

Transport & General Workers Union



***Congress 1-3 December
1989, Pietermaritzburg***

Progress Report

***This report of all our activities in Transport & General this year is dedicated to
our three T&G leaders who died tragically in a car accident this year. Their
commitment made T&G stronger!
Hamba Kahle Comrades Zoleka Mjoli, Elizabeth Sibema And Godfrey
Mncwango.***

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Introduction

The last eighteen months have seen tremendous growth in Transport and General Workers Union. Numerically the union has grown from 26 000 signed up members to over 40 000 in the period under review. But it is not only in numbers that TGWU has grown. The period has been one in which new structures of the union have been built, and where new organisational direction has been sought in all sectors. The period has been one during which for the first time in four years, the union has not had to divert its attention to putting into effect complex mergers and transfers of membership.

It has also of course been a period charged by major national political developments - from the passing of the Labour Relations Amendment Act in September 1988, to the release of seven ANC leaders from Robben Island in October of this year.

Membership

The present total membership on stop order is 25 679. An additional approximate 3 000 members pay hand subscriptions. A further 12 000 members are signed up but not yet paid up (either because they are newly recruited, or because the bosses are resisting agreement on deduction of stop orders. The latter is especially the case with cleaning and security membership.)

In July 1988, paid up membership stood at 19 000, meaning a growth of 35% in the period under review.

The current stop order membership of the union per sector is as follows :-

Goods Transport	12 007
Docks	1 566
Passenger Tst	4 181
Cleaning/Security	7 525
Total	25 679

Stop order paid up membership per branch and per sector is :-

Southern Natal	
Goods	2 677
Docks	725
Passenger	813
Clean/Sec	871
Total	5 086

Midlands	
Goods	628
Passenger	1 214
Cleaning/Sec	69
Total	1911

Northern Natal	
Goods	554
Docks	476
Passenger	516
Clean/Sec	96
Total	1 642



T&G staff at National Staff Meeting in February this year

Introduction		TGWU Congress
Eastern Province		
Goods		691
Docks		107
Passenger		222
Cleaning/Sec		951
Total		1971
Western Province		
Goods		1 075
Docks		237
Passenger		450
Clean/Sec		2 247
Total		4 009
OFS/Northern Cape		
Goods		31
Passenger		585
Cleaning/Sec		15
Total		631
Transvaal		
Goods		5 455
Docks		21
Passenger		381
Cleaning/Sec		2 980
Total		8 837
Western Transvaal		
Goods		996
Cleaning/Sec		296
Total		1 292

The union has recognition agreements (either full or preliminary) covering 310 workplaces.

Staff

The union now employs 41 full time staff. The ratio of staff to paid up membership is 1 per 720.

During the period under review the head office of the union has expanded to include a full time education officer and a finance administrator. Still to be implemented, is a recent decision of the NEC to have three national organisers based at head office, together with a national legal officer.

A national staff meeting was held in February 1989.

Constitutional Structures Of The Union

The NEC of November 1989 spent more than a day looking at how to improve the functioning of the constitutional structures of the union - NEC, the BECs, the shop stewards councils, and general meetings. It was agreed that 1990 needs to be a year of activating and strengthening these structures.

National Co-ordination Of Sectors

National co-ordinators were initially nominated by the staff and appointed by the NEC at the end of 1987. Such co-ordinators have at no stage been based at head office, or been in a position to work full time on national strategising, however. They have had to combine their national functions with branch functions, resulting in frustrations not only for the co-ordinators themselves, but for their respective branches also. The NEC of November 1989 spent considerable time reviewing the role of national co-ordinators, and concluded that they should in future be based full time in head office, and combine to form a national team together with the general secretary. During the period under review the co-ordinators only met together twice, which was entirely unsatisfactory, as it left them without a regular forum through which to exchange ideas and developments. Having all national co-ordinators under one roof will hopefully alleviate this.

It has been agreed that in future the primary role of national co-ordinators should be to facilitate national strategising for each respective industry. To facilitate this it has been recommended that in addition to the practice of having one annual national seminar per sector, national meetings of shop stewards in the same company/group should be a priority.

