

WORKERS! NEWS

SALHA 23 SAMWU



MARCH 1999 MAGAZINE OF THE SOUTH AFRICAN MUNICIPAL WORKERS UNION

NATIONAL WOMEN'S COMMITTEE LAUNCHED!

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*** 1999 WAGE BARGAINING KICKS OFF!**

*** COLLECTIVE BARGAINING RESOLUTIONS FOR 1999**

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Hamba Kahle...

Comrade Johannes Bapatsa of the Town Council of Tzaneen in the Northern Province passed away on the 10th December 1998 after a short illness. Samwu mourns the sudden death of the comrade who was employed as a driver by the municipality for more than 30 years.

Cape Metro mourns the death of their Shopsteward, Cde Lennox Zixolile Gagavu of Grassy Park Housing Maintenance. Cde Lennox leaves a wife and three children. Cape Metro also says goodbye to Nikelo Wilford Njotina who worked for the municipality for eight years.

Free State has lost Comrade Likeledi Suzan Hlalele of the Senekal TLC after a short illness. The Province wishes to express condolences to the family and colleagues of the comrade. To the union this is a serious loss which cannot be replaced.

Gauteng says Hamba Kahle to two comrades. The province lost two PEC delegates - Cdes Zola Lennox Sikepu and Cde Raphephe of the Greater Vaal branch. Both Cdes were shot. Cde Zola was a traffic officer at Lethabong Metropolitan Local Council and before this a NUMSA Shopsteward. He was later elected as Secretary of Lethabong Shopstewards Committee. As Cde Zola and Raphephe join the likes of Chris Hani and Barney Molokoane, we remain proud that they have helped build a foundation for a better life for all.

The Eastern Cape 1998 Congress video is now available! Send a postal order for R30 to Media Unit, SAMWU Head Office, Private Bag X/9, Athlone, 7760. We will post it to you.

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Please send news from your workplace in any language. All contributions welcomed.

Message from the Second Vice-President



My regards to all SAMWU comrades and wishing all a Happy New Year!

I hope this message will encourage women in all structures of SAMWU.

President Mashishi, in the previous issue, wrote about the "Framework for Municipal Service Partnerships." Inside you will find a guideline as to how you can use this agreement in your municipality to stop privatisation.

Comrades, let us take up the challenge of implementing the framework agreement with the vigour, attention, and dedication it deserves. The Sectoral Forum team will continue to stop any negative consequences from this agreement and make sure privatisation is only a last resort. Comrades must help the team by reporting any attempt to privatise to the Head Office immediately so that disputes can be lodged quickly.

Comrade Women, we are entering the new millennium with a new National Women's Committee. This structure has been formed through womens' demands to our Union.

There is no leader besides yourself and no one can walk in front of a woman, a mother and a child bearer. We know all the pains, the joys and the inner abilities we have as leaders. We lead on a daily basis, in our homes, with our children, and in our conversations. Never think that you are not a leader! Women should show their wisdom like our mothers have shown. South African women are considered very strong. We should not shy away from our responsibilities as leaders. Let's voice our opinions and always support one another.

Shopsteward training is very important this year. The Education Department has developed excellent programmes and I hope everyone will get the best benefit from them. Shopstewards should keep themselves up to date of SAMWU policies and documents. These can all be found at your nearest branch office.

No-one can defend a union member better than yourself with the knowledge of SAMWU Policies and Defence methods. Know your Union! Read and share with other comrades what you have learnt!

We have heard Deputy President Mbeki announcing Zero Tolerance for corruption. Cdes, this is an issue we should never leave lying low. We should report all irregular matters that occur in our workplace and within SAMWU. We should not tolerate comrades that are in the struggle for enrichment rather than political advancement of the workers they serve.

Members should be served with no extra gains to officials or shopstewards.

Human Rights Day is coming and we must remember comrades whose suffering we've heard about in our TRC hearings and those in the rest of the world. Suppression of Women's Rights in other countries should be high on our "NO" lists.

Comrades, many Bills have been passed in 1998 and some of those affect us as workers in local government. There will be education programs around the Employment Equity Act, and the Basic Conditions of Employment Act. Contact your branch office for more details. In the next issue we look at the Skills Development Bill.

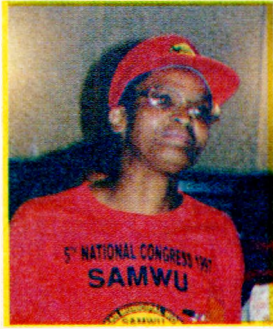
A political education programme starts at the end of March. It will be one evening per month in urban areas and one day every two months in the rural areas.

Comrades, especially women, I urge you to participate. The first program will be about the Elections Manifesto. We want to see all of you on lists at the next election.

Comrades, finally, thanks to those of you who have been helping with voter education and registration. Let us go out and move other comrades to register and vote for our Party. We cannot be ruled by confused people anymore.

So long,

Comrade Des Tlhoale
Second Vice-President



Ditume-
diso
ho lona
bohle di-
comrade,
mme ke le
lakaetsa le
mahlohonolo
Selemong
sena se

Setjha. Ke tshepa hore molaetsa ona o tla kgothatsa le ho phahamisa basadi dibopehong tsohle tsa SAMWU. Mopresidente Mashishi, phatlalatsong e fetileng, o ile a ngola ka ho saenwa ha "Leano la Tshebetso mmoho ya Ditshebeletso tsa Bommasepala".

Mona ka hare le tla fumana tataiso ya kamoo le ka sebedisang tumellano ena moo le sebetsang teng hore le tle le thibele ho kengwa ha ditshebeletso tlasa mokga wa poraefete. Di-comrade di tshwanela ho thusa sehlopha ka ho tlahela Ntlokgolo kapa yona *Head Office* ka maiteko afe kapa afe a ho kengwa ha ditshebeletso tlasa mokga wa poraefete, mme hona ba ho etse ka potlako hore ho tle ho phatlalatswe seemo sa ho se fihlelle tharollo.

Ho di-comrade tsa Basadi, jwale re se re tlilo kena ho ngwahakgolo wa dikete tse pedi mme hona re tla ho etsa ka ho ba le sebopeliso se setjha, Komiti ya Naha ya Basadi. Re sebopeliso se latelang Molaotheo, mme re tshwanela ho lemoha bohlokwa ba hoo.

Ha ho na moetapele ntle le lona, mme ha ho motho ya tsamayang ka pele ho basadi, lona le leng bomme hape le le batho ba behileng bana. Le etellapele letsatsi le letsatsi - le se ke la nahana hore lona ha le baetapele! Basadi ba Afrika Borwa ba nkuwa e le batho ba matla haholo. Ha re hlahiseng mehopolo ya rona mme kamehla re tshehetsaneng.

Thupelo ya di-shopsteward ke ntho ya bohlokwa selemong sena. Lefapha la Thuto le hlahisitse mananeo a matle haholo, mme ke tshepa hore bohle le tla kgahlwa ke ona le be le fumane molemo ho tswa ho ona. Di-shopsteward tsohle di tshwanela ho dula di tseba dipholisi le ditokomane tsa SAMWU ka dinako tsohle. Tsena tsohle le ka di fumana ofising ya lekala la lona e haufinyane. Ha ho motho ya ka sireletsang setho sa yunione ntle le wena ha o tseba dipholisi tsa SAMWU hantle. Bala mme o abelane le ba bang seo o ithutileng sona!

Comrades, ho fetisitswe Ditshwantsho tsa Melao tse ngata ka 1998 mme tse ding tsa tsona di ama rona jwalo ka basebetsi ba mmasepala. Ho tla ba le mananeo a thuto a mabapi le Molao wa Tekatekano Mosebetsing, oo le badileng ka ona phatlalatsong e fetileng, mmoho le Molao o mabapi le Maemo a Amohelehileng a Tshebetso. Iteanyeng le ofisi ya lekala la lona bakeng sa dintlha tse felletseng. Koranteng e tlang re tla sheba Setshwantsho sa Molao sa Ntshetsopele ya Bokgoni.

Ho tla tla le lenaneo la thuto ya dipolotiki bakeng sa ho thusa di-comrade hore di dule di tseba hore ho etsahala eng ho tsa dipolotiki le ditherisanong tse ding. Lenaneo leo le tla qala mafelong a kgwedi ya Matjhe. Le tla tshwarwa bosiung bo le bong ka kgwedi dibakeng tsa ditoropo, e be le tshwarwa letsatsi le le leng kamora kgwedi tse pedi dibakeng tsa mahae. *Comrades*, haholo lona ba basadi, ke etsa boipiletso hore le nke karolo lenaneong leo.

Qetellong, *Comrades*, ke rata ho leboha bao ba neng ba thusa ka boingodiso ba bavouti le ka thuto ya dikgetho. Ha re ingodiseng, mme le tswe le ilo susumelletsa di-comrade tse ding le tsona hore di ye ho ya ingodisa e be re voutela Mokgatlo wa rona. Re ke ke ra pheta re buswa ke batho ba kopaneng dihlooho.

Ke a leboha
Comrade Des.

My groete aan alle kamerade en ek wens u 'n Gelukkige Nuwe Jaar toe. Ek hoop dat hierdie boodskap vroue in alle strukture van SAMWU sal aanmoedig en oplug. President Mashishi het in die vorige uitgawe geskryf oor die ondertekening van die "Raamwerk vir Munisipale Diensvennootskappe". Verderaan sal u 'n gids vind van hoe u hierdie ooreenkoms in u munisipaliteit kan gebruik om privatisering te stuit. Kamerade op voetsoolvlak moet die span help deur enige poging om te privatiseer, onmiddellik by die Hoofkantoor aan te meld sodat dispute gou geloods kan word. Kameraad Vroue, ons gaan die nuwe millennium binne met 'n nuwe struktuur, die Nasionale Vrouekomitee. Ons is 'n Grondwetlike Struktuur en ons moet die belangrikheid daarvan besef. Daar is nie 'n ander leier as uself nie, en niemand kan voor 'n vrou, 'n moeder en iemand wat kinders baar, uitloop nie. Ons lei op 'n daaglike grondslag - moet nooit dink dat u nie 'n leier is nie! Suid-Afrikaanse vroue word as baie sterk gereken. Laat ons ons menings hoor, en ook altyd mekaar ondersteun.

Die opleiding van vloer-beamptes is vanjaar baie belangrik. Die Onderwys-departement het uitstaande programme ontwikkel, en ek hoop elkeen sal dit geniet en die beste daaruit haal. Alle vloerbeamptes moet hulleself ingelig hou oor dokumente en beleid in SAMWU.

Dié kan almal by u naaste takkantoor gevind word. Niemand kan 'n vakbondlid

beter as uself verdedig met al die kennis van SAMWU se beleid nie. Lees en deel met ander kamerade wat u geleer het!

Kamerade, baie Wetsontwerpe is in 1998 goedgekeur, en sommige daarvan raak ons as werkers in die plaaslike regering.

Daar sal opvoedingsprogramme wees omtrent die Wet op Billike Indiensneming, waaroor u in die laaste uitgawe gelees het, asook die Wet op Basiese Diensvoorwaardes. Skakel u naaste takkantoor vir meer besonderhede.

Daar kom binnekort 'n politieke opvoedingsprogram om kamerade te help om ingelig te wees oor politieke kwessies en debatte. Die program begin aan die einde van Maart.

Dit sal een aand per maand plaasvind in die stedelike gebiede, en een aand elke twee maande in die landelike gebiede. Kamerade, veral vroulike vloerbeamptes, ek raai u aan om deel te neem.

Kamerade, ten slotte, dankie aan almal van u wat gehelp het met kieseropleiding en registrasie.

Laat ons registreer, en uitgaan en ander kamerade help om te registreer, en laat ons vir ons Party stem. Ons kan nie langer deur verwarde mense regeer word nie.

Tot siens,
Kameraad Des

Heyta Comrades,

Ngiyanibingelela nonke maqabane futhi nginifisela unyaka omusha onentokozo. Ngiyethemba ukuthi lomyalezo uzokhuthaza futhi ubafake ugqozi abesimame abangamalungu kaSAMWU. Umengameli uMashishi, ephaphabhukwini eledlule, wabhala ngokusayinwa koHlaka lokuSebenza ngokuBambisana kweMikhandlu yamaDolobha, phecelezi i-"Framework for Municipal Service Partnerships". Ngaphakathi uzothola izeluleko mayelan nendlea ongasebenzisa ngayo lesivumelwano ukunqanda ukudayiswa kwamagugu kahulumeni (privatisation) ngumkhandlu wedolobha langakini.

Maqabane esimame, sizongena ngonyawo olusha enkulungwaneni entsha yeminyaka (millenium) ngisho phela iKomidi labesiMame likaZwelonke (National Women's Committee). Singumbutho onomthe-thesisekelo wawo futhi masikhumbule ukuthi kubaluleke kangakanani lokho. Akekho omunye umholi ngaphandle kwakho futhi akukho noyedwa ongema endleleni yowesimame, umama, inzalabantu. Masiluvezeni ke uluvo lwethu futhi sihlale ngokuxhasana.

Ukuqeqeshwa kwama-shopsteward kubaluleke kakhulu nonyaka. Igatsha lezeMfundo selisungule izinhlelo ezihlabahlosile kanti nginethemba lokuthi wonke umuntu oyozithokozela futhi azuze lukhulu ngazo. Wonke ama-shopsteward kufanele ahlale enolwazi oluphelele mayelana nemigomo nemibhalo kaSAMWU. Konke loku kuyatholakala ehhovisi legatsha eliseduze nawe. Funda bese wabelana namanye amaqabane ngalokho okuhlomulile!

Simzilwe uSekela Mongameli uThabo Mbeki ememezela ukuthi ukukhwabanisa ngeke kusabekezelelwa nakancu (Zero Tolerance). Akufanele siwabekezelele amaqabane asebenzisa umzabalazo ukuhlolha ezawo izisu kunokuthi azabalazele ukuthuthukiswa kwemiphakathi yakithi kwezombusazwe kanye nabasebenzi ababakhethile lezo zikhundla.

Maqabane, miningi imithetho eshayiwe ngo 1998 kanti eminye yayo iyasichaphazela njengabasebenzi bemikhandlu yamadolobha. Kuzoba nezifundo ezimayelana noMthetho wokuLingana eMsebenzini (Employment Equity Act) enafunda ngayo ephaphabhukwini eledlule, kanye noMthetho weziMiso eziyisiSekelo zokuQashwa (Basic Conditions of Employment Act). Thintana nehovisi legatsha lakho ukuze uthole eminye imininingwane. Ephephabhukwini elizayo sizobonisana ngoMthetho wokuThuthukiswa kwamaKhono (Skills Development Act)

Kukhona nohlelo oluzayo okuzofundiswa ngalo ezombusazwe ukuze kuhlinzekwe abasebenzi ngolwazi mayelana nezingqinamba kanye nezinkulumompikiswano zezombusazwe. Loluhlelo luzoqala ekupheleni kukaMashi. Luzoqhutshwa ngokuhlwa, kanye ngenyanga ezindaweni ezisemadolobheni kuthi ezindaweni ezisemaphandleni khona luqhutshwe emini kanye emuva kwezinyanga ezimbili. Maqabane, ikakhulukazi nina ma-shopsteward abesifazane, ngiyanigqugquzela ukuthi niye kulezifundo.

Okokugcina, maqabane, ngiyabonga kulabo benu abebesiza ekufundiseni ngokhetho kanye nasekubhaliseni. Masibhaliseni bakithi. Hambani niyogqugquzela namanye amaqabane ukuthi nawo abhalise ukuze sivotele uMbutho wethu. Siphelile imanje isikhathi sokuthi sibuswe ngabantu ababhayizayo.

Kuze kube ngokuzayo,
Iqabane uDes

Win a radio!

Send us your complaints and compliments and you could win a radio. This is your space to write whatever you want. Please write in any language, it doesn't have to be English.

Dear Comrades,

Happy Christmas and a prosperous New Year! The Local Government Employees Union of Malawi is preparing a recognition agreement and we are looking for guidelines from well established unions like SAMWU. Also, we would like to know more about your branches - do they have their own recognition agreements and what is their structure? I thank you and wish SAMWU all the best in this coming New Year. Goodbye, for now,

FM Ponyani

General Secretary: Local Government Employees Union of Malawi

Private Bag 48 Liwonde

***Editor's Reply** - SAMWU head office has made contact with Cde Ponyani. SAMWU members should feel free to write letters to the members of this union.*

Geaget Kameraad,

Ek is 'n Shopsteward in Citrusdal munisipaliteit en is nog redelik onkundig rondom werking van Shopstewards. Ek is daagliks in kontak met my voorsitter, maar baie vrae bly steeds onbeantwoord. Byvoorbeeld, waar kan ek SAMWU t-hempde kry? Verduidelik asseblief hoe di verhogings werk. Ons het net R45 in June 1998 gekry en in Januarie 1999 omtrent R13 was gekry. Ons huidige pay is R351 per week. Kan u my 'n kopi van "Disciplinary Defence" in Afrikaans indien beskikbaar is, stuur asseblief. Ek vind SAMWU nuusbrief baie leersaam en sien uit na die volgende uitgawe.

Johan Snyders, Citrusdal Shopsteward.

***Editor's Reply** - Comrade Johan Snyders, a shopsteward at Citrusdal in the Western Cape, wants to know where to buy SAMWU t-shirts, how to get an Afrikaans training manual of Shopsteward's Disciplinary Defence and why he only got R45 +R13 per week last year instead of R175 or R55. The answer to these questions is that you can get SAMWU t-shirts from your branch offices. The Education Department is currently translating the training manuals into Afrikaans. We will post you an Afrikaans copy. If Cde Johan got R45 a week increase then that is R180 per month which is more than the R175 negotiated. It balances out in January when you only get R52 instead of R55. However, if you only got R45 a month increase, please contact the SAMWU office. Then there is a serious problem.*

Dear Comrades,

Ha ke rate ho criticiza empa mona ke ikutlwa eka ke etsa jwalo empa ke etsa 'Freedom of Expression'. Le hona le tla utlwawa maikutlo aka haeba lengolo lena le ka phatlalatswa. Molekane wa ka o sebetse Henneman TLC. Ka 1995, ke ho ba kena straeke se dumelletsewe ng ke union ena ya lona. e ne e le sa dinyollelo tseo Henneman e sa kang ya di phethiso. Ba dutse hae 6 months.

Kamora moo ba kgutlela mosebetsing empa yaba ba lahlehetswe ke tjehele ya 6 months eo. Dibaka tse ding hao bala dikoranta kapa radio kamora straeke se tsama ileng metjheng jwalo ka sa bona, ba fuwa tjehele ya nako eo. Jwale nna ha kea bona molemo wa hore ba dumele has union ere ba etse straeke.

Ke bona mathata a tlala le ho nkuwa ha dithepa tsa ba bangta ba ha mmasepala. Ka hona ke boleletse molekane wa ka hore ha SAMWU e kare ba straeke hape, o tla tshwanela ho kgetha pakeng tsa lelapa la hae le SAMWU, hobane le kajeno ke sa phetha hore, ha kea bona nolemo wa SAMWU empa mathata a hlomolan pelo.

Worried Wife, Henneman TLC.

***Editor's Reply** - This letter is from a worried wife of a SAMWU member. When her husband was on strike in 1995, he lost out on six months pay. This caused hardship to the family. Comrade wife, thank you for your letter. Never be afraid to write into Workers News if something is troubling you. The union appreciates the sacrifices made by members' families during times when strike action becomes necessary to win demands.*



Ba Hlompegi,
Sa mathomo kemadume le maphelo go lena ka lethabo ke wa lena mogalatjane a re go thobela. Sa bobedi ke le boga mosomo wa mogolo wo leodirang. Ke re le se lahle ka moo le swereng ka gona. Ke bo ke akanya gore go kababjang ge SAMWU e ka bolela le mmasepala gore a seyoye motho yo mongwe le yo mongwe yo a ra tang go yo soma toropong ya gauswi le mo a dulang gona.

Ke rialo ke lebeletse le baka gore ge re swanetse go soa ntlo babangwe re nagana gae. Se sengwe re dula se hostel ga re dule le bana ba rena goba bona ba sadi ba rena. Ge motswadi o mongwe a dula 380km gona le e mongwe ke lemoga gore bana lele tsego go tswa go batswadi ka bobedi. Goba mmasepala a refe matla a rena re thome le yena ka boswa.

Ge ke re re thome le yena ke ra gore e be e le Bjale TMC. Ba ba nyaka go go ya gae ba tlaya gae. Batho be bantsi ba o ba nago le dintlo ba go gelwa tshelete ye ntshi ga ba gone go phetha dinyakwa tsa bona ka moka goba ga botse. Ge ba bangwe ba ka ya gae batswadi ba o ba na go le dintlo ba na ba bona batla soma mo di bakeng tse ba bangwe ba di hlogetseng. Ke kgopela ka le baka la goge SAMWU e gona mafelong a mantshi.

