

Seasons Greetings

Amidst our troubles
our woes
Amidst the oppression
the exploitation
You know and I know
that South Africa - that
has been ravaged by every
conceivable social evil
that awakes with swollen eyes
Will one day belong to all who
live in it both black and white

For millions in our country
there will be no joy - no Christmas
as rich blessings cannot nullify the
improvishment
that flows through their beings

Let us not forget though
that as workers we are not alone
in our woes, exploitation and
oppression
Our struggle is universal

Let us gain strength from this
and resolve that, that which
we have done to advance our
struggle is not enough and
that we commit ourselves to
become more dedicated, selfless
in our march to break the
chains that shackle us.

ACKNOWLEDGEMENTS

The Union wishes to acknowledge their thanks to Fedlife Assurance Limited, The Durban Indian Child Welfare, COSATU and LERP for their qualitative contribution to our review. We look forward to your comradely support in the future.

D.I.M.E.S. REVIEW - VOL 3 - NO. 3

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Diarise 17 March 1990

D.I.M.E.S. 56th Annual General Meeting

IS DIMES POLITICAL?

In 1652 the Dutch came to this land. Initially he sought to arrest refreshments for his ships that went to the east. Soon he realised that the land was good for them to settle. In settling he infringed on the way of life of the peoples living on this land destroying the social and cultural fabric of a peaceful society.

Slowly but surely the wars of dispossession began. The land that was once the black mans was now in foreign hands. All that was in abundance was reduced to scarcity. People resisted but they were put down. Our history is shameful that it is drenched in blood.

The Act of Union instead of bringing people together separated and we remain separated today. The 1913 Land Act instead of giving people back their land took it away from them. From 1910 to 1970 something like 200 laws were passed legislating against black people. The numerous pass laws restricting movement of people from one place to the other heaped indignity upon indignity on the black people.

Workers suffered, they always do! They have to turn the wheels that produce the energy that makes South Africa turn. Over the years, with the dispossession of land, African people were drawn into wage labour. This was not a voluntary process. The government brought about Laws that asked money from people called taxes - hut tax, poll tax, dog tax etc.

Prior to the formation of the Industrial and Commercial Workers Union strikes were a rare industrial relations exercise. With increased unionisation workers started to become aware that the laws passed by the government was to facilitate an economic end. That is why the ICU became embroiled in politics.

Workers were affected by Apartheid laws that acted as leeches, sucking blood of the workers and draining them of their energy. They demonstrated against these laws.

COSATU was launched in the same vein challenging the State to scrap apartheid - pass laws. Today we do not live in a new South Africa, the new is yet to come. The South Africa we live in is however, old and dying - decay has set in. History is a constant reminder of her shameful past - a past that will never be blotted out but can only act as an impetus to strive towards change. The Group Areas Act, the Population Registration Act, the Separate Amenities Act are all geared to political and social separation of the masses. We have become victims of these laws

In our workplace we have become administrative of devious and evil laws that disallows God's people to share what "He" has provided for them and do what "He" has laid down as right.

Recently Dimes took a stand on executions of racist laws by the members. The Union's decision not to associate itself with the discriminatory beach by laws was inspired by its abhorrence of the racism which enforces those by laws. Dimes believes racism to be unlawful and unconscionable. Dimes could not be a party to the application and enforcement of racism. Dimes believes that the City Council who threatened disciplinary action against affected workers cannot discipline a person for refusing to carry out an immoral and reprehensible instruction, particularly one which is in conflict with all internationally accepted standards.

The laws of this country affects the members of Dimes directly, hence as Dimes we have to protect the interests of our members. If Dimes believes legislation passed by the government infringes on the rights of workers, Dimes must challenge. A good example of this is the implementation of the Labour Relations Act. The passing of the Act is political. Opposition to such an act is also political. Dimes is opposed to the Act as it curtails the rights of workers and makes life difficult for them.

Congress of South African Trade Unions had resolved in their worker summit to oppose the act, and Dimes was part of this process in that it participated in the March for Freedom. Thousands of people filled the streets asking this government to do away with Apartheid laws. The call was made that the Labour Relations Act be scrapped. Dimes supported this stand. Why do we have to do these things? Why do we have to march, to demonstrate etc? Not only do we want to be part of the process of change but we want to be instrumental in bringing about this change. Therefore, changing the beach laws cannot come about by "willing it", but by demonstrating against it. History has evidence that all the talking, deputations and petitions have not worked.

Derrick Watterson, the Mayor of Durban, was scheduled to participate in the Mayors Conference in Paris. Mr Watterson had been responsible for upholding the apartheid beach which Dimes members have to administer. Pressure was brought

onto the French government to disallow Derrick Watterson to participate in the Mayors Conference. This is a political act and has brought international recognition to DIMES, and international disgrace to the mayor who professes that Durban is a "Free City" - whereas its very people cannot trample on the beaches, or for that matter, swim in its waters. It has also demonstrated our opposition to racism, discrimination and political separation.

The need to see things in their interconnectedness rather than in isolation from one another is a grave mistake that we often fall victim to. This type of thinking, however, is not surprising as our society that is responsible for moulding our outlook in life has goaded us to think in this narrow fashion. The reason, for example, why we have to pay exorbitant bus fares is that we have been allocated areas (as per the Group Areas Act) far away from the City Centre or our places of work. So the high bus fares are inter-related to where we live, and "where we live" has come about because of a policy of separation based on Apartheid. The point therefore needs to be made that everything in society is inter-related and should therefore not be seen in isolation from one another.

DIMES as a trade union looks at things in its totality. Failure to do that makes DIMES parochial, a tendency not desired of any trade union.

In conclusion therefore the question whether DIMES is political or not is a question you have to answer, a question you have to debate. DIMES is of the firm belief and understanding that as a trade union its prerogative is to champion the course of the worker struggle. To this it cannot be parochial in its outlook and therefore it would take a stand on issues that it believes are an infringement on worker rights and their lives.

SOUTH AFRICA THE CURRENT SITUATION

The political events of the past few months have had a profound impact for us on the national and the international scene. The Mass Democratic Movement together with other anti-apartheid forces has played a significant role in mobilising the widest possible opposition to the apartheid regime.

In our attempts to keep the spirit of resistance very high on the home front various campaigns were embarked upon. A host of apartheid laws were defied on an on-going basis like segregation in hospitals, beaches, schools, buses etc, etc. Attention was also paid particularly to Draconian Labour Laws affecting millions of our working people. Again these campaigns were to bring to the notice of the international community that contrary to what the Nats are saying, apartheid was alive and harmful to our people.

The Pretoria regime faced with further isolation, boycotts and sanctions, was trying to protect a new image of its unpopular and undemocratic ways. South Africa is in dire economic straits, it therefore requires enough space to make whatever facelifts the western countries like Britain, West Germany and the U.S.A. demands of them. They are also sick and tired of unfulfilled promises which in the end will harm their vested interests in the form of our raw materials.

Again, South Africa has a huge loan debt whose re-payment is scheduled for next year. It is in the light of this and the aforementioned factors that the Nats Government seems to be reformist inclined. If the international community is to view their case sympathetically, they too will have to produce something tangible that they are moving away from apartheid. No wonder the release of our Leaders from prison after long, long years behind bars for opposing apartheid. Our people are allowed to hold rallies and other political activities right under the state of emergency.

The experience of Zimbabwe and Namibia was not to be repeated in South Africa where these countries ended up discussing resolutions drawn up by other nations. The constitutional guidelines of the Vanguard Organisation, the ANC were inconsistent with its tried and tested leadership role it occupies in our struggle for liberation. Power must be ensured that it ends up in the hands of the oppressed and exploited masses of our country. How that happens will be determined by the concrete material conditions of our situation and not by either this or that theory.

It is for this reason that we require an organised and disciplined mass action to challenge the gradually crumbling might of the apartheid regime. Our people must work even harder to influence the outcome and the mood of the ongoing process now unfolding before our eyes.

STRIKE

DTMB : NOTHING TO LOSE BUT THEIR CHAINS

This year DIMES and South Africa evidenced the longest and largest bus strike in the history of the Transport Industry, demonstrating clearly that they had nothing to lose but their chains. Of significance is, that for the first time all three Unions organising in municipal transport division have come together united, and remained united to ensure that Bosses heed to their demands. This demonstrates the imperativeness of implementing the principle of "one Union one Industry."

