TGWU CONGRESS

PROGRESS REPORT

AUGUST 8 1988

THE STRUCTURE OF TRANSPORT & GENERAL WORKERS UNION

TGWU WORKPLACES

GENERAL MEETINGS OF TGWU MEMBERS IN WORKPLACE TO HAPPEN AS OFTEN AS POSSIBLE

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SHOPS STEWARDS COMMITTEES

WORKPLACE CHAIR, VICE-CHAIR AND OTHER ELECTED SHOP STEWARDS. EACH WORKPLACE ELECTS SHOP STEWARDS FOR 1 YEAR

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BEC (BRANCH EXECUTIVE COMMITTEE).

EACH WORKPLACE ELECTS 2 DELEGATES TO THE B.E.C. THE B.E.C. ELECTS A FULL-TIME BRANCH SECRETARY, A CHAIR, VICE-CHAIR AND A TREASURER. EACH BRANCH APPOINTS THEIR OWN ORGANISERS. THE B.E.C MEETS ONCE A MONTH. THERE ARE 8 BRANCHES IN TGWU

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(NEC) NATIONAL EXECUTIVE COMMITTEE

EACH BRANCH ELECTS 4 DELEGATES FOR LESS THAN 5000 MEMBERS AND 6 DELEGATES FOR MORE THAN 5000 MEMBERS. TGWU NATIONAL OFFICE BEARERS ALSO ATTEND THE N.E.C. THE N.E.C. MEETS 4 TIMES A YEAR.

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TGWU NATIONAL CONGRESS

1 DELEGATE FROM EACH WORKPLACE ATTENDS CONGRESS. WORKERS ELECT THE PRESIDENT, VICE PRESIDENT, 2ND VICE PRESIDENT, TREASURER AND GENERAL SECRETARY AT CONGRESS. THE GENERAL SECRETARY WORKS FULL-TIME IN HEAD OFFICE. CONGRESS MEETS ONCE A YEAR.

NOTE: IN ALL TGWU STRUCTURES ONLY WORKERS HAVE VOTING RIGHTS.

TRANSPORT & GENERAL WORKERS UNION

PROGRESS REPORT ON DEVELOPMENTS IN TGWU DURING THE PERIOD AUGUST 1987 TO JULY 1988

INTRODUCTION

The past year has been a very dramatic one for TGWU. It has been a year of enormous growth in membership, and at the same time a year where we have had to deal with the traumas of numerous mergers (both into TGWU, and TGWU membership into other unions). We have had to endure the difficulties of being without a physical locality for our head office for three months (after the bomb attack on Cosatu House), and more recently the arson attack on our head office premises.

In an attempt to cope with the growth of the union we have developed new structures, and have expanded our staff at all levels.

The year has also of course been a very dramatic one for the trade union movement as a whole, and for Cosatu in particular. The two most serious features of this have been the restricting of Cosatu in terms of the State of Emergency (along with 17 other organisations), and the proposed Labour Relations Amendment Bill. TGWU has tried to address these issues with the seriousness and determined opposition that they deserve. As a result, the state has seen fit to clash with our members, as witnessed by the detention (and now trial) of our first vice president, Comrade Alfred Ndlovu, and at least 15 other TGWU memebers over the past year. Nine TGWU members are still suffering in the isolation and evilness of detention.

MEMBERSHIP

In August 1987 the signed up membership of TGWU was around 17 000 in the cleaning, security, and transport sectors. The paid up membership at this time was 11 000. The signed up membership has grown now to 26 000. Of these approximately 19 000 are on stop order. A further 2 000 members are paying by hand.

The above growth in membership means that the signed up membership of the union has grown by 53%, and the paid up membership has grown by nearly 91%.

The most rapid growth of signed up membership has been in the cleaning and security sectors, followed by goods transport. The greatest consolodation of paid up membership has been in the goods transport sector.

The present membership of the union can be broken up as follows :-

	Signed up	Paid Up
GOODS TRANSPORT	10 926	8 464
PASSENGER TRANSPORT	4 658	3 681
DOCKS	2 225	1 155
CLEANING & SECURITY	7 645	3 127

TGWU presently has 78 locally signed recognition agreements, and 18 national recognition agreements. The 18 national agreements cover 50 workplaces.

NEW BRANCHES

Two new branches of the union have been established over the past year - Western Transvaal (divided off from the Transvaal branch which had become too large) and the OFS/N Cape branch (a new area of organisation).

MERGERS

The last TGWU congress held in July 1987 in Durban was beset with problems relating to merger questions. It was hoped that the congress would finalise a merger between TGWU, Gawu, Saawu, CSAWU, and Acusa. However the latter four unions objected strongly at the time to the formation of a union operating in all three sectors. They argued strongly for the establishment of a separate cleaning/security union. As a result of the conflict these unions walked out of the conference. It was only later in 1987 that a mergers with Gawu, CSAWU, and the Bloemfontein branch of Saawu succeeded. Five staff members of these unions were integrated into TGWU, and a membership of about 2 000. Acusa refused to co-operate in the merger process and has since established itself with a new name outside of Cosatu. A further disappointment after last years conference was that Zakheni Transport and Allied Workers Union did not fulfill its commitment to a merger with TGWU.

Transfers of members and staff also took place during the past year into CAWU, SAMWU, NUMSA, and CWIU. In total approximately 7000 members were transferred into these unions.

STAFF

The union now employs 35 full time staff and one part time. Three of the full time staff, and a part time bookkeeper are based in head office, and the rest in the branches. The ratio of staff to paid up members is 1 per 600.

TGWU Head Office burnt out by unknown white men

There has been a fairly large turnover of staff over the past year. Five organisers were transferred to Cawu. A further four were dismissed, and three resigned. There is much room for improvement disciplining staff, in training, and in the conditions of work (eg reducing the workload) - all of which combined should help to reduce the high turnover.

A successful national staff meeting took place in October 1987, and training for new organisers and administrators was conducted in May 1988.

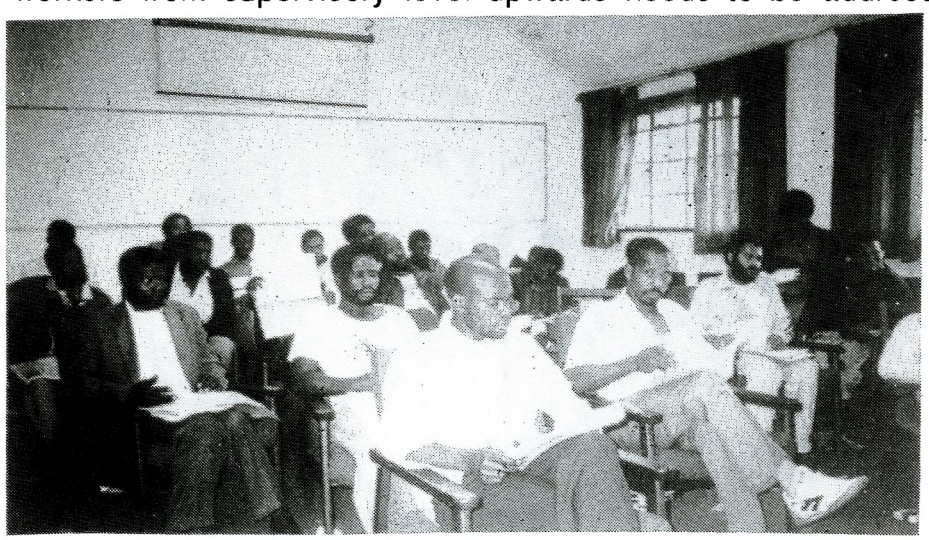
TGWU Staff at National Staff Meeting in Soweto

OFFICE BEARERS

The office bearers tried to meet on a regular basis. However, this was difficult because of the shortage of funds to travel. For this reason meetings often had to be combined with Cosatu meetings. For the office bearers to be up to date on developments in the union this is obviously inadequate.

Another frustration of the office bearers has been that it has not been possible for them to travel to the branches on a regular basis. Again, if they are to play an effective leadership role, regular visits are essential. This can only happen when there are more funds available to spend on travel.

