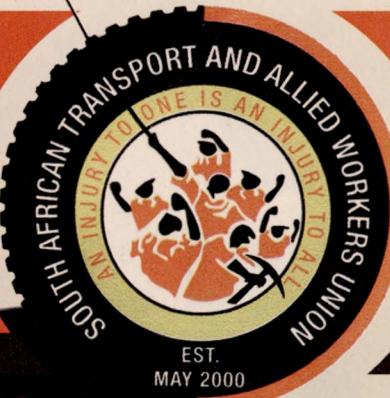


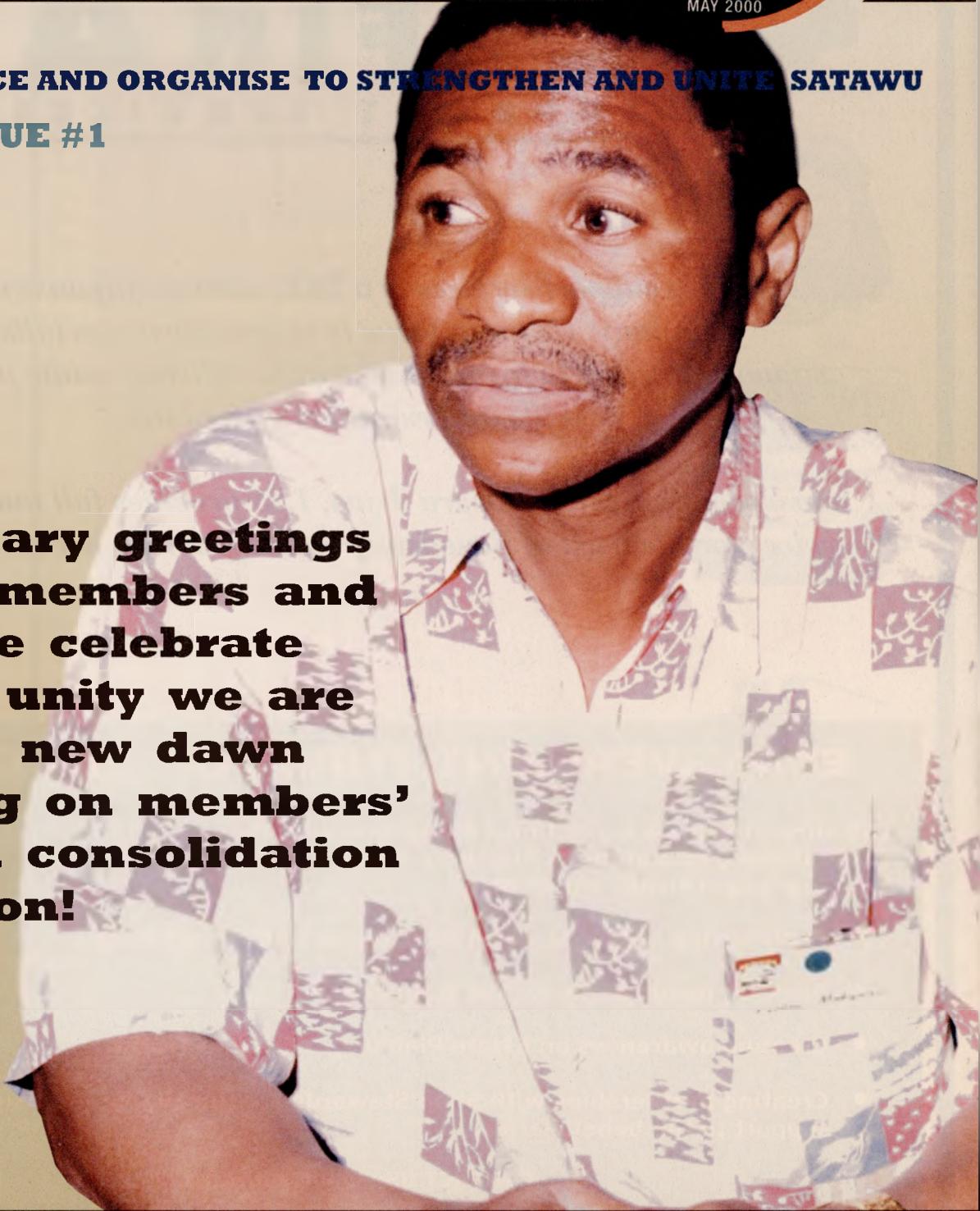
INDABA

SATAWU



RECRUIT, SERVICE AND ORGANISE TO STRENGTHEN AND UNITE SATAWU
EDITION 1 ISSUE #1

Revolutionary greetings to all our members and staff. As we celebrate 5 years of unity we are entering a new dawn of focusing on members' issues and consolidation of our union!



DEVASTATING STRIKE HITS SAA



Lefika support services is a BEE women empowerment company. Its main focus is to provide a specialised support function to the administration of trust, estate planning, wills and estate benefits plans.

In association with Entegra Trust, LSS provides full management services for the trust of Beneficiary funds from the deceased benefits.

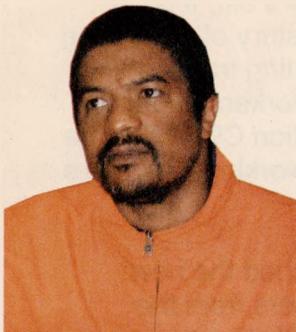
EMPOWERMENT THROUGH EDUCATION

LSS aims to engage in relationship building with the Trade Unions, educating its members as well as workers in general. Training is specifically aimed at:

- **Popularising the trade union movements in the workplace**
- **Growing membership for the trade unions**
- **Creating awareness on Estate Planning, Wills and Trusts.**
- **Creating partnerships with Shop Stewards specifically for provision of support to the beneficiaries.**

