



# T&G NEWS

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# Congress takes strong resolutions



*Flying the flag: T&G members at our annual congress in Pietermaritzburg. Several important decisions were taken at the congress - now it is up to you, the members, to ensure they happen.*

T&G Congress is over for another 2 years. Now we have the task of acting on the important resolutions that Congress took.

About 400 delegates came to the Congress at Pietermaritzburg University to take our union forward into the 1990s. Comrade Harry Gwala, a member of SACP and ANC, and comrade Pozo Zondo, an organiser from NOW (Natal Organisation of Women), came to speak to the Congress.

Comrade Gwala pointed out that the working class in the factories and townships and rural areas will win the struggle. The working class must lead this struggle. Church people, sports people, peasants and intellectuals must also take their part.

We must work towards socialism because without socialism there will still be many problems. Gwala said socialism is still alive. The marches in Eastern Europe in most countries are to make for a better and more democratic socialism.

Comrade Gwala said that it is the duty of all union members to make a people's democracy under the leadership of the working class. We can only enter negotiations with the government if the working class is in a very strong position.

Comrade Zondo spoke of the need to make COSATU women's forums strong so that we can build FEDSAW (Federation of South African Women). She spoke about political negotiations and said nobody talks about women as part of political negotiations.

She pointed out that the struggle is for a free non-racial South Africa where women have a proper place.

\* More details of the congress on Pages 2 & 3

**INSIDE: New T&G office-bearers \* Protest at House of Delegates \* Strike discipline**

# The year of restructuring

T&G Congress had its own glasnost and perestroika! Many of the resolutions talked about how we must make things work better inside our union. We need to look at our mistakes and problems and then make our union stronger. 1990 will be the year of restructuring!

What did these resolutions say? One resolution noted that organisers are overworked and often do shop stewards' work. Also that many T&G members do not come to union meetings. So we must start a national campaign to make our structures live again!

Another resolution talked about the need for better co-ordination of organisation in different regions. So regions can now be set up after further discussion in the NEC.

The Congress also voted to set up a FINCOM (Finance Committee) with national office bearers and all branch treasurers. FINCOM meets every month and checks branch finances before it gives money to branches.

The FINCOM will also look into special requests for money from branches or head office. Union finance policy will come from FINCOM to the NEC, and FINCOM will train treasurers in all matters around finance.

The Congress decided to make a new position of Assistant General Secretary because the General Secretary is overworked. Another



Forward to freedom: Congress delegates in shall at PMB

important resolution said that we must look again at resolutions from T&G 1988 Congress. Did branches act on 1988 resolutions? If not, we must make sure we do before the next Congress.

There is more time to act on T&G resolutions because Congress will now take place every 2 years. Each branch will send their NEC delegates and one delegate for each 100 members.

#### MERGER WITH ZAKHENI

We are very happy to say that an important merger happened at the Congress. This merger was with Zakheni Transport & Allied Work-

ers Union. Zakheni has 5000 members mostly in the passenger transport industry. A number of their workers come from PUTCO.

