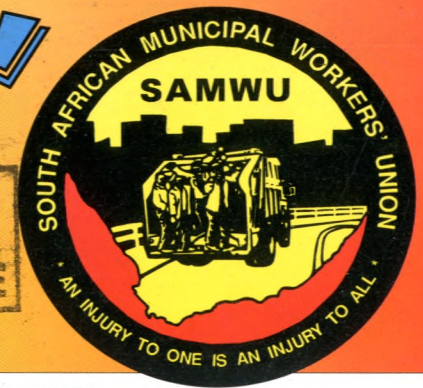


WORKERS! NEWS

TRADE UNION
LIBRARY AND
EDUCATION CENTRE



NOVEMBER 1998 MAGAZINE OF THE SOUTH AFRICAN MUNICIPAL WORKERS UNION

Kimberley Anti-Privatisation march PROCESSED



1998 - A fighting year for SAMWU!

Pietersburg Anti-privatisation



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The next issue of *Workers News* will be at branch offices and by 15th February 1998 and will look at the decisions taken at the SAMWU National Collective Bargaining Conference. Please send any news from your workplace to the SAMWU Head Office before January 25th, 1998.

All contributions are welcomed in any language.



Message from the President

Recently ESKOM was intending to privatise electricity. This led to the whole matter of privatisation being discussed at the first COSATU Central Committee meeting in August this year.

A resolution was adopted to oppose the ESKOM move and also to oppose the privatisation of any municipal services.

COSATU took this matter to NEDLAC, where it was clear that government was going ahead with the process of privatisation regardless of our concerns.

A deadlock was reached after days of negotiations. COSATU was forced to call a national strike after realising that government was adamant about implementing their programme of privatisation - comrades might remember that this strike was scheduled for September 23rd, 1998. COSATU and SAMWU were again under attack and individuals within our ranks became labelled by those who are "pro-privatisation." This was a difficult time, but we kept our cool as a union and stuck to our position of anti-privatisation. COSATU stuck to their position that there should be strike action, because again the attack was to shift us to a different terrain of struggle contrary to the one we had prepared ourselves for.

The following day, the Minister of Constitutional Development and Provincial Affairs, Valli Moosa, called an urgent meeting with COSATU to break the deadlock in NEDLAC.

A process was put in place whereby the strike was called off and meetings convened between government and COSATU to discuss the restructuring of local government.

A draft framework agreement has been produced out of these meetings - there are areas of disagreement and areas of agreement. But this does not mean that our campaign has come to an end. SAMWU hopes that there will be an agreement with government. If that happens, our campaign might take a different form, but it will still go on regardless of what happens. We must also take into account that if the form of the campaign changes, our strategy should also be reviewed so that we can be able to deal with the new challenges.

Lastly, I just want to thank everybody for your participation in the different forms of action that SAMWU has engaged in. You have managed to put SAMWU on the map - today SAMWU is respected and known worldwide for its fighting spirit, especially around the matter of privatisation.

I wish you all a happy festive season hoping that we will all come back in 1999 to continue where we left off.

Amandla!

**Petrus Mashishi
SAMWU President**

Heyta Comrades!

You will all remember that in past editions of this magazine we have touched on the anti-privatisation campaign which all comrades have been active in. I must say it is a great pleasure for me to write this message, to thank all the NGO's, international labour movement, individuals, COSATU and community organisations for all their support.

The process of implementing the anti-privatisation campaign has not been an easy one. Just after we started with the campaign, the union was attacked and claims were made that SAMWU was counter-revolutionary. The attacks were clearly intended to shift the focus from the campaign to mud-slinging. They could not match us when it came to knowing the facts of privatisation and its terrible effects on the community, and the role politicians play once services are in the hands of the private sector. Despite these attacks, SAMWU still feels that the resolution we adopted to oppose privatisation was the correct one and we hope it will be the correct position for years to come.

For a very long time we have campaigned against privatisation alone.

Heyta Maqabane!

Umkhankaso wokulwa nokudayiswa kwamagugu omphakathi akubanga lula ukuwusungula. Sathi sisanda kuwusungula nje, inyunyana yabhecwa ngamacala okuthi uSAMWU uyimbuka elixabene nomzabalazo wenkululeko. Naphezu kwalokho kubhecwa, uSAMWU usemi kwelokhuthi isinqumo esasithatha sokuthi siphikisane nokuthengiswa kawamagugu omphakathi kwakungesilungile, futhi siyethemba ukuthi sizohlala singesilungile naseminyakeni eminingi ezayo.

Muva nje u-ESKOM ubesehlangoza ukudayisela izinkampani zangasese amalungelo okwaba ugesi, okuyinto leyo eyaphikiswa kakhulu nguNUM noNUMSA. Kwathathwa lapho isinqumo sokuthi iphikiswe imizamo kaESKOM nokuthi kuphikiswe nanoma yimiphi eminye imizamo yokudayisa izinsiza zawomasipala. UCOSATU waluthatha loludaba wayolwethula ezithebeni zikaNEDLAC lapho kwasikhanyela khona ukuthi uHulumeni wayezimisele ukuqhubeka nokudayisa amagugu omphakathi nokuthi wayengazigqizi qakala izikhalazo zethu. Emuva kwezingxoxo ezathatha izinsukwana, kwafinyelelwa kwangqingetshe. Ngokubona ukuthi uHulumeni wayeqinise intamo, ephokophele ukuqhubeka nokuthengisa amagugu omphakathi, uCOSATU waphoqeleka ukuthi amemezele isiteleka sikazwelonke – mhlawumbe amaqabane azokhumbula ukuthi lesiteleka sasihlelelwe umhla ka 23 Septemba, 1998. UCOSATU noSAMWU baphinde babhecwa. Kwakuyisikhathi esinzima kakhulu lesi, kodwa, siyinyunyana, savele sagwiny'itshe, asangavuma ukushukunyiswa esinqumweni sethu sokuphikisana nokudayiswa kwamagugu omphakathi.

Ngakusasa, emuva kokubhecwa kwenyunyana, uNgqongqoshe wezokuThuthukiswa koMthethosisekelo kanye nezeZifunda, uValli Moosa, wacela ukuba nomhlangano ophuthumayo noCOSATU ukuze kuxazululwe ungqingetshe owayefinyelelwe kwaNEDLAC. Kwavunyelwana ngezinyathelo ezazizothathwa ukuze isiteleka sigwenywe, kuthi endaweni yaso kubanjwe izingxoxo phakathi kukaCOSATU noHulumeni ukuze kuxoxiswane ngokwakhiwa kabusha kwemikhandlu yamadolobha. Sekunesivumelweno esihlongozwayo esingumphumela walezingxoxo – kukhona osekuvunyelwene ngakho kanti kusekhona nokungakavunyelwana ngakho. Kodwa lokho akusho ukuthi umkhankaso wethu sewufike esiphelweni. USAWMU wethemba ukuthi kuzogcina kuvunyelwene noHulumeni. Uma lokho kwenzeka, lomkhankaso ungase uthathe olunye unyawo, kodwa uzoqhubeka wona noma ngabe yini eyenzekayo. Okufanele sikuqonde ukuthi, uma lomkhankaso wethu uthatha olunye unyawo, izindlela esikhankasa ngazo nazo kuzodingeka zithathe olunye unyawo ukuze sikwazi ukubhekana nezinsalela ezintsha. Okokugcina, mangobonge kubo bonke abaye babamba iqhaza emikhankasweni ehlukeni kaSAMWU nonyaka. Imizamo yenu imenze uSAMWU waba nodumo – namhlanje uSAMWU uyaziwa futhi uyahlonishwa emhlabeni wonke ngomzabalazo wakhe, ikakhulukazi owokuphikisana nokuthengiswa kwamagugu omphakathi. Nginifisela nonke isikhathi sokungcebeleka esimnandi fithi ngiyethemba ukuthi sizobuya sonke ngonyaka ozayo sizogqala lapho sigcine khona.

Amandla!**Heyta Comrades!**

Le tla hopola hore kgatisong tsa nako e fertileng tsa makasine ona re ile ra tshwarahana le taba ya letsholo le kgahlanong le ho kengwa ha ditshebetso tlasa mekga ya poraefete, e leng letsholo leo di-*comrade* tsohle di neng di ena le seabo ho lona.

Hang ho ba re qale ka letsholo, yunione e ile ya futuhelwa mme ha etswa ditseko tsa hore SAMWU e kgahlanong le boitseko ba batho. Ba hlolehile ho hlahisa mabaka a bona ha re tla ho tsa ho kengwa ha ditshebetso tlasa mekga ya poraefete mmoho le ditlamorao tse mpe tsa hona setjhabeng, ekasitana le seabo seo bo radipolotiki ba tla bang le sona hang ho ba ditshebeletso tsena di be matsohong a mekga ya poraefete. Leha ho bile le phutuhelo ena, SAMWU e ntse e bona sephetho seo re se amohetseng sa ho ba kgahlanong le ho kengwa ha ditshebetso tlasa mekga ya poraefete e bile se nepahetseng mme re tshepa hore se tla nne se nepahale le dilemong tse tlang.

E se e le dilemo tse ngata re na le letsholo le kgahlanong le ho kengwa ha ditshebetso tlasa mekga ya poraefete. Haufinyane ESKOM e ne e batla ho kenya tshebeletso tsa motlakase tlasa mekga ya poraefete, mme NUM le NUMSA e ile ya ba kgahlanong le mohato oo. Ho ile ha amohelwa sephetho sa ho hanyetsa mohato oo wa ESKOM ekasitana le ho kengwa ha ditshebeletso dife kapa dife tsa bommasepala tlasa mekga ya poraefete.

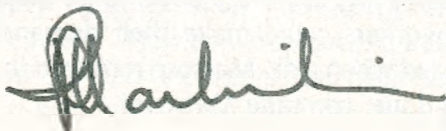
COSATU e ile ya isa taba ena ho NEDLAC, moo ho neng ho hlakile hore mmuso o batla ho tswellapele ka mohato ona wa ho kenya ditshebetso tlasa mekga ya poraefete leha re hlahisitse ho dingongoreho tsa rona. Ha ho wa ka ha ba le tswellopele kamora matsatsi a ditherisano. COSATU e ile ya tlameha ho bitsa seteraeke sa naha ka bophara kamora hoba e bone hore mmuso o ntse o phehelletse ho

tswellapele ka ho kenya ditshebetso tlasa mekga ya poraefete - di-*comrade* di tla hopola hore seteraeke seo se ne se tshwanetse ho tshwarwa ka la 23 Setemere 1998. COSATU le SAMWU di ile tsa futuhelwa hape mme ba bang ka hara rona ba nkuwa e le ba tshehetsang ho kengwa ha ditshebetso tlasa mekga ya poraefete. Ena e ne e le nako e boima, empa re ile ra isa moya fatshe jwalo ja yunione, mme ra ema hodima ntho e le nngwe, e leng ya ho ba kgahlanong le ho kengwa ha ditshebetso tlasa mekga ya poraefete.

Letsatsing le latelang kamora hoba yunione ya rona e futuhelwe, Letona la Ntshetsopele ya Molaotheo le Merero ya Diprofensi, Valli Moosa, o ile a bitsa kopano ya tshohanyetso le COSATU bakeng sa ho rerisana ka ho bopa botjha mebuso ya bommasepala. Ho ile ha hlahiswa moralo wa tumellano ho tswa dikopanong tsena - mme ho na le hoo ho dumellanwang ka hona ekasitana le hoo ho sa dumellanweng ka hona. Empa hona ha ho bolele hore letsholo la rona le fedile. SAMWU e tshepa hore ho tla ba le tumellano le mmuso. Haebe hoo ho ka etsahala, letsholo la rona le lona le ka nka sebopeho se seng se fapaneng, empa le tla nne le tswellepele ho sa natswe hore ho etsahala eng.

Re tshwanetse hore hape re elellwe hore ha sebopeho sa letsholo la rona le ka fetoha, leano la rona le lona le tla tshwanela ho lekolwa botjha hore re tle re kgone ho shebana le diphepetso tse ntjha. Qetellong, ke rata ho le leboha bohle ka ho nka karolo ha lona ka ditsela tse fapaneng tseo SAMWU e ileng ya hlahisa boipelaetso ba yona ka tsona. Le entse SAMWU hore e tsebahale - kajeno SAMWU e a hlompheha mme e tsejwa lefatsheng ka bophara bakeng sa moya wa yona wa ntwao e nang le ona, haholo-holo mabapi le ditaba tse amanang le ho kengwa ha ditshebetso tlasa mekga ya poraefete. Ke le lakaletsa Keresemese e monate mme ke tshepa hore re tla kgutla ka selemo sa 1999 re tswellepele moo re felletseng teng.

Amandla!



Heyta Kamerade!

Julle sal almal onthou dat ons in vroeër uitgawes van hierdie tydskrif gepraat het oor die veldtog teen privatisering waarin alle kamerade aktief was.

Die proses om die veldtog teen privatisering te implementeer was nie maklik nie. Net nadat ons die veldtog geloods het, is die vakbond aangeval en is daar beweer dat SAMWU teen-revolusionêr is. Die aanvalle was duidelik daarop gemik om die fokus weg te skuif van die veldtog na moddergooiery.

Ten spyte van die aanvalle voel SAMWU steeds dat die resoluë wat ons aanvaar het om privatisering teen te staan korrek was, en ons hoop dit sal die korrekte posisie wees vir die volgende aantal jare. Vir 'n baie lang tyd het ons teen privatisering geveg. Onlangs was ESKOM van plan om elektrisiteit te privatiseer, en NUM en NUMSA het die plan teengestaan. Dit het veroorsaak dat die hele kwessie van privatisering by die eerste COSATU Sentrale Komiteevergadering in Augustus vanjaar bespreek is.

COSATU het die saak na NEDLAC geneem, waar dit duidelik was dat die regering voortgaan met die proses van privatisering, ongeag ons besorgdhede. 'n Dooie punt is na dae van onderhandelings bereik. COSATU was verplig om 'n nasionale staking aan te kondig nadat daar besef is dat die regering vasbeslote en ingestel was om hulle program van privatisering te implementeer - kamerade onthou miskien dat hierdie staking beplan is vir 23 September 1998. COSATU en SAMWU is weer aangeval. Dit was 'n moeilike tyd, maar as 'n vakbond hetons kalm gebly en by ons posisie teen privatisering gehou. Die dag na die aanval op die vakbond het die Minister van Grondwetlike Ontwikkeling en Provinsiale Aangeleenthede, Valli Moosa, 'n dringende vergadering met COSATU belê om by die dooie punt in NEDLAC verby te kom. 'n Proses is daargestel waardeur die staking gekanselleer is, en vergaderings gereël tussen die regering en COSATU om die herstrukturering van plaaslike regering te bespreek. 'n Ooreenkoms oor 'n konsep-raamwerk was die reslutaat van hierdie vergaderings - daar is terreine van verskil en terreine van ooreenstemming. Maar dit beteken nie dat ons veldtog tot 'n einde gekom het nie. SAMWU hoop dat daar 'n ooreenkoms met die regering sal wees. As dit gebeur, kan ons veldtog dalk 'n ander vorm aanneem, maar dit sal steeds voortgaan ongeag wat gebeur.

Laastens wil ek net almal bedank vir julle deelname in die verskillende vorms van aksie waarby SAMWU betrokke was. Julle het daarin geslaag om SAMWU op die kaart te plaas - SAMWU is vandag wêreldwyd bekend en gerespekteer vir sy veggees, veral omtrent die kwessie van privatisering. Ek wens julle almal 'n gelukkige feesseisoen toe, en ek hoop dat ons almal in 1999 sal terugkom om voort te gaan waar ons opgehou het.

Amandla!

Win a radio!

Send us your complaints and compliments and you could win a radio. This is your space to write whatever you want. Please write in any language, it doesn't have to be English.

Dear Comrades,

I greet the union and congratulate you for your wonderful work in the wage negotiations. I, TS Makwaba, like your work, your organisation because it is willing to help the people when they encounter problems. I would like to thank SAMWU. I would also like to encourage the people to support SAMWU in its work because it is not SAMWU that benefits but it is the people who benefit. The message from the national treasurer has been well received by the people. May the Lord be with you all, members of SAMWU.

TS Makwaba, Bultfontein.

Editor's response - The union is only as strong as it's members' willingness to struggle and fight.

Comrades, you can congratulate yourselves on all union victories!



Dear Comrades,

Magabane mna wale dilesi ingentla ndazimanya nalo mbutho uSAMWU ngokwe mpangelo ndicleaner kumzi we-Amblesi ongu Amatola District Council ementi kodwa ndikwelwele weBisho. Mna into endiyecelayo apho kukuba nisishicelele isiXhosa kweziWorkers News kuba ndingumXhosa isingesi andisigqibi enye nje into ebendiyobonisa kukuba sibeneMembership Card thina malungu ombutho ngokwengkibo yona icomeka kakhulu oko kwabakho lombutho nje noxa zingazokulunga ngokukhawaleza yinto.

I became a member of this organisation, SAMWU, when I started working as cleaner at an ambulance station under the Amatola District Council in Monti. My request is that Workers News must be published in isiXhosa because I do not quite understand English. I would also like to propose that we, the members of the union, should have membership cards. Things are better since the union was established. Understandably, not all things come right immediately. However, your track record is admirable.

Xolisile M Sitole, Khaya Trading Store

Editor's response - Workers News has been published in four languages since July 98. We urge comrades to write in with their comments on this. SAMWU's membership department is currently collecting information for membership cards for everyone. This should be complete by March 1999.

Dear Comrades,

I am a SAMWU member currently employed as a library assistant at Pretoria Community Library. Recently the office of the state president adopted the youth policy which was also adopted by parliament. As a person involved in youth matters and other community issues I am dissatisfied to

find that our union did not play a role in the drafting of the youth policy which directly affects some of our members and future members (young people between the age of 14 & 35 years). I want to propose the Youth Affairs Desk within our structures. The desk must enjoy same benefits like the gender desk, anti-privatisation, service committees and other desks.

Ntsie Malao, Pretoria

Editor's response - Good idea!

Unions also have a history of involving the student movement in campaigns - this should be revived. Workers News would love to hear what members of this idea.

Dear Comrades,

I want to pay tribute to Cde Matsoso, whose obituary appeared in the last issue of *Workers News*. I joined SAMWU in 1994 and with other comrades, was looking for someone to handle our affairs as workers. I remember the day we marched to the Randwater Head Office demanding a raise in our salaries. It was June and very cold. We became ill, and the Boers assaulted us. Some of our comrades were injured, some in the eyes, others in the arms. Cde Matsoso and comrade Bhakwa arrived. The workers surrounded them like a swarm of bees. They asked what was troubling the workers. We told them that Boers had assaulted us. They undertook to enter the premises and ask those Boers to go away so that the workers could make their demands. I was amazed when Cde Matsoso removed the barrier. Well done, comrade Matsoso!

Your death was a great loss to us. I can still visualise the day when workers were dismissed in Vereeniging in 1994. Given the way in which they had been dismissed, I had lost all hope that they would ever be reinstated. There were many lawyers among the comrades and some of these lawyers were of the opinion that the workers would never be reinstated. However, SAMWU and Cde Matsoso, sick as he was at the time, to my heart's content reinstated the workers. The workers of Vereeniging were afraid of GEAR. They said: "Down with GEAR, down!" They said that if comrade Hani were still alive he would have rejected GEAR. Forward with the workers' struggle.

M. Vumsindo, Rand Water Board

Dear Comrades,

Ngyicomrade baseRandWater ngikhumbula silala eHead Office yase Randwater sifuna imali yeholo ikhuphuke kwakongo June kubanda sagula ngesihanthi sifuna lemali sabetha ngamaBhunu ngabo 7am alimala amanye amacomrades amanye esweni amanye emkhon-weni. Wafika ngucomrade Matsoso ngocomrade Bhakwa banyakaza abasebenzi kungathi yinyosi. Bayebabuza kuthi yini enzima basebenzi, sathi sibethwa ngama Bhunu. Bathi bazongena ngaphakathi bacele amaBhunu kuthi ahambe koze basebenzi bofune izinto zabo. Hlalala comrade Matsoso sarahlekelwa ngokuhamba kwakhe emhlabeni. Ngine picture yokucoshwa kwabasebenzi baseVereeniging ngo1994 ngedlela babacoshwe ngayo ngangi ngasho kuthi bangabuyela emsebenzini ngobe abameli bebabaningi nga phakathi kuba amacomrade abanye abameli bebathi basebenzi abazubuyela amsebenzini. Kodwa iSAMWU yaba buyisela abasebenzi ngenhliziyo emhlophe. Hhala macomrade hhalala phambili ngabasebenzi.

