UNION
LIBRARY AND
EDUCATION CENTRE

PPWAWU News

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

December 1996

EDITORIAL COMMENT

AGAINST ALL THE ODDS, LABOUR SETTLED

It happened too slowly, not easy to imagine, nonetheless it happened. Minister Tito Mboweni is fairly delighted, the work is done and the new Labour Relations is in place ...! Is it the same word with workers.

Perhaps, what is more important is to observe the provisions of the Act. It certainly brings about balanced playing fields between the business and labour movement. Unions are now allowed to organise and if necessary majority unions are now able to sign for a close shop. The majority union in a given place of employment has overriding rights and workers falling outside organised labour are not free of paying subscriptions, gone are days of labels such as 'umdlwembe' because all will be regarded as organised labour force. Workers have a legal status to strike which should be observed by employers, gone are the days of dismissing workers simply because they participate in the strike. We hope such a provision will stop union bash activities taking place in Kiley Baker, A C Doors and Transvaal Mattress Company.

LEGALITIES SURROUNDING THE NEW ACT

Our legal department, headed by Advocate Simon Mphahlele offered few advices in regards to the Acts approach.

- Right to strike, is the protection only afforded to the lawful strikes. In other words all procedures outlined in the Act should be observed.
- Collective Agreements, it is important to note that recognition agreements takes precedent in terms of Law. It is thus important to carefully work out the agreement provisions to avoid complications.

Our legal department will be providing an article on the processes in the next issuing.

EDUCATION PROCESSES

- Cde Linda Mngadi is being appointed as the education secretary after and as such he is no longer the National Officer Bearer.
- Nedcom sitting this year identified problematic issues in the union and aims to improve and better the situation.
- There is a unit that co-ordinates the education sector called Education and Development unit, constituted by education Secretary, Gender Co-ordinator, PRU Co-ordinator and Media Officer.



REPORT BACK ON CENTRALISED BARGAINING

Two meetings have been held with the Employers another meeting is scheduled for the 25th November 1996.

The position of Employers to our demand for a Centralised Bargaining could be described as fluid one.

Discussions have centred around the dermacation wherein bosses are attempting to dictate the model of the dermacation they want.

Unions have told them that the question of dermacation should be regarded as part and parcel of Negotiations no party should run down the throats of other parties its model.

Union Bosberaad

Subsequent to the meetings above. The three Unions i.e. SATU, MWASA and PPWAWU agreed to convene a two day Bosberaad to examine the bosses response as well as to consolidate the three Unions position.

The meeting noted SATU's view point on how to achieve the Centralised Bargaining, the three Unions agreed to convene a further meeting that will involve the General Secretaries of this Union to further refine the three Unions positions.

SATU agreed that it will take the other two Unions position to its conference that was held in October and so consider its position on Statutory Council.

The meeting of the three General secretaries ie MWASA, PPWAWU and SATU held on the 8th November 1996 agreed that the three Unions should jointly table to Employers at the meeting to be held on the 25th November 1996 a Centralised Bargaining demand and employers should be asked to establish themselves formally into an Employers Association.

This will enhance the process in that we will be dealing with an organised formations and not a come together type of organisation.

Where to now?

The Centralised Bargaining remains a priority for PPWAWU as was expressed in our previous edition.

There is no going back forward ever this was the message coming from our October NEC. All branches, shopstewards and Organisers were directed by the NEC to do their best in ensuring that every PPWAWU member understand this Campaign and should support it.

SUMMARY OF THE NEC DECISIONS

Our National Executive Committee met in full session as from the 17-20 October 1996 at Johannesburg.

This being the last NEC a range of issues were discussed by this NEC and the NEC resolves on the following:

• RDP CONTRIBUTION

The NEC agreed to set aside R100 000 to be contributed to a National RDP fund to be formed soon.

• REGIONAL STRUCTURES

The amalgamation of branches and launching of Regional Structures to be completed before the 7th National Congress scheduled for June 1997.