The November NEC agreed to allocate the sub sectors of the industries organised by T&G in the following way :-

Goods Transport:

- * Trucking
- * Car Hire
- * Motor Ferry
- * Docks

Passenger Transport:

- * Buses
- * Taxis

Cleaning and Security:

- * Contract Cleaning
- * Contract Security
- * In house cleaning and security (including universities)
- * Tollgates and car parking garages
- * Dry cleaning

The respective national co-ordinators during the period were :-



National co-ordinators (left to right) Aaron Ngema (security & cleaning); Nomonde Ngumane (docks); Dave Lewis (goods transport) and (front) Mike Gwamanda (passenger transport) at a seminar in 1988

Docks - Zoleka Mrabitsana (now deceased)

Passenger Transport - Mike Gwamanda (resigned June 1989)

Cleaning and Security - Aaron Ngema

Goods Transport - Dave Lewis

The Goods Transport Sector

Progress in co-ordination

As can be seen from membership figures, the goods transport sector is the biggest in the union. It is also the sector in which the most progress has been made in developing a national strategy towards the industry. In the last six months there have been many more successful national negotiations both on recognition agreements and on wages. Examples of such national negotiations are the TTI Group, Normans Transport, Rennies, Cargo Carriers, Lehmbeckers, Avis, Trencor, and Grindrod. There have also been an increasing number of national meetings of shop stewards in particular companies or groups. These meetings have been used partly for education purposes and partly for planning purposes.

Lack of follow up

Although there has been this improvement in national co-ordination, there have been complaints about the lack of follow up and basic servicing in the branches. This problem urgently needs attention.

The Motor Ferry Industry

Progress has been made in the motor ferry industry towards the formation of an industrial council for the sub sector of the industry. The bosses have agreed to negotiate a constitution for such a national industrial council.

The Furniture Removal Industry

The furniture removal section of the industry needs much more attention than it has been receiving so far.

The Transvaal Industrial Council

TGWU continues to be a member of Transvaal Goods Council. During August to October this year the whole agreement was renegotiated to last for the next three years. A wage increase of 16% for drivers and 19% for general workers was agreed after a dispute was declared. A major victory in the negotiations was the winning of June 16 and May 1 as paid public holidays. Improvements were also made on sick pay, holiday pay, and subsistence allowances. All exemptions from Council clauses eg on hours of work, will be coming up for review during the next few months. This review process has to be taken very seriously, to prevent the bosses from taking advantage.

Wage negotiations in companies

The bosses in the Industrial Council in the Transvaal have always insisted to negotiate only the minimum wages in the industry. This year T&G demanded an accross the board increase. The bosses flatly refused. Their refusal means that we shall have to continue to negotiate in two places for some time to come - that is, the Industrial Council for the minimum starting wages, and each company individually on the real wage. During the period under review the average increase negotiated for wages was 18%

The national co-ordinator for the sector has advised that we need to develop a clear strategy on negotiating wages. He has suggested we should co-operate closely with the Labour Research Service in Cape Town. Comrade Dave Lewis has also suggested we should commission a report on the transport economy, to help us plan not only for the present, but also for the future.

Aids

It has been realised that much discussion and education on Aids needs to be carried out. On a few occasions the issue has been put on the agenda for national shop stewards meetings within companies. However this is clearly not enough. We need to plan a more thorough programme of education.

Resignation of Cmde Lewis

Sadly comrade Lewis is leaving us at the end of the year. He must be thanked sincerely for the effort he has put into the sector, despite endless frustrations. We wish Comrade Dave well in his new job, and hope that he will remain closely associated with us.

Docks

Progress in the Docks sector has been marred by the tragic loss of two central people in the industry - Comrade Zoleka, the national co-ordinator, and Comrade Mncwango, chief shop steward at Rennie's Bulk in Durban.

Casualisation

The major issue facing the sector during the period under review was the questions of the casualisation of labour - and the retrenchments which have gone with this. This remains an ongoing battle.

Wage Determination 348

There has been a threat to cancel Wage Determination 348 for the Stevedoring trade. Negotiations have been held with the bosses to attempt to make a joint submission to the Department of Manpower for the extension of the Wage Determination. However the bosses have failed to agree on such a joint submission.

Passenger Transport

Industrial Council

Negotiations with the employers organisation, Sabea, were completed six months ago for the establishment of an industrial council for the bus industry. After agreement was reached on setting up the council, one of the largest employers, the Tollgate Group (covering the ex United companies), pulled out. This means that a registered council cannot be formed. However the agreed constitution will still be put into effect, without becoming a registered council at this stage.

Natal Bus Boycott

The bus boycott in Ladysmith and Newcastle during 1989 resulted in retrenchments in Kwa Zulu Transport in both areas. Lengthy negotiations, however, succeeded in keeping

the numbers of retrenched to a minimum. Included amongst the retrenched is our national treasurer, Comrade Justice Xaba.

To illustrate some of the most serious issues facing the union in the passenger transport industry we have highlighted developments in three major companies :-

Kwa Zulu Transport

In addition to the problems presented by the bus boycott, a number of major disputes developed. The Pietermaritzburg depots of KZT went on strike during wage negotiations in November, resulting in their mass dismissal. All employees were reinstated within a day, as their dismissal was contrary to the terms of the Recognition Agreement.

Putco

Putco has adopted a new heavy handed approach to industrial relations. Major conflicts are brewing not only in the Springs depot, but other depots organised by other unions.

