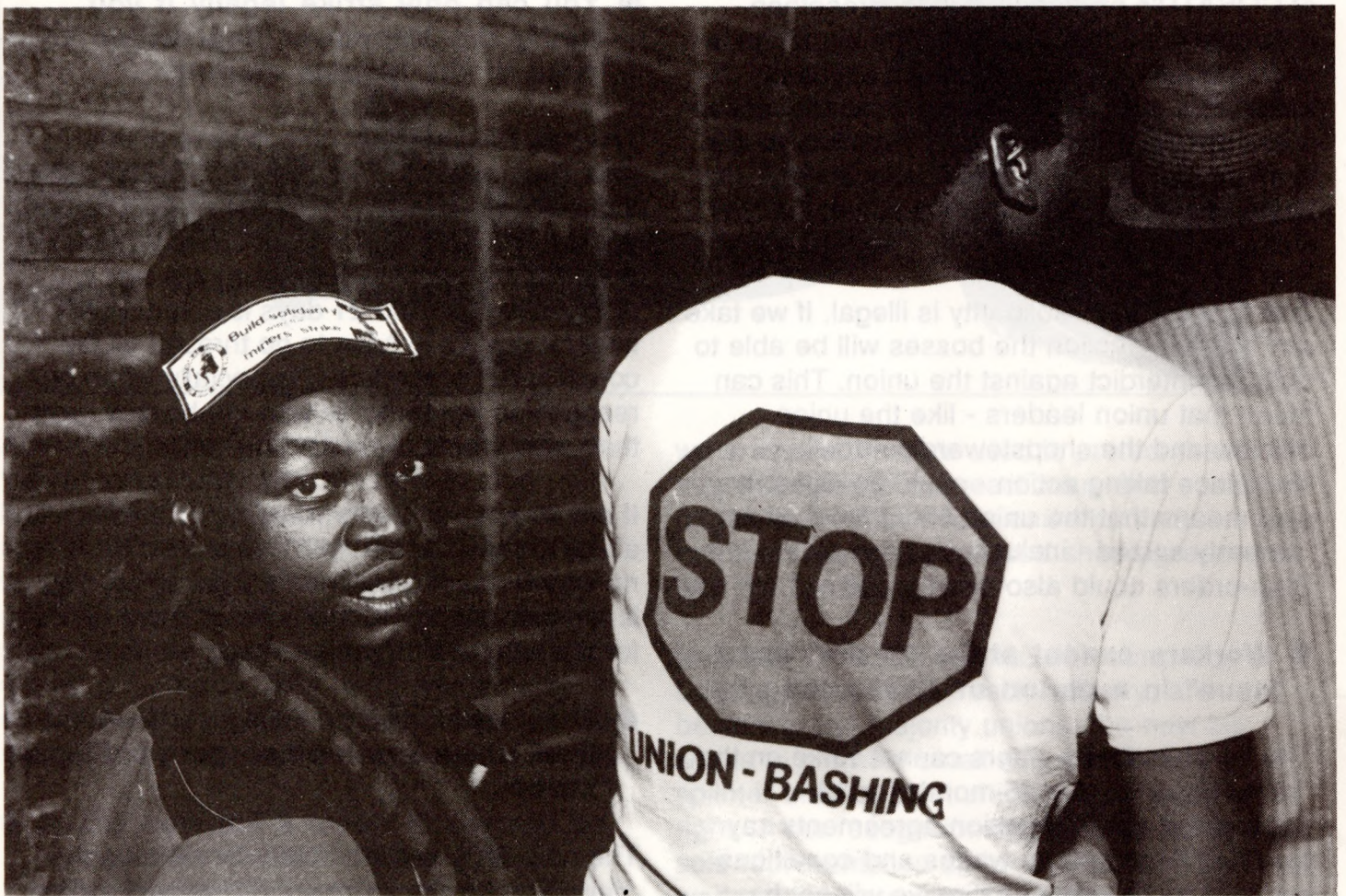


New Labour Bill attacks workers rights



The new Labour Relations Bill is a fundamental attack on many of the rights that workers have won over the past ten years. Just a few years ago the bosses and the government were complaining that unions are going on too many illegal strikes. Now that unions are more and more going on legal strikes, they want to make it as difficult as possible for unions to strike legally.

The Bill attacks our right to strike :

● Sympathy or solidarity strikes will be illegal.

The bill says it will be illegal to take any kind of solidarity action in support of our struggling brothers and sisters.

How many times have we won struggles through solidarity strike action or a solidarity boycott of particular products or through blacking the goods of a company where our comrades are on strike ?

Solidarity actions like these are the very basis of COSATU's existence. It is to strengthen solidarity action that we built one big union in each industry. It is to strengthen solidarity action that we built COSATU. Solidarity action is the meaning of our slogan "An injury to one is an injury to all". It was solidarity actions that helped to win the OK Bazaars strike, the SATS strike and many others.

The new Bill says solidarity is illegal. If we take any solidarity action the bosses will be able to bring an interdict against the union. This can mean that union leaders - like the union officials and the shopstewards in the workplace taking action - could be jailed. It also means that the union could have all its property seized - including its money. Stop-orders could also be stopped.

● Workers cannot strike on the "same issue" in a period of 15 months

The bill says that workers cannot strike on the "same issue" in any 15 month period.

But most of our recognition agreements say we must negotiate on wages and conditions every year. This means that we will not be able to go on strike over wages, for example, for two years in a row. It means that if, for example, a worker is dismissed and there is a strike for the workers reinstatement, then we can't strike over that dismissal if it occurs again.

● Much more complicated procedure for going on a legal strike

Already there is a very complicated procedure

in the law if workers want to go on a legal strike. The new bill wants to make it even more complicated for unions - so it will be even more difficult to take legal strike action.

One way the bill makes it more complicated is to say that the President and General Secretary of the Union have to sign papers when declaring a dispute that could lead to a legal strike. But most General Secretaries and Presidents of our unions do not even live in the same town. And they travel a lot. This bureaucracy is designed to make things more complicated - and the same does not apply to the bosses.

● You can only strike legally if you notify the Manpower Dept within 21 days of the dispute starting

The new Bill says that unions have to refer their dispute to the Conciliation Board or Industrial Council within 21 days of a dispute being declared for a strike to be legal. But the Bill does not make it clear when it is that a dispute begins. And 21 days is a very little time for unions to have to go through all the complicated procedures, especially when our recognition agreements with the bosses have their own procedures and time limits.

If the Manpower Department is not notified about the dispute within 21 days then there is no way workers can go on a legal strike. This is another attempt to make things more difficult for the unions to organise a legal strike.

● The Inspector can delay forever the time when a union can go on a legal strike

The new Bill gives the Inspector powers to delay forever the calling of a legal strike. The Bill says that the Inspector can extend the period of 30 days on the request of the bosses. He can extend it forever to prevent us from striking.

● The new bill gives bosses the right to interdict legal strikes

We thought that the purpose of going on legal strike was to be able to stop the bosses from attacking the union. In the miners strike we saw that even when the strike is legal, the

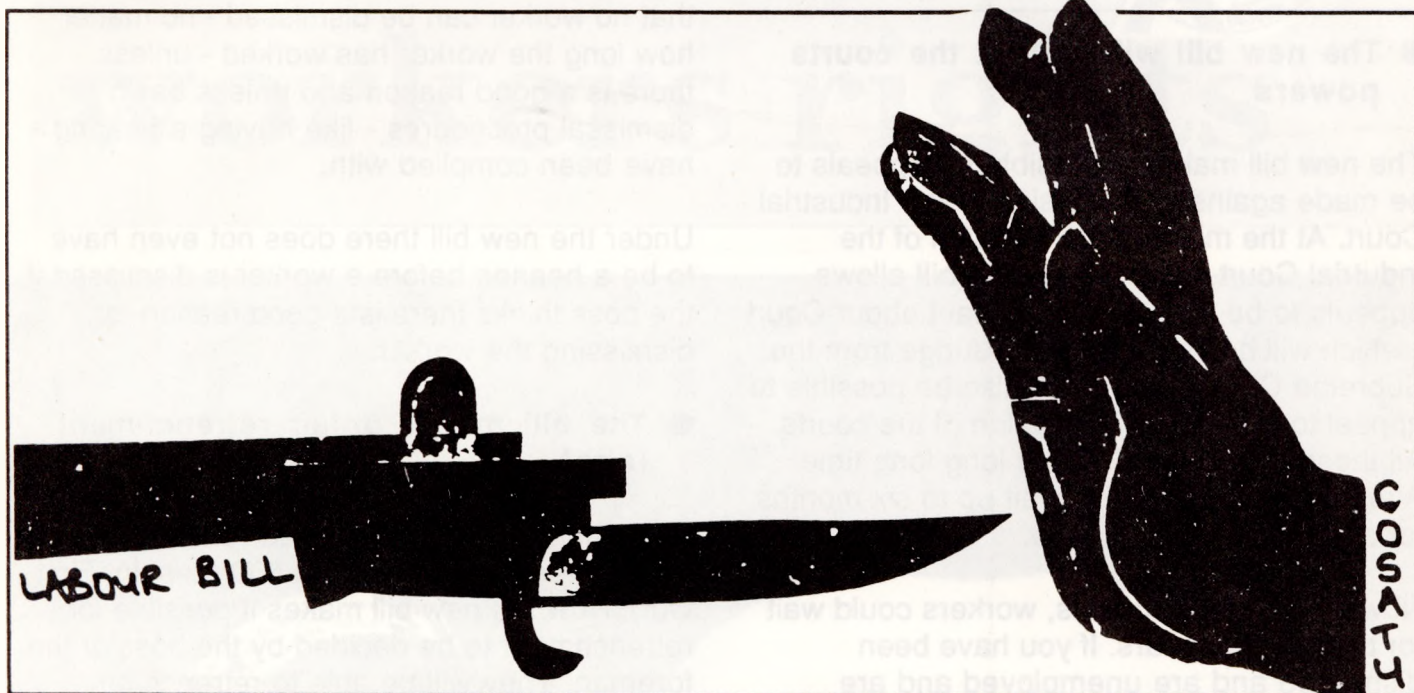
bosses still sacked nearly 50,000 workers. Now with the new Bill bosses can go to court to interdict a union during a legal strike to try and force the workers to stop striking.

- **The new bill says it is not an unfair labour practice for bosses to selectively reemploy workers after a strike**

The Bill attacks our principle of one union in each industry :

- **The new bill says it will be an unfair labour practice for a majority union to demand the right to negotiate for the whole workplace**

When the unions that are today in COSATU



After a long struggle in the Industrial Court, workers eventually won the right to stop bosses from selectively reemploying workers after a strike. Bosses were doing this so they could get rid of the shopstewards, the union activists and the union itself. The Court now says that if a boss sacks workers on strike and wants to reemploy, then he must reemploy everyone. The new Bill wants to take this away so it will be easier for bosses to smash unions.

- **In the new bill a union is seen to be responsible for all strikes that happen and the union can be sued for these strikes**

It happens often that workers go on strike without the union officials even knowing about it. Now the new Bill says that the union can be sued for such strikes and the assets of the union can be confiscated. This could mean that unions will distance themselves completely from spontaneous strikes - which in turn could lead to a breakdown in industrial relations at factory level.

were smaller, the law used to protect the majority rights of the reactionary and conservative TUCSA unions who had membership through closed shop agreements with the bosses.

Now that COSATU unions, with our policy of building one union in each industry, are becoming the majority unions, the new bill wants to promote small and reactionary splinter unions. Most unions have won the right, in our recognition agreements, to be the sole representative of the workers in the workplace where over 50% of the workers there are members. Usually almost every worker is a member.

If this Bill becomes law, all our recognition agreements will have to be renegotiated and the bosses will create tiny unions all over the place to try and divide and rule us.

- **Under the new Bill (racial) unions can be registered in areas where they are not represented**

At the moment unions can only be registered for areas where they can prove they are representative. Now the government wants to change this law so that racial unions, for example whites only unions, who are not representative of all workers can register.

The Bill attacks our gains in the Industrial Court :

● The new bill will restrict the courts powers

The new bill makes it possible for appeals to be made against the decision of the Industrial Court. At the moment the decision of the Industrial Court is final. The new bill allows appeals to be made to a Special Labour Court - which will be set up under a Judge from the Supreme Court - and it will also be possible to appeal to the Appellate Division of the courts. All these appeals will take a long long time. Already workers have to wait up to six months for an Industrial Court case.

Now, if there are appeals, workers could wait for two to three years. If you have been dismissed and are unemployed and are waiting for the outcome of the case against the dismissal, it doesn't help if you have to wait two to three years. On the bosses side the delay does not matter - in fact it suits the bosses to delay as long as possible.

● In the new Bill the Minister will define what an unfair labour practice is and he can change this when he wants too

Till now an unfair labour practice has been defined by the Industrial Court through cases that have come before it. Unions have been very successful in these cases and many things that were common practices of the bosses five years ago are now unfair labour practices.

The new Bill wants to change all this so that only the Minister can decide what an unfair labour practice is. The Minister is part of a bosses government so his definitions will be from the bosses point of view only. many of the unfair labour practices that workers have fought for and won will be taken away now.

The Bill attacks rights we have already won :

● The bill makes unfair dismissals legal

The new bill says that it is alright to dismiss a worker if that worker has been employed for a year or less. The situation at the moment is that no worker can be dismissed - no matter how long the worker has worked - unless there is a good reason and unless basic dismissal procedures - like having a hearing - have been complied with.

Under the new bill there does not even have to be a hearing before a worker is dismissed if the boss thinks there is a good reason for dismissing the worker.

● The bill makes unfair retrenchment legal

Many unions have negotiated retrenchment procedures on the basis of LIFO (Last In, First Out). Now the new bill makes it possible for retrenchment to be decided by the boss or the foreman. They will be able to retrench on things like : the number of warnings a worker has or even whether the foreman likes the worker or not.

**COSATU SAYS
NEVER TO THE
NEW BILL !**

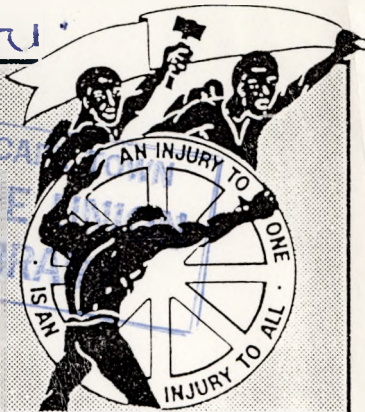
The COSATU CEC met in November and discussed the proposed Bill. The CEC decided that :

● The bill is a serious attack on COSATU and that COSATU must campaign and mobilise with all our strength to stop the bill becoming law

● The CEC also said that a common letter should be drafted which shopstewards would give to the bosses for them to sign it and send it to the Minister of Manpower

● The next CEC in February is to decide on a definite course of action against the Bill on a mandate from our members

LABOUR BILL: THE STRUGGLE CONTINUES



Comrades, our mass protest action of 6,7,8 June was a powerful demonstration of the determination of workers and the community. Although our action in the Western Cape was not as strong as it should have been, it was made stronger by the national protest which shook the bosses and the state.

It was the biggest stayaway in the history of South Africa - more than 3 million people took part. It was also the longest - for 3 days the main industrial areas and towns were empty as workers united in action. *We said: "No to the restrictions, bannings and the bosses' Labour Bill which is aimed at crushing our unions."*

The bosses and the state did not expect such massive resistance. When they saw our massive protest action, they quickly changed their hardline position on the Bill.

How did the bosses and the state respond?

- * SACCOLA - the bosses' organisation - agreed to meet COSATU to discuss worker demands on the Bill.
- * The bosses put more pressure on the Minister to delay the Bill as COSATU demanded.
- * On the first day of the protest, the Minister of Manpower announced that there was still time to change the Bill.
- * The Minister agreed not to pass the Bill until 1 September to give COSATU and the bosses time to put our objections.

But while the talks go on, many bosses continue to attack the workers. Thousands of workers have been hit by dismissals, disciplinary warnings and lockouts. In some cases, whole workforces have been sacked. Here in the Western Cape, 227 workers from the Townhouse

and Vineyard Hotels, Cape Gas and the Spurs were dismissed after the stayaway and are still fighting to get their jobs back.

Following action taken by COSATU unions, more than 2 000 workers have been re-instated. COSATU has now launched a campaign of national action to demand that:

- * all dismissals be scrapped,
- * all warnings, including the written warnings given to 8 000 NUMSA workers at ISCOR, be withdrawn.

In this campaign, all unions and workers in COSATU will unite to take action and to push for these demands. This campaign is part of our struggle against the Labour Bill. Now is the time to take forward the struggle against the Bill. We must be aware that:

- * Bosses are using delaying tactics. They have not agreed to our demand for arbitration and they are delaying the negotiations.
- * Even if employers and COSATU reach agreement, there is still no guarantee that the Minister will accept all the objections.
- * We cannot depend on these negotiations alone to stop the Bill. In the

end, it will only be the united action of workers that will force the state to scrap their Bill.

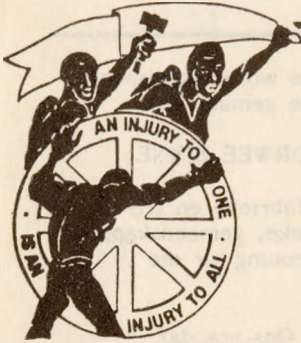
The Way Forward

We must take up this issue in the factories. As workers, we must demand that the bosses tell us where they stand: Do they still believe this Bill must be forced on us? Do they support the delaying tactics? Do they stand by their dismissal of hundreds of workers who have taken action to defend democratic trade union rights?

Comrades, our Western Cape Regional Congress is taking place on 6 and 7 August. Let us hold general meetings in the factories, in our locals and in our unions before the Regional Congress. Let us discuss what action COSATU should take to build the campaign so that we can go to the Regional Congress with clear, strong mandates from our workplaces. Let us build united worker action to stop the Labour Bill and to defend our comrades who have been dismissed.

**SCRAP THE LABOUR BILL!!
RE-INSTATE ALL DISMISSED WORKERS!!**

SALHA 22 C: COSATU



THE CAPE TOWN
COSATU

WERKERS STAAN SAAM MEIDAG IS ONS DAG

Gedurende Mei 1886 het 350 000 werkers in die USA gestaak om 'n werksweek van 40 uur te eis. Ses werkers is by die fabriekshek deur die polisie doodgeskiet; vier van die leiers van die staking is deur die regering tot die doodstraf gevonnis. Vanaf daardie dag - vir 101 jaar - vier werkers dwarsdeur die wereld. 1 Mei as gedenkdag van die stryd en oorwinnings van die wereldwye werkende klas.

In 1986 het COSATU die leiding geneem en meer as 2½ miljoen Suid-Afrikaanse werkers het van die werk weggebly. Ons verwys Botha se aanbod van 1 Mei as 'n vakansiedag van die hand. Ons het vir Meidag as ons vakansiedag geveg! Ons het Meidag as 'n betaalde vakansiedag in baie van ons fabriekke gewen!

MEIDAG IS ONS SE DAG! Ons sal dit in die toekoms, soos in die verlede neem.

ONS VRA VIR ALLE WERKERS, JEUG, VROUE EN WERKLOSE MENSE OM SAAM TE STAAN EN MEIDAG TE VIER! COSATU WERD DEUR DIE MASSA-ORGANISASIES UDF EN NECC HIERMEE GEONDERSTEUN.

Vandag stry ons vir dieselfde eise waarvoor werkers oor 100 jaar gelede gestry het. Werkers is nog altyd onderdruk deur die winsgierigheid van die werkgevers. Werkers is nog altyd deur die mag van die Apartheid regering onderdruk!

Ons verkeer nou in 'n permanente noodtoestand. Van ons leiers is in die tronk gesit of doodgemaak. Baie leiers verskyn in die hof. Ander skuil of is in ballingskap. Ons unies word daagliks deur die regering van Botha gedreig. Ten spyte van die onderdrukking sal ons aanhou organiseer.

Nadat SARHWU werkers vir ses weke vir basiese unie-regte geslaak het, word hulle deur werkgevers van SAVD, die polisie en die weermag aangeval. Ses van ons kamerade is op 22 April in Johannesburg doodgeskiet. Die werkgewers weier nog altyd om met die ware leiers van die werkers te onderhandel. 16 000 stakende lede van SARHWU het hulle werk verloor.



COSATU

Workers Unite May Day is Ours

In May 1886 350 000 U.S.A. workers went on strike in demand of a 40 hour working week. Six workers were shot dead by the police at their factory gate; four of their leaders were later hanged by the government. For 101 years now workers throughout the world have taken May 1 to remember the struggles and victories of the working class internationally.

In 1986 COSATU led a May 1 stayaway of more than 2½ million workers in South Africa. We reject Botha's offer of the first Friday of May as a holiday! We fought for May Day to be our holiday. We have won May 1 as a paid holiday in many factories. MAY DAY IS OURS ! We will take it in the future as we have done in the past!

WE CALL ON ALL WORKERS, YOUTH, WOMEN, THE UN-EMPLOYED! UNITE AND CELEBRATE MAY DAY WITH US!

Our call is supported by the Mass organisations; U.D.F. & N.E.C.C.

Today we are struggling for the same demands which workers fought for over 100 years ago. Workers are still robbed and exploited by the greed of the bosses; workers are still oppressed by the force of the Apartheid government! We are living under a permanent state of emergency. Our leaders are jailed or assassinated; many are on trial or have fled into hiding or exile; our unions are daily being threatened by the Botha government.

In the face of this repression we continue to organise and struggle. Seven weeks ago 16 000 SARHWU members went on strike for basic union rights. These workers are now facing the combined anger of the SATS bosses and the SAP and SADF. Six of our comrades were shot on April 22 in Johannesburg. The bosses are still refusing to negotiate with the legitimate leaders of the workers. They have fired the striking workers.

We mourn the death of our SARHWU comrades. We take inspiration from their courage and the ultimate sacrifice they have made. We say:

FORWARD TO A NATIONAL RAILWAY UNION UNDER COSATU !

Ons berou die dood van ons kamerade van SARHWU. Ons word aangespoor deur hulle moed en die allergrootste opoffering wat hulle gemaak het.
Ons sê:

VOORWAARTS TOT 'N LANDSWYE UNIE VIR DIE SPOORWEEË BINNE COSATU

Ons sal die stryd van die werkers van SARHWU na ons fabriek en ons gemeenskapeneem. Ons moet vergaderings in ons fabriek, gemeenskappe, kerke, skole, op die bus en op die trein reël om ondersteuning vir die werkers van SARHWU te bespreek.

Ons ondersteun die eise van die werkers van SARHWU. Ons vra dat ALLE STAKERS SONDER ENIGE VOORWAARDERS WEER IN DIENS GENEEM WORD. Ons vra dat SARHWU ERKEN WORD AS DIE UNIE WAT DEUR DIE WERKERS VAN SAVD/SATS GEKIES EN BEHEER WORD

Ons neem voort die stryd vir 'n leefbare loon en ons eis:

- * 'n leefbare loon vir almal
- * 'n werkswaek van 40 uur sonder enige verlies in ons lone
- * Meidag, 16 June en Sharpevilledag as betaalde vakansiedae
- * sekerheid van werk vir alle werkers en behoorlike voordele in die geval van werkloosheid
- * geen aftrekkings vir belasting sonder volle verteenwoordiging in die regering
- * 'n einde aan die stelsel van hostelle. Behuising wat naby ons ons werk is en wat ons kan bekostig
- * die reg aan behoorlike opvoeding en opleiding.

Ons neem voort ons stryd om alle werkers onder COSATU te organiseer en verenig, om betekenis te gee aan die slagspreuke:

ELKE WERKER 'N LID VAN COSATU

ELKE LID VAN COSATU 'N ORGANISEERDER

VERGADERINGS SAL DWARSDEUR DIE WES-KAAP OP 1 MEI GEHOU WORD OM MEIDAG TE VIER. HOU DIE KOERANTE EN PAMFLETE DOP OM DIE PLEKKE EN TYE TE KRY.

ORGANISE OR STARVE

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We will take the struggle of the SATS workers into our factories and communities. We must hold meetings to discuss our support for SARHWU workers in our factories, schools, communities, churches, mosques, on buses and trains.

WE SUPPORT THE DEMANDS OF THE SARHWU WORKERS FOR:

UNCONDITIONAL REINSTATEMENT OF ALL STRIKING WORKERS

FULL RECOGNITION OF SARHWU AS THE UNION CHOSEN BY SATS WORKERS TO REPRESENT THEM

While we support the SARHWU workers we will also take forward our campaign for A LIVING WAGE. We will take these demands into every factory and workplace throughout the country!

- * A LIVING WAGE FOR ALL
- * 40 HOUR WORKING WEEK WITHOUT LOSS OF WAGES
- * MAY DAY, JUNE 16 AND SHARPEVILLE DAY TO BE PUBLIC HOLIDAYS
- * JOB SECURITY FOR ALL AND PROPER UNEMPLOYMENT BENEFITS
- * NO TAXATION DEDUCTIONS WITHOUT FULL REPRESENTATION
- * AN END TO THE HOSTEL SYSTEM AND HOUSING AT RENTS WE CAN AFFORD
- * THE RIGHT TO DECENT EDUCATION AND TRAINING

We take forward our campaign to organise all workers under the banner of COSATU and give meaning to our slogan:

EVERY WORKER A COSATU MEMBER
EVERY COSATU MEMBER AN ORGANISER

MEETINGS WILL BE HELD THROUGHOUT THE WESTERN CAPE TO CELEBRATE MAY DAY. WATCH THE PRESS AND PAMPHLETS FOR THE VENUES OR TIMES OR PHONE YOUR UNION OFFICE.

ORGANISE OR STARVE

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COSATU



FEDUSA

NACTU

Department Of Labour

MAY DAY

RALLY 2001

GARDENS - CAPE TOWN

9:30

MARCH

March Of Unions From The Parade
To The Company Gardens

11:00

SPEAKERS

COSATU

Xolile Nxu / Samwu

Ebrahim Patel / Sactwu

FEDUSA

Provincial Chairperson

NACTU

Provincial Chairperson

13:00

CONCERT

Band - Women Unite

Various Bands

Choir

Poetry

WORKERS OF THE WORLD UNITE!
You have nothing to lose but your chains!

The History Of May Day

COSATU, NACTU and FEDUSA greet you on this historic day. Today, May 1st, International **Workers' Day**, commemorates the historic struggle of working people throughout the world, and is recognised in every country except the United States and Canada. This, despite the fact that the holiday began in the 1880's in the United States, with the fight for an eight-hour work day.

In 1884, the Federation of Organised Trades and Labour Unions passed a resolution stating that eight hours would constitute a legal day's work from and after May 1, 1886. The resolution called for a general strike to achieve the goal, since legislative methods had already failed. With workers being forced to work ten, twelve and fourteen hours a day, rank-and-file support for the eight-hour movement grew rapidly. By April 1886, 250,000 workers were involved in the May Day movement.

This year's May Day celebrations take place in the context of the intensification of the onslaught against workers. We have seen that trade union movements all over the world are facing issues of exploitation, outsourcing, casualisation, privatisation, downsizing and retrenchments.

We have seen one million jobs lost since 1990. The introduction of **GEAR** in 1996 did not help. It made job losses worse. We say **NO MORE JOB LOSSES!**

***We Demand an Economic Policy That
Grows the Economy and Provides Jobs!***

We Demand Labour Laws That Defend Workers' Jobs!

We are continuing to negotiate for Free Trains. Your union will advise.

Please contact your trade union for bus details where available.



**STOP JOB LOSS BLOODBATH!
CREATE QUALITY JOBS!
CRUSH POVERTY!**

**YOUR UNION WILL
ARRANGE YOUR TRANSPORT**

**- BANDS - SPORTS - SPEAKERS
- POETS - DISCOS - STALLS
AND FAMILY FUN!**

at 10am

ON 1 MAY 1997

**FOR A 40hr WEEK
RALLY AT MAYNARDVILLE**

**ST- WORKERS
UNITE!**

**MAYDAY IS OURS!
COSATU**



SALHA 22 C: COSATU



COSATU May Day Celebrations 1997

Socio-economic Policy for Employment Creation

.....

COSATU has a long and proud history of bringing together the working class on May Day. This international day of recognition for legitimate demands goes back to 1886 when American workers marched in support of an eight hour day.

By May 1986, the tradition had been observed for 100 years. COSATU was barely six months old but May Day celebrations in South Africa that year were the biggest ever! By that time, most unions had campaigned for and secured May Day as a paid Public Holiday. But the Apartheid government steadfastly refused to officially recognise the day. Only in 1990 did the De Klerk regime proclaim that henceforth a worker's holiday was to be observed on May 1st. This was due to the tireless battles waged by workers.

Today there are still many challenges facing workers in South Africa. COSATU calls on all workers to gather together on May 1st to celebrate the numerous victories in this country and all over the world, have won in the past.

Our own victories include nothing less than dismantling apartheid and bringing about a democratic government in South Africa. Workers have also ensured that there is a new fair labour legislation in the form of the LRA and a number of other laws which are designed to bring about equality in our country. Workers should also map out a way forward around current Economic strategies, eg. Progressive Employment Standards Bill.

COSATU salutes the workers of this country! Your commitment and strength is immeasurable and we invite you to celebrate these victories together on May 1st.

Turn over the page for times and venues or rallies!

VIVA COSATU
Workers of the World Unite!

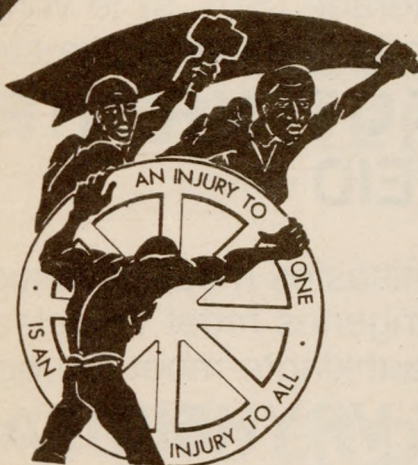
SALHA 22 C: COSATU

100
JAAR STRYD
WERKERS
INTERNATIONALE WERKERSDAG

MAY DAY

THE SALFORD
TRADE UNION
LIBRARY

FORWARD WITH
WORKERS' STR



COSATU



**ALMAL WORD GENOOI NA MEIDAG
VIERINGS WAT COSATU IN DIE VOL-
GENDE PLEKKE ORGANISEER:**

BONTEHEUWEL CIVIC	1.30pm – 5.00pm
NYANGA EAST CIVIC	1.30pm – 5.00pm
BELVILLE SOUTH CIVIC	1.30pm – 5.00pm
WESTRIDGE CIVIC M'PLAIN	7.30pm



ONS EIS MEIDAG AS 'N BETAALDE OPEN- BARE VAKANSIEDAG SODAT ONS- SELF KAN VERBIND TOT DIE STRYD VIR:

DIE REG OM TE WERK

INSLUITENDE:

- 'n 40-uur werkswaek en 'n leef-loon vir almal
- Sosiale sekuriteit, verhoogde UIF en vrystelling van huur vir werkloses
- Gelyke en leefbare pensioene vir almal elke maand
- Volle moederskapsvoordele vir alle werkende vroue

DIE REG OM TE ORGANISEER

DIT IS:

- Die reg van alle werkers om tot demokratiese vakbonde te behoort ongeag in watter industrie of plek hulle werk
- Die reg om te staak

DIE REGTE VAN STUDENTE

- Ons ondersteun ten volle eise van studente om demokratiese verteenwoordigende studenterrade (SRC's) te vorm
- Ons sal help bou aan 'n alternatiewe stelsel van Onderwys-vir-die-Massa

DIE REG TOT VRYHEID IN POLITIEKE BEDRYWIGHEID

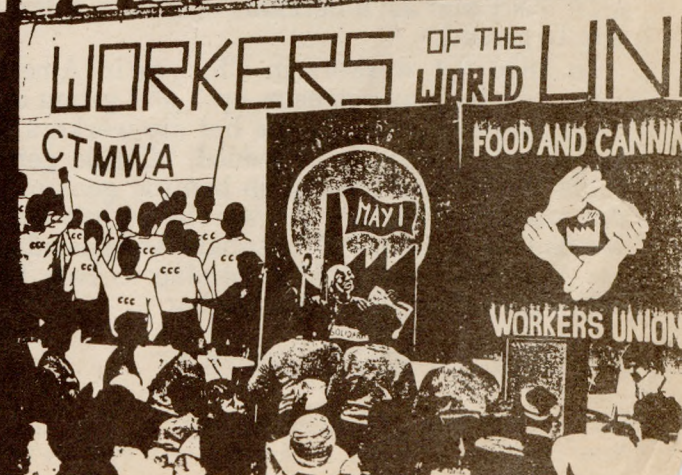
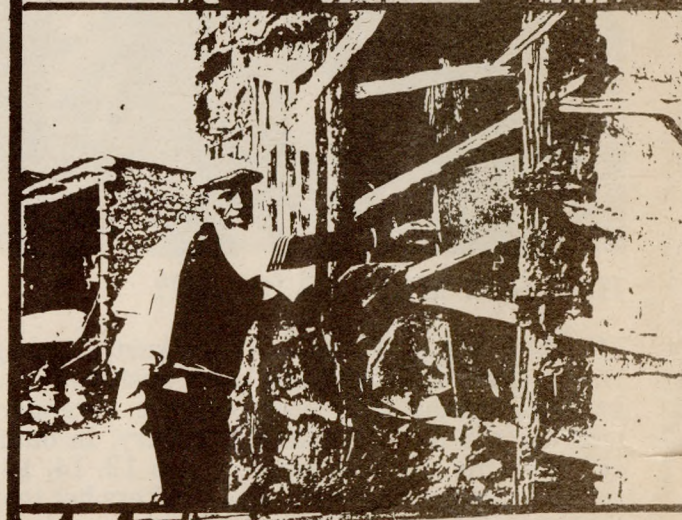
DIT BETEKEN:

- Alle verbode organisasies moet gewettig word
- Alle politieke gevangenes moet vrygelaat word
- Alle hoogverraad-aanklagte moet teruggetrek word

DIE REG TOT VRYHEID VAN BEWEGING EN DIE REG TOT BEHOORLIKE BEHUISINGSBEHOEFTE

- Die onmiddellike beeindiging van paswette, instrommingsbeheer en all ander wette wat mense se lewens beheer
- Huur wat bekostig kan word.

Hierdie eise stel dit duidelik dat alle apartheidswette, instellings en masjienerie onmiddelik totaal afgebreek moet word, en ons verbind onself tot hierdie stryd.



COSATU

CONGRESS OF SOUTH AFRICAN TRADE UNIONS



HOE HET MEIDAG BEGIN?

MEIDAG het op 1 Mei 1856 in Australia begin. Die werkers daar het hulle werk gestop en 'n vergadering gehou. Die doel van die vergadering was om 'n 8-uur werksdag te verkry. In daardie tyd moes die werkers enigiets van 12, 14, 16 tot selfs 18 uur per dag werk. Die werkers het toe besluit om 1 Mei as 'n betaalde openbare vakansiedag te gedenk.

In 1886 het werkers in Chicago in Amerika, massa protesdemonstrasies op 1 Mei gehou om 'n 8-uur werksdag eis. Polisie het die werkers aangeval en 11 werkers is gedood. Hierdie gebeurtenis het Meidag bekend en bemind gemaak, sodat werkers dwarsoor die wereld besluit het om Meidag as 'n betaalde openbare vakansiedag te eis. Daarom word Meidag vandag in baie lande erken as 'n betaalde vakansiedag.

MEIDAG IN SUID-AFRIKA

DIE eerste Meidag herdenkings in Suid-Afrika was in 1904. Daarna is Meidag van tyd tot tyd in

Suid-Afrika herdenk. Maar dit was ongereeld. Die mees uitstaande herdenkings was in 1950 toe werkers massa protesdemonstrasies gehou het om die volgende te eis: 'n 8-uur werksdag; die skrap van die Wet op die Onderdrukking van Kommunisme, wat bedoel was om enigeen stil te maak wat gekant was teen apartheid; die skrap van die gehate paswette; 'n demokratiese Suid-Afrika en nog ander eise. Met die protes het die polisie op die massa mense geskiet en 18 het gesneuwel. Hierdie optrede van die polisie het toe tot 'n nasionale wegblyksie gelei.

Gedurende die laaste paar jaar het Meidag weer sy regmatige plek in die werkerstryd begin inneem. Die gevolg is dat werkers nou Meidag eis as 'n betaalde openbare vakansiedag.

WAT IS DIE BETEKENIS VAN MEIDAG VIR ONS?

HOEKOM eis ons Meidag as 'n vakansiedag? Ons glo dat daar 'n vakansiedag moet wees om die werkers se stryd te gedenk en ook om onself opnuut weer tot die stryd te verbind.

Ons wil 'n vakansiedag hê sodat ons al die werkers bymekaar kan bring, in 'n eenheid, om die stryd van die verlede te vier.

Ons wil ons verbond met onse stryd hernu vir 'n "verenigde, demokratiese Suid-Afrika, vry van onderdrukking en ekonomiese uitbuiting". Ons wil solidariteit opbou en terselfdertyd verdeeldheid onder werkers beveg - in Suid Afrika sowel as internasionaal.

'n UITREKSEL UIT DIE COSATU SENTRALE UITVOERENDE KOMITEE SE MOSIE OMTRENT MEIDAG

"Ons versoek dringend alle werkgewers om die reg van werkers om Meidag te gedenk, te erken: maar laat ons waarsku dat enige benadeling en vervolging van werkers wat Meidag gedenk, beskou sal word as 'n aanval op die werkersklas."





