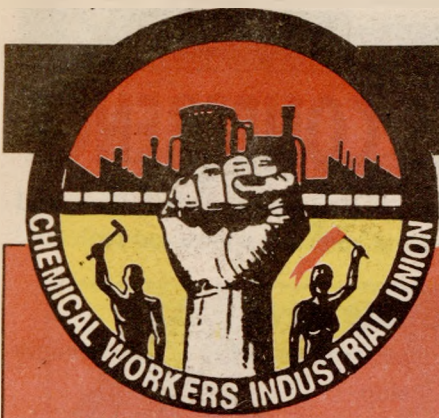




Centralised bargaining now!

CWIU NBC OUTLINES PROGRAMME OF ACTION

Over 150 delegates from different sectors and branches of CWIU met at Wits University on 4/5 April to plot the way forward within the industry. This was the unions second National Bargaining Conference. The key issue at the conference was how to fight for centralised bargaining.

Keynote addresses

Keynote addresses were delivered by the Acting General Secretary, Cde Muzi Buthelezi, Cde Jay Naidoo COSATU General Secretary and CWIU President, Cde Don Gumede. Cde Gumede outlined the purposes of the conference "to assess progress and problems, to plan our path in order to provide a clear programme towards centralised bargaining as a result of proper analysis". He urged delegates "to push employers into joint employers forums to negotiate on proper wages, job creation and an end to

retrenchments".

Cde Jay Naidoo addressed the conference on the burning issues of the day. He spoke about VAT, the National Economic Negotiating Forum, trade union unity and CODESA. Cde Naidoo stressed that future economic and political policies must be formulated on the basis of daily and immediate issues facing the working people.

Acting General Secretary, Cde Muzi Buthelezi outlined the progress made in the struggle for centralised bargaining. "We have to note" he said, "that the chemical bosses are very tough on this question. They do not want to negotiate, meet or do anything as an industry. They want to keep all activities at a plant or company level".

The remainder of the conference was given the task of redefining the sectors within the chemical industry, developing core demands

and outlining a programme of action. Delegates broke into their different sectors to discuss these issues before returning to plenary to thrash out the major steps to be taken by the union in the coming months.

Sectors

The Conference reaffirmed the resolution taken at CWIU's National Congress that sectoral bargaining should provide the stepping stone to centralised bargaining within the entire chemical industry. At the NBC, the number of sectors was streamlined to help build organisation and accommodate companies that previously were not part of any sector. The five sectors are:

- Petrochemicals (petroleum, gas, energy and heavy chemicals).
- Rubber.
- Plastic.
- Glass/ceramics.
- Consumer chemicals (pharmaceuticals and consumer products).

Each sector has to strengthen its branch and national shop stewards councils.

Core demands

There was debate over which demands should provide the core demands for the union during 1992. Eventually it was agreed that the union would have a list of demands to mobilise the membership.

These demands must be tabled at different levels from the factory, through the company and sectors, and the National Economic Negotiating forum.

Programme of action

The Conference stressed the importance of mass action to win demands. A clear programme of action was outlined. The meeting resolved that the National Bargaining Committee must be the driving force behind the centralised bargaining campaign. It must finalise the details of the programme of action and oversee its implementation.

April - June: Mobilise & Educate

Educate:

- About core demands.
- About centralised bargaining.

Organise:

- Consolidation of sector structures.
- Factory/local/branch general meetings.
- Marches & demonstrations.

Publicise:

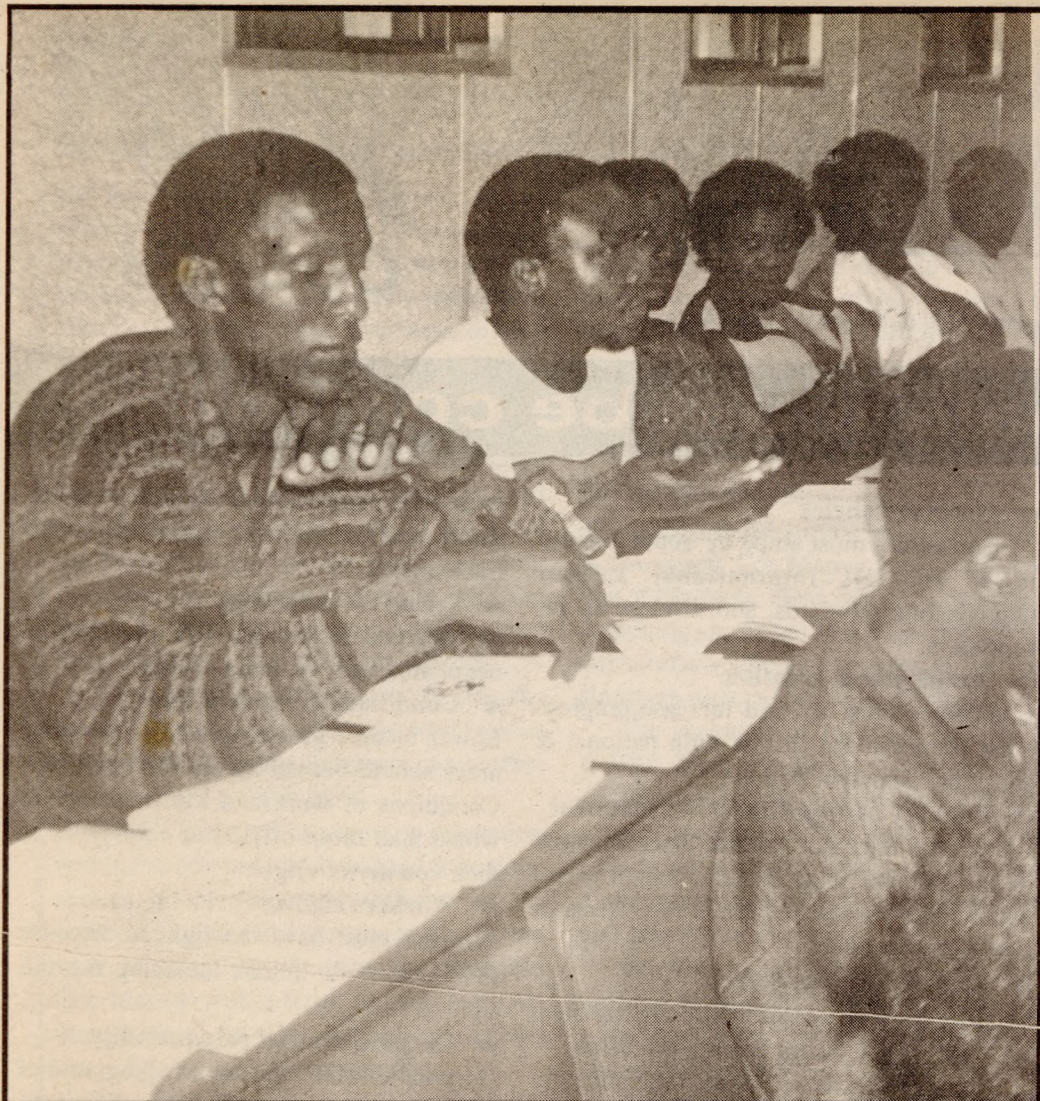
- With pamphlets, stickers and the press.