M. Vumsindo, Rand Water Board

Dear Comrades,

It compels me to put pen to paper in an attempt to express my disgust at our self-hate attitudes. We're experiencing a scenario where our South African brothers and sisters have been diagnosed after the 1994 elections and the findings were clear that some of them are suffering from xenophobia. It is an open secret that some of us have, through the tough era of oppression, inherited a deeply rooted hate for our brothers and sisters from neighbouring countries resulting in us calling them derogatory names like "amagrigamba", and "makwerekwere". How do we reconcile a situation where we hate our brothers and sisters from neighbouring states and fall in love with portuguese, chinese, and whites? This is twisted mentality.

NOVEMBER 1998

Apartheid chains were removed from our wrists and ankles but those chains are now placed on our brains. We've got people of different origins in our midst and because they are not black they are more than welcomed. Some of us need a checkup from the neck up because it appears as if we're suffering from psychological paralysis or we need a 21st century purgative to liberate us from this menace.

Faizel Voster, Mankurwane.

Editor's reply - *Bosses love xenophobia, racism and sexism because it divides us as workers and makes their job much easier. Instead of discriminating against each other, we must fight the real enemy - capitalism! Remember what Karl Marx said - workers of the world unite!*

Dear Comrades,

Please can you send Afrikaans copies of Workers News to Griekwastad for us. Thank-you,

Jeanette Maubane (Acting Shopsteward)

Editor's Reply:

Before the end of the year, SAMWU will post all shopstewards a list of branch offices and municipalities and the dates they will receive Workers News in 1999. Shopstewards and Organisers can then check on the closest distributionpoint to you.

Dear Comrades,

I have been reading your magazine regularly and have become envious of the progress made in other branches. All the democratic structures are not in existence in Brakpan. Meetings in this structure are poorly attended and one wonders where do the leaders get their mandates? During wage negotiations, SAMWU members in Brakpan had to rely on notices issued by IMATU to inform our

membership. Please help us.

Name and address supplied, Brakpan

Editor's Reply: *Your letter has been passed on to the National Office Bearers for investigation. It is important for workers to always feel free to raise concerns such as these with the union.*

Bhala incwadi noma yingaluphi ulimi. Lokho kungakwenza ukuthi uzizule umsakazo! Thumela incwadi yakho kuleli kheli: Workers' News, Private Bag X9, Athlone, 7760

Hapa radio! Ngola lengolo ka leleme lefe kapa lefe leo o le ratang mme o ka hapa radio! Rumela lengolo atereseng ena: Workers' News, Private Bag X9, Athlone, 7760

Dear Comrades,
I want to write about the importance of credit control. In Jagersfontein we had a problem at the end of July 1998 when we were not paid. SAMWU comrades showed their high level of commitment by continuing to go to work! The council had to go from door to door in Charlesville to collect the outstanding rates money. After three days the residents were paying like nobody's business and the workers were also paid after three days.

M.K. Sebonyane, Jagersfontein

Editor's Reply: *This has happened a number of times this year across the country. SAMWU will continue to fight for cross-subsidisation from rich to poor municipalities. Also, the union believes local government must get more of the national budget so that it can function properly.*

Winning Letter!



Dear Comrades,
Thank-you for sending the SAMWU magazine to all the branches. The other point I would like to make is that workers must join the union. I am also pleased that SAMWU has formed the National Provident Fund. Sometimes our own comrades have changed. Everybody talks about strategic placements, black empowerment and development of the poor. But there is one thing that people at grassroots question - that leaders took up management positions and turned out to be exactly like the old order. The other problem is privatisation. Let us fight it! Privatisation is profit for the bosses and job losses for workers. Viva SAMWU viva!

Yours in struggle,
Meshack Mopheli Dela,
Helderberg Municipality

Editor's Reply: *Thanks for your photo and letter in true SAMWU fighting spirit. Let's keep up the fight in 1999! Your radio is on it's way to you.*



Dear Comrades,
I want to propose a Veterans Committee for all the old and active SAMWU comrades, including pensioners. We need to involve those who were very much active in SAMWU structures and were bound by SAMWU policies.

Comradely,

Tsirotsi "Gabes" Ndesi, East London
(pictured here with my oldest son, Ncedo Ndesi)

Editor's Reply - *Perhaps the older office bearers of SAMWU could start this so that we can all benefit from your wisdom and experience...*

Dear Comrades,

Hiermee rig ek die brief aan u te vra of u my kan help. Ek is nie lid van SAMWU nie, maar vra graag vir inligting. Ek werk by Alicedale munisipaliteit. My klagte is dat ek al ongeveer seventig jaar oud is. Ek was nou al tien jaar terug gevra om uit te hel as loshand by die munisipaliteit. Ek het nog nie een maal verlof gekry in daardie tien jaar nie, as ook uniform klere. Ek vra om inligting want ek kan enige tyd afsterwe en dan kan my vrou en kinders sukkel om daardie geld te kry. Ek gevoel my ook maar einde van hierdie jaar hierdie werk te laat staan. Ek hoop u sal my help asseblief.

H.N. Sias, Alicedale

Editor's Reply - *this letter is from a 70 year old man who has been working as a casual labourer for the municipality for ten years now without any benefits, and never having a days leave. This is a disgrace! Comrade Sias, the National Office Bearers have your letter and will be in touch with you very soon.*

Send letters to:
Debate Corner
Workers' News
Private Bag X/9
Athlone 7760

Pos asseblief
jou brief in enige taal
na: Workers' News,
Private Bag X9,
Athlone, 7760

Bargaining for your future benefits...

Comrades, in the last Workers News we asked you to hold discussions in your workplaces around issues to do with collective bargaining. All the provinces have held workshops...the time has come! From December 2nd - 4th, the SAMWU National Collective Bargaining Conference will take place in Johannesburg to debate the challenges ahead for the union!

Decisions taken at the Bargaining Conference will be key to the issue of benefits for SAMWU members. The majority of our members continue to be victims of the legacy of apartheid - the imbalances in the workplace are still there and there has been slow or no progress at all in equalising benefits to all municipal employees. The Collective Bargaining Conference is expected to call for the equalisation and implementation of several benefits, such as sick leave, pension schemes, parental leave and other benefits.

One of the main challenges we face as workers is how to get a living wage under the government's present economic policy - GEAR. There have been many debates on this issue, and a COSATU NOB will be speaking on the topic at the conference.

The union will be using the conference to develop policy on many other very specific workplace issues that we do not have a clear direction on at the moment.

There will be several hot areas of debate at the conference that will all relate to our goal of closing the massive wage gap created by apartheid. Transforming current grading and job evaluation systems are key to this - former homeland municipalities have no grading systems and most other municipalities

are using grading and job evaluation systems based on apartheid standards. This is something that needs to be changed urgently through collective bargaining agreements so that SAMWU members can immediately start getting the promotions they deserve.

The Free State has recently been forced to declare a dispute in the Bloemfontein TLC around the issue of job grading. "SAMWU declared a dispute as the municipality had discriminated against workers by increasing some employees' salaries from post levels 1-6 without the rest of the employees receiving anything," says Jonas Nhlapo, Free State Provincial Secretary.

Other issues the Free State delegation will be raising at the Conference will be expanding the wage demand to allow for outside forces, such as high inflation and interest rates, which render the yearly wage increase almost completely without value.

The Eastern Cape has thoroughly debated the wage increase exemptions procedure. Comrades can read on page 12 of this magazine about the local authorities who applied to be exempted from giving their workers wage increases this year. The high number of applications for exemption is a cause for concern by the union, and the Eastern Cape has resolved that the exemptions process

is being misused to counteract SAMWU's struggle for a living wage and better conditions of service for all our members. "There are other mechanisms that can be utilised to ensure that these Local Authorities are financially viable and therefore self-sufficient," says the Eastern Cape. "The process of grating exemption blindly should be avoided as it comes as a result of misappropriation, mismanagement and embezzlement of council's financial resources and property."

The Conference is also expected to take to call for a complete moratorium on retrenchments.

The February 1999 issue of Workers News will have a special pull-out section about the decisions taken at the Conference, and how you can implement these in your workplaces. Please remember to pick up a copy at your nearest branch office so that the union can swing into action on these demands in the New Year!

*Story by Fezile Gaushe, Eastern Cape Legal Organiser.
Comment by Jonas Nhlapo, Free State Provincial Secretary*

The battle for organisational rights

The South African Local Government Bargaining Council has been the latest battleground as SAMWU seeks to extend organisational rights which have been won through long and hard struggle.

Organisational rights are things such as time off for shopstewards and office bearers; access to facilities, full-time shop stewards and the number of shopstewards the union is allowed to elect. These organisational rights are the basic weapons that SAMWU uses to protect the rights and interests of our members.

The Organisational Rights Working Group which met on the 17th November 1998, managed to put together a draft agreement. This will be tabled at the next National Bargaining Council session for debate. The agreement provides for a certain number of shopstewards in every workplace:

- ◆ five members will get one shopsteward
- ◆ 10-50 members will get two shopstewards
- ◆ There will be one shop steward for every 50 members up to 500 members
- ◆ Thereafter one shop steward for every 75 members up to 2500 members
- ◆ In workplaces with over 2500 members, there will be one shopsteward for every 100 members
- ◆ Full-time shopstewards will be granted for every 1 000 members in a workplace, up to a maximum number of five full timers.

The agreement includes time off for shopstewards to attend shopstewards' committee meetings, time off to attend general meetings for workers and shopstewards, and for meetings with the employer. Office bearers will also be granted paid time off for union activities. These provisions will ensure that the union has the time to function properly at workplace level.

All existing recognition agreements must be replaced by the new national organisational rights agreement within one year after the agreement is signed. SAMWU is hoping that the agreement will be signed within the next few months.

Workers must enter into discussions with management as soon as the agreement is signed. These discussions must focus on getting the number of shopstewards we are allowed and determining the constituencies the shopstewards will serve.

The union team which has negotiated this agreement has taken mandates strictly from meetings of all the union's constitutional structures. SAMWU believes that the agreement covers all our most critical needs and extends organisational rights to those municipalities that have no rights at present.

SAMWU e tshwara ditherisano bakeng sa ditokelo tsa ditlhophiso tse matla!

SAMWU e tshwara ditherisano bakeng sa tumellano ya ditokelo tsa ditlhophiso tse matla khanseleng ya ditherisano tse kopanetsweng mahareng a bahiri le basebetsi, mme ditherisano tsena di kenyelletsa le hore ho be le di-shopsteward tsa dinako tsohle. SAMWU e entse tshisinyo ya hore ho be le shopsteward e le nngwe ya nako tsohle bakeng sa ditho tse ding le tse ding tse sekete tsa SAMWU.

Tumellano ena e hlophisetsa palo e itseng ya shopsteward sebakeng se seng le se seng sa tshebetso ka tsela ena e latelang:

- ◆ ditho tse hlano di tla fumana shopsteward e le nngwe
- ◆ ditho tse 10-15 di tla fumana di-shopsteward tse pedi
- ◆ Ho tla ba le shopsteward e le nngwe bakeng sa ditho tse ding le tse ding tse 50 ho fihlela ho ditho tse 500
- ◆ Ho tla ba le shopsteward e le nngwe bakeng sa ditho tse ding le tse ding tse 75 ho fihlela ho ditho tse 2500
- ◆ Dibaka tsa mesebetsi tse nang le ditho tse ka hodimo ho 2500, ho tla ba le shopsteward e le nngwe bakeng sa ditho tse ding le tse ding tse 100.

Re tshepa hore moralo wa tumellano o theilweng hodima ditseko tsena o tla phethahatswa ka Janawari 1999, mme ho tla ba le selemo seo ka sona tumellano ena ya naha e tlang ho kena sebakeng sa ditumellano tsohle tse leng teng.



Kamora hoba e saenwe, basebetsi ba tshwanela ho etsa bonnete ba hore ba tseka palo ya di-shopsteward tse dumelletsweng moo ba sebetsang teng ka potlako ka ho ya kamoo ho ka kgonehang.

Ditokelo tsa ditlhophiso di ile tsa tshosetswa mane Cape Metropolitan Council moo di-shopsteward tse 18 tsa nako tsohle di ileng tsa bolellwa hore di kgutlele mosebetsing ntle le ho rerisana le tsona. Ho ile ha phatlalatswa ngangisano mme ditherisano tsa hloleha ho tswellapele ka Setemere 1998.

Ditho tsa lekala la Cape Metro tsa etsa qeto ya ho seteraeka. Ditho tse 8000 di ile tsa kena mebileng, empa ka bomadimabe seteraeke sa thibelwa ka semolao kamora letsatsi le le leng.

Ditherisano di ntse di tswellapele - ho sa le jwalo ba sebetsang dinako tsohle bona ha ba eso kgutlele mesebetsing ya bona. Ho lebelletswe hore ho tla fihlelwa tumellano ka Disemere ya hore ho tswellwepele ka ho ba le shopsteward e le nngwe ya nako tsohle bakeng sa ditho tse 1000. Re tla nne re tsebise di-comrade ka ho etsahalang.

SAMWU's Cape Metro branch strikes for organisational rights!

In September this year, the Cape Metropolitan Council unilaterally withdrew 18 full-time shopstewards, who were told to go back to work. This would have had serious implications for SAMWU's Cape Metro branch, which services nearly 20 000 members. Also, three of the full-time shopstewards co-ordinate SAMWU's water, electricity and libraries service committees which takes up a lot of time.

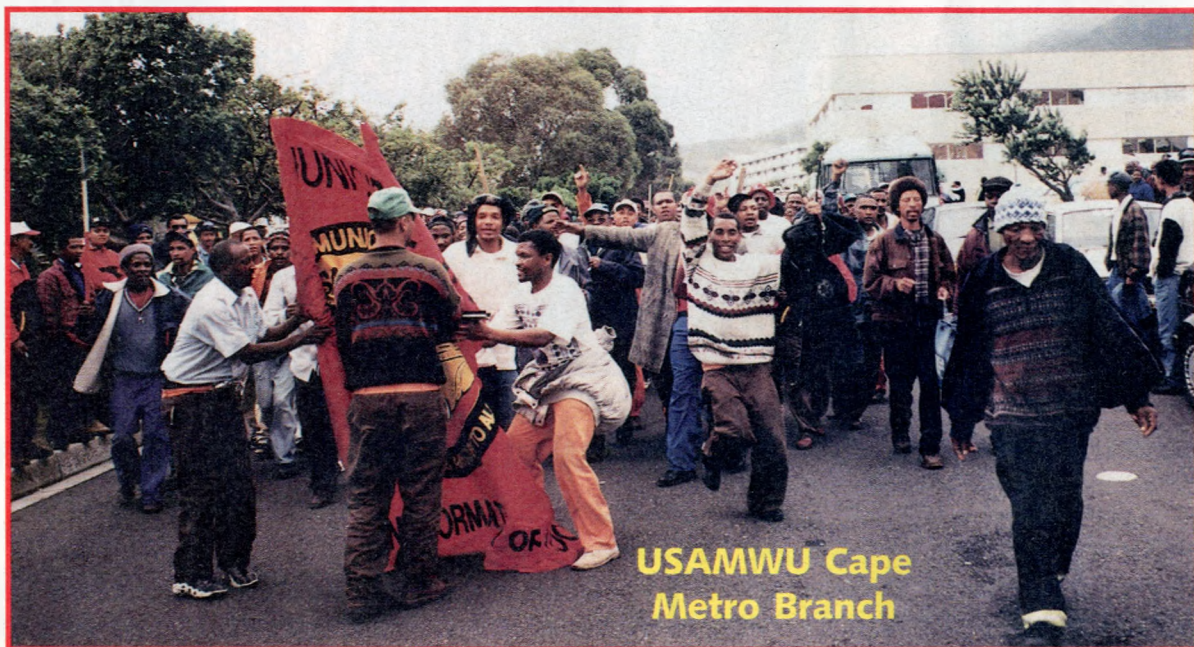
The union could not lose these comrades to go back to work. Organiser Majidie Abrahams reports that SAMWU immediately declared a dispute with the Western Cape Provincial Bargaining Council. A deadlock was declared on the 21st September 1998.

SAMWU members in the Western Cape were so angry that they decided to strike for their full-time shopstewards. 8000 members took to the street and delivered a memorandum to the MEC for Local Government, the Cape Metropolitan Council and the City of Cape Town. Council immediately served, a court interdict on SAMWU because essential services workers were participating. The interdict unfortunately succeeded on a technicality - SAMWU had failed to give the time that the strike was to have started. So after one day workers had to return to their jobs.

Negotiations continue - in the meantime the full-timers have not gone back to work. "If negotiations fail, SAMWU will have to look at serving the council with notice on the continuance of the strike," says Cde Majidie. The outcome of the negotiations should be known soon - we will keep comrades posted.

USAMWU ulwela amalungelo enhlangano athe xaxa!

USAMWU ulwela amalungelo enhlangano athe xaxa, ezingxoxweni zokubonisana, abandakanya ukubakhona kwama-shopsteward agcwele (full time) enza umsebenzi wobu-shopsteward kuphela, kodwa abe eqhashwe ngumasipala.



USAMWU Cape Metro Branch

USAMWU wenze isiphakamiso sokuthi kube ne-shopsteward eyodwa ngalawo nalawo malungu kaSAWMU ayi-1000.

Lesiphakamiso sithi makubekhona inani elithile lama-shopsteward kuleyo naleyo ndawo okusetshenzwa kuyo, nokuthi kufanele lelonani lime kanje:

- ◆ amalungu amahlanu azoba ne-shopsteward eyodwa
- ◆ amalungu ayi-10 ukuya kwangama-50 azothola ama-shopsteward amabili
- ◆ Kuzoba ne-shopsteward eyodwa ngalawo nalawo malungu angama-50 ukuya kwangama-500
- ◆ Ukusukela lapho kuzoba ne-shopsteward eyodwa ngalawo nalawo malungu angama-75 ukuya kwayi-2500

- ◆ Endaweni okusetshenzwa kuyo enamalungu evile kwayi-2500 kuzoba ne-shopsteward eyodwa ngalawo nalawo malungu ayi-100

Kunethemba lokuthi isivumelwano esihlongozwayo esihambisana nalezibizo sizophothulwa ngo January 1999 nokuthi kuzoba nesikhathi esiwunyaka wonke okuzoguqulwa ngaso zonke izivumelwano zaphambilini ukuze indawo yazo ithathwe yilesi esisha. Emuva kokuthi sisayinwe, abasebenzi kuzofanela baqinisekise ngokushesha ukuthi inani lama-shopsteward ezindaweni abasebenza kuzo lingelifanele.

Amalungelo enhlangano asengozini yokudicilelwa phansi eMkhandlwini weDolobhakazi laseKapa. Ama-shopsteward agcwele ayi-18 avele

atshelwa nje ukuthi mawaphindele emisebenzini akade eyenza phambilini. Kwafakwa isikhalazo esaphetha ngokuthi izingxoxo zifike kwangqingetshe ngoSeptember 1998.

Amalungu eGatsha le-Cape Metro ateleka. Amalungu angama-8000 abhikisha ezitaladeni, kodwa ngelishwa lesositeleka samiswa ngokomyalelo wenkantolo ngemuva kosuku olulodwa.

Izingxoxo zokubonisana zisaqhubeka – kodwa ama-shopsteward agcwele awakaphindeli emsebenzini. Kulindeleke ukuthi ngoDecember kufinyelelwe isivumelwaneni sokuthi kubekhona i-shopsteward egcwele eyodwa ngalawo nalawo malungu ayi-1000. Amaqabane sizowazisa ngesiphetho saloludaba.



**Organisasie Regte Staking
in die Kaapse
Metropolitaanse Raad**

SAMWU onderhandel vir sterk organisasieregte!

SAMWU onderhandel by die bedingsraad vir 'n sterk ooreenkoms oor organisasieregte, insluitende voorsiening vir voltydse vloerbeamptes. SAMWU het voorgestel dat daar een voltydse vloerbeampte vir elke duisend SAMWU-lede moet wees.

Die ooreenkoms maak soos volg voorsiening vir 'n sekere aantal vloerbeamptes in elke werkplek:

- ◆ vyf lede sal een vloerbeampte kry
- ◆ 10-50 lede sal twee vloerbeamptes kry
- ◆ Daar sal een vloerbeampte wees vir elke 50 lede tot by 500 lede
- ◆ Daarna een vloerbeampte vir elke 75 lede tot by 2500 lede
- ◆ In werkplekke met meer as 2500 lede, sal daar een vloerbeampte wees vir elke 100 lede

'n Konsep-ooreenkoms gebaseer op hierdie eise sal hopelik afgehandel wees teen Januarie 1999, en daar

sal een jaar wees waartydens hierdie nasionale ooreenkoms alle bestaande erkennings ooreen-komste sal vervang. Nadat dit onderteken is, moet werkers seker maak dat hulle so gou moontlik die toegelate aantal vloerbeamptes vir hulle werkplek eis.

