



Campaigns Bulletin

APRIL 15TH, 2000

WAGE NEGOTIATIONS 2000

It is sad how the promises of a better life for all made by the government means so little for workers. Cosatu and Samwu mobilised our forces to ensure a victory for the ANC in the national and local government elections. Despite the fact that workers have put MPs into parliament and councillors into local government councils, we have yet to see any real benefit for workers.

The 3rd and final round of negotiations delivered a big disappointment for Samwu. Once again we went into negotiations with high hopes of persuading Salga to implement decent wage increases. Samwu's position of R250 or 10% for workers earning less than R6 700 per month was very reasonable. Because we said that those earning more than R13 700 should get a 7% increase, this meant that the total cost to councils was only 9%, which is very affordable.

Salga moved its position in negotiations by 1%. They also tried to get us to give up our demand for a R250 increase by offering a minimum wage of R1600. As we know, most workers are earning more than that. Workers earning R1600 Salga's 5% will mean a R80 increase. This is less than councillor's get for attending one meeting!

Although the negotiators tried everything to try to reach a settlement, Salga frustrated us at every turn. We had no option but to declare a dispute on the following positions:

Salary band (monthly)	Salga	Samwu/Imatu
R1600 – R2917	5%	R230
R2917 – R10 000	4.5%	8%
R10 000 +	4%	6.5%

Samwu will be having a special National Executive Committee on 18 April 2000 to chart our way forward. Salga has driven us into a corner where we don't have an option but to fight. General Meetings must discuss how we prepare for action if we are not able to achieve our demands.

Forward to a living wage!! Viva Samwu !! Phantsi iGear!!

It is hartseer hoedat die regering se beloftes van 'n beter lewe vir almal so min vir werkers beteken. Cosatu en Samwu het al ons kragte saamgespan om vir die ANC 'n oorwinning in die nasionale en plaaslike regeringsverkiesings te verseker. Ten spyte van die feit dat werkers LP's in die parlement laat kom het, en raadslede in plaaslike regeringsrade laat kom het, wag ons nog vir enige werklike voordele vir werkers.

Die 3de en finale rondte onderhandelinge het vir Samwu 'n groot teleurstelling gebring. Ons het weer eens die onderhandelinge ingegaan vol hoop dat ons Salga sal kan oorreëde om ordentlike loonverhogings te implementeer. Samwu se posisie van R250 of 10% vir werkers wat minder as R6 7000 per maand verdien, was baie redelik. Omdat ons gesê het diegene wat meer as R13 7000 verdien, 'n verhoging van 7% moet kry, het dit beteken dat die totale koste vir die rade was net 9%, wat baie bekostigbaar is.

Salga het sy posisie in die onderhandelings met 1% verskuif. Hulle het ook probeer om ons te oorreëde om ons eis vir 'n verhoging van R250 te laat vaar deur 'n minimumloon van R1600 aan te bied. Soos ons weet, verdien die meeste werkers meer as dit. Vir werkers wat R1600 verdien, beteken Salga se 5% 'n verhoging van R80. Dit is minder as wat raadslede kry vir die bywoning van een vergadering!

Hoewel die onderhandelaars alles probeer het om 'n ooreenkoms te bereik, het Salga ons op elke punt gefrustreer. Ons het geen keuse gehad nie as om 'n dispuut te verklaar oor die volgende standpunte:

Salarisvlak (maandeliks)	Salga	Samwu/Imatu
R1600 – R2917	5%	R230
R2917 – R10 000	4.5%	8%
R10 000 +	4%	6.5%

Samwu sal op 18 April 'n buitengewone vergadering van sy Nasionale Uitvoerende Komitee hou om op ons rigting vorentoe te besluit. Salga het ons in 'n hoek gedryf waar ons geen keuse het nie as om te veg. Algemene vergaderings moet bespreek hoe ons gaan voorberei vir aksie as ons nie ons eise kan haal nie.

Voorwaarts met 'n bestaansloon! Viva Samwu!! Phantsi iGear!!

Kuyadabukisa ukubona ukuthi iningi labasebenzi selizithatha njengento engathi shu izethembiso zikahulumeni zokuthi uzokwenza impilo ibe ngcono kuwonkewonke. UCOSATU noSAMWU babamba elikhulu iqhaza ekwenzeni ukuthi i-ANC inqobe okhethweni lukazwelonke nolwemikhandlu yamadolobha. Naphezu kokuthi kungabasebenzi abafake labantu ePhalamende nasemikhandlini yamadolobha, asikaboni ukuthi lokho kubazuzeleni abasebenzi.

Umzuliswano wesithathu wezingxoxo zokubonisana ngamaholo, nobekungowokugcina, wamdumaza kakhulu uSAMWU. Nakulomhlango siza sinelikhulu ithemba lokuthi sizokwazi ukuthambisa inhliyo kaSALGA ukuze enyuse amaholo abasebenzi ngesamba esibonakalayo. U-SAMWU wayebeke etafuleni isiphakamiso esizwakalayo sika-R250 noma-10% kulabo basebenzi abahola ngaphansi kuka-R6 700 ngenyanga. Njengoba sasiphakamise ukuthi labo abahola ngaphezulu kuka-R13 700 ngenyanga kufanele benyuselwe amaholo ngo-7%, imikhandlu yamadolobha yayizobhekana nezindleko zika-9% kuphela zokuhlangabezana nalokhu, okusimo esingembi neze eqolo.

U-SALGA wagudluka esiphakamisweni sakhe sakuqala ngo-1% kuphela. Wazama nokusigudlula nathi ezibizweni zethu zokuthi amaholo enyuswe ngo-R250, ngokuthi aphakamise ukuthi iholo okuyilona lilincane elitholwa ngumsebenzi libe ngu-R1 600. Njengoba sonke sazi, iningi labasebenzi liholo imali eyevile kuleyo. Kubasebenzi abahola R1 600, lo-5% kaSALGA uzosho ukuthi amaholo enyuswa ngo-R80 kuphela. Leyo yimali engaphansi kwetholwa yikhansela ngokuya emhlanganweni owodwa vol!

Naphezu kokuthi ithimba lethu lenza konke okusemandleni alo ukuthi kufinyelelwe esivumelwaneni, uSALGA wayebelesele ngokufaka unyawo lwedada kuyo yonke lento. Saphoqeka ke ukuthi simenzelele ukuthi seyixabene (dispute) ngenxa yalamaphuzu alandelayo okungavunyelwananga ngawo:

Isilinganiso seholo (lenyanga)	U-Salga	U-Samwu/U-Imatu
R1600 – R2917	5%	R230
R2917 – R10 000	4.5%	8%
R10 000 +	4%	6.5%

U-SAMWU uzobamba umhlango weKomidi likaManquma likaZwelonke (National Executive Committee) ngomhla ka-18 April 2000 ukuze kuhlalele indlela eya phambili. U-SALGA usesifake ekhoneni, okusho ukuthi ayisekho iyenzenjani ngaphandle kokuthi kuvele kuliwe kube kanye. Imihlangano jikelele yabasebenzi kufanele iqale ibonisane ngokuthi uzoqhutshwa kanjani lomshikashika uma ngabe izibizo zethu azilalelwa.