The dispute on the closure of the Putco depot in Durban is still dragging on. The issue was referred to a conciliation board in 1986 - which conciliation board was refused by the Minister. The refusal to refer to a conciliation board was referred to the Supreme Court. To date the Supreme Court has still not made a decision on the matter. The judge in the matter has now called for oral evidence on the matter - more than eighteen months after the matter was referred to him!

DTMB

A series of disputes occurred during the period under review. The most significant of these was a dispute over wages, which resulted in a massive strike in Durban. The service was completely out of action for almost a month before the matter was finally settled. According to the settlement all workers were taken back (having been dismissed a few days into the strike), and a reasonable wage settlement was reached.

Jakaranda Bus/IBL Bloemfontein

Interstate Bus Lines, Bloemfontein, is a company with a history of the remarkable turnover amongst drivers of 66% per annum - largely as a result of dismissals. As an expression of extreme frustration and dissatisfaction about this state of affairs, and in protest against what was seen to be corruption in the company pension fund, workers stopped work in early October. Within less than twenty four hours the entire workforce of over 400 was dismissed. The entire workforce remains dismissed, and the company to date has declined to negotiate any form of settlement.

The Right to Strike

Developments in the above three companies show us that we need to develop a campaign around the right to strike legally within the industry.

Other issues facing bus workers

In addition to the need for a campaign on the right to strike, bus workers would benefit from a campaign to abolish the split shift, and also a focus on health and safety questions.



Striking DTMB bus drivers outside COSATU in Clairwood in August this year



Deserted bus terminus at Soldiers Way in Durban during South Africa's longest bus strike

Taxi drivers

An exciting development during the period under review has been the widespread recruitment of taxi drivers in the Vaal area. The struggle for recognition from the taxi owners is ongoing. Workers in the Vaal clearly need to be boosted by the organisation of taxi drivers in all other branches.

Cleaning And Security

Problems of servicing members

While the membership of the union in the cleaning and security sectors has continued to grow, major problems have been encountered in winning concrete gains for workers. The bosses in these sectors are particularly rough and antagonistic to T&G. In addition, it has to be admitted that we have not given these sectors the attention that they deserve. The servicing of members needs drastic improvement.

Industrial Councils

The contract cleaning and contract security industries are not only labour intensive, but also highly competitive. For this reason, negotiations for wages and working conditions within any one company on its own brings very insignificant results. Centralised bargaining within an industrial council system becomes the logical option in circumstances such as these.

Negotiations with the employers association for the Security industry (SANSEA) came to a halt over eighteen months ago when the bosses reversed their previous enthusiasm for an industrial council. It may be that we shall have to work towards the establishment of regionally based councils as an interim measure.

In the Contract Cleaning industry negotiations for an industrial council are in their first phase. Once membership in all branches has been verified by the employers, we can expect to see real progress.