Mogalatjane Mphahlele, City Deep Hostel, Joburg

Editor's Reply - The comrade is asking that SAMWU negotiate with the municipalities so that workers can work in their hometowns. Cde Mogalatjane says that workers who live in hostels 380 kms from their homes never see their wives and children. Comrade, your letter has been passed on to the Collective Bargaining Officer and also the Housing Service Committee headed by the SAMWU President, Cde Mashishi at 011 331 1582. SAMWU is demanding a housing subsidy of R100 000 this year at the Bargaining Council, as well as a rental subsidy. The union will also strengthen the campaign for affordable rented homes to be provided by local government.

**Hapa radio!
Ngola lengolo
ka leleme lefe
kapa lefe leo o
le ratang mme
o ka hapa
radio! Rumela
lengolo
atereseng ena:
Workers' News,
Private Bag X9,
Athlone, 7760**

Dear Comrades,

I want to support the fight against favouritism and unfairness in the workplace. Favouritism is increasing rapidly and SAMWU comrades should expose the perpetrators. Unfair practices in the workplace should be immediately reported to your shopsteward who will take it up in a grievance procedure. SAMWU comrades must stamp out the employer's manipulating tactics once and for all. I am urging all SAMWU members to make use of your elected shopsteward in your workplace. SAMWU comrades would familiarise themselves with all procedures in the workplace, for example your conditions of service, conditions of employment, employment equity bill, organisational rights, LRA and others. Comrades must remember - shopstewards are there to assist you and not to resist you. Be honest to your shopsteward and tell him of his shortcomings. Enhance a good relationship and understanding between you and your shopsteward. Support your shopsteward! What is a worker leader if his workers cannot carry him on their shoulders? Viva, SAMWU, Viva! Forward to our struggle!

Comrade Leon Johannes, Electricity Department, Cape Town

Dear Comrades,
I was employed by Bloemfontein Electricity in June 1996 as a shift worker. In March of 1997, a letter was on the Notice Board that shift workers were to be paid a 15% shift allowance backdated from October 1996. Yet I did not receive this shift allowance. I confronted my supervisor. He referred me to the City Engineer. I told the City Engineer I was not satisfied and filled in a grievance form. Together with the union official, I went to the Director of Personnel. Yet I still do not get the allowance! They are promising without delivering!

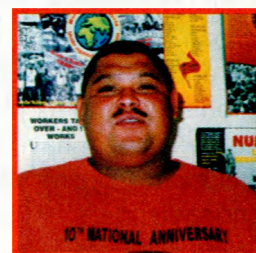
Eric Masilela, Bloemfontein Municipality

Editor's Reply - Thanks for your letter and for the document from the council. Your letter has been given to the Provincial Secretary for urgent attention. Contact Jonas Nhlapo on 057 3524807.

Heyta SAMWU,
Ngo1994 sazbalaza eTsakane sifuna u 10% abelungu bathi bona bazosinika u3% kodwa ke uComrade Sayilasa noComrade Jane Ndimande basilusela saze sayithola i10% eTsakane. Sengiyaphela lapho,
Yimi u K.S. Simelane, Tsakane

**Send letters to:
Debate Corner
Workers' News
Private Bag X/9
Athlone 7760**

**Pos asseblief
jou brief in enige
taal na:
Workers' News,
Private Bag X9,
Athlone, 7760**



WINNING LETTER

The unionist and the street money lender

Dear Comrades,

I am concerned that we do not become unionists whose only work is protection of workers at the work place. History teaches us about "Social movement unionism" - at the workplace I am a union member, and at home I am a member of the community. What happens to me at work affects my life at home.

If we look at problems that the union is faced with, we count among others better conditions of employment and other social benefits. The union may strive to get a living wage, but then these increases are eroded away by outside forces that the union does not tackle. We need to talk about it.

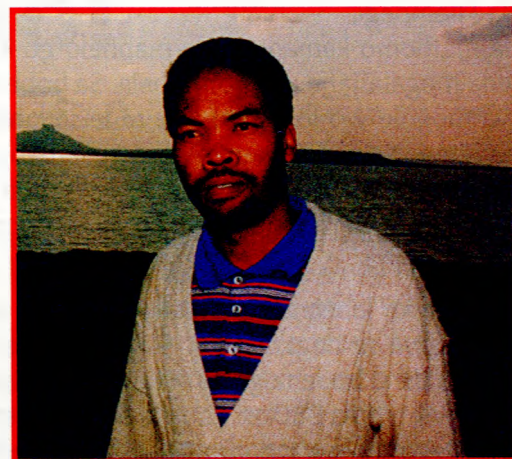
Recent years have seen the birth of men and women who posed as financial saviours. These people have developed into nightmares for many families and individuals. Personally I do not believe that these people are helpful or doing our economy good.

One scheme lends you money which you pay back over time. The problem with this scheme is that the interest is so high. You end up paying three times the amount you borrowed. Obviously, a healthy thinking person cannot accept this. The other scheme lends you money and they keep your ID book and your bankcard. Month end they withdraw everything you owe them plus interest - which usually ranges between 25% and 30%.

The most problematic thing about this scheme is that once you get in you can't get out easily. The problem is that you either pay, and stay for a month without money or you take another loan. The interest then reduces your salary every time you take a loan. Is it right that the union fights for a living wage, yet stands by and does nothing while the members sell off their wages to moneylenders? Is this really a union problem, and if yes what can we do? I have been confronted by workers who wanted help after seeing their money disappear through the micro-moneylenders.

I am not very sure about the solution, except that these schemes have to be regulated. Our education desk should develop programmes whereby our members are alerted about dangers such as these that we are discussing. Comrades, please let's all think of any other thing that can count as a solution. This bothers me very much.

Sam Ramphela, SAMWU Pietersburg



Liewe kamerade,

Die unie mag strewe om 'n leefbare loon te kry, maar staan nogtans by, en doen niks, terwyl die lede hul lone afverkoop aan geldvoorskieters. Daar is mense wat hulself voordoen as finansiële redders, maar hulle het in nagmerries ontaard. Ek voel persoonlik nie dat hierdie mense behulpsaam is nie, of dat hulle ons ekonomie enigsins goed doen nie. Daar is twee soorte skemas. Een leen aan jou geld wat jy oor 'n spesifieke tydperk terugbetaal. Die probleem met hierdie skema is dat die rente so hoog is, dat jy uiteindelik drie keer die bedrag wat jy geleen het, kan terugbetaal. 'n Persoon met gesonde verstand kan dit natuurlik nie aanvaar nie. Die ander skema leen aan jou geld, maar hulle bly in besit van jou identiteitsboekie en bankkaart. Aan die einde van die maand onttrek hulle alles wat jy aan hulle skuld, plus rente - wat gewoonlik wissel tussen 25% en 30%.

Die grootste probleem met hierdie skema is dat as jy eers daarin is, is dit moeilik om uit te kom. Die probleem is dat jy óf betaal en 'n maand sonder geld bly, óf 'n ander lening uitneem. Die rente verminder dan jou salaris elke keer wanneer jy 'n lening uitneem.

Ek is persoonlik genader deur werkers wat om hulp gevra het, nadat hulle gesien het hoe baie van hulle geld verlore gegaan het deur die mikro-geldvoorskieters. Opvoedkundige programme moet ontwikkel word waardeur ons lede gewaarsku word oor gevare soos hierdie wat ons bespreek.

Sam Ramphela, SAMWU Pietersburg

Maqabane amahle,
Ngithi anginibhalele lencwadi mayelana nendlela ilungu lenyunyana elichashazelwa ngayo ngawomashonisa. Inyunyana ingawalwela ngempumelelo amaholo anokuphilisa, kodwa isonge izandla ibukele amalungu ayo ephana ngamaholo awo komashonisa.

Sekunabantu abazenza abasindisi bezezimali kodwa asebephe nduke baba yizilingo. Ngokwami ukucabanga angikholwa ukuthi labantu banosizo futhi angiboni ukuthi banalusizo luni emnothweni wakuleli.

Zimbili izindlela abasebenza ngazo. Abanye babolekisa ngemali ozoyikhokha ngesikhathi esinqunyiwe. Inkinga ngalendlela ukuthi inzalo yayo iphakeme ngangokuthi ungagcina usukhokhe imali ephindwe kathathu kuleyo owawuyebilekile.

Kusobala ke ukuthi umuntu ophile kahle engqondweni angeze asemukela lesimo. Abanye bakweboleka imali bese begcina umazisi wakho kanye nekhadi lakho lasebhange. Ekupheleni kwenyanga bakhipha yonke imali abakweboleke yona ihambisana nenzalo – evamise ukuba phakathi kuka 25% no 30%.

Inkinga enkulu ngalendlela ukuthi uma usuze wangena akulula neze ukuphuma. Inkinga isekuthini ungasikhokha sonke isikweledi usale ungenamali kuleyonyanga, noma uphinde weboleke enye futhi imali. Inzalo iyalinciphisa iholo lakho ngaso sonke isikhathi uma weboleka imali. Sebaningi abasebenzi abeze kimi bezofuna usizo ngenkathi bebona imali yabo iphelela komashonisa. Igatsha lethu lezemfundo kufanele lisungule izinhlelo okuzokwexwayiswa ngazo amalungu ethu mayelana nezingozi ezifana nalena esikhuluma ngayo.

Ngu Sam Ramphele, SAMWU Pietersburg

Comrades,
Ke le ngolla ka mokgatlo wa basebetsi le ka bomatjhonesha. Yunione e ka pheella hore ho fumanwe meputso e lekaneng bakeng sa bophelo, empa e se ke ya etsa letho ha ditho tsa yona di fana ka meputso eo ho bomatjhonesha.

Ho na le batho ba iketsang e ka ba rata ho thusa batho ba bang ka ditjhelete empa ho se jwalo. Nna ha ke dumele hore batho bao ba na le thuso hape ha ho na molemo oo ba o etsetsang ikonomi ya rona.

Ho na le mefuta e mmedi ya dikema tsena. Se seng ke seo ho kadimanwang ka tjhelete e be e lefshwa kamora nako e telele. Bothata ka sekema sena ke hore tswala ya yona e hodimo hoo o qetellang o lefite tjhelete eo e menahane hararo. Ho hlakile hore motho ya nahanang hantle a ke ke a amohela ntho e jwalo. Sekema se seng ke seo ho sona ho tshwarwang ID le karata ya hao ya bankeng. Ha kgwedi e fela ba ntsha tjhelete yohle eo o ba kolotang yona mmoho le tswala ya yona - eo hangata e leng mahareng a 25% le 30%.

Bothata bo boholo ka sekema sena ke hore hang hoba o kene ho sona ho boima ho tswa. Bothata ke hore o ka tshwanela ho lefa mme o dule kgwedi yohle o se na letho, kapa o nke tjhelete e nngwe hape.

Ho na le basebetsi ba bang ba ileng ba tla ho nna mme ba batla thuso kamora ho bona tjhelete tsa bona di fella ho bomatjhonesha. Lekala la rona la tsa thuto le tshwanela ho hlahisa mananeo ao ho ona ditho tsa rona di tla lemoswa ka dikotsi tse tshwanang le tsena tseo re ntseng re bua ka tsona.

Sam Ramphele, SAMWU Pietersburg

Dear Comrades,

Jwale ka emong wa mokgatlo wa SAMWU ke ne ke lakatsa ho ka fumana magazine kgwedi enngwe le enngwe le baka ke hore company eo re sebetsand ho yona e na le nako e kgutshwane e kene ho SAMWU, hape ke fumana hore basebetsi ke batho ba mafolofolo hakolo tabeng tsa ditokelo le ho tsebo ka ho tse etsahaleng ka di comrades tse ding ka thoko. Taba enngwe hape ke taba ya di T-shirt, Tracksuit le tse ding hape ke tla thaba haholo ha nka thuswa ka tsohle hore ke tsebe moo ke tla tlamehang ho difumana teng.

Leteka J. Mokhoanatsi (Acting Shopsteward), Vereeniging Fresh Produce Market

Editor's Reply - Comrade Leteka says that he would like to get Worker's News every month because the members at the Market are very active and care very much what happens to comrades in the rest of the country. All workers should send news in any language to the Head Office. This will help us to bring the magazine out more than four times every year. The Comrade also wants to know where to buy tracksuits and t-shirts. All members should contact their provincial office if you want to buy SAMWU attire. Cde Leteka, you can phone 011 331 1032 or 331 1033.

Bhala incwadi noma yingaluphi ulimi. Lokho kungakwenza ukuthi uzizule umsakazo! Thumela incwadi yakho kuleli kheli: Workers' News, Private Bag X9, Athlone, 7760

Transport and Protection Services a strong challenge for 1999!

SAMWU's transport service committee held a workshop from 22-24 February to debate the effect of legislation being tabled on transport workers. Comrade Randall Howard, the General Secretary of the Transport and General Workers Union spoke, along with former SAMWU shopsteward, Sedick Jappie of the Training Board.

The first bill discussed was the **National Land Transport Transition Bill**. This bill deals with public transport and says that the role of state in provision of public transport must decrease. Taxis will be regulated by a special forum. SAMWU approves of taxi regulation, but believes that the public sector must remain in control of public transport in order for transport to be safe and affordable.

The **Road Traffic Corporation Bill** has also been tabled in parliament. This bill says that traffic functions should be corporatised. Corporatisation is the first step towards privatisation.

The **Professional Driving Permits** is new licensing - employers must cover any costs involved. This will be urgently tabled at the bargaining council. The system is being phased in between March 99 and Feb 2000.

The union needs to adopt a **policy on transport and protection services**. A team of comrades from the workshop will write a draft policy that will then be sent to all union structures for debate.

We cannot discuss transport without looking at the funds given by central government to provide this service. Provincial roads become unsafe when they are used by too many people who can't afford toll roads. Central government must set aside enough money for roads. The union is pleased that at last there will be national legislation for transport - this will make our roads safer. But the union must be part of the process. All workers need to start building alliances with our comrades in T&GWU and SATAWU (the former SARHWU union) if we are going defeat privatisation of public transport.

SAMWU se vervoerdiens komitee het 'n werkwinkel gehou vanaf 22 – 24 Februarie, om die effekte van wetgewing wat getabbeleer word om vervoer werkers, te debatteer. Kameraad Randall Howard, Die Algemene Sekretaris van die Vervoer en Algemene Werkers Unie het gepraat, saam met gewese SAMWU bemiddelaar (shop-steward), Sedick Jappie van die Raad van Opleiding Standaarde.

Die eerste wet wat bespreek was, was die **Nasionale Land Vervoer Oorgangs-wetsontwerp**. Hierdie wetsontwerp gaan oor publieke vervoer en se dat die rol van die staat in publieke vervoer verminder moet word. Taxis sal deur 'n spesiale forum gereguleer word. SAMWU keur taxi-regulering goed, maar glo dat die publieke sektor in beheer van openbare vervoer moet bly, sodat vervoer veilig en bekostigbaar kan wees.

Die **Padverkeer Korporasie Wetsontwerp** is ook in parlement ter tafel gele (getabelleer). Hierdie wetsontwerp se dat Verkeersdienste nie 'n kern diens van die munisipaliteit is nie en moet gekorporatiseer word. Korporatisering is die eerste stap na privatisering.

Ons kan nie vervoer bespreek sonder om te kyk na die fondste wat deur die sentrale regering gegee word om hierdie diens te voorsien nie. Byvoorbeeld: Provinsiale paaie is besig om onveilig te word, omdat dit deur te veel mense, wat nie tol paaie kan bekostig nie, gebruik word. Die sentrale regering moet genoeg geld eenkant sit vir paaie.

Diphepetso tsa bohlokwa tse tobaneng le Yunione mabapi le Ditshebeletso tsa Transporoto le Tshireletso

Komiti ya SAMWU e tshwarahaneng le tshebeletso tsa transporoto e ile ya ba le wekeshopo ho tloha ka la 22-24 Feberewari, mme moo ho ne ho buisanwa ka ditlamorao tsa molao o tekilweng bakeng sa basebetsi ba transporoto.



Bili ya pele eo ho ileng ha buisanwa ka yona e bile ya **National Land Transport Transitional Bill**. Bili ena e bua ka transporoto ya bohle, mme e re seabo sa mmuso phumantshong ya transporoto ya bohle se tshwanela ho fokotswa. Ditekesi di tla laolwa ka foramo e ikgethang. SAMWU e amohela taolo ya ditekesi, empa e dumela hore mokga wa mmuso o tshwanela ho ba le taolo ya transporoto ya bohle bakeng sa ho etsa hore transporoto e ba e bolokehileng hape eo batho ba ka kgonang ho e lefella.

The Road Traffic Bill e tekilwe palamenteng. Bili ena e re mesebetsi ya sephethephethe ha se tshebeletso e ka sehlohoong ya mmasepala, mme e tshwanelwa ho kengwa tlasa mekga ya kgwebo. Ho kenya tlasa mekga ya kgwebo ke mohato wa ho qala ho kenya ditshebeletso tlasa mekga ya poraefete. Mona he, ho kengwa tlasa mekga ya kgwebo ho bolela hore mesebetsi yohle ya sephethephethe e tla laolwa ke khampani e tshwanang le mokgatlo o ka tlasa mmuso, o tla ba le maikarabelo ho bao ba tla ba le dishere ho ona, e leng mekga e meraro ya mmuso. Leha ho le jwalo Mo-ofisiri ya ka Sehloohong wa Phethahatso (CEO) o tla ba le matla a ho ntsha dikonteraka tsa ditshebeletso tsena.

Yunione e hloka ho amohela **pholisi e mabapi le transporoto le tshireletso ya ditshebeletso**. Sehlopha sa di-*comrade* ho tswa wekeshopong di tla ngola pholisi e tla romelwa ho dibopeho tsohle tsa yunione bakeng sa ho rerisana ka yona. Hona ho tla qetellwa ke CEC ya Oktoboro 1999. Re ke ke ra bua ka transporoto ntle le ho sheba ditjhelete tse hlahang ho mmuso o bohareng bakeng sa phumantsho ya tshebeletso ena. Mohlala, di-*toll road* di bitsa tjhelete e ngata bakeng sa ho sebediswa ke batho. Mane Mpumalanga, mebila ya profensi ha e sa bolokehile hobane e sebediswa ke batho ba bangata ba sa kgoneng ho sebedisa di-*toll road* tsena. Mmuso o bohareng o tshwanela ho behela thoko ditjhelete bakeng sa mebila.

Basebetsi bohle ba transporoto ba tshwanela ho qala ho bopa selekane le di-*comrade* tsa rona tse ho T&GWU le SATAWU (yunione e ntjha e kopantshitsweng ya SARHWU) haebe re batla ho hlola tshebetso tsena tsa ho kengwa ha ditshebeletso tsa transporoto ya bohle ka tlasa mekga ya poraefete.

Ikomidi likaSAMWU elibhekene nezokuthutha liye laba ne-workshop ukusukela ngomhla ka-22 ukuya kumhla ka-24 kuFebhuwari lapho kwadingidwa khona ngemiphumela kubasebenzi engahle ilethwe yimithetho ohlongozwayo ephathelene nezokuthutha.

Umthetho ohlongozwayo okwaboniswa ngawo kuqala kwaba **nguMthethosivivinywa wesiKhashana kaZwelonke oMayelana neziThuthi eziHamba emiGwaqweni** (National Land Transport Transition Bill). Lomthetho-sivivinywa uphathelene nezokuthuthwa komphakathi kanti uthi kufanele lincishiswe iqhaza elibanjwa nguhulumeni ekunikezweni komphakathi ngezinsiza zezokuthutha. Amatekisi asezolawulwa yinkundla yekhetelo (special forum). USAMWU uyahambisana nokuthi amatekisi alawulwe kodwa ukholwa ukuthi uhulumeni kufanele kube nguye olawula ezokuthuthwa komphakathi ukuze lokhu kwenziwe ngokuphephile futhi kungembi eqolo.

Umthethosivivinywa wokuPhathwa kwezeMigwaqo njengeziNkampani (Road Traffic Corporatisation Bill) sewethuliwe ephalamende. Lomthethosivivinywa uthi ezeMigwaqo akuwona umsebenzi osemqoka kamasipala ngakho kufanele uphathwe ngendlela okuphathwa ngayo izinkampani. (corporatisation). I-corporatisation iyisinyathelo sokuqala esiqonde ku-privatisation.

I-workshop yabonisa futhi **nangamaphoyisa kamasipala**. Wonke umuntu wavuma ukuthi imikhandlu yamadolobha kufanele ibe namaphoyisa kamasipala angawayo. Kodwa kufanele sibeke imitheshwana (regulations) ezovikela amalungu ethu angase abe ngamaphoyisa kamasipala ngomuso.

Kufanele inyunyana ivumelane **ngomgomo mayelana nezinsiza zezokuthutha kanye nezokuvikela**. Ithimba lamaqabane ayehambe le-workshop lizobhala umgomosivivinywa ozothunyelwa kuzo zonke izinhlangano zenyunyana ukuze zixoxisane ngawo. I-CEC yango-Okthoba 1999 iyona ezothatha isinqumo esingunqamulajuqu.