Mid-May: National shop stewards councils in each sector meet and plan action. CWIU National Executive Committee meets and assesses progress.

Mid-July: A letter of demand sent to employers in each sector to attend meetings to discuss the above demands. The meeting to take place by not later than 25 August.

If this fails a dispute will be declared and preparations will begin for national industrial action.

- ★ No retrenchments!
- ★ Centralised bargaining!
- ★ Jobs for all!
- ★ Fight for socialism!



Delegates in the plastics sector debate the way forward at CWIU's National Bargaining Conference (NBC).

CWIU CORE DEMANDS

1. Centralised bargaining

This must take place either through an industrial council or national bargaining forum.

2. Wages

Wage increase of R3.00 per hour or 25%, whichever is the greater.

3. Job security

- Moratorium on retrenchments.
- Job creation.
- +- 50% increase in jobs in every plant.
- No unilateral restructuring.
- No sub-contracting.
- 40 hour week.
- No overtime.

4. CINPF

All companies must join the CINPF.

5. Education and Training

There should be education and training for the entire workforce.

6. No discrimination - Affirmative action

There must be no discrimination (race or gender) in any aspect of employment. There must also be affirmative action for those who were disadvantaged under apartheid.

7. No taxation without representation

No paying of PAYE/SITE tax without political representation.

8. Parental rights

Maternity, paternity and childcare leave.

9. Common wage implementation date

Implementation dates for wage increases must be set for the same date.

COSATU clarifies position on nationalisation

One of the important documents adopted by the COSATU Economic Policy Conference at the end of March, spelt out the federations vision of a growth path for the South African economy. The document covered the issue of redistribution of wealth, an industrial policy, building workers power in the economy, the role of the state, and the South African economy within the Southern African region.

The achievement of this conference document was that it clarified COSATU's position on nationalisation and workers control.

Workers control and democracy

The Economics Conference said that state ownership does not necessarily lead to more control by workers in the economy.

COSATU, and workers will have to struggle to increase democracy and workers control at all levels of the economy.

This democratisation must include:

- full disclosure of information in government, finance and business.
- the right to paid time off to participate in planning.
- the right to control investments.

Labour market policies must promote centralised bargaining and trade union control over the administration of social benefits eg. UIF and provident funds.

Strategic nationalisation

The Conference committed COSATU to social ownership which would include strategic nationalisation. The document puts paid to peoples fears that everything should be nationalised. COSATU is only interested in key sectors of the economy being nationalised which may:

- stimulate growth nationally and within industries.
- allow the working class to control the direction of the economy.
- make more resources available to a future democratic state.

For the present, those industries which provide basic goods and services should be under public control. These include:

- Escom
- Public transport
- The Post Office and Telcom
- State forests
- Municipal services
- Water
- Education
- Iscor
- Roads
- Health

Socialism

The Conference resolved that COSATU needs to discuss the issue of socialism in South Africa. To this end a COSATU workshop on socialism has been called for June of this year. In October, COSATU will spearhead a national conference on socialism involving a range of organisations to further debate the issue.

FORWARD FROM THE COSATU ECONOMICS CONFERENCE

The COSATU Economics Conference which met at the end of March, was an important milestone in the history of COSATU. The decisions of the Conference are the most up to date and detailed thinking of the union movement on the future of the South African economy.

The proposals from the Economics Conference linked the daily issues affecting workers with the longer term vision of a socialist economy.

The commercial press and the bosses dismissed the proposals. But the bosses know COSATU has to be taken seriously. As the most powerful trade union federation in the country, its role will be central in the future South African economy.

A summary of the demands made by the COSATU Economics Conference included:

Food & jobs now!

- ★ The price of staple foods must remain the same or be reduced.

- ★ No VAT on basic foods, water, electricity, medicines and medical services.
- ★ A properly negotiated and adequate poverty relief programme.
- ★ A moratorium on retrenchments.
- ★ A public works programme to be urgently negotiated.
- ★ Tariff and import policies must not lead to fewer jobs.

Freedom now!

- ★ An Interim government must be agreed to by June and elections for a Constituent Assembly must take place by the end of the year.
- ★ No to federalism. South Africa must be an undivided state.
- ★ Full South African citizenship must be restored to all people in the Transkei, Ciskei, Venda and Bophuthatswana which must be reincorporated into South Africa.
- ★ The security forces must be integrated.
- ★ Remaining political prisoners must be freed.

- ★ There must be decisive measures to end vigilante and state sponsored violence.

Negotiate now!

- ★ Unilateral restructuring of the economy must stop.
- ★ The government must participate in the National Economic Negotiating Forum and be part of other negotiating forums eg. housing and education.
- ★ Industrial restructuring must be negotiated with trade unions.
- ★ The National Manpower Commission must be restructured.
- ★ Regional negotiations must deliver and be part of COSATU's national growth path.

Workers rights now!

- ★ There must be basic rights for farm, domestic, public sector and bantustan workers by June.
- ★ The right to strike for all workers.
- ★ Centralised bargaining in all sectors of the economy.
- ★ Trade union control over benefit payments such as the UIF.

The Conference recommended that workers must begin discussing sustained mass action if our demands are not met by June. This relates especially to the demand for an Interim Government and Constituent Assembly.



Photo by: William Matlala

CWIU delegates to the COSATU Economic Conference held at the end of March.



Multinationals must be controlled

Millions of workers around the world have suffered in the hands of multinational companies. These companies look around the world for the best conditions to make profits. This usually means that they invest in countries where labour is cheap, workers have very few rights, and they do not have to worry about health, safety and environmental standards.

While the multinationals and government call this "vital foreign investment", it is really little more than robbery of workers and weaker economies. Multinationals invest their money in countries desperate for investment. These profits are not even reinvested inside the country but used overseas.

With the changing political climate, and the gradual lifting of sanctions, COSATU is discussing on what terms multinationals should be allowed to invest in South Africa.

The COSATU Economics Conference adopted a code of conduct which should guide the way multinationals operate in South Africa:

General Policies

Companies must abide by South African laws, and all International Labour Organisation standards, and disclose all information.