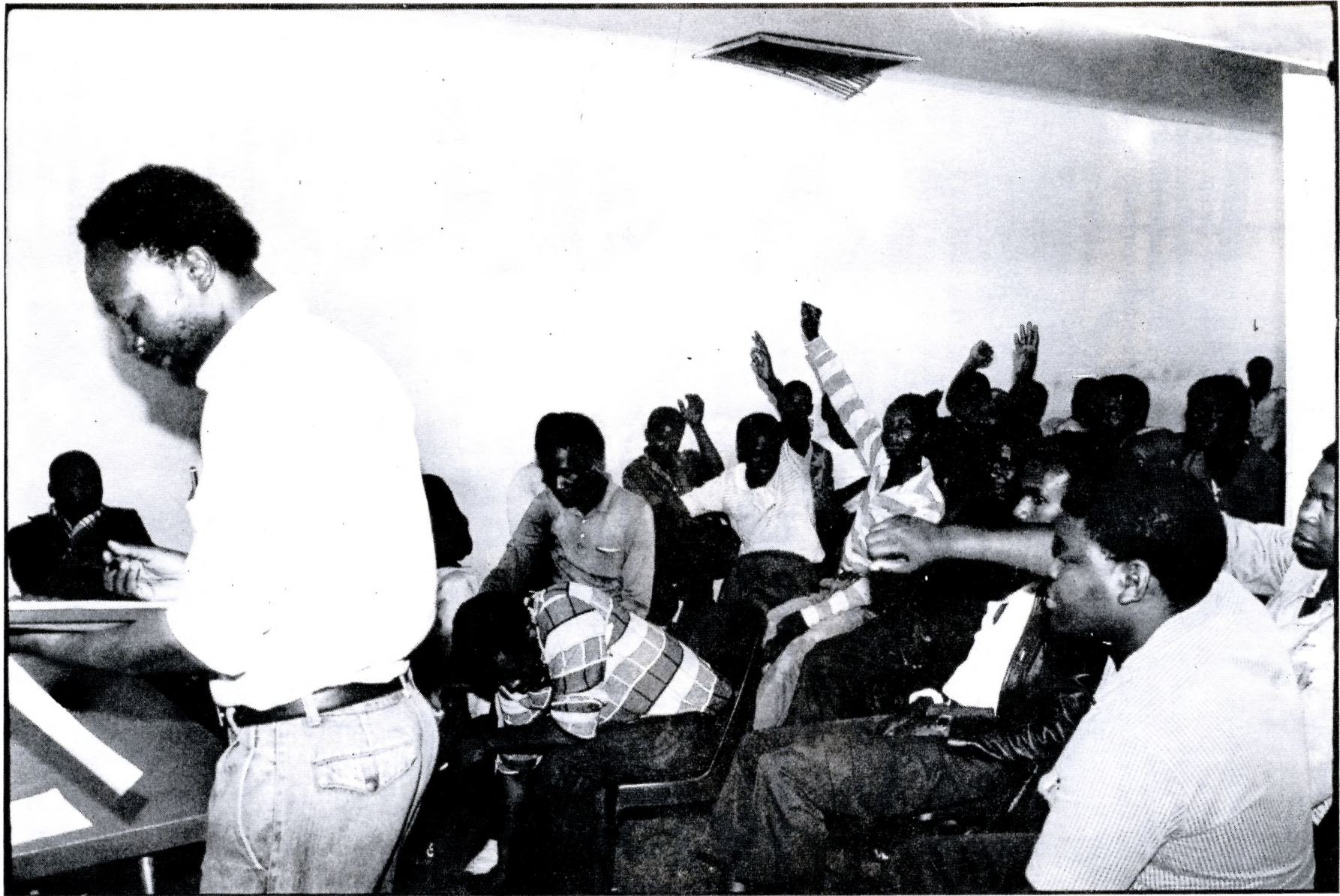
Contract Security

A highlight of the Contract Security industry during the period under review has been the progress made in negotiating Recognition Agreements for the Key Points and Traditional Guards respectively in Fidelity Guards. It is expected that the Recognition Agreements should be signed before the end of the year.

Difficulties have been experienced in Pritchards Security, where the bosses continue to refuse to negotiate wages. Other companies such as Springbok Patrols continue to use union-bashing tactics.

Contract Cleaning

The struggle for recognition in the Contract Cleaning industry has been almost as tough as the struggle in the security industry. The biggest problems have been experienced in relation to the question of defining the bargaining unit, and hence what constitutes representivity. The bosses have had the tendency to define the bargaining unit as broadly as possible, making it extremely difficult to attain (and sustain) a majority. Nevertheless recognition agreements have been signed within two of the major companies - Supervision and Sneller.



Swayi Mokoena, Western Transvaal branch secretary, addresses a taxi drivers meeting in the Vaal

Tollgates and Parking Garages

A new area of organisation in the cleaning and security sectors has been tollgates and parking garages. Recognition negotiations are under way in a number of important companies in these industries.

In House Cleaning and Security

Progress in In House cleaning and security is not as it should have been, except in respect of universities and technikons, where tremendous progress has been made. Major problems have recently been experienced by the membership of Ampros, the oldest In House membership in the union. The complaints lodged by Ampros workers are currently being addressed by the Transvaal branch and head office.

Dry Cleaning

While the membership of the union within the dry cleaning industry has grown over the past year, the union has yet to develop a clear plan in respect of these members. National co-ordination of the industry is restricted by the absence of many national companies. Steiner Services is in fact the only company which has been organised on a national basis.

A major blow was suffered in the industry this year with the mass dismissal of 130 workers at Boston Dry Cleaners in Johannesburg.

Information Department

The Information Officer has worked in the following areas since last TGWU Congress:

Media Production

TG News

We moved from the production of a T&G Newsletter to a 4-page T&G Newspaper. So far two editions have come out and 5000 are printed in English only. As soon as branches distribute copies effectively 10,000 copies will be printed. This congress should decide on a name and colours for the heading of the newspaper.

General Media

Various pamphlets were made relating to strike action, meetings, and recruitment. A TGWU Congress poster was also produced. A T&G video library has now been well established and is well used.

Liaison With The Press

Press statements were put out to the following papers: SOWETAN; NEW NATION; BUSINESS DAY; THE STAR; NATAL MERCURY; DAILY NEWS; ARGUS; WEEKLY MAIL; NEW AFRICAN. Stories were carried on issues like strikes; women in T&G; sexual harassment; detentions and trials.

In the alternate press information was given to various publications who carried articles on T&G eg LABOUR BULLETIN; SPEAK; ITF NEWS; WIP.

Research

Research has been co-ordinated in a number of different areas. Research is conducted by various service organisations. Two major areas of research have been an overview of the laundry & dry cleaning industry, and an investigation of stress factors in the work of security guards.