The Cosatu Declaration

This congress declares for all the people of South Africa and the world to know:

That 40 years of Nationalist Party rule has destroyed our country and plunged it into a state of civil war. They have ruined the economy of this country. They have turned the townships into war zones where violence and terror are the order of the day. They have poured billions of rands into:

- (i) The creation and maintenance of corrupt structures that maintain apartheid;
- (ii) The creation of a vast array of repressive forces designed to be used against the people of our country;
- (iii) The destabilisation and illegal occupation of neighbouring states, which has left thousands of young South African,



both black and white, dead in its wake.

Despite the vast wealth of our country, the majority of our people are still left suffering in conditions of abject poverty and deprivation.

Unemployment has reached record heights.

The education of our children has been so distorted that the struggle against these inequalities has left millions of our children with little or no schooling.

Inflation has run wild, leaving the majority of our people with ever-decreasing real wages in their hands.

We reject the celebrations to mark 40 years of Nationalist Party rule that begin on 31st May.

We have nothing to celebrate. We re-affirm our commitment to end apartheid.

We want all the workers and our people to know that we are firmly committed to attaining the demands enshrined in the Freedom Charter.

Nothing is going to stop us from winning what is our birthright - to be full citizens in a non-racial democratic South Africa, free from oppression and exploitation.

We pledge ourselves to fight side by side until the demands enshrined in the Freedom Charter are attained.



COSATU ASKS YOU TO SUPPORT THE SARMCOL
WORKER PLAY.

TRADE UNION
LIBRARY

U-COSATU UYANICELA UKUBA NIXHASE
UMDLALO WEQONGA WABASEBENZI BAKWA SARMCOL

COSATU VRA DAT JULLE DIE SARMCOL WORKER PLAY
ONDERSTEUN

THE SARMCOL WORKER PLAY



IBALI ELITHETHA NGENGCEZELO, INDLALA, UMZABALAZO NETHEMBA

Abasebenzi bakwa Sarmcol baye bagwayimba ngokusemthethweni ngomhla wama 30 April 1985. Emva kweentsuku ezintathu uBTR Sarmcol, oyinkampani esebenza kumazwe ngamazwe wabagxotha bonke abasebenzi abali-1000. Unobangela yayikukungamkelwa kuka union. Ukuba abasebenzi babevume ukwamkela u-union ngendlela u-Sarmcol awayefuna ngayo, babeya kuba bamkele u-union ongenamandla. Ngoko ke bagqiba ekubeni bagwayimbe ngokusemthethweni.

Ngazo zonke ezinyanga ezilishumi eline sixhenxe zogwayimbo abasebenzi babesoloko beyimbumba yamanyama. Benze amalinge amaninzi alukeneyo athe abangela ukuba abantu ababangqongileyo babenomqwalasela. Kodwa ngaphezulu koxinzelelo lonke olwalandelayo uBTR Sarmcol walile ukuxoxa nabagwayimbi okanye u-Union wabo.

Abasebenzi baye bafika kwisigqibo sokuba ilixa lifikile kubo apho bayakuthi bayeke ukuthembela kwinkxaso yezimali ezivela ngaphandle. Ngokwenjenje baye bamisela umfelandawonye obizwa ngokuba yi-SARMCOL WORKERS' CO-OPERATIVE (SAWCO). Lo mdlalo yinxenye yomsebenzi we SAWCO ukubonisa intlungu yabo eluntwini. Uqanjwe ngabasebenzi bakwa Sarmcol bedibene ne Workers' Cultural Local, Durban.

A STORY OF REPRESSION, HUNGER, RESISTANCE AND HOPE

The Sarmcol workers went out on a legal strike on 30th April 1985. Three days later BTR Sarmcol, a British multinational fired all 1000 workers. The issue at stake was that of union recognition. If the workers agreed to Sarmcol's version of a recognition agreement, they would be agreeing to a union without power. And so they decided to go on a legal strike.

Throughout the 17 months of the strike the workers have maintained a strong spirit of unity. They have engaged in a series of innovative tactics which have brought their struggle to the attention of the surrounding communities. However despite all the resulting pressure, BTR Sarmcol has refused to enter into any negotiation with the strikers or their union.

The workers have decided that the time has come for them to be independent of outside financial aid. To this end the Sarmcol Workers' Co-operative (SAWCO) has been established. This play is part of SAWCO's activity to publicise their plight. It was created by Sarmcol workers and the Workers' Cultural Local, Durban.

'n STORIE VAN ONDERDRUKKING, HONGER, WEERSTAND EN HOOP

Die Sarmcol werkers het op 30 April 1985 met 'n wetlike staking begin. Na drie dae het BTR Sarmcol, 'n Britse maatskappy wat fabriek in baie lande het, die volle 1000 werkers ontslaan. Die staking was oor die kwessie van erkenning van die werkers se unie. As die werkers sou ingestem het op die werkgevers se voorgestelde erkenningsooreenkoms, sou hulle ingestem het op 'n unie sonder krag. Dis het hulle besluit om te staak.

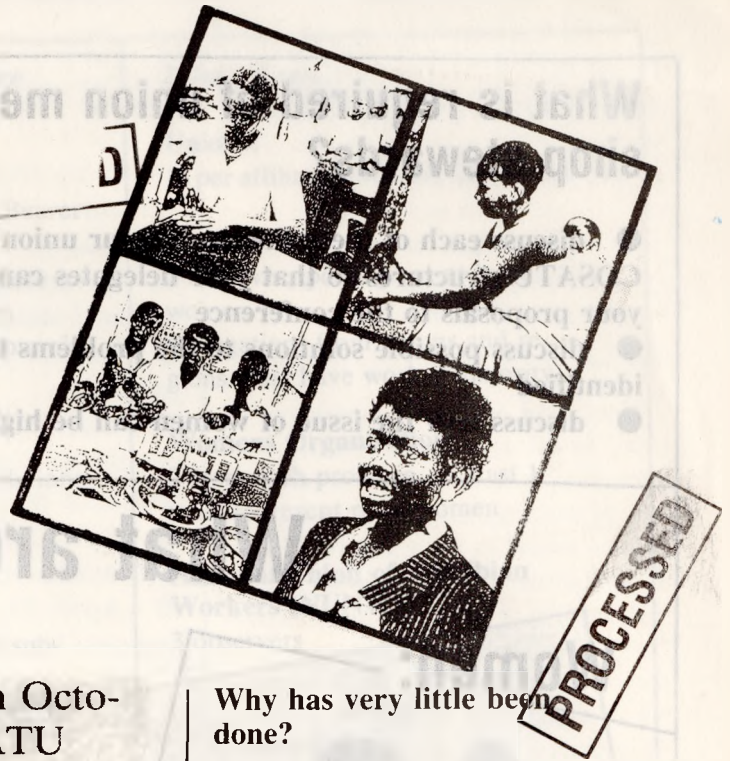
Die werkers het vir die volle 17 maande van die staking 'n sterk gees van eenheid getoon. Hulle het 'n reeks nuwe taktieke gebruik wat hulle stryd onder die aandag van die omliggende gemeenskappe gebring het. Maar, nieteenstaande al die daaropvolgende druk (op die maatskappy), het BTR Sarmcol nog altyd geweier om met die stakers op hulle unie te onderhandel.

Die werkers het besluit dat dit nou tyd is dat hulle onafhanklik word van geld wat van buite kom. Daarom het hulle die Sarmcol Workers Co-operative gestig. (SAWCO). Hierdie toneelstuk is deel van SAWCO se aktiwiteite om hulle nood te publiseer. Die toneelstuk is deur die werkers van Sarmcol en die Workers Cultural Local, Durban, gemaak.

Wednesday 22 Oct '86
1.05 p.m. (Lunchtime)
St. George's
Cathedrall Hall,
Cape Town

(Hosted by Gardens UDF)

COSATU WOMEN'S CONFERENCE 22 — 24 APRIL 1988



At the COSATU Education Conference in October 1987 it was recommended that a COSATU Women's Conference be held. It was proposed that this conference would:

- provide a focus for the women's issue within COSATU
- discuss issues facing women in COSATU and in the broader society
- plan action to tackle specific issues which affect women within COSATU and more broadly. At COSATU's National Education Committee (Nedcom) meeting in November 1987 a date was set for 22 - 24 April 1988.

This pamphlet begins to explain:

- why there is a need for the conference
- what its purpose is
- what is required of you as a member of COSATU to make the conference a success and more importantly, to bring the issue of women to the fore.

What has COSATU done so far with regard to women?

At its First Congress in December 1985, COSATU passed a lengthy, detailed resolution on women. At the time it was seen to be a breakthrough, it brought the issue of wom-

words are not enough

en to the forefront and recognised the special problems that women face. But over time what has become clear is that words are not enough.

This was admitted by COSATU General Secretary, Jay Naidoo at the Second COSATU Congress in July 1987. "At a COSATU level the standing sub-committee for women and the broad education programme called for in our Congress resolution has not yet been implemented." Representatives at the education conference in October 1987, also outlined the gaps between words and achievements. Apart from significant achievements in some affiliates, with regard to maternity rights very little else had been done.

Why has very little been done?

Let us look at how our unions are structured to see if we can get an answer. The structures in our unions are specially designed to require as much participation by our members as possible. For us participation is the key to democracy. Our

participation is the key to democracy

shop stewards are given power by the people who have voted for them, they work from "mandates" from those who have elected them. This is really what we mean by "worker control" and "democracy", words which we are always using but sometimes not really understanding. But these processes, democracy and worker control do not happen automatically, they require a lot of effort on the part of every member to make them work.

Members' involvement

But what we are seeing very often in unions and in COSATU is that many members are not actively involved, they pay their subs but rarely attend meetings. This means they are not actively involved in jointly deciding on mandates to give to their representatives, nor do they exercise control over their leaders. And this means that our

What is required of union members or shop stewards?

- discuss each of these themes in your union structures or COSATU structures so that your delegates can take forward your proposals to the conference
- discuss possible solutions to the problems that you have identified
- discuss how the issue of women can be highlighted

What is required of delegates?

- make sure that these themes are discussed in your union so that you come to the conference with your members' mandate and not just your individual position
- use these themes to encourage women's participation in your union and to encourage men to see how the issues concern them
- make sure you report back on the outcome of the conference

Programme of conference

Friday 22 April

Opening
Speech by COSATU Office Bearer
— Women in COSATU
Report on COSATU and affiliate activities with regard to women
Conference breaks up into 4 commissions to discuss proposals

Saturday 23 April

Report backs and recommendations from each commission
Culture evening

Sunday 24 April

Report back from campaign sub-committee
Planning of campaigns, practical tasks around womens issues
Closure

Delegations

Unions:

13 per affiliate, not more than 2 men

Regions:

2 observers per region; at least 1 a woman
(delegations from unions and regions must have worker majority)

Womens Organisations:

3 from each province, at least 1 must represent rural women

National Union of Namibian Workers (NUNW):

3 observers

What are the Commissions?

Women:

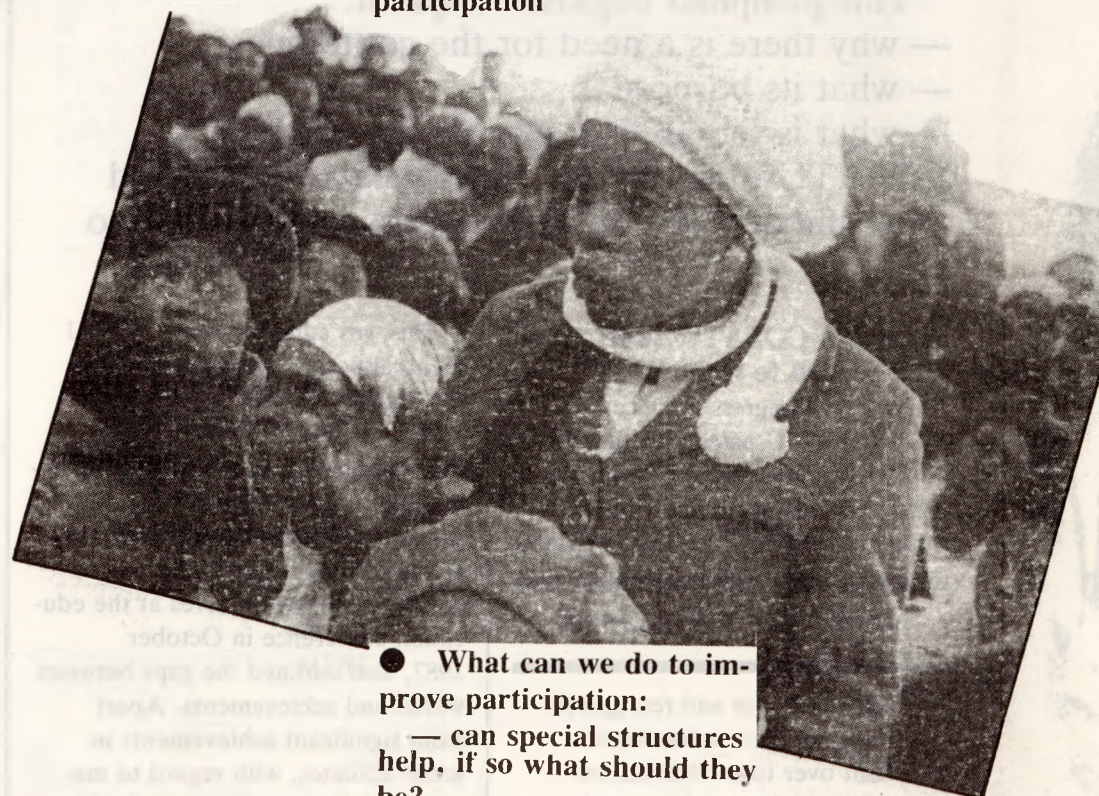


...in the Unions:

- What problems do women members face in unions and in COSATU
- How do they participate or not participate in unions and in COSATU:
 - as members, shop stewards, BEC, NEC delegates
- How does a women's position in the family affect her participation?
- Why is there lack of participation

...at Work

- What special problems do women face at work
- How have COSATU and its affiliates tackled these special problems or how should they tackle these problems
 - maternity rights/ parental rights
 - sexual harassment
 - unequal pay
 - childcare
 - training
 - discrimination
 - domestic workers
- How do we incorporate women into the living wage campaign
- How does a woman's place in the family affect all these things



- What can we do to improve participation:
 - can special structures help, if so what should they be?



...in the community

- What problems do working women and women in general, face in the community:
 - housing
 - childcare
 - schooling
 - taxation
 - role of church etc?
 - women in the rural areas
 - lack of infrastructure ie transport, roads, water etc
- How can we help to solve these problems?
- What womens organisations are operating in the community?
- How should COSATU and the unions link to these locally, regionally and nationally?
- What problems do women have at home?



...and Health and Safety

- What health and safety problems do women face at home and work?
 - family planning
 - unsafe working conditions
 - pregnancy and work
 - womens' illnesses
 - health facilities for family members eg clinics

organisation will not be as strong as we would like it to be. Campaigns or demands that we make will not be as forceful because members have not actively taken part in all the discussions. And some demands will not even be put forward because members are not active.

Women not in leadership positions

If we think of women members now, we can say that all that has been described above is even more true of women members. Many women members for a lot of reasons are not active union members. But the problem of inactive women members is not the only problem—in some of COSATU's larger unions where women are the majority of the membership, and where there are many active members, very few women are in leadership positions. So for both these reasons, special issues that affect women, like those that are detailed in COSATU's resolution on women, have not been tackled. How do we rectify this?

Background to COSATU Women's Conference

The COSATU Education Conference in October 1987 acknowledged these problems and decided that as a start a women's conference should be held. The real test of the success of the Conference is whether it can mobilise women members to begin to take a more active role in their union or local and whether it can encourage men to

mobilising must start now

see how womens issues also affect their lives. Mobilising around womens issues must not begin at the Conference by the 250 delegates present. It must start now and it must continue after the conference if we are to be really serious about the issue and strengthen our organisation.

How do we start now?

A womens planning committee of 2 per affiliate, 1 per active COSATU local met on 21.2.88 and

Calendar of events:

- **February 21 1988 - womens planning committee meets and draws up themes for conference: * women at work; * women in the unions; * women in the community; * women and health and safety**
- **Pamphlets and posters printed and distributed to unions/ regions/ locals**
- **Unions/ regions/ locals discuss themes and work out proposals**
- **March 31 1988 - unions/ regions submit proposals on what should be discussed in commissions and ideas for campaigns/ practical tasks**
- **April 22 -24 1988 - Womens conference: discusses proposals and works out campaigns to be undertaken**
- **April 25 ---- campaigns, practical tasks carried out in unions/ regions/ locals**

worked out a detailed plan for the conference. (for more details consult your union/local/region).

The conference will focus on four themes:

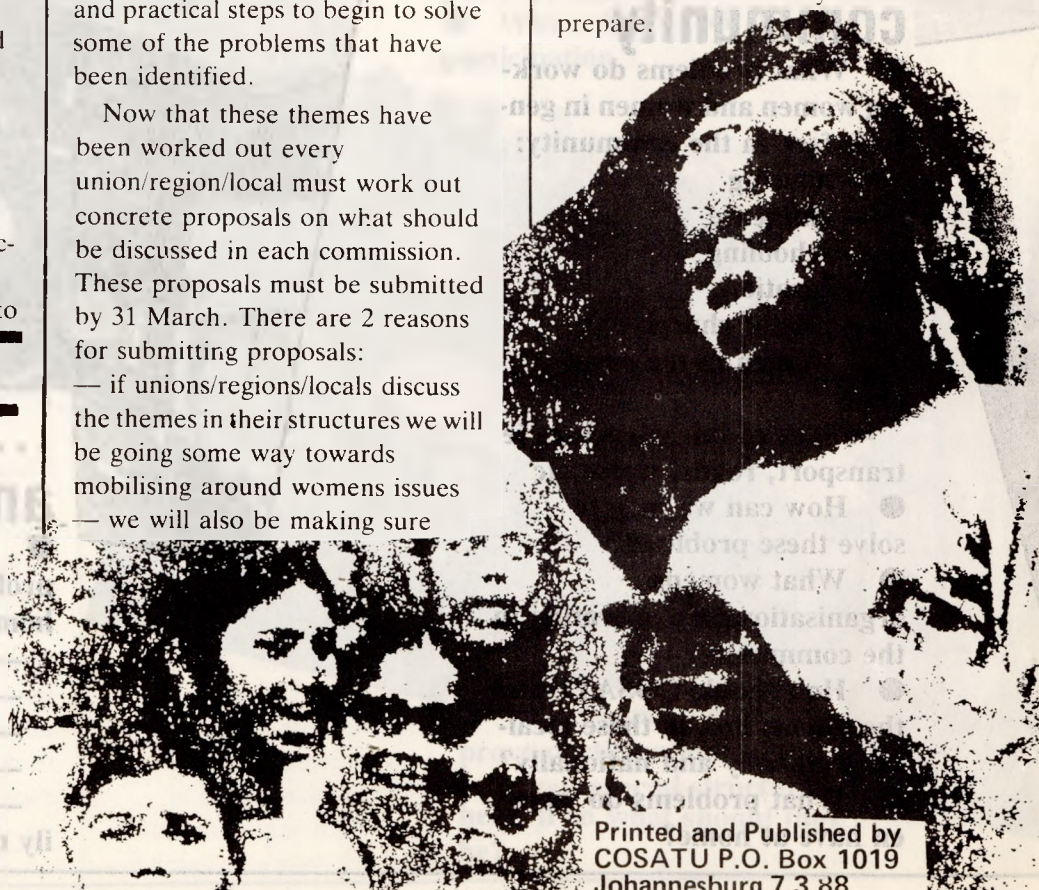
- women at work
- women in the unions
- women in the community
- women and health and safety

It was felt that the issue of women in the family affects every theme so this will be discussed in every theme. These themes will be discussed in commissions. Each commission will also discuss campaigns and practical steps to begin to solve some of the problems that have been identified.

Now that these themes have been worked out every union/region/local must work out concrete proposals on what should be discussed in each commission. These proposals must be submitted by 31 March. There are 2 reasons for submitting proposals:
— if unions/regions/locals discuss the themes in their structures we will be going some way towards mobilising around womens issues
— we will also be making sure

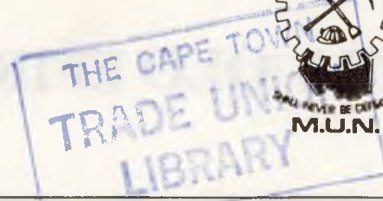
that delegates come to the conference with their members' views and not just their own. In this way we will be contributing to the principle of democracy and worker control that we talked about earlier.

These proposals can then be distributed to all the regions/ locals/ unions to allow for more discussion before the conference. The planning committee also agreed to invite progressive womens organisations. They will be sent copies of the proposals before the conference so that they too can prepare.



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COSATU P.O. Box 1019
Johannesburg 7.3.88

29 November is Roudag



Vaarwel Kamerade Kanduli, Kondara, Ndjinii, Ijangano, Kudumo, Kazungu, Bias.

Ons onthou die Kombat Ramp Slagoffers

Op 8 November het 7 mynwerkers in die Kombat TCL kopermyne verongeluk. As werkers van Namibia is ons almal hard getref deur ons medewerkers se dood.

Die lede van die Mynwerkers se Unie (MUN) voel dat daar nie voldoende veiligheids maatreels by die myn is nie. Die oorlede Kamerade is in die diepte van die aarde gestuur sonder dat die mynbase seker gemaak het dat daardie werksplek veilig is.

Ons sien en hoor dat TCL meer bekommerd is oor die toekoms van die myn as oor die dood van die werkers. Ons is geskok en ons veroordeel TCL se houding dat hulle geld en winste bo die waarde van menslike lewe stel.

Die lede van MUN het besluit om op 29 November 'n roudag te hou in herdenking van die gestorwe kamerade.

29 November is Roudag : Neem Aksie.

Mynwerkers vra al die werkers van Namibia om saamtestaan en hul gevoelens en bekommernis op 29 November te wys deur die volgende aksies:

- * Op hulle klere 'n swart band te dra as teken van rou.
 - * Aan die begin van die werksdag vir 'n halwe uur in stilte te staan en nie te werk nie.
- MUN het besluit dat vir die eerste halwe uur van die werksdag nie gewerk word nie.
- * Werkers moet hulle werkgewers oor die roudag inlig deur om met hulle te praat en ook deur plakate.
 - * Werkers sal in samewerking met hulle kerkleiers roudienste in hulle woonbuurte reël vir die aand van 29 November.

Kamerade! Wanneer ons oor die oorlede kamerade rou eis ons dat sulke ongelukke en ander be-seerings by werksplekke vermy moet word.

ONS EIS VEILIGE WERKSPELKE!

ONS LEWENS IS BELANGRIKER AS DIE GELD VAN DIE WERKGEWERS

An Injury to One is an Injury to All.

Staan Saam met die Kombat werkers op Dinsdag 29 November.

Uitgegee deur die Mineworkers Union of Namibia (MUN)





29 NOVEMBA OLO EFIKU LOLUHODI.

ENDENI NOMBILI OOKAUME Cde KANDULI, KONDARA, NDJIMI, IJANGANO, KUDUMO, KAZUNGU, BIAS.

Fye ohatu dimbulukwa edipao lafa leedi lookaume ketu ava.

Omafiku eshi ali a8 Novemba ovanailonga va 7 vomomina ya Kombat omina yongopolo yaTCL ova fya efyo li kenyeneka. Fye ovanailonga atushe ovaNamibia otu udite unene twa kumwa keemwenyo kefyo lava kwetu ava.

Oilyo yehangano leemina MUN oi udite kutya ina pa pumbwa eudifo lonawa koilonga yanyata oyo ya ningwa momina omo. Efyo lookamarada paife olili la tumwa moule momitima dounyuni aushe opo ovahona vomina ei ve shi ninge sha yela kutya onhele yovanailonga ei i kale ya amenwa. Ohatu mono na ohatu udu kutya TCL okuli e eudite ashike nai onakuiwa yomina yovene ndele kena ko nasha nefyo lovaanailonga otwa kumwa unene keemwenyo nohatu pangula unene oilonga youpwidi ya TCL mokukala ashike ta lalakanene eningoloimaliwa ihapu ye kekanifo leemwenyo dovanhu ihati ko sha.

Oilyo aishe ya MUN oya tokola opo yi ninge efiku eli lo 29 Novemba li ikalekelwa na olo efiku loluhodi, na olo kudimbulukwa oohailwa yavo.

29 NOVEMBA EFIKU LOLUHODI: NATU KUFENI ONGHATU

Ovanailonga vomina otava pula ovanailonga aveshe ovaNamibia opo va mange okuni kumwe va ulike omaliudo nonghumwe yavo opo mo29 ya Novemba va katuke eenghatu edi tadi landula:-

- * Va kale va djala oikutu yavo yilaula onga edidiliko loufiye.
- * Pefimbo loilonga va kale vafikama oule wovili va fikama na ina paka la nade oumwe ta longo. MUN okwa tokola kutya metata lovili yotete ina ku longwa nade nade.
- * Ovanilonga nava yandje ouyelele wefiku olo loufiye kovayandji voilonga vavo noku popya navo nokulongifa omapalakata.
- * Ovanailonga nava kalongele kumwe novawiliki veengeleka opo ku ningwe elongelo loufiye nomaleshelo taa wapalele fiku olo la 29 ya Novemba.

Oohaliwa ! moluhodi lefyo loovakwetu natu' puleni opo oiponga oyo hai holoka inashi teeelwa nomalemaneko oo ha ningwa peenhele doilonga a xulifwe po filufilu.

OHATU PANDULA EENHELE DOILONGA DA AMENWA.

EEMWENYO DETU ODA FIMANA NA KADI FIKE POIMALIWA YOVAYANDJI VOILONGA. TULENI OUKUNI KUMWE NOVANAILONGA VAKOMBAT MO29 NOVEMBA.



AN INJURY TO ONE IS AN INJURY TO ALL

**SHA YANDJWA KEHANGANO LEEMINA MONAMIBIA (MUN)
21 NOVEMBA 1988.**





SALHA 22 C: COSATU.

DANGER

THE NEW LABOUR BILL IS AN:

Attack on our class
Attack on our unions
Attack on our living wage struggle

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EDUCATION CENTRE

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WORKERS & COSATU ARE BEING ATTACKED:

High prices & Wage freezes
Mass dismissals & Retrenchment
State of emergency & Mass detentions
Vigilante terror & Bombing of COSATU offices

THERE ARE MORE ATTACKS UNDER THE NEW BILL :

- unfair dismissals are legal
- unfair retrenchment can be legal
- sympathy or solidarity strikes will be illegal
- the bosses have the right to interdict legal strikes
- the industrial courts powers are seriously restricted
- bosses can selectively reemploy workers after a strike
- workers cannot strike on the "same issue" in a period of 15 months
- a union is responsible for all strikes and can be sued for these strikes
- a majority union cannot demand to negotiate for a whole workplace
- there are much more complicated procedures for going on a legal strike
- racial unions can be registered in areas where they are not represented
- strikes are legal only if Manpower Dept is notified within 21 days of dispute
- the Minister defines what an unfair labour practice is and he can change this
- the Inspector can delay forever the time when a union can go on a legal strike

COSATU CALLS ON ALL WORKERS TO

- organise lunchtime meetings against the Bill every week
- approach all bosses to sign a letter to the Minister of Manpower demanding that the Bill be stopped
- shop stewards must demand that the bosses say where they stand on the Bill
- discuss national united action against the Bill which will be decided at the next COSATU CEC in mid-April
- build local, regional and national living wage committees to co-ordinate action against the Bill and for a living wage

FREEDOM OF ASSOCIATION

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Article 200 of the report of the International Labour Organisation on Freedom of Association and Collective Bargaining states:

'The Committee considers that the right to strike is one of the essential means available to workers and their organisations for the promotion and protection of their economic and social interests. These interests not only have to do with obtaining better working conditions and pursuing collective demands of an occupational nature but also with seeking solutions to economic and social policy questions and to labour problems of any kind which are of direct concern to the workers.'

The new Labour Bill is in conflict with public international law and an attack on freedom of association.

- The Bill entrenches racial trade unions.
- The Bill erodes job security.
- The Bill imposes new limitations on the right to institute industrial action.

Despite the fact that this Bill is in breach of accepted international labour standards, employers in this country endorse it because it serves their interests.

How should Cosatu respond?

Bear in mind:

- The majority of our members do not have the vote.
- We were never consulted with regard to the Bill.
- We have voiced criticism and made recommendations relating to the Bill, all of which have been ignored.
- We have even laid a formal complaint with the International Labour Organisation in Geneva.
- We have pointed out the inadequacies of the Bill to employers and indicated that we are prepared to sit down and negotiate a more efficient system of industrial relations, provided that the Bill is suspended during this period. This has not been accepted.

At a special National Congress of Cosatu, called especially to discuss a response to the new Bill, it became apparent that spontaneous employee action was inevitable. In order to ensure that the protest against the Bill and the emergency restrictions was orderly and peaceful, Cosatu resolved to register peaceful protest to the emergency restrictions and the Bill.

Despite the above, employers have threatened to take action against our affiliate trade unions by interdicting them and dismissing those workers who participate in the peaceful protest.

This expression of opposition is one of the few remaining avenues of peaceful and legitimate protest available to us. The objective is to draw attention to the views of our membership and we believe that this is the most appropriate action we can take, having regard to the circumstances currently prevailing in this country.

Cosatu is a democratic organisation controlled by representatives elected without regard to race, religion, creed or sex. In South Africa this is an achievement to be cherished and protected.

If Cosatu is prevented from functioning fully in that its right to freedom of association is threatened, and all avenues of peaceful protest are closed, then the new era of labour relations is doomed and industrial stability is seriously jeopardised.

Cosatu is a reality that cannot be avoided.

The legitimate demands of millions of workers are a reality that cannot be avoided.

Repression will not create a permanent peace in this country.

We call upon all South Africans to support our struggle for democracy and the right to speak, meet and organise for a democratic non-racial future.

Human liberty is a right that should be fought for when it is threatened. We have made the choice — and so must you

SALHA 22 C. COSATU



COSATU

WESTERN CAPE

CONGRESS OF SOUTH AFRICAN TRADE UNIONS
P.O. BOX 471 SALT RIVER, 7925. TELEPHONE: 47 7319.



JOINT SHOP STEWARDS COUNCIL

Comrades, the workers of SATS have been on a national strike for more than 10 weeks. In that time, 23 000 workers have been dismissed. Others have been killed or injured by the vigilantes of SATS and their friends in the SAP. In the Western Cape there are still 2 000 SATS workers on strike.

It is our task as organised workers and community organisations to build support and solidarity action for our comrades in SARHWU. A special JSSC will be held on Tuesday, 23 January, to plan support action. All shop stewards and workers from COSATU, NACTU and the independent unions, as well as representatives of the community organisations, are invited to attend this important meeting.

DATE : Tuesday, 23 January

TIME : 6 PM

VENUE : Community House, Salt River



PROCESSED

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VAT: Value Added Tax

Vat is Value Added Tax.

It is like General Sales Tax (GST) but it works differently.

The government says VAT is a better way of collecting tax. With GST, many people and companies evaded paying GST.

The government believes much more money will be collected with VAT. Unisa calculated that if foodstuffs are taxed the government will be collect an additional R2 441,1 million.

1. How will VAT work?

Vat will be charged on all items bought and sold. Vat will come into effect 1 October 1991.

With GST, tax was paid on goods or finished products bought at shops.

With VAT, tax will be added to every step when sold or bought in the process of making a particular product. VAT is charged at each stage of a transaction.

2. What will be taxed?

Under GST food, meat, vegetables were exempted. With VAT the following goods and services will be taxed:

- 1) All foods; including meat, vegetables, fruit.
- 2) Public transport; (buses, taxis and trains)
- 3) Municipal services; Water, electricity, etc.
- 4) Professional services; lawyers, accountants, etc.
- 5) Rental of business and industrial premises.
- 6) Sales of land and buildings.
- 7) Construction activities.
- 8) Club membership eg. sports.

Like GST, VAT is a retrogressive tax. The poor have to suffer the burden of this new tax. The wage of workers will be further reduced by having to pay VAT on food, transport, water and electricity.

3. Exempted areas

The following areas will not be taxed under vat:

- * Exports of goods and services
- * Sale of business as a profit making concern
- * Sale of gold to the Reserve bank
- * Financial/banking services
- * Medical services

- * Educational services
- * Charities

Companies can claim back from the government on VAT paid on raw materials and other materials and goods used to manufacture a product. Under GST - bosses could not claim back from government on capital goods (machinery) bought. On imports (buying from other countries) no VAT will be charged. The cost of production for bosses would thus be less.

From the above it is clear that VAT favours the rich. Wages will not be taxed by VAT. Workers wages are already taxed by Income Tax and Regional Services Council Tax.

3. Where will the money from VAT go?

The government is proposing food schemes and food stamp programmes for the unemployed and pensioners. These schemes in other countries have failed due to corruption and administration problems.

4. Questions for Cosatu

Cosatu should Consider;

- 1) What is our response to VAT
- 2) Should we make representations to the government on VAT. If yes, what kind of recommendations or representations?
- 3) Should we elect delegates from Cosatu to sit on VAT COM, (the government committee on VAT)
- 4) How should the SACP - COSATU - ANC alliance work together on VAT?

COSATU

PROCESSED

SALHA 22C! CO - TY

10th Anniversary Rally

**Saturday
2 Dec 1995
Kings Park
Durban**

SPEAKERS

- PRESIDENT JOHN GOMOMO
- PRESIDENT NELSON MANDELA
- COSATU GEN SEC
SAM SHILOWA
- SACP GEN SEC
CHARLES NQAKULA
- MINISTER JAY NAIDOO

CULTURE

- MZWAKHE MBULI
- SANKOMOTA
- PHUZUKHEMISI
- JENNIFFER JONES
- BOOMSHAKA
- INGOMA TRADITIONAL DANCE
- K-TEAM
- GUMBOOT DANCE



Ten years of workers' unity and struggle

Ten years of workers' unity and struggle

On 1 December 1985 hundreds of workers and other delegates around the country assembled in Durban to give birth to, in the words of Cyril Ramaphosa, then NUM general secretary, "a giant".

At the time of the launch, a low intensity war was raging in Natal and other parts of the country. But workers defied a draconian state of emergency declared by the NP's PW Botha to launch their federation. This marked the beginning of the new era in the history of workers in South Africa.

Since Cosatu's launch, workers have achieved countless major victories for themselves and their families.

Within a short period of time, Cosatu became the fastest growing trade union in the world. From just over 400 000 members in 1985, we grew rapidly to over 1,6 million in 1995. We established strong regions and over 150 locals all over the country. We formed strong structures in the factories, shops, mines and farms.

In line with our principle of "one union, one industry", we rationalised and merged over 33 unions into powerful industrial unions. Today Cosatu has 19 affiliated unions. Our unions are currently recruiting and uniting workers across colour lines and historical backgrounds.

Improvement of workers' conditions of employment

Through vibrant and strong structures, we have scored countless victories in the war against poverty wages and slavery working conditions. In almost all sectors except for agriculture and domestic workers, we have improved wages and working conditions through hard struggles led by our affiliated unions and the federation.

Workers' rights

Cosatu-affiliated unions have fought for and won thousands of agreements with bosses at plant, company and industrial level. These have given rights to workers which were denied by the apartheid Labour Relations Act (LRA) and other laws.

Through the Workers' Charter and many other campaigns, we extended rights to many other workers, even those who were not members of our affiliates.

We defeated anti-worker and pro-boss amendments to the LRA which the bosses' NP government, was trying to push down our throats. We fought the previous health and safety laws and won some improvements through the Occupational Health and Safety Act of 1993. The Mines Health and Safety Act is currently being restructured. This year we led yet another campaign for a worker-friendly LRA which extends major rights to all workers, including domestic and farm workers.

Liberation struggles

Once launched, Cosatu immediately formed alliances with progressive organisations to defeat apartheid and national oppression. Our struggles against the pass laws, Mixed Marriages Act, Separate Amenities Act, the migrant labour system, influx control and countless other laws can never be forgotten. Our members joined forces with residents to bring apartheid to its knees throughout the country. Today we have a government of our own choice led by comrade Nelson Mandela.

We salute the millions of workers who sacrificed and even laid down their lives to create a better world for all of us.

Many further challenges await us in our long walk to economic freedom.

The time to celebrate these achievements has now come!

Organise, mobilise and arrange transport through your affiliate to join thousands of other workers in Durban on 2 December 1995.

Now is the time to support voters in Mozambique!

ACCESSSED

South African workers in the Congress of South African Trade Unions (COSATU) want to empower workers in Mozambique to know:

- why to vote, and
- how to vote

in the 28 October 1994 Mozambique elections.

Mozambique's FRELIMO party, and the Mozambican trade union federation OTM, helped South Africa's mass democratic movement to reach our own chance to vote.

Peace in Southern Africa will help us to implement our Reconstruction and Development Programme (RDP). In time we hope to extend reconstruction and development beyond our own borders and build workers' solidarity across the Southern African region.

Now is the time to show our solidarity in action. COSATU plans to give Mozambican workers practical support to make their elections a success. All COSATU affiliates and all COSATU members should give organisational and material support to this campaign.

Now is the time to give support to the people of Mozambique and their trade unions.

Viva FRELIMO!
Aluta continua!





It has been three years since SADWU's general secretary Florrie de Villiers, led this march for domestic worker rights to the Department of Manpower. Now some basic rights have been won.



KNOW YOUR RIGHTS



After many years of hard struggle, COSATU and the South African Domestic Workers' Union (SADWU) have won basic worker rights for domestic workers.

In October, the Basic Conditions of Employment Act (BCEA) was extended to cover the over 1 000 000 domestic workers, who include gardeners, chauffeurs, and people looking after the sick, aged, frail and disabled at home.

