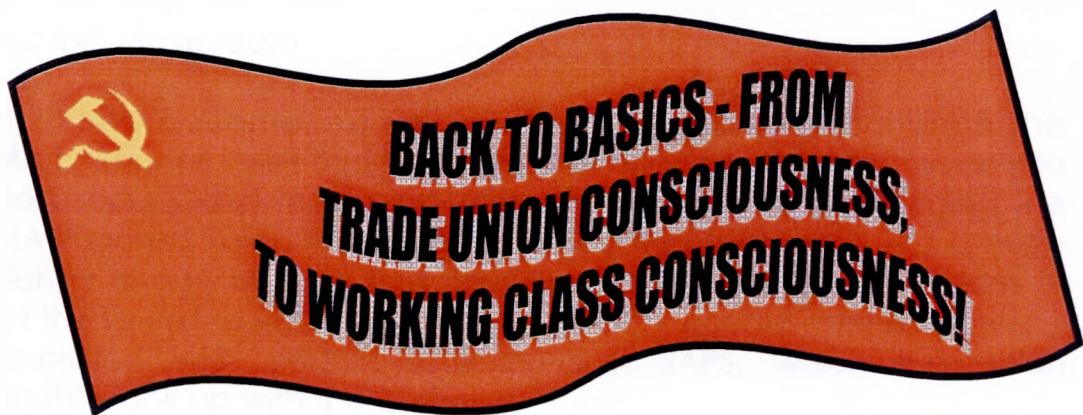

SHOPRITE CHECKERS NATIONAL SHOPSTEWARDS SUMMIT

HELD ON 11 TO 13 OCTOBER 2007 AT THE BIRCHWOOD HOTEL

NSSC SECRETARIAT REPORT & BARGAINING CONFERENCE RESOLUTIONS



**THE SECRETARIAT REPORT TO THE SHOPRITE CHECKERS NATIONAL
SUMMIT HELD ON THE 11 TO 13 OCTOBER 2007
AT THE BIRCHWOOD HOTEL**

Comrades National Office Bearers of SACCWU, leadership of the Company Council, distinguished guests & delegates to this Summit, we extend to you revolutionary greetings from the National Office Bearers of Shoprite Checkers, and the masses of Shoprite Checkers workers who are SACCWU members.

This gathering takes place exactly a year after our national strike. It also takes place after lot of significant gatherings of all the Alliance Partners i.e. COSATU Central Committee, SACP National Conference, ANC National Policy Conference, and on the home front, the SACCWU National Bargaining Conference. It is the important that the deliberations in this gathering should look at all decisions taken during this significant event, the Bargaining Conference, and put them into practicality. This Secretariat Report will cover the activities since the National Shopstewards Council of June 2006 in Durban.

2006 NATIONAL STRIKE

As you may well be aware that the national strike took place for a period of about eight weeks, it is important for this gathering to look back, asses and evaluate this important struggle that we waged against Shoprite Checkers.

It was clear that even before the strike, the company was going to be on the offensive as they started at that time by threatening some of the leadership. You would recall that during the month of July we had planned to embark on certain actions, of which the company became aware and went on a intimidation spree and threatened certain leadership, like Cde Cynthia Joyce, with dismissal. Some members of senior management went as far as openly uttering words like: "We will dismiss the whole team".

Such threats became evident when they could not convince the CCMA to impose Rules that were sympathetic to the company, only to run to Labour Court for an interdict whilst they were challenging the CCMA-imposed Rules. This alone demonstrated that there was a huge challenge ahead of us as they then started employing the services of the so called Red Ants to destabilise our course, they also openly collaborated with certain seniors within SAPS, which the Union leadership took up with the authority.

- It is important also that whilst in the process of doing our own assessment, we have to answer the following questions:

Did we consult properly with members prior to them arriving at a decision to embark on strike? Simply, did the members and leadership have a common understanding of the issues/reasons for as well as the strategies and tactics to be in play regarding the strike? If we did consult, did we then prepare thoroughly as well as mobilise members accordingly?

In the process of the strike, did we manage the strike properly and continuously interact with members for mandating on various aspect pertaining to the dispute and strike?

