

COSATU



COSATU

WESTERN CAPE

MARCH

(TO PARLIAMENT)

AGAINST PRIVATISATION

16 AUGUST

We did not fight for liberation so that we could sell everything we won to the highest bidder. All workers should participate in this march, to stop privatisation.

THURSDAY 16 AUGUST 2001

STARTS - 14:00

DARLING STREET, CAPE TOWN

Section 77 of the Labour Relations Act protects workers participating in this action against victimisation. You should leave your workplace at 13:00 and go and join the march. COSATU supports the restructuring of state-owned enterprises and local government to improve their capacity to deliver basic services. We want a strong government to build our economy to provide jobs and improve our lives. But privatisation will NOT help achieve these ends.

**OTHER ORGANISATION AND COMMUNITIES ARE WELCOME
TO JOIN THE MARCH TO MAKE ARRANGEMENTS**

CALL COSATU 448 0045



Mobilise for the Provincial strike against privatisation!

COSATU says all working people suffer from privatisation

How does privatisation affect you and your community?

- In education, the rich pay high fees and get great schools in the suburbs. Meanwhile, working people's schools in the townships and rural areas don't have electricity or enough classrooms, resulting in high failure rates.

- In health, the rich can afford private care with the best services in the world - while the poor are trapped in an underfunded, understaffed system with long queues and hospitals and clinics that are deteriorating.

- Where cities have privatised water management, the cost goes up and the service gets worse. Durban is facing a 28% increase in water costs. Making people pay for water has led to cut offs and even made the cholera epidemic worse.

- Because government says Eskom has to make profits and pay taxes, we have seen mass cut offs - with 60 000 households shutdowns in mid-winter in Soweto alone. Now the National Electricity Regulator says it wants market prices for electricity. This could lead to a 20% price hike.

- In policing, the rich hire their own security guards and fence their suburbs. For the rest of us, there are not enough police to ensure safety and security.

- Privatisation of the telephone system means that even though Telkom is rolling out new phones, basic rentals and local call costs go up - and phones get cut off for poor people.

- In transport, the rich have their own cars and can afford toll roads. But government trains and busses have been cut back, so our people have to rely on dangerous taxis. Stampedes in train stations cost more lives.

COSATU is mobilising to STOP PRIVATISATION!



PUBLIC SECTOR WORKER ON THE MARCH

MASS MARCH

GRAND PARADE

FRI. 25 JULY 1997

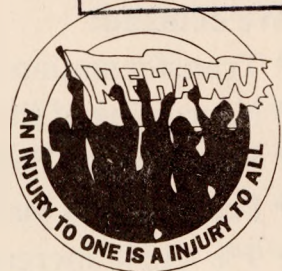


10H00

PROCESSED

SPEAKERS:

***SAM SHILOWA
VUZI NHLAPO
THULAS NXESI***



**FREE QUALITY EDUCATION
END OF DISCRIMINATION AND
CLOSURE OF APARTHEID WAGE GAP**

PUBLIC SECTOR WORKERS UNITE

POPCRU, NEHAWU & SADTU demand that the 3 year agreement between the government and unions be honoured as this ensures the improvement of conditions of employment.

We further believe that:

- Quality free public education is the responsibility of the government
- All levels of Police & Prison Services must reflect the nation - affirmative action in promotion now!
- Workers have once again been exploited with the 7.5% increase offered by the government.
- For years teachers, police officers, nurses, clerks, artisans and other workers have been paid starvation wages. Workers need to unite and fight for a living wage.

We demand:

- * Transformation of the Public Service
- * Narrowing of the Apartheid wage gap
- * Free Quality Public Education
- * Protection of our communities against crime
- * 9% - 15% increase now
- * Minimum wage of R1 750
- * 4% wage bill for Human Resource Development
- * Manageable class sizes in order to deliver effective education



**PUBLIC SECTOR WORKERS UNITE &
FIGHT FOR A LIVING WAGE**



COSATU

MASS RECRUITMENT

It is COSATU who won for all workers a:



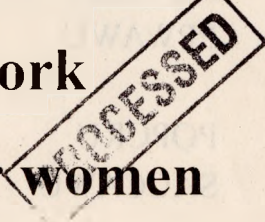
Better Labour Relations Act



Reduced hours of work



Maternity rights for women



We will be visiting your factory (workplace/industrial area) today & tomorrow to sign you up into a COSATU union.

You should check in your Industrial area or at your factory gates for the COSATU canvassers.

If you are not in one of the unions on the back page then move to a COSATU union now!!

Together all workers will under the banner of COSATU build a better world of work with a living wage.

Forward to workers control!
JOIN COSATU NOW

Following is a list of COSATU Unions and the Industries they organise in:

UNION	INDUSTRY	TEL. NO.
CAWU	Construction Workers	448 1045
CWIU	Chemical Workers	47 7326
CWU	Communication Workers	930 7760
FAWU	Food & Allied Workers	47 4006
NUM	Mine Workers	948 6363
NUMSA	Metal Workers	47 6180
PPWAWU	Paper/Printing/Wood Workers	448 8485
POPCRU	Police Workers	696 4277
SACCAWU	Commercial/Catering & Retail Workers	461 8770
SACTWU	Clothing & Textile Workers	47 4570
SADTU	Teachers Union	47 5257
SAMWU	Municipal Workers	448 8214
SARHWU	Railway & Harbour Workers	448 6975
SASBO	Bank Workers	24 5941
T&GWU	Transport & General & Security Workers	461 9410



**White Workers, Black Workers,
White Collar Workers, Blue Collar Workers
All Workers COSATU Members**

SALHA 22 e: COSATU

COSATU



1.30 p.m.

Sun 23 March

MASS RALLY

University of The Western Cape
Modderdam Rd. Bellville (Unibel Station)

CONGRESS OF SOUTH AFRICAN TRADE UNIONS

WORKERS OF THE WESTERN CAPE UNITE TO BUILD COSATU

The CONGRESS OF SOUTH AFRICAN TRADE UNIONS was launched in November 1985. 33 Non-racial trade unions representing 500 000 workers united to build one federation. Thousands of workers are in unions outside COSATU and thousands more are not in unions at all. We call on you all to go forward with us inside COSATU.

ONE COUNTRY - ONE FEDERATION

In COSATU we are fighting for:

- * A NATIONAL MINIMUM LIVING WAGE FOR ALL
- * THE RIGHT FOR ALL TO WORK
- * THE RIGHT TO STRIKE
- * WOMEN'S RIGHTS IN THE FACTORY
- * ONE NATIONAL UNION IN EACH INDUSTRY

ONE INDUSTRY - ONE UNION

In COSATU we say that the struggle does not end at the factory gate. We are committed to working with all progressive organisations for our joint demands:

- * AN END TO THE PASS LAWS
- * MAY DAY AND 16 JUNE TO BE PUBLIC HOLIDAYS
- * TROOPS TO GET OUT OF OUR TOWNSHIPS
- * UNBANNING OF ALL ORGNAISATIONS AND THE RELEASE OF ALL POLITICAL PRISONERS

COSATU calls on YOU, workers in the factories, on the farms, in the shops, the hospitals, the homes, and you, the unemployed workers and youth;

Unite to fight Apartheid Oppression

Unite to fight the exploitation of the bosses

UNITE UNDER COSATU'S BANNER



AN INJURY TO ONE IS AN INJURY TO ALL

Issued by: COSATU, Western Cape Region, Rainbow Building, Athlone
Printed by: Esquire Press (Pty) Ltd., Vanguard Drive, Athlone Industria. Phone: 637-1260/1

SALHA 22c: COSATU



COSATU

COSATU

CONGRESS OF SOUTH AFRICAN TRADE UNIONS

MAY DAY IS OURS

Never before in South African history has there been such a successful stayaway. Through our organised strength in the factories COSATU has led two and a half million workers in the demand for May Day as a paid public holiday. We attempted to negotiate this demand with managements and when this failed we were left with no option but to show our determination to take May Day. COSATU held May Day meetings throughout the country. In cities and small towns workers had meetings to discuss our demands. Schools closed in solidarity. Millions of workers united with other organisations to make this a stunning success, a clear example of our disciplined unity.

MAY DAY IN WESTERN CAPE

Even before May Day it was clear that there were attempts to prevent our meetings and united action from succeeding. Pamphlets giving false information were given out but these attempts to confuse and prevent workers from coming to our meetings were a failure. Throughout the Western Cape seven different meetings were legally held and tens of thousands of workers united with youth in attending them. After they had failed to disrupt our meetings, the police and army began to provoke and attack those that attended them.

The only answer that the state had for the disciplined unity of our meetings was to surround them and prevent people from leaving in an orderly way. It was clear that it was the police who were a danger to the public peace and safety for all those who experienced the attacks that followed. Officials attempted to speak to the police and point out that they were preventing people from getting home and provoking them but they were not prepared to negotiate at all.

COSATU CONDEMNS POLICE ACTION

In Paarl people were harrassed and arrested. In other areas members, supporters and Union officials were arrested for no reason. Two meetings were disrupted when police fired teargas cannisters into crowded halls. In the panic old people and children were crushed as people rushed for the doors. Police prevented people leaving the halls and stormed in with sjamboks to beat those trapped inside. Many people were bruised, bleeding and choking after these senseless attacks. COSATU condemns the violence, brutality and irresponsibility of the police. We will not let it rest at this. We must ensure that this is never allowed to happen again. Our struggle for democratic organisations will not be halted by mindless violence from these so called "public servants". It is up to us to take action against it and we will use all the means available to us to do this.

ACTION

- * We are investigating assault charges against the real criminals in this matter. Anyone who was injured should contact the local Union office.
- * We must demand that the bosses and their organisations, like the Chambers of Industry and Commerce, state clearly where they stand on this police violence.
- * The Shop Stewards will discuss what further action we should take at our Regional Congress on Sunday 11th May at Cape Town Municipal Workers Association offices in Athlone.
- * Every member in every factory should discuss these attacks and let their Shop Stewards know what action they should be taken.

We have shown that May Day is our day! Now we must show that we can defend it!

VIVA COSATU ! VIVA !

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SALHA 22C: COSATU

13.21

UDF



16 JUNE

COSATU

THE CAPE TOWN
TRADE UNION
LIBRARY

SOWETO DAY PAY DAY

The executives of UDF and COSATU are concerned about our people and have reached consensus at national level to pay all comrades to celebrate Soweto Day and who stay away from work without pay from their employers. Therefore stay away.

STAY AWAY WE PAY

We pay R10 to R50 per day. Just bring a payslip and we pay you. All UDF or COSATU offices will do pay-outs. Where there is no such offices any civil Resident Association will act on behalf of us. Payouts daily between 10h00 - 11h00.

COMRADES UNITE

- We will look after you -

Mitchell's Plain UDF, 22 Hibiscus Street, Lentegeur.

Mowbray Area Committee, 5 Hare Street, Mowbray.

Claremont and Observatory Area Committee, 2 Rhodes View,
35 Main Road, Observatory.

United Democratic Front, 701 Atlantic House, Corporation Street,
Cape Town.

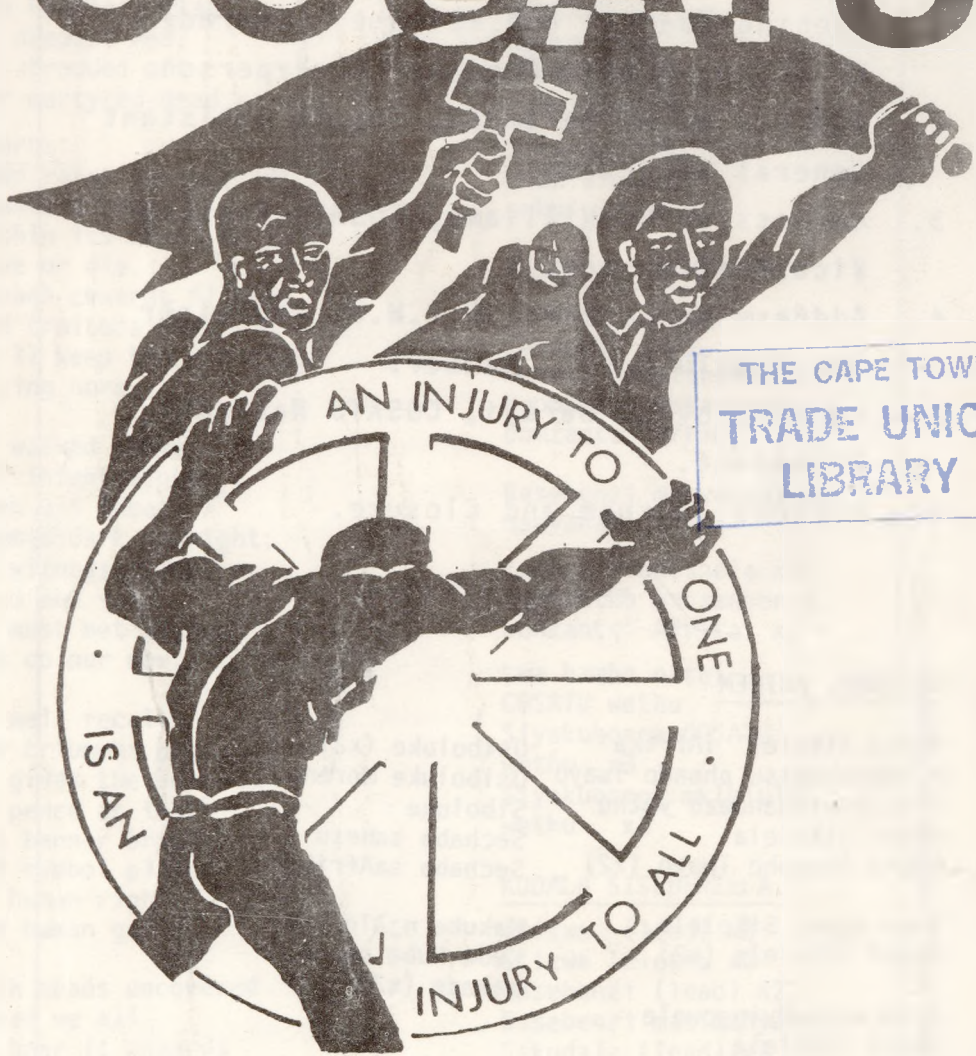
MARXIST SOCIALISM

WORKS FOR YOU

Issued jointly by UDF and COSATU, 701 Atlantic House Printed by CAP

SALHA FLO: SADOE: SALHA 22C: COSATU

COSATU



THE CAPE TOWN
TRADE UNION
LIBRARY

MASS RALLY

CONGRESS OF SOUTH AFRICAN TRADE UNIONS

COSATU RALLY PROGRAMME

1. Opening Address and Welcome - Comrade M. Mtiya, COSATU Regional Chairperson.
2. Address by M. Mafumadi, COSATU Assistant General Secretary.
3. Address by N. Williams, COSATU Regional Vice Chairperson.
4. Address by L. Pike, F.C.W.U. Organiser and COSATU N.E.C. Member.
5. Address by E. Barayi, COSATU National President.
6. National Anthem and Closure.

=====

NATIONAL ANTHEM

Nkosi Sikelel' iAfrika
Maluphakamisu phondo lwayo
Yiva nemithandazo yethu
Nkosi Sikelela
Thina lusapho lwayo (x2)

Woza moya, Sikelela,
Nkosi Sikelela (x2)

Woza moya Oyingcwele
Nkosi Sikelela
Thina Lusapho lwayo.

Morena Boluka
Sechaba sallesu
Ophidi sedintwa
la matswelo ho (x2)

Osiboluke (x2)
Osiboluke Morena,
Siboluke
Sechaba saHesu
Sechaba saAfrika.

Makube njalo (x2)
Kude kube nguna
pakade (x2)

MANYANANI BASEBENZI

Manyanani Basebenzi,
Manyanani, (x2)
Ikhona inhlango
iCOSATU (x2)

THE RED FLAG

The People's flag
is deepest red,
it shrouded oft
our martyred dead,

Chorus:

Then raise the scarlet
standard high!
Within its shade we'll
live or die.
Though cowards flinch
and traitors sneer,
We'll keep the red flag
flying here.

It waived above
our infant might
When all ahead
seemed dark as night;
It witnessed many a
deed and vow:
We must not change
its colour now.

It well recalls
our triumphs past;
It gives the hope
of peace at last-
The banner bright,
the symbol plain
Of human right
and human gain.

With heads uncovered
swear we all
To bear it onwards
till we fall.
Come dungeon dark
or gallows grim,
This song shall be
our parting hymn.

COSATU SONG

1 COSATU (lead)
1 COSATU sonyuka-
nyuka nayo
Side singene
enkululekweni.

Singene (x3)
Side singene
enkululekweni

BASEBENZI MANYANANI

Imnand' invangeli x2
Imnandi (x2)
Kudala sibatshela x2
Ngombutho wabasebenzi
bomzants' Afrika x2

Basebenzi manyanani x4
manyanani x4

Kudala sibatshela x2
Ngombutho wabasebenzi
bonzants' Afrika x2

Kwa hambe nathi
COSATU wethu
Siyakubonga COSATU
wethu x3
Siyakubonga mklululi
wethu x3

KUDALA SISEBENZELA...

Ilizwe (lead) x2
Ilizwe lelethu x2
Basebenzi (lead) x2
Basebenzi masimanyaneni
Sekudala (lead) x2
Kudala sisebenzel'
amabhulu x2
Basebenzi (lead) x2
Basebenzi mas'manyaneni
Amandla (lead) x3
Amandla ngawethu x3
Basebenzi mas manyananeni
x3

U-BOTHA UYOYIKA

U-Botha Uyoyika
U-Botha Woyik'
abasebenzi

Khangela -
Kangela apha
e South Afrika
Kukhwint'
weshukumayo

AN INJURY TO ONE IS

AN INJURY TO ALL!

VIVA COSATU VIVA!

COSATU UNIONS IN WESTERN CAPE
NAMES AND ADDRESSES

Chemical Workers Industrial Union (C.W.I.U.) ph 9514032

Paper Wood & Allied Workers Union (P.W.A.W.U.) ph 9511417

National Union of Textile Workers (N.U.T.W.) ph 9513526

National Automobile & Allied Workers Union (NAAWU) ph 9511412

The address of the above Unions is : 2 Goodhope St,
Bellville South.

Retail & Allied Workers Union (R.A.W.U.) ph 464909

705, 7th Floor, Atlantic House, Cape Town.

Food and Canning Workers Union (F.C.W.U.) ph 471034

Sweet Food & Allied Workers Union (SFAWU) ph 471034

The address of the above Unions is : 355 Albert Road
Woodstock.

General Workers Union (G.W.U.) ph 6382592/6370870

Benbow Building, Beverley Street, Athlone.

Cape Town Municipal Workers Union (CTMWA) ph 6378140

Trade Union House, Beverley Street, Athlone.

South African Allied Workers Union (SAAWU) ph 251162

533 Boston House, Strand Street, Cape Town.

Commercial Catering & Allied Workers Union (CCAWUSA)

ph 452615, 401 Montak Building, Sir Lowry Rd, Woodstock.



COSATU

WESTERN CAPE

CONGRESS OF SOUTH AFRICAN TRADE UNIONS

P.O. BOX 471 SALT RIVER, 7925. TELEPHONE: 47-7319.



TO ALL COSATU SHOP STEWARDS AND WORKERS

You are invited to attend a meeting of the Cape Town Joint Shop Stewards Council on Tuesday, 27 June 1989.

Shop stewards and workers from NACTU and independent unions are also invited to attend.

- DATE** : Tuesday, 27 June 1989
- TIME** : 6.30 PM sharp
- VENUE** : Community House, Salt River
- AGENDA** :
1. Present
 2. Disputes in the Region (Elite, Everite & Hextex)
 3. Anti-LRA campaign in the W/Cape Region
 4. Other matters

Please make sure that your workplace sends delegates to this important meeting.





SALIA 220: COSATU

COSATU

WESTERN CAPE

CONGRESS OF SOUTH AFRICAN TRADE UNIONS

P.O. BOX 471 SALT RIVER, 7925. TELEPHONE: 47 7319.



TO ALL COSATU SHOP STEWARDS AND WORKERS

You are invited to attend an important meeting of the Cape Town Joint Shop Stewards Council on Tuesday, 28 March.

DATE : Tuesday 28 March 1989

TIME : 6 PM

VENUE : Community House, Salt River

- AGENDA :**
1. Elite dismissals
 2. Report-back from Workers Summit and recommendations
 3. Report-back from COSATU Regional Congress
 4. May Day
 5. Southern Sun Hotel dispute
 6. Any other matters

Members of NACTU affiliates and of independent unions invited to the Workers Summit are also invited to attend. Please make sure that your workplace sends representatives to this meeting.



SALHA 29c : COSATU



Save the hunger strikers

Last year De Klerk signed an agreement with the ANC to release all political prisoners and open the way for all exiles to return. The deadline was the 30th April 1991.

The 30th April has passed. It is now almost June and there are still about 50 political prisoners who were moved to Pollsmoor prison. De Klerk has not kept his word.

We can't trust the government to honour its promises. It is not our government. The political prisoners have gone on a hunger strike to force De Klerk to honour his word and release them. They have been on the hunger strike for over two weeks now. Some of the comrades, like Rafiq Rohan, are close to death now.

These comrades are part of us, parts of our struggle against apartheid. We can't let them die. We must do something.

The Cosatu REC met on Sunday 19 May in Salt River. The unions agreed that it is our duty to do something to save the lives of our noble comrades.

Cosatu Western Cape calls for:

- *a one-hour work stoppage on Thursday 24 May by all factories in solidarity with our comrades**
- *De Klerk to stick to his word**
- *the immediate release of all political prisoners and detainees**
- *a day of fasting with our comrades on Wednesday 23 May**
- *a joint shop stewards council on Thursday 24 May at 6.30pm to discuss further action. (All union shop stewards must attend)**

Cosatu Western Cape calls on De Klerk to prove that he wants peace. He must release our comrades immediately. He has made an agreement. He has broken it.

An injury to one is an injury to all.

Viva Cosatu Viva

Release our comrades now!



TRADE UNION
LIBRARY AND
EDUCATION CENTRE

COSATU says Vote ANC on 5 December



LOCAL GOVERNMENT ELECTIONS 2000

Together Speeding up Change

Fighting Poverty and Creating a Better Life for All

1. Why is local government important?

Apartheid distorted our communities as part of its separate development policies.

It created racially separated local government for white and black people. As a rule white local government had resources and a sound economic base to support development. Public services were also skewed in favour of the former white areas. White local governments also had relative autonomy relative to their black counterparts.

On the other hand, black local authorities were underdeveloped and tightly controlled by central government. Because of the apartheid policy of denying business the right to settle in black areas, combined with infrastructural impediments for businesses, the economic base of black areas was weak to non-existent. Black townships were regarded as dormitories for cheap black labour and not really as communities that must be developed. Due to the fact that industry and all economic activity were located in former white areas, it then follows that black people spent their hard earned money in white areas. Consequently they added to the financial base of white areas but did not benefit from these resources.

This is why the civic movement in the spearheaded a campaign for unitary cities, supported by a single tax base, so that all people benefit from the economic resources generated within local government. This spatial apartheid imposed severe costs on working communities. Underdevelopment is a fertile ground for diseases and social ills such as crime. Workers and their families were located far from work opportunities, to the detriment

of their economic well-being. As a result a greater proportion of workers money and time is disproportionately spent on travelling and transport.

These transport cost also made it very difficult to access employment opportunities. The absence of amenities such as crèches and sport facilities had a negative impact on the quality of life of many working-class communities.

The new dispensation ushered by the first democratic local government elections in 1995 changed the landscape of local government. In place of the previous racially separated local government, we now have in place new integrated, non-racial local governments.

However, the last five years was a period of transition for local government. During this phase the policy and legislative framework had to be put in place for a future local government dispensation in South Africa.

The new vision of local government is espoused in the Constitution – particularly chapter 7. Several piece of legislation have been implemented to define structures at local government, the planning and services delivery systems and the re-demarcation of boundaries.

The system comprise of unitary government in the metropolitan areas (unicities) and district local government bringing together rural and urban municipalities, as well as primary municipalities in urban areas. In a nutshell, local government's status and position has been elevated. Municipalities control enormous resources that can be invested in local economic development and employment creation, through their service delivery functions, that contribute towards improving the standard of living of our people. They also play an important role in assisting national and provincial government to provide important services.

2. Why vote for the ANC?

The ANC has spearheaded the transformation of local government to replace the apartheid structures. ANC-led local governments have begun to change the landscape of our communities by beginning to provide basic services. The task of transforming local government is however far from complete. The second democratic local elections will usher in a new system of local government in post-apartheid South Africa. The ANC need the vote of all progressive forces to implement the new system and to accelerate change.

It also seeks a fresh mandate to fight poverty where we live by, among other things, providing certain amount of basic services.

For these reasons, the COSATU 7th National Congress resolved to campaign for an overwhelming victory for the ANC. This is premised on the belief that the ANC is the only movement capable of transforming local government in a manner consistent with our vision for change. Further Congress, resolved that the manifesto will have to reflect a commitment to transformation, certain amount of basic services and using the public sector as the preferred option for providing municipal services.

COSATU actively participated in shaping the ANC's local government manifesto. It provides a broad vision of what the ANC-led local government will do in the next five years. It reflects the views of the ANC/COSATU/SACP alliance and manifesto. Among others the manifesto commits the ANC local government to :

- Provide all residents with a free basic amount of water, electricity and other municipal services, so as to help the poor. Those who use more than the basic amounts will pay for the extra they use.
- Strengthen the Masakhane campaign, with improved services for all to inculcate the culture of payment.
- Forge social partnerships in the fight against HIV/Aids by accelerating the implementation of our "together We

Can Campaign, with a focus on prevention, large-scale provision of condoms, development of treatment strategies, research and the creation of a supportive, sound and caring social environment.

- Shape plans and programmes to meet the needs of the aged and people living with disabilities. Services and buildings will be made increasingly accessible to them.
- Free basic services – meaning every family in the distribution system will always have at least some basic amount of services.
- Investment to extend services like electricity, roads, and water to the poorest communities.
- Use of the public sector as the preferred option to provide municipal services. Where other partners such as the private sector are engaged, these will be strictly monitored and regulated. But the priority remains the public sector.

Probably the question will arise – why vote for the ANC in the context of dispute around iGoli 2002 strategy and the proposed amendments to the labour laws? With regard to iGoli 2002, COSATU remains opposed to privatisation of municipal services. In terms of the labour law amendments, COSATU's position on the core areas is well known. Within the alliance, there are on-going discussions and the extended ANC NEC held on 1 October 2000 agreed that these issues would be settled in the alliance. In addition, it was agreed that a detailed programme to implement the manifesto would be developed by the alliance.