Phambili ngamaholo aphilisayo!! Viva SAMWU!! Phansinge-GEAR!!

Ho a swabisa ho bona kamoo ditshepiso tsa bophelo bo bottle bakeng sa bohle di etswang ho ba ntho e nyenyane hakaana ho basebetsi ke mmuso. Cosatu le Samwu di bile le tshusumetso ho ditho tsa tsona bakeng sa ho etsa bonnete ba hore ANC e a fanya dikgethong tsa naha le tsa selehae. Leha basebetsi ba kentse di-MP (Ditho tsa Palamente) palamenteng, le dikhanselera makgotleng a mebuso ya selehae, ha re eso bone melemo ya sebele bakeng sa basebetsi.

Mokgahlelo wa boraro e leng wa ho qetela o mabapi le ditherisano o ile wa swabisa Samwu hampe haholo. Le kgetlong leo re ile ra kena ditherisanong re na le tshepo e kgolo ya ho susumelletsa Salga ho kenya tshebetsong dinyollelo tse bonahalang tsa meputso. Tjhelete eo Samwu e emeng ho yona ya R250 kapa 10% bakeng sa basebetsi ba fumanang ka tlase ho R6 700 ka kgwedi ke e amohelahleng haholo. Hobane re itse bao ba fumanang ka hodimo ho R13 700 ba tshwanela ho fumana nyollelo ya 7%, hona ho bolela hore palo yohle ya ditshepyehelo tsa dikhansele e tla ba 9%, e leng palo eo di ka e kgonang.

Salga e ile ya theola nyollelo ya yona ditherisanong ka 1%. Hape ba lekile le ho etsa hore re tlohele ditseko tsa rona tsa nyollelo ya R250 ka ho re neha bonyane ba moputso (minimum wage) ba R1600. Jwalo ka ha re tseba, basebetsi ba bangata ba fumana meputso e ka hodimo ho moo. Basebetsi ba fumanang R1600, ka 5% ya Salga ba tla fumana nyollelo ya R80. Hona ho ka tlase ho tjhelete e fumanwang ke khanselara ha e kenetse kopano e le nngwe!

Leha bao ba neng ba kene ditherisanong ba lekile ka matla ho fihlela tharollo, Salga e ile ya re nyahamisa haholo nakong e nngwe le e nngwe. Ha re a ka ra ba le boikgethelo bo bong ha ese feela ho phatlalatsa tsekisano dintlheng tsena tse latelang:

Tekanyetso ya moputso (ka kgwedi)	Salga	Samwu/Imatu
R1600 – R2917	5%	R230
R2917 – R10 000	4.5%	8%
R10 000 +	4%	6.5%

Samwu e tla ba le kopano e ikgethang ya Komiti ya Naha ya Phethahatso mohla la 18 Aporele 2000 bakeng sa ho rala tsela e lebileng pele. Salga e se e re qobelletse ho ba maemong ao ho ona re seng re se na boikgethelo ha e se feela ho lwana. Dikopano tsa Kakaretso di tshwanela ho buisana ka ho lokisetsa mehato e tla nkuwa ha re sa kgone ho fihlela ditseko tsa rona.

Pele ya pele ka meputso e lekaneng bakeng sa ho phela!! Viva Samwu !! Phantsi iGear!!

Tough wage negotiations from the start!

The first round of wage negotiations kicked off in Johannesburg on 23rd February 2000. Since then comrades have been sent regular faxes about the negotiations. *Workers' News* February 2000 outlined the sliding scale demand, and the demand for an increased minimum wage.

There have been problems from the start. First the bosses, SALGA, failed to send in their proposal by the agreed date of February 2000. It was only after SAMWU declared a dispute that the bosses came up with an offer of 3% across the board.

The union rejected this. It is an increase well below inflation. Inflation currently stands at 8%. At the first round of negotiations, SAMWU stuck to the workers' demand of a 15% increase for workers earning on the minimum sliding down to 8.5% for those earning above R20 000 per month.

The union also refused to move from the demand for a minimum wage of R1600 per month. Last year was the first time that municipal bosses agreed to a minimum wage in the sector of R1335 per month. Before this, many municipal workers were earning as little as R300 per month.

During the second round, Samwu put enough pressure on the bosses that they agreed to a sliding scale. But then the problem was that they offered 4% for workers earning up to R3 000 per month, 3.5% for those earning between R3 000 and R10 000, and 3% for those earning above R10 000. But SAMWU refused to drop our demand below the greater of R250 or 10% for those earning up to R6 700; 8% for those earning between R6 700 and R13 700; and 7% for those earning above R13 700.

Central government interference

When Trevor Manuel, Minister of Finance, announced his budget on February 23rd, he dictated that municipalities could not increase expenditure by more than 5%. This means that municipalities are not able to give workers more than 5% according to the Minister of Finance. SAMWU rejects this!

The union says: why did we fight so long and hard for a Bargaining Council which is a place to negotiate if Trevor Manuel can make decisions about our increases? SAMWU's power to influence the wage increase is limited. And because the bosses do not speak out against this it means that they care more about the dictates of Trevor Manuel than they do about the wellbeing of workers and the community.

The 5% "ceiling" does not only mean low increases, but

municipalities cannot build any new infrastructure if it means that this expenditure will increase their budget by over 5%. No infrastructure means no new services! Poor communities will continue to receive low quality services.

SAMWU, as the union that built local government, will take action against this. Trevor Manuel and his cahoots in government prefer to spend R30 billion on weapons and not even R2 billion on all the municipalities in the country.

We voted for government because we believe that they must deliver! Services must be based on needs, not profits. Comrades need to debate these issues. We could very well be forced to go out on strike against the government because of this!

The bosses make ridiculous arguments

The Minimum Living Level as determined by the Bureau of Market Research is R1890 per month. This is for a basic basket - for example, one tube of toothpaste for a family of five. But SALGA has refused to give any increase on the minimum.

They say that workers must remain earning a minimum of R1335 per month even though this is R555 LESS than a family needs to stay alive. So what the bosses are saying is that they are happy if municipal workers don't have money for food, housing, services, or school fees.