What were the key weaknesses observed during the strike and how were they attended to? What needs to be done to rectify such weaknesses as well as ensure that same is not repeated?

Lastly, and most importantly, could we claim that the strike was a success and what is barometer utilised to arrive at this conclusion.

STRIKE AFTERMATH

After the settlement, the company continued its action with the key target being was our former National Secretary, Cde Thoko Mchunu; under the pretext of operational requirements. They also terminated lot of rights that were there before the strike, e.g. granting of paid time off, Usage of telephones, unilateral changing of working hours, dismissals without any valid reason claiming that comrades engaged in acts of misconduct during the strike or breach of Picketing Rules. In some Regions, we lost a lot of Regional leadership and National Negotiating Team members, like Comrades Robert Ndaba, Suzette Fortuin and many more.

Whenever we win cases at CCMA, the company has made sure that such cases are reviewed, even if there exists no reason for review. They also seem to have taken a conscious decision that in all cases where a shopsteward is dismissed, they opt for financial settlement and not reinstatement. As if it is not enough, the Chairperson of the Company Council was also targeted as he was charged every morning when he reported for duty and served with endless warnings. the Union tasked all Regions to supply and furnish the Head Office all the cases and dismissals so as they should be able to map a way forward, unfortunately, up to so far; only two Regions have complied and more about dismissals than it was about the behaviour of the police and their brutal practises during the strike.

At the time of compiling this Report, the information was still outstanding, which might give an impression that all allegations that were made were baseless; hence up to today, we have not been able to back them up with substance. This meeting is therefore challenged and called upon to reflect on this area and come up with a way forward.

ORGANISATIONAL

Since after the National Shopstewards Council, we have, as Office Bearers, observed that we are no longer strong on the ground as we used to be. The participation in the Union structures has drastically declined, and although there was a significant number of shopstewards from within Shoprite Checkers attending the National Bargaining Conference, it does mean that all of us are as active as we should be in the structures of the Union.

It is partly for this reason that the National Bargaining Conference was convened under an appropriate theme of "*Back To Basics From Trade Union Consciousness To Working Class Consciousness!*". We therefore have to ask ourselves as to how are we going to realise this if we always rely on Union Officials to do all duties for us as shopstewards?, How are we going to implement decisions if we are not hands-on?, Where is the worker control that we always preach about and utilise as and when it is convenient for our own little interests and sometimes destructive tendencies?

It is time, comrades, that we stand and make sure that we defend our revolution, whilst it is also important to note that for the trade union movement operate as freely as it does today, did not come in platter but through sweat & blood and we dare not compromise this. The challenge therefore, is for us to take stock and rectify this situation.

REGIONS:

If we are to write home about the operations in the Regions, we will be misleading this meeting, because for the better half of the year we have not received any report from Regions. We do not have programmes of Regions, we do not know when, where and how they meet but strangely their respective Team delegates normally come to national negotiations, claiming to have mandates and we wonder how and against what are we supposed to evaluate and be convinced that indeed they have mandates, if we do not receive reports. We also wonder as to how are we to intervene if there are any interventions needed. At the time of compiling this Report, there has been no report submitted from all eight Regions. The meeting is therefore expected to pronounce on the lack of meeting as well as the Constitutional expectations. Regions should also be directed on how often should ROBs meet, how often should Shopstewards Councils be

convened, how often should General Meetings, how do we make sure that sure that reports do reach NOBs and, lastly, what is it that we can do to build and sustain a strong Company Council at all level of operation?

NATIONAL OFFICE BEREARES

Since the National Shopstewards Council, we have held four meetings and dealt with the Coordination Of Regions, Programme Of Action For Next Three Years, Process of Handing Over, Preparations Of NFC, Allocation To Regions, Payment Of Outstanding Debts From The National Shopstewards Council and Implementation of the National Shopstewards Council Decisions.

Co-Ordination of Regions

Coordination of the Company Council activities has been demarcated and the following allocation was made:

The Chairperson has been allocated Eastern Cape & Western Cape whilst the Deputy Chairperson was allocated Wits & KwaZulu Natal, the Secretary duly allocated Mpumalanga & Northern Region with the Treasurer allocated North West-Vaal & Free State Northern Cape.