It is important that we all work for a decisive ANC victory in the forthcoming local government elections. COSATU has also unveiled of mobilisation for the ANC victory. This will include shop steward councils, people's forums and workplace meetings. Further COSATU will embark on door-to-door campaigns to mobilise for a decisive ANC victory.

COSATU says vote for Change Vote for :

- **more houses for the poor**
- **affirmative action and restructured workplaces**
- **certain amount of free water, electricity**

**Fighting Poverty and Creating
a Better Life for All**

VOTE ANC





SALHA 22C COSATU

COSATU's 7th National Congress

TRADE UNION
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COSATU's 7th National Congress will be held from September 18 to 21 at Gallagher Estates in Midrand.

The key issues for Congress are:

- ***Policy resolutions***
- ***Election of national leadership***
- ***Ensuring effective organisation.***

COSATU has circulated a discussion document and will hold workshops and extended lunch-hour discussions. All members should participate in discussions to prepare for the 7th Congress.

Make sure your views are heard!



Toward COSATU's 7th National Congress

In preparation for the Congress, we must review our circumstances and work. To stimulate discussion, the Central Executive Council approved a document that analyses our successes and failures since the transition to democracy in 1994. The document, "Social Transformation in an Era of Globalisation," aims to provoke a more thoughtful and critical analysis of our work. Here are some of its points.

How much progress have we made since 1994?

Since 1994, South Africa has made big steps to strengthen democracy. The national elections were followed by the establishment of democratic local government and the new Constitution. The law extended labour rights to all workers. Millions of our people have running water, electricity, housing, education, health and other government services for the first time.

But since 1996, government's economic policy has shifted to the right, which could undermine these gains. Cuts in government budgets and higher spending on the military mean less services and job losses. Lower tariffs and high interest rates contribute to slow economic growth and unemployment.

Between 1997 and 2000, one in ten formal jobs has disappeared. Thirty-five per cent of the labour force is unemployed. The biggest job losses have come in mining and manufacturing, especially clothing and machinery and equipment.

The Alliance has also faced new challenges since 1994. Too often, it has been reduced to discussing policies already agreed in government. The ANC as a party does not fully control the Executive – that is, Cabinet and government officials.

How should we take the NDR forward?

The National Democratic Revolution (NDR) arose to combat apartheid, a system that combined oppression of workers with oppression based on race and gender.

Politically, overcoming the legacy of apartheid needs participatory democracy, where the majority of the people take part in shaping government actions. Only true democracy that empowers the majority can break the monopoly of the former ruling class – big business and old-line government officials.

Economically and socially, the NDR means greater equality in income and ownership, through

- Land reform, better housing and infrastructure, to share wealth more equally;
- Broad-based skills development;
- A higher social wage through better government services;
- Stronger social ownership like the public sector and co-operatives.

The NDR should prepare for socialism by lessening the power of capital in South Africa and overseas. That means we must improve democracy and equality in both the state and the economy; increase the social wage by expanding free government services; and take progressive positions in international forums.

But the NDR faces a concerted counterattack from big business. Since the democratic elections, some people argue that the NDR only means equal-opportunity capitalism, with some black people becoming rich but with no change for most people. That would mean stopping the NDR before it liberates most South Africans.

The argument has also come up that the NDR should focus on helping, not workers, but the poorest people – peasants, micro entrepreneurs, the unemployed. This approach would divide the poor from the very poor. The poorest people rely on workers' incomes. It hides the big inequality in South Africa: that the richest 10 per cent of households get over half of all incomes. This argument also downplays the central role of the working class in leading progressive struggles and maintaining the power of the Alliance – a role no other group can undertake.

What is the balance of power?

In 1999, the ANC won an overwhelming victory. It got a clear mandate to continue social transformation. The opposition parties are in disarray.

But big companies based in mining and finance still control the economy. They prefer to invest overseas, rather than to build the South African economy. At the same time, they continually lobby government leaders to block transformation.

In these circumstances, a bureaucratic bourgeoisie may emerge. This is a part of the capitalist class that uses its control of the State to maintain its own power and privilege, and not for transformation.

To prevent misuse of the state requires that political leadership becomes more accountable, and the government develops measures to stop people from using the state to make themselves rich. This means we must build a strong progressive movement both inside and outside of government. The public-sector unions, in particular, have a key role in ensuring the transformation of the state.

Internationally, the hegemony of capital under the leadership of the U.S. means South Africa faces continual international pressure to limit progressive policies. But we cannot let exaggerated concerns about international reactions prevent transformation.

The challenges for COSATU



In these circumstances, COSATU faces new challenges. It must manage attempts by employers to shift to casual and informal employment; disagreements with government about policies; changes in the economic structure, which have seen a fall in employment in former strongholds such as mining and parts of manufacturing; and the danger of careerism and opportunism. Unions must organise hard-to-reach groups such as informal, farm and domestic workers.

Moreover, to respond to economic changes, we must both engage with government policies, especially through the Jobs and Poverty Campaign, and assist members in individual industries to find solutions.

To achieve these ends we need both technical capacity, and the organisational base to back up our demands. Unions must maintain and strengthen both services for members and internal democracy. Moreover, COSATU members must remain active in both the SACP and the ANC.



Why do banks discriminate against poor people?

Make banks serve the people!

Join the march to make banks serve the people!

We want the banks to invest in townships and rural areas for development and crushing poverty. We also want co-operative banks under the control of our people. This will make it possible for stokvels, burial societies and savings clubs to use their money to meet members' needs.

Saturday, 21 October

10H00

SALITA 22C

COSATU

Keisergracht Street

District Six – Cape Town

SPEAKERS

SACP

Jeremy Cronin

COSATU

Joyce Pekane

**African National
Congress**

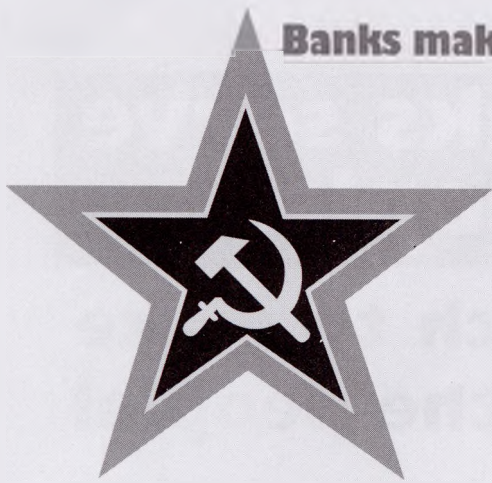


Jeremy Cronin



Joyce Pekane

Vote ANC!



Banks make it difficult to get loans and credit for housing, small business and street traders.

Banks make it difficult for many people to use banking services

To use a bank or to have a bank account is very important. A bank account makes it possible for workers working in towns far away from their families to deposit money for their families. Having a bank account also means that money is kept safe. A bank account also helps people save for their needs and their money can grow by earning interest. Through a bank, people can get loans for housing, starting small businesses and for our children's education.

Therefore a bank account (and banking) is a basic service all South Africans should have.

More than 15 million South Africans cannot use banks. Many people who live in townships and rural areas have to go to city centres to use banks.

Banks also do not allow poor people to open bank accounts. For example, in 1999 a Johannesburg Nedbank branch required a minimum salary of R3000 before a domestic worker could open an ordinary savings account. She was earning R1000 a month. South Africa is a country where more than 2 million

employed people earn less than R1500 each month. Even worse, more than 4 million people are not employed. Many people will never be able to open and use a bank account because they do not earn the R3000 needed by Nedbank and other banks.

In other words short, banks deny underpaid workers and unemployed people the right to open and use bank accounts.

Even if you are lucky enough to open a bank account, the banks still punish you

There are many bank charges and it is difficult for poor people to gain from their bank accounts. You get charged for every ATM withdrawal. You get charged even more if you withdraw money from the counter. With an average bank interest rate of 14%, for every R100 you borrow from the bank, you pay back R14 more than you have borrowed. For many people, these interest rates are unaffordable and make borrowing money very expensive. But the banks give the rich allowances and preferential rates even though the rich can actually afford to pay higher charges and rates.

But the charges and interest rates are not as high for the rich.

Banks are not doing enough to support small businesses, development and the fight against poverty

Many people try to make a living

by starting small spaza shops, selling on the streets and other small businesses. They go to the banks for loans and support. Banks make it difficult for our people to get loans for small businesses by asking for security or cash deposits first.

If you live in a township or rural area, it is difficult to get a bank loan to buy a new house or improve your current house because of red-lining. Red-lining is the practice by banks not to finance housing loans and investing in townships and inner cities because banks believe these areas to be a 'high risk' and 'low returns' for their shareholders. This affects black people more and keeps our areas underdeveloped. Red-lining leads to the decay of townships and inner cities.

Many people collect their money as groups in stokvels, burial societies and savings clubs. This money is then deposited with the banks. But members of burial societies cannot get loans or use this money for community development. They can only use the money for funerals. Instead the banks use this money to serve the rich – in shopping malls, expensive cars and other luxuries. Banks do not invest in townships and rural areas where our people stay.

The bosses own and use the banks against the people

We take our monies to the banks for safekeeping and expect that the banks will support our interests to develop our communities, crush poverty and for a better life. Instead we get punished through high bank charges, high interest



rates and our money is used to support the rich and their interests. In other words, black people, women and poor people get punished by banks without any good reason.

The banks act like this because they are actually owned by the rich – the bosses. The bosses are only interested to make more profits from their workers and poor people. The banks help the bosses do this.

We must take action to make the banks serve the people

We can stop the banks from exploiting us. We can make the banks serve us.

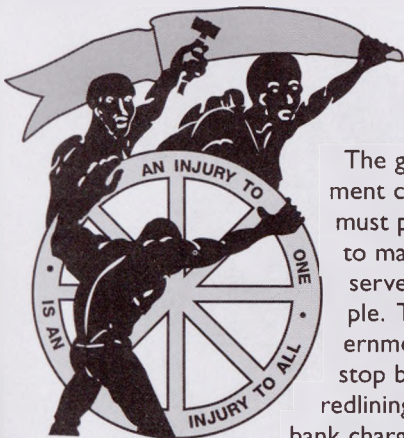
We want: -

- ★ Better banks which meet our needs
- ★ Lower bank charges and interest rates
- ★ No red-lining
- ★ Banks which invest in our townships and rural areas
- ★ A NEDLAC Summit on changing the banks



Banks do not invest for development and the fight against poverty. Instead, they invest our monies in rich areas.

Banks serve the rich by giving them soft loans for cars.



The government can and must pass laws to make banks serve the people. The government must stop banks from redlining and high bank charges and interest rates.

We can use our power to make the banks do what we want. Join the countrywide marches and pickets on 21 October to make a public statement and say 'Banks must change to serve the people'.

We can use our money to build co-operative banks

Every week, the banks receive millions from stokvels, burial societies and savings clubs. But this money cannot be used for development and fighting poverty. Why can our people not develop community

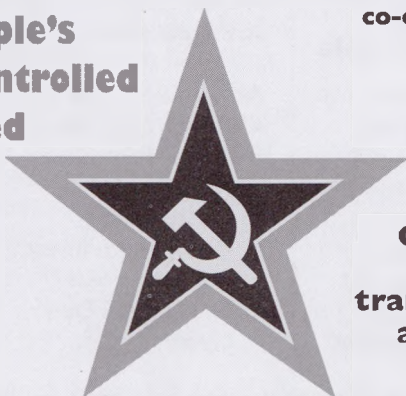
owned and controlled co-operative banks? This is possible.

For example, in Ghana and Bangladesh, communities have built big community owned and controlled co-operative banks, which serve the people and their needs. These banks charge lower interest rate and than rates charged by private commercial banks.

Co-operative banks need initial financial and other support from government. Co-operative banks work if they are supported and if its members and workers are trained. This needs support from government. We can also use co-operative banks to build other co-operatives to create jobs and meet our needs.



Why do we not have people's banks controlled and owned by us as ordinary people?



We need laws to build co-operative banks and other co-operatives.

The poor are credit-worthy!

Convene a NEDLAC Summit on the transformation of banks and public financial institutions!



AN INJURY TO ONE, IS AN INJURY TO ALL

COSATU SALUTES



RAILWAY WORKERS VICTORY

**SATS STRIKE: REPORT-BACK
& OPEN CULTURAL DAY**

**SAT. 27th JUNE '87 - 3.00 p.m.
ST. FRANCIS CENTRE, LANGA**

SPEAKERS

JAY NAIDOO (COSATU GEN. SEC.)
AND SARHWU WORKERS.

MUSIC
PLAYS POETRY
WORKER CHOIRS
DANCE GROUPS
STALLS
OTHER ART
FORMS

TOWARDS COSATU NATIONAL ARTS FESTIVAL - JULY CONGRESS 1987

In this year of "consolidation and decisive action" let us commit ourselves to working and creating a festival which in its honesty and vision will become a turning point in our cultural history as an oppressed and exploited people.



COSATU

CONGRESS OF SOUTH AFRICAN TRADE UNIONS

HEAD OFFICE:
6th Floor
National Acceptances House
Cnr. Risak & Anderson Sts
JOHANNESBURG 2001
P.O. Box 1019 Jhb. 2000

Tel: (011) 492-1440/1/2/3/4/5
Telex: 4-51728
Fax: 634-6528

ANTI-APARTHEID CONFERENCE

WELCOME TO CAPE TOWN

Arrangements for the conference are as follows:

Registration will take place at the Century Hotel, where you will receive your folders and be allocated a bed in a hotel. After registering you should proceed directly to your hotel to check in.

Buses will pick up delegates at hotels at 08h00 on Saturday and Sunday mornings and transport them to the venue at the University of Cape Town. Buses will collect delegates at 22h00 on Saturday night and 13h00 on Sunday and return them to hotels. Arrangements have been made with the hotel for luggage to be locked in a room on Sunday for collection after your return to the hotel. Please make sure that you check out of the hotel on Sunday morning before 08h00 and that your luggage is stored in the lock-up room.

Bed and breakfast at your hotel has been prepaid. All telephones have been disconnected. If you require any facilities other than those provided, such as the use of a telephone, please make your own arrangements with the hotel management. All extra costs are your responsibility.

In the folder you will find a blank name tag with a safety pin, a set of meal tickets and a badge. Please enter your name on the blank name tag and ensure that you bring the meal tickets to the conference. You are to wear both your name tag and your badge to the conference. You will not be allowed into the hall if you are not wearing them. Meal tickets are for supper at the hotel where you will receive a pre-packed supper on Friday, lunch and dinner on Saturday at the conference venue and lunch on Sunday, also at the conference venue.

COSATU wishes you an enjoyable conference.

EASTERN CAPE	NORTHERN NATAL	SOUTHERN NATAL	NORTHERN CAPE	HIGHVELD REGION	NORTHERN TRANSVAAL	WESTERN TRANSVAAL	WITS REGION	WESTERN CAPE
P.O. Box 4087 PORT ELIZABETH 6000 TEL: 041 414898	P.O. Box 7229 EMPHANGENI RAILS 3917 TEL: 0351 21675	P.O. Box 18109 DALBRIDGE 4016 TEL: 031 455637/919	P.O. Box 8015 KIMBERLY 8300 TEL: 0531 34993	P.O. Box 463 EVANDER 2280 TEL: 013 63 51217	14 Brown Street PRETORIA 0002 TEL: 012 217621	P.O. Box 865 VERENIGING 1930 TEL: 016 551855	31 World Centre 48 Railway Street GERMISTON 1501 TEL: 025 4222	P.O. Box 471 SALT RIVER 7925 TEL: 021 475043

THE CAPE TOWN
TRADE UNION
LIBRARY



CROSSROADS PUBLIC MEETING

**Speakers from Crossroads,
CAHAC, Religious Organisations
and the UDF.**

at the

**BONTEHEUWEL
CIVIC CENTRE**

Bluegum Road, Bonteheuwel

***On Saturday 23 February
at 3.00 p.m.***

Issued by: Hanover Park Civic Association - UDF, P.O. Box 31, Hanover Park.
Printed by: Allie's Printing Services, P.O. Box 62, Athlone.

SUPPORT

The People Of CROSSROADS

During the past few days, the people of Crossroads have defended themselves against police attacks.

At least 18 people have died. 230 people have been injured. Many people are missing.

The trouble began when 600 government workers from the Transvaal arrived to begin moving people to Khayelitsha. Crossroads people have said:

"We will not move to Khayelitsha. The houses there are like matchboxes. The rent is high. The distance is far from our work. In 1979 Koornhof promised that proper houses would be built for us at Crossroads. This promise has never been kept. The government now says that they will consult with us before we move. But we don't want to move at all. We want houses here in Crossroads. We don't like Khayelitsha."

The People of Crossroads are people of Cape Town. The UDF and its affiliates supports the demands of the people of Crossroads for proper houses in places of their choice. We say:

***NO to police violence
NO to forced removals.***

Let us show the people of Crossroads that all the people of Cape Town support them. Let us say that their demands are our demands as well:

better houses, lower rents, lower busfares and trainfares.

The government has always tried to divide us. Let us show them that we are united with the people of Crossroads.

SALHA 22 c: COSATU

WORKERS & THE EDUCATION STRUGGLE

MASS RALLY

Saturday 22 March 1986 at 6 p.m.

Athlone Civic Centre

SPEAKERS

• **CHRIS DLAMINI**

(Cosatu National Vice President)

"The Workers' struggle & the education crisis".

• **JOHN ERNTZEN**

(Cosatu National Exec member)

"Student democracy is part of the struggle for workers' democracy".

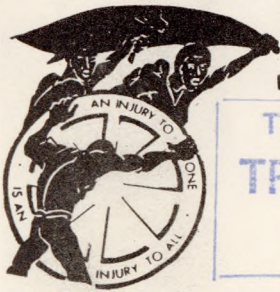
• **DULLAH OMAR**

(Athlone Education Crisis Committee)
& Thornhill Residents' Association)

"The struggle continues".

THE CAPE TOWN
TRADE UNION
LIBRARY

VIVA THE STUDENTS! VIVA COSATU!



THE
TRADE
LIBRARY

COSATU

We in Cosatu demand June 16th as a paid holiday for all workers. We are supporting the national call made by the NECC, UDF and Cosatu for a one day stayaway. Through Cosatu, we have taken our demand right across the country into every factory where we are organised.

We in Cosatu are standing in solidarity with the youth and students - with the children of our communities. Our solidarity in action is to take June 16th as a holiday; **to stay away from work for one day**; to support the demands of the youth and students in our struggle. **Build unity between the workers and youth.**

June 16th is the South African Youth Day. On June 16th we are commemorating the important role that the youth and students have played in our struggle. We are commemorating the ten years of the struggle since June 1976 when the students took to the streets to fight for their demands. Today the demands are;

- **For democratically elected SRC's**
- **For the end to apartheid education**
- **For the unbanning of Cosas.**
- **For the troops out of townships.**

We in Cosatu support these demands. We know as workers, that it is through our work that there is an education system in this country. It is our labour that has built the schools and produced the school books. It is our labour that feeds & clothes this country. But we as parents have no say in the running of the schools. We have no say in what our children are learning in the schools.

As workers in the factories we have struggled for our shop steward committees to represent us. And so we understand and support the demand of the students for their democratically elected SRC's to be recognised. Through our shop steward committees we have struggled for a greater say in the decisions affecting us in the factories, and we have fought the exploitation of the bosses. In the schools, the students are fighting for an end to apartheid education. They are fighting for an education system controlled by the people.

We know that it is the crisis of the bosses and the Botha government that has forced thousands of youth onto the streets. Today, unemployment hits hardest at the youth who are leaving school. This is a problem created by the greed of the bosses who think only of their profits.

- **We demand jobs for all at a living wage.**

June 16th is the day of the youth - we will be staying away from work. Already we have won the demand for June 16th as a paid holiday in some factories where Cosatu is organised. We have seen too how our struggle for May Day was a victory. Let us take this forward. On June 16th, we, the workers of Cosatu will give the lead to the millions of unorganised workers in staying away from work. We in Cosatu will be standing in solidarity with the youth and students in our communities. Our struggle does not end in the factories. We call on all workers to actively participate in the meetings organised on June 16th.



SALHA 22c:
COSATU

COSATU EDUCATION PROGRAMME

SUMMER
SCHOOL
- IN
LABOUR
LAW
FOR
UNION
OFFICIALS

ERNEST
OPPENHEIMER
HALL,
WITS
UNIVERSITY

14 JANUARY
TO
8 FEBRUARY
1991

- BASIC LABOUR LAW COURSE
- ADVANCED LABOUR LAW COURSE
- ARBITRATION
- MEDIATION
- HEALTH & SAFETY
- ECONOMICS FOR NEGOTIATORS
- BASIC PUBLIC SECTOR
LABOUR LAW COURSE

PROCESSED

THE CAPE TOWN
TRADE UNION
LIBRARY.

Please turn over for programme details

1. Basic Labour Law Course

There will be three courses of seven days each in Basic Labour Law for trade union organisers and senior shop stewards.

Course content: The object of the course is to give participants hands-on legal skills. The following will be taught:

- 1.1 how to take a statement
- 1.2 how to refer disputes in terms of the LRA
- 1.3 how to negotiate a recognition agreement
- 1.4 law of unfair dismissal, including retrenchment
- 1.5 law of strikes and lock-outs
- 1.6 what is an unfair labour practice
- 1.7 the basic Labour Laws: LRA, Wage Act, Basic Conditions of Employment Act, UIF, Workmens Compensation Act.

Teachers: The teachers will include Halton Cheadle, Edwin Molahlehi, Inthiran Moodley, Ingrid de Villiers, Ruth Edmonds, Reagan Jacobus, Ebrahim Patel, Bobby Marie and Paul Benjamin.

Duration: Three courses of 7 days each

Dates: 15-21 January 1991

23-29 January 1991

31 January - 6 February 1991

Times: 08:30 - 10:30 / Tea / 11:00 - 13:00 / Lunch / 14:00 - 15:30 / Tea / 16:00 - 17:00

Targeted: Trade union organisers and senior shop stewards

Participants: 25 in each course; 75 participants altogether

2. Advanced Labour Law Course

Course content: The object of this course is to teach participants an understanding of the substantive and procedural aspects of labour law in order to equip them to advise organisers, use lawyers and take up cases themselves.

- 2.1 strikes and lock-outs, with reference to industrial court cases
- 2.2 interdicts and how to deal with and process them
- 2.3 law on unfair dismissal, including retrenchment with specific reference to industrial court judgements
- 2.4 detailed instruction on how to refer disputes under the LRA
- 2.5 urgent applications before the Industrial Court
- 2.6 how to bring a case before the Industrial Court

Teachers: The teachers will include Edwin Cameron, Halton Cheadle, Paul Pretorius, Ruth Edmonds, Martin Brassey, Sarah Christie and Kuban Pillay.

Duration: 15 days

Dates: 15 - 29 January 1991

Times: 08:30 - 10:30 / Tea / 11:00 - 13:00 / Lunch / 14:00 - 15:30 / Tea / 16:00 - 17:00

Targeted: Legal Officers and Senior Organisers

Participants: 25

3. Specialised Courses

3.1 Arbitration

Course content: The object of this course is to teach participants:

- 3.1.1 how to negotiate an arbitration agreement with emphasis on: terms of reference for arbitration; the powers of the arbitrator; agreed procedures
- 3.1.2 preparing for an arbitration with emphasis on: how to interview witnesses; collecting documents relevant for arbitration; how to research the law
- 3.1.3 how to draft an opening statement
- 3.1.4 how to lead witnesses
- 3.1.5 how to cross-examine
- 3.1.6 how to prepare an argument
- 3.1.7 common problems encountered in arbitration

Teachers: The teachers will be John Brand and Chris Albertyn of IMSSA.

Duration: 4 days

Dates: 1 - 4 February 1991

Times: 08:30 - 10:30 / Tea / 11:00 - 13:00 / Lunch / 14:00 - 15:30 / Tea / 16:00 - 17:00

Targeted: Trade union legal officers

Participants: 20

3.2 Mediation

Course content:

- 3.2.1 general principals of mediation
- 3.2.2 how to negotiate terms of reference for the mediator
- 3.2.3 procedure for choosing a mediator
- 3.2.4 the advantages and disadvantages of mediation as an alternative dispute resolution mechanism

Teachers: The teachers will be Mark Anstey and Charles Nupen of IMSSA.

Duration: 2 days

Dates: 30 and 31 January 1991

Times: 08:30 - 10:30 / Tea / 11:00 - 13:00 / Lunch / 14:00 - 15:30 / Tea / 16:00 - 17:00

Targeted: Shop stewards, trade union organisers and legal officers.

Participants: 20

3. Specialised Courses (contd)

3.3 Health and Safety

Course content: The object of this course is to teach the participants how to claim and follow-through claims arising out of health and safety issues.

- 3.3.1 common law principles
- 3.3.2 the role of the law in preventing accidents and diseases with emphasis on the provisions of the Machinery & Occupational Safety Act, and the Mines & Works Act
- 3.3.3 different regulations under the above statutes
- 3.3.4 negotiations of agreement and procedures for dealing with health and safety (recognition and industrial council agreements)
- 3.3.5 laws relating to compensation

Teachers: The teachers will be Paul Benjamin and Jude Cornell

Duration: 7 days

Dates: 1 - 7 February 1991

Times: 08:30 - 10:30 / Tea / 11:00 - 13:00 / Lunch / 14:00 - 15:30 / Tea / 16:00 - 17:00

Targeted: Health and safety officers, trade union organisers, legal officers

Participants: 20

3.4 Economics for Negotiators

Course content: The object of this course is to equip the participants with a basic knowledge of the following:

- 3.4.1 the structure of the modern company
- 3.4.2 crisis in the SA Economy, changes in the World Economy
- 3.4.3 basic general principles of accounting
- 3.4.4 analysing Company Reports & Balance Sheets
- 3.4.5 inflation subsistence levels, wage policy
- 3.4.6 strategies for collective bargaining

Teachers: The teachers will be Alec Erwin, Dave Ginsburg, Imraan Velodia, Deanne Collins and Gordon Young

Duration: 4 days

Dates: 19 - 22 January 1991

Times: 08:30 - 10:30 / Tea / 11:00 - 13:00 / Lunch / 14:00 - 15:30 / Tea / 16:00 - 17:00

Targeted: Trade union negotiators

Participants: 20

3. *Specialised Courses (contd)*

3.5 Basic Public Sector Labour Law Course

Course content: This course is specially designed for organisers and senior stewards in NEHAWU, POTWA and SARHWU.