The detention (and now trial) of Cmde Alfred Ndlovu was a severe blow. Added to this came the dismissal of Cmde Randall Howard, which is currently the subject of a dispute with SACD. The final blow came when our national treasurer, Cmde Solomon Mhlanga was promoted to a supervisory position, making him no longer eligible to be a shop steward, and therfore an office bearer. This problem of the bargaining unit in may agreements excluding all workers from supervisory level upwards needs to be addressed urgently.



TGWU Delegates to NEC

NATIONAL CO-ORDINATION OF SECTORS

As a result in the huge growth in membership in all sectors, it became no longer possible for the general secretary to co-ordinate all national needs of the sectors. For this reason the NEC agreed on the appointment of national co-ordinators for each sector. These co-ordinators are at the moment not based at head office, but in the branches in which they come from. (This will perhaps have to be reviewed in the future.) Co-ordinators were appointed in late 1987. Presently we do not have appointed national co-ordinators for the cleaning or the security sectors, as both co-ordinators have resigned from the union.

The national co-ordinators have not had a very easy time in developing their roles. Firstly, there has been the general problem of the lack of finances, which has made it difficult to enable the co-ordinators to travel as freely as is necessary for them to be effective. Secondly the lack of finances has made it almost impossible to hold national meeings of shop stewards within the sectors. Virtually the only national meetings have in fact been the national seminars which have taken place (one in each sector). In addition there have been some difficulties in defining exactly what the role of the sector co-ordinator is ie. what are the differences/overlap in responsibility between branch secretaries and co-ordinators, and head office staff and co-ordinators. The NEC has agreed that a meeting of all branch secretaries, head office staff, and national co- ordinators needs to take place as a matter of urgency. The NEC has in fact agreed that this needs to be a regular meeting in order to facilitate national co- ordination generally (within sectors; on finances etc.)

Drastic improvement in the circulation of written reports by organisers and branch secretaries to the national co- ordinators also needs to be made. The national co- ordinators cannot work effectively if they do not have up to date information on the developments within their sector.

Despite the above difficulties, headway has been made in all sectors in improving national co-ordination. The details of each sector appear below.

CLEANING SECTOR

A major breakthrough was made in April 1988 with the signing of a recognition agreement with Supervision Services. This was the first national contract cleaning company to sign an agreement with TGWU. The agreement is likely to be a standard agreement in the industry, as it was drafted and approved by the Employers' Association. Sneller is about to become the second national

contract company to sign an agreement.

One feature of the Supervision agreement is that we have bound ourselves to negotiating the establishment of an industrial council for the sector. The Employers' Association has agreed to start negotiating for such a council once we have signed with Sneller. Plant level bargaining is excluded from the agreement. We agreed to this provision after much debate in the union. It was finally agreed to as a result of the realisation that plant level bargaining would in fact be pretty ineffectual in an industry as competitive and labour intensive as the contract cleaning industry. An added pressure was that Supervision (and other national companies) refused to grant stop order facilities without such agreement.

The Wage Determination governing the contract cleaning industry expires in October. We need to embark on a national campaign to focus on the poor wages and working conditions of contract cleaners. It would be an advantage if we could establish the industrial council before the Wage Determination expires, so that we could then negotiate the next increase directly with the bosses, rather than leave the issue to the Wage Board.

We have also made considerable progress in the in-house cleaning/security sector over the past year, especially in the Transvaal. Companies such as Sage Properties and Bankorp have signed recognition agreements. In-house university cleaners and security guards have been very militant in the union over the past year. Numerous stoppages have occurred at Rhodes University, UPE and Wits Technikon. Port Elizabeth Technikon and UND are also strongholds of T&G. Wits Technikon has been refusing to recognise TGWU, but it appears they may buckle shortly. Recently the members of University and Allied Workers Union in the Cape merged with T&G in the Western Province. There has been some opposition from Nehawu to University workers remaining in TGWU, but after extensive discussion in the branches of the union, the NEC has taken a strong stand on this issue ie that they should remain members of T&G.

Membership has also grown enormously in the dry-cleaning industry. Here we have faced tremendous opposition from the bosses, especially in the Transvaal and Natal, where an industrial council for the industry exists. The bosses are presently very cosy with SALDU, a Nactu affiliate, and are terrified of this cosy relationship coming to an end. Huge efforts will need to be made nationally to break the bosses' resistance to TGWU. An amendment to TGWU's constitution to cover the dry- cleaning industry has at last been formally approved by the Department of Manpower (nearly a year after the amendment was submitted). This should help in making progress.

SECURITY SECTOR

This remains the most difficult sector of the union. The bosses largely remain very resistant. However, despite this, considerable progress has been made. For example, after a strike by members in the Transvaal, Pritchard Security agreed in late 1987 to recognise T&G informally ie stop orders were granted and shop stewards recognised. The company continues to refuse to negotiate a formal recognition agreement. Major progress has been made in Fidelity Guards, although no formal agreement exists as yet. Negotiations will be starting shortly, for two national agreements in F.G. - one for traditional guards, and one for Key Points.

Negotiations for the establishment of an industrial council for the contract security industry broke down at the end of 1987 because the unions who were party to the talks were not sufficiently representative. Now that T&G membership has grown substantially, we should consider initiating these talks again. T&G is now at a much greater advantage than it was a year ago as it now has the largest security guard membership of all the unions operating in the industry. As with the Contract Cleaning industry, national industry level wage negotiations will be the only way to substantially improve conditions for workers.

T&G's dispute with SASS (a company based in Springs) continues to drag on. The company dismissed almost the entire workforce after a stoppage in November 1987. Endless attempts to settle with the company have so far failed. The dispute will now go to court on 11th August.

Wage Determination 400 which governs the wages and working conditions in the industry was reviewed by the Wage Board during the first half of 1988. Most branches of the union did not impliment the plan to mobilise around demands to the Wage Board. Transvaal (which has the largest membership of security guards) however ran a highly successful and well publicised campaign in May at the time of the Johsnnesburg Wage Board hearing. The new Determination is likely only to be published in October. However shop stewards in a number of Transvaal companies have successfully pressurised management to impliment changes even before the new Determination is gazetted. This campaign clearly needs to be continued.

Security guards organised by the Transport and General Workers' Union demonstrating outside a Wage Board hearing in Johannesburg yesterday in an attempt to persuade the Board to grant higher wage increases. ● Picture by Alf Kumalo

21/6/88 B.DAY

50 guards hold demo at start of wage talks

By Adele Baleta

At least 50 security guards staged a placard demonstration in Johannesburg yesterday at the start of the Transport and General Workers' Union 1988 wage determination submission to the Wage Board for contract security workers.

Members of the South African National Security Employers Association also submitted their proposals to the board chairman, Mr F J de Villiers.

TGWU general secretary Ms Jane Barrett submitted that:

- Employers who had been in the security business for less than a year be excluded from the determination.
- The definition of "small employers" be scrapped, as exclusion from the determination of companies with fewer than 15 workers meant they were unlikely to enter into collective bargaining agreements with unions and therefore were free to practise "extreme forms of exploitation".
- An increase of R185 for the lowest paid category (watchman), raising the salary to R447 a month.
- A reduction in working hours to 48 hours from Monday to Saturday inclusive.

Employers proposed a wage increase of 15 percent across the board, arguing that this was compatible with a rise in the Consumer Price Index. They felt this was justified in view of the small increase given last year.

TGWU Security Workers

Demand A Living Wage

PASSENGER TRANSPORT SECTOR

A major feature of this sector is the ongoing dispute with Putco over the dismissal and retrenchment of workers in Durban in 1986. The dispute is still on the table, as we are in the process of lodging a Supreme Court appeal against the Minister's decision to refuse the establishment of a conciliation board. This appeal is important, as if we win it we can then proceed to court with the case itself. The workers have remained incredibly united and strong, meeting regularly ever since their dismissal. Attempts to get financial support for them have so far not proved very successful, although we are hoping for a positive response to a request early in August.

New areas of organisation in the sector are Cape Town, Bloemfontein, Empangeni, and the Eastern Transvaal. Progress has also been made in organising many of the small operators in Natal.

