

**CENTRALISED BARGAINING MEETING
HELD ON 14 SEPTEMBER 1992 AT SACCAWU HEAD OFFICE**

PRESENT : SACCAWU, T & GWU, CWIU, PPAWU

1. REPORTS FROM AFFILIATES

1.1 SACCAWU REPORT

Had two meetings with the bosses. Declared a dispute. Invited them to a dispute meeting on 16/09/92. Still proceeding with the meeting. The union is preparing for a national general strike.

1.2 CWIU REPORT

Had a meeting with employers last month. Over 400 national companies were invited. Attendance was poor. Follow up meeting on 24th. Response was that they are not coming. CWIU went into a workshop. Could not agree on anything. Attendance was not good. Various problems were raised. NEC declare a dispute but first have to assess our strength on the ground. The union has different sectors; Petro Chemicals, Plastics, Rubber, Glass, Consumer Chemicals. Follow up meeting on 24th.

Demands - 1. Centralised bargaining 2. Retrenchments // Complex industry in terms of sectorisation. How to define industries. Just been admitted to metal industrial council. We have to look at other unions in our industry and the position with other COSATU affiliates.

1.3 **PPAWU REPORT**

Only recently have discussed sectors in which those is an industrial council. Started in printing; bosses collapsed it. Had the NAMPAK strike concerning collective bargaining. The union is preparing to start I.C. Felt not good to go for collective bargaining. Bigger companies were prepared to pursue collective bargaining. NAMPAK bigger company in printing sector.

Had a meeting recently. Invited plus / minus 30 employers. In all about ten - twelve different employers attended. We had a reasonable representation. Only Interpak did not come. Initial proposal : paper parkaging industrial council. In our second meeting ; had common principles with SATU; Also MWASA. Every union in the industry is behind this.

1400 workers in plastic - printing industry. Had meeting with CWIU to deal with this. We are prepared to have sub sectors in the industrial councils like folding cartons, sacks, milk cartons.

Bosses do not want an Industrial Council. NAMPAK wants final arbitration concerning this issue.

The union wants to have two industrial councils :-

- (a) Packaging Industrial Council
- (b) Pulp & Paper Industrial Council
- (c) Forest Saw mill, Chipboard

Had two meetings with these bosses. 1st meeting was on 24th August. One question was the other unions in the sector. Boilermakers union committed themselves to Industrial Council. PPAWU intends to write letters to the other unions. Another question is : how is I.C. going to benefit the bosses. Planning a workshop to work around issues with people that we are going to negotiate. Co-ordinate on national and regional levels. Coming PPAWU conference we want to declare it a campaign. Special conference in October possible action in March.

A further meeting was held on the 26th September. All big bosses attended the meeting on 26th except for Carlton. Have other sectors in the union. Should have applied to existing Industrial Councils e.g Furniture Industrial Council. Two level bargaining : 1. minimum
2. plant level bargaining
where workers earn more than existing minimums.

1.4 T & GWU REPORT

Have the following sectors

1. Goods, transport (car rentals, motor ferrying)
2. Contract
3. Contract security

4. Passenger service

5. Universities technikons

CB demand has been a long standing demand except in relation to universities and technikons. In the goods transport industry have two national bargaining forums. Received a favourable response from employers who have agreed in principle.

Scope } still under discussion
sub sectors } " " "

Will negotiate everything.
Gencor is still sitting on the fence.

1.4.1 PASSENGER SECTOR

There is an employers' association. Could initiate discussion. In passenger sector there is a S.A bus operators association. Been able to push CB because changes by government. Not sure how will be able to recapture this ground. Demand is nationalisation

1.4.2 CONTRACT CLEANING

There is a National Contract Cleaning Association.

Majority in this sector are women. There was a strike in Natal around C.B. Led to negotiations in Natal and reached a settlement. Need to have the I.C settled. They are saying that we don't have sufficient representation. Their own argument is we need representation 50+1. National I.C not so well organised. Had in principle agreement but some members withdrew.

