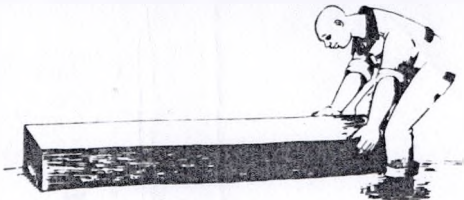


What the trade union does

One worker is powerless

Isisebenzi uma sisodwa a sina amandla

Mosebetsi ha a le mong ha a na matla



Disunited workers

Izisibenzi ezingahlangene

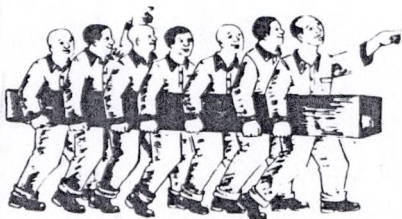
Ho se kopane ha basebetsi



Union is strength

Ibandla Labasebenzi li na mandla

Lekgotla la Basebetsi le na le matla



UNIONS - ~~SHOPS~~
shopstewards

TRADE

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HEAD OFFICE

3rd Floor

Union Centre

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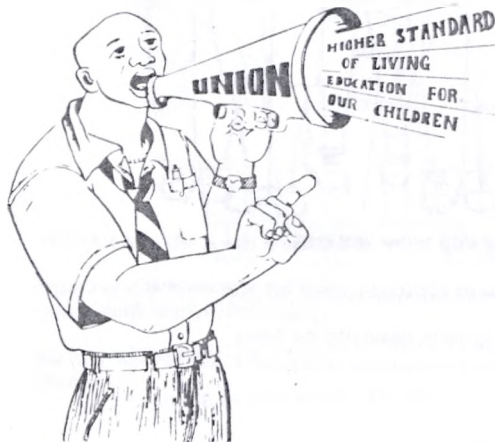
TV
Guide

1

A trade union gives you a voice which has to be listened to.

Ibandla lezisebenzi linika izwi elizawuzwakala.

Lekgotla la basebetsi le ho fa lentse le mamelwang.



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2



A trade union gives you solidarity with other workers.

Ibandla lezisebenzi linika amandla okubophana nabanye abasebenzi.

Lekgotla la basebetsi le ho fa bongwe le basebetsi ba bang.



Without a trade union a worker is powerless in front of the boss.

Ngaphandle kwe bandla lezisebenzi umsebenzi akanawo amandla ngaphambi kumninimsebenzi.

Ka ntle ho lekgotla la basebetsi basebetsi ha ba na matla ka pela mohiri (boss).

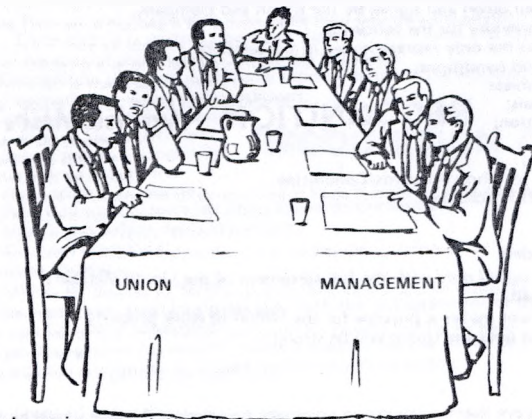
4

Without a trade union employers can make big profits and do not have to give a fair share to the workers.

Ngaphandle kwe (Trade Union) bandla lezisebenzi umninimsebenzi angenza inzalo eningi abuye angaholeli ngokwanelisayo.

Ka ntle ho lekgotla la basebetsi (Trade Union) bo-ramesebetsi ba ka etsa phaello e phahameng mme ho se karolo e ntle e ka newang basebetsi.





Through the trade union a relationship is established with the employers. The union leaders meet the employers on an equal basis to negotiate better wages and conditions.

Kubandla lezisebenzi ubudlelwane bubakhona kanye nomnininisebenzi. Abaholi bebandla bahlangana nomnininisebenzi ngokulingana ukukhulumisana ngesimo somsebenzi kanye nomholo.

Ka lekgotla la basebetsi ho ba le tsebedisano le bo-ramesebetsi. Baetapele ba lekgotla la basebetsi ba kopana le bo-ramesebetsi dipuisanong ka tsa tekanyetso ya meputso le tswaro mosebetsing.

The Trade Union also negotiates Recognition Agreements with individual companies. The Recognition Agreement is an agreement between the Union and the Company.

To be clear it is written down and signed by the Union and Company.

The Agreement usually provides for the following:-

- Recognition of Union as the only representative of the workers;
- Negotiation of wages and conditions;
- Union Meetings on premises
- Access of Union Officials;
- Shop Steward Recognition;
- Grievance Procedure;
- Redundancy Procedure;
- Paid Educational leave for Shop Stewards/Committee;
- Health and Safety rights Procedure;
- Disputes procedure;
- Stop Orders;
- Other items may be added

6

RECOGNITION AGREEMENT

The Agreement must be signed only with the full agreement of the Union Members at the Company concerned.