Teachers: The teachers will include Pam Stein, John Campbell and Mpuleng Poee

Duration: 4 days

Dates: 1-4 February 1991

Participants: 20

General

- The courses will be run concurrently except for the Basic Labour Law Courses which will run one after the other.
- The venue is Oppenheimer Hall, Wits University, (opposite the Wits School of Business), in Parktown, Johannesburg. Participants will be housed in the Oppenheimer residence, Parktown.
- Documentation and materials will be supplied before the course for pre-course preparation.
- All travel and accomodation, etc will be administered through CALS and Solveig Piper.
- Recreational activities will be arranged: films, debates, videos, etc.

For more information contact:

- your regional COSATU education officer or your union's education officer or Solveig Piper Telephone 031-812358 or Edwin Molahlehi Telephone 011-7165666

What is COSATU?

COSATU was launched in December 1985 after four years of unity talks between unions opposed to apartheid and committed to a non-racial, non-sexist and democratic South Africa. At its launch it represented less than half a million workers organised in 33 unions. We currently have more than two million workers of whom at least 1.8 million are paid up. Even by international standards we have been among the fastest growing trade union movements in the world. Today when most trade unions are facing a decline in membership, we have continued to grow.

Our main broad strategic objectives have always been:

- To improve material conditions of its members and the working people as a whole
- To organise the unorganised
- To ensure worker participation in the struggle for peace and democracy

1. PRINCIPLES

From its inception, the federation is based on the following core principles:

Non-racialism - COSATU rejects apartheid and racism in all its forms. We believe that all workers, regardless of race, should organise and unite. Now more than ever before we need to bury the apartheid legacy.

Worker control - COSATU believes that workers must control the structures and committees of the federation. This approach aims to keep the organisation vibrant and dynamic, and to maintain close links with the shopfloor. We have programmes to develop worker leadership, especially women, within the trade unions and the country as a whole. Through training we have been able to build and empower ordinary workers. We try to develop the skills and abilities of those most disadvantaged by apartheid. We want workers to be equipped to determine their own future in the country and in the economy. In a country where women have been highly oppressed, we are determined to strive for gender equality and women leadership.

Paid-up membership - COSATU and its affiliated unions strive for self sufficiency. This means that while we receive money for specific projects from other trade unions, we remain able to take our decisions without interference from funders. While it has not been easy, we remain committed to its full realisation.

One industry, one union - one country, one federation - In order to unite workers across sectors, we have grouped our unions into industries. The 6th National Congress has resolved to merge unions into cartels or broad sectors such as public sector and manufacturing (see list of unions). We also remain committed to unity with all unions and federations that are committed to, among others, these principles. At the same time, for as long as there is no single federation, we have no choice but to recruit even those workers who belong to other unions and federations.

International worker solidarity - International solidarity is the lifeblood of trade unionism - particularly in the era of multinational companies. COSATU maintains links with a range of national and international centres. We are committed to building links with unions in the newly industrialised countries. New international conditions open possibilities for a unified union movement.

2. POLITICAL POLICY

COSATU believes in a democratic society free of racism, sexism and the exploitation of the working class. We believe in a society where workers have full control over their lives. We are determined to work with other democratic forces to do away with all forms of oppression and exploitation.

From our inception, we have always believed in the need for broad fronts to achieve our political and socio-economic struggles. Together with the UDF and its affiliates we were involved in struggles that brought about the current dispensation.

When political organisations were unbanned, the ANC, SACP and COSATU agreed to work together as a Revolutionary Alliance (Tripartite Alliance, the Alliance). The Alliance is centred around short, medium to long terms goals of the National Democratic Revolution - the establishment of a democratic and non-racial South Africa, economic transformation and continued process of political and economic democratisation.

The 6th National Congress resolved that the Alliance remains the only vehicle capable of bringing about fundamental transformation in South Africa. Despite difficulties and challenges of the transition including certain differences over approaches to macro-economic policies, we are working out a transformation programme for the Alliance, based on the RDP. These independent organisations also have separate but complementary programmes. COSATU and the SACP are also committed to the struggle for socialism. At the same time there are thousands of members who



What is Cosatu?

belong to political parties other than the ANC. They however remain loyal members of Cosatu and engage in all its activities.

3. SOCIO-ECONOMIC POLICY

Our socio-economic policy is based on the need to eliminate economic inequities and poverty in society and in the workplace. Taking into account COSATU's rejection of the government's macro-economic framework, the Alliance agreed that we need a developmental, macro-economic policy, aligned to the needs of the country. Such a policy must evolve in line with these needs, while recognising the real constraints we face. No macro-economic policy is cast in stone and the Alliance needs to continue discussions on areas where there is disagreement. At the same time we should ensure that policies enhance job security and job creation rather than destroy jobs.

4. CAMPAIGNS

Some of the major campaigns of COSATU over the past decade include the following:

Living wage campaign - During 1987, Cosatu members were the only workers to win wage increases above inflation rate. This was not based on the goodwill of employers, but based on the struggles of our members. This campaign remains relevant as we attempt to eliminate the wage gap between senior management and workers, men and women and between skilled and unskilled workers - the majority of whom are black women.

LRA - In September 1987, PW Botha's government at the request of employers, proposed amendments to the then Labour Relations Act (LRA). The amendments sought to emasculate the growing union movement and undermine the gains made by workers since the 1970s. In 1988, millions of workers stayed away from work to press for the reversal of the changes despite the threat of dismissals by employers.

In the end we had the last laugh when the regime agreed to the proposed changes in 1990. Later

in both the constitution and the LRA we secured more rights for workers. The constitution and the LRA which was piloted by the ANC and opposed by the NP, DP, IFP and the FF has been heralded as one of the most progressive in the world. The struggle for the new LRA saw President Mandela join thousands of workers in Johannesburg to press home the demands.

May Day is ours - On 1 May 1886, American workers organised by the International Workers of the World marched in support of an eight-hour day. This started an international tradition of observing a workers' holiday that continues to this day. In 1986, the tradition had been observed for 100 years.

While COSATU was barely six months old, May Day celebrations in South Africa that year were the biggest ever, with huge rallies all over the country. South African workers had embraced the day as their own. The fact that it is today part of our public holidays, is due to COSATU members.

VAT - Cosatu's anti-VAT campaign in 1991 had far-reaching effects. Apart from winning certain short-term demands, it established labour's right to have a say on macro-economic issues. The campaign was a good example of the power and success of alliances on single issues. Groups as diverse as welfare organisations, doctors' associations and small business organisations were galvanised into action by COSATU.

Constitution - COSATU has played a major role in South Africa's transition to democracy. We were in the trenches as members of the ANC, SACP and civics to bring about the current dispensation. From the drawing up of the RDP to the adoption of the new Constitution, we have ensured that the interests of the working class are central to the broader development strategy. A major victory was won around the exclusion of the lock-out clause in the Constitution, after a hard battle led by COSATU. Despite employers attempt to get the Constitutional Court to reverse it, the court ruled that the right to strike is a fundamental human



right while the lock-out is not.

BCEA - This Act is a major victory for the South African working class particularly the most vulnerable - women, domestic and farmworkers. There are numerous areas where the lives of workers will fundamentally improve, including working hours, maternity leave, child labour etc. These successes were again in large part due to the systematic campaign run by COSATU as well as the Alliance resolve to bring about real changes in the workplace.

5. LEADERSHIP

Based on the principle of worker control, the COSATU leadership is drawn from the shopfloor. While the General Secretary and Deputy General Secretary are full time officials of the federation, the worker leaders are full time shopstewards. The current National Office Bearers are:

- **President**
John Gomomo
a worker at VWSA
- **First Vice President**
Connie September
a worker at Rex Trueform
- **Second Vice President**
Peter Malepe
a worker at Premier Milling
- **Treasurer**
Ronald Mofokeng
a worker at PG Glass
- **General Secretary**
Mbhazima Shilowa
- **Deputy General Secretary**
Zwelinzima Vavi

Come and join a COSATU Union

COSATU is about to embark on its biggest campaign since massive 1987 living wage campaign. We are on a drive to recruit every single worker in this country - and that includes you!

Our campaign slogan is "The union a spear, COSATU a shield. Join a COSATU union now!" and we hope to make the federation a home for all workers.

Despite exponential membership growth in COSATU's public service unions, the recruitment drive will also target the public service.

Another strategic focus of the campaign will be on white and white collar workers and vulnerable workers such as farm and informal sector workers.

Why should you join COSATU?

COSATU has played a major role, not only in ending Apartheid, but also in improving the day to day lives of workers in South Africa.

COSATU Deputy General Secretary points out that workers need to take note of "COSATU's role generally in improving the living standards of working people and the poor; including our past campaigns against VAT increases and interest rate hikes, our role in drawing up the RDP; and the rights we have won through our struggles around the new constitution, the Bill of Rights, the Labour Relations Act and the Basic Conditions of Employment Bill."

And then of course there are COSATU's current struggles around job creation and the Skills Development and Employment Equity Bills.

On so many issues:

- Salaries
- Benefits
- Maternity Leave
- Working hours

COSATU continues to fight for your rights!

Whether you are a banker, a teacher, a farmworker, a manager, a truck driver or a police officer - The Union is a Spear, COSATU a shield.

Join a COSATU Union Now!



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COSATU UNIONS

Cosatu is the umbrella body that brings together the following different unions. We have the following 19 unions in all major industries.



CAWU
(Construction and Allied Workers Union)



NUMSA
(National Union of Metalworkers of South Africa)



SAAPAWU
(South African Agricultural Plantation and Allied Workers Union)



CWIU
(Chemical Workers' Industrial Union)



POPCRU
(Police and Prisons Civil Rights Union)



SAMWU
(South African Municipal Workers Union)



CWU
(Communication Workers Union)



PPWAWU
(Paper, Printing, Wood and Allied Workers Union)



SAPSA
(South African Public Servants Association)



FAWU
(Food and Allied Workers Union)



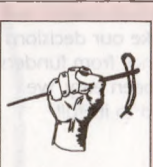
SACCAWU
(South African Commercial Catering and Allied Workers Union)



SARHWWU
(South African Railway and Harbour Workers Union)



IPS
(Institute of Public Servants)



SACTWU
(South African Clothing and Textile Workers Union)



SASBO
(South African Society of Bank Officials)



NEHAWU
(National Education, Health and Allied Workers Union)



SADTU
(South African Democratic Teachers Union)



T&GWU
(Transport and General Workers Union)



NUM
(National Union of Mineworkers)

*The Union a Spear,
COSATU a shield.
Join a COSATU Union Now!*

SALHA 22 C: COSATU



COSATU MASS ACTION

12 MAY 1997

TIME: 1 pm

GRAND PARADE

YES TO 8

40 HOUR WEEK

**6 MONTHS PAID
MATERNITY LEAVE**

**THIS IS PROTECTED
ACTION!**

MASS ACTION



12 MAY 1997

Come out and vote with your feet, leave your place of work at 12 noon on Monday 12 May and come and show your support for COSATU's demands on the Employment Standards Bill.

PROCESSED

FORWARD TO A 40 HOUR WEEK

COSATU demands:

- ◆ a 40 hour week with no loss of pay!
- ◆ Paid 6 months maternity leave with job back guarantee!
- ◆ Double pay for Sunday Work!
- ◆ Improved minimum employment standards!
- ◆ No Child labour!

TIME: 1pm
GRAND PARADE
- CAPE TOWN

**REMEMBER! THIS IS PROTECTED ACTION IN TERMS OF
SECTION 77 OF THE LABOUR RELATIONS ACT OF 1995**

GALHA 22 C: COSATU



COSATU

Western Cape

Says

WORKERS VOTE

ANC



The Party For Working Families

TOGETHER SPEEDING UP CHANGE & FIGHTING POVERTY

COSATU *calls on* **workers** *and* *their* **families** *to* **VOTE ANC!**

Local government is about delivery where we live. Who we choose in these elections will fundamentally affect what is delivered in our communities. The ANC has promised free basic services like water and electricity to the poor and unemployed.

The DA says it wants to represent all the people - but it defends the privileges of the few, which condemns most of our people to the poverty we experience everyday.

Apartheid gave whites a better education, housing, jobs and services in their communities, so most still have more wealth, higher incomes, and a better life. Our communities were left in poverty.

South Africa now needs special measures for black working families, but the DA says it will treat all the people the same, even if they face very different circumstances. That means it will never redress the backlogs left by apartheid in our communities.

Now, with the ANC, we must ensure that all our communities get better electricity, running water, schools, clinics, libraries and better roads.

There will be many "election promises", but the ANC and COSATU will help hold our councillors accountable after the elections, while most DA candidates do not even stay in our communities.

Tony Leon tries to look coloured on his poster, but his heart is as white as always, and he remains the shop steward of the bosses in Parliament.

Only by voting ANC can we ensure A Better Life for All!

**TOGETHER, SPEEDING UP CHANGE
AND FIGHTING POVERTY!!**



COSATU



**COSATU 10TH ANNIVERSARY
1985 - 1995**

SALTA 22 C.

COSATU

By the end of this year, COSATU will be 10 years old. We must celebrate and revisit our history in order to be clear on where we are going.

Cosatu was born in December 1985, at the highest point of our struggle against apartheid and the National Party Government of PW Botha. It was a time when apartheid oppression was at its worst. It was a time when the system of apartheid - capitalism was in its deepest crisis, resorting to severe repression to hold back the mass movement from establishing "People's Power".

The organised progressive labour movement had steadily built itself up from about 1974 - with over 30 small unions with a few thousand members - to the giant COSATU of today, with over 1.1 half million members.

COSATU to-day is the biggest labour federation in Africa and the fastest growing and one of the best organised in the world.

But how was this achieved?

Fuelled by militant mass struggles around economic and political issues in

alliance with the youth, students. Unemployed and working class communities involving thousands of people at grassroots level, laid the solid foundation for the giant we have today.

Do we still remember our struggles and campaigns, the Living Wage, anti-Pass Laws anti LRA anti VAT, the Defiance Campaign with the Mass Democratic Movement and the new Labour relations Act?

These struggles were guided by COSATU's founding principles:

- * Workers control
- * Non-racialism
- * Worker Unity
- * Anti-sexism
- * Trade union independence
- * International solidarity

Where to Comrades where to?

Let us observe and celebrate the past. Only if we begin to understand our past we can face the future.

All shopstewards and interested workers are invited to a 10th Anniversary Celebration Meeting to call back the past and look to the future.

ONE COUNTRY ONE FEDERATION

ALL SHOPSTEWARDS ARE INVITED TO ATTEND THE 10TH ANNIVERSARY JOINT SHOPSTEWARD COUNCIL

Come and listen to speakers

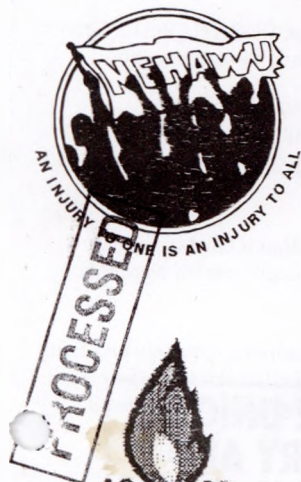
Connie September (Cosatu Vice-President)
Nick Henwood (1st Cosatu W.Cape Regional
Secretary)

**Thursday 2 November 1995,
Sactwu Hall, 350 Victoria Road,
Salt River, 6p.m.**

Attendance: Johnny Erentzen (formerly Samwu)
Lizzie Phike (Fawu)
Joe Foster (formerly Numsa)
Virginia Engel (formerly Nutw)
Liz Abrahams (MP - formerly Fawu)
Ray Alexander (formerly Sactwu in
exile)

Also Music and choirs
Potwa band
Poetry

SALHA 22.2. COSATU



19 89



POPCRU



**COSATU
UNIONS
PREPARE
FOR
STRIKE
ACTION**

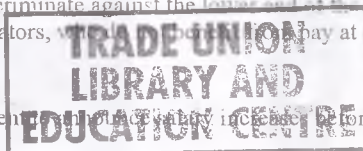
MASS ACTION FOR BETTER SALARIES

Following six months of bad faith bargaining on the part of the employer, COSATU Public Service unions: SADTU, NEHAWU and POPCRU have finally decided to embark on a mass action.

The CCMA mediation process declared a deadlock in terms of Section 67 of the Labour Relations Act which leaves the way open for a legal strike. Despite the fact that unions have compromised their demand from 15% to 10% the government has rigidly maintained their offer of 5,8%. Hence, our call for a mass action.

As early as 1996 the state did away with pay progression based on inflation related basis and proper grading system for workers in the public service and deferred this process for negotiations to the year 2000. (*A clear reflection of the absence of wage policy*).

The present rank and leg promotion system is woefully inequitable. It cannot adequately and fairly assess public servants for promotion and tends to discriminate against the lower end of the public service. Moreover, the system does not apply to educators, who are paid less than the rest of the public service.



We demand the following:

- The employer must refrain from using Parliament as a platform to announce a wage increase before the start of negotiations.
- That the employer tables proposal for a wage policy and new salary progression system for negotiation with the unions to ensure a more stable system of remuneration.
- That the employer resolves the present wage dispute by instituting a graduated wage increase of 10%.

Our members are ready to take action in support of these reasonable demands.

PROGRAMME OF ACTION

We therefore call upon all members of POPCRU, SADTU, NEHAWU and other public service workers to take part in the mass action programme in support of our demands.

- The unions will embark on a programme of lunch time meetings and demonstrations in all work places from 12 July 1999 to 14 July 1999 as a build-up to further mass action.
- On the 13 July 1999 marches will take place in the following areas:
 - Baragwanath
 - High Court
 - Johannesburg Central Police
 - Johannesburg Central Prison
 - Department of Education Commissioner street.
- On the 14 July 1999 marches will take place in Pretoria- The Ministry of Education, the Police Headquarters in Pretorius Street and DPSA. Other centres would be Bloemfontein, Kimberly, Bisho, Cape Town and Durban where union leadership would be deployed.
- There will be a one-day work stoppage on the 23 July 1999 accompanied by marches in all major centres, with a focused massive march taking place in Pretoria to present the unions memoranda.

The Pretoria march will also give seven days notice of further action. If there is no positive response from the employer, the unions intend to embark on a full-scale strike from the 29 July 1999 onwards.

ISSUED BY SADTU, NEHAWU AND POPCRU.



SALHA 22 C: COSATU

COSATU

INFORMATION DIGEST

CONGRESS OF SOUTH AFRICAN TRADE UNIONS

COSATU HOUSE, 268 Jeppe Street, Johannesburg. Phone 4022330

FEBRUARY CEC

MAIN DECISIONS TAKEN AT THE CEC 20 - 22 FEBRUARY (1986)

MERGERS

CEC Agreed that mergers should be pushed through before July Congress of COSATU. Only national industrial unions to take part in July Congress.

Merger arrangements must be finalised by the **deadline, April 31**. Immediately after this date, convening unions to send detailed report to the Executive. Head Office will circulate this to all affiliates. The next CEC in May must be informed of launching dates in all sectors still to merge.

The May CEC will take **disciplinary action** against any affiliate not prepared to carry out these guidelines.

The position of those workers not falling under any sector so far to be looked into. General unions to give report to Head Office within 3 weeks. Office Bearers should investigate and consider where such worker should be slotted in. The matter will be brought to the next CEC.

LIVING WAGE CAMPAIGN

Living Wage Campaign should be launched towards the end of March. A **National Co-ordinating Committee** to be set up made up of 2 reps from affiliates with more than 15 000 members and 1 from smaller affiliates.

Unions are called upon to elect their own living wage committees at regional, national and branch level. **Regional Co-ordinating Committee** will be made up of union reps and COSATU regional office bearers.

The CEC guideline is that **regional congresses** be held to focus on the Living Wage before 12 March. The campaign will be carried in COSATU News and various other media.

MAY DAY

Plans should begin now for May Day in all the regions. **Organising Committees** to be set up. COSATU members should begin to discuss demands. May Day will be part of Living Wage campaign.

DETENTIONS

We should launch campaign against detentions. More than 50 COSATU comrades as well as 130 OK strikers are still in detention.

A regular list of detainees will be circulated. Unions should please submit lists of detained members. Affiliates should discuss means and ways of taking up the issue.

UNEMPLOYED

COSATU to give support to moves to set up a union for the unemployed. A interim national co-ordinating committee of unemployed groups has been formed. COSATU will set up 25 advice/resource centres to help build organisation of the jobless.

SANCTIONS

COSATU has asked some organisations to do sanctions research. The findings so far is that the economic problems like retrenchments and inflation have been getting much worse even before sanctions. This is because bosses who are making big profits are not investing in job creating -ventures. R10 billion - equal to about 3 million jobs -- has left the country.

A two-day seminar involving all affiliates to be held to discuss sanctions report. A report will be made to the CEC which will formulate a clear position on the issue.

COSATU should issue media on sanctions at mass level.

NATIONAL CONGRESS

Planning

National Congress takes place on 15-18 July. The venue will be Wits University in Johannesburg. A Planning Committee to be set up involving affiliates. Subcommittees will be set up to deal with resolutions, credentials and constitution.

Festival

The Durban Cultural Group to co-ordinate cultural activity around the National Congress. Cultural items should come from all centres. This will be a start to COSATU plans to launch a national cultural department.

**1987 -
YEAR OF CONSOLIDATION
YEAR OF DECISIVE ACTION**



**Defence and
advance
workers' rights!**

Come and March for a Workers LRA

Date: Monday 19 June 1995
Venue: The Parade Cape Town
Time: 10H00

Speakers:

COSATU: John Gomomo

ANC: Chris Nissen

SACP: Phillip Dexter

The bosses want to take us back to the dark ages. They want to take away and weaken your rights as workers.

Now is your chance to say NO to their evil plans.

**Forward to a new LRA!
Forward to a workers LRA!**

SAY NO TO THE OLD SA!

Employers want to return to the old South Africa! This is the message from the negotiations on the labour law. After weeks of negotiations, the employers are still attacking worker rights. They want more power for management.

Employers want to have the right to:

- lock out workers to force us to accept lower wages.
- employ scab labour to break our strikes.
- sack workers in legal strikes.
- hide information on their points.
- punish shop stewards with fines of more than R5000 for giving information for workers.
- divide workers by negotiating at factory level, not at industry level.
- attack majority unions, and create small splinter unions at every factory shop and mine.
- ban union facilities like the close shop
- change wages of workers when a company is sold.
- sack workers who are on a sympathy strike, or a protest strike.
- have separate committees at workplaces which can break the shop stewards committee.
- sack workers without following procedures, during the first 6 months probation.
- limit union rights on retrenchment.



*Millions of workers say NO! We reject these proposals
We want worker rights in the LRA, not attack on the workers.
COSATU, NACTU and FEDSAL members are united behind
our demands.*

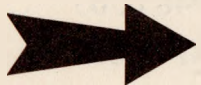
SALHA 22 C!
COSATU



COSATU

MASS RECRUITMENT

It is COSATU who won for all workers a:



Better Labour Relations Act



Reduced hours of work



Maternity rights for women

PROCESSED

We will be visiting your factory (workplace/industrial area) today & tomorrow to sign you up into a COSATU union.

You should check in your Industrial area or at your factory gates for the COSATU canvassers.

If you are not in one of the unions on the back page then move to a COSATU union now!!

Together all workers will under the banner of COSATU build a better world of work with a living wage.

Forward to workers control!
JOIN COSATU NOW

Following is a list of COSATU Unions and the Industries they organise in:

UNION	INDUSTRY	TEL. NO.
CAWU	Construction Workers	448 1045
CWIU	Chemical Workers	47 7326
CWU	Communication Workers	930 7760
FAWU	Food & Allied Workers	47 4006
NUM	Mine Workers	948 6363
NUMSA	Metal Workers	47 6180
PPWAWU	Paper/Printing/Wood Workers	448 8485
POPCRU	Police Workers	696 4277
SACCAWU	Commercial/Catering & Retail Workers	461 8770
SACTWU	Clothing & Textile Workers	47 4570
SADTU	Teachers Union	47 5257
SAMWU	Municipal Workers	448 8214
SARHWU	Railway & Harbour Workers	448 6975
SASBO	Bank Workers	24 5941
T&GWU	Transport & General & Security Workers	461 9410



**White Workers, Black Workers,
White Collar Workers, Blue Collar Workers
All Workers COSATU Members**



THE CAPE TOWN
TRADE UNION
LIBRARY

Strike

on
16 January 1996!

All workers, in the public and private sector, organised and unorganised, must strike, march and demonstrate on January 16. We must show our resounding rejection of privatisation and unilateral restructuring of state assets.

We demand:

1. The government must put a moratorium on the process currently underway in the various enterprises since they could undermine and pre-empt the process of negotiations.
2. We want to reach a bilateral agreement with the government on a National Framework that will inform the process of restructuring at the enterprise or sector level.
3. Information currently in the possession of management and the government, on which their positions and proposals are based, should be made available to us.
4. The withdrawal of the current plan and the suspension of further announcements.

Down with privatisation and unilateralism !

We want negotiations not consultation !

State assets belong to all people!

THE CAPE TOWN
TRADE UNION
LIBRARY

24 Hour Strike On 16 January 1996

COSATU calls on all South Africans to participate in a 24 Hour Strike on the 16 January 1996.

This is part of COSATU's mobilisation campaign against unilateral restructuring of state assets and the recently announced privatisation process.

Fact 1.

Since commercialisation, which was introduced in 1985, thousands of workers have lost their jobs in all parastatals including Telkom, Transnet, SAA and Eskom.

We say no to retrenchments!

Fact 2.

In the private sector, thousands of workers are losing their jobs. The bosses are unilaterally restructuring our industries. Using phrases like "core and none core" they are retrenching workers and using sub contractors to take our jobs.

We reject sub contracting of our jobs!

Fact 3.

In the majority of countries where privatisation have occurred, the public at large have not benefited except a few elites. In the same countries, prices have been raised beyond the reach of the public.

We want effective and affordable services!

COSATU supports the need for restructuring. In our view it is to bring about efficiency, secure jobs, create new jobs, ensure RDP implementation in relation to services and the meaningful role of the government in the productive sector of the economy

THE CAPE TOWN
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**24 HOUR
NATIONAL STRIKE
TUESDAY
30 APRIL 1996
MARCH FROM
GRAND PARADE
10:00am**

SALHA 22
C:
COSATU

Speakers:

* Sam Shilowa - COSATU * Ebrahim Patel - SACTWU
* Ernest Buthelezi - FAWU and Alliance Speakers ANC SACP

**COSATU DEMANDS THE RIGHT TO STRIKE
IN THE NEW CONSTITUTION!**

Cosatu resolved to call a 24hr strike on 30 April 1996. We are taking the fight to enemies of the workers, the National Party, the Democratic Party and the Inkatha Freedom Party. They want to take away our right to strike. The African National Congress fully supports workers using the right to strike in collective bargaining and around social issues.