Programme Of Action

This area of responsibility has not been carried out owing to unavailability of time off and other organisational activities, however, there is a commitment that there will be a full programme of action in the new year, which will take us to 2009.

Process of handover

This process has been undertaken and it is to be finalised in this meeting. During our NFC, Cde Thoko was present to deal with this process as it relates to the aspect of finances, although it could not be concluded.

Preparations for NFC

The preparation was done culminating in the convening of a meeting which was held in the month of August, which was extended to Regional Chairpersons and also served as preparation to this meeting. More details will be covered Treasurer's Report.

Payment of outstanding debts from National Council

According to our records, we do not owe anybody at this stage, except still awaiting for the hotel to give us the receipt of the money we paid for some comrades from Mpumalanga, Western Cape, & Eastern Cape who decided to loot the towels from the hotel. A detailed report will be tabled upon receipt of such receipt.

- **Implementation of NSSC decisions**

The tasks arising from the decisions of the NSSC have been carried out, starting with the strike, the levy deduction for part-timers, tabling a demand for agency fee, intensifying the deliberations on the relationship agreement. Unfortunately, we could not conclude the rest due to the departure of Cde Thoko.

NB: *It must be noted that it has been difficult for Office Bearers to meet as desired, due to the company's refusal to grant time off and it sometimes led to lost wages. We hope this meeting will prevail on the matter.*

Having said the above, it becomes important for this meeting to discuss the regularity and financing of NOBs meetings, as well as the visits to Regions and reviewal of cellphones.

MEMBERSHIP:

This issue has become a thorny issue that has been frustrating the process of agency fee, since the company is continuously claiming that we have lost membership due to resignations during the strike, a claim they have thus far failed to substantiate. We also know of instances where the company decided not to deduct subscriptions for a host of members, which obviously was a subtle attempt to frustrate members and dissuade them from continuing to be members of the Union.

However we are not convinced by the company's claim and can therefore not sit back and do nothing as this can be detrimental to our cause as well as dilute our collective bargaining power, resulting in rolling back of the gains we have made.

The company has given us what they pass on as official statistics of membership, which stand as follows:

Of the total headcount of 54 832, the Union represents the following number of members, with the percentage thereof in brackets:

- Full-timers = 9 105 (55%)
- Flexi-timers = 866 (62%)
- Part-timers = 10 237 (27.7%)

The above brings our total representation within the Bargaining Unit to 20 208 members (36.85%), which is scarily risky to our collective bargaining as well as the very existence of the Union within the company. If things continue the way they stand currently, we may end up negotiating from a position of weakness.

Based on the above information, it is important for this meeting to discuss ways of monitoring membership since we can not, and must not, solely rely on the company claiming our membership to be at one level or the other. In the context of monitoring, we should find ways to report lost membership, do our own verification as well as consolidation and sustaining of membership

GENDER

There has been no activity that we can report on from this front, since our National Gender Co-Ordinator left the company just after the strike. As Office Bearers, we took decision that comrade Treasurer will represent us in organisation structures until this, we therefore recommend that this must appoint the Acting Gender Co-Ordinator until the next National Shopstewards Council sits and elects.

RECRUITMENT:

It is clear to every one of us that recruitment and sustainability is the back bone of our organisation, and this starts from company structures as this is where we are closest to members, at the shopfloor. It is important for this meeting to note that whilst the company is opening stores every day, they also employ part-timers on daily basis and we have to match this growth in terms of recruiting such workers. The following is recommended:

- To establish recruitment committee headed by Deputy Regional Chairpersons.
- To have recruitment on monthly to asses and consolidate recruited members and those who have left and keep records
- To appoint one recruiter per Branch

PARTIMERS

This type of workers is the most vulnerable and the most exploited, but to our observation we have been doing very little for them, if not paying lip-service. In some instances they are not even represented or their grievances are not taken seriously. It is not uncommon to see issues that are closer to them being put on the back banner or even compromised in exchange of other items during negotiations. We normally make decisions on their behalf and some have gone to an extent of calling them names like 'Abantwana be itoro'. Despite them paying subs, we somehow treat them like second class members, some of us consciously and some of us sub-consciously. It is important for this meeting to look at ways of giving them better and proper / quality service. WE OWE IT TO THE COMRADES, THE UNION AND OURSELVES TO DO SO!