Boston workers meet after strike and dismissal in May, 1989

The collection of all wage and recognition agreements has continued and this has enabled LRS to produce a couple of very useful bargaining reports.

Information Gathering & Distribution

- Newsclips are cut on a number of different topics and kept as a resource in head office. T&G company information from newspapers is sent to all branches.
- Useful information of various kinds is sent to all branches on an on-going basis eg on pensions, police powers, wage determinations etc. Branches are also sent subscriptions to various publications.
- Requests for information also come in on an on-going basis from both workers and organisers.
- T&G Information Bulletins are sent out regularly to all branches in an attempt to keep everyone well informed on events in their own union. Unfortunately most branches have been very slack about sending information.

Education Department

The employment of the education officer in April was a step forward in the union. The union has not clearly formulated policies on the education sub-structures both at branch and national level. The congress has to look at this very crucially. The special N.E.C. in PMB did however try to set up guidelines which are currently in practice.

The very first major task that the education department had to deal with was the establishment of sub-structures at all levels. This was successful to an extent though there is a lot that still needs to be done since there is an imbalance in the various branches. Bedcoms have been set up but are not yet properly functioning though a programme was drawn up at the launch of the NEDCOM. The main reason for this is the non functioning of constitutional structures.

The various branches have held seminars. However the education programme was not discussed nor were these seminars implementing the proposed programme. Lack of experienced BEDCOM co-ordinators is another major factor which still needs to be addressed. Facilitators still need to be trained at all levels of the sub-structures.

The concept of education is still new in the union therefore a lot of thinking needs to be put into it. There is no doubt the BEDCOMS are faced with major tasks at this point in time since more than half of the companies organised have not been to any shopsteward training.

Within the education department there are many other sub-structures that must be established e.g. women, media, culture. More effort needs to go into getting these sub-structures off the ground so that we can be assured of a membership that is not only attending but actively participating. Knowledge of basic meeting procedures is also very vital. This can be seen at the highest level of the union where shopstewards fall asleep or say nothing for the entire N.E.C.

In the last eight months there have been 8 national seminars held, with a Passenger Transport seminar planned in December. Two of the seminars have been for organisers. Lack of proper national co-ordinators has contributed a lot to other sectors not getting national seminars off the ground.

One thing we need to change is the belief that education can only take place if people are booked in hotels or other accommodation. This has proved to be very costly. The COSATU policy of self sufficiency must be taken seriously in this regard.

COSATU education programmes have also not been used to the full by our membership because of poor attendance in structures. This is a crucial area for T&G education structures to work on. Our membership has to actively involve itself in the revival of all education activities in the union and community as well. For example: the campaign to revive the NECC (National Education Crisis Committee) must be taken very seriously if the question of peoples' education is to gain any momentum and not only exist at the level of a slogan. The union must come up with one national policy that will be implemented in all structures of the union.

International Visits

Numerous TGWU leaders have travelled overseas during the period under review. The visits have been :-

1. Twelve comrades of the dockers sector to Holland in May 1989 (to attend a course at Rotterdam harbour school)
2. Comrade Justice Xaba to the Soviet Union in September 1989 (Cosatu study tour)
3. Comrade Tony Nathan to Australia in August 1989 (Cosatu study tour)
4. Comrades Jane Barrett and Vivian Zungu to Britain in August 89 (at the invitation of the British TGWU)
5. Comrade Abraham Mthembu to India in October 1989 (Cosatu study tour)
6. Comrade Randall Howard to Ghana in November 1988 (Cosatu study tour)
7. Comrade Susan Shabangu to Zimbabwe in October 1989 (Southern African womens seminar)
8. Comrade Thulani Dlamini to Geneva, Switzerland, Nov 1989 (ITF Conference on Dangerous Goods)
9. Comrade Sake Makhalemele to Zimbabwe to attend a seminar on health and safety in the transport industry.

Written reports on all trips were submitted to the NEC.

Solidarity With Namibia

As an act of solidarity, TGWU sent Comrade Julius Matroos to Namibia for the month of August 1989 to assist in getting the Namibian Transport and Allied Workers Union off the ground. In addition TGWU sent 14 drivers to Namibia to assist in driving voters to the polls during the elections in November 89.