The Recognition Agreement makes it possible for the Union to work properly inside the workplace. If it does the Union will be strong.

Inhlangano yabasebenzi iyaye ibambe izingxoxo nomqashi (usozimboni) izame ukwakha isivumelwano esiyisibop labasebenzi (i-Union);

Ukuze isivumelwano sibe yifindo eliqinileyo kufanele sibhalwe phansi samukeleke njengesibop phakathi kwe-

Isivumelwano singaqukatha lamaphuzu alandelayo;

- I-Union ibe yiyona kuphela engumlomo wabasebenzi;

- Ilungelo lokuba i-Union ixoxe ngokwenyuswa kwamaholo;

- Ilungelo lokuba i-Union ibambe imihlangano emsebenzini;

- Ilungelo lokuba abaholi be-Union bangene ngaphakathi ezakhiweni zenkampani;

- Ukwamukeleka kwama-shop-steward enkampanini (embonini).

- Ukwakhiwa kwemigwaqo yezikhalo;

Lesivumelwano kufanele sibhalwe senziwe ifindo uma abasebenzi kuleyomboni sebeveze eyabo imibono futhi

Lesivumelwano uma sesemukelekile senza umsebenzi wokwakha lenhlangano yabasebenzi embonini ube lula.

-Ukwakhiwa kwemigwaqo

-Ilungelo lokufunda izifundo

-Izindlela zokunqanda ukuthi

-Ukusebenzisana phakathi

-Ukudonswa kwama-sub-

-Nezinye-nje izidingo zing

Mokgatlo o bile o buisana le bo ramosebetsi ka bo mong ho fihlella ditumellano tsa kamohelano

Tumellano ya kamohelano ke tumellano mahareng a mokgatlo le ramosebetsi. Ho hlakisa tumellano eo, e ngolwa e be e saenwe ke mokgatlo le ramosebetsi.

Tumellano e atisa ho fana ka dintlha tse latelang:-

- Kamohelo ya mokgatlo e le ona feela moemedi wa basebetsi;
- Puisano ka meputso le maemo a mosebetsi;
- Dikopano tsa mokgatlo mabaleng a ramosebetsi;
- Ketelo ya batshwari ba mokgatlo;
- Kamohelo ya di shop-steward;
- Tsela ya ho sebetsa ditsetlebo;
- Tsela ya ho fokotsa basebetsi;
- Nako ya ho ithuta e efuwang ho di shop-steward kapa Komite ya di shop-steward;
- Ditokelo le tsamaiso ka tsa bophelo le pholoho;
- Tsela ya ho sebetsa diphihisano (Disputes)
- Tjhelete ya mokgatlo (subs.) e hulwe ditefong tsa basebetsi; (stop-order)
- Dintho tse ding di ka eketswa:

Tumellano e tlameha ho saenwa ha feela e dumeletswe ka botlalo ke ditso tsa mokgatlo sebakeng sa mosebetsi se amehang.

Tumellano ya kamohelano e nolofaletsa mokgatlo ho sebetsa hantle ka hare ho sebaka sa mosebetsi.

Ha eba ho phethahala mokgatlo o tla matlafala.

phakathi kwenkampani (imboni) nebandla

non nenkampani;

nokudilizwa kwabaqashwa;

ze-Union kepha imali ibe engadonswa emiholweni yama ShopStewards/Committee;

ehlakala kwezingozi ezimbonini (kampani);

cwe-Union neKampani ekunqandeni izingxabano nokuthinyabezeka emoyeni (Disputes);

ription-fees yikampani emiholweni yamalungu eUnion aposelwe emahovisini e-Union;

lakwa.

zumelene nokubhalwe phansi;



A trade union gives you membership and you vote for its leaders.

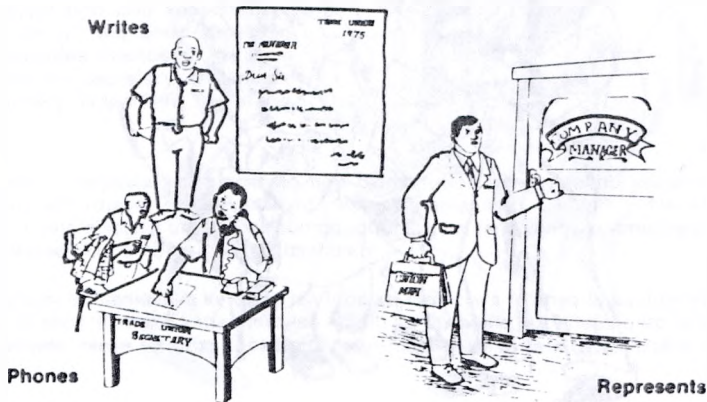
Ibandla lezisebenzi linika ubulunga futhi nabaholi balo bakhethwa nguwe wena lungu.