Organisasieregte het in die Kaapse Metropolitaanse Raad onder bedreiging gekom. 18 voltydse vloerbeamptes is eensydig aanges om terug te gaan werk toe. 'n Dispuut is verklaar, en onderhandelings het in September 1988 'n dooie punt bereik. Kaapse Metro-taklede het besluit om te staak. 8000 lede het gestaak, maar die staking is ongelukkig na een dag deur 'n interdik onderbreek. Onderhandelinge gaan voort - in die tussentyd het die voltydse vloerbeamptes nie teruggedaan werk toe nie. Daar word verwag om in Desember 'n ooreenkoms te bereik waarvolgens daar steeds een voltydse vloerbeampte sal wees vir elke 1000 lede. Ons sal kamerade ingelig hou.

SAMWU Medical Scheme Victory: ***all workers to get medical aid!***

All SAMWU members will soon have access to medical aid through the SAMWU National Medical Scheme! You are probably aware that all branches, locals and provincial executive committees have been asking members for their views on establishing a SAMWU Medical scheme for quite some time. All provinces agreed - most SAMWU members have never had access to medical aid through municipalities and a scheme should be established as a matter of urgency!

SAMWU fought long and hard for the medical scheme at the National Bargaining Council. We have recently reached agreement that all employers much contribute a minimum of 60% towards the medical contribution of members.

"The launch of the national scheme highlights the Union's continued drive to improve the quality of life of our members and their families," says SAMWU's Deputy General Secretary Mncedisi Nontsele who heads the SAMWU Social Benefits Committee which has done all the work on getting the scheme established.

SAMWU is currently finalising all the arrangements for the launch the scheme. The union is negotiating for the best benefits and most affordable fees for members, and we hope to launch the scheme before April 1999!

Medical schemes that already exist, such as the Cape Town based SAMWU Medical Benefit Fund, will not be sidelined by the new national scheme - there is consultation taking place.

SAMWU will keep strong control of the scheme through the election of SAMWU members from every province as Medical Scheme representatives. These worker representatives will form the Board of Trustees to govern the scheme. "Ultimately, control of the Medical Scheme rests with all SAMWU members," says Neil Nair, Head of SAMWU's Servicing Department and co-ordinator of the Social Benefits Committee.

Comrades, this is a great victory for SAMWU! We read in the newspapers every day about other unions investing workers money in private companies in the hope that if the companies make a profit, then some of this will be able to be passed on to the workers one day.

However, SAMWU has forged the way ahead in getting the employers to put money into a worker controlled fund that will have immediate benefits for us and our families. We should all congratulate the Social Benefits Committee and wish them good luck in getting even more benefits for SAMWU members in the future!

Kamerade, alle SAMWU-lede sal binnekort deur die SAMWU Nasionale Mediese Skema toegang hê tot mediese versekering! Die meeste SAMWU-lede het nog nooit deur munisipaliteite toegang gehad tot mediese versekering nie. Die unie moes by die Nasionale Bedingsraad gaan veg. Uiteindelik is daar ooreengekom dat alle werkgewers 'n minimum van 60% van lede se mediese fondsbydraes moes dek.

SAMWU hoop om die skema voor April 1999 te loods! SAMWU sal streng beheer oor die skema uitoefen deur die verkiesing van lede uit elke provinsie as verteenwoordigers in die Mediese Skema. Hierdie werkersver-teenwoordigers sal 'n Raad van Trustees vorm om die skema te beheer.

Kamerade, dit is 'n oorwinning! SAMWU het die weg vorentoe gebaan deurdat hulle die werkgewers oorreed het om geld by te dra tot 'n fonds wat deur werkers beheer word, en wat onmiddellike voordeel vir ons en ons gesinne sal hê. Almal van ons moet die Maatskaplike Voordele-komitee gelukwens, en hulle voorspoed toewens om in die toekoms selfs meer voordele vir SAMWU-lede te verkry.

SAMWU e tlo hloma Sekema sa Tlhokomelo ya Bongaka sa Naha (National Medical Scheme)

Comrades, ditho tsohle tsa SAMWU haufinyane di tla ba le *medical aid* oo di tla o fumana ka SAMWU National Medical Scheme! Ditho tse ngata tsa SAMWU ha di a ka tsa ba le monyetla wa ho fumana *medical aid* ka bommasepala ba sebetsang ho bona.

Yunione ya rona e ile ya lwanela hona ka Khansale ya Ditherisano tse Kopanetsweng mahareng a Basebetsi le Bahiri e leng National Bargaining Council. Qetellong, ho na le tumellano e fihletsweng ya hore bahiri bohle ba tshwanela ho ba le kabelo ya bonyane 60% tjheleteng e ntshuwang bakeng sa tlhokomelo ya bongaka ya ditho.

SAMWU e lebelletse ho hloma sekema sena pele ho Aporele 1999! SAMWU e tla ba le taolo e matla ya sekema ka ho kgetha ditho ho tswa profensing e nngwe le e nngwe, mme ditho tseo e tla ba baemedi ba Medical Scheme. Baemedi bana ba basebetsi ba tla bopa Boto ya Di-Trustee tse tla laola sekeme sena.

Comrades, hona ke phenyo! SAMWU e bile ka pele bakeng sa ho etsa hore bahiri ba kenye tjhelete letloleng le laolwang ke basebetsi le tla re tlietsa melemo rona mmoho le ba malapa a rona.

Kaofela ha rona re tshwanela ho leboha Social Benefits Committee mme re ba lakaletse le mahlohonolo le hore ba fumane melemo e meng hape ka hodimo bakeng sa ditho tsa SAMWU le nakong e tlang!



Hlelo lukaSAMWU luka Zwelonke lwezoKwelashwa (National Medical Scheme)

Maqabane, kungekudala, wonke amalungu kaSAMWU asezothola amathuba okuba ne-medical aid ngoHlelo lukaSAMWU luka Zwelonke lwezoKwelashwa (National Medical Scheme)

Iningi lamalungu kaSAMWU alikaze libe nawo amathuba okuba ne-medical aid komasipala elisebenza kubo. Kuze kwadingeka ukuthi inyunyana kube yiyo elwayo eMkhandlwini kaZwelonke wezoku-Bonisana ngamaHolo (National Bargaining Council) ukuze kwenzeke lokhu.

Ekugcineni, sekuvunyelwene ngokuthi bonke abaqhashi kufanele banikele okungenani u-60% wemali efakwa ngabasebenzi esikhwameni sezo-kwelashwa.

USAMWU unethemba lokuthi loluhlelo luzoqala ukusebenza kungakafiki u-April ka 1999! USAMWU uzolufakela izibuko loluhlelo kanti uzoqinisekisa nokuthi kukhethwe amalungu avela kuzo zonke izifunda ukuthi abe yizithunywa kuloluHlelo lwezokweLashwa. Lezithunywa ezimele abasebenzi yizona ezizoba nguMkhandlu wabaPhathi (Board of Trustees) ozolawula loluhlelo.

Maqabane, lapha sihlabene ngempela! USAMWU usevule umhlahlandlela ozokwenza ukuthi abaqhashi bafake izimali esikhwameni esilawulwa ngabasebenzi nesizoba nenzuzo ephuthumayo kithi kanye nemindeni yethu. Kufanele silishaye lehlombe iKomidi leziNzuzo zoMphakathi (Social Benefits Committee) futhi silifisele inhlanhla ukuze nangomuso liphinde litholele uSAMWU kanye namalungu akhe ezinye futhi izinzuzo ezithe xaxa!

WAGE EXEMPTIONS -

Joburg Metro deadlocks over SAMWU wage increase!

Workers News reported in the last issue that all workers had been awarded a salary increase for 1998 of the greater of 5% or R175 in July 1998, and 2% or R55 in January 1999. Workers who did not receive this increase are probably aware that some municipalities said they could not afford to pay the increases on those dates. These municipalities were given three months to tell the Central Exemptions Committee of our Bargaining Council why they could not pay. Three months are over now, and the Exemptions Committee has ruled.

Comrades are probably aware that the Greater Johannesburg Metro Council also applied for an exemption, saying that they could not afford to pay the increases. SAMWU felt that this made a mockery of the negotiations - many of the key employer negotiators came from Greater Joburg, yet did not raise their concerns at the time.

Articles in *Business Day* newspaper also revealed that millions of rands get wasted every year by this metro on sporting events, high councillor allowances, and cell phones. Many buildings are owned by the municipality but not used by council - who rather pays rent on other buildings! SAMWU feels strongly that the Greater Joburg Metro could be spending this money on providing workers with a living wage rather than wasting it.

The response of the Joburg workers to the application for exemption was one of extreme anger. SAMWU and IMATU immediately held a joint rally in protest, which was attended by almost 20 thousand workers.

The decision of the Central Exemptions Committee about the Joburg Metro application is still not final. SAMWU has proposed an increase of the greater of

6% or R230 from November 1st, 1998 but the employers only want to pay the increase from January 1st 1999. There is a deadlock on this issue!

What is the Central Exemptions Committee?

The Central Exemptions Committee is made up of five representatives from the employer body, SALGA, two from IMATU and three from SAMWU. SAMWU was represented by the President, Cde Mashishi; the Deputy General Secretary, Cde Nontsele; the Eastern Cape Legal Organiser, Cde Fezile and the Collective Bargaining Officer, Cde Dale Forbes.

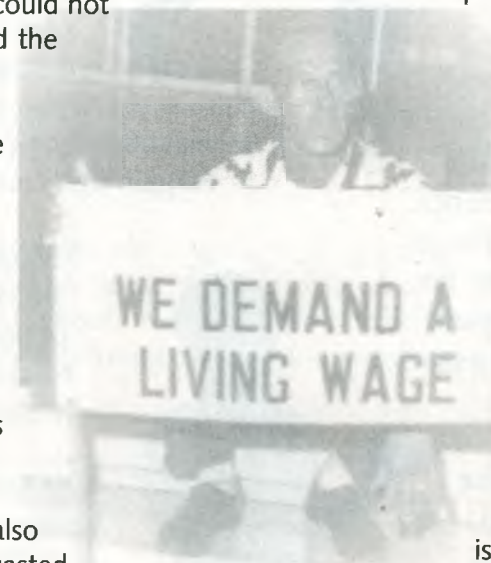
One of the main rules of the committee is that local authorities have to implement the full negotiated increase before the end of the financial year - so all workers will get an increase, even if they get it late. This is also very important in closing the wage gap - no workers should get left behind by missing out on an increase.

Rejected exemption applications

Some municipalities that applied for exemptions had no basis to do so and their applications were rejected outright. These are Krugersdorp, Ottosdal, Weened and Humansdorp.

Deadlock!

Apart from the Greater Joburg Metro, there is also deadlock at Dendron, Waterval Bouen, and all the municipalities that applied in the Northern Cape. The National Bargaining Council, which meets on the 23rd November 1998 will consider these disputes. If there is no resolution, then arbitration will be the next step.



For a full list of all the municipalities that applied for or were granted exemptions, please contact your nearest SAMWU branch office.

The PSI Africa Conference

The PSI Africa Conference will take place in Johannesburg from November 25th to 28th, 1998. Over one hundred municipal and public sector unions from Africa and the Arab speaking countries will meet. In this issue of Workers News we look at the SAMWU resolutions taken to conference. In the February 1999 issue of Workers News, we will bring you coverage of all the conference debates and adopted resolutions.

SAMWU's International Sub-Committee met in Johannesburg before the conference to come up with SAMWU positions. PSI had prepared four theme papers for all unions to discuss.

"We are going to use the Africa Conference to seek a resolution condemning privatisation of water in Nelspruit and Dolphin Coast," said SAMWU General Secretary Roger Ronnie.

These are the key issues that SAMWU will raise at the conference:

TRADE UNION STRATEGIES FOR DEVELOPMENT

SAMWU calls on PSI to encourage twinning arrangements between unions in different countries. This twinning should mean sharing of education resources and joint education ventures. PSI educational programmes must build resistance to privatisation of municipal services. PSI must also start the debate on alternatives to capitalism instead of calling for reforms.

EQUAL OPPORTUNITIES

There is already progressive legislation in South Africa, which says that marginalised groups may not be discriminated against by employers. The problem is that unions do not take up this issue at grassroots level. SAMWU proposes that unions should ensure that broad programmes are sensitive to the needs of these members. While it is necessary to fight for reforms which advance the interests of the oppressed, our fight should be for a world based on needs and not on profits. Only then will all people be truly free.

A GREATER ROLE FOR THE PUBLIC SECTOR IN A SUSTAINABLE FUTURE

All over the world, the public sector is under attack. The World Bank, through its Structural Adjustment Programmes, forces countries looking for loans to privatise municipal services and reduce the size of their public sectors. SAMWU calls on the PSI to take up the fight against structural adjustment programmes.

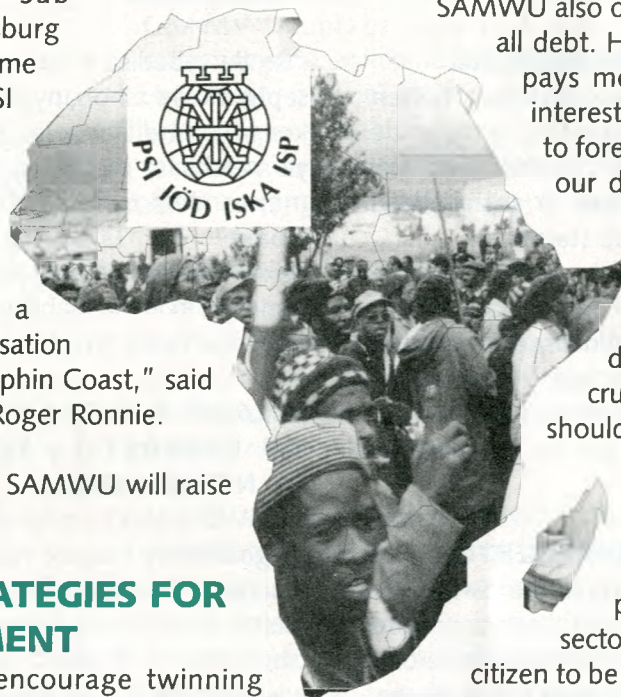
SAMWU also calls on PSI to call for the scrapping of all debt. Here in South Africa, the government pays more than R40 billion every year on interest alone on the all the money we owe to foreign and South African banks. Most of our debt was built up during apartheid - the apartheid government used the money they borrowed to buy weapons to attack countries across the borders, and to fund a strong defence force which brutally tried to crush resistance within South Africa. Why should we pay back the debt that was used to kill ourselves?

SAMWU also calls on the PSI to spearhead the campaign against privatisation. We need direct public sector delivery of basic services and for each citizen to be guaranteed a life-line level of service.

HUMAN RIGHTS AND GLOBAL ECONOMICS

Although workers struggled for years to make gains in working conditions, the globalisation of the world economy has eroded much of this. Many of the problems we face as workers are the same in different countries. SAMWU therefore calls on PSI to:

- ✎ Promote democratic and worker controlled trade unions.
- ✎ Promote trade union unity in all countries.
- ✎ Actively build campaigns like anti-privatisation
- ✎ Promote the rights of women and other marginalised sections of our society.
- ✎ PSI should call for international mass action to unite workers of the world on a single working day.



Die PSI Africa-konferensie

Die PSI Africa-konferensie vind plaas in Johannesburg van 25 tot 28 November 1998. In hierdie uitgawe van *Workers' News* kyk ons na die resolusies wat SAMWU na die konferensie neem. In die Februarie 1999-uitgawe van *Workers' News* sal ons vir u dekking gee van al die debatte by die konferensie, asook die resolusies wat aanvaar is.

"Ons gaan die Afrika-konferensie gebruik om 'n noodresolusie aan te vra wat die privatisering van water in Nelspruit en Dolphin Coast veroordeel", het Roger Ronnie, Sekretaris-Generaal van SAMWU, gesê. Hierdie resolusies is ook voorgestel:

VAKBONDSTRATEGIEË VIR ONTWIKKELING

SAMWU doen 'n beroep op PSI om skakeling tussen vakbonde in verskillende lande aan te moedig, insluitende die deel van opvoedings-hulpbronne. Die PSI moet ook ernstig aandag gee aan die bou van 'n sosialistiese alternatief vir die huidige kapitalistiese stelsel.

GELYKE GELEENTHEDE

Gestremde mense en ander gemarginaliseerde groepe moet gelyke geleentheid hê om werk te kry. Die meeste vakbonde voer dit nie verder op voetsoolvlak nie. Vakbonde moet programme hê om gelyke geleentheid te bevorder.

'N GROTER ROL VIR DIE OPENBARE SEKTOR

Deur sy Strukturele Aan-passingsprogramme dwing die Wêreldbank lande wat om lenings wil aansoek doen, om munispale dienste te privatiseer. SAMWU doen 'n beroep op die PSI om strukturele aanpassingsprogramme te beveg. In Suid-Afrika betaal die regering jaarliks meer as R40 miljard net aan rente op die skuld. Die apartheidsregering het geld geleen sodat die weermag kamerade kon vermoor. Daarom behoort dit nie vir ons nodig te wees om hierdie geld terug te betaal nie! PSI moet vra dat die skuld afgeskryf word. SAMWU doen ook 'n beroep op die PSI om aan die voorpunt te staan van die veldtog teen privatisering. Ons stryd moet wees om vir elke burger 'n vlak van diens te verseker wat vir hulle 'n lewenslyn sal wees.

MENSEREGTE EN GLOBALE EKONOMIE

Ons moet ons stryd verenig - werkers regoor die wêreld ondervind almal dieselfde probleme. SAMWU doen 'n beroep op PSI om demokratiese en werkerbeheerde vakbonde te bevorder. PSI moet vra vir internasionale massa-aksie om op een spesifieke dag regoor die wêreld plaas te vind.

Khonferense ya Africa PSI

Khonferense ya Africa PSI e tla tshwarelwa Johannesburg ho tloha ka la 25 ho ya ho la 26 Nofemere, 1998. Ke mekgatlo e ka bang lekgolo ya diyunione tsa basebetsi ba mmasepala le ba mekga ya mmuso ho tswa Afrika le dinaheng tse buwang se-Arab ba tla kopana ka sepheo se le seng sa ho matlafatsa kopano ya basebetsi ba mmuso bakeng sa dilemo tse supa tse tlang. Kgatisong ena ya Workers News re sheba diphetho tse nkilweng ke SAMWU ho di lebisa khonferenseng eo. Kgatisong ya Febewari 1998 ya Workers News, re tla le tlišetsa tsohle tse tla be di etsahala khonferenseng eo, e leng dipuisano le diphetho tse tla fihlelwa.

"Re tla sebedisa Khonferense ena ya Afrika ho sheba sephetho sa tshohanyetso se tla seholla ho kengwa ha ditshebetso tsa phephelo ya metsi tlasa mekga ya poraefete mane Nelspruit le Dolphin Coast", ho rialo Mongodi Kakaretso wa SAMWU Roger Ronnie. Ho ile ha hlahiswa le diphetho tsena tse latelang:

MAANO A MOKGATLO WA BASEBETSI BAKENG SA NTSHETSOPELE

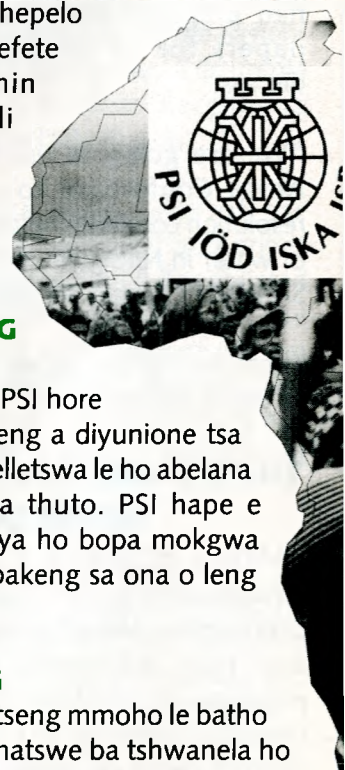
SAMWU e etsa boipiletso ho PSI hore e kgothaletse kopano mahareng a diyunione tsa dinaha tse fapaneng, ho kenyetletswa le ho abelana mehlodi ya thuso bakeng sa thuto. PSI hape e tshwanela ho shebisa taba ya ho bopa mokgwa wa bo-soshiale o tla kena sebakeng sa ona o leng teng wa bo-kapitale.