Employment creation

Companies must try and increase employment opportunities in line with national & social development policies.

Equality of opportunity & treatment

Companies must not practice discrimination of any kind and must implement affirmative action programmes to redress the effects of past discrimination.

Security of employment

Security of employment should be promoted.

Training & Adult Basic Education

All training should be negotiated nationally with trade unions and should be provided for all employees.

Occupational and environmental health & safety

Companies should maintain the highest standards, take responsibility for any damage

cause to the community, and negotiate health, safety and environment agreements with trade unions.

Science & technology

Science and technology policy should be negotiated with the trade unions.

Conditions of work & life

Lower income groups and less developed areas should benefit as much as possible. Conditions of work and life must not be worse than those offered to employees in their country of origin.

Workers rights

Workers must have the right to organise their own trade unions including the full right to strike.

Corporate social responsibility

Corporate social responsibility programmes should encourage self reliance and be instituted in conjunction with trade unions and affected communities.

Disinvestment

Companies can only disinvest in accordance with an agreed disinvestment procedure.

Independent report slams Thor Chemicals



Left: Cde Albert Dhlamini, former employee of Thor Chemicals is in hospital suffering from organic mercury poisoning.

Below: Professor Davies, Shop stewards and union official inspect the company premises.

Photos by: Rafs Mayet



INJURED AND OUT! It's just not cricket at BP

BP have spent millions of rands as the official sponsor of the South African cricket team to the West Indies. Yet they are not willing to take care of their own employees who are injured on duty. They want to keep them moving - right out the company.

Injury leads to dismissal

Cde Richard Marcus, a BP employee in Cape Town, with 10 years service was dismissed on 3 April for so-called "incapacity". In fact the doctor has put him on permanent light duty after being injured on duty in 1988 and again in 1990. He had two operations because of the pinched nerve on his neck.

The injury occurred when Cde Marcus had to lift a heavy weight to prevent serious damage to company property, and other workers from being injured.

CWIU has tried to negotiate relocation within the company and outlined four alternatives, all of which were rejected by the company. At the third meeting to finalise the issue of relocation, the company presented Cde Marcus with a letter of dismissal. Although other jobs were available at the company, Cde Marcus was overlooked.

The shop stewards refused to accept the dismissal as the discussions around finding alternative employment were not complete. The shop stewards were also in possession of an internal letter of months back. In the letter, BP had already made up their mind to dismiss Marcus.

The company's actions are scandalous. This is a clear case of victimisation. Cde Marcus has been a shop steward at the company since 1986, chair of the Western Cape branch of CWIU and is currently an NEC delegate. Workers went on a work stoppage and factory demonstration against the dismissal.

BP on the attack

The company has turned the screws tighter on the union. Cde Marcus told the FLAME that it "is quite clear that the company is launching an all-out attack against CWIU". All workers who participated in the work stoppage were issued with warnings.

The company is refusing time-off for CWIU Vice President, Cde Abraham Agulhas and threatening to cancel the recognition agreement. They have also issued Cde Agulhas with a final written warning for "insubordination" after he called a general meeting at the plant.

The actions of BP, which can spend millions of rands sponsoring a cricket team to the West Indies, but does not care about its own employees who are injured in the course of protecting company property and other workers must be fought.

**Stop victimisation & union bashing!
Defend workers injured on duty!
Reinstate Cde Marcus!**

When mercury deposits were found in the Mngweni River, just below Thor Chemicals in Cato Ridge, and a number of workers were found to be suffering from severe mercury poisoning, an investigation was commissioned jointly by Thor Chemicals and CWIU. The report was released on 15 April. The investigation was carried out by Professor Davies of the National Centre of Occupational Health and has far reaching consequences for health and safety within South Africa, and on Thor Chemicals own health and safety standards.

What follows is a summary of the main findings of the investigation.

COMMISSION OF INQUIRY INTO OCCUPATIONAL HEALTH

The report recommends that there be a commission of enquiry into occupational health in South Africa. The Department of Manpower should immediately designate medical inspectors of factories in every health region in the country.

WIDESPREAD CONTAMINATION AT THOR CHEMICALS

The investigation found widespread contamination of the plant and surroundings with mercury and its compounds. It recommends that the amount of mercury in the air be measured while the mercury producing section of the plant is closed.

NO PROPER SAMPLING

Records show that levels in all sections of the plant have often been over what is allowed. The method of testing workers for mercury levels was not sufficient. This makes it impossible to estimate the actual exposure of any worker anywhere in the plant. Proper sampling methods should be introduced immediately.

NO EFFECTIVE USE OF PROTECTIVE CLOTHING

Protective clothing should be used only as a very last resort as there is a high risk in its use. The report says that "there is very little evidence that the respiratory protection programme was effectively organised and managed". It recommends that a well organised respiratory programme is urgently needed at the plant.

INEFFECTIVE TESTING OF WORKERS

The report questions the reliability of the com-

pany monitoring of mercury in urine levels. Furthermore, it notes that urine sampling does not show exposure to organic mercury. Blood sampling is the only effective method. The report recommends that an effective testing system involving urine and blood sampling among workers be introduced and the results carefully monitored.

CASES OF MERCURY POISONING

The report says that workers who are presently known to be suffering from mercury poisoning, must have been poisoned while working at the Thor. It also says that present state health facilities are not able to deal with the wide range of occupational diseases.

THOR CHEMICALS MUST TAKE RESPONSIBILITY

The report then sets out a number of processes to be implemented to prevent mercury exposure at Thor Chemicals. It concludes by saying that Thor Chemicals must take full responsibility for the environmental impact of the plant and the health of workers employed at the plant.

It compliments CWIU, and the Industrial Health Unit (IHU) from the University of Natal on the role they have played in exposing what is happening at Thor. "Under prevailing conditions in this country they (CWIU) have had to fight every step of the way and per force have had to publicise the matter via the media. It is unfortunate that their first statements were not taken seriously. The most constructive outcome...from this tragic situation is that management and government departments should in future listen carefully to what is being said by workers through their union structures".

ECONOMIC NOTES

Key words & concepts

(Part 2)

This is the second in our series to assist factory discussion in the factories by explaining key economic terms and concepts.

Inflation

Inflation is the increase in the general level of prices. The things that we buy are continually getting more expensive. This means that the wages we earn buy less and less.

Inflation rate

This is the percentage measurement of how much the general price level is rising. It is measured by looking at the prices of a standard basket of goods and comparing this with the same basket in the previous month.

