



SADSAWU

A COSATU UNIONS



Employers will also benefit from knowing and understanding rights and obligations in the law!! Share this information...

A decorative border of gingerbread men figures runs along the top, left, and bottom edges of the page. The figures are arranged in a continuous line, with some standing upright and others slightly tilted, creating a festive and thematic frame for the text.

DOMESTIC WORKERS:

Know Your Rights.

Do you know that you are protected by the following laws?

The Basic Conditions of Employment Act:

1. You must work a 5 day week for 45 hrs;
2. Saturdays are overtime and Sundays are double pay;
3. You have the right to claim unemployment benefits;
4. You have the right to four months maternity leave;
5. You have 21 days paid leave (15 working days);
6. 10 days paid sick leave per year;

The LRA / Labour Relations Act

1. You are protected!! You cannot be dismissed for joining a union;
2. You may take your case to union or CCMA when you are unfairly dismissed;

The Wage Act

1. You receive a wage of not less than R1506-00 a month;
2. You must get an increase every year;
3. You have a paid holiday of 3 weeks every year;
4. You receive one week pay for every year worked if you are dismissed because the employer can't afford you.
(Retrenchment or severance pay).

The Unemployment Fund

1. You must contribute 1% and your employer 1% of your wages. This is paid into the fund by the employer.
2. You may claim benefits from this fund when you are unemployed.
3. Part-time workers and daily workers are also included in the UIF fund.



Domestic Work is Decent Work (ILO Convention on Domestic Workers)

1. Domestic workers in the world are fighting for better working conditions.
2. Your union SADSAWU is part of it. This year in June 2011 we will campaign at the ILO in Geneva to have the world recognize domestic workers as human beings

What can the union do for you?

1. The union has been involved in getting all these laws extended to you.
2. The union helps you with problems at your workplaces.
3. The union wants employers to support their workers when joining the union, as the union can set up meetings between employers to better the working relationship.
4. When you are unfairly treated or dismissed, the union will represent you!!!!
5. A well informed worker and a happy worker will do her work well....

TO EMPLOYERS:

Employing a worker who is a trade union member, helps you.
Encouraging your employees who are not union members to join, helps you!

- We help to build better relationships between parties;
- We are always open to meeting with employers;
- We take care of their long-term (pension-age);
- Here is your opportunity to show your employee that you care!

OFFICE:

2nd Floor



Community House
41 Salt River Road
SALT RIVER
7925

TELEPHONE NUMBERS:

021 – 448 0044

FAX NUMBER:

021 – 448 0047

Or contact

Myrtle:

0788414382

Hester:

072 669 1309

This is the Union for all Domestic Workers!

SADSAWU: Protecting you is our priority!

>>Gardeners, >>Caretakers, >>Chauffeurs,
>>Child-minders; >>Home-carers; >>Day-
workers; >>Weekly workers; >>All Workers!

Don't Delay! Join the Union Today!

Don't wait until something goes wrong –
Make sure you are protected!!!

*SMS your name or send "Please call me" to Myrtle at
0788414382. We will call you back and give you updates
and assist with any questions you may have!!*

An Injury To One Is An Injury To All!