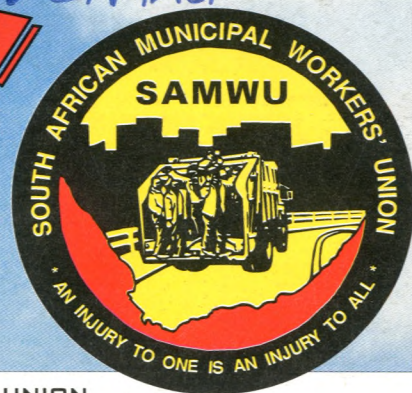


WORKERS' NEWS

TRADE UNION
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FEBRUARY 2000 MAGAZINE OF THE SOUTH AFRICAN MUNICIPAL WORKERS UNION

MILLENNIUM OF STRUGGLE KICKS OFF!

PROCESSED



* **2000 WAGE CAMPAIGN INSIDE!**

* **A WORKER'S GUIDE TO THE DOMESTIC VIOLENCE ACT**

Contents...

<u>Message from the First Vice-President</u>	2
<u>Debate Corner</u>	6
<u>Transforming Local Government</u>	
SAMWU exposes municipalities that refuse to transform	10
<u>Collective Bargaining</u>	
2000 Wage Campaign kicks off!	14
<u>Phantsi nge-privatisation, phantsi!</u>	
Fighting iGoli 2002 into the new millenium	18
Solidarity from Canada, Australia and New Zealand	23
<u>Job Losses</u>	
Article by SACP General Secretary Blade Nzimande	24
<u>Abafazi</u>	
Stamp out women abuse with the Domestic Violence Act!	26
Affirmative action for Black Women NOW!	30
<u>Sector and Provincial News</u>	
Free State Provincial News	33
SAMWU demands affordable housing for the working class	34
<u>Shopsteward Elections 2000</u>	
Vote for an honest and democratic leader!	36
<u>Health, Safety and the Environment</u>	
Power station workers are dying!	41
<u>Workers of the World Unite</u>	
Workers united across the Southern Hemisphere	44
Fighting privatisation in Mexico	46
<u>Laws Affecting Workers</u>	
Municipal Systems Bill - transformation or privatisation?	48
<u>Anti-Privatisation Newsflash</u>	
Cape Metro Branch marches against privatisation	52
<u>Worker Education and Poetry</u>	
"I am the educator" - poem	54
"GEAR = Get Enriched And Rude" - poem	55
Hamba Kahle!	55

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Please send any news from your workplace or photos for the next edition to Workers' News **BEFORE** April 20th 2000. All letters received will be published. Those who sent letters that do not appear in this magazine - thank you and your letters will appear next time. There was not enough space this time.

Cover photo by Cde Nathan Jumat: Cape Metro workers march to Parliament protesting privatisation on Budget Day, February 23rd 2000.



Millenium message from the First Vice-President

Wages have kicked off! SAMWU submitted a demand to the employer, which is a minimum wage of R1600 and a sliding scale increase of 15% for those earning R1600 per month down to 8% for those earning R20 000. We are waiting on the employer to table their response.

We need to talk about the 6% capping on municipal expenditure. The cap has meant that municipalities cannot offer wage increases above the 6% limit. If there is any cap on this year's budget to be announced in February, the union will challenge this very strongly.

In Joburg the union is fighting the iGoli 2002 plan tooth and nail! This plan will sell most of the city's assets. Services will be run by private companies who are not accountable to the citizens of Johannesburg. SAMWU tried very hard to negotiate with the council. The union even went to mediation. But late in December, mediation collapsed. The Council was not prepared to listen to any proposals to transform the city, or to raise the money to extend services. The dispute has gone to NEDLAC, but is unlikely to be resolved here. iGoli 2002 affects workers across the country. It is being copied in Pretoria and Cape Town.

All comrades must think about what course of action to take to defend our services and our jobs. Good news in this regard is that a few weeks ago, COSATU came out strongly in support of SAMWU in this case. Please read the article on page 17 and intensify the discussion about restructuring and privatisation in COSATU locals. SAMWU comrades must take responsibility for making sure that all COSATU members are prepared to fight for decent services that are affordable for all.

The Framework Agreement was accepted at the Bargaining Council as a Bargaining Council Agreement. Shopstewards must demand this agreement from the offices. We need to be aware of restructuring issues especially now that employers are undermining these agreements.

We have started preparing for the shopsteward elections. By March 2002 we should be ready for elections. Comrades who want to become shopstewards for the purpose of climbing the ladder to promotions at work must be avoided at all times. A shopsteward's role is to service the members.

Now you as members have the chance to elect people who you believe will best serve your interests.

We must prepare for the SAMWU Congress in August 2000. New leaders will be elected here. The time has come for comrades to make sure that whoever is elected will serve the interests of the members. The COSATU Congress will follow in September 2000.

Globalisation continues to burden the working class. Today we don't know whether government or capital is in control. Whatever is said by the World Bank and IMF has lead to privatisation and job losses. Our position should be clear on the two tier labour system caused by privatisation. Local governments outsource services. The cdes who work for these private companies are earning far less than what SAMWU achieved in the Bargaining Council for permanent workers. Which comes first: savings or exploitation of people? Workers in private companies have no job security. They will be at work one week and the next week they are told not to return, whereas in the public service you have a permanent job. As the union itself we must look at the question of organising the youth. We seem not to be interested in the youth, yet a house without children is not a home. Thank-you comrades,

Xolile Boss Nxu
SAMWU First Vice President

Beste Kamerade,

Lone het afgeskop! SAMWU het 'n eis by die werkgewer ingedien, wat 'n minimumloon is van R1600 en 'n glyskaal-verhoging van 15% vir diegene wat R1600 per maand verdien, af tot by 8% vir diegene wat R20 000 verdien. Ons wag op die werkgewer om vorendag te kom met hulle reaksie op daardie eis. Ons moet praat oor hierdie ding dat die regering 'n 6%-perk geplaas het op munisipale besteding. Die perk het in die verlede beteken dat munisipaliteite nie loonverhogings bokant die 6%-perk kan aanbied nie. As daar hierdie jaar in laat Februarie enige beperking op die begroting ingesluit word, sal die vakbond dit ten sterkste moet uitdaag.

In Johannesburg beveg die vakbond die iGoli 2002-herstrukturierungsplan met hand en tand. SAMWU het baie hard probeer om oor hierdie plan met die Raad te onderhandel. Maar laat in Desember het die bemiddeling in duie gestort. Die Raad was nie bereid om te luister na enige van SAMWU se voorstelle om die stad te transformeer nie, of om die geld te bekom om dienste te opgradeer of uit te brei nie. Die iGoli 2002-plan affekteer werkers regoor die land, want die plan word reeds nagevolg in Pretoria, Kaapstad en Durban. Lees asseblief die artikel op bladsy 17, en verskerp die gesprek oor herstrukturering en privatisering in plaaslike COSATU-kringe. Die Raamwerkooreenkoms is by die Bedingingsraad aanvaar as 'n Bedingings-raadooreenkoms. Vloerbeamptes moet hierdie ooreenkomste by die kantore opeis.

Ons het begin om vir die verkiesings vir vloerbeamptes voor te berei. Teen Maart 2000 behoort ons klaar te wees met verkiesingsveldtogte, en gereed te wees vir verkiesings. Kamerade wat vloerbeamptes wil word met die doel om die leer te klim vir bevorderings by die werk, moet ten alle koste vermy word. Die rol van 'n vloerbeampte is om die lede te dien. Nou het u as lede die kans om mense te kies wat u glo u belange die beste gaan dien. Ons moet ook voorberei vir die SAMWU-Kongres in Augustus 2000, waar nuwe leiers verkies sal word. Die tyd het aangebreek vir kamerade om seker te maak dat wie ookal verkies word, die belange van die lede sal dien.

Globalisering bly steeds 'n swaar las op die werkersklas. Vandag weet ons nie of dit die regering of die kapitaliste is wat in beheer is nie. Wat ookal deur die Wêreldbank en die IMF gesê word, het gelei tot privatisering en verlies aan werkseleenthede. Plaaslike regerings huur maatskappye om dienste te lewer, en die kamerade wat vir die privaarmaatskappye werk, verdien baie minder as wat SAMWU by die Bedingingsraad vir die permanente werkers beding het. Wat kom eerste: besparings of die uitbuiting van mense? Werkers by privaarmaatskappye het geen werksekerheid nie. Hulle sal een week aan die werk wees, en die volgende week word hulle aangesê om nie terug te kom nie, terwyl 'n mens in die staatsdiens 'n permanente werk het. As 'n vakbond moet ons self kyk na die kwessie van die organiserings van die jeug. Dit blyk dat ons nie ind ie jeug belangstel nie, en tog: 'n huis sonder kinders is nie 'n tuiste nie. Dankie kamerade.

Maqabane,

Indaba yamaholo isiqale phansi futhi! U-SAMWU usezithumele izimfuno zakhe kumqashi, lezo okuyinani leholo eliqala ku R1600 likhuphuke ngokuhlukana ngama-phesenti ayishumi nanhlanu (15%) kulabo abahola uR1600 lize lifike emaphesenteni ayisishi-yagalombili (8%) kulabo abahola uR20 000. Sithanda ukuxoxa ngelandaba yesinqumo samaphesenti ayisithupha eyanqunywa nguhu-lumeni omkhulu mayelana yezindleko ezinga-setshenziswa ngumasipala. Ngaphambilini, lesi sinqumo besisho ukuthi omasipala ngeke bakwazi ukwenyusa amaholo ngaphezu kwalesi sinqumo esingamaphasenti ayisithupha. Umake kungenzeka ukuthi kubekhona isinqumo esinjanglesi kuhlahlomali (ibhajethi) lwango Febhuwari, inyunyana izophikisana kakhulu naleso sinqumo.

EGoli, inyunyana ilwa kakhulu nalokhu kuhlelwa kabusha okubizwa ngokuthi iGoli 2002. U-SAMWU usezame ngezi-dlela eziningi ukuthi abonisane nomkhandlu ngalokhu. Inyunyana izi yaze yafika nakubaxazululi, kodwa kuthe ngoDisemba imizamo nabaxazululi yaphelela eze. Umkhandlu awuzimisele nakancane ukula-lela imibono kaSAMWU yokuthi kungenziwa kanjani ukwenza ngocono idolobha, kanye nokuthi yini engenziwa ukuzama ukuqoqa imali ezosetshenziselwa ukwenza ngocono imiseben-zi eyenziwa ngumasipala. Le Goli 2002 izobandakanya abasebenzi izwe lonke, ngoba sekukhona amapulani okuthi amadolobha anjengoPitoli, iKapa kanye neTheku alukope lolu hlelo. Funda udaba ekhasini 17 bese niqinisa izingxoxo zenu ngokuphathelene nokuhlelwa kabusha kanye nokuthengiswa kwemisebeni okuvela emaphepheni ka COSATU.

ISivumelwano soHlaka (Framework Agreement) kwavunyelwana ngaso eMkhandlwini woku-Bonisana, njengesivumelwano soMkhandlu wokuBonisana. Bonke abamelele izisebenzi, amaShopsteward, kufanele basicela lesi sivumelwano emahovisi. Kufanele sikwazi kahle lokho okudingekayo mayelana nokuhlelwa kabusha kwemisebenzi, ikakhulukazi manje lapho kubonakala sengathi abaqashi sebefuna ukushaya indiva zonke izivumelwano ezazenziwe. Asequalile amlungiselelo okhetho lwabamelele izisebenzi, ama shopsteward. Kufanele ukuthi kuthi kushaya uMashi 2000, yonke imikhankaso ibe isiphelile, sekulungiselelwe ukhetho.

Kufanele ukuthi lawo maqabane afuna ukuba ngama shopsteward ngoba efuna ukuthi akhushulwe emise-benzini, angavunyelwa ukuthi aphumelele kulokho. Umsebenzi we shopsteward ukukhulumela abasebenzi. Kukinike maqabane ukuthi nisebenzise loli thuba ukukhetha abantu enibaziyo ukuthi bazokwazi ukubhekana nezidingo zenu. Sekufanele siqale silungiselele umhlango oMkhulu ka SAMWU ozoba ngo Agasti 2000. Ipho kuzokhethwa khona abaholi abasha. Isikhathi sesifikile sokuthi amaqabane aqiniseke ukuthi noma ngubani okheth-wayo uzokwazi ukuthi ahlangebezane nezidingo zamalunga.

Ukuhweba okuvulekile emhlabeni wonke (globalisation) kuseyinto ehlupha kakhulu abasebenzi. Namuhla, asisazi noma nguhulumeni noma ngosozimali abaphethe. Noma yini eshiwo iBhange loMhlaba noma inhlango ephethe ezezimali i IMF, ibanga ukuthengiswa kwemisebenzi kahulumeni ithengiselwa izinkampani ezizimele, lokho okubanga ukulahleka kwemisebenzi. Ohulumeni basekhaya baqasha izinkampani ukuthi zenze imisebenzi ethile, bese kuthilabo abasebenzela lezi zinkampani baholelwe amaholo amancane kabi uma kuqhathaniswa nalokho okwabekwa ngu SAMWU phambi koMkhandlu woku-Bonisana ekufunela labo abaqashwe ngokugcwele.

Yikuphi ngempela okufanele kwenzeke kuqala, ukonga noma ukuxhashazwa kwabasebenzi? Abantu abasebenzela izinkampani ezizimele abanakho ukuvikeleka emsebenzini. Bazosebenza isonto elilodwa, bese betshelwa ukuthi bangabuyi ngesonto elilandelayo, kanti uma usebenzela uhulumeni, uyazi ukuthi unomsebenzi ogcwele. Njengenyunyana, kufanele futhi sibhekele ukuqoqa sihlele intsha. Kubonakala sengathi asinawo umdlandla entsheni, kanti iqiniso lithi umuzi ongenangane akusiwona umuzi ophelele.

**Nginyabonga Maqabane.
Xolile "Boss" Nxu**

Comrades tse Ratehang,

Nako ya ho rerisana ka meputso e se e qadile! SAMWU e rometse tseko ho bahiri, e leng ya bonyane moputso o etsang R1600 le nyolole ya sekala se phahamang ka 15% bakeng sa bao ba fumanang R1600 ka kgwedi mme se theohle ho 8% bakeng sa bao ba fumanang R20 000. Re tshwanela ho bua ka kgaoletso ya 6% e behwang ke mmuso ditshenyehelong tsa bommassepala. Kgaoletso ena nakong e fetileng e ne e bolela hore bommassepala ba ke ke ba kgona ho fana ka nyolole e ka hodimo ho 6%. Ha ho ka etseha hore ho be le kgaoletso ena hape bajeteng ya hamorao kgwedding ena ya Febewari, yunione e tshwanela ho phepetsana le hoo ka matla

Mane Johannesburg yunione e ntse e lwantshana le leano la iGoli 2002 la ho hlophisa dintho botjha. SAMWU e lekile ka matla ho rerisana le khansela mabapi le leano lena. Empa ho ya mafelong a kgwedi ya Disemere, bonamodi boo bo ile ba putlama. Khansela e ne e sa batle ho mamela ditshebisano dife kapa dife tsa SAMWU tse mabapi le ho fetolwa ha toropo, kapa tsa ho bokella ditjhelete tsa ho ntlatfatsa l ho atolosa ditshebeletso. Leano la iGoli 2002 le ama basebetsi naheng ka bophara, hobane leano lena le se le ntse le kopitswa ke dikhansela tsa Pretoria, Cape Town le Durban. Le kopjwa hore le bale athikele e leqepheng la 17 e be le matlafatsa ditherisano tse mabapi le tlhophiso botjha le ho kengwa ha ditshebeletso tlasa mekga ya poraefete ho dilokhale tsa COSATU. Tumellano ya Dibopeho e tsejwang ka Framework Agreement e ile ya amohelwa Khanseleng ya Ditherisano tse Kopanetsweng jwalo ka Tumellano ya Khansela ya Ditherisano tse Kopanetsweng. Di-shopsteward di tshwanela ho ya batla tumellano ena diofising.

Re se re qadile ka ho itokisetsa bakeng sa dikgetho tsa di-shopsteward. Ka Matjhe 2000 re tshwanetse hore re be re se re qetile ka matsholo mme re itkiseditse dikgetho. Di-comrade tse batlang ho ba di-shopsteward ka sepheo sa ho nyollwa mesebetsing ya bona, di tshwanelwa ho qojwa ka dinako tsohle. Seabo sa shopsteward ke ho sebeletsa ditho. Jwale lona jwalo ka ditho le na le monyetla wa ho kgetha batho bao le bonang hore ba tla sebeletsa ditabatabelo tsa lona. Re tshwanela ho itokisetsa Khonkrese ya SAMWU ka kgwedi ya Agosetose 2000 moo re ilo kgetha baetapele ba rona. Nako e se e fihlile ya hore di-comrade di etse bonnete ba hore mang kapa mang ya kgethuwang o tla sebeletsa ditabatabelo tsa ditho.

Ho ikamahanya le dibnaha tse ding tsa lefatshe ka bophara (Globalisation) e ntse e le bona bothata boo basebetsi ba tobaneng le bona. Ha jwale ha re tsebe hore na mmuso kapa ditjhelete ke tsona tse laolang. Eng kapa eng e bolelwang ke Banka ya Lefatshe le IMF e bile le sephetho sa hore ho kengwe ditshebeletso tlasa mekga ya poraefete ekasitana le ditahlelo tsa mesebetsi. Ebuso ya selesha e sebedisa dikhampani tsa poraefete bakeng sa phumatsho ya ditshebeletso, mme di-comrade tse sebeletsang dikhampani tsena tsa poraefete di fuana meputso e ka tlase ho eo SAMWU e dumellaneng ka yona ho Khansela ya Ditherisano tse Kopanetsweng bakeng sa basebetsi ba dinako tsohle. Na ke eng e tlang pele: ho boloka ditjhelete kapa ho tshwarwa ha batho ka tsela e sa lokang? Jwalo ka yunione re tshwanela ho sheba taba ya ho hlophisa batjha. Re boheha re se na tjantjello ho batjha ba rona, athe re a tseba hore lelapa le se nang bana ha se lelapa. Ke a leboha comrades.

Win a radio!

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

Dear Comrades,

I'm writing about problems in Cleansing Departments. Our work is so frustrating. We feel that as cleansing workers we are being used as sledgehammers, when there are strikes and other industrial action. Yet when we bring our problems to the fore, these are not dealt with in a sustainable manner.

The decline of general meetings are a serious problem. The union says it is not easy to get information across to the masses. They also say that workers come to general meetings drunk. But we want general meetings. I am proposing that cleansing workers have their own general meetings - not to be divorced from the rest of SAMWU, but to be able to concentrate on cleansing issues constructively. These committees must elect a co-ordinator who submits monthly reports. Committees must come together to form a Metro Committee and National Committees for uniformity for all cleansing workers. It is difficult to fight privatisation if we cannot meet. We see Wasteman driving up and down with brand new bin lifters and we are worried about our jobs. Another problem is that cleansing shopstewards are never provided with an office at the workplace. It's senseless for a shopsteward to sit in a meeting now, and later have to run behind the truck with nowhere to consult the workers. This leads to a situation where we can't follow up on meetings. Yet another problem is that although we operate machines, we are not called operators as required by the Machinery and Occupational Health and Safety Acts. Yet our comrades in Parks and Forests who only operate weed eaters are known as operators and paid accordingly. We remain on the low salary of labourer. Management is getting away with murder through this. As the SAMWU logo consists of a cleansing vehicle, so we should be in front, not left behind. The union must start respecting cleansing workers!

Trevor Russouw, Cleansing Department, Cape Town.

Editor's Response - This letter raises important issues of union structure in Metropolitan areas. It is important that all comrades debate ways to make our structures more efficient in the run up to the SAMWU Congress in August this year, which will be the opportunity to make any changes to the SAMWU constitution.

Dear Comrades,

As an unemployed member of the community in Nelspruit, I was fascinated by your story in the last magazine about job losses. Trained as an ex-soldier in the government of the apartheid era, I found it difficult to get a job in the government, the security forces or any other job in the public sector. I tried most of my lucks at construction companies and got retrenched after a few weeks, as I am semi-skilled at different types of work. Without criticizing SAMWU, I was just wondering if you will publish this letter.



I am not a party participator and I did not vote because I did not get a bar coded ID. I want to ask, is no bar code a way of punishing me, or do SAMWU and COSATU protect the ANC's method of ruling the country with promises. I suggest that unemployed people of South Africa,

must get a memorandum from SAMWU and COSATU through all the nine provinces of our country and start mass action from door to door in every workplace. There are only a few brothers and sisters struggling for bread money. The companies who invest in foreign countries must stop so that the money can create jobs for us here. Where did the days of toyi-toyi end? In the land of broken promises? I hope not.

Rootsman Theunis van Wyk, Nelspruit

Dear Comrades,

Ek se geluk aan almal van die kamerades van SAMWU. Die situasie van salaries is beter. Ek se "Voor SAMWU Organisasie" - my pay het op gegaan!

Daniel Dzimbiri, Cullinan

Editor's Reply - Thanks for the postcard about the homes for babies with AIDS.

Dear SAMWU,
Ngokukhulu ukuzithoba ngithe mangibhale lencwadi ngijibhekise lapho kwa SAMWU. Ngibonga imisebenzi yenuSAMWU emihle enangenzela yona la kumasipala wase Westonaria siscakekile singana ntlegamo kwathi ekusebenziseni umqondo, ngawakashelo kwi region e Johannesburg bangi edibanisa no regi Dubazama yena wangi dubanisa no Mr Victor kunye no Mr Khubeka yhibonake ke amadoda angibeka endleleni ukuze sithole iSAMWU. Ke namuhla siyakwazi ukuphile kahle njenga banye abasebenzi isiZulu sithi umntu akabongwa e saphila kodwa ke mna ngithi abantu abanga maOrganiser baka SAMWU ngiba fisela impilo ende. Ngithi phambili ngokwakha iSizwe sakithi iyonke sSouth Africa Mr Dubazane, Mr Victor Mhlango, Mr Kubheka ngithi zintsizwa za kuthi imisebenzi yenu ha e Westonaria i yabonakala kungathi kuyonkane iSouth Africa ningasebenza kanje namanye ama Organiser asafunda ukusebenza niwekhe niwabonise indlela yokuphile nokusebenza. Awu SAMWU ngaphendle kwenu asimawu umthunzi wokuphepha ngithi phambili SAMWU phambile ngemisebenzi yenu emihle. Viva COSATU viva! Phambili ngoSAMWU phambili! Obhalile yhimina ozithobile.
UEric Madzeba, Westonaria Town Council

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

Dear Comrades,
I'm writing this letter to congratulate you for the role you play and to tell you that I have been a member of the SAMWU Provident Fund for at least five years. I used to belong to Communicare and went over to the City of Tygerberg three years ago. My problem is we don't have membership cards. Every time I go somewhere, people ask for my membership card. Where can I get this card? That's all I'm complaining about.

Here is a joke now:

A man who had been married for many years went to consult a marriage counsellor. "When I was first married," he said, "I used to come home and my little dog would bark at me and my wife would bring me my slippers. Now when I get home, my wife barks at me and my dog brings my slippers." "Well", said the marriage counsellor, "I don't know what you are complaining about. You're still getting the same service aren't you?"

Daniel J. Samuels, Bishop Lavis.

Editor's Reply - The SAMWU Provident Fund does not have a membership card system. I don't think women comrades who are married see themselves only as service providers to their husbands, but thanks for the joke anyway.

Dear SAMWU,
I like to thank and congratulate my Midlands Regional Organiser, Cde Mandla Cele. Since I joined SAMWU, he did a lot for me and the other members in our Regional Council. Ngicela abafowethu nodadewethu kuSAMWU ukuba sisebenza ngoku bambisana. Basekhona abasebenzi abasakholelwa ukuthi umlungu ungcono kunomuntu mina ngithi akukho lokho sonke siyefana. Luselude ukhabo abasebenzi ngakho masizimisele. Ngicela uSAMWU ake alufakele izibuko udaba lokudayiswa kwemisebenzi. Abapathi barapha Emzinyathi Regional Council basebenza umshoshapansi ngeWater Board. Uma uthi uyabuza ngayo abaphumi ngeqiniso abafumi ukuba abasebenzi bazi ngayo ngicela kemimgisiza ukuba silwa nale Anti-Privatisation. In our council, some members are rejecting away the Funeral Scheme. I like to tell them that this scheme is the cheapest one in the world. I like to take this opportunity to thank those members who feel glad about the scheme and who are covering their families as well.
Vincent Mgwabe, Umzinyathi Regional Council, Dundee.

Dear Comrades,
As a SAMWU member I was highly impressed with the explanation you gave about the Basic Conditions of Employment Act of 1997 in last year's *Workers News*. I want to complain about the non-compliance with Section 17 of this Act (Night Allowance) by the Brakpan Town Council in connivance with SAMWU office bearers in Brakpan. Even though this is a 1997 Act and started to be in operation in December, we are told that the payment of night allowance has been referred to the Bargaining Council, but funnily enough in Springs which is next door to Brakpan, they are paid their allowance without this ludicrous excuse which is intended to deprive workers from what is rightfully theirs. I feel that our office bearers are trying to become popular with the Human Resources Department by targetting comrades who raise issues in the general meetings of the union.
James Muleka, Brakpan

Editor's Reply - All of these allegations will be investigated by the SAMWU Head Office. Other workers should feel free to write in if the BCEA is not being implemented in your workplace.

WINNING LETTER

Mhlekezzi,

Ndazisa ngentlungu ekum ngenxa yomsebenzi ngakhange undixolise ukuphu makwa emebenzini wakwa masipala wase Ashton. Ndiphume ngenxa yokugula ngu mqolo. Unobangelo wokqula kukusebenzi a nzima. Ilayisha umhlaba namatye amakhulu ngengalo a tractor-trailer. iLitye elinoku phakanyiswa ngamadoda ayi 8 men phezulu eTractor. uKomba namangcwaba ngeqeki neKalafu, ngelo xesha ndakhobozeka umqolo. Ndakautshwa nguGqira permanent disable work. Into abandi kobe kuyo yile abaqeshi iimali yoku qula 2 long service 3 bonus ka 1998. Ndiyeke at work 11.05.98 ngo gqira J.P. Theron. Ndifuna icebiso kuni mbutho wam mandenze njani xa ndi-Claima. Okanye Mandize nini apho enye indawo ndaboleka imali engange R3000 ku SAMWU mala ndaphuma emsebenzini ngogqira ndagqibela ukuHlawulu lomali nge end of August 25.08.98 Andinayo imali yokuhlawula. Ndandi yile kule branch se Worcester ndaripota apho. Bathi baza kwasiza iHead Office Athlone. Ndiya phela apho.

I would like to share with you my grief at the manner in which I lost my job at the Ashton Municipality. I was medically boarded due to back pain, which was caused by hard labour, loading soil and huge rocks, by hand, onto a tractor-trailer – sometimes lifting onto the tractor, by myself, a rock that would take 8 men to lift – digging graves by pick and shovel. That is what caused the damage. A doctor medically boarded me, on the grounds that I was permanently disabled. What I am not happy with are, firstly, the disability grant; secondly, the payout for long service and; thirdly, the bonus for 1998. I stopped work on 11.05.98 at the instruction of Dr J P Theron. I would like some advice from you, as my union, as to what steps I must follow when making a claim. Otherwise, please give a date, on which I can come and see you. I also borrowed R3000 from SAMWU. The last payment I made, since I was medically boarded, was on 25 August 1998. I can no longer afford to pay.