Restructuring

This word is often being used when we discuss the economy. COSATU says that government must not unilaterally restructure the economy. CWIU says that we must be involved in negotiations on restructuring the chemical industry. To restructure is to change the form and organisation of something. So, to restructure the chemical industry means to change how the industry is organised, what it makes, and how it is run and controlled.

Market

A market is where goods are exchanged. Under capitalism, goods are exchanged for money - they are bought and sold. Under capitalism, the

market is also a place where profits are made. Where sellers try and make more money from the thing that they are selling.

Labour market

The labour market is the market for labour. Employers "buy" labour at a certain price just as they do other goods. The price of labour includes things such as the cost of wages, benefits, training, health and safety. The demand and supply of labour is important in setting wages and benefits. Trade unions intervene in this market by using their power to push up wages and benefits.

Productivity

Productivity is the measure of what goes into production (inputs - machinery, land and labour), and what comes out (outputs). High productivity means that the inputs are low compared to the outputs. Low productivity means that inputs (and costs) are large compared to the amount of goods produced (outputs).

Investment

Money and resources are needed to build or expand a factory. The money or capital put into the building/expansion of a factory is called investment. Investment is needed for an economy to grow. Investment comes from individuals, companies, banks and financial institutions.

Despite vacancies, SA Druggists refuse to employ retrenched workers

Soon after 600 workers at SA Druggists balloted to take action in support of CWIU's demand for national company bargaining, the company has launched a vicious counter attack retrenching 146 workers at Lennons Pharmaceuticals in Port Elizabeth.

The retrenchments follow a takeover of SA Druggists by Malbak - a notorious union basher. They are in the wake of retrenchments from other SAD companies in East London and Pretoria.

Underhand retrenchment

When Lennons Pharmaceuticals told the union that they were going to retrench because of reorganisation at the plant, the union began to negotiate alternatives. Soon it was clear that the company was not interested, and around 700 workers, including non-union members (free riders), decided to take illegal strike action. The union also gave a plan to the company to avoid retrenchments.

By 23 March workers returned to work. On the same day, the company presented them with an interdict. The interdict said that they could only be on the company premises if they were working. SAD knew that industrial action was being planned around centralised bargaining and said that the interdict applied to any future industrial action.

When workers finally took legal strike action for centralised bargaining on 26 March, they were locked out in terms of the

old interdict. On 7 April, workers forced themselves back onto the company premises to resume work. Six days later, 146 workers were retrenched.

No notice was given to the retrenched workers, nor was the retrenchment package negotiated. CWIU is investigating legal action against the company.

SAD aren't serious about creating jobs

The sad story of the retrenchments at Lennons is that they could have been avoided. Lennon's claim that lost production has resulted in overstaffing of 21%. But, right next door to Lennons, South African Druggists have built a new plant called Intramed. It will begin production in June.

When the Managing Director of SAD gave an award to FW de Klerk and Cde Nelson Mandela as newsmakers of 1991, he announced that SAD were spending R45 million on this new plant which would employ 250 workers to help build the new South Africa.

But the company refused to transfer the redundant workers at Lennons to Intramed. All they said is that 28 skilled workers can apply for jobs at Intramed!

Far from contributing to the new South Africa, these are the actions of a company married to the "baasskap" of apartheid - where workers are useful only for making profits.



Photo by: William Matlala

Women delegates at the CWIU National Bargaining Conference discuss which sector commissions to attend.

CWIU sector profile

The CWIU National Bargaining Conference, agreed on 5 sectors to provide a focus for centralised bargaining in the chemical industry. This chart gives a profile of the different sectors.

SECTOR	CWIU MEMBERS	HIGHEST HOURLY WAGE	LOWEST HOURLY WAGE	HIGHEST WEEKLY HOURS	LOWEST WEEKLY HOURS
Petrochemicals	18 907	R9.43 (Supacryl)	R2.90 (Mineral Binders)	46	40
Consumer products	8 813	R10.45 (Merck)	R3.25 (Hi-tech)	45	37,5
Glass	7 156	R8.19 (Pilkington)	R5.00 (Anchor Rand)	43	42
Plastics	5 589	R6.63 (PVC Compounders)	R2.10 (Multifoil)	45,5	38,5
Rubber	2 291	R6.06 (Vulco)	R3.33 (Darmag)	45	43,5

Progress in national company bargaining

The following chart shows the progress that CWIU has made in the struggle for national company bargaining.

Company	No. of sites	CWIU members**
Dulux Paints	4 sites	547
AFI	2 sites	295
BPSA	*	385
Caltex	*	514
Chet Chemicals	2 sites	220
Ciba Geigy	2 sites	165
Coates	2 sites	205
Consol Glass	5 sites	2 077
Consol Plastics	4 sites	771
SA Cyanamid	2 sites	197
Fosroc/Foseco	4 sites	269
Liquid Air	5 sites	147
MIR	4 sites	673
Mobil	*	740
Petrocol	4 sites	150
PG	*	1 704
Pilkington	7 sites	2 107
PDC	4 sites	462
SASOL	5 sites	4 453
Shell Oil	*	161
Total	*	149
Zenex Oil	*	43
Johnson & Johnson	3 sites	620

* Indicates covers several workplaces and depots.

** Membership based on December 1991 membership figures.

Maternity & paternity agreements in CWIU

MATERNITY AGREEMENTS

Job guaranteed	No. of agreements
12 months	1
10 months	5
6,5 months	2
6 months	59
5 months	6
4 months	50
3 months	23

Total 146

PATERNITY AGREEMENTS

Paid days leave	No. of agreements
14 days	1
5 days	12
4 days	4
3 days	33
2 days	66
1 day	25

Total 141

AECI PAINTED INTO A CORNER Victory for Dulux workers

It took 8 days of legal national strike action to force the bosses at Dulux, a subsidiary of the chemical giant AECI, to agree to CWIU members demands. The 604 workers spread across 6 sites, returned to work on 2 April after management agreed to CWIU's demands around wages and working conditions.

Dulux workers were not prepared to accept the 10% wage increase accepted by the South African Chemical Workers Union (SACWU) and other unions organised at AECI. Workers felt that they could not allow SACWU, the dominant union at the National Bargaining Forum, to dominate the negotiations at Dulux.

The strike exposed AECI's double standards. On the one hand their Human Resources Director is a key player in the National Economic Negotiating Forum, and on the other they used every strategy to crush the strike. Dulux employed scab labour, threatened legal action, closed down canteens where workers could meet, and threatened to dismiss and/or retrench workers.

Settlement was reached when workers won:

- 11,5 % wage increase bringing the minimum to R1 211,81 per month.
- Additional public holiday (11).

