

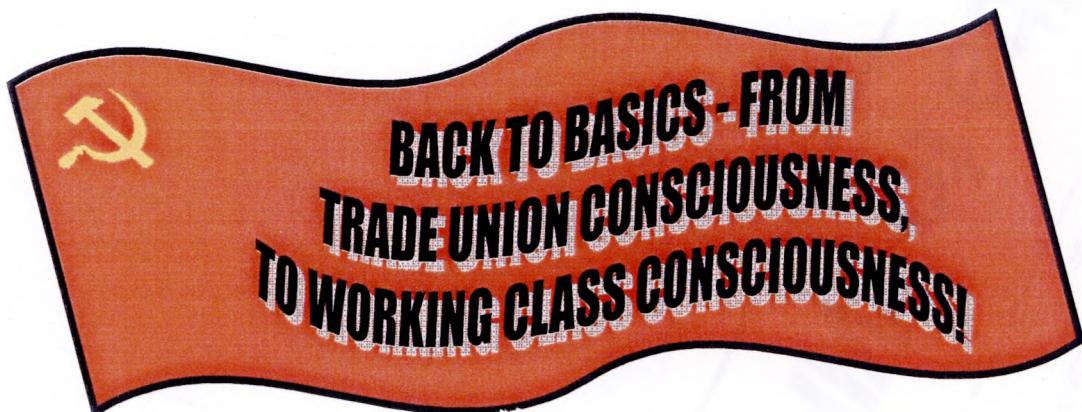
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SACCAWU box

SHOPRITE CHECKERS NATIONAL SHOPSTEWARDS SUMMIT

HELD ON 11 TO 13 OCTOBER 2007 AT THE BIRCHWOOD HOTEL

NSSC TREASURER'S REPORT & NSSC FINANCES



**SHOPRITE CHECKERS NATIONAL TREASURER'S REPORT
TO THE SHOPRITE 3RD NATIONAL SUMMIT
HELD ON THE 11th TO 13th OF OCTOBER 2007 AT THE BIRCHWOOD HOTEL**

Introduction

Comrades, this historical 3rd National Summit is convened at a time when the National Democratic Revolution is under attack left, right and centre. We have recently held an ANC Policy Conference; SACP National Congress and COSATU Central Committee, as well as SACCWU National Bargaining Conference. These Alliance meetings took a number of resolutions for implementation. One has observed a very sorry state of affairs in that some shop stewards who are seen to be very prominent in Shoprite meetings, do not attend SACCWU structures, let alone COSATU, ANC & SACP structures. This Summit will have to discuss on how we are to revive structures at Shoprite and participation in the aforementioned structures.

For the record, it will be prudent for one to bring to the notice of the Summit that to date, we have concluded a hand-over of which I will elaborate under NFC in this Report.

Recruitment

At our first Extended NFC, 16 – 17 August 2007, we discussed recruitment and took a decision in line with National Bargaining Conference resolution, to ensure vigorous recruitment drive at all targeted divisions, Furniture, U-Save, Hungry Lion, Meat Market, Freshmark and Warehouse.

We also targeted as regions will within next three months recruit 1000, new membership per region but to date that is not been the case. Some regions indicated not all stores have shop stewards which made it difficult to recruit.

At the Summit in Durban 2004, we undertook to recruit at least 98% and so far we are far from reaching that percentage. At our last national shop steward council in Durban, we also took a decision that shop stewards have to send detailed report on recruitment on month to month basis, coordinated by Regional Deputy Chair and consolidated by the Regional Treasurer and sent to National Treasurer on a quarterly basis, such should be audited at Divisional level and sent through to OCCBU department of SACCWU at regional level.

We should then formulate a programme of recruitment in line with National Bargaining Conference resolution, and ensure that members are immediately on stop-order. There is minimal commitment from Comrade Leadership reaching those targeted areas.

Recommendations:-

- Interrogate lack of growth in all regions / stores.
- Intensify recruitment at the following divisions identified.

- Consolidate new membership through shop stewards elections.
- Uniform approach on submission of forms, for new members to management for stop-order implementation, same should then be forwarded to National Treasurer as a proof of recruitment.
- Focus on stores where membership is less than 50% plus one.
- Encourage members to recruit.
- Task Team to recruit outsource labour.
- Ensure all stores have shop stewards.

Membership

Since our last NFC we have only had that membership breakdown sent by the company although we have requested regional break-down from the company, they have refused.

Figures of membership remain weak in areas identified.

Membership breakdown

Staff Compliment	Total	SACCAWU members	Total	%
Full time	16630	Full time	9055	58%
Flexi Timers	1331	Flexi Timers	848	64%
P/Part Timers	36800	P/Part Timers	10135	42%

These figures are as of June 2007 till now.

Recommendations:-

- Database of members and shop stewards.
- Conduct research on non-deductions.
- Every three months must audit recruitment at divisional level.
- Unique programme of action – targeting units.
- Check stop-order form before submitting.

Income

For the last 5 years our source of income was solely on R5.00 levy deductions from full time employees of 7 regions. We have engaged the company for almost 2 years on levy deduction for Flexi and permanent part-timers. The company eventually agreed with deductions effective from 7 August 2007, on R1.00 levy deductions per week.