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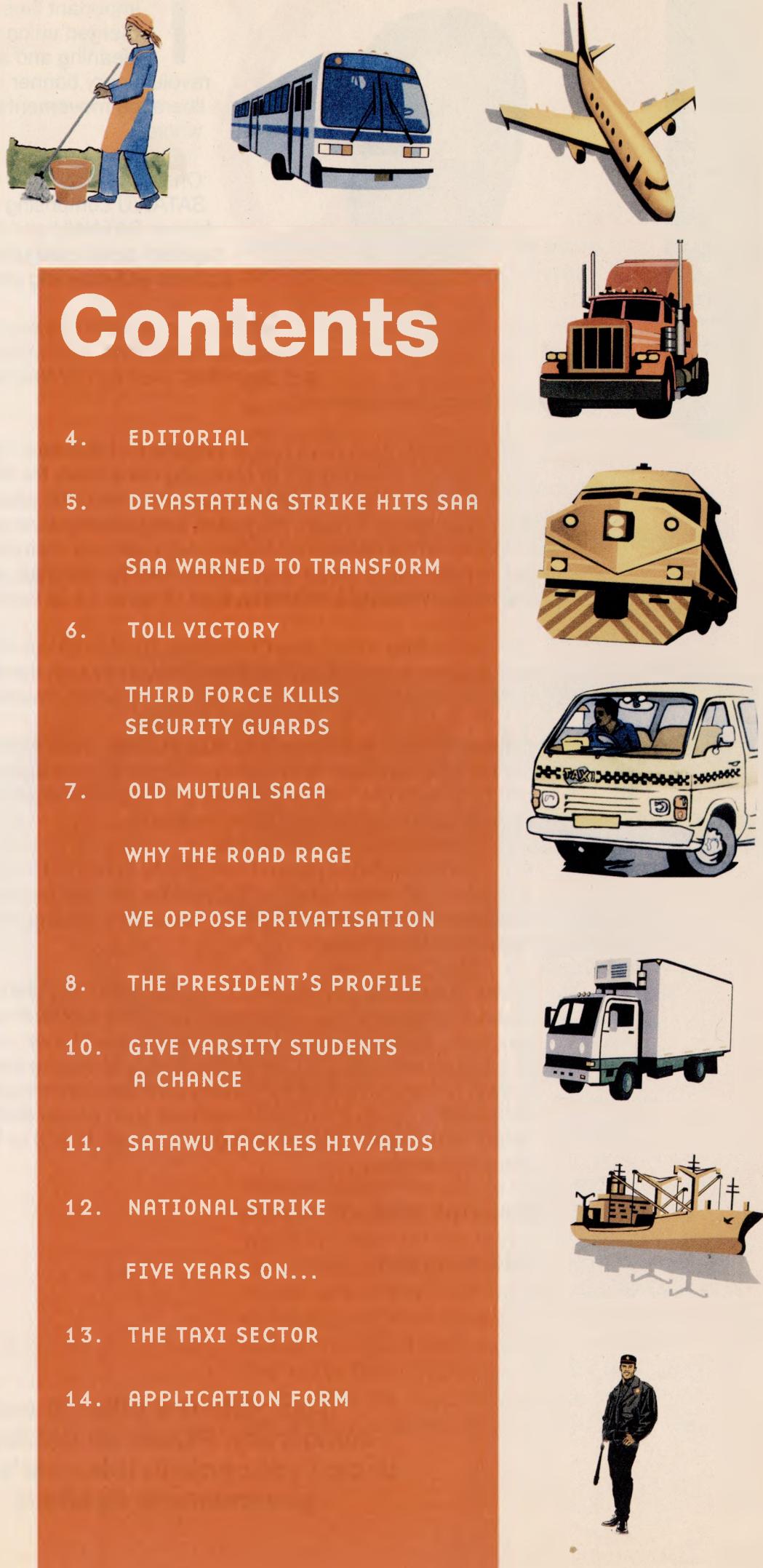


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This year we are five years old. It is an important time in the history of our young merged union representing transport, cleaning and security workers under the revolutionary banner of federation COSATU, the liberation movement and the working class as a whole.

On the 18 May 2000 we launched the new SATAWU comprising of members from the former SATAWU and former TGWU, bringing together public and private sector transport workers and cleaning and security workers.

Whilst we celebrate this wonderful achievement in our history we need to remember those comrades who laid down their lives for our freedom both in the trade union and liberation movement

The battles that we have had to engage in, have been decisive and have contributed fundamentally to changing our society for the better. The bruising 1989 SARHWU strike stands out as one event that altered the labour relations in the public sector through the power and determination of organised transport workers. While the historic strike by our security members in KZN in 1993 also led to the first historic wage negotiations and the resultant sectoral determination in the industry setting a minimum floor of rights for all workers.

We have come a long way Comrades. To date all our nine regions have their local and sector structures functioning well even though there remain real challenges of collectivism and building more effective dynamic structures.

Nationally three main industrial sectors exist, each with their own sector coordinator to ensure focused organisational, strategic policy work and campaigning. The organisational, policy and restructuring challenges require us to be much more strategic in responding.

Our membership has grown from 72 000 to 82 000 in 2004. The last congress set a target for all regions below 5000 and a national target of 150 000 by 2006 congress. This is achievable if we continue investing resources into concrete recruitment programs.

Today, comrades, I introduce to you **SATAWU IINDABA**. You may recall that we had it a few years ago. I urge you to use this tool comrades. It has three principal functions: to inform us, to educate us and to entertain us. As we take our struggle to a higher level, let it be our responsibility to ensure that we contribute to the growth of our movement by making sure we communicate with our fellow comrades through information vehicles such as the **SATAWU IINDABA**. Send letters to the editor, as well as opinion pieces to add to current debate. I hope you enjoy this edition...

Editor in Chief.

Cde. R. Howard

REMINDER! REMINDER! REMINDER!

**Your vote is a pillar to our
democracy. Please do not forget
to cast your vote in this year's local
governement elections**

DEVASTATING STRIKE HITS SAA

IN THE NEWS

Over 3 500 SATAWU members employed by South African Airways (SAA), went on strike for six days last month. This industrial action crippled the airline's major operations and caused an estimated loss of around R100 million.

SATAWU leaders thoroughly mobilized and prepared union members for collective mass action. The point of contention was a five percent offer by SAA as opposed to the eight percent demanded by workers. On Thursday, 21st July 2005, the SATAWU Secretary General, Comrade Randall Howard, finally uttered the eight devastating words:

"We are going on strike tomorrow at 4am!"