There have been numerous wage disputes in the industry during the last few months - in particular, with Kwa Zulu Transport (now settled), IBL in Pinetown, and Jacaranda Bus. Wage offers by the bosses have been very low in the industry, and settlements have had to be reached as low as 10%.

Negotiations with SABEA (SA Bus Employers Association) for the establishment of a national industrial council have almost been completed. The constitution will come into effect before the end of 1988. SABEA represents Putco, the old United Transport companies (now under Tollgate), the IBL group and a few independent bus companies. Negotiations for wages and working conditions in these companies will therefore be through the industrial council from 1989 onward. TAWU (Transport and Allied Workers Union) is also a party to these negotiations.

GOODS TRANSPORT SECTOR

We have experienced the biggest growth in the goods transport sector over the past year, particularly in the Transvaal, where the bulk of transport operators are concentrated.

T&G participated in the wage negotiations at the Transvaal goods Industrial Council for the first time in August 1987. Using a technicality of the Industrial Council agreement, the bosses refused to negotiate some of the major issues facing workers in the industry, such as hours of work, and overtime rates. A dispute was eventually declared on wages and the bosses' refusal to negotiate other issues. In terms of the agreement we were obliged to go to arbitration.

The arbitrator granted a 18,5% increase on the minimum wages, and ruled in favour of the bosses on their refusal to negotiate other items. The increase was implimented on January 1st. The first round of negotiations for an increase for 1989 has just been held. The entire agreement (including clauses on hours of work etc) will come under review in 1989. Transvaal goods transport workers will have to start preparing for this early in the year.

Wage Determination 400 which governs the industry in areas other than the Transvaal was reviewed this year. Despite plans for the branches to make representations to the Wage Board and run a campaign around the poor conditions in the industry, only one branch did so. The new Determination is likely to be published shortly.

It was agreed at the national sector seminar that we need to move in the direction of establishing a national industrial council for the industry. We are still waiting for a response from the Public Carriers Association (the national employer's body) to a request for a meeting to discuss the issue.

On the question of plant bargaining, we have had major disputes with a number of companies. Some are refusing to bargain nationally, others are refusing to bargain nationally and refusing to bargain outside of the council in the Transvaal. We currently have disputes on the issue with Rennies Express Deliveries, U Freight and Intercity, and Hultrans. National wage negotiations have been concluded, or are in progress at Presto, Alex Carriers, Motorvia, Cargo Carriers, Unitrans, Normans, Jowells, and Mainline Carriers.

Major disputes and/or strikes in the sector include the following:-
Hultrans over the bargaining unit
Alex Carriers over wages and working times
Prevander Transport over the assault of a worker by a manager
Tereblanche Transport over recognition
U Freight and Intercity over national bargaining
Mainline Carriers over hours of work
Frasers Machine Moving over the mass dismissal of workers after the Three Days Protest.
Lombards over retrenchments

DOCKERS SECTOR

Major changes in the industry have been taking place. In particular moves to "casualise" labour (ie to employ casual workers to replace permanent workers) have lead to numerous attempts by the bosses to retrench workers. Disputes over the issue have been common.

A long lasting dispute over grading in SAS (SA Stevedores) in Richards Bay was a feature of the year. Other major disputes included :- the interdicting of the union by Castle Crane in Port Elizabeth at the time of the three days of protest

against the Labour Relations Bill and the Restrictions against Cosatu and 17 other organisations; and SAS in Durban where the recognition of TGWU has been cancelled unprocedurally by the company after they claimed we had lost our majority in favour of Uwusa. In this dispute the company ignored a proposal by TGWU to hold a referendum.

EDUCATION IN TGWU

Education has been identified as a priority by the NEC. To this end, a decision was taken in May to appoint a full time national education secretary, pending the raising of funds for such a post. We are presently waiting for a final answer to a request for such funding from the the Finnish Transport Workers Union. Hopefully by October we will be in a position to appoint such a person. In addition the NEC has agreed on the establishment of a national education committee. This committee will have two delegates from each branch. The representatives of TGWU to Cosatu Nedcom will be accountable to this committee. The committee's functions will include the planning of national education programmes, and the exchange of ideas for branch based education and training. It is hoped this committee will start sitting within the next month.

Delegates to COSATU NEDCOM - TGWU Treasurer, Solomon Mahlangu and Dockers Co-ordinator, Nomonde Mgumane.

National seminars which have been held during the past year have been :-
Goods Transport
Passenger Transport
Cleaning and Security
Dockers (to be held a week after the conference)
Each of these seminars was three days, and the programmes included background on TGWU; information on Cosatu; information on the sector; discussion on organising strategies for the sector; and a session on Cosatu political policy. The seminars were funded by the International Transport Federation (ITF). The seminars were all very successful. A problem however

has been not enough national follow-up, due to the problems raised under "National Co-ordination" above. More effort also needs to put by branches into taking information gained at such seminars down to those shop stewards who did not attend, and of course also the general membership.
In addition to the above seminars, a four day training seminar was conducted for all new organisers and administrators in May 1988.

Basic shop stewards training has been badly neglected over the past year. This is partly due to the overloading of organisers, but also due to the absence of any backup for such training in the form of manuals and other written materials to guide organisers. The establishment of a national education committee, and the appointment of an education secretary should help improve this situation. Shortage of finance has of course also contributed to the difficulties in running regular shop stewards training.

A further area of neglect has been on the job training of organisers. Branches need to think very carefully how the skills of more experienced organisers can be shared with new organisers by closer supervision on the job. Administrators have requested technical training in certain skills.

New Organisers and Administrators at TGWU National Education Seminar

Political education has been a stronger point within TGWU. At every NEC meeting, one day has been spent discussing a particular topic eg Cosatu political policy; the economy and socialism; women. Some branches have also had regular special BECs to deal with such issues. In addition, the media and information officer at head office has put a lot of emphasis on the distribution of publications to shop stewards. However, all these efforts have not been enough. We need to create more and more forums for debate and discussion. We need to educate our membership, not just our shop stewards, on working class politics.

LOCAL SHOP STEWARDS STRUCTURES

Some of the branches (especially the larger ones) have established highly successful shop stewards councils, both at a local (geographical) level, and at the level of sectors. The Transvaal councils have been particularly successful. In those branches where they exist, the councils have begun to take a load off the BECs. These BECs no longer have to deal with individual company problems, but are now free to deal with more policy related issues. This has resulted in an improvement in the system of getting mandates from the BECs before discussing issues at NEC level. This development needs to be encouraged in all branches.

INTERNATIONAL VISITS

Numerous TGWU leaders have travelled overseas during the past year. The visits have been :-

1. President, Cmde Vivian Zungu, to Sweden to the Swedish Transport Workers Union Conference.
2. Cmde Jerry Ntombela to Finland.
3. General Secretary, Cmde Jane Barrett, to Zurich to a meeting of the ITF Road Transport Section.
4. Cmde Susan Shabangu, branch secretary of Transvaal, to Canada as part of a Cosatu delegation.
5. Cmde Sakkie Makhalemele to Zimbabwe for an ITF meeting
6. Cmdes Falakhe Hlela and Edward van Wyk to Finland on a study tour at the invitation of the Finnish Transport Workers Union.
7. President Cmde Vivian Zungu to Italy to attend the Italian Transport Workers Union conference.
8. Treasurer Cmde Solomon Mhlanga to Germany to attend the German Transport Workers Union conference.
9. Media and Information officer, Cmde Kally Forrest, to London to attend a meeting of the ITF on media and information.
10. Sibongile Masangwana to England as part of a Cosatu women's delegation to the TUC Womens Conference

Workers Sibongile Masangwane, Vivian Zungu, Falakhe Hlela, and Sakki Makgalemela went on TGWU visits in the last year

WORK OF INFORMATION OFFICER

The information officer works in the following areas: research; production of media eg stickers, buttons, pamphlets, posters, T- shirts; production of TGWU Newsletter; information packages; ordering publications of use to the union eg books, magazines, newspapers; newsclip service; production of booklets for the union.