Workers at DTMB work hard to keep the wheels of Durban going. Yet they are expected to make do with the crumbs that fall off the Bosses' table. Workers at DTMB refuse to pick up those crumbs, and demand the loaf of bread that belongs to them. One thousand and forty workers downed tools in dispute of the low wage increase offered by management. The pent up frustrations caused by the fourteen hour spread over issue, and a history of bad faith negotiation (bad blood), gave birth to a new level of militancy, a new level of confrontation and a new blend of mass unity evidenced by comrades. Cemented by their demand for a 25% increase across the board as opposed to managements 16%offer (an interim offer of 10% did not appease workers for a fair and just deal). Comrades refused to be intimidated by notices that they were dismissed and cries from management that the strike was illegal. The strike only began after DTMB insisted on referring the dispute to industrial court when the conciliation board failed to break deadlock.

The strike has brought the black trade union movements militancy and anger to the doorstep of the white community. For the first time the White community was exposed to conditions workers at DTMB have to labour under, and consequently supported the reasonable demands of workers. Ratepayers became critical of DTMB urging them to settle.

Workers believed that their demands were legitimate in the light that Council was pleading poverty when it could afford to pay managerial staff increases of between R1000,00 and R2000,00 a month, but could not give DTMB workers a 25 % increase. Workers demanded justice. Bosses remained intransigent.

The strike continued for a month - workers met on a daily basis while Shop Stewards and Organisers were locked in battle with management. In the meantime DTMB managements failure to heed to worker demands was being raised at every conceivable level. At the time of the strike there appeared a new surge of militancy displaced by the MDM, and comrades were preparing to throw their weight behind DTMB workers. The strengthened alliance between trade union movement and community organisations injected fresh blood into the veins of workers, giving them strength and making them realise they have nothing to lose but their chains. DTMB was faced with a new challenge: the MDM.

Eventually settlement was reached after a marathon 18 hour mediation on the 9th September 1989. An agreement which later became known as the "**ROYAL AGREEMENT**." Amidst the straining of muscles between workers and management, Aurther Morris and the likes of the Durban City Council, who should do everything in their power to appease an explosive situation, resorted to making irresponsible press statements with the intent purpose of breaking the strike. Workers stood united.

WHAT DOES THE ROYAL AGREEMENT MEAN TO WORKERS

ROYAL AGREEMENT

GAINS

1. A 14 hour spreadover shall apply to the DTMB's employees whilst it is the legislated norm in the governing wage determination for the industry.
2. An excess spreadover allowance of R2,50 per shift shall apply to a shift worked by an employee in excess of 12 hours.
3. A 17.6% across the board increase for employees shall apply to salary levels which were applicable on 30th June 1989. (Note - equivalent to 20% in real money terms in accordance with the Durban City Council's increases).
4. The issues concerning mini Saturdays and housing allowance shall be the subject of separate negotiations.
5. Members shall be re - employed (on a non - selective basis) provided the DTMB received a duly completed and signed application form by not later than 22nd September 1989.

6. Each member shall be re - employed on the same salary notch as was applicable to him as at 15th August 1989.
7. The DTMB shall support an application by any member, who so chooses, to re - acquire pension and gratuity rights subject to any deductions caused by the break in service.
8. Medical Aid shall be voluntary.
9. The disciplinary records of members shall fall away.
10. The DTMB is prepared to condone the break in service for the purpose of granting the members, if any, the long service allowance which was applicable to each member on 15 August 1989.
11. Stop Order/s shall be processed on the condition that:
 1. the employee/s do not cancel their existing signed stop order within 14 days of notification by the DTMB of their right to do so;
 2. the parties enter into bona fide negotiations to conclude separate recognition agreements including disciplinary and grievance procedures;
 3. such agreements are concluded by 31 December 1989.
12. During the period between the date of re - employment and 31 December 1989 a shop steward shall be entitled to exercise the shift rights which he possessed as at 15 August 1989 and the Unions, shall be entitled to represent their members in accordance with their rights as at the aforesaid date.
13. The DTMB's disciplinary and grievance procedure as at 15 August 1989 shall apply to the employees until any changes thereto have been negotiated.
14. The issue of conducting disciplinary enquiries during working hours shall be the subject of separate negotiations to commence within 14 days of the date hereof.
15. Each member shall be entitled to 96% of the annual bonus for 1989.

LOSSES

1. The attendance and merit bonus be withdrawn..
2. Annual leave shall be in accordance with the new contract of employment.
3. Sick leave shall accrue from date of re - employment.

AFTER THE ROYAL

After the signing of the "Royal Agreement" workers undertook to return to work by the 22nd September 1989. But when workers returned to work, management asked them to sign forms with changes in the conditions of employment. As this issue was not part of the agreement reached at the mediation, workers in a show of strength flexed their muscles and chose to remain on strike for a further four days until management withdrew the form. Subsequently workers went back to work UNITED.

OUTCOME OF THE STRIKE

The strike was a victory. Our gains far out weigh our losses. Workers compromised but it was a good compromise. Workers taught the DTMB Bosses an expensive lesson. The days when bosses used to push down the throats of workers whatever they deemed fit, are definitely over. Bosses lost over four million rands simply by not listening to the cries of the workers.

The "Royal Agreement" is an advance for workers at DTMB - a significant revelation that worker demands can only be met through worker unity and action. In future the hardline attitude of DTMB management will have to be tested against the workers growing awareness of the workers acknowledging the enormous power they command, and the myth that only the Bosses control. The era when workers dictate is yet to be realised - be praised DTMB workers the process has begun.

RIGHT TO STRIKE

Workers throughout South Africa labouring under the Local Authorities have one thing in common - they are plagued with what is termed "Essential Services." Essential Services for example are the local authorities or other employers in the form of a local authority that provides light, power, water, sanitation, passenger transportation, fire extinguishing services etc. Why are these sectors called "Essential Services"? It is because these sectors provide services that are necessary for the survival of society, for example if the sanitation department does not get its act together, then society becomes vulnerable to the attendant problems which will accompany the lack of such a facility.

Essential Services imply therefore that society depends upon such a service and any break in such a service will be disruptive or to the detriment of society. **STRIKES IN ESSENTIAL SERVICES ARE PROHIBITED.** Accordingly all disputes in these sectors which are not likely to be settled must be referred to arbitration.

WHO PAYS FOR THESE SERVICES?

It is common knowledge that essential services are financed by the taxpayers money. Workers who work in these services are themselves contributors to the coffers that oils the machinery that makes the lights come on, the water flow from our taps, the city to be clean etc. Workers therefore not only contribute to financing the service but also work the service.

WHAT DO WORKERS GET IN RETURN?

THEY ARE DENIED THE RIGHT TO STRIKE.

Workers are used to legislations that denies their basic rights. History is testimony to the numerous laws that fill the Statute Books that curtail the rights of workers. Essential Services are ours and does not belong to a particular group or set of authorities. As workers we have laboured to build this country's infrastructure to what it is. Our noble contribution has not brought us better working conditions, better wages or conclusive a better quality of life, but instead has restricted our bargaining power as workers. History has proven that Bosses don't listen to workers unless they are made to listen and the only time they listen is when the workers go on strike. For too long workers have remained passive, shackled by laws that prevent workers to control. Workers should demand the right to strike.

THE UNION AT WORK

WAGE NEGOTIATIONS

DIMES made 14 demands on the City Council as part of its wage negotiations. 3 of the demands were settled by private arbitration. This article will firstly deal with the arbitration award and then advise on the current positions of the other demands since negotiations are still in progress.

In a ten page summary the arbitrator Advocate M S M Brassy awarded DIMES the following:

1. During the "TWELVE" months from the 1st July 1989, the Durban City Council shall pay no member of DIMES less than R680,00 per month.
2. During the said period the increase over the previous year's wage that the Council shall pay to a non graded employee who is a member as foresaid shall be at least R110,00 per month.
3. During the said period the increase over the previous year's wage that the council shall pay to a graded employee who is a member as foresaid shall be "AT LEAST" twenty percent of his or her pre - existing wage or R110,00 per month whichever is greater.