Simon S Benyane, Ashton

Editor's Reply - There are many comrades still suffering from occupational sicknesses. Your letter has been forwarded to the National Health and Safety Officer, Thebe Morake. He will contact you immediately. You can call him on 011 3331582.

PAGE 8

Dear Comrades,
I am a shopsteward in the Cape Town Electricity Department Workshops, Ndabeni. These are the important questions I am faced with daily:

■ Are our jobs still secure?

■ Why is council not employing permanent staff?

■ Why is only contract staff being employed?

■ Why are certain jobs being privatised and outsourced?

Comrades, we should all oppose privatisation. It is a threat to all our jobs and will create negative results in our impoverished communities.

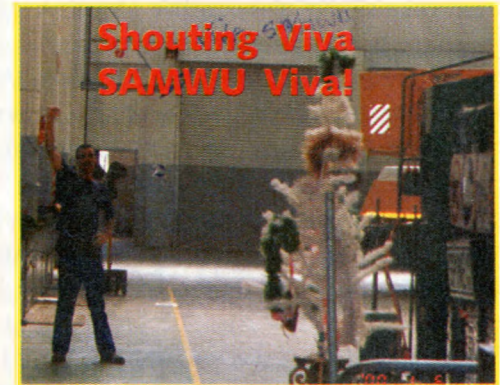
You can imagine how tariffs will increase. SAMWU should put the anti-privatisation campaign as a priority for the year 2000. We need to encourage and speed up the anti-privatisation campaign in all the workplaces and structures of SAMWU. We should say no to privatisation, phantsi privatisation, down privatisation! We need to have constructive debates in our constituencies and also make a list of alternatives to combat privatisation. Comrades we should stand up and fight for our jobs!

Comrade Leon Johannes, Cape Town.

Editor's Reply - Amandla! and thanks for all the photos.

Dear Comrades,

We can describe globalisation in many nice words but at the end it affects us in many ways, for example as a labour movement; our economy; health, education and social welfare; encourage unemployment; stops service delivery; changes our political view - our government's view on the economy has changed.



This ideology encourages free trade, economy deregulation, reducing the role of the state. This monster, globalisation, is being promoted by major institutions of finance like the World Bank, and International Monetary Fund. We need to be on guard against this issue because:

- it promotes privatisation, for example iGoli 2002 in Johannesburg and Aqua Gold privatisation of water in Queenstown
- it means restructuring at the workplace and retrenchment of our members
- it causes division among union members, for example promoting shopstewards to management in an attempt to silence her or him. Such a shopsteward is a disservice to members.
- It has an impact on women. Women are forced out of permanent work and must join the informal sector to make a living the number of Spaza shops, sewing groups, hawkers and stokvels are growing and the low income derived from these activities affects the stability of the family.



When accepting international competition as a developing country emerging from a struggle for freedom, we must remember that we have not yet addressed important issues like job security, unstable economy, and housing. Now there are new amendments to the Labour Relations Act by the Minister of Labour, which is a slap in the face. As we forfeit our gains in the Labour Movement, comrades, we are digging our own graves! Lets involve our government in maintaining public assets and service delivery not through privatisation, but through job creation! Globalisation is taking our jobs away - there is no secret to that! Phantsi nge GEAR, phantsi! Zweliyaduma Fede, Aliwal North

Dear Comrades,

UNION INVESTMENT: POISON FOR WORKING CLASS CONSCIOUSNESS

The mushrooming of trade union investment over the last few years left many questions but few answers. There are certain questions which need to be clarified and answered. Will these investments advance our socialist cause and how? Will ordinary members benefit from these schemes? Or are few individuals going to benefit and enrich themselves with workers money? This poisonous venom (investment) like capitalism which is destructive, will cascade down to members like a

tornado. Investment will eat our visions and ultimately our socialist view. It will eat away at the commitment and unity of workers and the working class. How do we save the heart and soul of our trade union movement if we take the road of those who are our enemies (Capitalists)? Why do we allow ourselves to be copycats? Aren't we creative enough to develop alternatives to the way they do things? How do we build strong and focussed movements when there are strong perceptions created by the capitalist newspapers and media that the leaders of the movement are fat cats who sleep and sty in posh houses and drive nice Mercedes Benz. The leaders have abandoned the people who remain in perpetual servitude. Are we trying to balance our socialist vision with their capitalist vision? Does this not mean that the movement is co-opted into the very system we try so hard to destroy?

We are investing in the same companies that are continuously rushing to retrench and even privatise. Who has bargaining power, us or them? Surely them! Their motive is profits and not the people. While there is need for transformation which will deracialise the economy, it is in the interest of the working class that this is directed towards the interests of workers. Instead, we hear that we need a Patriotic Bourgeoisie class. The only way to save ourselves is to invest in building strong movements. The areas that need concentration are organising strategies and educational vision. That's where we need to invest. These will ensure that our class consciousness permeates to each and every member of this class. Presently there is not enough education around sharpening our masses, only the leadership is well informed about where the revolution is heading. The solution is continuous mass education and building a strong movement.

Itumeleng Mosala, North West Educator

Editor's Reply - Does a patriotic bourgeoisie put the workers' needs first? Or does all capitalism treat workers as wage slaves? Other cdes should take up this debate. SAMWU has resisted investment so far.

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

Municipalities that refuse to transform!

Some bosses seem to think that they are still living in the old South Africa, where they can abuse and intimidate workers on a daily basis. SAMWU calls these the "municipalities that refuse to transform". Each Workers' News will feature one of these municipalities.

Please send in your story - you could win a SAMWU T-Shirt and Bag!

In the third of this series, we take a look at Pietersburg/Polokwane TLC...

There are so many problems in the Pietersburg/Polokwane municipality that it is difficult to describe the hardship our comrades are facing in that town.

Racism, sexual harassment, no transformation, corruption and privatisation are the many problems in this municipality. These problems led one thousand workers to down tools on January 17th 2000 and march demanding a solution!

The march stopped off along the way at the offices of the TLC. Leaders told the crowd of workers that late last year, it was discovered that millions of rands had been stolen from the council. The accused are all white officials. A disciplinary enquiry was set up on November 30th 1999. But instead of the usual disciplinary committee made up of all stakeholders, the Council set up a special "all white" committee.

Provincial Secretary, Cde Ntoahae Theledi told the crowd that "the chairperson of the white committee is a known racist getting R3000 per hour, and the prosecutor R2500. Normally the prosecutor gets nothing and the Chairperson gets R120 per hour." These arrangements are seen by the union as a cover up. The union declared a dispute in the Bargaining Council, but this was ignored.

Pietersburg municipality has a long history of racism. During a national strike in 1995, SAPS police opened fire on workers, killing one SAMWU member, Comrade Josias Mogolla.

SAMWU struggled for three years to get justice. When an internal police investigation found these murderers guilty, they seemed so shocked. Up until today, they have not been officially prosecuted by the state, and are still employed as policemen. So the marchers made a turn at the offices of the MEC for Safety and Security to demand that the Attorney General should prosecute the policemen and that the outcome of the internal disciplinary be revealed.

Cde Maki Thlabela, Deputy Chair of Northern Province raised the issue of sexual harassment. "We will not sit back and fold our arms when our women members are being sexually harassed by certain officials," Cde Maggie told the crowd. SAMWU demanded that the council adopt a code of conduct on harassment, and a working environment free from sexual harassment.

SAMWU said that sexual harassment was a violation of human rights and showed disrespect for human dignity. The union demanded a formal response to all sexual harassment grievances lodged within seven days. When *Workers' News* went to the

print, Council had still not responded. When SAMWU got to the offices of the MEC for Local Government, comrades handed over another complaint about privatisation. "We are opposed to public-private partnerships and this TLC has already signed several contracts with certain individuals. "We also know that when these certain individuals tender for contracts there is improper conduct or outright corruption."

Pietersburg TLC does not inform the union when they are privatising a service. SAMWU is now embarking on a campaign to break the contracts of all privatised services and have them returned to the municipality.

One of the biggest problems is that 90% of all managerial positions are still held by white men. There has been no transformation in the lilywhite TLC. Most promotions are made through nepotism and not employment equity. SAMWU called for the appointment of a Deputy Head of Protection Services to root out this problem.

There is also little joy for parents. Despite negotiating a parental rights agreement which has been ratified by the Bargaining Council, most Heads of Department deny SAMWU members parental rights.

SAMWU is also unhappy that other unions get much better treatment, even though we are the majority union! "SAMWU must be granted the respect it deserves," said cdes, who pointed out that minority unions are given the respect and good facilities that the majority union deserves. Keep up the struggle, Pietersburg comrades!

SAMWU Deputy Chair, Cde Maki Thabela, bashes the bosses for sexually harrasing the workers!



Umasipala wasePietersburg/Polokwane ubhekene nohide lwezinkinga. Ukubandlululwa ngokobuzwe, ukhlukunyezwa ngokobulili, ukungabikho kwezinguquko, ukukhwabanisa kanye ne-privatisation yizinkinga zansuku kaSAMWU. Ngakhoke, abasebenzi abayinkulungwane bakhetha ukushiya phansi umsebenzi ngomhla ka 17 Janawari 2000 bayobhikishela ukuthi makutholakale ikhambi.

Abaholi benyunyana batshela isixuku sabasebenzi ababelapho ukuthi kunezigidi ngezigid zamarandi ezakhwatshaniswa esikhwameni somkhandlu wedolobha. Bonke ababesolwa ngokukhwabanisa babeyizikhulu ezimhlophe. Kwaqokwa ikomidi lokuphenya nokuqondisa izigwegwe. Isimanga ukuthi, endaweni yekomidi elejwayelekile lokuqondisa izigwegwe nokukhona kulo omele uSAMWU, umkhandlu wedolobha waqoka ikomidi "lenguyazana" elalinamalungu

amhlophe kuphela. Usihlalo walelo-ikomidi labamhlophe bodwa kwakumlungu odume ngokubandlulula ngokobuzwe nowayekhokhelwa isizumbulu sika R3000 ngehora kanti umshushisi wansondo yena wayekhokhelwa R2500. Ngokwejwayelekile, umshushisi uyaye angakhokhelwa lutho, kanti usihlalo yena uyaye akhokhelwe imadlana engatheni elinganiselwa ku R120 ngehora. Inyunyana yafaka isikhalazo (dispute) eMkhandlwini wokuBonisana kodwa sashaywa indiva.

Ababhikishi bathi lemizamo yoku-gquma iqiniso iyingxenyeyokubandlulula ngokobuzwe osekunomlando omude kulomkhandlu. Ngo 1995, amaphoyisa avulela ngenhlamvu kubasebenzi ababebhi-kisha, kwashona lapho ilungu likaSAMWU uJosias Mogolla. U-SAMWU wazabalaza iminyaka emithathu ezama ukuthi kuthathwe izinyathelo zomthetho. Uphenyo lwabalahla ngecala lababulali, kodwa kuze kube namuhla abakajeziswa. Ababhikishi bendlula nasemahhovisi oMphathiswa wesiFundazwe (MEC) wezokuPhepha nokuVikeleka beyofuna ukuthi akuthathwe izinyathelo zomthetho

nokuthi lababulali mabajeziswe. Enye ingqinamba eyayibhikishelwa kwakungeyokuhlukunyezwa ngokobulili (sexual harassment). uMaki Thabela, uSekela-Sihlalo, wathi "Ngeke sithule nje sisonge izandla amalungu ethu abe ehlukenyezwa ngokobulili yizikhulu ezithile". Umbhikisho waphothulwa ngokuthi kwedluliswe umbhalo oqukethe izincomo mayelana nokulethwa kwezinguquko. Kule-TLC u-90% wezikhundla zobumanenja zisaphethwe ngabesilisa abamhlophe qwa. (lilywhite). Iningi labantu likhushulelelwa ezikhundleni ezingenhlalengokokuzalana nangokwazana (nepotism) hhayi ngokulandela imigomo yokuphathwa ngokulingana emsebenzini.

U-SAMWU usanda kutholela umfelokazi weqabane uJosias Mogolla umsebenzi. UNkk Mogolla unezingane eziyishiyagalombili kanti uzondla ngempesheni ka R300 nje kuphela ngenyanga. UNkk Mogolla ufisa ukwethulela uSAMWU isigqoko. "U-SAMWU ubesefana nabafowethu nodadewethu kimi", kwasho uNkk Mogolla.



Ho na le mathata a mangata ho mmasepala wa Pietersburg/Polokwane. Kgethollo ya merabe, hlekefatso ya bong, ho se be le dipheto, bobodu le ho kengwa ha ditshebeletso tlasa mekga ya poraefete ke dintho tseo ditho tsa SAMWU di tobaneng le tsona letsatsi le letsatsi.

Ka hoo basebetsi ba sekete ba ile ba beha dithulusi tsa bona fatshe ka la 17 Janawari mme ba kena mohwantong bakeng sa ho fumana tharollo! Baetapele ba yunione ba ile ba bolella letshwele la basebetsi hore ke dimiliyone tse ngata tsa diranta tse utswitsweng ho khansele. Baqosuwa bohle ke diofishiale tsa makgowa. Ho hlonngwe lekgotla le tla mamela dinyewe tsena. Empa ho ena le komiti ya kgalemo e tlwaelehileng moo SAMWU le yona e bang le boemedi, Khansele e kgethile "komiti e ikgethang ya makgowa feela".

Modulasetulo wa komiti eo ya makgowa feela ke motho ya tsebahalang haholo mme ya nang le kgethollo ya merabe, ya lefshwang tjelele e ka ka R3000 ka hora, mme motjhutjhisi yena o lefshwa R2500. Ka tlwaelo motjhutjhisi ha a fumane letho mme Modulasetulo o fumana R120 ka hora. Yunione e phatlaladitse ngangisano ho Khansele ya Ditherisano tse Kopanetsweng, empa hoo ha ho a ka ha tsotellwa ho hang.

Bahwanti ba itse taba ena ya ho sireletsa diofishiale tsena ke karolo ya kgethollo ya bong e sebediswang ho mmasepala, e leng ntho e kgale e etsahala. Ka nako ya seteraeke sa naha ka bophara ka selemo sa 1995, Maponesa (SAPS) a ile a thunya basebetsi, a bolaya setho sa SAMWU e leng Josias Mogolla. SAMWU e lwanne ba keng sa dilemo tse tharo pele e ka fihlela toka. Diphuputso di ile tsa fumana babolai bao ba le molato empa ha ba ka ba qoswa. Bahwanti ba ile ba ya feta diofising tsa MEC wa Tshireletso le Polokeho ho ya tseka hore ho be le qoso ekasitana le toka! Taba e latelang ho lenanetaba e bile ya hlekefatso ya bong.

Cde Maki Thabela, Motlatsi wa Modulasetulo a re "Re ke ke ra dula fatshe ra phutha matsoho ha ditho tsa rona tsa basadi di ntse di hlekefetswa ka bong ke diofishiale tse ding." Diofising tsa MEC wa Mebuso ya Selehae, di-comrade di itse "Re kgahlanong le tshebedisano ya mokga wa poraefete le wa mmuso, mme TLC ena e se e ntse e sanne dikonteraka le batho ba bang ba itseng. Ha batho bao ba etsa dithendara hangata ho ba le ditsela tse sa yeng ka molao tse sebediswang ekasitana le bobodu."

Ho qetella mohwanto, ho ile ha fanwa ka memorandamo e mabapi le dipheto. Ho TLC, 90% ya ditulo tsohle tsa taolo di tshwerwe ke banna ba makgowa. Hangata ho nyollwa mosebetsing ho etsuwa ka ho ya ka ba leloko mme e seng ka tekatekano mosebetsing. Batswadi le bona ba tobane le mathata - leha ho na le tumellano e mabapi le ditokelo tsa batswadi.

SAMWU haufinyane e sa tswa fumanela mohlolohadi wa Cde Josias Mogolla mosebetsi. Mrs Mogolla o na le bana ba robedi, bao a neng a ba hlokomela ka R300 eo a neng a e fumana ka kgwedi e le ya penshene. Mrs Mogolla o rata ho phahamisa letsoho la hae a le ise hodimo moyeng, e le ha a tlotla SAMWU. "SAMWU haesale e ntse e le jwalo ka dikgaitsemi tsa ka," ho rialo Mrs Mogolla.

Daar is zoveel probleme in die Pietersburg/Polokwane munisipaliteit. Rassisme, seksuele teistering, geen transformasie nie, korrupsie en privatisering staar SAMWU-lede daaglik in die gesig. Daarom het eenduisend werkers besluit om op 17 Januarie 2000 te staak en deel te neem aan 'n optog vir 'n oplossing! Vakbondleiers het die skare werkers vertel dat miljoene Rand van die Raad gesteel is. Die verdagtes is almal wit amptenare. 'n Dissiplinêre ondersoek is ingestel. Eerder as die gewone dissiplinêre komitee waar SAMWU verteenwoordig is, het die Raad 'n spesiale slegs-wit komitee saamgestel. Die voorsitter van die slegs-wit komitee is 'n rassis wat R3000 per uur betaal word, en die aanklaer R2500.



All photos by Cde Monica Maleka

The tree of justice...

On the fourth anniversary of the late Josias Mogolla's death, SAMWU held a march to commemorate the comrade as a hero of the struggle. Comrades then planted a tree in the town square in memory of Cde Mogolla.

Seen in the photo are Provincial Secretary Walter Ntoahae Theledi, Deputy General Secretary Tom Ngobeni (digging), Deputy Chair Cde Maki and Treasurer of the Province Cde Ramathlodi. The struggle for justice for the late Cde Josias Mogolla bore fruit recently when SAMWU managed to get the comrade's widow a job at the Municipality. Mrs Mogolla is 44 years of age with eight children. Since her husband's murder, she has struggled to support her children on a tiny R300 per month from Cde Josias' pension fund. Mrs Mogolla would like to raise her fist high into the air to salute SAMWU for securing her employment. "SAMWU has been there for me and my family as if they are my brothers and sisters," said Mrs Mogolla.

Gewoonlik ontvang die aanklaer niks, en die Voorsitter kry R120 per uur. Die vakbond het by die Bedingingsraad 'n dispuut aanhangig gemaak. Kamerade het gesê dat hierdie toesmeerdery deel is van 'n rassisme in die munisipaliteit wat 'n lang geskiedenis het.

Gedurende 'n nasionale staking in 1995 het die SAPD op werkers geskiet, en SAMWU-lid Josias Mogolla doodgeskiet. SAMWU het drie jaar lank gesukkel om geregtigheid te laat geskied.

'n Ondersoek het bevind dat die moordenaars skuldig is, en tog is hulle nooit aangekla nie. Die optog het 'n draai gemaak by die LUR vir Veiligheid en Sekuriteit om vervolging en geregtigheid te eis!

Die volgende item was seksuele teistering. Maki Thlabela, Ondervoorsitter, het gesê:

"Ons sal nie agteroor sit met ons arms gevou terwyl ons vroue seksueel geteister word deur sommige amptenare nie." Om die optog af te sluit, is 'n memorandum oor transformasie oorhandig. In die POR word 90% van alle bestuursposte deur leliewit mans beklee. Die meeste bevorderings word blykbaar deur nepotisme gedoen, en nie deur billike indiensneming nie. SAMWU het onlangs vir Kmd Josias Mogolla se weduwee 'n werk gekry.

Mev. Mogolla het ag kinders wat sy met 'n pensioen van R300 per maand onderhou het. Mev. Mogolla wil graag haar vuus hoog oplig om SAMWU te salueer. "SAMWU was soos my broers en susters", het Mev. Mogolla gesê. Verlede jaar het SAMWU 'n boom ter nagedagtenis van Kmd Josias op die dorpsplein geplant.

Wages 2000!

report by Dale
Forbes, Collective
Bargaining Officer

SAMWU enters the first stage of 2000/2001 wage negotiations knowing that a huge battle lies ahead. Government showed last year that it wants to cut back on real wage increases, by giving our comrades in NEHAWU, SADTU and POPCRU only 6.3%! SALGA, the employers' organisation in local government, will try to apply the same wage restraint to local government workers.

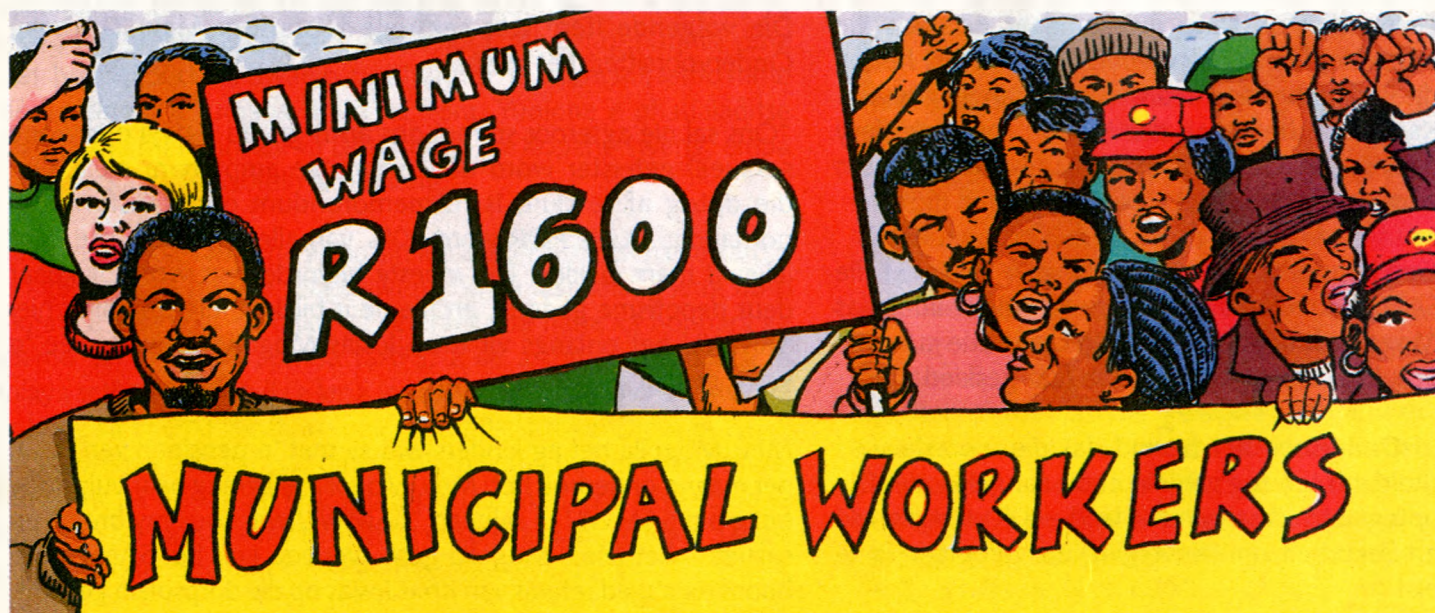
After much debate, the union's demands are for an increased minimum and a sliding scale increase for all other workers. SAMWU demands that the minimum wage be increased from R1335 per month to R1600 per month!

The sliding scale increase will benefit workers earning above the minimum. SAMWU demands 15% for those earning R1600 per month down to 5% for those earning R20 000 or more per month. This approach will allow us to continue to close the wage gap, as well as providing increases above inflation for middle income earners.

The Sliding Scale Increase Demand

<u>Salary</u>	<u>Increase</u> <u>(rands)</u>	<u>(percent)</u>	<u>New Salary</u>
R1600	R240	15.0%	R1840 per month
R2000	R254	14.8%	R2254 per month
R2400	R268	14.6%	R2668 per month
R2800	R282	14.3%	R3082 per month
R3200	R296	14.1%	R3496 per month
R4000	R323	13.7%	R4323 per month
R5000	R356	13.2%	R5356 per month
R6000	R389	12.6%	R6389 per month
R7000	R421	12.1%	R7421 per month
R8000	R452	11.5%	R8452 per month

For local government to afford this increase, they must demand extra money from central government. Up until now SALGA has accepted the ANC's macro-economic policy, Gear, which calls for privatisation and has slashed central government funding to local government by over 80% since 1991! SAMWU says that now is the time for councillors elected by the working class to show that they are willing to fight for the issues that affect our lives. Should the leadership of SALGA not do this, we will be convinced that they act on behalf of our opposing class, the capitalists. All SAMWU members must begin preparing for a major battle in 2000. We need to place our mark at the beginning of the new century. We cannot afford to suffer as we did in last century.



Izingxoxo zokubonisana ngamaholo angonyaka ka 2000

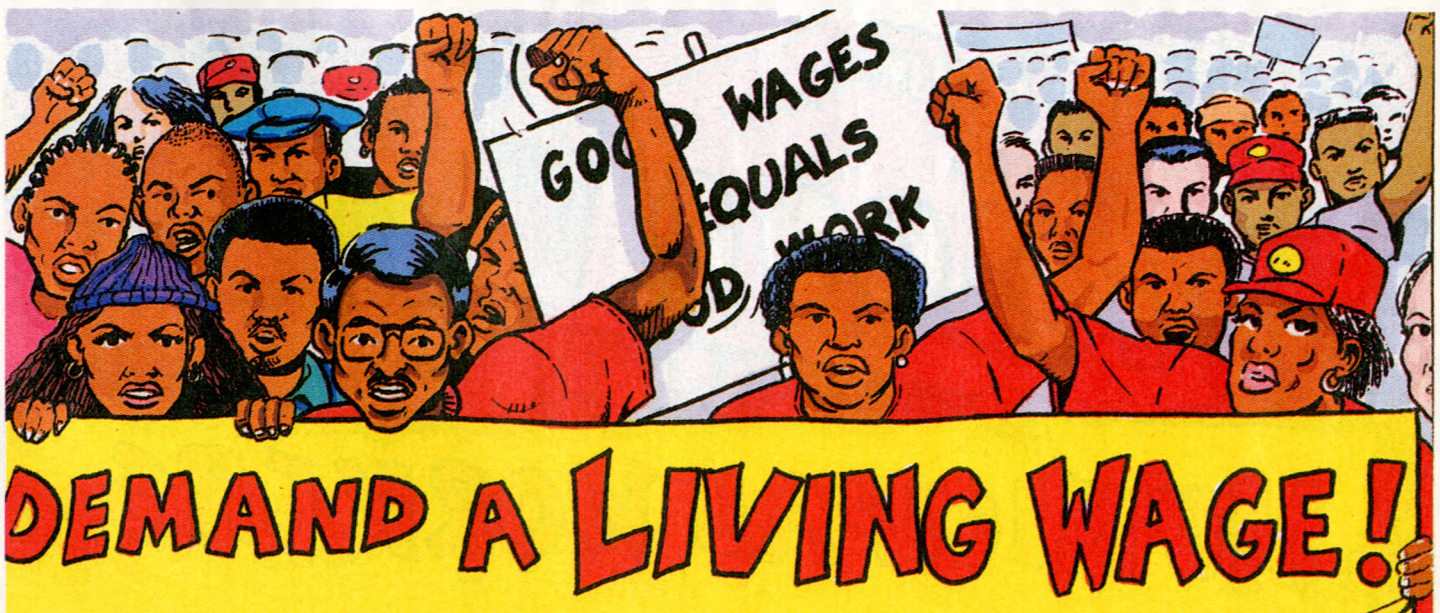
U-Samwu ungena esigabeni sokuqala sezingxoxo zokubonisana ngamaholo onyaka ka 2000/2001 azi kahle kamhlophe ukuthi ubheklene nomango ongenyukwa mbongolo. Uhulumeni walimisa ngesihloko, ezinyangeni ezimbalwa ezedlule, elokuthi uzimisele ukuqinisa isandla mayelana nokwenyuswa kwamaholo (ukuncishiswa kokwenyuswa kwamaholo) abasebenzi bakahulumeni. Lokhu wakusho ngenkathi amaqabane ethu angamalungu kaNehawu, uSadtu noPopcru ebonisana naye mayelana namaholo aphilisayo, okwaze kwaphela izinyanga kuxoxiswa. Naphezu kokuthi kungazange kufinyelelwe esivumelwaneni, uhulumeni wavele waqhubeka nokusebenzisa uhlelo olusha lokwenyuswa kwamaholo, yena ayebona ukuthi lungolulungile. Asingabazi ukuthi uSalga, okuyinhlango yabaqashi abayimikhandlu yamadolobha, naye uzozama ukuqinisa isandla mayelana nokwenyuswa kwamaholo abasebenzi bemikhandlu yamadolobha.