We have seen changes brought about by workers using the strike action in the VAT strikes and the strikes during the States of Emergency.

We reject including the LOCKOUT CLAUSE in the Constitution. This would take back the rights which workers have won in struggled. Bosses would now be able to lockout workers and only allow them back if they work overtime at normal rates of pay or to accept wage cuts. The lockout clause in the Constitution will undermine the rights as contained in the new Labour Relations Act.

**COSATU CALLS ON WORKERS TO SUPPORT
THE 24Hr STRIKE ON TUESDAY 30 APRIL 1996**

**SMASH THE NP / DP / IFP
BOSSES ALLIANCE!**

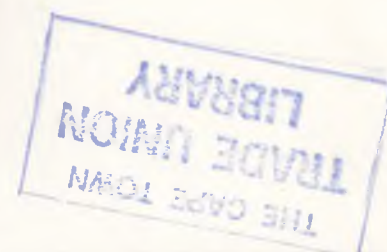
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SALHA 22.C: COSATU



**COSATU
UYANICELA
ASKS YOU
TO SUPPORT
UKUBA NIXHASE**

**THE SARMCOL
WORKER PLAY**



A STORY OF REPRESSION, HUNGER, RESISTANCE AND HOPE

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

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

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

INDABA EXOXA NGENGGINDE- ZELO, NENDLALA, NOMZABALAZO, NETHEMBA

Abasebenzi baseSarmcol bateleka ngokusemthethweni ngomhla ka-30 April 1985. Enuva kwezinsuku ezintathu uBTR Sarmcol, okuyinkampani esebenza kumazwe ngamazwe yabaxosha bonke abasebenzi abawu - 1000. Into eyayibangwa kwakungukwamukelwa kwenyunyana. Ukuba abasebenzi bavuma isivumelwano sokwamukelwa kwenyunyana njengoba kwakusho uSarmcol, kwakuyobe bavuma inyunyana engena-wo amandla. Ngakhoke sathatha isinqumo sokuteleka ngokusemthethweni.

Kuzo zonke izinyanga eziyisishiyagalolunye isiteleka siloku sidonsile, abasebenzi basaloku belilangene ngomoya wobumbano. Amasu abo bayawashintshashintsha okungangoba umzabalazo wabo sewuze wafinyelela emiphakathini engomakhelwane.

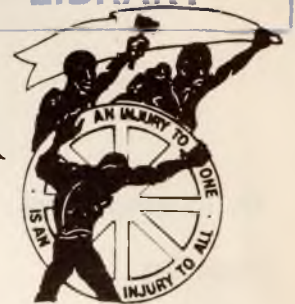
Kodwa yize umzabalazo wabo unozwela uBTR Sarmcol wenqaba ukuxoxisana nabateleki noma nenyunyana yabo.

Abasebenzi sebethathe isinqumo sokuthi manje sekufike isikhathi sokuba bayeke ukwethembela osizweni lwezimali zangaphandle. Ngakhoke sebesungule umasibambisane obizwa ngokuthi yiSarmcol Workers' Co-operative (SAWCO).

Lomdlalo uyingxenye yomsebenzi weSAWCO yokwazisa abantu ngosizi lwabo. Waqanjwa abasebenzi baseSarmcol bebambisene neWorkers' Cultural Local, Durban.

DANGER

THE CAPE TOWN
TRADE UNION
LIBRARY

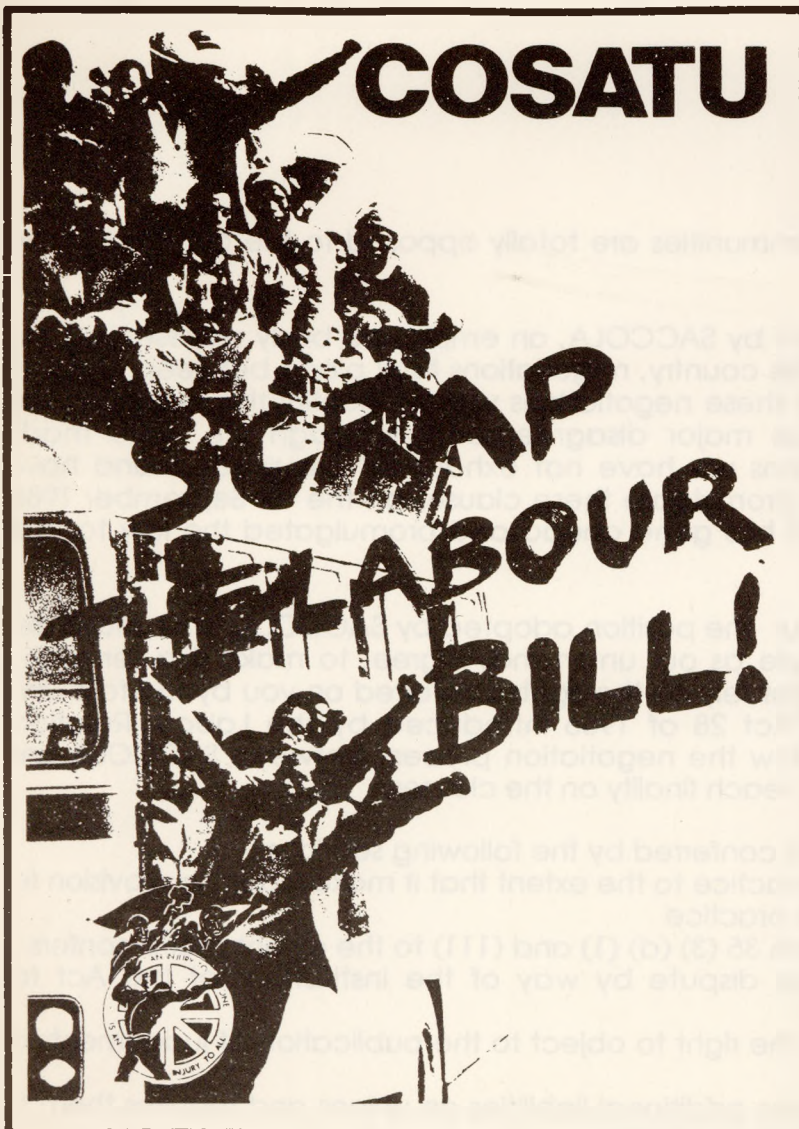


LABOUR LAW AHEAD

After the biggest protest action in our history against Botha's Labour Relations Bill, negotiations took place between COSATU/ NACTU and the organisation of the employers called SACCOLA. We were negotiating about what should be in the Labour Relations law.

After much negotiation, SACCOLA agreed to support our demand that the sections of the Labour Relations Bill that we disagree with must not become a law until our negotiations were finished. SACCOLA and COSATU/ NACTU asked the government not to make these sections law.

But the day after agreement had been reached on this point with SACCOLA, the government announced that the Labour Relations Bill would become law on September 1st - even though they knew that we had reached an agreement.



So the COSATU Executive met on 18/8/88 and decided that :

- only working class action can defend us against the attack of the Labour Relations Law
- mass meetings must be called in every local and region to discuss the latest developments in the struggle against the dismissals and the Bill and to plan action on the way forward
- talks should continue with SACCOLA on the basis that they stand by the agreement reached that the sections of the Bill we object to should not be made law. Once it is law in September, the bosses must agree not to use those sections of the law that COSATU objects to. SACCOLA should also agree to a joint advert stating our agreed position on not using the parts of the law COSATU objects to until negotiations have been finished. If SACCOLA refuses a joint advert COSATU should go ahead with the advert ourselves
- a standard COSATU letter (on the other side of this pamphlet) - where bosses undertake not use those sections of the law we object to - should be given to every employer federation by COSATU affiliates and to every employer by shopstewards for signing
- a special COSATU CEC meeting be called on September 16th to assess the bosses response and to plan a further programme of mass action on the law if our demands are not met. COSATU affiliates must have submitted response from all bosses to COSATU by September 14th.

THIS LETTER MUST BE PLACED ON YOUR UNION'S LETTERHEAD

To: All employers

Dear Sirs

As you are aware, workers and their communities are totally opposed to the changes to the Labour Relations Act.

In response to a newspaper advertisement by SACCOLA, an employers' body representing the overwhelming majority of employers in this country, negotiations took place between COSATU, NACTU and SACCOLA. The outcome of these negotiations was to identify the clauses in the new Labour Bill over which there was major disagreement. Although we have made considerable progress in the negotiations we have not exhausted the process and have jointly called on the government not to promulgate these clauses on the 1st September 1988. Despite this agreement the government has gone ahead and promulgated the law to take effect from 1st September.

We accordingly demand that you honour the position adopted by SACCOLA, and undertake by the 1st September, or such later date as our union may agree, to make it a term and condition of employment that you will not rely on the rights conferred on you by the following amendments to the Labour Relations Act 28 of 1956 introduced by the Labour Relations Amendment Act 83 of 1988. This will allow the negotiation process between SACCOLA and COSATU/NACTU to fully exhaust itself and reach finality on the clauses.

The rights referred to above are the rights conferred by the following sections :

Section 1 The definition of unfair labour practice to the extent that it makes specific provision for what shall or shall not be an unfair labour practice

Section 27 (A) (d) (1) and (11) and Section 35 (3) (d) (1) and (11) to the extent that it confers a right to object to the resolution of the dispute by way of the institutions of the Act for non-compliance with time limits

Section 67 to the extent that it enlarges the right to object to the publication of judgements of the Industrial Councils

Section 79 (2) in its entirety (which imposes additional liabilities on unions and requires them to disprove responsibility for the actions of their members)

Undertaking

We..... hereby give the undertaking referred to above and further agree to forward copies of this document to the head office of the (Union), SACCOLA and to give copies to the shop stewards committee on the plant/s owned by this company.

.....
Duly Authorised

We are duty bound to point out the consequences of your failure to give the above undertaking. The responses from employers individually and collectively will be collected and assessed. On the basis of your response and the response we receive from other employers we reserve the right to take such action as we deem necessary to protect our rights and interests.



GALHA 22C: COSATU

DANGER

THE NEW LABOUR BILL IS AN:

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

WORKERS & COSATU ARE BEING ATTACKED:

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

THERE ARE MORE ATTACKS UNDER THE NEW BILL :

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

COSATU CALLS ON ALL WORKERS TO

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

SALHA 22C: COSATU

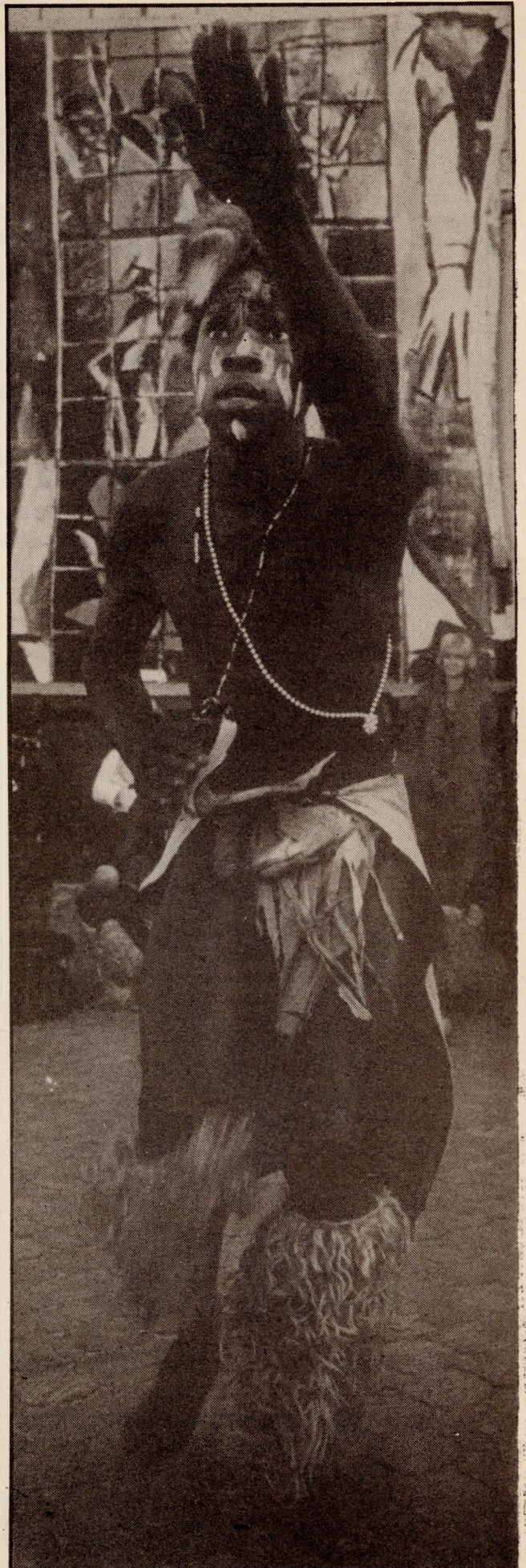
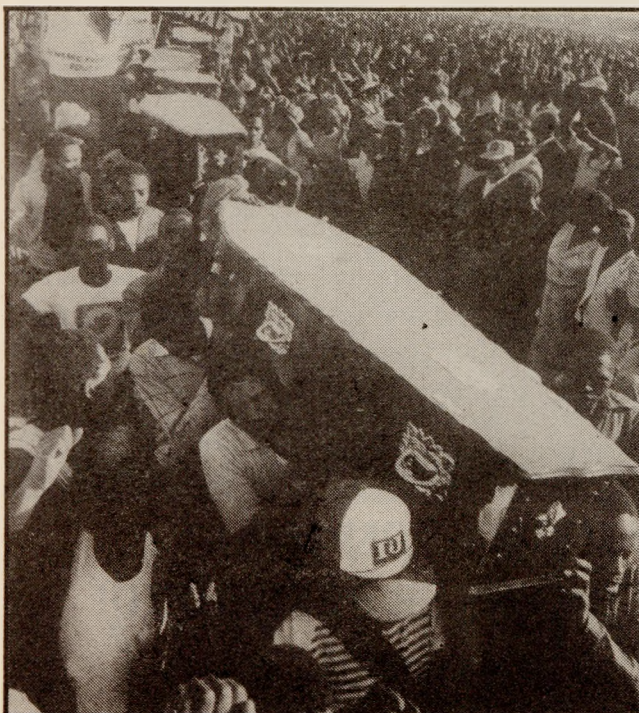


COSATU

THE CAPE
TRADE UNION
LIBRARY

ONTHOU KINROSS

- * **Gesondheid
Voor Profyt**
- * **Gesondheid en
Veiligheid onder
Werker Beheer**



ONTHOU KINROSS



Ons onthou die 16de September 1986. Op daardie dag het 177 werkers by Kinross gesterf. Tweehonderd ses en sestig is beseer. Ons kamerade is in die donkerte dood terwyl hulle giftige rook ingeasem het.

HOE HET DIE RAMP PLAASGEVIND?

By Kinross was die tonnelmure met n spesiale pleister - poli-uretaan - bedek. Dit is bekend dat poli-uretaan gevaarlik is. Britse en Amerikaanse myne het baie jare gelede opgehou om dit te gebruik. Dit is verbied, want dit brand maklik en stel giftige gasse vry wanneer dit brand.



Die Kinross bestuur is gewaarsku oor die ge-
vare van poli-uretaan. Hulle het die waar-
skuwing geignoreer en die poli-uretaan op die
tonnelmure gelos.

Op die 16de September 1986 het die brand
begin toe n sweiser probeer het om n
stukkende spoorlyn op die 15de vlak reg te
maak. Hy het n stukkende gassilinder ge-
bruik. Hierdie silinder is deur die myn nage-
gaan, maar hulle inspeksie-prosedure was so
swak dat hulle nie die fout opgemerk het nie.

Toe die sweiser die gasvlam aansteek, het die
silinder aan die brand geslaan. Die sweiser
het geskrik en weggehardloop. n Werker het
die brand probeer blus, maar daar was geen
brandblusser nie. Die brand kon nie geblus
word nie en het deur die 15de vlak gewoed.

Die gasdampe het ons kamerade op die 14de
en 15de vlakke doodgemaak en beseer. Daar
was geen alarm gewees om hulle teen die ge-
vaar te waarsku nie.

**KINROSS BEWYS DAT DIE BASE NIE MET VEILIGHEID VERTROU KAN
WORD NIE!**

DIE BASE KAN NIE MET ONS LEWENS VERTROU WORD NIE!

VEILIGHEID IS DIE WERKERS SE BESIGHEID!

ORGANISEER...OF STERF! ~

WAT KINROSS BETEKEN



Op die 16de September het n brand by die Kinross Myn 177 werkers doodgemaak en nog 266 beseer.

n Werker het gese "Ons bene was soos jellie. Ek moes in die donkerte loop en aan die mure vasklou. My bors het so erg gebrand dat ek nie kon asemhaal nie."

Die Kinross brand het produksie vir minder as n week onderbreek. Maar vir baie families sal die verwoesting wat die brand veroorsaak het, vir ewig duur.



Kinders het hulle vaders verloor en vroue het hulle mans verloor. In baie gevalle het hulle die enigste broodwinner verloor.

KINROSS HERINNER ONS AAN BITTER DINGE:

- * Die gevare in die myne
- * Die lyding van die families van ons gestorwe kamerade.

MAAR KINROSS MOET ONS OOK MOTIVEER:

Kinross eis dat ons moet organiseer vir n veiliger werkplek. Mynongelukke moet voorkom word.

Ons eis die reg om vakbond veiligheid-stewards te verkies. Hierdie stewards sal ons n stem gee om ons eise na die onderhandelingsstafel te neem.

VOORWAARTS MET VAKBOND VEILIGHEIDSKOMITEES!



ORGANISEER VIR VEILIGHEID

Die myn-inspekteurs en bestuur sal werkers se veiligheid nooit waarborg nie.

DIE INSPEKTEURS HET DIE VAKBOND BY DIE KINROSS ON- DERSOEK STILGEMAAK!

Die NUM is nie toegelaat om deel te neem nie. Dit kon nie vrae stel of getuie afle nie. Die vakbond is nie toegelaat om die regte van sy lede te verdedig nie. Dit is nie toegelaat om mynwerkers se belange te verteenwoordig nie.

DIE BESTUUR IS NOOIT GE- STRAF VIR KINROSS NIE!



MAAR DIE BESTUUR HET BAIE FOUTE GEMAAK. HULLE HET:

- * sweistoerusting swak ondersoek
- * n stof gebruik wat bekend is as n brandgevaar ondergronds
- * n stukkende gassilinder ondergronds geplaas
- * geen brandblussers voorsien op die plek waar sweiswerk gedoen is nie
- * geen alarm in die myn gesit om werkers van n ernstige gevaar te waarsku nie

WAT KAN WERKERS DOEN?

- * bou sterk veiligheidskomitees
- * verkies vakbond veiligheid-stewards
- * eis dat bestuur vakbond veiligheid-strukture moet erken
- * veg vir die reg om ondersoeke by te woon en om daarin deel te neem
- * veg vir n regverdige stelsel van vergoeding vir beseerde werkers

SLEGS STERK ORGANISASIE KAN TRAGEDIES SOOS KINROSS VOORKOM!

ONS EIS DIE REG OM ONS EIE VEILIGHEID-STEWARDS TE VERKIES!

GEVAAR

THE CAPE TOWN
TRADE UNION
LIBRARY

SALHA 22 C. COSATU 13-36



DIE LABOUR WET IS OPPAD



Na die grootste protesaksie in ons geskiedenis teen Botha se Labour Relations Bill, het onderhandelinge plaasgevind tussen COSATU/NACTU en die base se organisasie, SACCOLA. Die onderhandelinge het gegaan oor wat in die Labour Relations wetgewing behoort te wees.

Uiteindelik, na n lang reeks gesprekke, het SACCOLA ingestem om ons eis te steun, met ander woorde dat die dele van die Labour Relations Bill waarmee ons probleme het, nie wet moet word voordat ons onderhandelinge afgehandel is nie. SACCOLA en COSATU/NACTU het die regering gevra om nie hierdie gedeeltes wet te maak nie.

Maar op die dag nadat hierdie besluit geneem is, het die regering aangekondig dat die Labour Relations Bill op 1 September wet sou word - alhoewel hulle geweet het dat ons ooreenstemming bereik het.

Die COSATU Uitvoerende Komitee het op 18/8/88 vergader en die volgende besluite geneem:

- * slegs aksie deur die werkersklas kan ons teen die aanval van die Labour Relations Wet verdedig
- * massa vergaderings moet in elke streek en in elke local plaasvind, sodat ons die jongste ontwikkelinge in ons stryd teen die afdankings en die Labour Bill kan bespreek en sodat ons aksie vir die pad vorentoe kan beplan
- * die gesprekke met SACCOLA moet voortgaan op die basis dat hulle staan by ons ooreenkoms dat die dele van die Bill waarteen ons besware het, nie wet moet word nie. Wanneer dit in September wet word, moet die base instem om nie daardie dele van die wet waarteen COSATU besware het, toe te pas nie. SACCOLA moet ook instem tot n gesamentlike advertensie wat ons posisie stel dat die dele van die wet waarteen COSATU besware het, nie toegepas moet word voordat die onderhandelinge afgehandel is nie. As SACCOLA weier, moet COSATU self voortgaan om so n advertensie te plaas
- * n eenvormige COSATU-brief (op die agterkant van hierdie pamflet) - waarin base onderneem om nie daardie dele van die wet waarteen ons besware het, toe te pas nie - moet deur COSATU se affiliate aan elke werkgewersvereniging en deur shopstewards aan elke werkgewer oorhandig word, sodat dit deur die base geteken kan word
- * n spesiale COSATU Sentrale Uitvoerende Komitee (CEC) vergadering sal op 16 September plaasvind om die base se reaksie na te gaan en om n verdere program van massa-aksie te beplan indien daar nie aan ons eise voldoen is nie. COSATU-affiliate moet alle base se reaksies teen 14 September by COSATU indien.

HIERDIE BRIEF MOET OP JOU VAKBOND SE BRIEFHOOF VERSKYN

Aan: Alle werkgewers

Geagte Here

Soos u wel bewus is, is werkers en hulle gemeenskappe totaal gekant teen die veranderinge aan die Wet op Arbeidsverhoudinge.

As gevolg van n koerant-advertensie geplaas deur SACCOLA, n werkgewersliggaam wat die oor-grote meerderheid werkgewers in Suid-Afrika verteenwoordig, het onderhandelinge plaasgevind tussen COSATU, NACTU en SACCOLA. Die gevolg van hierdie onderhandelinge was die identifikasie van daardie klousules in die nuwe Arbeidswet waaroor daar ernstige verskille bestaan het. Alhoewel ons vordering gemaak het in die onderhandelinge, is hierdie proses nog nie afgehandel nie, en dus het ons gesamentlik n versoek aan die regering gerig om nie hierdie klousules op 1 September 1988 te promulgeer nie. Ondanks hierdie ooreenkoms het die regering voortgegaan en die wet gepromulgeer om op 1 September in werking te tree.

Ons eis dus dat u die posisie wat deur SACCOLA ingeneem is, eerbiedig, en teen 1 September, of teen n later datum soos met ons vakbond ooreengekom, onderneem om nie die regte, wat aan u gegun word deur die amendemente aan die Wet op Arbeidsverhoudinge Nr. 28 van 1956 soos ingestel deur die Wysigingswet op Arbeidsverhoudinge Nr. 83 van 1988, toe te pas nie. Dit sal toelaat dat die onderhandelingsproses tussen SACCOLA en COSATU/NACTU afgehandel kan word en dat finaliteit bereik kan word oor hierdie klousules.

Die regte waarna hierbo verwys word, is die volgende:

Paragraaf 1 Die definisie van onregverdige arbeidspraktyk in die sin dat dit spesifiek neerle wat n onregverdige arbeidspraktyk is, en wat dit nie is nie

Paragraaf 27 (A) (d) (1) en (11) en Paragraaf 35 (3) (d) (1) en (111) tot die mate waartoe dit die reg gun om beswaar te maak teen die oplossing van n geskil deur middel van die instellings van die Wet vir die breek van tydsgrense

Paragraaf 67 tot die mate waartoe dit die reg om beswaar te maak teen die publikasie van besluite van die Industriële Hof vergroot

Paragraaf 79 (2) in sy geheel (die paragraaf plaas bykomende verantwoordelikhede op vakbonde en forseer vakbonde om te bewys dat hulle nie vir die aksies van hulle lede verantwoordelik is nie).

Onderneming

Ons.....gee hiermee die onderneming waarna hierbo verwys word en stem verder daartoe in om afskrifte van hierdie dokument te verskaf aan die hoofkantoor van die.....(Vakbond) en SACCOLA, en om afskrifte daarvan te gee aan die werkerskomitee (shop stewards committee) van elke inrigting onder die beheer van hierdie maatskappy.

Behoorlike Gemagtig

Dit is ons plig om aan u uit te wys wat die gevolge sou wees van n weiering om die bostaande onderneming te onderteken. Die reaksies van werkgewers, individueel en gesamentlik, sal versamel en ge-evalueer word. Op die basis van u reaksie en die reaksie wat ons van ander werkgewers ontvang, behou ons die reg voor om aksie te neem om ons regte en belange te beskerm.



GEVAAR

DIE NUWE ARBEIDS WET IS 'N:

Aanval op ons klas
Aanval op on unies
Aanval op ons stryd vir 'n leefbare loon.

WERKERS EN COSATU WORD AANGEVAL:

Hoë pryse en Lone word bevries
Massa ontslag en Afdankings
Noodtoestand en Massa onhegtenesname
"Vigilante" terreur en bom aanvalle op COSATU kantore.

DAAR IS MEER AANVALLE ONDER DIE NUWE WET:

- * onregverdige ontslag sal wettig wees
- * onregverdige afdankings kan wettig wees
- * simpatie of solidariteits staking sal onwettig wees
- * die base sal die reg het om 'n hofbevel teen wettige stakings te kry
- * die nywerheidshof se magte word erugstig ingeperk
- * werkers sal nie oor "dieselfde saak" binne a periode van 15 maande kan staak nie
- * die base sal werkers selektief na 'n staking herindiens kan neem
- * 'n unie is verantwoordelik vir alle stakings en eise kan teen die unie vir die stakings ingestel word
- * 'n meerderheids unie kan nie eis om namens die hele werksplek te onderhandel nie
- * daar is baie meer en ingewikkelde prosedures om te volg om op 'n wettige staking te gaan
- * rasistiese unies kan registreer in areas waar hulle geen lede het nie
- * stakings is wettig slegs as die Departement van Mannekrag in kennis gestel is binne 21 dae van die dispuut
- * die Minister kan definieer wat 'n onregverdige arbeids praktyk is en hy kan dit verander
- * die Inspekteur kan die tyd vertraag wanneer 'n unie op 'n wettige staking mag gaan.