MENYETLA E LEKANANG

Batho ba nang le kgothafalo e itseng mmoho le batho ba qhelletsweng thoko ba sa natswe ba tshwanela ho nehwa menyetla e ikgethang bakeng sa ho fumana mesebetsi. Diyunione tse ngata ha di shebana le taba ena ho tloha motheong wa yona. Diyunione di tshwanela ho ba le mananeo a ho kgothaletsa ho ba le menyetla e lekanang.

SEABO SE EKETSEHILENG SA MOKGA WA TSHEBETSO WA MMUSO BOKAMOSONG BO TSWELLANG

Banka ya Lefatshe, ka Mananeo a yona a ho Fetola Dibopeho, e qobella dinaha tse batlang dikadimo tsa ditjhelete hore di kenye tshebetso tsa bommasepala tlasa mekga ya poraefete.



SAMWU e etsa boipiletso ho PSI hore e lwantshane le mananeo a ana a ho fetola dibopeho.

Mona Afrika Borwa, mmuso o lefa tjehelete e ka hodimo ho R40 billion selemo se seng le se seng, e leng ya phaello ya sekoloto sena feela. Mmuso wa aparteiti o ile wa kadima tjehelete e neng e sebedisetswa ho tshehetsa masole a ona a neng a bolaya di-*comrade* tsa rona. Kahoo ha re a tshwanela ho lefa sekoloto sena! PSI e tshwanela ho etsa boipiletso ba hore sekoloto sena se hlakolwe.

SAMWU hape e etsa boipiletso ho PSI hore e etellepele letsholo le kgahlanong le ho kengwa ha ditshebetso tlasa mekga ya poraefete. Ntwa ya rona e tshwanela ho ba ya ho etsa bonnete ba hore baahi bohle ba naha ba tiisetwa ho f u m a n a ditshebetso tsa bohlokwa tsa bophelo.

DITOKELO TSA BOTHO LE IKONOMI YA LEFATSHE KA BOPHARA

Re tshwanela ho kopanya boitseko ba rona - basebetsi ba lefatshe ka bophara kaofela ha bona ba tobana le mathata a tshwanang. SAMWU e etsa boipiletso ho PSI hore e kgothalese mekgatlo ya basebetsi ya demokerasi hape e laolwang ke basebetsi. PSI e tshwanela ho etsa boipiletso ba hore ho be le diketsahalo tsa boipelaetso lefatsheng ka bophara ka letsatsi le tla behwa. PSI e tshwanela hore kamehla e lwanele ditlhoko tsa boholo ba batho ho ena le diprofiti tse tla ya ho ba mmalwa feela.

Ingqungquthela ye-Afrika ka-PSI

Ingqungquthela ye-Afrika ka-PSI izobanjelwa eGoli ukusukela ngomhla ka 25 ukuya kumhla ka 28 kuNovemba 1998. Kule-Workers News yanamhlanje sibonisana ngezinqumo zikaSAMWU okuyiwa nazo kulengqungquthela. Ephephandabeni i-Workers News ezophuma ngoFebruwari 1998, sizonethulela zonke izingxoxompikiswano zalengqungquthela kanye nezinqumo ezizothathwa khona.

"Sizosebenzisa lengqungquthela ye-Afrika ukuze sithole ngayo isinqumo esiphuthumayo esigxeka ukudayiswa kwezinsiza zamanzi eNelspruit naseDophin Coast," kwasho uNobahla Jikelele kaSAMWU uRoger Ronnie. Lezinqumo ezilandelayo nazo zaphakanyiswa:

AMACEBO EZINYUNYANA NGEZENTUTHUKO

USAMWU uhlaba umkhosi wokuthi u-PSI ikhuthaze izinyunyana ezisemazweni ehlukene ukuthi zibe nezivumelwano zokuba ngamawe (twinning), nokuthi lokho kubandakanye nokwabelana ngezisetshenziswa eziphathelene nezemfundo. Kuzodingeka nokuthi u-PSI alubheke kabusha udaba lokuvuselelwa kwenqubo yobusoshiyali ukuze iqhudelane nalena ekhona njengamanje okungeyobukhaphithali (ogwambela kwesakhe).

AMATHUBA ALINGANAYO

Abantu abakhubazekile kanye nalabo abavame ukusunduzelwa eceleni badinga amathuba alinganayo okuthola imisebenzi. Iningi lezinyunyana azilusukemeli phezulu loludaba uma luchaphazela abantu abaphansi nabangagqamile. Izinyunyana kufanele zibe nezinhlelo zokuthuthukiswa kwamathuba alinganayo.

UMKHAKHA WABASABENZI BOMPHAKATHI KUFANELE UBAMBE IQHAZA ELIKHUDLWANA KWINGOMUSO ELIZOHLALA LIKHONA

IBhange loMhlaba (World Bank), ngezinhlelo zalo eziphoqeela amzwe akhulayo ukuthi aqale aguqule izingqalazizinda zawo (Structural Adjustment Programmes) phambi kokuthi liweboleke izimali, yilo eliphoqa amazwe afuna ukweboleka kulo izimali ukuthi athengise izinsiza zawomasipala. USAMWU uhlaba umkhosi ku-PSI ukuthi alwe nalezinhlelo zokuguqulwa kwezingqalazizinda. Lapha eNingizimu Afrika, uHulumeni ukhokha R40 billion unyaka nonyaka okuyinzalo nje yesikweledi. Uhulumeni wobandlululo weboleka izimali ezazisetshenziselwa ezempi ukuze kubulawe amaqabane. Ngakho ke akukho nesincane isidingo sokuthi kube yithina futhi esesikhokha lesosikweledi! U-PSI kufanele alwele ukuthi sipheliswe lesikweledi. USAMWU uhlaba umkhosi ku-PSI ukuthi makube nguyeyishoshozela lalomkhankaso wokulwa nokudayiswa kwamagugu kahulumeni.

AMALUNGELO OBUNTU NOMNOTHO WOMHLABA WONKE

Imizabalazo yethu kufanele siyiqhube ngokubambisana - abasebenzi, emhlabeni wonke jikelelele, babhekene nezinkinga ezifanayo. USAMWU uhlaba umkhosi ku-PSI ukuthi makakhuthaze ukwesekwa kwezinyunyana ezibuswa ngokwentando yeningi nezilawulwa ngabasebenzi. U-PSI kufanele amemezele umbhikisho ozokwenziwa emhlabeni wonke jikelele ngosuku okuzovunyelwana ngalo. U-PSI kufanele ngaso sonke isikhathi alwele izidingo zabantu emhlabeni wonke, hhayi inzuzo yabambalwa.

The Jobs Summit has been and gone. This table looks at some of the key COSATU demands, what the Summit agreed to and possible problems with the agreements. Did the Summit make gains for workers? Read the table and decide for yourself...

The Jobs Summit

COSATU demands	Summit resolution	Possible Problems
A Job Creation Statement that links economic policy to job creation and poverty alleviation.	The Summit statement says the RDP is the economic policy of the country and admitted that GEAR projections on growth, interest rates and employment will not be met, and that these targets must be adjusted.	COSATU called for the scrapping of GEAR, but the Job Summit only proposed amendments within the framework of GEAR.
Provision and upgrading of infrastructure to attack backlogs in black areas.	The Summit agreed to link employment programmes with infrastructural development, especially through the Industrial Development Zones (IDZ's) e.g. Coega - Eastern Cape, Wild Coast - KZN	Labour standards in IDZ's are poor as these zones concentrate on attracting investors. IDZ infrastructure could be low quality which would continue to divide cities along apartheid lines
Build 1 million labour intensive houses on a rented stock over a period of 4 years.	50 000 to 150 000 labour intensive housing units will be built by December 2001. The remaining 850 000 houses will follow after this.	The budget cut the amount for social spending - if cuts continue, there won't be money for houses to be built.
Youth Brigades / A National Youth Service Programme	Youth Brigades will employ youth in Working for Water, Clean and Green Cities, Community-based public works, and anti-AIDS programmes.	Could create two labour markets with different labour standards.
Public Sector Policy - Public Sector Restructuring	There was no agreement - COSATU initially called for a moratorium on public service retrenchments.	We need a concrete agreement to stop retrenchments and privatisation
Amend the LRA - retrenchments must be negotiated	Negotiations were held on this issue and will continue after the summit.	Government is investigating changes to labour laws - may make the labour market more flexible
National Industrial restructuring programme for job creation	There will be sector summits, like the mineworkers Gold Summit, to develop strategies for sectors where there could be job loss OR creation	The Gold Summit was not effective - because of globalisation, jobs are still being lost.
Tariffs review to promote job growth and job retention	NEDLAC will develop programmes to stem job losses and promote job creation in industries affected by tariff reform - such as automobiles and clothing.	Job programmes are meaningless if government continues to drop tariffs to suit investors. NUMSA wants a summit because of tariff related job losses

Seboka se mabapi le Mesebetsi se tllile sa ba sa feta. Lenaneng lena le ka tlase re sheba tse ding tsa ditseko tsa bohlokwa tsa COSATU, seo Seboka e se dumelletse mmoho le ho ka bang mathata ka ditumellano. Na ekaba Seboka sena se ile sa atleha? Na ho bile le ho fihletsweng bakeng sa basebetsi? Bala lenane lena e be o iketsetsa qeto ka bowena...

Ditseko tsa COSATU	Diphetho tsa Seboka	Ho ka bakang mathata
Setatemente sa ho bopjwa ha menyetla ya mesebesi e amahanyang leano la ikonomi popong ya mesebetsi le phedisong ya bofutsana.	Setatemente sa Seboka se re RDP ke lona leano la ikonomi ya naha mme se dumela hore merero ya GEAR ya kgolo ya direiti tsa phaello mmoho le mesebetsi e ke ke ya fihlelwa. Dibeo (targets) tsa GEAR di tshwanelwa ho fetolwa.	COSATU e entse boipiletso ba hore GEAR ena e hlakolwe, empa Seboka sa Mesebetsi sona se entse ditshisinyo feela tsa hore ho etswe diphetoho tse itseng leanong lena.
Ho fana le ho ntlafatsa dipopeotho (infrastructure) bakeng sa ho fokotsa mesebetsi e salletseng morao dibakeng tsa ba batsho.	Seboka se dumetse ho hokahanya mananeo a mesebetsi le ntshetsopele ya popeotho, mme ho tiisetse haholo ho Ntshetsopele ya Dikgaolo tsa Di-intasteri (Industrial Development Zones - IDZ's) tse ntseng di hahuwa mane KZN le Eastern Cape.	Ho na le maemo a fokolang ho di-IDZ tsena, hobane tsona di shebile ho hohela ba beelets. Popeotho e hahuwang mona ke ya boleng bo tlase mme e ka tswellapele ka ho arola ditoropo ka ho ya ka batho ba batsho le ba basweu, barui le mafutsana.
Ho hahuwe matlo a hirwang a ka bang 1 million a tla tisa mesebetsi e mengata, mme hona ho etsuwe nakong ya dilemo tse 4.	Ke matlo a ka bang 50 000 ho ya ho 150 000 a tla hahuwa mme a tlise le mesebetsi e mengata ho ya fihla selemong sa 2001. Matlo a mang a ka bang 850 000 a tla hahuwa kamora mona.	Bajete e fokoditse palo ya tijelete e sebedisetswang tsa kgahisano - mme ha ho ntse ho tswellwa pele ka ho fokotsa, ho ke ke ha ba le ditijelete tsa kaho tsa matlo.
Ho be le Lenaneo la di-Youth Brigade / National Youth Service	Di-Youth Brigade di tla hira batjha Ditshebeletsong tsa Metsi, Ditoropo tse Hlwekileng le mesebetsing e theilweng hara merabe.	Hona ho ka bopa mebaraka e mmedi ya tshebetso e nang le maemo a fapaneng a tshebetso.
Leano la Tshebetsong tsa Mekga ya Mmuso - Ho hahla botjha Mokga wa Tshebetsong tsa Mmuso	Ha ho tumellano e fihletsweng - qalong COSATU e ile ya etsa boipiletso ba hore ho emiswe ka ho fokotsa mesebetsing ha basebetsi ba mmuso.	Re tshwanela ho etsa tumellano ya ho emisa ka ho fokotsa ha baesebetsi mmoho le ho kengwa ha ditshebetso tlasa mekga ya poraefete.
Lenaneo la kaho botjha ya Di-intasteri tsa Naha bakeng sa ho bopa menyetla ya mesebetsi	Ho tla ba le diboka tsa mekga e fapaneng, tse jwalo ka Seboka sa Gauta, haholo mekgeng eo ho ka bang le tahlehelo ya mesebetsi KAPA popo ya menyetla ya mesebetsi bakeng sa ho ntshetsapele maano a di-intasteri.	Seboka sa Gauta ha se ya ka sa sebetse hantle - ka baka la ho ikamahanya le dinaha tsa lefatsheng ka bophara, mesebetsi e ntse e lahleha.
Ho lekolwe makgetho bakeng sa ho kgothaletsa kgolo ya mesebetsi le polokeho ya mesebetsi	NEDLAC e tla hlalisa mananeo a ho thibela tlalehelo tsa mesebetsi mme e kgothaletse ho bopjwa ha menyetla ya mesebetsi di-intastering tse amehileng ho fetolweng ha makgetho - jwalo ka mekgeng ya tlhahiso le ya diaparo.	Mananeo a Mesebetsi ha wa na molemo ha mmuso o ntse o tswellapele ka ho fokotsa makgetho ka morero wa ho hohela ba beelets ba bangata.

In early 1997, SAMWU adopted a quota system for at least one third of all worker leaders to be women, from shopsteward level upwards. Women's structures are in place and January 1999 will see the launch of

The National Women's Committee

Most provinces have launched branch women's structures. From the Branch Women's Committees (BWC's), have come the Provincial Women's Committees. In some provinces, the PWC's have been very active in 1998 - holding workshops about women and privatisation, organising childrens day events and campaigning for parental rights. Something that SAMWU should be very proud of is that PWC's in seven provinces organised National Women's Day celebrations on August 9th this year.

In December 1998, the PWC chairpersons will meet to plan the launch of the National Women's Committee for the end of January 1999.

The first challenge the NWC will take up is organising a Women's Charter Conference on International Women's Day in March 1999. "The theme of the conference will be around taking SAMWU women into the new millenium," says Cde Desiree Tlhoale, SAMWU's Second Vice-President and long time women's leader.

The Conference will come out with a Women's Charter - a list of all the demands made by SAMWU women, such as:

- Time off for women's meetings
- Parental rights
- An end to violence
- Sexual harassment code of conduct
- Equal pay for equal work
- Implementation of the Employment Equity Act

Diprofensi tse ngata di se di hlomme dibopeho tsa tsona tsa bomme. Ho tloha ho Dikomiti tsa Bomme tsa Makala, ho ya ho Dikomiti tsa Bomme tsa Diprofensi. Ntho e nngwe eo SAMWU e tshwanelang ho ba motlotlo ka yona ke ya hore Dikomiti tsa Bomme tsa Diprofensi ho tswa diprofensing tse supileng di ile tsa hlophisa mekete ya Letsatsi la Bomme la Naha ka la 9 Agosetose selemong sena - mme mona SAMWU e ne e le yona feela setho sa COSATU sa ho etsa hona!

WHAT IS A CHARTER?

It is a fighting document!

It develops and strengthens unity!

It demands certain rights!

It has both long and short term demands!

Ka Disemere 1998, baduladitulo ba Dikomiti tsa Bomme tsa Diprofensi ba tla kopana ho rera ho hlongwa ha Komiti ya Bomme ya Naha mafelong a kgwedi ya Janawari 1999. Ho hlongwa ha Komiti ena ya Bomme ya Naha e tla ba letsatsi le leholo ho SAMWU.

Phepetso ya pele eo Komiti ena e ntjha ya Bomme ya Naha e tla tshwanela ho shebana le yona ka 1999 ke ya ho hlophisa Khonferense ya *Charter* ya Bomme ka Letsatsi la Bomme la Matjhaba mohla la 1 Matjhe 1999. "Lepetjo la Khonferense eo e tla ba le buwang ka ho nka bomme ba SAMWU mme re lebe le bona dilemong tsa bo-diketepedi (millenium)," ho rialo Cde Desiree Tlhoale, eo e leng Motlatsi wa Bobedi wa Mopresidente wa SAMWU, hape e le moetapele wa nako e telele wa bomme. Khonferense e tla hlahisa *Charter* ya Bomme - lenane la ditseko tsohle tsa bomme ba leng ho SAMWU.

Ditseko tse hlahelletseng ho fihlela ha jwale ke tsena tse latelang:

- Ho behwe nako ka thoko bakeng sa dikopano tsa bomme
- Ditokelo tsa batswadi
- Ho fediswe merusu kapa yona tshebediso ya dikgoka
- Ho hlahiswe khoutu ya boitshwaro ya SAMWU mabapi le tshotlo ka tsa thobalano
- Meputso e lekanang bakeng sa mosebetsi o lekanang
- Ho kengwa tshebetsong ha Molao wa Tekatekano Mesebetsing

Forward to the NWC launch and SAMWU Women's Charter Conference, Forward!

IKomidi labesiFazane lika Zwelonke (National Women' Committee)

Iningi lezifunda selizisungullie izizinda zabetesifazane. AmaKomidi abesiFazane amaGatsha (Branch Women's Committees – ama-BWC) asezele ama Komidi abesiFazane eziFunda (Provincial Women's Committees – ama-PWC). Enye yezinto uSAMWU okufanele, aziqhenye ngayo eyokuthi ezifundeni eziyisikhombisa ama-PWC aphumelela ukuqhuba izinhlelo zokugujwa koMkhosi kaZwelonke woSuku lwamaKhosikazi (National Women's Day) ngomhla ka 9 August nonyaka – okuyiyona kuphela inhlango ephansi kukaCOSATU eyakwazi ukukwenza lokhu!

Ngo-December ka 1998, abaholi bama-PWC bazohlango ngenhloso yokulungiselela ukusungulwa kweKomidi lamaKhosikazi likaZwelonke (NWC) okuzokwenzeka ekupheleni kuka-January 1999. Lolu kuzoba wusuku uSAMWU azoziqhenya kakhulu ngalo.

Inselele yokuqala ezobhekana nale-NWC, ngo-1999, kuzoba ukulungiselela iNgqungquthela yeShatha yamaKhosikazi eMayelana noSuku lwamaKhosikazi lwaMazwe ngaMazwe (Women's Charter Conference on International Women's Day) ezoba ngo March ka-1999. LeNgqungquthela izokhipha iShatha yamaKhosikazi – okuwuhlu lwazo zonke izikhalo zamalungu esifazane kaSAMWU. Amalungelo afunekayo njengamanje yilawa:

- Abesifazane mabanikezwe isikhathi sokuya emihlanganweni eqondene nabo
- Amalungelo abazali
- Makupheliswe udlame
- Makusungulwe uhlelo lukaSAMWU lokulwa nokuhlukunyezwa ngokobulili
- Umholo ofanayo ngomsebenzi ofanayo
- Mawuqale usebenze umthetho omusha omayelana nokuLingana eMsebenzini (Employment Equity Act)

Die Nasionale Vrouekomitee

Die meeste provinsies het vrouestrukture by die takke geloods. Vanaf die Tak-Vrouekomitees (TVK's) het die Provinsiale Vrouekomitees gevolg. Iets waarop SAMWU kan trots wees, is dat PVK's in sewe provinsies Nasionale Vrouedag-vieringe op 9 Augustus vanjaar gereël het - die enigste van COSATU se geaffilieerdes wat dit gedoen het!

In Desember 1998 sal die PVK-voorsitters ontmoet om die loodsing van die Nasionale Vrouekomitee vir die einde van Januarie 1999 te beplan. Die loodsing van die NVK sal 'n trotse dag wees vir SAMWU.

Die eerste uitdaging wat die nuut-verkose NVK in 1999 sal aanneem, is die reël van 'n Vrouehandves-konferensie op Internasionale Vrouedag in Maart 1999.

“Die tema van die konferensie sal daarvoor gaan om SAMWU-vroue die nuwe millennium binne te neem”, se Kameraad Desiree Tlhoale, SAMWU se Tweede Visepresident en ervare vroueleier.

Die konferensie sal vorendag kom met 'n Vrouehandves - 'n lys van al die SAMWU-vroue se

eise. Eise wat tot dusver na vore gekom het, is:

- Vrye tyd vir vrouevergaderings
- Ouerregte
- 'n Einde aan geweld
- 'n SAMWU-gedragkode oor seksuele teistering
- Gelyke betaling vir gelyke werk
- Implementering van die Wet op Billike Indiensneming

“Ba bang ba baetapele ba banna ba SAMWU ha ba dumelle basadi ba bona ho ba di-shopsteward - hobane ba re “ke mang ya tla hlokomela bana?” Comrades, hona ho tshwanetse ho fediswa!”