Uma sikhuluma ngezokuthutha singeze salushiya eceleni udaba lobungako bezimali ezifakwa nguhulumeni omkhulu kulezinsiza. Isibonelo, imigwaqo ekhokhelwayo (toll roads) imba eqolo ngangokuthi iningi labashayeli alisayisebenzisi. Empumalanga, imigwaqo emincane seyiyingozi manje ngoba seyisetshenziswa ngabashayeli abaningi ababelekela imigwaqo ekhokhelwayo. Uhulumeni omkhulu kufanele ahlinzeke imali eyanele yemigwaqo.

Bonke abasebenzi bezokuthutha kufanele baqale bakhe ubudlelwane namaqabane angaphansi kuka-T&GWU nalawo angaphansi kukaSATWU (inyunyana kaSARHWU esanda kubunjwa kabusha) uma sifuna ukuyinqoba lempi yokulwa ne-privatisation yezokuthuthwa komphakathi.

1999 Wage Campaign kicks off!

Members give their input

The union has been discussing our wage demands with our members throughout January and February. The Central Executive Committee which meant at the end of 1998 gave guidelines which provinces were supposed to consider. Provinces reported at the National Executive Committee in February and a final position was taken by the union soon thereafter.

Fighting for a living wage

The union has tabled these demands:

- 1) Inflation plus 5% (with those earning the highest salaries only receiving an inflation adjustment) or R350.00;
- 2) A national minimum wage of R1335.00 for all local government workers;
- 3) An acceptance by the employer that the national minimum wage be improved over time;
- 4) Leave improvements to be looked at after wages have been settled.

The union's wage demands for 1999/2000 wishes to achieve the following:

- ➔ Uplifting the minimum wage for lower income earners
- ➔ Ensuring that the gap between highest paid employees salaries and those earning the minimum does not grow
- ➔ Providing maternity leave benefits and improvements in sick and vacation leave.

No drawn out negotiations

Ten people from each side will be doing the negotiations. The union has mandated the team to have no more than four meetings with the employer. If we have not reached agreement at that stage, then a dispute will be declared which will be settled by either arbitration or a strike.

Meputso: ditho di fana ka ditlhahiso tsa tsona

Yunione haesale e ntse e rerisana ka ditseko tsa meputso le ditho tsa rona kgwedding ya Janawari le ya Febewari. Komiti e Bohareng ya Phethahatso e ileng ya kopana mafelong a 1998 e ile ya fana ka ditataiso tseo diprofensi di neng di tshwanela ho di ela hloko.

Diprofensi di ile tsa fana ka pehelo ho Komiti ya Naha ya Phethahatso ka Febewari mme yunione ya nka sephetho sa makgaola kang hang kamora moo.

Ho lwanela meputso e lekaneng bakeng sa ho iphedisa

Ditseko tsa diyunione e bile tsena tse latelang:

- 1) Infleishene mmoho le 5% (ho etswe diphetho ka ho ya ka infleishene ho bao ba fumanang meputso e hodimo) kapa R350.00;
- 2) bonyane moputso wa R1335.00 naha ka bophara bakeng sa basebetsi bohle ba mmasepala;
- 3) bahiri ba dumele hore ba tla nne ba ntlatfatse moputso oo bonyane mosebetsi e mong le e mong a tlamehang ho o fumana ha nako e ntse e ya;
- 4) kamora ho rerisana ka meputso ho shebanwe le ntlatfatso ya ho ya llifing.

Ditseko tsa yunione tsa 1999/2000 ke tsa ho fihlela hona ho latelang:

- ➔ Ho nyollwe meputso ya ho qala (minimum wage) ya bao ba fumanang meputso e tlase.
- ➔ Ho etsa bonnete ba hore phapang e mahareng a basebetsi ba lefshwang haholo le bao ba sa ntsaneng ba lefshwa moputso wa ho qala ha e be kgolo.
- ➔ Ho fanwe ka dibenefiti tsa ho ya beleha mmoho le ntlatfatso tsa ho kula le ho ya llifing.

Ha re batle ditherisano tse tla nka nako e telele

Dihlopha tse tla bopjwa ka ditho tse leshome lehlakore ka leng ke tsona tse tla ba le ditherisano. Yunione e laetse sehlopha hore se se ke sa ba le dikopano tse tla ba ka hodimo ho tse nne le bahiri. Haebe ha re eso fihlele tumellano ka nako eo, ho tla phatlatatswa seemo sa ho se fihlele tumellano, mme hona ho ka rarollwa ka tshebetso tsa bonamodi kapa ka seteraeke.

Now is the time for a living wage!

Jwale ke nako ya meputso e lekaneng bakeng sa bophelo!

Amalungu aveza uluvo lwawo

Inyunyana ibilokhu ifakana imilomo namalungu ayo ukusukela ngenyanga kaJanawali ukuya kuFebhuwari mayelana nezibizo zethu ngamaholo esiwafunayo. Ikomidi eliKhulu likaManquma (Central Executive Committee) emhlanganweni walo ekupheleni konyaka ka 1998 laphakamisa izincomo ezithile okwakufanele ukuthi izifundazwe zixoxisane ngazo.

Izifundazwe zethula imibiko yazo eKomidini lika-Manquma likaZwelonke (National Executive Committee) ngoFebhuwari okwathi kancane nje emuva kwalokho inyunyana yathatha isinqumo esingunqamulajuqu.

Ukulwela amaholo anokusiphilisa

Nazi izibizo inyunyana ezibekwe etafuleni:

- 1) Imali elingana nezinga lokwehla kwamandla emali eyengezwe ngo-5% noma u-R350.00 (kuthi labo abahola amaholo aphekeme kunawo wonke banikezwe imali elingana namandla okwehla kwemali kube kuphela);
- 2) Iholo likazwelonke elingengaphansi kuka R1335.00 kubo bonke abasebenzi bemikhandlu yamadolobha;
- 3) Ukwemukelwa ngumqashi ukuthi iholo likazwelonke okuyilona liphansi kufanele lihlale ngokwenziwa ngcono ekuhambeni kwesikhathi;

- 4) Ukuphuculwa kwesikhathi sekhefu emuva kokuvumelana ngokwenyuswa kwamaholo.

Izibizo zenyunyana zamaholo ka 1999kuhloswe ngazo ukuthi kufezekiswe lokhu okulandelayo:

- ➔ Ukwenyuswa kwamaholo alabo abahola amaholo aphantsi
- ➔ Ukuqinisekisa ukuthi igebe phakathi kwamaholo alabo abahola kakhulu nalabo abahola kancane lingandi
- ➔ Ukunikeza abakhulelwe izimfanelo zabo zesikhathi sekhefu kanye nokuphucula lezo eziphathelele nokuphutha emsebenzini ngenxa yokugula noma ngokuyohlaba ikhefu.

Asiyifuni indendende yezingxoxo zokubonिसana ngamaholo

Iqembu lethu elinamalungu ayishumi yilona lizongenela izingxoxo zokubonिसana ngamaholo. Inyunyana igunyaze leliqembu ukuthi libe nemihlangano nomqashi engevile kwemine. Uma kungafinyelelwanga esivumelwaneni emuva kwalokho, kuzomenyezelwa ukuthi izingxoxo sezifike kwangqingetshe okusho ukuthi seziyoxazululwa ngabalamuli (arbitration) noma isiteleka.

Manje sekuyisikhathi samaholo anokusiphilisa!

SAMWU onderneem salaris veldtog!

Lede lewer hul bydra

Die unie was regdeur Januarie en Februarie besig om ons salarisse met ons lede te bespreek. Die Sentrale Uitvoerende Komitee (CEC), wat aan die einde van 1998 vergader het, het riglyne verskaf wat die provinsies veronderstel was om in ag te neem. Provinsies het in Februarie aan die Nasionale Uitvoerende Komitee verslag gedoen, en kort daarna was 'n finale posisie ingeneem deur die unie.

Die eise wat die unies voorgelê het, is:

1. Inflasie + 5% (met slegs 'n inflasie-aanpassing vir diegene wat die hoogste salarisse verdien), of R350;
2. 'n Nasionale minimum salaris van R 1 335 vir alle plaaslike regering werkers;
3. Die werkgewers moet aanvaar dat die nasionale minimum salaris mettertyd verbeter moet word;
4. Dat verbetering van verlof aangespreek sal word nadat lone afgehandel is.

Die unie se loon-eise vir 1999/2000 hoop om die volgende te vermag:

- ➔ Verhoging van die minimum loon vir laer inkomste verdieners
- ➔ Om te verseker dat die gaping tussen welbetaalde werknemers en diegene wat 'n minimum loon verdien, nie groei nie.
- ➔ Die voorsiening van kraamverlofvoordele en ander verbetering aan siekte- en vakansie-verlof.

Geen uitgerekte onderhandelinge

'n Span van 10 mense aan albei kante, sal die onderhandelinge hanteer. Die unie het die span 'n mandaat gegee om nie meer as vier vergaderings met die werkgewers te hou nie. Indien ons nie tot 'n ooreenkoms gekom het teen hierdie stadium nie, dan sal 'n dispuut verklaar word wat deur óf arbitrasie of 'n staking geskik sal word.

Nou is die tyd vir 'n leefbare loon!

What is the Framework Agreement?

The Agreement signed on 11th December between the Government, SALGA and COSATU is about "Restructuring Municipal Service Provision." It is not an agreement to privatise.

The agreement sets up a **Sectoral Forum**. The Forum is the place where disputes will be managed and greater consensus will be built between labour, SALGA and government. The committee decides what types of disputes go to the Bargaining Council and how to manage the political disputes. Some could end up with the central 6-a-side Committee established by the COSATU and government National Framework Agreement (NFA) of 1996.

The preferred option - Public Sector provision

The agreement says that before any private sector partnership is considered *"local government must be given the opportunity to ensure the effective functioning of such service delivery."* It notes that governments role is to make political decisions about prioritising needs and allocating resources *"on the basis of the social need - not on the basis of profit"*.

But government insists that the public sector preference should not mean obliging municipalities to provide direct services *"even if they have no realistic chance of effectively delivering the service at substantially better quality, cost and coverage than other providers"*. However local government must first consider *"its capacity and potential to deliver the service"* before privatising.

We must still reach agreement on this. COSATU remains opposed to privatisation while government and SALGA insist that it remains an option.

For SAMWU, the struggle against privatisation continues.

The role of the **Sectoral Forum** has already sparked heated debate between government and COSATU. Dolphin Coast's water was privatised to SAUR international at the end of January 1999. This was never discussed at the Sectoral Forum first - the Municipality simply went ahead and signed the contract with the backing of government.

Now government says that the Sectoral Forum was never meant to discuss specific contracts. They say that local government is autonomous in terms of the constitution. But SAMWU is taking legal advice on this. SAMWU feels that there is no point in having a national agreement if it only binds the union and not the municipalities.

Sustaining Local Government Provision

Service delivery is linked to local government transformation. This needs proper funding. If municipalities don't have enough money to extend services, they cannot transform and there will be pressures to privatise.

The agreement says that *"re-prioritisation of finances both at central government and local government level over the medium term"* must happen. But already, this year's budget has not provided local government with an "equitable share" of the national revenue. COSATU needs to campaign against central government policies which underfund local government.

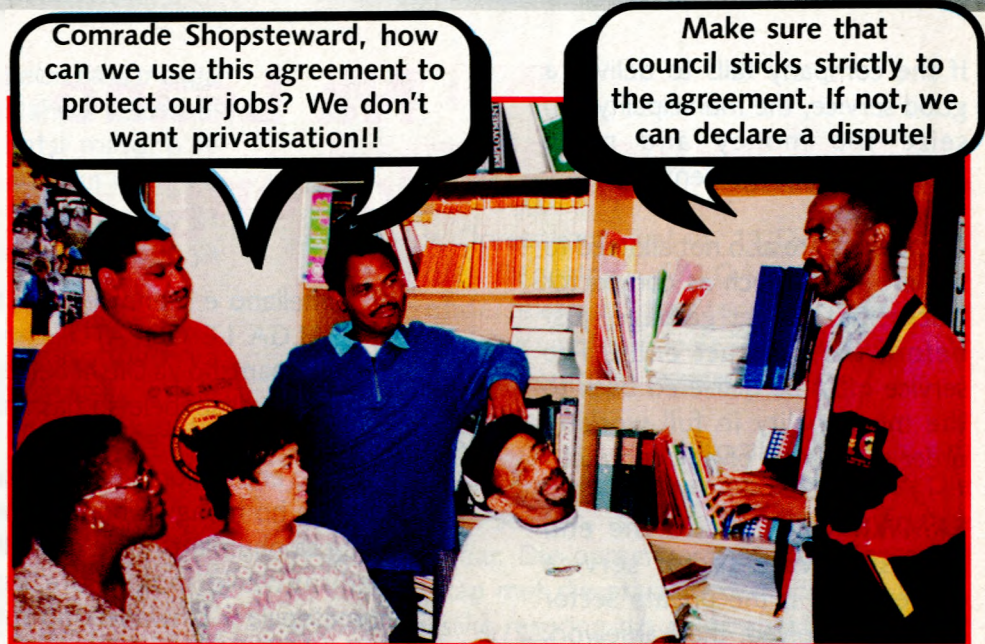
Principles for Service Delivery

The agreement says that a set of principles must apply to all water service providers whether public or private. For example, all citizens must have access to water, sanitation, electricity, rubbish removal and other basic services and the environment must be protected. Making rich consumers pay more for each unit of water and electricity will allow the poor to receive a lifeline amount of the service free of charge. Service providers must act in a democratic, accountable and helpful manner.

It is important that members and shopstewards monitor what is going on in municipalities and insist that these principles get applied.

Integrated Development Plans

To transform local government a to develop an Integrated Development Plan (IDP). An IDP is about re-prioritising budgets, re-organising how we work and planning to remove economic and social apartheid inequalities which still exist. Take the case of Nelspruit TLC - most of the budget is directed towards services for the advantaged area. Nine-tenths of Nelspruit's people do not get proper services because there is not enough money left in the budget.



Transformation and workers

Transformation, or restructuring must not take place at the expense of workers. The framework agreement includes these labour protection principles:

- ◆ job security must be promoted;
- ◆ the improvement of conditions for workers;
- ◆ the capacity of employees to deliver services must be built and training programmes implemented;
- ◆ affirmative action must be implemented;
- ◆ workers must be involved in planning.

Before municipalities consider privatisation they must:

- ◆ develop an IDP covering all services, in consultation with workers and the community;
- ◆ make every effort to improve delivery capacity through consulting workers
- ◆ build capacity through education and training;
- ◆ investigate how other levels of government or and public sector bodies can be used as partners in a public sector delivery project;
- ◆ do a full cost benefit analysis comparing any private partnership proposal with its public sector options, not only the financial costs but the social, environmental and health costs;
- ◆ make sure that private sector proposals are in line with the regulatory framework

We must fight to ensure that costing is done truthfully.

Municipalities spend thousands of rands on consultants - then leave this out of the cost of privatising!

When a Municipality costs in its own services, we must see to it that they do not add costs which have nothing to do with the service. For example, the costs of central management - these costs will still be there even if the service is privatised.

If a service has to be privatised, what control do workers have over this process?

Companies must comply with a set of rules while the contract is being drawn up. For example, in the bidding process a company can be disqualified if there is a record of certain forms of corruption anywhere in the world. This is helping SAMWU to oppose privatisation of water in the Dolphin Coast. The French company who has won the contract has a record of corruption. The director has even spent time in jail!

There must be financial reports which show that the company really invests money in building up infrastructure, and not just saying they will to win the contract. The amount of profit a company can make will also be limited, as will price increases. The company must be fined if they don't give regular transparent reports and if they don't invest as they promised.

Municipalities must also make sure that the costs of monitoring the company are not left to the municipality to pay for. The company must put aside in a trust account an amount of money as a guarantee.

If the company fails to deliver a good service, the municipality can seize the money and make alternative arrangements.

Companies are also not allowed to sell off assets, such as compactor trucks that collect garbage, just before the contract ends. The service must be delivered back to the municipality in full working order at the end of any contract.

SAMWU will fight to the end against private sector service delivery. But if the private sector does get involved, the framework agreement will stop companies from retrenching workers and downgrading your conditions of service.

Take control of the framework agreement in your municipalities!

Comrades, there are municipalities who want to privatise silently without involving the unions and without informing the Sectoral Forum. You must be quick to report any threat of outsourcing or privatisation to the Head Office. Do not hesitate to phone the union, even if you are only hearing rumours and have no proof. We will investigate. Your municipality must give you detailed documents about any restructuring they plan to do.

In the next *Worker News* we will talk about keeping the anti-privatisation campaign alive.

Demand to know what your municipality service provision plans are - don't wait for them to come to you!

Na Leano la Tumellano ke eng?

Tumellano e saennweng ka la 14 Disemere mahareng a Mmuso, SALGA LE COSATU e mabapi le "Ho hlongwa botjha ha Phumantsho ya Ditshebeletso tsa Bommasepala." Ha se tumellano ya ho kenya ditshebeletso tlasa mekga ya poraefete.

Tumellano ena e hloma Foramo ya Mokga e tla rarolla dingangisano tse mabapi le ho hlongwa botjha. Mekga ya mmuso ke yona e hlokehang bakeng sa phumantsho ya ditshebeletso. Tumellano ena e re pele ho ka sebedisanwa le mokga ofe kapa ofe wa poraefete, mmuso wa bommasepala o tshwanela ho fuwa monyetla wa ho etsa bonnete ba hore ho ba le phumantsho e sebetsang hantle ya ditshebeletso tsena."

SAMWU hape e tla ba le letsholo la hore bommasepala ba fuwe ditjhelete. Ha bommasepala ba se na ditjhelete tse lekaneng bakeng sa ho atolosa ditshebeletso, ho tla ba le kgateello ya hore ditshebeletso tseo di kengwe tlasa mokga wa poraefete. Tumellano e re leha mekga ya poraefete e ka fumana konteraka tsena tsa phumantsho ya ditshebeletso, e ntse e tshwanela ho latela melawana e meng e itseng.

Melawana ena ke e reng batho ba Afrika Borwa bohle ba tshwanela ho fumana ditshebeletso tse jwalo ka metsi, motlakase, ho tloswa ha matlakala le tlhwekiso ya matlwana. Mekga ya poraefete e ke ke ya dumellwa ho beha ditefello tse hodimo tse ka kgonwang ho lefshwa ke ba mmalwa feela.

Phenyo e nngwe hape ya leano la tumellano ena ke ya hore ho sebediswe hoo ho thweng ke *cross-subsidisation*. *Cross-subsidisation* ke ha tjhelete e nkuwa ho bommasepala ba nang le ditjhelete tse ngata mme e nehwa bommasepala ba hlohang.

Bommasepala bohle ba tshwanela ho ba le Leano le Kopaneng la Ntshetsopele bakeng sa ho tlosa ho se lekalekane ho bakilweng ke aparteiti. Bommasepala ba bangata ba ntse ba kenya dibajete tsa bona ditshebeletsong tsa batho ba fumanang menyetla e mengata.

Karolo ya robong ho leshome ya batho ba Nelspruit ha ba fumane ditshebeletso hobane ditjhelete tsohle di ya ditshebeletsong tsa bao ba seemong se setle ba fumanang menyetla e mengata, ha karolo ya nngwe ho leshome e nehwa batho ba hlohang.

Ho bopa botjha ha ho a tshwanela ho etsahala ka tsela e tla sitisana le basebetsi. Tumellano e re ho tshwanetswe hore ho kgothaletswe tshireletso ya mosebetsi, bophelo bo botle le polokeho, ho kengwe tshebetsong leano la ho fana ka menyetla ho bao ba neng ba sa e fuwe, mmoho le melawana e meng ya tshireletso ya mesebetsi.

Pele bommasepala ba ka kenya ditshebeletso tlasa mekga ya poraefete, ba tla tshwanela ho hlahisa Leano le Kopaneng la Ntshetsopele le basebetsi mmoho le setjhaba, mme ho bonwe hore a na ha ho na mekga e meng ya mmuso kapa dihlopha tsa mmuso tseo ho ka sebetswang mmoho le tsona bakeng sa phumantsho ya porojeke eo.

Ho tshwanetswe hape ho etswe hlophollo ya ditshenyehelo e bapiswe le ditshenyehelo tsa ho lefa ditshebeletso tsa mokga wa poraefete le tsa mokga wa mmuso.

Ha tshebeletso e tshwanela ho kena tlasa mokga wa poraefete, basebetsi ba tlameha ho ba le taolo tshebetsong eo. Ha ho dikhampani tse nang le direkoto tsa bobodu kae kapa kae lefatsheng tse tla nehwa dikonteraka.