At 4.30am on Friday, 22nd July 2005, throngs of SAA workers downed their tools *en masse*. Only 5% of airline workers around the country reported for duty. Analysts quickly predicted a short duration for the strike. They contended that the workers could not sustain a mass work boycott of more than three days.

Contrary to expert opinion, the massive strike action lasted longer than three days. Save for the rhythm of *toyi toyi*, the strike action unfolded in strict adherence to Trade Union ethos. There was neither looting nor violence. SATAWU leaders engaged in lengthy negotiations with SAA management. Media interest gained fever pitch. Public sympathy with the workers' cause grew and dented the image of SAA management.

A deadlock was looming after the workers' outright rejection of the airline's final offer of a flat 5% wage increment, accompanied by a once off R1 600 payment to all staff members. The unions then decisively called for the intervention of the Commission for Conciliation, Mediation and Arbitration (CCMA). Under the supervision of the CCMA, SATAWU negotiators were given access to the financial books of the airline, revealing how precarious the situation was. The eight percent demanded by SATAWU was soon proved unsustainable and a new offer was presented. This time it was 6%, which was

calculated as 5% accros the board and one percent non pensionable.

At 12.35pm, on the sixth day of the strike, Comrade Randall ascended a concrete slab to address the striking workers. He listened to arguments for and against this latest offer. After 3 hours of workers' opposing arguments, Comrade Randall and his team returned to pronounce the following message: "We urge our members to return to work".

A week of high drama was finally over. **S**

SAA WARNED: TRANSFORM NOW!

The General Secretary of SATAWU, Randall Howard has urged SAA to urgently address transformation in its employment of pilots. He called upon the national carrier to train more black pilots and achieve fair representation of all the country's racial groupings. SAA has a majority of white males in its current staff complement of 800 pilots.

Howard made the call during a ceremony to endorse the SAA-SATAWU compromise 6% wage increase for the current financial year. On Thursday, 28th July 2005, SATAWU ended one of the most bruising weeklong strike actions ever faced by the aviation industry in South Africa. Experts estimate that up to R25 million was lost by SAA on each of the six days of the strike as 75% of the airline's operations ground to a halt. **S**

Toll Strike Ends

Toll workers engaged in one of this year's longest strike actions when they downed their tools for six weeks, in protest against poor working conditions in the sector coupled with unresolved pay disputes. Workers, organized under SATAWU across the country were picketing on roadsides after wage increase negotiations were unsuccessful.

Workers wanted 12% increase while management was not budging from 6%.

Furthermore, the workers wanted other allowances recognised such as night allowance and overtime, they also wanted medical aid, provident fund and other benefits given to this sector.

After a bruising six weeks, SATAWU and management finally agreed on the following points.

- Workers will be awarded a once-off payment of R175, plus a 6% basic salary increment, backdated to March 1st, 2005.
- The minimum wage will be pegged at R1,000 for the year 2005. This will progressively increase to R1,100 in 2006 and R1,200 in the following year.
- Work shifts will be limited to 24 per month.
- Allowances will be paid out on overtime work.
- Management will minimize the use of casual workers at plaza level.
- Workers will be awarded a guaranteed 13th cheque.
- Workers will find appropriate medical aid schemes to subscribe to. **S**

VICTORY FOR TRANSNET WORKERS

SATAWU took its dispute with Transnet Limited for independent arbitration. The dispute arose from SATAWU's challenge of the transport utility's November 2004 unilateral decision to stop its hitherto employee housing scheme. The facility was run by Housing, a division of Transnet Limited. Since its inception in 1937, this scheme

provided housing loans to all Transnet Limited employees.

In March 2005, Transnet Limited re-instated the scheme with stringent conditions that restricted access to housing loans for many Transnet employees. A month later, the scheme was summarily stopped for the second time. SATAWU members who were employed as Transnet housing loan administrators became redundant. The Housing division of Transnet Limited faced an uncertain future. Many Transnet employees faced problems in securing housing loans from financial institutions.

Two arbitration hearings were held in July 2005. They were chaired by an independent commissioner from Tokiso Dispute Resolution. The final of these hearings happened on the 29th July 2005, at the Transnet Housing offices, Carlton Centre. The unions insisted on the re-instatement of the loan facility.

A decision was taken to re-instate housing bonds and general loans with effect from 8th August 2005. The 3rd August 2005 was set aside for a meeting to prepare for the re-instatement. Another meeting to discuss issues of mutual interest was scheduled for the 18th and 19th August 2005.

The initiative taken by South African Transport and Allied Workers Union is a commendable victory on behalf of all Transnet employees. **S**

Third force kills security guards

The South African Transport and Allied Workers Union (SATAWU) has described as an "apartheid era third force system" the recent cold blooded murder of two security officers who were killed, stuffed in bags and dumped in the veld in Johannesburg.

This is in light of revelation that the alleged master mind in this murder was the "white baas" of the 26 guards who appeared in court. The acting National Security Sector Coordinator at SATAWU, Jackson Simon says his organization condemns the murder while at the same time calling on the state to seek and find all perpetrators of the despicable murder.

"This is not unlike the black on black violence of the 1990s which were sponsored by white neo Nazis" he said.

(To page 9)

Old Mutual kaffir employee saga continues

There is still no end in sight in the case where SATAWU took Old Mutual to court for condoning and defending a white employee who abused a black employee by referring to him as a "kaffir".

The matter was heard in the Cape Town Labour Court from Monday May 9th to May 13th, 2005. It was adjourned to the 31st October, 2005, after the initial hearings failed to resolve the matter.

"The offending staff member unsuccessfully tried to argue for the separation of her case from the Old Mutual one. She wanted to be tried outside of the company case, but the court refused and postponed the case to the new date" SATAWU Regional Secretary for Western Cape, Evan Abrahamse said in an interview.

This incident happened in Cape Town in 2003. For two years Old Mutual have refused to take disciplinary action against the white woman, arguing that it is normal for white people to refer to black people as kaffir, with no racist intentions.

Comrade Evan Abrahamse says the matter started when an employee of Old Mutual overheard the white woman refer to a co-worker as a kaffir in a conversation. She alerted management who in turn told her that Afrikaanders often use the term jokingly. Management gave the offender an informal verbal warning and allowed her to continue to work.