“Vroue-vloerbeamptes verkies op die uitvoerende komitee word soms vertel dat hulle eerder op 'n vrouekomitee moet dien. Vroue, moenie julle politieke posisies afstaan nie! Julle het die reg verdien om 'n leier te wees!”

Phambili abafazi, phambili! Voetsek met seksuele teistering, voetsek!

From tea maker to union leader

Interview by Thobile Maso

Cde Nomhle Fezi, the Chairperson of the Provincial Women's Committee in the Eastern Cape, started her working life in the municipality of Port Elizabeth in 1976 as a tea maker in the Electricity Department. "I was desperately looking for any job and had no choice," says Mama Fezi.

In those days, there were no unions organising black workers. "We were only given help by the sweetheart unions that used to oppress black workers," says Mama Fezi, who broke away from being a tea maker in 1978 when she was transferred to the health department as a senior clerk.

Up until 1990, there were no women shopstewards in the PE municipality. "Our first female shopsteward was Mrs Nomvula Sotomela in 1990, and she left for retirement in 1993." This was when Mama Fezi stepped in to fill the gap. "It was difficult in the early days of SAMWU," says Mama Fezi. "Other workers would be afraid to sit next to me in case the employer victimized them. In those days, there were no wage negotiations!"

All this changed after the 1993 national wage strike. This was the first time that municipal workers had ever waged a national strike.

"Although this strike was a success for the organisation, we suffered losses,"

Mama Fezi remembers. The comrade went from strength to strength after being elected in 1996 as the Secretary of Port Elizabeth Local. Mama Fezi remembers much hard work - "The mandate to be a shopsteward is not child's play!"

Mama Fezi kept an active role in the SAMWU women's structures. A highlight for her was Women's Day in 1996 where the Mayor of Uitenhage publicly congratulated SAMWU on making women visible as leaders to the whole world.

Mama Fezi was elected as chairperson of BWC of the Western Branch, and was then again elected as chairperson of the PWC of the Eastern Cape in March this year.

"Besides my role as a woman leader in SAMWU, I am also a member of Kwadwesi ANC Women's League, and also serving as an ANC branch committee member."

Mama Fezi would like to give all the comrades who have helped build women's structures in the Eastern Cape a special mention.



These are:

- Cde Mantuntu Madolo - former Chairperson of the Regional Women's Co-ordinating Committee
- Cde Maria Mcandi - former Regional Women's Co-ordinating Committee
- Cde Lillian Ndzewuza - shopsteward and now secretary of the PWC
- Cde Buyiswa Bala - former Secretary of the women's local of COSATU
- The National Women's Co-ordinating Committee for laying the groundwork for the new constitution, and for their role in drawing up Parental Rights policy
- Current women leaders in BWC's and PWC's in the Eastern Cape - Maureen Jacobs, Tembaka Aja and cde Lungiswa Skosana.

"When I was elected a shopsteward, I was shy and afraid to air my views, but not any more. My first struggle is to make sure that women are treated as equals. Thanks to our Constitution with the quota system, let's put it into practice." Women, fight for your rights!"

**IN THE
FEBRUARY 1999
ISSUE OF
WORKERS
NEWS...**

In the next issue of Workers' News we interview one of the most active woman leaders SAMWU has ever had. Her name is Mamiki Qabathe. She is the Treasurer of the Free State for both SAMWU and COSATU, delegate to the National Bargaining Council, Social Benefits Committee, Central Executive Committee, National Disciplinary Committee and some education committees. She also holds positions as a women worker leader.

How does Mamiki manage to do so much great work for SAMWU?

What is her secret?

Read the February 1999 issue of Workers News to find out.

Ho tloha ho motho ya etsang teye ho ya ho moetapele wa Yunione

ka Thobile Maso

Cde Nomhle Fezi, Modulasetulo wa Komiti ya Bomme ya Profensi mane Eastern Cape, o qadile ho sebetša ho mmasepala wa Port Elizabeth ka 1976 jwalo ka motho ya etsang teye Lefapheng la Motlakase. "Ke ne ke se na boikgethelo, mme ke batla mosebetsi ofe kapa ofe", ho rialo Mama Fezi.

Ho fihlela selemong sa 1990 ho ne ho se na di-shop steward tsa basadi ho mmasepala wa PE. "Ho ne ho le boima matsatsing ao ho SAMWU", ho rialo Mama Fezi. "Basebetsi ba bang ba ne ba tshaba le ho dula haufi le wena hobane ba tshaba ho tshwarwa ka tsela e sa lokang ke bahiri".

Comrade enwa o ile a ba matla le ho feta kamora ho kgethwa ka selemo sa 1996 hore a be Mongodi wa Port Elizabeth Local. Ntlhakgolo e bileng teng ho yena ke ya Letsatsi la Bomme ka selemo sa 1996 moo Ramotse wa Uitenhage a ileng a lebohisa SAMWU pontsheng bakeng sa ho hloma dibopeho tsa basadi le ho etsa hore basadi ba bonahale jwalo ka baetapele lefatsheng ka bophara.

Mama Fezi o ile a kgethwa ho ba modulasetulo wa BWC ya Western Branch, a ba modulasetulo wa PWC ya Eastern Cape hape ka Matjhe selemong sena. "Ntle le seabo sa ka jwalo ka moetapele wa mosadi ho SAMWU, ke setho sa Kwadwesi ANC Women's League hape, ke sebetša hape jwalo ka setho sa komiti ya lekala la ANC".

Mama Fezi o rata ho fana ka tlotlo ho di-comrade tsohle tse ileng tsa thusa ho hahla dibopeho tsa bomme

Eastern Cape, mme bona ke bana ba latelang:

- Cde Mantuntu Madolo - eo e neng e le Modulasetulo wa Regional Women's Co-ordinating Committee
- Cde Maria Mcandi - eo e neng e le setho sa Regional Women's Co-ordinating Committee
- Cde Lilian Ndzewuza - shopsteward hape eo ha jwale e leng mongodi wa PWC
- Cde Buyiswa Bala - eo e neng e le Mongodi wa women's local ya COSATU
- National Women's Co-ordinating Committee (NWCC) bakeng sa ho qala mosebetsi wa bohlokwa wa ho theha dibopeho tsa semolaotheo tse mabapi le bomme, haholo-holo ka ho rala pholisi ya Ditokelo tsa Batswadi, e leng yona ntho eo ha jwale e bopang motheo wa ditherisano mekgeng yohle ya bommasepala.
- Le baetapele ba ha jwale ba BWC le PWC Eastern Cape - cde Maureen Jacobs, cde Tembeka Aja le cde Lungiswa Skosana.

"Ha ke qetela, ke rata ho bolela hore ho ne ho se bonolo ha ke ne ke kgethwa ho ba shopsteward. Ke ne ke ena le dihlong ke sa kgone le ntsha ho maikutlo a ka, empa jwale ho se ho fetohile. Boitseko ba ka ba pele ke ba ho etsa bonnete ba hore basadi ba tshwarwa ka tsela e lekanang le banna", ho rialo Mama Fezi.

**Viva Mama Fezi,
viva!**

Owayengumenzi wetiye usengumholi wenyunyana

Kubhala uThobile Maso

Iqabane uNomhle Fezi, uSihlalo weKomidi labesiFazane esiFundeni saseMpumalanga Koloni (i-PWC), waqala ukusebenza kwamasipala waseBhayi ngo 1976 engumenzi wetiye eMnyangweni wezoGes. "Ngangizimisele ukwenza nanoma yimuphi umsebenzi. Ngangingenako ukuzikhethela lowo engiwuthandayo," kusho uMama Fezi.

Ngaphambi kuka 1990, ayengekho ama-shopsteward esifazane kumasi-pala waseBhayi. "Abanye abasebenzi babeyaye besabe nokuhlala eduze nawe ngokwesaba ukuthi abelungu nabo bazobabuka ngeso lengulube noma hleze babahlukumeze."

Leliqabane laya ngokuya lidlondlobala emuva kokuthi likhethelwe isikhundla sokuba nguNobhala wePort Elizabeth Local. Olunye lwezinsuku angasoze azikhohlwe empilweni yakhe ngumhla wokugujwa koSuku lwabesiFazane, ngo 1996, lapho uSodolobha waseTinarha (Uitenhage) ahalalisela khona uSAMWU ngokusungula kwakhe izizinda zamakhosikazi nangokwenza kwakhe ukuthi amakhosikazi aphumele eshashalazini abonwe ngumhlaba wonke ukuthi nawo anawo amakhono obuholi.

Umama Fezi wakhethelwa esikhundleni sokuba nguSihlalo we-BWC yeGatsha lase-Ntshonalanga (Western Branch) kanti ngo March nonyaka uye wakhethwa waba nguSihlalo we-PWC yaseMpumalanga Koloni. "Ngale komsebenzi wami njengomholi wesifazane kaSAMWU, ngiyilungu leGatsha lakwaDwesi le-ANC Women's League." Umama Fezi ufisa ukubalula

wonke amaqabane aye afaka isandla ekusungulweni kwezizinda zamakhosikazi eMpumalanga Koloni. Nawa:

- Iqabane uMantuntu Madolo - owayenguSihlalo we-Regional Women's League's Co-ordinating Committee
- Iqabane uMaria Mcandi - owayeyilungu le-Regional Women's League Co-ordinating Committee
- Iqabane uLillian Ndzewuza - I-shopsteward esinguNobhala we-PWC
- Iqabane uBuyiswa Bala - owayenguNobhala we Women's League kaCOSATU
- Kanye nabaholi besifazane abasezikhundleni njengamanje kuma-BWC nakuma-PWC aseMpumalanga Koloni - iqabane uMaureen Jacobs, iqabane uThembeka Aja kanye neqabane uLungiswa Skosana.

"Okokugcina, mangisho nje ukuthi kwakungelula neze kimi ngenkathi ngisanda kungena esikhundleni sokuba yi-shopsteward. Nganginamahloni futhi ngesaba ukuveza uluvo lwami, kodwa sengedlula lapho. Umzabalazo wami wokuqala owokuthi ngiqinisekise ukuthi abesifazane baphathwe ngokulingana nabanye abantu," kusho uMama Fezi.

In die volgende uitgawe van *Workers News* voer ons 'n onderhoud met 'n aktief vroue leier.

Sy is Mamiki Qabathe, die tesourier van die Vrystaat vir beide SAMWU en COSATU. Sy is ook 'n afgevaardigde na die Nasionale Bedingingsraad, Sosiale Voordele komitee, Sentrale Uitvoerende Raad (CEC), Nasionale Dissiplinêre komitee en sommige opleidingskomitees. Sy is ook in posisies as 'n vroue werker leier. Hoe slaag Mamiki daarin om soveel uitmuntende werk vir SAMWU te doen? Lees die volgende uitgawe van *Workers News* om uit te vind.

Ephephandabeni i-Workers News elilandelayo sixoxisana nomunye wabaholi abaqgame kakhulu uSAMWU ake abanabo. Igama lakhe nguMamiki Qabathe. UnguMgcini-mafa waseFuleyistata kaSAMWU kanye noCOSATU, uysisithunywa ku-National Bargaining Council, ku-Social Benefits Committee, ku Central Executive Committee, ku-National Disciplinary Committee kanye nakwamanye amakomidi aphaathelene nezemfundo. Unazo nezinye izikhundla eziphaathelene nobuholi bakhe njengomsebenzi wesifazane.

Ukhona kanjani uMamiki ukwenzela uSAMWU wonke lomsebenzi omuhle kangaka? Iyini imfihlo yakhe? Funda i-Workers News ka-February 1999 ukuze uthole impendulo.

"Women you are still not free! Fight for your rights"

by Nobelungu Lillian Ndzeuza, Western branch BWC secretary and Port Elizabeth shopsteward.



Cde Nobelungu attended an ILRIG workshop on "Women and Globalisation" recently and would like to share with others what she has learned.

The women's movement has an important role to play in raising awareness for women's rights, and this must happen through intense education programmes at workplaces. Men enjoy more free time than women for personal needs and leisure. Most women work a 16-17 hour day, placing their health and that of their babies at risk.

Child care is an important part of the struggle against women's oppression. Some men literally can't even make their own beds when the wife is away. Society frowns on men doing certain household chores and sees those things as the exclusive domain of women. Women end up spending a lot of time make life easier for their menfolk. Yet men say that women are always less active, without seeing that it is due to the responsibilities they have at home.

There are still many women trapped in marriages where they stay for the sake of their children and for their own survival. But there are also these women who have broken with the traditional norms. It is important to point out these examples as an inspiration to other women and help them to change the conditions in which they get trapped and reduced to doormats.

Finally, women need to be involved much more in politics and community action to ensure that their point of view is taken into account.

Viva Makhosikazi, Viva! Wathint' Abafazi, wathint' imbokotho!

"Makhosikazi – anikakhululeki – walweleni amalungelo enu"

Kubhala uNobelungu Lillian Ndzeula, uNobhala weGatsha laseNtshonalanga le-BWC ne-shopsteward yaseBhayi. Iqabane uNobelungu wahambela i-workshop ye-ILRIG, muva nje, eyayixoxisana ngesihloko esithi "Women and Globalisation" kanti unesifiso sokuthi abelane nabanye ngalokho akucosha lapho.

Umkhankaso wombutho wabesimame unga-bamba elikhulu iqhaza ekwenzeni ukuthi abesimame babe nolwazi ngamalungelo abesifazane, kanti lokhu kufanele kwenziwe ngezifundo eziqondiswe ngqo kwabesifazane ezindaweni abasebenza kuzo. Ukunanakekelwa kwezingane yingxeny ebaluleke kakhulu yomzabalazo wokulwa nokucindezelwa kwabesifazane. Abesifazane bachitha ingxeny enkulu yesikhathi sabo benza impilo yabesilisa ukuthi ibe ngcono. Phezu kwalo-kho, abesilisa bavame ukuzwakala bethi abesimame into abayaziyo ukubunyalalala nje, bangenzi lutho, babe bengaboni ukuthi banemizi nje, kungenxa yomsebenzi wamakhosikazi.

Elokucina, abesifazane kufanele babambe iqhaza elithe xaxa kwezombusazwe nasemizabalazweni yemiphakathi ukuze nolwabo uluvo luzwakale emphakathini.



Cde Boitshoko elected to lead the North West PWC!

interviewed by Mzwandile Mazabane

The North West province held a gender workshop in Manzilpark, Klerksdorp recently, electing the new Provincial Women's Committee on the last day.

Cde Boitshoko, a personnel officer at Mothibistad TLC, was elected as chair. The Cde has served as shopsteward, local shopstewards committee chairperson, branch women's committee member, and currently deputy chairperson for the Mafikeng branch. The deputy chair of the PWC is Debra Matshego and the Provincial Secretary is Dots Seemane.

Cde Boitshoko was involved in student politics at the University of North West, which helped topple the Mangope regime in the former Bophuthatswana. The cde is busy completing an honours degree in management, but SAMWU is sure she will stay an active trade unionist even when she gets promoted!

"The challenges facing women right now are for them to come out of the closet - women must speak their views," says Cde Boitshoko. "We should also take male comrades on this journey of woman's rights and mobilize all women in order that they

should be able to realize their role as women," says Boitshoko. "We have much work to do, but with the determination of SAMWU in the North West, surely we are going to achieve the goal that we have set for ourselves," she added.

Cde Boitshoko o kgethwa ho etellapele PWC

Profensi ya North West e ile ya ba le wekeshopo e mabapi le bong (gender) mane Manzilpark, Klerksdorp haufinyane. Letsatsing la ho qetela, ho ile ha kgethwa komiti ya bomme ya profensi.

Cde Boitshoko Molefe o ile a kgethwa ho ba modulasetulo wa PWC. Cde Boitshoko o hirilwe jwalo ka personnel officer ke Mothibistad TLC, mmo a neng a ntse a le shopsteward, modulasetulo wa komiti ya di-shopsteward tsa sebaka, setho sa komiti ya bomme ya lekala, mme ha jwale e leng motlatsi wa modulasetulo wa lekala la Mafikeng. Motlatsi wa modulasetulo wa PWC ke Debra Matshego mme Mongodi wa Profensi ke Dots Seemane.

Cde Boitshoko o ne a ikamahantse le dipolotiki tsa baithuti mane Yunivesiting ya North West, mme e ne e le setho sa mokgatlo wa baithuti o ileng wa thusa ho diya mmuso wa Mangope naheng e neng e tsejwa ka hore ke Bophuthatswana. Cde enwa o ntse a tshwarahane le thuto tsa hae tsa *honours degree in management*, empa SAMWU e ntse e tshepa hore o tla nne a be setho se mafolofolo sa mokgatlo wa basebetsi leha a ka nyollwa ho ba manejara ka letsatsi le leng!

"Diphepetso tse tobaneng le tokelo ya basadi kajeno ke tsa hore ba hlahelle pepeneneng - basadi ba tshwanela ho ntsha maikutlo a bona", ho rialo Cde Boitshoko.

"Re tshwanela ho ya mmoho le di-comrade tsa rona tsa banna tseleng ena ya ho lwanela ditokelo tsa basadi le ho susumelletsa basadi bohle hore ba tle ba kgone ho fihlela sepheo sa bona jwalo ka basadi", ho rialo Boitshoko. "Re sa ntsane re na le mosebetsi o mongata oo re tshwanelang ho o etsa, empa ka maikemi-setso a bontshitsewang ke SAMWU mane North West, ke a tshepa hore re tla fihlela sepheo sa rona seo re ipehletseng sona", ke ena eo hape.

Northern Cape Provincial Women's Committee

(pictured right to left)

Agnes van Wyk, Deputy Chairperson, Up-Nama Branch

Vuvokazi Carol Tyhala - Secretary, De Aar-Carna Branch

Marilyn Moseki - Chair, KimKuru Branch



Kameraad Boitshoko verkies om die Provinsiale Vroue Komitee te lei

Die Noord - westerlike - Provinsie het onlangs 'n vroue werkswinkel in Manzilpark, Klerksdorp gehou. Op die laaste dag was die Provinsiale Vroue Komitee verkies.

Kde Boitshoko Molefe was as voorsitter van die Provinsiale Vroue Komitee verkies. Kde Boitshoko werk as personeel beampste by Mothibistad TLC, waar sy dien as shopsteward, plaaslike shopsteward komitee voorsitter, lid van die Tak Vroue Komitee, en huidiglik onder - voorsitter van die Mafikeng Tak. Die onder-voorsitter van die Provinsiale Vroue Komitee is Debra Matshego en die Provinsiale Sekretaris is Dots Seemane.

Kameraad Boitshoko was betrokke by studente politiek by die Universiteit van Noord - Wes, en was 'n lid van die studente beweging wat gehelp het om die Mangope regering van die voormalige Bophuthatswana tot 'n val te bring. Die kameraad is huidiglik besig om haar honneursgraad in

bestuur te voltooi, maar SAMWU hoop sy sal 'n aktiewe vakbond leier bly al word sy eendag bevorder tot bestuur. "Die uitdagings wat vroue nou in die gesig staar is vir hulle om uit die kas te kom - vroue moet hulle standpunte stel," sê kameraad Boitshoko.

"Ons moet ook manlike kamerade op hierdie reis neem van vroue regte en ons moet alle vroue mobiliseer sodat hulle hul rol as vroue kan verwesenlik", sê Boitshoko.

Iqabane uBoitshoko ukhethiwe waba yilungu le-PWC

Iqabane uBoitshoko Molefe wakhethwa waba yilungu le-PWC. Iqabane uBoitshoko usebenza egatsheni lezabasebenzi ku-TLC yaseMothibistad lapho esebambe khona izikhundla zokuba yi-shopsteward, usihlalo wekomidi yama-shopsteward endawo, ilungu lekomidi legatsha le-women's, kanti njengamanje uyisekela likasihlalo wegatsha laseMafikeng. Isekela likasihlalo we-PWC nguDebra Matshego kanti uNobhala wesiFunda

nguDots Seemane. Iqabane uBoitshoko wabamba elikhulu iqhaza emzabalazweni wabafundi ngenkathi eyisitshudeni eNyonivesi yase-Nyakatho Mpumalanga futhi wayeyingxenywe yabafundi abafaka isandla ekuketulweni kombuso kaMangope, endaweni eyayaziwa ngokuthi yiBophuthatswana.

Njengamanje iqabane liphothula izifundo ze-honours kwezokuphatha (management), kodwa noma kunjalo uSAMWU unethemba lokuthi uzohlala eyishoshozela lomzabalazo wabasebenzi noma, ngelinye ilanga, esekhushulelwe esikhundleni sokuba yimanenja!