SADWU has vowed to continue the struggle to improve the rights of domestic workers, especially with regards to leave and hours of work. Minimum wages are still not laid down, nor do domestic workers have the right to strike or to take employers to the industrial court. However, the extension of the BCEA must be seen as a major step forward in giving some protection to these long oppressed and exploited workers.

It must be stressed that the BCEA only lays down MINIMUM conditions. A worker can

negotiate anything better than these with his or her employer.

It is the duty of every COSATU member to ensure that domestic workers are organised and know their rights. This pamphlet is to help you with this task.

What are your rights

HOURS OF WORK

- 46 hour working week
- excluding meal intervals
- If someone works five days a week, then it is nine hours and fifteen minutes a day.
- If someone works six days a week, then it is eight hours a day.
- An employer and a domestic worker can agree to extend the ordinary working hours by up to four hours per week for a period of 26 days. The hours in another 26 day period during the same year must then be reduced by this same number of hours.
- Many domestic workers have duties during the

morning, nothing to do in the afternoon, and then duties again in the evening. For live-in domestics, the time he or she starts work until the time he or she knocks off should not be longer than 14 hours. For workers who do not live on the premises, the period should not be longer than 12 hours.

MEAL BREAKS

- After five hours work, the worker should have a meal break of at least one hour.
- Meal breaks are not counted as paid time.
- The domestic worker and the employer can agree to reduce the meal break to 30 minutes, but no less.
- If the worker looks after children, aged, sick, frail or disabled people, he or she may have to work during the meal break. In this case, the time must be paid.

OVERTIME

- Normally, a domestic worker can only work three hours a day overtime or ten hours a week overtime.
- But for those who look after children, aged, sick, frail or disabled people, then overtime can be up to fourteen hours a week.
- Overtime is paid at a rate of one and one third times the ordinary wage. The wage is not only the actual money paid but also all payments in kind such as food, accomodation and so on.
- Work on Sundays and public holidays is paid at double the rate.
- Public holidays are: New Year (Jan 1), Good Friday, Ascension Day, Workers' Day (May 1), Republic Day (31 May), Day of the Vow (16 Dec) and Christmas Day (25 Dec).

ANNUAL LEAVE

- Minimum two weeks each year.
- A regular day worker who works only three days a week, gets one day's annual leave for every 26 days worked.
- Leave pay must include the value of all payments in kind, for example, food, accomodation and so on.
- Leave pay must be paid before going on leave.

SICK LEAVE

- Over three years, a worker can take thirty six days paid sick leave.
- A regular day worker who works only three days a week, can take one day's paid sick leave for every 26 days worked.

DEDUCTIONS

- No employer can fine a domestic worker for anything at all.
- Only if the worker has agreed in writing for a

deduction to be made, or if the court or the law says a deduction should be made, can the employer make any deduction at all.

- Failure by an employer to pay the full wage on the agreed date is a criminal offence.

RECORDS AND AGREEMENTS

- If there is a contract between an employer and a domestic worker, the contract must be in writing and signed by both parties (see over page for an example of a contract).
- The contract must state the ordinary working hours the wage payable, as well as value payment in kind.
- A contract can only be changed if both parties agree, put it in writing and sign it.
- If there is no contract, the law says an employer must keep detailed records of work.

NOTICE

For full-time domestic workers, the following notice must be given in writing:

- A weekly paid worker must be given one week's notice of dismissal or must give his or her employer one week's notice of resignation. Notice must be given on or before the normal pay day.
- A monthly paid worker must be given one month's notice of dismissal or must give his or her employer one month's notice of resignation. Notice must be given on the 1st or the 15th of a month.
- During the first month of employment, the employee must be given one day's notice of dismissal or must give his or her employer one day's notice of resignation.

CHILD LABOUR AND MATERNITY RIGHTS

- No person under the age of 15 may work.
- No pregnant woman may work in the four weeks before her baby is due, nor can she work for eight weeks after her baby is born. **A major problem with the law is that the employer does not have to pay the worker during her maternity leave. Nor does he or she have to keep the job open until the end of the maternity leave.**

VICTIMISATION

No employer can dismiss a worker for:

- belonging to a trade union or taking part in trade union activities outside working hours
- discussing his or her conditions of work with anyone
- giving information to an inspector of the Department of Manpower
- obeying the lawful order of an inspector
- giving evidence in a court of law
- refusing to carry out an unlawful order.

TAKING UP A CASE

If a domestic worker has proof that his or her employer is breaking the law, he or she must report the matter to the police. The employer will then be charged and tried in the criminal court. If found guilty, he or she may have to pay a fine and the monies owing to the worker.

CONTRACT OF EMPLOYMENT

1. Name of employer: Jane Brown
2. Name of domestic worker: Iris Mahlangu
3. Nature of work: Live-in domestic worker responsible for general housework and childminding
4. Place of employment: 13 Long street, Mayfair Johannesburg
5. Ordinary days of work: Monday to Friday
6. Ordinary hours of work:
 Starting time: 7 am
 Finishing time: 6.30 pm
 Tea time: 10 am – 10.30 am
 Lunch time: 2pm – 4 pm
7. Wage: R600 per month
8. Value of payment in kind:

Room: R50
Food: R150
Water & Electricity: R30

9. Overtime Pay: R6 per hour
10. Paid annual leave: 3 weeks
11. Paid sick leave: 36 days over three years
12. Notice of termination: One month's written notice
13. Amendments: Any changes to this contract must be in writing and signed by both parties

Signed on: 4 February 1994

Signatures:

Domestic worker: I. Mahlangu

Employer: Brown

Witness 1. V. [Signature]

Witness 2. [Signature]

EXAMPLE

NOTE: The above conditions are those recommended by SADWU. SADWU also stresses to domestic workers that they should decide on the value of payment in kind – food, accommodation, clothing and so on – before signing the contract. This is important for deciding overtime pay and leave pay.

OFFICES OF THE SOUTH AFRICAN DOMESTIC WORKERS' UNION (SADWU)

GERMISTON

Room No. 7
213 Park Road
Germiston
1400
Tel: 011-8255621
Contact: Margaret

PRETORIA

1st Floor
Call Guard Building
270 Struben Street
Pretoria
0001
Tel: 012-3257484
Contact: Norah

ORANGE FREE STATE

Room 3
Fenix Building
14 St Georges Street
Bloemfontein
9301
Tel: 051-481258
Contact: Georgina

VAAL

Room 5
Royal Building
34 Sidney Watterson Street
Van Der Bijl Park
1911
Tel: 016-330096
Contact: Elsie

DURBAN

Office No. 7
Bigden House
505 – 507 Smith Street
Durban
4001
Tel: 031-3051322
Contact: Bonisiwe

NEWCASTLE

Room 19
Commercial Building
Newcastle
2940
Tel: 03431-21672
Contact: Thoko

JOHANNESBURG

6th Gloucester House
66 Rissik Street
Johannesburg
Tel: 011-8322133225/6
Contact: Violet/Selinah

CAPE TOWN

Community House
41 Salt River Road
Salt River
7925
Tel: 021-475145/6
Contact: Shahieda

PORT ELIZABETH

Room 301 – 304
Alphine House
510 Main Street
North End
Port Elizabeth
6001
Tel: 041-541177
Contact: Cynthia

CONTRACT OF EMPLOYMENT

1. Name of employer: _____

2. Name of domestic worker: _____

3. Nature of work: _____

4. Place of employment: _____

5. Ordinary days of work: _____

6. Ordinary hours of work:

Starting time: _____

Finishing time: _____

Tea time: _____

Lunch time: _____

7. Wage: _____

8. Paid annual leave: _____

9. Paid sick leave: _____

10. Notice of termination: _____

11. Amendments:

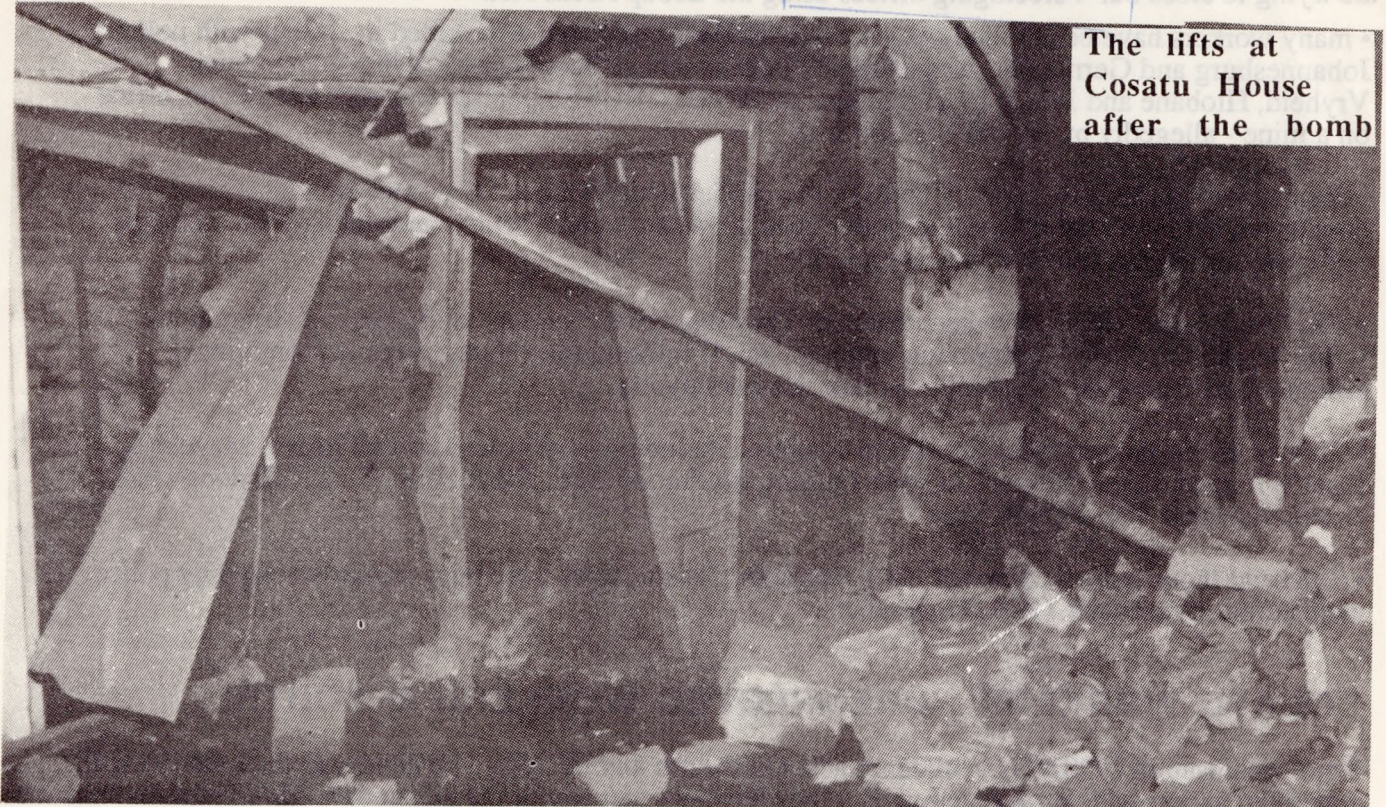
Signed on: _____

Signatures:

Domestic worker: _____ Employer: _____

Witness 1. _____ Witness 2. _____

COSATU UNDER ATTACK - WORKERS FIGHT BACK



BOTHA AND OTHER REACTIONARIES HAVE DECLARED WAR ON COSATU. WHY?

- because the mass of organised workers have built COSATU into the most powerful workers' organisation ever in our struggle for freedom from poverty and oppression
- because through COSATU workers are now leading the mass struggle against starvation wages, unemployment, high rents, expensive transport, high prices, terrible working & living conditions and emergency repression and detentions
- because COSATU workers have resolved to struggle against the poverty caused by the apartheid cheap labour system *until* all workers have jobs at a living wage and the wealth we produce is used and shared for the benefit of all
- because workers are determined to build COSATU as our main defence against all attacks - whether from vigilantes, police, government or bosses
- because Botha knows that COSATU and our democratic allies represent the needs and aspirations of the millions of workers and youth like those who stayed away last week in protest against their repressive and racist policies
- because Botha is opposed to everything workers want and COSATU is fighting for everything workers want and need

WHAT ARE THEY TRYING TO DO ?

- everyday they are using the bosses newspapers and radio and TV to spread lies that COSATU tortures and murders people.
- our building COSATU HOUSE in Johannesburg was bombed with the biggest bomb ever used on the Witwatersrand. It is possible we won't be able to use the building again as it is so badly damaged. Hundreds and thousands of rands damage has been caused. Comrades in the building were lucky not to have been killed.
- they have laid seige to COSATU HOUSE on a number of occasions with hundreds of police and soldiers. They shot our comrades. They smashed up our building. They took our documents, cheque books, money, books, videos and T-shirts.

SALHA 22 C: COSATU

- offices throughout the country are being continually raided by the security police. In Pietersburg the police have closed down COSATU offices completely. In East London our offices have been burnt to the ground by unknown people and last week attempts were again made to burn down the new offices. Our Germiston offices were broken into and vandalised a week ago by reactionaries. They are trying to close our Vereeniging offices using the Group Areas Act.

- many workers have been killed. At least 6 SARHWU comrades were killed in clashes with police in Johannesburg and Germiston. And COSATU workers have been murdered in Mphopomeni, Vryheid, Hlobane and Jabula by vigilantes. Last week a NUM organiser was murdered in his office on a mine - allegedly by an UWUSA person.

- Permission was refused for over 25 May Day rallies which COSATU wanted to hold around the country. Where we were allowed to hold rallies it was only under strict conditions where we could not even discuss our living wage campaign.

- Our living wage rallies have been banned. They don't even want us to discuss our struggle for a living wage. They say its promoting communism. If fighting for a living wage is promoting communism, then every COSATU worker is a communist.

- Thousands of our comrades are still in detention including worker leaders like Moses Mayekiso, Noel Williams, Lizzie Phike, Mathews Olifant, Richmond Buti, Nthai Sello, Enoch Godongwana, Amos Masondo and Dennis Neer.

- Tens and thousands of copies of our newspaper Cosatu News have been regularly seized by police even before it reached COSATU members.

COSATU WORKERS , UNEMPLOYED WORKERS & YOUTH!

Your organisation COSATU is under attack. On the 5th and 6th May you answered their attacks with a massive nation-wide protest action. But they have not met any of the demands COSATU made then. Instead they are attacking even more. Our building has been bombed; our leaders are being killed, harrassed and detained.

The time has again come for all workers to come together to defend COSATU. We have built COSATU through sweat and blood; through death and detention and harrasment; through struggle and organisation and sacrifice. We will defend it.

COSATU is not a building. COSATU is not its officials. COSATU is the millions of workers in the factories, mines, shops and farms. When they attack COSATU they attack us and the millions of youth and unemployed. We must use our own class strength to defend ourselves.

WHAT TO DO ?

Workers - discuss now how to organise **worker self defence** - in every factory, in every township, around every union office, for every leader threatened. No-one will defend us and our struggle and our organisation but ourselves. We must immediately start to build organised worker self defence units.

We must **consolidate our structures and advance forward**. Union mergers must take place as soon as possible so we go to our Congress in July with One Union in each Industry. We must build our Shop Steward Councils in every town and area where we have organisation and ensure the maximum participation of shopstewards. We must strengthen democratic structures within our unions and within COSATU from the local to the national level. We must continue to organise. We must continue to hold meetings. We must continue to say clearly what it is we want. If they stop us in our union offices, we will meet in their factories. We will meet in their buses and trains. We will meet in our houses.

Next week there will be an **emergency meeting of the Central Executive Committee (CEC)** of COSATU to discuss what is to be done. Make sure that your union discusses the situation and comes to the CEC with your mandate. Make sure that all shop steward councils in every area and region meet to discuss what is to be done. The CEC must give direction and leadership to the action we must take to defend ourselves from your mandate. No retreat, no surrender.

**CONSOLIDATE AND ADVANCE
BUILD ORGANISED WORKER DEFENCE
SEND A STRONG MANDATE FOR ACTION TO YOUR CEC**

Aug 26 1988

SALHA 22 C: COSATU

APARTHEID BAROMETER

"HOMELAND" DETENTIONS

A TOTAL of 51 people from the "Independent homelands" were known to be in detention on June 30 this year, according to the latest *Human Rights Update* of the University of the Witwatersrand's Centre for Applied Legal Studies (CALS).

Seven of the detainees came from Transkei, four from Bophuthatswana, 17 from Venda and 23 from Ciskei.

On February 19 1988 the Bophuthatswana Minister of Foreign Affairs Solomon Rathebe said 452 persons, including 41 women, had been arrested or detained in the week following the attempted coup. He said 386 were still in detention, 20 had been released and 46 were awaiting trial.

On February 25 1988 AB Mhohammed of the Bophuthatswana Department of Foreign Affairs said 165 members of the opposition Progressive People's Party had been released unconditionally and 239 members of the Bophuthatswana Defence Force had appeared in court, while a further 34 people were still being held in detention.

SECURITY LEGISLATION DETENTIONS

According to *Human Rights Update* the official figures for Internal Security Act detentions for 1987 were: Section 29 — 519 (with 194 still being held on February 11 1988); Section 31 — 84; total — 603.

The Minister of Law and Order Adriaan Vlok released the following figures for security legislation detentions in parliament: 1983: total — 203 (Section 29: 149; Section 31: 16; Section 50: 38); 1984: total — 577 (Section 28: 25; Section 29: 339; Section 31: 47; Section 50: 166); 1985: total — 2 436 (Section 29: 463; Section 31: 41; Section 50: 2 436); 1986: total — 4 132 (Section 29: 477; Section 31: 142; Section 50: 3 512).

The reduced figure for 1987 is a result of the introduction of the Emergency Regulations on June 12 1986.

Vlok told parliament on February 11 1988 195 of the 519 section 29 detainees of 1987 were still being held. He said two had been charged and acquitted, eight had been convicted, 71 were awaiting trial and 243 had been released or had escaped.

In 1987 Section 29 detainees received 3 745 visits from inspectors and 3 896 visits from magistrates, while Vlok received written representations from 71 Section 29 detainees — though in no case did the representations result in the release of the detainee concerned. 154 cases were referred to the Board of Review after detainees had been jailed for over six months, Vlok said.

POLITICAL TRIALS

A total of 510 people were on trial for political offences, including 50 on trial for treason, as at June 30 1988, according to *Human Rights Update*. There were 72 political trials, including five treason trials.

Human Rights Update says 24 political trials were completed between April and June this year — involving at least

107 accused of whom 87 were acquitted or had charges against them withdrawn and 20 were convicted.

According to figures released in parliament by the Minister of Justice Kobie Coetsee, in 1987 six persons charged with offences relating to sabotage were acquitted. Coetsee said six persons were awaiting trial on sabotage charges at the end of last year.

He said there was no information "readily available" about how many persons were convicted in 1987 for offences under the Intimidation Act, but added that the attorneys general had furnished a figure of 72 persons convicted in cases which had been referred to them. He said not all cases were referred to the attorneys general.

Coetsee subsequently released the following figures of persons arrested for and charged with offences under the Intimidation Act: 1982 — arrested: 34; charged: 30; 1983 — arrested: 52; charged: 48; 1984 — arrested: 86; charged: 71; 1985 — arrested: 362; charged: 293; 1986 — arrested: 696; charged: 545; 1987 — arrested: 792; charged: 536.

PRISONER OF CONSCIENCE

THETHINENE JOE JORDAN, 32, United Democratic Front Border regional organiser, was detained under the Emergency Regulations in August 1986 and is still being held. He had been held as an awaiting trial prisoner for the previous 11 months.

After matriculating in the Transkei in 1979 Jordan worked for the Border Blood Transfusion service and later as a salesman. In September 1985 he was arrested, charged with murder and in August 1986 was sentenced to three years imprisonment suspended for five years. Security police detained him as he was about to leave the court. He was subsequently hospitalised for six weeks.

At the time of his 1985 arrest he was treasurer of the Duncan Village Resident Association and a member of the African Culture and Community Development Association. He is currently studying for an industrial relations diploma through the University of South Africa. — elnews

BANNED BOOKS, PUBLICATIONS, OBJECTS

Banned for distribution and importation:

SADF — South African Death Force, sticker (not stated); Resist Army Service — South African troops out of Namibia Now, sticker (not stated); Hell up in Harlem, film; Battle of Algiers, film; I Am Curious Yellow, film; The Complete Guide to Sex and Loving (Dr David Delvin); The Art of Erotic Massage (Dr Andrew Yorke).

Conditionally approved/unbanned:

South Africa 1987: Choking Internal Resistance (Lawyers' Committee for Civil Rights Under Law, Washington — legal deposit and university libraries only); Lenin on Religion (VI Lenin — legal deposit and university libraries only); State of Emergency (John Sherlock — not to children under 18).

WM 9/9/88

REAUCRACY

The following figures relating to state employees were released in parliament and by the Central Statistical Services (S):

The number of public servants increased by 10,5 percent between 1986 and 1987 to total 943 851 — an increase of 127, according to the last report of the Commission for Administration. In the past two years over 100 000 new public servants have been hired.

The South African Transport Services (SATS) employs 142 white artisans and apprentices, 13 051 whites, 14 ks, 56 coloureds and 21 Indians.

According to the CSS there were 723 483 people working for central government and the provincial administrations at the end of the last quarter of 1987.

Of these, 526 606 were in the service of central government — nearly 20 000 more than at the end of the first quarter of last year.

The public service as a whole — including SATS, the post office, "self-governing territories", local authorities, parastatals, universities and technicons, marketing boards and public corporations — employed 1 702 194 people at the end of 1987's last quarter.

According to the report of the Commission for Administration, tabled in parliament, the government employed 19 000 out of the total of 10 459 000 economically active people at the end of September last year — 16 percent of the population.

Of those 47,5 percent were African, 36,8 percent white, 10 percent coloured and 3,3 percent Indian. Of these state employees 198 980 were employed by SATS, 97 020 by the Public Office, 255 409 by local authorities, 180 985 by public corporations and 3 144 by agricultural control boards.

According to the CSS the total payout to the public sector at the end of the last quarter of last year was R6,58-billion — seven percent more than for the third quarter.

More than 80 percent of African workers and 67 percent coloured workers are not in permanent positions, Communications Minister Stoffel Botha told parliament.

He said 5 243 of the 28 907 African workers were permanent, 212 were temporary and 23 452 were employed as casual and regular employees. 3 767 of the 12 309 coloured employees were permanent, 51 were temporary and 8 221 were casual or regular.

3 472 whites were in permanent positions, 3 224 in temporary positions and 2 082 were temporary or regular employees — meaning 9,8 percent of white employees were not permanent. Botha said 2 070 Indians were in permanent positions, 17 were in temporary positions and 179 were casual or regular.

OFFICIAL RESIDENCES

South Africa has a total of 177 official residences, the Minister of Public Works and Land Affairs Pietie du Plessis told parliament. He said there were 198 garden labourers employed at three of these residences.

FIREARM LICENCES

A total of 925 187 firearm licences were granted in South Africa from the beginning of 1982 until April 1988, the

Minister of Law and Order Adriaan Vlok said in parliament. He said during the same period 4 531 dealers licenses were issued.

BLACK TEACHERS

Only 3,01 percent of teachers employed in black schools were university graduates, the Minister of Education and Development Aid Gerrit Viljoen said in parliament. He said 50,55 of the teachers had passed matric and 49,45 possessed junior certificates or lower.

CLOSURE OF WHITE SCHOOLS

A total of 71 white schools had been closed throughout South Africa since 1984, Education and Culture Minister Piet Claase said in parliament. He said 11 of these were in the Transvaal, 39 in the Cape, 17 in the Orange Free State and four in Natal. The closure had affected 287 teachers and 3 949 pupils.

PRISONER OF CONSCIENCE

ZAKHELE ELPHAS MDALOSE, 64, an African National Congress member, was detained in 1975 and sentenced to life imprisonment on July 25 1977. He has now spent over 22 years of his life behind bars.

MDalose grew up in Dundee in Natal and started working as a farm labourer at the age of 12 without having had any schooling. After 14 years of working on farms he was employed as a shoe repairer in Durban.

In 1957 he joined the ANC and the South African Congress of Trade Unions and played an active role in organising the potato boycott in the late 1950s.

After the banning of the ANC he joined Umkhonto we Sizwe. He was detained in 1963 and sentenced to 10 years imprisonment on Robben Island the following year. He was released on February 28 1974, but was detained again 18 months later.

MDalose has a wife, Vierah, and four children.

BANNED BOOKS, PUBLICATIONS AND OBJECTS

Banned for distribution and importation:

Freedom at 70 — pamphlet (not stated); Update in Solidarity (Idasa, Rondebosch); We shall never forget ... Long live the spirit of Ashley — pamphlet (Bonteheuwel Youth Movement and Bisco, Community House, Salt River); The Student Voice of Namibia (Nanso, Namibia); Een Man Een Stem, PW Botha, Ons Man — pamphlet (Swartmamba Organisasie); Lenin and Trotsky on the Workers' Press (World Socialist Books); Workers of the World 2 Bolivia (International Labour Research and Information Group, Salt River); Fight Racism: Fight Imperialism no 80 August 1988 (Larkin Publications, London); Azanian Review vol 1 no 1 June 1988 and vol 1 no 2 August 1988 (Azanian Coordinating Committee, Johannesburg); Wicket Willie's low-down on Men (Pan Books Ltd, London).

Unbanned:

Civil War in France (Karl Marx); The Male and Female Figure in Motion (Edward Muybridge — not for public display).

Workers' Charter Campaign



Questionnaire

1. Basic Worker Rights

What rights should workers have, from the state and employers, in relation to:

- 1.1 Right to join trade unions
- 1.2 Right to a living wage
- 1.3 Right to social security
- 1.4 Right to education, training and skills upgrading
- 1.5 Right to job security
- 1.6 Right to work / full employment / job creation
- 1.7 Right to healthy and safe working conditions
- 1.8 Other rights

2. Trade Union Rights

What rights should trade unions have, from the employers and the state, in relation to:

- 2.1 Right to bargain collectively
- 2.2 Right to determine the bargaining levels and bargaining issues
- 2.3 * right to strike
 - * right to sympathy strikes
 - * right to picket
 - * right to job security while on strike
 - * right to protection against employers taking on scab labour during a strike
 - * right to strike fund
- 2.4 Right to appoint judges to the Industrial Court.
- 2.5 Right to negotiate all laws affecting workers.
- 2.6 Right to represent workers to state administrative bodies on labour issues.

3. Parental and Recreation Rights

- 3.1 What kind of provisions should we make for workers to enjoy family life?
- 3.2 What social facilities should be provided for workers to enjoy their recreation time?

4. Women Workers' Rights

- 4.1 What women workers' rights should the Workers' Charter have in relation to:
- * wages and grading
 - * education, training and skills upgrading
 - * job security
 - * social security
 - * taxation
 - * sexual harassment
 - * contraception
 - * other.
- 4.2 How must trade unions, worker political parties, all other mass organisations, employers and the state correct inequalities base on sex?
- 4.3 How can we ensure all workers have equal rights and equal opportunities regardless of race, sex and creed?

5. Political Rights

- 5.1 What political rights should workers have?
- 5.2 Should trade unions be independent of the state and political parties?
- 5.3 Should the state have any say in the running and control of trade unions?
- 5.4 Should trade unions have a right to differ with the state?
- 5.5 Should the state have powers to reverse / suspend worker rights e.g. during a state of emergency?
- 5.6 What access / control should trade unions have to all forms of media?

6. Rights for Economic Planning

- 6.1 What rights should workers have in a mixed economy, in managing privately and state owned companies?
- 6.2 What rights and support should be given to co-operatives?
- 6.3 What role should trade unions play in relation to economic planning at local, regional and national level?

7. Relationship between the Workers' Charter and the Constitution

- 7.1 Should the Workers Charter be part of the Constitution or a separate document?
- 7.2 What should be the status of the Workers' Charter be in a post-apartheid South Africa?

8. Charter Preamble

- 8.1 What should the Workers Charter Preamble contain?

UNEMPLOYED WORKERS ORGANISE AND UNITE



JOIN THE NUWCC!



Unemployed workers, we have many problems. Everyday is a struggle to get what we need. We have no money, we can't pay for our food and clothes. If we get UIF it is for a short time, with little money. What can we do, how do we survive? Every day is a struggle. Some amongst us turn to stealing, some to prostitution and many are taken by drink. This unemployment even pushes the weakest to join the vigilantes and the armed forces of the oppressor.

Bosses and the government make unemployment - not workers

No worker wants to be unemployed. We who suffer do not make unemployment - no, it is the bosses and their government. It is the bosses who want more profits - the bosses who replace us with machines and retrench us. It is their government which spends millions on the army and apartheid structures and not on jobs. Alone, as an unemployed worker, we are weak and we can do nothing to solve our problems. This is why we unemployed must unite and build our own organisation. This is why you as an unemployed must join your local unemployed organisation.

Join the NUWCC - strengthen your unemployed organisation

The NATIONAL UNEMPLOYED WORKERS CO-ORDINATION COMMITTEE (NUWCC) co-ordinates groups of unemployed in the struggle against unemployment. There are groups in Cape Town, Port Elizabeth, East London, Durban, on the East Rand, in Soweto and other parts of the Transvaal. We are building towards an unemployed workers union as a full affiliate of COSATU - and presently participate in all the COSATU structures. We believe in non-racism and workers control.

Jobs are a right and not a privilege!

The NUWCC is building a campaign for JOBS OR A LIVING BENEFIT. We say that JOBS are a right and not a privilege. If the bosses and their government can not give us jobs then they must cover all our basic needs - our needs for food, clothes, rent, school fees and any other need we have. This is our right. The bosses and their government make unemployment. They must pay for it.

**WE NEED YOU - YOU NEED THE NUWCC
JOIN & BUILD US!!**

HEAD OFFICE AND TRANSVAAL

99 Polly Street
Corner Kerk
3rd floor
Camperdown building
Tel: 011-299069
-290478

EAST LONDON

193c Oxford Road
EAST LONDON
Tel: 0431-26353

DURBAN

3rd Floor
55 Marajh Road
CLAIRWOOD
Tel: 031-455637

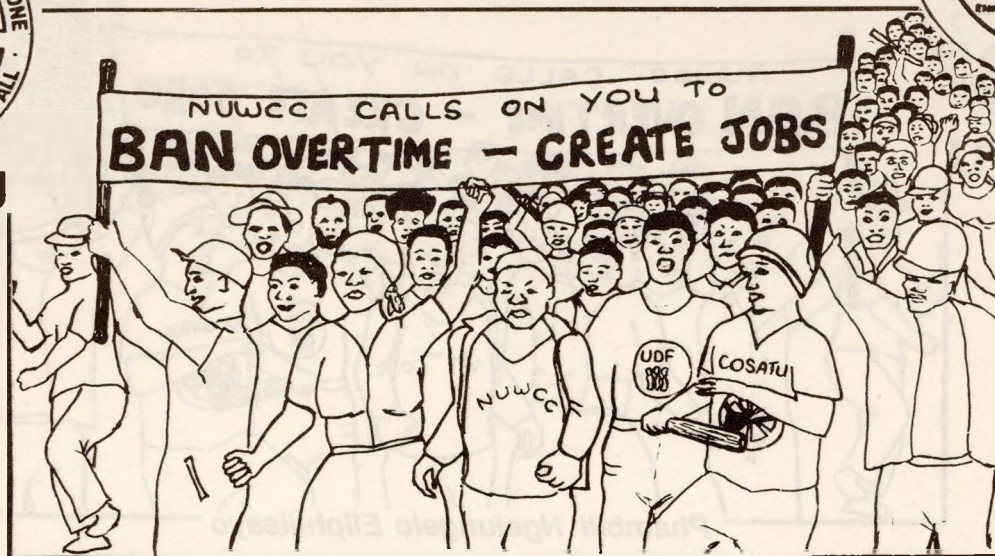
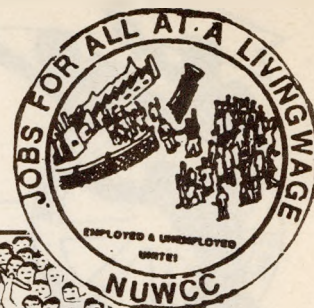
PORT ELIZABETH

Ranbro Building
Cotrell Street
PORT ELIZABETH
Tel: 041-414898

CAPE TOWN

COSATU,
Community House
41 Salt River Road
CAPE TOWN
Tel: 021-475044/3

N.U.W.C.C. BAN OVERTIME CREATE JOBS



Forward to a living benefit campaign!

We the **National Unemployed Workers Co-ordinating Committee** are committed to organising and mobilising the unemployed people. Six million people are unemployed because of the capitalist system in the country.

The state by upholding apartheid and capitalism is making sure that unemployment is here to stay.

Because of the state's disrespect for humanity we have people living under very poor conditions in suffering.

Here We Think Of:

- (a) Squatter camps
- (b) High Rents
- (c) Evictions (d) High Medical Fees
- (e) Not being able to afford school fees and uniforms.
- (f) Basic necessities of daily living viz. bread, milk and maize meal.
- (g) High crime rate
- (h) High degree of alcoholism
- (i) Destruction of family life.

Unemployed unite and defend yourselves.

The slogan "An injury to one is an injury to all" is directly linked to the ban overtime campaign. By this we mean that if overtime is banned, jobs could be created for the unemployed. This will also mean that more families could be fed.

There is R680 million rand in the unemployed insurance fund whilst the unemployed are dying of hunger.

Huge sums of money is spent on maintaining the Apartheid-system instead of the state providing **JOBS SECURITY & COMFORT FOR ALL**. LET US ORGANISE AND UNITE AROUND THESE DEMANDS OF THE UNEMPLOYED

1. Jobs for all at a living wage.
2. Re-negotiate the UIF with workers and unemployed
3. Scrap rent arrears and stop evictions.
4. Transport and health concession for all the unemployed
5. A 40-hour week and a ban on overtime.
6. Scrap school-fees and uniforms
7. Unemployed women should qualify for full maternity benefit

To discuss the problem of the unemployed Mass Rallies will be held at the **following venues**

**Venue: ROMA, NY 5
Guguletu**

**Date: Wed. 4th October 1989
Time: 4p.m. - 8p.m.**

**Venue: Zolani Centre
Nyanga**

**Date Thurs 5th October 1989.
4p.m. to 8pm**



COSATU

NUWCC

**Bulala ixesha elongeziweyo (Overtime)
VULA IMESEBENZI**



Phambili Ngelungelo Eliphilisayo

Thina be NATIONAL UNEMPLOYED WORKERS CO ORDINATION COMMITTEE sizimisele

uku ququzelela bonke nokuqokelela bonke abantu abangasebenziyo

Izigidi ezithandathu zabantu zihleli ngaphandle kwemisebenzi ngenxa yendlela yobukapitali esetyenziswayo kweli lizwe lethu

Urulumente (wegcuntswana) ngokuthinca kwakhe kwimeko yocalucalulo uzimisele

ukuqiniseka ukuba uswelo misebenzi luhlale luthe gqolo

Ngenxa yokungahloneli ubuntu kuka rulumente apha (ESA) sinabantu abahleli entluphekwini

Xasisitsho sicinga ngezizinto zilandelayo

(a)Amatyotyombe (B)lirente eziphezulu (C)Ukhutsho lwabantu ezindlwini

(D)Intlawulo ephakamileyo yezamayeza nyango

(E)Intlawulo yefundo engapha kwamandla uluntu

(F)Unduqo wemfuno zobomi zemihla-ngemihla

esonka, ubisi, nomgubom'mbona. (g) Iqondo eliphezulu lobundlobongela

(h) Iqondo eliphezulu lokusetyenziswa kwe ziselo ezinxilisayo.

UNEMPLOYED MANYANANI NIZIKHUSELE

1. Imisebenzi kuye wonke ubani ngendlela ephilisayo.

2. Kuxoxwe nge UIF nomsebenzi nongaqeshwanga.

3. Kususwe amatyala erente kuyekwe nokukhutshwa abantu ezindlini.

4. Izithuthi namalungelo kwezempilo kwabo bangaqeshwanga.

5. Kusetyenzwe iiyure eziyi 40 ngeveki kuphele nokusebenza ixesha elide (overtime).

6. Kupheliswe intlawulo ezikolweni nee yunifom.

7. Amakhosikazi angaqeshwanga mawafumane amalungelo abakhulelweyo.

Isaci esithi "Inxeba'lendoda'alihlekwa" sibhekisa ngqo ekubeni kutshitshiswe ixesha elongeziweyo. Ngalentetho sithi ukuba ixesha elongeziweyo litshitshiwe kungaveli amathuba emisebenzi kubantu abasebenziye

Kunentywenka yama R680m (amakhulu amathanbatu anamashumi asibhozo ezigidi zeerandi) Kwingxowa ye inshorensi (UIF) yabantu abangasebenziyo elixesha abantu abangasebenziyo besifa yindlala

Izixa ezikhulu zemali zisetyenziswa ekuqhubelu phambili ucalu-calulo, kunokuba urulumente avule amathuba emisebenzi

UKHUSELEKO NENTLALAKAHLE KUBANTU BONKE

UKUHLAFUNA LOMBA WENTSWELOMISEMSEBENZI KUZAKUBANJWA INTLANGANISO KAWONKE-WONKE

Indawo: ROMA NY 5, Guguletu

Umhla: Losithathu 4th Oct. '89

Ixesha: 4.00p.m.

Indawo: Zolani Centre, Nyanga

Umhla: Losine 5th Oct. '89

Ixesha: 4.00p.m.