COSATU VERSOEK ALLE WERKERS OM:

- * vergaderings gedurende etenstyd te organiseer elke week
- * die base te nader om 'n brief, gerig aan die Minister van Mannekrag, te onderteken wat eis dat die wet geskraap moet word
- * shop stewards moet eis dat die base sê waar hulle staan op die wet
- * te bespreek nasionale verenigde aksie teen die wet wat besluit moet word by the volgende COSATU CEC in April
- * locals, streke en die nasionale leefbare loon kommittees te bou wat ons aksie teen die wet en ons veldtog vir 'n leefbare loon moet koördineer.



INGOZI

THE CASE TO N
TRADE UNION
LIBRARY

EZI NEW LABOUR BILL ZI;

zihlasela abasenzi

Zihlasela iunion zethu

Zihlasela idabi lwethu lokulwela umvuzo wokuphila

ABASEBENZI KUNYE NE COSATU BAYAHLASSELWA

Amaxabiso aphezulu kunye nemivuzo eyehlayo

Amawaka waka agxothwayo kunye nodendo

Imo yonxunguphalo kunye namawaka waka aseluvalelweni

Imo emasikizi edalwa ngabo bathi bacina ucwangco ukuqhushumbiswa kwe ofisi ze COSATU

UHLASELO LUGQITHISILE KULE MITHETHO MITSHA ICETYWAYO

- * ukugxothwa kungekho sizathu kusemthethweni
- * ukudendwa kungekho sizathu kunoba semthethweni
- * ukugwayimba ngenjongo zokuvulana nabanye abasenzi akukho mthethweni
- * abaqashi banelungelo lokwaphulu ugwayimbo olusemthethweni
- * amandla enkundla zemizimveliso ayafinyezwa
- * abaqashi banokukhetha abo bafuna ukuphinda abaqashe emva kogwayimbo
- * abasebenzi abanakho ukugwayimbela into enye kwithuba eliphakathi kwenya eziyi 15
- * iunion yiyo ethwala uxanduva xakukho ugwayimba kwaye inokuhlululwa
- * iunion enamalungu amaninzi ayinakho ukumela bonke abasebenzi balo mzimveliso
- * kukho incukaca ezininzi ka kuzakuthathwa ugwayimbo olusemthethweni
- * iunion ezicalula ngokwebala zinokubhalisa nalapho zingamelwanga
- * ugwayimbo luba semthethweni xa isebe lamandla oluntu lazisiwe ngengxuba kaxaka kwithuba lentsuku ezi 21
- * ngumphathiswa ocazululayo ukuba kuyintoni ukusebenzi indlele egwenxa yokuqhuba umsebenzi
- * umhloli unokubambezela ixesha ngabom xa iunion ifuna ukuya kugwayimbo olusemthethweni

ICOSATU IBONGOZA BONKE ABASEBENZI UKUBA:

- * babambe iintlanganisano ngexesha lesidlo sasemini ngokuchasane nale mithetho mitsha icetywayo qho ngeveki
- * ukugqithisa iileta kubaqashi kuba bazityikitye bazithumele kumphathiswa wamandla oluntu kuba abulale lemithetho icetywayo
- * amakhakathu kufuneka ufune ukuqonda ukuba ingaba abaqashi bamephi kule mithetho mitsha icetywayo
- * baxoxe ngentshukumo kazwelonke enokuthathwa ngenzame zokulwa lemithetho icetywayo izigqibo zakuthathwa kwi. COSATU CEC ezaya phakathi ku April
- * kwakhiwe ikomiti zamasebe, inqila kunye nezikazwelonke zomvuzo wokuphila, ukuzama ukujonga intshukumo enokuthathwa ngokuchasane nale mithetho icetywayo kunye nomvuzo wokuphila



SIFUNA IMALI YESONKA!



Maqabane singabasebenzi bee bakery zase kapa. Siyanibulisa egameni lo umion wethu uCOSATU ozala uFAWU nabo bonke abaquauzeleli be UDF - CAYCO, WECSO kwane UWCO. Siyesathabatha isiqgibo sokubasizibeke phantsi izixhobo kangangeveki ngokulwela umvuzo wokuphila. Siyesathabatha unyathelo emva kwenyanga enzine sixoxa noongxowankulu bee bakery. Njengabobonke ongxowankulu bee bakery bazikhabile iimfunozethu ukutsho oko - umvuzo ophilisayo.

UAlbany(Silver Leaf) Good Hope, Duens Cadora, No enterprise bafuna umvuzo omnye oyi R30,00. Qnjandini (abaqeshi) babanike I R19,50. U Attwells(Blue Ribon) Lake side Michels Plain bakery bayiumene I R29,00 ngeveki. Zona ke ezi I bakery ziyayenza imveliso yesonka.

Maqabane ngoku singena kweyesibini iveki nomzabalazo phambili maqabane Siyazi okokuba isonka sifunwa ngumtu wonke ekuhlaleni. U COSATU no FAWU bane nxaso kumzabalazo. Siyazi maqabane okokuba nikwinmeko yengcinezelo njengoko sikwelidabi sikulo ngoba akukho sonka. Usapho lwethu lukwimeko yo nxunguphalo ngoba asiko isonka. Isiqgibo esiloluhlobo sokuzibeka phantsi izixhobo zokusebenza. Abaqeshi bee bakery basinika umvusa ophantsi bangabinanhloni zokusikhlisa nasekuhlaleni. Banyusa isonka mihla le baze bangafuni kusinika umvusa ophilisayo.

NJENGOKO SINGABASEBENZI SIFUNA UMVUZO OPHILISAYO. ABAQESHI BASIRHENDULA NGOKUTHI BAYAKUSIFAKA E COURT KUNGENJALO BASIFAKE AMAPOLISA BASINGXOTHE EMVENI KOKO.

MANYANANI KOMVUZA WOKUPHILA!

NJENGOKO SINGABAHLALI SIFUNA
AMAXABISO APHANTSI ESONKA. ABAQESHI
BASIPHENDULA NGOMVUZO OPHAKAMILEYO
WESONKA. SIYAZI KANANJALO OKUKUBA
NGURHULUMENT OLAWULA AMAXABISO
ESONKA NAYE KE UHAMBISANA NALONTO.

Ngomnyaka ka 1975 isonka
esipheleleyo sasixabisa I 16c.
Kodwa kulemihla isonka esipheleleyo
esimhlope sixabisa I 82c. Amaxabiso
esonka enyuke nge 413% kwiminyaka
evi 12 edlulileyo. Ingaba imivuzo
yethu inyuka njengale mali na?
Impendulo hayi yenyuka nje nge 155%
kuphela.

Kumnyaka ka 1985 urulument
wahlawula nje I R200 million
ukunyusa amaxabiso esonka. Ngom ya
ka 1986/7 urulument wahlawula nje
I R150 million ukunyusa isonka.
Njengoko singabasebenzi bebakery
nabahlali silwela umvuzo ophilisayo
ixabiso eliphantsi le sonka.
* SILWELA UMVUZO OPHILISAYO!
* IXABISO ELIPHANTSI LE SONKA!
* SIFUNA URULUMENT AFAKELE IMALI
kuNGXOWANKULU UKUZE ONGXOWANKULU
BAZO KWAZI UKUTHOBA IMALI!

NINGAWUNCEDA NJANI UMZABALAZO
WE BAKERY?

Bahlali, lutsha, nabo bangekho
phantsi kwenqgetsho osomatshtshini
siyanibongaza okokuba ninike inxaso
kubasenzi be bakery.
Siyanibongoza okokuba nithenge
isonka ku Atwells (Blue Ribbon)
Lakeside, Mitchells Plain ezo ke
zizivumile iimfuno zabasebenzi.

Siyabacela osomatshitshini okuba
babenenxaso kwizi bakery Duens Cadora
Albany kunye no Enterprise
kumzabalazo wethu. Xhasani ibakery
ezo zithe zawuvuma umvuzo ophilisayo
ku union wethu uFAWU.

Siyababongoza abo bangasebenziyo
oko kuba bangathathi imisebenzi
yabantu abaseludabini.

Umzabalazo wethu ayingo wemivuzo
ephakamileyo kuphela. Sifuna
ukusebenza I 40 hours ngeveki khona
ukuze wonke umtu afumane umsebenzi.
Imfuno zethuzokuba ongxowankulu
basebenzise I casuals ngase
masasangweni.

Ulutsha, nabafundi mabathabathe
lomyalezo womzabalazo bawuse kuzo
zonke izikolo ezindiwini apho
bahlala khona. Khuthazani abantu
okokuba bathenge isonka kwezo Bakery
ziwuvumileyo umvuzo ophilisayo u
Atwells, Lakeside kwano Mitchells
Plain Bakery. Nyamezelani nibenomonde
ukuze wakheke umzabalazo wethu.
Ququzelani abo bangeka ququzeléki
kumzabalazo wethu sakhe umanyano.
Dibana no COSATU kwano FAWU ukuze
akunike ingcaciso ncedisanani
ngokwakha umanyano.

PHAMBILI NOMZABALZO WE BAKERY!
PHAMBILI NOMVUZO OPHILISAYO!
PHANTSI NGAMAXABISO APHEZULU ESONKENI
SINAKO UKUYIMELA LONTO NGOBA I
DIMANDA IMFUNO ZETHU!

WE DEMAND WAGES FOR BREAD!!

Namibian workers need YOUR solidarity



It took over 25 years of mass resistance by the Namibian people - supported by the armed struggle of PLAN and world-wide opposition to South Africa's occupation of Namibia - to force the Botha government to agree to Namibian independence in terms of United Nations Resolution 435. This was a step forward. But the struggle of the Namibian people is far from over. Botha and the bosses want the kind of "independence" for Namibia they gave to bantustans like Ciskei and Venda. The oppressed people of Namibia want real independence from South African oppression and exploitation. They want to take power into their own hands to build a Namibia that will put the interests of the oppressed people first. To do this they need the active support of the workers and youth of South Africa. The bosses and government we are fighting every day is the bosses and government the Namibians are fighting to get their freedom from. Workers and youth of South Africa and Namibia - UNITE !

Build solidarity with the struggle in Namibia

THE CAPE TOWN
TRADE UNION
LIBRARY

Next month the National Union of Namibian Workers (NUNW) will be officially launched as the major trade union federation in Namibia.

The NUNW has five affiliates in the mining, food, metal, transport and public sector. It is likely that a recently formed national union for teachers will affiliate to NUNW.

There are about 50,000 workers organised into NUNW affiliates. The total population of Namibia is just over a million - less than half the population of Soweto.

At COSATU's Second National Congress in 1987, we resolved too :

- fully support the campaign to implement UN resolution 435 - as a step towards the establishment of true namibian independence
- fully support the NUNW and its affiliates to gain full recognition in the factories, shops and mines where they are organised as far as possible
- promote all forms of material support, educational training and resources to consolidate NUNW and its affiliates
- to encourage our affiliates to build concrete links and offer concrete support to the affiliates of NUNW in each industrial sector
- to declare our preparedness to take solidarity action if the NUNW or any of its affiliates come under attack from either the employers, the interim puppet administration or its South African masters.

These are fine words. It is more important than ever that every union in COSATU struggles to make them a reality. Long Live the Namibian People.



3 DAYS OF NATIONAL PROTEST

6, 7, 8 June 1988

13.29
TOWN
UNION

DECLARATION

AS ADOPTED AT COSATU NATIONAL CONGRESS
14 - 15 MAY 1988



THIS CONGRESS DECLARES FOR ALL THE PEOPLE OF SOUTH AFRICA AND THE WORLD TO KNOW

That 40 years of Nationalist Party rule has destroyed our country and plunged it into a state of civil war.

They have ruined the economy of this country.

They have turned our townships into war zones where violence and terror are the order of the day.

They have poured billions of rand into:

- (i) The creation and maintenance of corrupt structures that maintain Apartheid.
- (ii) The creation of a vast array of repressive forces designed to be used against the people of our country.
- (iii) The destabilisation and illegal occupation of neighbouring states, which has left thousands of young South Africans, both black and white, dead in its wake.

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

Unemployment has reached record heights.

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

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

We reject the celebrations to mark 40 years of Nationalist Party Rule that begin on 31st May. We have nothing to celebrate.

We re-affirm our commitment to destroy Apartheid.

We want all the workers and our people to know that we are firmly committed to attaining the demands enshrined in the Freedom Charter. Nothing is going to stop us from winning what is our birthright - to be full citizens in a Non-racial Democratic South Africa, free from oppression and exploitation.

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

IMINYAKA EYI - 40 YOLAWULO LORHULUMENTE ONGQONDO - BUGQWIRHA

IMINYAKA EYI - 40 YOCALU-CALULO

NGUMBHIYOZO WANTONI NA LOWO ?

* Ngomhla we - 29 ku - May urhulumente wobe ebhiyozela iminyaka engamashumi amane olawulo ngenkqubo yocalu-calulo.

* Uninzi lwaba cinezelweyo beli lo-Mzantsi Afrika bobe bengenanto yakubhiyoza , xeshikweni ebhiyoza , thina bacinezelweyo sizakube sikhumbula lengcikivo yenziwe yinkqubo yocalu-calulo lalo rhulumente ka P.W. Botha

IMIQATHANGO

* Ngelishesha urhulumente abhiyozayo , imibutho yabantu enje nge UDF ne COSATU ivalwe umlomo.

* Imibutho yabantu kukade ithetha phandle ngobubi boca-lu-calulo kwaye ke ikhuthaza idabi lokulwela uMzantsi Afrika ongenalucalo naxhatshazwo lwabantu.

* Lo rhulumente uye wapasisa iLabour Bill ezama ukubula-la idabi labasebenzi. Abasebenzi hlale besebenzisa u-kwayo (boycott) ukwenzela ukuba mabafumane imfuno zabo ezinje ngemivuzo ephucukileyo (Living Wage) , kodwa

ngoku soze baphinde bakwazi ukukwaya (to boycott) ngen- xa yezi-labour bills ezibanqandayo ukuba bangazilweli imfuno zabo.

* Lo rhulumente uye watsiba ilitye likaphungela ngokuthi abeke imiqathango evala "ilizwi labantu" , sisitsho nje i-New Nation ne South amaphepha-ndaba abantu avalawe.

KOKO KE

** Sisithi asisayi kuthuliswa mntu*

** Sifuna ngokukhawuleza okukhulu ukupheliswa kwale miqathango*

** Sifuna ilungelo lokwakha imibutho yabantu ngomzimba ong-enaxhala , siyakhela ukwakha uMzantsi Afrika wabantu.*

UFUDUSO LWABANTU NGENKANI (FORCED REMOVALS)

* Ngeli lixa babhiyozayo , thina siza kube sikhumbula inzi-ma neentlupheko ezenziwe yimfuduso elutshova e-Sophiatown, eDistrict Six nase Crossroads njalo-njalo.

* Ngoku lo rhulumente ufudusa abantu base-Lawaikamp e-George. Abantu baya luchasa olufuduso kwaye beyalela ukuba urhulumente makaphucule "ikhaya labo" ayeke ukulitshaba-lalisa.

NGOKO KE

** Siyabaxhasa abahlali base Lawaikamp kwidabi lokulwa olufuduso ngetshova lungam-kelekanga.*

** Sithi "i-Group Areas Act" mayiphele.*

INGXUBAKAXAKA EZIKOLWENI (SCHOOL CRISIS)

* Ngeli lixa u-Botha no rhulumente wakhe sibona abafundi bebunjelwa ukuba ngamakhoboka emivuzwana ngale mfundo iboli leyo yocalu-calulo ,ukwenzela abahlekazi abamhlophe bahlale behleli.

* Na mhlanje sibona ukukwaywa kwale mfundo yocalu-cahlo ngabafundi no titshala kwi WECSO, IDETU ne NECC.

- Abafundi notitshala bave bafumana ukubanjwa nokutshutshiswa ngamapolisa

- Abanye otitshala bagxolhiwe kwaye ke ezinye izikolo zivaliwe yi DET.

** Sifuna upheliso lokubanjwa nokutshutshiswa kwabantu.*

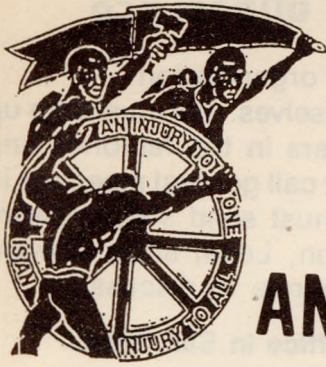
** Sifuna imfundo elinganayo nekhululekileyo.*

"INGCANGO ZEMFUNDO NE NKCUBEKO ZIYA KUVULELEKA"
"SITHI MAYI KULAWULO LORHUMENTE ONGQONDO-BUGQWIRHA"

"SITHI MAYI KWINDLALA NE NGCINEZELO"

"ABANTU BAYA KULAWULA" .

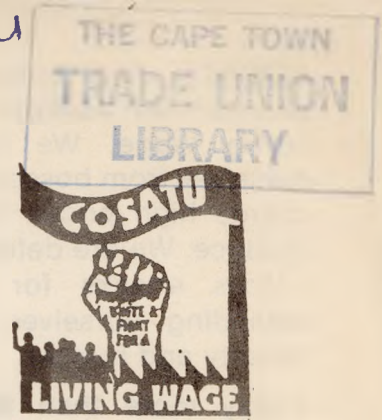




HANDS OFF

COSATU

AND COMMUNITY HOUSE



COSATU, UDF, SARHWU AND SADWU'S offices in the newly built Community House has been bombed

The powerful bomb attack that blasted our offices in Salt River was aimed at crippling our organisations. The bomb which was planted close to the section housing COSATU and 4 of our affiliate unions. It blew a massive hole in the wall and cracked the structure. Every window was shattered and large sections of the roof were badly twisted or completely blown off.

The cowards who planted the bomb wanted to destroy our building that we as workers have built. A building that we control. They wanted to force the work of our progressive organisations to a standstill. **BUT THEY HAVE FAILED.** Their bomb has disrupted our work. It has destroyed part of our building. But it has not destroyed any part of our organisation. Our organisation is not our offices. **IT IS WE THE PEOPLE** -the workers, youth, students and women that have built and rooted our organisations **IN THE FACTORIES, MINES, SCHOOLS AND COMMUNITIES.**

This is not the first time that offices of progressive organisations have been attacked. In 1985, the Corporation Chamber building in the Cape Town which also housed the Trade Union offices was gutted in a fire-bomb attack. Since 1986 more than five COSATU offices, nationwide, have been burned down and bombed.

The enemy has tried everything to destroy our peoples organisation and our resistance to apartheid oppression and capitalist exploitation. Our leaders have been detained and our meetings and newspapers banned. Vigilantes and the enemies of our people have a free hand in murdering many of our worker, civic, youth and student leaders in cold blood.

These murderers have never been detained and charged with this terrorism against the people and our organisations. Instead, they have



become bolder because of there has been no progress in police investigations.

WHY WERE OUR OFFICES BOMBED?

★ Our Community House was bombed, because we are committed to building democratic organisation controlled by the workers, youth students and women who are our members.

★ Our offices were bombed because we reject apartheid, racism and rightwing terror.

★ Our offices were bombed because over half a million workers organised under COSATU went out on strike in support of their demands for:

- A Living wage to buy the things that we need to live.
- A 40 hour working week.
- An end to unemployment and jobs for all
- Housing for all people at rents that we can afford
- An end to apartheid education.

COSATU has united with thousands of unorganised workers in the campaign for a Living Wage. We have united to defend ourselves from bosses who pay low wages and charge high prices for the things which we produce. We are defending ourselves from the bosses attacks for high profits. We are defending ourselves against unemployment poverty and hunger.

Today more than three hundred thousand mineworkers return to work after a three week strike in support of their demand for a monthly wage of R300,00 per month. In Cape Town 600 Spekenam, meat workers are still out on strike after 3 weeks. Spekenam workers are demanding recognition of their union FAWU and for the reinstatement of the strikers. The strike of 15 000 postal workers caused the standstill of certain postal services. The national demands for an end to racism, and exploitation in the postal services are supported by the striking postal workers of Gugulethu Langa and Khayelitsha. In almost every industry in our country we have seen hundreds of thousands of workers take strike action in their fight for a living wage under COSATU.

UNITE TO DEFEND COMMUNITY HOUSE

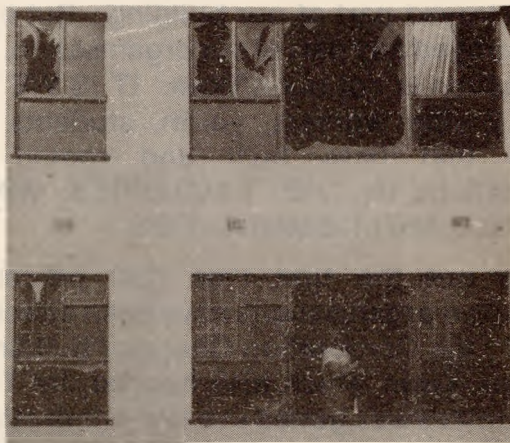
The Community House at 41 Salt River Road in Salt River is our new building that was officially opened only a week ago. The building will house 23 organisations, including the COSATU, UDF and WPCC offices. Cosatu's administrative centre in the W Cape is at Community House. It is here that we hold our meetings and build support for the struggles of workers in factories organised by our affiliates. It is here that we are developing our own education so that we can advance in our struggle. Every day workers come to our offices looking for trade unions that can assist to organise them in their workplaces. The bomb attack took place at 3am on Saturday 29 August. This attack has angered our members and made us more determined than ever to build Community House as a centre for the organisations of workers and youth. We are determined to democratically control our building and defend it from all attacks. This attack has not weakened our determination to use our organisations to fight for the demands of our members. It has not weakened our struggle for freedom. We will continue to fight against the injustices of apartheid both on the factory floor and in the

WE WILL DEFEND OURSELVES

It is only through our organisation that we can defend ourselves. We must take up the demands of workers in the factories and communities. We must call general meetings in our workplaces. We must send shop steward delegates to our union, Local shop steward council and area meetings to discuss:

- The attack on our office in Salt River.
- The dismissal of 600 Spekenam workers
- The struggle of 15 000 POTWA members.
- The problem of housing and transport in our communities.
- The strikes by hundreds and thousands of workers for a Living wage.

When right terror attacks us with guns and bombs, it is our organisation in our workplaces and communities that we must build to defend ourselves. We must build the United Front of COSATU, UDF, SAYCO SANSCO, WECSO and the unemployed workers. This is how we will end rightwing terror. This is how we will take forward our campaign for a Living wage. This is how we will end apartheid repression and capitalist exploitation.



community. COSATU has warned before that the vicious lies and propaganda of the state can only encourage attacks by racist rightwing elements. We in Cosatu will defend our organisation and our offices from these attacks. We are determined to build our defence by building our organisations. We will continue to take up the demands of our people until we have won our demand for a democratic PEOPLES GOVERNMENT. We will continue to fight until THE WEALTH OF OUR COUNTRY IS SHARED BY THE PEOPLE. HANDS OFF COSATU AND UDF HANDS OFF COMMUNITY HOUSE

A MESSAGE TO ALL MEMBERS OF COSATU

**FROM THE
EXECUTIVE
COMMITTEE**



**1987 — the year of consolidation
and decisive action**

We greet you in the name of the Congress of South African Trade Unions.

We greet you in 1987 - the year for the consolidation and decisive action of our movement.

COSATU is just over a year old. Today we are closer to the day when we - the workers and youth of our land - free ourselves from poverty, hunger, exploitation and racism. But a long and bitter struggle still awaits us.

Our struggle has come so far because of the struggle and unity of millions of people, led by the workers and the youth. The path we have travelled has not been easy, and although we have built COSATU into a mass workers' organisation, we can see that the path ahead is even more difficult.

The possibilities before us are greater than ever before - but so are the dangers.

We are being attacked on all sides - the bosses, their government and their allies are panicking. They are confused - and in their crisis they can see we are getting stronger.

They want to stop us from advancing. That's why they have imposed a State of Emergency.

They have detained thousands of our comrades - among them Moses Mayekiso, Lizzie Phike, Enoch Godongwana, Noel Williams, Matthews Olifant and Amos Masondo.

They have sent their army and police into our townships and into our childrens schools and in to our worker meetings;

Their allies have sent vigilante death squads to attack and kill workers all over the country - like our MAWU comrades who were murdered at Mphopomemi

They have tried to crush workers who dare to struggle for what they deserve - at GM and OK Bazaars and BTR and Goldfields and Impala.

We all know the situation is serious. We all know we need the maximum unity if we are to defend ourselves and move forward in our struggle. We all know we need to learn from our mistakes and setbacks if we are to consolidate our gains, strengthen our organisation - and move forward in 1987.

Comrades: this year we have to overcome our problems. This year we have to overcome our divisions. This year we have to

build the greatest possible mass united action under the leadership of the working class.

How can we do this ?

One industry, one union — Now!

We have to make sure all our structures - at the local, regional and national level - are consolidated and working properly. To do this effectively we need one union, one industry.

We promised at our launch that we would merge and form big industrial unions within 6 months. It is now 14 months and still we do not have one union in each industry. This cannot be allowed to continue.

We have a big job to do, comrades. We have to organise millions and millions of unorganised workers into our ranks. We have to bring the millions of unemployed, farm, railway, construction and public sector workers into our ranks. We can only do this by building strong and powerful industrial unions. Nothing must stand in our way.

Workers - make sure your union is coming together to form one big union in your industry !

Build and strengthen shop steward councils

All our structures must be strengthened, especially our local shop steward councils. They are one of the pillars on which COSATU stands. Make sure your views are represented by your shop stewards on the local COSATU shop steward council in your area. If there is no shop stewards' council in your area then you must make sure one is formed.

Build the COSATU shop stewards' councils as the organised voice of worker unity in every area.

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The women must come first:

Cooking for Ccawusa sleep-in strikers at Pick 'n Pay, Norwood, 1986.

from previous page

Build worker solidarity action

At our launching congress we said "AN INJURY TO ONE IS AN INJURY TO ALL" will be our guiding light, and we adopted powerful resolutions to guide us in the struggle ahead. We have made some progress -but not nearly enough.

Too often we have stood back and watched while our comrades struggled alone against the bosses or the government - like at GM, Crossroads, Impala, BTR or OK. Bazaars.

Too often we stood back and watched while our comrades were detained -even though we have resolved to fight every attack on our organisation with united action.