NATIONAL TEAM

This structure has been functioning, but from our observation some delegates seem to come to meetings without mandates. At the most, there is lack of engagement by most of comrades, which leaves much to be desired. There is also apparent lack of discipline at times, intolerance, undermining of each other, interacting even in front management; which sometimes make the to compromises the Union in the process.

However the SACCAWU National Office Bearers convened a meeting with the Team to try and address these problems and a further meeting scheduled for the 26th to 27th of October 2007 to finalise outstanding issues. Hopefully after this meeting there will be positive improvement.

CENTRALISED BARGAINING

SACCAWU convened a National Bargaining Conference on 18 to 20 July 2007. The outcome of the meeting as well as the tasks emanating from such outcomes are attached hereto. It is expected that this Summit will develop some programme for implementation by all and sundry.

SECONDARY ISSUES

The frustrations that have been experienced in this regard has been reported to SACCAWU NOBs, since we realised that the company was dragging its feet due to the fact that we have signed the three deal and they do not have pressure to act on same. There is a meeting proposed by the Union, however the company has proposed a meeting for 01/11/2007.

HIV & AIDS

Since the establishment of this Committee, not much has been achieved, save for the Peer Educators who underwent training. We have proposed that the company verifies as to whether Peer Educators are still intact or should the new ones be appointed and also new stores should all have Peer Educators. We have also managed to extend this to other countries were Shoprite is operating and are now at the stage of voluntary counselling and testing. However, as the Union, we are very sceptical of this since the company has not yet put in place the process of treatment or remuneration during sick absence/leave and cannot perform his or her duties.

Our attitude is that before we can even think of embarking on voluntary counselling and testing, the company should first address the above issues. It will be important for this meeting to prevail on this matter, since there is a meeting scheduled for 30 & 31 October 2007.

- **SKILLS DEVELOPMENT & EMPLOYMENT EQUITY**

It is very disturbing to note that very little has been done on the above aspects. After realising that we are not making headways, we presented this to the National Office Bearers and this will be one of the issues for discussions during the outstanding meeting reported on earlier. This meeting is also expected to engage and come up with a clear direction to guide engagements with NOBs.

CONCLUSION

In Conclusion, Comrades, on Behalf of The National Office Bearers We wish a fruitful engagement and robust yet frank and constructive deliberations. After the meeting, let us all go back to our Branches, Locals and Regions in order to implement the decisions that would have been arrived at in this meeting.

We hope this will not be one of those activities where people came for a safari but a working meeting in order to arrive at decisions that will make the members happy.

Indeed, we have to go "Back To Basics - From Trade Union Consciousness, To Working Class consciousness!"

Amandla!

VIVA SACCAWU VIVA!
VIVA COSATU VIVA!
VIVA SACP VIVA!
VIVA ANC VIVA!

ALL SACCAWU CADRES TO THE FRONTLINE!!!
ALL SACCAWU MEMBERS TO THE BATTLEFIELD!!!

***Considerations that should inform our Programme of action arising from
the National Bargaining Conference Recommendations***

1. Introduction

Our watershed National Bargaining Conference which was held on the 18th to the 20th of July 2007 has now set the stage for our organizational work over the next twelve months or until our National Congress in 2008. The National Bargaining Conference has emerged with an ambitious programme which should now guide our day to day work. The message from the NBC was loud and clear: It can't be business as usual.

Whilst we have already initiated some work towards implementation our Special Central Executive Committee has since mandated/instructed the Implementations Committee to develop a tight implementation plan. This discussion document accordingly seeks lay a basis for deliberations at the implementation committee.

2. A Summary of the National Bargaining Conference Recommendations

The Conference resolved on a number of areas but we will simple summarise key resolutions in this document.