A tug of war ensued thereafter with workers putting pressure on management to take drastic action against the offender. A hearing was convened where the offending party was found guilty and dismissed. However, management is alleged to have covertly convened another hearing where the initial verdict was reversed and the employee was reinstated. **S**

WHY THE ROAD RAGE?

SATAWU has noted a dramatic upsurge in incidents of road rage. There is a worrying trend of motorists reacting violently to fellow road users they perceive to be discourteous.

Last month, a three year old child's life was brutally ended in one such incident. A recently published research indicates that up to 80% of SA drivers have experienced at least one incident of road rage.

SATAWU adds its strong voice in condemning this behaviour. We call upon the Ministry of Transport and other stakeholders to find a solution to this madness. **S**

We oppose privatization of Transnet: Randall

SATAWU remains opposed to the concept of privatising public enterprises. In the context of our resolutions and principles, we are sceptical of the idea of selling state enterprises.

We disagree with intentions to offload some Transnet business units to BEE companies. We believe this move will not benefit Transnet workers. We remain opposed to the neo liberal mantra: *private is best*.

On the same score, we reiterate our commitment to seek and find tangible solutions that are mutually beneficial to all interested parties in the operational changes at Transnet. **S**



Name: Ezrom Mabyana

Position: President, South African Transport and Allied Workers Union

Birth place: Polokwane, 1949.

Hobbies: Listening to music and watching soccer (as and when time allows)

Comrade Ezrom Mabyana is a cut above the average brow beating Trade Union leader. His immaculate sense of dress, soft manner of speech and poise gives him the impression of a diplomat. Yet again, he is not the usual international relations figurehead who globe trots state houses - presenting his credentials and laughing at flat jokes. He practices diplomacy as a way of life tackling every task with tact.

Comrade Mabyana speaks his mind with firmness of principle. He is a born leader that earns the respect and support of those under him.

"I personally like his unimposing leadership style. He gives room for individual innovation whilst simultaneously enhancing team spirit in the work environment", one of his subordinates observed.

Comrade Ezrom started out as a shop steward of the City Deep depot of the South African Transport Services.

"My election as shop steward marked the commencement of my role in labor leadership. I was then elected as Regional Treasurer for SARHWU in 1990. I subsequently assumed the position of National Treasurer in 1992." he says.

When the 2000 merger was effected Cde Mabyana was nominated for the presidency of SATAWU. Regional leaders wanted his ultimate leadership especially because of the new SATAWU. He felt honoured and thus from the position of national treasurer he was elevated into the national president of the new union. There was in fact a pact that the unions signed that when the merger is effected, half the national leadership will have to come from either one of the merging organisations. As such, the position of President, Treasurer and Deputy General Secretary went to former SARHWU and that of Secretary and the two deputy presidents went to former T & GWU. Mabyana won hands down and was largely endorsed as the one who was seen

as the fitting leader to transform the two unions into one solid force. He was elected president a position he has not relinquished since then. He has indeed set his sights at uniting the union and he thinks the transformation is bearing fruit. It has called for careful treading and diplomatic approaches to sensitive issues, but five years on, there is very little talk of what people used to be. Talk is about what people are now. And they are SATAWU.

"The strength of any union is all about the strength of its leadership. We need to exercise care whenever we are in a position where you have people following you. Do not treat members differently, be they from the regional offices or the national office. Treat all with respect and they will return the gesture" he says.

For now, the task for him and his fellow national office bearers is to visit all the regions to meet with the people and to show them that they care for them and have time for their problems. This speaks directly to people's feelings and impressions about the union.

"I see this as an idea that will eventually improve membership. When people see us then they know we are not fat cats from Johannesburg, but we are real genuine people who want the problems of all workers addressed fairly" he explains.

However Cde Mabyana reckons that SATAWU will need to appoint a task team that will go for a period of three to six months at a time just driving the membership campaign. He wants to see comrades deployed to all the regions making teams of about 10 to do a comprehensive recruitment drive.

When he leaves politics, he wants to leave behind a record of a good, vibrant, inspired, honest, hard working and of course united SATAWU. He also wants to build a cadre of talented and well groomed comrades to take over the reigns of this union.

Now, does that imply that his departure is imminent?

"Well, personally I would not like to leave before we achieve a 500 000 membership. Whether this is achieved as a result of a merger with other unions or a comprehensive recruitment drive it remains to be seen. On the same breath I must say that I would like to leave when I am still fairly strong. As all sane men will testify, it is good to leave office when you are still strong. In that way, you will be remembered for all the right reasons, instead of leaving when you have started to deteriorate in your abilities and leadership."

Comrade Mabyana knows all about succession and the need to leave a legacy of good leadership and integrity. He has been in politics for as long as he can remember. He joined the ANC while it was still an underground movement. His heroes were larger than life activists such as Mandela, Hani, Sisulu, Ramaphosa, Mbeki and Sexwale. When the ANC was unbanned, he took no time in registering for a proper membership complete with a membership card.

He has learnt a lot from these heroes' willingness to grow the organization into a unit that boasts of credible men of supreme integrity.

"That is why I pride myself in the fact that we are a credible union with a membership that is bigger than the combined membership of all our rivals," he says. With a membership approaching 100 000, you would think Mabyana would be content and ready to celebrate, but not this one. He wants more and more members and he is sure that with proper planning it is only a question of time before this massive membership is achieved.

Those who know Cde Mabyana say the man is a grafter. He does not rest much. When he reads a newspaper, he defines it as a rest. He is a committed person and in fact he has been asked by so many organizations to take leadership positions but he declined citing his commitment to his current job.

When one reporter asked him what form of relaxation he preferred, he gave it a thought and answered, "I don't know. I don't relax much because I have so much to do and I don't have much time for it".

Although he loves sport, he loves music and he loves reading, he does not find enough time to indulge in these, preferring to finish the task at hand and wait to relax when that is finished. His favourite team is Bafana Bafana...he can not afford to be partisan and factionalist.