#### CLEANING AND SECURITY RESOLUTIONS

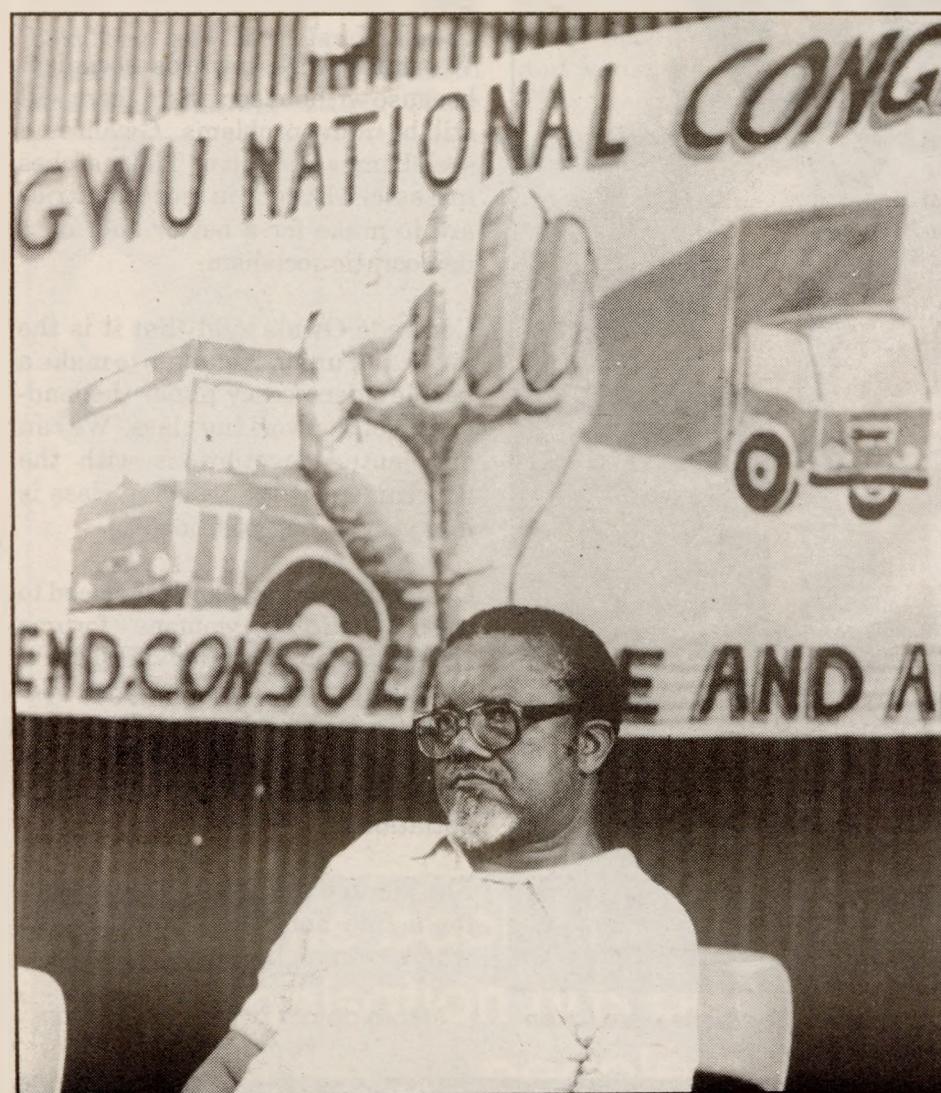
The Congress also took resolutions on the cleaning and security industries (see back page) and on Steiner Services in the dry cleaning industry. This resolution says that Steiner has a contract with the SADF to clean uniforms. Steiner workers do not want to clean SADF uniforms when the SADF kill our people and are servants of the apartheid regime. So the resolution calls for a campaign in Steiner to cancel their

SADF contract and other contracts with racist institutions.

#### TRANSPORT UNITY

There was also a resolution on Unity in the Transport Industry. This resolution calls for mergers in the transport industry with unions like SARHWU, TAWU and TEAM-MATES. These mergers are important because we need to unify the transport industry in line with COSATU's policy of ONE UNION ONE INDUSTRY.

These are the T&G resolutions in brief. We will bring out a book with all T&G resolutions so you can talk about the resolutions in more detail.



Above: For the first time at a T&G Congress we had trade union leaders from outside South Africa. Above from left to right representatives from the International Transport Federation (ITF), TGWU in Britain, and the Italian Transport Federation (CGIL). We welcomed this international solidarity!

Left: Comrade Harry Temba Gwala attends T&G Congress

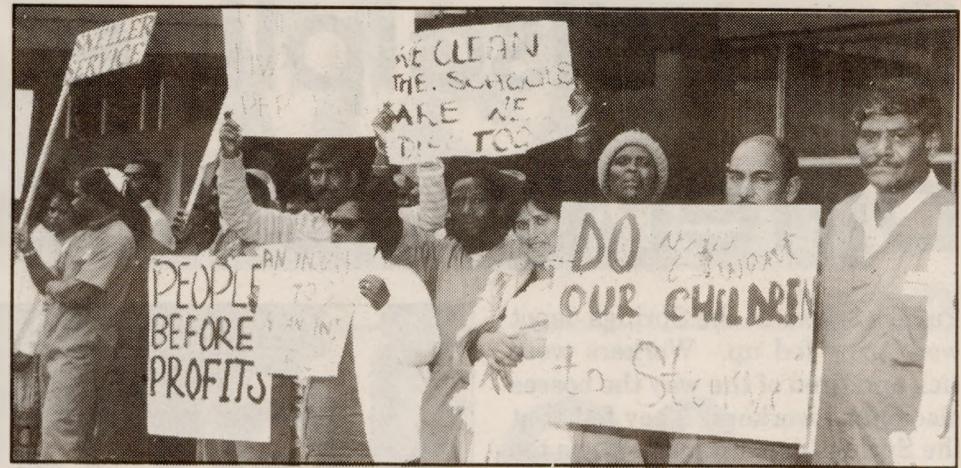
# Cleaners protest at House of Delegates