Hona ho thusa SAMWU ho thibela ho kengwa tlasa mokga wa poraefete ha tshebeletso tsa metsi mane Dolphin Coast, hobane khampani eo ya France e fumaneng konteraka eo, e na le rekoto ya bobodu. Hape, khampani e tshwanela ho beha ka thoko tjehele e tla ba ya karanti.

Ha ba sa kgone ho fana ka tshebeletso mmasepala a ka nka tjehele eo. Dikhampani hape ha di a dumellwa ho rekisa matlotlo a tsona, a jwalo ka dilori tse kgolo tseo ho thothwang matlakala ka tsona, pele konteraka e fela. Ho tshwanetswe hore ho fanwe ka tshebeletso e felletseng ho mmmasepala.

SAMWU e tla lwantshana le phumantsho ya ditshebeletso ho tswa mekgeng ya poraefete. Empa ha ho ka etsahala, leano lena la tumellano le tla leka ho thibela dikhampani ho fokotsa basebetsi le ho theola maemo a ditshebeletso.

Basebetsi ba tshwanela ho laola leano la tumellano ho bommasepala ba bona. *Comrades*, mmasepala wa Dolphin Coast o saenne konteraka ya ho kenya ditshebeletso tlasa mokga wa poraefete mafelong a Janawari selemong sena ntle le ho buisana le diyunione kapa Foramo ya Mokga. SAMWU e ntse e batla keletso tsa semolao mabapi le Dolphin Coast.

Le tshwanela ho potlaka ho tlaleha dintho tse tshwanang le tsena tse etsahalang ho bommasepala ba lona ho Ntlokgolo ya yunione ya lona. E yang jwale le ilo sheba hore morero wa ditlhophiso tsa ditshebeletso tsa bommasepala ba lona ke dife.

Wat is die Raamwerkooreenkoms?

Die Ooreenkoms wat op 11 Desember deur die Regering, SALGA en COSATU onderteken is, het te make met "Die Herstrukturering van Munisipale Dienslewering". Dit is nie 'n ooreenkoms om te privatiseer nie.

Die ooreenkoms stel 'n Sektorale Forum in om dispute rondom herstrukturering op te los. Die Openbare Sektor is steeds die gewenste diensleweraar. Die ooreenkoms sê dat voor enige vennootskap met die privaatsektor oorweeg word, "die plaaslike regering die geleentheid gegee moet word om die doeltreffende funksionering van sodanige dienslewering te verseker".

SAMWU sal ook veg vir munisipaliteite om genoeg fondse te ontvang. As munisipaliteite nie genoeg geld het om die dienste uit te brei nie, sal daar druk wees om te privatiseer. Die ooreenkoms sê dat selfs as die privaatsektor dienste begin lewer, hulle steeds sekere reëls moet nakom. Hierdie reëls is dat alle Suid-Afrikaners toegang moet hê tot dienste soos water, elektrisiteit, afvalverwydering en sanitasie.

Die privaatsektor sal nie toegelaat word om sulke hoë pryse vas te stel vir dienste dat slegs 'n paar mense dit kan bekostig nie. 'n Verdere oorwinning in die raamwerkooreenkoms is dat kruis-subsidiëring gebruik sal word. Kruis-subsidiëring is wanneer geld van ryk munisipaliteite geneem word en aan arm munisipaliteite gegee word.

Alle munisipaliteite moet 'n Geïntegreerde Ontwikkelingsplan (GOP) hê om die ongelykhede van apartheid te verwyder. Baie munisipaliteite rig nog steeds die grootste deel van hulle begroting op dienste aan die bevoordeeldes. Nege tiendes van Nelspruit se mense kry nie behoorlike dienste nie, omdat al die geld gaan aan dienste vir die bevoordeelde een tiende van die mense. Herstrukturering moet nie ten koste van die werkers plaasvind nie. Die ooreenkoms sê dat werksekuriteit bevorder moet word; gesondheid, veiligheid en regstellende optrede moet toegepas word, asook ander klousules wat arbeid beskerm.



Voordat munisipaliteite privaatiseer, moet hulle saam met werkers en die gemeenskap 'n GOP ontwikkel, en kyk of daar ander groepe in die openbare sektor of die regering is wat vennote kan word in 'n openbare diensleweringprojek. Hulle moet ook 'n kostevoordeel-ontleding doen en die koste van privaatliewering met openbare lewering vergelyk.

As 'n diens geprivatiseer moet word, sal werkers beheer hê oor die proses. Nêrens in die wêreld word maatskappye met 'n rekord van korrupsie toegelaat om kontrakte te bekom nie. Dit help SAMWU om die privatisering van water in Dolphin Coast stop te sit, omdat die Franse maatskappy wat die kontrak gekry het, 'n rekord van korrupsie het.

Die maatskappy moet ook 'n bedrag geld opsyskuif as 'n waarborg. As hulle nie lewer nie, kan die munisipaliteit die geld opeis. Maatskappye word ook nie toegelaat om bates, soos saampersvragmotors wat vullis oplaai, te verkoop net voor die kontrak eindig nie. Die diens moet in volle werkende toestand aan die munisipaliteit terugbesorg word.

SAMWU sal privaatsktordienslewering beveg. Maar as dit gebeur, sal die raamwerkoorenkoms maatskappye ten minste verhoed om werkers af te dank en werksvoorwaardes af te gradeer.

Werkers moet beheer neem van die raamwerkoorenkoms in hulle munisipaliteite. Kamerade, Dolphin Coast Munisipaliteit het aan die einde van Januarie vanjaar 'n privatiseringskontrak onderteken sonder om die vakbonde of die Sektorale Forum te betrek. SAMWU kry tans regsadvies oor Dolphin Coast. U moet onmiddellik enigiets soos dit in u munisipaliteit by die Hoofkantoor aanmeld.

Gaan nou en eis om te weet wat u munisipaliteit se planne vir die voorsiening van dienste is!



Luyini uHlaka lwesiVumelwano (Framework Agreement)?

IsiVumelwano esasayinwa ngomhla ka 11 Disemba phakathi kukaHulumeni, uSALGA kanye noCOSATU sasimayelana "nokuHlelwa kaBusha kweziNsiza eziNikezwa uMphakathi ngawoMasipala". Akusona isivumelwano sokuthi kudayiswe amagugu kahulumeni.

Lesivumelwano simisa inkundla yemikhakha ethile (Sectoral Forum) okungaxazululwa kuyo ukungezwani okumayelana nezinguquko (restructuring). Umkhakha wezaBasebenzi bakaHulumeni kuseyiwona othathwa ngokuthi ungungqaphambili ekunikezeni imiphakathi izinsiza. Isivumelwano sithi ngaphambi kokuthi kucatshangwe ngokudala ubudlelwane nezinkampani zangasese, "imikhandlu yamadolobha kufanele iqale inikwe ithuba lokuqinisekisa ukuthi lokho kuzokwenza ukuthi izinsiza zinikezelwe kangcono emphakathini". U-SAMWU uzokhankasela nokuthi imikhandlu yamadolobha inikezwe izimali ezanele.

Uma imikhandlu yamadolobha ingenazo izimali ezanele zokwandisa izinsiza ezininikeza imiphakathi izogcina iphoqelekile ukuthi lezo zinsiza izidayisele izinkampani zangasese. Isivumelwano siphinde sithi ngisho noma inkampani yangaphandle seyinikeziwe igunya lokunikezela ngalezo zinsiza, isaphoqelekile ukuthi ilandele izimiso ezithile.

Lezimiso zithi bonke abakhele leli laseNingizimu Afrika kufanele bakwazi ukufinyelela izinsiza ezifana namanzi, ugesi, kanye nokukhucululwa kukadoti. Izinka-mpani zangasese ngeke zivunyewle ukuthi zibize imali eyemba eqolo ngangokuthi kube ngabantu abambalwa kuphela abazokwazi ukuzikhokhela lezo zinsiza. Enye into encomekayo kulesivumelwano eyokuthi i-cross subsidisation izosetshenziswa. Nge-cross-subsidisation kushiwo ukuthathwa kwezimali komasipala abanothile ukuze kuyosizwa omasipala abampofu.

Phambi kokuthi kudayiselwe izinkampani zangasese (privatisation), kufanele kuqale kwakhiwe isu elivinhlanganisela (integrated plan). Lelisu kufanele libhekele izidingo zomphakathi - abesifazane kanye nemindeni yabo badinga amanzi ahlazekile aphuma kompompi

Kom ons gebruik die ooreenkoms met die wette wat ons alreeds het

Ja, soos die wet op waterdienste wat sê daar net privatisering kan wees as daar geen ander alternatief is nie.



Bonke omasipala kufanele babe neSu lezeNtuthuko eliyiNhlanguanisela, phecelezi Integrated Development Plan (i-IDP). Iningi lawomasipala lisasebenzisa izabelomali zalo ukuze kuzuze labo ababevele bevunwa wubandlululo phambilini.

ENelspruit, abantu abayisishi-yagalolunye eshumini abazitholi izinsiza ezifanele ngoba yonke imali isetshenziselwa labo ababevele bedla kahle ngesikhathi sobandlululo abayingxenye eyodwa kuphela eshumini. Izinguquko akufanele zikhinyabeze abasebenzi. Isivumelwano sithi imisebenzi yabantu kufanele iqinisekise, izinhlelo zezempilo nokuphepha kanye neze-affirmative action kufanele zisebenze, kanjalo neminye imithetho evikela abasebenzi.

Ngaphambi kokuthi omasipala badayise izinsiza ezinikezwa imiphakathi kufanele basungule i-IDP ebandakanya abasebenzi kanye nomphakathi, futhi kufanele baqale bahlolisise ukuthi awekho yini amanye amaqembu asebenzela uhulumeni abangasebenzisana nawo ukuze umphakathi unikezwe kangcono lezozonsiza. Kufanele bahlaziye nokuthi kungakanani okuzozuzwa ngemali

ezosetshenziswa (cost-benefit analysis) ngokuthi baqha-phanise izindleko zokusebenzisa inkampani yangasese nezindleko zokusebenzisa abasebenzi bakahulu-meni.

Uma izinsiza kufanele zidayiselwe inkampani yangasese, abasebenzi yibona okufanele bengamele loloshintsho. Akukho neyodwa inkampani yangasese enomlando wokukhwabanisa, eyakwenza noma kuphi lapha emhlabeni, okufanele inikezwe igunya lokusebenzela umphakathi.

Lokhu sekusize uSAMWU ukuthi anqande ukudayiswa kwezinsiza ezinikezwa umphakathi waseDolphin Coast ngesizathu sokuthi lenkampani yaseFrance eyanikezwa igunya lokuthenga lezinsiza inomlando wokukhwa-banisa. Ngale kwalokho, leyon-kampani kufanele ibeke eceleni isamba semali eyisibambiso. Uma seyehluleka ukunikeza ngezinsiza, umkhandlu wedolobha uzovele ubambe leyomali. Futhi izinkampani zangasese azivunyelwe ukuthi zidayise izinto ebezisebenza ngazo njenganje amaloli okuthutha udoti uma zibona ukuthi isikhathi ebekuvunyelwene ngaso sesizophela. Ukunikezwa kwezinsiza

kufanele kubuyiselwe kumasipala kusesesimweni sokuse-benza kahle.

U-SAMWU uzolwa nokudayiselwa izinkampani zangasese kwesinsiza ezinikezwa umphakathi, kodwa uma lokho kuthuke kwenzeka, okungenani loluhlaka lwesivumelwano luzonqanda izinkampani zangasese ukuthi zingabadilizi abasebenzi noma zehlise amazinga ezimo abasebenza phansi kwazo.

Abasenzi kufanele baluthathele kubo loluhlaka lwesivumelwano komasipala bangakubo. Maqabane, ekupheleni kukaJanawali nonyaka, umasipala waseDolphin Coast wasayina isivumelwano sokudayisa izinsiza ezinikezwa umphakathi ngaphandle kokubonisa nezinyunyana noma aye enkundleni yemikhakha ethile (Sectoral Forum).

U-SAMWU uhlongoza ukubathathela izinyathelo zomthetho laba baseDolphin Coast. Nani ke niboshesha nizibike izehlakalo ezifana nalesi eHhovisi eliKhulu elikumasipala wangakini. Hambani njengamanje niyobuza ukuthi ziyini izinhloso zikamasipala wenu mayelana nokunikezwa kwezinsiza emphakathini.

Resolutions from the December Collective Bargaining Conference



Over 100 delegates split into working groups for two days to debate how to take the union forward in bargaining...

Group 1: National Institutions

This working group looked at how the union can use national institutions to increase our advantages in collective bargaining...

NATIONAL ECONOMIC DEVELOPMENT AND LABOUR COUNCIL (NEDLAC)

The union has serious concerns about Nedlac. Business and government generally have an opportunistic attitude towards Nedlac. Sometimes they use it and sometimes they don't. A NOB will co-ordinate a more serious involvement in the activities of Nedlac.

DEPARTMENT OF CONSTITUTIONAL DEVELOPMENT

The union is trying to have a closer relationship with DCD. Up until now it was only the employer body, Salga, who had regular meetings with DCD. In this way, we hope to change the influence which the employer has on government. DCD has information which can be useful to us.

We also have to engage government on their interference in the local government bargaining process through 'capping' of municipal budgets.

SOUTH AFRICAN LOCAL GOVERNMENT BARGAINING COUNCIL (SALGBC)

It was resolved that negotiations be spaced to allow for enough consultation between the union's negotiators and its members.

AFRICAN NATIONAL CONGRESS

The tension that developed between the union and the ANC as a result of the actions of certain councillors and the policy differences around Gear and privatisation which the organisations have be addressed by engaging with ANC councillors and providing them with well-researched positions.

LEVELS OF BARGAINING

The union is committed to three levels of bargaining - national, divisional and local. We will also ensure that there is capacity to address the issues through training. Not all issues need to be sent to the national bargaining council. The NBC should only deal with finalising exemption applications so that a single standard is applied nationally, national set of organisational rights, national minima on conditions of service, national campaigns, for example, privatisation, national grading/



job evaluation systems, disputes from the divisions, and local government finance issues.

Divisional bargaining councils must deal with issues that arise from the NBC. For example implementing a national grading system and national policy and campaigns. The divisions should always try to improve on agreements reached in the national bargaining council. Where the NBC concludes an organisational rights agreement or minimum conditions of service, the division can try to improve on this for the workers in the division. Divisions must also deal with issues that come from the local level, such as applications for exemption.

The local bargaining councils must deal with issues affecting municipalities. Some of these are determining constituencies for shop stewards, health and safety, affirmative action, negotiating new technologies coming into the workplace.

The conference decided that union must not set up Workplace Forums. The existing forums are adequate. Workplace Forums allow non-union members equal rights to union members.

Group 2: Wage Strategy

Getting the best possible wage increases for members is a task that the union needs to plan carefully. In order to make real progress towards closing the apartheid wage gap, some serious strategies emerged from the Conference...

ADEQUATE INFORMATION FOR BARGAINING

The union still does not have enough and accurate information for bargaining. An urgent appeal is made for shop stewards and union officials to supply wages and conditions of service data of each local authority to Head Office.

NATIONAL MINIMUM WAGE

The practice of local government paying workers starvation wages of R600 per month belongs to the days of apartheid and cannot be tolerated any longer. The union is demanding a national entry level of R1335 which is the Minimum Living Level necessary to survive. This does not mean that local authorities who pay above this level will reduce their minimums. The union will push for a commitment from Salga to uplift this amount over the next few years.

A LIVING WAGE

We understand that the living wage is defined along the lines of socio-economic conditions facing the people, e.g. access to electricity, water, shelter, clothing, education, health and so on. All the above should be based on the principle of affordability of basic needs and fair and equitable distribution of wealth.

A living wage should ensure that workers live under acceptable living standards which take into account the long term sustainability based on their political aspirations for a changed society.

SOCIAL WAGE

The union will continue to campaign for the government to provide all workers with a social wage. The social wage is composed of those provisions by the state which reduce the direct burden on workers' wage, e.g. clean water and sanitation, public provision or subsidisation of housing in the form of rental stock and public transport.

EQUAL PAY FOR WORK OF EQUAL VALUE

The Job Evaluation and Grading System must change so that there is equal pay for equal work.

CLOSING THE APARTHEID WAGE GAP

The unacceptable wage gap of apartheid has to be closed. The high salaries of senior officials and the slave wages of workers cannot be tolerated. Our wage demand must ensure that we narrow the wage gap.

JOB EVALUATION SYSTEM

We support the idea of a single grading and job evaluation system for the country.

SPECIAL RATES IN RELATION TO PUBLIC WORKS PROGRAMME AND LEARNERSHIP

Learnerships and PWP's often mean that women or youth are employed at a lower rate of pay than a normal worker so that they can gain work experience. Learnerships should be at the lower levels and must not be abused by employers to create bad working conditions and slave wages. PWP's should must create long term jobs and not be limited to short term poverty alleviation.

LONG TERM STRATEGIES AND MULTI-YEAR AGREEMENTS

The union wants long term agreements in future which raise the minimum wage and provide increases in line with inflation. Other issues such as leave and training can also be addressed in this way.

FORMS OF WAGE DEMAND

Samwu's wage demand will be the greater of a monetary and a percentage figure to uplift the minimum wage whilst ensuring cost of living increases for the higher paid workers. We demand a standard national entry level wage. We demand multi-year bargaining to start next year.

Group 3: Non-Wage issues

Some workers don't get any benefits. 1999 is the year to fight for benefits for all workers...

RETIREMENT BENEFITS

All workers must have a retirement fund and all employers must pay a minimum of 18% of the worker's salary into the fund as well. Employers who have never paid anything towards a worker's pension must pay a lump sum into the worker's fund. The amount of this must still be debated. The March 1999 CEC will finalise.

MEDICAL BENEFITS

Employers must contribute to a medical aid scheme for workers who want to join. Samwu members are encouraged to support the Samwu National Medical Scheme.

LEAVE

All workers across the country must get a minimum of 25 working days holiday leave every year. Provinces must discuss whether they need extra days for cultural leave. Sick leave must be 120 days every three years for all workers, excluding leave for work related illnesses. A worker who is a parent must get 20 extra days per year of parental leave.

HOUSING SUBSIDY

Municipalities must give a housing subsidy of R100 000 to all workers, including rural workers. Married persons at a local authority may not each qualify for a housing subsidy. Workers who rent must get a rental subsidy.

HEALTH AND SAFETY

The union's health and safety framework be used as a basis for kick-starting negotiations on health and safety at divisional and central level.

Group 4: Local Government Finances

How do we overcome the situation where central government doesn't give local government enough money to provide services and pay a living wage?

WAGE BILL

The government says that the amount spent on wages cannot be more than 25% of a local authority's total budget. Samwu rejects this! Local government needs more workers to deliver more and improved services. Also, most of the wage bill goes to management, leaving little over for a living wage for workers.



UNFUNDED MANDATES

Local authorities must have enough money to extend services. At the moment, unfunded mandates mean central government passes on responsibilities to local government without providing the money to run the service. Salga will be approached to support our demand to central government for more money.

POVERTY ALLEVIATION

Workers have to support many people, so often end up being poor themselves. Yet there is enough money in South Africa and the world to provide everyone with a decent standard of living. Samwu must continue to fight poverty wages earned by the majority of our members.

Group 5: Resolution of Disputes

Not everything can be solved by lawyers. The union retains the traditional weapon of the worker: the STRIKE!

MINIMUM SERVICE LEVEL AGREEMENTS

All municipalities must have Minimum Service Level Agreements in terms of the Essential Services Framework Agreement. This is urgent and Provincial Office Bearers will start an awareness campaign. If we don't have these agreements, we can't legally strike.

INDUSTRIAL ACTION

Samwu has always used industrial action, even when prohibited by law, to promote the socio-economic and

political interests of our members. The law now says that a large portion of our members may legally strike. So we should try to take legal strike action. This will avoid unnecessary legal costs to the union.

STRIKE FUND

A Solidarity Fund will be started to pay for transport and meeting costs during strikes, and assist with strike medical costs. Workers are asked to pay three Rand per year from July 1999 for this. The Fund will be managed by the NEC. Workers are invited to send their views on whether the union should also set up a strike fund that will pay part of wages lost while workers are on strike.

STRIKE STRUCTURES

If there is a strike, Strike Co-ordinating Committees must be established at local level. They must be driven by constitutional structures. It is the responsibility of these structures and the local shop stewards to maintain discipline during strikes. Regular report back meetings to members, involving office bearers, should take place. Samwu's Media and Legal Units must keep members and the public informed, and assess the legal situation during the strike. Samwu must try to include other public sector unions in industrial action and even set up joint strike structures.

ARBITRATION

The Head Office needs information on breakdown of wages; benefits; budgets; previous settlements to help with arbitrations. Workers should be trained to handle arbitrations as outside lawyers are expensive.



SAMWU het verlede Desember 'n Konferensie oor Kollektiewe Bedinging gehou wat bygewoon is deur alle provinsies, om strategie te ontwikkel rondom verbeterde voordele en werksvoorwaardes vir lede. Hier is die besluite wat deur die Konferensie aanvaar is.