For the benefit of members it is necessary to publish some of the comments of the arbitrator pertinent to each award. Therefore the following is documented which are true extracts from the Arbitrator's Award.

NON GRADED WORKERS - R110,00 PER MONTH

Flat rate rather than percentile increases are normally given to improve the standard of living of the lower - paid workers and to close the wage gap between them and their workmates. The Council's evidence is that, once its offer is taken into account, non - graded workers will on average be earning R742,00 per month. This figure must be augmented somewhat because of the increase to the minium wage I propose to award. The increase as conceded amount to 18,6%, so I assume the total increase will be about 20%.

Over the years since November 1981, non - graded employees have received increases totalling 233,4%, higher than the increase in the CPI (which is 185%) and almost exactly double the increases of 117,59% graded employees have received.

What the statistics show is that todays non - graded employee is probably better off than his counterpart of a decade ago, whereas the oppisite is certainly true of the graded employee. I understand that the difference in treatment is the result of a policy of improving basic living standards and closing the wage gap, and no doubt there is much to say in favour of this policy. Over the last decade it certainly seems to have been the trend in the economy as a whole. But the trend cannot continue indefinitely, and the evidence seems to suggest that it may be coming to an end.

Nothing I heard convinces me that the offer under this head is too low. Graded employees currently seem to have a better case for an additional increase, yet they will not be getting significantly more even if I award them the maxium they claim.

Under this head I find for the Council, but with a reservation. From what I have said it should be clear that I believe graded employees should get at least the same as non-graded employees. I was not sure whether the Council conceded as much, but it certianly did not argue the contrary. My award for graded employees will reflect my view on this point.

GRADED EMPLOYEES - 20%

As I already said, graded employees have fared much worse over the years than their non - graded workmates. They seem also to have lagged behind inflation. Nothing in the evidence indicates that workers in the rest of the labour market have fallen behind inflation, still less that they have fallen so markedly behind. They seem to have roughly kept pace, and trend is continuing: the average increase in the wages of employees in the private sector negotiated between October 1988 and February 1989 is close to 17 percent.

Comparisons with other Municipalities seem to show that Durban's scales lag slightly behind cities of a similar size. It is hard to draw any firm conclusions on this aspect, however.

I can see little reason why, under normal conditions, workers in the public sector should suffer a drop in real wages; nor do I see why they should get lower percentage increases than their colleagues in the private sector. It is true that, because of their plight, lower paid workers have over the years received more than they might have got. This might perhaps be used to explain why graded employees have been getting a progressively smaller slice of the salaries budget. But the budget is not a constant, and I am not sure why municipal employees rather than ratepayers should bear the burden of a policy designed to uplift the non - graded employees. When non - graded employees are being paid too little, which seems to be the implication of such a policy, it is the ratepayers who profit; making good the shortfall does not impose an extra burden on them, it merely extinguishes an unwarranted benefit.

Another factor in the union's favour is that there has, since 1982, been a significant increase in the productivity of the Council's staff. In the City Engineer's Department the staff complement has decreased but the amount of work seems to have increased. The population per employee has risen by about a third, and the output that is measurable shows a corresponding increase in productivity. Too much cannot be made of these figures, as there may be many reasons for improved productivity, but they certainly do lend weight to the union's case.

I consider that Dimes has substantiated its claim under this head.

MINIMUM LIVING LEVEL - R680,00 PER MONTH

Dimes supports its claim for a higher minimum wage by evidence of the amount required for the support of an average working class family. Professor Innes first referred me to the Household Subsistence Level (HSL) and Household Effective Level (HEL), which are national minimum living levels calculated by the Institute for Planning Research at the University of Port Elizabeth. The HSL is the minimum that a family of a given size and race group requires to maintain a defined minimum level of health and decency in the short term. Only the bare necessities are included in the figure; it is, in Professor Innes' words, the least that the family would need for physical survival. It makes no provision for medical care, education, savings, hire purchase repayments, holidays, reading material, recreation, insurance and household equipment. The HEL, which is simply the HSL and half again, is regarded as sufficient to pay for these extra requirements.

Professor Innes also gave me details of the living standards of our Council employees. They were chosen to exemplify the living conditions of the employees in general. Isolated examples of this sort obviously have no statistical validity, but they do serve to remind an arbitrator that there are faces behind the figures. I am not sure how typical these employees are, but the figures suggest that making ends meet must be very difficult for families whose breadwinner is in the lowest grades.

The cumulative effect of these statistics is that if a Council employee, paid at the minimum, is the only source of support for a spouse and two or three children, the family will be able to afford little more than the bare necessities of life. There will be no provision for reading, entertainment, recreation or refurbishing of the home. Certainly there will be none of the luxuries that many other families might take for granted.

It would, of course, be wrong to apply the statistics mechanically. Council employees do not stay on the minimum for long: the wage rises to R708,00 over four years. They receive important fringe benefits - a thirteenth cheque, a service allowance, a long service allowance, a skill allowance, a pension, paid leave, and medical aid - which have to be valued and added to the basic earnings if the comparison is to be valid. Employees on the minimum rates may have fewer dependants to support; one imagines that they tend to be newer recruits, who, being younger, are unmarried or have fewer children. Finally, some of the families will have an additional source of income: the spouse or one of the children may be earning a wage, and the family be earning money from odd jobs, part-time employment, or a little casual trading. Dimes urged me to discount these additional earnings, pointing out that the other family members may, for a variety of reasons, be unemployed or unemployable and that an employee's income may also have to provide for relatives who are too old or sick to care for themselves. I accept the force of these objections but nevertheless consider that it would be wrong to exclude the possibility of other income entirely. It is a factor that tells in the Council's favour, and has to be weighed in the balance.

What I must also take into account is that wages must be market-related. The Council obviously does not compete in the way that a commercial enterprise does, but it must still balance its budget and try to cut costs where it can. If the cost of labour became too high, the Council might be forced to hire sub-contractors that could do the work more cheaply because they pay their workers less. This would hardly be in the interests of the existing workforce.

The Council's offer represents an increase of 19,8% in the basic minimum wage. This is more, but only just more, than the decrease in the spending power of the Rand over the last year, using the Consumer Price Index (CPI) as the measure. Whether the CPI correctly reflects the rate of inflation was much debated in the arbitration, and I will be returning to the question below. Here I need only say that I consider it indicative.

I believe that DIMES is right in saying that something more should be done for employees on the lowest rate. They are not earning an effective living wage, and merely doing a little better than inflation will not materially improve their lot.

COLLECTIVE BARGAINING CONSIDERATIONS

This year's negotiations were bedevilled by a procedural dispute about the appropriate bargaining forum. As a result, bargaining took place in the joint forum in DIMES' absence, which culminated in a settlement between the Council and the rest of the work-force. The Council said I should respect this settlement and not make an award that supersedes it; otherwise, it said, the message that I will be giving the work-force is that arbitration is a more effective way of getting an increase than collective bargaining.

I believe that the Council is right in saying that I should pay heed to the settlement. It seems to show that the majority of employees regard the Council's offer as acceptable, and this sheds light on the condition of the labour market. But I am not sure that anything more turns on it. The prospect of arbitration always has a chilling effect on collective bargaining.

What I am saying applies equally to the Council's other argument. This is principally based on the fact that, when negotiations broke down, the union reverted to its initial demands and sustained them until the eve of the arbitration. The result is that there has been no proper bargaining on DIMES' last demand, a most unsatisfactory situation.

What the Council asks me to infer is bad faith on the part of the Union. I am not sure that this inference is warranted.

As I have said, I do think it is relevant that the other employees have accepted the Council's final offer. But I do not think this factor is a weighty one. Multi-party bargaining gives employees the right to choose from several representatives, and some will inevitably press a claim harder than others. DIMES is the primary representative of graded employees, and I imagine that its decision to go to arbitration reflects their wishes on the matter. Fairness is the true touchstone for my award, not mere acceptability, and I must be wary of allowing the attitudes of others, who probably do not have the information I have been given, to decide the issue.