RESEARCH

The information officer mainly co-ordinates research. Research is done by CRIC (Community Resource & Information Centre - Jo'burg), LRS (Labour Research Service - Cape Town), WIG (Workplace Information Group - Jo'burg), Natal Industrial health Unit.

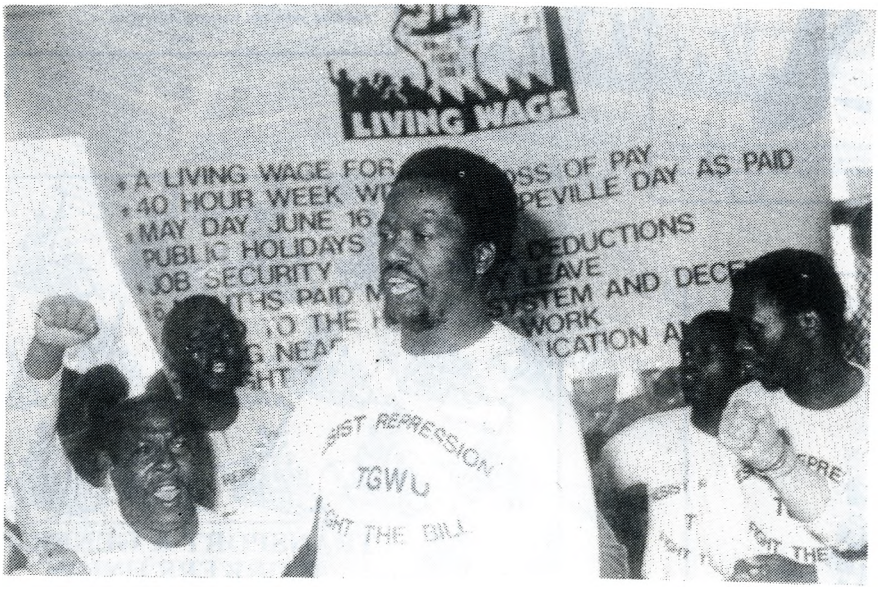
Research has been done mainly to find out the ownership and profitability of companies and also to get an overview of an industry for TGWU seminars. The following company research was done in the last year:
SAFCOR/SAFCON; Grinrod Unicorn Group; Avis Car Hire; Cargo Carriers; Ampros, Renfreight. Research was also done for submissions to the Goods Transport Industrial Council negotiations, and an overview of the Security and Goods Transport Industries was done for seminars within T&G.

Wage agreements have been collected from organisers in all sectors. These wage agreements are sent to LRS. LRS computerises the information and provides us with comparative wages between companies and also between industries. This is useful information in negotiations.

TGWU MEDIA PRODUCTION

The following is a list of media that has been produced over the last year:
- posters were made of "The Structure of TGWU" & "TGWU Delegates to Cosatu Structures". These posters were used in TGWU sector seminars and were also sent to each branch.
- Buttons made for the campaign against Alfred Ndlovu and other TGWU comrades detention. These buttons were sold in different branches.
- 10,000 pamphlets made and sent to branches to explain and protest the Labour Relations Amendment Bill.
- 650 T-shirts made and sold to workers for Cargo Carrier's negotiations.
- booklet produced called "TGWU Resolutions and Structures". These booklets were produced in English and Zulu. The Sotho translation was destroyed in the head office fire so we will have to start all over again. Booklets were sent to each branch and were sold for 20c.

- year planner made for Cape Town branch showing dates of all BECs, NECs, and COSATU CECs for shop stewards to refer to over the year.
- pamphlets made for Transvaal Goods Transport General meeting.
- stickers produced saying "Transport Workers Demand a Living Wage" for Goods Transport Industrial Council negotiations.
- Posters produced for Western Cape annual general meeting.
- T-shirts made for August 9 National Women's Day for Eastern Cape Branch.
- made TGWU T-shirts for Cosatu Special Congress
- media organised for TGWU Congress: T-shirts, buttons, banner, (design by comrade Kutlo of Transvaal Branch), selling of books magazines etc.



TGWU T-shirts For Cargo Workers and COSATU Special Congress

Examples of TGWU Media

TRANSPORT AND GENERAL WORKERS UNION
Goods Transport Workers

TGWU DEMANDS AT THE COUNCIL

1. R30 INCREASE FOR LABOURERS AND UP TO R65 FOR DRIVERS
2. 48 HOUR WEEK WITH NO LOSS OF PAY
3. ONE AND A HALF TIMES PAY FOR ALL OVERTIME
4. MAY 1, JUNE 16, MARCH 21 AS PAID PUBLIC HOLIDAYS
5. 6 MONTHS PAID MATERNITY LEAVE
6. R5 SUBSISTENCE ALLOWANCE AND R3 MEAL ALLOWANCE

WHAT ARE THE BOSSES OFFERING?

TGWU MET ONCE WITH THE COUNCIL LAST WEEK. THE BOSSES AT THE MEETING ALL COME UNDER THE NATIONAL TRANSPORT OWNERS ASSOCIATION. THIS IS THE FIGHTING OFFER THE BOSSES MADE:

- 7% INCREASE IN WAGES. THIS MEANS AN INCREASE OF R3 A WEEK FOR LABOURERS AND R5 FOR DRIVERS

AND

THE BOSSES WILL NOT NEGOTIATE AROUND HOURS OF WORK OR OVERTIME. THE BOSSES SAY WORKERS MUST WAIT 3 YEARS BEFORE THEY WILL TALK ABOUT THESE THINGS.

WE WILL NOT WAIT FOR THE BOSSES TO GIVE US MORE IN 3 YEARS TIME! WE WANT MORE NOW! WE WILL NOT WAIT!

Attention! Meeting!

TGWU WILL MEET THE BOSSES AGAIN ON AUGUST 14 AND AGAIN ON AUGUST 25. ALL TGWU TRANSPORT WORKERS MUST DECIDE ON ACTION AND DEMANDS AT THE COUNCIL MEETINGS. 15,000 WORKERS CAN WIN BETTER WAGES AND CONDITIONS IF WE COME TOGETHER AND DISCUSS WHAT TO DO AT A GENERAL MEETING!

TIME: Saturday 15 August 9am

PLACE: Regina Mundi
Rockville Soweto

Forward with the worker struggle

TRANSPORT WORKERS
demand a
Living Wage

TRANSPORT & GENERAL WORKERS UNION SAYS:

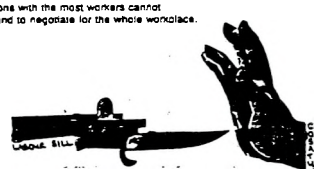
FIGHT THE LABOUR BILL NOW!

WHY DO THE GOVERNMENT AND BOSSES WANT THIS NEW LAW?
Before 1979 black trade unions were not recognised by the government. But in 1979 because of worker strength the government changed the Labour Relations Act to register black trade unions.

In the last 10 years trade unions have won very important rights for black workers. Also unions have made strong political demands against apartheid and for a socialist future.

The state and the bosses think the unions have gone too far. So they are putting forward changes to the Labour Relations Act. These changes will make unions very weak and take away many rights we have struggled for.

WHAT DOES THE NEW BILL SAY:
- Sympathy and solidarity strikes will be against the law
- Workers cannot strike over the same issue for a period of 15 months
- With an illegal strike the bosses can take the union to court and make the union pay for the company's losses at the time of the strike
- Bosses can selectively re-employ after a strike
- Bosses can stop a legal strike by going to court
- Bosses can legally dismiss a worker for no good reason in the first year of employment
- Unions with the most workers cannot demand to negotiate for the whole workplace.



In Transport & General we want the Labour Relations Act to give rights to more workers, and not take rights away from workers. For example: workers in transport services like bus drivers, railway workers, and drivers carrying refrigerated goods are not covered by the Labour Relations Act.

WE MUST STOP THIS BILL BEFORE IT SOON BECOMES A LAW!

HOW CAN WORKERS STOP THE BILL?