And when we did take decisions for strong action - like the July 14 action against the Emergency or the December 1 action against the killings of our MAWU comrades - some problems and divisions in our movement weakened our protest.

This is bad, comrades. We must build our structures, our unity and our ability to mobilise more strongly and seriously - so that we can take action on what we decide, instead of just having resolutions on paper.

The bosses and the government have seen this weakness too. They saw how we built June 16 and May Day into the biggest national general strikes ever, with millions of people taking action. They were scared. They saw how NUM and some affiliates mobilised the biggest ever national industrial action, against the death of our comrades at Kinross. They were alarmed. But they also saw how we failed to build July 14 and December 1 - and they grew more confident.

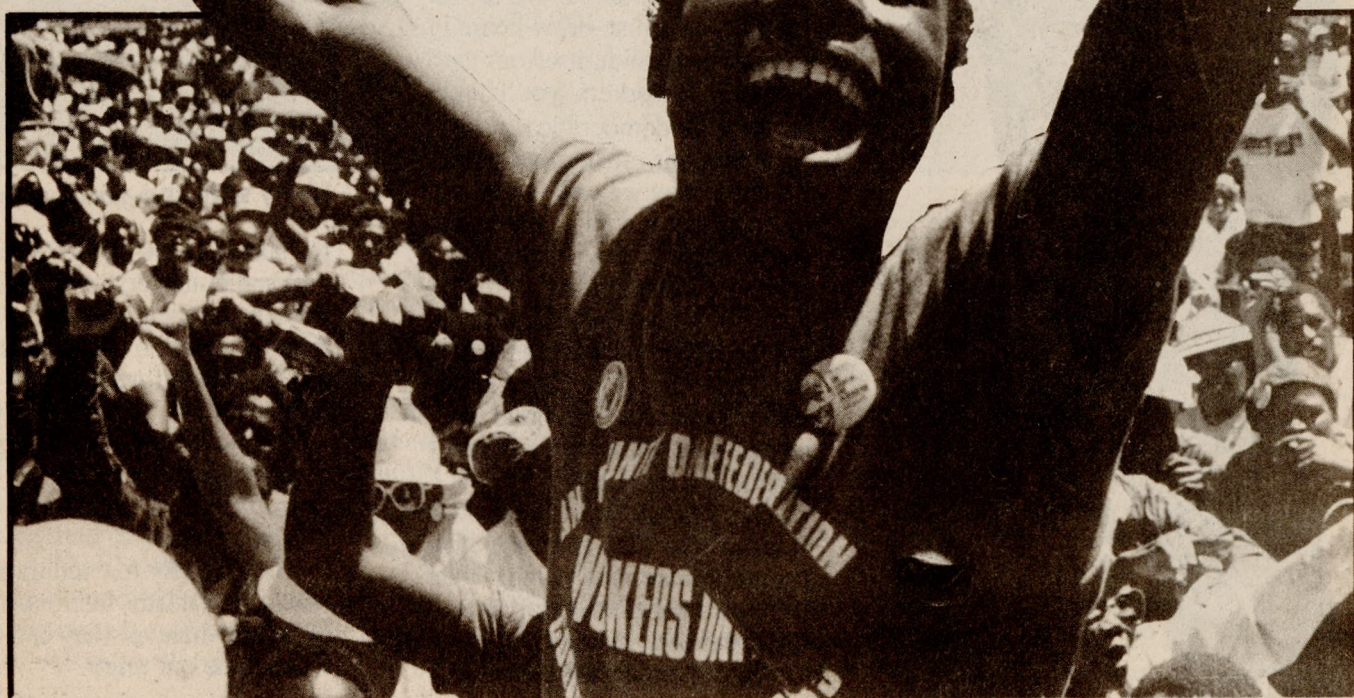
We must not forget that the base of our power is in the workplaces. We must ensure that every workplace has strong, democratic structures and active members. And we must not allow our differences to undermine our unity in action. Differences we will always have. They are necessary in every democratic organisation, to find the best ideas for the strongest way forward. That is what worker democracy means. But it also means that once we have made a decision, we are all loyal to that decision - and we do our very best to carry it out in a disciplined and comradely way.

To let differences lead to a split in a union, as happened in NUTW; or hold up the organisation of a region, as

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One federation, one country:

*The launch of Cosatu at King's Park,
Durban, 1985.*



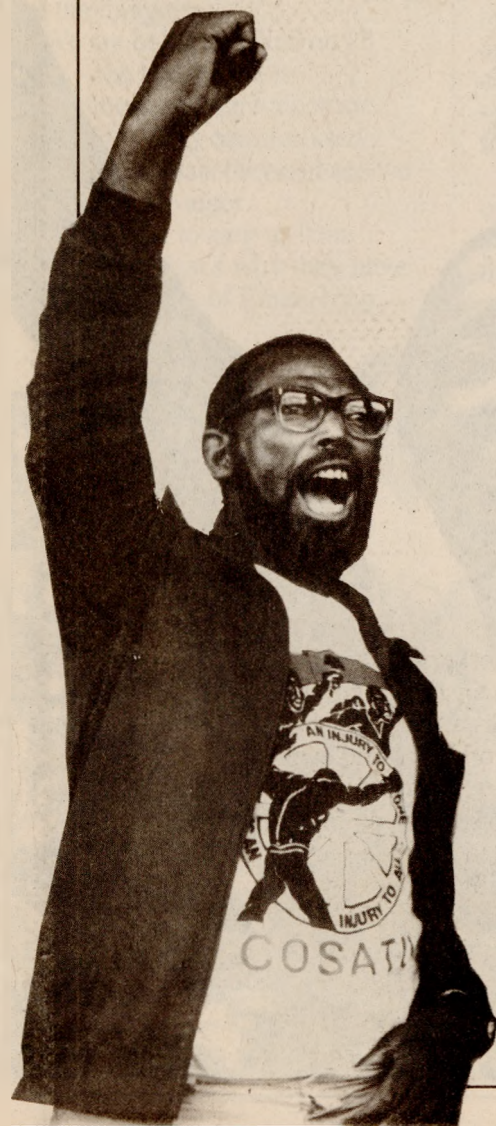
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happened in the Eastern Cape and Witwatersrand regions; or weaken a local, as happened in the Johannesburg local, is terrible comrades. Please, let's make sure these things do not happen and that we discipline people who try to divide us.

Campaigns

This year we will be working to turn our powerful resolutions into action. The campaigns for a living wage for all workers, for the organisation of the unemployed under the banner of Cosatu and for national united action under the leadership of the working class are crucial.

Already, all over the country, workers are building these campaigns in action. The heroic OK workers have been on strike



for a living wage for weeks now. COSATU workers have blacked supplies to OK in solidarity with the workers. The youth and all progressive organisations have increasingly been drawn into solidarity action with the workers.

Build the Living Wage Campaign

Together, we in COSATU must take these campaigns forward. The struggle for a living wage will be COSATU's main campaign this year. We must especially organise and unite our mass strength behind a clear, co-ordinated, united, national living wage campaign, and for the organisation of the unemployed.

Our campaign will strike at the heart of the profit system. What we want is what we need to live decently. If the bosses' capitalist system can't provide us with what we need, then we don't need the bosses' system. We want the wealth we created to come back to us, so we can all have decent lives.

Build mass united action

Mass united action is our strongest weapon. As we move forward we must draw behind us support and solidarity from the millions of workers, youth and progressive democratic organisations outside our ranks.

In this way we will build a campaign of united action under the leadership of workers, and around our demands.

In all our campaigns, we will get the best results and strengthen our leadership of the struggle if we take the initiative and build the widest possible unity in action behind our demands.

This year we must make sure that our May Day and June 16 campaigns are much bigger than last year so that they truly are OUR national holidays.

We can expect the strongest



Unity with the youth: The funeral of unionist S'boniso Mchunu, shot at the Mawu AGM in November, 1986.

resistance to our struggle for national united action from the bosses and the government. In their desperation they will try even harder than before to attack our movement.

They will try to create vigilante gangs, especially from the unemployed, to divide and intimidate us.

They will try to encourage tribalism, racism, factions and division wherever they can to undermine our unity.

We must not let them.

Organise the unemployed

We have to organise millions of unemployed under our federation to strengthen our common struggle for jobs for all at a living wage. We, the organised employed workers, can help the struggle of our unemployed comrades by implementing our resolution for a ban on overtime and a 40 hour

week. Let us mobilise support for this campaign and join unemployed workers in fighting for the sharing of all work on full pay and a massive public works programme, paid for by the bosses create jobs and provide us with things that we need.

Build worker self-defence

We have to organise our own defence to protect ourselves and our struggle against attack.

Already, in many areas, COSATU workers are starting to defend themselves. We have to strengthen this a hundred times over, in every workplace and every township. The attacks are getting so serious, so many people have died, that we must organise self defence in every workplace and every township to consolidate and protect the gains we have made.

No-one else will defend us or our struggle. We must do it.

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from previous page

Build democratic community and youth organisations

The problems facing us at work and in our communities are the same. Nowhere do we have control over the decisions that affect our lives: the rent we are forced to pay; high transport costs; terrible conditions in the townships.

These issues are directly related to the starvation wages workers are paid.

That is why COSATU workers are leading the struggle to build street committees in the townships. Like our unions in the workplaces, street committees will

give us the democratic organisation and unity and strength to fight for all the things we need - including control over every aspect of our lives through our own democratic organisation under the leadership of organised workers.

There is a lot of discussion about alliances and allies in our struggle. The strongest, best and most reliable allies of the working class are the youth. Like us, the youth exploit no-one. They have nothing to lose and everything to gain by marching together with us to a workers' future.

We must do everything we can to build close links with the students and youth and their organisations; to share our experiences with them of building

democratic organisation - and to share our vision of our struggle and the future. At the same time we must give maximum support to the struggle for Peoples Education and the building of democratic SRC's and control over the schools.

Organise farm workers

Farmworkers are starting to get organised under FAWU. As farmworker organisation develops, a solid bridge will be built between workers in the cities and workers in the country-side. Millions of rural workers - together with the rural poor - will join hands with organised workers in the cities to struggle, like in the factories, mines and shops, for control over the land where they live and work. We must do all in our power to build this bridge as soon as possible - and to make it as strong as possible

Women workers come first

In our movement women workers have a special place because they carry the heaviest load of all.. It is the duty of every COSATU worker to make sure that the demands, participation and struggle of women workers are strengthened a thousand times over. If our liberation does not succeed in creating free people, equal to each other in every way, then we would not be liberated.

Our struggles for maternity rights; equal pay for work of equal value; childcare facilities that meet workers needs; against sexual harrasment and harmful work must have the highest priority in all our struggles today.

Our leading role in the struggle depends on the courage, determination and leadership of women workers.



Worker holidays: Confrontation on May Day, 1985.

continued on next page

from previous page

**One federation —
One country — Now!**

Comrades - we are at a crossroads. We see a year of more struggle, more hardship and more suffering - and more hope. Now is the time. If we are to live, then we must go forward together against the bosses system of profit and greed. We can see how far we have come. COSATU is the home for every worker in South Africa - employed and unemployed. That is why the old bosses federation TUCSA has broken up. That is why the bosses are desperately trying to promote UWUSA against COSATU. All their divisive efforts are doomed to failure if we are united. There should now be no obstacle for all democratic unions to come together with us and form one federation in one country.

Our tasks

We are committed to the leadership of the working class in the struggle. This year we must show what this means by consolidating and uniting our organisation COSATU in decisive united action with other progressive organisations under the leadership of organised workers.

To do this we will need the widest possible democratic debate, through all our structures, on our weaknesses and our strengths, so that we can come to our National Congress in July with the program for the workers' way forward.

We must, through our organised strength and unity and clarity of purpose, really unite and really lead the vast mass of our people to a new, transformed society - a society where the needs of workers will be paramount.

How we build this society and what it will be like must be deeply discussed in our affiliates and in

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Fighting for safe working conditions:

Mineworkers on the march after the Kinross disaster, October 1986.

from previous page

COSATU structures before the Congress and after it.

Comrade workers - the future is in your hands. The struggle

depends on you and you alone. Make sure your organisation COSATU is united. Make sure your union is participating fully and actively in all the structures of

COSATU. Make sure COSATU is democratic. Make sure COSATU is doing what you want under your control. The workers united can never be defeated.

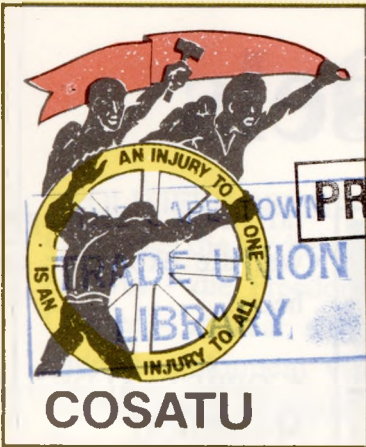


**One union One industry
One federation One country**

**Build maximum unity
of the working class**

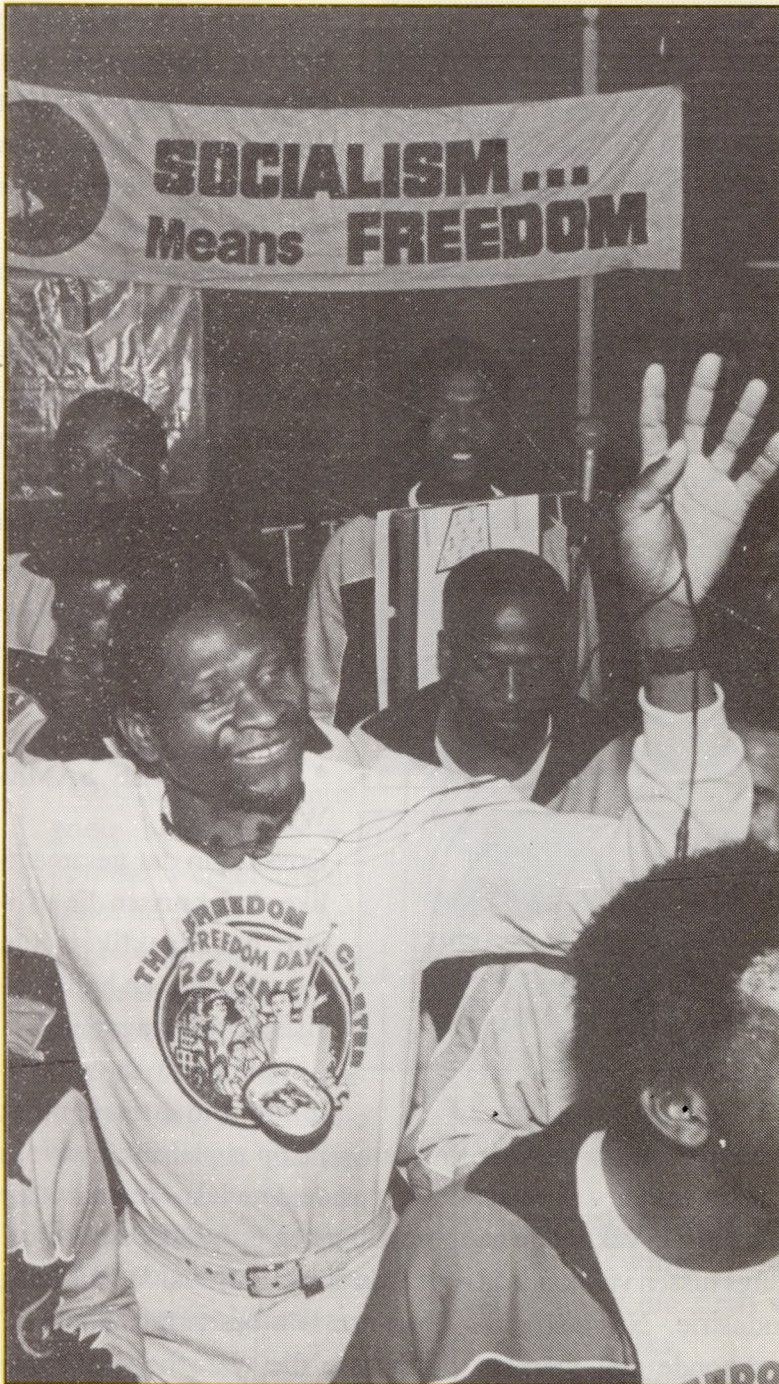
**Organise ourselves
to defend our struggle**

Consolidate and advance



WAT IS COSATU?

PROCESSED



NADAT meeste van die onafhanklike vakbonde in Suid-Afrika vir vier jaar lank die kwessie van eenheid bespreek het, is die Congress of South African Trade Unions (Cosatu) op 1 Desember 1985 in Durban in die lewe geroep.

Teen die einde van 1988 het Cosatu, verreweg die grootste vakbond-federasie ooit in Suid-Afrika, 800 000 opbetaalde lede in 14 industriële vakbonde verteenwoordig.

Saam met onbetaalde lede is Cosatu se lidmaatskap meer as 'n miljoen werkers.

Cosatu is 'n nie-rassige, werker-beheerde, demokratiese federasie van nasionale industriële vakbonde en is gevorm om te veg vir alles wat werkers nodig het.

Cosatu is toegewy daaraan om te veg vir 'n werker-beheerde samelewing, vry van ekonomiese uitbuiting en rasse-diskriminasie.

Die enigste ander vakbond-federasie in Suid-Afrika is die National Council of Trade Unions (Nactu), met 140 000 lede in 28 affiliasie. Nactu-affiliasie was oorspronklik deel van die 'eenheidsgesprekke' om Cosatu te vorm - maar hulle het op die laaste oomblik onttrek.

Na die suksesvolle 3-daagse nasionale protesaksie, wat gesamentlik deur Cosatu en Nactu ondersteun is, het betrekkinge tussen Nactu en Cosatu verbeter.

Cosatu glo dat daar nog baie harde werk gedoen moet word om ongeorganiseerde werkers en alle vakbonde buite Cosatu bymekaar te bring in een federasie in Suid-Afrika.

Een Land - Een Federasie

Cosatu Beginsels

* WERKER-BEHEER

Hierdie is Cosatu se belangrikste beginsel. Cosatu glo dat werkers alle strukture en komitees in die federasie moet beheer. Vakbond-afvaardigings na Cosatu-strukture moet altyd 'n meerderheid werkers bevat.

Cosatu werk op die basis van werker-demokrasie. Dit beteken dat alle werkers moet deelneem aan die organisasie se besluitneming. Alle idees word bespreek en daardie idees wat deur die meerderheid ondersteun word, word die beleid van die federasie.

Leierskap word beheer deur middel van verslae aan, en mandate van, werkerlede. Cosatu is geheel en al onafhanklik van, en gekant teen, die beleid en praktyk van die base en die regering.

* NIE-RASSISME

Cosatu verwerp apartheid in al sy vorme. Cosatu glo dat, om die hele werkersklas te verenig, alle werkers, ongeag van ras, georganiseer moet word.

* EEN INDUSTRIE, EEN VAKBOND

Cosatu glo dat werkers in nasionale industriële vakbonde georganiseer moet word.

Werkers in elke industriële sektor behoort by een nasionale vakbond



In slegs twee jaar het Cosatu bykans elke groot vakbond in die land, en in al die belangrikste industriële sektore, verenig onder die vaandel van
EEN LAND - EEN FEDERASIE

aan te sluit. Alle Cosatu-vakbonde - behalwe vir die in vervoer en die openbare sektor - is reeds nasionale industriële vakbonde na samesmeltings tussen vakbonde in dieselfde industrie. Nasionale industriële vakbonde stel werkers daartoe in staat om 'n meer effektiewe uitdaging te rig aan die nasionale krag van die groot kapi-

talistiese maatskappye wat die ekonomie oorheers.

* OPBETAALDE LID-MAATSKAP

Cosatu glo dat as werkers elke maand 'n vasgestelde bedrag (ledegeld) aan hulle vakbond betaal, dit die beheer van lede oor die vakbond en die finansies van die vakbond versterk.

Die aantal opbetaalde georganiseerde lede in 'n vakbond is 'n akkurate aanduiding van die verteenwoordiging wat daardie vakbond in Cosatu-strukture gegun word. Op die oomblik betaal alle Cosatu-affiliate maandelikse ledegeld van 5c per lid aan Cosatu.

* NASIONALE SAMEWERKING

Cosatu glo dat gesamentlike aksies tussen die affiliale noodsaaklik is om teen die base en hulle rassistiese regering te veg.

Vakbonde in verskillende industrieë moet saamwerk op 'n plaaslike, streeks en nasionale vlak om nasionale veldtogte en protesaksies te bou.

Cosatu se leuse is: "n Besering aan een is 'n besering aan almal." Dit som die ware betekenis van Cosatu op - om werkers te verenig in solidariteit met mekaar teen die aanvalle van die base en die regering.

Cosatu Beleid

* POLITIEKE BELEID

Cosatu het die Vryheids-handves - die Freedom Charter - aanvaar as 'n leidende dokument vir die bou van 'n demokratiese samelewing sonder uitbuiting, waar werkers volle beheer oor hulle lewens sal hê.

Cosatu werk saam met progressiewe organisasies wat demokraties en nie-rassisties is, en wat nasionale ondersteuning geniet onder die massas.

Cosatu veg vir die leidende rol van die werkersklas in die stryd teen apartheid en kapitalisme.

* INTERNASIONALE BELEID

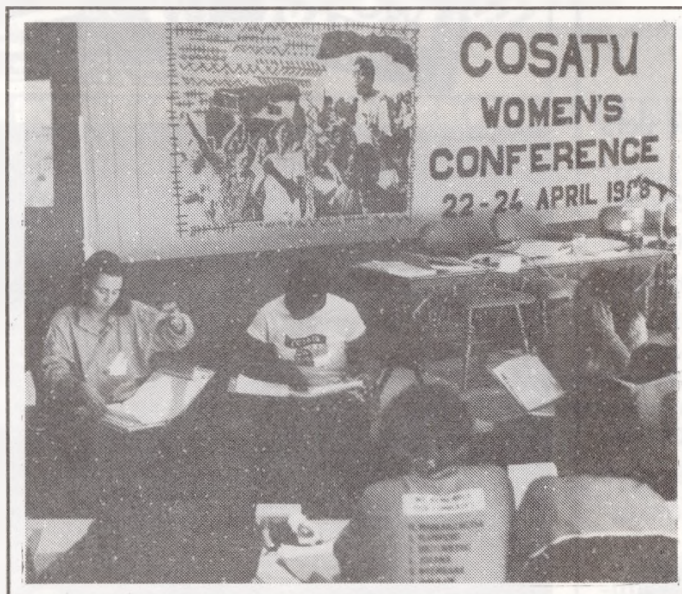
Cosatu is nie 'n lid van enige internasionale werkersorganisasie nie.

Cosatu glo daaraan om goeie betrekkinge met oorsese werkersorganisasies te bou. Dit help om te veg teen imperialistiese magte en multinationale maatskappye.

Cosatu glo dat werkersstryde rondom die wereld op baie maniere met mekaar verbind is. Cosatu moedig internasionale werkersolidariteit en direkte werker tot werker kontak aan.

* VROUE

Cosatu glo dat die stryd van vroue teen seksuele aanranding in die werkplek, ongelykheid in die ge-



Cosatu het baie belangrike beleidsresolusies op Kongresse aanvaar. Hierdie besluite lê die grondslag vir al Cosatu se planne en aktiwiteite.

meenskap en diskriminasie in die samelewing, 'n belangrike rol speel in die stryd vir vryheid in Suid-Afrika.

Vroue moet moederskap-voordele, werk-sekuriteit en wetlike beskerming teen aanranding kry. Op Cosatu se eerste nasionale

Vroue-Konferensie in April 1988 is 'n aantal belangrike resolusies aanvaar.

* VAKBOND-EENHEID

Op Cosatu se eerste Kongres is 'n resolusie aanvaar wat sê dat Cosatu daarop toegespits is om die hele werkersklas in een vakbond-federasie te organiseer.

Een Land - Een Federasie is die leuse om die wangeorganiseerde, ongeorganiseerde en werklose werkers in een federasie te verenig rondom dieselfde beginsels.

* TREKARBEID

Cosatu glo dat die Groepsgebiede Wet werkers se reg beperk om te werk waar hulle wil.

Dit veroorsaak ook dat mense lang afstande moet reis om by hulle werk uit te kom. Buitelandse werkers van naburige lande word deur reuse-maatskappye in diens geneem vir hulle goedkoop arbeid. Hierdie werkers bly in enkel-

geslag slaapsale onder onmenslike omstandighede.

Cosatu glo dat hierdie slaapsaalsisteem afgeskaf moet word en vervang moet word met behoorlike huise naby die werkplek.

Die Groepsgebiede Wet moet ook afgeskaf word.

Cosatu Afdelings

* ADMINISTRASIE

Die sekretaris-generaal en assistent sekretaris-generaal is verantwoordelik daarvoor om die besluite van die federasie op 'n dag tot dag basis deur te voer.

Die administrasie afdeling help hulle met die algemene sake van Cosatu.

* REKENINGE

Hierdie afdeling hanteer Cosatu se finansies.

Dit organiseer seminare en help Cosatu-vakbonde met gereelde finansiële state.

* INLIGTING

Hierdie afdeling hanteer die pers en ander organisasies.

Die inligtingsamptenaar versprei inligting binne Cosatu-strukture en koördineer ook die internasionale belange van die federasie.

* MEDIA

Hierdie afdeling is verantwoordelik vir Cosatu-publikasies, soos Cosatu Nuus en ander Cosatu-media.

Die media afdeling lei Cosatu-lede op sodat hulle hulle eie nuusbriewe, plakkate en pamflette kan produseer. Dit verrig ook 'n diens aan Cosatu-affiliate.

* OPVOEDING

Hierdie afdeling koördineer seminare en vergaderings waar opvoeding vir Cosatu-lede plaasvind.

Navorsing word ook gedoen oor verskeie opvoedkundige onderwerpe. 'n Hulpmiddel-sentrum bevat boeke en videos wat deur die verskillende vakbonde gebruik kan word.



Cosatu Hoofkantoor se administrasie word behartig deur 'n aantal amptenare wat verseker dat die federasie in die benodigdhede van affiliate voorsien. Cosatu het sewe verskillende afdelings.

* KULTUUR

Hierdie afdeling koördineer Cosatu se kulturele aktiwiteite op 'n nasionale, streeks en plaaslike vlak.

Dit hou ook seminare om werkerkultuur in Suid-Afrika te bevorder.

* VERKOPE EN VERSPREIDING

Hierdie afdeling hanteer die verkoop en bemaking van Cosatu-publikasies en T-hemde.

Dit versprei ook boeke, nuusbriewe, plakkate, ens, na die streke en takke.