• SHOPSTEWARD ELECTIONS

PPWAWU Shopstewards Elections should be held in February 1997. All branches were urged by the NEC to commence with the preparations of this elections immediately. Pamphlets and posters will be distributed to all branches and branches will be expected to distribute those pamphlets and posters to factories. This elections will be followed by Branch Congresses throughout the country - NEC directed branches to start with the preparations of this Congresses now and all congresses should be completed before the National Congress.

• PPWAWU MEDICAL AID PLAN

The NEC noted with great concern the disinterest of members in joining the PPWAWU Medical Aid.

The NEC resolved to encourage all PPWAWU members including staff members to join the Medical Aid a National Marketing strategy will be developed. Workshops will be convened to explain the Medical Aid to members, the Management Committee has approved this campaign.

• INVESTMENT

The NEC has resolved to support and to take a stake in Kopano Ke Matla Investment Company as well as to Empowerment Fund.

NEC EFFECTS NEW ROLES AND COMMITMENT

The last NEC in October, appointed three members to the National Office Bearer Council, that of - Assistant General Secretary, Education Officer and National Treasure. Cde Phineas Masombuka, a stalwart and the former National Organiser appointed Acting Assistant General Secretary, worker leader and active Education National Working Committee member cde Mbuzeni Masuthu and worker leader and former Wits Branch treasure cde Ernest Maphosa appointed an Acting National treasure until the congress next year.



Cde Ernest Maphosa, appointed by the NEC,
Acting National Treasure.



Cde Phineas Masombuka, appointed by the NEC,
Acting Assistant General secretary.



Cde Mbuzeni Masuthu, appointed by the NEC,
Acting Education Officer.

CHALLENGES FACING UNION PROGRAMME

The October NEC identified areas of concern which need a particular attention, within The Reconstruction and Development Programme framework. The objectives of the RDP is perceived as a mechanism and programme of balance country's wealth between the poor and the rich. However, the RDP delivery process is not able to concretely take off the ground. Workers in South Africa are not being assisted to gain the real insight on the programme which is meant to improve their lives. Materially the programme seem to have reached its halt, while poverty and starvation continues to rule peoples lives.

RDP BRIGADES

The NEC resolved that problems surrounding the RDP are not necessarily government problems in isolation of the people on the ground. It is critical for South African citizen to make the whole issue of RDP a reality. Thus PPWAWU has put aside amount of R100 000,00 which will enable the union to focus on the specialised programme on the RDP.

The campaign as pronounced by General Secretary in the national television, will start early next year at a practical level. It is important that all PPWAWU members prepare themselves to participate in the process as and when it takes ground next year.

Formations of necessary committees should be discussed and be elected as soon as possible.

Purpose of the meeting-forge a way forward for a centralised bargaining.

SPECIAL ALERT!

PPWAWU Medical Benefit Plan was especially developed with you in mind and our service extends to the rest of the country, including the rural areas.

The really good news is that:

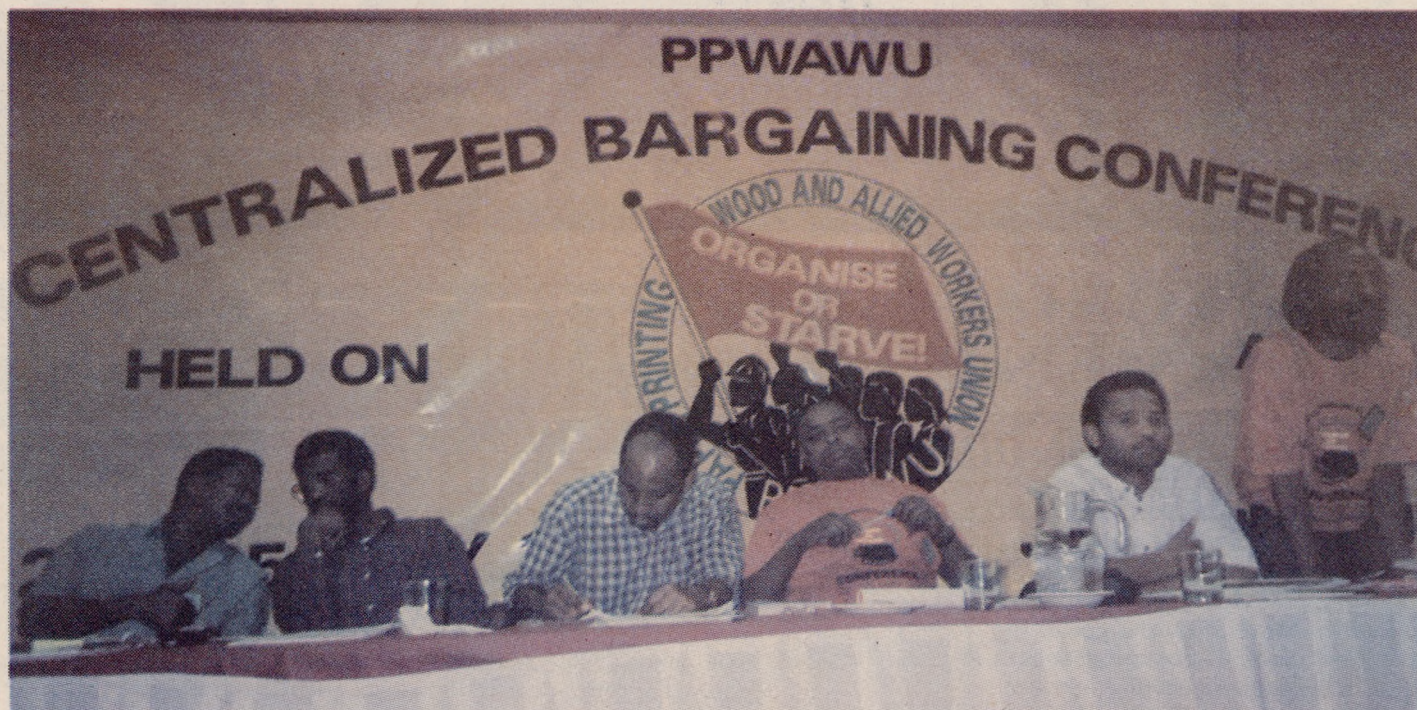
- PPWAWU Benefit Plan provides quality health care at all times.
- It is affordable
- It belongs and unites PPWAWU members
- It is managed by people who understand your needs
- We have built up strong reserves to protect our members in the tough times
- Join now and don't miss the opportunity
- PPWAWU cares for you and your families

**YOU CAN'T BEAT PPWAWU
FOR VALUE, QUALITY &
EXCELLENT SERVICE.**

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SUMMARY OF THE NEGOTIATIONS ON CENTRALISED BARGAINING



On the 25th November 1996 PPWAWU, MWASA, SATU, met with employers at SATU house in Pretoria. The meeting was officially opened by General Secretary of PPWAWU.

RESOLUTION

The meeting resolved that:

- A task team be established, consisting of three persons per union.
- The employers will refer nine persons to the task team.
- The employers to engage the services of Duncan Innes, whom they will invite and remunerate and will work with the task team.

TERMS OF REFERENCE

- Investigate other role players and invite them to participate in this process.
- Investigate demarcation of industry.

The task team will report back on these issues by mid-March 1997 to a meeting of both the aforementioned parties.

The employers indicated that they will submit the names of their delegates to PPWAWU offices by Friday 29/11/1996.

The first meeting of the task team will be convened by PPWAWU General Secretary.

A special plea to NAMPAC shopstewards and members to do their best and focused around NAMPAC, PPWAWU did not win that struggle, it does not mean therefore that because we were defeated before this time around we can not win, conditions have changed since 1990 we have an act this time around that encourages the establishment of Centralised Bargaining.

It is also important for Comrades to make a distinction between an industry wide Centralised Bargaining and Company Bargaining, the NAMPAC campaign was to demand a Company Bargaining. We dare lose this one.

Centralised Bargaining

Centralised Bargaining has enormous benefits for PPWAWU and the Labour Movement as a whole.

We need to marshal our resources if we are to achieve this.

A National Programme of Action will be developed as directed by the NEC shortly and will be distributed to all branches for discussion and for implementation.