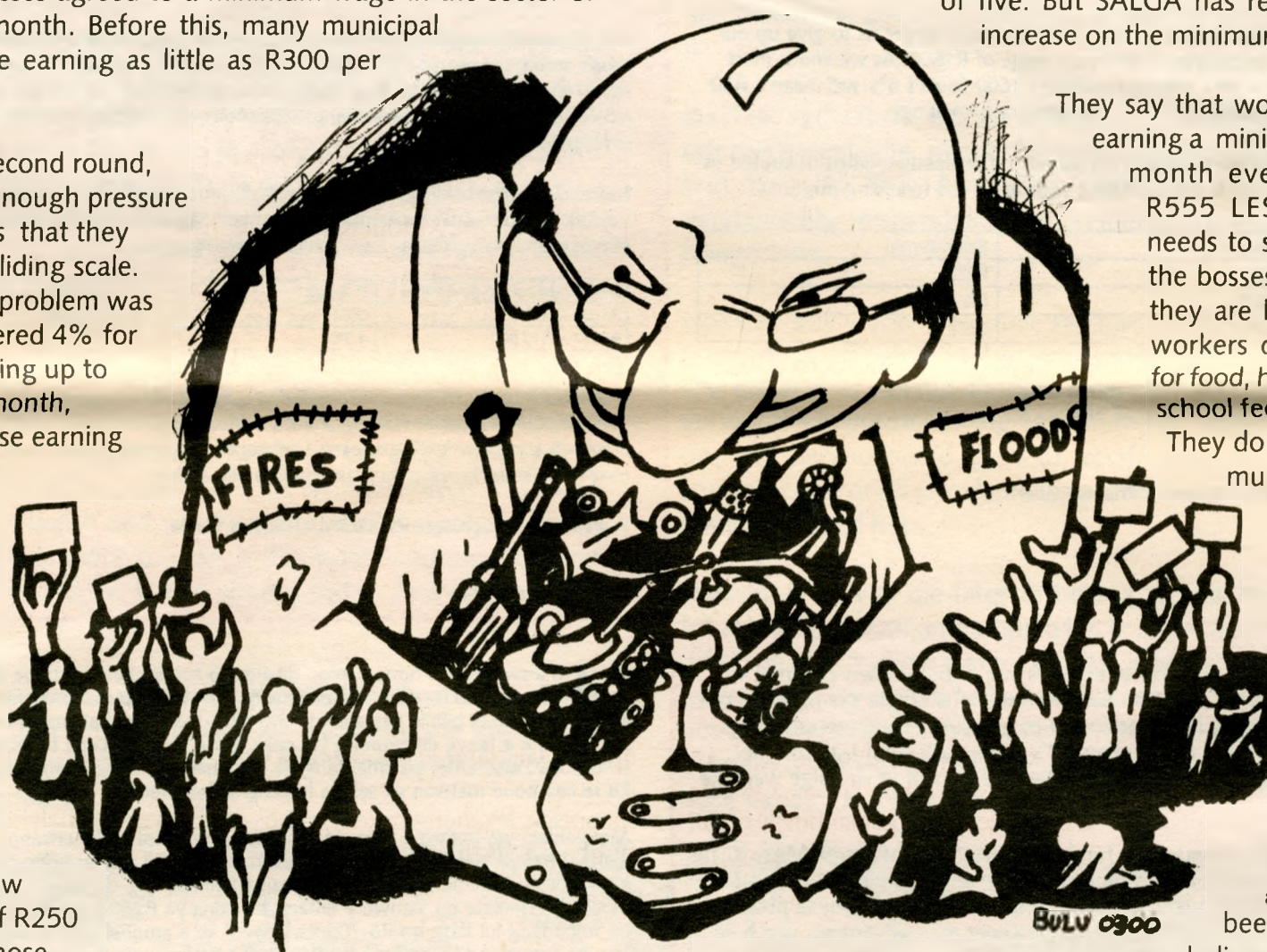
They do not care a damn if municipal workers are unable to survive! The bosses also told SAMWU that workers in the artisan, admin and technical grades could not get increases above inflation until local government had been restructured. We believe workers must be

paid a living wage whether restructuring takes place or not. Having different wages for workers in different local authorities will not assist restructuring.

But the worst excuse the bosses gave for their offer of 3% was because South Africa has experienced floods and fires! In the past, droughts or some other natural disaster did not lead to a lower increase for workers nationally. We are the very same workers who put out those fires and saved communities from the floods, even if workers often had to work for three days without a break!

The Way Forward

The Central Executive Committee of SAMWU met from March 23rd - 24th. The CEC decided that if the bosses did not increase their offer at the April 6th and 7th round, then a special National Executive Committee meeting would be convened to chart the way forward. This means that the workers have about two weeks to give your mandate to the NEC. Should we accept the lower offer of Salga? Should the union go to arbitration? Or should we strike? Speak out! Make your voice heard!



Ditherisano tse imelang ho tloha qalong

Mokgahlelo wa ho qala wa ditherisano tsa meputso o qadile Johannesburg ka la 23 Febewari 2000. Ho tloha nakong eo di-comrade haesale di ntse di romelwa difekse nako le nako mabapi le ditherisano tseo. Workers' News ya Febewari 2000 e ile ya hlalosa tseko ya sekala se theohang, le tseko ya nyollo ya bonyane ba moputso ho ya ho R1600.

Qalong bahiri, e leng SALGA, ba hlolehile ho romela tlhahiso ya bona ka letsatsi le neng le behilwe la Febewari 2000. E bile feela kamora hoba SAMWU e phatlalatse tsekisano, yaba ke moo bahiri ba ileng ba tla le tshisinyo ya nyollolelo ya 3% bakeng sa bohle. Yunione e ile ya hanyetsana le hona. Ena ke nyollolelo e ka tlase haholo ho infleishene. Ha jwale infleishene e eme ho 8%. Mokgahlelong wa ho qala wa ditherisano, SAMWU e ile ya ema tsekong ya basebetsi ya nyollolelo ya 15% bakeng sa basebetsi ba fumanang 8,5% sekaleng se theohang, e leng bao ba fumanang ka hodimo ho R20 000 ka kgwedi.

Yunione hape e hanne ho tloha tsekong ya yona ya bonyane ba moputso ba R1600 ka kgwedi. Selemong se fetileng e bile kgetlo la pele bahiri ba mmasepala ba dumela bonyane ba moputso ba R1335 ka kgwedi mokgeng ona. Pele ho moo, basebetsi ba bangata ba mmasepala ba ne ba fumana tjehele e ka etsang R300 ka kgwedi. Mokgahlelong wa bobedi wa ditherisano, monamodi wa CCMA o ile a kenya kगतello ho bahiri hore ba dumelle sekala se theohang. Empa le ha ho le jwalo bona ba ile ba fana ka 4% bakeng sa basebetsi ba fumanang tjehele e fihlang ho R3 000 ka kgwedi, 3,5% bakeng sa bao ba fumanang mahareng a R3 000 le R10 000, le 3% bakeng sa bao ba fumanang ka hodimo ho R10 000. SAMWU ha ya ka ya amohela hona!

SAMWU e ile ya theola tseko ya yona hanyenyane empa ya hana ho ya ka tlase ho boholo ba R250 kapa 10% bakeng sa bao ba fumanang tjehele e fihlang ho R6 700; 8% bakeng sa bao ba fumanang mahareng a R6 700 le R13 700; le 7% bakeng sa bao ba fumanang ka hodimo ho R13 700.

Ho itshunya-tshunya ha Mmuso o Bohareng

Ha Trevor Manuel, eo e leng Letona la Ditjhelete, a ne a phatlalatsa bajete ya hae ka la 23 Febewari, o ile a fana ka taelo ya hore bommassepala ha ba kgone ho nyolla ditshenyehelo tsa bona ka 5%. Hona ho bolela hore bommassepala ba ke ke ba kgona ho fana ka nyollolelo e fetang 5%. SAMWU e hanana le hona! Yunione e re: ke ka baka lang re lwanang nako e telele hape ka matla bakeng sa sa Khansale ya Ditherisano se Kopanetsweng, e leng yona eo ho tla tshwarwa ditherisano ho yona, haebe Trevor Manuel a ka iketsetsa diqeto tsa hae ka dinyollolelo? Matla a SAMWU a ho ba le tshusumetso nyollelong ya meputso jwale a se a na le dikgaoletso. Mme hobane bahiri ha ba buwe letho kgahlanong le hona, hoo ho bolela hore ba dumellana haholo le ditaelo tsa Trevor Manuel ho ena le bophelo ba basebetsi le setjhaba.