2.1. On Collective Bargaining

Clear Benchmarks and core demands were developed whilst the conference emphasized the need to pursue the campaign for centralized bargaining. OCCBU will be critical to the implementation of this component of the programme hence the need to convene a national OCCBU Committee meeting before the end of October.

The meeting in question should not be a brainstorming session but should be business like in its approach. It is in this context that the meeting should be preceded by similar meetings at Regional level. Regional Secretaries should accordingly ensure that such meetings are convened before the end of September. Such regional meetings should develop a clear implementation plan for areas of the programme that fall under the competence of regions. Central to such regional plans is the need to mobilize members behind our programme.

2.2. Campaign work

The Conference identified a number of campaigns that will be critical to our ongoing organizational work. The following are but some of the campaigns that were identified by the conference;

- (a) The need to aggressively pursue the Campaign for Centralised Bargaining and specifically ensuring that we achieve a statutory council for the Casino industry by 2010 whilst we should have achieved a non-statutory bargaining forum for the Wholesale and Retail sector by the same year,
- (b) Embarking upon an aggressive campaign against Woolworths. Such campaign will be spearheaded by a dedicated task team that should be accountable to OCCBU,
- (c) Intensification of recruitment with a deliberate and a conscious focus on National Clothing retailers,
- (d) Intensifying the Campaign for the return of the SNPF,
- (e) Campaigning for the declaration of non-trading holidays whilst ensuring that members do not go to work on holidays that have been earmarked as non-trading holidays,
- (f) Pursuing a number of campaigns that seek to advance the struggle for gender equality whilst ensuring that our daily struggles are gendered,
- (g) Pursuing an over-arching campaign for the transformation of sectors in which we are organised. Whilst employers in the wholesale and retail sector are not warm to the idea of a Sectoral jobs summit we will use this over-arching campaign to pursue our demands for the Sectoral jobs summit. It is in this context that we need to revive our SJS negotiations team as a driver of this campaign,
- (h) We have to deliberately ensure that existing Sectoral Determinations are implemented in all organised companies.

The National OCCBU meeting will have to ensure that the Union prioritises the implementation of the above-mentioned campaign. It will perhaps be advisable for the next OCCBU meeting to take the form of a workshop since formation of commissions will go a long way in contributing to the development of a detailed action plan. The meeting also has a duty to ensure that OCCBU Committees are established at all levels of the Union. We should accordingly set the end of March for the deadline for the formation of such committees.

2.3. Employment Equity and Skills Development

The Conference emphasized the need to tighten our coordination of these critical aspects of our work. The

Conference further flagged the idea of a national conference on skills development.

The Conference was mindful of the fact that the decentralized and fragmented nature of the sector implies that scores of workers are excluded from these transformative Labour laws. This is one of the reasons why the conference resolved to campaign for the transformation of the sector.

2.4. On Employee Share Ownership Schemes, Broad-based Black Economic Empowerment

The Conference specifically called for a moratorium on management imposed Employee Share Ownership Schemes and in this context resolved to campaign for the transformation of the sectors in which we organise.

The Conference further called for a campaign against private equity buy-outs and specifically mandated our COSATU CEC delegates to press for this campaign within the federation.

2.5. Enforcing accountability through effective coordination

The Conference was convened under the theme Back to Basics from Trade Union Consciousness to Working Class Consciousness. At the heart of this theme is the need to confront the manifestations of colonialism of a special type in a manner that seeks to address the three interrelated contradictions of race, class and gender. The need to struggle for substantial reduction of income inequalities was accordingly placed at the centre of our collective bargaining strategy.

Back to Basic also means that elected representatives are subject to democratic control by members at all times. This also implies enforcing the principle of worker control within the Union. It was in this context that the conference resolved to establish OCCBU Committees at all levels of the Union. The Implementations Committee will have to decide on the appropriate name for such committees.

The establishment of these committees also seeks to consolidate our recruitment and campaigns committees that are not properly linked at this stage.

The implementations committee will have to define a clear role for such committees including the frequency of their meetings at various levels.

