

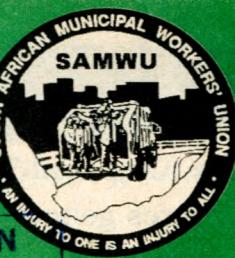
# SAMWU NEWS

September 1995

CAPE TOWN BRANCH TRADE UNION

THE CAPE TOWN

LIBRARY



Volume 1

*SALHA 22: SAMWU*

## REBUILD & UNITE!



### CHAIRPERSON'S MESSAGE

**We have witness albeit with envy from other countries, the transformation from a 'one party' state to a full democratic state. We have witness and been part of democracy in action - the elections '94. We casted our votes and transformed our society for generations to come.**

### THE CHALLENGES...

As a democratic Union and driven by its members, it is imperative for us to bring about the transformation within the Cape Town Branch and the City Council. The Shopstewards, our elected representatives, cannot do it by themselves and therefore need the support and input from their members they represent.

#### *We need to:*

- develope new leadership and build capacity

### Inside....

**Tak Kongres - Verkiesings  
Social Benefits**

**Stigting van die nuwe Publieke Unie  
COSATU Sexual Harassment Code  
Shopstewards Elections - '95  
NEDLAC Ooreenkoms**

within the organisation.

- seriously address workplace democracy and joint decision-making.
- address gender equality at the workplace.
- develope the skills and competencies of workers.
- vigorously implement education, training and development programmes through Affirmative Action for those previously disadvantaged.

### WHAT IS YOUR ROLE ?

We should also dissuade other SAMWU members from crossing over to other Unions for material benefits but that they look closely at the history of these Unions and whether they can adequately protect the rights of workers and whether they have the interest of workers at heart.

We have seen how other Unions are recruiting members by offering them all kinds of elaborate schemes, but not addressing the fundamental issues of workers' rights, protection of job security, the right to strike and the question of narrowing the discriminate wage gap. We need to protect and fight against these policies of differentiation between workers.

As we can see from the above, many challenges and work are lying ahead of us to build and unite the strong union. Now is the time - let us face the challenges together to build strong union and worker leadership. □

By LANCE VEOTTE

# DIE TAK KONGRES

**Die Kaapstad Tak** het onlangs hulle Tak Kongres gehou waar nuwe Ampsdraers gekies was.

## **Die nuwe ampsdraers:**

Die ampsdraers bestaan uit: **die Voorsitter, Onder-Voorsitter, Tesourier en Tak Sekretaris**. Die laasgenoemde word gekies vanuit die voltydse amptenare werksaam in die Kaapstad Tak. Die verkiesing van nuwe Ampsdraers word deur Shopstewards gedoen wat demokraties deur hulle lede gekies was.

Om verkiesbaar te wees vir hierdie posisies, moet die persone shopstewards wees. Hierdie ampsdraers sal vir 'n tydperk van 2 jaar die leierskap van die Tak beklee.

## **Wat is die belangrikheid van hierdie verkiesing?**

Hierdie persone is verantwoordelik vir die daaglikse administrasie en die implementering en beskerming van die konstitusionele riglyne van die Unie. Dit is hierdie persone wat die Tak rigting en leiding sal gee. Hierdie persone beklee hierdie posisies sonder geldelike vergoeding vir die werk wat hulle verrig.

## **DIE TAK UITVOERENDE KOMITEE**

Lede van hierdie komitee word saamgestel deur lede van die verskillende shopsteward komitees. Elke shopsteward komitee kies een persoon om as verteenwoordiger te dien en die belang van daardie komitee voort te sit.

Hierdie komitee ontmoet een keer per maand waarby die volgende bespreek en debateer word:

- (1) *Die daaglikse administrasie van die Tak.*
- (2) *Om alle aktiviteite van die Tak te ko-ordineer en die belang van die werkers en lede te bevorder.*
- (3) *Om die geskille wat ontstaan in die Tak op te los.*
- (4) *Onderhandelinge met die Stadsraad en ander organisasies, ens.*

Soos kan sien, die taak van hierdie komitee is baie wyd en eis baie harde werk. Hierdie lede is almal gewone werkers van die Stadsraad en doen alles in hulle vermoë om die belang van die Tak en die werkers te bevorder.