March for Jobs, Peace and Freedom



Statistics

- 1400 Jobs lost per day
- January 1991 - December 1991
200 000 workers to be retrenched
- 1980 - 1989 Growth of the economy = 0 %
- 7,04 Million people are unemployed



COSATU says:

- No to retrenchments
- "Cut profits not jobs"
- Retrain not "retrench"
- Capitalism has failed

Forward to

- An end to the violence
- Constituent Assembly
- Patriotic Front
- Interim Government

**Let us march on Saturday 15 June
for Jobs, Peace and Freedom!**

Meeting points

- | | |
|---|---|
| <ul style="list-style-type: none"> • Vereeniging: Meet at the open space next to Maxi Motors • Time: 10am <ul style="list-style-type: none"> • March to Vereeniging Police station • Klerksdorp: Meet at the old Taxi Rank • Time: 10am <ul style="list-style-type: none"> • March to the Department of Manpower • Carltonville: Meet at Taxi Rank Abelhorzer • Time: 10am <ul style="list-style-type: none"> • March to the Department of Manpower and Carltonville Police station • Secunda: Meet at Secunda Taxi Rank • Time: 10am <ul style="list-style-type: none"> • March to Secunda Police station • Witbank: Meet at Edgars Centre • Time: 10am <ul style="list-style-type: none"> • March to Witbank Police station • Burgersdorp: Meet at Taxi Rank • Time: 10am <ul style="list-style-type: none"> • March to Leeuvallei Police station • Standerton: Meet at Taxi Rank • Time: 10am <ul style="list-style-type: none"> • March to Standerton Police station • Lydenburg: Meet at Mashishing Community Hall • Time: 10am <ul style="list-style-type: none"> • March to Lydenburg Police station | <ul style="list-style-type: none"> • Barberton: Meet at Emjindini Community Hall • Time: 10am <ul style="list-style-type: none"> • March to Barberton police station • Pretoria: Meet at COSATU Office Brown Street • Time: 10am <ul style="list-style-type: none"> • March to Department of Manpower • Johannesburg: Meet at Corner Wanderers and Plein Streets • Time: 10am <ul style="list-style-type: none"> • March to John Voster Square • Durban: Meet at Durban Cathedral • Time: 9am <ul style="list-style-type: none"> • March to the Department of Manpower • Kimberley: Meet at Open Air Arena • Time: 10am <ul style="list-style-type: none"> • March to Transvaal Road Police station • Vryburg: Meet at Huhudi stadium • Time: 10am <ul style="list-style-type: none"> • March to the Police station • Welkom: Meet Thabong stadium • Time: 9am <ul style="list-style-type: none"> • March to Police station • Kroonstad: Meet at Shopping Centre • Time: 8am <ul style="list-style-type: none"> • March to Sasko Building |
|---|---|

For more information contact your COSATU Region

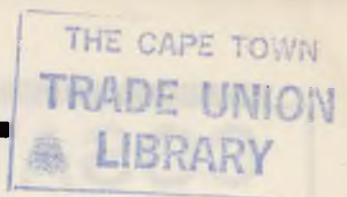
COSATU demands:

- Jobs to be created
- Electrify the townships
- Build affordable and quality houses for all
- Build schools and hospitals for all

More than one million jobs can be created if job creation schemes start NOW!



LIVING WAGE FOR ALL



COSATU CAMPAIGN TAKES OFF

Every year workers are involved in a struggle to get a decent living wage. Every year, the bosses push profits up and keep wages down. Every year workers get poorer and bosses get richer.

COSATU unions have decided that our main fight in 1987 must be the living wage struggle.

Challenge

- * *The campaign should be the biggest challenge to bosses and their profit-making system.*
- * *The campaign will build COSATU structures and make our organisation stronger.*
- * *The campaign must be used to draw the many unorganised workers into COSATU.*
- * *The campaign must build links with other progressive groups fighting poverty and hardship in the townships.*

CEC

The last CEC in February called on COSATU unions to continue discussing how to fight this campaign. Many unions are planning their own big struggles around wage negotiations. Under COSATU, however, we will speak with one voice and make united demands against the bosses' system of exploitation.

Committees

Unions must set up Living Wage committees in every branch, region and nationally. These committees will join hands with other unions in COSATU's regional committees on the Living Wage. COSATU locals have an important part to play; they will mobilise and educate fellow-workers and stewards.

Launch

COSATU has called for mass rallies in March to launch the campaign. Some regions will launch on 21 March Shapeville day. Our main slogan is "UNITE AND FIGHT FOR A LIVING WAGE". Other slogans can be added to this one.

*** EACH LOCAL MUST ARRANGE ITS OWN TRANSPORT TO THE RALLIES ***

COSATU DEMANDS

These are the main demands that we must take to the bosses this year:

- * A living wage for all.
- * 40 hour week without loss of pay.
- * May Day, June 16 and Sharpeville Day as paid public holidays.
- * Job security.
- * No tax deductions.
- * 6 months paid maternity leave.
- * An end to the hostel system and decent housing near places of work.
- * The right to a decent education and training.

Posters, stickers, adverts, t-shirts booklets, pamphlets and a special COSATU News on the Living Wage will be put out by COSATU.

These will be used to mobilise around the wage struggles of each affiliate.

UNITE AND FIGHT FOR A LIVING WAGE UNDER COSATU

Factory workers, Domestics, Construction workers, Transport workers, Retail workers, Farmworkers, Government workers and Miners join hands

**UNITE AND FIGHT
FOR A
LIVING WAGE!**

**FEDUSA****NACTU**

Spreading the message faster than the Disease

INTRODUCTION

Workers are united around a campaign that addresses the biggest challenge that faces our society. "If HIV /AIDS is not addressed as a National Crisis it will destroy our people". As workers we are starting our awareness programme with a training session of all shopstewards on the 10 April 2001. This will be followed with a factory meeting in every workplace during a 1 hour lunch break on 19 April. On the 22 April 2001 every home will have an HIV discussion during lunchtime. A pamphlet will be circulated for you to use to guide the lunch discussion. At 8 O'clock at night on 22 April every home should stand at their gate for 10 minutes with a candle.

INLUIDING

Werkers staan saam in die veltoeg om die grootste aanslag teen ons samelewing aantespreek. HIV / Vigs is 'n nasionale krisis wat ons mense ondermeen. As werkers begin ons met 'n program om onself meer bewus te maak van die probleem. Die program sal begin met 'n shopsteward opleiding sessie wat op die 10de April 2001 in die Stadsaal in Kaapstad gehou gaan word. Dit word opgevolg met 'n vergadering wat in alle werksplekke vir 'n uur op die 19de April 2001 gehou gaan word. Op die 22ste April 2001, gedurende etenstyd gaan elke huishouding 'n bespreking hou rond om die kwessie van HIV / Vigs. 'n Pamflet sal versprei word wat unielede sal gebruik om die besprekinge te lei. Om 8 uur die aand van die 22ste April 2001 sal elke huisgesin vir 10 minute by hul huise staan met 'n brandende kers om hul ondersteuning te toon.

INTSHAYELELO

Abasebenzi bamanyene kwiphulo lokuqwalasela indlela zokuhlangabezana neemeko ezingqonge impilo yabo. Ukuba I hiv / AIDS ayinakuthatyathwa njenge " nkxalabo yesizwe" iyakulitshabalalisa uluntu. Siyakuthi ke ngoko siqale ngemigaqo yokufundisa li shopstewards ngomhla weshumi ku Tshazimpunzi (10 April) kulo nyaka sikuwo. Ngomhla ka 19 April 2001 kuyakubakho iintlanganisano emisebenzini yethu ngexesha lezidlo zasemini. Ngomhla ka 22 April kubekho ingxoxo-mpikiswano ngesifo ugawulayo ngexesha lokudla, ze kuhanjiswa amaphethshana malunga nesisifo ngentsimbi yesibhozo kwangalo olusuku. Abahlali nabasebenzi bayacelwa ukuba baphume ezindlwini beme kumasango eentango zabo bephethe amakhandlela imizuzu elishumi.

HIV/AIDS

Statistics

33,4 million people have HIV / AIDS in the world.

One out of three people are HIV positive in KwaZulu Natal.

1500 people get HIV every day.

Difference between HIV and AIDS

HIV is the virus and AIDS is the disease.

Ways of being infected

HIV must get into a person's blood to infect them. For you to transmit it to another person it has to pass from your body in your blood or your sexual fluids, into their body through a break in their skin.

Testing

It is important to get yourself tested for HIV. Knowing you have the virus help you remain healthy by eating healthy food, sleeping properly and cutting down on alcohol. Also, you may be able to begin treatment and counselling.

PREVENTION

The way to prevent infection is to follow the ABC of HIV /AIDS prevention.

- A** stands for abstinence, meaning not having sex at all. It always remains the ideal protection against infection with HIV and STD.
- B** stands for be faithful. Only have sex with your one partner.
- C** stands for using condoms. If you can't manage without having sex use a condom.

Religious organisations preach abstinence of sex before marriage.

TREATMENT

Live Positively

There is no cure for AIDS. The aim of treatment is to prolong life, maintain healthy and enhance your quality of life. Also psychological care is very critical in living positively with HIV/AIDS.

Medication available

The two commonly known drugs that can boost the immune system and reduce the amounts of the virus in the body are AZT and nevirapine. The treatment of opportunistic diseases, early diagnosis and prompt and effective treatment is very important.

Campaign for affordable drugs

COSATU support the campaign for cheaper drugs. We are demonstrating along with the Treatment Act Campaign (TAC) for affordable medicines. We also support the government in their fight with Pharmaceutical companies who put profits before people.

WORKPLACE POLICY

Laws that govern your rights

S.A. got good employment laws that will protect workers from discrimination as a person living with HIV /AIDS. These rights you find in the S.A. Constitution, LRA, BCEA etc. Also a draft code of Good practice provide guidelines to address issues related to HIV/AIDS in the workplace.

What can shopstewards do on the shop floor?

Stewards should ensure that they develop a workplace policy and put in place structures and procedures that can defend workers living with HIV and AIDS

COSATU

Second National Congress

14 - 18 July 1987

COSATU LAUNCH

Cosatu was launched in Durban in November 1985 after 4 years of "unity talks." The launch marked a turning point in the workers' struggle in South Africa. It brought the majority of the independent and progressive unions together in the biggest trade union congress ever in our history.

Present at the inaugural congress were 1 000 delegates from every part of the country and from 33 unions covering workers organised in all the major industrial centres of the country.

The launch of COSATU had a major impact on our struggle and the country as a whole. It was seen that the powerful unity created by workers would greatly strengthen the democratic movement; would speed up the organisation of the unorganised; and give real meaning to the leading role of workers in the mass struggle.

COSATU GROWTH

COSATU has a paid-up membership of about 750 000.

This means that in the first 18 months of the congress 250 000 new members have come into the COSATU. The old bosses trade union TUCSA collapsed in this time and many TUCSA workers joined COSATU affiliates. The only other federation NACTU, which was formed through the merger of CUSA and AZACTU,

has only three unions with any real organisation and thousands of workers have left NACTU to join COSATU.

After this years Congress COSATU will be concentrating on forming one united national trade union centre in line with our principle of One Federation, One Country. All democratic unions accepting our



principles and policies should be encouraged to join our ranks in line with our policy of One Union, One Industry.

COSATU IS ONE UNION, ONE INDUSTRY

Although COSATU was launched with 33 unions there will only be 12 industrial unions/sectors coming to this years National Congress. This is the result of the mergers taking place through the implementation of the One

Industry, One Union principle of COSATU.

Unions like NUM, NUMSA, FAWU, CAWU, SADWU and CWIU are the national unions for their industries.

COSATU has mapped out 12 key industrial sectors, each to be represented by a single national union. Only the 12 national industrial unions or sectors will be allowed at Congress. The organised unemployed workers will attend as observers and the farm workers union is yet to be formed.

CONGRESS REPRESENTATION

Congress is the highest decision-making body of the federation. It meets once every two years and each affiliate sends 1 delegate for every 500 paid-up members.

1 500 delegates are expected at this year's congress.

Congress is the place where our policies are changed or added to. Congress is the place where our constitution can be changed. Congress is the place where we elect our national leaders.

There must be a majority of workers in the delegation of each affiliate. Only delegates may vote, although office bearers may take part in discussions. The key

Turn to page 4

One Country, One Federation

STRUCTURE OF COSATU

• **Members:** the workers who form the affiliated unions

• **Unions:** by June each industry will have one union representing the workers

AFFILIATED INDUSTRIAL UNIONS



MINES METAL FOOD PAPER CONSTRUCTION CHEMICAL CATERING TRANSPORT DOMESTIC MUNICIPAL PUBLIC SECTOR FARM TEXTILE UNEMPLOYED



SHOP STEWARDS COUNCIL



SHOP STEWARDS COUNCIL



SHOP STEWARDS COUNCIL

• All the members of the shopsteward committees in a local meet in a shopsteward council to co-ordinate work in the local

EXECUTIVE COMMITTEE

- Limited power - assists the General Secretary
- Four additional members of the Central Executive Committee - no more than three members from one region and no more than two members from one affiliated union

- Meets once between meetings of the Central Executive Committee
- Cannot make policy or amend any policy decision of the federation
- President, Vice-President, Second Vice-President, General Secretary, Assistant General-Secretary

CENTRAL EXECUTIVE COMMITTEE

REGIONAL EXECUTIVE COMMITTEE



- Administers the region between meetings of the Regional Congress
- Regional Chair, Vice-Chair, Treasurer and Regional Secretary



- Manages the affairs of the Federation between meetings of the National Congress
- Meets once every three months
- Two representatives for each affiliated union with under 15 000 members (one must be a worker) and four representatives for unions over 15 000
- Chairperson of each region has speaking but no voting rights
- President, Vice-President, Second Vice-President, Treasurer, General Secretary of NC hold same position - no voting rights

REGIONAL EXECUTIVE COMMITTEE



- Two delegates from each affiliate with under 8000 members and four delegates from unions with more than 8000 members

REGIONAL CONGRESS



- Carries out decisions of the NC and the CEC
- Each affiliate with a branch in the region elects 5 representatives for the first 1 000 members and then one representative for every 250 members

REGIONAL CONGRESS



- Elects a regional Vice-Chairperson, Treasurer, and Regional Secretary
- Subordinate body to the CEC - decisions of the Regional Congress may be confirmed, amended or reversed by the CEC

NATIONAL CONGRESS

- Highest controlling body of the federation
- Meets at least once every two years
- Adopts general and specific policy by means of resolutions
- Elects the President, Vice-President, Second Vice-President, General-Secretary and Assistant General



Secretary

- No official of the federation or its affiliates shall be eligible for the position of President, First Vice-President or Treasurer
- Each affiliate has one delegate per 500 members - workers must be in the majority of the delegation.

From page 1

resolutions are circulated beforehand for discussion and affiliates arrive at the Congress with mandates.

Congress empowers the COSATU Executive to give day to day leadership to the federation and to take decisions subject the powers of the Central Executive Committee.

The Central Executive Committee is the second-highest decision-making structure and meets once every 3 months. Delegations from all the unions here must also include a majority of workers - 2 for unions with membership less than 15 000, and 4 for bigger unions.

COSATU has nine regions and regular Regional Congresses and Regional Executive Committee meetings are held.

One of the most important structures in COSATU is the shop steward locals/councils. There are about 50 locals existing in COSATU at present, uniting together shopsteward delegates from different affiliates from a specific area.

COSATU POLICY

This Congress will discuss and decide on changes to the constitution; on political direction; and on resolutions relating to the overall policy and organisational work of the federation.

Decisions taken will be binding and will guide the federation until the next COSATU National Congress.

Never before have organised workers in South Africa been as strong as today. In 1987 COSATU is not only talking about working class leadership of the mass struggle - it is doing it! Organised workers have stood at the front-line of the mass struggle with the biggest ever strike wave in our history. The mass national stay-

aways of May 1st, May 5th and 6th and June 16th rested on organised workers under COSATU.

It is now more important than ever that COSATU come up with a clear policy and direction for the struggles we face. The direction COSATU workers choose to go now will have a major impact on the way in which our struggle develops and the kind of future we build.

CONGRESS ARRANGEMENTS

Cosatu's National Congress will take place at Wits University in Johannesburg between 14th and 18th July. All delegates will be staying together in Johannesburg.

There will be simultaneous translation during the conference into English, Zulu, Sotho and Afrikaans.

Visitors have been invited to attend from trade union centres in the following countries: Sweden, Norway, Denmark, Finland, Holland, Britain, Canada, Australia, New Zealand, Zambia, Zimbabwe, Angola, Mozambique, Namibia, Lesotho, Swaziland, Botswana, Nigeria, India, Phillipines, Caribbean, Brazil, Chile, Nicaragua, Trinidad, France and various socialist countries. Certain unions in the USA have also been invited to send a delegate, as has the Commonwealth Trade Union Congress and the Organisation of African Trade Union Unity (OATUU).

Organisations in South Africa which have been invited to send guests are: SAYCO, SANSCO, FEDTRAW, UDF, NSCC, NECC, SACC, SACBC and SACOS.

There will be a Cultural Day on the 18th July. Cosatu Regions will each have about an hour to present cultural performances that have been selected by the region for Cosatu's Congress.

COSATU WORKERS' TASKS

Your tasks are to make sure that :

- there is only one union in COSATU in your industry and that if there is not your union is taking positive steps to make this happen as soon as possible
- your union is preparing properly for Congress by getting your mandate for any changes to COSATU policy, leadership and constitution
- your union is participating properly in COSATU's living wage campaign; Hands off Cosatu campaign; release detainees campaign as part of preparation and mobilisation for COSATU's National Congress
- your workplace gets a full report-back on all decisions made at Congress



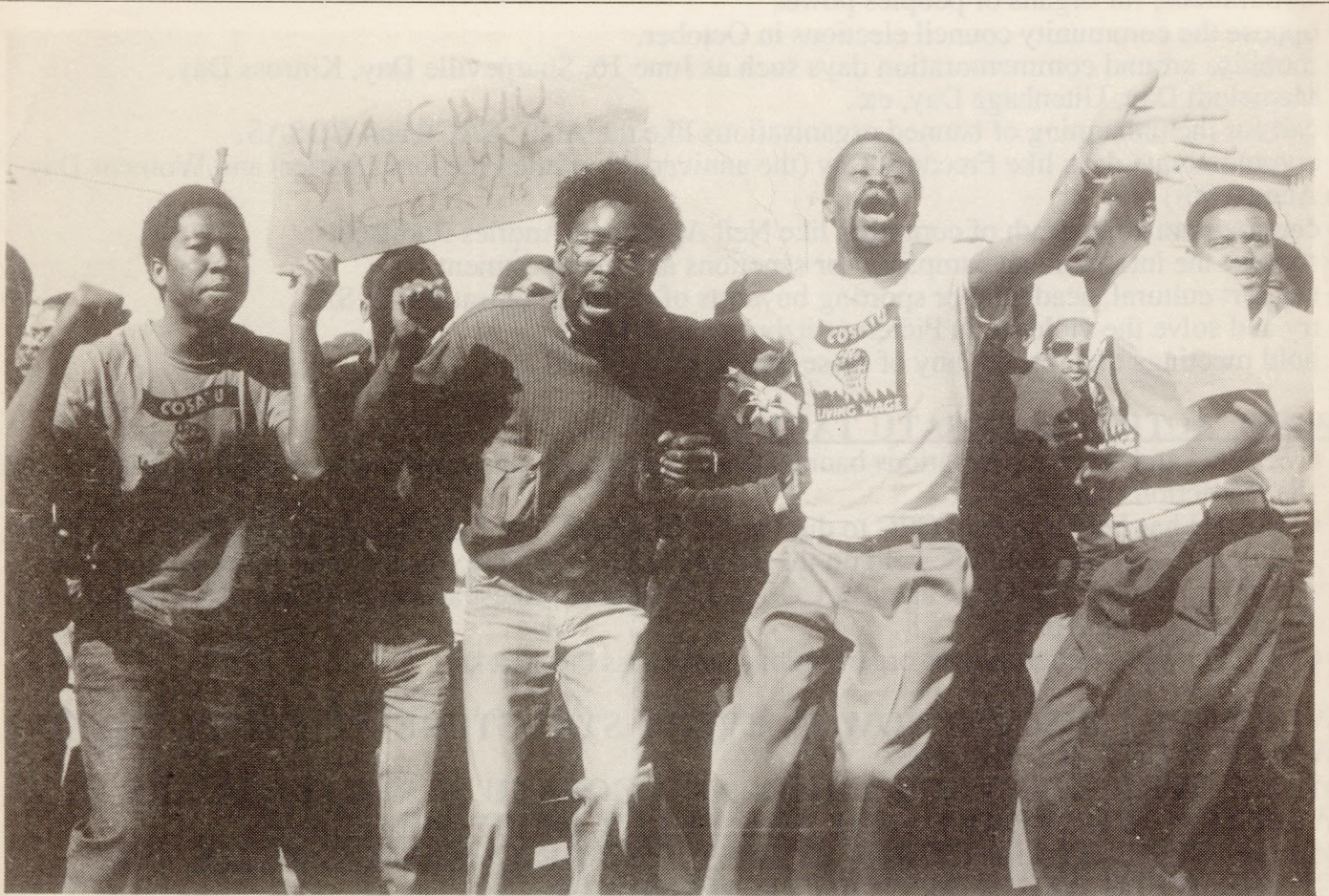
"The real issues being debated within COSATU are :

- what is the political role of the working class in the national liberation struggle ?
- what are the conditions necessary to protect the interests of the workers rather than the wealth of the rich ?
- can the present capitalist economic system solve the massive problems that workers face ? We don't believe it can."

Jay Naldoo (COSATU General Secretary)



COSATU SPECIAL CONGRESS TO DISCUSS RESTRICTIONS ON COSATU



The Government last week used its iron fist to try and smash the democratic organisations of the people. Seventeen organisations, mainly the UDF and its affiliates, have had all their activities banned. COSATU has not had all its activities banned.

But the Government has also hit very hard at COSATU. The new law says that COSATU must not take up any community or political struggles. COSATU must only deal with workplace problems. Through this law they want to silence the voice of the workers in the mass democratic struggle.

The Government has also decided to ban some comrades - they are stopped from taking part in their organisations and can no longer move around freely.

This new law against COSATU does not stop :

- COSATU's Living Wage Campaign
- COSATU's mobilisation against the Labour Relations Bill.
- COSATU organising and mobilising around shopfloor demands.

BUT it means that it is against the law for COSATU to:

- call for the release of the Alex 5 and all our other comrades in detention like Amos Masondo, Dennis Neer, Glenn Mokwena, Vusi Mabaso, the SARHWU 18 etc
- take up or support struggles in the community e.g. rents and evictions; for street, area and zone committees; for organs of peoples power
- oppose the community council elections in October.
- mobilise around commemoration days such as June 16, Sharpeville Day, Kinross Day, Mamelodi Day, Uitenhage Day, etc.
- call for the unbanning of banned organisations like the ANC, SACP and COSAS.
- commemorate days like Freedom Day (the anniversary of the Freedom Charter) and Womens Day (August 9th) etc.
- commemorate the death of comrades like Neil Agget and Andries Raditsela.
- support the international campaign for sanctions and disinvestment.
- support cultural, academic or sporting boycotts of racist organisations in SA
- try and solve the violence in Pietermaritzburg and KTC
- hold meetings that discuss any of these issues

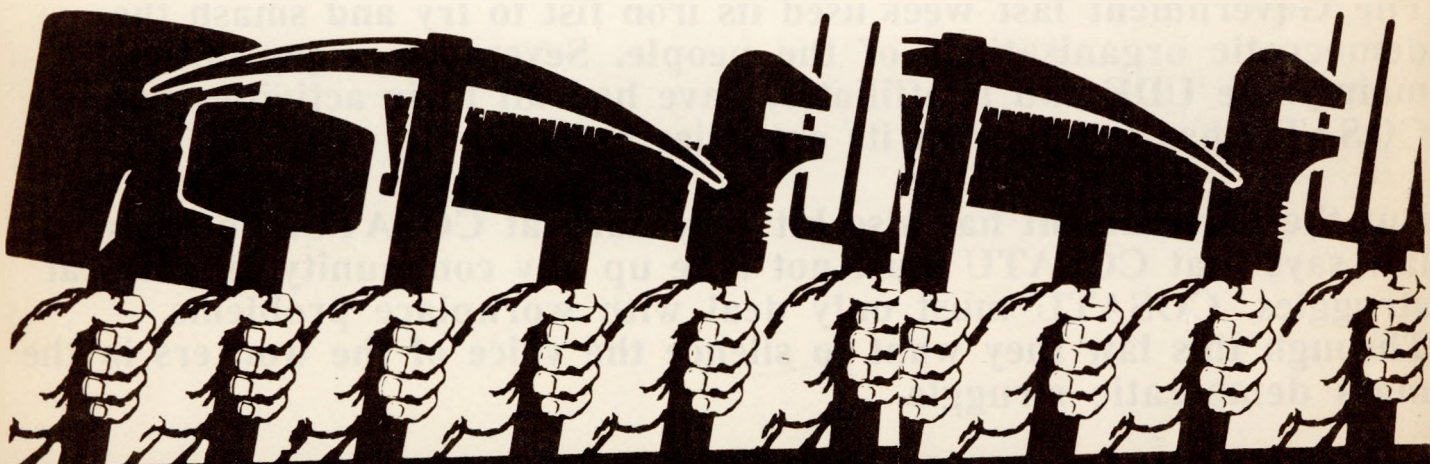
WHAT ACTION IS COSATU TAKING?

- COSATU and other organisations banned from taking part in any activities are planning to challenge the restrictions in court.
- COSATU has held a special CEC to discuss the bannings. The CEC decided that a Special COSATU National Congress should be held on the 9th and 10th of April to discuss our response to the restrictions. If the Congress is banned, COSATU will take protest action from Monday 11th to Wednesday 13th April.
- COSATU will meet employer organisations to discuss the attacks.

**WORKERS ! DISCUSS NOW IN EVERY STRUCTURE AT EVERY LEVEL
WHAT MUST BE DONE.**

**MAKE SURE ALL YOUR UNION AND COSATU STRUCTURES ARE
WORKING PROPERLY AND ARE FULLY REPRESENTED.**

**MAKE SURE YOUR UNION COMES TO THE COSATU SPECIAL CON-
GRESS WITH YOUR MAJORITY MANDATE.**



FORWARD TO COSATU CONGRESS

BASEBENZI YILWANI NIZIVIKELE!

Asiwuhlakaze lomthetho oyiLRA ufe uphele nohlaselo lwawo kubasebenzi
Inqubo yamaholo obugqila isihlasela abasebenzi ngendlela ongakaze uyibone. Uhulumeni nabaqashi sebeziphasisa umthetho omusha oyiLRA wokubulala izinyonyana zethu ezinamandla. Bafuna izinyonyana eziyizincelebane ezingawavikeli amalungelo abasebenzi.

Abaqashi bayaqhubeka nokuwusebenzisa lomthetho ekwenzeni lamanyala:

- * ukukhokhisa izinyonyana zethu amadameshe
- * ukusivimbela ngezinkantolo ekuthatheni izinyathelo eziyiqiniso
- * ukuvalela amalungu ethu ngaphandle kwamasango
- * ukukhinyabeza ilungelo lethu lokuteleka
- * ukujivaza ilungelo lokuvikeleka komsebenzi

Basebenzi asiyifake unyawo iLRA!

Ingqungquthela yabasebenzi yango-4/5 March yawuchitha lomthetho omusha.

Asakheni umkhankaso wokulwa neLRA!

- * U-COSATU/NACTU nezinyonyana ezizimele ngokwazo seziwafakile amadimandi kubo bonke abaqashi bakulelizwe.
- * Lamadimandi kuzoxoxwa ngawo emkhakheni kanational nasezinhlanganweni esesizibhalele.
- * Lamadinandi azokwethulwa emafekhtri ngenhloso yokuba aziwe kuphela.
- * Amakomiti oxhumaniso eNACTU/COSATU nezinyonyana ezizimele kufanele asungulwe kuwo wonke amaregion namalocal.
- * Kufanele kube nemihlangano yamaShop Steward Council nezingqungquthela kumaregion nakumalocal.
- * Kufanele kusakazwe amaphepha, namasticker namaposter yonke indawo.

Uhlelo

1 June

Kuyofakwa amadimandi kuSACCOLA, SA Agricultural Union naseminyangweni kahulumeni yezimboni zikahulumeni.

30 June

Uma kungekho lutho olwenziwayo siyovele simemezele ingxabano nalabaqashi.

1–10 July

Imibono yabasebenzi iyohlolwa kuzwelonke yokuthi kuzothathwa ziphi izinyathelo.

4/5 August

Ingqungquthela yabasebenzi yesibili

- Yokubukeza intshukumo nokuthatha izinqumo zezinyathelo ezizothathwa.
- Yokuphothula i-agenda yengqungquthela yabasebenzi yokuqala.

Isimemezelo kubo bonke abantu!

Sinxusa bonke abasebenzi, namabandla nezinhlangano zomphakathi ukuba ziwuxhase ngokugcwele umkhankaso wethu wokulwa nalomthetho olwa nabasebenzi.

Likhishwe uCOSATU/NACTU nezinyonyana ezizimele ngokwazo

1st June 1989

TO: SACCOLA

Dear Sir

RE: LABOUR RELATIONS ACT (LRA)

We represent the affiliates of the Congress of South African Trade Unions, the National Council of Trade Unions and several Independent Unions. As you are aware we the above trade unions remain opposed to the new Labour Relations Act.

We table the following demands to establish the democratic rights of all South African workers irrespective of race, sex, or marital status. These rights are namely:

1. The right of all workers to form and belong to trade unions of their own choice.
2. All workers presently excluded from the Labour Relations Act, including farmworkers, domestic workers, forestry workers and all public sector workers, must be covered by the LRA.
3. The scrapping of all sections of labour legislation that undermine our right to job security and our endeavours to establish a democratic trade union movement free of racism and minority union rights.
4. The entrenchment of:
 - 4.1 the right to strike and to engage in sympathy strikes.
 - 4.2 the right to picket.
 - 4.3 no dismissal without a fair and valid reason and without following a fair procedure.
 - 4.4 the duty to recognise and bargain with majority unions.
 - 4.5 retrenchment should be negotiated with representative unions and will include the LIFO system.


- 4.6 An understanding that no employer will use the provisions of legislation of any homeland to refuse recognition to a union which has majority representation in its establishment in that homeland.

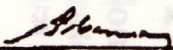
Motivation for these demands is contained in our Statement of Case submitted to SACCOLA in July 1988 and in our representations to the Standing Committee.

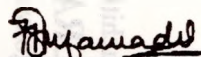
The meeting of the Workers Summit held on the 4th and 5th March 1989 and attended by Nactu affiliates, Cosatu affiliates and several independent trade unions resolved to submit these demands to yourselves and expect a joint response from yourselves.

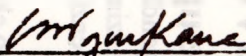
If within 30 days you refuse to meet and make positive progress towards meeting these demands then we will be compelled to consider ourselves in a national dispute with yourselves.

We await your urgent response.


J. MADOO (COSATU)


P. CAMAY (NACTU)


S. MUFAMADI (COSATU)


C. NGCUZANA (NACTU)

C.C:

- a. S A Agricultural Union
- b. SATS
- c. Department of Health & Welfare
- d. Department of Posts & Telecommunication
- e. Department of Education
- f. Privitization and Administration
- g. Constitutional Planning
- h. Commission of Administration



Basic Conditions of Employment Bill

PROGRAMME OF ACTION

♦ **Monday 4 August 1997**

A national one-hour work stoppage by all workers between 10h00 and 11h00

♦ **Monday 18 August 1997**

All workers in the COSATU Eastern Cape region will embark on a 24-hour strike coupled with rallies and marches to BSA offices or its affiliates.

♦ **Tuesday 19 August 1997**

All workers in COSATU's KwaZulu-Natal and Mpumalanga regions will embark on a 24-hour strike coupled with rallies and marches to BSA offices or its affiliates.

♦ **Wednesday 20 August 1997**

All workers in COSATU's Northern Cape/ Free State and Western Cape regions will embark on a 24-hour strike with rallies and marches to BSA or affiliates.

♦ **Thursday 21 August 1997**

All workers in COSATU's Wits, Northern Transvaal and Western Transvaal regions will embark on a 24-hour strike with rallies and marches to BSA or affiliates.

♦ **24 hour strikes**

The above actions will be followed by a **NATIONAL 24-HOUR STRIKE** on the days that business and labour make their submissions. These dates are still to be announced

COSATU DEMANDS

- A 40-hour working week within 5 years
- 6 months maternity leave, including 4 months paid
- Children under 16 years should be at school, not work
- No to downward variation of standards
- Double pay for Sunday work

Show business we mean business!



Declaration

Cosatu policy conference, 15-17 May 1997

The conference took place against the background of the government's adoption of Gear, its impact on social spending and failure to create jobs, the deadlock in negotiations over the Basic Condition of Employment Bill at Nedlac, widespread poverty amongst the unemployed and the working poor as well as the diminishing role of the state in the productive sector of the economy as well as provision of basic services.

This policy conference, noting:

1. The current structure of the South African Labour market

- The structural deficiencies of the South African Labour Market as a direct result of apartheid, oppression and exploitation of the working class.
- The increasing gap in wealth and incomes in our country.
- The lack of viable programmes by management on the restructuring of the workplace and the need for a restructuring agenda based on the needs of the working people.
- The central role of collective bargaining in the struggle for a living wage.
- The need for strategies for minimum wage regulation for both organised and unorganised workers — particularly the most vulnerable — farmworkers and domestic workers.
- The attempt by business to roll back our gains on worker rights as is happening on the Basic Conditions of Employment Bill as well as frustrate our right to engage in protest action to promote socio-economic interests.
- The variation model proposed by government in the Basic Conditions of Employment Bill which will allow for downward variation of the same conditions that the government is proposing in order to protect the unorganised and the vulnerable workers.
- Further, that government through their insistence that the current round of negotiations are different to the previous negotiations, allows business to frustrate the right of workers to engage in protest action.

2. Social Wage

- The absence of social security which is targeted at the majority of the population.
- The escalating cost of medical care to the working class as well as the positions adopted by some doctors and the pharmaceutical industry whose aim is to frustrate the implementation of affordable and accessible health care.
- The apartheid legacy on housing and current housing policies which rely on the private

sector to deliver on the housing programme.

- Current policies whose aim is to privatise all forms of public transport and the intransigence of the Minister of Transport on these issues.
- The important role of retirement funds in the reconstruction of our economy.
- The need for all levels of government to play a central role in the provision of basic infrastructure.

3. Employment Creation

- The legacy of unemployment and the failure of government and business policies to create jobs.
- The declining role of the state in ownership and control of the means of production.
- The investment strike by the private sector in the productive sector of the economy as well as continued retrenchment of workers.
- The need for a regional development strategy that is linked to employment creation in South Africa and the region in general.

Believing

- There is a need to move away from current macro economic policies which stifle employment creation and economic growth, which condemn the poor and the unemployed to perpetual poverty and lead to job losses.
- The need for a social wage in order to alleviate the plight of working people and the poor.
- The need for industrial and economic policies that promote employment creation.
- Negotiations and mass action are not mutually exclusive. As workers we have the right to strike in support of our demands, to demonstrate support and to break a deadlock.
- The RDP objectives remains relevant to transform South Africa.

Hereby declares

1. Closing The Apartheid Wage Gap

- To launch a concerted campaign to close the apartheid wage gap to a ratio of at least 8:1 over an agreed period. This should include a

framework which sets targets for wage equity in the private and public sector.

- The proposed Employment Equity Act should be broadened to include mechanisms for monitoring of the closing of the wage gap in each company, between all levels of the workforce including top management.

2. Minimum Wage Regulation

- To campaign for minimum wage settings for the vulnerable and the less organised sectors of the economy using bargained wage levels as yardsticks taking into account the existing inequities and disparity in incomes as well as the struggle for a living wage.
- To develop a strategy to organise the unorganised, in particular farmworkers.
- To urge the government to monitor and to punish those who disregard the agreed to minimum wages.

3. Public Transport

- To campaign for a state-owned public transport system that is affordable and accessible.
- To reject the current moves by the government which is aimed at privatisation of public transport.
- To support government moves towards the regulation of the taxi industry, and thereby bring to an end the current violence over routes.

4. Public Housing

- To call for provision of housing on a rental and purchase basis.
- To campaign for the establishment of a housing parastatal to co-ordinate housing delivery and to raise funds.
- A 5% prescribed assets investment dedicated towards housing.
- To explore the mechanisms of introducing a levy on profits of companies over a three-year period.
- To campaign for the establishment of housing brigades in communities to help fast track housing delivery.
- To campaign against high interest rates which make it impossible for most people to afford housing.

WORKERS VOICE

Cosatu's fortnightly election update

WORKERS STEM

March 17 to March 29 1994

SITE claim victory

Workers are cashing in on Cosatu's SITE tax victory over the National Party government.

Thanks to the efforts of shopsteward Jackie Nobel, workers at Henry Ford Garment Manufacturers are now receiving tax rebates.

Mrs Shireen Sterris, a cutter, received R1 800 two weeks ago. "I was overjoyed. The money came at the right time. I needed to feed and clothe the children for Labarang," she said.

The mother of three has been the sole breadwinner in the family since her husband was retrenched in 1988.

"After Nobel attended a Cosatu/ANC workshop on SITE

tax, she told me to claim.

"I am very grateful to Nobel and Cosatu," Sterris said.

A fellow worker, Mrs Valerie Snell, an examiner, received R1 400 two weeks ago. "My husband died last February and my status should have changed from married woman to single parent of one.

"Since I received the money, I am no longer taxed as a married woman," Mrs Snell said.

Ms Nobel said she had discovered that women with two children were being taxed the same as women with five.