Izinhlango ezingaphansi kwenyunyana sezike zabonisana mayelana nezibizo (demands) zamaholo onyaka ka 2000. Esizimisele ukukwenza ukuthi sihlale ngokulenyusa iqophelo lemali ephansi engaholwa ngumsebenzi okungu R1335 esavumelanna ngaye nabaqashi ngonyaka odlule. Izibizo zethu nonyaka azithi lemali mayenyuke iye ku R1600 ngenyanga.

Naphezu kokuthi uSamwu esewenyuse ngokobabazekayo amaholo abasebenzi okuyibona behola amaholo aphantsi kakhulu, abasebenzi abahola amaholo amaphakathi nendawo sengathi sibayekelele. Kulonyaka sizobhekana nezidingo zalabasebenzi ngokuthi sifune ukuthi amaholo enyuswe ngokulandela isilinganiso esinqunyiwe (sliding scale). Isiphakamiso sethu sithi akuvunyelwane ngesilinganiso esiqala ngo 15% kulabo abahola R1600 ngenyanga size siyoma ku 5% kulabo abahola R20 000 noma ngaphezulu ngenyanga. Ngalendlela sizokwazi ukuthi silinciphise

igebe elikhona phakathi lwamaholo okuyinto ebesilokhu siyenza kuleminyaka embalwa eyedlule kanti sizokwazi nokuthi sizuzele abasebenzi abahola amaholo amaphakathi nendawo ukwenyuselwa amaholo okungaphezulu kwezinga lokwehla kwamandla emali (inflation). Sicela ubheke ohlwini lwesilinganiso (table) ukuze ubone ukuthi lokhu kuzokuchaphazela kanjani wena.

Uma ngabe imikhandlu yamadolobha iyavuma ukuhlangabezana nezibizo zethu mayelana namaholo, kuzodingekja ukuthi iyofuna izimali kuhulumeni kazwelonke. Kuleminyaka embalwa eyedlule, uSalga ubonakalise ukuba nongabazane mayelana nalokho, nakhu phela uyahambisana nomgomo ka-ANC omayelana nezomnotho (macro-economic policy), i-Gear. Sekuyisikhathi manje sokuthi amakhansela akhethwa ngabasebenzi abonakalise ukuthi azimisele ukulwela izidingo zabasebenzi zansuku zonke.



Ditherisano tsa meputso tsa 2000

Samwu e kene mokgahlelong wa ho qala wa ditherisano tsa meputso tsa 2000/2001 ka tsebo ya hore ho sa na le ntwana e kgolo e re emetseng ka pele. Mmuso o bontshitse maikemisetso a ho sebedisa dithibelo tsa meputso (ka ho fokotsa dinyollo tseo e leng tsona tsa sebele tsa meputso) dingangisanong tse mabapi le meputso ya basebetsi ba mmuso dikgweding tse mmalwa tse fetileng. Hona ho ne ho etsuwa ka nako eo di-comrade tsa rona tse ho Nehawu, Sadtu le Popcru di nkileng dikgwedi di rerisana le bona ka meputso e lekaneng bakeng sa bophelo.

Leha ho sa fihlelwa tumellano, mmuso o ile wa mpa wa tswellapele wa kenya tshebetsoeng nyollo ya moputso eo ba boneng e lekane. Re ke ke ra ithetsa ka hore Salga, e leng mokgatlo wa bahiri ho mebuso ya selehae, e ke ke ya leka ho sebedisa yona thibelo e tshwanang le eo ya meputso le ho basebetsi ba mmasepala. Dibopeho tsa yunione haesale di ntse di buisana ka tseko ya moputso bakeng sa selemo sa 2000.

Tsela eo re e sebedisang ke ya ho tswellapele re nyolose bonyane moputso fumanwang wa R1335.00 oo re ileng ra o fumana nyollong e fetileng.

Re re ona ho nyollelwe ho R1600 ka kgwedi!

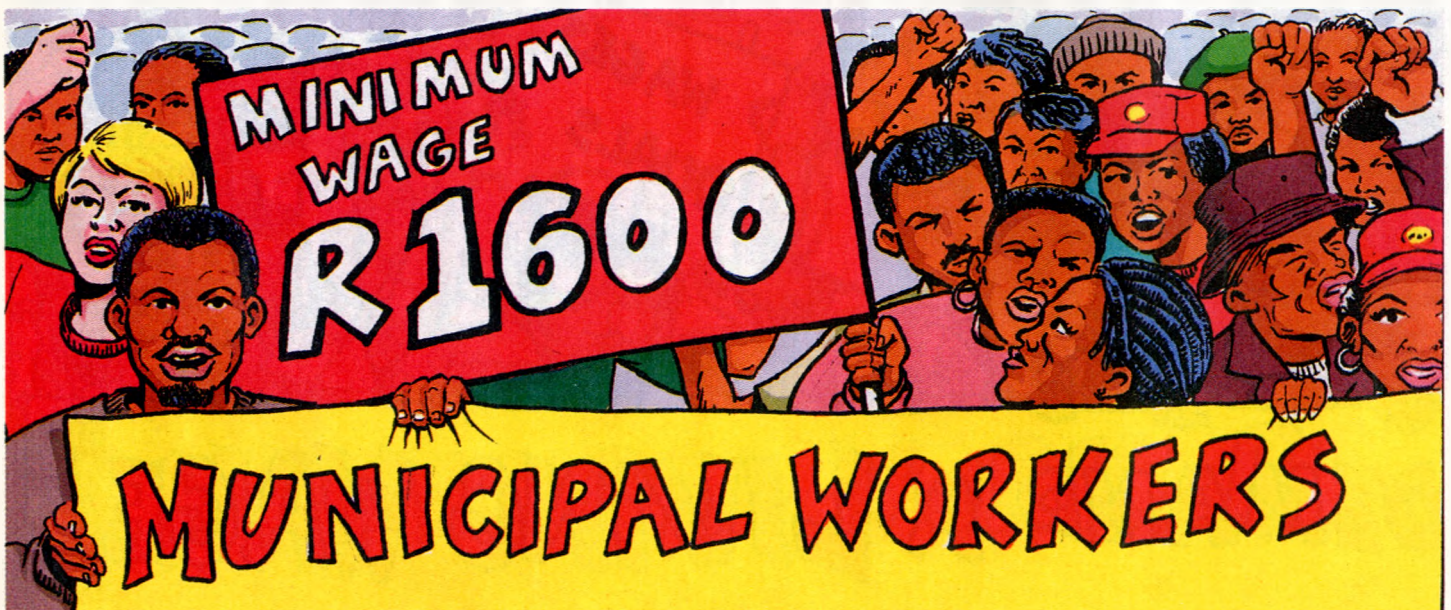
Leha Samwu e fihletse nyollole tse hodimo bakeng sa basebetsi maamong a behilweng bonyane, ha re a ka ra ela hloko haholo ditho tsa rona tse maamong a meputso e mahareng. Selemong sena re tla shebana le basebetsi bana ka ho sebedisa sekala sa nyollole se fapafapanang ka ho ya ka mabaka. Tshisinyo eo re e etsang ya sekala sena ke ya 15% bakeng sa bao ba fumanang R1600 ka kgwedi, mme e be 5% bakeng sa bao ba fumanang R20 000 kapa ka hodimo ho moo ka kgwedi.

Tsela ena e tla re dumella hore re tswellepele ho kwala dikgeo tse pakeng tsa meputso, e leng ntho eo re neng re e etsa dilemong tse mmalwa tse fetileng, ekasitana le ho fana ka nyollole e ka hodimo ho

infleishene bakeng sa bao ba fumanang meputso ya maemo a mahareng. Re kopa o shebe lenane le bontshang hona ka ho hlaka hore o tle o bone hore hona ho bolela eng ho wena.

Ha mmuso wa selehae o re neha nyollole eo re e batlang, moo o tla tshwanela ho ya ho mmuso o bohareng ho ya kopa tjhelete e e nngwe hape e ekeditsweng. Salga haesale e se na kutlwisiso ya ho etsa hona nakong e fetileng hobane ba amohetse leano la ikonomi la ANC, e leng la GEAR. Jwale ke nako ya hore dikhanselara tse kgethuweng ke basebetsi di bontshe hore di ikemiseditse ho lwanala merero e amang maphelo a basebetsi letsatsi le letsatsi.

Re etsa boipiletso ho dibopeho tsa rona tsohle hore di qale ho itokisetso bakeng sa ntwana e kgolo ka selemo sa 2000. Le rona re tshwanela ho hlalisa letshwao la rona mathwasong a sentjhuri (mongwahakgolo) e ntjha. Ha re batle ho sotleha jwalo ka sentjhuring e fetileng.



Loononderhandelinge 2000

SAMWU gaan die eerste stadium van die 2000/2001 loononderhandelinge binne met die wete dat 'n groot stryd voorlê. Die regering het in die openbare diensdispuut van 'n paar maande gelede aangedui dat hy van plan is om loonbeperking toe te pas (besnoei op werklike loonverhogings).

Dit was toe ons kamerade in NEHAWU, SADTU EN POPCRU vir maande om 'n bestaansloon onderhandel het. Hoewel daar geen ooreenstemming was nie, het die regering eenvoudig voortgegaan en die loonverhogings toegepas wat hulle gedink het die beste is. Ons het geen illusies nie dat die SAPRV, die werkgewer se organisasie in die plaaslike regering, sal probeer om dieselfde loonbeperking op werkers by die plaaslike regering toe te pas.

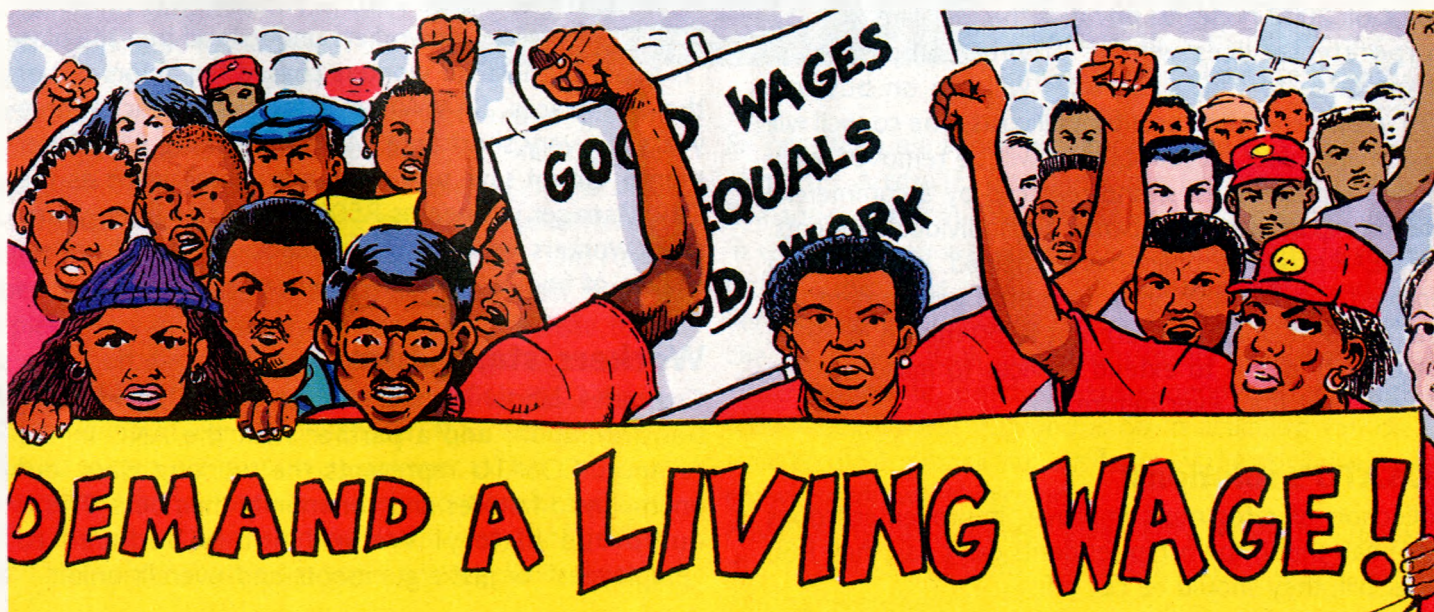
SAMWU se benadering vir 2000 was om die minimumsalaris van R1335 op te skuif. Ons eis dat dit verhoog word na ten minste R1600 per maand. Hierdie jaar sal ons lede in die middel-inkomstevlakke aanspreek deur 'n gylskaalverhoging te gebruik. Dit is 15% vir diegene wat R1600 per maand verdien tot by 5% vir diegene wat R20 000 of meer per maand verdien. Verwys asseblief na die tabel om te sien wat dit vir u gaan beteken.

The Sliding Scale Increase

<u>Salary</u>	<u>Increase</u> <u>(rands)</u>	<u>(percent)</u>	<u>New Salary</u>
R1600	R240	15.0%	R1840 per month
R2000	R254	14.8%	R2254 per month
R2400	R268	14.6%	R2668 per month
R2800	R282	14.3%	R3082 per month
R3200	R296	14.1%	R3496 per month
R4000	R323	13.7%	R4323 per month
R5000	R356	13.2%	R5356 per month
R6000	R389	12.6%	R6389 per month
R7000	R421	12.1%	R7421 per month
R8000	R452	11.5%	R8452 per month

Indien die plaaslike regering ons die verhoging gee wat ons eis, dan sal hulle na die sentrale regering moet gaan vir meer geld. SAPRV was in die verlede huiwerig om dit te doen, omdat hulle die ANC se makro-ekonomiese beleid, GEAR, aanvaar het. Dit is nou die tyd vir die raadslede wat deur die werkers verkies is, om te wys dat hulle bereid is om te veg vir die kwessies wat werkers se lewens daaglik affekteer.

Ons doen 'n beroep op al ons strukture om te begin voorberei vir 'n groot geveg in 2000. Ons moet ons merk aan die begin van die eeu maak. Ons kan nie bekostig om te ly soos ons in die laaste eeu gely het nie. Voorwaarts SAMWU!! Voorwaarts na 'n bestaansloon vir almal! Geen omdraai – geen oorgee!!!



iGoli 2002 - the struggle intensifies!

SAMWU and IMATU went to mediation in December 1999, because negotiations around the restructuring of Johannesburg were not working out. But Council was not prepared to back down on the iGoli 2002 plan. They sold the gasworks and advertised the water and electricity during mediation! Mediation failed late in January 2000. COSATU and FEDUSA took up a section 77 notice in NEDLAC on behalf of SAMWU and IMATU. This notice will protect workers during a strike. COSATU is mobilising all affiliates to support SAMWU's campaign against iGoli 2002. COSATU believes that if the Johannesburg Council succeeds in implementing iGoli 2002, other cities will follow. Cape Town and Pretoria have already started drawing up similar plans. Soon the whole country will be privatised.

What caused Johannesburg's financial crisis?

The council never had an effective system to manage their money. They borrowed money on overdraft for many years. Overdraft is the most expensive way to borrow. Council should have set tariffs where the rich pay more. Instead the rich get top quality services at low prices and the Council remains in debt.

Will iGoli 2002 solve the problem?

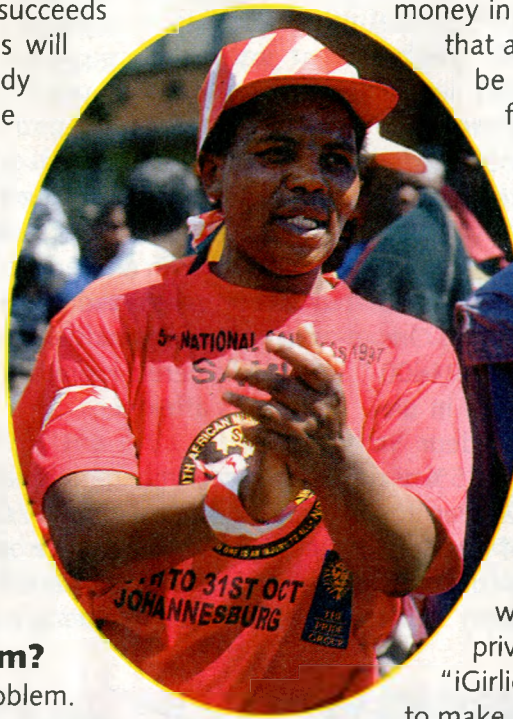
No! iGoli 2002 hopes to privatise the problem. Corporate services will be private companies accountable to CEO's. Services will run on business principles, generating profits at all costs. The council will be a shareholder. Accountability will be removed from elected representatives, and replaced by a commercial relationship between companies and individual residents. The GEAR economic policy has not helped. Johannesburg received only R24 million from central government last year. In 1994, Johannesburg got R450 million in 1994, yet the city needs to extend services to millions more citizens now than ever before.

COSATU's solutions!

Collection of rates must improve. Improvement does not mean that if township residents can't pay their R60 water bill, they should be cut off.

Businesses and the rich run up millions in debt but are never disconnected. They must be forced to pay. Tariffs must be restructured so that there is a lifeline service for all. Council says that R550 million will be spent on infrastructure next year, but the only thing they have promised are thousands of pit latrines.

Township pipes are leaking. The city is losing water, and therefore a lot of money. The apartheid government built few services in townships, - worst quality infrastructure. By fixing this, Council could save money in future. The unions suggested that assets like the stadiums should be grouped together or "ring fenced". Money that comes in should be re-invested to improve facilities. There are five substructures in Joburg delivering water. One department should deliver water and collect payments. Then it will be clear how much money is available.



Council's response

Council ignored these proposals. They gave workers a "three year guarantee" that they would not lose their jobs through privatisation. They put on a play called "iGirlie 2002". The play was supposed to make workers understand that the plan is good, but instead workers chased the actors out of the workplaces. SAMWU rejects these tactics. Three years is a very short time. Workers earning R1335 per month cannot save and retire after three years as the City Manager who earns R500 000. After three years, most workers will be "outsourced" and will have no chance of finding a job anywhere else.

Workers stand firm!

Comrades, labour is a stakeholder in local government transformation, and a partner with the ANC in the Alliance. COSATU represents the working class, our unemployed families and community members. This is our proud history! We will not be reduced to "employees" or just a gumboots-and-overalls union.

International Solidarity

The biggest union in Canada sent a world wide press statement to say that plans like iGoli 2002 had caused suffering in their cities. Public Services International has prepared an international critique of the plan, which they will launch in Johannesburg at the end of February. Get a copy of this booklet from your branch office.

What is the way forward?

Workers, mobilise in your workplaces and communities! The challenge to COSATU is not only the iGoli 2002 plan. The roots of iGoli 2002, as is the case with many other struggles, lie in the GEAR policy which is based on fiscal constraint, slimming of the state and opening doors to the private sector. Privatisation is affecting almost every industry - we have already seen the result - which is massive job losses!

SAMWU en IMATU het hulle in Desember 1999 tot bemiddeling gewend omdat onderhandelinge omtrent privatisering in Joburg nie uitgewerk het nie. Die Raad was egter nie bereid om kop te gee oor die iGoli 2002-plan nie. Hulle het die gasaanleg verkoop en die water en elektrisiteit gedurende die bemiddeling geadverteer! Laat in Januarie 2000 het bemiddeling misluk.

COSATU het ingestem om alle geaffilieerde lede te mobiliseer om SAMWU se veldtog teen iGoli 2002 te steun. Kaapstad en Pretoria het reeds begin om soortgelyke planne saam te stel. Binnekort kan die hele land geprivatiseer wees. Jo'burg sê hulle het in finansiële krisis. Maar die Raad het nog nooit 'n doeltreffende stelsel gehad om hulle geld te bestuur nie. Die Raad moes tariewe so ingestel het dat die rykes meer betaal. In plek daarvan kry die rykes topgehalte-dienste teen lae pryse, en die Raad bly in die rooi as gevolg van die geld wat hulle by banke geleen het. iGoli 2002 hoop nou om die probleem te privatiseer. Maar sal dit werk? Dienste sal ten alle koste wins oplewer, en nie voorsien in mense se behoeftes nie. Die ekonomiese beleid van GEAR het nie Jo'burg se finansiële krisis enigins gebaat nie. Ooreenkomstig die besnoeiing van geld vir dienste

het Johannesburg verlede jaar net R24 miljoen van die sentrale regering ontvang. In 1994 het Johannesburg R450 miljoen gekry! SAMWU het baie oplossings voorgestel. Ons het die Raad daarop gewys dat sakeondernemings en die rykes miljoene se skuld ooploop, maar hulle word nooit afgesny nie. Hulle moet gedwing word om te betaal. Die pype in die swart woonbuurte in Johannesburg lek. Die munisipaliteit verloor baie water, en daarom baie geld. Deur dit reg te maak, kan die Raad in die toekoms baie geld spaar. Daar is swak bestuur in Jo'burg. Vyf substrukture lewer water aan een stad, wat 'n verkwisting van miljoene Rand is.

Die Raad het hierdie voorstelle geïgnoreer. Hulle het aan werkers 'n driejaar-waarborg gegee dat hulle nie hulle werk sou verloor deur privatisering nie. SAMWU verwerp dit. Drie jaar is 'n baie kort tyd. Werkers wat R1335 per maand verdien, kan nie genoeg spaar en na drie jaar aftree soos die Stadsbestuurder, wat R500 000 verdien, sal kan doen nie.



Na drie jaar sal die meeste werksgeleenthede uitgekонтakteer word, en die werkers sal geen ander geleentheid hê om iers anders werk te vind nie. Arbeid is 'n vennoot van die ANC in die Alliansie. COSATU verteenwoordig die werkersklas, ons werklose families en lede van ons gemeenskap. Ons het die reg om oor ons toekoms te besluit!

En ons staan nie alleen nie. Boodskappe van steun het reeds uit Australië, Engeland, die Filippyne en Nieu-Zeeland aangekom. Die groutste vakbond in Kanada het 'n wêreldwye persverklaring uitgestuur waarin hulle sê dat planne soos iGoli 2002 in hulle stede lyding veroorsaak het. Werkers, mobiliseer by u werkplekke! Die wortel van iGoli 2002, soos in die geval van baie ander strydpunte, lê in die makro-ekonomiese raamwerk (GEAR-beleid) wat gegrond is op 'n afskaling van die staat en die oopmaak van die deure vir die privaatsektor en winsgedrewe programme. Privatisering raak omtrent elke bedryf - ons het reeds die resultaat gesien - grootskaalse verlies aan werksgeleenthede!

SAMWU le IMATU di ile tsa ya bonamoding ka Disemere 1999, hobane ditherisano tse mabapi le ho kengwa ha ditshebeletso tlasa mekga ya poraefete Joburg di sa ka tsa tswellapele hantle. Empa Khansele ha e ya ka ya ikemisetsa ho tlohela leano la yona la iGoli 2002. Ba rekisitse gasworks mme ba hlahisa papatso ya metsi le motlakase ka nako eo ya bonamodi! Bonamodi bo ile ba putlama ho ya mafelong a Janawari 2000. COSATU e dumetse ho ba le tshusumetso ho ditho tsohle tsa yona hore di tshetsetse letsholo la SAMWU le kgahlanong le iGoli 2002.

Cape Town le Pretoria di se di qadile ho rala merero e tshwanang le ona. Haufinyane lefatshe lohle le tla be le matsohong a mekga ya poraefete. Joburg e re e na le mathata a ditjhelete. Empa khansele ha ya ka ya ba le mokgwa o sebetsang hantle wa taolo ya ditjhelete. Khansele e ne e tshwanela ho beha ditekiso tseo ho tsona barui ba lefeng haholo.

Empa moo re bona barui ba fumana ditshebeletso tsa boleng bo hodimo ka ditekiso tse tlasa mme Khansele e iphumana e le dikolotong hobane e na le ditjhelete tseo e di kadimileng dibankeng. iGoli 2002 jwale e se e batla ho kenya bothata bona tlasa mekga ya poraefete.

Empa na ekaba hona ho tla sebetsa? Ditshebeletso di tla tlisa diporofiti ka hohle-hohle, empa di ke ke tsa sheba ditlhoko tsa batho. Leano la ikonomi la GEAR ha le a thusa Joburg ka mathata a yona a ditjhelete. Ka ho ya ka leano la ho fokotsa ditjhelete tsa ditshebeletso, Joburg e fumane R24 million feela ho tswa ho mmuso o bohareng selemong se fetileng. Ka 1994, Johannesburg e fumane R450 million! SAMWU e tlile ka ditharollo tse ngata.

Re bolelletse khansele hore kgwebo le barui ke bona ba nang le dikoloto tsa dimiliyone tse ngata empa ha ba qobellwe ho lefa. Ba tshwanelwa ho qobellwa ho lefa le bona. Diphaepe tsa metsi makeishe-neng di a dutla mane Johannesburg. Mmasepala o lahlehelwa ke metsi a mangata, mme qetellong e ba tjhelete e lahlehang ka hoo.

Ka ho lokisa hona, Khansele e ka boloka tjhelete e ngata haholo nakong e tlang. Ho na le tsamaiso e sa lokang mane Joburg. Ke dibopeho tse nyenyane tse hlano tse fanang ka phephelo ya metsi toropong e le nngwe mme hona ho senya dimiliyone tse ngata tsa diranta.

Khansele ha ya ka ya natsa ditshisinyo tsena. Ba nehile basebetsi "tiisetso ya dilemo tse tharo" ya hore ba ke ke ba lahlehelwa ke mesebetsi ya bona ka ho kengwa ha ditshebeletso tlasa mekga ya poraefete. SAMWU e hanana le hona. Dilemo tse tharo ke nako e nyenyane haholo. Basebetsi ba fumanang moputso wa R1335 ka kgwedi ba ke ke ba kgona ho boloka e be ba ya pensheneng kamora dilemo tse tharo jwalo ka ha Manejara wa Toropo (City Manager) ya fumanang R500 000 ya ka kgonang ho etsa jwalo.

Kamora dilemo tse tharo, basebetsi ba bangata ba tla be ba "fetiseditswe dikhampani tse ding tsa kantle" mme ba ke ke ba ba le monyetla wa ho fumana mesebetsi e meng nqeng tse ding jwalo ka ha ba filwe tiisetso ya dilemo tseo tse tharo. Comrades, basebetsi ba na le selekane le ANC Setlamong sa mekgatlo e meraro. COSATU e emetse basebetsi, ba malapa ba sa sebetseng le ditho tsa merabe setlamong seo. Re na le tokelo ya ho etsa qeto ka bokamoso ba rona! Mme ha re a ema re le bang. Re fumane melaetsa ya tshetsetso ho tswa Australia, England, Philippines le New Zealand.

Yunione e kgolohadi ya Canada e rometse setatemente se yang ho ba dikoranta se bolelang hore maano a jwalo ka iGoli 2002 a bakile tshotleho feela ditoropong tsa bona. Basebetsi e bang le tshusumetso ya batho moo le sebetsang ekasitana le hara merabe ya lona!