- Hold general meetings in your workplace to talk about the Bill and to plan action against the Bill

- Shop stewards must talk to the bosses and tell them that these laws will make things very bad for the bosses. Workers will be more angry and militant if the law comes in. Tell the bosses not to support the bill. Get the bosses to tell the government they do not support the bill. Send letters to the bosses about the bill. (You can get a letter to send to the bosses from your branch office)

- Hold placard demonstrations in your workplace. Get stickers and posters from your regional office to give out at these demonstrations.

- Link up with other unions in your area to plan protest-action against the Bill.

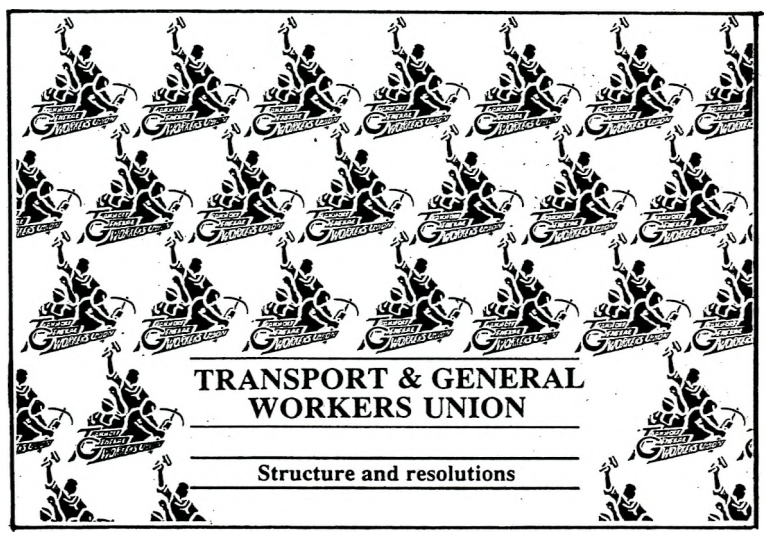
WE BUILT THE UNION MOVEMENT OVER LONG AND HARD YEARS
WE CANNOT LET THE GOVERNMENT AND BOSSES DESTROY IT OVERNIGHT!

FIGHT THIS BILL! DEFEND UNION AND WORKING CLASS RIGHTS!

FORWARD WITH THE WORKERS STRUGGLE!

T & GWU
1988
YEAR PLANNER

For shop stewards to keep to remember important union meetings.



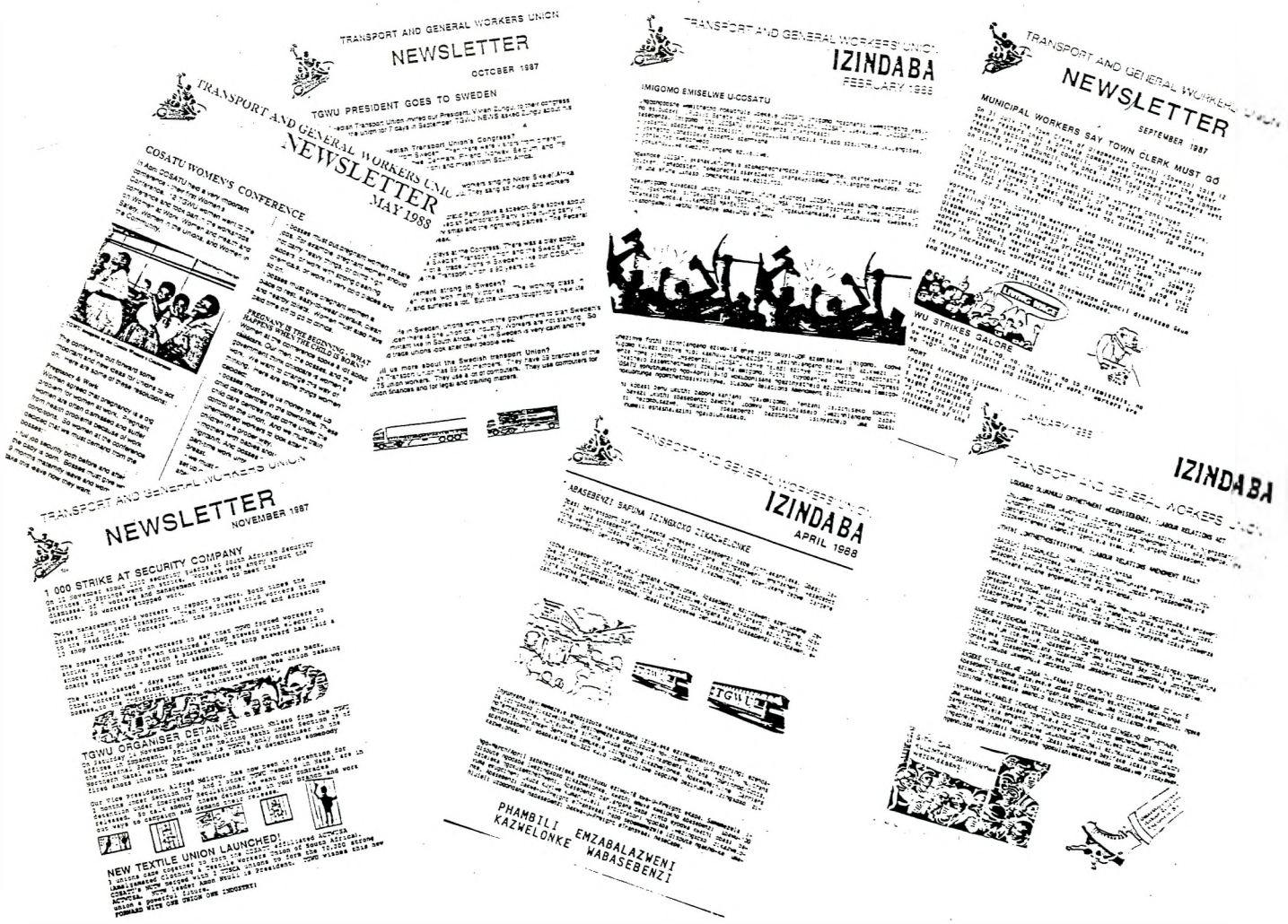
TGWU NEWSLETTER

The TGWU NEWSLETTER comes out once a month. The Information Officer takes photos, writes, and lays out the NEWSLETTER. Cosatu Print Unit in Durban prints 7890 copies and send copies directly to different branches. The Cosatu print Unit are by far the cheapest printers we know.

At the moment the TGWU NEWSLETTER appears in English and Zulu. When Cosatu have Xhosa and Sotho translators the NEWSLETTER will also come out in these languages.

At the moment the NEWSLETTER is 4 pages. At a later date we want to work towards a longer TGWU newspaper when the union has more money. We also want to see workers writing for the NEWSLETTER giving information and opinions. The TGWU NEWSLETTER is a workers' NEWSLETTER so we need to hear worker's voices in articles and letters. Workers must also send photos of strikes, machines, trucks, and workers working in their workplace for the NEWSLETTER.

The Information Officer also wants to bring out a TGWU Cultural magazine from time to time. I have received some poems from a couple of workers but I need many more poems, stories, plays, drawings, photos and so on to bring out a full Culture magazine. It does not matter what languages the stories are written in.



NEWSCLIPS & OTHER INFORMATION

NEWS CLIPPINGS are cut out from different newspapers. These clippings are sent out to branches every 2 months under different headings so that organisers can easily refer to them:

- Goods Transport
- Passenger Transport
- Cleaning & Securtiy
- Passenger Transport
- Labour - General
- Political/Economic - General
- Cosatu

These news cuttings often have very useful information on companies we organise, current inflation and cost of living figures for use in negotiations, and useful information on general labour and political developments.

OTHER INFORMATION: Information of all sorts is sent out to all branches on an on-going basis. Here are some examples of information sent out: T&G RECORD (Britain), ITF NEWS, S.A. Wall map, HOW TO TAKE A STATEMENT (checklist for organisers), NUM NEWS, AETR: European Agreement on International Road Transport, Government gazette on Wage Determination for contact cleaners, copies of TGWU research, draft letter on Labour Relations Bill to send to bosses and so on. From time to time I prepare information packages of particular interest to branches eg Package on May Day and a Package on the Labour Relations Bill, "NUMSA SHOP STEWARDS GUIDE".