- Workers with 5 years service entitled to 20 days annual leave.
- Improvements to service and shift allowances.
- The company agreed to overtime being voluntary.
- The company agreed not to victimise strikers, including temporary workers.



Engen which is now the holding company for the Genref Refinery and SAECO.

During the strike, Genref strikers united with the community at Merebank and Wentworth near the plant. The surrounding residents were concerned about their health and safety as the company had employed unskilled labour as scabs. If there were an accident at the refinery it could lead to an explosion and massive loss of human life.

Striking workers and members of the community marched on the Department of Manpower offices, demanding that the plant be shut down while the strike is in progress to avoid a potential accident. Provision is made for this in terms of Section 23 of the Machinery and Occupational Health and Safety Act. At the time of going to press, the Department of Manpower was investigating the plant to see whether it should be shut down.

The company has taken a hard line against the strikers. It has reported to the Minister of Defence, alleging that there is industrial unrest at the plant. The Minister has said that the plant is a "national key point" and the SADF may directly intervene and take control.

Members of the Genref Shop Stewards Committee discussing strike action with the members during the counting of ballot papers.

NEWS BRIEFS

Western Cape branch prepares for general meeting

The Western Cape BEC which met on 11 April outlined the following programme of action to implement the decisions of the National Bargaining Conference. The major event in the programme is the Branch General Meeting on 3 June 1992.

● Prepare pamphlets and posters

This is the responsibility of the media committee and final drafts must be completed by 4 May.

● Factory general meetings

All factories must hold general meetings by 30 April to discuss the CWIU NBC programme of action, COSATU National programme of action and mobilisation for May Day.

● Sector council meetings

Sector councils should meet by 7 May to concretise a programme of action in their sector.

● Local general meetings

These should be held on 21 May 1992 to prepare for the Branch General Meeting.

● Branch general meeting

This should be held on 3 June 1992.

**Forward to centralised bargaining!
Forward to action!**

SA Cyanamid still opposes CINPF

On 10 March a Conciliation Board met for SA Cyanamid and CWIU because the company insisted on establishing their own in house provident fund within the bargaining unit. The CB could not resolve the issue and the company and CWIU have resorted to mediation.

The union has been negotiating the CINPF with the company since 1987 during which the company has taken a hard line against the union. It has attacked the union, dismissing active union members and shop stewards.

The struggle at SA Cyanamid shows the importance of solidarity in the struggle for the CINPF. If the struggle is left to individual companies, workers will not have the power of the union behind them when they make demands.

Petrocol agrees to Joint Bargaining Forum

Petrocol has finally agreed to joint bargaining forum for its four plants in Cape Town, East London, Port Elizabeth and Isando. The 150 workers spread across the country initiated a three week overtime ban before the company buckled to the sustained pressure.

More SACWU members join CWIU

CWIU has organised a majority among the 160 strong workforce at the AECI Zommerveld factory just outside Welkom. The plant was formerly organised by SACWU - the NACTU affiliate. Five out of six former SACWU shop stewards are part of the CWIU steering committee at the plant.

VAT victory

Steady pressure from COSATU and its allies in the VAT Co-ordinating Committee have forced the government to compromise on lifting the zero-rating on 11 basic foodstuffs. The zero-rating was supposed to be lifted in April, but it has now been extended indefinitely. Fresh milk and rice are however no longer exempted.

Meanwhile, the VAT Co-ordinating Committee has made it clear that the struggle against VAT is far from over. A report issued by the committee in April has called for a major overhaul of VAT as it had not produced the benefits that government claimed it would.

CINPF needs centralised bargaining

Cde Susan Benjamin, CWIU National CINPF Co-ordinator told FLAME that despite the growth of the CINPF (10 000 members and R200 million by March 1992) the major drawback to the CINPF campaign is that the union still has to go and negotiate separately at each company.

Most CINPF negotiations have taken over a year to complete and some are still not settled after 3 years of negotiations. It has taken since 1987 to bring in 42 companies.

How long will it take to bring in another 200 or 300 companies without centralised bargaining?

NO TO ADVISORY COUNCILS!

Cde Isaac Rayi, from SA Druggists in East London, has served on many committees within CWIU and COSATU at various levels. Presently he is vice-chair of the CWIU BEDCOM, chair of the E Cape Branch pharmaceutical council, a national CINPF trustee. He is chair of the COSATU local in East London, attends the REC and is a member of the Border area campaigns committee. FLAME interviewed him on the struggle in East London and the Border region.

1. How long have you been a member of CWIU and when were you elected a shop steward?

I joined the union in 1986 and was elected a shop steward in the same year.

2. You have been active in building the CWIU local in East London in the last few years. What were the major difficulties faced in building the union in East London?

Firstly, CWIU was non-existent in our area. The area was predominantly a SAAWU stronghold. The leadership of SAAWU had influenced the rank and file membership and supporters to be anti-FOSATU. In their thinking there was no difference between FOSATU and TUCSA. FOSATU was regarded as a sweetheart federation. So already there was a bad attitude towards CWIU.

SAAWU had organised all the big factories in the chemical industry. We only had a few small companies under CWIU. We used the TGWU office for our meeting.

We started to attend meetings regularly and launched the local and elected office bearers. We got old files from our companies and used them to keep our minutes and reports. We then decided to poach SAAWU members. When SAAWU realised this they proposed a merger. We were only prepared to discuss the COSATU resolution that general unions should hand over their membership to industrial unions. The situation became so tense that there were two unions in most of SAAWU's factories.

In that period the branch was becoming bigger particularly in Port Elizabeth. Another organiser was employed who temporarily serviced the East London local. Finally, SAAWU decided to disband and handed over its membership to CWIU.

3. What are the major challenges facing CWIU in East London, and the East Cape region for the remainder of 1992?

Currently our structures are becoming weak. Some shop stewards are taking up management positions and we have relatively new and inexperienced shop stewards. Bosses are attacking us through retrenchments. These are the areas we are going to address.

4. What is being done in the region and East London in the struggle for centralised bargaining in the chemical industry?

At national company level it is only SA Druggists which is not in favour of centralised bargaining. Here workers have not been motivated to fight and there has also been a lack of co-ordination on the part of the union.

At sectoral level, we are planning to have a branch general meeting on 9 May 1992 to report back on National Bargaining Conference decisions. We are going to relaunch sector councils in line with the NBC decision.

5. Last year, you were elected chair of the COSATU local in East London. How strong is the local and what campaigns are you presently involved in?

I think the COSATU local is the strongest nationally. We are involved in all the major national campaigns such as VAT, and the Interim Government and Constituent Assembly. At a regional level, we are involved to get the dismissed Ciskei civil servants reinstated and the removal of Gqozo. We are also planning a campaign against retrenchments and for time-off for shop stewards.