Metheo ya iGoli 2002, jwalo feela ka boitseko bofe kapa bofe, bo ho leano la sebopeho sa ikonomi ka bophara ba yona (leano la GEAR) le nang le ditshitiso ho tsa ditjhelete, ka ho nyenyefatsa mesebetsi ya mmuso le ho bulela mekga ya poraefete le mananeo a shebileng diporofiti feela. Ho kengwa ha ditshebeletso tlasa mekga ya poraefete ho batlile ho ama di-intasteri tsohle – mme re se re ntse re bone diphetho tsa teng – e leng ho lahlehelwa ke mesebetsi ka bongata bo boholo!



Solidarity from the Metrowater Pressure Group!

The Metrowater Pressure Group is a civic organisation fighting water privatisation in Auckland, the capital city of New Zealand. The group holds protest action and pressurises government and councillors. They also reconnect homes cut off for non-payment. Some homes have been reconnected more than three times! As a last resort, the group digs up the road to pour concrete over the pipes. Council won't be able to cut off the water easily.

Metrowater Pressure Group sent this solidarity letter to SAMWU:

"The scoundrels in Johannesburg trying to push through water services management deals are the same as the politicians who deny the weight of mass opinion against corporatisation in New Zealand and around the world.

In Auckland, we find that an entirely council-owned commercialised water company is as bad as the worst transnationals when it comes to corporate arrogance, lack of democracy and market rethoric. Our commercialised water company is seen as the first step toward full privatisation. Your fightback is a vivid example of what organised workers can achieve when they have the confidence and leadership to engage the enemy head-on. Your internationalist approach is also an lively expression of workers' solidarity. Water must remain an essential publicly owned service not a commodity for business to profit from. All power to you in your struggles!"



Protests outside council offices



A woman more than 80 years old has been disconnected because she can't afford to pay high prices for water. She joins the pressure group and takes out her frustrations...

U-SAMWU no-IMATU bake baya kubalamuli ngo-Disemba 1999, nakhu phela izingxoxo zokubonisana mayelana nokudayiswa kwezimbongi zikahulumeni (privatisation) azibanga namphumela otheni. Kodwa uMkhandlu weDolobha wabonakalisa ukungazimiseli nakancane ukuthi ugudluke kulelisu lawo iGoli 2002. Ngenkathi kusa-banjwe izingxoxo zokubonisana bona bavele badayisa imboni yeGesi bamemezela ezindabeni ukuthi izinsiza zamanzi nogesi seziyadayiswa! Ekupheleni kwenyanga kaJanwari, izingxoxo zokubonisana zafika kwangqingetshe. U-COSATU wavuma ukuthi uzogqugquzela zonke izinyunyana ezingaphansi kwakhe ukuthi zimeseke uSAMWU emkhankasweni wakhe wokulwa neGoli 2002. Imikhandludolobha yasePitoli naseKapa nayo seyiqalile ukwenza amalungiselelo afana nawomkhandludolobha waseGoli. Kungekudala, izimbongi zikahulumeni ezweni lonke jikelele zingase zidayiswe. Umkhandlu wedolobha laseGoli uthi unezinkinga zezimali. Okusobala ukuthi lomkhandlu awukaze ube nalo isu elisebenzayo lokuphatha izimali zawo ngokuyiko. Into okwakufanele uyenze ukuthi ukhokise abacaphuna kusale intela ethe xaxa kunekhokhwa yizimpofana. Kunalokho, izimpunyela zinikewa izinsiza eziseqophelweni elphezulu ngamanani aphantsi futhi uMkhandlu uhleli usezikweledini ngenxa yezimali owazeboleka emabhange.

Manje iGoli 2002 lizama ukuxazulula lenkinga ngokuthi liyidayise. Ngabe lokhu kuzosebenza? Into ezokwenzeka ukuthi izinkonzo zisonikezwa umphakathi ngezindleko ezinkulu, kunganakwa izidingo zomphakathi. Umgomo wezimali owaziwa ngokuthi yi-GEAR awukwazanga ukuzithombulula izinkinga zezimali zedolobha laseGoli. Ukwenezelela enkingeni edalwe ukuncishiswa kwezimali zokinikezwa kwezinsiza, idolobha laseGoli lathola R24 million kuphela kuhulumeni kazwelonke ngonyaka ofile. Ngo 1994, idolobha laseGoli lalinikezwe R450 million! U-SAMWU usephakamise eziningi izixazululo. Sawutshela umkhandlu ukuthi osomabizinisi kanye nezimpunyela banezikweledi ezibalelwa ezigidini kodwa bona abacishelwa ugesi noma bavaalelwe amanzi. Kufanele baphoqwe ukuthi bakhokhe. Emalokishini aseGoli amapayipi amanzi ayavuza. Umasipala ulahlekelwa amanzi amaningi kabi. Okusho ukulahleka kwemali.



Uma umkhandlu ungawalungisa, ungonga eningi imali. Abaphathi bedolobha lasegoli bayanhayiza. Zinhalnu izinzda (substructures) eziletha amanzi edolobheni elilodwa, okusho ukuthi kumosheka izigidi zamarandi. Umkhandlu wazishaya indiva leziphakamiso. Banikeza abasebenzi "isiqiniseko seminyaka emithathu" sokuthi ngeke balahlekwe yimisebenzi yabo. U-SAMWU akahambisani nalokhu. Iminyaka emithathu yisikhathi esifisha kabi. Abasebenzi abahola R1335 ngenyanga abakwazi ukubeka imali ethala, ngakhoke ngeke bakwazi ukuthi bathathe umhlalaphansi ngemuva kweminyaka emithathu njengoMphathi weDolobha (City Manager) ohola R500 000 ongakwenza kalula lokho. Ngemuva kweminyaka emithathu, iningi labasebenzi lizobe selidayiswe nezimbongi (outsourced) kanti ngeke besakwazi ukuthola imisebenzi kwezinye izindawo. Abasebenzi bangabalingani ne-ANC oMbimbini (Alliance). U-COSATU umele abasebenzi, imindeneyethu engasebenzi kanye nomphakathi wonkana. Sinelungelo lokuzinqumela ngekusasa lethu! Futhi asisodwa. Sesithole imiyalezo yokuseseka evela eAustralia, eNgilandi, ePhillipines naseNew Zealand. Inyunyana okuyiyona enkulukazi eCanada yakhipha isimemezelo ezindabeni zomhlaba sokuthi amasu afana neGoli 2002 adala okukhulu ukuhlupheka emadolobheni akhona.

Basebenzi, mayihlome ezindaweni enisebenza kuzo nasemiphakathini eniyakhele! Izimpande zeGoli 2002, nezezinye izingqinamba esibhekene nazo, zigxile kulomgomo wezezimali (iGEAR) oweyeme ekugodlweni kwezimali, ukuncishiswa kwabasebenzi bakahulumeni nokuvulela izinkampani zangasese ukuthi zithenge izimbongi zikahulumeni kanye nokukhuthaza izinhlelo eziqhutshwa yinzuzo. I-privatisation ichaphazela cishe zonke izinhlobo zohwebo – kanti nemiphumela yayo sesiyibonile – ukulahleka kwenqwaba yemisebenzi!

More solidarity!



The biggest union in Canada, the 475,000-member Canadian Union of Public Employees (CUPE) sent a worldwide press release warning South Africa that privatization schemes like iGoli 2002 are dangerous!

CUPE National President Judy Darcy says the plan is similar to a program CUPE has been fighting known as 'Works Best Practices'. "The Canadian experience is that these types of programs are just a smokescreen for job cuts and service reductions. In the City of Toronto, and Hamilton, water quality and sewage facilities have been put in jeopardy as a result of staffing reductions, cuts to maintenance, lowering of standards," said Cde Darcy. The comrade said that private consultants charged more than R60 million to come up with a plan that promised savings, 70% of which would come from staffing reductions. These American consultants made the ridiculous suggestion that Toronto's water quality was too high. That same plant is now being investigated by the provincial Ministry of the Environment because the effluent is exceeding provincial standards." The Johannesburg Lekgotla has spent over R50 million on American consultants advising the very same thing!

University professors discovered in Canada that none of the promised cost-savings materialized – other than the job cuts! The workforce was cut in half, water quality is down, and in 1996, the privatized plant experienced the biggest spill of raw sewage ever into Lake Ontario (180-million litres of raw sewage spilled into the lake and people's homes). The Ministry of the Environment has launched another investigation into a spill at the main treatment plant

CUPE urged the Johannesburg Council to consider borrowing money to extend services instead of selling off the assets. In cities such as Ottawa and Thunder Bay, this has been done, the public system has been improved and it has worked much better than "Works Best Practices." Comrade Darcy will be meeting SAMWU leaders later this year to work out ways that the two unions can support each other by sharing information on the impact of restructured services on communities and municipal workers. Thanks for the solidarity, CUPE!



The Community and Public Sector Union (CPSU) of Australia, wrote letters to Cape Town councillors to warn them not to implement iGoli 2002 in Cape Town!

The CPSU complained that the Cape Council interdicted a march planned by SAMWU for November

1999. The union wrote "In Australia we are aware of the pitfalls of privatisation, its effect on the most needy in the community and its consistent method of extracting profits from the pockets of the workforce. Everyone is impacted upon by privatisation."

Cde Ian Thompson, Western Australian Secretary (a Provincial Secretary) of the CPSU had participated in the SIGTUR conference in Johannesburg (see page 44 for SIGUTR News). He then visited SAMWU in Cape Town. He was hoping to attend the march that was interdicted.

Cde Thompson wrote to the Council "I am deeply distressed to find that you have taken steps to stifle democracy and freedom of expression in your city. The world is looking to South Africa with its "new forms of democracy. I urge you not to turn back the clock. Democracy is a gift precious to all."

In response, Cde Thompson got messages from managers. A manager called Deon Louw wrote: "I really suggest you get hold of the facts before you engage your brain to your hand and write this nonsense." Another manager wrote, "By sending these e-mail you are just showing how unproductive you are". And Natie Englebrecht, another manager, wrote "In Cape Town, if we privatise a specific service (which we seldom do) it is done in such a fashion that we create jobs in the most desitute communities and that we accommodate contractors from the disadvantaged communities." Comrades, we know what this has meant in Cape Town. Instead of Khayelitsha getting proper refuse removal, unemployed people are paid R3 per bag of refuse collected by hand. They are paid by Billy Hattingh, a private company. Council pays R100 000 per month to Hattingh. Is this job creation? SAMWU says restructure these conservative managers and leave our public services alone!

Job losses are a direct attack on workers and the poor!

*By SACP General
Secretary, Blade
Nzimande*



South Africa is facing a crisis of job losses and rising unemployment with employers retrenching many workers in all major economic sectors. The South African Communist Party (SACP) regards these job losses as deliberate (ideological and direct) attacks on the working class.

The bosses' media project worker friendly labour laws as the cause of unemployment and poverty. Organised workers are said to be responsible for retrenchments. It has also been said that workers' struggles are sectarian, at the expense of the poor and not in the interests of economic development.

The SACP rejects these attacks. The working class constitutes the overwhelming majority of the people of this country - poor people, the unemployed, the homeless, rural dwellers and workers. To label working class struggles as sectarian defends the bosses and their greed. The bosses have the most selfish and narrowest of interests. They unashamedly aim to secure wealth for the few at the expense of the majority.

Defend jobs for the eradication of poverty!

The single biggest contributor to poverty is job losses. The majority of our people depend on jobs for income. Retrenched workers are from the poorest families, communities and regions, particularly rural areas. Job losses mean hunger, disease, ignorance and the loss of the only means of livelihood that our people have. Every worker supports about 10 people on their salary.

With 500 000 jobs lost over the last 5 years, then about 5 million people are without income in a country where there is no social security system to support retrenched workers with high costs of food, health care, transport and education. Therefore, poor and unemployed people are hardest hit by job losses.

The struggle of the working class for job creation and against job losses is the same struggle as that of the urban and rural poor to make ends meet. There can be no job creation and eradication of poverty without job retention and job security.

The SACP has adopted "Build People's Power for the Eradication of Poverty" as its programme of action for 2000. This identifies poverty as the single biggest threat to the attainment of a better life for all.

Women and black workers are adversely affected by job losses! Of particular concern to the SACP is the extent to which these job losses affect women. Women's unemployment is approximately 50% higher than that of men.

Women occupy the most vulnerable jobs that are being shed. Most casual labour in this country is done by women. The clothing, textile, leather and footwear industries, which have been hard hit, account for 37,2% of all women in manufacturing. Unemployment puts more pressure on women as they perform unpaid reproductive labour.

This work includes childcare, home health-care, informal education, household production, looking after the sick and the elderly.

This work increases the more workers are thrown out of jobs. It is also black, in particular African, workers who are also the most vulnerable to retrenchments. Job losses weaken the economic and political capacity of the black working class. Therefore a struggle to defend jobs is a continuation of the struggle for national liberation, gender equality, defeating racism and the strengthening of the black working class.

Poverty and job losses are caused by capitalism

The fundamental cause of job losses is capitalism. Capitalism maximises profits at the expense of a living wage for workers. Companies to cut costs to be internationally competitive and substitute capital for labour without any options to retrain workers and avoid job losses. In other words, capitalist enterprises retrench workers in their quest for profit. The bosses also threaten the job security and benefits of many workers through casualisation, contracting out, outsourcing and growing arrogance from management.

In 1999, company tax decreased from 35% to 30% meaning the bosses pocketed R8bn. But the bosses have not been created jobs. Private sector and government investments have actually dropped. Between 1996 and 1998 the growth in real private sector investment declined from 7,4% to -2,9%.

Private sector total fixed investment declined over this period from 73% to 67%. Between 1996 and 1998 the growth in real fixed general government investment declined from 5.3% to 2.5%.

The SACP argues for a state intervention in the economy, the strengthening of the public sector and a state-led job creation. The state is not for profit and can and does create jobs.

In July 1999, Finance Week reported that South African industry is producing only 78% of what it could. Our country has massive poverty and inequalities, where there is a huge 'demand' for more of everything – housing, medicines, school textbooks, jobs, etc. But for the bosses this 'demand' does not count – because this 'demand' does not have money. People's needs only become 'demand' if they expand company's profits.

In the midst of all these job losses, big companies are still making huge profits – over the last 15 months, profits on the Johannesburg Stock Exchange were amongst the highest in the world. The government's economic policy emphasises high interest rates, easing exchange controls, speedy reduction in trade tariffs and a decreasing role for the state in the economy. High interest rates restrict economic growth, domestic investment and job creation.

The SACP has been consistently calling for lower interests rates to boost job creation. In 1997 alone, easier exchange controls made it possible for local capitalists to invest R12 billion in other countries compared to R5 billion invested here. Most of the R5 billion invested locally went to privatisation and mergers. Fast reduction of tariffs has exposed firms to foreign competition without supportive industrial policy being in place.

This exposed the clothing and textile industry to cheap goods from other countries without the ability to compete by lowering prices or through state subsidies.

Intensify class battles and build working class power

The COSATU campaign on job losses is the start of intensified struggles by organised workers. These struggles are long overdue and must be turned into an offensive against capitalism itself. As long as workers limit their struggles to job losses and capitalism remains intact in our country, short-term victories will be reversed.

Unless the working class defends jobs and fights against poverty, then our democracy will be enjoyed by a few. The unashamed stance by aspirant black capitalists that they are entitled to be filthy rich millionaires during this period, emphasises the need for massive working class mobilisation to prioritise the eradication of poverty over self-enrichment.

The SACP throws its weight behind these battles with the cry "Mobilise and consolidate working class power for job creation and the eradication of poverty". The working class must take direct political responsibility for its future, defend its gains and lay the basis for the building of socialism in our country.

Comrades please write in and tell Workers' News what you think about the 500 000 jobs lost since 1996. The letters will be passed on to the SACP newspaper "Umsebenzi" for publication.

Stamp out Women Abuse with the new Domestic Violence Act!

The Domestic Violence Act became law in December 1999. It will help you get protection from the police and courts against abuse. The way to do this is to apply for a protection order from a magistrate's court or high court.

What is a protection order?

The Protection Order will tell the abuser to stop abusing you, will order the police to take away dangerous weapons from your abuser, will order the police to go with you to collect your things, and it forces the abuser to help you with money to survive.

You can get a Protection Order against anyone who is abusing you. This could be your husband, your boyfriend, an ex boyfriend, or even someone who thinks you are his girlfriend, even though you have never had a relationship with him.

If you want a Protection Order, go to the closest court to your home or work. You can also send someone else, as long as you give them a letter with your permission. If the victim is under 21 years old, mentally disabled or unconscious, someone else can apply for a protection order **WITHOUT** the victim's permission.

The Court will immediately give you an "interim protection order" and a date to appear in court. The interim order protects you until the court date. On the court date, the abuser must appear in court and give his side of the story. The court decides whether to grant a final protection order.

If the abuser doesn't show up, the court gives a final order **AND** a suspended warrant for arrest.

But how will a piece of paper protect me?

A copy of the protection order goes to the abuser and to the police station of your choice. If your abuser ignores the Order, you must go to any police officer with the Suspended Warrant for Arrest. The police must charge him with breaking the order arrest him. The abuser must be kept in jail until he goes to court. If he is found guilty of breaking the Order, he can go to jail or get a fine. You can also lay charges of assault, rape and attempted murder against him.

Will the police really help me?

The police must help you - it is the law! They must explain everything in a language you understand, help you find a safe place to stay and take you to a health worker if you need one. If the police do not help you, you must report them to the Independent Complaints Directorate on 011 8382875. If you have a Community Police Forum, report the police there too. You must demand to speak to the Police Station Commissioner if a policeman refuses to help you. Do not go back home and continue to live with the abuse. There is also a toll free number that you can phone 24 hours per day: 0800 150 150 is the number! All SAMWU Shopstewards also have a duty to assist any women workers who are facing abuse. That is part of being a comrade!

Die Wet op Huishoudelike Geweld is in Desember 1999 deurgevoer. Dit sal u help om by die polisie en die hof beskerming teen mishandeling te kry. Die manier om dit te doen is om by 'n landdros of 'n Hoër Hof aansoek te doen om 'n beskermingsbevel.

Wat is 'n beskermingsbevel?

Die Beskermingsbevel sal die man wat u mishandel opdrag gee om op te hou om u te mishandel, die polisie opdrag gee om gevaarlike wapens van hom af weg te neem, die polisie opdrag gee om saam met u te gaan om u besittings te gaan haal. Dit kan die man wat u mishandel dwing om u geldelik te help om te oorleef. U kan teen enigiemand wat u mishandel 'n Beskermingsbevel kry. Dit kan u man wees, u kêrel, 'n gewese kêrel, of selfs iemand met wie u nooit 'n verhouding gehad het nie, maar wat dink u is sy meisie.

As u 'n Beskermingsbevel wil hê, gaan na die hof naaste aan waar u woon of werk. U kan ook iemand stuur om dit te kry as u hulle 'n brief gee met u toestemming. As u onder 21 jaar oud is, verstandelik gestrem of bewusteloos, kan iemand **SONDER** u toestemming aansoek doen om 'n Beskermingsbevel.

Die Hof sal u onmiddellik 'n "tussentydse beskermingsbevel" gee, asook 'n datum waarop u in die hof moet verskyn. Die tussentydse bevel is veronderstel om u te beskerm tot en met die hofdatum. Op die hofdatum moet die man wat u mishandel in die hof verskyn en sy

*Nurses of Mamafubedu
Municipality in Free
State march in Petrus
Steyn against Child and
Women Abuse*



kant van die saak stel. Die hof besluit dan of 'n finale beskermingsbevel toegestaan moet word of nie. As die man wat u mishandel nie opdaag nie, staan die hof outomaties 'n finale bevel toe, asook 'n opgeskorte lasbrief vir inhegtenisneming.

Maar hoe sal 'n stuk papier my teen mishandeling beskerm?

Die hof sal 'n afskrif van die beskermingsbevel aan die man wat u mishandel en die polisiestasie van u keuse gee. As die man wat u mishandel nie aan die Bevel gehoor gee nie, moet u na enige polisiebeampte gaan met die Opgeskorte Lasbrief vir Inhegtenisneming, en verduidelik dat die man wat u mishandel nie die bevel gehoorsaam nie. Die polisie sal hom daarvan aankla dat hy die bevel oortree het, en hom in hegtenis neem. Die man wat u mishandel moet in die tronk bly totdat hy in die hof verskyn. As hy skuldig bevind word daaraan dat hy die bevel oortree het, kan hy tronk toe gaan of 'n boete kry. U kan ook 'n klag van byvoorbeeld aanranding of poging tot moord teen hom lê.

Sal die polisie my werklik help?

Die polisie moet u help – dit is die wet! Hulle moet alles verduidelik in 'n taal wat u verstaan. Die polisie moet u help om 'n veilige plek te kry om te bly, en u na 'n gesondheidswerker neem as een nodig het. As die polisie u nie help nie, moet u hulle rapporteer by die Direktoraat vir Onafhanklike Klagtes by 011 8382875.

Daar is ook 'n tolvrye nommer wat u 24 uur per dag kan skakel - 0800 150 150. Alle SAMWU vloerbeamptes is ook verplig om enige vroulike werkers wat met mishandeling te make het, by te staan. Dit is deel van kameraad-wees!

Molao wa Tshebediso ya Dikgoka Malapeng o bile molao ka Disemere 1999. Ke molao o ho thusang hore o fumane tshireletso ho tswa maponeseng le makgotleng a dinyewe kgahlanong le hlekefetso. Tsela ya ho etsa hona ke ka ho etsa kopo bakeng sa taelo ya tshireletso (protection order) ho tswa lekgotleng la magistrata kapa lekgotleng le phahameng.

Na taelo ya tshireletso ke eng?

Taelo ya Tshireletso e tla bolella motho ya ho hlekefetsang hore a emise ka ho nna a ho hlekefetsa, mme e tla laela le leponesa hore le nke dibetsa tse kotsi ho motho eo ya ho hlekefetsang, e tla laela leponesa hore le ye le wena ho ilo nka thepa ya hao, hape e ka laela le motho eo ya ho hlekefetsang hore a ho thuse ka ditjhelete tsa ho iphedisa. O ka fumana Taelo ya Tshireletso kgahlanong le mang kapa mang ya ho hlekefatsang. Yena e ka ba monna wa hao, mohlanka wa hao, mohlanka wa hao wa mehleng, kapa motho ofe kapa ofe eo o sa kang wa ba le dikamahano le yena empa yena a nahana hore o kgarebe ya hae.

Ha o batla Taelo ya Tshireletso, e ya lekgotleng la dinyewe le haufi le moo o sebetsang. O ka romela le motho e mong ho ya ho batlela yona, ha feela o mo neha lengolo le nang le tumello ya hao. Ha o le ka tlase ho dilemo tse 21 boholo, o sa itekanela kelellong kapa kelello ya hao e ferekane, motho e mong a ka ho etsetsa kopo ya taelo ya tshireletso NTLE le tumello ya hao.

Lekgotla le tla be le se le ho neha "taelo ya nakwana ya tshireletso" le letsatsi leo o tla hlaha kgotla ka lona. Taelo eo ya nakwana ke ya ho o sireletsa ho fihlela letsatsi la ho hlaha ka pela kgotla. Ka letsatsi la kgotla, motho ya ho hlekefetsang le yena o tlameha ho hlaha ka pela kgotla a fane ka bopaki ba hae. Lekgotla le tla be le se le etsa qeto ya hore na le ho neha taelo ya tshireletso ya makgaola kgang.

Ha motho ya ho hlekefetsang a sa tle kgotla, lekgotla le tla be le se le ho neha taelo eo ya tshireletso ya makgaola kang mmoho le lengolo le tla fanyehwa (suspended) la ho tshwarwa ha motho eo.

Empa na pampitshana ena e ka ntshireletsa jwang hlekefetsong?

Lekgotla la dinyewe le tla fana ka khopi ya taelo ya tshireletso ho motho ya ho hlekefetsang le seteisheneng sa maponesa seo o tla se kgetha. Ha motho eo ya ho hlekefetsang a sa mamele Taelo eo, o ka ya ho leponesa lefe kapa lefe ka Lengolo leo le Fanyehilweng la Tshwaro mme o le hlalose hore motho eo ya ho hlekefetsang ha a mamela taelo eo. Leponesa le tla mo qosa ka tlolo ya taelo eo e be le a mo tshwara. Motho eo ya ho hlekefetsang o tla tlameha ho dula tjhankaneng ho fihlela letsatsi leo kgotla e tla kena ka lona. Ha a fumanwa a le molato wa tlolo ya Taelo, a ka ya tjhankaneng kapa a lefiswa faene. Hape o ka qosa motho eo ya ho hlekefetsang ka diqoso tse jwalo ka tsa phutuhelo, peto le teko ya polao.

Na hantlente maponesa a ka nthusa?

Maponesa a tshwanela ho o thusa – hoo ke molao! Ba tshwanela ho o hlalose tse dintho tsohle ka puo eo o e utlwisang. Maponesa hape a tshwanela ho o thusa hore o fumane sebaka se bolokehileng seo o ka dulang ho sona, mme a ho ise ho mosebeletsi wa tsa bophelo ha o mo hloka. Ha maponesa a sa ho thuse, o tshwanela ho ba tlaleha ka potlako ho Lekala le Ikemetseng la Ditsetlebo (Independent Complaints Directorate) nomorong ena 011 8382875. Ha le na le Foramo ya Bolebedi ba Motse (Community Police Forum), o ka tlaleha maponesa ao le ho yona.

Tseka ho bua le Mokhomishenara wa Seteisheneng sa Maponesa ha leponesa le hana ho o thusa. O se ke wa kgutlela hae wa ilo itulela ka hlekefetso eo.

Hape ho na le nomoro ya mahala eo o ka letsetsang ho yona dihora tse 24 ka letsatsi: nomoro eo ke 0800 150 150! O se ke wa qeqea ho sebedisa nomoro ena! Di-shopsteward tsohle tsa SAMWU hape di na le maikarabelo a ho thusa mosebetsi ofe kapa ofe wa mosadi ya tobaneng le hlekefetso. Hona ke sona sesupo sa ho ba comrade!

Sebenzisani lomthetho omusha ukunqanda ukuhlukunyezwa kwabesifazane

Umthetho oMayelana noDlame eKhaya uqale ukusebenza ngoDisemba 1999. Lona ngumthetho ozokusiza kakhulu ekuthini uthole ukuvikelwa ngamaphoyisa kanye nayizinkantolo ekuhlunyezweni. Lokhu kungenzeka ngokuthi ufake isicelo sokuthi inkantolo ikhiphe umyalelo wokuvikelwa (protection order).

Uyini uMyalelo wokuVikelwa?

Umyalelo wokuVikelwa uzotshela lowo okuhlukumezayo ukuthi ayeke ukukhukumeza, uzoya-lela amaphoyisa ukuthi amephuze izikhali eziyin-gozi umhlukumezi, uphinde uyalele amaphoyisa ukuthi akuphelezele uyolanda izimpahla zakho, kanti futhi usengamya lela umhlukumezi ukuthi akunike imali ozoziphilisa ngayo.

Ungafaka isicelo sokuvikelwa, ngokomyalelo wenkantolo, kunoma ngubani okukhukumezayo. Kungaba ngumyeni wakho, isoka lakho, owake waba yisoka lakho, noma isesheli sakho.

Uma ufuna ukuvikelwa ngokomyalelo wenkantolo, kufanele uhambe uye enkantolo eseduze nalapho uhlala noma usebenza khona. Ungamthuma nomunye umuntu ukuthi ayokufakela isicelo, inqobo nje uma umnikeze imvume yakho ebhalwe phansi. Uma ngabe uneminyaka yobudala engaphansi kwengama-21, uma ngabe ukhubazekile, uma ngabe uqulekile, noma ngubani omunye umuntu angasifaka isicelo sokuthi uvikelwe ngokomthetho wenkantolo, NGAPHANDLE kokuqala athole imvume yakho.