"Moedi" wa 5% ha o bolele feela nyollolelo tse tlase, mme hoo ho bolela hore hape bommassepala ba ke ke ba haha popehotheo efe kapa efe e ntjha haebe hoo ho tla ba ka hodimo ho 5%. Ho se be le popehotheo ho bolela ho se be le ditshebeletso tse ntjha! Merabe e futsanehileng e tla nne e fumane ditshebeletso tse fokolang.

SAMWU, jwalo ka yunione e bopang mmuso wa selehae, e tshwanela ho nka mehato kgahlanong le hona. Trevor Manuel ekasitana le mahlahana a hae a ho SALGA ba bona ho le molemo ho sebedisa R30 billion ho rekeng dibetsa mme ba hlolwa ke R2 billion feela bakeng sa bommassepala bohle kahara naha. Re voutetse mmuso hobane re ne re tshepa hore o tla fana ka ditshebeletso!

Bahiri ba etsa ditsekisano tse sethoto

Bonyane ba Maemo a Amohelahileng bakeng sa Bophelo ke R1890 ka kgwedi. Hona ke bakeng sa mokotlana wa motheo wa thepa ya lelapa la batho ba bahlano. Empa SALGA ha e dumele ho fana ka nyollolelo efe kapa efe e fihlang bonyaneng boo re bo hlohang. Ba re basebetsi ba tshwanela ho dula ho R1335 ka kgwedi leha hoo ho le tlase ka R555 ho se hlokwang ke lelapa ho iphedisa. Bahiri ba bontsha hore ba a thaba ha basebetsi ba mmasepala ba se na tjehele ya dijo, matlo, ditshebeletso kapa tjehele ya ho lefella sekolo.

Councillor's stance on wages - a poem

by Thobile Maso, Eastern Cape Provincial Education Officer

Your demands for wage increase
Are interrupting my allowance increase
Fall to the ground and touch my feet
My ears are deaf to your cries
For councillor's allowances are priority number one
It is a simple fact

PLEASE SAMWU, BE REASONABLE

I will not utter an apology
To do so would admit guilt to workers
Although I know it is true
You are earning slavery wage
I cannot let you get an increase
Because one of my resolutions is to buy a new car
I must oppress your genuine cries for increase
Though you seem to be persisting
Well this is an awkward twist
I shall stick to my stance for my new car's sake

PLEASE SAMWU, BE REASONABLE

I know you may mobilise for action
The money we have is for council allowance increase
The money to throw parties for selling water and sanitation section
The money to thank those who stick to iGoli 2002
The money to confuse facts with fiction

PLEASE SAMWU, BE REASONABLE

I REST MY CASE!!

SAMWU YOU ARE STIFF AND STANDOFFISH!

Ha ba kgathalle hore na ekaba basebetsi ba kgona ho iphedisa kapa tjhe. Bahiri hape ba boleletse SAMWU hore basebetsi ba dikereiting tsa di-artisan, tsamaiso le botekgeniki ba ke ke ba fumana nyollolelo ho fihlela mebuso ya selehae e hlophiswa botjha. Basebetsi ba lokelwa ho lefshwa meputso e lekaneng bakeng sa ho phela, ho sa kgathalehe hore tlhophiso botjha e a etsahala kapa tjhe.

Le leng la mabaka a sa jeseng ditheohelang le sebediswang ke bahiri ke la hore Afrika Borwa e bile le dikgohola tse matla le mello e mengata, kahoo ba ke ke ba kgona ho fana ka nyollolelo e ka hodimo ho 3%! Nakong e fetileng, dikomello le dikodua tse ding ha di a ka tsa baka hore nyollolelo e be ka tlase bakeng sa basebetsi naheng ka bophara. Mme hape ke rona basebetsi ba bileng ka pele tshebetsong tsa ho tima mello eo mme re pholosa le batho dikgoholeng, leha re ne re tlameha ho sebeta matsatsi a mararo ntle le kgefutso!

Tsela e lebileng Pele

Komiti e Bohareng ya Phethahatso ya SAMWU (Central Executive Committee - CEC) e ile ya kopana ka la 23-24 Matjhe. CEC ena e ile ya etsa qeto ya hore ha bahiri ba sa eketse seo ba fanang ka sona mokgahlelong o tlang ka la 6 le 7 Aporele, moo ho tla bitswa kopano e ikgethang ya Komiti ya Phethahatso ya Naha (NEC) ho tla rala tsela e lebileng pele. Hona ho bolela hore basebetsi ba na le dibeke tse pedi tsa ho fana ka taetso ya bona ho NEC.

Na re tshwanela ho nka sena se tlase seo bahiri ba fanang ka sona? Na yunione e tshwanela ho ya bonamoding? Kapa na re tshwanela ho seteraeka? Fanang ka maikutlo! Le lona etsang hore mantswe a lona a utlwahale!

Izingxoxo zibelukhuni zisuka nje

U mzuliswano wokuqala wezingxoxo ngamaholo uqale eGoli ngomhlaka 23 Febhuwari 2000. Kusukela lapho, amaqabane abelokhu aziswa ngokuthunyelwa kwamafeksi ukuthi izingxoxo zihamba kanjani. Ephephabhukwini lethu I Worker's News kaFebhuwari 2000, kwachazwa indlelaekhuphukayo yokubekwa kwezimfuno zamaholo, kwathi isilinganiso lapho amaholo kufanele asukele khona kwaba ngu R1600 ngenyanga.

Ekuqaleni, abaphthi, uSALGA, behluleka ukuthumela lokho bona abakuhlongozayo ngamaholo, ngesikhathi esasinqunyiwe kuFebhuwari 2000. Kuze kwaba yinkathi lapho uSAMWU esethi sekukhona ukungezwani lapho abaphathi beqhamuke khona nokuthi bangakhuphula amaholo ngamaphesenti amathathu kuphela kuwo wonke umuntu.

Inyunyana yakwenqaba lokhu. Lokhu kukhuphuka kungaphansi kabi nokwehla kwamandla emali. Ukwehla kwemali njengamanje kumi kumaphesenti ayisishiyagalombili. Emzuliswaneni wokuqala, uSAMWU wama wanganyakaza kulokho okwakufunwa ngabasebenzi kokuthi amaholo akhuphuke ngamaphesenti anyishumi nanhlanu kulabo abshola kancane, amaphesenti ehle njalo ngokukhuphuka kwamaholo aze afike kumaphesenti angu 8,5 kulabo abahola ngaphezu kuka R20 000 ngenyanga.