6. The Tripartite alliance has taken up a campaign against the Ciskei regime. Can you tell us something about this campaign and what you are trying to achieve?

There is no free political activity in Ciskei, so we are trying to achieve a free political climate. ANC meetings are not allowed. Gqozo is trying to promote his ADM (African Democratic Movement) and impose the discredited headman system. The campaign against Gqozo was adopted at the Regional Council of the ANC in Queenstown and presented to the alliance. The alliance discussed it and finally endorsed it.

But before it could be implemented, the document leaked to the press and the Ciskei government. There was an outcry. The Ciskei government took the matter to CODESA and it withdrew from the Peace Committee. There was a meeting in Pretoria between the ANC and the Ciskei government. The agreement reached was that Ciskei must review Section 43 (which barred organisations from holding meetings) and bring the Ciskei in line with South Africa's Internal Security Act, and the National Peace Accord. The ANC promised that it was going to review some of the parts of its programme of action. None of the parties adhered to the agreement.

On March 21 there was symbolic voting in all areas in the Border region. On 6 April there was a People's Assembly which passed "laws" on the Interim Government, Constituent Assembly, VAT, the release of political prisoners and the reinstatement of the Ciskei civil servants. These laws are to be taken to the relevant CODESA working groups. On 29 April we are going to have an assessment of the campaign and possibly decide on a more effective programme of action until Gqozo is removed.

9. You are also COSATU's representative to the Regional Peace Accord structures in the Border region. How widespread are the Peace Accord structures? What have you learnt from your, and COSATU's participation in these structures?

We've got the Regional Dispute Resolution Committee and the Local DRC's are still being established. My major problem was with the workers themselves. Whenever we made report backs they never showed any interest. They made all sorts of negative comments about the Peace Accord.

Another problem was that the bosses who participate in the Peace Committee want to shift the focus from the violence to development. They were openly saying that the region needs to be economically developed and they blamed strike action and stayaways. As COSATU we were fed up with the committee and the REC decided to withdraw. The party and ANC convinced us to rejoin, and the COSATU Regional Congress changed the REC decision.

10. Is the changing political climate and negotiations at CODESA and the National Economic Negotiating Forum having any impact on the ground in the Eastern Cape? How do you think workers should respond to these negotiations?

We support the negotiation process, but the problem is that we are being left behind. We do not know what is taking place in the working groups. We rely on the newspapers and TV.

Recently, some National Party MP's complained in the press saying that in the Border region we are continuing with strikes and stayaways crippling the economy while our problems are being addressed in CODESA and the National Peace Accord. At the Tripartite Alliance Summit, COSATU should remind its partners that they promised us that negotiations would not be conducted above the heads of the people. COSATU should demand that sub-structures be set up for report backs, mandates and mobilisation. My fear is that if the comrades deadlock in CODESA, and start to think about mobilising it would already be late and we may end up settling for an advisory council or toy telephones.

Note: This interview has been shortened.

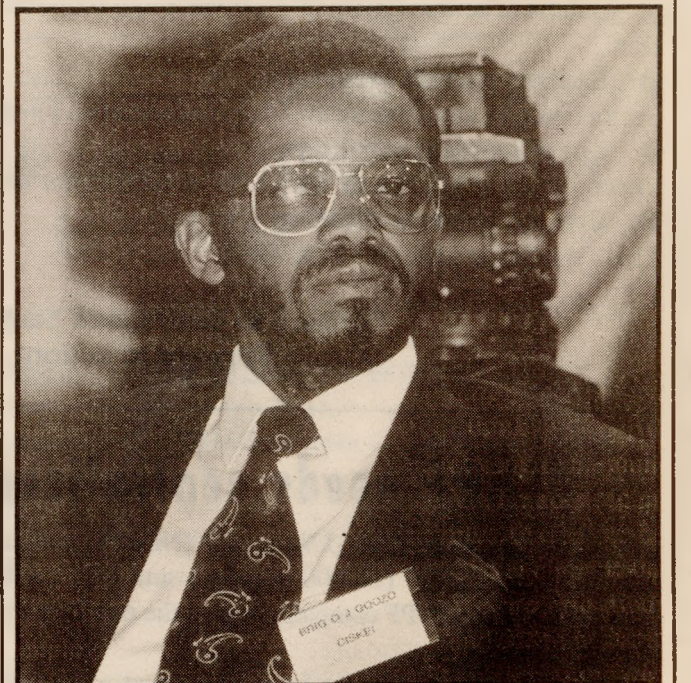


GQOZO MUST GO!

The main thrust of the campaign against the Ciskei (see interview with Cde Isaac Rayi) was outlined recently in "Mayibuye", the Journal of the African National Congress:

- Convening a People's Assembly similar to the Cape Town People's Parliament to mobilise for an Interim Government, Constituent Assembly and an end to all bantustan administrations;
- An organising and recruiting drive to strengthen and expand the ANC and other democratic political structures...in the Ciskei;
- The maintenance of mass pressure to ensure free political activity...;
- A symbolic voting campaign for the speedy implementation of an Interim Government at national level with authority over the whole of South Africa;
- The establishment of a broad-based popular front of all patriotic organisations in the region to promote a speedy advance towards democracy in South Africa and the reincorporation of Ciskei; and
- Campaigning for the reinstatement of dismissed workers and officials; for the removal of all SADF and Military Intelligence officials from Ciskei; and against the reimposition of the headman system as an instrument of repression.

(Mayibuye; April 1992.)



*Photo by: William Matlala
Brigadier Gqozo at the National Peace Convention where the Peace Accord was signed.*

Take action for literacy & adult basic education

While there are an increasing number of literacy schemes being offered by managements, the bosses in the chemical industry are refusing to negotiate a nationwide system of adult education and training. Unless we organise, and take action for literacy and adult basic education, we will have to accept the crumbs being offered by the bosses and government.

Workers suffer under Bantu Education

For many years, workers have suffered because of Bantu Education. At least 11 million people over 10 years old are not fully literate. Over 30% of the labour force in South Africa has had no education, and only 36% have had primary education.

For years the employers have ignored these facts. They have used workers poor education as an excuse to pay low wages and to prevent them from being trained for more skilled positions.

Now the employers are beginning to see that this lack of basic education and literacy is affecting production. They can see that better education and training leads to better productivity. A number of these companies have introduced their own literacy schemes.