Also COSATU information of all kinds is sent eg Booklet: THE WAY FORWARD; booklet: COSATU RESOLUTIONS 1987; WHAT IS OATUU?; ORGANISE MEDIA WORK IN EVERY LOCAL; NOTES ON POLITICAL ORGANISATION (Inkatha/ANC/UDF/SACP etc); POLITICAL ECONOMY: SOUTH AFRICA IN CRISIS; POLICE SEARCH, ARREST, AND DETENTION; EDUCATION & WOMEN'S CONFERENCE RESOLUTIONS and so on.

Subscriptions are also ordered for branches to receive publications on a regular basis eg WORK IN PROGRESS, LABOUR BULLETIN, INTERNATIONAL LABOUR REPORTS, NEW NATION, LERC SPECIAL PUBLICATIONS.Videos are copied and a T&G video library is being built up for workers and organisers to borrow from. Videos are posted to branches far from Jo'burg.

All this information is to keep organisers well informed so they can pass on this information in education sessions with workers, and negotiations with the bosses.

The Information Officer also keeps an updated list of all TGWU detentions. This information is passed on to COSATU, ITF, Amnesty , Detainees Support Committee and the press. Also the issue of TGWU detainees is kept in the forefront through articles in TGWU NEWSLETTER, articles, sending branches lists of detainees and so on. (see list of TGWU detainees in Congress file).

COSATU WOMEN'S CONFERENCE 22 — 24 APRIL 1988

EDUCATION
Speeches by COSATU Office Bearers

COSATU 2nd NATIONAL CONGRESS REPORT 1987
CONGRESS OF SOUTH AFRICAN TRADE UNIONS

COSATU PUBLICATIONS SENT TO BRANCHES

Political Economy

THE CRISIS
Speeches by COSATU Office Bearers

COSATU RESOLUTIONS 1987

South Africa in Crisis

ORGANISE MEDIA WORK IN EVERY LOCAL

SOCIALISM ... Means FREEDOM
The Way Forward
Speeches at Union Congresses

OTHER PUBLICATIONS SENT TO BRANCHES

INFORMATIONS - NOTICIAS
ITF NEWS
NACHRICHTEN - NYHETER
INSIDE
May 1988
British seamen's union driven 'underground'

New Nation
DETENTIONS D
PEACE HOPES
COSAT

INTERNATIONAL LABOUR SPORTS
Palestine: Up Against the Wall

UERC
Women in shift work
When life becomes all upside down

South African Labour Bulletin

Brazil in Profile
Aid: Solidarity or Sympathy
Italy's Wildcat Mili

Ten years of WORK IN PROGRESS 50
TOWARDS NEGOTIATION
DOUBLE EDITION: ISSUES 50 AND 51

T&G RECORD

LIAISON WITH THE PRESS

The Information Officer puts out regular press statements to the major newspapers on issues like strikes, disputes, Industrial Council negotiations, attacks on TGWU, wage board submissions and so on. Press statements are given to NEW NATION, BUSINESS DAY, SOWETAN, NATAL MERCURY, CITY PRESS, THE STAR, AND WEEKLY MAIL.

Information is also sent to overseas publications eg TGWU RECORD (Britain), INTERNATIONAL LABOUR REPORTS, ITF NEWS and alternative S.A.magazines eg WIP, LABOUR BULLETIN.

For example: articles on the following T&G issues have appeared: Tvl Goods Tranport Industrial Council negotiations, TGWU submissions to Contract Security Wage Board hearing, statement on smear pamphlet on TGWU, Inkatha murders of TGWU bus drivers, statement on PW's invitation to meet with TGWU, statements on various strikes eg Intercity, SASS, U-Freight; TGWU stayaway dismissals, burning of TG head office, TGWU detentions (see the board at the back of this hall for copies of TGWU press articles over the year).

OTHER ACTIVITIES

- National Meetings & Seminars: The Information Officer attended, and in some cases planned for, a number of TGWU and COSATU meetings: TGWU: TGWU NECs, National Staff Meeting, National Education Meeting, Goods Transport seminar, Security & Cleaning seminar, Passenger Transport seminar, New Staff Education seminar. COSATU: Education Conference, Womens Conference, Cosatu media meetings.

- produced reports on Women In TGWU, and Health & Safety In TGWU for Cosatu.

- organised seminar on AIDS for Cargo Carriers shop stewards council (Vaal).

- attended ITF Media & Research Conference in London in July this year. After the Conference I also met with various organisations doing work on labour in South Africa eg Transnational Information Centre, Labour & Research Department. I also met with a representative from Britain's TGWU concerning visits from TGWU delegates to TGWU (Britain) Education Holiday Centres. TGWU now want more information on what kind of education progamme we would like.

INFORMATION IS POWER!
ALL POWER TO TGWU!

TGWU NEWS ARTICLES

Unions wary of PW talks

Security pay talks start

By Adele Baiets

At least 50 security guards staged a placard demonstration in Johannesburg yesterday at the start of the Transport and General Workers' Union 198 wage determination submission to the Wage Board for contract security workers.

TGWU general secretary Ms Jane Barrett proposes:

- Employers who had been in the security business for less than a year be excluded from the determination as many of them were "looking for fast, unmerited profit" and were not accountable to any regulations.
- An increase of R185 for the lowest paid category (watchmen), raising the salary to R447 a month.

Employers had proposed a wage increase of 15 percent across the board.

Arbitration for transport dispute

Business Day 6/1/87

ALAN FINE

TGWU cites Central Statistical Service data showing industry profits rose by 6% in R118 million, plus level wage agreements and the financial results of listed companies in the sector, to prove employers have the ability to pay.

In response to the TGWU, which said a 13% increase would cost employers R70-M, which is 1,5% of profits, a survey of the industry showed the sector did not have the capacity to meet the demands.

A date for arbitration has not yet been set.

Students to vote on 'scab labour' issue

By BARBARA ORPEN

RHODES University students are to vote on whether to work in the place of workers in the event of strike action at the university.

At a meeting last week to discuss the issue, students and workers were told that students who worked in the kitchens in last week's strike at Rhodes University were paid more at R1 an hour than the regular kitchen staff.

Workers appealed to students not to work in their place in future strikes.

The meeting heard that students in three residences had voted not to work as "scab labour" in the kitchens [illegible]

The meeting unanimously resolved to support the workers in their demands for living wages, and the SRC was mandated to ask every residence to vote on whether students should work in the place of workers in future strike action.

Last week's four-day strike arose while wage negotiations between the Transport and General Workers' Union and the university were in progress. One of the issues on the negotiating table was a minimum wage demand of R680, rejected by Rhodes as non-negotiable.

The university's subsequent offer of 35% and 40% increases in minimum wages, was in turn rejected by the union and a dispute has been declared.

According to the vice-principal, Dr Rouk van der Merwe, Rhodes staff in residences earn an average of R219 a month, including their annual bonus. The average for non-residence staff is R399 a month, including bonus.

Transport workers benefit

At least 15 000 Transtaal transport workers will receive an 18 percent wage increase after an arbitrated settlement in the road transport industry.

A spokesman for the Transport Workers Union (TGWU) said the increase was a victory for the union, taking into account the employers' opening offer and the low base from which workers depart.

The dispute went to arbitration after a breakdown in industrial council talks between the Motor Transport Association, the TGWU and the Employers Council of Transport Workers. Employers offered increases between six percent and 11, against the union's average demand of 50 percent.

Talks on cleaners' pay in deadlock

STAR

National wage negotiations between Anglo American Property Services (Ampros) and members of the Cosatu-affiliated Transport and General Workers' Union (TGWU) have reached deadlock.

In a statement today, Ampros shop stewards said annual negotiations started early in February and reached deadlock last week.

"At all previous negotiations Ampros has never been given an increase in workers' real wages. This has resulted in a constant drop in workers' standard of living," she said.

The TGWU, negotiating on behalf of 1 000 cleaners, originally demanded a minimum of R570 a month for the workers in the lowest-paid category, but has since reduced the demand to R456 a month. The present rate of pay is R458 a month and Ampros has offered an increase of R71 across-the-board.