Sneller cleaners have fought hard for their jobs and won! Cleaners joined hands with people in the community, parents, and teachers and showed the house of delegates what they thought of them.

How did this unity come about? Sneller have a contract with the House of Delegates to clean Indian schools. Sneller workers have cleaned schools in the Indian townships of Lenasia, Chatsworth and Phoenix for up to 20 years and more. In this time the cleaners made friendships with students, teachers, principals and parents in the schools.

Last year the company decided to retrench. In most schools there are 4 cleaners. The company wanted to keep only one full time cleaner and 2 part time cleaners. The House of Delegates did not worry about this retrenchment and happily signed another contract with Sneller.

But workers, students and school committees of parents and teachers were very angry. The cleaners were getting very little money - R379 a month. And then on top of low wages the company wanted to make more profit by getting fewer workers to do more work.



The union protested to the company but the company did not want to break the contract with the House of Delegates. So parents, teachers, principals and workers went on protest marches to the buildings of the House of Delegates. These protest marches took place in Durban

and Johannesburg. In Durban the marchers presented a letter of protest to the house of delegates. Soon after the protest marches the company said that no worker will be retrenched, and the the House of Delegates are willing to change the contract.

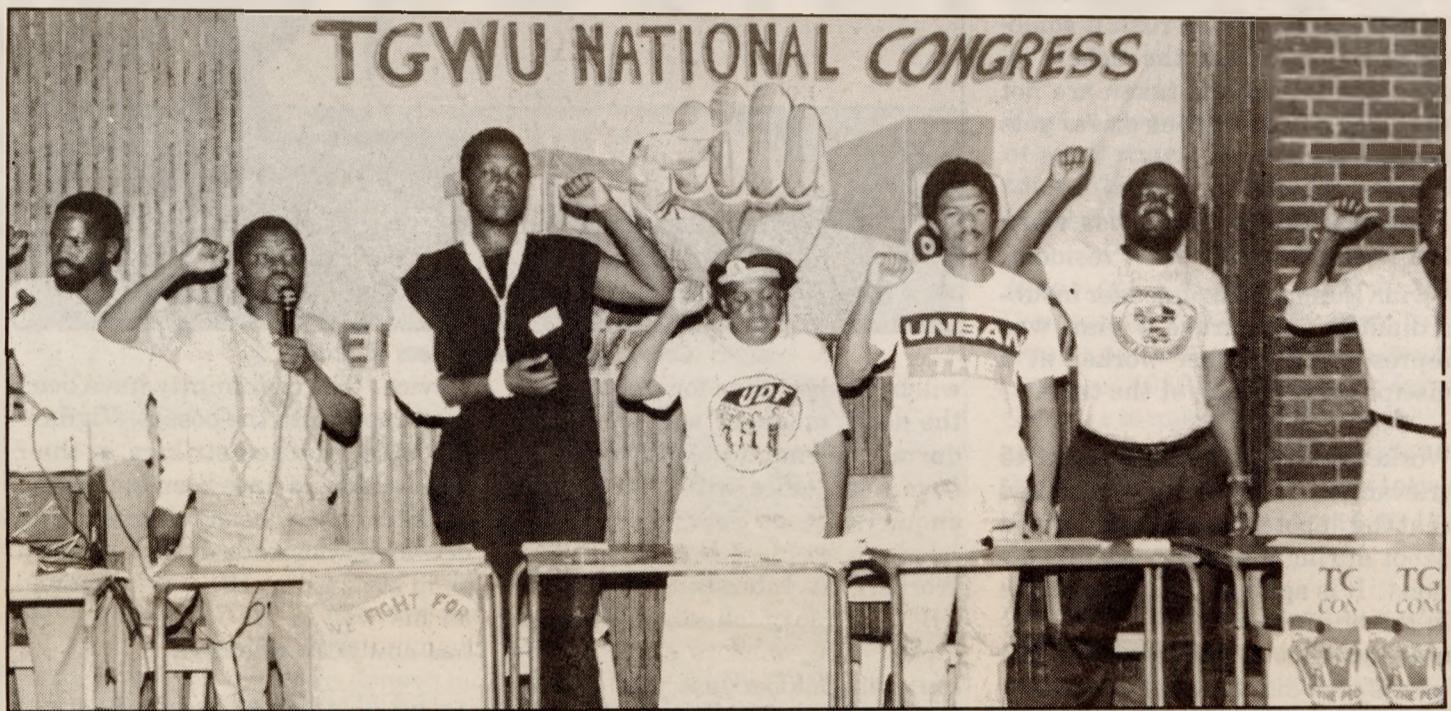
# New T&G office bearers

At the T&G Congress in December last year workers voted in their new office bearers. These office bearers will hold office for 2 years until the next T&G Congress. Who are these office bearers?

Vivian Zungu is President for the third time. Comrade Vivian is a shop steward at PUTCO Springs depot and is active in the Cosatu Springs local. He has worked hard for the union for many years and was one of the first members of T&G in the Transvaal.

The new general secretary is Nathi Nhleko. Comrade Nhleko replaces Comrade Jane Barrett who was general secretary for 7 years. Nathi was the T&G branch secretary in Northern Natal for 3 years. Before this he was in youth organisation in Empangeni and also active in COSAS and UDF. He was detained for his activities four times under both Section 29 of the Internal Security Act and under the Emergency.