Academically Cde Mabyana has been equally astute. After matriculating at Hebron High School in Pretoria he went on to complete a Diploma in Financial management and a leadership diploma. He later enrolled for a Bachelor's Degree in Commerce at the University of Potchefstroom. He will complete that soon.

Cde Mabyana is a husband and a father- just like you would expect from a man so orderly. **S**

**CHEER
UP!**

A man walked into a cowboy bar and ordered a beer just as President Bush appeared on the television. After a few sips, he looked up at the television and mumbled, "Now, there's the biggest horse's ass I've ever seen." A customer at the end of the bar quickly stood up, walked over to him, and decked him. A few minutes later, as the man was finishing his beer, Mrs. Bush appeared on the television. "She's a horse's ass too," the man. This time, a customer at the other end of the bar quickly stood up, walked over to him, and knocked him off his stool. "Damn it!" the man said, climbing back up to the bar. "This must be Bush country!" "Nope," the bartender replied. "Horse country!"

George W. Bush went to see the doctor to get the results of his brain scan. The doctor said: "Mr. President, I have some bad news for you. First, we have discovered that your brain has two sides: the left side and the right side."

Bush interrupted, "Well, that's normal, isn't it? I thought everybody had two sides to their brain?"

The doctor replied, "That's true, Mr. President. But your brain is very unusual because on the left side there isn't anything right, while on the right side there isn't anything left."

(From page 6)

Simon says SATAWU is outraged that certain sectors of society tend to take security work and security workers as a lower class of people whose lives do not matter. He says the abuses in terms of working conditions continue to be a sore point in South Africa and therefore the continued harassment, humiliation and murder of security workers needs an urgent intervention of the justice system.

The union would also like to record that it will continue to intensify the struggle to provide safer working environments for its membership in the security sector.

Twenty six people allegedly kidnapped three men on Wednesday last week and took them to various locations in the JHB CBD and allegedly severely beat them for apparently stealing or owing people money.

"This is shocking to say the least and it is difficult to comprehend as we could not believe that there are still black people that can still be used by apartheid forces to brutally assault and kill their own black people" he said.

"The assault and wrapping of black security workers bodies in plastic bags cannot be associated with any other act but that of barbaric monsters to say the least and people who allow themselves to conduct these kind of activities do not have a place in our society and must be removed and put behind bars with no hope of ever coming out".

As SATAWU we support the demonstration and the call by members of the families and community. We also call on the police not to hesitate in finding the perpetrators of these acts.

SATAWU will also be visiting the surviving victim to obtain a statement, so that we can draught a programme of reacting to these kinds of activities. Furthermore we are calling on the Private Security Industry Regulatory Authority to suspend the certificates of all implicated parties pending the outcome of the case. **S**

GIVE VARSITY REPEAT STUDENTS A CHANCE

By Mojalefa Musi

There has been limited public comment and critical analysis of the merits of Education Minister, Naledi Pandor's recent call for university exclusion of all repeat failure students. The expected unanimous disapproval of this policy call by, inter-alia, university students' organizations, academics and university management has not been forthcoming.

My perspective on this issue is to a large extent shaped by my firsthand experience of university education during the Bantu Education era as well as my direct involvement in the United Democratic Front (UDF); the education transformation movement of the 1980s.

There is need to evaluate the extent to which today's education system meets the erstwhile education transformation movement's objectives. Mpumelelo Mkhabela of The City Press newspaper lays down some of the critical demands of the education sector that was affiliated to the United Democratic Front (UDF) of the 1980s. These were inspired by the Freedom Charter's central vision of: The Doors of Learning and Culture Shall Be Opened to All. This noble vision encompassed easing public access to the wider tertiary education sector. To this extent, the 1980s marked a period of theory and practice of the ideals of education transformation.

The UDF's vision inspired the emergence of an alternative education sector that experimented and applied this all-embracing ideology. Education institutions such as Khanya College, Sached, National Literacy Cooperative, Workers Colleges, inter-alia, all came to represent the nucleus of the education transformation movement's vision. At the core of these, was an organized attempt to address the apartheid regime's systematic marginalization and deliberate denial of access to quality education for the black majority population.

Over the years, these institutions made a valuable contribution to the transformation of the education system. Their major activities included the following:



- They broke down social barriers and sought to include the educationally marginalized communities.
- They wooed and built confidence in those who were previously not inspired to participate in any form of education
- They instilled the virtue of freedom from all manner of oppression among their students. In this regard, they encouraged their students to independently determine their own world of social existence with emphasis on continuously seeking alternatives in face of adversity.

As I see it, the success of these institutions was based on their unique initiatives that gave students both academic and extended broader support. Many student academic support programmes emerged at universities. These set out to understand the entire student needs of the time with emphasis on finding solutions to challenges. Sadly, financial difficulties led to the closure of some of these institutions. At universities these unique initiatives succumbed to neo-liberal restructuring of the higher education sector.

The solution that the current Ministry of Education seeks to implement misses the point as it appears to overlook the following core issues that require close examination:

- The direct negative academic impact of the current rising nationwide unemployment and job losses on the majority of students with working class family backgrounds.
- The need for thorough assessment of the extent to which the current restructuring of higher education institutions adversely impacts on students' academic lives. Outsourcing and privatization of some non-core activities such as student counseling and academic support services tends to exert negative pressure on students' academic lives. This is illustrated by recent nationwide violent demonstrations by tertiary students.
- Reduced government subsidies to universities have raised the cost of university education beyond the means of the majority of students with

working class family backgrounds. As a result, today most South African universities are largely populated by students from privileged backgrounds. The Education Minister's policy recommendation will only alienate the majority of poorer students from the higher education institutions.

- The adverse impact of HIV-AIDS on the academic performance of the majority students from disadvantaged backgrounds is largely ignored. Outsourced HIV-AIDS counseling tends to be costly and therefore inaccessible to poor students that are affected by this scourge.
- The largely uncertain prospects of post-university gainful employment tend to demoralize tertiary students and adversely affect their academic performance.

The Minister's policy recommendation has to be taken back to the drawing board as it fails to address the needs of the present day democratic South African society. Whilst all the barriers to pre-university education are being broken, access to higher education appears set as a preserve of the affluent class in society. Our post post-apartheid society demands a consistent and balanced education policy that caters equally for the interests of all citizens.

