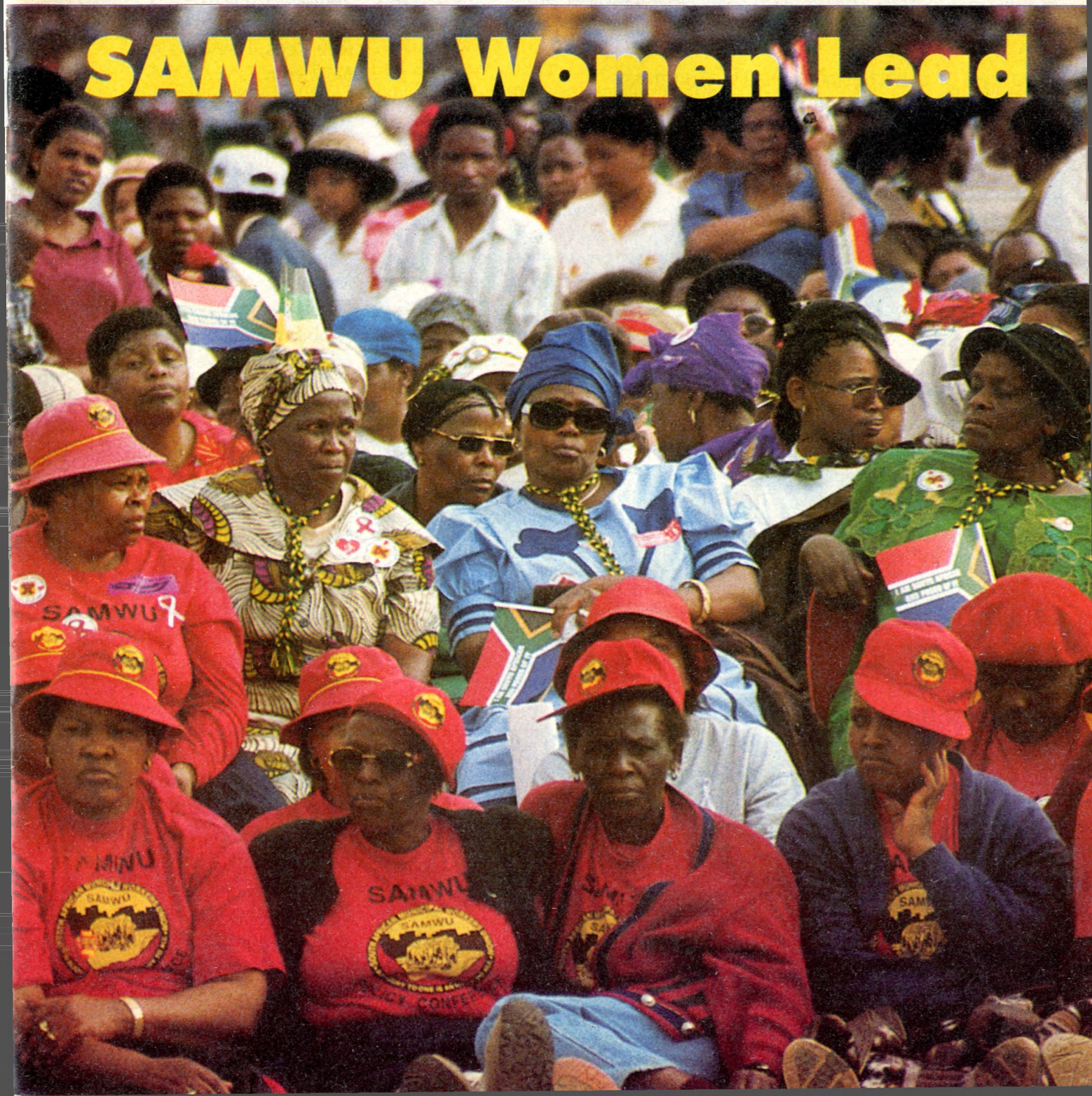


WORKERS! NEWS



SEPTEMBER 1999 THE MAGAZINE OF THE SOUTH AFRICAN MUNICIPAL WORKERS UNION

SAMWU Women Lead



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Please send news from your workplace or photos for the November issue to Workers' News **BEFORE** October 20th, 1999. **All letters received will be published.** Some comrades sent letters that arrived when this magazine was already full - thank you, your letters will appear next time. The November issue will be in branches by November 10th, 1999.