Into yokuqala inkantolo ezoyenza kuzoba ukukunika "umyalelo wokuvikelwa wesikhashana" (interim protection order) kanye nomuhla okufanele uze ngawo enkantolo.

Umyalelo wokuvikelwa wesikhashana kuqondwe ngawo ukuthi ukuvikele kuze kufike umuhla wokuqulwa kwecala.

Mhla wokuqulwa kwecala, umhlukumezi uzonikezwa ithuba lokuthi ezwakalise olwakhe uhlangothi mayelana nengxabano yenu. Inkantolo izobe seyinyanquma ukuthi iwukhiphe yini umyalelo wokuvikelwa ongunqamulajuqu noma cha. Uma umhlukumezi engezanga ekuqulweni kwecala, inkantolo iphoqelekile ukuthi ikhiphe umyalelo wokuvikelwa ongunqamulajuqu, ikhiphe futhi nencwadi elengisiwe egunyaza ukuthi umhlukumezi aboshwe (suspended warrant of arrest).



Mamafubedu comrades handing over a memorandum calling for an end to child and women abuse to the magistrate in Petrus Steyn

Kodwa nithi ipheshana lingangivikela kanjani ekuhlukunyezweni?

Inkantolo izonikeza umhlukumezi ikhophi yomyalelo wesikhashana wokuvikelwa, inikeze enye ikhophi esiteshini samaphoyisa esizoqokwa nguwe. Uma umhlukumezi engawulaleli uMyayelo, kufanele uthathe uMyalelo oLengisiwe oGunyaza ukuthi aboshwe, uye nawo kunoma yiliphi iphoyisa, ulichazele ukuthi umhlukumezi uwushaya indiva umyalelo wenkantolo. Iphoyisa lizobe selimbekala lokwedelela umyalelo wenkantolo, bese liyambopha njalo. Umhlukunyezwa kufanele ahlale esitokisini kuze kube wusuku lokuthethwa kwecala lakhe. Uma icala lokwedelela umyalelo wenkantolo limlahla, angadonsa ejele noma ahlawuliswe imali. Usenako nokuthi umhlukumezi ummangalele ngecala lokukubeka isandla, elokudlwengula, noma elokuzama ukubulala.

Ngabe azongisiza ngempela amaphoyisa?

Amaphoyisa aphoqelekile ukuthi akusize – usho njalo umthetho! Kufanele akuchazele yonke into ngolimi oluqondayo.

Amaphoyisa aphoqelekile nokuthi akusize uthole indawo ongakhosela kuyo nokuthi akuse kubasebenzi bezempilo, uma kunesidingo salokho. Uma amaphoyisa enqaba ukukusiza, kufanele ubikele ngokushesha iHhovisi eliziMele loMqondisi wezeZikhalazo (Independent Complaints Directorate) kulenamba (011) 838-2875 noma iKhomishani lezokuLingana ngezoBulili kulenamba (011) 403 7182. Uma ngabe ngakini kukhona iNkundla yokuXhumanisa amaPhoyisa noMphakathi (Community Police Forum), ungayibikela nayo. Uma iphoyisa lenqaba ukukusiza, ungabovewle ucasuke nje bese ushiya kanjalo, uphindele ekhaya uyoqhubeka nokuhlukunyezwa, uboshaya phansi ngonyawo ufune ukubonana noMphathi weSiteshi samaPhoyisa (Police Station Commissioner).

Ikhona inamba engakhokhelwa ehlala ivuliwe amahora angama-24 ongashayela kuyo. Ngu-0800 150 150 leyonamba! Ungangabazi nakancane ukuthi ushaye kuyo! Kungumsebenzi wawo wonke ama-shopsteward kaSAMWU ukuthi asize abasebenzi besimame ababhekene nezinkinga zokuhlukunyezwa. Lokho kuyingxeny yobuqabane!

Affirmative Action for black women!

The Employment Equity Act became law in late 1998. You may remember that a story about the Employment Equity Act in the November 1998 edition of *Workers' News*.

The EE Act is supposed to promote affirmative action in workplaces. Under apartheid different jobs were kept for different races. This has led to a situation where even today, labourer and low paid jobs are mostly occupied by black workers. Management and other highly paid positions are occupied mainly by whites.

Unions are still struggling, across the sectors, to close the wage gap.

If the Act is implemented properly, this should change. In terms of the Act, people from "designated groups" are supposed to be the first choices for employment

and promotion. The designated groups are "black people, women and people with disabilities." The Act defines black people as "African, Coloured and Indian people."

But a major problem so far has been women as a designated group. Many employers have used this to promote white women. The Act says that "women" should be promoted. Yet we know that in the past white women were advantaged compared to black women.

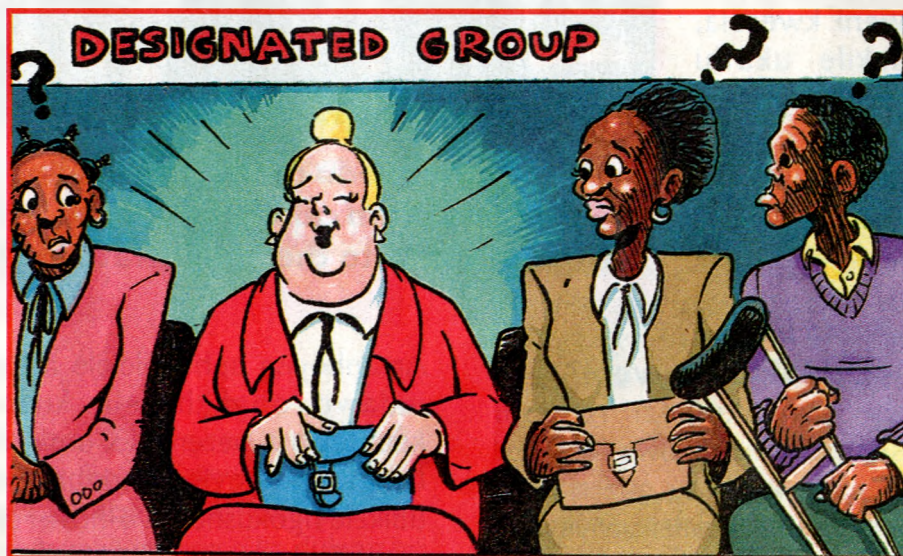
In January 2000, an arbitration award was handed down in the CCMA that will help SAMWU members put a stop to this practice. The award arose out of a case where a white woman working at Portnet applied for promotion to the position of controlling administrator. Portnet's joint transformation committee opposed her application. They said that the position should be advertised outside the company in order to get applications from other disadvantaged people.

The white woman then lodged a grievance against this decision. She argued that she had been prepared for the job through training courses. She argued also that as a woman, she fell into the designated group in terms of the Act. But the union argued that no disadvantaged people had been offered similar training opportunities. The union said this was unfair.

What decided the case was that the transformation committee had been negotiating the company's employment equity plan for several months. The plan

said that the post of controlling administrator should be filled by a black woman. The arbitrator said that the plan must be upheld and that "employers should draw a distinction between candidates from designated groups as they are not all

disadvantaged to the same extent."



What lessons can we learn from this case as municipal workers?

1. Make sure your municipality has an Employment Equity Plan where it is agreed that certain jobs must be set aside for black men, black women and disabled people. The plan should be agreed by the union.
2. Make sure that the union is represented on any affirmative action committee. The union representative on the committee must be in close contact with Branch Office Bearers.
3. Phone your Provincial Legal Officer regularly for news about new CCMA awards and Labour Court judgements that can help you win cases.

Umthetho wezokuLingana eMseben-zini (Employment Equity Act) kuhloswe ngawo ukuthi kukhuthazwe ukuphuculwa kwesimo sasemsebenzini, phecelezi i-affirmative action, kulabo ababecindezelwe phambilini. Sonke siyazi ukuthi ngesikhathi sobandlululo, imisebenzi ethile yayenziwa yizinhlanga ezithile kuphela. Lokho yikhona okwenza ukuthi, nanamhlanje, imisebenzi yokufukuza nekhokha amaholo aphantsi ibe isenziwa ngabasebenzi abamnyama, imvamisa. Imisebenzi yokuphatha neminye ekhokha amaholo aphakeme isenziwa, imvamisa, ngabamholphe. NgokwaloMthetho, uma kuqashwa noma kukhushulelwa abantu ezikhundleni ezingenhla, kufanele kuqalwe "ngamaqembu abaluliwe" (designated groups).

Ngamaqembu abaluliwe kushiwo "abantu abamnyama, abesifazane kanye nabantu abakhubazekile". LoMthetho uchaza abantu abamnyama ngokuthi "aboMdabu (Africans), abeBala (Coloureds) kanye namaNdiya."

Kodwa kunenkinga enkulu emayelana nabesifazane njengeqembu elibaluliwe. Iningi labaqashi selinomkhuba wokukusebenzisa lokhu njengezaba zokukhuphulela abesifazane abamhlophe ezikhundleni ezingenhla. Bathi ingani uMthetho uthi "abesifazane" mabakhushulelwe ezikhundleni ezingenhla. Kodwa sonke siyazi ukuthi, phambilini, abesifazane abamhlophe nabesifazane abamnyama babengacindezelekile ngendlela efanayo. NgoJanawari 2000, umlamuli wakwa CCMA wakhupha isinqumo esizowasiza kakhulu amalungu kaSAMWU ekuwunqandeni lomkhuba. Lesinqumo saba ngumphumela wecala elafakwa ngowesifazane omhlophe osebenza kwaPortnet ngoba kwakuchithwe isicelo ayesifakile sokukhushulelwa esikhundleni esingenhla sokuba yi-controlling administrator. Ikomidi lenhlanganisela lakwaPortnet elibhekene nokulethwa kwezinguquko (joint transformation committee) laphikisana nesicelo sakhe. Laphakamisa ukuthi lesikhundla masimenyezwe ukuze kutholakale izicelo zomsebenzi ezivela nakubantu ababecindezelwe phambilini.

Lona owesifazane omhlophe wabe esefaka isikhalazo mayelana nalesinqumo. Waqhakambisa iphuzu lokuthi yena wayesevele ekuqeqeshelwe ukuthi angene kulesikhundla ngoba wayesevela nokuyokwenza izifundo ezithile eziphathelele nalomsebenzi. Wabeka futhi nephuzu lokuthi yena, njengomuntu wesifazane, uyingxenywe yeqembu elibaluliwe, njengoba kusho uMthetho. Kodwa inyunyana yona yaphendula ngelokuthi ukuya kwakhe ukoyokwenza lezo zifundo kwakuyinto engathi shu ngoba kwakungekho noyedwa

umuntu owayecin-dezelwe phambilini owake wathunyelwa ukuthi ayokwenza lezo zifundo. Kwakusobala ke, ngokubona kwenyunyana, ukuthi babungekho ubulungisa lapho.

Ubufakazi obaqandula ekhanda nobenza ukuthi kuze kukhishwe lesinqumo kwaba obokuthi kwasekuphele izinyanga ikomidi elibhekene nokulethwa kwezinguquko licubungula iSu lezokuLingana eMsebenzini (Employment Equity Plan). NgokwaleliSu, isikhundla se-controlling administrator kwakufanele sinikezwe umuntu wesifazane omnyama. Umlamuli wanquma ukuthi makandelwe lokho okuqukethe kuleliSu nokuthi "abaqashi kufanele bayiqonde into yokuthi abantu abayingxenywe yamaqembu abaluliwe bangeze baphathwa ngendlela efanayo ngoba babengacindezelwe ngendlela efanayo phambilini".

Maqabane, qinisekani ukuthi umasipala wangakini unalo iSu lezokuLingana eMsebenzini okuvunyelwene kulo ukuthi imisebenzi ethile kufanele ibekwe ethala ukuze yenziwe kuphela ngabesilisa abamnyama, abesifazane abamnyama kanye nabantu abakhubazekile. LeliSu kufanele kuvunyelwane ngalo nenyunyana. Niboniseka futhi nokuthi inyunyana inabayimele kunoma yiliphi ikomidi elibhekene ne-affirmative action.

Lowo omele inyunyana kulelo komidi kufanele ahlale exhumana njalo neziPhathimandla zeHhovisi leGatsha (Branch Office Bearers).

Die Wet op Billike Indiensneming is veronderstel om regstellende aksie by die werkplek te bevorder. Ons weet almal dat verkillende soorte werk tydens apartheid vir verkillende rasse opsygesit is. Dit het gelei tot die situasie dat selfs vandag, arbeiderwerk en werk met lae lone meestal deur swart werkers gedoen word. Bestuursposte en ander hoogs betaalde poste word steeds deur witmense bekleed. Volgens die Wet is mense uit "aangewese groepe" veronderstel om die eerste keuse te wees vir indienneming en bevordering. Die aangewese groepe is "swart mense, vroue en mense met gestremdhede". Die Wet definieer swart mense as "Swart, Bruin en Indiërmense".

Maar 'n groot probleem tot dusver was die kwessie van vroue as 'n aangewese groep. Baie werkgewers het dit gebruik om wit vroue te bevorder. Hulle sê dat die Wet sê dat "vroue" bevorder moet word. Tog weet ons almal dat wit vroue in die verlede baie meer bevoordeel is as swart vroue.

In Januarie 2000 is by die KBVA 'n arbitrasie-toekenning gemaak wat SAMWU-lede sal help om 'n einde te bring aan hierdie praktyk. Die toekenning spruit voort uit 'n saak waar 'n wit vrou wat by Portnet werk, aansoek gedoen het om bevordering na die betrekking van beherende administrateur. Portnet se gesamentlike transformasiekomitee het haar aansoek teengestaan. Hulle het gesê die pos moet geadverteer word om aansoeke van benadeelde mense te verkry. Die wit vrou het toe beswaar aangeteken teen hierdie besluit. Sy het aangevoer dat sy deur opleidingskursusse vir die betrekking voorberei is. Sy het ook aangevoer dat as 'n vrou, sy kragtens die Wet onder die aangewese groep val.

Die vakbond se standpunt was egter dat hoewel sy kursusse geloop het, dieselfde kursusse nie aan benadeelde mense aangebied is nie. Die vakbond het gesê dit is onregverdig. Wat uiteindelik die deurslag gegee het, was dat die transformasiekomitee vir baie maande reeds besig was om die maatskappy se plan vir billike indiensneming te onderhandel. En die plan het gesê dat die pos van beherende administrateur deur 'n swart vrou gevul moes word.

Die arbiter het gesê dat die plan gehandhaaf moes word, en dat "werkgewers 'n onderskeid moet tref tussen kandidate vanuit aangewese groepe omdat hulle nie almal tot dieselfde mate benadeel is nie."

Maak seker dat u Munisipaliteit 'n Plan vir Billike Indiensneming het, waarin daar ooreengekom word dat sekere poste opsygsit word vir swart mans, swart vroue en gestremde mense. Die plan moet deur die vakbond goedgekeur word. Maak seker dat die vakbond op enige komitee oor regstellende aksie verteenwoordig word.

Molao wa Tekatekano Mosebetsing (The Employment Equity Act) o tshwanela ho kgothaletsa ho fuwa ha menyetla bao ba neng ba sa fumane nakong e fetileng mesebetsing (affirmative action). Kaofela re a tseba hore ka tlasa aparteiti mesebetsi e fapaneng e ne e behelwa batho ba merabe e itseng feela. Hona ho bakile maemo ao kajeno re bonang a ntse a tswellapele a hore ho mesebetsi e boima le e lefang meputso e tlase e behelwe batho ba batsho feela. Mesebetsi ya manejelemente le e meng e hodimo e lefellowang meputso e phahameng e fumanwa haholo ke ba basweu kapa ona makgowa. Ka ho ya ka Molao ona, batho ba hlahang "dihlopheng tse kgethilweng" e tshwanela ho ba bona ba kgethwang pele bakeng sa mesebetsi le ho nyollwa mesebetsing ya bona. Dihlopha tsena tse kgethuweng ke tsa "batho ba batsho, basadi, le batho ba sa itekanelang." Molao ona o hlalosa batho ba batsho e le "ma-Afrika, ma-Khalate le ma-India." Empa bothata bo boholo ho fihlela ha jwale e bile bo amang taba ya hore basadi ba nkuwe jwalo ka sehlopha se kgethuweng. Bahiri ba bangata ba sebedisitse hona bakeng sa ho ntshetsapele basadi ba makgowa.

Ba re Molao o re "basadi" ba tshwanelwa ho nyollwa mesebetsing ya bona. Empa re a tseba hore nakong e fetileng basadi ba makgowa ba ne ba fumana menyetla e fetang ya ba batsho. Ka Janawari 2000, ho ntshitswe sephetho sa bonamodi sa CCMA se tla thusa ditho tsa SAMWU ho thibela ketso ena. Sephetho sena se tswile nyeweng eo ho yona mosadi wa lekgowa ya sebitsang Portnet, a ileng a etsa kopo ya ho nyollelwa boemong ba controlling administrator. Komiti e kopanetsweng ya diphetoho ya Portnet e ile ya hanyetsana le kopo eo. Ba ile ba re monyetla oo wa mesebetsi o tshwanelwa ho bapatswa hore ho fumanwe dikopo le ho tswa ho batho ba neng ba sa fumane menyetla pejana. Mosadi eo wa lekgowa o ile a hlahisa ngongoreho ya hae kgahlanong le qeto eo. O ne a tseka hore yena o ithutetse mesebetsi oo ka thupelo eo a neng a e fumana. O ile a tseka hape le hore yena jwalo ka motho wa mosadi, o wela tlasa sehlopha se kgethuweng ka ho ya ka Molao wa Tekatekano Mosebetsing.

Empa yunione e ile ya hlahisa ntlha ya hore le haebe a ile a rupellwa ka dithuto tse a di bolelang, batho ba neng ba sa fuwe menyetla pejana bona ha ba ka ba fuwa le ona monyetla oo wa thupelo eo. Yunione e itse hoo ke ntho e yang ka leeme kapa hona ho nka lehlakore. Qeto e entseng hore ho be ho fihlwe nyeweng ena ke ya hore komiti ya diphetoho haesale e ntse e rerisana ka leano la khampani la khiro bakeng sa dikgwedi tse mmalwa. Mme leano leo le re sekgeo sa controlling administrator se tshwanelwa ho tlatswa ke mosadi wa motho e motsho.

Monamodi o itse leano le tshwanelwa ho emiswa mme "bahiri ba bontshe phapang mahareng a batho ba nkuwang ba wela hara dihlopha tse kgethuweng, ka ha batho bao ha ba tingwa menyetla ka tsela e tshwanang kaofela ha bona." Etsang bonnete ba hore bommasepala ba lona ba ba le Leano la Tekatekano Mosebetsing (Employment Equity Plan) moo ho dumellanweng ka hore mesebetsi e itseng e tshwanelwa ho behelwa ka thoko bakeng sa banna ba batho ba batsho, basadi ba batho ba batsho le batho ba sa itekanelang. Leano leo ho tshwanetswe hore ho dumellanwe ka lona le yunione. Etsang bonnete ba hore yunione e na le boemedi komiting ya tshebetso tsa ho fana ka menyetla ho bao ba neng ba sa e fumane (affirmative action committee).

News from Free State Province

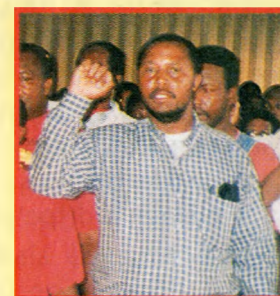
Free State comrades are making advances in fighting TB! South Africa currently has one of the highest TB rates in the world! Over 100,000 people catch TB every year. Most of these people are members of the working class. TB is highly infectious and comrades who are forced to live in overcrowded areas without proper services are at risk. To recover from TB, people need to see doctors very early and take a six-to-eight month course of directly supervised treatment. Many workers or unemployed comrades do not have access to health care. The World Health Organization's TB Program estimates 1.7 million South African's will die unnecessarily of TB in only a decade. In Mamafubedu, rural Free State, volunteers have been trained to fight TB. The goals of this group are to build people's resistance to TB and to increase the cure rate.



Seen here is Comrade Sister Taunyane and comrades, with Puleng Anna Moeketsi. Puleng is the co-ordinator of the South African National Tuberculosis Association (SANTA).



The Free State Provincial Shopstewards Council held a workshop and meeting to discuss Collective Bargaining, Municipal Demarcation, and the Muniicipal Systems Bill. This took place in Bloemfontein at the end of 1999.



This news supplied by Cde Khotso Maduna, Free State

Media Co-ordinator. Please send news about activities in your province to: Workers' News, Private Bag X/9, Athlone, 7760. Please phone the provincial office if you want your media co-ordinator to visit you and take photos.

SAMWU demands affordable housing for the working class and poor!

Comrade DJ Khoza of the North West province reports that the union is busy drawing up a municipal housing policy. The policy will address these burning questions:

- ❖ Is social and rental housing appropriate or affordable for very poor people?
- ❖ What is the relationship between social housing and the People's Housing Process?
- ❖ What is the role of the municipality in delivering social and rented housing?

It is vital for SAMWU to address these and other housing issues. When the Systems Bill becomes law, every municipality will have to come up with an Integrated Development Plan. This IDP details how the municipality will develop to meet the needs of its citizens. SAMWU must influence all IDP's in favour of working class communities. The union must make sure that council housing and rented accommodation is part of the development of every municipality. We should not be forced to continue living in shacks because the only housing is private and too expensive to rent or buy.

Make your voice heard! Send your ideas about municipal housing to Comrade DJ Khoza, who is a shopsteward co-ordinating the housing service committee. His address is SAMWU Office 15, 1st Floor Boekenhoutbraai Building, 146 Smith Street, Rustenburg 0300.



Nuus uit die Sektor: Behuising

Kameraad DJ Khoza van die Noordwes-provinsie rapporteer dat die vakbond besig is om 'n munisipale behuisingsbeleid op te stel. Die beleid sal die volgende brandende vrae aanspreek:

- ❖ Is maatskaplike- en huurbehuising toepaslik of bekostigbaar vir baie arm mense?
- ❖ Wat is die verhouding tussen maatskaplike behuising en die People's Housing Process?
- ❖ Wat is die rol van die munisipaliteit in die lewering van maatskaplike- en huurbehuising?

Dit gaan uiters belangrik wees vir SAMWU om hierdie en ander kwessies rondom behuising aan te spreek. Wanneer die Wetsontwerp op Munisipale Stelsels wet word, sal elke munisipaliteit vorendag moet kom met 'n Geïntegreerde Ontwikkelingsplan. Hierdie GP sal uiteensit hoe die munisipaliteit sal ontwikkel om aan die behoeftes van sy burgers te voldoen. SAMWU moet in staat wees om alle GP's te beïnvloed sodat dit voorsiening maak vir werkersklasgemeenskappe. Die vakbond moet seker maak dat munisipaliteitsbehuising en huurhuise in die besit van die munisipaliteit deel is van die ontwikkeling van elke munisipaliteit, en dat dit die regte soort behuising is vir families. SAMWU wil nie 'n situasie sien waar ons gedwing word om in opslaanhuisse te bly woon omdat die enigste beskikbare behuising privaat is, duur is en te koop is teen 'n prys wat ons nie kan bekostig nie.

ONS DOEN 'N BEROEP OP ALLE WERKERS!

LAAT U STEM GEHOOR WORD!

Stuur asseblief idees omtrent munisipale behuising aan Kameraad DJ Khoza, 'n vloerbeampte wat die dienskomitee oor behuising koördineer. Sy adres is: SAMWU Kantoor 15, 1ste Verdieping, Boekenhoutbraai-Gebou, Smithstraat 146, Rustenburg 0300.

Comrade DJ Khoza wa profensing ya North West o re tlahelela hore yunione e ntse e tshwarahane le mosebetsi wa ho rala pholisi ya mmasepala ya phumantsho ya matlo. Pholisi ena e tla shebana le dipotso tse na tse latelang tsa bohlokwa haholo:

❖ Na ekaba matlo a kgahisano (social housing) le a rentiwa a tla tshwaneleha kapa e tla ba a tla kgonwa ho lefella ke batho ba futsanehileng haholo?

❖ Na dikamano ke dife mahareng a matlo a kgahisano (social housing) le Tshebetso ya ho Neha Batho Matlo e leng People's Housing Process?

❖ Na seabo sa mmasepala ke sefe phumantshong ya matlo a kgahisano le a lefelwang rente?



Are even these the houses that we need?

E tlole ba ntho ya bohlokwa hore SAMWU e shebane le merero ena mmoho le e meng ya phumantsho ya matlo. Ha Molaotshisinyo wa Mekgwatshebetso (Systems Bill) e ba molao, mmasepala e mong le e mong o tla tshwanela ho tla le Leano la Ntshetsopele e Kopaneng e leng Integrated Development Plan - IDP. IDP ena e tla beha kamoo mmasepala a tla tswellapele bakeng sa ho fihlela ditlhoko tsa baahi ba hae. SAMWU e tshwanela ho ba le tshusumetso ho di-IDP tsohle e le hore ho tle ho elwe hloko basebetsi bohle. Yunione e tshwanela ho etsa bonnete ba hore matlo a khansela le dibaka tsa bodulo tse lefelwang rente tsa khansela di ba karolo ya ntshetsopele ya mmasepala ka mong, mme e be mofuta o nepahetseng wa matlo bakeng sa ba malapa. SAMWU ha e batle ho bona seemo se tla re qobella ho kgutlela morao ho mekhukhu hobane matlo a setseng feela e se e le a porafete, a jang tjelete e ngata, mme a rekiswa ka theko eo re ke keng ra e kgona.

Re etsa boipiletso ho basebetsi bohle!
Etsang hore mantswe a lona a utlwahale!
Le kopjwa hore le romele mehopolo ya lona e mabapi le phumantsho ya matlo a mmasepala ho Comrade DJ Khoza, eo e leng shopsteward e hokahanyang komiti ya ditshebeletso tsa phumantsho ya matlo. Aterese ya hae ke: SAMWU Office 15, 1st Floor Boekenhoutbraai Building, 146 Smith Street, Rustenburg 0300.

Iqabane uD J Khoza wasesifundazweni saseNyakatho Ntshonalanga usibikela ukuthi inyunyana imatasatasa ibhala umgomo kamasipala wezezindlu (housing policy). Lomgomo kuhloswe ngawo ukuthi kuphendulwe lemibuzo ephuthumayo elandelayo:

❖ Ngabe izindlu ezakhiwa ngumphakathi (social housing) nezindlu ezikhokhelwa irente yizona zindlu ezifanele ukuhlala abantu abampofu nezingembi eqolo?

❖ Ngabe kunabudlelwane buni phakathi kwezindlu ezakhiwa ngumphakathi nezindlu ezakhiwa yi-Peoples' Housing Process?

❖ Ngabe umasipala ubamba qhaza lini ekwakhiweni kwezindlu ezakhiwa ngumphakathi (social housing) nezindlu ezikhokhelwa irente?