Mojalefa Musi is the SATAWU, National Education Officer. **S**

SATAWU TACKLES HIV/AIDS

An anti AIDS initiative that was started by the South African Transport and Allied Workers Union (SATAWU) six years ago is now promising to be one of the success stories in the formidable battle against HIV/AIDS in Africa's biggest economy. It focuses on truck drivers and sex workers, two industries that are cited as the leading movers of the deadly HIV/AIDS endemic. A donation of R5.6 million by the Swedish government, officially made yesterday, is a boon to these efforts and it was roundly lauded by local leaders, business and trade union leaders. A ceremony to mark this was held in Ventersdorp in the Free State Province on June 2. It was graced by SATAWU Vice President Comrade June Dube. Other notable guests came from government, the business community and the diplomatic corps.

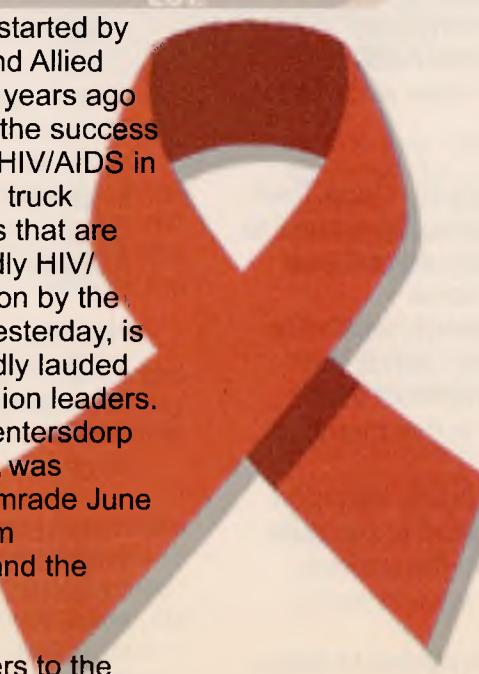
The susceptibility of long distance drivers to the

dangers posed by AIDS and their high risk status was first raised by researchers in the 1990s who argued that being absent from home for long spells and working across borders made long haul drivers some of the principal carriers of the disease in the SADC region. This prompted SATAWU to put proposals to business leaders to recognize the problem and help create interventions as a matter of urgency. This led to an employer-employee venture established through the Road Freight National Bargaining Council. For once, Traditional Union leaders and business managers were debating saving lives rather than wage increments.

Six years later, there are nine clinics and one mobile clinic that have been built countrywide. They are all manned by professional nurses and other medical officers. They are equipped to treat all STIs and to take rapid HIV tests. Over and above this, they have counseling, awareness, education and training facilities. Plans are afoot to increase this number to 15 clinics and four mobile clinics.

"We treat about 20 people for STIs per day in these centres. We are making headway in the openness of our people to speak about HIV. What we still find hard to do is take the voluntary AIDS tests," Moses Seahlof the senior nurse at the Ventersdorp clinic said.

Statistics indicate that some 105 000 drivers and women at risk have been reached through these centres. A total of 2.5 million condoms have been issued and close to 20 000 STIs have been treated thus far. **S**





SATAWU members in action

SATAWU JOINS NATIONWIDE STRIKE

the march at 10am to the designated places. We were given this responsibility by the federation," SATAWU General Secretary, Randall Howard said in an interview.

Comrade Randall was deployed to Klerksdorp, President Comrade Mabyana was in Colesburg, Deputy GS, Comrade Johnson was in Limpopo, while the first vice President Comrade Dube was in De Aars. **S**

FIVE YEARS ON...

SATAWU, by far the largest transport union in South Africa, celebrates its fifth anniversary this year. The anniversary coincides with the 50th anniversary of the Freedom Charter, 20th anniversary of COSATU and the 11th anniversary of our democracy.

SATAWU marked the historic merger between its forerunners, the South African Rail and Habors Workers Union (SARHWU) and the South African Transport and General Workers Union (T&GWU) with a splendid dinner held at the Boysens Hotel in Johannesburg on May 18, the date when the merger was effected in 2000.

The union at a glittering ceremony held at the Boysens Hotel in Johannesburg on May 18 celebrated this milestone.

Speaking at the function, President Ezrom Mabyana was full of praise for members of the union for their steadfast support both for leadership in general but for the union itself. He complemented them for the manner they have matured since the launch of the new SATAWU.

He singled out the role played by regional leaders in keeping the work of the union flowing smoothly. He said regions have facilitated work with locals, sectors and other structures to make SATAWU stronger.

"ON BEHALF OF THE NATIONAL OFFICE BEARERS I WISH TO RECOGNISE THE CONTRIBUTIONS OF ALL REGIONS, LOCALS, SECTORS AND STAFF WHO HAVE AND CONTINUE TO REMAIN RESOLUTE IN UNITING, CONSOLIDATING AND STRENGTHENING SATAWU AS WE PREPARE FOR OUR 2ND NATIONAL

The SA Transport and Allied Workers Union (SATAWU) joined throngs of marchers who took part in one of the largest strikes of the new South Africa. This action brought the country to a stand still as close to 1 million workers affiliated to COSATU took part in a national day of mass action across South Africa. Johannesburg alone had crowds in excess of 50 000 on the streets. A handful of these were members of rival union, UASA who took part in the strike as a show of support. Other non COSATU members also pledged solidarity by vowing not to do work left by striking workers

This signified the first day of a series of national days of mass action that COSATU has planned to bring publicity to the crisis of job losses as well as the current wave of casualisation of the work place. It is expected to be a monthly event.

The strike was hailed as a major success by COSATU leaders with President Willie Madisha and Secretary General, Zwelinzima Vavi calling capitalists to ignore COSATU at their own peril. Business associations were at pains to discredit it as having been less successful than it was proclaimed, but even the most conservative estimates still put the cost of the strike at close to R200 million.

Major centres, such as Johannesburg, Cape Town, Durban and Port Elizabeth were virtually ground to a stand still as marchers peacefully wound their way through the streets, in what some commentators have called a "show of force". For the first time in recent history even Ulundi, the heartland of KwaZulu Natal and home of the Inkatha Freedom Party took part in this march.