"I told the bosses that the women were being taxed unfairly. We have filed claims and are



Mrs Shireen Sterris(left) with shopsteward Jackie Nobel and Mrs Valerie Snell now awaiting a response."

A shopsteward at OK Bazaars in Somerset West, Ms Rhoda Dazier, said at least 10 women had applied for tax rebates.

The women include all those whose husbands earn under R10 000 a year and those whose husbands were retrenched.

"We are overjoyed with the prospect of finally receiving the money which was unfairly taken

from us," Mrs Dazier said.

All workers who were unfairly taxed from 1990 to 1992 can claim refunds from the NP government.

The ANC is committed to getting rid of unfair taxation of married and single women and reducing tax on people earning under R4000,00 a month. And Cosatu is backing the ANC in the coming elections.

X I VOTE ANC X

Mr Joe Foster of the National Union of Metal Workers of South Africa (NUMSA) says he will vote for the ANC because he believes it is the only party that offers workers a chance for a better future.

"Dr Nelson Mandela is one of the greatest sons' this country has ever produced. He is a living legend," Mr Foster said.

"Remember how workers battled for to get Mayday declared a public holiday. Some lost their jobs, many were beaten up by police, and some lost their lives. The National Party and the Democratic Party have never been worker friendly - they have been anti-worker and pro-bosses. Don't be deceived by sweet words - the NP and DP will always be the parties of the bosses."

A call to all workers

Dear workers

In 40 days we will be called on to make one of the most important decisions of our lives.

We will have the opportunity denied us by the National Party government for so long — to vote for a party of our choice.

Our struggle for our rights has been a hard and often bitter one.

When the NP government came to power in 1948, they stripped us of all our rights, demolished our homes in District Six, threw us out of Simon's Town and Claremont and condemned us to overcrowded matchbox homes on the Cape Flats.

Unemployment and gangsterism grew. While millions of rands went into developing white areas, coloured and African areas were neglected.

The NP and the bosses worked together to stop workers getting their rights. The NP called in its police to crush worker action.

They refused to give us May Day as a paid public holiday, they wanted the Labour Relations Act to favour the bosses and resisted giving rights to farm and domestic workers.

Today they say they have changed. Nothing could be further from the truth. In the last four

years, the NP has stolen millions of rands — our money. R8 million went for cars they never used. Another R8 million on pensions for dead people. R5 million for toilets in a veld. And, of course, they are robbing us with SITE tax. The list of robberies is endless.

The new National Party denies our children a decent education by putting off teachers.

They deny us decent health care by retrenching hospital workers. They use our tax monies to buy votes with food parcels.

Cosatu has pledged its support for the ANC because the ANC has always supported workers' rights. An ANC victory will mean a better life for workers.

It will mean that workers dreams and hopes will be heard for the first time at the highest levels of government. Leaders like Jay Naidoo, John Copelyn, Leonard Ramatlakane and Salie Manie are on the ANC's list for parliament.

We call on Cosatu's 200 000 members in the Western Cape to vote ANC. Cosatu is the worker's voice: the ANC, the workers choice.

Xolile Nxu
Cosatu regional chairperson

Alan Roberts
Regional secretary

COSATU — The Worker's Voice. ANC — the Worker's Choice

Remember the NP

Dear Workers Voice

When Nelson Mandela walked through the door at Rex Trueform in September last year, it was the first time for the ANC leader but not for his organisation, the ANC.

Many of those workers who cheered so wildly when he stepped into the factory has done the work of the ANC for years now.

They stood by the Cape Underwear when they came out on strike for higher wages. The month-long strike lasted for one month and was won as a result of support of individuals and organisations which were then part of the UDF. Those same people are now part of the ANC.

So it was not the first time that the ANC came to the workers of Rex. The Cape Underwear strike in 1984 supported by Rex Trueform was the first strike in the Clothing



industry since 1936. Workers demanded a R10 increase at Cape Underwear. When the employers finally gave in, the entire industry won a R5 increase.

Those workers at Rex have also worked hard to claim back their union, Sactwu, which is part of Cosatu which supports the ANC.

Those were the days when the ANC was banned, when people who supported the ANC were chased away from the gates of Rex Trueform, when meetings were not allowed in the factory.

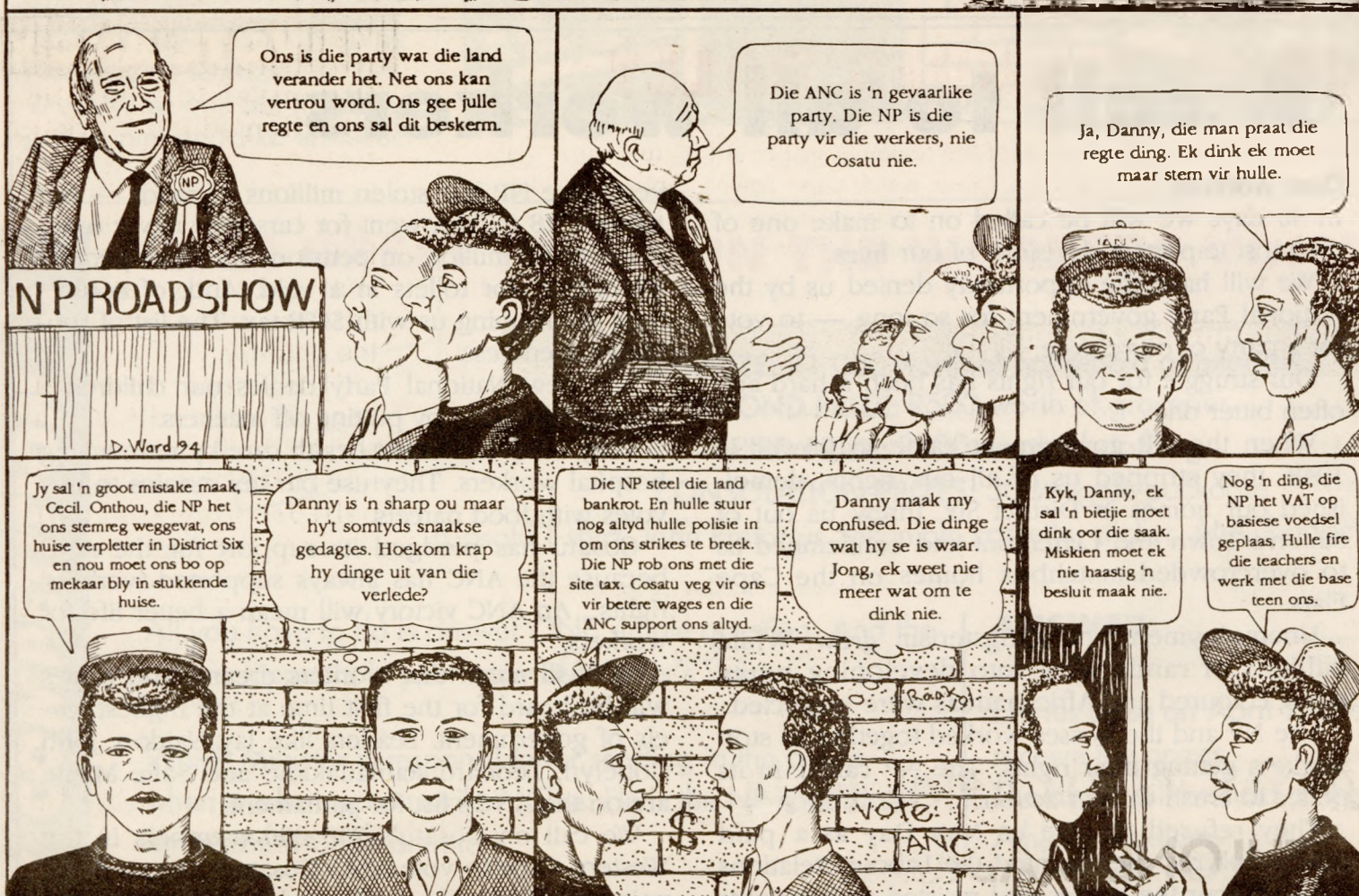
What was the National Party doing during those days? They sent in their police to lock up organisers, to threaten workers.

They sent in the army to surround Cape Underwear, to break printing presses. They tortured the organisers who were speaking for the rights of clothing workers.

That was what the National Party was doing.

Trade Unionist
Cape Town

DANNY PRAAT POLITIEK



word vervolg

X I VOTE ANC X



"A democratic government is long overdue," said South African Domestic Workers Union (SADWU) member, Mrs Myrtle Witbooi.

"SADWU has always supported the ANC. We believe that they will see to the needs of the domestic worker once they come into power. They will not forget that we are the people who raised the nation," she said.

COSATU — The Worker's Voice. ANC — the Worker's Choice

The National Party's police suppress workers

The National Party's police are still being used to suppress workers action.

The most recent incident involved a demonstrating crowd of SANS workers who were brutally attacked by the Internal Stability Unit (ISU).

Eight workers were hurt when police hurled teargas cannisters at the defenseless mass of people.

The workers had gone on strike over the bosses' 7.9% wage offer.

SANS workers have now been awarded a 9.3% increase on their basic wages.

While the bosses have utilised the weapons of the security forces to defend their empires, the workers have used the power of mass action to gain rights.

Two of the longest strikes this year ended recently. After nearly

a month of protest, workers at Wellington Industries and Nettex were the victors.

Nettex workers managed to gain a R26 increase which is R5 more than the bosses were offering. They also received just over two weeks back-pay.

Workers at Wellington Industries won an R18 increase on their basic wage.

"Ons sukkel nou vir jare lank om die wet op ons kant te kry. As Hernus Kriel se manne weer oorneem, gaan ons nooit regkom nie. Na die verkiesings is die dae van bloed en tranes oor vir ons," se Dannie Brown van Elsies Rivier.

Strike breakers ... The National Party police often use force against workers. Here a worker lies in agony during a dispute at a Woodstock company last year.



COSATU SUPER RALLY

Cosatu is calling its thousands of members of the region to gather at Cosatu's Super Rally on Saturday 16 April at the Athlone Stadium. Come watch Cape Town's top soccer sides in action. Come hear some of our leading musicians perform. Come listen to our leaders speak! Let us show our support for Cosatu, the workers voice.

PROGRAMME

1. 10h00 — 11h15	Freedom Cup — Semi Final Cape Town Spurs vs Battswood	6. 15h15 — 15h30	Sing-A-Long — Sekunjalo (John Pretorius)
2. 11h30 — 12h45	Freedom Cup — Semi Final Lightbody's vs Hellenic	7. 15h30 — 15h45	Speaker — Cyril Ramaphosa
3. 13h00 — 14h00	Jol/Music — Robbie Jansen, Winston Mankuku, Klopse	8. 15h45 — 17h00	Freedom Cup Final Speaker — John Gomomo during half time Music Special
4. 14h00 — 14h15	Speaker Jay Naidoo	9. 17h00 — 17h45	
5. 14h15 — 15h15	Cosatu Union endorsements	10. 17h45 — 18h00	Presentation of freedom cup and closing address — Allan Boesak Sing-A-Long — Sekunjalo
		11. 18h00	

**SATURDAY 16 TH APRIL 1994
ATHLONE STADIUM**

X I VOTE ANC X

Organiser for the Construction Allied Workers Union (CAWU), Mr Leonard Ramatlakane says he believes the ANC is the only political party that will be able to address the problems of the country.

"They are the only organisation with a plan which is based on the needs of the people. I believe that they will respect the rights of the people who produce. Not like the National Party who denied workers their rights. We, the workers, will no longer be viewed simply as tools to strengthen the boss's undemocratic empire," Mr Ramatlakane said.

He added that CAWU believed the ANC has a clear vision for the future.

COSATU — The Worker's Voice. ANC — the Worker's Choice

Vroue sal gehoor word

Gesien maar nie gehoor nie. Dit is die posisie van vroue in Suid Afrika vandag.

Alhoewel die meerderheid Suid Afrikaners — 20 miljoen — vrouens is, word vroue vir dekades lank soos tweede klas burgers behandel.

Maar nou is daar 'n kans geoffer vir vroue om hul ware, regmatige posisie in die samelewing te beklee.

Die ANC het die versekering gegee dat, na die verkiesings, vroue stemme in die regering, die huis, die sakewêreld, op plase en die fabriek gehoor gaan word.

Die ANC staan vir gelyke regte en respek vir vroue van alle rasse. Dit sal deur die grondwet en die Handves van Menseregte gewaarborg word.

Vroue word die meeste geraak deur die hoë vlakke van geweld in die samelewing — politieke geweld, misdaad en huishoudelike geweld.

Dit sal beëindig word deur 'n legitieme en doeltreffende polisiemag en regering te skep wat ferm geweld hanteer.

Die party se hulle sal spesiale aandag aan vroue skenk wanneer werk deur die openbare werke-program verskaf word.

Baie vroue is smouse en klein besigheids mense en hulle sal bygestaan word deur opleiding en toegang tot lenings.

Die ANC se ook hul hervormingsplan om landelike armoede

te beëindig sal ook vir vroue gelyke regte gee om land te bekom, lenings en opleiding te kry.

Spesiale bystand sal aan vroue verleen word om toegang tot alle vlakke van onderwys te verkry.

Vroue se reg om huise te besit sal deur die ANC verskans word.

Tydens die Nasionale Party se bewind het die belastingstelsel blatant teen vroue gediskrimineer. Die ANC sal onregverdige belasting teen vroue — getroud, geskei of ongetroud — beëindig.

Die ANC se hul gesondheidsprogram sal veilige moederskap bevorder. Hul regering sal 'n belangrike rol in die versorg-

ing van die nasie se kinders speel deur gratis immuniseering.

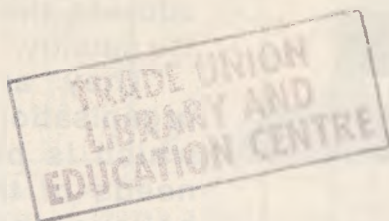
Geleenthede vir vroue sal in alle sektore geskep en bevorder word.

Die klem sal op opleiding en opgradering wees om so te verseker dat die samelewing volledig by die vaardighede, talente en energie van alle burgers baat.

A WORKING WOMEN'S DAY IS ALWAYS A DOUBLE DAY



WIN GREAT PRIZES IN THE WORKERS VOICE COMPETITION



FIRST PRIZE: R1 000 worth of household appliances.

SECOND PRIZE: R500 worth of groceries.

THIRD PRIZE: R300 worth of clothing.

CONSOLATION PRIZES: 30 struggle packages

(Cosatu T-shirt, John Pretorius Sekunjalo cassette, sticker, ANC badge and flag).

All you have to do is answer ONE simple question. And the answer appears in your copy of Worker's Voice.

Which Minister is responsible for sending in the police when workers go on strike? (Clue: He is the NP candidate for Western Cape premier).

ANSWER: _____

Entries close on April 9. The first correct entries drawn will receive the prizes.

The draw will be held at the Super Rally on April 16 on the Athlone Stadium.

Send your entries to: The Secretary, Cosatu Western Cape, PO Box 471, Salt River 7924.

COSATU — The Worker's Voice. ANC — the Worker's Choice



Living Wage Campaign

Mintek workers win

Cosatu News interviewed a Mintek shop steward after their victorious sleep-in strike.

CN: Tell us briefly about your strike ?

SS: Our struggle against the Mintek bosses lasted nine months. We were demanding a 30% increase to move towards a living wage. The bosses final offer was 7%.

Workers said we could not talk forever. We must let the bosses feel our united strength as workers. We must go on strike to pressurise them into making another offer. Workers decided to sleep-in at the factory during the strike. This was mainly to protect our jobs against the use of scab labour by the bosses.

CN: What is the power of the sleep-in strike ?

SS: The power of the sleep-in strike weapon is that it helps force the bosses to negotiate; it prevents scab labour; it brings production to a total stop and it asks everyone - bosses and workers - who is really in control of this factory? After all, that is what we are fighting for - worker control of production.

CN: What is the way forward for Mintek and NUM workers now the mine bosses are attacking the union so hard ?

SS: The way forward is to stay united and to fight for a living wage for all mineworkers. We know that the only way we can fight bosses and succeed is through unity and united ac-

tion. Also we need to build solidarity action with every strike. In our strike, T&GWU members gave solidarity support. They gave donations to Mintek workers and helped us inform people looking for work outside our factory that we were on strike.

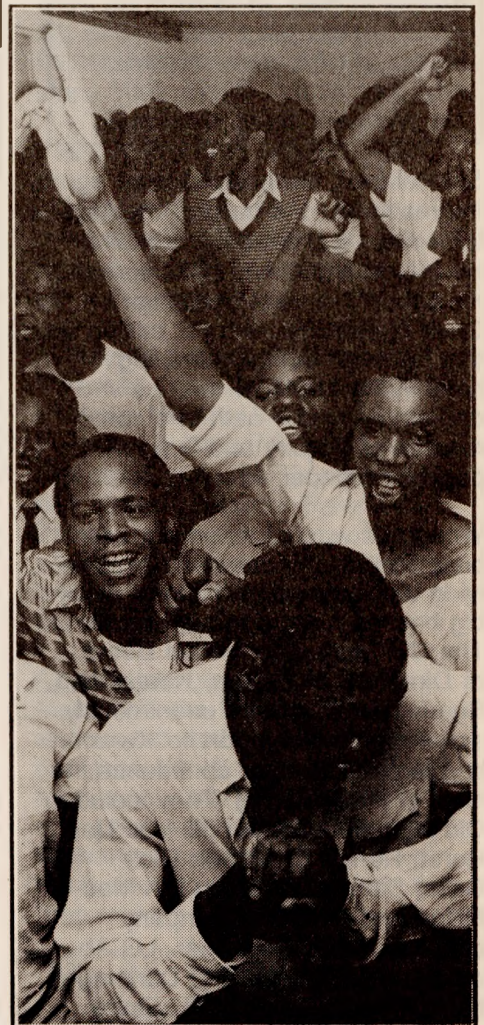
During the Mintek strike, Mintek workers and COSATU produced a pamphlet to help build solidarity through COSATU structures. This is from the pamphlet.

Comrades - the Mintek strike is a taste of what is to come for workers this year...The agenda of the bosses and Botha for the working class is clear. More repression under the state of emergency; more political trials and political prisoners; more detainees; more bannings of our organisations and newspapers; more wage freezes; more privatisation; more deregulation; more co-option of puppets through municipal elections and upgrading; more JMC's control over our lives; more attacks under the Labour Relations Act; more mass dismissals; more suing of unions; more retrenchments; more unemployment; more poverty; more suffering. This is the price the bosses want to make workers pay so that they can get richer and richer from profits stolen from us.

COSATU's response is just as clear. We will fight all these attacks. We will use our organised strength and unity to defend ourselves and go forward to win what we need as workers. How ? Our slogan is : "An injury to one is an injury to all". We must

make this true for every single struggle. With every strike, like the Mintek strike now, we must struggle to build the maximum solidarity action. No group of workers must be left to fight the bosses alone. The COSATU Locals are the main place to build the solidarity we need.

Viva Mintek Workers!



Unite and fight for a Living Wage!

The system of Botha and the bosses is rotten

Everyone can now see what workers have always known. The capitalist system is full of lies, corruption, manipulation, robbery, intimidation and secrecy. Despite massive protection of business and government secrets, many well-known big capitalists and apartheid politicians have recently been publicly exposed as completely corrupt. These are just some of the stories which tell some of the truth about some of the corruption that rules all of our lives.

"If you want to be a businessman in South Africa, you play golf, listen to the government and get rich." Chris Ball - 1st National Bank Chairman.

Sol Kerzner, the boss of Sun International, is a hero of the capitalist class and a multi-millionaire. He is also a liar. And he is corrupt. He bribed Transkei bantustan's Chief Matanzima with R2 million so that he could build a gambling hotel in the Transkei. And he denied this under oath in a commission of enquiry and in a full-page newspaper advert.

When this was exposed not one boss publicly condemned Kerzner's lying and corruption. Instead many big bosses rushed to support him. The Old Mutual-controlled Board of Directors of Safren, Kersaf and Sun International all "unanimously extended their support to Kerzner and expressed their confidence in him." (FW: Jan 26th) They include Old Mutual Chairman JG Van Der Horst; Kersaf Chairman Dick Goss; Safren Chairman GA Mac-Millan and other big company directors like K Rosevear, LG Abrahamse, JE Aspin, GW Dunningham, A Van Biljon and MJ Finlay.

Tony Norton, President of the Johannesburg Stock Exchange

(JSE) - the biggest gambling den of the capitalists in the country - said that "if Kerzner was acting in the shareholders interest, the JSE regards this as important...Nobody can condone the situation, but one can understand it. My belief is that he acted in shareholders interests." Many others are involved in this scandal - among them the ex-Mayor of Cape Town and well-known attorney David Bloomberg. And this is only the Transkei. What happened in Venda and Bophutswana and Ciskei for a start?

Kerzner has built a hotel and gambling empire of 23 hotels all over South Africa's bantustans. He has made huge profits - Sun Bophutswana (Sun City) made a profit of R103 million last year. This was 17 times bigger than the Southern Sun Groups' profits of R6 million. Southern Sun is the biggest hotel chain in South Africa with 52 hotels. Kerzner owns big houses worth millions in Cape Town, Johannesburg and London. He has his own private jet. He has everything money can buy.

Kerzner has smashed unions whenever they have tried to organise. Ask SAAWU, who organised the Wild Coast Inn in the Transkei - only to have a number of workers detained and others dismissed. Or HARWU/CCAWUSA, who have tried a number of times to organise Sun City - only to find that Kerzner hides behind the repressive laws of the Mangope regime which doesn't recognise "South African" trade unions.

Sun International workers are paid starvation wages for long hours. At Matola Sun in the Ciskei - for example - workers are earning R180 per month for a 6-day, 54-hour week. All Kerzner's profits come from the labour of workers. So whose R2 million did he bribe Matanzima with? Is that not, like Kerzner's millions of rands profit every year, the workers money?



Southern Sun owns a big part of Sun International. Right now the Southern Sun workers alliance (HARWU/CCAWUSA/Natal Liquor and Cape Liquor) are negotiating over 24 demands. These are some of them:

- R300 across the board increase
- Recognition of trade union rights in bantustans by Southern Sun and Sun International
- No taxation without representation
- Right to strike without dismissal
- Free checks for cervical cancer and TB
- Free and safe contraception
- Daycare centres for workers children
- Members of NUWCC to be given preference when employing new workers
- Sharpeville Day, June 16th and May Day
- Housing scheme; education and provident fund

COSATU's POLICE FILE More and more on corruption...

Ex-Cabinet Minister. Pietie du Plessis

Last year Minister of Manpower Pietie Du Plessis said the Labour Bill was "hanging like a sword" over the heads of the unions. His last major action before resigning in disgrace from Botha's cabinet of corruption was to make the Bill law - despite agreement reached between COSATU/NACTU and the bosses organisation, SACCOLA, on all except six clauses.

Now evidence is emerging that Du Plessis, like the previous Manpower Minister, Fanie Botha, is under investigation for alleged corruption. Details of the investigation into Fanie Botha have never been made public.

One of the allegations against Du Plessis is around a property deal in Pretoria with the Manpower Department in which Du Plessis's son made R2 million profit. The deputy governor of the Reserve Bank Jan Lombard and his sons - together with the Du Plessis family - control the company which made the deal.

Ex-Hillbrow MP. Leon de Beer

Nationalist Party member of Botha's Parliament for Hillbrow, Leon de Beer, has been found guilty on 70 charges of fraud. He was sentenced to three years - one suspended. He is now in jail.

Ex-Cabinet Minister. Rajbansi

Ex-Cabinet Minister, Chairman of the Indian Ministers Council and close connection of PW Botha, Amichand Rajbansi, has been described by Judge James as an "ambitious man, obsessed with a desire for personal power and ruthless". The James Commission has recommended that the Attorney General consider criminal charges against Rajbansi.

This man - like many others in the bantustans, community councils and tricameral parliament - followed his white masters in using positions of power to intimidate and manipulate people for his own benefit.

Ex-East London MP. Peet du Pontes

The Harms Commission of Enquiry into the activities of the Eurobank in the Ciskei is throwing up even more filth on our rulers. A Mafia Chief called Vito Pallazzollo - who is currently in jail in Switzerland and is a big deal in the world drugs trade - is a close connection and business partner of Peet Du Pontes.

Peet Du Pontes was the National Party's Member of Parliament for East London until he resigned recently over allegations that he was involved in fraud, lying and corruption. Criminal charges are being investigated against Du Pontes.

Through Du Pontes, the criminal Pallazzollo met many Cabinet Ministers and other big deals in the ruling class. Pallazzollo had lunch with PW Botha on at least one occasion.

Pallazzollo's drug ring smuggled drugs worth thousands of millions of dollars to the USA. His involvement with the Eurobank in Ciskei was apparently to find places to store this money.

A Pretoria businessman called Vermaas - whose friends include Defence Minister Magnus Malan, Foreign Minister Pik Botha, USA Ambassador to SA Edwin Perkins and Finance Minister Barend Du Plessis - is at the centre of the scandal around the bank. The information here is only a small part of the story.

Capitalist robbery

Meanwhile the Reserve Bank has announced that investigations are going on into fraud on the foreign exchange worth R550 million. The only people involved in foreign exchange markets are the government and big capitalists. Only they "can make it happen".

No to government and business secrets!

Cape Gas Workers Speak

The June 6, 7 & 8 1988 general protest action was the biggest and strongest show of unity in our history. We rocked the bosses and the racists and we showed each other what we could do when we are really united. Of course, the bosses fought back. They dismissed hundreds of workers and tricked our leaders into negotiating without continuing our mobilisation. The Labour Bill is now law. Many workers are still fighting for their jobs back. COSATU demands that every dismissed worker gets their job back. This article is extracts from a pamphlet produced by dismissed workers from Cape Gas, together with ILRIG, during July/August 1988. The Cape Gas workers struggle is over, but their feelings are in the hearts of all workers still dismissed.

'We are the dismissed workers from Cape Gas. We were dismissed for joining the stay-away. It is many months that we have been without jobs and money. But the bosses have not crushed us. We share our strength with each other. We get strength from our comrades in the union and other organisations. We are ready to continue the struggle to get our jobs back. We are ready to continue the struggle against the Labour Act. Now we are calling you to help us. Join our struggle to get our jobs back. Join the struggle of all the workers against the Labour Law.

Really, it is difficult. Especially when we must face our wives and children who are asking us for the things they need. Although we have the struggle in our minds and in our hearts, but because of hunger and starvation we can sometimes start to be afraid of the struggle.

Comrades, this is the toughest point that we have reached now, the point of hunger. This is where some people will tell the truth, but others will lie when the point of starvation comes. But then we re-

are the victims. And we are walking on that long road to victory. We are helping those who will follow behind us. We know that we are helping our children. This thing makes us brave and gives us more power to go forward. Still we are ready to continue our struggle.

We have seen the example from the government and the bosses. They are ready to fight to push back our strength. The government saw the strength the union has given to the workers. The union is there as a result of the strength of the workers.

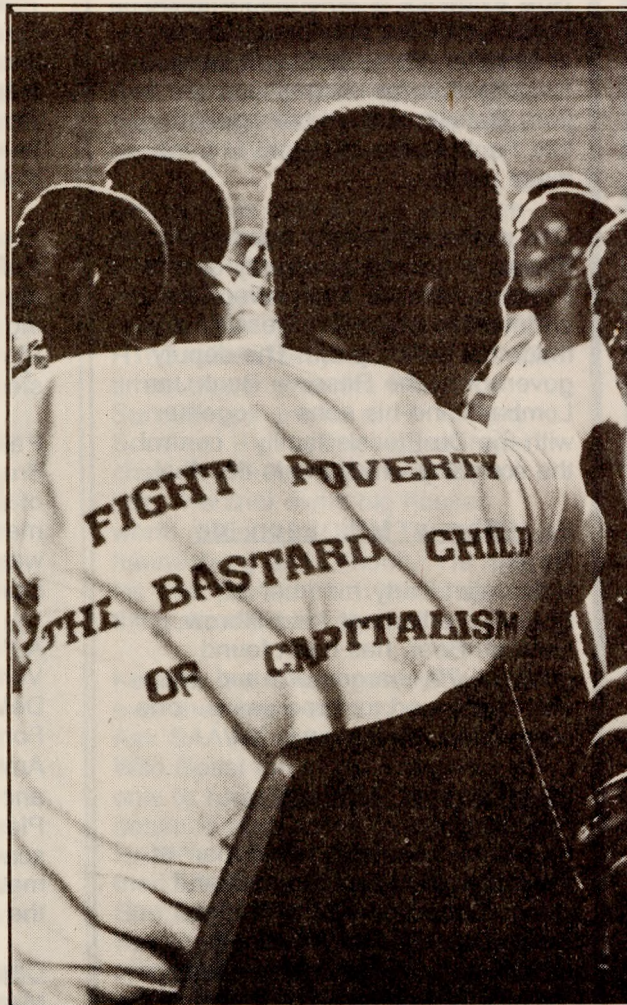
Everyone has seen that strength. Now the government and the bosses want to cut it off. Because we are using our unions to uplift ourselves. The workers are ready to fight this law that is trying to crush our unions. We must build one spirit that cannot be blown away. We are calling you.

Remember our slogan:
An injury to one is an injury to all.

Remember that the Labour Law is attacking all of us and all of our unions.

We demand:

- That the government scrap this Law.
- That the bosses reject this Law and agree not to use it against workers.
- The right to strike and take solidarity action.
- A Labour Law that protects the rights of workers.
- A Labour Law that guarantees a minimum living wage, safe and healthy working conditions, minimum hours, and the right to join the union of our choice.
- A Labour Law that protects the rights of all workers - including domestic, farm and public sector, and unemployed workers.
- The re-instatement of all workers who were dismissed for protesting against the Labour Bill.



member. An honest man when he is working will also be honest to his house even when he is unemployed. So things are very hard for us.

But then we hold our belts tight in order to strengthen ourselves. And we give each other strength when we meet together. Now we

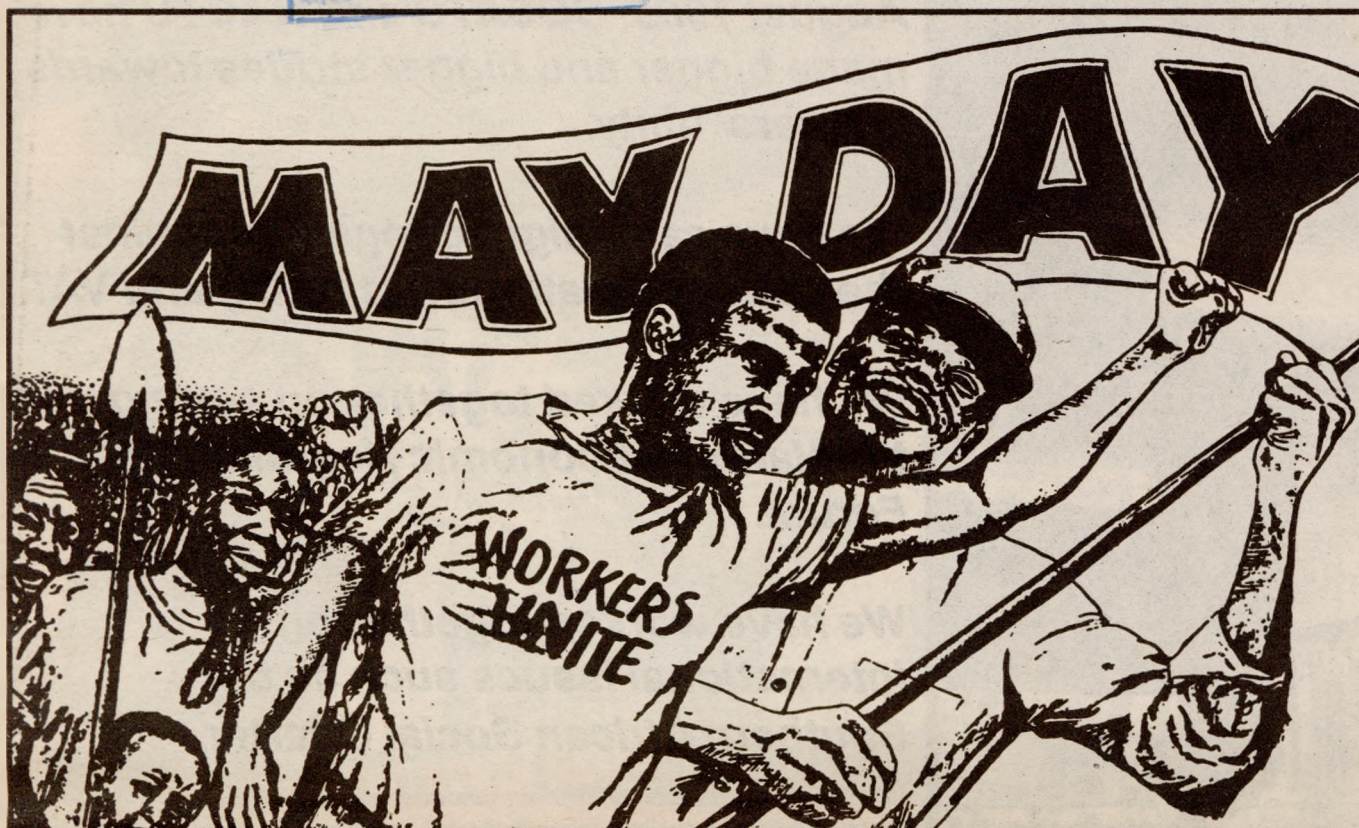
Build worker solidarity action!

CALL FOR UNITY



THE CAPE TOWN
TRADE UNION
LIBRARY

NACTU/COSATU BULLETIN
April/May 1992



**Let's use
May Day
to show our unity.
We call on all
COSATU and
NACTU members
to organise and
attend joint May
Day Rallies.**

Message from COSATU and NACTU office bearers

**We are facing hard times.
There are no jobs.
Workers are getting laid off every
day.
Food prices are going up.
The drought is causing starvation in
the rural areas.**

**To solve these problems workers must
be united.**

**Through unity we can make sure that
the bosses and government take the
necessary steps to create jobs, bring
prices down and provide proper relief for
the people suffering from the drought.**

The political situation is changing daily.

**We must make sure that the changes
are in *the best interests of workers*.**

**COSATU, NACTU and all the other
trade unions need to unite to ensure
that *workers rights are guaranteed
in a new constitution*.**

**It is time to set aside our
differences.**

**It is time to build trade union
unity...**

- **on the ground — in the
factories, mines, shops and
fields and throughout our
communities**
- **in our campaigns, and**
- **at an industry level**

Show the *STRENGTH* and *UNITY* of the *WORKERS*!!

Forward to the Workers Summit!

— 28th to 30th MAY —



United worker action in 1989 brought us victory against the bosses and the government. We need to build on this unity.

Since the last Workers' Summit in August 1989, COSATU and NACTU have made bigger and bigger strides towards workers' unity.

We have campaigned together against the Labour Relations Act (LRA) and VAT.

We have worked together on setting up the National Economic Negotiations Forum.

We have worked together on international issues such as the Southern African Social Charter.

It is now time for another Workers' Summit to **strengthen our unity and plan for the future**. We have agreed to have the next Workers' Summit on 28th to 30th May.

The COSATU and NACTU office bearers have worked out a set of demands (**see Pages 3 and 4**). We discuss through these demands at the Workers' Summit on 29th and 30th May. If we find that the regime and the bosses have not progressed far enough to meet our demands, we will decide what action to take.

**COSATU and NACTU are taking steps to build trade union unity.
We call on all trade unions to join us.
All independent unions will be invited to the Workers Summit.**

FORWARD TO WORKER UNITY!

Our demands for Freedom, Peace, Jobs and Food



Workers unite against high food prices, high medical costs and high service charges

The end of apartheid rule is in sight. A democratic Constituent Assembly will end Nationalist Party rule over our lives. This will be a big step towards our liberation. We must fight hard for it.

But it will not bring us all jobs, food and houses. This is why COSATU and NACTU have agreed on a "fighting platform" — for FREEDOM, PEACE, JOBS and FOOD FOR ALL.

These are the demands we are going to put before the government and the bosses....

We want freedom now — the Nationalists must go!

★ There must be democratic elections — one person, one vote in one country — for a Constituent Assembly by the end of the year. The Constituent Assembly will write a new constitution for South Africa.

★ South African citizenship must be given back immediately to all the people of Transkei, Ciskei, Bop and Venda and the TBVC states must immediately return to South Africa and be governed by a single South African government.

★ Strong, effective measures must be taken to end vigilante and state-sponsored violence — including train violence.

We want food and jobs NOW!

★ There must be no VAT on all basic foods, water, electricity, medicines and medical services.

★ Food prices must come down. The government must guarantee that there will be no increases in the next year in the price of basic foods such as mealie meal, bread, milk and so on.

★ There must be a proper, effective poverty relief programme.

★ There must be a moratorium on retrenchments — no retrenchments at all for an agreed period of time.

Continued on next page.....

THE NATIONALISTS MUST GO!

....continued from page 3

We want negotiations NOW!

★ The government must immediately stop making its own decisions about how to run the economy. It must stop privatisation. It must not do anything that can add to the economic hardships, poverty and unemployment which plague our people.

★ Any changes to the economy must be negotiated with the main political forces in the country. The government must be part of the national economic negotiating forum and other forums — to deal with such things as housing and education. Any major changes must be negotiated in these forums.

★ The National Manpower Commission must be restructured so that workers can play a full part in making decisions about laws which affect us.

★ There must be centralised bargaining in all sectors of the economy.

★ There must be negotiations for an Investment Code.

We want worker rights FOR ALL!

★ Farm, domestic, public and bantustan workers must all be given basic rights and protection under labour laws. In particular, workers in Ciskei and Bop must be free to organise without interference.