Sonder die respek en samewerking van die lede kan die shopsteward nie effektiel hom/haar werk verrig nie. □

## **DIE NUWE AMPSDRAERS VAN DIE KAAPSTAD TAK**



VOORSITTER  
Lance Veotte



ONDER-VOORSITTER  
Edward Veldsman



TESOURIER  
Allyson Kolbee



TAK SEKRETARIS  
Robert Adams

# ACTIVITIES WE ARE INVOLVED WITH

The Cape Town Branch is constantly in negotiations with Management concerning worker issues and rights. This sometimes means that Officials are not readily available to assist members with issues affecting the workers at the various workplaces. It is for this reason that we have shop stewards at shop floor level.

*We are involved in all central issues ie:*

- Human Resources Compliment
- Daily complaints from members regarding disciplinary hearing, etc;
- Dismissals and other related matters.
- Negotiations with Council regarding salary/wage increases
- Local Government restructuring
- Conditions of Service
- Pension and other related benefits.
- Appointments & Appeals
- Group Life & Long Service Emoluments

- Adult Basic Education & Training and Development
- New Job Evaluation System

SAMWU also negotiated and developed the policy of Affirmative Action for the previously disadvantaged members. SAMWU also negotiated for the implementation of the New Health & Safety policy at the workplace.

SAMWU recently tabled before the City Council's Executive Committee, the Parental Rights policy document. SAMWU therefore believes that Council has a social responsibility towards its workers as well as to the community at large.

Our shop stewards are daily in contact with members concerning issues facing them at the shopfloor level. We believe that this is the democratic way to ensure accountability and worker control.□

## SAMWU'S SOCIAL BENEFITS

A Social Benefits Steering Committee was formed in 1994, representing all the Regions of SAMWU. This Committee's tasks was to investigate various benefits for SAMWU members.

The Cape Town Branch presently provides the following benefits to its members.

- ☞ Savings/Loans Scheme
- ☞ Bursary Scheme
- ☞ Medical Benefit Fund\*\*
- ☞ Benevolent Scheme (only for member and spouse - for funeral costs).

It also negotiated and attained the Group Life for member and spouse. We also have

TAX ON BONUS deducted on a monthly/weekly basis.

SAMWU (nationally) also negotiated and attained a **Provident Fund Scheme** and the **National Funeral Scheme** for its members (this is optional).

It must also be noted that once you cancel your membership of SAMWU, all the above benefits will have to be cancelled.

It must also be noted that all these scheme are being controlled by SAMWU members.

PS: More information regarding the above can be obtained from the Savings/Loans Advice Section at the Union's Office.□

*\*\* this information can be obtained from the Medical Benefit Fund.*

# DIE STIGTING VAN 'N NUWE PUBLIEKE UNIE

***Under the apartheid regime, the public sector was one of the most difficult sectors to organise in. The valiant struggles of Municipal workers in the 1980's and hospital workers in the 1990's changed this.***

This New union will become the second biggest COSATU affiliate and the biggest public sector union in Africa. It will be a powerful force to fight for a living wage and for the democratisation of the public sector in South Africa.

By uniting, it will make our slogan of '**AN INJURY TO ONE IS AN INJURY TO ALL**' a reality and takes us closer to COSATU's goal of '**ONE UNION ONE INDUSTRY**'.

It will also ensure that workers have a strong say in the restructuring of the public sector, be able to put an end to unilateral rationalisation and privatisation. It will also ensure that Affirmative Action and training reaches all workers in the public sector. The new name and logo of the union is still to be decided upon.

The new union will organise all workers providing services to the public, at all levels of government: national, provincial, local and parastatals. It will organise workers in the private and non-governmental sector who service people such as in private clinics and old age homes.