NATIONAL ECONOMIC DEVELOPMENT AND LABOUR COUNCIL (NEDLAC)

Sakemanne en die regering gebruik Nedlac net wanneer dit vir hulle gemaklik is. Ander kere stoot hulle wetgewing deur ander forums deur.

DEPARTEMENT VAN KONSTITUSIONELE ONTWIKKELING

Tot nou toe het net die werkgewers gereelde vergaderings met die DKO gehad. Op hierdie manier hoop ons om die invloed wat die werkgewer op die regering het, te verander. Ons moet ook die regering aanspreek oor hulle inmenging in die bedingingsproses by plaaslike regering deur munisipale begrotings in te perk.

ANC

Die spanning wat ontwikkel het tussen die vakbond en die ANC as gevolg van beleidsverskille wat die organisasies het rondom GEAR en privatisering, moet aangespreek

word deur in gesprek te tree met ANC-raadslede en goed nagevorsde posisies aan hulle te bied.

PLAASLIKE REGERING BEDINGINGSRAAD

Daar is besluit dat onderhandelinge gespasieer moet word om toe te laat vir voldoende konsultasie tussen die vakbond se onderhandelars en lede.

VLAKKE VAN BEDINGING

Die vakbond is verbind tot drie vlakke van bedinging – nasionaal, in afdelings en plaaslik. Daar moet opleiding wees sodat vloerbeamptes meer kan deelneem in bedinging. Die Nasionale Bedingingsraad behoort te handel met die finalisering van aansoeke om vrystellings sodat 'n enkele standaard nasionaal toegepas word, 'n nasionale stel organisatoriese regte, nasionale minimums in diensvoorwaardes, nasionale veldtogte, nasionale gradering/werksevalueringstelsels, dispute uit die afdelings, en plaaslike regeringsfinansies. Die afdelings moet altyd probeer om op ooreenkomste wat in die Nasionale Bedingingsraad bereik is, te verbeter. Waar die NBR 'n ooreenkoms oor organisatoriese regte of minimum diensvoorwaardes sluit, kan die afdeling probeer om hierop te verbeter vir die werkers in die afdeling. Die plaaslike bedingings-

rade moet kwessies hanteer wat te munisipaliteite raak, soos vasstelling van kiesafdelings vir vloerbeamptes, gesondheid en veiligheid, regstellende optrede, die onderhandeling van nuwe tegnologiese wat na die werkplek toe kom. Die konferensie het besluit dat die vakbond nie Werkplekforums moet stig nie want hulle laat nie-vakbondlede dieselfde regte toe as vakbondlede.

VOLDOENDE INLIGTING VIR BEDINGING

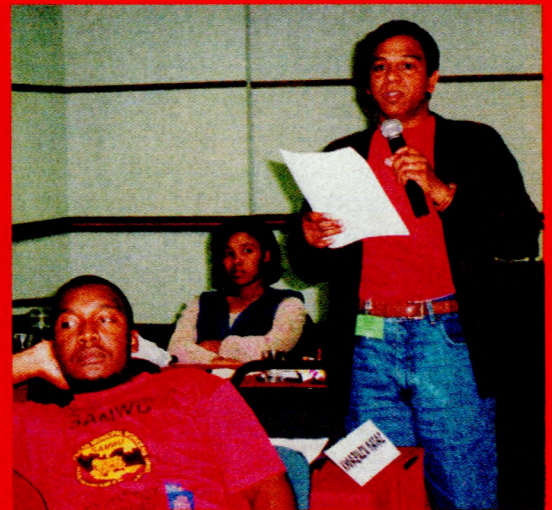
Die vakbond het steeds nie genoeg en akkurate inligting vir bedinging nie. 'n Dringende beroep word gedoen op vloerbeamptes en vakbondbeamptes om die besonderhede omtrent lone en diensvoorwaardes van elke plaaslike owerheid aan die Hoofkantoor te besorg.

NASIONALE MINIMUMLOON

Die praktyk van die plaaslike regering om werkers hongerlone van R600 per maand te betaal, behoort tot die donker dae van apartheid. Die vakbond eis 'n nasionale aanvangsloon van R1335.00, wat die Minimum Lewensvlak is wat nodig is om te oorleef.

BESTAANBARE LOON

Ons verstaan dat die bestaanbare loon een is wat werkers toelaat om



kos, skooling, klere, opvoeding, elektrisiteit en water te bekostig. Die vakbond sal veg vir 'n ordentlike bestaansbare loon vir werkers.

MAATSKAPLIKE LOON

Die regering moet alle werkers voorsien van 'n maatskaplike loon. Die maatskaplike loon verminder die direkte druk op werkers se lone, en sluit in skoon water en sanitasie, openbare voorsiening of subsidiëring van behuising, selfs in die vorm van huurvoorrade, en openbare vervoer.

APARTHEID LOONGAPING

Die onaanvaarbare loongaping van apartheid moet ingehaal word. Die hoë salarisse van senior amptenare en die slaweloon van werkers kan nie geduld word nie.

OPENBARE WERKE-PROGRAM

Leerderskappe en OWP's is wanneer jongmense en vroue in diens geneem word teen 'n laer loontarief as 'n normale werker sodat hulle werksondervinding kan opdoen.

LANGTERMYNSTRATEGIEË

Die vakbond wil langtermyn-ooreenkomste hê wat die minimumloon opskuif en verhogings bied wat met inflasie tred hou. Ander kwessies soos verlof en opleiding kan ook op hierdie manier aangespreek word.

VORMS VAN LOONEIS

SAMWU se looneis sal die groter deel uitmaak van 'n geldelike en persentasiesyfer om ruimte te laat vir die opskuif van die minimumloon terwyl verhogings weens stygende lewenskoste vir die hoër betaalde werkers verseker word. Ons eis 'n standaard nasionale aanvangsloon.

AFTREE-VOORDELE

Alle werkers moet 'n aftreefonds hê en alle werkgewers moet 'n minimum van 18% van die werker se salaris ook in die fonds inbetaal.

Werkgewers wat nooit enigiets bygedra het tot 'n werker se pensioen nie, sal 'n ronde bedrag in die werkersfonds moet inbetaal. Die bedrag van die ronde totaal moet deur werkers gedebatteer word.

MEDIESE VOORDELE

Werkgewers moet bydra tot 'n mediese skema as hulle dit verkies.

VERLOF

Alle werkers moet 'n minimum van 25 werksdae vakansieverlof kry. Ekstra dae vir kulturele verlof moet gedebatteer word. Siekteverlof moet 120 dae per elke 3 jaar wees vir alle werkers. 'n Werker wat 'n ouer is, moet elke jaar 20 dae ekstra ouerverlof kry.

BEHUISINGSUBSIDIE

Munisipaliteite moet aan alle werkers 'n behuisingssubsidie van R100 000 gee. Twee getroude mense by 'n plaaslike owerheid mag nie elkeen kwalifiseer vir 'n behuising-subsidie nie. Werkers wat nie 'n huis wil koop nie, moet 'n huursubsidie kry.

LOONREKENING

Die regering sê dat die bedrag bestee aan lone nie meer kan wees as 25% van 'n plaaslike owerheid se totale begroting nie. Samwu verwerp dit! Daar is meer werkers nodig om meer en verbeterde dienste te lewer.

ONBEFONDSTE MANDATE

As van 'n plaaslike owerheid vereis word word om 'n sekere diens te lewer, dan moet dit die geld hê om dit te doen. Onbefondste mandate beteken dat die sentrale regering verantwoordelikhede afskuif op plaaslike owerhede sonder om dit van die geld te voorsien om die diens te lewer.

DIE VERLIGTING VAN ARMOEDE

Werkers moet baie mense onderhou, en dan is hulle dikwels aan die uiteinde self arm. Tog is daar genoeg geld in Suid-Afrika en die wêreld om elke mens te voorsien van 'n ordentlike lewenstandaard.

MINIMUM DIENSVLAK-OOREENKOMSTE

Alle munisipaliteite moet Minimum Diensvlakkooreenkomste hê kragtens die Raamwerkooreenkoms oor Noodsaaklike Dienste. Dit is dringend - as ons nie hierdie ooreenkomste het nie, kan ons nie wettig staak nie.

NYWERHEIDSAKSIE

Samwu het altyd nywerheidsaksie gebruik, selfs toe dit onwettig was, om die belange van ons lede te bevorder. Die wet sê nou dat baie SAMWU-lede wettig mag staak. So ons moet probeer om wettige stakings te loods.

STAKINGSFONDS

'n Solidariteitsfonds sal ingestel word om te betaal vir vervoer en vergaderingsonkoste gedurende stakings. Alle werkers word gevra om drie Rand per jaar in die Fonds te betaal, beginnende in Julie 1999.

STAKINGSTRUKTURE

Staking Koördineringskomitees op plaaslike vlak moet gestig word, bestuur word deur konstitusionele strukture. Gereelde vergaderings vir terugrapportering aan werkers moet plaasvind, en moet ampsdraers insluit. Ander vakbonde in die openbare sektor moet gevra word om by die nywerheidsaksie aan te sluit.

ARBITRASIE

Die Hoofkantoor benodig inligting oor die samestelling van lone; voordele; begrotings; vroeëre skikkings om met arbitrasie te help. Werkers moet ook opgelei word om arbitrasies te hanteer.



U SAMWU ubenomhlangano omayelana noMkhandlu wokuBonisana ngamaHolo (Collective Bargaining) ngoDisemba owedlule, okwakukhona kuwo zonke izifundazwe, ngenhloso yokwakha icebo lokukwenza ngcono izimfanelo ezitholakala emsebenzini kanye nokuphucula izimo okusetshenzwa phansi kwazo ngamalungu akhe. Nazi izinqumo ezemukelwa kulowomhlangano.

UMKHANDLU KAZWELONKE WEZOKUTHUTHUKISWA KOMNOTO KANYE NEZABASEBENZI (uNEDLAC)

Uhulumeni kanye nawosomabhezini bamsebenzisa kuphela uNedlac uma isimo sivuna bona. Ngezinye izikhathi bayaye baphoqebele imithetho emisha besebenzisa ezinye izinhlangano. Lesimo kufanele siguqulwe! KunnMholi kaZwelonke (National Office Bearer noma NOB) ozoxhumanisa imizamo enqala yokusetshenziswa ngokuthe thuthu kukaNedlac.

UMNYANGO WEZOKUTHUTHUKISWA KOMTHETHOSISEKELO (i-DCD)

Kuze kube manje, ngabaqashi kuphela abayaye babe nemihlangano ne-DCD. Inyunyana iyazama ukuthi nayo ibe nobudlelwane obungcono ne-DCD. Ngalendlela, siyethemba ukuthi sizoyiguqula indlela abaqashi abazichaphazela ngayo izinqumo zikahulumeni. Kufanele nokuthi sifakane imilomo nohulumeni mayelana nendlela agaxeka ngayo ezindabeni zemikhandlu yamadolobha ngenkathi kulwelwa ukwenyuswa kwamaholo ngokuthi azakhele imigoqo ("capping") izabelomali zezifundazwe.

UMKHANDLU WAMADOLOBHA ASENINGIZIMU AFRIKA WOKUBONISANA NGAMAHOLO (SALGBC)

Kwavunyelwana ngokuthi izingxoxo zokubonisana ngamaholo zigqagqaniswe ukuze kube nesikhathi esanale sokuthi abamele izinyunyana bafakane imilomo namalungu azo.

UKHONGOLOSE (ANC)

Ukungezwani phakathi kwenyunyana ne-ANC ngenxa yokungaboni ngasolinye



mayelana nomgomo ophathelene ne-GEAR kanye nokudayiswa kwamagugu kahulumeni(privatisation) kufanele kuxazululwe ngokuthi kuxoxiswane namalungu emikhandlu yamadolobha angamalungu e-ANC nokuthi anikezwe ulwazi nezizathu ezicwaningisiswe kahle.

AMAQOPHELO OKUBONISANA

Inyunyana izibophezele ekuthini izongenela izingxoxo zokubonisana ngamaholo emaqophelweni amathathu – elikazwelonke, elezigodi (divisions) kanye nelemikhandlu yamadolobha. Kufanele ukuthi ama-shopsteward aqeqeshwe ukuze akwazi ukungenela lezingxoxo futhi abambe iqhaza elibonakalayo. UMkhandlu kaZwelonke wokuBonisana ngamaHolo kufanele ugxile kakhulu ekudingideni izicelo zokunikezwa isikhati esithe xaxa (exemptions) ukuze kube nomgomo owodwa osetshenziswayo ezweni lonke, kube nohlu lwamalungelo kazwelonke, kube nemigomo yesisekelo elawula izimo okusetshenzwa phansi kwazo, kube nemikhankaso kazwelonke, njenganje ukulwa nokudayiswa kwamagugu kahulumeni, izindlela zokulinganisa amazinga emisebenzi eyehlukene, izingxabano ezigodini kanye nezindaba eziphathelele nezezimali zemikhandlu yamadolobha.

Imikhandlu yezigodi yokubonisana ngamaholo kufanele ibhekane nezindaba ezivela ku-NBC. Isibonelo, ukuqaliswa kwendlela efanayo ezweni lonke yokulinganisa amazinga emisebenzi kanye nemigomo nemikhankaso kazwelonke. Izigodi kufanele zizame njalo ukwenza ngcono izivumelwano eziyaye zibuye nazo emkhandlwini kazwelonke wokubonisana ngamaholo. Ngenkathi i-NBC ingena esivumelwaneni mayelana

namalungelo enhlangano noma izimiso zesisekelo ezilawula izimo okusetshenzwa phansi kwazo, isigodi singazama ukusenza ngcono lesi sivumelwano egameni labasebenzi baleso sigodi.

Imikhandlu yawomasipala yokubonisana ngamaholo kufanele ibhekane nezindaba ezichaphazela awomasi-pala. Ezinye zazo ziphathelele nokumiswa kwemingcele yama-shopsteward, ezempilo nokuphepha, i-affirmative action, ukubonisana ngobuchwepheshe obusha obulethwa ezindaweni okusetshenzewa kuzo.

ULWAZI OLWANELE UKUZE KOBONISWANE NGAMAHOLO

Inyunyana ilokhu ingakabi nalo ulwazi olwanele noluqondile ukuze ikwazi ukubonisana kahle ngezamaholo. Kwenziwa isicelo esiphuthumayo kuwo wonke ama-shopsteward kanye nabaholi benyunyana ukuthi banikeze iHhovisi eliKhulu yonke imininingwane mayelana namaholo kanye nezimiso ezilawula izimo okusetshenzwa phansi kwazo kulowo nalowo mkhandlu wedolobha.

IHOLO OKUYILONA LIPHANSI ELIFANAYO EZWENI LONKE

Lomkhuba wemikhandlu yamadoloba wokukhokhela abasebenzi bawo amaholo obugqila angu-R600 ngenyanga uhambisana nezikhati ezinzima nesezadlula zobandlululo kanti ngeke neze usabekezelelwa. Inyunyana ithi abasebenzi abaqalayo emsebenzini mabaholwe u-R1335 okuyiholo eliqagulwe ngabe Minimum Living Level njengeholo okuyilona eliphansi umuntu angaziphilisa ngalo.



Lokhu akusho ukuthi leyo mikhandlu yamadolobha ekhokha amaholo angaphezulu kwalokhu izovunyelwa ukuthi iwehlise amaholo ayo. Inyunyana izokhankasela ukuthi uSalga azibophezele ekuthini uzosenyusa lesisamba eminyakeni embalwa ezayo.

IHOLO ELINOKUPHILISA

Ngeholo elinokuphilisa sisho iholo elinokwenza ukuthi abasebenzi bakwazi ukuthola ukudla, ukukhosela, izembatho, imfundo, ugesi kanye namanzi. Inyunyana izoqhubeka nokuzabalazela izinga lempilo elingcono labo bonke abasebenzi.

IHOLO ELIWUSIZO EMPHAKATHINI (SOCIAL WAGE)

Uhulumeni kufanele anikeze bonke abasebenzi iholo eliwusizo emphakathini. Iholo eliwusizo emphakathini liyaye linciphise umthwalo okufanele uthwalwe ngqo ngamaholo abasebenzi, kanti libandakanya amanzi ahlanzekile kanye nokukhucululwa kukadoti, izindlu ezakhiwe noma ezixhaswe ngezimali nguhulumeni noma izabelo zokurenta (rental stock) noma izithuthi zomphakathi.

IGEBE PHAKATHI KWAMAHOLO KANYE NEZINDLELA ELINGANCISHISWA NGAZO

Leligebe lobandlululo elingemukeleki kufanele livalwe. Amaholo aphakeme kakhulu ezikhulu nabaphathi kanye namaholo aphansi kakhulu abasebenzi awabekezeleki. Izibizo zethu mayelana namaholo kufanele ziqinisekise ukuthi leligebe siyalivala.

INDLELA YOKULINGANISWA KWAMAZINGA EMISEBENZI (JOB EVALUATION SYSTEM)

Siweseka umbono othi makube nendlela efanayo ezweni lonke okuzolinganiswa ngayo amazinga emisebenzi.

AMASU ESIXHATHI ESIDE KANYE NEZIVUMELWANO ZEMINYAKA EMININGI

Ngomuso, inyunyana izofuna izivumelwano zesikhathi eside ezizokwenyusa amaholo okuyiwona aphansi anokuholwa ngabasebenzi, nahambisanayo nezinga lokwehla kwamandla emali. Eminye imidanti efana nezikhathi zekhefu kanye nokuqeqeshwa nayo kungahlangatshezwana nayo ngalendlela.

IZINDLELA OKUZOKWETHULWA NGAZO IZIBIZO NGAMAHOLO

Izibizo zika-SAMWU ngamaholo kuzoba yilokho okuyikona kukukhulu phakathi kwesamba semali nephesenti nokuzokwenza ukuthi kwenyuse amaholo alabo abahola kancane kube kuqinisekiswa nokuthi amaholo alabo basebenzi abahola kakhulu ayahambisana nokwenyuka kwezindleko zokuziphilisa (cost of living). Sithi makube neholo labaqalayo emsebenzini elifanayo ezweni lonke. Sithi izivumelwano zeminyaka eminingi maziqale ukusebenza ngonyaka ozayo.

IZIMFANELO EZITHOLWA NGABATHATHA IMIHLALAPHANSI

Bonke abasebenzi kufanele babe nesikhwama somhlalaphansi kanti bonke abaqashi kufanele banikele ngesamba esingengaphansi kuka 18% kuleso sikhwama. Abaqashi abangakaze bafake lutho esikhwameni somhlalaphansi wabasebenzi babo kuzofanela bayikhokhe iyisamba leyomali. Ukuthi kuzoba yisamba esingakanani abasebenzi yibona abazobonisana ngalokho.

IZIMFANELO ZEZOKWELASHWA

Abaqashi kufanele banikele ngemali esikhwameni se-medical aid ukuze kusizakale abasebenzi abasifunayo leso sikhwama. Amalungu ka-SAMWU ayakuthazwa ukuthi eseke isikhwama iSAMWU National Medical Scheme esilawulwa ngabasebenzi.

ISIXHATHI SOKUYOHLABA IKHEFU

Bonke abasebenzi banelungelo lokuyohlaba ikhefu izinsuku ezingengaphansi kwezindlela.

gama-25 unyaka nonyaka. Izinsuku ezengiziwe eziphathelele nezamasiko kusafanele kubonisiwane ngazo. Ukuphutha emsebenzini ngenxa yokugula kufanele kube yizinsuku ezi-125 njalo ngeminyaka emithathu umsebenzi ngamunye. Lokhu akubandakanyi ukugula okudalwe ngumsebenzi owenziwayo. Umsebenzi ongumzali kufanele athole izinsuku ezingama-20 zekhefu labazali.

UKUXHASWA NGEMALI YOKUTHENGA INDLU

Omasipala kufanele baxhase bonke abasebenzi babo ngemali engu-R100 000 yokuthenga izindlu, kubalwa nabasebenzi abahlala emaphandleni. Abantu abashadile abasebenzela umkhandlu owodwa wedolobha ngeke banikezwe bobobali usizo lokuthenga indlu. Abasebenzi abangafuni ukuthenga izindlu kufanele banikezwe imali yokukhokha irente.

EZEMPILO NOKUPHEPHA

Uhlaka lwenyunyana lwezempilo nokuphepha kufanele lusetshenziswe njengesisekelo sezingxoxo zokubonisa ngezempiilo nokuphepha em-khandlwini wokubonisa ngamaholo.

IZIMALI EZIKHOKHELWA AMAHOLO

Uhulumeni uthi imali ekhokhelwa amaholo akufanele yeve ku-25% wesabelomali somkhandlu wedolobha. U-SAMWU uyaphikisana nalombono ngoba imikhandlu yamadolobha idinga abasebenzi abaningi ukuze iphethe imisebenzi yayo futhi iphucule izinsiza ezinikeza umphakathi. Ngale kwalokho, isamba esikhulu semali ekhokhelwa amaholo siya emaholweni ezimanenja, kuthi okusala lapho kukhokhwe ngakho amaholo angenako ukubaphilisa abasebenzi.