"Inselele enkulu ebebhekene nabesifazane njengamanje eyokuthi mabaphume emakhosombeni - abesifazane kufanele baluveze uluvo lwabo," kusho iqabane uBoitshoko.

"Kubalulekile ukuthi abesilisa sihambisane nabo kuloluhambo lwethu lokulwela amalungelo abesifazane nokuthi sibavivise bonke abesifazane ukuze bazi ukuthi yiliphi iqhaza abanoklibamba njengabantu besimame," kujobelela iqabane.

THE EMPLOYMENT EQUITY ACT:

What's in it for Municipal Workers?

The Employment Equity Act was passed by parliament recently. It replaces the Bargaining Council's old Affirmative Action agreement. Affirmative Action committees in municipalities must now work on implementing the Act.

The EE Act is a tool for us to transform our workplaces. But its success will depend on how we improve education and training and collective bargaining about wage differentials.

What does Employment Equity mean?

A workplace in which discrimination has been eliminated and in which black people, women and disabled people are represented at all levels of the workforce in a way which reflects our population will be one in which employment equity exists. This is the objective of the act.

Unfair Discrimination

No-one can be discriminated against on the grounds of race, gender, pregnancy, marital status, family responsibility, ethnic or social origin, colour, sexual orientation, age, disability, religion, HIV status, conscience, belief, political opinion, culture, language, or place of birth. SAMWU members need not only to report discrimination by the bosses but also to look at ourselves. Do we discriminate against workers who come from other parts of Africa?

It is not unfair discrimination if this can be shown that a particular person was the only person with necessary skills to fill a particular job.

The Employment Equity Act and qualifications

A qualification is no longer the only measure giving access to a job. Prior learning, relevant experience or even the capacity to acquire, within a reasonable time, the ability to do the job, are now grounds for being seen *as suitably qualified*. In the next issue of *Workers' News*, we will look at the skills development Act and how it can be used to support affirmative action.

Implementing Employment Equity in your workplace

All municipalities are required first to analyse the existing workforce to show clearly where designated groups are under represented. *Designated groups* are "black people, women and people with disabilities." Black people is defined in the Act as "a generic term for African, coloured and Indian people." The employer must consult workers in doing this analysis.

Then the employer must draw up an Employment Equity Plan - a plan which shows imbalances and proposes affirmative action measures to remove such distortions. These goals must be numerical - for example the plan must give a number of women or blacks to be employed or promoted to certain posts. It must indicate key supporting steps - such as training.

Such plans must be for a minimum of a year and maximum of 5 years. The plan must include dispute resolution mechanisms.

Using the Employment Equity Act to close the wage gap

There are huge wage gaps in South Africa because historically, different jobs were seen as being for particular races - black jobs and women's jobs were undervalued. The Act says that employers must disclose their salary and wage differentials.

These will be examined by the Employment Standards Commission set up under the Basic Conditions of Employment Act which will make recommendations as to where "disproportionate" differentials exist. These recommendations will strengthen us in bargaining to narrow the wage gap.

Enforcement of the Act

One weakness in the Act is that it does not give the bargaining council a clear role. The role of shopstewards and the union is limited to monitoring affirmative action and reporting to the Department of Labour if an Equity Plan is not being implemented. The Department's Inspectors will then follow up. They have powers of entry and investigation and can then issue *compliance order*. If an employer still delays the department can take the employers to the Labour Court to enforce the order.

Where to now?

The Act is the key document to guide your arguments in pursuing affirmative action. Shortcomings in the Act must be judged with time. For now we must use the act to move us forward.

MOLAO WA TEKATEKANO MESEBETSING:

Ke eng seo o se tshwatetseng basebetsi ba mmasepala!

Molao wa Tekatekano Mesebetsing o sa tswa fetiswa ke palamente haufinyane. Khansele ya Ditherisano tse kopanetsweng mahareng a bahiri le basebetsi e se e fedisitse tumellano ya kgale e mabapi le ho fana ka menyetla ho bao ba neng ba sa e fuwe (Affirmative Action). Dikomiti tsa ho fana ka menyetla ho bao ba neng ba sa fuwe tse leng ho bommasepala di tshwanela ho tswellapele ka mosebetsi wa tsona mme di kenye tshebetsong Molao ona.

Na Tekatekano Mesebetsing e bolelang?

Sebaka sa ho sebetsa seo ho sona kgethollo e fedisitsweng, moo batho ba batsho, basadi le batho ba nang le kgolofalo e itseng ba emelwang ka botlalo mekgeng yohle ya basebetsi mme ho bonahala dipalopalo tsa setjhaba sa rona, sebaka seo ke sona seo re reng ho na le tekatekano ya mosebetsi ho sona.

Ha ho motho ya tshwanelwang ho kgetholwa ka ho ya ka morabe, bong, kemaro, seemo sa lenyalo, maikarabelo lapeng, serabe kapa moo a tswang teng, mmala, tshekamelo ya tsa thobalano, dilemo, kgolofalo, borapedi, seemo sa HIV, boikutlo, bodumedi, tshekamelo ya dipolotiki, setso, puo, kapa sebaka seo a tswaletsweng ho sona.

Molao wa Tekatekano Mesebetsing mmoho le dikhwafikheishene

Mangolo a boithutelo ha e sa le ona feela tsela ya ho fumana mosebetsi. Ho ithutela mosebetsi o itseng pele

ho nako, boiphihlelo bo tshwanetseng kapa bona bokgoni ba ho fumana boiphihlelo boo ka nako e lekaneng, bokgoni ba ho etsa mosebetsi, e se e le tsona dintho tse tshwanelang ho bontsha hore o a tshwaneleha mosebetsing.

Ho kenya tshebetsong Tekatekano Mesebetsing moo re sebetsang teng

Bommasepala bohle ba tshwanela ho hlopholla basebetsi ba bona pele, e be ba bontsha ka ho hlaka moo dihlopha tse kgethuweng di sa emelwang ka botlalo. *Dihlopha tse kgethuweng* mona ke "batho ba batsho, basadi le batho ba nang le kgolofalo e itseng".

Batho ba batsho ba hlaloswa ke Molao ona ka lentswe le akaretsang maAfrika, maKhalate le maIndia". Mohiri o tshwanela ho rerisana le basebetsi ha a etsa hlophollo ena.

E be mohiri o rala Morero wa Tekatekano - e leng morero o bontshang ho se lekalekane mme hape o sisinya mehato ya ho fana ka menyetla ho bao ba neng ba sa e fuwe bakeng sa ho fedisa tshenyo ena.

Dintho tsena tseo re batlang ho di fihlela di tshwanela ho bontsha dipalopalo - mohlala, morero o tshwanela ho fana ka palo ya basadi kapa batho ba batsho ba tla hirwa kapa ba nyollwa mosebetsing ya bona. O tshwanela le ho bontsha mehato ya bohlokwa ya tshehetso - e jwalo ka thupelo. Merero e meng e tshwanela ho ba ya bonyane selemo se le seng, le boholo ba dilemo tse hlano.

Ho sebedisa Molao wa Tekatekano Mesebetsing bakeng sa ho kwala sekgeo se pakeng tsa meputso

Ho na le dikgeo tse ngata pakeng tsa meputso mona Afrika Borwa hobane nakong ya kgale mosebetsi e fapaneng e ne e bonwa e le ya merabe e itseng feela, kapa e le ya basadi feela. Mosebetsi ya batho ba batsho mmoho le ya basadi e ne e nkelwa tlase. Molao ona o re bahiri ba tshwanela ho bolela diphapang tse leng teng mahareng a megolo le meputso.

Hona ho tla hlahlojwa ke Khomishene ya Maemo a Amohelehileng Mesebetsing (Employment Standards Commission) e hlonngweng ka tlasa Molao o mabapi le Maemo Amohelehileng a Tshebetso (Basic Conditions of Employment Act), e be khomishene ena e etsa dikgothaletso tsa hore diphapang tsa ho se "lekalekane" hona di tshwanela ho ba kae.

Ho kengwa tshebetsong ha Molao

Seabo sa di-shopsteward le yunione se feela feela ho lebeleng mokgwa wa ho fana ka menyetla ho bao ba neng ba sa e fuwe e be ba tlalehela Lefapha la Mosebetsi haebe Morero wa Tekatekano o sa kengwe tshebetsong. Bahlahlobi ba Lefapha e be ba tla latella taba eo morao. Ba na le matla a ho kena mosebetsing le ho etsa diphuputso mme ba ka fana le ka taelo ya hore ho latelwe hoo ho dumellanweng ka hona. Ha mohiri a ntse a dieha ho etsa jwalo, lefapha le ka mo isa Lekgotleng la Mosebetsi ho ya qobellwa hore a latele taelo eo.

UMTHETHO WOKUPHATHWA KWABASEBENZI NGOKULINGANAYO:

Indlela obachaphazela ngayo abasebenzi bakwamasipala

Phalamende lisanda kushaya uMthetho wokuPhathwa kwabasebenzi ngokuLinganayo muva nje. UMkhandlu wokuBonisana sewuse-sulile isivumelwano esidala esimayelana ne-Affirmative Action (ukuphuculwa kwesimo salabo ababecindezelwe phambilini).

Kusho ukuthini ukuphathwa kwabasebenzi ngokulinganayo?

Indawo okusetshenzwa kuyo lapho selwapheliswa khona nya ubandlululo nalapho abantu abamnyama, abesifazane kanye nabakhubazekile benabantu ababamele kuyo yonke imikhakha yendawo abasebenza kuyo ngendlela ebonakalisa ubunjalo bomphakathi wakuleli, yiyona ndawo okusetshenzwa kuyo okungathiwa abasebenzi bayo baphethwe ngokulinganayo.

Akukho muntu onokubandlululwa ngesizathu sobuzwe, ubulili, ukukhulelwa, ukuthi ushadile noma cha, imisebenzi yasekhaya, uhlanga noma umphakathi avela kuwo, ukuthi uthandani kwezocansi, ibala, iminyaka yobudala, ukukhubazeka, inkolo, ukuba negciwane lengculaza i-HIV, isikhundla, unembeza, inkolelo, umbono kwezombusazwe, isiko, ulimi, noma indawo azalelwa kuyo.

Indlela uMthetho wokuPhathwa kwa-Basebenzi ngokuLinganayo ochaphazela ngayo iziqu

Iziqu akuyona kuphela indlela yokuhlunga ngenkathi kuqhashwa abasebenzi. Ulwazi olwatholakala phambilini, isipiliyoni somsebenzi noma ikhono lokusithola, ngesikhathi esizwakalayo, ikhono lokwenza umsebenzi, konke loko sekuya-

bhekwa manje ukuze kubonwe ukuthi umuntu *unekhono ngokwanele* yini noma cha.

Ukusetshenziswa koMthetho wokuPhathwa kwaBasebenzi ngokuLinganayo endaweni osebenza kuyo

Bonke omasipala kulindeleke ukuthi baqale bahlaziye isimo sabasebenzi babo abakhona njengamanje ukuze babone ukuthi kukuyiphi imikhakha lapho abasebenzi abavela emaqenjini athile bengamelwe khona ngokwanele. *Amaqembu abaluliwe* "ngabantu abamnyama, abesifazane kanye nabantu abakhubazekile." Ngokwalomthetho igama elithi *abamnyama* yitemu elingukhukhulelangoqo elibandakanya "ama-Afrika, amaKhaladi kanye namaNdiya".

Umqhashi kufanele abambisane nabasebenzi ngenkathi enza loluhlaziyo. Emuva kwalokho umqhashi kufanele akhe uHlelo lokuPhathwa kwaBasebenzi ngokuLinganayo (Employment Equity Plan) – okuwuhlelo olukhombisa imikhakha okungalinganwa kuyo nolukhombisa ikhambi lokwelapha lokho kungalingani nge-affirmative action.

Lezinhloso kufanele zibe namanani – isibonelo, uhlelo kufanele lubonise ngokusobala ukuthi bangaki abesifazane noma abamnyama abazoqhashwa noma bakhushulelwe ezikhundleni ezithile. Kufanele lubonise nezinyathelo ezinqala ezizothathwa zokubeseka – njenganje izinhlelo zokubaqeqesha. Lezinhlelo kufanele zisebenze isikhathi esiwunyaka, okungenani, kodwa esingevile eminyakeni emihlanu.

Ukusetshenziswa koMthetho wokuPhathwa ngokuLinganayo kwaBasebenzi ekunciphiseni igebe phakathi kwamaholo

Imisebenzi yabamnyama neyabesifazane yayibukelwa phansi. Lomthetho uthi abaqhashi kufanele bawa-beke eshashalazini amaholo abawaholela abasebenzi babo basho nokuthi kunamagebe angakanani.

Lokhu kuzohlala ngokuhlolwa yiKhomishani lamaZinga okuPhathwa kwaBasebenzi (Employment Standards Commission) elimiswe ngokoMthetho weziNdelela zeSisekelo zokuQhashwa kwaBasebenzi (Basic Conditions of Employment Act) okuyilona elizokwenza iziphakamiso ngemikhakha okukhona kuyo "ukutshekela nganhlaye."

Indlela ozosebenza ngayo lomthetho

Indawo edlalwa ama-shopsteward nezinyunyana eyokuthi nje aqaphele ukuthi izinhleloze-affirmative action zihamnjiswa nokuthi babikele uMnyango wezaBasebenzi uma abaqhashi bengavumi ukusungula uHlelo lokuPhathwa ngokuLinganayo kwaBasebenzi. AbaHloli boMnyango yibona ke abazobe sebeyalulandelela lolodaba.

Bona banelungelo lokungena bayophenya ezindaweni okusetshenzwa kuzo kanti banako nokukhipha *isamanisi lokuhlonishwa komthetho* (compliance order). Konje ngabe labahloli bazowukhona lomsebenzikazi? Ngakolwethu uhlangothi, siphezu komkhankaso wokuthola izindlela ezingenza ukuthi umkhandlu wokubonisana ubambe iqhaza elibonakalayo.

Die Wet op Billike Indiensneming

Die Wet op Billike Indiensneming is onlangs deur die Parlement goedgekeur. Die Bedingsraad het nou die ou ooreenkoms oor Regstellende Aksie teruggetrek. Regstellende Aksie-komitees by munisipaliteite moet hulle werk voortsit deur die implementering van die Wet. Dit verskaf die gereedskap vir ons om ons werkplekke te transformeer.

Wat beteken Billike Indiensneming?

'n Werkplek waar diskriminasie uitgeskakel is en waar swart mense, vroue en gestremde mense verteenwoordig word op alle vlakke van die werkerskorps op 'n manier wat ons bevolking weerspieël, sal een wees waar billike indiensneming bestaan. Dit is die oogmerk van die Wet.

Onregverdige diskriminasie

Daar kan teen niemand gediskrimineer word op grond van ras, geslag, swangerskap, huwelikstatus, gesinsverantwoordelikheid, etniese of sosiale afkoms, kleur, seksuele oriëntasie, ouderdom, gestremdheid, godsdienst, MIV-status, gewete, geloof, politieke mening, kultuur, taal of geboorteplek nie.

Die Wet op Billike Indiensneming en kwalifikasies

'n Kwalifikasie is nie meer die enigste maatstaf vir toegang tot 'n betrekking nie. Kennis uit u werksverlede, relevante ondervinding of selfs die vermoë om, binne 'n redelike tydperk, die vermoë te ontwikkel om die werk te doen, is nou gronde om beskou te

word toepaslik gekwalifiseer. In die volgende uitgawe van Workers' News sal ons kyk na die Wet op die Ontwikkeling van Vaardighede en hoe dit gebruik kan word om regstellende aksie te ondersteun.

Hoe om Billike Indiensneming by u werkplek te implementeer. Alle munisipaliteite is verplig om eerstens 'n ontleding te doen van die bestaande werkerskorps om duidelik te wys waar aangewese groepe onderverteenvoerdig word. Aangewese groepe is "swart mense, vroue en mense met gestremdheid". Swart mense word deur die Wet gedefinieer as 'n generiese term vir swart, bruin en Indiërmense". Die werkgever moet werkers raadpleeg wanneer hierdie ontleding gedoen word. Dan moet die werkgever 'n Plan vir Billike Indiensneming opstel - 'n plan wat wanbalanse uitwys en maatreëls vir regstellende aksie voorstel om sulke verdraaiings uit te skakel.

Hierdie oogmerke moet in die vorm van syfers wees - byvoorbeeld die plan moet die aantal vroue of swart mense aandui wat aangestel of na sekere poste bevorder moet word. Dit moet noodsaaklike ondersteuningstappe aandui, soos opleiding. Sulke planne moet vir 'n minimum n 'n jaar en 'n maksimum van 5 jaar geld. Die plan moet ook 'n prosedure uiteensit om dispute oor die vertolking van die plan op te los.

Hoe om die Wet op Billike Indiensneming te gebruik om die loongaping te oorbrug

Daar is groot loongapings in Suid-

Afrika omdat verskillende soorte werk histories beskou is as bedoel vir spesifieke rasse of as vrouenswerk. Werk vir swart mense en vroue is onderwaardeer. Die Wet bepaal dat werkgewers hulle salaris en loonverskilsyfers bekend moet maak.

Dit sal ondersoek word deur die Kommissie oor indiensnemingstandaarde, wat tot stand gekom het as deel van die Wet op Basiese Diensvoorwaardes, en wat aanbevelings sal maak oor waar verskilsyfers buite verhouding is. Hierdie aanbevelings sal ons versterk in ons bedinging om die loongaping te vernou.

Afdwing van die Wet

Die rol van vloerbeamptes en die vakbond word beperk tot die monitering van regstellende aksie en verslaggewing aan die Departement van Arbeid indien 'n Billikheidsplan nie toegepas word nie.

Die Departement se inspekteurs sal dit dan opvolg. Hulle het die mag van betreding en ondersoek, en kan 'n gehoorsaamheidsbevel uitreik. Indien 'n werkgever dan nog voete sleep, kan die departement die werkgewers na die Arbeidshof neem om die bevel af te dwing. In ons sektor probeer ons maniere vind waarop die bedingsraad 'n sterker rol kan speel.

Waarheen nou?

Die Wet is die sleuteldokument om u argumente te lei wanneer u regstellende aksie nastreef. Nou moet ons die Wet gebruik om ons te help om vorentoe te beweeg.

SAMWU fights AIDS in 1999!

SAMWU will begin an intensive HIV education and training programme, in 1999, co-ordinated by the National Health and Safety Officer, Cde Thebe Morake. Provincial Health and Safety structures will also take up the challenge of making each and every SAMWU member aware of the dangers of AIDS.

The SAMWU AIDS Awareness programme:

- ◆ will educate and train workers about HIV and AIDS
- ◆ will develop provincial programmes of action to combat the spread of AIDS
- ◆ will develop a SAMWU AIDS policy which can then be used to engage employers around issues affecting workers with AIDS

Already an AIDS manual has been developed and workshops will begin early next year in all the provinces.



Some facts and figures about AIDS

- ◆ About 70% of South Africa's commercial sex workers (prostitutes) are infected with the HIV virus
- ◆ AIDS attacks men and women of all ages and races
- ◆ AIDS is political - it attacks workers and the poor who have less access to information about the disease and no access to condoms. We must change this as SAMWU members
- ◆ In Zimbabwe, it is the law that every workplace must have an HIV prevention programme. COSATU has asked that affiliates take this up in our workplaces.



SAMWU unohlelo lwezifundo ezimayelana ne-HIV, oluzogqugquzelwa yiGosa likaZwelonke lezeMpilo nokuPhepha iqabane uThebe Morake.

Uhlelo lukaSAMWU lokufundisa ngengculaza luzokwenza lokhu okulandelayo:

- ◆ luzofundisa futhi luqeqeshe abasebenzi nge-HIV ngengculaza
- ◆ luzosungula izinhlelo okuzoliwa ngazo ngengculaza ezifundeni
- ◆ lozokwakha umgomo kaSAMWU omayelana ngengculaza ozosetshenziswa ngenkathi kuboniswa nabasebenzi ngayo yonke imidanti ephathelene nabasebenzi abanesifo sengculaza

Selivele likhona iphephabhukwana elimayelana ngengculaza kanti nama-workshop azokwenziwa ekuqaleni konyaka ozayo kuzo zonke izifunda nawo asemi ngomu-mo ukuze abaxhumanisi bezempilo nokuphepha bakwazi ukufundisa ngokuyikho mayelana nezingozi zengculaza.