DISCUSSION DOCUMENT

INTRODUCTION

At the 6th PPWAWU National Congress held in Durban the Union adopted resolutions which were ratified by the NEC.

This represented the basis for the creation of PPWAWU National Programme of Action for 1995 - 1997.

As we gear ourselves to the 7th National Congress, it is necessary that we need to cast our eyes a little bit back and see what we have achieved.

The purpose of this document is aimed at sensitizing comrades and PPWAWU Constitutional structures in general about challenges facing the Union as we enter the new millennium. This should further assist comrades in their preparations for Branch Congresses as

well as National Congress.

PPWAWU 7TH NATIONAL CONGRESS

Surely the PPWAWU 7th National Congress documents should aim at setting a programme for a radical-change, developing proposals to modernise the Trade Union to face the realities and develop appropriate, proactive programmes, not only to conform the current challenges of change, but to be in the forefront of the development of proposals, policies and activities for the betterment of the Conditions for workers in all our sectors.

Given the current world state of Affairs of which our country is not divorced from,

the Trade Union movement and PPWAWU in particular must strengthen and rejuvenate its role in society as a whole not only for change, but also for survival. Survival are means not objectives, but the strengthening and survival of the Labour Movement and PPWAWU will come when PPWAWU and other Unions, on a popular basis make themselves essential and relevant to addressing the problems of all ordinary working people and of our members suffering the impact of government's misguided policies and employers efforts to exploit them.

The PPWAWU Action Programme should aim towards a positive strategy for modernisation, outlining the benefits

achievable for members in all our sectors before it is late.

BUILDING STRONG STRUCTURES

A strong Organisation is a strong weapon in the Worker's Hands. Its common knowledge that our structures as PPWAWU are either weak or not existing at all, some branches are existing by sheer of luck. In certain areas branches exist by name only.

These are serious problems facing the Organisation. The Unions strong pillars are locals and shopstewards. What are we doing to empower this structure. Do we need to give more constitutional powers to these structures?

The irregularities

between and within PPWAWU branches is a worrying factor.

This remains a serious problem other branches as a result of this are prone and receptive to manipulations. These branches ends up being used destructively. This inequality does not end up only with workers but it also affects full time officials of the Union, PPWAWU National Staff Meeting is a testimony to this it is a serious problem and a challenge at the same time if we do not address this then this Union is going to survive the challenges of the 21st Century.

Today's Organiser has to recruit and provide education, service and direction. The recent mass dismissal at Lion Match, Kiley Baker points to the lack of the above skill. We are compelled to accept that were innocent in the loss of jobs of those workers. The

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building of a second and third layer of leadership must be an ongoing process. People will be coming in and people will be leaving the Organisation this should not be seen as a negative thing though this exodus does sometime affect the Organisation negatively.

PPWAWU's ADMINISTRATION

Our Union Administration is generally in tatters, we lack a proper system, we do not have a uniform system.

Filing is chaotic and disjointed. There seems to be no conscious effort to correct this problem. An Organisation without proper administration is like a dark house. There is a need for a better way. It is unacceptable that in this period of super high-way information society we still have old ways of filing - (Modernisations)

SERVICE OF MEMBERS

This remain the worst important challenge facing this Union. we need to strive for better quality service for existing members. This will help us to strengthen the Organisation. If this problem is not addressed adequately it will lead to Workers crossing over to other Unions.

NEC

This important structure continues to be reduced to the state of a local wherein workers are bringing their complaints and where factory reports are done. We definitely need to improve the capacity of our NEC. should be changed and the respect of the NEC should be restored, NEC should concern itself with Policy matters and no more. It is here comrades that we need a radical change a great leap indeed. No more should our NEC be used to discuss individual feelings as well as petty issues. This should apply to BEC's as well. The integrity of the NEC must be restored back to the NEC.

WHERE ARE WE FROM OUR 6TH NATIONAL CONGRESS

There are positive things that have happened since our last 6th National Congress to date. Some resolutions have been partly implemented some not.

We can still do more as a Union. The impacts of transition have exposed some weaknesses in the organisation as it has done to other Organisations as well. It must also be pointed out that our intervention on certain areas have been minimal.