UKUNGABI KHO KWEZIMALI EZENELE (UNFUNDED MANDATES)

Uma umkhandlu wedolobha kufanele wenze umsebenzi othile, uwenzela umphakathi, kufanele ube nemali eyanele yokuwenza. Okwamanje, uhulumeni uyaye abeke umthwalo emahlombe omkhandlu wedolobha ngaphandle kokuwunika izimali ezanele zokuwuthwala lowomthwalo. Kuzoboniswa noSalga ukuze aweseke umkhankaso wethu wokuthi uhulumeni omkhulu anike imikhandlu ayamadolobha izimali ezithe xaxa.

UKUPHELI SWA KOBUBHA

Abasebenzi bondla abantu abaningi, okwenza ukuthi bona ngokwabo bagcine bempofu. Isimanga ukuthi kunemali eningi ngokwanele lapha eNingizimu Afrika nasemhlabeni jikelele engenza ukuthi wonke umuntu

aphile impilo esezingeni eliphakeme. U-SAMWU uzohlala ngokuwagxeka amaholo adala ububha aholwa yiningi labasebenzi

IZIVUMELWANO MAYELANA NAMAQOPHELO OKUYIWONA APHANSI EZINSIZA

Yonke imikhandlu yamadolobha kufanele ibe nezivumelwano ezimayelana namaqophele okuyiwona aphansi ezinsiza noma izinkonzo (services). Lokhu kuyaphuthuma kanti abaHoli beziFundazwe (Provincial Office Bearers) bazoqalisa ngomkhankaso wokwazisa abasebenzi. Uma singenazo lezivumelwano ngeke sikwazi ukuteleka ngokusemthethweni.

UKUTELEKA

Selokhu kwathi nhlo uSAMWU usebenzisa isiteleka ukuze kufezekiswe izidingo zabasebenzi, ngisho noma lokho kungavunyelwe ngumthetho. Manje umthetho usumisa inani elithile lamalungu kaSAMWU anokungenela isiteleka. Ngakho ke masiteleke ngokusemthethweni. Lokho kuzokwenza ukuthi sigweme izindleko zabameli okufanele zikhokhwe yinyunyana.

ISIKHWAMA SEZITELEKA

Isikhwama sokuZwelana (Solidarity Fund) sizosungulwa ukuze kukhokhelwe izindleko zezithuthi kanye nezinye izindleko eziyaye zibe khona ngenkathi kutelekiwe, kubalwa nezindleko ezingase zidalwe ukulimala. Umsebenzi ngamunye kucelwa ukuthi anikele ngamarandi amathathu ngonyaka ukusukela ngoJulayi 1999 ukuze kusungulwe lesikhwama. Lesikhwama sizolawulwa yi-NEC.

IZINHLANGANO ZOKULAWULA IZITELEKA

Ngenkathi kutelekiwe, kufanele kube namaKomidi okuXhumanisa iziTeleka eqophelweni lemikhandlu yamadolobha. Kufanele bahloniphe izimiso zomthethosisekelo wenyunyana futhi baziphathe kahle ngaso sonke isikhathi kutelekiwe, bebambisene nama-shopstewards. Kufanele kuhlale kubakhona imihlangano yokuzobikela amalungu, ebandakanya nabaholi. Ezinye izinyunyana zabasebenzi bakahulumeni nazo kufanele zicelwe ukuthi zingenele isiteleka.

ABALAMULI (ARBITRATION)

IHhovisi eliKhulu lifuna imininingwane ehlaziyiwe mayelana namaholo, izimfanelo, izabelomali kanye nezivumelwano zesikhathi esedlule ukuze isetshenziswe ngenkathi kubhekanwe nabalamuli. Abasebenzi nabo kufanele baqeqeshwe ngezindlela zokubhekana nabalamuli njengoba sekubonakele ukuthi abameli bangaphandle bayayimfifitha imali yenyunyana.

Forward to Elections 1999!

Comrades, by now you should all have registered for the elections. SAMWU members and officials across the country have been assisting in registering people.

Phase **Four** of the COSATU election programme is drawing up an election manifesto. You can be part of this! Your COSATU office will have information on Provincial **Mandating** Forums, **which form part of the elections campaign**. These are the places where members can make an input into the Alliance Elections Manifesto.

In SAMWU, political education forums will kick off at the end of March 1999 in all branches. The first forum will look at mobilising for a majority win for the ANC and the Elections Manifesto.

We need to look at the strengths and weaknesses of government in an honest way. Let's look at what has happened in the last five years. We had an ANC-led government which came into power on the RDP. The RDP promised affordable services to all and improvement in the quality of life of the people.

But since this time, the economic policy has changed. Will GEAR, which emphasises privatisation and cuts the amount of money set aside for services, ever be able to fulfill the promises of the RDP?

We can't ignore the achievements of government. Three million more people have water, and two million more have electricity. Health care is free for all children under six years of age and pregnant mothers. The new LRA, Employment Equity Act, and Basic Conditions of Employment Act benefit the workers.

The Alliance Manifesto will be launched in April as a reflection of workers' demands.

Please contact your branch for details of the first political forum. All workers must participate and strengthen the union through debate! *Workers' News* would also love to receive your letters about the elections in any language.

Phambili okhethweni luka 1999!

Maqabane, kufanele ukuthi nonke senilubhalisele manje ukhetho. Isigaba 2 sohlelo lukaCOSATU oluphathelele nokhetho esokuthi kubhalwe isiqubulo sokhetho (election manifesto). Nawe ungabamba iqhaza! Ihhovisi lakho likaCOSATU lizoba nayo iminingwane ephathelene nezinkundla ezibhekene neziqubulo zezifundazwe. KwaSAMWU, izinkundla zokufundisa ngezombusazwe zizoqala ukusebenza kuwo wonke amagatsha ekupheleni kuka Mashi 1999. Inkundla yokuqala izogxila ekuqinisekiseni ukuthi i-ANC izuze amavoti amaningi kunamanye amaqembu (majority vote) kanye nasesiQubulweni soKhetho.

Kufanele ukuthi singazikhohlisi uma sibonisana ngokuthi kukuphi lapho uhulumeni enamandla khona nokuthi kukuphi lapho exega khona. Ake sibheke ukuthi yini osekwenzekile kuleminyaka emihlanu eyedlule. Saba nohulumeni we-ANC owathatha izintambo zombuso ngenxa ye-RDP. I-RDP yethembisa ngezinsiza ezingembi eqolo kuwonkewonke kanye nokuphuculwa kwamazinga empilo yabo bonke abantu. Kodwa kwathi emuva kwalokho umgomo wezomnotho waguquka. Konje ngabe i-GEAR, egcizelela i-privatisation kanye nokuncishiswa kwezimali ezifakwa nguhulumeni ezinsizeni zomphakathi, izokwazi yini ukufeza izethembiso ze-RDP?

Singeze sakushaya indiva ukuhlabana kahulumeni. Uhulumeni uthi abantu abevile ezigidini ezintathu sebeyawathola manje amanzi phuma kompomp kanti abanye abayizigidi ezimbili sebenogesi. Abantwana abaneminyaka engaphansi kweyisithupha nabesimame abakhulelwe sebelashwa mahhala. Umthetho omusha wezaBasebenzi (LRA), uMthetho wezokuLingana eMsebenzini, kanye noMthetho weZimiso zesiSekelo zokuQashwa (Basic Conditions of Employment Act) inenzuzo enkulu kubasebenzi.

Uma sebekucwaningisise kahle konke lokhu, abasebenzi bazocelwa ukuthi babhale isiQubulo soKhetho esizohambisana nezibizo ezizothuthukisa isimo sempilo yabasebenzi. Sicela uthintane negatsha lakho ukuze uthole iminingwane mayelana nenkundla yokuqala. Bonke abasebenzi kufanele babambe iqhaza futhi bayenze idlondlobale inyunyana ngokuveza uluvo lwabo ezinkulumweni-mpikiswano! I-*Workers News* ingathokoza ukuthola izincwadi ezivela kini eziphathelele nokhetho ezibhalwe nganoma yiluphi ulimi.

Comrades, please check yourselves on the voter's roll so that you can be sure that you are registered!

Voorwaarts na verkiesing 1999!

Kamerade, teen hierdie tyd behoort almal van julle geregistreer het vir die verkiesing. In SAMWU, sal die politieke opvoedingsforum in alle takke afskop aan die einde van Maart 1999. Die eerste forum sal kyk na die mobilisering vir 'n meerderheids- oorwinning vir die ANC en die verkiesingsmanifes.

Ons moet op 'n eerlike manier kyk na die sterkpunte en swakhede van die regering. Laat ons kyk na wat in die laaste vyf jaar gebeur het. Ons het 'n ANC-regering gehad wat in mag gekom het op die HOP (RDP). Die HOP het bekostigbare dienste aan almal belowe, sowel as 'n verbetering in die lewenskwaliteit van die mense. Maar sedertdien het die ekonomiese beleid verander. Sal GEAR, wat privatisering beklemtoon, en die hoeveelheid geld wat opsy gesit word vir dienste besnoei, ooit die beloftes van die HOP kan vervul?

Ons kan nie die prestasies van die regering ignoreer nie. Die regering beweer dat drie miljoen meer mense water het en twee miljoen meer mense elektrisiteit het. Gesondheidsorg is vry vir alle kinders onder ses jaar, sowel as vir swanger moeders. Die nuwe LRA, Wet op Diensbillikheid, en Wet op Basiese Diensvoorwaardes bevoordeel die werkers. Kontak asseblief julle tak vir besonderhede van die eerste politieke forum. Alle werkers moet deelneem! *Workers' News* sal ook daarvan hou om julle briewe oor die verkiesings, in enige taal, te ontvang.

Pele ya pele ka Dikgetho tsa 1999!

Comrades, ho fihlela ha jwale, bohle le tlameha be le se le ingodisitse bakeng sa dikgetho. Ho SAMWU, diforamo tse tshwarahaneng le thuto ya dipolotiki di tla qala mafelong a kgwedi ya Matjhe 1999 makaleng ohle. Foramo ya ho qala e tla sheba tshusumetso bakeng sa phenyo e kgolo ya ANC mmoho le Manifesto ya Dikgetho.

Re tshwanela ho sheba matla le bofokodi ba mmuso ka tsela e tshepahalang. Ha re shebeng hore ho entswe eng dilemong tse hlano tse fetileng. Re bile le mmuso o etelletseng pele ke ANC, mme ona o tlile le Lenaneo la Kaho botjha le Ntshetsopele (RDP). RDP ena e ile ya tshepisa batho ditshebeletso tseo ba tla kgona ho di lefella mmoho le ntlafatso ya boleng ba maphelo a batho. Empa ho fihlela ha jwale, leano la ikonomi le se le fetohile. Na Leano la Kgolo ya moruo, ho bopjwa ha menyetla ya Mesebetsi le Kaho botjha (GEAR), le toboketsang ho mokgwa wa ho kengwa ha ditshebeletso tlasa mekga ya poraefete hape le fokotsa ditjhelete tse behetsweng ka thoko bakeng sa ditshebeletso, le tla kgona ho phethahatsa ditshepiso tsa RDP?

Re ke ke ra etsa e ka ha re bone dintho tse fihletseng ke mmuso. Mmuso o re bolella hore ke batho ba ka bang 3 million ba nang le metsi, mme ke ba 2 million ba fumanang motlakase. Tlhokomelo ya bophelo yona e se e le mahala bakeng sa bana bohle ba ka tlasa dilemo tse tseletseng le ho bomme ba baimana. Molao o motjha wa Dikamano tsa Mosebetsing, Molao wa Tekatekano Mosebetsing, le Molao o mabapi le Maemo a Tshebetso, kaofela ha yona e tswela basebetsi molemo.

How does the Basic Conditions of Employment Act affect you?

Comrade Jerry Manyama reports that Mpumalanga and the Northern Province held a workshop on the Basic Conditions of Employment Act (BCEA).

As this magazine was going to print, workshops were taking place all over the country. The next *Workers' News* will publish photos from these workshops and a guide to the BCEA in four languages.

Cde Jerry reports that the workshop examined existing conditions of service and agreements in relation to the new law. "During the amalgamation of local authorities, we were confronted by different sets of conditions of services," said Cde Jerry. Metros still have different conditions of service to other local authorities.

The BCEA says that hours of work must be reduced to 40 per week within the next five years. SAMWU has members working very different hours. "The workshop helped explain how we can bring everyone to the same point," says Cde Jerry.

Shopstewards - demand copies of agreements from your local authorities. Please let the union know if negotiations are taking place in your workplace around the BCEA. SAMWU needs to gather information on benefits, allowances, and weekly hours. Bargaining Council delegates can then negotiate for the same conditions for all workers.

National Women's Committee launched!



Cde Mmabatho Makoena from the Free State PWC gives a report back on the SAMWU quota system.

Comrade Desiree Tlhoale, Second Vice President and NOB in charge of the Women's Structures, reports that the launch of the NWC kicked off with a lot of enthusiasm early in March.

Most of the launch focused on discussions about COSATU and SAMWU policies and the constitution. There was much confusion about the quota system which was cleared up - women must make up one-third of the representatives on all constitutional structures. This starts at shopsteward level and goes right up to national office bearer, even covering union committees such as the disciplinary committee.

"Even though women have so many other duties both at work, in the union and at home, comrades willingly volunteered to be part of an education team," says Cde Des. This team will empower women to become future leaders of SAMWU.

The delegates did not leave policy matters of a political nature out of their discussions. Special emphasis was placed on local government restructuring. Details of the newly signed framework agreement were discussed. "Needless to say, comrades were not impressed by the

document but pledged themselves to be on the look out for abuse by employers," says Cde Des.

Much of the launch was devoted to drawing up demands for a Women's Charter. This Charter will be formally adopted at the National Women's Conference to be held later this year. The Conference will deal with:

- Women and the Organisation
- Globalisation and Economics
- Women in Politics beyond 2000
- Women's Health- HIV/AIDS

The next NWC meeting will take place in September and finalise plans for the Conference.

Kuwathokozise kakhulu amaqabane ukuzwa ukuthi selize lasungulwa iKomidi likaZwelonke labesiFazane (National Women's Committee noma i-NWC) okuyinto eyenzeka eThekwini ngomhla ka 26 ukuya ku 28 Febhuwari 1999. Inhloso yokusungulwa kwalo ukuthi amalungu abesifazane kaSAMWU alungiselelwe ingomuso kanye nokuthi kubhekisiswe lokho okwenzekayo mayelana nemigomo kaSAMWU nekaCOSATU.

Wonke amakomidi abesifazane ezifundazwe amiswa ngokusemthethweni kanti lomhlangano

kazwelonke wokusungula lelikomidi wabamba ne-workshop yokufundisa ngomthethosisekelo wenyunyana. Sekube nenkulu indida, kuleminyaka emibili eyedlule, mayelana nokwa-biwa kwamanani (quota system).

Loludaba lugcine lucacisiwe - abesifazane kufanele babe yingxenywe yesithathu (one third) kuleyo naleyo nhlangano eyesekwe ngokomthethosisekelo wenyunyana ukusukela emkhakheni wama-shopsteward ukuya phezulu ezikhundleni zikazwelonke. Uma owesifazane eyilungu lanoma yiliphi ikomidi labesi-fazane, unelungelo futhi lokuthi abeyilungu lanoma yiliphi elinye ikomidi lenyunyana. Siyethemba ukuthi amaqabane asezoluthathela phezulu udaba lokukhethwa kwabesifazane ukuthi babe ngama-shopsteward ukuze kwande abaholi besifazane bakaSAMWU.

USEkela Ngqongqoshe wezo-Mthetho kwaZulu-Natali wamenywa kodwa akazange aphumelele. Amalungu athatha ithuba elalizosetshenziswa nguye alisebenzisela ukubonisana nge-Charter yabesi-Fazane eyaphathwa ephephandabeni i-Workers News eyedlule. EzeMfundo nokuQeqesha nazo kwakuboniswana ngazo. Kwaqokwa nethimba lamaqabane elizobhekana nemfundo yabaholi besifazane.

Seen at the launch: Boitshoko Molefe, Debra Matshepe, and Dot Seemane all from the North West PWC.

Kuwuphawu lokuzinikela kwamaqabane abesifazane, iningi labo abaneminye imisebenzi ezindaweni abasebenza kuzo kanye nasemakhaya, ukuthi amaqabane amaningi avolontiya ngomkhulu umdlandla lona ukuthi abe yingxenyi lalelithimba.

Kuhlongozwa iNgqungquthela yabesifazane ezobanjwa makhathaleni nonyaka. Kowo kuzoboniswa ngezihloko ezithi umbutho nomuntu wesifazane, i-globalisation nomnotho, abesifazane nezombusazwe ngale konyaka ka 2000, umuntu wesifazane nezempilo kanye nange-HIV. Umhlango olandelayo we-NWC okuzokwenziwa kuwo amalungiselelo okugcina engqungquthela uzoba ngoSeptemba.

Ingqungquthela yavumelana ngokuthi abasifazane bangashiywa ngemuva uma kunezingxoxompikiswano zezombusazwe. UMkhandlu woku-Bonisana ngamaHolo ngenye yezinkundla okungathuthukiswa kuzo izibizo zabesifazane. Kwavunyelwana ngokuthi iMikhandlu yoku-Bonisana ngamaHolo kufanele itshenziswe ekwenzeni ukuthi uMbhalo kaSAMWU omayelana nokuHlukunyezwa ngokoCansi use-benze kuzo zonke izindawo okusetshenzwa kuzo, ngokunjalo nezibizo zethu mayelana namaLungelo obuZali.

Uhlaka lwesivumelwano nalo kwaxoxiswa ngalo. Amaqabane awasithakasela neze lesivumelwano, okwenza ukuthi kugcine kuvunyelwene ngokuthi amaqabane kuzodingeka ukuthi abaqaphelisise abaqashi bawo ukuze bangasisibenzisi budedengu lesivumelwano ngenhloso yokudayiselana nezinkampani zangasese.



Maqabane, uSekela Mongameli wesibili ufisa ukubonga iqabane uGrace Caesar, uTrudy Wagengstroom, abesifazane base-KZN kanye nawo wonke amanye amaqabane abesifazane ngegalelo lawo ekwenzeni ukuthi lomhlango ube yimpumelelo. Iqabane uDes, isiKhulu sikaZwelonke esibhekene nezabesifazane, uzoqhubeka nokulwela amalungelo alenhlango nokuthi abesifazane babumbane.

Comrade Thabisile Ntombela o re behela ho tswa Komiting ya Basadi ya Profensi ya KwaZulu Natal. Thabisile o sebetse mane Umzinyathi Regional Council, Dundee, mme ke motshwara-setulo wa Komiti ya Basadi ya Profensi. "Haesale ke le shopsteward selemo kaofela. Ha ke ne ke qala, ke ne ke se na bonnete ba hore ho lebelletswe eng ho tswa ho nna," ke yena eo. "Ke ne ke inkela tlase, ke se na tsebo le tlhahiso-leseding."

Cde Thabisile o re Komiti ya Basadi ya Profensi e batla ho bona basadi ba nka maemo a boetapele mekgeng yohle. "Ka thuto re ka ntshetsapele bokgoni ba rona, mme re ka matlafala ra ba ra kgona le ho lwanela ditokelo tsa rona."

Jabulile Hlatshwayo ke Modulasetulo

wa Komiti ya Basadi ya Profensi ya Mpumalanga. O dula Amsterdam mme haesale e le *shopsteward* bakeng sa dilemo tse tharo le dikgwedi tse tharo. *Comrade* o tshwarahane hape le mesebetsi ya *civic* mme e ne e le ofishiale ya SANCO mane Newcastle ho tloha ka 1992 ho fihlela ka 1995.

"Re dumela hore basadi ke bona ba utlwang bohloko haholo ka ho kengwa ha ditshebeletso ka tlasa mekga ya poraefete hobane e le rona ba tshwanelang ho etsa bonnete ba hore ho ba le metsi a lekaneng bakeng sa malapa a rona," ho rialo Cde Jabulile. Comrade o bona seabo se matla sa Komiti ya Basadi ya Profensi letsholong le kgahlanong le ho kengwa ha ditshebeletso tlasa mekga ya poraefete profensing.

Komiti ya Basadi ya Profensi e rera ho fana ka matla ho basadi ho tloha maamong a motheo hore ba tle ba be batshwara-ditulo tsa profensi nakong e tlang. "Re tla bitsa dikopano mme re tshware le diwekeshopo bakeng sa ho tsebisa basadi ka ditokelo tsa bona tse ho Molao wa Dikamano Mosebetsing, le ho susumelletsa basebetsi hore ba be kgahlanong le ho kengwa ha ditshebeletso tlasa mekga ya porafete," ho rialo Cde Jabulile.