Inyunyana yenqaba futhi ukugudluka ezimfunweni zika R1600 ngenyanga. Kwakuqala ngonyaka odlule ukuthi abaphathi kumasipala ukuthi bavume ukuthi imali elingene kube ngu R1335 ngenyanga. Ngaphambi kwalokho, abanye abasebenzi bebehola kancane ngango R300 ngenyanga.

Ngomzuliswano wesibili, abakwa CCMA bacindezela abaphathi ukuthi bavume ekuthini imali ikhuphuke ngokungalingani. Kodwa, bafuna ukukhokha amaphesenti amane kulabo basebenzi abahola kuze kufike ku R3000 ngenyanga; 3,5 wamaphesenti kulabo abahola phakathi kuka R3000 no R10 000; kanye namaphesenti amathathu kulabo abahola ngaphezu kuka R10 000. Wayengeke akwazi ukukwamukela lokhu uSAMWU !

USAMWU wehla kancane kulokho ayekufunile, kodwa wenqaba ukwehla ngaphezu kuka R250 noma amaphesenti alishumi kulabo abahola uR6 700; amaphesenti ayisishiyagalombili kulabo abahola phakathi kuka R6 700 no R13 700 kanye namaphesenti ayisikhombisa kulabo abahola ngaphezu kuka R13 700.

Ukugxambukela kukahulumeni omkhulu

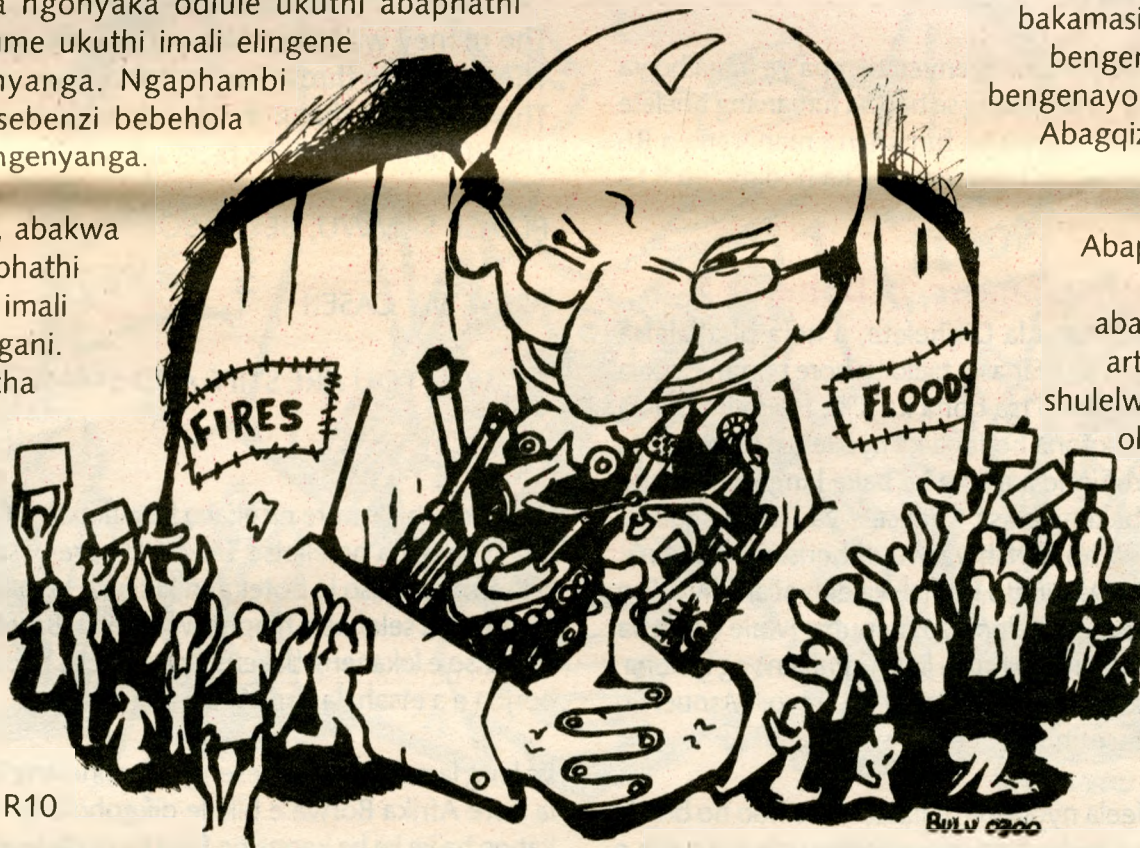
Ngesikhathi uTrevor Manuel, uNgqongqoshe wezeZimali, ebeka uhlahlomali lwakhe (ibhajethi) ngomhlaka 23 Febhuwari, watshela omasipala ukuthi ngeke bakwazi ukuchitha imali ngemisebenzi, ngaphezu kwamaphesenti amahlanu. Lokhu kusho ukuthi omasipala ngeke banike izisebenzi amaholo angaphezu kwamaphesenti amahlanu. KUSAMWU uyakuchitha lokhu ! Inyunyana ithi: Kungani salwa kangaka ukuthi kubekhona uMkhandlu wokuBonisana, lapho kuhlalwa khona kuboniswane ngokwamaholo, uma uTrevor Manuel engavele azenzele ezakhe izinqumo ngokukhuphuka kwamaholo ethu?

Amandla kaSAMWU okuxoxisana ngamaholo asenqunyiwe phela. Abaphathi abasho lutho ngalokhu, lokhu okuyinkomba yokuthi bavumela nale ndlovuyangena ekhonjuswa nguTrevor Manuel, kunokuthi babhekele lokho okufunwa ngabasebenzi nomphakathi. Lamaphesenti amahlanu akhuluma ngawo, awasho kuphela ukuthi abasebenzi bazothola amaholo aphansi, kodwa kusho nokuthi omasipala ngeke besakwazi ukwakha izinto ezintsha njengemigwaqo nokunye, uma lokho kuzodinga imali engaphezu kwamaphesenti amahlanu. Ukungakhiwa kwalezizi zinto kusho ukuthi ayikho imisebenzi.

Leyo miphakathi ehluphekayo kusho ukuthi isazothola imisebenzi engekho ezingeni eliphezulu. USAMWU, njengenyunyana eyakhe ohulumeni basekhaya, kufanele iluthathele izinyathelo loludaba. UTrevor Manuel nezincelebana zakhe kuSALGA, bakhetha ukuchitha uR30 bhiliyoni wemali ekuthengeni izikhali, kodwa abakwazi nokusebenzisa uR2 bhiliyoni wemali komasipala ezweni. Samkhetha lohulumeni ngoba sethamba ukuthi uzowenza umsebenzi.

Abaphathi baqhamuka nezindaba eziyimbude nje

Umndeni wabantu abahlanu wenelwa yimali engango R1890 ngenyanga ukuze ukwazi ukuphila. Kodwa uSALGA wenqaba uyaphetha ukuholela lemali. Uthi abantu mabahlale kulo R1335 ngenyanga, noma lemali INGAPHANSI ngo R555. Kusho ukuthi abaphathi bazojabula uma abasebenzi bakamasipala bengenamali yokudla, bengenazindlu, bengatholi manzi, bengenayo nemali yezingane yesikole. Abagqizi qakala ukuthi abasebenzi abakwazi ukuziphilisa.