Principles for adult basic education

Most of these schemes are introduced without negotiating with CWIU and COSATU. The training usually only serves the company's narrow interests. At its National Congress in 1991, COSATU adopted a set of principles on Adult Basic Education. These principles say:

- We need to negotiate with employers and the state for a nationwide adult basic education system open to all workers and the wider community.
- Courses must provide a general basic

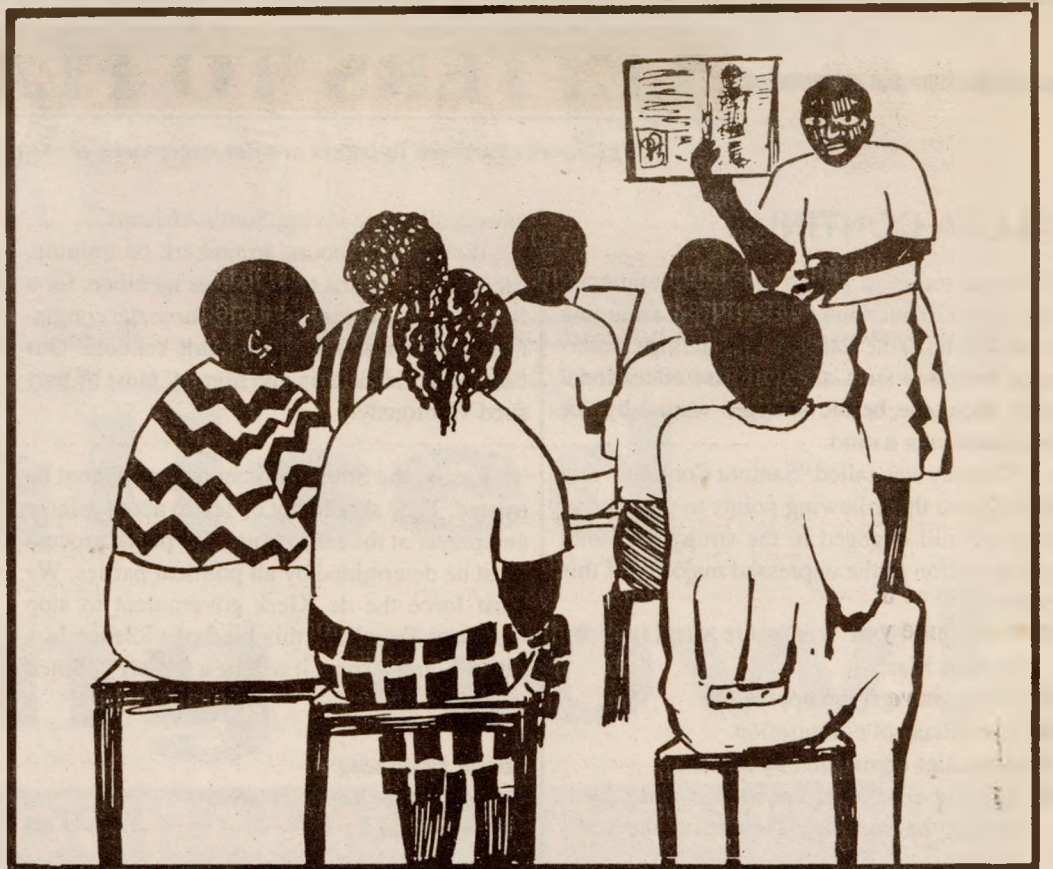
education and be based on clear standards allowing advancement from one course to the next.

- All courses must lead to nationally recognised certificates, equivalent to formal education certificates, and must enable entry into training programmes.
- Employers and the state must provide facilities for classes, paid time off for workers attending, and must assist in paying for teachers and the costs of development of teaching materials.
- The knowledge and skills that workers already have must be recognised.
- There must be agreed principles for evaluation, the selection of teachers, and the development of programmes.

Our immediate tasks

There is a lot of work to be done before we have a proper system of adult basic education. In the chemical industry, the employers are resisting the setting up an industry training system. Our immediate tasks are:

1. Inform the union if there is a literacy scheme operating in your company. Give the following information:
 - the number of workers participating in the scheme.
 - what the scheme teaches.
 - who runs the courses.
 - who decided on the courses.
 - workers feelings about the scheme.
 - the unions involvement in the scheme.
2. Inform the union if the management has approached workers or shop stewards about a literacy scheme.
3. Tell management that you want to negotiate around the scheme in place, or a new scheme.
4. Hold discussions with your organiser on the issue.



National training board negotiations deadlock

CWIU is fighting for the right of all workers in the chemical industry to have education and training (see previous FLAME). However negotiations between the unions in the industry, and the big chemical employers (SASOL, AECI, Sentrachem and Sapref) broke down on 16 March. The employers refused to agree to the setting up of a National Training Board to:

- co-ordinate adult basic education and training for workers in the chemical industry.
- ensure that all workers in the industry - from sweeper to engineer - are entitled to appropriate education and training.
- immediately stop discrimination in education and training in the industry on the grounds of race or gender.

The employers have insisted that they set up the Industry Training Board to deal only with artisan training. All other training must be dealt with at the plant level.

The other trade unions in the negotiations have all supported the bosses. This includes the NACTU affiliate, the South African Chemical Workers Union (SACWU).

Because of the deadlock, CWIU and COSATU held two meetings with the Minister of Manpower where he agreed:

- negotiations are not yet exhausted and must continue.
- the Department of Manpower will convene a round table meeting between the employers and unions to continue the negotiations. This meeting should take place in May.

In the factories, make sure:

- you demand information on education and training in your company.
- that the company supports CWIU's demand for an industrywide training board covering all workers.
- that the company negotiates education and training with the union.

LISTEN OUT FOR "WORKSHOP"

Labour programme on SABC

COSATU has recently reached an agreement with SABC Radio services to broadcast a weekly 15 minute labour programme on 11 different radio stations. The programmes will begin on 29 April on the following radio stations:

- Radio Zulu - Thursday - 18h15
- Radio Xhosa - Thursday - 19h00
- Radio Sesotho - Thursday - 20h30
- Radio Setswana - Wednesday - begins between 18h00 & 19h00
- Radio Lebowa - Wednesday - 20h15
- Radio Swazi - Wednesday - begins between 18h00 & 19h00
- Radio Ndebele - Wednesday - begins between 18h00 & 19h00
- Radio Tsonga - Wednesday - 19h00
- Radio Venda - Wednesday - 20h45
- Good Hope Stereo - to be determined
- Radio Kontrei - to be determined

CWIU calls for inquiry into SASOL's CCB activities

Three CWIU National Office Bearers and SASOL shop stewards met with SASOL management on 21 April to investigate the company's alleged links with the CCB. This was after an Inkatha Freedom Party member revealed to the Weekly Mail that he had commanded a base at Secunda for hitmen.