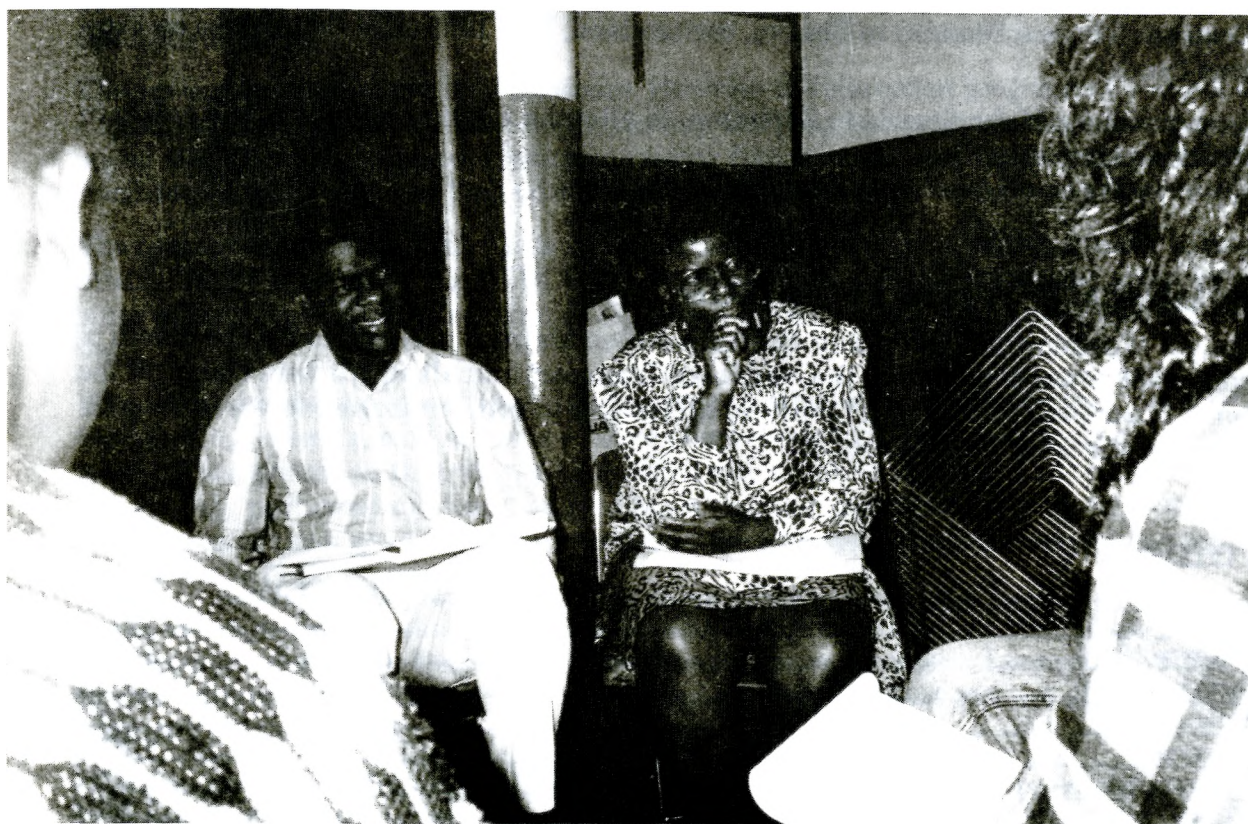
Women

The signed up women membership of the union at present is roughly as follows :-

Southern Natal	1 400
Northern Natal	200
Midlands	150
Transvaal	4 000
W Transvaal	700
W Cape	1 200
E Cape	900
OFS	150
Total	9 350



Dr. Fonn give a talk on cervical cancer at the 1st T&G national women's seminar



Group discussion at the national women's seminar (Elizabeth Sibema on left was killed this year in a car accident)

This means about one quarter of the signed up membership is women.

The union employs three women organisers, and 9 branch based women administrators. Four women officials are employed at head office. There are five women on the National Executive Committee.

NEC Discussion

In an attempt to ensure that womens issues get thoroughly integrated into the constitutional structures of the union, the NEC spent a full day identifying women workers problems in mid 1988. In this meeting problems such as low wages, sexual harrassment, and health and safety were discussed in some detail. In addition the problem of the absence of women in the union structures was discussed. This meeting agreed to set up a national womens committee within TGWU, comprising four delegates from each branch. It was agreed that this committee should start to meet after branch womens structures were established. Branch structures have been slow in being established, so the national committee has only met once during the period under review.

National Womens Committee

At the first meeting of the national womens committee, delegates spent much time discussing the problems faced by women members of the union, and in particular their lack of participation in union structures. The following points were agreed :-

- we need to make more gains in wages and working conditions for our women members, especially in the cleaning sector
- we need to discuss and solve the problem of sexual harrassment in the union
- more women organisers should be recruited
- the confidence of women shop stewards needs to be built up
- we need to teach our women members not to be afraid to be leaders
- women administrators in the union should be encouraged to participate in all activities
- womens issues such as maternity leave should be addressed by the union in all its structures, not just in womens committees
- times of meetings must take into account problems women members experience with transport, housework etc
- we need to educate the families of members so that housework is shared
- we must discuss the problem of the effects of "broken affairs" between members, and how this affects womens participation

The meeting also discussed possible campaigns which could be used to help build womens structures in the branches. Cervical cancer was identified as a campaign to kick off with. It was also agreed that there is a need for education and discussion on contraception. The delegates to the meeting saw that the issue of cervical cancer, and the issue of contraception could be linked to a broader community campaign for better health care.