Lekgotla la basebetsi le ho fa bosetho le ho kgetha baetapele ba lona.

The trade union assists you to get those benefits that the law says belong to you, for example, Unemployment Insurance, Workmen's Compensation, Sick pay, Maternity Allowance.

Ibandla lezisebenzi liyakusiza wena msebenzi ukuze uthole izimfanelo ngokusemthethweni njenge, Unemployment Insurance, Workmen's Compensation, Sick pay, Maternity Allowance.

Lekgotla la basebetsi le thusa hore u fumane ditokelo tseo molao o reng ke tsa hao, tse kang U.I.F., W.C.A., Sick pay le tjehelele ho ba tlang ho pepa.

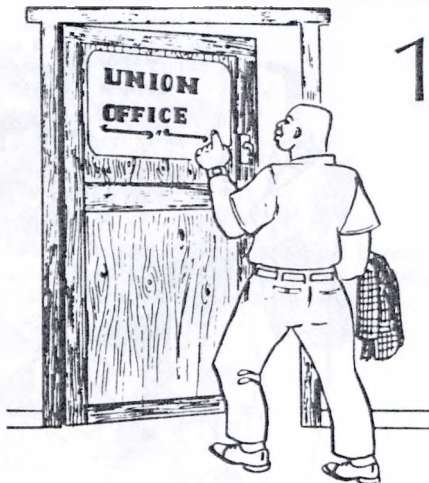


A trade union gives you benefits such as family insurance.

Ibandla lezisebenzi linga nika imivuzo njenge family insurance.

Lekgotla la basebetsi le fana ka dithuso jwaleka "a re pataneng" (Insurance) ho lelapa.

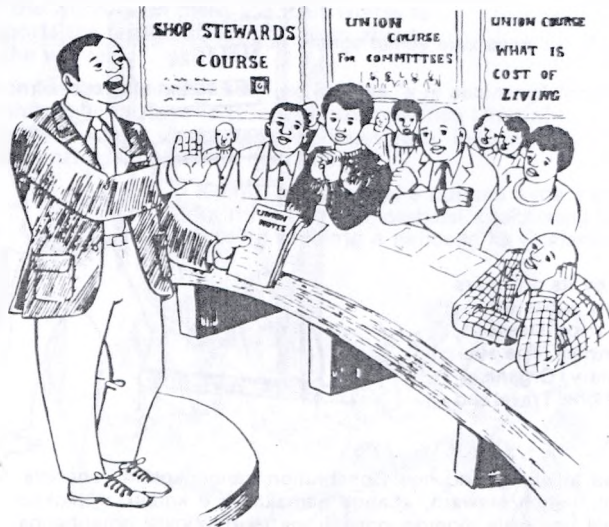




A trade union is controlled by its members through the constitution and subscription. The members vote for the shop stewards, officials and committee members. The subscriptions pay for the Secretary, Organiser, Office rent, Stationery, Telephone, Travel and other expenses.

Ibandla lezisebenzi lihanjiswa amalunga alo nge Constitution nangenkokho yebandla. Amalunga yiwona akhethayo, i-shop steward, abaholi namalungu e komiti. i Nkokho yebandla (subs) iyona eholela unobhala, nomgquguzeli, ne rent yehovisi amaphepha okubhala, i telephone ukuhambela nezinye izinhleko.

Lekgotla la basebetsi le tsamaiswa ke ditho tsa lona ka molao wa motheo le ka ditefello. Ditho di kgetha di shop steward kapa ditho tsa komiti ka tswanelo. Ka ditefello ho lefwa mongodi, diorganiser, rente ya ofisi, dipampiri, fono-fono (Phone) le ditshenyehelo tse ding.



The trade union arranges courses and seminars to improve the knowledge and ability of its leaders

Ibandla lezisebenzi lilungisela izifundo nama seminars ukunikeza ulwazi kuba holi balo

Lekgotla la basebetsi le lokisa dithuto le disemina ho kenya tsebo le bohlafe ho baetapele ba lona

The Union Committee —

Consults with the workers on plans the Boss wishes to introduce: reports the results of actions taken about grievances to the workers.

Ikomiti Yezisebenzi —

Iyahlangana nezinye izisebenzi ixoxe ngezifiso Umnini
Msebenzi adinga ukuba zenziwe, ibuye futhi ibikele
izisebenzi ngemiphumela ngezikhalo.

Komiti ea Basebetsi e buisana hape e bonana le basebetsi
ka ntho tseo Ramosebetsi a lakatsang ho li etsa, e tsebise
bakeng sa khato e nkiloeng ka lipelaelo tsa basebetsi.



UTP Offices at:

PRETORIA

605 Willie Theron Building,
510-512 Bosman Street,
Tel. (012) 41-1147

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