INTERNATIONAL WORK

We need to do the Networking which can contribute to Solidarity and Union Image Building, PPWAWU should create networks with other organisations, networks that can share the same concerns with PPWAWU. Our contact with UPIU is a point in this case.

PPWAWU will need to look at means and ways of establishing a system of rapid contacts among fraternal organisations and to co-ordinate specific actions, ie solidarity pressures or research on specific companies as an example - Networking also means establishing Trade Union contacts with a range of other Organisations that can be used to press our points at times when we need to strike actions.

GENDER

Since our last congress the Union has not played its required role in strengthening this structure, the structure has always been to view this structure as structure for Women.

There has to be a better way.

WHAT IS TO BE DONE

As explained at the beginning of this paper that the intention of this paper is to sensitize comrades around the issues and challenges facing the Organisation as we move towards the new millennium.

This document should be viewed as an attempt to expose our weaknesses as an organisation so that comrades should be aware of this weakness.

The role of our Branch Congresses will be to formulate positions around this areas.

Our Branch Congress will also need in a frank and honest manner to examine the role played by branches in implementing the 1995 National Congress resolutions.

Paper, Printing, Wood & Allied Workers Union

PPWAWU NATIONAL STAFF FORUM
MANDATES FOR THE NEW ROLE



NATIONAL STAFF MEETING

The last sitting of PPWAWU National Staff meeting was between the 6th to 8th September 1996 and among others the forum resolved that administrators should be involved to centralised bargaining forums. The resolution comes in the light of the fact that centralised bargaining is being prioritised by the Union. In terms of the resolution administrators will participate in all planning and strategising meetings on the centralised bargaining.

ADMINISTRATORS

The motion undoubtedly brings strategic shift to the long standing tradition in the union, administrators participation in the campaigns of the union have been limited to the greater extent. Involving them in centralised bargaining forums could bring an meaningful changes in the whole administration and political dynamics encompassing each of our campaigns. However, expected development in this area is not problem free given formidable task of the administrators. Nevertheless it remains an important factor to practically engage administration section in order to encounter practical realities and problems entailed by our campaigns. Information circulation and day to day communications forms are major component of administration, it is thus important to engage this section with a view to create conducive and improved environment to achieve smooth playing field to implement union's programme.



MASS GATHERING

The union's chief administrator cde Nokwanje Ntamnani has given the resolution her blessings, "Although truly speaking, administrators have a hectic kind of a schedule, it is important that resolutions of this nature are implemented in the organisation." Nokwanje responded in the exclusive interview with PPWAWU NEWS. The emphasis however, should be on proper co-ordination of communication channels in the Union to improve the style of management and administration, said the chief administrator.



The 'Johnnic deal' is almost a buzz word in the black business-circuit and labour movement at large. Understandably, the deal brings a new challenge in the business sphere and thus introduces fair economic changes. Black prominent figures and Labour leaders participation in the deal brings hope on the overall community approval of this significant and bold economical step. Never before has there been such an overwhelming response from black business and labour movement on economic related issues as it has happened with the Johnnic deal. Perhaps, the real question to be asked is 'do people know about, if so, is it genuine?'

The Anglo American unbundling of shares resulted in the Johnnic deal prosperity. The unbundling process needed blacks to buy shares to ensure the success of the share holding institution, however it could have

PPWAWU
JOHNNIC DEAL
11/25/96

GENUINE BLACK
EMPOWERMENT

PPWAWU is represented by the national benefits desk co-ordinator cde Joey Maseko in the Johnnic transaction. In his explanation "Johnnic deal comes as the result of the Anglo American Co-operation unbundling of shares deal, wherein 47,4% shares were allocated into the black business and trade unions for 18 months with the cut date of 28 August 1996." Accordingly New Africa Investments Limited (NAIL) since the unbundling acquired the shares to make it possible for black business and trade unions to participate in the buying of shares. This simply means that Johnnic deal is a vehicle to

ensure the buying of shares by the black communities through NAIL which is the National Empowerment Consortium organ comprises of disadvantage grouping namely black business and labour movement.