The Union acknowledged its thanks to Mr Chris Albertyn, Professor Duncan Innes and the Labour Research Council for all their assistance. Members are advised that the "Living Wage Campaign" has not been abandoned.

OTHER DEMANDS

LONG SERVICE ALLOWANCE

Deadlock has been reached and preparations are underway for the intended litigation. Since this issue is a common demand by all within the "Combined Forum" it may be possible that a joint application may be made by the parties involved.

40 HOUR WEEK

Deferred to 1990 negotiations. The Council seem to be amenable to the Union's suggestions.

JUNE 16

The Council refused to grant this day as a paid holiday. However it was agreed that:-

1. The concept of "no work - no pay" be applicable.
2. If workers applied for leave, such leave "must" be granted.
3. No worker should "risk" his life on that day.

HOUSING ALLOWANCE

The Union was advised that the Government was researching this matter and advisedly the outcome of those investigations should be awaited before this matter can be pursued. The Union delegates were in agreement with this since the view held was that the investigations of the Government included the area of a Housing Allowance.

6% GRATUITY

Deferred to 1990 negotiations.

LOCOMOTION ALLOWANCE

It was agreed that this demand be referred to the Locomotion Sub-Committee for further deliberation. Union representation was also acceded to by the Council.

MATERNITY/PATERNITY LEAVE

These matters are still under discussion. However a considerable concession has been made in that it was agreed that the rule that pregnant female employees take all their paid leave entitlements before taking unpaid leave now be removed. This is with immediate effect.

CASHING OF LEAVE

It was agreed that an employee must take a minimum of 2 weeks leave in any annual leave cycle and any leave accumulated in excess thereof may be cashed if the employee so wishes. The Union points out that this concession by the Council will assist many workers who may have financial problems. The Union also advises members not to abuse this concession unnecessarily.

REDUNDANCY/RETRENCHMENT POLICY

The Union insisted that the Council formalises a Redundancy/Retrenchment Procedure. In this regard the Union made written submissions which are now under consideration by the Council.

INDUSTRIAL COUNCIL

The Union is committed to the formation of an Industrial Council so as to regulate the bargaining structure within the City Council. However it is recorded that DIMES will only participate with organised labour. In this regard the Union has proposed that a "Select Named Committee be established and that this committee be responsible for the preparation and conclusion of the mechanics of the Industrial Council. The Union submits that the present "Negotiating Forum" is a disaster and therefore it would be in the interest of the Union to participate in some form of organised bargaining structure such as the Industrial Council.

DISCRIMINATION

The Council agreed that the Grievance, Discipline and Appeal procedures be amended to that all employees be treated equally. This is a great victory for the Union. The Council have also agreed to the principles of the Freedom of Association applicable to the Close Shop principle. The issues related to leave the military service remuneration is still to be further negotiated.

TRUCK DRIVERS

The Human Sciences Research Council finalised and submitted their report and recommendations in September. On receipt of same, the Union conveyed the report to the Municipal Services Commission and called upon them for their comments. This matter will now be negotiated. Hereunder is a summary of the Truck Driver Job Evaluation Project together with the recommendations.

"Our investigations into your members' grievances with the job evaluation system can be summarised as follows:

1. Grade 332 drivers do not, in terms of their job descriptions, have to be in possession of a code 11 drivers licence, since a code 10 licence will enable them to drive vehicles of up to 16 000 kg. The decision of the City Engineers department to ask for code 11 drivers (since July 1988) appears to be an expedient one, possibly to obviate the cost of training drivers for promotion purposes or to have a pool of suitable qualified drivers to stand in for extra-heavy licence drivers. Should new Grade 332 recruits to the corporation be rejected for the job **solely** on the basis of not being in possession of a Grade 1 licence, it is considered that this could constitute an unfair labour practice if the effects of the practice are that the drivers are used to driving extra-heavy vehicles at no extra remuneration.
2. Your members who are classed as grade 332 drivers, who only drive vehicles of up to 16 000 kg, cannot expect to be paid the same salary as higher grade drivers purely on the basis of their having a code 11 drivers licence, just as an aeroplane pilot could not expect to be paid pilot rates if he chose to be employed as a bus driver.
3. It is a generally accepted labour practice that employees who regularly stand in for colleagues in higher job grades should be paid a stand-in allowance, which is negotiable. This appears to be particularly applicable to grade 332 drivers if they are asked to drive extra heavy vehicles.
4. The criteria provided by the City Engineer's department for differentiating between grades 329 and 328 are ambiguous: it is stated that grade 328 incumbents are those employees who:
 - a) have a code 11 licence
 - b) have the ability to read, write and speak English
 - c) have the ability to handle more than one of (rollers, bulldozers, tractors, graders, scrapers, mechanical excavators, cranes, mechanical mowers, tractor/loaders, highway pavers, mini/planers, low beds).

It is not clear whether this means that grade 328 drivers have demonstrated the necessary ability required, or that lower grades do not possess the necessary ability, or both. What does need to be established from the City Engineer's Department is how they know whether drivers in grades 331 and 329 possess the ability to handle vehicles listed under grade 328. I attach the copy of the City Engineer's reply (see Addendum 2) to my letters requesting this information (Addendum 3). Professor Cogill's comment on the City Engineer's letter is also included (Addendum 4).

5. Since drivers in grade 331 also have to be "... proficient in handling the vehicles normally driven by Drivers (class 1) ...", it would seem that there are no substantive differences in the job demands of grade 331 on the one hand, and class 1 drivers on the other.
6. The latest salary survey information (as at March/April 1989) is as follows:

Average salary of Heavy Duty Truck Drivers (Durban): R925,00 per month

Average salary of Extra-heavy Duty Truck Drivers (Durban): R973,00 per month.

Bear in mind that this refers to pay only, and since most of the information is obtained from private sector companies who seldom provide housing subsidies for drivers, the cash benefit derived by your members' housing subsidies for drivers, the cash benefit derived by your members' housing subsidies should be added onto their salaries to make comparison with the salary survey figures more comparable.

RECOMMENDATIONS

1. The fairness of the effects of the labour practice of insisting on a higher code of drivers licence than is necessary to do the job (as is the case for grade 332 drivers) needs to be considered by a labour lawyer.

2. The payment of stand-in allowances to drivers from lower paid jobs who can stand in for drivers in higher paid job grades could be negotiated with management.
3. The commonly accepted job evaluation practice of differentiating between truck drivers on the basis of (a) code 10 licence holders (i.e. drivers of trucks up to 16 000 kg), and (b) code 11 licence holders (i.e. drivers of trucks of over 16 000 kg) has been blurred by the City Engineer's Department's practice of:
 1. insisting on code 11 licences for drivers of trucks less than 16 000 kg
 2. having 3 grades applicable to those who
 - a) stand in for grade 11 drivers (grade 331)
 - b) do grade 11 driving (grade 329)
 - c) are assessed "to have the ability to handle more than one code 11 road plant vehicle (grade 328).

Justification from this department is required on how they know that grade 331 and 329 drivers do not have the ability to operate the road plant vehicles; if grade 328 operators are paid on the basis of their **having the ability** to handle the abovementioned vehicles, why do they not also pay those grade 332 drivers who have the ability and qualifications to drive code 11 vehicles, at grade 329 levels of pay? If the answer to this is that "having the ability" means "manifesting the ability in the work they do", then the question that needs to be answered is: "What substantive differences can be demonstrated to exist in the skills, experience and decision-making that is required for grade 328 jobs, to show that they are clearly different from grade 329 jobs?"

Human Sciences Research Council

MEDICAL AID

The Union is currently negotiating this matter with the City Council. Members will recall that the Union resolved to request the Council to consider allowing Medical Aid to be voluntary, and also that the members of DIMES be allowed to withdraw from the Municipal Medical Aid Scheme and to join Bonitas. Numerous meetings were held with the management and representatives of Bonitas and the Municipal Medical Aid Scheme. The representatives of the Municipal Medical Aid Scheme advised that legislation restricted the scheme from creating "packages" although the Scheme was amenable to such a proposal.