Abaphathi bathi labo basebenzi abenza ezobuchwepheshe, abasebenza emahhovisi nama-artisan, ngeke bathole kukhu-shulelwa imali ngaphambi kokuthi ohulumeni basekhaya bahlelwe kabusha. Abasebenzi kufanele bahole iholo elelingene, akunandaba noma ukuhlelwa kabusha noma qha. Abacasha ngakho ezintangeni ngakho manje abaphathi yikuthi bathi njengoba kade kukhona izikhukhula kanye nemililo, abakwazi ukukhuphula amaholo

ngaphezu kwamaphesenti amathathu ! Ngaphambilini, izehlo ezinkulu, isomiso nokunye bekwenzeka, kodwa akukaze kuholele ekuthini kuncishiswe amaholo. Kanti futhi yithina labo bantu ababephambili, besindisa izimpilo zalabo bantu nemiphakathi eyayikhungathekile, noma kwakudingeke ukuthi sisebenze izinsuku ezitathu zilandelana singatholi kuphumula !

Uhlahlondlela

Umkhandlu oMkhulu oPhethe kaSAMWU wahlangana ngomhlaka 23 no 24 kuMashi. Umkhandlu wanquma ukuthi uma abaphathi bengakhuphuli lokho abafuna ukusinikeza khona kulemizuliswano ezokwenzeka ngomhlaka 6 no 7 Aphreli, umhlangano oyisipeshel woMkhandlu uzohlangana ukuze wenze umhlahlondlela. Lokhu kusho ukuthi abasebenzi bazoba namasonto amabili vo ukutshela uMkhandlu lokho abakufunayo. Sizokwemukela ukuthi sikhushulelwe ngemali ephansi? Kufanele siye kubaxazululi? Khuluma sizwe ! Yenza ukuthi izwi lakho lizwakale !

Moeilike onderhandelinge van die begin af

Die eerste rondte loononderhandelinge het op 23 Februarie 2000 in Johannesburg afgeskop. Sedertdien is daar gereeld fakse aan kamerade gestuur omtrent die onderhandelinge. Februarie 2000 se Workers' News het die glyskaal-eis uiteengesit, asook die eis vir 'n verhoogde minimumloon van R1600.

Eers die base, en toe SAPRV, het gefaal om hulle voorstel teen die afgespreekte datum in Februarie 2000 op te stuur. Dit was eers nadat SAMWU 'n dispuut verklaar het, dat die base vorendag gekom het met 'n aanbod van 3% regoor die loonskaal.

Die vakbond het dit verwerp. Dit is 'n verhoging wat heelwat laer is as inflasie. Inflasie staan tans op 8%. By die eerste rondte onderhandelinge het SAMWU gebly by die werkers se eis van 'n 15% verhoging vir werkers wat die minimum verdien, met 'n afwaartse glyskaal tot by 8.5% vir diegene wat meer as R20 000 per maand verdien.

Die vakbond het ook geweier om af te sien van die eis van 'n minimumloon van R1600 per maand. Verlede jaar was die eerste keer dat die munisipale base ingestem het tot 'n minimumloon van R1335 per maand vir die sektor. Voorheen het baie munisipale werkers so min as R300 per maand verdien.

Gedurende die tweede rondte het die bemiddelaar van die KVBA genoeg druk op die base geplaas dat hulle ingestem het tot 'n glyskaal. Maar toe het hulle 4% aangebied vir werkers wat tot na R3 000 per maand verdien, 3.5% vir diegene wat tussen R3 000 en R10 000 verdien, en 3% vir diegene wat meer as R10 000 verdien. SAMWU kon dit nie aanvaar nie!

SAMWU het die eis effens laat sak, maar geweier om laer te sak as die grootste van R250 of 10% vir diegene wat tot na R6 700 verdien; 8% vir diegene wat tussen R6 700 en R13 700 per maand verdien; en 7% vir diegene wat meer as R13 700 verdien.

Inmenging deur die sentrale regering

Toe Trevor Manuel, Minister van Finansies, op 23 Februarie sy begroting aangekondig het, het hy voorgeskryf dat munisipaliteite nie hulle uitgawes met meer as 5% kon laat styg nie. Dit beteken dat munisipaliteite hulle werkers nie meer as 5% verhoging kan gee nie. SAMWU verwerp dit! Die vakbond sê: waarom het ons so lank en hard geveg by die bedingingsraad - 'n plek waar ons kan onderhandel - as Trevor Manuel sy eie besluite kan maak oor ons verhogings?

SAMWU se mag om die loonverhoging te beïnvloed is nou beperk. En omdat die base hulleself nie uitspreek hierteen nie, beteken dit dat hulle meer omgee oor Trevor Manuel se voorskrifte as oor die welstand van die werkers en die gemeenskap.

Die 5% afsnypunt beteken nie net lae verhogings nie, maar dat munisipaliteite nie enige nuwe infrastruktuur kan bou as dit beteken dat hierdie uitgawe hulle begroting met meer as 5% sal laat styg nie.

Geen infrastruktuur beteken geen nuwe dienste! Arm gemeenskappe sal voortgaan om diens van 'n lae gehalte te ontvang. SAMWU, die vakbond wat plaaslike regering gebou het, moet heerteen optree. Trevor Manuel en sy poppe by SAPRV verkies om R30 miljard aan wapens te bestee, en nie eens R2 miljard aan al die munisipaliteite in die land nie. Ons het vir die regering gestem omdat ons glo dat hulle moet lewer!

Die base se argumente is belaglik

Die Minimum Bestaansvlak is R1890 per maand. Dit is vir 'n basiese mandjie voorrade vir 'n gesin van vyf. Maar SAPRV weier om enige verhoging van die minimum toe te staan. Hulle sê dat werkers moet bly by 'n minimum van R1335 per maand, hoewel dit R555 MINDER is as wat 'n familie nodig het om te oorleef.

Die base sê dit pla hulle nie as werkers nie geld het vir kos, behuising, dienste of skoolfooie nie. Dis skeel hulle nie 'n duit as munisipale werkers nie in staat is om te oorleef nie.

Die base het SAMWU ook vertel dat werkers in die vakman-, administratiewe en tegniese klasse geen verhogings kon kry totdat plaaslike regering geherstruktureer is nie. Werkers moet 'n bestaansloon betaal word of herstrukturerings plaasvind of nie.

Die swakste verskoning van die base was dat Suid-Afrika vloede en brande ervaar het, en dat hulle daarom nie meer as 3% verhoging kan toestaan nie! In die verlede het droogtes of 'n ander soort natuurramp nie op nasionale vlak gelei tot 'n laer verhoging vir werkers nie. En dit is juis hierdie selfde werkers wat aan die voorpunt geveg het om die vure te blus of om gemeenskappe van die vloede te red, selfs al het dit beteken dat ons drie dae aaneen moes werk!