The Congress voted to have an assistant general secretary for the first time. Randall Howard is the assistant and he was acting branch secretary in the Western Cape. Comrade Howard worked at SACD in Cape Town until he was fired in 1988. There was a national strike by Renfreight workers but the



*The new office bearers: From left to right: Vivian Zungu, Nathi Nhleko, Nomsa Chope, Randall Howard, Philemon Mashitela and Ephraim Makosa*

company would not reinstate Randall. In 1988 he was the Cosatu Western Cape regional vice chair and T&G second Vice President.

Alfred Ndlovu was elected again as First Vice President. Comrade Ndlovu is on Robben Island. He is serving the second year of a 5 year sentence for terrorism and attempted murder. On 12 December Alfred's sentence came up for appeal. The union feels his sentence is very unjust but the apartheid judges at the appeal decided that Alfred must serve the full 5 years.

Comrade Alfred was a worker at Kwa Zulu Transport in Pietermaritzburg and first Vice President of T&G when he was detained. He was also Cosatu

Southern Natal Regional Chair.

Because Alfred is in prison the acting First Vice President is Ephraim Makosa. Comrade Ephraim is a shop steward at Presto Parcels in Jet Park. He was T&G Second Vice President last year. Makosa was active in TEYCO (Tembisa Youth Congress) and in the Tembisa Rent Campaign. He is also active in the Tembisa local and is the COSATU delegate in the Tembisa MDM forum.

The second Vice President is Philemon Mashitela. Comrade Mashitela is a shop steward at Putco in Weinberg. Philemon was a member of Zakhene Transport & Allied Workers Union but at the T&G Congress Zakhene joined



*Alfred Ndlovu T&G's first vice-president now serving five years on Robben Island.*

T&G with 5000 members. We are happy to have Comrade Mashitela as an office bearer to make our new unity strong.

We are very proud and happy to say that our Treasurer is the first woman worker office bearer in T&G! Nomsa Chope is a shop steward from Steiner Cleaners in the Western Cape. She has been vice-chair and treasurer in the Western Cape Branch. She is also active in UWCO (United Womens Congress) and active in the T&G Western Cape Women's Forum.

The new general secretary and assistant general secretary will be working in the head office in Johannesburg from the beginning of February.