The meeting agreed that where a branch does not yet have structures, a committee of six people must be appointed to start off the campaign on cervical cancer. Such a small committee could also start to plan how to educate the membership on the resolutions taken at the Cosatu Womens Conference of 1988. It was hoped that the branch structures would grow from there. Unfortunately none of the branches has yet started off the campaign.

COSATU Womens Meetings

TGWU participated fully in the national seminar convened by Cosatu in Cape Town in February 1989. Delegates have also participated regularly in the national co-ordinating committee under the Cosatu Education committee.

COSATU Congress 1989

TGWU contributed two important and contravertial resolutions to the Cosatu Conference of July 1989 - one on the sexual harrasment of women within our organisations, and one on women leadership. The latter resolution was adopted, while the former was deferred for further discussion around a code of conduct within the federation. The resolution on sexual harrasment lead to particularly lively debate, and opened up an important issue for ongoing discussion within Cosatu.

General Issues Facing T&G Members

The Natal Violence

The violence in Natal continues to be a major problem facing not only T&G members, but all members of the Natal community. The NEC has on two occasions during the past year devoted a full session to discussing the problem and possible solutions. The NEC of February 1989 agreed the following:-

- there must be peace in Natal
- the alliance between Cosatu and the UDF needs to be strengthened and structures on the ground need building
- the campaign to end the violence must be addressed to all "ordinary people" - the battle is against undemocratic forces
- we need a mass campaign for peace, with a special emphasis on the Youth. Such a campaign to include a Peace Conference
- there should be direct talks with Inkatha

The NEC of November went further and agreed that T&G should employ an organiser in Natal specifically to deal with the problem of the violence.

Repression

Altogether 3 T&G comrades were in emergency detention for different periods of time this year. All of them have now been released. These comrades are: Tamsanqa Mfazwe - branch secretary OFS/N. Cape; Swayi Mokoena - branch secretary W. Transvaal; Elijah Ntentile - shop steward Rhodes University.

Three comrades have been restricted under the Emergency laws - all of them were previously in detention. These comrades are: Boyce Fani - shop steward University of P.E.; Tamsanqa Mfazwe; and Dennis Goba - shop steward Rhodes University. Comrade Mfazwe is currently being charged for breaking his restriction orders. He is out on bail and appears in court on 19 December.

There are 5 T&G comrades in prison at the moment. Our Vice- President, Alfred Ndlovu, was convicted in February this year on charges of attempted murder and terrorism. He was sentenced to 5 years in prison. He is currently on Robben Island and his case comes up for appeal next week, 12 December.

A campaign in T&G for the lifting of the death sentence of the PUTCO 4 was, much to our relief, successful and these comrades are now in Durban Westville prison serving a 12 year sentence.

With regard to the campaign to lift the death sentence the efforts of both overseas governments and overseas trade union bodies should be noted. In particular we wish to thank the ITF (International Transport Federation) for their efforts in this respect.



TGWU workers at Comrade Ndlovu's trial in February this year



Workers outside court during Alfred's trial — the comrade with glasses was detained with our 1st vice-president

The families of T&G prisoners get a grant of R200 a month from the SACC. This is obviously too little so we appeal to workers at this congress to give a money contribution which will go to the five families. T&G contribute R30 a month to the 5 prisoners so they can buy at the prison tuckshop. The Red Cross have contributed travel money for families to visit these prisoners. Next year SAPET (South African Prison Education Trust) will pay the education costs of prisoners' children where requested. The union pays for visits by lawyers to the prisoners on request.

There is also a Cargo Carriers worker, Nogozwana Guqa, who has been charged with furthering the aims of a banned organisation for wearing a sticker saying "ANC Lives - ANC Leads". He is out on bail and will appear in court next year on 12 January.

All issues around T&G repression are dealt with by the Information Officer.

Housing

The NEC of November 1988 spent half a day discussing the problem of the shortage of housing for workers. It was noted that in 1985 there was a shortage of at least one million houses, and that that shortage has now grown. It was seen that the government stopped building housing in 1983, and that the private sector has been expected to provide. It was also seen that the private sector is mostly interested in profits, and that affordable housing for workers does not produce enough profits. Therefore the shortage is getting worse. Not only this, but the government and the private sector are collaborating in a programme of the "upgrading" of so-called Oil Spots identified by the National Security Council. The purpose of such upgrading has clearly been to undermine community organisation. Such upgrading has generally gone hand in hand with widescale removals, and the dislocating of tenants.