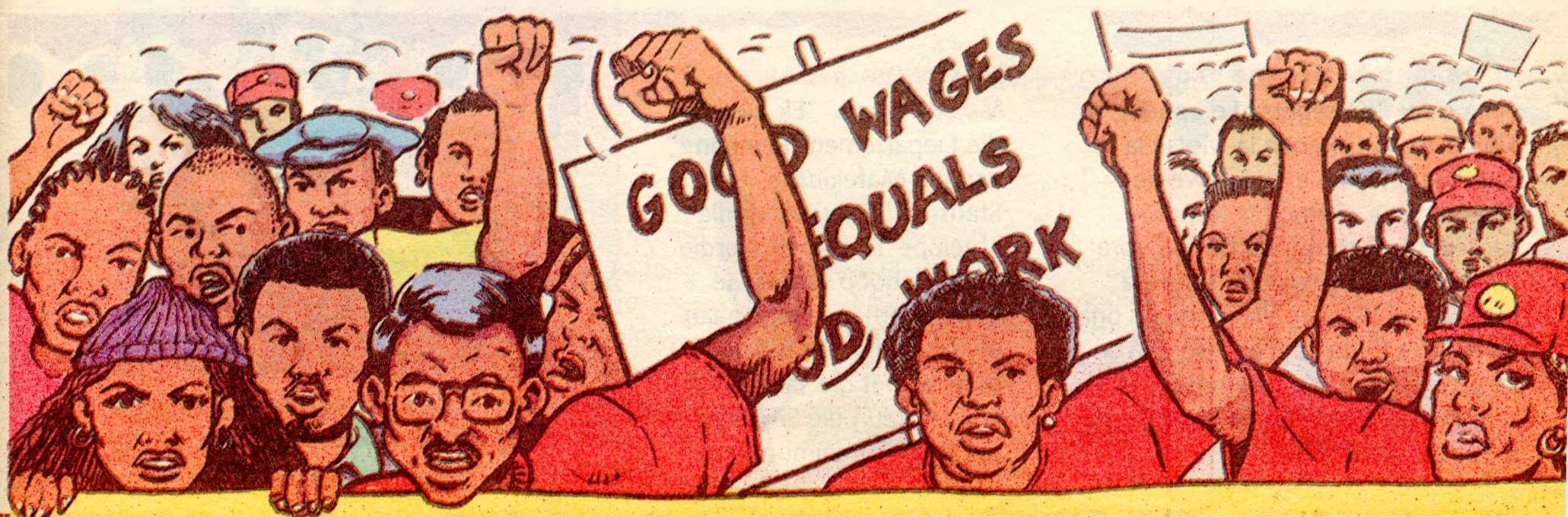
Die Weg Vorentoe

SAMWU se Sentrale Uitvoerende Komitee het op 23 en 24 Maart vergader. Die SUK het besluit dat as die base nie by die rondte van 6 en 7 April hulle aanbod verhoog nie, sal 'n buitengewone vergadering van die Nasionale Uitvoerende Komitee gehou word om die weg vorentoe te beplan.

Dit beteken dat die werkers omtrent twee weke het om 'n mandaat aan die NUK te gee. Moet ons die laer aanbod aanvaar? Moet die vakbond hom tot arbitrasie wend? Of moet ons staak?

Praat!

Laat u stem hoor!





Cornelia Bogatsu says
 "I have been employed for eight years now, but I am still earning peanuts. One appreciates all the efforts put in by my union, SAMWU, in trying to improve our lives. I fully support the negotiators with our demand this year."

UCornelia Bogatsu uthi
 "Sengisebenze iminyaka eyisishiyagalombili manje, kodwa ngisahola amakinati. Yonke imizamo eyenziwa yinyunyana yami uSAMWU, ekuzameni ukwenza gcono impilo yami ngiyayincoma. Ngimsekela kakhulu ezingxoxweni zakhe mayelana nezimfuno zethu."

Cornelia Bogatsu o re, "Ke se ke na le dilemo tse robedi ke ntse ke hirilwe jwale, empa ke sa ntsane ke fumana tjelele e nyenyane haholo. Ke ananela maiteko ohle a etswang ke yunione ya ka, SAMWU, a ho leka ho ntlafatsa maphelo a rona. Ke tshehetsa ka botlalo bao ba kenang ditherisanong ka ditseko tsa rona selemong sena".

Cornelia Bogatsu sê: "Ek werk nou al vir agt jaar, maar ek verdien steeds kleingeld. 'n Mens waardeer al die pogings wat my vakbond, SAMWU, doen om ons lewens te probeer verbeter. Ek ondersteun die onderhandelaars met ons eise vanjaar ten volle."



UMagdeline Lebogang Motladile yena uthi "Ngisebenza kuMkhandlu weDolobha laseMafikeng ngaphansi koMnyango weZokuHlanza. Sengisebenzele lomasipala iminyaka elishumi. Ngiyethemba ukuthi izingxoxo ngamaholo kulonyaka zizokwehlisa ukuhlupheka kwami. Kunzima kakhulu ngaleli holo engilitholayo. Ngiyalisekela iqembu lakwa SAMWU elifuna amaholo aqala ku R1600 ngenyanga."

Magdeline Lebogang Motladile yena o re: "Ke sebeta Lefapheng la Tlhwekiso la Lekgotla la Motse la Mafikeng. Haesale ke hirilwe ke lekgotla lena dilemo tse leshome kaofela tse fetileng. Ke tshepa hore ditherisano tsa selemong sena tsa meputso di tla nkimolla morwalo ona. Ke hula ka thata ka moputso ona oo ke o fumanang. Ke tshehetsa sehlopha sa SAMWU ka bonyane ba moputso wa R1600".

Magdeline Lebogang Motladile says: "I'm working at the Cleansing Department of Mafikeng City Council. I've been employed by this council for the past 10 years. I hope this year's wage negotiations are going to relieve my burden. It is very difficult with the salary I get. I support the SAMWU team for the R1600 minimum wage."

Magdeline Lebogang Motladile sê: "Ek werk by die Departement Reiniging van die Mafekingse Stadsraad. Ek werk vir die afgelope 10 jaar vir hierdie raad. Ek hoop vanjaar se loononderhandelinge gaan my las verlig. Dit is baie moeilik met die salaris wat ek kry. Ek steun die SAMWU-span vir die R1600 minimumloon."





John Mohapi says: "For 16 years of loyal service with Mafikeng City council, working at Parks section, still earning R1500, I believe that the R1600 proposed minimum will address poverty amongst our members. My family entirely depends on me. During my working days I also suffer from having to sort out my own transport to work and back. That's why I say Viva Better Wage, Viva!

John Mohapi o re: "Ke dilemo tse 16 jwale ke sebeta ka botshepehi ho lekgotla la motse la Mafikeng, ke sebeta karolong ya Diphaka, empa ke ntse ke fumana R1500. Ke dumela hore moputso o sisintsweng wa bonyane R1600 o tla leka ho shebana le bofuma hara ditho tsa rona. Ba lelapa la ka ba tshepetse ho nna kaofela ha bona. Ka matsatsi a ho sebeta le nna ke tshwara bothata hobane ke lokela ho iponela ka transporoto ya ho ya le ho kgutla mosebetsing. Ke kahoo ke reng "Viva Moputso o Ntlafetseng Viva!"