Kuzobaluleka kakhulu ukuthi uSAMWU enze imizamo yokuzixazulula lezinkinga kanye nezinye eziphathelele nezindlu. Uma uMthethosivivinywa wezoku-Sebenza kwawoMasipala (Systems Bill) ususebenza, yilowo nalowo masipala kuzodingeka ukuthi eze neSuleliBumbene lezeNtuthuko (Integrated Development Plan, phecelezi i-IDP). Le-IDP iyona ezokubeka obala ukuthi lowomasipala uqonde ukuzithuthukisa kanjani ukuze akwazi ukuhlangabezana nezidingo zomphakathi omakhele ongabasebenzi. Inyunyana kufanele iqinisekise ukuthi izindlu zomkhandlu wedolobha (council housing) kanye nezindlu ezikhokhelwa irente ziyinxenye yezinhlelo zentuthuko zabo bonke omasipala nokuthi ziyizindlu ezilungele ukuhlala imindeneni. U-SAMWU akafuni ukuthi sizithole sesibhekene nesimo lapho sizozithola khona sesiphokelekile ukuthi sihlale emijondolo ngesizathu sokuthi izindlu ezitholakayo sekuyilezo kuphela ezingezangasese nezimba eqolo nezithengiswa ngamanani isingeke sibe nako ukuwakhona.

Simema wonke amaqabane! Zwakalisani uluvo lwenu! Sicela nithumele imibono yenu mayelana nezezindlu zakwamasipala kuqabane D J Khoza oyi-shopsteward engumxhumanisi wekomidi lezezindlu. Ikheli lakhe lithi: SAMWU, Office 15, 1st Floor, Boekenhoutbraai Building, 146 Smith Street, Rustenburg, 0300.

Vote for an Honest and Democratic Leader!

Eastern Cape Provincial Educator, Thobile Maso, writes that all SAMWU members should begin debating the qualities of leadership needed from shopstewards.

Before May 2000, general shopsteward elections will take place in every workplace where SAMWU has members. Shopstewards do not only defend workers against disciplinaries, or take up grievances. All shopstewards must lead municipal workers and make difficult decisions. A shopsteward must have these qualities:

A commitment to build democracy and unity

Unity cannot be dictated or enforced by one or few people. Unity must be built through collective debate and discussion. Leaders must be people who listen to others. A leader must always encourage open debate on issues, and not stifle discussions that differ from his or her personal views. It is only through open and honest debate that we can become united around a common position.

Keep to the mandate!

A leader must work **WITHIN** the mandate given by workers. He or she must regularly report back to the workers, and account for decisions taken by the union's structures.

Honesty

Shopstewards must be honest. The union does not need shopstewards who are arrogant and refuse to admit when they have failed. SAMWU needs leaders who tell workers the truth at all times. A good shopsteward will not mislead workers to follow a path where they might lose.

Courageous, not foolish

A shopsteward must have the courage to stand up to management, councillors and angry crowds. But a leader will also know when to retreat. People who want to be seen as heroes or warriors often make the worst leaders.

A leader gives direction

A leader must have views and express views. He or she must think hard about problems and provide advice. A shopsteward is not just a messenger who brings issues to the workers and tells them to decide. A shopsteward must facilitate a debate that results in a democratic mandate.

NO TO CORRUPTION!

SAMWU does not want corrupt shopstewards - whether they are corrupt with the union's money or in the municipality. Corrupt people are self-interested. SAMWU wants shopstewards who are interested in workers, not themselves.

A hunger to learn and teach

A shopsteward must seek to be well-informed on issues affecting workers around the world. She or he must encourage workers to educate themselves. There is no democracy without freedom of information.

Flexibility and Firmness

A leader is flexible in dealing with workers and negotiations but defends principled positions.

Working collectively

A shopsteward must be able to work collectively with other shopstewards and avoid personal conflicts. Often it is the small things, like being punctual for joint shopstewards meetings, resolving personal tensions between other comrades, which show the capacity for working collectively.

Social and economic justice for all

The union is not just a service organisation. It is not just about solving workers problems. The problems that municipal and all other workers face today are a reflection of continuing inequality and injustice in the world. There are also fundamental principles of social justice that leaders must be committed to, such as non-sexism, non-racialism and a belief in economic equality for all.

What's in it for me?

If you are asking this question then you should never be a union shopsteward. Being a shopsteward is not about placing yourself in a good position to get promoted or to get a top leadership position where you will have a lot of power. Being a shopsteward is about sitting late into the night with workers, debating issues, and preparing for hours on end to fight disciplinaries and take up grievances.

Posters are in your branch offices. Please collect one!

Makulungiselelwe ukhetho lwabameli-babasebenzi besizwe

Maqabane, phambi kukaMeyi 2000, kuya kubanjwa ukhetho lwabameli-basebenzi besizwe kubo bonke oomasipala, iikhansile zesixeko neebhodi zamanzi apho u-SAMWU anamalungu khona. Votelani i-shopsteward enezimpawu zobuholi!

Ukuzinikela ekwakheni idemokhrasi nomanyano

Umanyano alunakuyalelwa okanye lunyanzelwe ngumntu omnye okanye abantu abambalwa. Umanyano kufuneka lwakhiwe ngeengxoxo zabantu abaninzi. Iinkokeli kufuneka zibe ngabamntu ezibama-melayo abanye abantu. Iinkokeli kufuneka isoloko ikhuthaza ukuba kuxoxwe ngokuphandle ngemiba emininzi, ingazici-ezeli iingxoxo ezithi zahluke kwizimvo ezizezayo. Kuxa sixoxa ngokukhululekileyo nangokunyanisekileyo apho singanako ukumanyana kwizinto ezisichaphazela sonke.

ezithi zahluke kwizimvo ezizezayo. Kuxa sixoxa ngokukhululekileyo nangokunyanisekileyo apho singanako ukumanyana kwizinto ezisichaphazela sonke.

Izinto ezigunyaziswayo nokumela izenzo

Inkokheli kufuneka isebenze PHAKATHI kwemida yoko ikugunyazisiweyo ngabasebenzi. Kufuneka rhoqo inike ingxelo kubasebenzi ze icacise nezigqibo ezithathwe kumabakala athile eyuniyoni.

Ukunyaniseka

Abameli-basebenzi kufuneka banyaniseke. Iyuniyoni ayibafuni abasebenzi abanekratshi futhi abalayo ukuvuma xa bethe abaphumelela okanye benza imposiso. U-SAMWU ufuna iinkokeli ezibaxelela inyani abasebenzi ngalo lonke ixesha. Umzekelo, ummeli-basebenzi onguye uya kumxelela umsebenzi ngokuphandle ukuba ibango lakhe liya kuphunyelelwa na, endaweni yokubalahlekisa abasebenzi ngokuthi mabalandele indlela apho bangangaphumeleli.

Ukuba nesibindi kodwa ingebobudenge

Ummeli-basebenzi kufuneka abe nesibindi sokumelana nabaphathi, ii-councillors nezihlwele ezinomsindo. Kodwa ke iinkokeli iyazi xa kufuneka ibuye umva. Abantu abasoloko befuna ukubonwa njengamagorha baziinkokeli ezimbi.

Inkokeli ikhomba indlela

Inkokeli kufuneka ibe nezimvo, izivakalise izimvo zayo. Kufuneka icinge nzulu, icinge ixesha elide ngeengxaki, inike neengcebiso. Ummeli-basebenzi asisosigidimi nje esizisa imiba ethile kubasebenzi size sibaxelele ukuba benze izigqibo. Abameli-basebenzi kufuneka bakhuthaze uhlobo lwengxoxo oluya kuba nesiphumo sogunyaziso lwentando yesininzi.

PHANTSI NGORHWAPHILIZO

U-SAMWU akabafuni abameli-basebenzi abenza urhwaphilizo - nokuba barhwaphiliza imali yeyuniyoni okanye ekamasipala. Abantu abazibandakanya norhwaphilizo bakwenza oko ngeenjongo zokwanelisa iziqu zabo. Iyuniyoni ifuna iinkokeli ezikhathalele iimfuno zabasebenzi ngaphezu kweemfuno zabo.

Ukunxanelwa ukufunda nokufundisa

Ummeli-basebenzi kufuneka esoloko efuna ulwazi oluphangeleleyo ngemiba echaphazela abasebenzi ehlabathini jikelele. Kufuneka abakhuthaze abasebenzi ukuba nabo bafunde. Alunakubakho ulawulo ngentando yesininzi ukuba abantu abanalwazi.



Ukwazi apho kufuneka uyekelele khona, nalapho kufuneka uqine khona

Inkokeli kufuneka ikwazi ukuba apho kufuneka iyekelele khona xa isebenza nabasebenzi okanye xa isenza uthetha-thethwano kodwa ke ngaxesha-nye kufuneka ikwazi ukuyikhusela imigaqo-nkqubo eyamkelekileyo.

Ukusebenzisana

Ummeli-basebenzi kufuneka abe nako ukusebenzisana nabanye abameli-basebenzi, aziphephe iingxabano ezingezezomsebenzi. Amaxesha amaninzi zizinto ezincinci, njengokufika ngexesha kwiintlanganiso nabanye abameli-basebenzi, ukusombulula iingxabano phakathi kwabantu, ezithi zibonise ubugcisa bokukwazi ukusebenzisana nabanye.

Ukuzinikela ekusebenzeleni ubulungisa kwezentlalo**nakwezoqoqsho kuye wonke ubani**

Iyuniyoni asingombutho nje wokukhonza abasebenzi. Umsebenzi wayo asikokusombulula iingxaki nje. Iingxaki abajongene nazo abasebenzi bakamasipala nabanye bonke abasebenzi namhlanje zibonisa ukunqaba kobulungisa nokungaphathwa kwabantu ngokulinganayo ehlabathini jikelele. Kukho nemiqathango engundoqo yobulungisa kwezentlalo ekufuneka zizinikele kuyo iinkokelo, efana nokungacalulwa ngokwesini, ukungacalu-calulwa ngokobuhlanga nenkolelo yokuba bonke abantu kufuneka baphathwe ngokulinganayo kwezoqoqsho.

Mna ndiza kufumana ntoni?

Ukuba uthi ubuze lo mbuzo, umsebenzi wokuba ngummeli-basebenzi awukufanelanga. Ukuba ngummeli-basebenzi akuthethi ukuba uzibeka esikhundleni esifanelekileyo ukuze wonyuselwe okanye ufumane isikhundla esiphezulu sobunkokeli, apho uya kuba namagunya amaninzi. Ukuba ngummeli-basebenzi kuthetha ukuhlala nabasebenzi de kube sebusuku, nixoxa ngemiba ethile, kuthetha nokuhlala iiyure ngeeyure ulungiselela ukulwa noluleko olubekwa abasebenzi, nokuphakamisa izikhalazo zabasebenzi.

Tref voorbereiding vir die Nasionale Shopstewards Verkiesings!

Kamerade, voor Mei 2000, sal daar nasionale shopstewards verkiesings plaasvind in alle munisipaliteite, distriksrade en waterrade waar SAMWU lede het. Stem vir shopstewards met leierskap kwaliteite!

Toewyding om demokrasie en eenheid te bou

Eenheid kan nie voorgeskryf word of deur een of 'n paar mense afgedwing word nie. Eenheid moet gebou word deur kollektiewe debat en besprekings. Leiers moet mense wees wat na ander luister. 'n Leier moet altyd oop debatering op kwessies aanmoedig, en nie besprekings versmoor wat verskil van hom of haar persoonlike sienswyse nie. Dit is net deur oop en eerlike debatering dat ons rondom 'n gemene posisie kan verenig.

Mandate en Aanspreeklikheid

'n Leier moet werk binne die mandaat wat deur die werkers gegee is. Hy of sy moet gereeld terugvoering gee aan die werkers, en verantwoording doen vir besluite wat deur die unie se strukture geneem was.

Eerlikheid

Shopstewards moet eerlik wees. Die unie het nie shopstewards nodig wat arrogant is en weier om te erken dat hulle gefaal het of wanneer hulle 'n fout gemaak het nie. SAMWU benodig leiers wat die waarheid aan werkers vertel ten alle tye. 'n Goeie shopsteward sal 'n werker realisties vertel of 'n eis gewen kan word liever as om die werkers te mislei om 'n pad te volg waar hulle kan verloor.

Dapper maar nie laf nie.

'n Shopsteward moet die moed het om op te staan teen die bestuur, raadslede en skares wat kwaad is. Maar 'n leier moet ook weet wanneer om 'n stap terug te neem. Mense wat gesien wil wees as helde of krygers is baie keer die ergste leiers.

'n Leier gee leiding

'n Leier moet sienswyses hê en dit uitdruk. Hy of sy moet lank en hard dink oor probleme en moet raad gee. 'n Shopsteward is nie net 'n boodskapper wat kwessies na die werkers bring sodat hulle kan besluit nie. 'n Shopsteward moet debat fasiliteer wat na demokratiese mandate sal lei.



Nee vir Korrupsie!

SAMWU wil nie shopstewards hê wat korrup is nie – of hulle nou korrup is met die unie se geld of met die munisipaliteit se geld. Die unie benoedig leiers wat meer

omgee vir die belange van die werkers as hulself.

'n Hongerte om te leer en ander te leer

'n Shopsteward moet soek om goed ingelig te wees oor kwessies wat werkers affekteer regoor die wêreld. Sy of hy moet werkers aanmoedig om hulself op te lei. Daar kan geen demokrasie wees sonder informasie nie.

Buigbaarheid en Fermheid

'n Leier behandel werkers en onderhandelinge op 'n buigbare manier maar verdedig terselfdertyd beginsel.

Samewerking

'n Shopsteward moet in staat wees om kollektief met ander shopstewards te kan werk, en om persoonlike konflikte te vermy. Baie keer is dit die klein dinge, soos om betyds te wees vir gesamentlike shopstewards vergaderings, die oplossing van persoonlike konflik tussen ander kamerade, wat die kapasiteit wys om kollektief saam te werk.

Toewyding aan sosiale ekonomiese geregtigheid vir almal

Die unie is nie net 'n dienste organisasie nie. Dit is nie net daar om probleme van werkers op te los nie. Die probleme wat munisipale en ander werkers in die oë staan vandag is 'n weerspieëling van aanhoudende ongelukheid en onreg in die wêreld. Daar is ook fundamentele beginsels van sosiale geregtigheid waaraan leiers toegewyd moet wees, soos nie - seksisme, nie - rassisme, en 'n geloof in ekonomiese gelykheid vir almal.

Wat is daarin vir my?

As jy hierdie vraag vra dan moet jy nooit 'n shopsteward wees nie. Om 'n shopsteward te wees is nie om jouself in 'n goeie posisie te plaas vir 'n promosie nie. Om 'n shopsteward te wees is om tot laat in die aand met werkers te sit, en om vir ure voor te berei om dissiplinêre sake te beveg en griewe op te neem.

Itokisetseng Dikgetho tsa Naha tsa Di-Shopsteward!

Comrades, pele ho kgwedi ya Mei 2000, ho tla tshwarwa dikgetho tsa naha tsa di-shopsteward ho bommasepala bohle, dikhanseleng tsa diterekele ho diboto tsa metsi tsohle moo SAMWU e nang le ditho teng. Voutelang shopsteward e nang le bokgoni kapa ona matshwao a boetapele!

Maikemisetso a ho bopa demokerasi le kopano

Kopano e ke ke ya laelwa kapa ya qobellwa ke motho a le mong kapa ba mmalwa. Kopano e tshwanelwa ho bopjwa ka dipuisano le ditherisano tse kopanetsweng. Baetapele e tshwanela ho ba batho ba mamelang ba bang. Moetapele o tshwanela hore kamehla a kgothaletse dipuisano tse se nang sephiri mabapi le merero e itseng, mme a se ke a hatella dipuisano tse fapanang le mehopolo ya hae. Ke feela ka ho ba le dipuisano tse se nang sephiri re ka kopanang ra ba ngatana nngwe morerong o le mong o tshwanang.

Ditaetso le Maikarabelo

Moetapele o tshwanela ho etsa dintho ka ho LATELA taetso a e fumaneng ho tswa ho basebetsi. O tshwanela ho fana ka dipehelo kgafetsa ho basebetsi, mme a ikarabelle diqetong tse entsweng ke dibopeho tsa yunione.

Botshepehi

Di-shopsteward di tshwanela ho tshepahala. Yunione ha e hloke di-shopsteward tse manganga mme tse sa batleng ho dumela ha di hlolehile kapa ha di entse phoso. SAMWU e hloka baetapele ba bolellang batho nnete kamehla. Mohlala, shopsteward e tsebang mosebetsi wa yona hantle e tla bolella mosebetsi haebe tseko e ka fengwa, ho ena le ho thetsa basebetsi hore ba latele tsela e tla qetella e entse hore ba hlolehe.

Ho ba le sebete empa e seng ka tsela e sethoto

Shopsteward e tshwanela ho ba le sebete sa ho ema e tobane le manejemente, dikhanselara kapa sehlopha sa batho ba halefileng. Empa moetapele hape o tla tseba nako eo a tshwanelang ho ikgulela morao. Empa batho bao hangata ba batlang ho ba bahale ba qetella ba bile baetapele ba seng batle hakaalo.

Moetapele o tseba se tshwanelwang ho etsuwa

Moetapele o tshwanela ho ba le maikutlo a hae mme a a hlalaise. Yena o tshwanela ho nahana haholo hape le ka thata ka mathata e be o fana ka dikeletso. Shopsteward ha se moromuwa feela ya tlisang ditaba ho basebetsi e be o ba bolella hore ba etse diqeto. Shopsteward e tshwanela ho bebofatsa mofuta wa dipuisano tse tla ba le sephetho sa demokerasi.

BOBODU HA BO BATLEHE!

SAMWU ha ebatle di-shopsteward tse nang le bobodu – bona e ka ba bobodu ba ditjhelete tsa yunione kapa ditjhelete tsa mmasepala. Batho ba ikamahanyang le bobodu ba etsa jwalo hobane ba batla ho inkela ho itseng. Yunione e batla baetapele ba elang hloko ditabatabelo tsa basebetsi ho ena le tsa bona ba le bang.

Ho labalabela ho ithuta le ho ruta

Shopsteward e tshwanela ho tseka ho tseba dintho tse amang basebetsi lefatsheng ka bophara. E tshwanela ho kgothalletsa basebetsi hore ba ithute. Ho ke ke ha ba le demokerasi ntle le tlhahisoleseding.

Ho sebetisa mmoho

Shopsteward e tshwanela ho sebetisa mmoho le di-shopsteward tse ding bakeng sa ho qoba dikgohlano. Hangata ke dintho tse nyenyane tse jwalo ka ho fihla ka nako dikopanong tse kopanetsweng tsa di-shopsteward, ho rarolla ditaba tse etsang hore di-comrade di se utlwane, ho bontshang ho sebetisa mmoho.

Ho ikemisetsa ho ba le toka ya kgahisano le ikonomi bakeng sa bohle

Yunione ha se mokgatlo wa ditshebeletso feela. Ha e mabapi le ho rarolla mathata a basebetsi feela. Mathata ao basebetsi ba mmasepala ekasitana le basebetsi ba bang bohle ba tobanang le ona kajeno ke sesupo sa ho se lekalekane le ho hloka toka ho ntseng ho tswellapele lefatsheng ka bophara. Hape ho na le metheo ya bohlokwa ya toka ya kgahisano eo baetapele ba tshwanelang ho ikemisetsa bakeng sa yona, jwalo ka ho se kgetholle ka ho ya ka hore motho ke monna kapa mosadi, ho se kgetholle ka ho ya ka morabe, le ho dumela ho tekatekano ikonoming bakeng sa bohle.

Na nna ke tla fumana molemo ofe ka hona?

Ha o ipotsa potso ena, moo ha o a tshwanela ho ba shopsteward ya yunione. Ho ba shopsteward ha ho bolele ho ipeha maemong a matle a hore o tle o nyollwe mosebetsing kapa o fumane setulo se phahameng sa boetapele moo o tla ba le matla a mangata. Ho ba shopsteward ho bolela ho dula le basebetsi ho fihlela nakong tsa masiu, le buisana ka dintho tse itseng, mme le lokisetsa dihora tsa ho lwantshana le dinyewe tse kgahlanong le basebetsi kapa ho tshwarahana le ditlelebo.

At least one-third of all shopstewards must be women!

Molaotheo wa SAMWU o re karolo ya nngwe ho tharo ya di-shopsteward tsohle tse kgethilweng e tshwanela ho ba basadi!



Umthethosisikelo kaSAMWU uthi ingxenyeyodwa kwezintathu yawo wonke amashopsteward akhethiwe kufanele kube ngawesifazane!

Een derde van alle vloerbeamptes moet vrouwe wees!

Power station workers are dying!

Comrades at Cape Town's Athlone power station are afraid. Several have died of asbestosis, and many more are beginning to look ill. "You see a guy beginning to lose weight at work and you know what's wrong," says SAMWU Member Trevor Rieb, 47. "And then you start to wonder: when is it going to happen to me?"

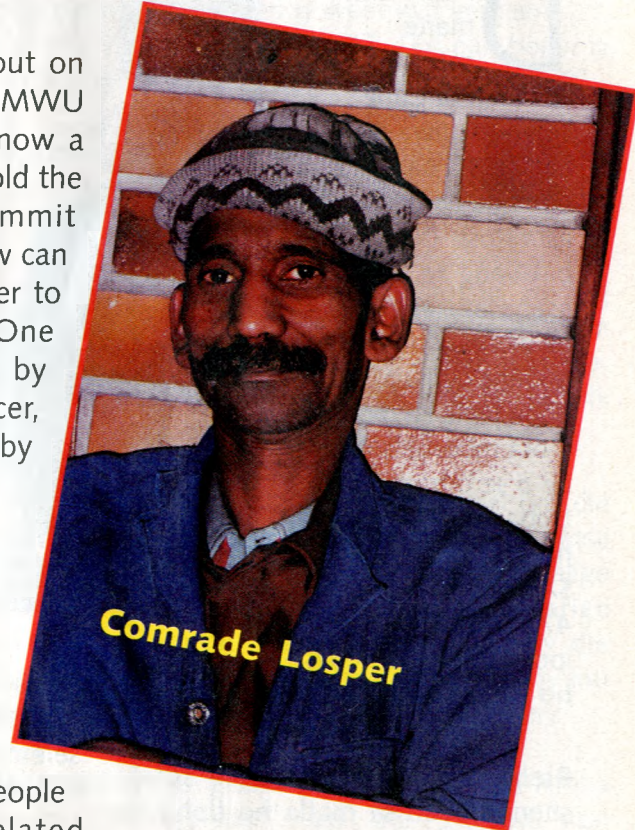
Rieb, who has worked in the power station since 1979, tells how the comrades cut away the asbestos coverings on pipes, without using any protective equipment. They then used air hoses to blow the area clean, causing the deadly asbestos fibres to become airborne dust. Workers breathe this dust, the fibres lodge in the lungs and cannot be removed. "If I'd known what it was I would have got the hell out of there," says Cde Rieb.

Comrade Losper also has asbestosis. He received a one off payment of R17 000, which he spent on a trip to Mecca. He will not receive anything more. "But I don't blame him", says Cde Rieb. "If I got some money and spent it on an overseas trip, at least I could say I've been overseas in my life". Cde Rieb, along with all the other workers, is still waiting for some kind of compensation. The council appointed a task team to address the asbestos issue.

Regular tests are carried out on workers. But as former SAMWU member Charles Kadalie, now a 47-year old lay preacher, told the National Asbestos Summit in November last year "how can you get your own employer to do medical screening?" One month after being passed by the council's medical officer, Cde Kadalie was diagnosed by a private doctor.

Asbestos dust can cause lung cancer. Symptoms can appear 15 or more years after exposure. South Africa is the "world leader" in asbestos poisoning. About 50 000 people suffer from asbestos related diseases. Although there is a total ban on asbestos products in the European Union and United Kingdom, white asbestos is used in low cost housing projects. The housing ministry insists that there is no danger, although many remain unconvinced.

Council policy is to board any worker who loses 40% of his lung capacity. Workers say that 40% is too high, because health problems start at only 15% asbestosis. SAMWU wants all affected workers to be redeployed to less physically demanding environments. The comrades say that they also want to take up a separate court case.



The power station is now cleared of dangerous asbestos. But it's too late for some comrades. They are doomed to die a slow and painful death. "I feel sick continuously because I'm scared", says Rieb. "I think I'll die of fear before the disease kills me."

Comrades at other power stations around the country: please write to *Workers' News* if there is asbestosis at your plant. The union must take up a national campaign against this. It is barbaric that workers should still die of a preventable disease now in the new millenium.

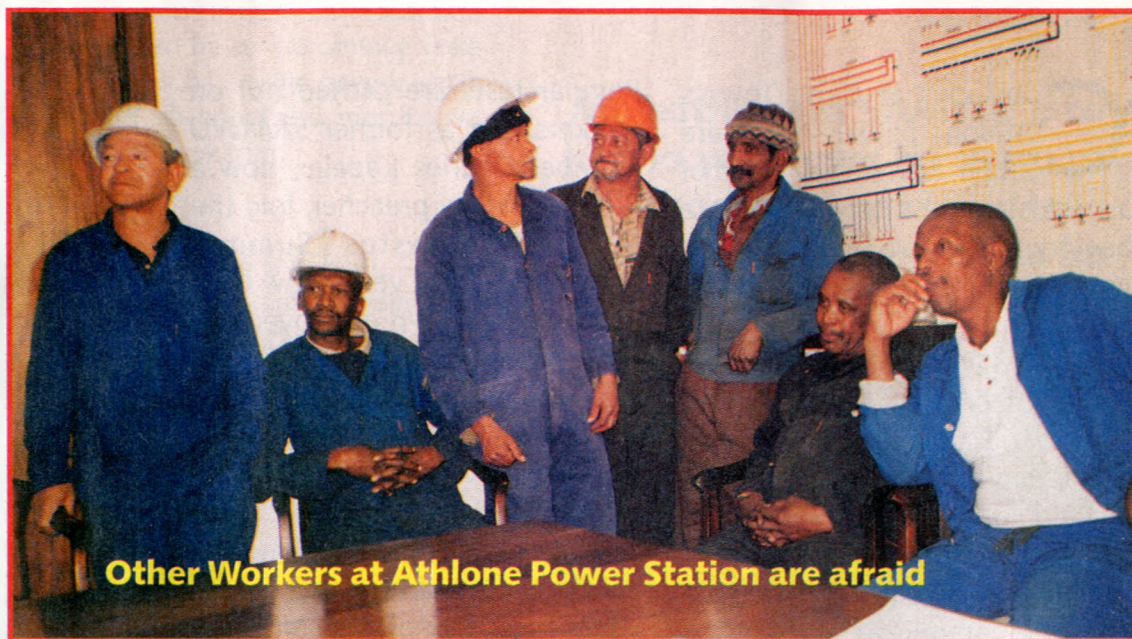
This is an edited version of an article that first appeared in the Mail and Guardian newspaper. Thanks to Comrade Journalist Walton Pantland for allowing us to use it.

Lerole le ile empa ditlamorao tsa lona di ntse di bonahala

Di-Comrade mane seteisheneng sa matla sa Cape Town di utlwa di tshaba. Ba bangata ba bona ba tla bolawa ke asbestosis (lefu le bakwang ke asebesetose) mme ba bangata ba boheha ba kula. "O bona feela ka monna a ota mosebetsing e be o se o ntse o tseba lebaka ke lefe," ho rialo Setho sa SAMWU Trevor Rieb, 47. "E be o qala ho ipotsa hore: na hona ho tllilo etsahala neng ho nna?"

Rieb, ya seng a sebeditse seteisheneng seo sa matla ho tloha ka 1979, o bolela kamoo di-comrade di tlosang bokahodimo ba asebesetose bo kwahetseng diphaepe, ntle le ho nehwa disebediswa tsa ho itshireletsa. E be ba sebedisa diphaepe tsa moya ho hlwekisa sebaka seo, mme hona ho etsa hore difaeba tse kotsi tsa asebesetose di be lerole le yang moyeng. Basebetsi e be ba phefomoloha lerole leo, difaeba tseo tsa asebesetose di kene matshwafong a bona, di se kgone ho tswa. "Ha ke ne ke tsebile e sa le kgale, nka be ke tswile kgale moo," ho rialo Cde Rieb.