It was agreed by the NEC that the following needed to be done :-

- members to be educated on the state strategy regarding housing
- we need to campaign against the Group Areas Act. Such a campaign should be linked to a campaign for the release of land for building purposes at affordable prices
- we should consider the establishment of "Housing Funds" where employers have to contribute
- we need to challenge the government policy of only subsidising housing for government workers

Unemployment

Unemployment is an issue which affects all workers seriously. When there are large numbers of unemployed people there are more mouths for every employed worker to feed. Not only this, but unemployment creates the problem of scabbing in strikes.

The NEC of November 1988 spent half a day discussing the problem of unemployment. It was noted that there are at least three million unemployed people in South Africa ie 30% of those people who are ready and able to work. It was noted with concern that unemployment has been steadily rising, even in times when the economy has been in reasonably good shape. It was agreed that in some ways employed workers represent a privileged part of the working class, and that the gap between employed and unemployed workers needs to be closed. To this end it was agreed T&G needs to work hand in hand with the NUWCC.

Building The Mass Democratic Movement

T&G members have seen it as their responsibility to work actively in the building of the MDM. Regular discussions have been held at all levels of the union about how to put this responsibility into practice. The position adopted at Cosatu Congress ie that we need to build strong sector based organisation, has been endorsed by the membership. It has been



Cargo Carriers shop stewards meeting at union head office during their national strike in November, 1989

agreed that T&G membership must participate at every level in drawing up a clear programme for the core of the MDM. The importance of a Code of Political Practice has been recognised.

Major Disputes and Strikes

The following list of disputes and strikes is by no means complete. It however highlights some of the most significant disputes during the period :-

Name of company	reason for dispute	means of dispute
Lombard Transport (Tvl)	retrenchment of 56	arbitration (l)
SASS	recognition	strike/arbitration
Northern Cape Bus	retrenchment	arbitration (w)
IBL Bloemfontein	unfair discipline pension/discipline	3 week go-slow strike
DTMB	reduction of hours	negotiation
DTMB	wages	5 week strike
Empangeni Tspt	wages	arbitration
Supervision, Vaal		strike
Supervision, Dbn	allowances	strike
Unitrans Zululand	general greivances wages	strike arbitration
Lodge Security		strike
Osizweni Transport	removal of manager	strike
Bothma and Son	recognition	
Johnson Crane Hire		strike
Atlantis Tspt	recognition	
Castle Crane		overtime ban
Southern Star	discipline	strike
Southern Star	dismissals after stayaway	strike
Rhodes University	unfair dismissal	strike
Rhodes University	wages	
PE Technikon	wages	strike/arbitration
Mainline Carriers	overtime	company interdict/negotiation stayaway court
	dismissals	
Jowells	wages	mediation
JH Retief	recognition	
Wasteman	recognition	
Elliot International	recognition	
Agulhas Transport	wages	
Boland Passenger Tspt	disciplinary proc. accidents/legal assistance	arbitration
Kings Transport	dismissals	court
Stellenbosch University	racism	strike
Eastern Bus Lines	dismissal wages	arbitration mediation
Auto Carriers	wages	negotiated
Wilton Distribution	plant bargaining	
Elite Truck Hire	recognition	
Ampros	wages	mediation
Greens Tspt	grievance handling	
Steiner. PE	recognition	negotiated
Rapp and Maister	differential wages	
PE Tramways	wages	arbitration
New Look Dry Cleaners	retrenchment	

National Co-ordination Of Sectors		TGWU Congress
Cargo Carriers	overtime assault by foreman dismissal of strikers national strike	company interdict strike
Fidelity Guards, Dbn	supervisor short payments	strike strike
Fidelity Guards, Tvl	supervisor	strike
Putco Springs	interpretation of RA	strike
Ullmans Tspt	discipline	strike
Pretoria Coal	general grievances	overtime ban
Normans Transport		strike
Airflex	recognition	strike
City Tramways	rape of member unfair dismissal	strike strike
Boyles Tspt	recognition	conciliation b.
Railit	recognition	in progress
Early Bird	recognition	in progress
A & E Tspt	recognition	in progress
Capital Cement	stop orders	in progress
Molly Mop	recognition	in progress
Fast & Smart	company sellout	in progress
Olympic Bus	backpay & recognition strike	
RBCT	stayaway	negotiations
Safcor	bargaining unit	negotiations
Apka Cleaners	recognition	strike
Steiner CT	wages/ot ban	strike
Cape Contract Clean	refusal to bargain	march
Cross Cape	membership verificat. in progress	
Boland Passenger Tspt	rival union	strike
Cargo Planning	dismissal	in progress
J & A Tspt	dismissals	in progress

As can be seen, a vast number of the disputes relate to the problem of recognition. This indicates that we need to strategise around our approaches to the demand for recognition, as long delays in recognition are causing frustration amongst many of our members.

***Forward with Workers
Control and Democracy
Educate Consolidate and
Advance to Victory!***