UJohn Mohapi uthi, "Eminyakeni eyishumi nesithupha ngisebenza ngokuzikhandla nokwethembeka kuMkhandlu weDolobha laseMafikeng, ngisebenza engxenyeni yamaPaki, ngisahola uR1500 ngenyanga. Ngicabanga ukuthi iholo eliqala ku R1600 ngenyanga lizokwazi ukulwa nobuphofu kumalungu ethu amaningi. Umndeni wami ubheke mina ngedwa ngesondlo. Kufanele futhi ngizihlinzekele ngemali yokuhamba, ngiya ngibuya emsebenzini. Yingakho ngithi Viva NgamaHolo angcono, Viva !"

Lapho kumi khona uMkhandlu ngezamaholo – inkondlo

Ibhalwe nguThobile Maso, umsebenzi kwi Eastern Cape Provincial Education

Amaphupho akho ngokukhushulwa kwamaholo
Akhinyabeza ukukhuphuka kwemihlomulo yami
Awela phansi emhlabathini, athinte izinyawo zami
Izindlebe zami zivalekile ukulalela izikhalo zakho
Ngoba imihlomulo yamakhansela yiyona
engungqaphambili
Lokho yiqiniso ongeke uliphikise

SAMWU, NGIYAKUCELA, AKE UCABANGE KANGCONO

Ngeke ngixolise
Uma ngingakwenza lokho, ngabe ngivuma icala
kubasebenzi
Noma ngazi kahle kamhlophe ukuthi kuliqiniso
Ukuthi uholo iholo lokucindezelwa
Ngeke ngivume ukuthi uthole ukukhushulelwa
Ngoba ezinye zezinhloso zami ukuthenga imoto entsha
ceke
Kufanele ukukhala kwakho ngikucendezele kakhulu
Noma kubonakala ukuthi uyaqhubeka ubelesela
Isimo esibucayi lesi
Ngeke ngigudluke kwengikushoyo ukuze ngikwazi
ukuthola lemoto engiyifunayo

SAMWU, NGIYAKUCELA, AKE UCABANGE KANGCONO

Ngiyazi ukuthi uzoqoqa abantu ukuthi bateleke
Imali esinayo ngeyokukhuphula imihlomulo yomkhandlu
Yimali yokwenza imicimbi ngokuthengisa amanzi
nokukhuculula udoti
Yimali yokubonga labo abahambisana neGoli 2002
Imali yokuphambanisa amaqiniso ngezinganekwane

SAMWU NGIYAKUCELA, AKE UCABANGE KANGCONO

NGIYAPHELA LAPHO!!

SAMWU, UNEKHANDA ELIQINILE FUTHI
AWUZWA!

John Mohapi sê: "Vir 16 jaar se lojale diens by die Parke-afdeling van die Mafekingse Stadsraad, en steeds met 'n verdienste van R1500, glo ek dat die voorgestelde minimum van R1600 armoede onder ons lede sal aanspreek. My familie is heeltemal afhanklik van my. Gedurende my werksdae moet ek ook sukkel om my eie vervoer na en van die werk te reël. Dis hoekom ek sê Viva Beter Loon, Viva!

Poverty stricken cleansing worker cries out in suffering!

By Comrade Mervyn Lawrence
Eastridge Cleansing Department,
Cape Metropolitan Branch

Firstly, take heed! Due to the system, it has become plain and obvious that all of the workers' children are abused by the Council. Every month, we as workers go under the punishment of no money.

This is done to us by council without consideration for our families. Is it right and justified to let us suffer in this hostile system where we workers already suffer and sacrifice so much? Why do our employers not rectify this hungry and stressful way of life?

Is it still so unclear to Council that there is no greater punishment than to let kids go hungry? We workers must provide under an inhuman manner. There are many of us who must pay debts, school fees and see to our other commitments. As we cannot pay the full amounts, this is giving us severe stress related problems.

Is it not time that the world should know about the abuse to our human rights, seeing as our poverty wages have led to family violence which is against the South African laws? Physical and mental child abuse is going on because of starvation wages. How can sick workers and their families go hungry or deteriorate because of this system that Council smiles about?

Council must give careful consideration that their policies ruin many lives, and bring uncalled for doings for survival. (Such as theft, robbery, house breaking). These are things that some of us were involved in before rehabilitation entered our lives.

Therefore it is of utmost importance to stop the present system that leads to all these unpleasantness and work out a new system - a better way to make Council and it's workers happy. It should always be remembered and not forgotten that it was us Council workers who made, worked, died, got crippled and disabled and made the Council and the Union what is today. And where is our thanks?

Is it justified to punish us workers in this barbaric hostile way? We as workers plea that council should not slaughter the geese that lays the golden eggs. I bring this into the open so all may know the suffering we face...

Neem eerstens kennis! As gevolg van die stelsel, is dit baie eenvoudig en duidelik dat al die werkers se kinders deur die Stadsraad mishandel word. Elke maand ly ons, die werkers, onder die straf van geen geld nie.

Ons word dit deur die Raad aangedoen sonder enige inagneming van ons families. Is dit reg en regverdig om ons te laat ly in hierdie vyandige stelsel waar ons werkers reeds soveel ly en opoffer? Hoekom stel ons werkgewers nie hierdie honger en spanningsvolle lewenswyse reg nie?

Is dit vir die Raad steeds so onduidelik dat daar geen groter straf is as om kinders te laat honger ly nie? Ons werkers moet onder onmenslike omstandighede voorsien. Daar is baie van ons wat skuld en skoolfooie moet betaal, en nog ons ander verpligtinge nakom. Omdat ons nie die volle bedrae van hierdie verpligtinge kan betaal nie, gee dit vir ons baie probleme wat aan stres verwant is.

Is dit nie tyd dat die wêreld behoort te weet van die skending van ons menseregte nie, siende dat ons hongerlone lei tot gesinsgeweld wat teen die Suid-Afrikaanse wette is? Die liggaamlike en verstandelike mishandeling van kinders duur voort as gevolg van hongerlone.

Hoe kan siek werkers en hulle families honger ly of agteruit gaan as gevolg van hierdie stelsel waaroor die Raad so breed glimlag? Die Raad moet ernstig daaraan dink dat hulle beleid baie lewens verwoes, en mense dwing om onnodige dinge te doen om te oorleef (byvoorbeeld diefstal, roof, inbrake). Dinge waarby sommige van ons betrokke was voordat rehabilitasie deel van ons lewens geword het.

Daarom is dit van die uiterste belang om die huidige stelsel wat tot al hierdie onaangenaamheid lei, te beëindig, en 'n nuwe stelsel uit te werk - 'n beter manier om die Raad en sy werkers gelukkig te maak. 'n Mens moet altyd onthou en nooit vergeet nie dat dit ons Raadswerkers was wat gewerk het, gesterf het, vermink en gestrem is, en wat die Raad en die Vakbond gebring het tot waar hulle vandag is. En watter dank?

Is dit geregverdig om ons werkers op hierdie vyandige, barbaarse manier te straf? Ons as werkers pleit dat die Raad nie die hen wat die goue eiers lê, moet slag nie. Ek sê dit oop en bloot, sodat ons almal kan weet van die lyding wat ons in die gesig staar...