3. The Centrality of Capacity Building

The conference emphasized the need for thorough going for all cadres within the Union. It was in this context that the Conference decided to call for the establishment of a task team which will work on a capacity building programme for all negotiators, as its starting point.

4. Conclusion

Recommendations of the Conference have since been ratified by our Special CEC meeting which leases us with only one task which is ensuring that such resolutions are implemented in the best interests of members and the Union. We hope the Implementations Committee will deliberate on this framework and chart a clear way forward.

Members will not judge us on the basis of sweet and eloquent speeches but will judge us on the basis of our ability to deliver on our primary mandate. It is out of this understanding that we should leave no stone unturned in implementing our revolutionary resolutions. Actions speak louder than words.

**Members first, now and forever!
Long live worker control!
Forward to Centralised Bargaining!!!**

**Forward to implementation of all National Bargaining Conference
Resolutions!!!**

Action Plans arising from the Recommendations of the National Bargaining Conference (including consequential decisions/recommendations)

1. Strengthening Collective Bargaining Structures

Action	Responsibility	Timeframe
1. Election of fully-fledged NNTs in all National Companies	Regions and OCCBU	End of November 2007 and ongoing thereafter
2. Capacity Building for Negotiators and NNT Members	Education Department	From 2007 and annually thereafter
3. Re-alignment of Shop stewards Elections	Regions and OCCBU	From September 2007
4. Ensuring that only mandated NNT Members attend Negotiations	Regions and National Negotiators	From August 2007
5. Convene a forum of National Chairpersons to share experiences and ideas	OCCBU Head	From March 2008

2. Recruitment

Action	Responsibility	Timeframe
1. Interrogating reasons for lack of growth	OCCBU	October 2007
2. Compliance with recruitment targets	Organisers and regions	Ongoing
3. Formation of Company based recruitment and organising teams	National Teams and Company Councils	From September 2007
4. Focus recruitment on Clothing retailers	Regions and OCCBU	September 2007 to July 2008
5. Bringing Woolworths back to SACCAWU	Task team, Regions and OCCBU	From August 2007
6. Focus on National Companies where membership is less than 50% plus one	Regions, NNTs and OCCBU	From September 2007
7. Develop organising and recruitment project	National Organiser and OCCBU	From September 2007
8. Utilisation of Full-time Shop stewards for Recruitment	OCCBU and National Teams	From September 2007
9. Investigate the use of interns for recruitment	National Organiser and OCCBU	From September 2007
10. Encourage members to recruit	Regions and OCCBU	Ongoing

3. Campaigns

Action	Responsibility	Timeframe
1. Campaign for the transformation of organised sectors (using same as a basis to intervene in transformation charters developed by the DTI)	To be spearheaded by the SJS Negotiating Team	From October 2007
2. Struggle for the establishment of a non-statutory bargaining council in the wholesale and retail sector	OCCBU	Achieve this by the end of 2009
3. Strive for a Statutory Bargaining Council in the Casino Industry	OCCBU	Achieve same by the end of 2009
4. Removal of SNPF from Curatorship	NOBs/ Political Committee to spearhead	November 2007 CEC to set a deadline
5. Declaration of Non-trading Holidays	Overall coordination by NOBs	Ongoing until the demand is achieved (next OCCBU meeting to develop a multi-pronged approach which includes collective bargaining)
6. Tackling Sexual Harassment	Gender and OCCBU to coordinate negotiation of policy	End of 2007
7. Living Wage Campaign	OCCBU to coordinate	Ongoing
8. Fight negative effects of Private Equity Transactions	OCCBU & Research Department as well as the International Relations Department	Ongoing
9. Bolstering the Strike Fund	OCCBU and National Teams	November CEC to decide on the deadline based on problems encountered
10. Development and implementation of a mobilization programme for campaigns	OCCBU, REGIONS AND HODs	October 2007
11. Develop Central Demands (for centralised bargaining)	OCCBU to formulate guidelines for consideration by the National Congress	Guidelines to be circulated before the end of March 2008
12. Struggle for the improvement of Maternity benefits and UIF Benefits	Gender and OCCBU to formulate recommendations for consideration by structures	Recommendations to be circulated by the 3 rd week of October 2007
13. Campaign against child trafficking	Mail Committees	From September 2007
14. Profile 16 days of activism against women and child abuse	Gender and OCCBU	From October 2007
*15. Strengthen international work on MNCs	OCCBU and International Relations	CEC in November to reflect on