The Union also met with MANCO who, after deliberations, resolved that all "non white" members of DIMES be allowed to resign from the Municipal Medical Aid Scheme and be allowed to join Bonitas. At a Joint Advisory board Meeting, DIMES accepted the resolution so that some members may have interim relief. However DIMES further submitted that MANCO's resolution was discriminatory on racial grounds and that the Union will pursue the issue further. When this matter came before the City Council they resolved to send the matter back to MANCO for further consideration due to what the Union believes was the racial overture of MANCO's initial resolution. MANCO then reviewed its decision and resolved not to support DIMES' request. The Union then geared itself for an Industrial Court application. However on the 18th October 1989 the Manager of the Municipal Medical Aid Scheme sought a meeting with DIMES. At the meeting the Union was advised that the necessary legislation to create alternate packages was approved and that in a short while these packages will be available, however, not later than 1st July 1990. It is in the interest of the members of the Union to allow the Municipal Medical Aid Scheme the opportunity to establish the alternate packages so that workers may have the choice to choose a "package" that they can afford. The Municipal Medical Aid Scheme acknowledges that there are different categories of staff employed in a Local Authority and therefore it is necessary to attempt to cater for all needs.

However the Union still maintains that Medical Aid Membership should still be made voluntary and this aspect is still being pursued. If DIMES is successful then a worker on the 1st July 1990 will have the choice to remain on the present scheme, choose an alternate package that is affordable or opt out of the Medical Aid Scheme completely. Members are reminded that this may be a "one off" decision to be made and therefore caution must be exercised when the decision is being made. The Union is conscious of the importance of this issue and all attempts will be made to settle the matter timeously. Members are encouraged to be patient in the interim.

MEMBERSHIP

The Union advises that the amended constitution has been approved by the Department of Manpower which enables the Union to recruit members from any local Authority in the Republic. Currently DIMES is concentrating its emphasis in the Province of Natal. Thus far membership applications have been received from Umhlanga Rocks, Ladysmith, Isipingo and Westville. Other Local Authorities that have made enquiries are Tongaat, Stanger, Pinetown, Kingsburgh, Amanzimtoti and Pietermaritzburg.

Numerous meetings have been convened and negotiations are at an advanced stage in regard to DIMES recognition in these areas. Further amendments to the constitution will be necessary to that an Executive Council may be introduced. Further details will be submitted to members at the Annual General Meeting of the Union to be held on Saturday 17th March 1990.

NOTIFICATION TO MEMBERS

The Union notes with concern that many workers are attending disciplinary enquiries without Union representation. Whilst the union acknowledges that it is the right of workers to decide whether they wish to be represented by the Union, it is in their interest to be represented.

Many workers have attended enquiries unrepresented and after being dismissed they then request assistance from the Union. The Union feels inadequate to intercede at a later stage. Therefore the Union encourages workers to use the Union at all enquiries in the first instance.

PRIVATISATION

Privatisation is currently an issue that is being debated within the Chambers of the Durban City Council and in the autocratic administrative halls of this country. Again, like for all times the question arises "for whose benefit do the authorities wish to privatisate?" — Is it for the benefit of the peoples or for the benefit of "a few." This should be of common concern to all of us because if the people and particularly the workers interests are not considered then it becomes obvious that the Government is dancing to the tune of the few, the few being the private sector local and foreign capitalists who have been draining the blood of the workers by ultra exploitation and filling their coffers. Again, like it has always been the case that this country has been and is still being built on the blood and sweat of the workers. Workers have contributed wholly to the coffers of the Treasury that builds the roads, bridges, parks, hospitals, telecommunications, transport etc by contributing to taxes. So in actual fact all these belong to workers. By privatising the authorities are therefore selling to the private sector, to local or foreign capitalists what actually belongs to workers.

When the Durban City Council put out circulars to all staff tabling possible privatisation of several sections of their departments, workers began to question this unwielding act. The Union has since communicated with Council in this regard and presently negotiations are underway.

WHAT ARE THE REASONS FOR PRIVATISATION

The main reason for privatisation taking place is because the Government is short of cash. In South Africa, today, there is a massive shortage of cash and this has come about because of a number of reasons:

1. The political situation in the country does not auger well for the Government's budget. A lot of money is being spent to uphold the old and decaying apartheid order — this has impacted on the value of the rand.
2. There has been a tremendous increase in the amount allocated for the state's defence force — this Government's involvement in Namibia, its war in Angola, its sponsoring of Unita and Renamo Bandits; all contributes to a very costly military budget.
3. South Africa has been showing a deficit on its balance sheets ever since the early eighties — this lack of economic creativity is because of the Government's attendant problems in governing with recognition by the majority of the peoples of South Africa.

WHAT DOES PRIVATISATION MEAN TO THE TRADE UNIONS

Privatisation is an attack against the highly organised democratic trade union movement. The aim of privatisation is to reduce and weaken the power of the unions. The Government believes that by selling off the public sector and offering shares, trusts etc. in the new company, this will undermine workers commitment to the unions. The theory is that a worker owning shares will be very reluctant to take any action in case profits were affected. However, since workers only own about 1% of the total shares anyway, this has very little effect on the militancy of workers. The overwhelming majority ownership is still concentrated in the hands of a few to whom all benefits and profits will accrue while workers will continue under the yoke of exploitation.

By the City Council wanting to privatise it would mean that there would be massive retrenchment and lay-off for the workers in spite of assurances. Private sectors wanting to make huge profits will employ new technology which is worker intensive, agreements between local authorities and trade unions will no longer be in force, workers conditions of service due to long years of employment are lost as well as fringe benefits won over years of struggle and a host of other ills that accompany privatisation.

Privatisation compromises the interests of workers and workers should stand united to oppose such a move. We have to defend our gains against the onslaught of privatisation, the gains which we have fought for and wrested from the bosses over decades of struggle.

NEWLY APPOINTED OFFICE BEARERS AND STAFF

This serves to advise that with effect from the 1st September 1989 the undermentioned are the office bearers:-

T PILLAY	-	ACTING PRESIDENT
A NADESAN	-	ACTING VICE PRESIDENT
S CHETTY	-	TREASURER
N MURUGAN	-	GENERAL SECRETARY

STAFF APPOINTMENTS:

R MOODY	-	ASSISTANT SECRETARY/ADMINISTRATION
D NAIDOO	-	ASSISTANT SECRETARY/ORGANISER
Y MAHARAJ (MRS)	-	COMPUTER/ACCOUNTS CLERK
R PILLAY (MISS)	-	WORD PROCESSOR
E INDERJEETH (MISS)	-	RECEPTIONIST
T MCHUNU (MISS)	-	MESSENGER

“OBITUARY” — V PILLAY (BOB)

In August DIMES lost a good friend. Mr V Pillay (Bob) who served the Estates Department on the General Committee was suddenly called to rest. On behalf of the Officials, Members and Staff of DIMES we wish to convey our condolences to Bob's family and entrust them to Gods care.

DIMES IS FOR YOU

Do you know that being a member of DIMES is to be a member of a non-racial Trade Union? This Union has been in existence for more than fifty five years. DIMES was established in 1935.

Subscriptions to the Union is ONLY R5-00 per month which entitles you to the following:

1. REPRESENTATION AT DISCIPLINARY ENQUIRIES AND GRIEVANCE HEARINGS

As a member of the Union you will be given assistance at any Disciplinary Enquiry or Grievance hearing. Assistance up to Court level will be granted if the matter cannot be resolved amicably.

2. LEGAL ASSISTANCE

At the discretion of the General Committee legal assistance is rendered to members of the Union in regards to all aspects of their employment.

3. BURSARIES

Members are given financial assistance in the way of bursaries if they or their children intend to study at any University or Technikon. The General Committee will decide upon the grant of such a bursary, subject to annual limits.

4. NEGOTIATIONS

The Union is continually involved in various types of negotiations with the employer so as to acquire better working conditions and thus uplift the quality of life of its members.

5. DIMES gives you an opportunity to share in the workers struggle and join in the "Spirit of Unity" of workers nationally.