Khansele e kgethile sehlopha sa batho ba tla shebana le taba ena ya asebesetose, mme kgafetsa ho etsuwa diteko ho basebetsi. Empa jwale ka e mong ya kileng a ba setho sa SAMWU nakong e fetileng, Charles Kadalie ya dilemo di 47, mme jwale a se a le motho ya ntseng a ithutela ho ba moruti, a ile a bolella Seboka sa Naha se mabapi le



Other Workers at Athlone Power Station are afraid

Asebesetose e leng National Asbestos Summit, ka Nofemere selemong se fetileng a re "ho ka kgoneha jwang hore mohiri wa hao e be yena ya etsang diteko tsena tsa bongaka?" Kgwedi e le nngwe kamora hoba mo-ofisiri wa bongaka wa khansele a bolele hore diteko tsa hae tsa ho lekola asebesetose di bontsha a phetse hantle, Cde Kadalie o ile a fumanwa a na le lefu la asbestosis ke ngaka ya poraefete.

Lerole la asebesetose le ka baka kankere ya matshwafo. Matshwao a yona a ka hlahella kamora dilemo tse 15 kapa ka hodimo ho moo kamora hoba e ho kene. Naha ya Afrika Borwa e tswa pele ha ho tliwa tjhefong e bakwang ke asebesetose. E ka ba batho ba ka bang 50 000 ba nang le mafu a amanang le asebesetose.

Pholisi ya khansele ha jwale ke ya hore ho kengwe tlasa tlhokomelo ya bongaka motho e mong le mong ya tla lahlehelwa ke bokgoni ba ho sebetsa ha matshwafo a hae ka 40%. Basebetsi ba re 40% e hodimo

haholo, hobane mathata a bophelo a qala le ha comrade e na le asbestosis e etsang 15% feela. Basebetsi ba batlang phumola-meokgo ba romelwa ho lefapha la phumola-meokgo ya mosebetsing.

Seteisheneng sena sa sa matla jwale ho se ho tlositswe asebesetose ena e kotsi. Empa hona ha ho sa na molemo wa letho ho di-comrade tse ding. Ba se ba lebelletse ho shwa lefu le sehloho la butle. "Kamehla ke ikutlwa ke kula hobane ke tshohile", ho rialo Rieb.

Comrade Losper o ile a fumana tefello e le nngwe feela ya kontane ya R17 000 ho tswa letloleng la phumola-meokgo ya basebetsi, mme yena a sebedisa tjhelete eo leetong la ho ya kwana Mecca. A ke ke a pheta a fumana e nngwe hape. "Empa ha ke mmehe phoso, ho rialo Rieb. "Le nna ha nka fumana tjhelete nka e sebedisa ho etela mose ho mawatle, mme moo le nna nka ikotla sefuba ka re nkile ka ya mose bophelong ba ka".

Alusekho uthuli kodwa imiphumela yalo yona isezwakala

Ahlalele ovalweni amaqabane ephawasiteshi yase-Athlone, eKapa. Ambalwa aseshonile ngenxa yesifo somdlavuza esaziwa ngokuthi yi-asbhestosisi, kanti maningi namanye aseqale ukugula. "Uma ubona umuntu osebenza naye eqala ukuzaca, uvele wazi nje ukuthi inkinga yakhe yini", kusho ilungu likaSAMWU uTrevor Rieb, ominyaka yobudala ingama-47. "Ubese uyaqala uyazibuza uyaziphendula: kazi mina kuzongehlela nini lokhu?"

URieb, osesebenze kulephawasiteshi ukusukela ngo 1979, uyachaza indlela amaqabane asika ngayo isembozo se-asbhestasi emapayipini kungasetshenziswa zimfonyo zokuzivikela. Bavame nokusebenzisa amapayipi omoya ukuphephetha izindawo abasebenzela kuzo ukuze zihlanzeka, kanti lokho kudala ukuthi uthuli oluyingozi lwe-asbhestasi lugcwale emoyeni abawuphefumulayo. Abasebenzi bayaye bahogele loluthuli beselwakhela emaphashini abo unomphela. "Ukuba ngangazi ukuthi luthuli luni lolu, ngabe ngaphuma ngaphela kuleya ndawo", kusho iqabane uRieb.

Kusenokuphela iminyaka eyi-15 noma ngaphezulu phambi kokuthi izinkomba zalesifo ziqale ukuzibonakalisa. INingizimu Afrika iyona "ephuma phambili" emhlabeni wonke jikelele ngobuningi babantu abanezifo ezidalwa yi-asbhestasi. Babalelwa ku 50 000 abantu abanezifo ezidalwa yi-asbhestasi.

Umgomo womkhandlu, njengamanje, owokuthi abasebenzi asebelahlekelwe ngu-40% wokusebenza kwamaphaphu abo banikezwe impesheni yabagulayo (medical boarding). Abasebenzi bona bathi u-40% mningi kakhulu, ngoba ngisho iqabane lingenwe ngu-15% kuphela we-asbhestosisi liba nezinkinga eziningi zezempilo. Abasebenzi abafuna ukunxeshezela bayaye batshelwe ngesikhwama sikahulumeni sokunxephezela abasebenzi (workman's compensation). Iphawasiteshi ayisenayo manje le-asbhestasi eyingozi. Kodwa lokho kufike emuva kwesikhathi kwamanye amaqabane. Sebelindwe ukufa kabuhlungu, befa kancane kancane. "Ngihlala ngigula ngaso sonke isikhathi ngenxa yokwesaba", kusho uRieb. "Ngibona sengathi ngizobulawa uvalo singakangigojeli lesifo". Iqabane uLosper wakhokhelwa imali, engeyokuqala neyokugcina (once off), engu-R17 000 nayisebenzisela ukuthatha uhambo lokholo lokuya eMecca. Ngeke aphinde akhokhelwe lutho futhi. "Angimsoli mina", kusho uRieb. "Uma ngingake ngithole imali ngihambe ngayo ukuya phesheya, ngingakwazi ukuthi, empilweni yami, okungenani, ngake ngavakashela phesheya."

Kamerade by Kaapstad se Athlone-kragstasie is bang. Verskeie is aan asbestose dood, en baie ander begin siek lyk. "Jy sien iemand begin gewig verloor, en jy weet wat verkeerd is", sê SAMWU-lid Trevor Rieb, 47. "En dan begin jy te wonder: wanneer gaan dit met my gebeur?"

Kamerade moes die asbesomhulsels aan pype weggesny het sonder om enige beskermende toerusting te gebruik. Dan het hulle lugspuite gebruik om die area skoon te maak, wat veroorsaak dat die dodelike asbesvesels as stof in die lug ronddryf. Werkers asem die stof in, die vesels gaan sit in die longe vas, en kan nie verwyder word nie. "As ek geweet het wat dit was, sou ek dadelik gesorg het dat ek daar wegom", sê Kd. Rieb.

Die Stadsraad het 'n taakspan aangestel om die asbeskwessie aan te spreek, en gereelde toetse word op werkers uitgevoer. Maar soos voormalige SAMWU-lid Charles Kadalie, nou 'n 47-jarige lekeprediker, in November verlede jaar by die Nasionale Asbesberaad gesê het, "Hoe kan jy jou eie werkgewer 'n mediese toets laat uitvoer?"

Asbestof kan longkanker veroorsaak. Suid-Afrika is 'n "wêreldleier" op die gebied van asbesvergiftiging. Omtrent 50 000 mense ly aan asbesverwante siektes. Die Raad se beleid is tans om enigiemand wat 40% van sy longkapasiteit verloor, met mediese pensioen te laat gaan. Werkers sê 40% is te hoog, want gesondheidsprobleme begin selfs as 'n kameraad slegs 15% asbestose het. Werkers wat kompensatie eis, word verwys na die Ongevallefonds vir werkers. SAMWU onderhandel tans dat geaffekteerde werkers herontplooï word na omgewings wat fisiek minder veeleisend is, en kamerade sê dat hulle afsonderlik 'n hofsak wil maak.

Die gevaarlike asbes is nou van die kragstasie verwyder. Maar vir sommige kamerade is dit te laat. Hulle is gedoem om 'n stadige en pynlike dood te sterf. "Ek voel gedurig siek omdat ek bang is", sê Rieb. "Ek dink ek sal van vrees sterf voor die siekte my doodmaak." Kameraad Losper het 'n eenmalige betaling van R17 000 van die Ongevallefonds ontvang, wat hy bestee het aan 'n reis Mekka toe. Hy sal niks meer ontvang nie. "Maar ek blameer hom nie", sê Rieb. "As ek geld gekry het en dit op 'n oorsese reis bestee het, sou ek ten minste kon sê ek was in my lewe al oorsee".

Workers united across the Southern Hemisphere!

Comrade Henry Venter, Chairperson of the Western Cape attended the 5TH regional conference of SIGTUR in November. SIGTUR is the Southern Initiative on Globalisation and Trade Union Rights, a gathering of all unions from countries such as the Philippines, Brazil, South Korea.

The conference agreed that bosses all over the world have unleashed a new offensive against the toiling masses of third world countries. This attack includes privatisation and retrenchments and has damaged unions as organisations. SIGTUR came up with an action plan for unions in the Southern Hemisphere.

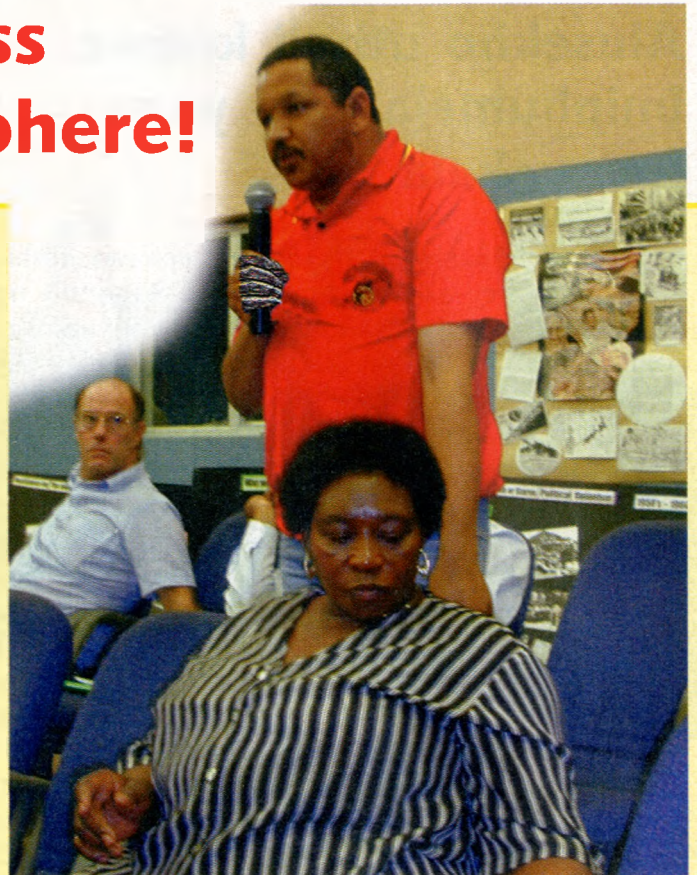
It was agreed that unions in the South need to strengthen co-operation across the globe through exchanging leaders, and developing the same campaigns. SIGTUR also agreed on a joint programme for MayDay 2000. You can read more about this in the next issue of *Workers News*. SIGTUR decided that unions must come up with a programme of action to challenge the World Bank, which only gives loans on strict conditions that governments retrench workers.

We all know that unemployment is on the increase daily and Trade Union membership is declining on a daily basis. So the conference agreed that comrades need to start thinking past the borders of our own union, and mobilise the youth, unemployed and the community to join all union campaigns.

VIVA SIGTUR VIVA!

Iqabane uHenry Venter, uSihlalo wase-Ntshonalanga Koloni ubehambele ingqungquthela yesigodi (regional conference) yesihlanu ka SIGTUR. U-SIGTUR umele i-Southern Initiative on Globalisation and Trade Union Rights. Lena yinhlangano yazo zonke izinyunyana ezivela emazweni asemhlabeni osenzansi (southern hemisphere) njenganje iPhilippines, iBrazil, iSouth Korea, njll.

Iqabane uHenry ubika ukuthi kwavunyelwana kulenkomfa ukuthi abaqashi emhlabeni wonke jikelele sebakhe uzungu lokuxhaphaza uqubaba lwabasebenzi basemazweni asathuthuka (third world countries) abavele bethwele kanzima. Loluzungu, olubandakanya i-privatisation kanye nokudilizwa kwabasebenzi abaningi ngokumangalisayo, seluwacekele phansi amandla ezinyunyana. U-SIGTUR useqhame nesu izinyunyana ezisemhlabeni osenzansi ezingahlangabezana ngaso naloluzungu. Lapha eNingizimu Afrika, loluhlobo lwezinkampani seziqale ukuthenga izinkampani ezincane ezikhiqiza ukudla, ukuthenga amalungelo okunikeza umphakathi izinsiza zamanzi kanti seziqale nokuphatha kabi abasebenzi. Lesimo siyatholakala kuwo wonke umhlaba osenzansi.



U-SIGTUR wavumelana futhi ngokuthi kube nohlelo oluhlanguyelwe lwe-May Day 2000. Ungafunda kabanzi ngaloludaba ephephandabeni *iWorkers News* yenyanga ka-Ephreli. U-SIGTUR wanquma ukuthi izinyunyana kufanele zakhe isu lokulwa nozungu lweBhange loMhlaba, elebolekisa ngezimali kuphela kulawo mazwe azimisele ukuthi adilize abasebenzi uma liwalayela ukuthi enze njalo. Sonke siyazi ukuthi ukuntuleka kwemisebenzi kuya ngokwanda nsuku zonke nokuthi inani lamalungu ezinyunyana lona liya ngokuncipha nsuku zonke. Ngakhoke, ingqungquthela yavumelana ngokuthi amaqabane sekufanele aqale ukuthi, ekucabangeni kwawo, angapheleli nje ngaphakathi kwemingcele yezinyunyana zawo, nokuthi agqugquzele intsha, abantu abantula imisebenzi kanye nomphakathi wonkana ukuthi babambe iqhaza kuyo yonke imikhankaso yezinyunyana.

Kameraad Henry Venter, voorsitter van die Wes - Kaap het die 5de streekskonferensie van SIGTUR ibygewoon. SIGTUR is die Suidelike Inisiatief oor Globalisering en Vakbond Regte - 'n byeenkoms van alle vakbonde van die Suidelike Halfrond, van lande soos die Fillipyne, Brasil, Suid Korea ens.

Kameraad Henry rapporteer dat die konferensie saamgestem het dat base regoor die wêreld 'n nuwe offensief losgelaat het teen die werkende massas van derde wêreld lande. Hierdie aanval het skade gedoen aan vakbonde. SIGTUR het opgekom met 'n plan van aksie vir vakbonde in die Suidelike Halfrond.

Dit was ooreengekom dat vakbonde in die Suide samewerking regoor die aarde moet versterk deur leiers internasionaal uit te ruil, en meer belangrik, deur die-selfde veldtogte te ontwikkel. SIGTUR het ook ooreengekom op 'n gesamentlike program vir Meidag 2000. Julle kan meer lees in die April weergawe van "Workers News." SIGTUR het besluit dat vakbonde op moet kom met 'n program van aksie om die Wêreldbank uit te daag, wat alleenlik lenings gee op streng voorwaardes dat regerings werkers moet afbetaal.

Ons almal weet dat werkloosheid daagliks aan die toeneem is en dat vakbond lidmaatskap op 'n daaglikse basis daal. So het konferensie ooreengekom dat kamerade verby die grense van hul eie vakbonde moet begin dink en die jeug, werkloos en die gemeenskap moet mobiliseer om by alle vakbond veldtogte aan te sluit.

Comrade Henry Venter, Modulasetulo wa Western Cape o ile a kenela khonferense ya bo-5 ya lebatowa ya SIGTUR ka Nofemere. SIGTUR e emetse Southern Initiative on Globalisation and Trade Union Rights. Ena ke kopano ya diyunione tsohle tse ka Southern Hemisphere (Karolong e etsang halofo e ka Borwa ba Lefatshe), ho tswa dinaheng tse jwalo ka Philippines, Brazil, South Korea jwalo-jwalo.

Cde Henry o re tlahelela hore khonferense e dumetse hore bahiri lefatsheng ka bophara ba se ba inketse tsela e ntjha ya ho ba kgahlanong le ditjhaba tse sotlehang tsa dinaheng tse nkuwang di sa tswellapele ka botlalo (third world). Phutuhelo ena, e kenyelletsang ho kengwa ha ditshebeletso tlasa mekga ya poraefete le ho fokotsa ha basebetsi ka bongata bo bohola, e bakile tshenyo ho diyunione jwalo ka mekgatlo. SIGTUR e tlile le leano la mehato e tshwanelwang ho nkuwa bakeng sa diyunione tse Southern Hemisphere. Ho ile ha dumellanwa ka hore diyunione tse ka Borwa di tshwanela ho matlafatsa tshebedisano mmoho lefatsheng ka bophara

ka ho fapanyetsana ka baetapele maamong a matjhaba ka kakaretso, mme hape ka tsela e nngwe ya bohlokwa e tla kgona ho fana ka tshhehetsano kgahlanong le dikhampani tsena tse reng di tliša diphetoho (transitional corporations) tse bohehang di batla ho nka dikarolo tsohle tsa ma-phelo a rona. Mona Afrika Borwa dikhampani tsena tse reng di tliša diphetoho di reka bahlahisi ba ban-yenyane ba dijo, di kenya le ditshe-beletso tsa metsi tlasa mekga ya poraefete, mme hape ba tshwara le basebetsi hampe. Hona ho a tshwana mona Southern Hemisphere kaofela ha yona.

SIGTUR hape e dumetse hore ho be le lenaneo le kopanetsweng la MayDay 2000. Le ka bala haholwanyane ka hona kgatisong ya Aporele ya Workers News. SIGTUR e entse qeto ya hore diyunione di tshwanela ho hlahisa lenaneo la mehato e ka nkuwang bakeng sa ho phepetsa World Bank, e fanang ka dikadimo feela tlasa maemo a boima a etsang hore mebuso e fokotse basebetsi.

Southern Countries are also campaigning for their governments not to pay back money borrowed from the West

Bohle re a tseba hore tlhokeho ya mesebetsi ke ntho e ntseng e eketseha letsatsi le letsatsi mme palo ya ditho tsa Diyunione le yona e ya e ntse e theoha kamehla. Kahoo khonferense e dumetse hore di-comrade di tshwanela ho qala ho nahana le ka nqane ho meedi ya yunione ya rona, mme di susumelletse batjha, batho ba hlohang mesebetsi le merabe ho kena matsholong a yunione.

Aluta Continua! VIVA SIGTUR VIVA!



Mexican Electricity workers fight privatisation!

Cde Henry Assure, the National Energy Co-ordinator attended the International Electricity Conference in Mexico in late September. Cde Assure reports that mostly Latin and South American countries attended this Conference with one delegate from India, France and England. Almost all unions reported that their electricity is already privatised or their governments are busy privatising.

In Mexico, the government is implementing neo-liberal policies such as privatisation, which in the past years have led to a general impoverishment of the population. There is a growing resistance among the population, including a people's army known as the Zapatistas, which fights for the right for indigenous people to live peacefully. The ruling party is losing more and more of its control of the country.

Most trade unions in Mexico are corrupt and are controlled by the Government. There are a number of democratic unions, however. The Mexican Electrician Workers Union (Sindicato Mexicano de Electricitas – SME) is one of the most prominent of these democratic unions.

Other Mexican public sector unions all support the fight against privatisation. A few months before the conference, more than a hundred social organisations joined the union in forming a "National Front of Resistance against Privatisation" of the electricity industry. The SME with more than 48 thousand members also marched to bring over a million people together on one day to protest against the privatisation of their electricity industry.

In Mexico, there are two state utilities that generate, transmit and distribute electricity. The Government is of the opinion that these two utilities are not able to expand on the country's electricity demand and want to pass a law to allow private companies to set up other electricity utilities. Cde Henry Assure spoke on the restructuring of the South African electricity industry, and took part in a commission of workers who came up with proposals on the fight against privatisation. At the end of the conference there was a press conference where about 35 countries signed a declaration rejecting the governments idea to privatise the electricity industry. Viva Mexico viva!

Kameraad Henry Assure, die Nasionale Energie Ko – ordineerder het die Internasionale elektrisiteits-konferensie in Mexiko in laat September bygewoon. Kameraad Assure rapporteer dat meesal Latyns- en Suid – Amerikaanse lande hierdie konferensie bygewoon het, met een afgevaardigde van Indië, Frankryk en Engeland.

Byna alle unies het gerapporteer dat hulle elektrisiteit alreeds geprivatiseer of dat hul regerings besig is met privatisering daarvan. In Mexiko, implementeer die regering neo liberale beleide soos privatisering, wat in die afgelope jare gelei het na 'n algemene verarming van die bevolking. Daar is 'n groeiende weerstand onder die bevolking, insluitend die Volksleër, bekend as die Zapatistas, wat veg vir die reg van die inheemse bevolking om in vrede te leef. Die heersende party verloor meer en meer van sy beheer oor die land. Meeste vakbonde in Mexiko is korrup en word beheer deur die regering. Daar is wel 'n aantal demokratiese unies. Die Mexikaanse Elektrisiteitswerkersunie (Sindicato Mexicano de Electricitas – SME) is een van die prominentste van hierdie demokratiese unies. 'n Paar maande voor die konferensie het meer as 'n honderd sosiale organisasies aangesluit by die unie om 'n "Nasionale Weerstandfront teen Privatisering" van die Elektriese Industrie te stig. Die SME met meer as 48 duisend lede het ook 'n optog gehou om meer as 'n miljoen mense tesame te bring op een dag om te protesteer teen die privatisering van hul elektriese industrie.

In Mexiko is daar twee staatsutiliteite wat elektrisiteit genereer, gelei en versprei. Die regering dink dat hierdie twee utiliteite nie in staat is om uit te kan brei om aan die land se elektrisiteitsaanvraag te voldoen nie en wil 'n wet instel wat private ondernemings sal toelaat om ander elektrisiteitsutiliteite te stig. Kameraad Henry Assure het oor die herstrukturering van onse elektrisiteit industrie gepraat. Aan die einde van die konferensie was daar 'n perskonferensie waar bykans 35 lande 'n deklarasie geteken het wat die regerings se oogmerk om die elektrisiteitsindustrie te privatiseer, verwerp.



Cde Henry Assure, mohokahanyi ya National Energy o ile a kenela Khonferense ya International Electricity mane Mexico mafelong a Setemere. Cde Assure o re tlalehela hore bongata ba dinaha tsa Latin le South America di ne di le teng Khonferenseng eo, le moromuwa a le mong ho tswa India, France le England. E batlile e ba diyunione tsohle tse behileng hore metlakase ya tsona e se e le tlasa mekga ya poraefete kapa mebuso ya bona e ntse e tshwarahane le mosebetsi ya ho e kenya tlasa mekga ya poraefete.

Mane Mexico teng, mmuso o ntse o kenya tshebetsong dipholisi tse ntjha tsa diphetoho tse jwalo ka ho kenya ditshebeletso tlasa mekga ya poraefete, e leng ntho eo dilemong tse fetileng e ileng ya bakela baahi ba bangata bofutsana. Ho na le kganyetso e ntseng e hlahella hara baahi, ho kenyetsetsa le leboitho la setjhaba le tsejwang ka Zapatistas, le lwanelang ditokelo tsa baahi ba naha hore ba phele ka kgotso.

Phati e busang e ntse e lahlehelwa ke taolo ya naha. Diyunione tse ngata tsa Mexico di na le bobodu mme di laolwa ke Mmuso. Leha ho le jwalo, ho na le palo e itseng ya diyunione tse nang le demokerasi. The Mexican Electrician Workers Union (Sindicato Mexicano de Electricitas - SME) ke e nngwe e tsebahalang haholo ya diyunione tsena.

Diyunione tse ding tsa mekga ya mmuso tsa Mexico tsohle di tshhehisa twantshano ya ho kengwa ha ditshebeletso tlasa mekga ya poraefete. Dikgweding tse mmalwa pele ho khonferense, mekgatlo e ka bang ka hodimo ho lekgolo ya kgahisano e ile ya kopana le yunione ho bopa "National Front of Resistance against Privatisation" (Mokga wa Naha o Hanyetsanang le ho Kengwa ha Ditshebeletso tlasa Mekga ya Poraefete) intastering ya motlakase. SME e nang le ditho tse ka hodimo ho tse dikete tse 48 le yona e ile ya hwanta ya kopanya batho ba miliyone letsatsing le le leng ho ipelaetsa kgahlanong le ho

kengwa ha ditshebeletso tlasa mekga ya poraefete intastering ya motlakase.

Mane Mexico, ho na le mekga ya bohlokwa ya mmuso e hlahisang e be e abelane ka motlakase. Mmuso o nahana hore mekga ena e mmedi ha e kgone ho atoloha ho fihlela motlakase o hlokwang ke naha mme o batla ho fetisa molao o tla dumella dikhampani tsa poraefete ho hloma mekga e meng ya motlakase.

Cde Henry Assure o buile ka kaho botjha ya intasteri ya motlakase mona Afrika Borwa, mme a nka karolo khomisheneng ya basebetsi e ileng ya hlahisa ditshisinyo tsa ho lwantshana le ho kengwa ha ditshebeletso tlasa mekga ya poraefete. Mafelong a khonferense ho ile ha ba le seboka sa baqolotsi ba ditaba moo dinaha tse ka bang 35 di ileng tsa saena phatlalatso e hanyetsanang le mohopolo wa mebuso ya ho kenya ditshebeletso tsa intasteri ya motlakase tlasa mekga ya poraefete.

The Municipal Systems Bill – Promoting Democratic transformation or Privatisation?

by Comrade ROGER RONNIE

SAMWU has recently received the latest draft of the Municipal Systems Bill. When the Bill is passed into law, it will just about complete the legal framework within which local government in South Africa will operate. Other major Acts which make up the framework are the Municipal Demarcation Act and the Municipal Structures Act. Still awaited are bills which will deal with the financing of local government. SAMWU has always argued that these bills should have been dealt with sooner as they have a direct effect on what is possible in transforming local government to meet the needs of the people.

COSATU has already made a submission to NEDLAC on the Bill. Areas of major concern to SAMWU and COSATU are those dealing with the provision of services and local administration and human resources.

Provision of Services

The major concern which labour has with the provisions of the Bill, is that it does not reinforce the public sector as the preferred option to deliver municipal services. The Bill opens the door for privatisation by providing for the establishment of something called a municipal business enterprise – a company registered in terms of the Companies Act. The Greater Johannesburg Metro Council are already referring to this provision in order to proceed with privatisation under its iGoli 2002 plan.

The Bill, contrary to all that has been said of co-operative governance, compels parastatals to compete with other private sector providers if it wishes support a local authority to provide services. The Bill does not incorporate the regulatory framework, outlined in the Framework Agreement, for private providers. Workers' News featured the Framework Agreement in December 1998 - you can also ask your branch office for a copy.

With many local authorities experiencing financial problems – in many cases due to cutbacks in grants – the option of privatising services will seem more attractive to councillors. We have shown on many occasions that privatisation does not benefit the poor and the workers. It will not ensure that one of the key aims of the Bill – universal access to affordable basic services – is met. It is precisely because of this that SAMWU is calling for the Bill to define what constitutes a minimum level of basic municipal services.