Struktuur van Cosatu

* **Lede:** die werkers wat aan die geaffilieerde unies behoort

* **Unies:** in elke industrie is daar een unie wat die werkers verteenwoordig

GEAFFILIEERDE INDUSTRIËLE UNIES



MYNE METAAL KOS PAPIER KONSTRUKSIE CHEMIES WINKELS VERVOER HUIS MUNISIPAAL OPENBARE SEKTOR PLAAS TEKSTIEL



SHOP STEWARDS COUNCIL



SHOP STEWARDS COUNCIL



SHOP STEWARDS COUNCIL

EXECUTIVE COMMITTEE

- * Beperkte krag - help die Sekretaris-Generaal
- * Nasionale Ampsdraers (President, Eerste Vice-President, Tweede Vice-President, Sekretaris-Generaal en Assistent Sekretaris-Generaal) plus twee verteenwoordigers van elke unie met verteenwoordigers op die Central Executive Committee

- * Vergader eenkeer tussen vergaderings van die Central Executive Committee
- * Kan geen besluite neem oor die beleid van die federasie nie

CENTRAL EXECUTIVE COMMITTEE

REGIONAL EXECUTIVE COMMITTEE



REGIONAL EXECUTIVE COMMITTEE



- * Administreer die streek tussen vergaderings van die Regional Congress
- * Streek-ampsdraers sluit in die Streek-voorsitter en Ondervoorsitter, Penningmeester en Streeksekretaris

- * Behartig die sake van die federasie tussen vergaderings van die National Congress
- * Vergader eenkeer elke drie maande

- * Twee verteenwoordigers van elke affiliaat met mindear as 8000 lede en vier verteenwoordigers van elke unie met meer as 8000 lede

REGIONAL CONGRESS



- * Voer besluite van die NC en die CEC uit
- * Elke affiliaat met 'n tak in die streek verkies 5 verteenwoordigers vir die eerste 1000 lede en daarna 1 verteenwoordiger vir elke 250 lede

- * Twee verteenwoordigers vir elke unie met minder as 20 000 lede (waarvan ten minste een 'n werker moet wees) en vierteenwoordigers vir unies met meer as 20 000 lede
- * Voorsitter van elke streek en nasionale ampsdraers het spreekregte, maar geen stemregte nie

REGIONAL CONGRESS



- * Verkies die streeksamptenare
- * Ondergeskik aan die CEC - besluite van die Regional Congress kan deur die CEC bevestig, verander of geskrap word

NATIONAL CONGRESS

- * Hoogste beherende liggaam van die federasie
- * Vergader ten minste eenkeer elke twee jaar
- * Aanvaar algemene en spesifieke beleid deur middel van resolusies
- * Verkies die President, Vice-President, Tweede Vice-President, Sekretaris-Generaal en Assistent



- * Sekretaris-Generaal
- * Geen beampste van die federasie of enige affiliaat kan verkies word as President, Vice-President of Penningmeester nie
- * Elke affiliaat het een verteenwoordiger vir elke 500 lede - met 'n meerderheid werkers

Cosatu Vakbonde

ACTWUSA (Amalgamated Clothing and Textile Workers Union of South Africa) organiseer tekstiel- en klerewerkers.

CAWU (Construction and Allied Workers Union) organiseer bou-, verf-, pleister- en baksteenwerkers.

CCAWUSA (Commercial, Catering and Allied Workers Union of South Africa) organiseer werkers in winkels, banke, hotelle en restaurante.

CWIU (Chemical Workers Industrial Union) organiseer werkers in die chemiese en petroleum industrieë.

FAWU (Food and Allied Workers Union) organiseer werkers in die kos, brouery, tabak en plaas-industrieë.

Cosatu is die oorkoepelende liggaam wat al die verskillende vakbonde bymekaar bring. Elke vakbond organiseer werkers in een industrie. Cosatu het 14 verskillende vakbonde in al die belangrikste industrieë.

NEHAWU (National Education, Health and Allied Workers Union) organiseer werkers by skole, tegniese, universiteite en hospitale.

NUM (National Union of Mineworkers) organiseer myn- en elektrisiteitswerkers.

NUMSA (National Union of Metalworkers of South Africa) organiseer metaal- en motorwerkers en werkers in die ingenieurswese.

POTWA (Post and Telecommunications Workers Association) organiseer poskantoor- en telekommunikasiewerkers.

PPWAWU (Paper, Printing, Wood and Allied Workers Union) organiseer drukkery-, hout-, papier- en meubelwerkers.

SADWU (South African Domestic Workers Union) organiseer huis- en tuinwerkers.

SAMWU (South African Municipal Workers Union) organiseer munisipale werkers.

SARHWU (South African Railway and Harbours Workers Union) organiseer spoorwegwerkers.

TGWU (Transport and General Workers Union) organiseer busbestuurders, sekuriteitswerkers en skoonmakers.

NUWCC (National Unemployed Workers Co-ordinating Committee) is nog nie 'n vakbond nie, maar 'n komitee wat werkloos organiseer en advies gee.

Een Land - Een Federasie

'n Paar belangrike Cosatu veldtogte

Leefbare Loon Veldtog

By die stigtings-kongres in 1985 het Cosatu 'n resolušie aanvaar wat 'n minimum leefbare loon vir alle werkers eis. In 1987 het Cosatu 'n veldtog geloots met die volgende eise: 'n 40-uur week; werk vir almal teen 'n leefbare loon; die afskaffing van trekarbeid; die reg tot ordentlike behuising en opvoeding; Sharpeville Dag; Mei Dag en 16 Junie as betaalde vakansiedae.

Cosatu-affiliate het reeds baie van hierdie eise gewen, byvoorbeeld Mei Dag, 16 Junie, moederskap-regte, 'n 40-uur week in sommige industrieë en massiewe loon-verhogings in 'n hele paar sektore.

Die drie-week lange mynwerkers-staking in Augustus 1987, die spoorweg-en poskantoor-stakings, die OK Bazaars staking, die Mercedes Benz staking en



baie andere het lewe in die Leefbare Loon Veldtog geblaas.

Gedurende 1987 was daar meer stakings as ooit tevore in die geskiedenis van die werkersstryd in Suid-Afrika. Hierdie veldtog het baie bygedra tot die groei van Cosatu - Cosatu-lidmaatskap het in 1987 met meer as 'n derde gestyg. Cosatu-vakbonde het keer op keer loonverhogings gewen wat hoër as die inflasiekoers was.

Verenigde aksie teen apartheid

Gedissiplineerde alliansies met progressiewe organisasies soos die UDF, SAYCO, NECC en SACC het in 1987 uitgeloopt op 'n verenigde veldtog teen die Noodtoestand.

Met 'n toename in die aanvalle teen Cosatu - bomaanvalle op kantore, die aanhouding van duisende vakbondlede, die konfiskering van Cosatu media, die inperkings op massa vergaderings - het die veldtog die vorm van 'n 'Hands off Cosatu' veldtog aangeneem.

Cosatu het die reg geëis om

vrylik te vergader, te praat, te organiseer en te publiseer. In 1987 is 'n eendaagse nasionale protesaksie gemobiliseer teen die onderdrukking van Cosatu en die demokratiese beweging.

Eenheid tussen alle massa anti-apartheid organisasies is noodsaaklik om teen onderdrukking en uitbuiting te veg.

Eenheid in aksie tussen Cosatu en ander massa organisasies het gesorg daarvoor dat die nasionale protesaksie van 6, 7 en 8 Junie 'n sukses was.

Sedert die totstandkoming van Cosatu het belangrike ontwikkelinge plaasgevind in die stryd vir vryheid in Suid-Afrika. Cosatu het baie veldtogte geloots om werkers te mobiliseer en om werkers in te lig oor hulle regte. In hierdie proses het Cosatu 'n leidende rol begin speel in die massa demokratiese stryd in Suid-Afrika.



Organiseer die openbare sektor-, huis- en plaaswerkers

Huis- en plaaswerkers en publieke sektor werkers is die mees uitgebuite werkers in Suid-Afrika.

Hulle het nie eens die mees basiese vakbond-regte nie.

Huiswerkers en plaaswerkers verdien gemiddeld R50 per maand en geniet geen beskerming in terme

van enige wet nie.

Openbare sektor werkers het nie die reg om te staak nie.

Cosatu het affiliate in hierdie sektore en is besig met 'n veldtog om die posisie van hierdie werkers bekend te maak en om te help om hulle behoorlik te organiseer.

Die Arbeidswet

Die Wet op Arbeidsverhoudinge is 'n direkte aanslag op die werkersklas. Dit is 'n ernstige beperking op werkers se wettige reg om te staak en om solidariteitsaksies te neem. Dit is gemik daarop om Cosatu se veldtog vir 'n Leefbare Loon te vernietig.

Cosatu het alle lede gemobiliseer in 'n nasionale veldtog teen die wet.

Hierdie veldtog het 'n hoogtepunt bereik met die suksesvolle drie-daagse protesaksie - die grootste ooit in Suid-Afrika se geskiedenis.

Na die protesaksie het Cosatu/Nactu en die base se organisasie (SACCOLA - South African Employers Co-ordinating Committee on Labour Affairs) saamgestem dat die wet verander moet word.



Ten spyte hiervan het die regering die wet deurgevoer met geen teenkanting van die base se kant nie. Die stryd teen die wet duur voort en Cosatu sal voortgaan om dit te beveig tot die bitter einde.

Sedert die Arbeidswet deurgevoer is, het base dit gebruik om duisende Cosatu-lede uit hulle werkplekke uit te sluit en af te dank.

Organiseer die werklooses

As gevolg van aanhoudende afankings en inkortings, veroorsaak deur nuwe tegnologie en die resessie, het werkloosheid gegroei tot meer as 6 miljoen.

Werklose werkers geniet bykans geen voordele nie en word dikwels teen ander werkers gebruik tydens stakings.

Die National Unemployed Workers Co-ordinating Committee (NUWCC), 'n Cosatu-projek, is besig om werklooses te organiseer sodat werkers en werklooses kan verenig in die stryd vir werk vir almal teen 'n lewende loon.

Op die oomblik is daar 'n poging om UIF (werkloosheidsverseker-



ing) voordele te verbeter. Werklooses word opgelei om die nodige vaardighede te bekom vir ko-operatiewe projekte.

COSATU

7TH NATIONAL CONGRESS

18 – 21 September 2000

**PROGRAMME AND
CREDENTIALS**



COSATU
7th National
Congress

Crush Poverty! Create Quality Jobs!

Programme and Credentials

- [COSATU 7th National Congress Programme](#)
- [COSATU 7th National Congress Credentials](#)



COSATU 7th National Congress Programme

Monday, 18 September 2000, 10:00 - 19:00

1. Opening
 1. Singing of Nkosi Sikelel 'iAfrica
 2. Singing of The Internationale
 3. Apologies
2. Presentation and Adoption of Credentials – Deputy General Secretary, Tony Ehrenreich
3. Adoption of the Agenda
4. Adoption of Previous Minutes
 1. 6th National Congress, 1997
 2. Special National Congress, 1999
5. Introduction of Guests – General Secretary, Zwelinzima Vavi
6. Obituaries – General Secretary, Zwelinzima Vavi
7. Announcement: Elections Process for National Office Bearers – EISA
8. Keynote Address - ANC President, Thabo Mbeki

LUNCH

[Documents, Reports and Speeches](#) ●

[Declarations and Resolutions](#) ●

[The Shopsteward Online](#) ●

[Background Documents](#) ●

[Messages of Support](#) ●

[Press Accreditation](#) ●

[Elections: NOBs](#) ●

17. Awards Presentations: Music by Vusi Mahlasela and Isaac Madi

Categories of People to be Honoured:

- Staff Employed by COSATU with 10 Years or more of Service
- Longest-serving Shop Steward.
- Longest-serving National Office Bearer.
- Longest-serving Provincial, Regional and Local Office Bearers
- The 10 Worst Employers
- A Special Thank You to the Rivonia Trialists
- Presentation of the Elijah Barayi Award For Outstanding Leadership to Nelson Mandela

SUPPER

Thursday, 21 September 2000, 09:00 - 16:00

Chairperson: President, Willie Madisha

18. Socio-Economic Policy

1. Presentation of the Socio-Economic Report and Policy Proposals
2. Presentation of Affiliates' Socio-Economic Resolutions
3. Discussion and Adoption of Socio-Economic Policy Resolutions

LUNCH

19. Adoption of Secretariat Report
20. Adoption of National Congress Declaration
21. Announcement of Election Results
22. Closing Address by Incoming COSATU President

CLOSURE

Supper and lunch are available at the Congress venue.

The whole congress is open.

COSATU 7th National Congress Credentials

Union	Paid-up members	Voting delegates	% of total	% Workers	% Women
CEPPWAWU	73 720	99	4,1 %		
CWU	35 008	47	1,9 %		
	119 302	160	6,6 %		

FAWU	119 302	160	6,6 %
NEHAWU	234 607	313	12,9 %
NUM	290 070	387	16,0 %
NUMSA	200 000	267	11,0 %
PAWE	2 571	4	0,0 %
POPCRU	70 618	95	3,9 %
RAPWU	3 489	5	0,0 %
SAAPAWU	(22 163)*	(30)*	
SACCAWU	103 296	138	5,7 %
SACTWU	119 930	160	6,6 %
SADNU	8 128	11	0,0 %
SADTU	218 747	292	12,1 %
SAFPU	450	1	0,0 %
SAMWU	119 792	160	6,6 %
SASAWU	18 003	25	0,1 %
SASBO	63 046	85	3,5 %
SATAWU	103 218	138	5,7 %
TOTAL	1 806 158	2 417	

* Affiliate not in good standing. Delegation accorded observer status only.

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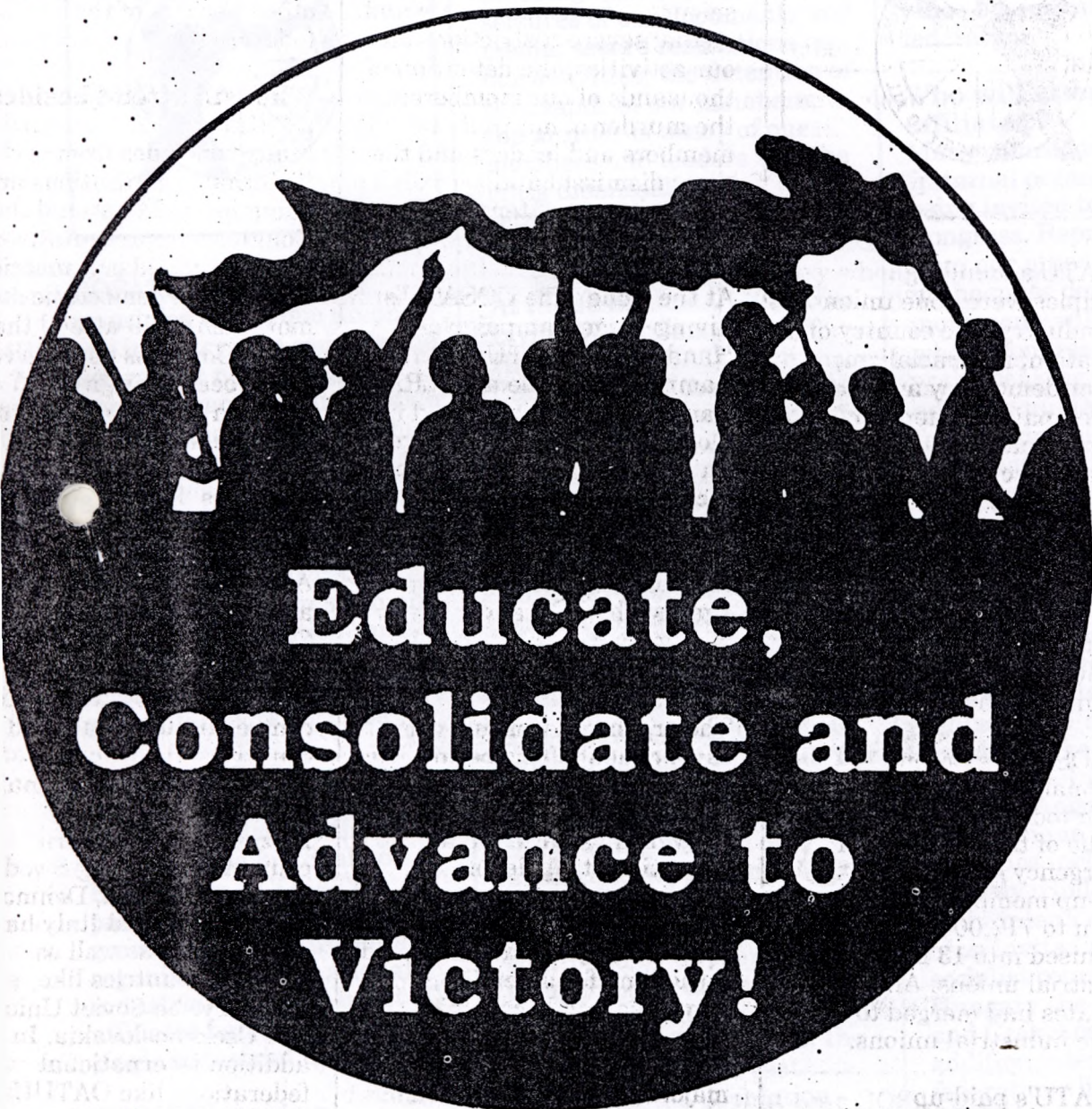
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Forward to COSATU's

3rd National Congress
July 12th - 15th 1989



COSATU - a giant is born

COSATU was formed in December 1985 in the middle of the first State of Emergency of the eighties. 33 unions, with a paid-up membership of nearly half a million workers, attended the launching Congress in Durban.



COSATU's founding principles were : one union one industry, one country one federation; non-racialism; worker democracy and worker control; paid-up membership and national co-operation and solidarity action. COSATU, in the preamble to its constitution, committed itself to "a unified democratic society free of oppression and economic exploitation" and said that "this can only be achieved under the leadership of a united working class".

By COSATU's Second National Congress in 1987 - which took place in the middle of the 3rd State of Emergency - COSATU's paid-up membership had grown to 712,000 workers organised into 13 national industrial unions. Almost all affiliates had merged to form single industrial unions.

COSATU's paid-up membership for the 3rd

National Congress will be about 900,000 members. This includes the 122,342 combined membership of POTWA and GAWU whose members have joined COSATU since the last Congress. In terms of growth alone, this is an enormous achievement virtually unequaled by the working class anywhere else in the world. Although we have a lot to be proud of, we still have a great deal to achieve.

COSATU has survived countless attacks including bombings of our premises and seizures of our documents and media; severe restrictions on our activities; the detention of thousands of our members; the murder of many of our members and leaders and the mass dismissal and retrenchment of tens of thousands of workers.

At the same time COSATU's Living Wage Campaign , Hands Off COSATU Campaign and the anti-LRA Campaign have succeeded in mobilising millions of workers in mass action. These actions include mass stayaways on May Day, June 16th and March 21st as well as the three day general strike against the LRA and restrictions on our organisations in 1988.

The organised working class came of age in this period. The mass democratic movement is based on the leading role of the working class in our liberation struggle; on building national mass-based democratic organisation controlled by its members and struggling for an end to oppression and economic exploitation. The goals of the working class - the vast majority of the population - are the goals of all oppressed

people.

COSATU National Congress What is it ?

COSATU's National Congress is held every two years. It is the highest decision-making body of the federation. Paid-up membership of affiliates is represented at the Congress on the basis of 1 delegate for every 500 members. The Congress can make changes to COSATU's Constitution, discuss and adopt policy resolutions and elect the national office-bearers of the federation.

Who will attend besides affiliates ?

Many comrades from fraternal organisations are being invited to attend the Congress. Representatives from our allied organisations in the mass democratic movement will attend the whole Congress as observers with speaking rights. In addition numerous guests from trade union organisations in many countries have been invited.

We invited trade unions from Asia, Africa, Europe, America and Australia to attend the Congress. In line with our policy of active non-alignment we have invited trade union centres from non-aligned countries like Cuba, Nicaragua, India, Ghana, Nigeria, Angola and Mozambique. Western countries including Sweden, Norway, Holland, Denmark and Finland and Italy have been invited as well as socialist countries like Hungary, the Soviet Union and Czechoslovakia. In addition international federations like OATUU and CTUC are coming. Many

How will the unions be represented?

COSATU's credentials committee has decided on the following delegations for each affiliate on the basis of their paid-up membership:

Union	Membership	Delegates
ACTWUSA	72408	145
CAWU	21000	42
CCAWUSA	69823	140
CWIU	35151	71
GAWU	105500	211
FAWU	77507	156
NEHAWU	14295	29
NUM	212 000	424
NUMSA	188013	377
NUWCC		25
POTWA	16842	34
PPWAWU	31215	63
SADWU	14525	30
SAMWU	23638	48
SARHWU	16400	33
T&GWU	23182	47
TOTAL	921 497	

With our signed-up membership COSATU represents over 1 million members.

fraternal organisations from South Africa have also been invited. Especially important in this years Congress will be invitations extended to the independant unions and NACTU in line with our policy of building unity.

What will be on the agenda ?

Draft agenda:

- Opening address - Harry Gwala
- Credentials Report
- Presidents Address
- Secretariat Report
- Namibian speaker
- MDM speaker
- Short address by church representative
- Short address by a representative of our fraternal allies internationally
- Confirmation of minutes of the 2nd National Congress
- Discussion on Secretariat report
- Constitutional amendments
- Resolutions
- Elections
- Closure

What else will be happening ?

COSATU's 3rd Congress will

also be the occasion for a celebration of peoples culture. On the 7th there will be a panel discussion called 'Education and Media before and after apartheid'. On the 8th there will be a day of culture with MDM cultural wing speakers, a book launch, poetry, music and a photographic exhibition.

On the 9th there will be a whole day of plays poetry, music, dance and speakers. Almost all the cultural events will take place at NASREC - including the Cultutal Open Day where there will be many hours of non-stop music. A R5 donation will be payable at this event. All workers must mobilise to get as many comrades as possible to the Open Day where cultural activists from throughout the country will present their work.

How will it happen ?

Every union is expected to come to the Congress with a mandate from its members on all the issues to be discussed at Congress. The broad areas of discussion on resolutions are those issues arising out of

our struggle in today's context.

COSATU's 3rd National Congress is taking place at a momentous time in our history when our society is in the process of being transformed from the nightmare of apartheid and capitalist exploitation to a society free from the shackles of economic and political enslavement.

It has been almost two years since COSATU last met to chart the way forward. In



that time COSATU has travelled a path emblazoned

by the heroic struggles, sacrifices and victories of the organised working class. Not only has COSATU emerged as the centre of organised and militant workers but is playing an increasingly central role in our liberation struggle.

We will meet at a time when the Fourth State of Emergency is barely one month old. The intensity of the apartheid reign of terror has not decreased. The right to speak, write, meet and organise is still being suppressed. Bannings and restrictions on scores of organisations and hundreds of activists continue unabated. Thousands of people have been murdered by well-armed vigilantes licensed by the apartheid state. The regime has not just brought misery and suffering to the oppressed people of SA but to millions on the sub-continent.

One of the greatest achievements of democratic mass organisation has been its survival in spite of 4 years of emergency rule. The emergency period has also seen the growing ideological coherence and unity in action between COSATU, the affiliates of the UDF and

other mass formations. This phenomenon expresses itself as the mass democratic movement - a powerful alignment of democratic forces in our country.

The challenges that face the MDM at this juncture are :

- the strengthening and building of grassroots structures in all sectors
- the building of structured links between the different sectors of the MDM at local and regional level
- deepening the ideological content and clarity in our ranks by encouraging open discussions on the constitutional guidelines,
- achieving democracy and socialism in SA,
- the issue of negotiations and other aspects of our vision of the future and our path to their realisation
- making it impossible for the apartheid regime to regain the political initiative
- mobilising the broadest support of our people for the struggle against the LRA
- building the mass movement for peace in Natal
- mobilising mass solidarity for SWAPO and the people of Namibia
- building the anti-apartheid co-alition

When COSATU was born on December 1st 1985 under the first State of Emergency we said :

'A giant is born that will make its mark on South Africa.' Let us in this 3rd National Congress and the period hereafter make this a reality. Let us take our debates, decisions and resolutions and make them the iron fist of liberation.

Let us march forward on the theme of this Congress - "Educate, consolidate and advance to victory"

Your preparations for Congress

Every worker attending the Congress must make sure that all of these issues have been properly discussed and debated in your union BEFORE coming to the Congress.

Every delegate must make sure that the position of your union at the Congress is the mandated position that the membership have given to your union's delegates before the Congress. This is the only way that COSATU Congress can truly be a Congress of the organised workers of South Africa; a Congress that speaks with the voice of rank and file workers.



FORWARD TO COSATU CONGRESS

SALHA 22C:
COSATU.

COSATU

CONGRESS OF SOUTH AFRICAN TRADE UNIONS

Head Office
6th Floor
National Accession House
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JOHANNESBURG 2001
P.O. Box 1019, JHB-2000Tel: (011) 462-1440/1/2/3/4/5
Telex: 4-51728
Fax: 834-6528 / 834-3008

July 14, 1992

URGENT !!! URGENT!!!TO: ALL GENERAL SECRETARIES
ALL REGIONAL SECRETARIES

FR: THE SECRETARIAT

PROCESSED

Dear Comrades,

RE: DISCUSSIONS BETWEEN SACCOLA / COSATU

This is a report of the negotiations with SACCOLA around our political, economic and demands around violence .

As can be seen from the report that they prepared to support these demands and back that with a one (1) day shutdown of all factories, mines, shops, on August 3rd.

This means we have negotiated our proposals for a two day stayaway and their offer of a one (1) day shutdown.

COSATU is calling an urgent caucus of affiliates at 4:00pm - 6:00pm today to start discussing this proposal.

In addition the NOB's propose as agreed at the special CEC held on the 10th July 1992, another meeting with SACCOLA and COSATU has been scheduled for Friday 17th July 1992 at 10:00 am.

We therefore suggest that COSATU be represented by the EXCO including one (1) representative per each COSATU region.

The programme will be as follows:

1. 9:00 am : Caucus on our approach to SACCOLA proposals at COSATU Head Office.
2. 10:00 am - 13:00 pm : Meeting with SACCOLA at Anglo - American.
3. 14:00 pm - 17:00 pm : Special EXCO to review discussion and prepare for Alliance Summit on Monday 20 July 1992.