We have taken these demands to the negotiating table. Now we must tell workers about these demands. We must discuss what action to take if by June there is not good progress towards meeting our demands.

The COSATU and NACTU Joint Executive Committee meeting recommended that we consider mass action to begin in July. We need to decide what kind of mass action we should take.

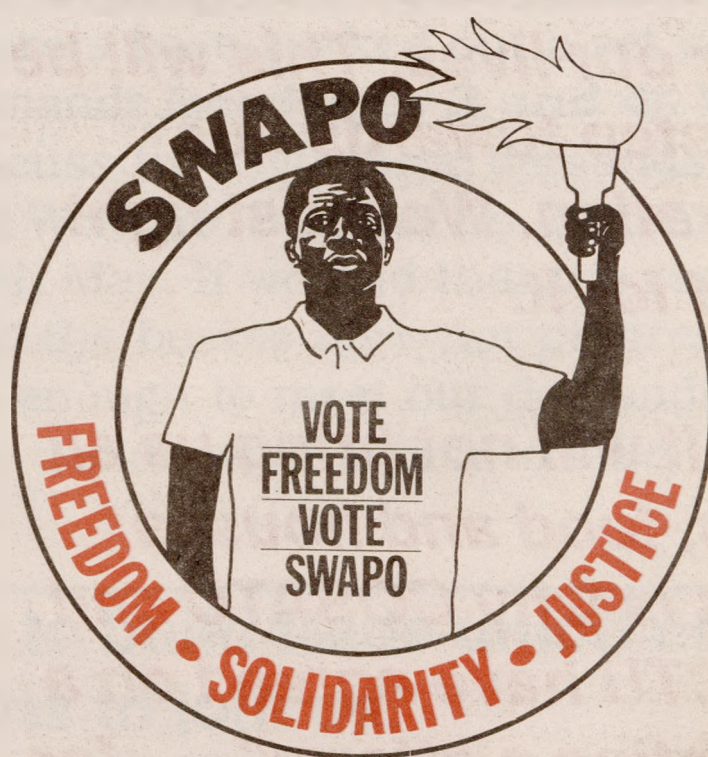
Let us use May Day to discuss what action we should take to ensure the end of the apartheid regime, and what action we should take for Peace, Jobs and Food. Let us use May Day to commit ourselves again to fight for our demands.

Prepare for Democratic Elections

We need to prepare now for elections for a Constituent Assembly. There must be a landslide victory for the democratic forces.

We must begin now to talk to people about elections and voting.

We need to strengthen our structures so that they can become efficient election machines when the time comes.



Namibian workers threw their full weight behind democratic elections in Namibia. We need to do the same here....

Worker Rights for Farm & Domestic Workers!

How far are we with our demands?

How far are we with our demands?

Will the bosses and regime agree to our demands?

We can say that the working class is growing in strength and stature. The bosses and the regime are taking our demands seriously. But they will never give in without a fight.

Here is a progress report on some of our demands.....

Food and Jobs

On 31st March, the government agreed to continue not to put **VAT on seven basic foods** — including mealies and milk products. **This is a victory for us** — they threatened to charge VAT until the very last minute.

COSATU and NACTU are part of the Vat Co-ordinating Committee — VCC. The VCC has held meetings with food producers and the government to discuss why **food prices are so high**. These people have been quite co-operative, giving us information we need to draw up concrete demands.

For example, the Premier Group told us that we can expect a 15% per cent price increase in mealie meal on 1st May. (Which means R1.00 of mealie meal now will cost R1.15 from 1st May).

They also told us that the government is still making money out of selling mealie meal to other countries. **But they don't use this money to push the food prices down**. We must campaign against an increase in the price of mealie meal.

Workers in some industries — such as the motor industry — are demanding a **moratorium on retrenchments in their wage negotiations**. The bosses are once again refusing to meet this demand. All workers should think about making this demand to their bosses.

Negotiations

The trade unions — COSATU, NACTU and Fedsal — have agreed with the bosses' organisations like SACCOLA and SACOB on a draft statement of intent for a **National Economic Forum**. Now we are waiting for the government to decide. We are waiting for the State President to agree to a meeting.

In the meantime, the government continues to take decisions on its own about changes to the economy — instead of negotiating about the changes. And the government is continuing to sell our national property — like the forests, for example — to business.

Basic Worker Rights

The government say they are ready to pass laws which will give basic rights to **farm workers**. But they want the farm bosses, represented by the South African Agricultural Union (SAAU), to agree.

COSATU has agreed to meet with the SAAU but we are worried that this is a **delaying tactic** to prevent the laws being passed this year.

The government is dragging its feet over extending basic rights to **domestic workers** and **public sector workers**. It is also delaying **extending the LRA to cover all bantustans**. More pressure from workers is needed to make them see how serious we are!

Food prices must be lowered!

A PATH TO A DEMO



We believe that a democratic, socialist society is the best way to meet the hopes and needs of our people...



On 27-29 March, COSATU held its Economic Policy Conference. Here is a summary of some of the main points for workers to discuss....

We need to build a new kind of economy — one which works for everyone in the country — not just a privileged few. We need an economy which grows and which produces more wealth.

*But at the same time, we need to make sure that this **wealth reaches the majority of people**. We need to make sure that the wealth is used to provide jobs, housing, education, water and electricity, medical care, and so on. This is what we mean when we talk about a **growth path** — a way to make **more wealth** and to share it — redistribute it — among all the people.*

Here are some of the things we think will make the economy grow and at the same time redistribute wealth to the majority.....

★ OUR PRINCIPLES

We believe that a democratic, socialist society is the best way to meet the hopes and needs of our people. A future society must be based on these principles.....

- The working class should strive to be the **main political and economic power**.
- We must have a **multi-party democracy** — not a one party state. The economy, society and all state structures must be democratic.
- Our democracy must be built on strong structures in society — such as **civics** and **trade unions**. Our future cannot be decided only by government. Militant, democratic structures in society must continue to campaign for the kind of society we want.
- The economy must **improve the quality of life** and bring an **end to unemployment and poverty**.
- Workers must be able to decide on
 - ☐ how goods are produced
 - ☐ how profits are spent
 - ☐ how money is invested
- Economic development must take place equally in **all** parts of the country — urban areas and rural areas.
- There must be an **end to inequalities** between men and women, and between people of different races and different classes.

We believe that the following policies will help us to build a society based on these principles.....

Economic policy for an end to poverty!

CRATIC ECONOMY

★ WEALTH

COSATU believes that the economy can only grow if resources and power are shared out more evenly amongst the people. Therefore.....

■ A future democratic government — based on the support of the majority of people — will need to play a leading role in making sure that all share in the wealth of the country. The state can make this possible by....

- ☐ **nationalising** some important parts of the economy
- ☐ passing laws to **prevent conglomerates** from controlling important parts of the economy.
- ☐ introducing **price controls** and other types of laws to make sure that wealth is redistributed.

The state must also.....

- ☐ make sure that money which is available now for investment is **invested to meet the real needs of people.**
- ☐ **raise more money** for development by increasing the taxes on companies and individuals who now control much of the country's wealth, land and property.

■ **luxury goods** must play a less important role in our economy. We need high quality basic goods that people can afford.

■ More **basic necessities** must be produced and provided. These include....

- ☐ food
- ☐ clothing
- ☐ building materials for houses

■ **Basic services** such as

- ☐ electricity
- ☐ water
- ☐ transport
- ☐ education

....must be **owned by government** — not by a private company or individual. This government has already privatised some services. These must be **nationalised** again — in other words, put under state control **for the benefit of all people.**

■ Our **mineral resources** are a key to growth :

To redistribute wealth more evenly — give more people houses, jobs, electricity and so on — our economy will have to produce more. In order for our factories to produce more, we will have to import machinery which we do not make in South Africa. This will cost a lot of **foreign money or exchange.**

In order to earn enough foreign exchange, we will have to **export** more goods to other countries. Our large store of minerals — like gold and iron and platinum — earn us a lot of foreign exchange. But they can earn us even more if we **process the minerals ourselves** before we sell them overseas.

★ INDUSTRY

Our policy on the production of goods....

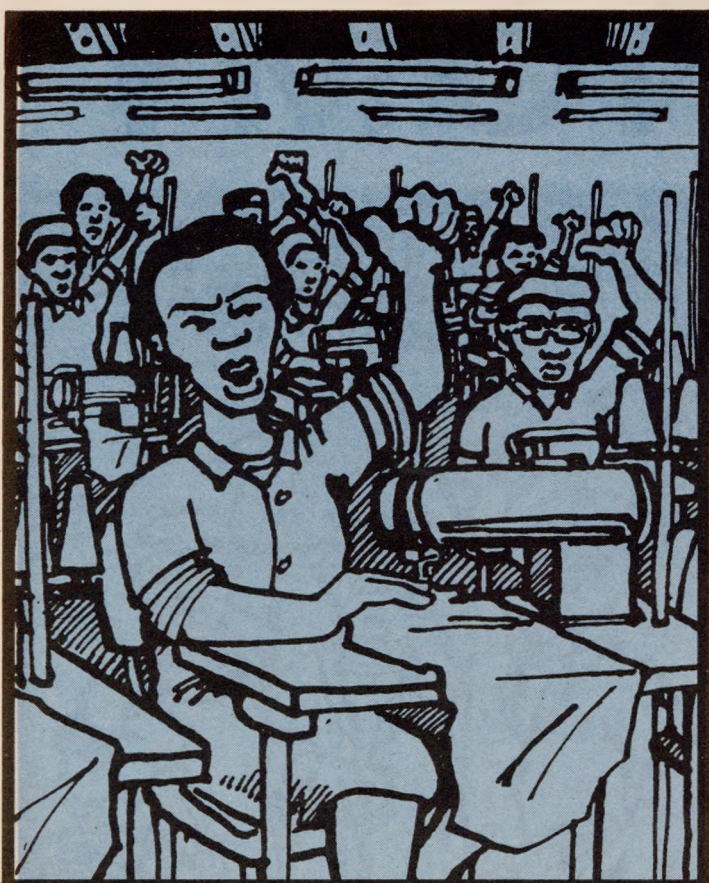
- Industry must **create more jobs.**
- Industry must produce **high quality basic goods** at affordable prices.



A future democratic government — based on the support of the majority — will need to play a leading role to make sure that wealth is redistributed...

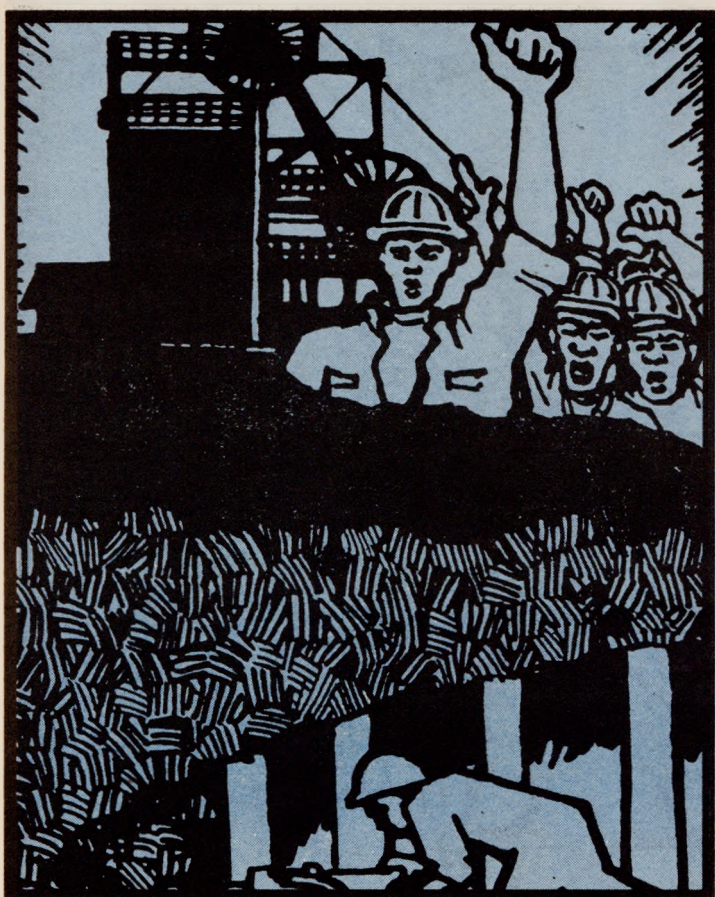


Wealth must be redistributed!



Industry must
create more jobs...

It must produce
high quality basic
goods —
at affordable
prices...



★ INDUSTRY (continued)

- Industry must pay a **living wage to all** and not have huge differences between the lowest wages and the highest wages.
- Industry must contribute to **developing people** in South Africa through **training and education**.
- Industry must be able to produce goods which are a similar price to overseas goods — in order for us to sell our products in other countries. We must make sure that our trade with other countries contributes to **fair labour practices in all countries**.
- Industry must work in a way that **does not damage our land, air and water**. We must use our natural wealth wisely and leave it **healthy for future generations**.
- Industry must recognise workers' rights to **health and safety**, at home and at work.

In order to achieve these aims, we should **campaign and negotiate at national, regional, industry and company levels for the economy to be restructured, changed, so that it can...**

- ☐ provide the **maximum number of jobs**.
- ☐ earn **more foreign exchange** by processing our natural resources — such as minerals — before we sell them to other countries.
- ☐ ensure constant, controlled **economic growth**.
- ☐ **stop people sending money out of the country**.
- There must be better use of technology.

★ GOVERNMENT

- In order to redistribute wealth and to develop the economy we need a **strong government, based on the support of the majority**.
- The government cannot do everything — and it should not try to. But it can **take important actions** to make sure that the economy follows the growth path we want.
- The government must be **efficient** — not full of fat cats and idle bureaucrats. Government jobs must be based on providing **useful, efficient services**.
- There must be **affirmative action** — education, training, and so on — to make sure that the administration employs people from the whole population of South Africa — not just from a small minority. The best people for the job must be employed.
- The administration and bureaucracy must be democratic. It must **involve people at all levels**.
- As an urgent measure, the government must set up **public works programmes** to provide much needed jobs.

Education and training for worker control!

★ BUILDING WORKERS POWER

In order for workers to be the leading political and economic force in the country, we must strive for worker control and democracy. This means...

- We must struggle to play an ever bigger role in the economy and in politics — particularly at this important time of political change and elections.
- We must struggle for more democratic decision-making at all levels of the economy.
- We must have centralised bargaining and trade union control of the administration of social benefits such as pensions, UIF and so on.
- Government and business must give us **all** the information we need in order to plan. We must have the right to time off for planning.
- We must increase the skills and awareness of workers and of the public in general about economics.
- We must move rapidly to working class unity. This includes....
 - ❑ unity in the trade union movement — with NACTU and Fedsal.
 - ❑ unity with major working class organisations such as civics, rural organisations and youth organisations.
 - ❑ unity between the working class political organisations

★ OWNERSHIP

■ We believe that in the **long term**, society as a whole should own the most important parts of the economy. We should strive towards nationalising these "leading heights of the economy" so that we can produce what our people need — not simply for profit. Such nationalisation should be under the control of workers.

■ In the **short term**, the following industries which are essential to provide basic goods and services, should fall under public control....

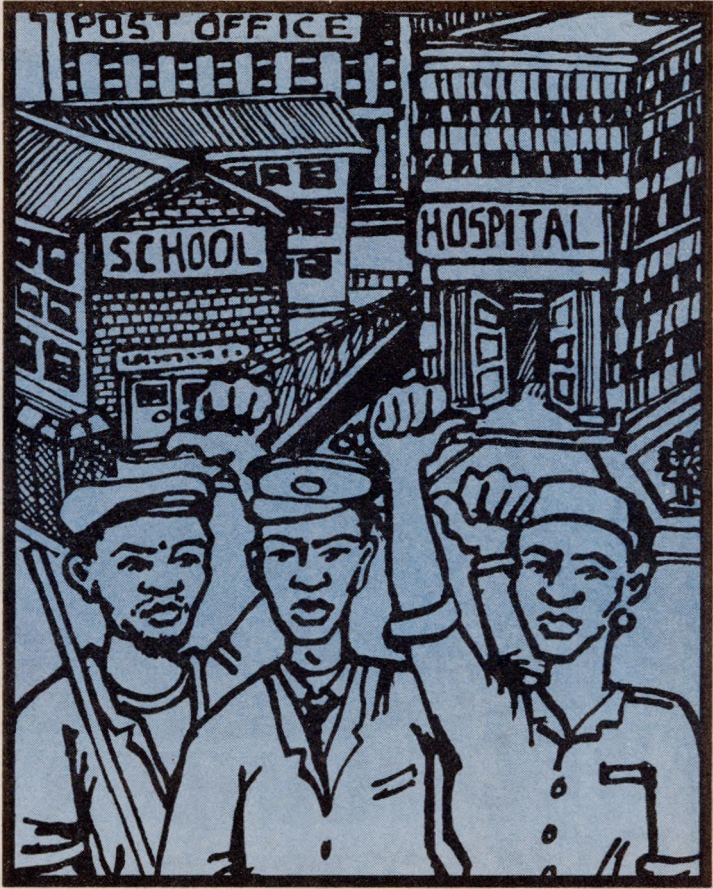
- | | | | |
|-----------------|---------------------|------------------------------|-------------|
| ● Escom | ● Public transport | ● The post office and Telcom | |
| ● State forests | ● Municipal service | ● Water | |
| ● Iscor | ● Roads | ● Health | ● Education |

■ A new democratic government should consider nationalising other industries in order to...

- ❑ promote growth in the country and in the industry.
- ❑ Enable the working class to have control of the direction of the economy.
- ❑ make more resources available to a future democratic government.

■ A new democratic government should also ...

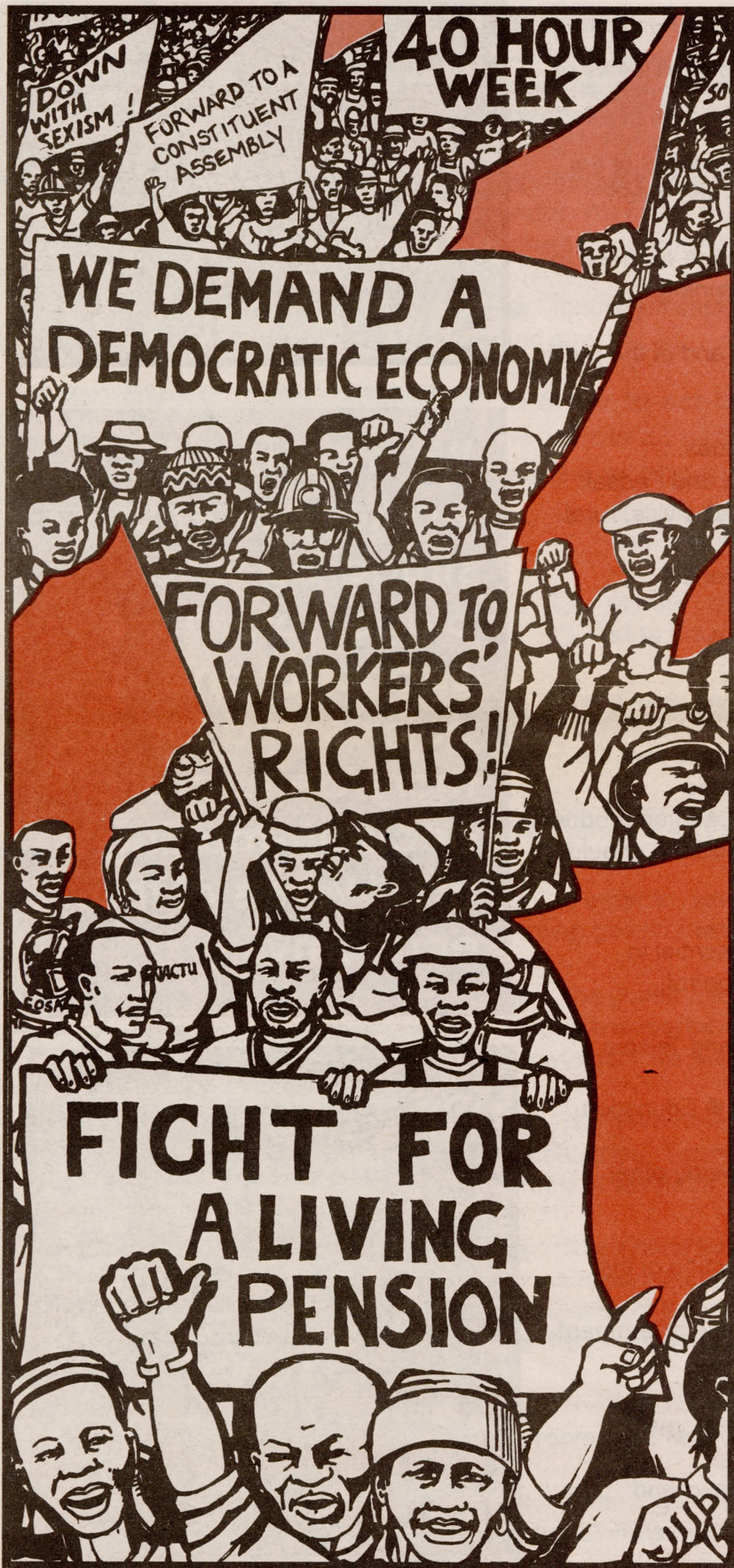
- ❑ have policies to help families and individuals run their small businesses.
- ❑ support co-operatives and collectives with helpful laws and support programmes.
- ❑ have a programme of land reform.



We must build worker power by struggling for a bigger role in the economy and in politics and for more democratic decision-making at all levels of the economy.



WORKERS RIGHTS FOR A



■ COSATU members have been discussing demands for a Workers Charter for over two years. The last COSATU Congress adopted a draft document of demands.

■ NACTU has also been discussing a Workers Manifesto and a document has been approved by the National Executive.

■ COSATU and NACTU together with unions from other Southern African countries — such as Zimbabwe and Tanzania — have been discussing a Southern African Social Charter which all trade unions in Southern Africa want to adopt.

These three charters or manifestos share a set of common demands — the things we all agree should be included in a new constitution....

Basic Human Rights and Trade Union Rights

- ✓ A future democratic government should recognise all basic human rights — like freedom of speech, freedom to belong to organisations, and so on.
- ✓ Discrimination based on a person's race, religion, sex, nationality, disability, and so on, should be prohibited.
- ✓ The rights of women should be guaranteed in all spheres of life.
- ✓ Child labour and all forms of forced labour should be prohibited.

Equal rights for men and women!

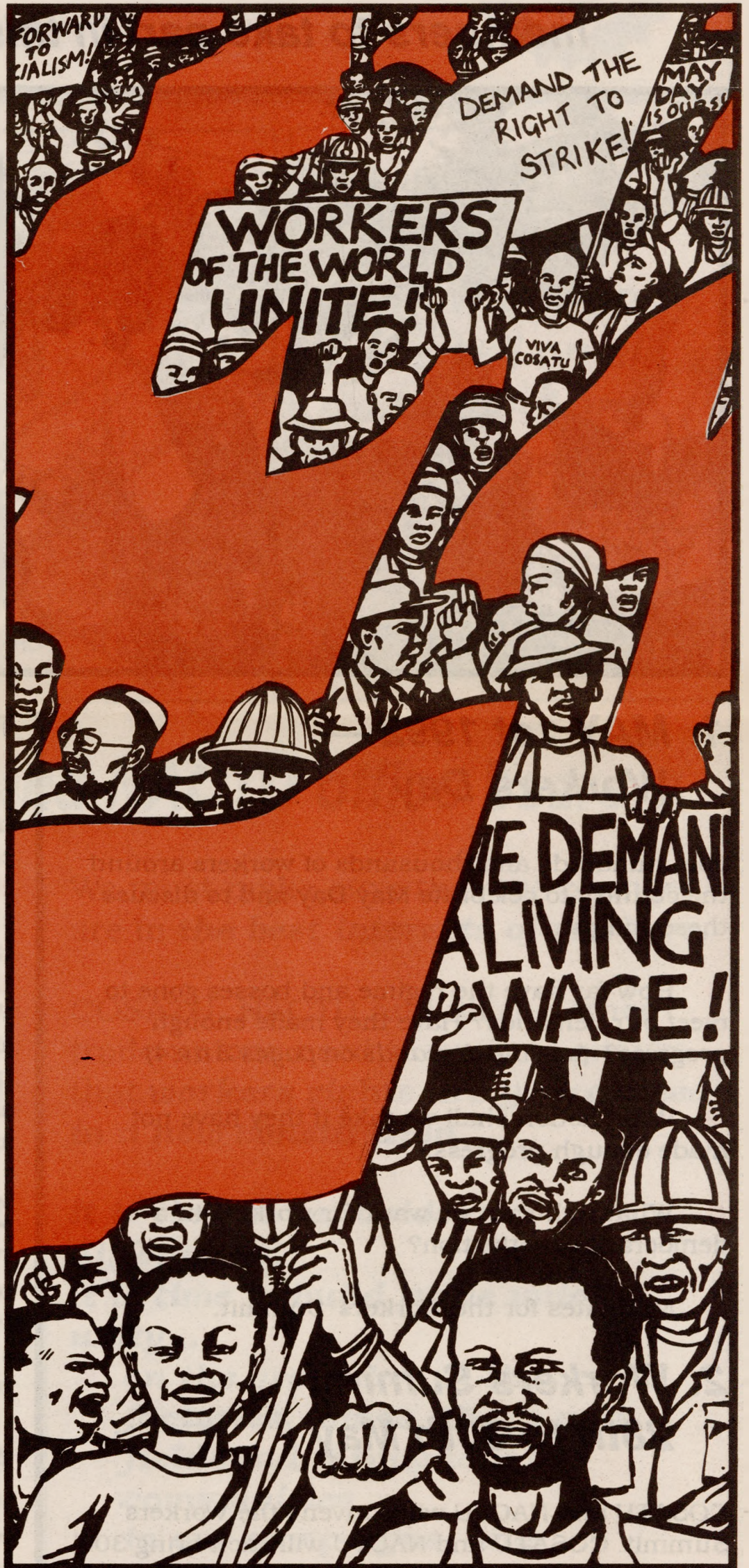
DEMOCRATIC CONSTITUTION

Worker Rights

- ✓ workers should have the right to job security.
- ✓ workers should get a living wage — including
 - a maximum of 40 hours work per week
 - paid annual leave
 - paid paternal and maternal leave.
- ✓ workers should have the right to healthy, safe, fair working and living conditions.
- ✓ Workers should have decent social security benefits — such as unemployment insurance (UIF), pension and workmen's compensation.
- ✓ Workers should also have access to proper education and training.
- ✓ Workers — including migrant workers — must be guaranteed the right to free movement, and to live where they choose.
All workers must have a guaranteed right to employment.

Rights for Trade Unions

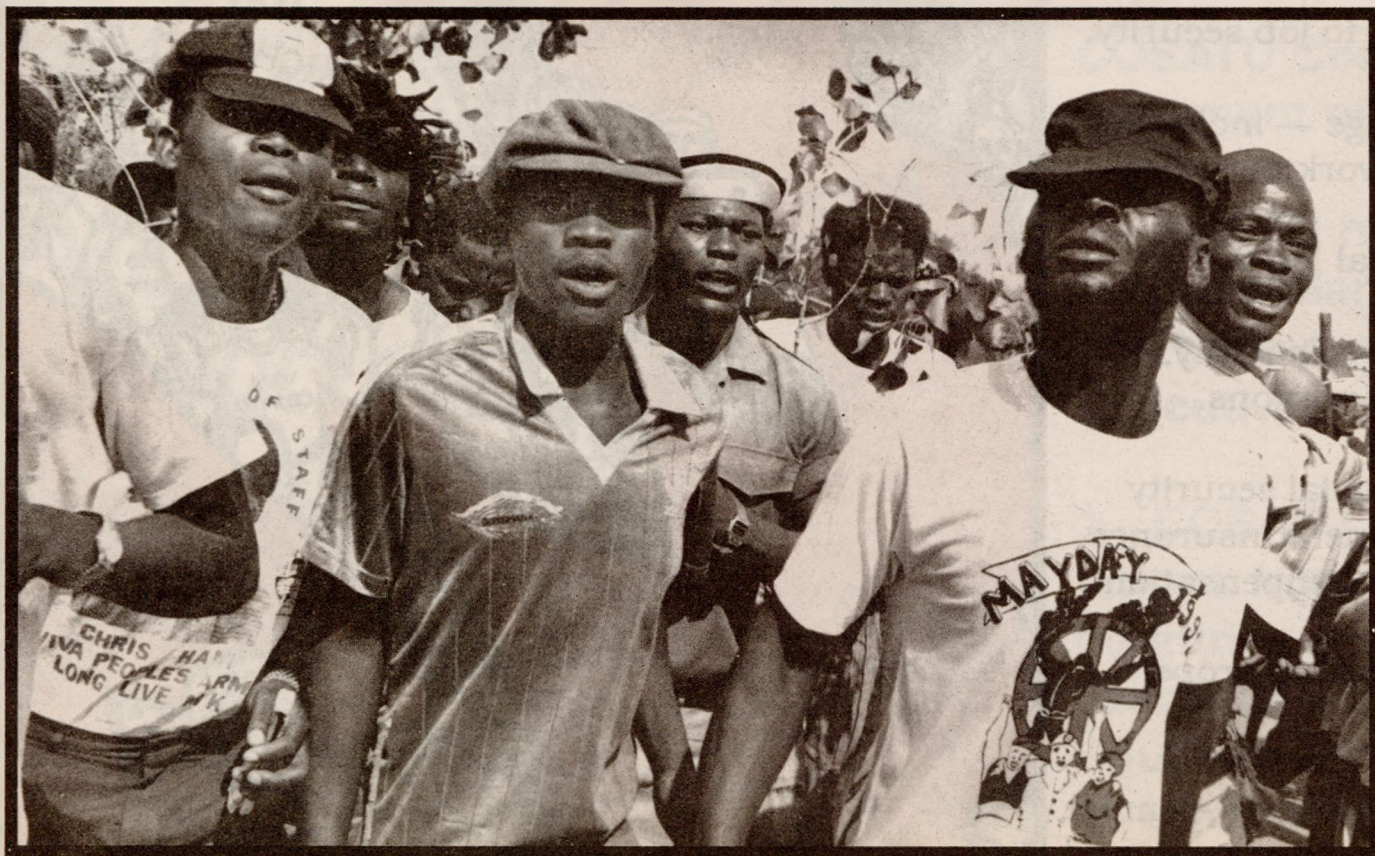
- ✓ Trade unions should have the right to organise freely and bargain without interference from government, political parties or employers.
- ✓ Trade unions should have the full right to strike.
- ✓ Trade unions should have the right to participate in the social, economic and political decision-making structures, at all levels.
- ✓ Trade unions should have the right to bargain at a variety of levels — plant, company, industry and national.
- ✓ A future government should agree to keep to the conventions of the International Labour Organisation (ILO).



We want the full right to strike!

Joint COSATU/NACTU Programme of Action

COSATU and NACTU call on all our structures and all our members to take part in this programme of action....



***The last
May Day
under
apartheid!
Workers
lead the
way!!***

1. MAY 1st 1992 — Workers Day

Join hundreds and thousands of workers around the country to celebrate May Day and to discuss these things....

- How far have the regime and bosses gone to meet our demands? Have they made enough progress? (*see the demands on pages 3 and 4*)
- What action shall we take if they have not made enough progress.
- What rights do we want for workers in a democratic constitution?
- Mandates for the Workers' Summit.

2. Workers Summit 28th to 30th May

COSATU and NACTU will convene the Workers' Summit. COSATU and NACTU will each bring 300 delegates. Also, all trade unions in South Africa and Southern Africa will be invited to send a total of 150 delegates.

The agenda of the Summit will be:

- Trade Union Unity: A COSATU/NACTU permanent committee on building unity has been set up. The summit will hear a report from this committee.
- Workers' Rights Campaign: Adoption of workers charter or manifesto on workers rights that we want to be included in a democratic constitution.
- Assess progress on national economic forum, VAT and food prices, basic rights for all workers, and other demands, and decide on the best action to take — including the most powerful national mass action ever, to take place in July, if our key demands are not met.

3. Trade Union Sector Meetings

The COSATU/NACTU permanent committee on unity is calling on each industrial sector (mining, textiles, chemicals, and so on) to discuss unity and submit a report to the committee. The report will be presented at the Summit.

4. Mobilisation and Unity

We must have an ongoing programme — inform, educate and mobilise all our members and communities in support of our demands. COSATU and NACTU structures should consider joint organiser forums and joint shop steward meetings.

MOBILISE for ACTION in JULY!



COSATU

Information Bulletin

An injury to one is an injury to all
One Federation, One Country
Build working class leadership in the united front

P O Box 1019
Johannesburg 2000
Phone : 3319452/3/4

OCTOBER 1987



COSATU leadership discusses way forward

The COSATU Central Executive Committee (CEC) met from the 2nd to the 4th October in Johannesburg to discuss some of the major issues facing us in struggle. The CEC - which should consist of up to 4 delegates from every affiliate/sector with more than 20 000 member; 2 delegates from every region; the national office bearers and comrades from COSATU head office - was very poorly represented by affiliates especially.

Delegates at the CEC said it was very bad when leaders of unions did not take discussions seriously which were burning issues for COSATU members and the working class in the country. The meeting discussed:

- COSATU's living wage campaign - our strengths and weaknesses and plans for the development of the campaign in 1988
- COSATU's political policy - how to build the united front and the Freedom Charter as workers' weapons in the struggle for democracy and socialism

The main points to come out of these important discussions are in this Information Bulletin. Workers must make sure that these issues are properly discussed in every affiliate and every COSATU region and local. Our resolutions and policies must not stay on paper. They must be used to strengthen the struggles we are fighting every day. The next CEC in November will take its direction from the discussions among COSATU members on these questions.

Living Wage Campaign

The COSATU seminar was introduced with an input paper which raised the following points :

1. The Living Wage campaign:

has emerged as COSATU's most important campaign and has taken root strongly among COSATU members.

2. Which objectives have been met? We have seen the campaign:

- Mobilise our membership for more determined struggles on the factory floor.
- Project COSATU even more as the legitimate trade union federation and the most militant campaigner for worker rights.
- Facilitate the organisation of the unorganised. The militant struggles of workers has led to massive membership growth in certain sectors which needs to be properly consolidated.
- Put working class demands even more firmly on the agenda; generate wider discussion and understanding on the workings of the capitalist system. In this sense we have made many gains at an ideological level.

3. Objectives which we have not achieved:

- The campaign failed to sufficiently build national solidarity among different affiliates, which is one of COSATU's five principles.
- It failed to draw in other progressive forces.
- Has the campaign helped to win higher wages? There will be different experiences, but we need to attempt an overall assessment.

4. Weaknesses in the campaign.

- The structures are generally non-existent and there has been little or no national co-ordination.
- The result has been that COSATU did not give direction in terms of solidarity action.
- That we failed to draw community-based progressive organisations into the campaign.
- There has also been very little linkage with community organisations over housing, transport, education, removals etc. The problem here is that the campaign can easily be reduced to a factory campaign, and be robbed of its broader importance.
- A poor flow of information and insufficient mass media around the campaign.

5. State and bosses

The State and bosses are determined to smash the Living Wage campaign :

- The state has moved against us through detentions,

arrests, confiscation of literature, banning of meetings.

- New legislation is in the pipeline which is designed to undermine the power of unions, to criminalise solidarity action, to extend bosses' power.
- Employers have deliberately taken a hard line, have delayed negotiations, have used mass dismissals, lockouts, interdicts and threats to sue the unions, have openly refused to pay higher wages even where they can afford to.
- Employers have used mass dismissals, lockouts and evictions in a co-ordinated plan to crush the Living Wage campaign. NUM, NUMSA, FAWU, PWAWU and POTWA have been hard hit by dismissals of thousands of members.
- Bosses in very sector are using similar tactics and methods. Clearly the attacks are planned and co-ordinated at a very high level. This could be happening in the State Security Council or JMC's? What is the extent of this co-ordination and what should be our response? What should be our response to the Labour Relations Amendment Bill? How will these responses link into the "Hands Off COSATU" campaign.

The seminar then broke up into three commissions which each discussed three of the following questions. The main points which came out of the commissions were :

1) What are the main objectives of living wage campaign (lwc) ?

- unite and co-ordinate struggles within and between affiliates

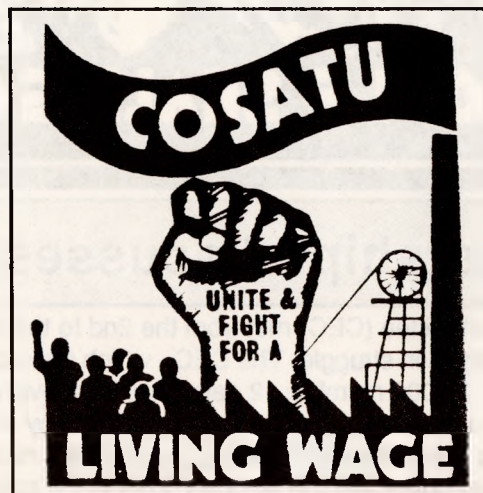
- draw unorganised/disorganised workers into Cosatu
- develop political awareness of workers through struggle
- develop worker leadership in Cosatu and mass democratic movement through united mass action

2) What structures should the lwc have ?

- each union should set up their own structures nationally, regionally and locally and delegates from these structures should attend Cosatu structures
- unions must especially build and consolidate their local structures
- national shop steward councils must have delegates on Cosatu Living Wage Committees

3) How to co-ordinate solidarity action ?

- unions must campaign for uniform implementation of wage agreements - preferably in the June/July period
- unions should move towards more centralised national



bargaining systems

- unions must give information to Cosatu on agreements at factories and disputes and give clear direction to Cosatu of what solidarity they want - the obligation is on the union needing solidarity to ask for it

4) How to take the Living Wage Campaign to the community ?