## DIE GESKIEDENIS RONOM DIE SAMESMELTING

By die COSATU Kongres van 1991, was 'n mosie voorstel verklaar dat **SAMWU**, **NEHAWU** (National Education, Health, Allied Workers Union en **POTWA** (Post & Telecommunications Workers Association) saamsmelt om 'n enkele unie te vorm.

Hierdie drie unies het voorheen reeds

gesamentlike veldtogte teen privatisering en die bestaanbare loon, onderneem.

'n Komitee was in die lewer geroep om hierdie proses deur te voer. Die Suid Afrikaanse Onderwysers Unie (**SADTU**) het ook deel uitgemaak van hierdie proses.

Die PSMC het ooreengekom dat dié proses 3 fase sal hê.

Die eerste fase, dat daar samesmelting tussen COSATU affiliate en ander unies op 'n streeksgebid sal plaasvind, sou hulle belangstel. Die tweede fase is dat alle COSATU Affiliate saamsmelt en die derde fase tussen ander nasionale unies.

Sedert, het drie unies het al reeds met SAMWU saamgesmelt. In Natal het DIMES en in Johannesburg het twee ander unies saamgesmelt. NEHAWU het ook met vier ander publieke unies saamgesmelt.

Die tweede fase van hierdie proses is nou besig om plaas te vind tussen SAMWU en NEHAWU.

Die COSATU resolusie het ook verklaar dat POTWA ook deel uit maak van hierdie proses.

Sedert het POTWA van hierdie proses onttrek.

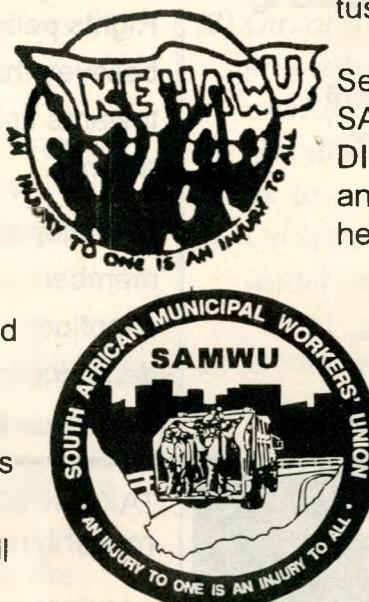
Beide SAMWU en NEHAWU glo stellig dat die deur steeds oop is vir POTWA om deel te neem in hierdie proses.

As gevolg van verskeie knelpunte, was daar besluit om die stigtings kongres wat vanaf die 9 en 13 Augustus sou plaasgevind het, uit te stel vir verdere onderhandelinge.

Alle partye glo stellig dat hierdie proses van uiterste belang is om 'n enkele unie te stig.

Daar is ook ooreengekom dat die proses nie stop by die stigting van 'n enkele unie nie, maar dat dit die begin sal wees om ander unies en personeel assosiasies ook te betrek in die vorming van 'n enkele unie.

*Vervolg op bladsy 5*



## 'n BEROEP AAN ALLE SAMWU LEDE

Die stigting van 'n enkele vakbond sal binnekort 'n werklikheid word. Maak seker dat:

- bespreking plaasvind onder lede.
- meer inligting verkry word rondom die Unies met wie ons gaan saamsmelt.
- reël aktiwiteite in voorbereiding vir die stigting van 'n nuwe en kragtige unie. □

## SEXUAL HARASSMENT CODE OF CONDUCT

At the first COSATU Women's conference in April 1988, the issue of sexual harassment was mooted as an issue which COSATU had to address.



Whilst the resolution adopted at the conference only called for restraint and discipline, it did place sexual harassment on the agenda. The idea was to include the Code of Conduct on sexual harassment as part of the COSATU Code of Conduct.

This document is the outcome of a long process to have sexual harassment code of conduct in the federation and at the workplace.