1.4.3 CONTRACT SECURITY

Also an association. Have been putting the demand around C.B to them. Union had opposition to the security Act. In Natal the employers agreed to have a seminar. Rescinded on this agreement and nothing has happened. In all sectors the only option is mass pressure.

1.4.4 UNIVERSITIES AND TECHNIKONS

Capitals Medunsa - have approached T & G on this question but have not followed this through to date. Sub sector of contract cleaning. Industry also in house security cleaning. Not a sector.

1.4.5 TOLKOMS - NEW SECTOR

Parking garages - "Kings" would form part of this. Interpark is the biggest company.

Two tier bargaining will also confront us.

Contract Cleaning - call for I.C. These are the most exploited workers. Idea is to negotiate minimum levels but to also have plant level bargaining.

2nd September Action

NEC decided to pull out the whole union around this demand. Reason was that contract cleaning, goods could not go out alone. Had a big march. Demarcation will have to be worked out in COSATU. Cleaning and security cannot stand on their own.

Have not changed our conception in goods sector but companies have agreed to it in principle. Many other unions are on board in this. Problem in goods industry is the disparity wages paid to workers. out of disparity and having to deal with them.

We got our committees and shop stewards to put their demands to the employers, have been broad demands put to the employers, like in CWIU. Scope and sub sectors are still being negotiated. Associations are changing their constitutions to exclude negotiations.

1. No withdrawal of dispute
2. Not strike over issue like C.B.

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3. Co-ordination in different affiliates - eg. targetting AA
4. Lot more strategising COSATU.

Withdraw dispute put them on a time table.

Federation

1. Defying
2. Research
3. Demonstration/scopes overlapping. Give membership - one council
4. Co-ordination and joint action around C.B
5. Should be a COSATU issue
(an LWC deal with this or should we set up a CB FORUM?)
6. Need to clarify in this what we mean by C.B in our affiliates
7. Having another

TASKS BEFORE NEXT MEETING ON 30HT SEPTEMBER 1992

1. Set a date for the next meeting
2. Inform COSATU re this meeting
3. Wait for LWC and see what happens but proceed
4. AGENDA for future meeting

CENTRALISED BARGAINING

AREAS OF ACTIVITY

1. WAGES
2. RECOGNITION AND PROCEDURAL AGREEMENTS
3. PARENTAL RIGHTS AND CHILDCARE
4. JOB SECURITY, RETRENCHMENT AND FULL EMPLOYMENT
5. PROVIDENT FUNDS
6. HOUSING
7. EDUCATION AND LITERACY
8. CASUALISATION
9. EXTENDED WORKING HOURS
10. FRANCHISEES
11. FULL RIGHT TO STRIKE
12. MANAGEMENT STRATEGIES TO CO-OPT WORKERS

LEVELS OF BARGAINING

- A. PLANT LEVEL
- B. REGIONAL LEVEL
- C. SECTORAL LEVEL
- D. NATIONAL COMPANY BARGAINING
- E. GROUP OR CONGLOMERATE LEVEL
- F. INDUSTRY LEVEL
- G. SUPPLEMENTARY LEVEL
- H. OTHER LEVELS ?

1. At what level should each of these activities be bargained for, and why ?
2. What are our objectives for 1991 to centralise bargaining for each area of activity ?
3. What types of steps do we need to take to achieve the centralising of bargaining for each area of activity ?
4. For each level of bargaining, what types of structures and forums should be set up to carry out negotiations ?

1. PLANT LEVEL

- 1.1. THIS LEVEL COVERS ONE PLANT ONLY, which could be a Local, Regional or National Company.
- 1.2. An example is Brown Cash and Carry with several outlets in the Natal Region and Spar Warehouses in Natal, Reef, Clayville and Cape Town. Both companies are insisting that negotiations take place at each individual plant of these companies. Fedics is another example.
- 1.3. ^{IN THE COMMERCIAL & CATERING SECTOR, (UNION'S)}
WE HAVE MANY OF SUCH COMPANIES AND OFTEN VERY DIFFICULT TO SUSTAIN THEIR ORGANISATION.
- 1.4. One advantage of plant level bargaining if the company is organised is that workers control and accountability is easy.
- 1.5. One major disadvantage of this level is that Union growth is held back because organisers spend more time at wage negotiations or negotiating recognition agreements than organising new companies and training shop stewards.