- the local shop stewards councils must be more actively involved in the campaign
- our structures must build links with mass based organisations around concrete struggles and demands
- establish permanent united front structures on basis of local conditions to take lwc forward
- broaden the living wage demands to include the demands coming out of community-based struggles
- regional committees of the united front should have, for example, five delegates from each sector and it should be built around common demands

5) How can the LWC become an educational weapon in our hands and organise the unorganised ?

- use the lwc to draw out the lessons of our struggle
- use Cosatu structures to discuss lessons from our struggle
- link our demands for higher wages to broader political demands
- use our national campaigns to draw in unorganised workers
- use our links with democratic organisations to organise unorganised
- focus on our demand for a ban on overtime to strengthen links with unemployed workers

6) Problems Cosatu faces and our organisational weaknesses ?

- affiliates are struggling in isolation from one another
- no co-ordinated response to attacks against us
- failed to build solidarity around many important strikes
- a campaign is needed against the new labour Bill. We must challenge it before it becomes law. How do we approach the issue of unions outside Cosatu around campaigns like these ?
- we have not taken the question of defence of our organisation and struggle seriously. The organisation of unemployed could help with defence.
- we need to organise unemployed workers; take up the demands that help strengthen the unemployed and put demands on the bosses to implement programmes that create jobs

7) What steps do we take now and in 1988 ?

- Cosatu NEC must form a national lwc from the Exec
- the lwc must be built from the ground up - especially through Cosatu and union locals
- there must be a co-ordinated information network in Cosatu
- information on demands that union's are making must be shared as a basis for getting common demands among all Cosatu affiliates
- Cosatu must organise crash courses for union

organisers on basic union skills

- all Cosatu information must be translated into the languages workers speak
- Cosatu must organise regional seminars on the lwc
- Cosatu publicity must not run ahead of what is happening on the ground
- joint strike committees must be built where strikes of different workplaces/unions are happening at the same time in the same area
- joint mass meetings must be organised by affiliates to mobilise for lwc and solidarity action
- Cosatu must draw up a schedule of negotiations still to take place this year and one for next year for better co-ordination
- delegates from striking workers must be sent on speaking tours nation-wide to mobilise support
- Regional secretaries of Cosatu must be more active in co-ordination of the lwc

8) How to link lwc to the struggle of unemployed workers ?

- fight for demands which create jobs (eg: 40 hour week; ban on overtime; public works; end to casual work)
- demand that the state increase its contribution to the UIF Fund
- discuss whether or not Cosatu should sit on the UIF Fund
- fight and expose corruption on the UIF Fund
- demand a fixed money benefit for all unemployed (living benefit campaign)
- strengthen Cosatu's relationship with the NUWCC - especially by organising retrenched or dismissed workers into the NUWCC
- conduct an education campaign on overtime
- employed workers must recruit all the unemployed workers they know for the NUWCC

9) Whether to change lwc demands or not ?

- we should stick to the demands but strengthen and deepen them
- on Public Holidays - Cosatu should negotiate public holidays for all workers with national employer organisations
- should a living wage figure be set or not ?
- look for creative ways to take up tax demand - eg GST abolished as a first step
- Stress the demands of the unemployed in our lwc
- demands of first Cosatu resolution (eg open the books of the bosses and a sliding scale of wages to keep up with prices) should be incorporated
- there should be a full-time co-ordinator of the living wage campaign
- Cosatu should set up a commission to examine all demands in detail and come up with recommendations

These are the main ideas that came out of the commissions. They are not necessarily the right ideas or the only ideas. Discuss these questions and issues in your union, in your local, in your region and at your workplace so that the COSATU CEC can formulate strategies in November on the basis of what the majority of Cosatu workers want.

Political Policy

In the political policy seminar there was an input paper which dealt with the political and economic crisis, the Freedom Charter and the united front.

After that the seminar divided into four commissions to look at the following issues and questions. The ideas given are some of the main ideas from the commissions. What are your ideas on these questions? Discuss all the issues among all workers in every workplace and Cosatu structure so we can come out with the strongest way forward at the Cosatu CEC in November.

1. Economic and political crisis :

1.1 What are the main features of the crisis ?

- economic stagnation
- growing monopoly control over whole economy
- massive unemployment and homelessness
- high inflation; no productive investment but booming stock market and big outflow of capital from SA
- starvation wages with average increases less than inflation; huge profits - especially of the banks and the monopolies.
- political crisis of control; no constitutional solutions - police and army main actors in trying to enforce "stability"
- state structures have collapsed in many areas
- international pressure from sanctions and disinvestment; political and economic isolation of SA
- educational crisis
- increasing inability to control bantustan bureaucracies

1.2 What are the strategies and tactics of the bosses and the government to deal with the crisis ?

- recent strong shift of bosses towards hardline confrontationist tactics - especially since the setback of the NUM strike (mass dismissals, lockouts, interdicts).
- state strategies co-ordinated from National Security Council through Joint Management Committees etc and involving every state sector and employers. Aim to crush the worker and democratic movement

1.3 Are there contradictions between capital and the state/within capital that we can exploit? If so what are they and how can we exploit them ?

- there is no fundamental contradiction between the state and capital and it is not possible to drive a wedge between them. Historically capital has never confronted the state.
- the state is always in the hands and serving the interests of one class. In our case, it is the capitalist class.
- tensions within capital eg between liberal monopoly capital and Afrikaner capital could be exploited. The organised unity of the oppressed is the best weapon for creating conflict and division in the ranks of the oppressors.
- white initiatives like Idasa are part of capital's strategy to intervene in democratic movement.
- Cosatu needs to seriously look at organising the white working class.

1.4 What are our solutions to the economic crisis and the political crisis ?

- deepen and sharpen the crisis of capital and the state by building united front of the oppressed and exploited.
- assert the primary role and leadership of the working class in the mass struggle.
- forge disciplined alliances with all progressive forces. To do this we need to consolidate working class organisation.
- negotiations are the imperialist solution to the crisis. Negotiations for Cosatu are a tactic which must never demobilise the struggle and should expand the space to further the workers struggle.

2. Freedom Charter :

2.1 What is a working class understanding of the Freedom Charter (FC) and how to we develop it ?

- 3 classes in our society. Capitalist class, middle class and working class. Capitalist class owns means of



production and makes profits. Middle class has no independent interest as a class and shifts between working class and capitalists depending on which class gives leadership it. Working class all those who have nothing to sell but their labour.

- FC not a socialist document - democratic foundation for struggle for socialism.
- implementation of FC depends on balance of class forces at transfer of power - balance of class forces then depends on what working class organisation does now.
- working class understanding must be developed for every clause eg : people shall govern means for workers, who are the majority of the people, that the workers must govern. Clause on nationalisation of wealth must be emphasised and developed - for nationalised wealth under control of the working class.
- education on FC should be developed through our experience of struggle; through engaging in debate with comrades in other mass democratic organisations; through the production of a booklet by Cosatu on the FC with a clause by clause analysis.

2.2 How do we link our understanding of the FC to the actual struggles going on today ?

- by linking the demands of the Charter to the struggles we are fighting today - eg: around housing, education, culture, workplace.
- by asking : What forces can win the demands in the FC and how do we build those forces ?

2.3 In what respects do Cosatu policies/resolutions go further than the FC and how do we take that forward?

- Cosatu resolutions more of a programme of action than a charter.
- FC and Cosatu resolutions complement one another. Cosatu resolutions go further than FC in some respects - eg: right to strike is not in FC; Cosatu wants society without exploitation (socialist society) .
- Cosatu can take forward discussion on FC through deepening discussion on democracy and socialism; through building our understanding through the structures of the united front.

2.4 What is our attitude to the development of a Workers Charter as a deepening of the FC ?

- although not opposed to Workers Charter as development of Freedom Charter, Cosatu should not do this now.
- rather we should be developing our working class understanding of the FC.

3. Democracy and Socialism :

3.1 What do we mean by democracy and what do we mean by socialism?

- democracy means - right to elect and be elected; elected representatives must be answerable (in bourgeois democracy people can be elected but they are not controlled by or answerable to those who elected them)

- representatives must be accountable and must be able to be recalled at any time
- the will of the majority decides for all but minorities must have rights to criticise and raise problems within our structures
- role of leadership is to lead - this means elected leaders can make decisions but they are subject to review
- leadership must be able to be removed at any point in time
- what do we mean by democratic organs of self government ? Such government does not represent individual rights but rather collective rights eg collective rights of mass based sectors of society. There should be national, regional and local government eg: civics as opposed to RSC's
- ideology is important. The crux of our position is : nationalise and restore the wealth to the people; peoples government.
- organs of peoples power are located in street committees, shop steward councils etc.
- minority views must be respected. We need opposites and contradiction to advance and develop.
- socialism means : end of exploitation by the few of the majority; end of capitalism/other classes; majority rule; must provide for the needs of the people; workers control of production and distribution; workers management of factories; redistribution of wealth.
- need to look at every aspect of society - education : how schools are controlled; community - participation; economy - how economy is planned.
- we must understand why we say national oppression and capitalist exploitation are inseparable evils.

3.2 What is the relationship between democracy and socialism ?

- democracy can mean that you have political rights but a few could still exploit the majority. This is not what workers want.
- struggle has already started for socialism.
- we need democratic practices now to lay a basis for socialism.
- need organisation to control every aspect of our lives
- danger of counter-revolution - which has also already begun - so need to organise white workers
- where there is democracy there is socialism and where there is socialism there is democracy.

3.3 How do we link our understanding of democracy and socialism to the actual struggles going on today and to our practice ?

- produce for the needs of the majority (living wage campaign)
- demand for opening of bosses books - beginning to exert control
- sit-in strikes - essential part of struggle for control

3.4 How are we going to achieve democracy and socialism in our society?

- by mobilising organisation and action that builds and takes forward the leading role of the working class

4. United Front :

4.1 What do we mean by building the united front in our struggle ?

- creating a disciplined alliance of all mass-based sectors through permanent united front structures at local, regional and national level where each sector is democratically accountable to its own base.

4.2 How can we do this in a way that ensures the leadership of the working class in the united front ?

- working class leadership is not necessarily trade union leadership (although trade unions have an important role to play) - it is political leadership.
- important that Cosatu participates actively and doesn't just pay lip service to the united front.
- worker demands and issues of exploitation must become demands and issues of the united front.
- need to assert the political role of the working class within the UF.

4.3 Who will be the main pillars of the united front ?

- they must be national based organised sectors : youth, students, women, unemployed, employed workers; civics and UDF were suggested.
- the question of how the UDF fits in as a sectors was raised
- the participation of the churches was also raised.
- sectors will operate independently according to the mandate of their own constituencies
- united front to build united action

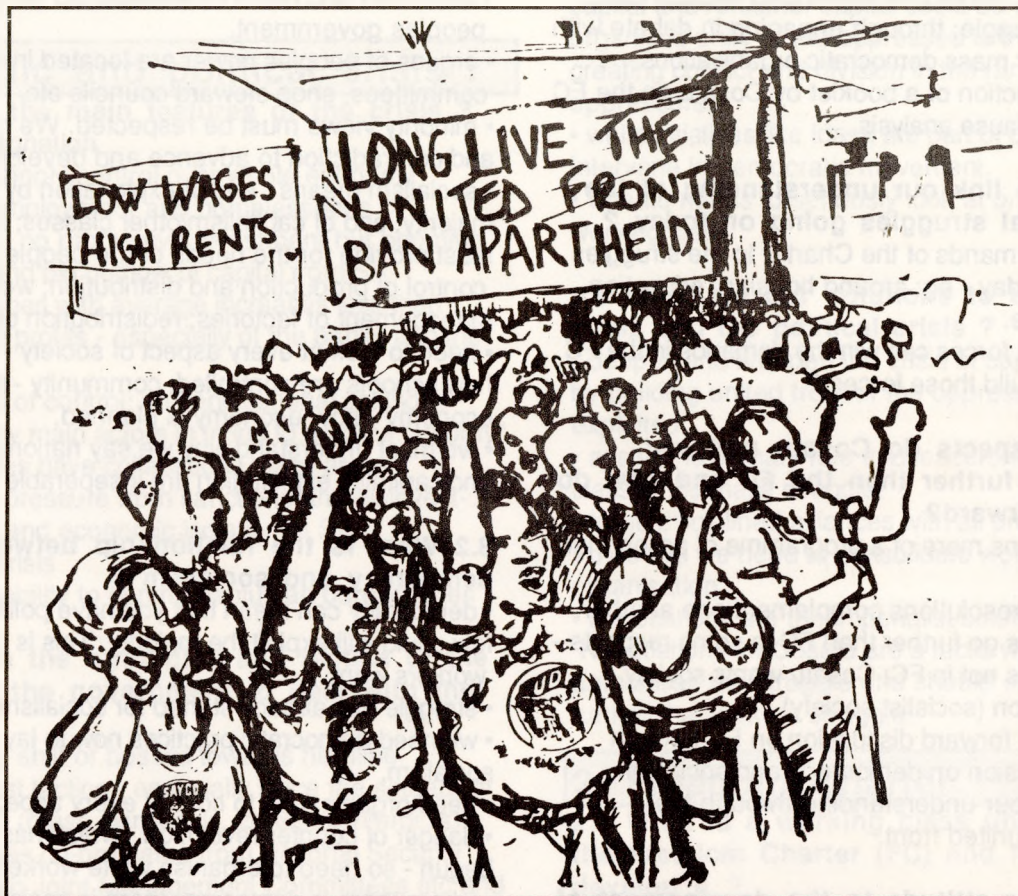
4.4 What will the political content/programme of the united front be ?

- Freedom Charter would be the main basis

- Programme will develop out of actual struggle

4.5 How will the united front be structured - at local, regional and national level ?

- sectoral representation at national level with equal number of delegates from each sector.
- local and regional structures will develop out of concrete struggles in those areas.
- a national congress of the united front, with delegates from every sector, should be held to launch the UF.
- must be able to show that delegates do represent mass based constituencies.
- must be able to discipline participants
- On decision making in the UF feeling was that there should be unanimity - but what if one sector does not agree ?



- need to assert the leadership of the working class politically and not just numerically.

4.6 How should we proceed to implement our decision to build the united front ?

- need to discuss with all other sectors that will make up the UF
- present our recommendations to other sectors and try to evolve a common national view
- need for a national launch

of the united front at some point, but must proceed to build it now as quickly as possible

- there should be a deadline to formation of UF.
- national level UF organisation is crucial to ongoing mobilisation.
- main task in immediate future must be worked out together with other UF sectors - pull sectors together into the UF.

These are some of the main ideas that came out of the Cosatu seminar. Organise your own seminars and discuss similar questions and see what ideas your seminar comes up with.

Defend COSATU; Defend the Working Class

Cosatu has been attacked by the bosses, the government and their agents since our launch. And as our struggle has grown, so have the attacks against us grown. This year these attacks have been coming from all sides :

Attacks on our people :

Many of our brothers and sisters have been murdered. Some have been killed by security force action - like the SATS workers. Others have been killed by tribal vigilantes - like our comrades from Sarmcol. And many others have died at the hands of shadowy dead squads. During September at least 10 of our comrades were murdered in the Pietermaritzburg area. Gangs of heavily armed men have been roaming around burning down the houses of Cosatu and Sayco members and killing comrades and young children with pangas, guns and axes. In many other incidents, Cosatu people have been intimidated, threatened, petrol-bombed, harrassed and attacked.

Detention of our people :

Thousands of Cosatu workers and officials have been detained since the State of Emergency was declared in June 1986. There are about 70 Cosatu comrades still in detention - including 45 SARHWU worker leaders; Dennis Neer (Eastern Cape regional Secretary); Amos Masondo (ex-GAWU General Secretary); Amon Msane (ex-CCAWUSA Joburg branch Chair) and the great worker leader and General Secretary of NUMSA, Moses Mayekiso, who has been charged with treason. Moss's trial is started on 19th October in Johannesburg Supreme Court. Almost all Cosatu people detained are never even charged.

Attacks on our property:

Our enemies seem to be working to a plan to destabilise us and destroy our organisation. Our offices have been attacked and bombed in every province of the country. The Cosatu Head Office in Johannesburg was very badly damaged by two massive bomb explosions in May. We probably will not be able to use the building again. The building where the Cosatu Western Cape regional offices are, as well as the offices of many affiliates, was also badly damaged by a big bomb recently. Other offices have been petrol bombed in Johannesburg, Kroonstad, East Rand, Kimberly, Nelspruit, Krugersdorp and East London. Many others have been raided, searched and turned upside down. The houses and property of Cosatu officials and members have also been attacked with petrol bombs.

Attacks on our rights :

Legal rights - The latest Labour Relations Act amendment Bill is amassive attack on the already established rights of workers. If the Bill becomes a law, than all solidarity action will be illegal. But Cosatu - with our slogan of "An injury to one is an injury to all" - has been formed to build the strongest possible unity and solidarity between workers. How can it be illegal to show our support with other workers by striking or boycotting or blacking goods in solidarity ?

The Bill is also going to make it easier to dismiss workers unfairly; to sue union officials and office bearers for damages arising from strikes; to refuse to recognise and deal with majority unions; to bureacratise the Industrial Court even more. These are just some of the things the Bill plans.

Rights to meet and speak and publish - Under the Emergency regulations it is illegal to speak about or print most of the policies and actions of Cosatu in struggle. This year hundreds and thousands of Cosatu publications have been seized by the security police. Some newspapers have been banned. Many of these publications have never reached the workers and it has cost Cosatu thousands and thousands of rands. Ever since the banning of Cosatu's living wage rally in Johannesburg, mass meetings in all regions have almost come to a stop. The state is trying to make it impossible for workers to meet, to get reports and to give mandates to leadership. It is trying to make it impossible for workers ideas to be heard; for workers policies to be spread; for worker publications to exist.

Basic trade union rights - Workers in the state sector (railways, hospitals, post office etc), on the farms and in domestic work still do not have even the most basic trade union rights. Workers in most of these sectors have been involved in massive struggles this year.

Attacks on our struggle :

More and more the bosses are trying to destroy our organisation through confrontation. The bosses are using the weapon of *mass dismissals* - 50,000 NUM members were dismissed in the miners strike and thousands of food and metal and hospital workers have been dismissed recently. The bosses are also *locking workers out* - even where workers are not on strike - to force workers to give up their demands and accept bosses offers. The bosses are increasingly running to the courts to get

interdicts against struggling workers and even to try and *sue* unions for damages from lost production. The bosses are *resisting our demands* for a living wage and better working conditions. Often workers are not even winning increases as much as price increases in the same year. This means workers are getting poorer while bosses profits go up and up.

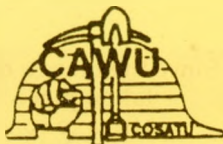
Cosatu workers - all these attacks are attacks on you; attacks on our class; attacks on our organisation; attacks on our property; attacks on our ideas and our publications;

attacks on our rights; attacks on our struggle and our demands. Cosatu launched the **Hands off Cosatu campaign** in May. We have not built the campaign strongly enough. We have not stopped the attacks - instead the attacks have got worse. Let us discuss now - in every local, in every region, in every affiliate:

How are we going to organise to defend ourselves against these attacks ? How are we going to consolidate and unite our organisation to withstand all attacks ?



COSATU Unions



CAWU (Construction and Allied Workers Union) organises construction and building materials workers.



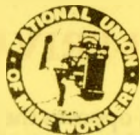
CWIU (Chemical Workers Industrial Union) organises workers in the chemical and petroleum industries.



FAWU (Food and Allied Workers Union) organises workers in the food, brewing, tobacco and beverage industries.



NEHAWU (National Education, Health and Allied Workers Union) organises workers at schools, technicals, universities and hospitals.



NUM (National Union of Mineworkers) organises mine and energy workers.

COSATU is the umbrella body that brings together all the different unions.

Each union organises workers in one industry. COSATU has 14 separate unions in all the major industries.



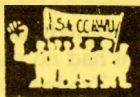
NUMSA (National Union of Metalworkers of South Africa) organises metal, automobile and engineering workers.



POTWA (Post Office and Telecommunications Workers Association) organises post and telecommunications workers.



PPWAWU (Paper, Printing, Wood and Allied Workers Union) organises printing, wood, paper, forestry and furniture workers.



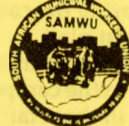
SACCAWU (South African Commercial, Catering and Allied Workers Union) organises workers in shops, banks, hotels and restaurants.



SACTWU (South African Clothing, Textile and Allied Workers Union) organises textile, clothing and leather workers.



SADWU (South African Domestic Workers Union) organises domestic workers.



SAMWU (South Africa Municipal Workers Union) organises municipal workers.



SARHWU (South African Railway and Harbour Workers Union) organises railway workers and workers in the state-owned transport sector.



TGWU (Transport and General Workers Union) organises workers in the transport, security and cleaning sectors.



NUWCC (National Unemployed Workers Co-ordinating Committee) is a co-ordinating structure under COSATU's umbrella which advises and organises unemployed workers.

One Industry - One Union



WHAT IS COSATU?

THE Congress of South African Trade Unions (COSATU) was launched on 1st December 1985 in Durban. COSATU's formation followed four years of unity talks between representatives of almost all the anti-apartheid trade unions then operating in South Africa. At its launch it represented some 460,000 workers organised into 33 unions.

COSATU has grown rapidly since then despite severe state repression. Many of its offices have been destroyed, many of its leaders arrested or killed, and it has faced the wrath of both employers and the state. Nevertheless by the end of 1990 it represented over 1,2 million workers organised into 14 industrial unions. This makes it the largest union movement in South Africa's history.

COSATU has, since its inception, set itself three broad strategic objectives:

- **to improve the material conditions of its members and the working people as a whole.** Apartheid has meant black workers are paid low wages, work under oppressive conditions, and struggle to live a decent life. COSATU has challenged this.
- **to organise the unorganised workers into trade unions.** Millions of workers still need to be unionised. Many, such as farmworkers and domestics, do not even have the basic rights accorded to other workers. They experience the most extreme exploitation, sometimes verging on slavery.
- **to ensure worker participation in the struggle against apartheid.** We have a right and a duty to be politically active. No worker can be free without an end to racism, oppression and exploitation in our country.



Cosatu Congress, July 1987 - Wits Numsa Region

One Country - One Federation

PROCESSED

NATIONAL

NATIONAL CONGRESS

- Highest controlling body of the federation
- Meets at least once every two years
- Adopts general and specific policy by means of resolutions
- Elects national office bearers
- Each affiliate has one delegate per 500 members - workers must be in the majority of the delegation
- No official from the federation and its affiliates are eligible for the position of President, First and Second Vice-President and Treasurer

CENTRAL EXECUTIVE COMMITTEE

- Manages affairs of the federation between meetings of the National Congress
- Meets once every three months
- Two representatives for each affiliated union with under 15 000 members; four for over 15 000
- Chairperson and Secretary of the Region and National Office Bearers have speaking rights, but no voting rights

EXECUTIVE COMMITTEE

- Two delegates from each affiliate of which at least one must be a worker, plus the National Office Bearers
- Meets once between meetings of the Central Executive Committee

REGIONAL

REGIONAL CONGRESS

- Carries out decisions of the National Congress and the CEC
- Each affiliate sends one representative for every 250 members
- Elects Regional office bearers
- Decides Regional policy
- Subordinate body to the CEC - decisions of the Regional Congress may be confirmed, amended or reversed by the CEC

REGIONAL EXECUTIVE COMMITTEE

- Administers the Region between meetings of the Regional Congresses
- Two delegates from each affiliate with under 8000 members and four delegates from unions with more than 8000 members

LOCAL

LOCALS

- The locals are the backbone of COSATU. They bring together all shop stewards of affiliates in a particular town or locality
- Elect local office bearers - all of whom are workers
- Meet weekly
- Discuss and decide on local issues
- Implement decisions and campaigns of the federation



COSATU STRUCTURES

COSATU Leadership

COSATU has elected leaders at local, regional and national level. Local leadership is elected annually, and regional and national leadership are elected bi-annually. Only workers - ie full-time employees on the shop-floor - are eligible for election as President or as any other office-bearer of the federation. The only exceptions to this are the posts of general secretary, assistant general secretary, and any of the nine regional secretary positions.

The current national office-bearers of Cosatu are:

- **President:**
Elijah Barayi - mineworker
- **1st vice-president:**
Chris Dlamini - food factory worker
- **2nd vice-president:**
John Gomomo - auto worker
- **Treasurer:**
Ronald Mofokeng - chemical worker
- **General Secretary:**
Jay Naidoo
- **Assistant General Secretary:**
Sydney Mufamadi

COSATU DEPARTMENTS

ORGANISATION DEPARTMENT

This newly-established department assists affiliates to strengthen themselves; helps organise solidarity action; leads Cosatu's campaigns; helps organisation in new areas or sectors; and helps strengthen Cosatu's regional structures.

EDUCATION DEPARTMENT

This department co-ordinates seminars and workshops for Cosatu members and union organisers. It also undertakes research and maintains a resource centre of books,



16 July 1989 - Cosatu Cultural Day, Jhb.

COSATU EXECUTIVE: L to R: 2nd VP (John Gomomo); 1st VP (Chris Dlamini); President (Elijah Barayi); General Secretary (Jay Naidoo); Treasurer (Ronald Mofokeng) Missing: Assistant Gen. Sec. (Sydney Mufamadi)

articles, and videos.

COMMUNICATION DEPARTMENT

This department produces Cosatu publications, like Cosatu News and other regular publications. It is also trying to develop regular radio and other programmes to reach members effectively.

PII DEPARTMENT

This department deals with the press, internal information and international relations. It arranges ongoing publicity and responds to the many invitations for Cosatu to speak at meetings. The information section concentrates on disseminating information within Cosatu. The department also co-ordinates the international interests of the federation.

ADMINISTRATION DEPARTMENT

This department assists the secretariat in the running of

Cosatu and in carrying out the decisions of the federation on a day-to-day basis.

FINANCE DEPARTMENT

This department assists the national treasurer. It handles Cosatu's finances. Finances come from affiliation fees of 10c per member per month paid by affiliated unions. Additional assistance is also received from a number of national trade union centres, especially those in Canada, the Netherlands and the Nordic countries. Cosatu is committed to being financially self-sufficient.

METRIC PROJECT

This project, run jointly by COSATU and the Italian CGIL federation, is developing improved information and communication systems within the federation and affiliates. It also runs training programmes and is introducing computer-based technologies appropriate for the 1990s.

COSATU's approach

WORKER CONTROL

This is central to our approach. The union is not an office - it is rooted in the factories, shops and mines. COSATU believes workers must control all the structures and committees of the federation.

All union delegations to COSATU structures must contain a majority of shopfloor workers and not only full-time officials of the union.

This approach to worker control aims to keep the organisation vibrant and dynamic, to prevent bureaucratisation and to maintain close links with the shopfloor. It also makes it more difficult to crush COSATU since the organisation is not totally dependent on offices and a few leaders.

DEMOCRACY

COSATU believes that all members must participate in decision-making. Positions supported by the majority become the policy of the federation. COSATU encourages regular report-backs to membership.

Leaders are expected to attend meetings with mandates from the membership. They should not simply express individual views. Leadership are controlled by mandates and report-backs.

NON-RACIALISM

COSATU rejects apartheid and racism in all its forms. COSATU believes that all workers, regardless of race,

In just two years COSATU united almost every big union in the country in all major industrial sectors under the banner of ONE INDUSTRY - ONE UNION



Elijah Barayi, Cosatu President at second National Congress Wits, Johannesburg, July '87

should be organised and united. In practice the vast majority of COSATU members are African workers. But in our ranks are also tens of thousands of coloured and Indian workers. It is a little-known fact that hundreds of white workers are also COSATU members.

WORKER LEADERSHIP

COSATU tries to develop

worker leadership within the unions and the country as a whole. Through training we attempt to build and empower ordinary workers. We try to develop the skills and abilities of those most disadvantaged by apartheid. We want workers to be equipped to determine their own future.

ONE INDUSTRY, ONE UNION

COSATU believes that workers should be organised into one strong, national industrial union in each major industry. This will enable workers to build a stronger movement and to more effectively challenge the power of the major monopolies which dominate the country's economy.

Within two years of its launch COSATU succeeded in getting its affiliates to merge. We now have 14 affiliates.

CO-ORDINATION

COSATU believes that the federation should centre around common principles, policies and practices. Joint actions by affiliates are vital to fight against the bosses and the racist government.

COSATU tries to build strong shop steward councils in every locality. Unions are also brought together regularly in every region. These build mass-based organisational and political campaigns. COSATU's slogan "an injury to one is an injury to all" sums up our purpose - to unite workers in solidarity with each other. COSATU is a shield against attacks from employers and the state.

Some COSATU Policies

POLITICAL POLICY

Apartheid is a crime against humanity and black workers have been its special victim. COSATU believes it is impossible to separate the struggle for trade union rights from the struggle for political emancipation and democracy. Our history shows that organised and disciplined mass action is the central weapon in our hands.

COSATU believes in a democratic society free from racism and free from exploitation of the working class. We believe in a society where workers have control over their lives. At its 1987 Congress COSATU adopted the Freedom Charter. This demonstrated COSATU's support for the national democratic struggle, and our determination to work with all democrats to overthrow oppression and exploitation.

COSATU is fighting for a post-apartheid South Africa which will bring both political freedom and social and economic transformation. We see the need for a vibrant and independent union movement both now and in the future. We are fighting for a liberation which will bring peace, freedom and justice to the workers of our land.

TRIPARTITE ALLIANCE

In early 1990 COSATU decided to form a Tripartite Alliance with the African National Congress (ANC) and the Communist Party (SACP). This alliance is centred around agreement on our immediate goals - the establishment of a united, democratic and non-racial South Africa.

The alliance is based on respect for the autonomy and organisational independence of each partner. There is



Childcare campaign at
Lelmbeckers - Halfway
House, 20.9.90

agreement on the need for consultation on major policy issues and planned mass action. Decisions cannot be imposed on any party to the alliance. Each organisation is responsible for developing its own economic and political programme.

The alliance has emerged not only from immediate common interests but also from standing side-by-side in the decades of struggle against apartheid. It is an alliance sealed by blood and suffering and sustained by the common political objective of democracy in our country.

TRADE UNION UNITY

COSATU's founding slogan was "One Country, One Federation". COSATU's doors remain open to any union prepared to accept its constitution. Many have joined our ranks since 1985.

COSATU is committed to even wider trade union unity than it has already achieved. We have proposed unity talks with other union federations, but our main emphasis has been to build unity in action.

COSATU has undertaken joint action with other unions, including those in Nactu. Most notable has been the campaign against an oppressive labour law (LRA).

WOMEN

Women constitute some 36% of both registered workers and of COSATU's total membership.

COSATU believes that the struggle against women's oppression is an integral part of our freedom struggle. We are fighting against sexual harassment at work, unequal pay, lack of job opportunities and the inequality of women in society as a whole.

COSATU affiliates have fought for paid maternity leave to be granted to workers. COSATU is also committed to promoting women's leadership within its ranks through a process of affirmative action.

In South Africa most women suffer the triple oppression of being black, working class and female.

COSATU women have launched their own Women's Forum to improve the position of women both inside and outside of the union movement.

INTERNATIONAL POLICY

International solidarity is the lifeblood of trade unionism - particularly in the era of multinational companies.

COSATU has attempted to keep out of the many divisions which have bedevilled the international union movement. Our own priorities have been to promote international solidarity from whatever quarter. For this reason COSATU has not affiliated to any international union body.

New international conditions and the ending of the Cold War open new possibilities for a unified union movement.

The restructuring of the world economy makes it important that the unity processes must include those working in the developing and less industrialised nations.

Major COSATU Campaigns

LIVING WAGE CAMPAIGN

At its launching congress in 1985 COSATU resolved to fight for a living wage for all workers. Workers enthusiastically took up the call. The result was that COSATU members were the only unionists to consistently win wage increases above the level of inflation.

In 1987 COSATU launched the Living Wage Campaign formally. The regime tried to stop it by outlawing our meetings and declaring the campaign a 'communist plot'.

Major strikes during 1987 gave life to the campaign. Workers in the retail sector, post office, railways, and in manufacturing took action for improved wages. During 1987 mineworkers downed tools for a living wage. Over 300,000 miners stopped work for 21 days.

Despite obstacles the campaign has gained momentum. COSATU is no longer fighting only for improved wages. Demands of the Living Wage



Campaign also include - a 40 hour working week; jobs for all; the right to decent housing; abolition of the migrant labour system; and the abolition of racist public holidays.

Major actions, including general strikes, have resulted in May 1 being recognised as a public holiday and both June 16 (Soweto Day) and March 21 (Sharpeville Day) being de facto paid holidays for the working class. More recently COSATU has begun campaigning for centralised bargaining and a restructuring of the current bargaining system.

Since the launch of COSATU, dramatic developments have taken place in the struggle for freedom in South Africa to conscientise and educate workers about their rights. In the process COSATU has established itself as a leading force in the mass democratic struggle in South Africa.



Stevedores arch in Cape Town Docks - May 1990

THE LABOUR LAW CAMPAIGN

In 1987 the government announced its intention to introduce a new labour law. It was explicitly aimed at curbing the power of the union movement. The new law limited the right to strike, reduced job security and introduced punitive damages against militant unions. The proposed new law was welcomed by employers but rejected by COSATU.

COSATU launched a major action campaign against this new law, including factory demonstrations and culminating in a three day stayaway from work in June 1988 in which millions of workers participated. Despite the protests the government implemented the new labour law in September 1988.

ber 1988.

COSATU continued to reject the new law and demanded the withdrawal of the amendments. It argued that the racist parliament had no right to impose laws. Trade unions should be consulted in the formulation of labour law. Labour law should also entrench the right to strike, and allow unionisation in the agricultural and public sectors.

A sustained campaign, including a two day general strike in September 1989, has led to some progress. The state has now agreed, in principle, to withdraw the new labour law and to extend union rights to all workers.

ANTI-PRIVATISATION CAMPAIGN

COSATU opposes the government's policy of privatising the state sector. The selling off of public assets - energy corporations, as well as telecommunications - is politically and economically unacceptable.

Politically, the regime hopes to strip the state's assets before a non-racial government can take power. This would seriously limit a new government's ability to make much-needed changes. Privatisation effectively means giving public as-

sets to white private ownership.

Economically COSATU believes that an efficient and effective state sector is an essential component for growth and economic transformation. In addition, the government's attempts to privatise health care and housing are a direct challenge to our vision of basic social rights for all. COSATU's unions in the public sector have been particularly active in the anti-privatisation campaign.

WORKERS' CHARTER CAMPAIGN

COSATU has decided to call for the drafting of a Workers Charter. All workers have been asked to formulate their workplace, social, economic and other demands. These will be gathered and formulated into a Workers Charter. Unions outside COSATU, as well as other mass-based organisations have also been asked to contribute their views.

We aim for the Workers Charter to express the aspirations of South Africa's workers. It will express the basic rights

that we want. We also aim to get them included as part of the policies of a post-apartheid South Africa.

In this period when political progress towards the eradication of racism seems possible, workers are keen to make their voice heard. COSATU members want to participate in the formulation of the constitution, structures and policies of a non-racial, democratic South Africa. The Workers' Charter campaign contributes towards this ongoing debate.



Workers Charter

SALHA 22 C: COSATU -

DEMONSTRATION



Defend workers' rights

- Stop government's amendments to labour laws
- Support COSATU'S negotiators at Nedlac meeting

TRADE UNION
LIBRARY AND
EDUCATION CENTRE

**Thursday 17 August,
10 am Metal Box House
25 Owl Street, Auckland Park**

For more information, phone COSATU on (011) 339-4911

Your rights as workers are under threat!

The Government wants to:

- **Turn Sunday into an ordinary working day, with no premiums such as double time or time and a half;**
- **Give the Minister of Labour the power to vary all rights, including core rights in the BCEA, downwards;**
- **Extend employees' probationary employment from three to six months and give employers the right to dismiss probationary workers easily;**
- **Enable employers to extend the working week beyond the present 45 hour maximum;**
- **Enable the Minister to refuse to extend collective agreements reached at the Bargaining Councils if all employers, in particular small businesses, have not been consulted. This will allow one maverick employer to sabotage an agreement;**
- **Ignore the ANC manifesto commitment to change the LRA, to introduce mandatory negotiations in case of retrenchments or to make retrenchments difficult.**

Stop these amendments.

**Demonstrate your support for COSATU's position as their
leaders fight on your behalf at Nedlac.
See overleaf for details of the demonstration.**

Join COSATU's campaign on the Basic Conditions of *Employment Bill*



Negotiations around this Bill have been going on for over a year and a half now. While Labour has on many occasions made moves to break deadlocks. Business has not once moved on any of the key issues and have shown nothing but intransigence and arrogance! We are now faced with a Bill that has some very disturbing features for workers in this country. We have reached a bottom line and will not compromise anymore on 5 key areas, These are :

- . *6 Months maternity leave with 4 months fully paid*
- . *40 hour working week to be phased in over 5 years*
- . *16 Years minimum working age*
- . *Double pay on Sunday*
- . *The Bill must be a floor of minimum rights*

Workers in this country have a rich and proud history of fighting injustice and sacrificing greatly for better working conditions. We will not back down now in the face of bullying tactics by business. If they are unprepared to engage in honest meaningful negotiations at the table, we will show them what power workers have!