Other demands are for an eight-hour day, May 1, June 16 and March 21 (Sharpeville Day) as public holidays, paternity leave and five days' compassionate leave.

800 TGWU members in work dispute

Star 21/1/87

HUNDREDS of Transport and General Workers' Union (TGWU) members are involved in a wildcat stoppage at South African Security Services (Saso) in Springs.

The TGWU members were on the [illegible] last week, demanding the reinstatement of seven colleagues dismissed by the company.

TGWU information officer, Miss Kelly Foster, said union members were on the verge of returning to work on Wednesday but after 10 short decisions were declined, stewards said.

"Our attempts to meet management to resolve the matter have been unsuccessful. Our negotiation team was turned away by management this week," Miss Foster said.

The union has put the number of security guards on strike at 800, while management says half the number were involved in the industrial action.

UNIONS SAY 'NO' TO BOTHA

Times 7/1/87

Union in dispute with Anglo

Star 21/1/87

THE Transport and General Workers' Union, an affiliate of Cosatu, has declared a dispute with Anglo American Property Services, Ampros, over wage increases, a spokesman for the union said.

In a statement, TGWU's general secretary, Jane Barett, said the annual wage negotiations started early in February and deadlocked on March 2.

Increases

"At all previous negotiations Ampros has never given increases in real terms to the workers, which has resulted in the drop of the standard of living of the workers," she said.

[illegible] represents cleaners, security guards and maintenance workers employed on Ampros' shopping centres throughout the country.

Security Services strike will go on, says union

Labour Reporter

About 500 members of the Transport and General Workers' Union (TGWU), employed by SA Security Services in Springs, today entered the seventh day of their strike over the dismissal of seven colleagues, a union spokesman said.

On Wednesday 10 workers' representatives were arrested at the company's head office in Springs after being pounded out by management. The representatives, together with the strikers' mandate, said the head office at management's invitation.

A company spokesman, who would not give his name, refused to comment on the allegations.

TGWU seeks court order

THE Transport and General Workers' Union (TGWU), is to seek an industrial Court order reinstating security guards dismissed by South African Security Services recently.

TGWU information officer, Miss Kelly Forest, said the security company had begun reinstating some of the 1 000 guards dismissed after participating in a work stoppage on November 12.

Reinstated

She said although the company had taken most of the sacked employees back, about 270 had not been reinstated.

The TGWU members downed tools at the company's Springs branch in support of seven colleagues dismissed by management.

Solidarity

A Saso spokesman confirmed that the company's employees were involved in a stoppage, saying "[illegible] intimidation has been keeping people working, keeping honest work and depriving families of the daily bread."

The Unemployed Workers' Co-ordinating Committee has expressed solidarity with the striking security guards.

- A northern suburbs official of the TGWU, Mr Nkosinathi Mtshali, has been detained, the union said.

Mr Foster said the TGWU organiser had been detained last weekend. Emplugeni Police Station [illegible] TGWU official, Mr Albert Ndlovu, is still in emergency detention, according to the union. He was detained in the trouble-torn Maritzburg area on October 10.

Transport Workers Target of Attacks

SOUTH AFRICA

International Transport Workers' Federation delegates (inset) protest on marches in the Transport and General Workers' Union (TGWU), one of 34 South African affiliates.

500 DISMISSED OVER STAYAWAY

Star 21/1/87

Security guards protest as union submits demands

By Adele Baiets

At least 50 security guards staged a placard demonstration in Johannesburg yesterday at the start of the Transport and General Workers' Union 198 wage determination submission to the Wage Board for contract security workers.

TGWU general secretary Ms Jane Barrett proposes:

- Employers who had been in the security business for less than a year be excluded from the determination as many of them were "looking for fast, unmerited profit" and were not accountable to any regulations.
- An increase of R185 for the lowest paid category (watchmen), raising the salary to R447 a month.

Employers had proposed a wage increase of 15 percent across the board.

Bus crisis looms after 2nd driver shot

24/1/88

Witness Reporter

A TRANSPORT crisis which was averted just a week ago is set to resume in the city after a KwaZulu Transport bus driver was shot and critically injured at his home in Taylor's Hall yesterday.

The secretary general of the Transport and General Workers Union (Tagwu), Ms Jane Barratt, said that Mr Patrick Magwaza was shot at his home at 11 am yesterday.

A police spokesman confirmed that the incident took place and said Mr Magwaza was admitted to Edendale Hospital where his condition has been described as critical.

The managing director of KwaZulu Transport, Mr Eddie Marshall, confirmed there was a "work stoppage" by drivers of the Sizanani Mazulu bus service and said 65 bus drivers had refused to work over concern for their safety.

He said 35 buses operated yesterday afternoon and he hoped the same number would operate today. He was unable to comment on the fate of those workers who have refused to work and said it would only be decided after a meeting with them later today.

On January 10, bus driver Mr Phineas Mdluli was killed, and this led to a two day strike. Since May 1986, 10 Sizanani Mazulu transport workers have been killed.

According to Ms Barratt, drivers returned to work after it was agreed that management would request extra police protection in the area and investigate bullet proofing for cabs.

She said it was also agreed that management would contact an induna in the area, Mr David Ntombela, to arrange a meeting, and would also make representations to the police to have "warlords" arrested.

"On Monday the union again met management to express its disappointment at the ineffectual police protection," she said.

She claimed that "Inkatha supporting warlords" were the major problem in the area and unless action was taken, there was a [illegible] the situation "getting complicated".

2 transport workers' unions condemn 'false' pamphlet

Labour Reporter

The Transport and General Workers Union (TGWU) and the Transport and Allied Workers' Union (Tawu) have condemned a pamphlet purporting to come from Tawu and calling on workers to resign from TGWU.

The pamphlet, produced on a Tawu letterhead and distributed at bus stops in Johannesburg and on the East Rand, alleged financial mismanagement in the TGWU. It called on workers to resign from TGWU and join Tawu.

In a joint statement, the respective presidents of Tawu and TGWU, Mr Alex Mahlatjie and Mr Vivian Zungu, said the pamphlet was "clearly an attempt by the system to create conflict where such conflict does not exist".

"Our interests lie in serving transport workers and not in attacking one another in such an irresponsible way. We strongly condemn the perpetrators of such misinformation," the statement said.

SOUTH AFRICAN UNION LEADER DETAINED

Transport workers get 18,5% increase

TGWU scores a victory after year-long battle

Transport wages being reviewed

Sharp drop in real earnings — union

Arbitration agreement ends transport strike

Maritzburg bus drivers want police protection

Labour Reporter

[illegible] drivers employed by a company in the Maritzburg area are to drive in convoy for safety and the company is to ask the police for extra protection following a strike sparked by the killing of 10 drivers in the past three months.

Those killed were believed to have been victims of violence involving supporters of the United Democratic Front and Inkatha.

About 200 drivers employed by the Sizanani Mazulu company went on strike after another of their colleagues was killed while on duty at the weekend.

Mr Mcale Mdlulu (32) was shot dead by people in two cars while he was on duty.

The drivers ended their strike after management agreed to seek police protection for them and will drive in convoy for extra security.

They have asked for drivers' cabins on the buses to be fitted with bullet-proof glass and two-way radios, and have asked management to make representations to the police that people named as taking part in attacks be investigated and arrested.

A spokesman for the Transport and General Workers' Union (TGWU) said workers had resumed normal shifts yesterday afternoon after negotiations with management.

Management had agreed that it would ask for extra police protection and that drivers on duty would be allowed to travel in convoy for security.

The strike crippled commuter transport between Maritzburg and the areas around Edendale.

Yesterday, a meeting was held between the Congress of SA Trade Unions, to which the TGWU is affiliated, and Pietermaritzburg Chamber of Commerce to discuss the bus drivers' problems.

- The five-week strike at Fifterines stores has spread to four more Natal stores, bringing the national total of strike bound stores to 208, the Commercial, Catering and Allied Workers' Union (Ccawusa) said.