### GENERAL PRINCIPLES.

- sexual harassment is discriminatory against victims, and can even occur within a relationship.
- that COSATU affiliates commit themselves to the elimination of sexual harassment in the labour movement by taking active measures to prevent sexual harassment.
- that no union official or union member shall demand sexual favours in return for representation, employment, promotion or to secure a salary increase.
- no union official or union member shall victimise the grievant or jeopardise her/his job security.
- sexual harassment cases shall be dealt with in a very sensitive, honest, quick and confidential manner.
- union officials and union members shall create a working environment that is free from sexual harassment

- the job security of the grievant shall be guaranteed.
- employers shall create a working environment that is free from sexual harassment.

### WHAT IS SEXUAL HARASSMENT?

Sexual harassment is any unwanted or unwelcome conduct of a sexual nature or conduct based on sex which causes discomfort to the victim. This can include unwelcome physical, verbal or non verbal conduct. □

from the COSATU Code Of Conduct Policy document.

## PARENTAL RIGHTS CAMPAIGN

**After more than 18 months since SAMWU tabled its Parental Rights document before Council, negotiations are finally taking place.**

The need for the implementation of this policy is of significant importance not only to SAMWU members but to other Municipal workers in general.

It highlights the need and seriousness of the problems being faced by many parents, be they married or single.



It also places an added burden on women, because the perception created is that women must be responsible for the upbringing and rearing of children at the expense of their own growth and development.

Continues on page 6

**SAMWU, through many discussion and debates developed the following principles:**

- ◆ that the parties commit themselves to the elimination of discrimination based on sex, race.
- ◆ to ensure that women are not unfairly discriminated against on the grounds of pregnancy, but that parents of young children are able to exercise their parental responsibilities.
- ◆ to acknowledge the equal rights of men and women to hold a job and lead a normal family life.
- ◆ to acknowledge that the family carries the major expense of childrearing and the Council therefore agrees that it has a social

responsibility towards the support and healthy maintenance of parents and their children.

- ◆ to acknowledge the rights of parents to decide freely and responsibly on the number and spacing of their children.

***The document also highlights other important areas, eg. Job Security/Scope - Maternity & Paternity Leave - Adoptions - The right to return to work. etc.***

We need to put pressure on Council to adopt the SAMWU proposals and implement this policy as soon as possible. This is our first stage of our campaign, and it is therefore important that SAMWU members become actively involved. □

## SHOPSTEWARDS ELECTIONS '95

Well members, it is that time of the year again whereby shopstewards elections are being held at your various workplaces. Unlike the stalling process of the Provincial Government, SAMWU through its democratic constitution, demands that elections should and must take place. It is again that time whereby you as a member of SAMWU must exercise your right to elect a respectable, trustworthy and honest person to take your interest forward and to fight on behalf of you.

The strength of any union is measured by the strength of its membership. The main job of the Shopsteward is to build up and maintain a strong membership. To perform their duties properly, shopstewards have certain rights

South African shows us what a long struggle it has been to win recognition rights for



shopstewards.

First and foremost the "boss" should respect and recognise shopsteward as worker leaders. The strength and Unity of workers will make the shopstewards job easier and help in solving problems in the workplace. Management will ignore shopstewards if the membership is weak.

### THE RIGHTS OF SHOPSTEWARDS

**Recognition:** The history of trade Unions in

*Continues on page 7*

## ORGANISING FOR UNITY!

Organising for Unity is an everyday activity. It does not end when all workers have joined the Union. Shopstewards **MUST** hold regular depot general meetings of all workers.

Workers should be encouraged to attend and clearly be told what the meeting is about. General meetings keep workers United and strong for the following reasons:

\* **Maintain Interest:** General Meetings keeps workers informed and thereby maintain their interest in the Union.

## LEADERSHIP

To be able to provide leadership, shopstewards **MUST** be active and well informed. To be a good leader we **MUST** always be working at improving our knowledge. But a good leader does not just improve his/her own knowledge.

\* **Shopstewards must** pass on their knowledge to other workers in the workplace.

## REPRESENTING WORKERS!

One of the most important jobs of the shopsteward is to represent workers. Shopstewards represents workers through grievances, disciplinary and negotiation procedures. Because shopstewards represent others, they should always remember to get mandates and to report back.