OTHER BENEFITS

For only R7-00 extra per month you could also become a member of our Group Funeral Scheme. This Group Funeral Scheme is only for members of the Union and their immediate families. For your R7-00 per month the scheme will pay you the following benefits:-

1. Death of a member - R1000
2. Death of a spouse - R1000 funeral cover
3. Death of a child : 14 to 20 years - R1000 funeral cover
4. Death of a child : 6 to 13 years - R500 funeral cover
5. Death of a child : Stillborn to 5 years - R250 funeral scheme
6. Group Life Cover - R4000
7. Parents may also be covered at an additional cost
8. A Survival Benefit of R1400 is payable on retirement

In addition to the above, on the death of a member, a fully Paid-Up Certificate is issued to the spouse. This covers the life of the spouse and all children under the age of twenty one - up to a maximum amount of R1000 and with no further payment to the scheme.

In the case of a Permanent Disability (Medically Boarded) a member becomes entitled to a fully Paid-Up Certificate subject to a medical report of a doctor.

SHORT TERM

Through the office of Union, Members can enjoy a short term insurance policy for motor cars, household etc. at reduced rates.

A.A. MEMBERSHIP

Members may also qualify for A.A. Membership at reduced rates.

LOAN SCHEMES

Santam Bank will offer members of Dimes loans at special rates provided that members meet the credit requirement of the Bank.

For further information please contact the General Secretary of the Union or call at the Union's offices for assistance at Suite 1406 - 14th Floor - Teachers' Centre - 113 Albert Street, DURBAN or phone 317636/312330 between 07h30 and 16h30 on weekdays.

UNITY IS STRENGTH
"AN INJURY TO ONE WORKER IS AN INJURY TO ALL WORKERS"

uDIMES UNGOWAKHO

Uthi uyazi nje uktuthi ukuba yilungu likaDIMES ukuba yilungu leNyunyana exube izinhlanga zonke ngokweqiniso. LeNyunyana isibekhona iminyaka engaphezu kwamashumi amahlangu. IDimes ixube amalungu ezinhlanga zonke eziqashwe uMasipala waseThekwini ngaphandle kokubandlulula ngenhlobo yomsebenzi owenziwa yilungu. **Imali yokuba yilungu leNyunyana u R5:00 kuphela ngenyanga okwenza ube nalamalungelo alandayo:-**

1. UKUMELWA EMACALENI NASEZIKHALWENI EMSEBENZINI

Njengelungu leNyunyana uthola usizo olugcwele kunoma iliphi icala noma isikhalo onaso emsebenzini kuze kuyofika ezingeni lasenkantolo impela uma kungekho ukwaneliseka.

2. USIZO KWEZOMTHETHO

Usizo lwezomthetho luyanikezwu kumalungu eNyunyana maqondana nezinkinga zomsebenzi uma iKomiti libona kufanelekile.

3. IMIFUNDAZE

Amalungu angaluthola usizo lwezimali ngendlela yemifundaze uma efuna noma izingane zabo zifuna ukuyofunda kunoma iyiphi iNyuvesi noma i Thikhinikhoni. Ikomiti iyona eyonquma ukuthi obani abalungele ukuthola umfundaze. Isikhwama somfundaze sikhiipha uR10 000-00 njalo ngonyaka okuyfwona ohlukaniswa kulabo abaphumelele ezicelweni zomfundaze.

4. UKUXOXISAMA

Inyunyana isolukhu izimbandakanya ezingoxweni nabaqashi ukuze kutholakale isimo esigculisayo sokusebenza okuzothi ngaleyondlela kwenyuse kukhuphule izinga lempilo lamlunga ayo.

5. IDimes ikunikeza ithuba lokuzibandakanya emzabalazweni wabasebenzi kanye nokuhlangana ngomoya wobumbano wabasebenzi kazwelonke.

OKUNYE ONGAKUZUZA

Ngo R7-00 wakho kuphela ngenyanga ungakwazi futhi ukuthi ube ilungu lika Masingcwabisane. Lomasingcwabisane owamalungu eNyunyana kuphela kanye nemindeni yawo eseduze. Ngo R7-00 umasigcwabisane wena uyokukhokhela lenzozo elandelayo:

1. Ngokufa kwelungu - R1000
2. Ngokufa kowakwakho - R1000
3. Ngokufa kwengane : 14 kuya 20 years - R1000
4. Ngokufa kwengane : 6 kuya 13 years - R500
5. Ngokufa kwengane : ezalwa ifile kuya 5 years - R250
6. Inkokhelo ngokufa - R4000
7. Abazali nabo bangahlanganiswa uma benezelza imadlana
8. Imali engingulonde engango R1400 uyifumana ngomhlalaphansi

Ngaphezu kwaloku okubalwe ngenhla, uma ilungu lifa owakwalo uthola isitifiketi sokuthi sekukhokhwe ngokugcwele. Lestifiketi isona esisala sikhavela umkakho kanye nezingane ezingaphansi kuka 21 kuze kufike kuR1000, futhi ayikho imali ebe isakhokhelwa umasingcwabisane.

KWABATHATHA IMPESHELI

Ngaphandle kwako konke lokhu okungenhla, uma ilungu lithatha impesheli lisasebenza kuMasipala onyakeni ka 60 kuya ku 63 liyothola imali engango R1400 kanye naso lesitifiketi esiyohlala simkhavile kanye nomndeni walo nalapho futhi ayikho imali ebe isakhokhelwa umasingcwabisane.

Uma kwenzeka ilungu liyeka emsebenzini ngenxa yokugula liyothola isitifiketi sokuthi selikhokhe ngokugcwele kodwa lokho kuyo kwenzeka ngombiko oyokhishwa uDokotela.

OKWESIKHASHANA

Amalunga angakwazi ukuthi ngomnyango wethu afumane umshwalense okwethutshana obhekene nezimoto, izindlu nokuphakathi njalonjalo ngamanani aphansi.

UMULUNGA BAKA A.A.

Umalunga angakwazi ukuthi afumane ubulunga baka A.A. ngamanani aphansi.

UBUBOLEKISWA NGEZIMALI

Isantam Bank ibolekisa amalunga ka DIMES izimali ngamazinga amahle uma ngaba amalunga ayazigculisa izidingo zokubolekisa zebhange.

Uma kukhona okunye ofuna ukukwazi siza uthintane nonobhala weNyunyana noma uzifikele mathupha emahovisi eNyunyana aku No. 1406 - 14th Floor - Teachers' Centre - 113 Albert Street, DURBAN noma ushaye Ucingo kule namba 317636.

UBUMBANO LUNGAMANDLA

BURSARY APPLICATIONS

IMPORTANT NOTICE TO ALL MEMBERS OF DIMES

You are advised that the Union is offering a limited amount of bursaries to members and their children to study at any University or recognised Technikon.

Closing Date: 31 January 1990

Application forms and rules are available from the General Secretary of the Union. Please note that only applications on the Union's prescribed form will be acceptable.

Important Notes:

1. The Union will not undertake to post application forms to members.
2. The members must make arrangements to collect the application form from the General Secretary at Suite 1406 - 14th Floor, Teacher's Centre, 113 Albert Street, Durban.
3. Applications must be submitted to the General Secretary, P.O. Box 365, Durban or delivered to the above street address on or before the closing date.
4. The bursary application must be supported by an affidavit on the financial circumstances of the applicant's parent or guardian.
5. A certified copy of the applicant's matriculation results must be attached to the application.
6. Incomplete or incorrect information can render an application invalid.
7. Applications which do not satisfy all the conditions of the Dimes Bursary Scheme will not be considered.
8. The granting of bursaries will not be automatic but each application will be subject to review by the Union's Bursary Sub-Committee and their decision will be final and binding.
9. Other conditions that apply will be supplied on request to members.

N. Murugan
General Secretary

OKUBALULEKILE ISAZISO KUWO WONKE AMALUNGU E DIMES

Niyaziswa ukuthi iNyunyana izokhipha isibalo sikaliwe semifundaze amalungu kanye nezingane zawo ukuyofunda inoma iyiphi iNyuvesi noma iThekinikhoni esemthethweni.

Usuku Lokovala: 31 January 1990

Amafomu okufaka izicelo kanye nemithetho kuyatholakala kuNobhala weNyunyana osabambe okwesikhashana. Niyaziswa ukuthi kulyokwamukelwa kuphela izicelo ezisefomini elianelekile weNyunyana.