As a result of miscommunication between I.R Manager and head office pay-roll department; Company deducted levies for W.TVL and same was then deposited in August 2007 in National account of Abasebenzi account. The R1.00 levy deduction has now increased our income from +/- R42 000.00 to +/- R84 000.00.

This will then assist on continuous payment for regional allocations, so that regions should run smoothly their structures. As indicated in last NFC our income has been fluctuating, and same concern was raised to the company in form of a letter, to date we have still not received any response.

The long outstanding issue of W/TVL levy was then discussed at a meeting held on 26/27/September 2007 together with SACCAWU NOBS, Shoprite NOBS and NNT'S delegates. Although we have received a letter from W.TVL region indicating that members want to form part with all National shop stewards council decision and in due course they will submit their regional account.

At that meeting it was then resolved that a further meeting be called with W/TVL delegates and NOBS of Shoprite / SACCAWU to sign off with some dissatisfaction raised by W/TVL delegates, particularly issue of levy deductions of part-timers.

Recommendations:-

- The company must send a breakdown of deduction of levies and a proof of payment to the National Treasurer Company Council.
- Breakdown must be per store / regions.
- Levy deduction for all members will continue.

Allocations

Last allocation for regions was paid in July 2007, an amount of R20 000.00 per region. Not all regions have accounted for allocation received. At the NFC we took a decision that all regions would have accounted for allocations received not later than 15 September 2007 to the national Treasurer. We also indicated that regions will receive their R5000.00 allocations on quarterly basis.

Regions must send their three months report and finance report on 7th of the 4th month. Next three months R15 000.00, payment will be paid in November 2007, failure in sending accounting and reports will result non-payment of allocation.

Recommendations: -

- Allocation should remain R5000.00 per month and payable quarterly an amount of R15000.00.
- No regional report – will forfeit an allocation.
- Regional allocation must be paid within 7 days of receipts of report.

Date for quarterly reports – 2008	Allocation payment per quarter	Allocation payment per annum
7 January	R15 000.00	R120 000.00
7 April	R15 000.00	R120 000.00
7 August	R15 000.00	R120 000.00
7 November	R15 000.00	R120 000.00
TOTAL	R60 000.00	R480 000.00

Communications

On telephone / faxes we took a decision that regional leaders of the company council and NOBS received R100.00 per person, but to date have not received a proper accounting / proof of same. Airtime slips. Its clear since after strike company has been refusing comrades to make use of telephone at stores, which makes it difficult to communicate, resulting comrades using out of own coffers or send please call me.

Recommendations:-

- On current R100.00 per month, proposed an increase of R35.00 next year.
- For accounting purposes we have engaged a service provider on cellular-phone including airtime an amount of R135.00, which you can also top-up.
- NOBS also to engage service providers, company to assist on footing the bill.

National Finance Committee

Indeed our first NFC took place 16, 17 August 2007, at Cedar Park in JHB. It was an extended which included regional treasurers and chairpersons. Only 7 regions were present, excluded W.TVL, as at the time were not contributing to levy deductions we also had a workshop, on uniform financial reporting and was agreed, such meeting should be bi-annually, which first one in 2008 be in February. It was a very fruitful and successful NFC. W.TVL did later forcefully attend and was then later to excuse the meeting as they were not contributing towards levy deduction at that time.

We also dealt with issue of hand-over and accounting of Jan-July 2006 expenditure. Comrade Thoko Mchunu who is now employed at Wits as an official took us through those outstanding accounting. It was also agreed that comrade Thoko will then also report about finance at the National Summit. Old Mutual sponsored bags & T-shirt for this event.

Recommendations:-

- First NFC in the year be extended, to chairperson, to deal with 2008 annual budgets and programme.
- Second NFC will only be constituted by regional treasurer and NOBS.
- Regions should then send their annual programme to National Chairperson by 15 January 2008 including the budget.
- National programme should also be circulated to regions, by the 15 December 2007 by National Chairperson.
- Role of regional treasurer and NFC activities to be taken seriously.

Strike levies

As per the CEC decision, end of May deadline for all companies in compliance with R5.00 levies deductions. To date company has still not implemented however, we have received a letter on the 4th of October 2007 indicating their willingness to implement by the end of October 2007. We have reported inn NFC, company's refusal to deduct and same was also reported to SACCAWU NOBS. The matter is now been handled by NOBS of SACCAWU.

Recommendation:-

- The company should deduct both last and this year strike levy – R10.00 at the end of November 2007, during bonus month.

Budget / Expenditure

We are in line with our structural meeting i.e. NFC, NOBS, Summit, we ensure that our expenditure does not exceed with the budget.

The breakdown of budget and expenditure is also compiled and attached hereto for your ease of reference.

Sponsorship

We were written letters to Old Mutual Group Scheme, Ingwe Health and the Company. I have also attached the company's response on sponsorship. To date other service providers have not yet responded. Shoprite has sponsored the amount of R70 000.00 towards this event.

Conclusion

We believe that this Summit will discuss issues to strengthen structures and accordingly guided by the Constitution of the Union.

AMANDLA!