To build a strong membership, the shopsteward has three main functions:

- (1) **To organise for unity**
- (2) **To lead & hold regular depot meetings**
- (3) **To represent workers at disciplinary and grievance hearings, etc.**

But remember, workers must respect and recognise shopstewards as elected workers leaders.

Management will only respect and recognise shopstewards if the workers are strong and united. □

## THE NEDLAC AGREEMENTS

**After** many months and years of struggle, workers will finally have a Labour Relations Act that governs fair negotiations and fair play.

**Many people in COSATU, especially the General Secretary described the new LRA as "a quantum leap for workers... a platform from which to launch and wage new struggles'.**

This is seen as a victory for workers after many years and months of negotiations and workers' struggles. The many demonstrations and protest marches and loss of financial gain are finally paying-off.

But what has been achieved in the LRA negotiations?

The most basic achievement has been the laying down of a framework of a whole new, post-apartheid labour relations dispensation.

There are still many battles to be fought at the workplace and workers vigilants must intensify. Workers must become more pro-active in their constitutional structures of their Unions in order to bring about the transformation necessary and to develop and make the RDP as success.

### What Is SAMWU's Role?

## die NEDLAC ooreenkomste...

SAMWU, through COSATU made submissions to NEDLAC, to secure that the rights and interests of our members are entrenched in the new Labour Relations Act.

We are still involved in the negotiations regarding the Right To Strike for all Public/Municipal Sector workers.

SAMWU believes that workers rights must be protected in a bill to regulate and guide labour relations in order to prevent any conflict that might occur through disputes or failure to reach agreements around issues.

### VRYHEID VAN ASSOSIASE.

Die nuwe Arbiedswet maak voorseeing vir werknekmers om lede van 'n Vakbond te wees. Elke persoon het ook die reg om nie aan enige Vakbond te behoort nie. Hierdie persone sal nietemins 'n fooi gelykstaande van die van 'n unie lid betaal, wat in trust gehou sal word. Hierdie fooi sal gebruik word, sou die werknekmer regsvteenwoordiging nodig he.

Alhoewel die wet die reg beskerm, werknek moet die volgende in ag neem:

#### Die wet se ook dat:

- die werknek nie geforseer word met enige persoon te onderhandel nie.
- werkgewers nie verplig sal wees om dieselfde voordele wat deur 'n vakbond onderhandel is namens sy lede, aan werknekmers wat nie aan Vakbonde behoort nie, te gee nie.
- Nie lede ook geen ondersteuning kan verwag van 'n Vakbond nie.

#### Die wet maak ook voorseeing vir die volgende:

#### Organisasie Regte:

- Dat Vakbonde die reg tot toegang, om vergaderings met lede te hou by die werkplek.
- Reg totaftrekorders en dat werkgewers nie

die reg het tot 'n aftrek fooi het nie.

#### Openbaarmaking van inligting:

- Wanneer onderhandelinge besig is, is die werknek, op versoek van die Vakbond verplig om inligting te veskaf, sou hulle dit nodig vind.

#### Tyd af vir Vakbond aktiwiteite:

- Ampsdraers of shopstewards sal toegelaat word om gedurende werks-ure, tyd gegun word om Vakbond aktiwiteite te verig ( SAMWU het alreeds hierdie reg).

#### Closed & Agency shops

- Dat die Vakbond met die meerderheid lede die reg sal he tot die bogenoemde deur daarop te stem. 'n Meerderheid van 66% moet in gunste daarvan wees.

#### "Workplace Forums"

- Die Vakbond met die meerderheid lede sal kan besluit of hulle hierdie forums wil instel. Die wet bepaal ook dat enige werker deel uit kan maak van hierdie forum.

Die "workplace forums" maak deel uit van SAMWU se doeleindes en beginsels' dat alle werknek deelname moet in die besluit neming van restruktuering en verandering wat plaas vind by die werkplek.

\*\*Meer inligting rondom die Wet sal verskyn in die volgende uitgawe. □

This is our First Edition.

Should you wish to contribute or make any comments, please write to the:

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