Mpumalanga and KwaZulu-Natal PWC members speak!

Comrade Thabisile Ntombela reports from the KwaZulu-Natal Provincial Women's Committee. Thabisile works at the Umzinyathi Regional Council in Dundee and is an office-bearer of the PWC.

"I have been a shopsteward for one year. When I first started, I was not sure exactly what was expected of me," she says. "I had an inferiority complex and lacked knowledge and information." Cde Thabisile says that the PWC wants to see women taking leadership positions in all spheres. "Through education we will develop our skills and women will be strengthened to fight for our rights."

Kameraad Thabisile Ntombela rapporteer vanaf die KwaZulu-Natal Provinsiele Vroue Komitee. Thabisile werk by die Umzinyathi

Streeksraad in Dundee en is 'n ampsbekleder van die PVK. "Ek is al 'n bemiddelaar (shop-steward) vir 'n jaar. Toe ek begin het, was ek nie seker presies wat van my verwag was nie," se sy. "Ek het 'n minderwaardigheidskompleks gehad en 'n tekort aan kennis en inligting." Kameraad Thabisile se dat die PVK wil sien dat vroue leiers-kapsposisies inneem in alle sferes. "Deur opvoeding sal ons ons vaardighede ontwikkel en vroue sal versterk word om te veg vir ons regte."

Jabulile Hlatshwayo is the Chairperson of Mpumalanga's Provincial Women's Committee. She lives in Amsterdam and has been a shopsteward for three years and three months. The comrade is also active in the civics and was a SANCO official from 1992 until 1995. "We

strongly believe that women are hurt the most by privatisation. We are the ones who have to make sure there is always enough water for our families needs," says Cde Jabulile. There will be a strong role for the Provincial Womens' Committee in the anti-privatisation campaign.

The PWC also has an office-bearer living in Komatipoort, on the border of Mozambique. Cross-border solidarity is planned. "This will enable women in Mpumalanga to get an idea of problems faced by our sisters next door," says Jabulile.

The PWC has a plan to empower women to become future office bearers. "We will hold workshops to inform women about their rights in the Labour Relations Act and to mobilise against privatisation."

International Women's Day, March 8th, 1999

A message for all SAMWU members from the Trade Unions of Nepal!

This is the 89th year of International Working Women's Day celebration. Women around the world are fighting for Equality, Dignity, Recognition and Social Justice. This is the 89th time women around the world are voicing out their demands and fighting to achieve better condition and comfortable life as women.

However, the situation is not fully satisfactory. Women are achieving something through their united struggle and joint effort. They have been encouraged to create wider and joint campaign and struggle for their common Goal. Since, enemy is common, we should develop our

strong solidarity and unity against our enemy, among working people to achieve ultimate Goal.

In this connection, we are very much confident that International Working Women's Day can be an occasion to consolidate our solidarity and make strong bond among women under suppression and repression by injustice of conservative society, culture and economic system around the world. We believe that we will win over this unjust system and change the world in favour of women and working class through our united struggle.

On the occasion of this Inspiring day, let us express our Heartiest Solidarity and Militant Salute with aspiration of Nepalese Women.



Women Workers lead Gefont during a strike in 1998 of waste removal workers

Sharing our confidence with all of you...Long Live Working Class Solidarity!

Long Live International Working Women's Day!

Let us keep our hope with us, the world will be ours one Day!



Donate one day's pay! Support Job Creation!

Comrades, by now you should all have heard about the Job Creation Fund. The SAMWU President has been elected as a trustee of the fund. All workers are asked to donate one day's pay to this fund to create jobs. Read on to find out how much money the fund has already raised...

What is the Job Creation Fund?

It is a fund created by all the organised workers of South Africa who belong to COSATU, FEDUSA and NACTU.

Where does the Job Creation Fund get money from?

All workers are being asked to donate one day's pay on March 3rd, 1999 to the fund. This will bring in millions of rands for job creation.

Who controls the Fund?

The fund is controlled by a board of trustees nominated by the three federations. There are 12 trustees. Eight are from COSATU. One of the trustees is SAMWU President - Comrade Petrus Mashishi.

What kind of jobs will be created?

The Fund wants to create sustainable jobs in partnership with government and other organisations. The Fund will donate money to unemployment programs such as youth brigades, and make donations to projects targeted at women and the rural poor.

But isn't it the duty of business and government to create jobs?

YES! Workers should continue to fight through their unions to force business and government to create more jobs. But COSATU has had resolutions since 1994 that workers should be urged to donate money to funds that will create jobs.

Has anyone already given money?

By March 9th, there was more than one million rand in the trust's account. There should be more money by the end of the month when stop orders from workers go through.

Will the bosses also give up one day's pay?

COSATU called on all bosses and businesses to donate one days pay. Not surprisingly, the large majority of bosses - who try every trick in the book just to get out of paying taxes - have not contributed anything.

A few bosses, from Sanlam and other massive corporations have donated one day's pay. While this is good as it boosts the fund, one day's pay is a mere drop in the ocean to these captains of industry. All workers, we are sure, would prefer if these bosses started offering a living wage rather than handing out small change. Initially, the Jobs Summit proposed that "one day's output" of the economy be set aside for job creation. This was to have been one day's pay for workers and one day's profit from business. This would indeed have been a sizeable contribution to job creation.

What about government officials and members of Parliament?

Opposition parties have not given anything at all. The 252 members of the ANC parliamentary caucus have contributed nearly R200 000. So far, provincial and national Directors General pledged almost R50 000. While the union welcomes this, we do understand that high ranking officials earn such high salaries that it will not really hurt their pockets at the end of the month. For workers it will have been a real sacrifice. It is not yet known how many CEO's in local government have contributed.

"We applaud all those South Africans who have contributed to the trust so far. We call on all South Africans to follow their noble example," said COSATU in a press statement.



War in Sierra Leone claims 30 thousand union members' lives

"Our members are dead and missing, union offices have been burnt down," said Hassan E. Mansaray, General Secretary of the Health Services Workers Union, telling SAMWU about the effect of the war on workers...

It was a miracle that Comrade Hassan managed to fly to South Africa for the PSI Africa Conference. After war broke out in his country, and the democratically elected government was ousted, Sierra Leone was left in chaos.

But in May 1997, the Sierra Leone Labour Congress, together with over two million people from other civil groups, organised a successful ten month civil disobedience campaign to return their government to power. This ended in March 1998, and at the time SAMWU met Cde Hassan, the situation in Sierra Leone was slowly returning to normal.

Workers faced tremendous difficulties during the strike. "The union now only has 20 000 members - the other 30 000 are dead or missing," said Cde Hassan.

"Before the war we were also campaigning against privatisation of municipal clinics and primary health care," said Hassan. "The World Bank had imposed a Structural Adjustment Programme on Sierra Leone, which meant that we had to privatise services in order to get loans. The union was fighting this as the massive unemployment was contributing to political instability," he said.

Since the war broke out, Sierra Leone has been classified as the poorest country in the world. We write with deep regret that, since we met Cde Hassan, war has once again broken out in his country. PSI reports that "no news has been received from the unions since December last year," says PSI. At SAMWU we are not even sure if Cde Hassan is still alive. If any workers want to send messages of support to the workers of Sierra Leone, SAMWU will pass them on to the PSI Head Office. Hopefully PSI will get back in contact with the comrades soon.

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Ditho tsa rona di bolauwe mme tse ding ha di fumanehe moo di leng teng, diofisi tsa yunione di tjhesitswe," ho rialo Hassan E. Mansaray, Mongodi Kakaretso wa Health Services Workers Union, a bolella SAMWU ka ditlamorao tsa ntwala ho basebetsi. Kamora hoba ho tlohe ntwala naheng yabo, mme mmuso o kgethilweng ka mokgwa wa demokerasi o tloswe, Sierra Leone e ile ya iphumana e le ka hara moferefere.

Empa Sierra Leone Labour Congress, mmoho le batho ba ka bang ka hodimo ho dimiliyone tse pedi ho tswa mekgatlong ya metse, ba ile ba hlophisa letsholo la kganyetso le ileng la tsamaya hantle ka katleho, e le la ho kgutlisetswa ha mmuso wa bona setulong. Hona ho ile ha fela ka kgwedi ya Matjhe 1998, mme ka yona nako eo SAMWU ya kopana le Cde Hassan, seemo mane Sierra Leone se ntse se kgutlela madulong butlebutle.

Basebetsi ba ile ba teana le mathata a maholo ka nako ya seteraeke. "Yunione jwale e se e na le ditho tse 20 000 - 30 000 e nngwe ke ba hlokaletseng kapa ba lahlehileng," ho rialo Cde Hassan. "Banka ya Lefatshe e laetse hore ho be le Lenaneo la Ditokiso tsa Dibopeho mane Sierra Leone, mme hona ho bolela hore re tshwanela ho kenya ditshebeletso tlasa mokga wa poraefete bakeng sa ho fumana dikadimo tsa ditjhelete. Yunione e lwantshitse hona hobane tlhokeho ya mesebetsi ka dipalopalo tse hodimo e bile yona e entseng hore ho se ke ha ba le botsitso ho tsa dipolotiki," ke yena eo.

Ka bomadimabe, haesale hoba re kopane le Cde Hassan, ntwala e qadile hape naheng eo. PSI e tlaleha hore "ha ho ditaba tse fumanweng ho tswa diyunioneng haesale ho tloha ka Disemere selemong se fetileng," ho rialo PSI.

"Ons lede is dood of vermis, unie kantore is afgebrand",

sê Hassan E. Mansaray, Algemene Sekretaris van die Gesondheidsdienste Werkersunie, toe hy ons vertel het van die gevolge wat die oorlog op werkers het. Nadat oorlog uitgebreek het in sy land, en die demokraties verkose regering uitgedryf was, was Sierra Leone in chaos gelaat.

Maar die Sierra Leone Labour Congress, saam met meer as twee miljoen mense van ander burgerlike groepe, het 'n suksesvolle tien maande lange burgerlike ongehoorsaamheidsveldtog georganiseer om hulle regering terug aan bewind te bring. Dit het in Maart 1998 geëindig, en teen die tyd dat SAMWU met kameraad Hassan vergader het, was die situasie in Sierra Leone stadig besig om na normaal terug te keer.

Werkers het voor verskriklike struikelblokke te staan gekom gedurende die staking. "Die unie het nou slegs 20 000 lede - die ander 30 000 is dood of vermis", het kameraad Hassan gesê. Die kameraad se unie was van plan om met die unie vir ambagsmanne en sekuriteitswerkers saam te smelt om lidmaatskap te versterk.

"Voor die oorlog was ons ook besig om 'n veldtog te voer teen die privatisering van munisipale klinieke en primêre gesondheidsorg", het Hassan gesê. "Die Wêreldbank het 'n strukturele aanpassingsprogram op Sierra Leone afgedwing, wat beteken het dat ons dienste moes privaatiseer indien ons lenings wou bekom. Die unie het dit beveg omdat die grootskaalse werkloosheid bydra tot politieke onstabieleit", het hy gesê.

Vandat die oorlog uitgebreek het, was Sierra Leone geklassifiseer as die armste land in die wêreld. Ons skryf met diepe spyt dat, sedert ons kameraad Hassan ontmoet het, het oorlog weereens in sy land uitgebreek.

PSI doen verslag dat, "geen nuus van die unies ontvang is sedert verlede Desember nie". By SAMWU is ons nie eens seker of kameraad Hassan nog lewend is nie. Indien enige werkers boodskappe van ondersteuning wil stuur aan die werkers van Sierra Leone, sal SAMWU dit aanstuur na die PSI Hoofkantoor. PSI sal hopelik binnekort terug in kontak kom met die kamerade.

"Amalungu ethu afile noma anyamalele, amahhovisi enyunyana ashiswe ngomlilo",

kwasho uHassan E Mansaray, uNobhala Jikelele we-Health Services Workers' Union, etshela uSAMWU ngemiphumela yempi kubasebenzi. Emuva kokubheduka kwempi ezweni lakubo, okwagcina ngokuthi umbuso owakhethwa ngokwentando yeningi uketulwe, izwe laseSierra Leone alisalawuleki.

Kodwa i-Sierra Leone Labour Congress, ngokubambisana nabanye abantu abevile ezigidini ezimbili abavela emibuthweni yomphakathi baqalisa ngomkhankaso owathatha izinyanga eziyishumi nowagcina ngokubuyisela, izintambo zombuso kuhulumeni owayekhethwe ngokwentando yeningi. Lomkhankaso waphela ngoMashi 1998, kanti ngenkathi uSAMWU ebonana neqabane uHassan, isimo eSierra Leone sasesiqala ukuphindela kweseywayekile.

Abasebenzi babebhekene nezinhlopheko ezinzima kakhulu ngenkathi betelekile. "Njengamanje inyunyana inamalungu angu 20 000 kuphela. Amanye amalungu angu 30 000 afile noma anyamalele", kwasho iqabane uHassan.

Inyunyana yaleliqabane seyize icabanga nokuthi izihlanganise nenyunyana yama-artisan kanye neyabasebenzi bezokuphepha ukuze yandise amanani ayo.

"Ngaphambi kokubheduka kwempi sasesivele sisemkhankasweni wokulwa nokudayiswa kwamakliniki kamasipala kanye nezinye izizinda zezempilo", kwasho uHassan. "IBhange loMhlaba laphoqelega ukuthi kuguqulwe izingqalazizinda (Structural Adjustment) eSierra Leone, okusho ukuthi saphoqelega ukuthi sidayise ngamagugu kahulumeni ukuze sikwazi ukwebolekwa izimali.

Inyunyana yayingahambisani nalesi senzo ngoba ukungabikho kwemisebenzi yikho okwakubhebhethekisa udlame lwezombangazwe", kwasho yena.

Selokhu kwabheduka impi, iSierra Leone seyibalwa njengezwe okuyilona limpofu kunawo wonke amanye emhlabeni. Silusizi kakhulu ukusho ukuthi, emuva kokubonana kwethu neqabane uHassan, impi seyiphinde yabheduka futhi ezweni lakubo. I-PSI isibikela ukuthi "akukazwakali mibiko mayelana nezinyunyana ukusukela ngoDisemba wonyaka ofile", kusho i-PSI.

Thina lapha kwaSAMWU asinaso isiqiniseko sokuthi iqabane uHassan usaphila. Uma ngabe kukhona abasebenzi abafisa ukuthumela imiyalezo yozwelwano kubasebenzi baseSierra Leone, uSAMWU uzoyedlulisela ehhovisi elikhulu lika-PSI leyo miyalezo. Siyethemba ukuthi i-PSI izophinde ikwazi ukuxhumana futhi nalaya maqabane kungekudala.

Zambia says no to privatisation of electricity



SAMWU interviewed Comrade Godfrey Beene, (wearing black). Cde Godfrey has been General Secretary of the Zambia Electricity and Allied Workers Union (ZEAUWU) for six years. ZEAUWU has 4500 members.

Cde Godfrey told us that parastatals were privatised rapidly, starting in 1991. "The private companies told us that they would take care of the workers, but many were retrenched," he said, adding that the remaining workers are earning salaries that workers used to be paid in 1972!

Electricity is on the way to being privatised in Zambia. The electricity to Zambia's copper mines has already been outsourced to a private company called the Copper Belt Energy Company. This company doesn't always pay the workers, according to Cde Godfrey.

ZEAUWU's future plans to strengthen their union are to organise 5000 coal workers. This will bring their membership to over 9000 people. The union's message to SAMWU members is "let's start worker exchange programmes to learn more about each other's unions. Work hard and make sure that it becomes difficult for anyone to privatise your services," says Cde Godfrey.

SAMWU e ile ya buisana le *Comrade* Godfrey Beene, (ya apereng botsho). Cde Godfrey haesale e le Mongodi Kakaretso wa Zambia Electricity and Allied Workers Union (ZEAUWU) dilemo tse tshelletseng kaofela. ZEAUWU e na le ditho tse 4500. Cde Godfrey o re boleletse hore dikhampani tse ka tlasa taolo ya mmuso di ntse di kengwa ka tlasa mekgwa ya poraefete ka potlako haesale ho tloha selemong sa 1991.

"Dikhampani tsa poraefete di re boleletse hore di tla hlokomela basebetsi, empa ba bangata ba fokoditswe," ho rialo Cde Godfrey. ebetsi jwale ba fumana meputso eo ho neng ho fanwa ka yona ka selemo sa 1972. Motlakase le ona o se o tla kengwa tlasa mokgwa wa poraefete Zambia.

Motlakase wa merafong ya koporo ya Zambia o se o le tlasa khampani e nngwe ya poraefete e bitswang Copper Belt Energy Company. Khampani ena hangata ha e lefe basebetsi, ho boela ho rialo Cde Godfrey.

Leano la nako e tlang la ZEAUWU la ho matlafatsa yunione ke ho hlophisa basebetsi ba 5000 ba mashala. Hona ho tla tlasa palo ya ditho tsa yona ka hodimo ho batho ba 9000. Molaetsa wa yunione ho ditho tsa SAMWU ke hore "ha re qaleng mananeo a phapanyetsano jwalo ka basebetsi mme re ithute ka diyunione tsa ba bang. Ha re sebetse ka matla ho etsa bonnete ba hore ho ba boima hore motho ofe kapa ofe a kenye ditshebetso tlasa mokgwa wa poraefete," ho rialo Cde Godfrey.

SAMWU het 'n onderhoud gevoer met kameraad Godfrey Beene (in swart geklee). Kameraad Godfrey is al vir ses jaar Algemene Sekretaris van die Zambiese Elektriese en Geallieerde Werkersunie. (ZEAUWU). ZEAUWU het 4500 lede.

Kameraad Godfrey het ons vertel dat staatsmaatskappye vinnig geprivatiseer was, met ingang van 1991. Hy het gesê "Die private maatskappye het aan ons gesê dat hulle na die werkers sal omsien, maar baie was afbetaal." Werkers verdien nou salarisse wat op 1972 se vlak is.

Elektrisiteit is op pad om geprivatiseer te word in Zambië. Die elektrisiteit vir Zambië se kopermyne was alreeds uitgekontrakteer aan 'n private maatskappy, wat bekend staan as die Copper Belt Energy Company. Volgens kameraad Godfrey, betaal hierdie maatskappy nie altyd sy werkers nie.

ZEAUWU se toekomsplanne om hul unie te versterk, is om 5 000 steenkoolwerkers te organiseer. Dit sal hul lidmaatskap bring na meer as 9 000 werkers. Die unie se boodskap aan SAMWU se lede is, "Laat ons werker-uitruilingsprogramme begin om meer te leer oor mekaar se unies", sê kameraad Godfrey.

U-SAMWU uke waxoxisana neqabane uGodfrey Beene (oqgoke ezimnyama). Iqabane uGodfrey usebe nguNobhala Jikelele we-Zambia Electricity and Allied Workers' Union (i-ZEAWU) iminyaka eyisithupha. I-ZEAWU inamalunga ayi-4500.

Iqabane uGodfrey wasithamundela ezithi izinkampani uhulumeni anamasheya kuzo (ama-parastatals) zadayiselwa izinkampani zangasese ngokukhulu ukushesha lokhu, kusukela ngonyaka ka 1991. "Izinkampani zangasese zasitshela ukuthi zizobanakekela abasebenzi, kodwa abanengi babo bagcibana bediliziwe", kusho yena. Abasebenzi njengamanje bahola amaholo ababewahola ngo 1972.

Sekuseduze ukuthi izinsiza zikagesi zidayiselwe izinkampani zangasese eZambia. Ukunikezwa kukagesi osetshenziswa ezimayini zaseZambia zikakopolo sekwayidayiselwa inkampani yangasese ebizwa ngokuthi yi-Copper Belt Energy Company. Ngokusho kweqabane uGodfrey, lenkampani ike ibe nezikhathi engabakhokheli ngazo abasebenzi bayo amaholo abo.

Ikusasa le-ZEAWU leyeme ekuthini babhalise amalungu angu 5000 asebenza emalahleni. Lokhu kuzokwenz aukuthi inanai lamalaungu ayo abe ngu 9000. Umyalezo walenyunyana ku-SAMWU uthi "masiqale manje ngezinhlalo zokushintshiselana ngabasebenzi ukuze sifundisane ngezindlela izinyunyana zethu ezisebenza ngazo. Sebenzani kanzima ukuze kube lukhuni satshe ukuthi izinsiza zenu zidayiselwe izinkampani zangasese", kusho iqabane uGodfrey.

Uganda Public Employees Union faces high taxes

Fred Osapili, Deputy General Secretary of the Uganda Public Employees Union reported on a new oppressive taxing policy in Uganda. Wages are made up of a number of allowances - housing, transport and meals allowances, and so on. "The government and employers did research on the average cost of food and housing on the free market and came out with minimum figures to be paid to workers. We now have a terrible situation where a worker is paid about R50 per month for housing and the Ministry of Finance taxes that allowance, so it is not enough to pay for accommodation," says Cde Fred.