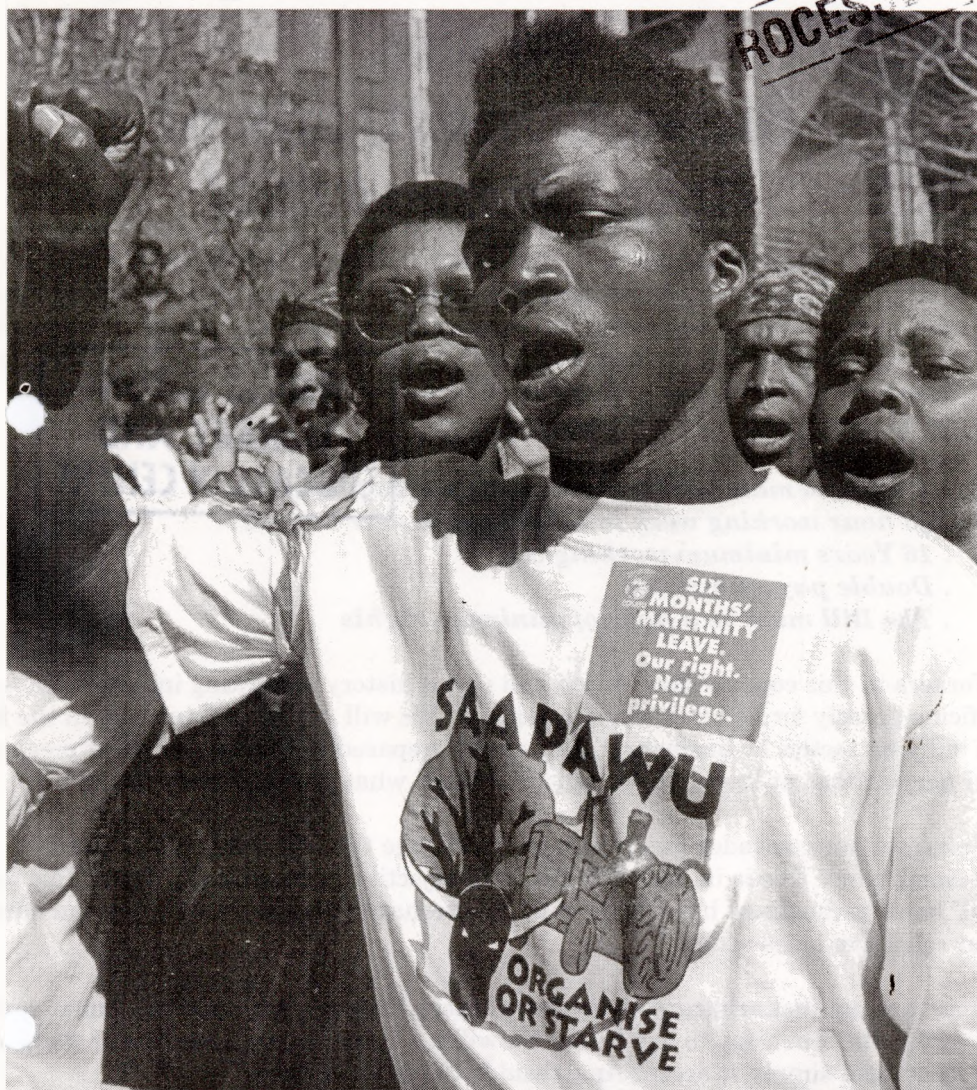
We expect our comrades in government to change the Bill according to our demands, since this is in line with the RDP objective of creating "A Better Life for All", however, business has left us with no alternative to use the only tool we have - collective mass action.

These are not just arbitrary issues for workers. They are fundamental issues which severely affect our day to day living. We will not come through the brutal struggle of Apartheid simply to accept Apartheid working conditions.

If Business does not have the moral will to create better working conditions, they cannot see how important these issues are to us, then we will have to take to the streets to show them.

Defend Workers' rights!
Down with Business intransigence
Forward to A Better Life for All !!

WESTERN CAPE



1 Hour work stoppage - 4 August
24 Hour strike - 20 August Grand Parade ,
09h00
24 Hour strike - when business makes their
submission to Parliament

SALHA 2.2 C:
COSATU

Hospersa

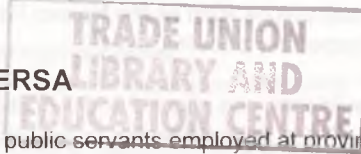
PROCESSING



information
brochure

HOSPERSA
+

HOSPERSA



A BRIEF HISTORY OF HOSPERSA

Approximately 45 years ago a group of public servants employed at provincial hospitals identified the need for individual and collective representation. As a result of this need, the Hospital Public Servants Association was formed in the former Transvaal Province. Whilst the constitution of the association was amended as many as six times to keep pace with change, the former Commission for Administration steadfastly refused to recognise the organisation.

In 1989, the Hospital Employees Association in Transvaal, with 32 000 members, merged with the Association of Cape Provincial Hospitals which had a membership of 4 500, thereby forming the Hospital Personnel Association of SA. In the same year the Commission for Administration finally recognised the organisation.

With the achievement of this milestone, Hospersa subsequently registered as a trade union in terms of the Labour Relations Act of 1956. Concurrent to this achievement, Hospersa expanded its operations into the Free State and Natal, thereby being represented fully in all Provinces.

In February 1995, a further merger occurred when Hospersa and Natal Provincial Administration Personnel Association (NPAPA) amalgamated. This amalgamation brought a further 2 500 members and assets in KwaZulu-Natal and firmly established Hospersa in that Province.

HOSPERSA THE TRADE UNION

After registering as a trade union, Hospersa embarked on a strategic intervention programme to democratise the organisation. The transformation began in October 1994 and culminated in a highly successful National Congress in September 1995. In 1997 phase 2 of the strategic intervention was launched, with wide ranging programmes to carry us to the year 2000 and beyond.

Specialists were recruited as national secretaries to co-ordinate the collective bargaining, education, training and development, legal and organising functions.

The success of this project was abundantly clear when measured against membership growth and Hospersa is now a fully-democratic member-led organisation in the spirit of the "New South Africa".

The success of Hospersa in the public health service has spilled over into other areas. Hospersa has grown phenomenally in the private health sector and the broader public service and is widely regarded as the trendsetter in the sectors it operates in. It is

therefore not surprising that Hospersa's competitors unashamedly started copying its initiatives and campaigns such as the Nurses Forum, Social Workers Forum and many of the other Hospersa's benefits.

Hospersa is politically non-aligned and a-political which means that it answers to no political party. This is essentially due to the rich diversity of membership in Hospersa and leaves the Union free to challenge any political decision. Hospersa is therefore a truly independent trade union.

HOSPERSA NATIONALLY AND INTERNATIONALLY

Hospersa is affiliated to the Federation of Unions of South Africa (Fedusa). This affiliation provides access to many national forums such as Nedlac, where input into government financial, economic and labour policy is made. In addition to this, many other resources are available to the union through this federation. These resources are invaluable in developing and financing Hospersa's programmes and campaigns.

In May 1996, Hospersa affiliated to Public Services International (PSI), an international organisation of trade unions organised in public services around the world. Hospersa benefits from affiliation to the PSI in the form of international support and expertise, which has already proved to be of great advantage.

WHAT IS A TRADE UNION?

Internationally, trade unions have been in existence for over 200 years. A trade union is an independent organisation of workers, run democratically by workers, in the interest of workers. It looks after the interests of workers in the workplace, and seeks to equalise the power of employers and workers.

AIMS OF HOSPERSA

- To regulate relations between members and their employers and to promote the interests of members in relation to employers.
- To observe and act in accordance with the spirit and principle of democracy in all activities.
- To build a strong and democratic organisation of workers at the workplace.
- To build strong and active shop steward councils as the best guarantee of democratic worker participation in the tri-partite alliance of government, unions and employers.
- To instil in workers a spirit of trade union unity and to work toward uniting all workers in the service industry.
- To improve the wages and working conditions of all workers in the service industry.
- To strive for the right to take collective action and to take secondary action.
- To strive for full employment, while actively combatting the effects of globalisation on workers through progressive and innovative strategies.
- To end all forms of discrimination in employment.

- To strive for proper and accessible training to develop the skills of all workers in the service industry.
- To promote safe and healthy working conditions.
- To promote or oppose any laws and administrative measures that affect the interests of members.
- To render legal assistance to members in matters relating to their employment and to institute legal proceedings for and on behalf of the Union and / or its members.
- To affiliate with, or confer, or enter into co-operative arrangements with any other trade union, trade union federation, or labour organisation, with the object of securing joint action on any matter.
- To enter into collective bargaining forums for the purpose of negotiating and entering into collective agreements with employers and associations of employers.
- To establish and administer funds for the benefit of members and their dependents.
- To encourage the settlement of disputes through conciliatory methods.

MEMBERSHIP

WHO QUALIFIES FOR MEMBERSHIP?

All workers in the service industry, be they employed in head offices, institutions, occupations, industries or trades.

Application for membership

- Application forms must be submitted in writing to the hospital/institution/company personnel offices where Hospersa has stop-order facilities. A copy of the application/stop-order has to be sent to National Office.
- Members who are transferred to other departments in the public service must please notify their new personnel office of their Hospersa stop-order.
- Members, who are transferred to subsidised or private medical institutions where Hospersa does not have stop-order facilities, have to contact Hospersa's nearest office or National Office. Such members should pay their membership fees annually in advance.
- Membership becomes valid when the first membership fee is deducted or paid.
- Membership fees are not repayable to a member who cancels his/her membership or who resigns from his/her office.
- Membership expires automatically if membership fees fall in arrears for more than 3 months. When such members re-apply, membership benefits will apply from the new date joined.

Your partners in affordable assurance

*U vennote in bekostigbare
versekering*



**Underwriters of the Official Hospersa Group Scheme
Onderskrywers van die Amptelike Hospersa Groepskema**



Insurance Consultants
Versekeringskonsultante



Rentmeester Assurance Ltd
Rentmeester Versekeraars Bpk

Phone Toll Free/Skakel Tolvry: 0800 112 112

Cancellation of membership

- A member may resign with one month's notice. Resignations must be submitted in writing to the Provincial Secretary. All moneys due to Hospersa have to be paid before the resignation will be effective.
- Resignations which have been enforced by management will not be valid and will be fought by Hospersa.
- A member who resigns **must** notify **their** personnel office to cancel the stop-order.
- A member who leaves employment due to illness, unemployment or any other reasons, but who is planning to take up service again, may stay on as a member of Hospersa for a period of 3 months. Thereafter membership will expire.
- A member whose membership expired automatically, will forfeit all Hospersa membership benefits.

Recruitment

All Hospersa members are strongly encouraged to recruit new members. As an incentive recruitment fee of R4,50 per recruited member is paid out to the recruiter. To qualify for this fee, the recruiter has to ensure that National Office receives the applications.

The following information regarding the recruiter has to appear on the application form:

- Full name and surname
- Employer/hospital/institution name.
- Postal address (preferably home postal address)
- ID-number

Recruitment fees are only paid out every 3 months and only once the first membership fee has been received.

Recruitment fees less than R30,00 will be kept on record and will only be paid once the recruitment fee exceeds R30,00.

Recruiters who recruit **50** members during a recruitment year, that runs from 1 July of the previous year to 30 June of the current year, will be awarded free accommodation for a period of 7 days (out of season) at Hospersa's holiday flats. If a recruiter recruits **100** members during a recruitment year, 14 days free accommodation will be awarded to him. This award is not transferable or redeemable.

Membership cards

Membership cards are issued by National Office two months after the first membership fee for new applicants has been received.

CHANGE OF ADDRESS OR INSTITUTION

To enable Hospersa to provide a service to all members it is very important to have the correct postal addresses and workplace of members. Please send any changes to: Hospersa, P.O. Box 12266, Queenswood, 0121.

CHANGE OF ADDRESS/INSTITUTION

NAME + SURNAME:

MEMBER No.:

INSTITUTION:

NEW POSTAL ADDRESS:

OCCUPATION:

Do you know of anybody/person who we can contact for membership:

NAME:

TEL:

Are you interested in any other information:

HOLIDAY FLATS:

LOAN SCHEME:

INSURANCE:

MEDICAL AID:

RECRUITERS:

any other:

BENEFITS

Members qualify for the benefits stipulated below after their first membership fee is received.

COLLECTIVE BARGAINING

PUBLIC SERVICE

Wages, conditions of service and matters of mutual interest of a transverse nature are negotiated at the Public Service Co-ordinating Bargaining Council at Central Level.

Matters of mutual interest of a Departmental and Provincial nature are negotiated in the appropriate Departmental or Provincial Chamber of the Public Service Co-ordinating Bargaining Council.

Deadlocks in the above forums are resolved either by escalation to arbitration, the law courts, industrial action, or political lobbying.

PRIVATE SECTOR

Collective bargaining presently takes place directly with the employer in terms of recognition agreements.

Deadlocks are escalated for resolution in a similar manner to that mentioned above for the public service.

LEGAL ASSISTANCE

Hospersa members have access to legal assistance regarding work-related issues. Furthermore, Hospersa organisers are trained as para-legals and may assist/represent members in disciplinary enquiries, conciliation boards, arbitration procedures and with any other relevant issues where the member may need representation. Hospersa also offers assistance to members who have been victims of unfair labour practices. Hospersa has the capacity to approach the Labour Court in protection of its member's rights.

INDEMNITY COVER

A Hospersa member will automatically qualify for professional indemnity cover should he/she be sued by a patient for damages in the case of negligence. Such a case can cost thousands of rands and should a person not be covered by professional indemnity, it may result in financial ruin for the member. It should be noted that this cover is supplementary to cover provided to public servants by the Public Service.

How to claim Indemnity Cover

- When a claim is brought against you, or you realise that you may be sued by a patient (whichever is earlier), you should immediately phone Hospersa's National Office at (012) 333-6252.
- Assistance will only be available to fully paid-up members.
- Indemnity will be calculated in accordance with the rules of the Insurance Committee.
- Submit a written statement that contains the following: Your name and details; detailed sequence of events with dates, time and your involvement; name of dead/injured person; cause of death or nature of injury; whether you have received a lawyer's letter or anticipate being sued.
- Do not make the statement available to anyone other than Hospersa.
- Should the hospital or any other person require a statement from you, contact Hospersa's Legal Department first for advice on whether to submit a statement or not.
- Hospersa will not accept liability for a member who had admitted negligence before contacting National Office.
- Hospersa reserves the right to appoint its own legal advisors.
- Criminal actions will not be covered.
- Any incident must first be reported to National Office before a claim may be made.
- No claim will be entertained if such a claim is not registered as prescribed.

Notwithstanding the foregoing, Hospersa reserves the right to entertain or reject any claim if such a claim cannot be justified.

Records should be retained for at least seven (7) years.

The following are covered by the policy.

- Bodily or mental injury, illness, disease or death of any patient caused by any negligent act.
- Error or omission committed, in or about the occupation or business for which the member is legally liable.
- To pay as for damages in accordance with the law.
- Includes defence costs and expenses in defence of any claim.
- Includes "Good Samaritan Act" - Treatment administered at the scene of a medical emergency, accident or disaster.

The policy excludes the following:

Any claim occurring prior to inception of this policy.
Any liability assumed under contract.
Manufacturing, servicing or repairing products sold by Hospersa.
Any claim which falls within Workmen's Compensation Act.
Any act in violation of law.
Any fraudulent, dishonest or criminal act.

Whilst under influence of intoxicants or narcotics.
Abortion unless pathologically indicated.
Loss or destruction of property and consequential loss.
Members practising in USA, Canada and Australia.
Reporting of a loss after 28 days.

AIDS INSURANCE

The Professional Indemnity Policy also covers you if you are tested positive for the HIV virus and it is proved that you contracted the AIDS virus in a work related incident.

AIDS COVER:

1. From when am I covered?

With effect from 21 November 1997, i.e. If the person is diagnosed as HIV positive after 21 November 1997.

2. Procedures to follow on suspecting I have been infected:

- 2.1 Inform your superior immediately and submit to an AIDS test. If tested negative no further action is needed.
- 2.2 If tested positive, advise your superior accordingly.
- 2.3 You must contact Hospersa's National Office immediately.

3. Who should I contact?

- 3.1 Contact your superior.
- 3.2 Notify the Hospersa legal department at National Office.

4. How many times must an individual test positive for the claim to be paid out?

Twice. First test to check if the virus has been contracted and a second test to confirm the findings.

5. When will the claim be paid out (time limit for pay-out)?

The pay-out will occur once the claim is intimated/advised and confirmation is received.

6. Access of doctor's records proving person is positive.

No access required. Only proof of tests and ID document.

7. Will claim be paid out fully - a lump sum or how?

Benefit will be paid out in a lump sum.

8. Exclusions:

- 8.1 Purposeful acquisition of AIDS virus.
- 8.2 Acquisition of AIDS virus in a non-work related incident.

9. What documentation is required when I submit my claim?

A letter of explanation needs to be submitted to Hospersa's Legal Department

containing the following:

- 9.1 Explanation of incident that lead to testing of the HIV, with names and contact numbers of persons who can verify the incident.
- 9.2 Result of the tests taken and the contact number for the person who did the tests.

10. THE MEMBER MUST BE A FULLY PAID UP MEMBER WHEN HE SUBMITS THE CLAIM.

DEATH CLAIMS

At the death of a member, a death benefit is paid out to the beneficiary of the member. This is a benefit for the member only and does not apply when a nominated family member of the Hospersa member dies.

- This claim is payable after membership fees for the first month have been received.
- Payment to next-of-kin or the member's estate may be recommended by the Branch Chairperson of a Hospersa Branch.
- The claim must be submitted within six (6) months after the death of the member.
- The following information must be submitted to Hospersa's Head Office:

Name of deceased

Member No

Persal No./Salary No.

ID Number and copy of ID book of deceased

Birth date

Date of death

Membership fees paid up to time of death

Duration of membership/Date joined

Copy of death certificate

Beneficiary and relationship to deceased

ID number and copy of ID book of beneficiary and correct initials

Beneficiary's address where cheque must be sent

Amount paid out

1 month - less than 5 years membership	R1 200
5 years - less than 10 years membership	R1 400
10 years - less than 15 years membership	R1 600

An additional R200 for every 5 years of membership is added up to a maximum amount of R2 000.

FELLOW MEMBERS

An amount of R200 for every full 5 years of membership **before** retirement will be paid out.



As an individual you are unique. So are we.

We all have qualities that make us unique - and Old Mutual Group Schemes is no exception. We provide people with the benefits of life assurance, regardless of their level of income, and this, in particular, makes us unique in the life assurance industry.

We know that financial security is important to you, so in partnership with your group executives, we've developed specialised group assurance schemes that provide you with the following value-for-money products:

- Investment Plan - provides you with a tax-free cash lump sum, with or without automatic contribution increase, at the end of a chosen term.
- Benefit Builder - enables you to build a savings plan over a specific term, while at the same time, offers you protection in the form of life and disability cover.
- Term Plan - provides you with a fixed amount of life and disability cover for a renewable term of five years.
- Family Funeral Plan - provides cover for you, your spouse and dependant children.
- Child's Funeral Plan - provides cover for relatives who are younger than you by 10 years or more.
- Education Plan - provides you with a cash lump sum at the end of your savings term to help pay for your children's educational costs.

If you would like to find out more about our products, please contact your Group Schemes adviser, nearest branch, or phone our TeleCentre on (021) 504 8007.



INSURANCE

Hospersa has agreements with various companies to make insurance and financial schemes available to its members at group scheme rates. According to these agreements, commission is paid out to Hospersa, which in turn is used to the benefit of the members.

Why should you deal with an insurance company recognised by Hospersa?

Members are protected against "Fly by night" insurance salesmen, who are selling an inferior product.

Salesmen approaching general meetings

When an insurance salesmen wants to approach general meetings, you should keep the following in mind:

- Ask for a Hospersa Identity Card. It has the salesperson's photo on it. The card should indicate what company the salesperson represents.
- Only a person in possession of such a card should be permitted access. It should be checked that the salesperson only markets those products stipulated on the card. The salesperson cannot sell any product he/she wishes.
- No person should be granted access if he/she has no card or the card looks suspect. In such a case the salesperson should be instructed to contact Hospersa National Office.

All Sure - Short Term Micro Loan Scheme

All Sure offers a loan scheme to its members. In order to qualify, you should

- be a fully paid Hospersa member
- have no record of bad debt with Unibank
- please note that this scheme caters for lower income earners or those without sound credit ratings.

Keep the following in mind when applying for a loan:

- * The interest rate is 25,5%
- * Extra costs are involved when you receive a loan.
- * Check on the addendum, under **Capital Amount**, whether you can afford the installments.
- * The addendum also indicates the nett salary (after deductions) requirements for the amount you wish to borrow
- * Please note, if you sign the addendum, you are allowing Unibank to give you less money if you don't qualify for the amount you have applied for.
- * There is no credit rating, therefore money is easily attainable to Hospersa members.

If you have difficulties with completing the form, you should feel free to contact

All Sure Investments (011) 472 0305.

Please note that the scheme is provided by All Sure Investments

A wide range of schemes are available:

Life Insurance

Rentmeester

Pretoria	(012) 217741; 211638; 218431, 3236671
Krugersdorp	(011) 6602124
Witbank	(0135) 6561631
Pietersburg	(015) 2913036 2913037
Rustenburg	(0142) 21394/5
Johannesburg	(011) 3393122/3/4
Mmabatho	(0140) 810574
Vryburg	(05391) 3086/7
Nelspruit	(013) 7552835
Vredenburg	(02281) 51656/7
Bloemfontein	(051) 4471523
QwaQwa	(05871) 30384
Upington	(054) 26004; 26011
Vereeniging	(016) 4211076; 4211082
Durban	(031) 3058603
Empangeni	(0351) 923396
Pietermaritzburg	(0331) 425635
Ermelo	(01781) 2304
Hazyview	(0137) 376082

Absa

Pretoria	(012) 3414341
Johannesburg	(011) 7891640
Cape Town	(021) 948 7950

Financial Planning:

Sanlam

WEST RAND PROVINCE

Johannesburg	(011) 331 3315
Golden City	(011) 353 3800
Rodepoort	(011) 470-4600
Randburg	(011) 320 7000
Alberton	(011) 907 1535
Krugersdorp	(011) 665 1100
FA-Constantiakloof	(011) 475 0415
Midcity	(011) 332 2199

EAST RAND PROVINCE

Springs	(011) 812 2600
Vanderbijlpark	(016) 98 0600
Germiston	(011) 825 3380
Kemptonpark	(011) 928 7600
Benoni	(011) 741 0111
Vereeniging	(011) 450 9000

Tzaneen	(0152) 3074995; 3074961, 3074910
Phalaborwa	(01524) 5471
Potchefstroom	(0148) 293 1864/5/6
Klerksdorp	(018) 46228996
Kroonstad	(0565) 51966
Bellville	(021) 9490511; 9451577
Kayelitsha	(021) 3871473
Worcester	(0231) 75833
Thaba Nchu	(051871) 51836
Kimberley	(0531) 811235
Postmasburg	(0591) 30321, 30387
Ulundi	(0351) 923396
Newcastle	(03431) 53476; 54207
Port Elizabeth	(041) 551757
George	(0441) 734868
Umtata Branch	(0471) 312407
Queenstown	(0451) 82511
New Castle	(03431) 53476; 54207
East London	(0431) 439945
Kudumane Branch	(05373) 23351

Funeral Scheme:

Metropolitan Life

Pretoria	(012) 3235021
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Boksburg	(011) 898 1300
FA-Corporate Highway (Bedford-View)	(011) 622 2726
FA-Vaal Triangel	(016) 450 9000
FA-Benoni	(011) 641 0111
FA-Kemptonian	(011) 928 7600

CENTRAL RAND PROVINCE

Benmore	(011) 883 8400
Sandton	(011) 780 3111
Parktown	(011) 481 0000
FA-Parktown	(011) 643 6633
FA-Rosebank	(011) 880 5922
Midrand	(011) 315 4000

PRETORIA PROVINCE

Waterkloof	(012) 310 0338
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Alkantrant (012) 310 0174
 Sancardia (Arcadia) (012) 325 7046
 Centurion (012) 671 3500
 Pretoria North (012) 546 0070
 FA Equity Park (012) 43 6511
 (Brooklyn)
 FA-Hatfield (012) 342 1100
 FA-Hennopsmeer (012) 671 3500
 FA-Lynnwood (012) 348 9546

KWAZULU PROVINCE

Pietermaritzburg (0331) 355 4111
 Durban Dolphins (031) 300 0205
 Port Natal (031) 300 0105
 Central Coastal (031) 300 0911
 FA-Durban (031) 300 0911
 Drakensberg (0381) 80 9558
 Umfolozi (0351) 901 1111

EASTERN CAPE PROVINCE

Port Elizabeth (041) 392 5038
 Sanlampark (041) 392 5397
 Algoa Bay (041) 392 5205
 East-London (0431) 749 6111
 Border (0431) 749 6101
 Queenstown (0451) 807 2010

SOUTHLAND PROVINCE

Cape Town (021) 402 7911
 Tygerpark (021) 950 2111
 Claremont (021) 658 4600
 Blouberg (021) 936 5100
 FA-Peninsula (021) 940 8911

Metropolitan Life

Johannesburg (011) 240 2191
 Witwatersrand (011) 240 2221
 Cape Town (021) 949 5010
 Pietersburg (0152) 291 2212
 Kingwilliamstown (0433) 3 3049

Old Mutual Group Schemes

WESTERN CAPE PROVINCE

(021) 504 4423/4/5/6/7
 (021) 917 2357

EASTERN CAPE PROVINCE

(0431) 494-2533

FREE STATE PROVINCE

(051) 505 2533

BOLAND PROVINCE

Overberg (0281) 2 1146
 Worcester (0231) 7 0911
 South-Cape (George) (0441) 801 1111
 Stellenbosch (021) 809 5300
 Bellville (021) 940 8911
 Paarl (021) 872 3055
 FA-Boland (021) 809 5300
 (Stellenbosch)

NORTHERN PROVINCE

Pietersburg (0152) 291 1440
 Mophane (0155) 16 0188
 Waterberg (01471) 7 5364

NORTH WEST PROVINCE

Rustenburg (0142) 2 0356
 Klerksdorp (018) 406 4100
 Mafikeng (0140) 84 3030

MPUMALANGA PROVINCE

South East (0135) 90 2241
 Nelspruit (013) 752 2175

NORTHERN CAPE

Upington (054) 31 1100
 Kimberley (0531) 80 1291

VRYSTAAT PROVINCE

Bloemfontein (051) 407 8527
 Welkom (057) 391 1300
 Kroonstad (0562) 6 6200
 Bethlehem (058) 303 5711
 Omega (051) 407 8529
 FA-Loch-Logan (051) 407 8052

Durban (031) 369 8863
 Bloemfontein (051) 447 7614
 Port Elizabeth (041) 34 4420
 Pretoria (012) 323 5021

NORTHERN CAPE PROVINCE

(0531) 81 1056/8

KWAZULU NATAL

(031) 302 5511

MPUMALANGA

(013) 759 1647

GAUTENG
(012) 315 6111
NORTH WEST PROVINCE
(0140) 2 1736

NORTHERN PROVINCE
(015) 297 5812/3/4

Endowment Insurance and Annuities

DH McEwen

Pietermaritzburg (0331) 964452
082 5565736

Funeral Plan

Rentmeester

Pretoria (012) 8043300
Bloemfontein (051) 4701523

Metropolitan

Bloemfontein (051) 4470301
Kingwilliamstown (0433) 23304
Johannesburg (011) 2402103:
2402100
Durban (031) 3013731
Pietersburg (0152) 291135/6

Short Term Insurance

ABSA

Bellville (021) 9487950
Bethlehem (0258) 3035643
Durban (031) 3046464
George (0441) 741950
Klerksdorp (018) 4629904
Krugersdorp (011) 6653346
Middelburg (0132) 824712
East-London (0431) 438861
Pietersburg (0152) 2912424
Port Elizabeth (041) 564447
Pretoria (012) 3414341
Tzaneen (0152) 3071141
Vryheid (0381) 809117

Insurex Brokers

Johannesburg Branch
PO Box 5774
Weltevredenpark 1715
Tel: (011) 768-1441

Cape Town Branch
PO Box 1159

OLD MUTUAL GROUP SCHEMES'
TELECENTRE (021) 504 8007

Accident Cover

Maxi Insurance Consultants

Pretoria (012) 663-1210

Cape Town (021) 949031; 9490510
Durban (031) 3058603

Pretoria (012) 3235021/42
Western Cape (021) 9495010
Lesotho (09266) 322419
Mmabatho (0140) 811110/1
Port Elizabeth (041) 344420
Umtata (0471) 310424

Benoni (011) 4224555
Bloemfontein (051) 4471031
Ermelo (01781) 91010
Kimberley (0531) 811431
Kroonstad (0562) 32848
Lichtenburg (01441) 25001
Nelspruit (0137) 554240
Cape Town (021) 8723102
Pietermaritzburg (0331) 947290
Randburg (011) 7893737
Rustenburg (0142) 28446
Vereeniging (016) 4214453
Worcester (0231) 21189

Klerksdorp Branch
PO Box 3422
Freemansville 2573
Tel: (018) 93784

Cape Town 8000
Tel: (021) 4193784/5/6

Rutgers & Checkley

Pietermaritzburg (0331) 947801

Financial Planning and Advisory Services

Special loan schemes have been negotiated for members at preferential rates with *Saambou Bank*. Financial planning and advice is also offered to members by *Old Mutual*, *Sanlam*, *DH McEwen* and *Saambou Bank*. Should you require more details, you may contact your nearest branch or phone one of the following numbers:

Saambou Bank

Tel. 0800 139 555 (Toll free)

Old Mutual

Pretoria (012) 3220906

Sanlam

Pretoria (012) 3100111
Durban (031) 3000911
Johannesburg (011) 803111

Cape Town (021) 9479111
Bloemfontein (051) 4078911

D.H. McEwen

Pietermaritzburg (0331) 964452
082 556 5763

PROVINCIAL GRANTS

Nine provincial grants of R1 000 each has been made available to the members by Maxi Insurance Company.

Three names should be submitted by each Hospersa PEC to the Insurance Committee before October of each year, whereafter a draw shall take place. The draw will be done by the chairperson of the Insurance Company.

The PEC should use the following criteria to select the candidates:

- Involvement in Hospersa activities
- Recruitment of members
- Financial need

Criteria for selection has been left very general, thus giving the PEC's freedom in making the selection.

MEDICAL AID

KeyHealth, Hospersa's very own medical aid scheme provides members with the opportunity of securing the quality medical care they deserve.

COVER

KeyHealth covers 100% of all private and provincial hospital expenses - provided that it is in accordance with the scale of benefits as determined by the Representative Association of Medical Schemes (RAMS).

- A generous annual amount for overall benefits is allocated to members.
- Medication for specified chronic illnesses is covered from the first rand
A substantial limit on medication is available for each member of the family
- An over the counter medicine benefit is also available in the Superior Option.

MEDICAL SAVINGS ACCOUNT

A portion of your contributions accumulates in a "medical savings account". Your premium is divided into a basic scheme cover and a medical savings account. With the medical savings account you will be credited at the beginning of each year with an amount which could be used for your daily medical expenses. Only after this amount is depleted will money be used from the basic scheme benefit to cover further costs. If any money remains from the portion of the medical savings account at the end of the year it will be carried over to the next year. This will be added to the credited amount you will receive at the beginning of that year.

PRE-FUNDING FOR RETIREMENT

Through KeyHealth you could allocate a portion of your monthly contribution to an investment fund with Metropolitan Life Limited. During unforeseen medical expenses, a lump sum will then be paid out to your medical savings account. It could even provide for contributions after retirement. This precautionary measures will ensure that members do not misuse the fund and that you do not lose the money you do not use.

KEYHEALTH OFFERS TWO LEVELS OF COVER:

Superior option provides the widest range of benefits with generous limits. It is designed to ensure a member's medical needs and expenses are catered for in the most comprehensive manner. Coverage is 100% with a limit of R350000-00 per annum.

Prestige option provides members with affordable medical cover. The emphasis is on providing for those unforeseen hospital expenses whilst catering simultaneously for all the other basic day-to-day medical expenses. Coverage is 100% with a limit of R100000-00 per annum.

SELF CARE KIT

A self care kit, stocked with general medicines, bandages and tips on home health care is provided free of charge to members. Your kit is also stocked up free of charge each year on the day you joined the medical fund.

QUERIES

Should you have any further queries you are welcome to phone Rosita Lubbe at the Hospersa National Office: (012) 333-7656 / 333-6252 x 236 Toll Free nr: 080038800.

HOLIDAY ACCOMMODATION

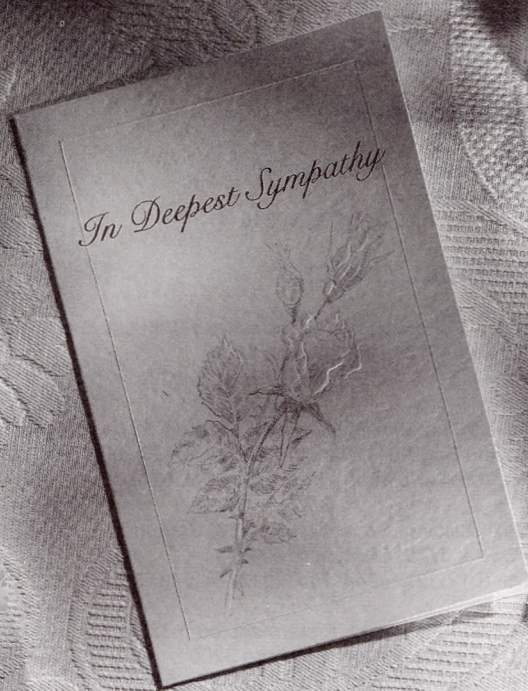
Hospersa has 54 two-bedroom flats on the beach-front in Margate and 20 flats adjacent to the beach in Durban. All flats are fully furnished and equipped with a TV and M-Net.

Members qualify for preferential reservation and 25% discount when utilising the accommodation personally.

Phone (012) 333 7503 for further information and to make reservations.

All income from these business undertakings is utilised in running the Trade Union.

Note: Kindly note that Hospersa reserves the right to change any information contained in this brochure at any time.



**You need more at a time like this.
That is why Sanlam gives you The One FamilySupporter.**

A death in the family is a disruptive and sad experience. A time when relatives and friends are generous with emotional support. But the reality is that you need more than sympathy.

Funerals can cost thousands, which normally must be paid in cash. That is why it's comforting to have a policy that will pay out valid claims within thirty minutes. One that gives you peace of mind about your family's needs. And one that offers more in terms of flexibility.

The One FamilySupporter from Sanlam can cover you, your immediate family and parents – as well as someone who is financially dependent on you. The principal assured and spouse may be insured for up to R20 000, and the policy is valid for as long as you live. You can also arrange for Sanlam to continue payments to cover your loved ones, should you die.

Moreover, you have the option to add a savings benefit to your policy, which you can have paid out in cycles of five

years. This, for example, could help you cover the cost of education to give your children a better footing in life.

For peace of mind regarding your family's needs, talk to your Sanlam adviser or broker today about The One FamilySupporter. Or call 0800-223344 toll free, or send this coupon.

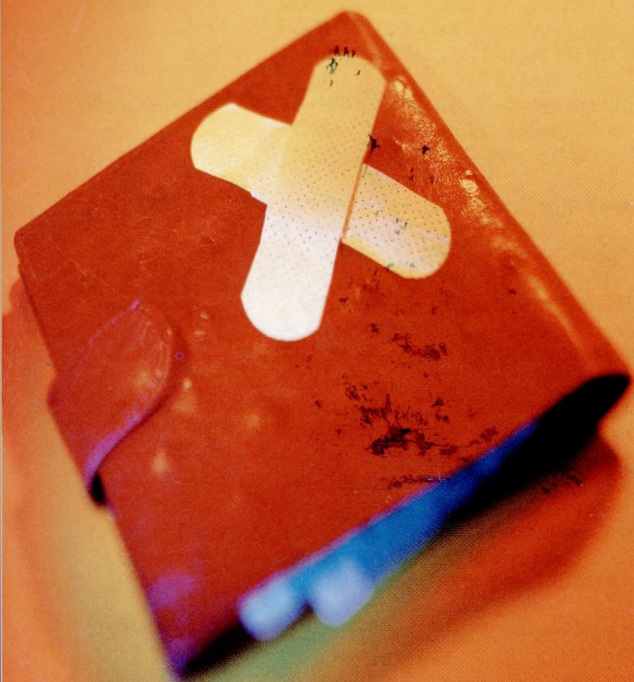
To: The Manager, Marketing Projects, Sanlam, P.O. Box 1, Sanlamhof 7532.	
Yes, I am interested in The One FamilySupporter from Sanlam.	
Please arrange for a Sanlam consultant to provide further information.	
Surname.....	Initials.....
Address.....	
..... Postal Code.....	
Employer.....	Occupation.....
Date of birth.....	I.D. No.....
Tel.....	Dialing Code.....
Are you a Sanlam policy-owner Yes/No.....	
YO 6/4	

THE 3D AGENCY MOBILE



Sanlam

IS YOUR MEDICAL AID HURTING YOU?



ENQUIRE NOW AND RECEIVE YOUR **FREE** KEYHEALTH PEN
PHONE TOLL FREE: 0800 600728

**DON'T CHANGE TO ANY MEDICAL AID BEFORE CHECKING
KEYHEALTH'S EXTREMELY COMPETITIVE RATES**

- SUPERB BENEFITS
- LOW PREMIUMS
- **FREE SELF-CARE KIT**



- QUICK CLAIMS PAYOUT
- FINEST ADMINISTRATION
- "WON'T LOSE WHAT YOU
DON'T USE"
- "OVER THE COUNTER "
BENEFIT
- MEDICAL FUNDING FOR
RETIREMENT



KeyHealth

WE'LL MAKE IT BETTER FOR YOU