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POTWA



Western Cape Region

POST & TELECOMMUNICATIONS WORKERS' ASSOCIATION

P.O BOX 317, 7924 SALT RIVER, 1st Flr. INDUSTRIA HOUSE,
350 VICTORIA ROAD, 7925 SALT RIVER.
(021) 448 - 6167; FACSIMILE: (021) 448 - 2306.

Philippi Update Report

Workers at Philippi have always reserved the right to fight for better working conditions, have been part of national actions for a Living Wage - NOT STARVATION WAGES - and for their RIGHTS AS WORKERS, including a FAIR GRADING SYSTEM.

But on 24 . 03 . 1993; during a legal report - back meeting on their grievences, they were SACKED. The reason for the report back was that management had not addressed either problems and grievences presented to them before August 1992. As is the case elsewhere in the region, the working conditions of workers are not being addressed.

While the report back meeting was in progress, the management disrupted it, after ignoring our calls for an extension to the meeting. It was then that the notices were issued. They gave workers 30 minutes to disperse. At this stage the management sanctioned report back had not been completed. By the time the disruption passed, the 30 minutes had already expired. When management left the hall, all workers were effectively sacked.

At that stage, all workers were inside the yard. They then proceeded to Lock in Workers.

By 3.30 that day, the management unlocked the gates and told

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everyone that they could leave.

On Thursday 25. 03. 1993 when workers arrived at work, they found that they had been locked out.

Management tried to issue notices of dismissal to workers, but they refused to take it. At 8.00am the security forces arrived, and at 12.00 the POTWA president arrived. He addressed workers and after that he tried to meet with Sacrostanos, the acting manager. They would not let him in. He had to speak through the fence whilst the security forces were inside.

A delegation led by the president of POTWA, including PEASA delegates met with the Regional liaison officer at 3.00pm.

The negotiation was futile as it became apparent that they were not planning to RE-INSTATE WORKERS AT PHILIPPI. We left the meeting pending a feedback on REINSTATEMENT of the Philippi workers.

ON 26. 03 1993, management sent a labour officer to tell the delegation that the question of the Philippi worker re - instatement was not acceptable to Pretoria management. They quoted Danie du Toit who was the only person to authorise such a decision and they were stern and adamant as far as the decision was concerned.

This was reported to workers in the afternoon, who then resolved to go back on Monday. This was in view to gain support from other yards and depots in the region for their action.

Therefore there are hundreds of workers dismissed at Philippi for trying to improve their working conditions.

The warning from management - Don't raise your demands, we will sack you.

This is unacceptable. Today PHILIPPI - Who tomorrow? This is an example to all workers!

Identify your grievances and demand that management addresses it.

SUPPORT the comrades at Philippi

AN INJURY TO ONE IS AN INJURY TO ALL.

The demands of Philippi are also the demands of the region.

1. A living wage.
2. A fair and just grading system.
3. Stop victimisation of workers
4. Address the problems in the auxillary levels
5. Free transport.
6. Place our standard 7,s , 8s, 9s and 10s correctly.
7. Recognise our B.E.C.s
8. Equal opportunity for all workers
9. Office facilities for the union at work places.
- 10 Dismissal of those supervisors and managers who deliberately incite workers and prevent solutions to problems, for their gain and narrow vendetta mentality.

SUPPORT PHILIPPI WORKERS

SHOW YOUR SOLIDARITY

STOP MANAGEMENT

P.S. WORKERS IN NATAL HEVE ALSO BEEN SACKED

SUPPORT NATAL WORKERS

Let us show that the STRENGTH of WORKERS is UNITY

VIVA POTWA

VIVA COSATU

VIVA the WORKERS

28/03/93

PROPOSED AGENDA FOR EMERGENCY MEETING :

- 1). Opening
- 2). Western Cape in crisis
- 3). Programme of Action
- 4). Closure

NOTICE TO ALL EMPLOYEES TAKING PART IN THE ILLEGAL WORK STOPPAGE

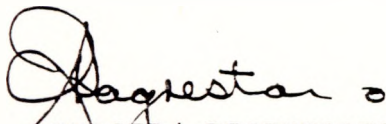
YOU HAVE BEEN WARNED PREVIOUSLY AGAINST PARTAKING IN AN ILLEGAL WORK STOPPAGE.

I NOW GIVE YOU NOTICE THAT YOUR ACTION IS UNAUTHORIZED AND A BREACH OF THE BASIC TERMS OF YOUR EMPLOYMENT CONTRACT AND THAT IF YOU DO NOT RESUME YOUR NORMAL DUTIES WITHIN THIRTY MINUTES YOU WILL BE DISMISSED. THE TIME DURING WHICH YOU PARTICIPATED IN THE WORK STOPPAGE WILL BE UNPAID.

KENNISGEWING AAN ALLE WERKEMERS WAT AAN DIE ONWETTIGE WERKSTOPSETTING DEELNEEM

U IS VOORHEEN GEWAARSKU TEEN DEELNAME AAN 'N ONWETTIGE WERKSTOPSETTING.

EK GEE U NOU KENNIS DAT U AKSIE ONGEMAGTIG EN 'N VERBREKING VAN DIE BASIESE VOORWAARDES VAN U DIENSKONTRAK IS EN INDIEN U NIE BINNE DERTIG MINUTE U GEWONE DIENSTE HERVAT NIE, SAL U DIENSTE BEÏNDIG WORD. DIE TYDPERK WAT U AAN DIE ONWETTIGE WERKSTOPSETTING DEELNEEM SAL ONBETAALD WEES.


MANAGER/ BESTUURDER
TP4
1993-03-24
TIME/TYD 09:45