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LABOUR RESEARCH SERVICE

## SACCALWU LIVING WAGE STRUCTURES, DEMANDS AND STRATEGIES FOR 1990

### STRUCTURES

The living wage campaign falls under the jurisdiction of the SACCALWU organising and collective bargaining unit. The unit is divided into two sectors, commercial and catering, with co-ordinators for both sectors at national and branch level. The national and branch co-ordinators are responsible for implementing the living wage campaign.

Quarterly meetings of all organising and collective bargaining unit co-ordinators are scheduled to be held to monitor and evaluate progress.

A national workshop of all negotiators and delegates from the union's negotiating committees was held in January. This workshop carried out planning and formulated strategies on various aspects related to living wage activities and campaigns for this year. Another national workshop is scheduled to be held in November.

### DEMANDS

A set of core demands have been formulated, which are to be tabled to all companies organised by the union. These are as follows :

- the right to work and to job security;
- 40 hour working week;
- demands on education and literacy;
- June 16 and March 21 to be paid commemoration days;
- wage demands to be tabled in the form of an across the board increase and a minimum wage;
- demands on social security provisions;
- L.R.A. related demands;
- improved annual leave;
- 13th cheques.

Campaigns in the following four areas are to be conducted :

- social security : housing, provident funds, medical aid, parental rights, education and literacy;
- centralised bargaining;
- actively linking into the L.R.A. campaign;
- organising campaigns in specific companies, groups of companies and regions.

The following demands on women's oppression are to be developed and tabled to all companys :

parental rights agreements, child care facilities; equal pay; free and safe contraception; free checks for cervical and breast cancer during working hours; no discrimination regarding job categories; sexual harassment by management.

The SACCWU congress passed a resolution to the effect that the union should conduct research, develop policy positions and draw up demands on the following matters :

social security rights; opposition to open trading, casualisation and unrestricted working hours; new technology; health and safety; grievance, dispute, disciplinary and retrenchment procedures; deregulation; franchisee arrangements; participative management, profit sharing and share ownership; and job evaluation.

### STRATEGIES

Bargaining in SACCWU is at present highly decentralised, with separate negotiations being conducted company by company, and also, often within divisions of one company. It goes without saying that this is a huge drain on the union's resources and weakens the union's bargaining power to a large extent.

The Saccawu congress passed a resolution on centralised bargaining, which involves one of the main strategies of the union for winning its demands. The contents of the resolution are as follows :

- the union investigate and carry out the necessary steps to develop centralised bargaining in all its sectors;
- efforts by management to decentralise bargaining must be vigorously opposed by the union;
- a set of living wage demands for 1990 must be drawn up centrally by the union and tabled to all organised companys;
- as part of the effort to centralise bargaining, the union must table demands on social security provisions simultaneously to all companys and not negotiate separately;
- bargaining strategies must be formulated centrally and applied by all negotiating teams.

Examples of steps the union plans to take in implementing this resolution and increasing its bargaining power are :

investigate the feasibility of an industrial council for the retail trade; establish one industrial council for the catering trade; demand a national provident fund; conducting wage negotiations at companys falling under one group in tandem;

production of pamphlets etc to move membership away from a plant based consciousness and towards a national consciousness.

As one of the steps of the process of moving towards centralising bargaining demands are to be made to management to have group recognition and procedural agreements, as apposed to a separate agreement for each company within a group. Examples of groups where centralisation of agreements could occur are S.A.B., Tradegro, Interleisure, Pleasure Foods, F.S.I. and PEPKOR.

The union is also tabling demands to management that agreements cover 'homelands' and 'neighbouring states'.

Another important area of activity this year for SACCAWU is implementing its core demand on job security. This involves, amongst other activities, demanding to all companys that retrenchment procedures include the right to enter into negotiations , as apposed to consultations, over intended retrenchments. This appears to be one of the many areas of likely conflict this year.

ENDS