Amaphuzu Abalulekile

1. INyunyana ngeke ize iwathumele ngeposi amafomu.
2. Amalungu kufanele azenzele amalungiselelo okuzolanda amafomu kuNobhala weNyunyana emahovisi aku suite 1406 14th floor, Teacher's Centre, 113 Albert Street, Durban.
3. Izicelo kufanele zithunyelwe ku Nobhala weNyunyana, P.O. Box 365, Durban noma zilethwe mathupha kulelikhele elingenhla.
4. Isi celo somfundaze kufanele sihambisane ne afidavithi echaza kabanzi ngesimo sezimali sabazali baloyo ofake isicelo.
5. Ikhophi yesitifiketi sebanga leshumi esigxiviwi (certified) kufanele sihambisane nesicelo.
6. Imininingwane engaphelele nengelona iqiniso ingenza isicelo sakho singamukeleki.
7. Izicelo ezingayigculisi imigomo yesikhwama somfundaze weNyunyana ngeke zize zinakwe.
8. Ukunikezwa komfundaze ngeke kuze kwenzeke nje ngoba ufake isicelo kodwa ilesa naleso sicelo siyocutshungulwa iKomiti leMifundaze yeNyunyana futhi isinqumo sabo siyoba ujuqu.
9. Eminye imigomo ephathelene nomfundaze iyonikezwa amalungu uma eyicela.

N. Murugan
Unobhala

AN INTRODUCTION TO COSATU

Between November 29th and December 1st, 1985, delegates from 33 unions representing over 400 000 workers met in Durban to form the Congress of South African Trade Unions (COSATU). In the short space of four years the paid up membership of Cosatu has grown to over a million workers.

Before 1985 workers belonged to a number of small unions which made it difficult for unions to unite when the need arose. The bosses could use this situation to divide the workers and weaken their action. Since Cosatu's membership extends across almost every industrial, mining and public sector the possibility arose for the principle of "One union, one industry" to be implemented. This process led to the formation of 15 industrial sectors, NUMSA - metal, SACTWU - clothing, FAWU - food, TGWU - transport, CCAWUSE - commercial, CWIU - chemical, NEHAWU - health, CAWU - building, SARHWU - railways, SADWU - domestic, SAMWU - municipal, POTWA - postal, PPWAWU - paper and NUCC - unemployed. The bosses are now faced with the full might of workers united on a national basis in each industrial sector.

Each affiliate operates according to the policies adopted at the COSATU National Congress. The affiliates are represented at the congress by 1 delegate for every 250 paid up members. At this congress workers formulate the policies and principles of Cosatu.

THE STRUCTURE OF C.O.S.A.T.U.

From the day to day struggles waged on the shop floor, workers have begun to develop skills of leadership and democratic practices which has enabled them to contribute to their community struggles. Through the experiences of these struggles that workers have realised that the exploitation suffered at the hands of bosses have gone hand in hand with the oppression by the apartheid government. Increases in wages won through hard struggles are ripped from workers pockets in the form of increases in rents, transport, food and the general increase in the cost of living. Oppression and exploitation are therefore two sides of the same coin.

The close relationship between the bosses and the apartheid regime can be seen from the Labour Relations Amendment Act. This act creates difficulties when workers demand a living wage or fair labour practices and favours bosses. It is however being implemented by the apartheid rulers. The necessity for the removal of apartheid in order to create conditions where workers would be able to demand their rights without this unfair disadvantage has lead Cosatu to adopt resolutions on the M.D.M. and the Anti-Apartheid Conference. These resolutions enable Cosatu to unite with all organisations truly committed toward the removal of apartheid and to participate in united action to ensure that the basic rights of the workers are protected.

Cosatu's strength lies with its strong shop floor organisation and unity amongst the workers. Through united workers organisation we can struggle against exploitation in the workplace and develop the skills and organisation to fight together with our allies against apartheid oppression.

COSATU - MESSAGE TO DIMES

COSATU salutes the progressive moves that have been taken by DIMES towards the unity of the working class, especially in the municipal sector.

As stated in the founding principles of COSATU, COSATU believes in "One union one industry" and "One country one federation." Although we are still far from achieving that noble ideal of having one federation in South Africa, the step taken by DIMES to apply for affiliation under COSATU is a giant step towards the realisation of this ideal.

COSATU further salutes you, the members of DIMES, for the historic struggle that was waged by workers from many unions against the D.T.M.B. This is one struggle which really proved our slogan of "Unity in Action." For the first time the D.T.M.B. faced the might of the united workers and was forced to succumb. This proved that united we are strong but divided we are weak.

It was the realisation of the fact mentioned above that drove workers as far back as 1981 to start talking about the possibility of forming one federation in this country. Clearly this was not an easy task since it needed a lot of persuasion, patience and tolerance on the part of all the unions which realised the need to unite and therefore participated in the Unity Talks.

More than 35 unions participated in the Unity Talks from 1981 up to the launch of COSATU on the 1st December 1985. This brought together unions and federations with diverse political thinking, different structures and different styles of work. However the common perspective was that no matter what our politics, structures and styles of work were, the most important thing was to unite against the unity of the employer and the regime.

The important question is why was it so important to unite? Most of the unions and federations had operated individually for many years and nothing had happened. So, why unite? The answer to this question lies in the fact that has been mentioned above i.e. unity gives us more strength to fight employers and the State. Furthermore, what we see in South Africa today is that about 90% of the economy is controlled by only four giant corporations.

This means that most of the workers are actually under the employ of these giant corporations and therefore have to belong to the same unions and federation to be able to effectively counter the power of these giant monsters.

It is clear too that employers have benefited from the divisions among the workers because they were able to play one worker against the other and one union against the other. We have seen and know of the bitter inter-union rivalries that led to physical clashes and even death among the workers. No doubt, all of this was to the benefit of employers.

The State as well has benefited from the disunity of the working class because the workers have been unable to challenge the oppressive laws which are enacted without their consent. A living example of the workers challenge of oppressive laws is the present anti-LRAA campaign which is being waged by COSATU, NACTU and many other independent unions including DIMES. The need to unite against this ACT was realised by all the unions hence they came together to fight it.

This has had more effect than each union fighting independently against the LRAA. This is shown by the preparedness of the Government and employer bodies to negotiate with the labour movement those clauses which are objectionable in the ACT. This, of course, would not be the case if workers were not united. We all know the intransigence of this Government and the employers and their lack of sensitivity to the demands and grievances of the oppressed people.

Lastly COSATU further supports fully the position taken by DIMES on not agreeing to be apartheid running dogs by enforcing apartheid laws at the beaches. This agrees fully with COSATU's anti-apartheid position and COSATU's policy of non-racialism which is a corner stone of the politics of the Mass Democratic Movement. Therefore COSATU stands four - square behind DIMES on this campaign and the broader struggle for a free, non-racial and democratic South Africa.

FORWARD TO ONE UNION ONE INDUSTRY

ONE COUNTRY ONE FEDERATION

SOCIAL WELFARE

DURBAN INDIAN CHILD WELFARE -

Since its inception, 61 years ago, the Durban Indian Child Welfare Society has rendered humanitarian services to the people despite the vast constraints laid against the people such as unemployment, poverty, lack of housing, overcrowding, etc.

The provisions of the new welfare policy proposed by the State, which accentuates racial division and diminishes States financial responsibility, has placed welfare organisations throughout the country into a “unanimous denunciation” of States intentions and support in varying degrees for the demand for a meaningful alternate welfare policy.

Furthermore, the united opposition against Government policy, through the emergence of the MDM also precipitated a parallel determination within our society to continue to look beyond the symptoms of the social pathologies.

It is against the realities that exist about the social conditions in South Africa that the work of the welfare movement is beginning to be reshaped. The welfare movement has long come to realise that if it has to preserve its relevance in the lives of the people, it cannot escape its responsibility of confronting those oppressive conditions. These deprivations demand a continuous critical evaluation of the welfare movement within the national democratic effort.

Among the major policy issues that the society handled during this period was its continuing rejection at the new Welfare Policy which was introduced in 1986. Through several workshops, a mandate was given for society to help to prepare an alternate welfare policy.