Regards

MATHEPELO

Mathepelo Makgoba
(for the Secretariat)



The Bill attacks our right to strike :

● **Sympathy or solidarity strikes will be illegal.**

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

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

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

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

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

The bill says that workers cannot strike on the "same issue" in any 15 month period. But most of our recognition agreements say we must negotiate on wages and conditions every year. This means that we will not be able to go on strike over wages, for example, for two years in a row. It means that if, for example, a worker is dismissed and there is a strike for the workers reinstatement, then we can't strike over that dismissal if it occurs again.

● **Much more complicated procedure for going on a legal strike**

Already there is a very complicated procedure

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

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

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

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

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

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

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

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

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

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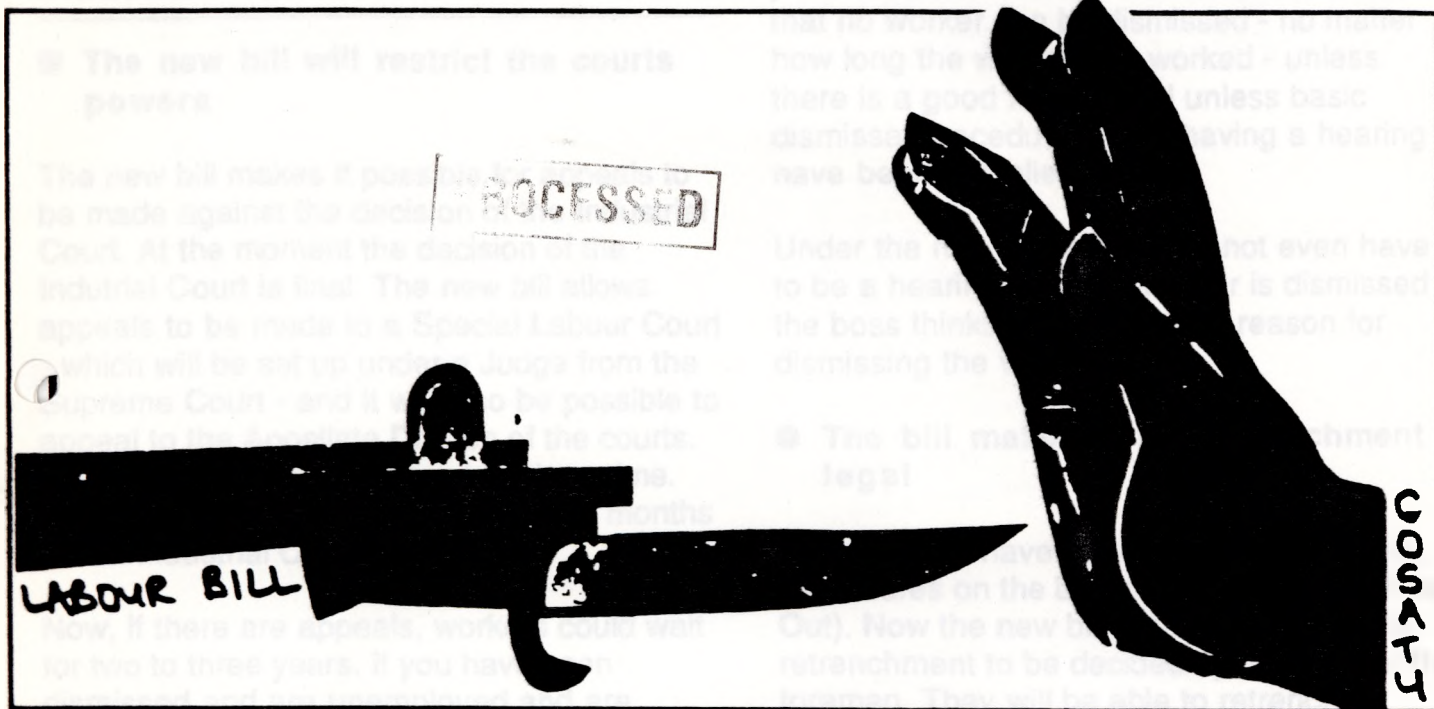
bosses still sacked nearly 50,000 workers. Now with the new Bill bosses can go to court to interdict a union during a legal strike to try and force the workers to stop striking.

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

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

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

When the unions that are today in COSATU



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

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

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

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

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

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

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

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

The Bill attacks our gains in the Industrial Court :

● The new bill will restrict the courts powers

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

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

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

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

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

The Bill attacks rights we have already won :

● The bill makes unfair dismissals legal

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

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

● The bill makes unfair retrenchment legal

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

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

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

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

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

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

SALHA 22C: COSATU
LHA date?

To: All employers

Dear Sirs

As you are aware, workers and their communities are totally opposed to the changes to the Labour Relations Act.

In response to a newspaper advertisement by SACCOLA, an employers' body representing the overwhelming majority of employers in this country, negotiations took place between COSATU, NACTU and SACCOLA. The outcome of these negotiations was to identify the clauses in the new Labour Bill over which there was major disagreement. Although we have made considerable progress in the negotiations we have not exhausted the process and have jointly called on the government not to promulgate these clauses on the 1st September 1988. Despite this agreement the government has gone ahead and promulgated the law to take effect from 1st September.

We accordingly demand that you honour the position adopted by SACCOLA, and undertake by the 1st September, or such later date as our union may agree, to make it a term and condition of employment that you will not rely on the rights conferred on you by the following amendments to the Labour Relations Act 28 of 1956 introduced by the Labour Relations Amendment Act 83 of 1988. This will allow the negotiation process between SACCOLA and COSATU/NACTU to fully exhaust itself and reach finality on the clauses.

The rights referred to above are the rights conferred by the following sections:

Section 1 The definition of unfair labour practice to the extent that it makes specific provision for what shall or shall not be an unfair labour practice

Section 27 (A) (d) (1) and (11) and Section 35 (3) (d) (1) and (11) to the extent that it confers a right to object to the resolution of the dispute by way of the institutions of the Act for non-compliance with time limits

Section 67 to the extent that it enlarges the right to object to the publication of judgements of the Industrial Court

Section 79 (2) in its entirety (which imposes additional liabilities on unions and requires them to disprove responsibility for the actions of their members)

Undertaking

We..... hereby give the undertaking referred to above and further agree to forward copies of this document to the head office of the (Union), SACCOLA and to give copies to the shop stewards committee on the plant/s owned by this company.

Duly Authorised

We are duty bound to point out the consequences of your failure to give the above undertaking. The responses from employers individually and collectively will be collected and assessed. On the basis of your response and the response we receive from other employers we reserve the right to take such action as we deem necessary to protect our rights and interests.



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The sections of the Labour Relations Act that are still under negotiation with SACCOLA and which COSATU is demanding that the bosses sign an undertaking to ignore are:

- Section 1: which says that all sympathy or solidarity strikes will be illegal and which makes it easy for the bosses to legally dismiss and retrench workers
- Section 27 and 35: which says you can only strike legally if you notify the Manpower Department within 21 days of the dispute starting and which says the Inspector can delay forever the time when a union can go on a legal strike
- Section 67: which says that Industrial Court judgements can be kept secret from workers
- Section 79: which says a union is responsible for all strikes that happen and that the union can be sued for these strikes



COSATU

CONGRESS OF SOUTH AFRICAN TRADE UNIONS

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JOHANNESBURG 2001
P.O. Box 1019, JHB. 2000

Tel: (011) 492-1440/1/2/3/4/5
Fax: 838-2614
Fax: 834-6528 / 834-3008

Date: _____

Name of the Managing Director _____

Name of company _____

Company address _____

Dear Mr/Ms _____

This letter aims to bring to your attention the importance that COSATU attaches to forums for centralised bargaining in each industry.

For several years, both business and government have questioned the role of centralised bargaining. In some industries there are moves away from centralised bargaining to plant level bargaining only.

We are opposed to this effort to destroy, in many cases, long-established bargaining forums or to prevent the creation of new forums for industry-level collective bargaining. We believe that opposition to centralised bargaining is against the long term interests of both workers and the South African economy.

Centralised bargaining forums can play a key role in managing the changes forced upon the economy by political and economic realities. An industry-wide focus is commonly accepted as being useful in the areas of retirement funds, vocational and skills training and industrial restructuring.

We also believe that centralised bargaining is essential to build fair wage structures and minimum standards for conditions of employment, and could provide a useful alternative to a future government regulating wages for all industries.

As we move towards political democracy and face the challenges of addressing the legacy of apartheid, the trade union movement wants to play a creative and constructive role.

COSATU and its affiliates are committed to promoting job creation, economic growth, skills training and adult basic education. Centralised bargaining is one of the pillars which can support and strengthen this new role for unions in our country.

We appeal to you to consider the arguments put forward by COSATU and its affiliates in favour of centralised bargaining and to lend your support to our campaign.

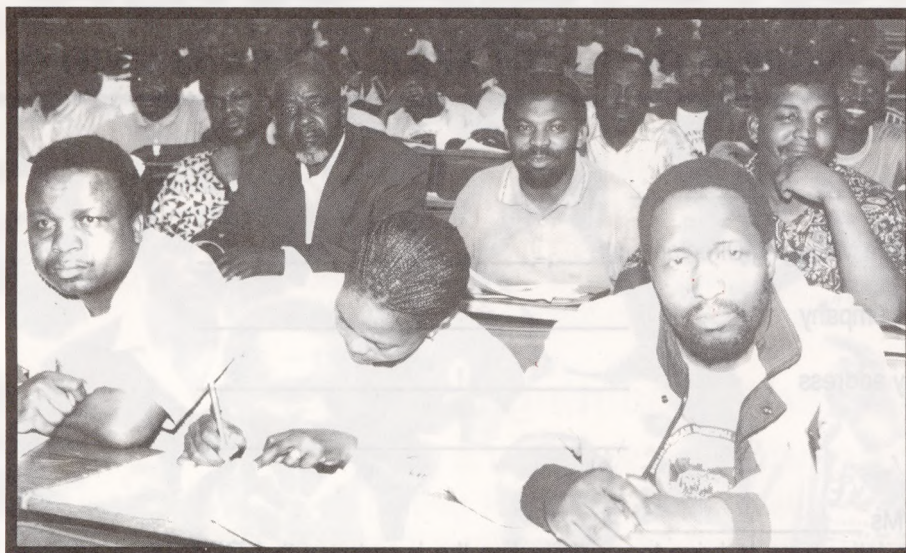
In particular, we request that you:

1. Write to your member's union head office endorsing the principle of bargaining at central level. (The details of each structure, would obviously require careful thought, and agreement by trade unions and employers in the different industries.)
2. Lend your voice and support for centralised bargaining within the business forums and organisations with whom COSATU is negotiating this matter.
3. Put a notice on your company notice board, confirming your company's support for centralised collective bargaining.

Yours faithfully,

Jay Naidoo
COSATU General Secretary

COSATU Campaigns for Centralised Bargaining



National Campaigns Conference

Only a few industries have centralised bargaining forums like industrial councils. In recent years, the bosses and the government have been trying to destroy these forums.

About three years ago, Barlow Rand destroyed the paper industrial council by pulling out of it. And right now the building bosses want to pull out of the building and cleaning industrial councils. In SACCAWU and CWIU, workers have been trying to get their bosses to come together in one meeting for over two years.

In March 1993, the government produced its "normative economic model" for the future in which it attacked centralised bargaining.

In unity there is strength

Now is the time to unite the struggle of the affiliates together. We need one united struggle for centralised bargaining, spearheaded by COSATU.

The Campaign's Conference agreed that we need to...

- use pickets and other industrial action against those companies who want to destroy industrial councils and centralised bargaining forums.
- take the issue of centralised bargaining to the National Economic Forum.
- act in solidarity with workers who are struggling for centralised bargaining.
- hand a letter to all employers asking them to support our demand for centralised bargaining.

On the next page is a copy of the letter you need to hand to your employers. COSATU is calling on all workers to hand in this letter before the end of July.

You can discuss how to link the handing over of this letter to our struggles that you are waging in your factory or industry.

Why we need Centralised Bargaining

● Centralised bargaining sets standards of wages and working conditions throughout the industry

Bosses try to beat their rival bosses by paying different wages for the same jobs in the same industry. Workers are forced to work for low wages and longer hours, to keep their jobs.

Centralised bargaining prevents this. It ensures that standards of wages and working conditions are the same throughout an industry.

● Centralised bargaining can mean better service to workers

Many workers complain that they are not getting good service from their union. Sometimes they do not see organisers for a long time. This is because the union officials are tied up in negotiations at too many different companies.

Centralised bargaining means that union organisers will be able to negotiate with all companies in the industry at one time in a year. Union organisers will then have more time to deal with the daily problems of members, discuss mandates with workers, train shop stewards, and so on.

● Centralised bargaining can lead to restructuring of our industries

The South African economy is in a mess — a mess caused by the bosses and the government trying to restructure the economy against the interests of workers and poor people.

We want to restructure our industries and the economy so that it can lead to more jobs, higher wages, more and better education and skills training and houses, food and other basic goods to the poor.

We can only restructure our industries by talking to all the bosses together. Therefore, centralised bargaining gives workers the opportunity to be part of the planning and restructuring of their industry.

● Centralised bargaining helps unorganised workers and workers in small companies

Many workers in small factories, shops and farms are mostly unorganised and do not have the power to force their bosses to pay a living wage.

Centralised bargaining sets standards for the whole industry, regardless of the size of the company or strength of organisation of workers. This means that workers who are weak can lean on the shoulders of workers who are stronger.

Centralised Bargaining Unites Workers!



Fight for One Industry, One Bargaining Unit!



Centralised bargaining brings together workers from different companies in the same industry into one bargaining unit.

Centralised bargaining means that union organisers negotiate with all companies in the industry at one time in a year.

Centralised bargaining makes sure that all workers in the same industry get proper wages and working conditions.

Centralised bargaining means that workers who are weak can lean on the shoulders of workers who are stronger.

NEW NATION
Aug 1990

WORKERS CHARTER SERIES 1

COSATU's Central Executive Committee (CEC) last weekend resolved to step up the Workers' Charter Campaign (WCC) and decided to call August 28 Workers' Charter Day.

From this week until mid-August, Cosatu will be putting the campaign in perspective in this column.

The WCC first started when Cosatu adopted the Workers Charter resolution at its last national congress in 1989.

The aim of the campaign is to get workers throughout South Africa to put both their present and future demands into a charter.

The campaign is also to make sure that the final charter that is accepted is not just a long list of demands that sit uselessly on paper but is a document that has the full and active support of workers.

Cosatu started the campaign by widely circulating a questionnaire to help workers discuss their demands. These questionnaires have been used for several months. Some replies have already been received and put together into the first list of demands.

But a lot of discussion is still needed. The Cosatu WCC group has listed points that need more discussion. These are:

Does Cosatu favour closed shops?

- ✓ Should the right to strike be restricted in any way?
- Should bosses be forced by law to bargain with trade unions, or should unions win this right through struggle?
- What should the state's role be in providing services?
- How do we overcome inequality on the basis of sex?
- How should we demand the right to work?

Cosatu has worked out eight steps to intensify the campaign under the banner "Workers' Rights for a new South Africa! Forward with the Workers Charter". These are:

1. Banners, stickers, pamphlets and T-shirts will be made to help workers discuss and mobilise around the campaign, and pamphlets will be ready next week.

2. In the first two weeks of August, workers should submit special letters to their employers. These should ask for:

- special notice boards for WCC notices;
- collection boxes in every department where workers can put their demands; and
- time off for workers to discuss their demands for the Charter.

The CEC also proposed a meeting with bosses in Saccola to get its affiliates to give consideration to workers' demand for time off to discuss future working hours.

4. During August, workers will be given every opportunity to discuss the Charter and their demands. Some unions are talking of lunch-time demonstrations, lunch-time discussions and negotiating time off during August to discuss demands.

Discussion on the Charter will not just happen in factories but wherever working people meet, like on trains, in taxis, buses, churches and schools.

Cosatu is suggesting that workers wear red headbands during August to show they are busy discussing the campaign.

5. Workers Charter Day – August 28 – should be recognised as a day for discussion, education and mobilisation around the campaign. All workers should get time off to discuss the campaign on that day.

6. After the Workers Charter Day, all demands will be collected and put together in one document. This will form the basis of further discussion in the unions and their allies.

7. In November there will be a special Workers Charter Conference where affiliates will discuss what form they would like the Charter to take and which demands need to be put into the draft constitution for a new South Africa.

8. The Workers' Charter will be adopted at a special day linked to Cosatu's Fourth National Congress in July next year.

WORKERS CHARTER SERIES II

The Workers Charter Campaign (WCC) has started. But what are workers trying to do? They are not just trying to draw up a long list of demands but are fighting for workers' rights to be recognised in South Africa's new constitution.

If the ANC presents a draft constitution for negotiation, basic worker rights like the right to strike and join trade unions must be included.

Cosatu, as a very important member of the ANC-SACP-Cosatu alliance, must make sure of this. Cosatu must make sure that these rights in the draft constitution become written into a post-apartheid constitution.

A constitution is a law that sets the framework for how other laws can be made and by who. ANC constitutional expert Albie Sachs says a constitution is also the story of a country's history. So, he says, a new South African constitution must be anti-apartheid, because of the nature of the struggle. It must also allow for socialism to develop in the future.

A constitution also reflects the balance of forces at the time that it is agreed.

In South Africa most people believe that a post-apartheid constitution will be a compromise negotiated between the liberation alliance and the National Party (NP). This is because neither the ANC nor the NP has been able to win outright.

Which Worker Charter demands should be included in the constitution?

Some say all demands in the Workers Charter should go into the new constitution.

But this raises a difficult question. Compare the "right to strike" with the "right to work". What does the right to work mean when there are not enough jobs in the economy?

The new government will have to follow an economic policy to turn this right into real jobs. So this is more of a goal than a right. If the right to work is put with the right to strike, is there not a danger that the right to strike will simply become a goal too, rather than an immediate and real right to be defended?

The other view is thus that only immediate rights should go into the constitution.

The constitution would also need to have the power to enforce worker rights. Some examples of how this could work being discussed at the moment include:

- workers, through their trade unions, having the power to call referendums to stop certain laws from being passed if these laws are against their interests;
- trade unions having direct control over the appointment of judges in any future industrial court;
- direct trade union involvement in economic planning;
- the right of workers to use organised power like strike action to defend worker interests.

While much discussion in Cosatu has been focussed on worker rights, workers must also become directly involved in all questions about the constitution. This includes:

- how fair elections will be conducted;
- how justice will be administered to ensure that judges are independent from the state and so have the power to expose injustice. This relates to how judges will be elected.

If there is general agreement that only the immediate worker rights are included in the new constitution, what will happen to the other demands?

Some say they will remain as goals of the working class struggle as it advances to socialism, with the Workers Charter as a symbolic document of struggle.

Others agree but say we must struggle to get as many demands as possible into other laws passed by the new government – like a new and fair Labour Relations Act.

The Cape Town Trade Union Library

P.O. Box 376
Salt River
7925
South Africa

Phone: (021) 47-7848
Fax: (021) 47-9244

6 Community House
41 Salt River Road
Salt River
Cape Town

WHAT IS THE TRADE UNION LIBRARY?

The Cape Town Trade Union Library is a trade union resource centre and a worker's reading room at Community House. There is a big collection of books, pamphlets and journals of interest to trade unionists. There is also a complete and up to date set of industrial agreements and wage determinations applicable in the Western Cape.

Library facilities include a **lending department** for local Cape Town residents and a union meeting room (the **Neil Aggett Meeting Room**). It is fully equipped for seminars and audio-visual presentations. The meeting room can accommodate forty people for meetings and fifteen for seminars. It is available free of charge to Library members, and at a small fee to non - members.

There is a **workshop** for trade unionists on practical issues every second Thursday of the month at 6.00 pm. There are monthly cultural meetings for Readers' Club members. A basic training course for shop stewards is presented for member unions. Other **workers' education courses** can be presented on request.

Several guides for trade unionists can be ordered from the Library:

1. What hotel workers should know about the law that protects them (R2)
2. What catering workers should know about the law that protects them (R2)
3. Iron and steel industry, consolidated agreement (R4)
4. Productivity - a guide for trade unionists (R3)

There is also a Readers' Club T-shirt (price: R10). Send a postal order with your order, please.

The Library is made up of eight trade unions, each of whom may nominate two representatives to the Library committee. Workers may join the Readers Club for a nominal fee. All workers and trade unionists are welcome to use the Library's facilities. There is a photocopier available.

The opening hours of the Library are:

Monday to Friday	10 a.m. to 7 p.m.
Saturday	10 a.m. to 5 p.m.

KNOWLEDGE IS TOO IMPORTANT
TO BE LEFT IN THE HANDS OF THE BOSSES!

WORKERS CHARTER SERIES 3

This is the third in our series on the Workers Charter Campaign prepared by Cosatu. Today we will be touching on six issues that are being debated in Cosatu at the moment.

1. Does Cosatu agree with closed shops?

Closed shop agreements, where only one trade union is recognised in a sector, have been used in the past to defend racial privileges.

But now that Cosatu has grown, some affiliates are arguing that there are advantages to closed shops. These are that, in a strike, employers cannot replace workers with non-union members, so this stops scabbing.

It also makes it easier to organise in sectors like clothing and metal, where there are many different employers.

Those against closed shops say they will demobilise unions and can lead to undemocratic practices like workers joining unions when they know nothing about them.

At the recent Cosatu Campaign Conference, it was agreed that, if the federation decided to campaign for closed shops, these had to be democratic and non-racial.

Cosatu will also consider different approaches for different sectors.

2. Should the right to strike be restricted?

Everyone in Cosatu agrees to the right to strike, but what happens when a strike could lead to death or major damage to property?

At the Campaign Conference, delegates agreed that, in such cases, procedures were needed. One suggestion was that bosses be given a notice period to make proper arrangements before such a strike starts.

The second was that workers in such jobs should not strike but should have the automatic right to arbitration.

It was also decided that there was not clarity about what "essential services" were and where a strike could cause a lot of damage to property. Workers, bosses and perhaps the state would have to define these services.

3. Do we want a law forcing workers to bargain?

The National Manpower Commission would like to give the industrial court the power to force workers and bosses to bargain.

Some say this will help weak unions. But others say the industrial court should not have this power, as it could order workers to bargain instead of striking.

The Labour Relations Act (LRA) Working Group feels that workers should rather rely on their organised strength to force bosses to bargain – especially if the right to strike is guaranteed.

4. What should the state's role be in the provision of social services?

Most Cosatu members agree that the state should provide welfare like pensions and that social services like medical treatment and day-care facilities should be provided at a reasonable cost.

But we need to decide whether the state should provide all social security benefits and if people who can afford it should be made to pay.

Also, if the state provides services like day-care centres, should they be in factories or communities?

5. How do we overcome inequality on the basis of sex?

Some workers say there should be a code of conduct banning sexual discrimination that is adopted by all trade unions, political parties and other mass organisations.

Workers need to discuss this and whether the state would see to it that the code of conduct is enforced.

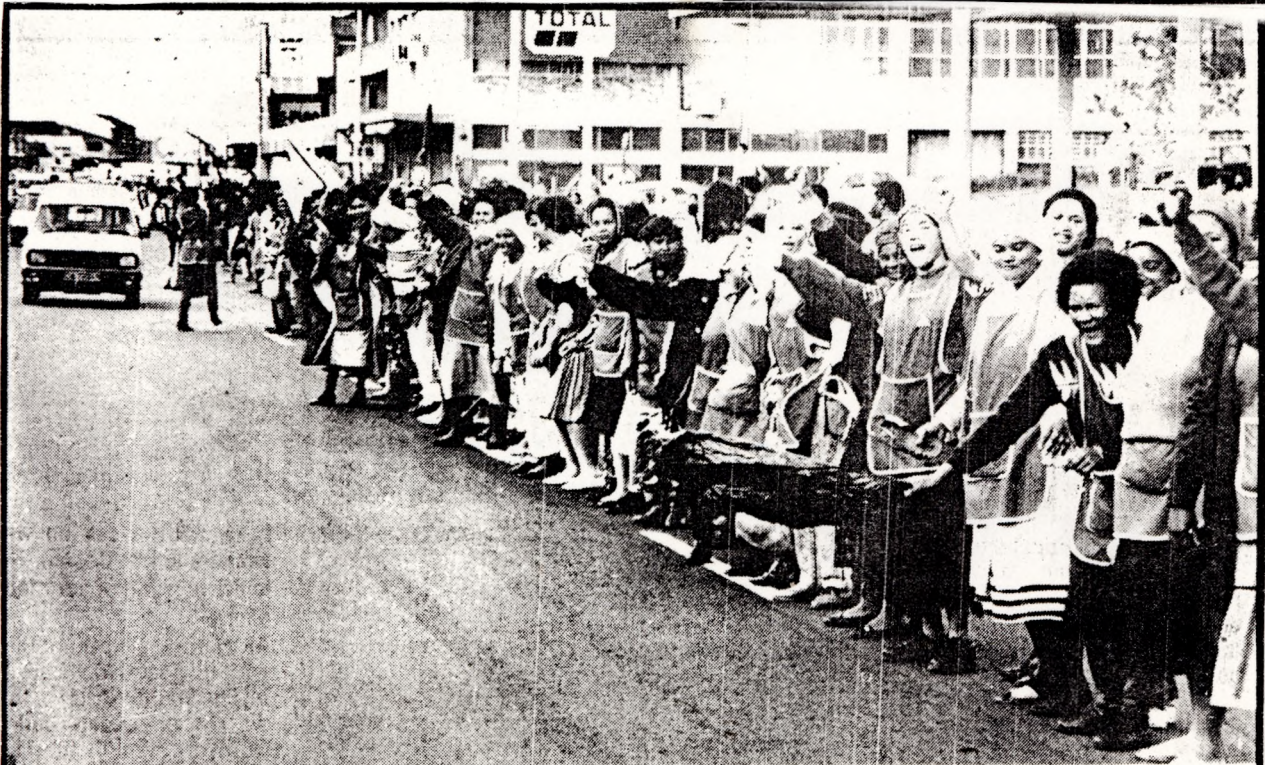
6. Should we demand the right to work?

The right to work depends on a healthy economy based on socialism.

If the economy cannot provide jobs for all, should a worker demand a job as a right?

The right to housing and food are similar rights. We need to regard these as long-term demands, not immediate rights.

Workers need to discuss if the right to work should be included in the Workers' Charter Campaign. Workers also need to discuss what policies are needed to reconstruct the economy to meet these rights.



Forward to the Workers' Charter! Members of the SA Clothing and Textile Workers' Union form a human chain in Cape Town last month in support of the demand for a Workers' Charter. Cosatu has declared Tuesday National Workers' Charter Day. Workers all over the country will wear Charter T-shirts and discuss their demands at their work places. These demands will be collected and put into a draft charter, which will be ready by mid-November. The charter will be adopted at Cosatu's July 1991 congress.