**Vivian Zungu has been T&G's President for three years.**  
**Viva Comrade Vivian!**

## BRIEFS \* BRIEFS \* BRIEFS

### June 16 Victory!

For the first time at an Afrikaans University, Stellenbosch University, we have won June 16 and May 1 as paid public holidays. This is the first time we have negotiated with the university and we did well.

The minimum wage was R350 and is now R500. All workers earning above R500 will get a 15% increase.

We also won bonuses, increased leave and job secu-

rity. We will negotiate Maternity Benefits some time this year.

### Pentech Agrees to Negotiate Wages

T&G organises technikons all over South Africa. We have won recognition agreements with some of these technikons. But at Wits Tech and Pentech in Western Cape the bosses did not want negotiation of wages in the agreement. PE Tech have negotiated wages for 2 years.

And now, after 4 years of fighting, Pentech have also agreed to negotiate wages.

# Bad discipline, and bitter bus strikes

Putco workers at the Springs depot were truly fed up. Workers were sick and tired of the way the bosses disciplined workers. They felt that the Springs depot manager was too hard and treated workers like children. So workers went on a seven week strike in January and February.

In the bus industry workers are often disciplined for things beyond their control. For example, the bosses have slowly got rid of ticket conductors. This means bus drivers must take all fares. In the rush it sometimes happens that the tickets issued and the money taken are not the same. Then the bus driver gets disciplined.

The last straw at Putco was when the bosses wanted our President, Vivian Zungu, disciplined for insubordination. Comrade Vivian was representing another worker at a disciplinary hearing at the time.

Workers gave the bosses a list of 45 grievances. Then workers demanded that the depot manager be out of the depot during a hearing into his actions. It is against the law to strike in the bus industry. But the Putco bosses did not dismiss workers. The bosses also did not accept workers' demands.

So for seven weeks workers over the Christmas period sat united and with no pay. Then Putco workers at the Boksburg and Homelands depots came out on a sympathy strike. Soon after the strike was settled. There



*On strike: T&G members at Putco*

will be no discipline for strikers and the depot manager will take leave during the enquiry. A Putco person from head office will sit in on the enquiry.

Workers at Interstate Bus Lines (IBL) in Bloemfontein are not so lucky. 500 workers came out on strike in October last year and all were dismissed. This strike was also about the bosses bad discipline. 60% of workers have left IBL - mostly because of dismissals.

The company wanted to kill the union and would not take workers back. They used scabs to run a small bus

service. The community have been very angry with the bosses. Vigilantes have attacked strikers in their houses, houses have been burnt, and strikers have been charged and detained. Comrade Joseph Letsia a shop steward at IBL was detained on his way to T&G Congress. He has now been released.

At the end of January a forum of union, civic, youth and student delegates decided on a 3 day bus boycott to put pressure on the company to settle. But the bosses still will not take workers back. The union is applying for a Conciliation Board.



*Cleaners do hard dangerous work*



*The kind of work cleaners do*

## Victory to railway workers

In T&G we salute the long and bitter struggle of SATS workers. After 3 months of struggle SARHWU and SATS have settled. All 23000 strikers will be re-employed with the same grade, job, wage, and bonuses. Only length of service benefits will be lost. The re-employment also wipes out all workers' disciplinary records.

SARHWU will now register with Manpower and SATS will recognise the union. The union has already applied for registration in Natal. This means SATS will at last negotiate wages and working conditions with SARHWU. Wage negotiations will begin in April.

## Cleaning & security campaign launched

At our NEC in November 1989 we had a long, hard look at weaknesses in T&G. People felt that we must put more time and energy into our cleaning and security sectors. So an important resolution was put forward and passed at our Congress in December.

This resolution says that the union has not given proper attention to organising cleaning and security. Workers in the cleaning and security industries suffer from a great deal of unjust discipline from the bosses. Also, the bosses fight hard against recognition of our union. So the union must work very hard in these sectors.

The union will put the most experienced organisers into the cleaning and security sectors. And in 1990 a big campaign will start in these sectors. A campaign to educate, mobilise and organise workers in these sectors. And a campaign to form industrial councils to negotiate wages and conditions for all workers in cleaning and security. Branches have already started working on this campaign.

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**Welcome back to the country comrades ANC and SACP! Your organisation has been with us for many years but now the people can hold your banner high!**