PARTICIPATION
IN THE DEAL

In order to effect the deal a framework was agreed "black business and labour were to apply efforts to gather money for buying of shares within the period of six months" explains Maseko. Accordingly, the end of October this year was a cut off date, each group that is labour and business separately were expected to fundraise R1 341 209 300.

Given the unbalanced state of economy in the Country, not all of the interested parties were to materially afford terms of the accord.

However, in interest of black empowerment some means were explored "National Empowerment Consortium, as the organ consisting of both black business and labour acquired shares on behalf of interested groupings." Stakeholders such as unions for instance have been allocated shares through their investment companies, which are expected to concentrate on this area of expertise. Those unions which did not have such investment companies at the time, such as PPWAWU and SACCAWU were allocated with an amount of R10 million each in order to facilitate the process of establishing investment companies.

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MEMBERSHIP INVOLVEMENT

The process and necessary steps have taken place, it remains with the Unions involved to inform membership of the developments. Membership need to be engaged in the process of this nature at embryonic stage, in order to consolidate concrete position that are fully supported by the union. Maseko's interpretation are "It is true in a sense that our membership and officials need clarity on the matter of Johnnic and acquiring of shares in general."

Meanwhile Johnnic regulations and fundraising system allows unions to fundraise from either workers subscriptions or provident funds "currently PPWAWU allocates R15 million to be fundraised through the provident fund for the buying of shares in Johnnic deal" Maseko reveals. It is however, a matter of concern as to whether consultation processes have begun in the union "in all fairness it is the task of the officials to take this information to workers, however, owing to the complex nature of the transaction the process may not have enabled to capture a full fledged consultation, nevertheless, should such be the case the union will bring fourth immediate corrections."

ADVANTAGES OF THE JOHNNIC DEAL

The business transaction which involves buying and selling of shares is espoused with either gains or losses in the consequent. Depending on this elements central elements determining faith of the transaction encompasses high levels of risks. Maseko is confident that Johnnic deal is different "Although in general investments consist in risks, with Johnnic huge sectoral participation in the scheme, such risks are controllable and no particular operations disorder may actually result in a bear of losses to the investors as companies are able to assist each other should shares be lessen up by means of operations."

PPWAWU NATIONAL DAY OF PROTEST

PPWAWU engaged mass action on the 4th November as a result of labour disputes with a number of companies. Lion Match in Southern Natal, Kiley Baker and Transvaal Mattress Company in Johannesburg, A C Doors in Hammanskraal unfairly dismissed unionised work force in respective plants. Last quarter of 1996 accounts for more than 6000 job losses owing to unfair dismissals prompted by wage increment deadlocks. National protest is viewed as a major indication on potential national strike with all implications and their serious impact in the industry.

Employers are the main cause in the current conflict constituting a pillar and sine quanon factor in the whole discourse. Individual companies and business organisations lacks ability to maintain industrial peace. A shining example of union bash in the industry is the Lion Match incident, wherein more than 300 workers pension fund contributions for the past twenty two years is embezzled by the Management and ultimately thrown them into the streets. A C Doors in Hammanskraal, 400 workers were unfairly dismissed solely on the basis of them belonging into the union. two companies Kiley Baker and Transvaal Mattress Company in Johannesburg, dismissed shops towards for participating in the legal industrial action. In

all above cases the union is not consulted either to be informed on the intentions of the company to dismiss workers neither on the process of dismissals per se. At the time when the union intervenes in the already dis-

undermined wherein serious labour liberation is seen as the main objective.

Companies undermining PPWAWU capacity to render the industry unworkable, are actually not

sustain while workers act together in the form of 'imbumba.' Paper, Pulp, Printing, Wood and related industry should be careful not to push the union too far, it might as well take sometime for everybody to operate normally.

Though notably, the union warnings and appeal for peace measures to be considered are not taken serious by employers, the reality that cannot be overruled is that once workers takes it to the street both the business and union will be forced to co-operate. Perhaps employers prefers to negotiate while the industrial action would be rife, something that will have to be considered strongly by the union for the coming year. There is no union in the World which can allow the kind of exploitation and undermining posed by the employers in our industry. PPWAWU has done everything possible to maintain peace in the industry, however, it is clear that such efforts are not recognised by the employers.



pute based scenario, employers demonstrates the lack of co-operation and the capacity to undermine the union efforts to resolve in a peaceful manner. obviously such actions leaves the union with only two options, either to submit or fight.