"Where will the worker get the difference to top it up since the landlord doesn't care shall not listen to the taxation story? These allowances are not income to the workers - we are just like conveyor belts receiving from the government and directly passing it to the owners of housing and transport," said the Cde, appealing for international solidarity.

Fred Osapili rapporteer van die Uganda Public Employees Union dat daar 'n nuwe onderdrukkende belastingbeleid in Uganda is. Lone bestaan uit 'n hele aantal toelaes - toelaes vir behuising, vervoer, maaltye ensovoorts. "Die regering en werkgewers betaal die minimum vir elkeen van die toelaes. Nou het hulle begin om die toelaes te belas ook! 'n Werker word omtrent R50 per maand betaal vir behuising, en na belasting is dit nie naastenby genoeg om vir verblyf te betaal nie", sê Kd. Fred.



Iqabane uFred uye wasitshela nangomgomo omusha wentela enencindezelo e-Uganda. Amaholo awakhokhwa ngqo kodwa eza ngezimo ezehlukenezokuxhaswa - njenganje ukukhokhelwa kwezindlu, izithuthi, ukudla, njalo-njalo.

"Uhulumeni kanye nabaqashi bakhokha isamba okuyisona esincane esivumlekile salemali yokuxhasa. Manje sebeqale ukudonsa intela kuyo leyo mali! Umsebenzi ukhokhelwa imali elinganiselwa ku R50 ngenyanga ukuze akhokhele indlu kodwa emuva kokudonswa kwentela leyomali ayaneli ukuthi angakhokhela ngayo indawo ahlala kuyo", kusho iqabane uFred.

"Lezimali zokuxhasa akuyona ingeniso kubasebenzi - sifana nje namabhande okulayishwa kuwo (conveyor belt) ngoba semukela imali ngapha ivela kuhulumeni siyedlulisele ngale ezandleni zabanikazi bezindawo esihlala kuzo kanye nabezithuthi," kwasho iqabane uFred, ecela ukwesekwa ngabasebenzi bamazwe ngamazwe.

Most female members of SAMWU have been sexually harassed in the workplace at some time or another. Harassment can be by a boss or a fellow worker! Even if you are being harassed by a "comrade", harassment is harassment! It undermines union solidarity and must be stopped.



Sexual Harassment!

What is sexual harassment?

It is "unwanted conduct of a sexual nature". It can be a single incident, or take place over months and even years. If a woman indicates that a man's behaviour is offensive, it is sexual harassment. If a man knows that his behaviour would normally be regarded as unacceptable, it is harassment.

Let's look at these cases, taken from the SAMWU Shopstewards Manual "A guide to grievance handling."

CASE 1:

Sexual suggestions

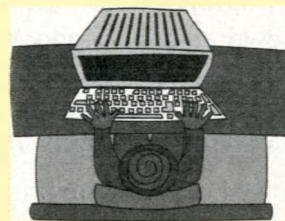
You are a shopsteward in an Engineering Department. Women comrades complain to you that the men are always making sexual suggestions to them. They give you the names of three men and tell you to lodge a grievance against these workers.

If you lodge a grievance, it might lead to disciplinary action against some of your members. So what can you do to stop the harassment? Well, all shopstewards have an educational role to persuade the male comrades that harassment is wrong. If the men do not listen, the shopsteward should call in the branch office bearers and hold a union disciplinary against them. If this still doesn't change their attitude, you will have to take it to management. The bottom line here is that the union believes that sexual harassment is unacceptable and must be ended.

CASE 2:

Sexual blackmail by a boss

Alice Chetty, a SAMWU member in the Computer section of the Traffic Department left her office without locking the door and now R1000 has been stolen.



The Chief Traffic Officer told her it is a dismissable offence. She comes to see a shopsteward, saying that the Chief has promised not to lay a charge provided she "went out with him to have a very good time". She promised to meet him last Saturday but didn't keep the appointment. It is now three weeks since her offence. He has told her that if she doesn't come tomorrow night he will lay charges.

The Shopsteward will need to build a strong case against the Chief. This offence would normally get a final warning, not a dismissal. As a last resort, the member could choose whether to pay the money back instead of being dismissed. Management has a duty to bring immediate disciplinary action against a worker alleged to have committed theft. In this case, it has been more than three weeks and the Chief has not lodged a disciplinary against Cde Alice yet. You must also collect information on the proposition made, and whether the Chief has harassed other women in the past. It would be good if these women could appear as witnesses.

CASE 3:**Sexual harassment of a worker by a shopsteward**

Comrades, if you are in this position then you cannot turn to your shopsteward for help. You must immediately contact your branch office bearers and tell them about this. Try to present your branch with all the details of your case, including dates of harassment and details of the incidents. Ask a friend to help you. But do not delay - it is very serious if an elected leader is undermining the union in this way. That person must be dealt with immediately.

Seksuele Teistering moet beeindig word!

Selfs as u deur 'n "kameraad" geteister word: teistering is teistering! Dit is "ongevraagde gedrag van 'n seksuele aard". Dit kan 'n enkele insident wees, of oor maande en selfs jare plaasvind. As 'n vrou aandui dat 'n man se gedrag aanstootlik is, is dit seksuele teistering.

Seksuele voorstelle vanaf ander kamerade

U is 'n vloerbeampte in die Ingenieursdepartement by 'n munisipaliteit. Vroulike kamerade kla by u dat die manlike kamerade altyd seksuele voorstelle aan hulle maak, en vra dat u 'n klag aanhangig maak.

Wat gaan u doen?

Die vloerbeampte het 'n opvoedende rol om die manlike kamerade te oortuig dat wat hulle doen, verkeerd is. As hulle steeds nie luister nie, moet die vloerbeampte die ampsdraers van die tak inroep en 'n vakbond-dissiplinêre vergadering teen hulle hou. As dit nog steeds nie hulle houding verander nie, sal u dit na die bestuur toe moet neem. Die vakbond glo dat seksuele teistering onaanvaarbaar is, en beëindig moet word.

Seksuele afpersing deur 'n baas

Alice Chetty, 'n SAMWU-lid in die Verkeersdepartement, het haar kantoor verlaat sonder om die deur

te sluit, en nou is R1000 gesteel. Die Hoof-Verkeersbeampte het vir haar gesê dat dit 'n oortreding is waarvoor sy afgedank kan word. Sy kom na die vloerbeampte toe en sê dat die Hoof belowe het om nie 'n klag te lê nie, solank sy "met hom uitgaan om 'n baie lekker tyd te hê". Dit is nou drie weke na haar oortreding. Hy het haar gesê dat as sy nie môreand kom nie, gaan hy 'n klag lê.

Wat moet u doen?

Hierdie oortreding sal normaalweg 'n finale waarskuwing kry, en nie 'n afdanking nie. As 'n laaste uitweg, kan die lid kies om die geld terug te betaal eerder as om afgedank te word.

Die bestuur is verplig om onmiddellike dissiplinêre stappe te doen teen die werker wat van diefstal beskuldig word. In hierdie geval was dit al meer as drie weke en die Hoof het nog nie 'n dissiplinêre klag teen Kd. Alice ingedien nie.

U moet ook inligting versamel oor of die Hoof ander vroue in die verlede geteister het. Dit sou goed wees as hierdie vroue kan optree as getuies.

Seksuele teistering van 'n werker deur 'n vloerbeampte

Kamerade, as u in hierdie posisie is, dan kan u nie na die vloerbeampte toe gaan vir hulp nie. U moet die

takkantoor onmiddellik skakel en vir hulle hiervan vertel. Probeer om u tak te voorsien van al die besonderhede van u geval. Maar moenie uitstel nie - dit is baie ernstig as 'n verkose leier die vakbond op hierdie manier ondermyn.

Daar moet onmiddellik teen daardie persoon opgetree word.

Dit is moeilik as u die enigste vrou by 'n werkplek is...

Kameraad Gloria is die enigste vrou wat in Parke en Ontspanning werk. Wanneer hy ookal die geleentheid kry, het die Assistent-Tuinboukundige die gewoonte om met haar gesprekke aan te knoop oor haar privaatlewe. Kd. Gloria kom na u, die vloerbeampte toe. Sy sê sy wil hê die man moet ophou, maar sy wil nie onder slegte omstandighede werk nie.

Wat moet sy doen?

Dikwels voel vroue hulle maak "'n berg uit 'n molshoop" as hulle geteister word. Kd Gloria is hier die slagoffer, nie die Assistent-Tuinboukundige nie.

As Gloria steeds nie 'n groot saak wil maak nie, moet u met die man praat. Waarsku hom dat hy een kans kry om onmiddellik met hierdie teistering op te hou. Indien nie, sal u gedwonge wees om teen hom op te tree.

Kuyini ukuhlukunyezwa ngokocansi?

Kuwukuziphatha ngendlela engemukeleki okuhambisana nezocansi". Kungaba yisehlakalo esenzeka kanye noma esenzeka esikhathini esiyizinyanga noma iminyaka. Uma owesifazane ebika ukuthi akayithandi indlela umuntu wesilisa aziphatha ngayo kuye, lokho kungukuhlukunyezwa ngokocansi.

Amaganyana ancike ngakwezo-cansi avela kwamanye amaqabane

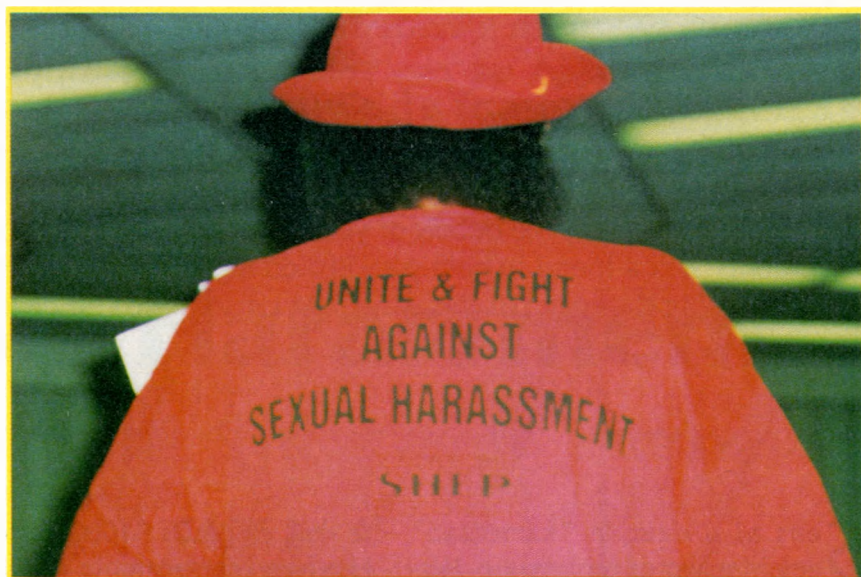
Wena uyi-shopsteward eGatseni lawo-Njiniyela bomkhandlu wedolobha. Amaqabane esimame eza kuwe azokhalaza ngamaqabane esilisa ahlala ebajikijela ngamaganyana ancike ngakwezocansi (sexual suggestions) manje acela ukuthi udaba lwawo ulwedlulisele ekomidini lokuqondisa izigwegwe.

Uzokwenzenjani?

Kungumsebenzi osemahlombe e-shopsteward ukuthi iwafundise lawo maqabane esilisa ukuthi lokho akwenzayo akulungile. Uma engalaleli, i-shopsteward kufanele ibize izikhulu eziphethe lelogatsha ukuze abhekane nekomidi lokuqondisa izigwegwe. Uma nalokho kungenzi mehluko, kuzodingeka ukuthi udaba ulwedlulisele kubaphathi (management). Kuyinkolelo yenyunyana ukuthi ukuhlukunyezwa ngokocansi kuyichilo okufanele lipheliswe nya.

Ukuphoqelelwa kwezocansi yilowo okuphethe

U-Alice Chetty, ilungu likaSAMWU eGatsheni lezeMigaqo washiya ihhovisi lakhe lingakhiyiwe, manje sekwebiwe u-R1000. Igosa eliKhulu lezeMigaqo lamtshela ukuthi wenze iphutha elingamenza ukuthi axoshwe emsebenzini. Uzobikela i-shopsteward ukuthi iGosa elikhulu lezeMigaqo limtshela ukuthi ngeke limbeke icala uma nje "engavuma ukuthi kelimkhiphe bayozi-thokozisa bobabili". Sekudlule amaviki amathathu yalahleka imali. Selimtshela ukuthi uma engahambi nalo ngakusasa ebusuku, lizomethwesa icala.



Kufanele wenze njani?

Leli yicala elivame ukuphetha ngesexwayiso sokugcina, hhayi ukuxoshwa. Ngale kwalokho, ilungu linganikezwa ithuba lokuthi liyikhokhe imali eyalahleka kunokuthi liphelelwe ngum-sebenzi. Kungumthwalo osemahlombe abaphathi (management) ukuthi bamethwese icala ngokushesha umuntu osolwa ngokweba. Lapha kusobala ukuthi sekwedlule amaviki amathathu kodwa iGosa eliKhulu alikamethwesi cala uqabane Alice. Kufanele ukuthi uqoqe nobunye ubufakazi mayelana nokuthi leliGosa alikaze yini libahlukumenze abanye besifazane ngezocansi phambilini. Kungaba yinto enhle ukuthi labo bantu besimame abahlukunyezwa babe ngawofakazi ekuqulweni kwecala.

Ukuhlukunyezwa komsebenzi ngezocansi ehkunyezwa yi-shopsteward

Maqabane, uma uzithola ukulesi simo, kusobala ukuthi ungeze wabalekela ku-shopsteward ukuyofuna usizo. Thintana ngokushesha nehovisi legatsha lakho ulibikele ngalokhu. Zama ukulethulela yonke imininingwane igatsha lakho mayelana nesikhalazo sakho. Kodwa musa ukuphozisa amaseko – kuyinto embi kakhulu ukuthi umholi wenyunyana okhethwe ngamalungu ayo alulaze isithunzi senyunyana ngalendlela. Lowo muntu kufanele athathelwe izinyathelo ngokushesha.

Kuyaye kube nzima uma kunguwe wedwa umuntu wesifazane endaweni okusetshenzwa kuyo...

U-Comrade Gloria nguye kuphela umuntu wesimame osebenza kwa-Parks and Recreation. U-Assistant Horticulturalist unomkhutshana wokuthi, uma ethola ithuba, ahlale exoxa naye embuza ngempilo yakhe yangasese. Iqabane uGloria uza kuwe, wena shopsteward. Uthi ufuna ukuthi lendoda iwuyeke lomkhuba wayo kodwa akafuni ukuthi azixabanise nayo.

Yini okufanele uyenze?

Kanengi abesifazane bayaye babone sengathi “babanga umsindo ngobala nje” ngenkathi behlukunyezwa. Iqabane uGloria nguye ongumhlukunyezwa lapha, hhayi i-Assistant Horticulturalist. Uma ngabe uGloria uyesaba ukulusu-kumela lolu daba, kufanele ukuthi wena ukhulume nalondodamphini. Mexwayise ukuthi unethuba elilodwa vo lokuthi ehlukane nalomkhutshana wakhe, kungenjalo uzophoqeleka ukuthi umthathele izinyathelo.

Na hlekefatso ka tsa thobalano ke eng na?

Ke “boitshwaro bo sa batleheng ba mofuta o mong o itseng wa tsa thobalano”. E ka ba ntho e etsahalang hang feela kapa e nke dikgwedi tse itseng, kapa dilemo. Ha mosadi a supa hore boitshwaro ba monna ya itseng ha a bo rate bo a mo kgopisa, hoo ke yona hlekefatso ka tsa thobalano. Ha re shebeng ketsahalo tse tharo:

Ditshisinyo tse mabapi le tsa thobalano ho tswa ho di-comrade tse ding

Wena o *shopsteward* Lefapheng la Bo-enjinere ha mmasepala. Di-comrade tsa basadi di tletleba ho wena hore di-comrade tsa banna kamehla di etsa ditshisinyo tsa thobalano ho tsona, mme ba kopa hore o phatlatse seemo se bontshang ho kgathatseha ha bona (grievance).

Na wena o ka etsa jwang?

Shopsteward e na le seabo sa ho ruta le ho lemosa di-comrade tsa banna hore seo ba se etsang se fosahetse. Ha ba sa mamele, *shopsteward* e tshwanela ho bitsa batshwara ditulo ba ofisi ya lekala e be ho kengwa nyewe ya kgalemo kgahlanong le bona. Ha ba ntse ba phehelletse ba sa fetole boitshwaro ba bona, taba eo e ka iswa ho manejemente.

Blackmail (ho fumana ntho ho motho e mong ka mo tshosa) ya tsa thobalano e etsuwang ke mohiri

Alice Chetty, setho sa SAMWU se sebetsang Lefapheng la Balaola Sephethephethe, o ile a tswa ofising ya hae mme a se notlele lemati, ya ba ho ba le motho ya utswang tjhelete e ka ka R1000. Moofisiri ya ka Sehloohong wa Sephethephethe o ile a mmolella hore hoo ke tlolo ya molao e ka tebedisang mosebetsi.

Alice o ile a tla ho tla bona *shopsteward*, a re Moofisiri eo o mo tshepitsitse hore a ke ke a kenya nyewe eo ha feela a ka dumela ho “intsha le yena ba ilo ithabisa mmoho.” E se e le beke tse tharo jwale tlolo eo ya molao e etsahetse. Moofisiri o mmolelletse hore ha sa tle hosane, o tla kenya nyewe eo.

Mona o tshwanela ho etsa jwang?

Ka tlolo ena ya molao hangata, motho o fumana kgalemelo, mme a ke ke a telwa. Jwalo ka ntho ya ho qetela, setho se ka kgetha ho lefa tjhelete eo ho ena le ho telwa. Manejemente e tshwanela ho kenya nyewe ya kgalemo ka potlako kgahlanong le motho ya utswitseng tjhelete. Nyeweng ena ya Alice, e se e le matsatsi a ka hodimo ho dibeke tse tharo mme Moofisiri ha a eso ritele nyewe kgahlanong le Cde Alice. O tshwanela hape le ho bokella tlhahiso-leseding ya hore a na Moofisiri eo o kile a leka ho hlekefatsa basadi ba bang nakong e fetileng. Ho ka ba ntho e ntle ha basadi bao ba ka ba dipaki.

Hlekefatso ya tsa thobalano e etsuwang ho mosebetsi ke shopsteward

Comrades, ha o le seemong se tshwanang le sena, o ke ke wa ya ho *shopsteward* ya hao bakeng sa thuso. O tshwanela hore ka potlako feela o iteanye le batshwari ba ditulo ba ofisi ya lekala o ba bolele ka hona. Leka ho neha ba lekala la hao dintlha ka botlalo. O se ke wa dieha - ke ntho e mpe haholo ha moetapele ya kgethilweng e ba yena ya kgelang yunione tlase tjena. Ho tshwanetswe hore ho nkuwe mehato e itseng kgahlanong le motho ka potlako.

Ke ntho e boima ha o le motho wa mosadi ya mong sebakeng seo ho sebetswang ho sona...

Comrade Gloria ke yena mosadi feela ya sebetsang Parks and Recreation. Assistant Horticulturist kamehla ha a fumana monyetla, o rata ho botsa Gloria ka tsa bophelo ba hae ba sephiring. Cde Gloria o re o batla hore monna eo a emise ka ntho eo, empa ha a batle hore ba qetelle ba se ba shebana hampe le yena mosebetsing.

Na o tshwanela ho etsang?

Hangata basadi ba ikutlwa e ka ba etsa “ntho e itseng e kgolo ka ntho e leng siyo” ha ba hlekefatswa. Cde Gloria ke yena lehlatsipa mona, e seng *Assistant Horticulturist*. Ha Gloria a sa batle ho tswellapele ka ho etsa taba ena hore e be kgolo, o tla tshwanela ho bua le monna eo. Mo lemosa hore o fumana monyetla wa ho qetela wa ho emisa ka hlekefatso eo ka potlako. Ha ho se jwalo, o tla tlameha ho nka mehato e itseng kgahlanong le yena.



SAMWU 1999 Year Planner

	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES							
JAN					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	JAN	
					Holiday																		FINCOM														
FEB	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28							FEB		
			NOB	NEC					EXCO								FINCOM	RECs		NWC			RSOM	Neocom													
MAR	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31				MAR		
		IRC	ODOC	NGC					NOB				PEC					CEC					Holiday	FINCOM					RSSCs		CEC						
APR				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30			APR	
				CEC	Holiday											NOB														Holiday	FINCOM						
MAY					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	MAY	
																NOB	EXCO			PEC												Pre-Cosatu CC NEC					
JUN		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30				JUN		
		FINCOM										NOB																									
JUL				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	JUL		
AUG						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	AUG
SEP			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30				SEP	
OCT					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	OCT	
NOV	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30						NOV	
DEC			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			DEC	

 = COSATU dates

 = SAMWU dates