The CWIU delegation demanded that SASOL:

- stop dealing with lawyers who have CCB links;
- agree to a commission of inquiry into CCB activities;
- hold a public debate with the union on these allegations.

The company refused to listen to these demands, but have agreed to investigate other issues. CWIU is discussing what action to take.

LETTERS TO FLAME

The views expressed in letters are not necessarily those of CWIU.

ALUTA CONTINUA

First and foremost I wish to express appreciation to our Education Department for arranging for delegates at the National Bargaining Conference to attend such an important educational play about the heroic struggle waged by the Mozambiquan nation.

The play was called "Samora Continua" and highlighted the following points to those of us who are still engaged in the struggle of total emancipation of the oppressed majority of this country.

- The quality of leadership displayed by Samora Machel.
- Unity amongst the oppressed.
- The effects of colonisation.
- Atrocities committed by Renamo.
- The importance of knowledge and education for the working class who run the factories.
- The role of women in the struggle.
- Evil deeds demonstrated by the South African regime in trying to destabilise Mozambique.

From the play, I draw the conclusion that the heroic struggle being fought by our political leaders must be encouraged and supported by all political forces in this country. We must ensure that we isolate the enemy and we must work very hard to curb the violence engulfing our country which is designed to disturb this important political process. We must encourage unity

among all peace loving South Africans.

We are duty bound to embark on training, literacy as a means to equip our members for a future South Africa. We must force the companies to open and finance adult schools. Our campaign for training and literacy must be pursued vigorously.

Lastly, the South African regime cannot be trusted. They should not be left to act as referee and player at the same time. The peace process must be determined by all political parties. We must force the de Klerk government to stop violence. To inherit this kind of violence in a future South Africa, it will be a society doomed to perish.

Simon Mofokeng
Branch Media Representative
NE Transvaal.

RETRENCHMENTS

The call by the labour movement to stop retrenchments was made some time ago by COSATU and affiliates because workers were losing their jobs and job security was at stake. This is still going on.

How much has happened since the call was made? The bosses and the state know COSATU wants restructuring of the economy and retrenchments to stop, but have blatantly ignored

this and continue to privatise, rationalise, de-regulate and retrench workers. Thousands of workers have lost their jobs and many are still to follow.

The enemy have no regard for workers in their fight for profits. In terms of capitalist law, if you harm another person you are punished and you may even go to jail. Why are the bosses and the state not punished when they harm thousands of workers, leaving them destitute and in despair with no money or food. If they starve they could die.

The solution to the problem is to put demands to the bosses, give them one month to consider. If they fail to deliver, engage in a mass campaign of sustained action to achieve our demands.

The political and economic struggles must be linked to mobilise and revive our Workers Charter campaign. The coming Workers Summit must not adopt a charter, but most of all draw up a programme of mass worker action to defend the interests of workers at large.

We must use a general strike more effectively in future to smash the bosses and the state. Lastly, to all workers, you must take control of your organisation and lead it to advance your interests towards socialism.

Forward with the workers struggle
Shaun Wildschut
Branch Office bearer - W Cape Branch.

* Letter shortened.

MOST POPULAR FLAME STORIES

The recent survey carried by the FLAME showed that most readers liked to read about CWIU factory and strike news.

Story% of respondents who read these stories

CWIU factory & strike news	89%
COSATU news & campaigns	86%
Politics	75%
Health & safety	64%
CINPF	61%
Newsbriefs	57%
Women	39%
Interviews	32%
International	32%
Other	18%

HELP FIGHT AIDS

Aids is a disease that attacks all people - black, white, men, women, rich and poor. At the moment there is no cure for Aids. The medicine which allows you to live longer is very expensive making it difficult for the working class to get proper care and treatment.

The bosses also say that they are concerned about Aids. CWIU and COSATU have to make sure that companies adopt a progressive attitude towards Aids and workers who have Aids.

We have to have ensure that there is:

- No discrimination in job selection.
- Job security for people who have Aids.
- Protection of workers who may be exposed to Aids (eg. healthcare workers).

- No discrimination at the workplace against workers who have Aids.
- Voluntary and not compulsory Aids testing.
- Pension/provident funds and medical aids must not require Aids tests.
- Aids counselling.

Many companies are running Aids education programmes without involving workers in the drawing up the programmes. We have to make sure that workers control this education.

To assist in the process, FLAME is conducting a survey to find out which companies are conducting Aids education. Please fill in the survey and send it to the Editor; CWIU Flame; PO Box 18349; Dalbridge; 4014.

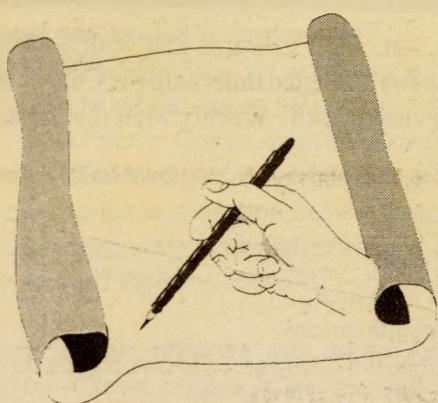
- Name of Factory:
- Has your company ever raised the issue of Aids with workers?
☐ Yes ☐ No
- If yes, how?
☐ Courses ☐ Talks ☐ Posters ☐ Other
- Has the company run courses on Aids?
☐ Yes ☐ No
- If yes, how long was this course?
- Who ran the course?
☐ Factory sister ☐ Doctor ☐ Personnel Department ☐ Outside organisation ☐ Other
- Did they hand out information?
☐ Booklets ☐ Posters ☐ Condoms ☐ Other
- Who attended these courses?
☐ Top management ☐ Line management ☐ personnel ☐ administration ☐ shop stewards ☐ production workers
- Were the courses run separately for different groups?
By ☐ race ☐ sex ☐ shop stewards ☐ management ☐ workers ☐ mixed groups.
- Does your company test workers for Aids?
☐ Yes ☐ No ☐ Don't know
- Does your company have an aids policy?
☐ Yes ☐ No ☐ Don't know

★★★★ WINNER ★★★★★

Competition No. 3

CDE DP MSIZA

from Kwathema is the winner of Competition No.3. Your union cap and T-shirt are on their way to you in the post.



Competition No. 4

The writer of the best letter sent FLAME, about any issue, will receive a book on the South African economy. Closing date for competition: 30 June 1992.

Write to Flame

We are trying to build a better Flame and we need your views!

If you want to make any contributions to the Flame, contact your branch secretary, branch media representative or Gareth Coleman at (031) 259519/0

Please send any stories, letters, photographs to
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