In the SATAWU ranks, drivers of public transport such as buses and trains were asked to facilitate the strike by driving the workers to the various points.

"We wanted strikers to come to work and to begin

CONGRESS IN 2006" he said.

He paid tribute to the brave members of the trade union movement who have paid the ultimate penalty for their principles and added that the new democracy belongs to them. He particularly recalled the brutal struggle waged by the class of 1989.

"The first bloody strike led by former sarhwu in 1989 for recognition against the apartheid state was a decisive one and contributed to fundamentally changing labour relations in the public sector through the power and determination of organised transport workers" cde Mabyana said.

He called on SATAWU members to work harder to ensure proper servicing of members. He argued that it is only through properly doing so, that SATAWU will be regarded as a union worth joining. **S**

we will have fresh drivers on the roads, motivated drivers and more secure drivers. We will definitely see an improvement in the industry in terms of service and attitude. We hope we will see a decrease of course in the number of road accidents" he said.

Mabyana also sees this as a victory generally for workers and transport workers in particular.

National Coordinator of the Taxi Sector at SATAWU, Zakhele Sibeko is less complimentary. He says last week's Sectoral Determination provides the industry with a good start. However he says it still falls short of the requests they presented in their 2002 submission to government.

"We had submitted to government that the minimum wage should be set at R2 500. We felt that that represented a fairer amount for Drivers to start from to let them support their families. However we have to agree that this is a good start and we can only go forward" he says.

He laments however that the issue of compliance still remains a challenge. He braces himself for some amount of confrontation but has no doubts that they will succeed. He says they will have to ensure that members of SATAWU report any owner who does not comply. They will then deal with that owner through laid out structures. He says they will also put pressure on government to release inspectors to work with them. This, he says, already happens in other sectors that do not have a collective bargaining council such as domestic workers and farm workers.

Regional Coordinator for the taxi sector for Gauteng Province Boniece Diphoko thinks that the long term benefit of this legislation and one that will impact society will be a reduction in road carnage. He says they are now working on a system that will rotate taxis almost the same way that buses operate.

"If an area has 400 taxis, we are now working towards making sure that we do not throw all 400 of them to the road at once. We want to ensure that there are 100 taxis each hour. The driver will know which hour his taxi should operate."

In that way, Diphoko says, there will not be the fierce scramble for passengers and money that we see currently. He says this will also ensure that drivers rest when they are not on the road and eventually the cake will be divided fairly within the industry.

"we are maturing and we are happy with the cooperation we get from owners, taxi associations as well as the labour department" he says.

A joint programme between the Union, government and owners will see all drivers receive customer care training as well as a professional driving course. This is in recognition of the fact that most drivers come from the background of driving personal cars which does not sufficiently equip one for work as a professional driver.

(To page 15)

GOVERNMENT RECOGNISES TAXI SECTOR

The South African Transport and Allied Workers' Union (SATAWU) celebrated a milestone in its relentless efforts to improve living standards and working conditions of taxi drivers when government succumbed to demands that the industry be allowed to operate as a quasi formal sector. The six year old running battle between the union, taxi owners and government culminated in the announcement by minister Membathisi Mdladlana of the Sectoral determination for the taxi industry which among other things, specifies minimum wages for taxi drivers, queue marshals and other taxi workers.

Taxi drivers, according to the new regulations, will earn a minimum of R1 350 while salaries for marshals have been set at a minimum of R1 080. Other peripheral players in the industry will earn a minimum of R945. This comes amid reports that some workers in this sector were earning as little as R250 while on the other end of the scale some earned as much as R4000.

Minister Mdladlana advised that the minimum wage should affect those below the R1 350. "We are not suggesting that you bring down the salaries of those who have been earning R4000 but we say, improve the underpaid workers".

SATAWU leaders say this will transform performance and attitude among drivers and workers. Furthermore, they contend that it will reduce the horrendous road accidents that involve taxis.

President of SATAWU, Ezrom Mabyana says formalizing the industry means, among other things, specifying times for knocking in and out of work. "What we had been seeing were drivers going on from 5am till about 9pm. By then the driver is not only tired but also irritable and often sleepy. Now we are saying, as this legislation indicates,



**SOUTH AFRICAN TRANSPORT AND ALLIED WORKERS UNION
A REGISTERED UNION (ref no. LR2/6/2/914)**

MEMBERSHIP APPLICATION FORM

REGION / LOCAL: _____ UNION SECTOR: _____
SURNAME: _____ FIRST NAMES: _____
CLOCK NUMBER: _____ ID NUMBER: _____
DATE OF BIRTH: _____ GENDER: MALE/FEMALE: _____
WORKER PENSION NUMBER: _____ STATION / DEPOT: _____
GRADE: _____ DEPARTMENT: _____
RESIDENTIAL ADDRESS: _____ YEARS OF SERVICE: _____

POSTAL CODE: _____ COMPANY NAME: _____
HOME TEL: _____ COMPANY POSTAL ADDRESS: _____
CELL NUMBER: _____
COMPANY TEL NO.: _____ POSTAL CODE: _____
COMPANY FAX NO.: _____
BASIC WAGE EARNED: R WEEKLY MONTHLY FORTNIGHTLY

I the undersigned promise to abide by the Constitution, policies and decisions of the union. I undertake not to bring the union into disrepute.

Date application signed:

Signed:

**STOP ORDER AUTHORISATION FORM
SOUTH AFRICAN TRANSPORT AND ALLIED WORKERS UNION
A REGISTERED UNION (ref no. LR2/6/2/914)**

P.O. Box 9451
Johannesburg 2000

Tel: (0 11) 333-6127
Fax: (011) 333-8918

Surname: _____
First Names: _____
Company name: _____
Station / Depot: _____

Clock No: _____
ID Number: _____
Worker Pension Number: _____
Department: _____
Grade: _____

I, the undersigned, hereby authorise my employer to deduct from my basic wage or salary subscriptions or levies payable by me to SATAWU or its successor in title ("the union") in terms of section 13 of the Labour Relations Act No.66 of 1995, as amended ("the LRA"). The amount of the union's subscription that I authorise the employer to deduct from my salary or wage is: (a) the equivalent of 1% of my basic wage or salary; or (b) if the amount in (a) is less than R20 per month, then R20 per month; or (c) if the amount in (a) is more than R80 per month, then R80 per month. I also authorise the employer to deduct from my wage or salary and pay over to the union any further levies that the Central Executive Committee of the union decides upon.