Eminye imininingwane mayelana ngengculaza

- ◆ Cishe u-70% wabomahosha (prostitutes) base Ningizimu Afrika nabama-*rsquo* banegciwane le-HIV
- ◆ Ingculaza ihlasela abantu bazo zonke izinhlanga, abesilisa nabesifazane, abadala nabancane
- ◆ Ingculaza inepolitiki phakathi -ihlasela kakhulu abasebenzi kanye nabantu abampofu abakude nezin-dawo okutholakala kuzo ulwazi olumayelana nalesifo nalabo abangenakho ukuwathola kalula amakhondomu.
- ◆ EZimbabwe sekukungumthetho manje ukuthi leyo naleyo ndawo okusetshenzwa kuyo ibe nohlelo lokuvikela i-HIV. UCOSATU naye usenxuse zonke izinyunyana eziphansi kwakhe ukuthi zisilandele lesibonelo kuzo zonke izindawo ezisebenzela kuzo.

SAMWU het 'n opvoeding- en opleidingsprogram oor MIV wat in 1999 aangevuur sal word deur die Nasionale Gesondheid- en Veiligheidsbeampte, Kd. Thebe Morake. Die SAMWU VIGS-Bewustheidsprogram sal die volgende doen:

- ◆ werkers oor MIV en VIGS opvoed en oplei
- ◆ provinsiale aksieprogramme ontwikkel om die verspreiding van VIGS te bekamp
- ◆ 'n SAMWU-beleid oor VIGS ontwikkel, wat dan gebruik kan word om met werkgewers in gesprek te tree oor alle kwessies wat werkers met VIGS raak.
- ◆ 'n VIGS-handleiding is reeds ontwikkel en werkswinkels sal vroeg volgende jaar in al die provinsies begin, sodat gesondheid- en veiligheidskoördineerders bemaagtig is om andere te leer oor die gevare van VIGS.

'n Paar feite en syfers omtrent VIGS

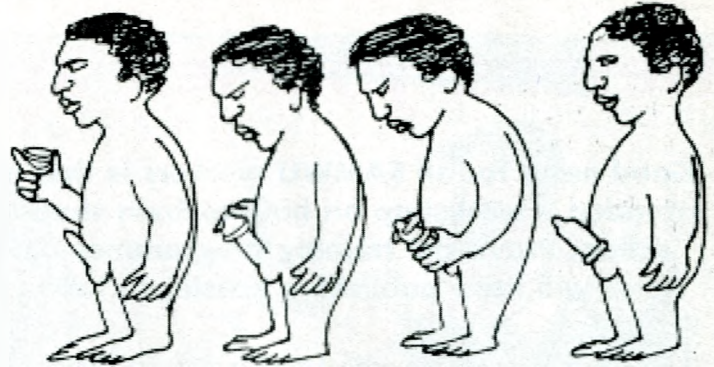
- ◆ Omtrent 70% van Suid-Afrika se kommersiële sekswerkers (prostitute) is met die MI-virus geïnfekteer
- ◆ VIGS val mense van alle rasse, manlik sowel as vroulik, oud sowel as jonk aan
- ◆ VIGS is polities - dit val werkers en die armes aan wat minder toegang het tot inligting oor die siekte, en geen toegang tot kondome.
- ◆ In Zimbabwe is dit die wet dat elke werkplek 'n MIV-voorkomingsprogram moet he.

Lenaneo la AIDS la SAMWU selemong sa 1999

SAMWU e na le lenaneo la thuto le thupelo le mabapi le HIV, le tla etellwa pele ke Mo-Ofisiri wa tsa Bophelo le Polokeho wa Naha ka selemo sa 1999, yena e leng Cde Thebe Morake.

Lenaneo la Temoso ka AIDS la SAMWU le tla etsa hona ho latelang:

- ◆ ho ruta le ho rupella basebetsi ka HIV le AIDS;
- ◆ ho hlalisa mananeo a profensi a ho nka mehato e itseng twantshong ya ho hasana ha AIDS;
- ◆ ho hlalisa pholisi ya SAMWU e mabapi le AIDS e ka sebediswang ka ho akaretisa basebetsi mererong yohle e amang basebetsi ba nang le AIDS;
- ◆ Ho se ho hlalisitswe bukana e mabapi le AIDS mme ho tla tshwarwa le diwekeshopo mathwasong a selemo se tlang diprofensing tsohle e le hore baho-kahanyi ba tsa maphelo le polokeho ba be seemong se setle sa ho ruta ba bang ka dikotsi tsa AIDS.



Dintlha le dipalopalo tse ding tse mabapi le AIDS

- ◆ Ke batho ba ka etsang 70% ba Afrika Borwa ho kenyelletswa le diotswa, ba nang le kokwanahloko ya HIV.
- ◆ AIDS e kena batho ba merabe yohle, banna le basadi, ba baholo le batjha.
- ◆ AIDS ke bothata ba sepolotiki - e futuhela basebetsi le mafutsana a sa kgoneng le ho fumana tlhahiso-leseding e mabapi le lefu lena, mme ba sa fumane le dikhondomo.
- ◆ Mane Zimbabwe, ho behilwe molao wa hore sebaka se seng le se seng seo ho sebetswang ho sona se tshwanela ho ba le lenaneo la thibelo ya HIV.

PHONE THE NEAREST NUMBER FOR AIDS TESTS AND CONDOMS

Bloemfontein	051 40558544 OR 405 8428
Brakpan	011 741 2224 OR 741 2225
Cape Town	021 400 3400 OR 400 2682
Durban	031 300 3020 OR 300 3104
East London	0431 342 383 OR 342 096
Empangeni	0351 21131
Johannesburg	011 7256711/2/3
Johannesburg hotline	011 725 6710
Kimberley	0531 806212
Klerksdorp	018 4642010 OR 462 2151
Nelspruit	01311 592167 OR 592 204
Pietermaritzburg	0331 942 111 OR 943 101
Pietersburg	0152 2914962
Port Elizabeth	041 5061415/5061991
Pretoria	012 3138743/4/5/6/8
Queenstown	0451 82233 extension 2281
Soweto	011 9844422 OR 9844014
Vanderbijlpark	016 333 333
Witbank	0135 906204 OR 906458
Toll free Helpline	0800 012 322/0800 117 007

**SHAYELA Ucingo Endaweni Eseduze Nawe Uma
UFUNA UKUYOXILONGELWA UKUTHI AWUNASO YINI
ISIFO SENGULAZA NOMA UFUNA AMAKHONDOMU**

Defend yourself against theft charges!

Good news for all SAMWU workers is that in October, three educators from each province attended a workshop on how to train shopstewards to defend workers against disciplinary action. Provincial training programmes have already begun...in the meantime, *Workers News* will keep publishing articles to help you defend yourself against disciplinary action

This is the story of Comrade Alfred James, a SAMWU member and labourer of 48 years of age, with five children who has been working in the water department for five years.

Cde Alfred was charged a few days ago with stealing a broken water gauge. The bosses told him that it is worth R150! Cde Alfred went immediately to his shopsteward to see what could be done.

What does the worker tell the shopsteward?

"I was found with the gauge by the Security Guard as I was leaving work," Cde Alfred tells his shopsteward. "He stopped me - he then looked inside my bag and found the gauge. He asked me what I was doing with it. I said the manager had given me permission to take it. He let me out, but then he went and reported me to the boss."

Cde Alfred tells the shopsteward that he only took the gauge because it was broken and lying in the scrap bin. He wanted to cut it up to make brass rings that he sells to people in his community. He has taken old gauges before and no-one ever noticed. "But I can't return this gauge, because I have already cut it up!" says Alfred. "What is going to happen to me - I don't want to be fired!"

What does the shopsteward say?

The SAMWU Shopsteward, Cde Mabelani Mqweka, listens to Cde Alfred's story, writing down everything he tells him. When he has finished, he asks Cde Alfred if he has ever been threatened with disciplinary action before. "This is my first big problem. I only have one warning 6 months ago for threatening to hit another worker who interfered with my daughter when she was waiting for me outside the gate," Cde Alfred tells the shopsteward.

What should the shopsteward and the worker do next?

Cde Mabelani sits after work that night preparing to represent Alfred at the disciplinary hearing. He goes over the case and writes down all the main arguments he will use at the hearing.

What arguments will the shopsteward use to defend the worker?

The shopsteward thinks that if the gauge was in the scrap bin then surely it is valuable to the municipality. He decides to tell the hearing that Cde Alfred thought the water gauge was worthless. Cde Alfred is a labourer, not a plumber and is therefore not expected to know how much water gauges cost! The reason he lied to the security guard was because he felt intimidated.

Cde Mabelani also needs some other arguments in mitigation. Arguments in mitigation simply mean that he needs to find other ways to defend the worker. Looking back on Cde Alfred's record, the shopsteward sees that he has only been in trouble once before and that otherwise he has five years of good service to the municipality. "Hey, this comrade has five kids as well - the bosses can't fire a man with so many kids to support for such a small offence!" he says.

Cde Mabelani meets Alfred the next day just to go over the arguments he will be using in the hearing. He thanks Cde Alfred for being so honest in the first meeting, and tells him it is always easier to prepare a good case if workers tell the shopsteward the whole truth about what happened.

What part of the worker's evidence will the shopsteward leave out in the hearing?

Cde Mabelani says to Cde Alfred that it will be best not to mention that he has taken other gauges before. "We don't want you to look like you are running a brass ring business on the side," Mabelani says. "I can see your point," says Alfred. "Let's keep that part just between you and me."

Adapted from the SAMWU Shopsteward's Training Manual "Disciplinary Defence". In the next issue of *Workers News*, we will look at how to deal with sexual harassment in the workplace.

At the hearing

Cdes Mabelani and Alfred are sitting in the boss's office. "What the hell are we going to do about this theft?" the boss asks. "Well, you see, I wouldn't describe it as theft," replies Cde Mabelani. "The only reason that Alfred took this broken piece of metal is because he saw it lying in the bin and thought it was going to be thrown away."

The boss responds angrily, "then why did Alfred lie to the security guard? He said that I had given him permission to take the gauge home."

"But anyone gets alarmed when stopped by security!" says Cde Mabelani. "Let's be fair here, Alfred is a family man, and a good worker and this is his first problem in a long time. Why don't we forget about this and let Alfred get back to work?"



"Okay then, but it better not happen again" says the boss. "Now get out of here - you two are just wasting a hell of a lot of my time anyway," the boss shouts. ■

Kamoo o ka ikemelang ka teng ha o qosuwa ka boshodu

Ena ke pale ya *Comrade* Alfred James, setho sa SAMWU. Hape e le mosebetsi ya dilemo tse 48 bohloko, o na le bana ba bahlano mme haesale a ntse a sebeletsa lefapha la merero ya metsi dilemo tse hlano.

Cde Alfred o ile a qoswa ka ho utswa semethi (gauge) sa kgale sa metsi. Cde Alfred o boleletse *shopsteward* ya hae hore o nkile semethi sena hobane haesale se ntse se dutse ka moqomong wa matlakala. O ne a ntse a nka dimethi tsena tsa kgale le pejana mme ha ho motho ya kileng a ho elellwa hoo.

Shopsteward ya SAMWU, Cde Mabelani Mqweka. Ha a qeta a botsa Cde Alfred hore na o kile a tshoswa ka ho nkelwa mehato ya kgalemo pejana. "Nkile ka kgalengwa hanngwe feela dikgweding tse tshelletseng tse fetileng kamora hoba ke tshepise mosebetsi mmoho le nna hore ke tla mo otlala", ho rialo Cde Alfred a bolella *shopsteward*.

Na ke eng seo *shopsteward* le mosebetsi enwa ba tshwanelang ho etsa kamora mona?

Cde Mabelani o a sala kamora mosebetsi bosiueng boo, mme o itokisetse ho ya emela Alfred nyeweng ena ya kgalemo. A etsa qeto ya ho ya bolella ba neng ba tshwere nyewe ena hore semethi sena se ne se le ka moqomong wa matlakala, Cde Alfred o bone se sena molemo. Cde Mabelani hape o hloka dintlha tse tla fokotsa kahlolo - ke hore mabaka a tla etsa hore Alfred a se ke a tebelwa

mosebetsing. Ha e sheba rekoto ya Alfred, *shopsteward* e re "Kgele, *comrade* ena e na le bana ba bahlano - bahiri ba ke ke ba tebela motho ya nang le bana ba bangata hakaana bao a ba hlokometseng bakeng sa ntho e nyenyane e jwalo ka semethi seo!" ke yena eo. Leha ho le jwalo, a re Alfred ha a tshwanela ho bolela hore o se a kile a nka dimethi tse ding pejana. "Ha re batle hore o bohehe jwalo ka motho ya nang le kgwebo ya hae ka thoko", ho rialo Mabelani.

Nyeweng

"Na re tla etsa eng ka taba ena ya boshodu?" ho botsa mohiri. "Lebaka le leng feela le entseng hore Alfred a nke semethi seo se robhileng, mme ke la hore o ne a nahana hore se tla lahlwa." ho araba Mabelani. "Ha re sebetseng ditaba ka tsela e se nang leeme mona, Alfred ke monna wa lelapa, hape ke mosebetsi ya itshwereng hantle, le teng ke kgetlo la pele a ba le bothata bo tshwanang le bona nakong e telele haesale a le mona."

"Ho lokile, empa hona ho se ke ha pheta ho etsahala" ho rialo mohiri. "Lona ba babedi le mpa le re senyetsa nako feela mona".

Kgatisong e tlang ya Workers News, re tla sheba kamoo re ka tshwarahanang le tshotlo ka tsa thobalano mosebetsing.

Hoe om uself te verdedig wanneer u van diefstal aangekla word

Dit is die verhaal van kameraad Alfred James, 'n SAMWU-lid en arbeider wat 48 jaar oud is, vyf kinders het en vir vyf jaar in die waterdepartement gewerk het.

Kd. Alfred is daarvan aangekla dat hy 'n ou stukkende watermeter gesteel het. Kd. Alfred vertel sy vloerbeampte dat hy net die watermeter gevat het omdat dit in die afvaldrom gel het. Hy wou dit opsaag en koperringe maak om aan mense in sy gemeenskap te verkoop. Hy het al vantevore ou meters gevat en niemand het dit ooit opgemerk nie.

Die SAMWU vloerbeampte, Kd. Mabelani Mqekwa, luister na Alfred se storie en skryf alles neer wat hy hom vertel. Wanneer hy klaar is, vra hy Kd. Alfred of hy al ooit met dissiplin re optrede gedreig is. "Ek is net 6 maande gelede een keer gewaarsku omdat ek gedreig het om 'n ander werker te slaan", vertel Kd. Alfred vir die vloerbeampte.

Wat moet die vloerbeampte en die werker volgende doen?

Kd. Mabelani bly daardie aand na werk om voor te berei om Alfred te verdedig by die dissiplin re verhoor.

Die eerste ding wat by die vloerbeampte opkom, is dat as die meter in die afvaldrom gel het, dan kon dit tog sekerlik nie baie

waardevol gewees het vir die munisipaliteit nie. Hy besluit om by die verhoor te s dat aangesien die meter in die drom was, het Kd. Alfred gedink dat dit waardeloos was. Die enigste rede hoekom hy vir die sekuriteitswag by die hek gelieg het, was omdat hy ge ntimideer en bang gevoel het.

Mabelani besluit om te s dat, as 'n arbeider, het Kd. Alfred nie geweet hoe waardevol die stukkende watermeter was nie.

Kd. Mabelani het ook nog ander argumente nodig ter versagting - ander redes hoekom Alfred nie afgedank moes word nie. Wanneer hy terugkyk op Kd. Alfred se rekord, s die vloerbeampte: "Hei, die kameraad het nog vyf kinders ook - die base kan nie iemand wat soveel kinders het om voor te sorg, vir so 'n klein oortreding afdank nie!"

Maar, hy se Alfred moet nie noem dat hy al vantevore meters gevat het nie. "Ons wil nie h dit moet lyk asof jy in die stilte nog 'n besigheid ook aan die gang het nie", se Mabelani.

By die verhoor

"Wat op aarde gaan ons doen omtrent hierdie diefstal? , vra die baas. "Ek sou dit nie as diefstal beskryf nie", antwoord Kd.

Mabelani. "Die enigste rede hoekom Alfred die stuk gebreekte metaal gevat het, is omdat hy gedink het dit gaan weggegooi word. Kom ons wees nou regverdig: Alfred is 'n gesinsman, en 'n goeie werker, en dis sy eerste probleem in 'n lang tyd. Hoekom vergeet ons nie van hierdie klein probleempie nie?"

"Nou goed dan, maar dit beter nie weer gebeur nie", s die baas. "Julle twee mors in elk geval net 'n groot klomp van my tyd".



In die volgende uitgawe van *Worker's News* gaan ons kyk na hoe om seksuele teistering by die werkplek te hanteer.

Indlela ongazivikela ngayo uma ubhecwa ngecala lokweba

Lena yindaba yeqabane u-Alfred James, umsebenzi oyilungu likaSAMWU oneminyaka yobudala engama-48, onezingane ezinhlanu nosebenze iminyaka emihlanu emnyangweni wezamanzi.

Iqabane uAlfred wethweswa icala lokweba igeji yokukala amanzi endala neyayingasasebenzi. Uma exoxela i-shopsteward yakhe, u-Alfred uthi wayithatha legeji ngoba eyibona seyisemgqonyeni kadoti. Wayeqonde ukuthi ayoyisika enze ngayo amabhengele endondo ayevame ukuwathingisela umphakathi. Sekukaningi ezithathela amageji amadala futhi akukho muntu owake wamfaka imibuzo ngalokho.

I-Shopsteward kaSAMWU, iqabane uMabelani Mqweka, ulalela indaba yeqabane u-Alfred, ebhala phansi konke amtshela kona. Uma eseqedile, uyalibuza iqabane u-Alfred ukuthi konje wake wasongelwa yini phambilini ngokuthi uzothathelwa izinya-thelo zokuqondisa izigwegwe. "Ngake ngaxwayiswa kanye kuphela, ezinyangeni eziyi-6 ezedlule, ngokusongela ukushaya umuntu engangisebenza naye," kusho iqabane u-Alfred ku-shopsteward.

Yini okufanele iqabane ne-shopsteward bayenze manje?

Ngalobo busuku, eseshayisile emsebenzini, iqabane uMabelani umatasatasa ulungiselela ukuyo-mela u-Alfred ngenkathi kuthethwa icala lakhe. Into yokuqala efika engqondweni ye-shopsteward eyokuthi uma legeji yayisemgqonyeni kadoti, lokho kusho ukuthi yayingasenalo usizo emkhandlwini wedolobha. Uthatha isinqumo sokuthi atshele

inkundla yokuqondisa izigwegwe ukuthi njengoba legeji yase ivele isemgqonyeni kadoti, iqabane u-Alfred wathatha ngokuthi yinto esilahliwe. Isizathu esamenza ukuthi aqambe amanga ephoyiseni elima nenja esangweni kwaba wuvalo nje nokwesaba.

UMabelani wanquma ukuthi atshele lenkundla, ukuthi iqabane u-Alfred wayengazi ukuthi legeji ephukile yokukala amanzi yayibaluleke kangakanani.

Iqabane uMabelani udinga namanye amaphuzu azokwenza ukuthi icala lingabi libi kakhulu – ezinye izizathu zokwenza ukuthi u-Alfred angaxoshwa emse-benzini. Uma ibheka irekhodi leqabane u-Alfred, i-shopsteward ithi "Bakithi, kanti leliqabane linezingane ezinhlanu – abaqhashi abakwazi ukuthi bangavele baxoshe umuntu onezingane eziningi kangaka okufanele ukuthi azondle ngenxa yecadlana elincane kangaka!"

Kodwa uyala u-Alfred ukuthi angasho ukuthi wake wawa-thatha amanye amageji phambilini. "Asifuni ubonakale sengathi unebhizinisi oliqhuba isinyenyela," kusho uMabelani.

Ecaleni

"Pho uthi masithini ngalobusela?" kubuza umqhashi? "Isizathu esenza ukuthi iqabane u-Alfred ayithathe leyansimbi eyayingasasebenzi kwaba ngesokuthi nje kwakuyinto eyase izolahlwa. Ngicela ukuthi sibe nobuntu kuloludaba, u-Alfred yindoda enomuzi, esisebenze ngokukhulu ukwethembeka kulom-khandlu kanti leli yicala lakhe lokuqala emuva kwesikhathi eside. Yini singaveli sikhohlwe nje yiloludaba?" kuphendula iqabane uMaebelani. "Kulungile-ke, kodwa kungaphinde kwenzeke lokhu," kusho umqhashi. "Nina nobabili nisichithela isikhathi ngobala nje."

Ku-Workers' News elandelayo, sizobonisana ngokuthi yini engenziwa emsebenziin ukubhekana



Political Education 1999

SAMWU welcomes a new National Education Officer - Trudy Wagenstroom. Comrade Trudy, along with Cde Martin Rabie, was instrumental in setting up a political education programme for the Western Cape when she was still a Provincial Education Officer. Cde Rabie, Vice-Chairperson of the Cape Metro branch, reports on the recent socialist seminar.