Workers mass action cannot be

informed how effective is the mass industrial action. Perhaps the industrial warlords and union bashers do not realise the real force behind the racial liberation in this country, which is the workers. The power workers ascertain through unit cannot be merged, neither is it possible for the business to

APPEAL COMMITTEE

We cannot leave our workers to predators of the industry, for such will destroy the union completely. MAYIHLOME BASEBENZI.

PPWAWU NATIONAL EXECUTIVE COMMITTEE IN PERSPECTIVE

The National Executive Committee, traditionally is the highest decision making structure between national congresses, in PPWAWU. This year the structure convened 17th - 20th October, in Johannesburg. Branches all over the country wherein workers are organised under the PPWAWU banner were represented.

overseer of the unions operations in rms of the political programme formulated by the congress. It is empowered to effect both political and programme oriented changes, should it be necessary to do so in the best interest of the of the union.

NOBC

The structure represents union management section tasked with influ-

seven in total. President, First Vice President, Second Vice President, General Secretary, Assistant General Secretary, Treasury, Education and Campaigns Officer. Only two of the seven are officials of the union that is the General Secretary and the Assistant General Secretary. The latter office bearers effectively runs daily co-ordination of the

the core leadership of the organisation.

It is incumbent on office bearer to intervene should practical circumstances dictate such a need without necessarily having

resents the interest of the whole directorate and shareholders of the company, union elects the General Secretary with the Assistant General Secretary to run union

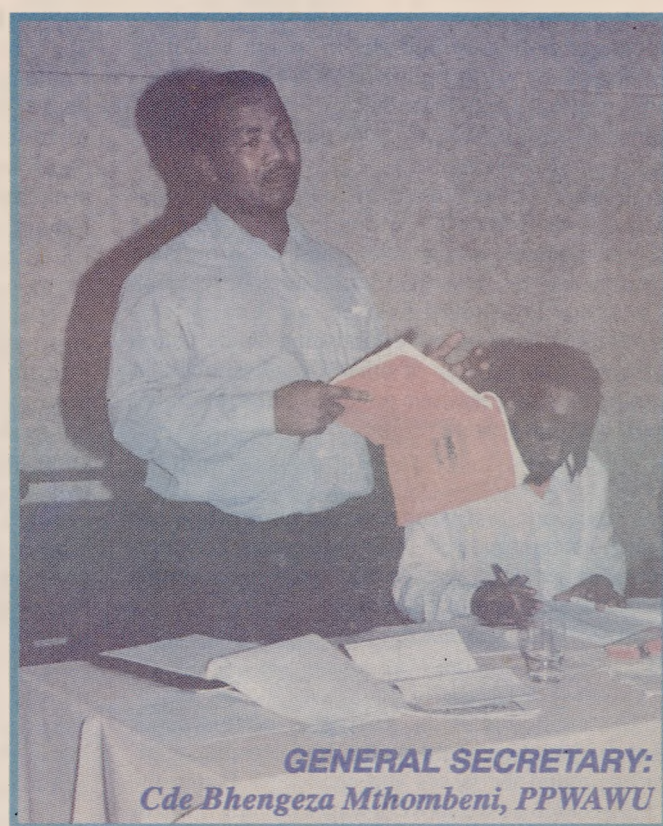


NEC

It is the NEC's prerogative to monitor National Congress resolutions. In otherwords NEC is the

ential recommendation powers. The National Office Bearers Council consist of all national office bearers, that is

union expected on management and administration. Secretaries are a backbone of the union as a whole and thus considered



consult union membership. However, such should be based on the principle of accountability and be reported to the NEC and National Congress. Similar to the corporate world, wherein the managing director rep-

activities on the daily basis.

Secretaries portfolios are the only position of the leadership on which union officials are elected into. In broad the portfolio entails the co-ordination of the union as a whole.