The employer is required to pay all subscriptions and levies deducted from my salary or wage to the union's head office, whose address appears above, by no later than the 7th day of the month first following the date each deduction was made. The union may change this address from time to time.

I hereby also authorise the employer to provide the union with any information that is requested by the Central Executive Committee of the union, including any information relating to my employment and membership of the union.

If I cancel this authorisation as a result of me resigning from the union, then I agree that the cancellation of this authorisation will only become valid: (a) four weeks after I have given the union written notification of my resignation from the union; and, (b) after I have complied with all the relevant provisions of the union's constitution, including clause 9.6.1 thereof.

I hereby terminate any other authorisation to the employer in terms of section 13 of the LRA to deduct from my salary or wage subscriptions or levies for any other trade union or trade unions.

Member Signature

Witness Signature

Date application signed

(From page 13)

Asked about the impact of this new regulation, a commuter from Thembisa, Norah Mashishi said she was looking forward to better service. She wakes up at 5am and has to be on the road by 6am. She feels taxi drivers have been acting like bullies since she started using them regularly eight years ago when she got a job on Jeppe street in Johannesburg. She says they give scant regard to the fact that the public pay for the service.

"If it is true that they are now being paid better and going for customer care training, I only hope it improves their mood and all will be well for us," she said.

Road traffic accidents threaten to blight some of the progress that South Africa has made in the transport sector. Accidents account for thousands of deaths per year in South Africa. A report released by the Medical Research Council in 2003 sent shock waves in the industry when it suggested that with 18 000 road deaths a year, South Africa was by far the worst accident prone country on the globe. Official figures however are more conservative suggesting about 6 500 deaths per year. Even then almost all of them were from road accidents, with other forms of transportation accounting for about five per cent.

1. How are drivers exploited:

They are overworked, beaten up and dismissed without the benefit of a hearing. Even when we take matters up with the CCMA, at times their ruling is ignored.

2. How do we ensure compliance of this sectoral determination?

(A) We will have to make use of our own members. They will tell us if they are being paid as per the legislation and if not we will take the matter up with the owners, their own organization as well as with the department of Labour itself.

(B) We will need government to assist us because we still do not have a collective bargaining council for this industry so our own initiatives will definitely be challenged. However we know that government uses inspectors to monitor compliance of regulations for other sectors that do not have collective bargaining councils such farm workers and domestic workers. We hope this will be extended to us to ensure the sectoral determination pronouncements are adhered to.

3. How about fleet cut backs?

Currently we have about 220 000 taxi drivers in the country and we understand this move will affect

around 70 000 of them. Our own view is that whoever is given the tender to produce the new 35 seater buses should be compelled to take his workforce from the affected drivers. Even those who may not get job immediately manufacturing starts, we are of the view that they should be further trained in areas like maintenance and management so that when these new buses start, the former drivers can be absorbed back into the industry.

4. Are we happy as SATAWU?

It is a good start especially when you view it as a package not just the minimum wage, but to say we are completely happy may be a bit over the top. We think it was done in good faith and more can be achieved henceforth. We had asked for a minimum of R2 500 in 2002 but were hoping that it would at least be R1 800 but as you know we got about R500 less. But on all other areas we feel it provide fair ground for future negotiation and progress.

5. There is talk of government wanting drivers to all possess Code ten?

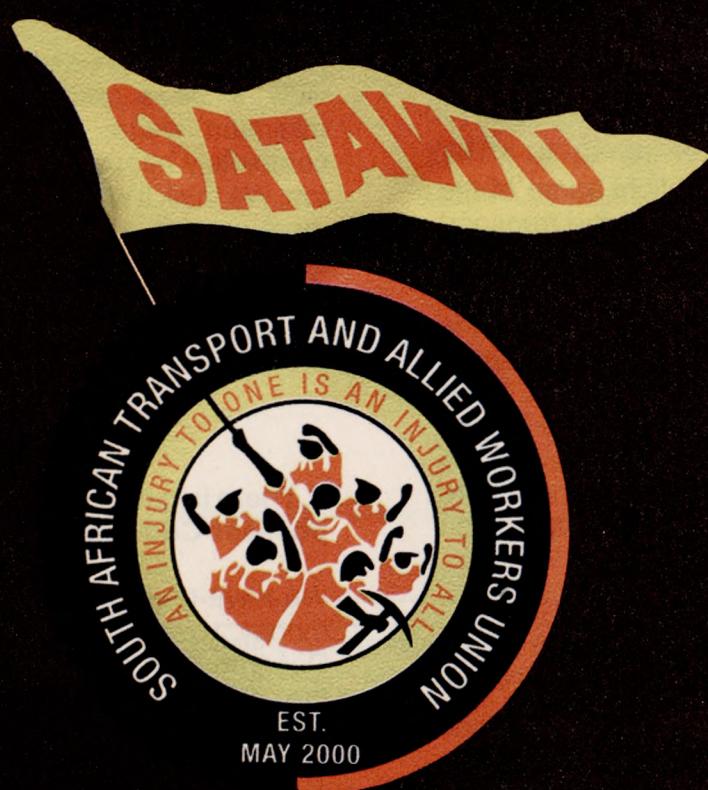
We have to up grade of course, but since it involves money, we will need to renegotiate with the Labour Department to assist us up grade our drivers. This in the end is good for everybody. It increases the safety of our transport system.

6. EMS?

Electronic Management Systems are good for business. We can only hope for a fair application and management process. Otherwise from a business point of view it is good and helps the owners in accounting so there is no way we can not welcome something that takes the industry forward. **S**

MEMBERSHIP: 82 325

Sectors Organised: Transport - including Railways, Harbours, Parastatals, Aviation, Passenger Transport, Freight, Contract Cleaning and Security



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