SAMWU PROPOSAL:
"minimum level of basic municipal services" means a basic level of municipal service necessary to ensure an acceptable and reasonable quality of life, which take into account health and environmental considerations as shall be determined from time to time by sectoral legislation. No person should fall below this minimum level of service and it is incumbent upon municipalities to put in place mechanisms to realise this."

Local Administration and Human Resources

The most worrying feature of the Bill in this section is that it promotes local authority autonomy in setting wages and other conditions of service. It places the power in the hands of someone called a municipal manager. It ignores the bargaining council and does not make any reference to collective agreements which might be concluded in the bargaining council.

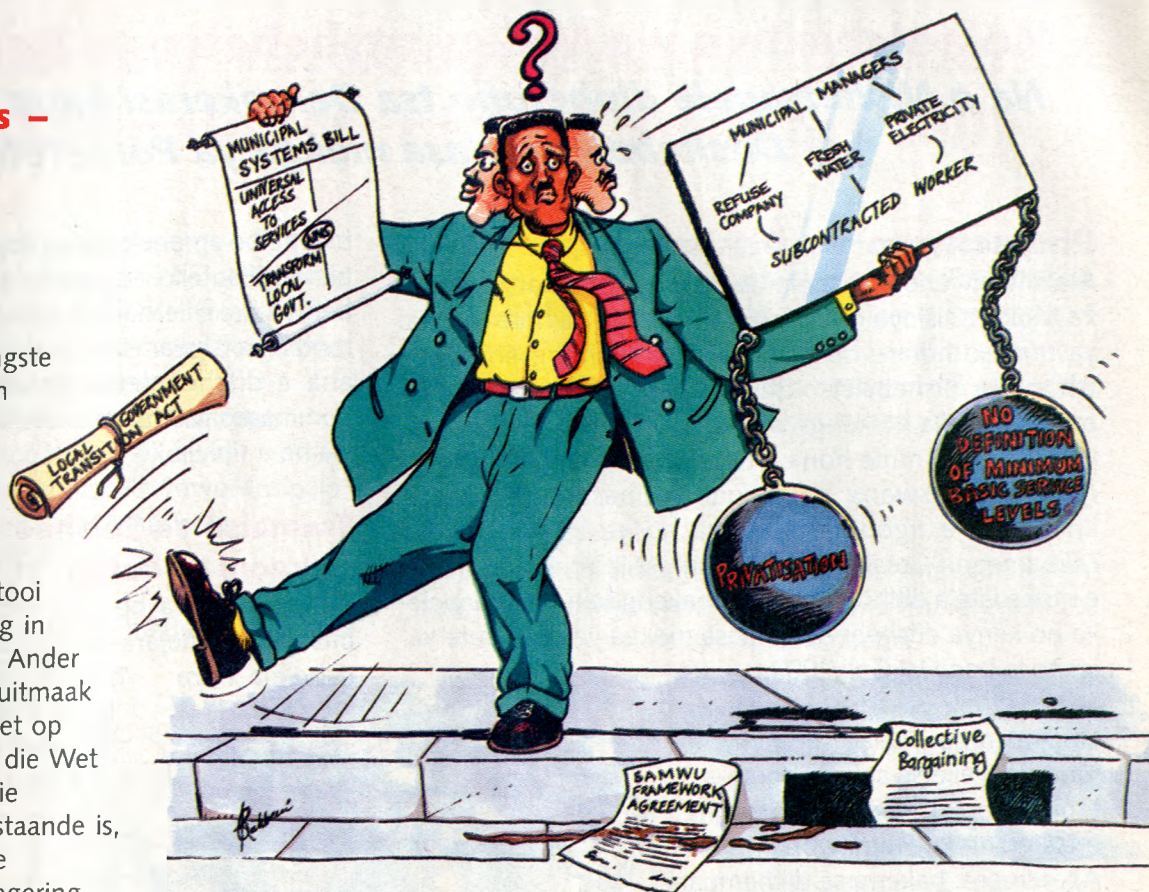
The Bill also says that all municipal managers and those managers who are directly accountable to the municipal manager must be employed on a fixed term contract. We have seen what huge salaries managers in Johannesburg earn. The bargaining council will have no say over the wages paid to these people.

While there are positive things about the Bill, some provisions are of great concern. We could find a law which reduces a local authority to nothing more than a regulator of private sector providers. This we can't allow.

In the next edition, we will look at other areas of the Bill. In the meantime, shop stewards and workers must start discussing the implications of the Bill and what steps we can take to ensure that the transformation process meets the needs of the people and not those of big business.

Wetsontwerp op Munisipale Stelsels – bevordering van Demokratiese transformasie of Privatisering?

Ons het onlangs die jongste konsep-weergawe van die Wetsontwerp op Munisipale Stelsels ontvang. Wanneer die Wetsontwerp goed-gekeur word, sal dit so te sê die regsraamwerk voltooi waarbinne plaaslike regering in Suid-Afrika sal funksioneer. Ander belangrike wette wat deel uitmaak van die raamwerk, is die Wet op Munisipale Afbakenings en die Wet op Munisipale Strukture. Die wetsontwerpe wat nog uitstaande is, is dié wat sal handel oor die finansiering van plaaslike regering.



Verskaffing van Dienste

Die belangrikste kommer wat arbeid het oor die bepalings van die Wetsontwerp, is dat dit nie die openbare sektor herbevestig as die voorkeur-opsie om munisipale dienste te lewer nie. Die Wetsontwerp laat die deur oop vir privatisering deur voorsiening te maak vir die daargestelling van wat genoem word 'n munisipale sakeonderneming – 'n maatskappy geregistreer kragtens die Maatskap-pyewet. Die Groter Johannesburg Metroraad verwys alreeds na hierdie bepaling om voort te kan gaan met privatisering onder sy iGoli 2002-plan.

Teenstrydig met alles wat gesê is oor samewerkende regering, verplig die Wetsontwerp semi-staatsinstellings om met ander verskaffers uit die privaatsektor mee te ding indien hulle in 'n plaaslike owerheid dienste wil lewer. Dan sluit die Wetsontwerp ook nie die regulerende raamwerk vir privaatverskaffers in soos uiteengesit in die Raamwerkooreenkoms nie.

Terwyl baie plaaslike owerhede finansiële probleme ondervind – in baie gevalle as gevolg van besnoeiings – sal die opsie van privatisering vir baie raadslede meer aantreklik lyk.

Ons voorstel:

“minimumvlak van munisipale dienste” beteken 'n basiese vlak van munisipale diens nodig om 'n aanvaarbare en redelike lewens-gehalte te verseker, en wat rekening hou met oorwegings rondom gesondheid en die omgewing, soos van tyd tot tyd deur sektorale wetgewing bepaal sal word. Niemand sal benede hierdie minimumvlak van diens wees nie, en dit is die plig van munisipaliteite om meganismes inplek te stel wat dit sal verwesenlik.”

Plaaslike Administrasie en Menslike Hulpbronne

Die mees kommerwekkende aspek van die Wetsontwerp in hierdie gedeelte is dat dit die outonomieit van plaaslike owerhede bevorder om lone en ander diensvoorwaardes vas te stel. Dit plaas die mag om dit te doen in die hande van 'n sogenaamde munisipale bestuurder. Hoewel die Wetsontwerp sê dat dit gedoen moet word ooreenkomstig bestaande arbeidswetgewing, ignoreer dit die bedingingsraad heeltemal en verwys dit glad nie na kollektiewe ooreenkomste wat in die bedingingsraad aangegaan mag word nie.

Die Wetsontwerp sê ook dat alle munisipale bestuurders, deur middel van 'n kontrak met 'n vaste dienstdyperk in diens geneem moet word. Ons het gesien watter enorme salarisse in plekke soos Johannesburg aan hierdie bestuurders betaal is. Die bedingingsraad sal geen seggenskap hê oor die lone wat aan hierdie mense betaal word nie.

Molaotshisinyo wa Mekgwatshebetso ya Bommasepala – Na o Ntshetsapele diphetoho tsa Demokerasi kapa ho Kengwa ha Ditshebeletso tlasa mekga ya Poraefete?

Phumantsho ya Ditshebeletso

Matshwenyeho a maholo ao basebetsi ba nang le ona ka Molaotshisinyo ona, ke hore ha o tiisetse hore mekga ya mmuso hore e be yona e ka sehloohong phuman-tshong ya ditshebeletso tsa mmasepala. Molaotshisinyo ona o dumella ho kengwa ha ditshebeletso tlasa mekga ya poraefete, mme hona e ho etsa ka ho hloma ntho e nngwe e bitswang municipal business enterprise - khampani e ngodisitsweng ka ho ya ka Molao wa Dikhampani. Greater Johannesburg Metro Council e se e ntse e latela ditlhophiso tsena bakeng sa ho tswellapele ka ho kenya ditshebe-letso tlasa mekga ya poraefete ka leano la bona la iGoli 2002.

Hodima moo, Molaotshisinyo ona ha o kenyetsetse sebopeho sa taolo se boletsweng tumellanong e tsejwang ka Framework Agreement, bakeng sa dikhampani tsa poraefete.

Jwalo ka ha makgotla a mangata a selehae a na le mathata a ditjhelete - mme hangata e le ka baka la ho fokotsa ha ditjhelete tseo a neng a di fuwa - ntlha ya ho kenya ditshebeletso tlasa mekga ya poraefete e tla ba e hohelang dikhanselera haholo. Re botshitse ka makgetlo a mangata hore ho kengwa ha ditshebeletso tlasa mekga ya poraefete ha ho thuse mafutsana kapa basebetsi ka letho. Hona ho ke ke ha etsa bonnete ba hore maikemisetso a mang a bohlokwa a Molaotshisinyo - e leng a ho fana ka ditshebeletso tsa motheo ka tsela eo batho ba tla kgona ho di lefella - a fihlelwe. Ke ka baka lena SAMWU e etsang boipiletso ba hore Molaotshisinyo ona o hlalose hore ke eng e bopang bonyane maemo a motheo a ditshebeletso tsa mmasepala. Sheba ka lebokosong

Tshisinyo ya rona:

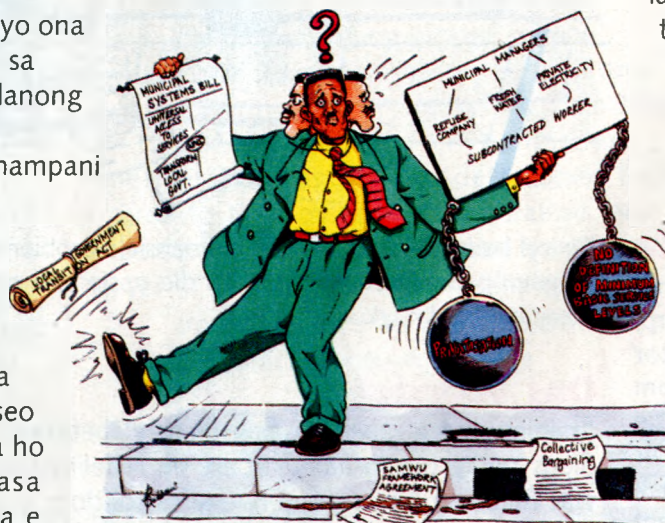
"Bonyane ba maemo a a ditshebeletso tsa motheo tsa mmasepala" bo bolela boemo ba motheo ba ditshebeletso tse hlokehang tsa mmasepala bakeng sa ho etsa bonnete ba hore ho ba le bophelo bo nang le

boleng bo amoheleng hape bo utlwahalang, bo elang hloko ditsotello tsa bophelo le tikoloho jwalo ka ha di behwa nako le nako ke mokga wa ketsamelao. Ha ho motho ya tshwanelang ho ba ka tlasa bonyane ba maemo ana a ditshebeletso hobane hona ho mahetleng a bommasepala ho bona hore ho ba le mekgwa kapa ditsela tsa ho a fihlela."

Tsamaiso ya Selehae le Ntshetsopele ya Bokgoni ba Batho

E beha matla a ho etsa hona matsohong a motho ya bitswang maneja wa mmasepala. Leha Molaotshisinyo o bolela hore hona ho tshwanelwa ho etsuwa ka ho latela molao o leng teng ha jwale wa tshebetso, yona e qhella thoko khansela ya ditherisano tse kopanetsweng mme ha e leke le ho ama ditumellano tse fihletsweng ka kopanelo, tse ka phethahatswang khanseleng ya ditherisano tse kopanetsweng. Molaotshisinyo hape o re dimanejara tsohle tsa bommasepala mmoho le dimanejara tsohle tse ikarabellang ho maneja wa mmasepala ka ho toba, di tshwanelwa ho hirwa bakeng sa nako ya konteraka e itseng e sa fetoheng. Re bone hore dimanejara tsena di se di lefuwe meputso e hodimo haholo dibakeng tse tshwanang le Johannesburg. Khansela ya ditherisano tse kopanetsweng e ke ke ya ba le lentswe meputsong e lefshwang batho bana.

Kahoo, le ha ho na le dintho tse ntle ka Molaotshisinyo ona, tse ding tsa ditaelo tsa ona di baka matshwenyeho a maholo. Mme ha matshwenyeho ana a sa rarollwe, re ka iphumana re na le molao o fokotsang seemo sa makgotla a metse hore a be mekga e shebaneng feela le dikhampani tse itseng tsa poraefete. Hona ha re a tshwanela ho ho dumella. Di-shopsteward le basebetsi ba tshwanela ho qala ho buisana ka ditlamorao tsa Molaotshisinyo le hore ke mehato efe eo re ka e nkang bakeng sa ho etsa bonnete ba hore tshebetso tsa diphetoho di fihlela ditlhoko tsa batho, mme e seng tsa kgwebo tse kgolo.



Umthethosivivinywa oMayelana nokuSebenza kwawoMasipala (Municipal Systems Bill)

Sisanda kuthola isishicilelo sakamuva nje soMthetho-sivivinywa oMayelana noku-Sebenza kwawoMasipala. Uma loMthethosivivinywa usuphasile waba ngumthetho, luzobe seluphuthuliwe uhlaka lomthetho ozolawula ukusebenza kwawohulumeni bamadolobha lapha eNingizimu Afrika. Eminye imithetho enqala eyingxenywe yaloluhlaka nguMthetho wemi-Ngecele yawoMasipala kanye no-Mthetho weziZinda zawoMasipala (Municipal Structures Act).

Kusalindwe ukuthi kuhlongozwe imithetho emayelana nezimali zokuxhasa ohulumeni bamadolobha. Selokhu kwathi nhlo uSAMWU umi kwelokuthi lemithetho kwakufanele ngabe kudala yahlongozwa ngoba ikuchaphazela ngqo ukulethwa kwezinguquko kohulumeni bamadolobha nendlela abahlangabezana ngayo nezidingo zomphakathi.

Yini equkethwe nguMthethosivivinywa oMayelana nokuSebenza kwawoMasipala?

- ◆ Isingeniso saloMthethosivivinywa sithi ezinye zezinhloso zaloMthethosivivinywa yilezi;
- ◆ Ukwakha uhlaka lwezokulawulwa kwawohulumeni bamadolobha kanye nokuthuthukiswa kwezabasebenzi;
- ◆ Ukusungula imigomo yokuqoqwa kwezimali ezikhokhelwa izinsiza zomphakathi, nokulawulwa kokunikezwa kwezikweledi kanye nokuqoqwa kwazo;
- ◆ Ukwakha uhlaka lokunikezwa kwezinsiza zomphakathi;
- ◆ Ukuqinisekisa ukuthi izinsiza zomphakathi zesisekelo ziyafinyeleleka kuwonkewonke.
- ◆ Ngelilodwa, siyakuxhasa konke lokhu okushiwo ngenhla.

Kodwa ke, njengoba sonke sazi, imininingwane iyona eyinkinga! U-COSATU usethule iziphakamiso ezinqala kwaNEDLAC mayelana nalo-Mthethosivivinywa. Izingqinamba uSAMWU noCOSATU abafuna zifakelwe izibuko yilezo eziphathelelene enokunikezwa kwezinsiza, izindlela okulawulwa ngazo amadolobha kanye nezabasebenzi.

Ukunikezwa kwezinsiza

Inkinga enkulu umbutho wabasebenzi onayo mayelana naloMthethosivivinywa, eyokuthi awulimisi ngesihloko

elokuthi abasebenzi bakwahulumeni yibona abanganikeza kangcono ngezinsiza zawomasipala emphakathini.

LoMthethosivivinywa uvula intuba yokuthi kungene i-privatisation ngokuthi uhlongoze ukuthi makusungulwe into ebizwa ngokuthi amabhizinisi awomasipala (municipal business enterprise) – okuzoba yinkampani ezobhalsiwa ngokusemthethweni ngaphansi ko-Mthetho wezeziNkampani. Umkhandludolobha waseGoli usuqalile ukuqhakambisa lomthesh-

wana emizamweni yawo yokufaka i-privatisation ngaphansi kwesu lawo elaziwa ngokuthi yi-iGoli 2000.

LoMthethosivivinywa ukushaya indiva konke osekushiwo mayelana noku-busa ngobambiswano ngokuthi uphoqelele zonke izinkampani ezixhaswa ngezimali zomphakathi (parastatals) ukuthi ziqhudelane nezinkampani zangasese uma zifuna ukweseka umkhandlu wedolobha ukuthi kube yiwo onikeza ngezinsiza. LoMthethosivivinywa ubuye futhi ulushaye indiva uhlaka lokulawula (regulatory framework) izinkampani zangasese, oluchazwe kabanzi oHlakeni lwesiVumelwano (Framework Agreement).



Njengoba iningi lemikhandlu yamadolobha libhekene nezinkinga zezimali nje – imvamisa ngenxa yokuncishiswa kwezabe-lomali amakhansela amaningi azobo-na sengathi i-privatisation yilona khambi elifunekayo. Sekukaningi sibonisa ngokusobala ukuthi i-privatisation ayibasizi ngalutho abantu abantulayo kanye nabasebenzi. Ngeke iqinisekise ukuthi enye yezinhlosongqangi zaloMthethosivivinywa – ukufinyeleleka kwezinsiza zesisekelo kuwonkewonke – iyafezeka. Kungaleso sizathu ke uSAMWU ethi loMthethosivivinywa mawuphumele eshashalazini uchaze ukuthi uqondeni uma ukhuluma ngezinga okuyilona liphansi lezinsiza zesisekelo ezinganikezwa ngumasipala (minimum level of basic municipal services) (Bheka ebhokisaneni).

Esethu

isiphakamiso:

“ngezinga okuyilona liphansi lezinsiza zesisekelo ezinganikezwa ngumasipala” kushiwo izinga okuyilona liphansi lezinsiza zesisekelo ezinganikezwa ngumasipala ukuze kuqinisekise ukuthi abantu baphila impilo esezingeni elamukelekile, kubandakanywa ezempilo kanye nezokongiwa kwemvelo njengoba kuhlala ngokuqagulwa yimitheshwana elawula imikhakha (sectoral legislation). Akukho muntu okufanele abe ngaphansi kwalelizinga lokunikezwa kwezinsiza kanti kungumthwalo osemahlombe awomasipala ukuveza amasu azokwenza ukuthi lokhu kufezuke.”

Cape Metro workers

About five thousand comrades downed tools on Budget Day, February 23rd, and marched to Parliament! The comrades were protesting against privatisation and also the cuts in the amount of money given to local government.

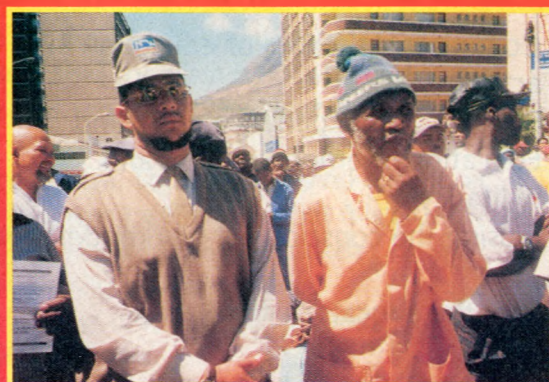
Comrades had been hoping that Trevor Manuel, Minister of Finance, would accept a memorandum calling for more money for local government and an end to privatisation but instead he sent out John Gomomo - a Member of Parliament and the former COSATU General Secretary. Later that day, Manuel announced a very bad budget for local government. R300 million was granted to municipalities who decide to privatise, whereas money for service delivery was hardly increased. The S.A. NGO Coalition said after the budget that local government is being given less money now for service delivery than it had under apartheid!

Cape Town workers have found themselves under threat from the government's GEAR policy of staff cuts. In January 2000, comrades read in a newspaper that the unicity wanted to retrench 10 thousand workers! Since then bosses have refused to negotiate with the branch. The bosses threatened to interdict SAMWU in an attempt to stop the march, but the Labour Court said that the protest action was protected and could go ahead.

Workers also protested outside the provincial parliament after marching from the gates of the national parliament. SAMWU was joined by disabled NUMSA comrades who had been working for a company making wind-up radios - Baygen. This company had decided without warning to relocate to China as salaries are much cheaper there. This left the NUMSA comrades without jobs or a future! Comrades from Jubilee 2000 also joined the march to protest against privatisation, repaying of the money borrowed by the apartheid government, and the ANC government's borrowing of R30 billion to buy weapons.

photos by Cde Nathan Jumat, Cape Metro Branch Media Co-ordinator

march against privatisation!



There were also womens' groups protesting against the housing budget cuts, and unemployed comrades from Guguletu. This highly successful march was a very good example of the spirit of co-operation that can be built between SAMWU and other workers and communities. Privatisation, job losses, money for weapons but not for services - we all face the same struggle!



I AM THE EDUCATOR

by Thobile Maso, Eastern Cape Educator

Coming from school of education in
action

Education of experience and mind

Education of empowerment and
militancy

Raising the conscious of worker defender

I am the educator – the Razor

Rising from workplace exposure

Boostering in the heat of worker combat

I am what I am

The Razor – the Blade

Education that is full fills its purpose

Thinking logically and scientifically

To save humanity from the morass

of capitalist propaganda

Separating reality from unreal

I am the blade, that opens the veins of
critical reflection

Cutting the bosom of the
workplace brutality

I am the educator – the Agitator

I learn the lessons of hunam living

I practise the ways and means of
social being

Sifting, weighing the facts from fiction

Following, the flow of motion in the
process

I am the evil exposor

I am the problem poser

I am the silence opener

The Razor, the Blade, the Agitator

I am the educator of special type

Decoding the codes of human demands

I am the worker educator

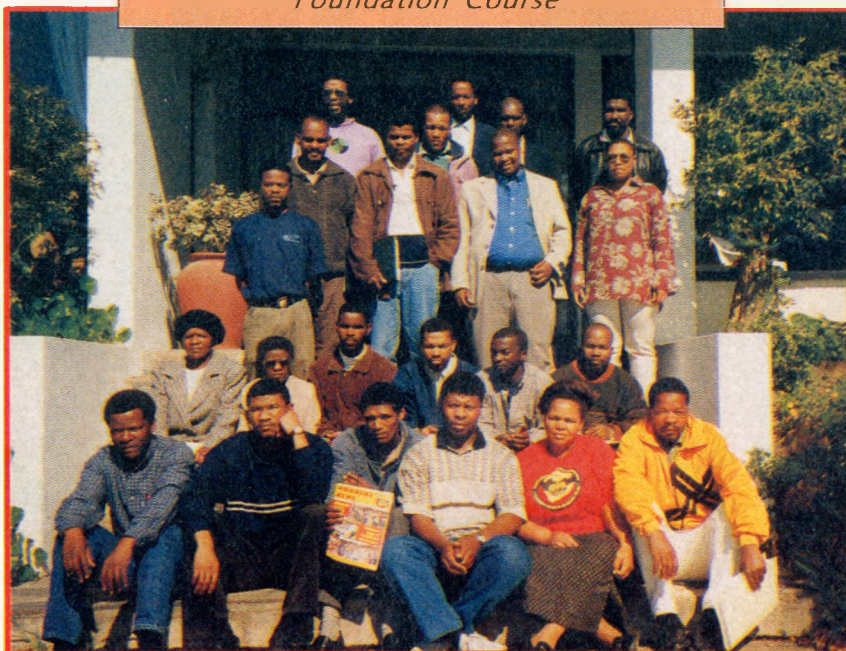


*Amatola Branch Shopstewards
Foundation Course*

*Kei Branch Shopstewards Foundation
Course*



*Grahamstown Shopstewards
Foundation Course*



GEAR - a poem

They call me growth, employment and redistribution
(of wealth)

The know me not.

My real name is Get Enriched And Rude
I was born from the great Western ideas
Son of the G7 countries
Grandfather of multinationalists
Who sing great songs of globalisation

I believe in capital
I believe in suppression and poverty
I conquer the world
I destroy jobs
Privatisation is my daily prayer
For I get people retrenched
Because if you believe this prayer you will get rich

You get fewer workers for less salaries
Whilst your profit margin rises by the minute
I don't care about those living in the ghettos
Who will rot to death because of poverty
I am not a messiah who ensures job security
Never mind the unemployed, getting richer is my goal

Never mind those who lose the jobs, so long as my
pockets are filled with the monies from the sweat of
the so-called disadvantaged
Why should I care, because I am rude!
Above all I need to practice my rudeness to it's fullest

I will dictate for the developing countries
I will make sure that socialism is not attained
I will ensure that the Tripartite Alliance collapses

Like all African states, South Africa is no exception
Whilst I am in power I will ensure that it is also ravaged
by civil war and remains poverty stricken
Why shouldn't I because I am rude
Whilst you can pass laws and regulations
The power lies with me
for you will remain indebted to me

Do you think you are in power? No, you are not
Because I could give you only that which you can
swallow, and I tell you how to swallow it.
Why shouldn't I because I am rude.
So long as I get rich I will remain myself - RUDE!!

*Written by Pitso Bogatsu, North West Provincial Secretary
- in his personal capacity*

Hamba Kahle! Comrade Andries Khamane Sekhoto

Lekgotla la Motse, di-Comrade tsa SAMWU,
ekasitana le baahi ba Mamafubedu-Petrus
Steyn ba lahlehetswe ke comrade ya bona.
Yena o ne a etsa mesebetsi e mengata ya
yunione, a bile a e phetha ka nepahalo ka
dinako tsohle. Mofu Cde Khamane o
tswaletswe mane Seterekeng sa Lindley,
Foreistata mohla la 29 Juni 1955. Ka Nofemere
selemong se fetileng, comrade o ile a nwa tjhefo,
ka ho ya ka pehelo e fumanweng ho tswa ho ba
lapa la hae. Setho sa lelapa se ile sa kgona ho mo
pholosa mme sa mo isa ngakeng, e ileng ya mo
romela sepetlele sa Reitz. Kamora ho fumana kalafo,
comrade a kgutlela mosebetsing mohla la 4
Nofemere.



photo by Cde Khotso Maduna

O ile a sebeta ho fihlela ka la 11 Nofemere, empa a
hlokahala matsatsing a mabedi hamorao. Mofu Cde
Khamane o siya mosadi le bana ba bane. Re
lahlehetswe ke comrade e matla haholo. Moya wa
hae o phomole ka kgotso! Comrades, ke ntho ya
bohlokwa haholo hore le hopole hore ha le na le
mathata le abelane ka ona le di-shopsteward tsa
lona. Yunione e teng kamehla bakeng sa ho le thusa.



SAMWU 2000 Year Planner

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 = SAMWU
 = COSATU

Fighting privatisation into the new millenium!