	Department to formulate a programme which includes Global Framework Agreements	the Programme
--	--	---------------

4. Collective Bargaining

Area of Focus	Responsibility	Timeframe
1. Enforce membership control over the collective bargaining process through regular general meetings of members	Team delegates in their respective regions with OCCBU responsibility for strict monitoring of compliance	Ongoing
2. Benchmarking (ATB and Minimum wage)	NNTs and OCCBU	Ongoing until reviewed by structures
3. Core demands which include Parental Rights, Health Care, Housing Allowance/Subsidy, Transport Subsidy, HIV/AIDS, Equity and Skills Development as well as a guaranteed hours and Progression to Full time Permanent Employment for Part-timers/ Variable-time Employees	NNTs and OCCBU	Ongoing
4. Full disclosure of relevant information prior to negotiations	OCCBU and Research	Ongoing
5. Addressing Casualisation and atypical forms of employment in general	OCCBU and research	Ongoing
6. Securing Agency Shop Agreements	OCCBU	Ongoing
7. Effective Participation in Existing Bargaining Councils	Members, Bargaining Council Representatives and OCCBU	Ongoing
8. Extending the Scope of the Entertainment Bargaining Council	Entertainment Bargaining Council Representatives and OCCBU	Before the end of 2008
9. Authorisation of Collective Agreements (including Bargaining Council Agreements)	ROBs and NOBs	Ongoing
10. Leadership intervention in Collective Bargaining	ROBs and NOBs	Ongoing

5. Broad-based Black Economic Empowerment and Employee Share Ownership Schemes

Area of Focus	Responsibility	Timeframe
1. Pursue a campaign on BBBEE which includes; (a) Assisting workers against vulnerability in attempts by employers to gain points on BBBEE Codes, (b) Battle for the Public opinion through Education, (c) Development of an investment code to avoid fronting, (d) Develop sustainable Retirement Fund Companies, (e) Struggle for decent salaries and working conditions, (f) Initiate a process to review current BBBEE Codes, (g) Develop a profile of Companies that we invest in, (h) Engage in Sectoral transformation Charters as part of the overall campaign to transform sectors in which we organise	Research, Education and OCCBU	Ongoing
2. Monitor existing ESOPS	NNTs and OCCBU	Ongoing
3. Research the state of ESOPS in the Sector	Research and OCCBU	Ongoing
4. Reject and struggle for a moratorium on Management imposed ESOPS	OCCBU and NNTs	Ongoing

6. Consolidation of Legislative Gains

Area of Focus	Responsibility	Timeframe
1. Combat violation of Sectoral Determinations (including subtle forms of such violation)	Shop stewards Committees, National Teams and OCCBU as well as the Legal Department	Ongoing
2. Conduct Workshops on SD 9 & SD 14	Education Department and OCCBU	Complete by the end of April 2008
3. Explore creative means of ensuring that all aspects of the Pretoria and the Wits Catering Bargaining Council Agreements are, at least on par with provisions of SD 14	Northern Region and Wits representatives in Catering Bargaining Councils	Process to commence immediately
4. Popularise SD 14 through mass meetings of workers in the Hospitality industry	Locals and Regions	Next OCCBU to finalise deadline
5. Set up a project to strengthen the Union in Hospitality, Entertainment, Gaming and Catering Sectors	National Organiser and OCCBU	August 2007 to December 2007
6. Convene a Hospitality Workers Summit	OCCBU	December 2007

7. Strengthen our Capacity to pursue Organising, Campaigns and Collective Bargaining work

Area of Focus	Responsibility	Timeframe
1. Develop an action plan to address the SWOT analysis adopted by the National Bargaining Conference	National OCCBU meeting	October 2007
2. Formation of OCCBU Committees at Local, Regional & National Level	ROBs and NOBs to coordinate the Process	NOBs to develop clear timeframes including frequency of such structures