LEVELS OF BARGAINING

There are seven(7) known levels of bargaining.

These are :

1. PLANT LEVEL
2. REGIONAL LEVEL
3. SECTORIAL LEVEL
4. NATIONAL COMPANY BARGAINING
5. GROUP OR CONGLOMERATE LEVEL
6. INDUSTRY LEVEL
7. SUPPLEMENTARY LEVEL

2. REGIONAL LEVEL.

- 2.1. This level covers one region only. This happens in a case where a company has several outlets in one region only and negotiations take place at regional level.
- 2.2. At some stage Game Discount World was once such a company. Brown Cash & Carry in Natal is a typical example. another example could be a Regional industrial council.

3. SECTORIAL LEVEL

- 3.1. This level covers one sector of an industry.
- 3.2. An example, in the commercial sector we have a number of sectors such as supermarkets, clothing, banking and finance, furniture, footwear etc.
- 3.3. In the Catering industry we have hotels, fast foods, boarding houses, country clubs, tea rooms etc.
- 3.4. This level helps to eliminate competition and under-cutting on the part of companies in the same sector. the same is true with industry level bargaining.
- 3.5. The short coming of this level is that it is likely to undermine industry level bargaining nationally.

4. COMPANY/OR ENTERPRISE LEVEL(NATIONALLY)

- 4.1. This level covers one company only with numerous plants or outlets spread throughout the country.
- 4.2. Examples is O.K. Bazaars, Pick 'n Pay, Checkers etc. Instead of plant by plant bargaining, negotiations are taking place at one national forum.
- 4.3. This level of bargaining is a common one in SACCAWU over and above the plant level.
- 4.4. Though this level appears successful, the truth is that it still leaves a number of unorganised workers in the entire industry, with a lot of free riders who benefit out of members efforts.
- 4.5. Furthermore it has not done enough in terms of uplifting the living standard and social well being of workers in our sectors.
- 4.6. It is better than plant level bargaining but it does not solve the problem of organisers having to be involved in several negotiations throughout the year.

5. GROUP AND /OR CONGLOMERATE LEVEL.

- 5.1. This level covers one parent company with a lot of subsidiaries.
- 5.2. An example is S.A.B, Prefcor, Wooltrus, Tradegro etc.
- 5.3. Group policy issues could be negotiated at this level, e.g. Parental and Childcare agreement, minimum working conditions and wages in some instances or anything else that affects the workers interests in the group.
- 5.4. This level is a solution to the plant and enterprise level bargaining.

6. INDUSTRY LEVEL

- 6.1. This form of bargaining covers the industry on a wide basis.
- 6.2. The tradition in South Africa is that industry level bargaining takes place in the form of an industrial council.
- 6.3. In some instances it may not necessarily be an industrial council, but for the Union to engage employers in the industry either as individuals or through their associations to negotiate certain specific issues at industry level.
- 6.4. This level is the best and could be a solution to many of our problems. Minimum wages and working conditions including social security rights and other benefits could be negotiated at this level.
- 6.5. In essence issues common to all the workers in the industry could be tabled at this level.
- 6.6. For us to achieve this level of bargaining we have to be strong. Our strength in the industry could also assist us in the formation of an industrial council, should we finally decide on this forum.

7. SUPPLIMENTARY LEVEL.

- 7.1. This is an extra form of bargaining over and above the industrial council.
- 7.2. At this level issues agreed at the industrial council level are further negotiated either at the conglomerate, company and/or plant level.
- 7.3. This normally happens with companies on a sound financial footing who are a party to the industrial council but can afford to give more.
- 7.4. Another reason, is to get big companies to agree to rights which can later be extended to other companies nationally.
- 7.5. These companies would be happy to push other employers to give the some concessions.