"As part of political education, Western Cape held a seminar on socialism on September 22nd, 1998. Comrade Philip Dexter from the SACP was invited to address the meeting. The seminar started while a new shopsteward, Cde Sperling, entered the meeting. He had taken up a seat alongside Cde Dexter.

After the input of Cde Dexter and discussion that followed, I decided to focus on the basic principles of a socialist programme and why a socialist order came into being in the Soviet Union. As a start, I tested the comrades understanding of socialism. It was clear that some shopstewards had a limited understanding of socialism and that at least three comrades were awfully quiet in this debate.

However, comrades went on to discuss the main objectives of socialism. These are seen as an end to exploitation of the workforce; redistribution wealth and resources amongst all; elimination of poverty; meeting society's needs rather than profits for a few; changing the ownership of the means of production from the rich minority to the poor majority.

Everyone agreed that capitalism is a cruel system which seeks to maximise profits at any cost, entrench the interest of the rich and strong, exploit workers by manipulation of the market, and destroy the opposition in an underhand way. In their struggle to destroy socialism, capitalists use religion to indoctrinate people to believe that socialism is evil. However, it is the capitalist system that fits the profile of an evil system by destroying the poor through never-ending exploitation!

At this stage, Comrade Sperling said he was now convinced that socialism was the only way! When Cde Dexter first introduced himself as a communist, Cde Sperling's first thought was "wat soek ek in die meeting van kommuniste. Die vernetelheid, dan sit ek nog langs n kommunist, ek loop sommer uit die meeting." But the shopsteward stayed to listen and is now a supporter of the union's slogan "Socialism is the way. The road - democracy!"

Political education posters will be sent to SAMWU Shopstewards for workplace noticeboards next year. Workers' News would also love to worker writings on political education. ■

Kom maak reg die fout

*by Errol Erasmus, South Peninsula Municipality
Waterworks Shopsteward*

**In April 1994, het Suid-Afrika gaan stem
Die Western Cape sonnig en coloured
Het die nasie met die trek van n' kruisie
die hele land stom geslaan**

**Die uitslag het die gehate NP
hul enigste provinsie laat wen
Hernus Kriel, Peter Marais en Morkel
was ewe skielik in charge van die Kaap**

**In die laaste vier jaar daarna
is geen huis of skool deur hulle gebou
die geweld het hand uitgeruk
gemeenskappe vasgevang in die greep
van vrees**

**Van al die verkiesing beloftes
van die NP het mooi niks gekom
hul geliefde leiers Ewie en Hernus
het ook vinnig die hase-pad gevat
Elkeen se einde ook nie so mooi
hul laaste dae was gekenmerk met die
waarskuwing
swart en rooi gevaar - stop die ANC!**

**Waarom dan het die bruin nasie
vir die wit base gestem?
Was hul vrees vir die onbekende toekoms
saam met hul swart landgenote te groot?**

**Baie dinge kan verander en verbeter
as die ANC en sy Alliansie
met n twee derde meerderheid die land
sonder inmenging kan regeer**

**Kom 1999 met die komende verkiesing
sal die bruin nasie sy fout regmaak?
Stem vir die ANC!
Alleen hy kan die nasie
sy eie plek in die son gee
en sodoende, n beter lewe vir almal skep**

Thuto ya Dipolotiki ya SAMWU 1999

Di-shopsteward tsa SAMWU tsohle di fumana makasine wa COSATU - e leng **The Shopsteward** - oo di o posetswang di-atereseng tsa malapeng a tsona ha leshome selemong se seng le se seng. Ke ntho ya bohlokwa hore ntlokgolo ya SAMWU e be le di-aterese tsa poso tsa di-shopsteward tsohle. Ka kopo comrades, re tsebiseng ka di-aterese tsa lona tse ntjha ka potlako.

Ka 1999, re tla le romela diphoustara tse mabapi le thuto ya dipolotiki mmoho le **The Shopsteward** hore le di behe ho di-noticeboard tsa moo le sebetsang teng. Hona ho tla bopa karolo ya lenaneo la naha la thuto ya dipolotiki le tla kena tshebetsong profensing e nngwe le e nngwe selemo kaofela.

SAMWU e amohela National Education Officer e motjha - Trudy Wagenstroom. Cde Trudy mmoho le Cde Martin Rabie, o ile a ba le seabo ho hlongweng ha lenaneo la thuto e mabapi le dipolotiki mane W. Cape.



Political educators Trudy and Martin

Cde Rabie, Motlatsa-Modulasetulo wa lekala la Cape Metro, o tlaheha hore lekala le ile la ba le seminara e mabapi le bososhiale (socialist) haufinyane, mme yona e ile ya fetola bophelo ba shopsteward e le nngwe bonyane. Shopsteward ena e ne e se motho ya dumelang ho bo-soshiale pele a kenela seminara eo. Leha ho le jwalo, e itse ha a tswa moo, a tswa e se e le motshehetsi e moholo wa bo-soshiale.

Dintlha tsa bohlokwa tse ileng tsa hlahiswa e ne e le tse reng bo-soshiale ke yona feela tsela ya ho thibela ho tshwarwa hampe ha basebetsi; ho etsa bonnete ba hore ho ba le kabo e lekanang ya moruo le mehlodi ya thuso hara batho bohle; ho fedisa bofutsana; ho fetola ho ba monga disebediswa tsa tlhahiso ho tloha ho barui ba mmalwa ho ya ho boholo ba mafutsana BokaLe kopjwa hore le romele mehopolo efe kapa efe eo le ka bang le yona mabapi le thuto ya dipolotiki ho Workers' News - re ka thabela ho e hatisa. ■

Izifundo zikaSAMWU zika 1999 ngezoMbusazwe

Wonke ama-Shopsteward kaSAMWU athola iphephabhuku likaCOSATU i-The Shopsteward - eliposelwa emakhaya awo izihlandlo eziyishumi ngonyaka. Kubaluleke kakhulu ukuthi ihhovisi elikhulu libe nekheli leposi lawo wonke ama-shopsteward. Siyanicela maqabane ukuthi nisazise amakheli enu ngokushesha emuva kokuthi nikhethiwe.

Ngo 1999 sizonithumelela izingqwembe ezifundisa ngezombusazwe zihambisana nephephabhuku i-The Shopsteward ukuze nizihlome ezindaweni okuhlonywa kuzo izaziso ezindaweni enisebenza kuzo. Lokhu kuzoba yingxeny yohlelo lwezifundo zikazwelonke ngezombusazwe ezizo-qhutshwa unyaka wonke kuzo zonke izifunda.

Sinazisa ngeGosa lika-Zwelonke lezeMfundo elisha nesilamukela ngemnkulu intokozo - uTrudy Wagensroom. Iqabane uTrudy, bekanye neqa-bane uMartin Rabie, wabamba elikhulu iqhaza ekusungulweni kohlelo lwemfundo

ngezombusazwe esifundeni sase Ntshonalanga Kolni ngenkathi eseyiGosa lesiFunda lezeMfundo.

Iqabane uRabie, uSekela-Sihlalo wegatsha i-Cape Metro, usibikela ukuthi igatsha libe nomhlangano wokubonisana ngezobusoshiyali, muva nje, owaguqula impilo ye-shopsteward, okungenani, eyodwa. Le-shopsteward yayingeyena umsooshiyali phambi kokuthi ihambele lomhlangano. Kodwa, ngenkathi iphuma lapho, yase ibeseka ngokuphelele ubusoshiyali.

Amaphuzu aqavile okwavunyelwana ngawo kulomhlangano kwaba ukuthi ubusoshiyali yiyona kuphela indlela yokunqanda ukuxhashazwa kwabasebenzi; yokwaba umnotho namanye amagugu ngokulinganayo kubo bonke abantu; yokulwa nobubha; yokususa izimboni ezandleni zabambalwa abayizi-mpunyela zibe sezandleni zeningi okuyilona limpofu. Sicela ukuthi nithumele imibono yenu mayelana nemfundo ngezombusazwe ku-Workers News - kuzosithokozisa kakhulu ukuthi siyishicilele. ■

Western Cape team on massive recruitment drive!

Western Cape has actively taken up a recruitment drive in line with the resolution taken at SAMWU's 5th National Congress in 1997 to boost our membership to 150 000 by the next Congress. The recruitment campaign co-ordinator, Trevor Serfontein, reports...

“We started on the 19th to 26th October, 1998 by recruiting new members in the Garden Route and Karoo branches. From there we spent four days recruiting in the North West branch and then went to the Boland for three days early in November,” says Cde Trevor.

There was a whole team of organisers involved in the recruitment drive. “Although many new members were recruited, the campaign was also a success because we visited many different municipalities and addressed all the problems of the members there - we have made an impact on our members who now know their union better,” cde Trevor continues.

IMATU is trying to do the same thing, and are trying to recruit SAMWU members as well. It is vital that SAMWU organisers and active shopstewards keep this in mind - if we want our members to keep an interest in SAMWU, we need to keep them up to date on all political developments in the union, and service our members properly.

After meeting the Branch Office Bearers of the Cape Metro branch, the recruitment team will concentrate on getting new members to join this branch. The programme will be over for the year, but the team wants to emphasise that this is not a once-off.

“We are looking at having this kind of campaign every three months, and we will discuss this at our next Provincial Executive Committee meeting,” Cde Trevor said.

Please, other provinces, let's all try to recruit thousands of new members in 1999. There are water boards that are not yet organised - we must get these members! The more members we have, the stronger SAMWU will be both politically and in the Bargaining Council.

Wes-Kaapse Werwingsveldtog

Die Wes-Kaap het, in ooreenstemming met die besluit geneem by SAMWU se 5de Nasionale Kongres in 1997 om ons lidmaatskap te verstewig tot by 150 000 teen die volgende kongres, aktief 'n werwingsveldtog aanvaar. Die koördineerder van die werwingsveldtog, Trevor Serfontein, doen verslag...

“Ons het tussen 19 en 16 Oktober begin om nuwe lede in die Tuinroete en Karoo-takke te werf. Daarvandaan het ons vier werwingsdae in die Noorwes-tak deurgebring, en vroeg in November vir drie dae na die Boland gegaan”, sê Kd. Trevor. “Daar was 'n hele span werkersleiers en organiseerders betrokke by die werwingsveldtog”.

“Hoewel baie nuwe lede gewerf is, was die veldtog ook 'n sukses omdat ons baie verskillende munisipaliteite besoek het en al die lede daar se probleme aangespreek het - ons het 'n uitwerking gehad op ons lede wat hulle vakbond nou beter ken”, gaan Kd. Trevor voort. IMATU probeer om dieselfde ding te doen, en probeer ook om SAMWU-lede te werf.

Dit is noodsaaklik dat organiseerders en vloerbeampies van SAMWU dit in gedagte hou - as ons ons lede se belangstelling wil behou, moet ons hulle ingelig hou oor alle politieke ontwikkelinge in die vakbond, en vir ons lede 'n behoorlike diens lewer. Na 'n ontmoeting met Ampsdraers van die Kaapse Metro-takke (SAMWU se tweede grootste tak), sal die werwingspan daarop konsentreer om nuwe lede sover te kry om by hierdie tak aan te sluit.

Die program vir hierdie jaar is eers afgeleë, maar die span wil dit beklemtoon dat die nie net 'n eenmalige veldtog was nie. “Ons beoog om hierdie soort veldtog elke drie maande te loods, en ons sal dit by ons volgende Provinsiale Uitvoerende Komiteevergadering bespreek”, sê Kd. Trevor. Asseblief, ander provinsies, laat ons almal probeer om in 1999 duisende nuwe lede te werf.

Daar is waterrade wat nog nie georganiseer is nie - ons moet hierdie lede kry! Hoe meer lede ons het, hoe sterker sal SAMWU polities wees - ook by die Bedingsraad.

The recruitment team

*Front, from left:
Frank Pontac, Edgar
Blaauw, Bosch
Willemse,
Leslie Barry and
Dennis Arendse*

*Back, from Left:
Andre Adams, Majidie
Abrahams and
Campaign Organiser
Trevor Serfontein*



Iphulo laseNtshona Koloni lokuFumana amaLungu aMatsha

I Ntshona Koloni sele iqalisile ngephulo lokufumana amalungu amatsha, ngokwesigqibo esathatyathwa ngo 1997 eNgqungqutheleni ye-5 yeSizwe yeSAMWU, ukuze sinyuse inani lamalungu ethu liye kutsho kwi-150 000 ingekhafiki ingqunguthela elandelayo. Umlungelelanisi wephulo lokufumana amalungu amatsha, uTrevor Serfontein, kwingxelo yakhe, uthi...

"Saqalisa ngomhla we-19 ukuya kumhla we-26 ku-October 1998 ngokubhalisa amalungu amatsha kumasebe aseGarden Route nase Karoo. Sasuka apho sabheka eMntla Ntshona apho esasebenza khona iintsuku ezine phambi kokuba siye eBholani apho sasebenza khona iintsuku ezintathu, ekuqaleni kwaNovember," kutsho iqabane uTrevor. Iqela leenkokheli kunye nabalungiseleli bemicimbi yabasebenzi bathabatha inxaxheba kweli phulo lokufumana amalungu amatsha.

"Ngale kokubhaliswa kwamalungu amaninzi amatsha, eli phulo laba yimpumelelo kuba sakwazi ukutyelela omasipala abaninzi, sakwazi nokumamela zonke iingxaki zamaqabane akwezo ndawo – savuselela umdla kumalungu ethu yaye ayiqonda bhetele ngoku intlangano yawo yabasebenzi," kuhambisa iqabane uTrevor. U-IMATU naye uzama ukwenza into afanayo

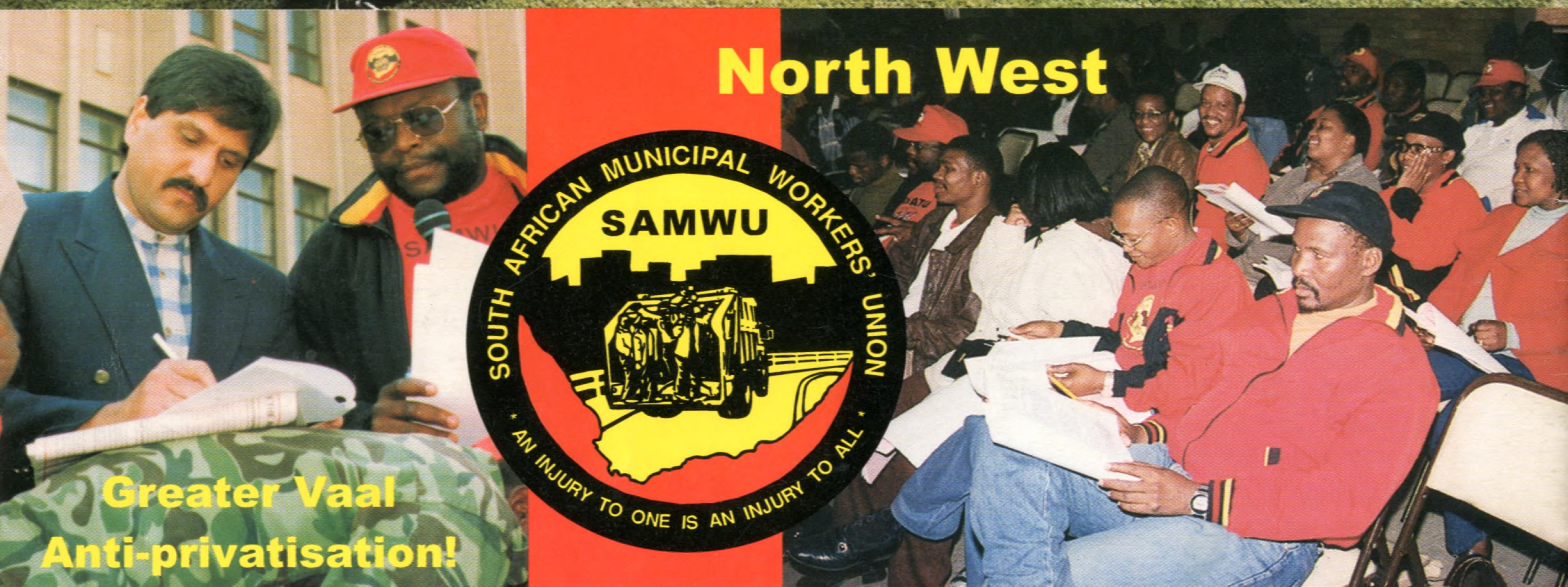
ukanti uzama ukubhalisa namalungu eSAMWU. Kubalulekile ngoko ukuba abalungeseleli kunye neeshopstewards zeSAMWU ziyiqwalasele loo nto – ukubangaba sifuna amalungu ethu abe nomdla kwiSAMWU, kufuneka siwazise rhoqo ngazo zonke izinto ezintsha ezihlayo kwezepolitiki yentlanganiso yabasebenzi nokuthi siwanikeze iinkonzo ezifanelekileyo amalungu ethu. Emveni kwendibano neenkokheli zeSebe leCape Metro (okuyisebe leSAMWU lesibini ngobukhulu) iqela lizakuqalisa ngephulo lokufumanela eli sebe amanye amalungu amatsha.

Emveni koko, iphulo lalonyaka liza kube ligqityiwe, kodwa iqela lifuna ukuyigxininisa into yokokuba eli phulo lizakwenziwa rhoqo. "Injongo yethu kukuba sibe neliphulo rhoqo emva kweenyanga ezintathu, kunjalo nje siza kuwuphonononga lo mba entlanganisweni elandelayo yeKomiti yePhondo eLawulayo," kwatsho iqabane uTrevor. Nani maphondo amanye, siyanicenga ncedani nizame ukufumana amawaka-waka amalungu amatsha ngo 1999.

Kunamabhunga amanzi angekhobi nazo iintlangano zabasebenzi – kufuneka siwafumene loo malungu! Xa iSAMWU inamalungu amaninzi namandla ayo azakuba makhulu kwezepolitiki nakwiBhunga loXoxiswano (Bargaining Council).

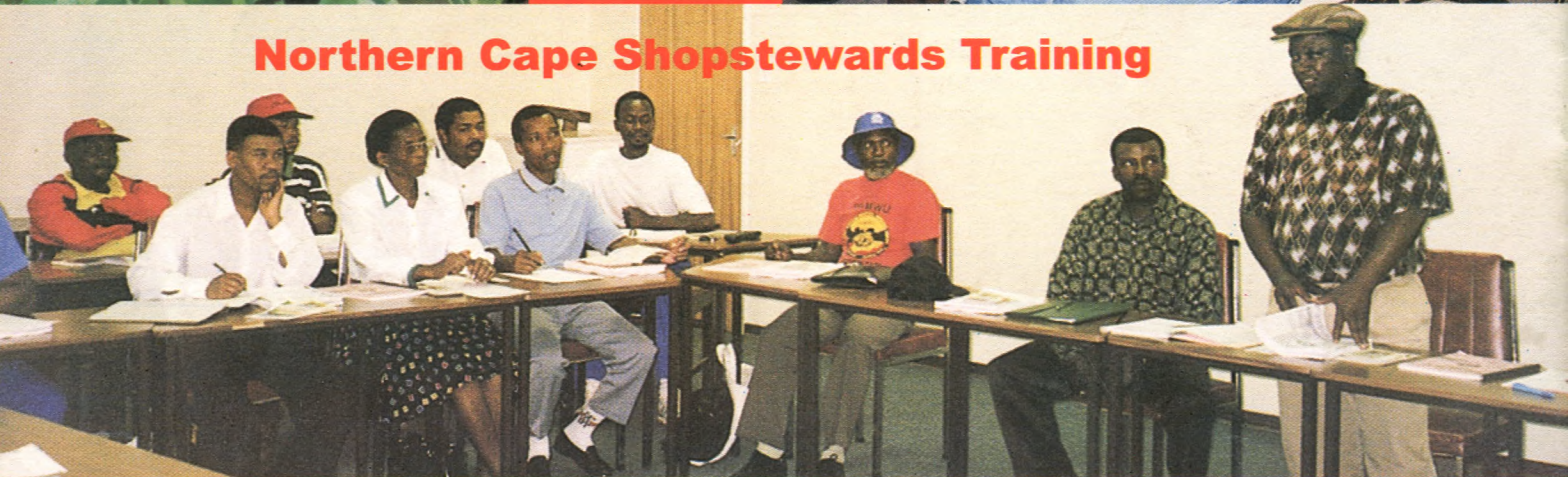


Eastern Cape Congress



North West

**Greater Vaal
Anti-privatisation!**



Northern Cape Shopstewards Training

FORWARD TO 1999!