A company spokesman said only 145 stores were affected, two of them in Natal. Ccawusa is demanding an across the board monthly increase of R200 and a minimum wage of R550 a month. Management is offering a R195 a month increase.

Star 21/1/87

PARTICIPATION IN COSATU STRUCTURES

TGWU has participated regularly in the national structures of Cosatu ie. the Executive and the Central Executive Committee. We have attempted at all times to meet as an NEC prior to any scheduled CEC meeting in an attempt to get proper mandates on the issues to be discussed.

We also attended the ordinary Congress of Cosatu in July 1987, and the Special Congress in May this year. We were unable to attend the 1987 Congress as one united delegation because of the merger problems we were facing at the time. However our participation in the Sepcial Congress was a great improvement, particularly as we were able to hold two special NEC meetings to discuss the issues before the Congress.

TGWU delegates attended the Cosatu Education Conference in October 1987, and the Cosatu Womens Conference in April this year.

Participation by TGWU in Regional and local structures of Cosatu has been less consistent. This has been partly due to the fact that many of the branches have been concentrating on consolidating the union's own structures. Hopefully we will see an improvement in this area in the coming year. This is absolutely essential, as it not possible to make a meaningfull contribution to Cosatu if we are only participating at a national level. The national representatives of TGWU to Cosatu can feel very isolated if they do not see that the stand of T&G is being followed up at a Regional and Local level.

TGWU Delegates at COSATU Special Congress

TGWU DELEGATES TO COSATU STRUCTURES

TGWU

WORKPLACES

BRANCH EXECUTIVE COMMITTEE

The B.E.C. elects delegates to COSATU Regional Executive and COSATU Regional Congress

NATIONAL EXECUTIVE COMMITTEE

The N.E.C elects delegates to the COSATU Executive Committee and COSATU Central Executive Committee (CEC)

COSATU

SHOP STEWARDS COUNCILS

Shop stewards in each TGWU workplace attend this shop stewards local

REGIONAL EXECUTIVE COMMITTEE (REC)

2 TGWU delegates in a region with under 8000 members, and 4 TGWU delegates for a region with over 8000 TGWU members

REGIONAL CONGRESS (RC)

5 delegates from each TGWU branch in the region with 1000 members, and 1 more delegate for every extra 250 TGWU members

CENTRAL EXECUTIVE COMMITTEE (CEC)

4 delegates for a union with 20,000 members and over. TGWU has 20,000 members so we have 4 delegates

EXECUTIVE COMMITTEE

2 delegates from each COSATU affiliate

NATIONAL CONGRESS

TGWU sends 1 delegate per 500 members to COSATU Congress. Worker delegates must be the majority

LIVING WAGE CAMPAIGN

The idea of the Living Wage Campaign has become very popular in T&G. The concept of a Living Wage has been used in mobilising for wage negotiations, especially in the goods transport sector and passenger transport sector, where many negotiations are national.

However it has been difficult to participate properly in the Cosatu Living Wage Committee for a number of reasons. The first reason is that our wage negotiations are at all different times of the year, and so it has not been easy to fit into campaign plans suggested by other unions. A second reason is that in many companies we are fighting for basic rights of recognition such as the recognition of shop stewards and stop orders, let alone wages. A third reason is that our own internal co-ordination of wage negotiations by national co-ordinators is still being developed. Finally, we have also had a problem of not having a regular representative to the Cosatu Living Wage Committee.

The Living Wage Campaign is one of the most important campaigns of Cosatu at the moment. Therefore we need to find ways of improving our own internal co-ordination of the campaign, and also our participation in the Cosatu LWC Committee.

CAMPAIGN AGAINST THE LABOUR RELATIONS AMENDMENT BILL

The campaign against the Labour Relations Amendment Bill has been the most important of all Cosatu's campaigns this year. This was one of the reasons for the Special Cosatu Congress in May. The proposed changes to the existing Labour Relations Act threaten to undermine existing worker rights in a very serious way. This is not to say that the present Act is perfect - it has many problems eg the exclusion of public sector workers, domestic workers and farm workers. TGWU has been active in campaigning against the Bill amongst its members. A weakness of the campaign in T&G was that although there was a lot of discussion amongst members, not enough of the the bossess in our sectors were directly challenged on the Bill.

TGWU's participation in the Three Days of Protest against the Bill and against the Restrictions on Cosatu and other organisations was very high. After the Protest, four bus driver members in Durban were detained for a eight weeks. In addition a total of about 200 members were dismissed, and a further 1200 given warnings (many of them final). Many of the dismissed have now been reinstated as a result of disputes being declared. Approximately 70 remain dismissed - in Mainline Carriers, Matsebula Bus Company, Jacaranda Bus, and Frasers Machine Moving. All the dismissals are being pursued.

As a result of the pressure of the Protest the government has delayed the passing of the Bill. Meanwhile negotiations between Cosatu and Saccola (representing employers) continue, to try to reach agreement on what should be taken out of the Bill before it becomes law. We must not sit back and relax while these negotiations continue. The pressure must be kept up.

CAMPAIGN AGAINST THE RESTRICTIONS ON COSATU AND OTHER ORGANISATIONS

This campaign has been running alongside the campaign against the Bill. Again, a weakness in the campaign in T&G has been that there has not been enough challenge to the bosses. The campaign in T&G, and within Cosatu in general needs to be intensified. Hopefully the decision to call an anti-apartheid conference with our allies in September will help to do this.

WOMEN IN TGWU

About one out of five of T&G's members are women. We have been slow in really addressing the special problems that our women members face - problems such as maternity and child care; fear of taking up leadership; sexism practiced by male comrades; sexual harrassment at the workplace; the triple oppression of women workers (as workers, as blacks, and at home).

Delegates from T&G attended the Cosatu Women's Conference. They were very disappointed that the Conference decided against the establishment of national and regional Cosatu women's structures.
The tensions and divisions at the conference were also a big disappointment.

A special edition of the T&G Newsletter was published in July reporting on the resolutions taken at the Cosatu Womens Conference.

The July NEC of T&G spent a whole day discussing how we can address women's problems within the union. It was agreed that branches need to set up women's forums. It was noted however that women's issues need to discussed in ordinary branch structures also eg. BECs and locals, where male comrades are also present. It was also agreed to set up a national women's committee with representatives of each branch. The purpose of these structures would be to identify the problems faced by women workes in our union and to impliment programmes to overcome these problems; to monitor the implimentation by T&G of the resolutions taken at the Cosatu Women's Conference; to encourage the development of leadership skills amongst our women shop stewards.

PROVIDENT FUNDS AND OTHER WORKER BENEFITS

T&G members are more and more demanding provident funds and other worker benefits to be negotiated. A problem in the union has been that not enough organisers are familiar with these issues. We therefore need to do intensive training so that we can take up the demands of our members.

In the past year only one new major provident fund has been negotiated, with Anglo American Property Services. Provident funds with a number of other companies have been agreed in principle. Consideration is also being given to the establishment of a national provident fund covering all our sectors.

FINANCES

The financial position of T&G is dealt with in detail in the financial report. However, one issue is worth repeating - that is that the union cannot presently afford to pay for the expenses which will have to incur if we are to improve our national co- ordination and general organisation. We are already heavily dependent on overseas funding. We therefore have no option but to increase subscriptions in order to meet the organisational needs of our membership.

INTERNATIONAL TRANSPORT FEDERATION

Our affiliation to the ITF continues to link us to transport workers all over the world. Our attendance at various conferences and meetings has been invaluable both in what we have learnt, and in terms of the opportunity to pass on information about workers in South Africa.

The ITF continues to assist us financially. In the past year they have assisted us with funds for legal fees, for vehicles, and for national seminars.

CONCLUSION

Looking back on the year, there is no doubt that despite the detentions of our members; the fire attack on our head office; the resistance of the bosses in all our sectors; the financial constraints we have had to face; and the problems which came with the various mergers, we have seen major developments in the union. We have grown in numbers; in worker participation; in leadership; in improvements in wages and working conditions; and in the political clarity of our members.

FORWARD WITH THE WORKERS STRUGGLE
VIVA T&G!!!!!!!!