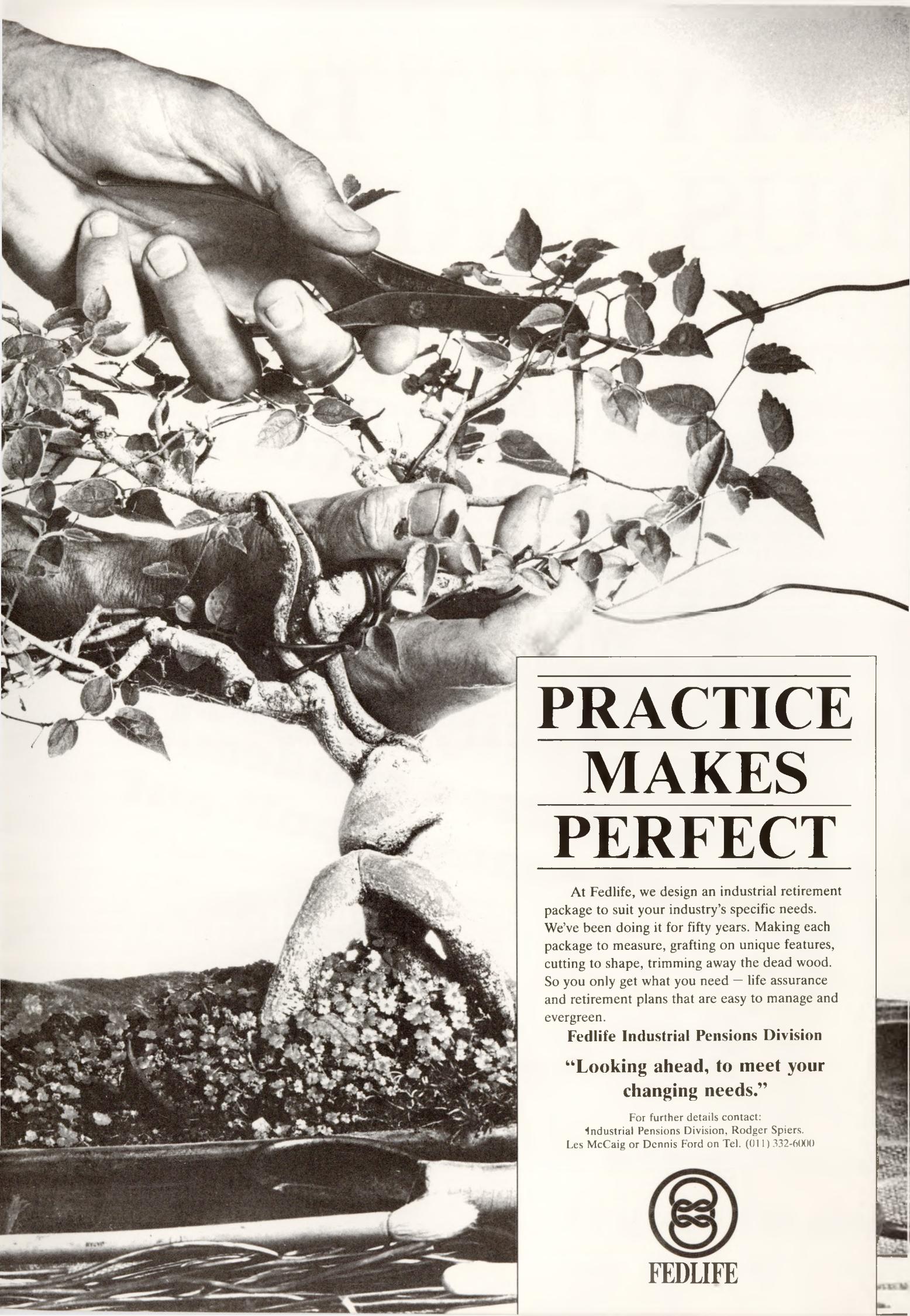
Another matter of importance was the society's desire to change its name to that of Child Family and Community Care Centre of Durban, to reflect its commitment to serve the community on a non-racial basis. However, difficulties arose with the Director of Fund Raising, because he was not keen to approve the society's amended constitution, as “there are child welfare societies registered in Durban for service through the Black and White population groups.” It was drawn to their attention that society itself related to people as people, and that society provided specific services which are not necessarily provided by other societies, and that Lakehaven Childrens Home was non-racial.

On the issue of the society being against the tricameral system of Government, other State created institutions and LAC's, the society supported the initiatives of community based organisations to reject the tricameral system of Government, as it found such a system to be inconsistent with the goal of a unitary, non-racial welfare system and in fact facilitating the entrenchment of a fragmented welfare system.

In this respect, on the 8th April 1989 at a Special General Meeting of the society it was resolved to suspend 2 members who refused to withdraw from the Southern Durban LAC.

A matter of deep concern to the society's standpoint on LAC's led to a confrontation with the City Council at a meeting on the 10th August 1989, where the society was threatened that its grant-in-aid would be affected because of the stance. Following this threat, the society was requested to furnish a reply to a letter from the legal office of the Town Clerk's Department, as to whether the society repudiated all State created institutions, and whether it aligned itself politically with the MDM. The society's legal advisers respondings, on its behalf, replied NO to the first question and its affirmative to the second insofar as the MDM espoused the ideal of a non-racial democracy.

The Durban Indian Child Welfare Society has many things in common with DIMES. A parallel can be drawn between the Welfare's rejection of the new Welfare Policy that strives to divide the peoples of this country, their rejection of LAC and the tricameral system and DIMES' rejection of the beach racist by-laws. The common denominator in both these organisations is the Durban City Council. Like DIMES the Durban Indian Child Welfare is committed to all peoples having a better quality of life. The Child Welfare provides a vital service to the community of which our members are integral. As DIMES members we should not only be happy with the services the Welfare provides, but become active participants in dispensing of such services. Community structures are fast becoming an area that facilitates the taking up of day to day issues. The Child Welfare is concerned about you and your day to day issues. Likewise as responsible people you too should participate and contribute towards building peoples social welfare.



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FEDLIFE

Thousands stranded as drivers defy court order

Bus drivers decide to 'work to rule'

Municipal Reporter

DURBAN Transport Management Board bus drivers who went on a day-long strike on Friday — yesterday decided to 'work to rule'.

Mr Manuel Sampaio, deputy general manager of the DTMB, said at least 20 of the

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Council

writes off

R67 500 it overpaid

Municipal Reporter

erTHE Durban City Council is to write-off R67 500 it mistakenly overpaid to more than 2 300 labourers for long service allowances.

The city's Management Committee agreed yesterday with the recommendation from the City Treasurer, Mr Mike O'Meara, that any attempt to recover the arrears from the employees would have an adverse effect on employee relations.

CITY HIT BY BUS STRIKE

VINCENT GILBEY
Daily News Reporter

ABOUT 300 000 Durban workers and pupils were stranded today when not one of the city's 900 bus drivers arrived for work — disrupting the entire Blue Green and Mynah municipal bus services.

An urgent meeting of the Durban City Council was due to be held before lunchtime today to discuss the stayaway, which defies court order.

The Blue line serves the Bluff, Ixley, Yellowwood Park, Durban North, Virginia and La Lucia.

The Green line serves Clermont, KwaMashu and Umlazi while the Mynahs serve central Durban, Bell and the Ridge.

The disruption is in the face of an urgent court interdict served on two major unions last night in which the Durban Transport Management Board sought to prevent a strike.

Today DTMB general manager, Marshall Cuthbert, said the entire fleet had been paralysed by the act which he said was illegal and against the court interdict.

The strike was also illegal as it is an essential service.

Pay talks: Dimes places the record straight

SIR — With regard to the salary dispute between Dimes and the Durban City Council (The Daily News, July 12). It is incorrect of

Mr Jan Venter to say that Dimes demands a cent for per month.

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(b) Unless the increase in 1989.

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(c) No employee in the Council shall earn

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FORWARD MARCH WITH THE WORKERS STRUGGLE SUPPORT THE LIVING WAGE CAMPAIGN

Mayor's legal costs to be paid by city

Municipal Reporter

Durban's Management Committee has agreed to pay the legal costs which the Mayor incurred while he was

defamed.

that the Management Committee had considered the requests.

that the Management Committee had considered the requests.