LOOK OUT FOR A SPECIAL NEWSPAPER!

A special newspaper on the National Women's Conference will be in branch offices by October 18th, 1999! It will also be posted to all SAMWU Shopstewards!

Message from the Second Vice-President

Heyta comrades, heyta! I greet you all as we move towards the end of another year in the history of SAMWU. There have been many important developments since the last edition of Workers' News. The union held a strategic planning workshop in July. This workshop came up with organisations systems to meet challenges facing SAMWU. Please ask for a copy of the proposals at your branch office. The final Central Executive Committee meeting for the year will meet from 6th-8th October. You should ask for a copy of the Secretariat Report from your branch, and get reportbacks from your office bearers after the meeting. This CEC will be finalising many of the recommendations made by the union this year. SAMWU needs your input!

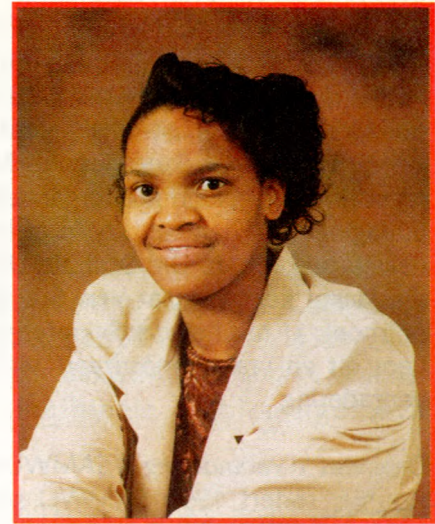
There has been a change in the Secretariat. Cde Roger Ronnie, General Secretary of SAMWU since 1995, has been redeployed to the Legal Unit following his resignation and the departure of the Legal Officer. Cde Mncedisi Nontsele, Deputy General Secretary will act as General Secretary until the CEC and the Provincial Secretary of the North West, Cde Tom Ngobeni will act as Deputy General Secretary. The CEC will finalise where the three comrades can be placed so that they are of maximum use to the organisation.

The CEC will develop a programme of action leading up to SAMWU's 6th National Congress next year. This includes looking at resolutions that will be adopted at the first women's conference in September, which

will guide SAMWU on how to combat problems facing women. We need to develop a clear programme to fight unpaid labour by women. We also need to address problems women are facing because of the globalisation of the world economy. Labour standards have dropped, collective bargaining rights have been removed and women are more open to exploitation with even female children working on short contracts. SAMWU will continue to provide childcare at meetings so that women comrades can participate fully in union activities. This is vital if we are to seriously build women leaders in preparation for next year's general election of shop stewards, and the Congress where at least 30% of elected comrades MUST be women. The Quota System does not mean that women cdes are elected as tokens or just to concentrate on women's issues - women leaders must play a central political role in the union at all times.

We face the challenge of building our organisation. But we cannot enter into benefits schemes to attract members if the same schemes such as loans will only mean that members pay such high interest that they get further into debt. For this reason, SAMWU is investigating a way to nationalise the current savings scheme so that it becomes a foundation for members to get free of loan sharks. All members can join the retirement fund that gives you the best benefits for your contributions. I am pleased to announce that the worker-controlled SAMWU National Provident Fund is now the fastest growing pension scheme in the country! Well done, cdes!

SAMWU is not an island. We also face challenges as part of COSATU. Please read about the COSATU Congress on page 17. Comrades may have read about the recent wage dispute in the public sector. The government's implementation of a wage increase not agreed upon is an attack on collective bargaining rights. We need to



close ranks with comrades in NEHAWU, SADTU, POPCRU. The employer in Joburg has already followed the government's bad example by implementing privatisation plans while still pretending to be negotiating. This is an overall attack on all public sector workers! As SAMWU members, we need to take seriously the resolutions on job losses. Our sector has been lucky so far - as part of the public sector we enjoy the largest number of employed workers in the country. But we could face job losses in the future - already when workers retire or get dismissed they are not replaced.

The Job Creation Fund and the October Recruitment Campaign are key COSATU campaigns. Cdes, we must deposit our one day's salary into the Job Creation Fund if we have not already done so. This will assist our comrades who have lost their jobs. SAMWU has set aside resources for all branches to participate in the recruitment campaign - unionised workers are less likely to lose their jobs! If the union participates fully in all these activities, we will be in a good position to assess whether SAMWU has implemented the 3 year programme and also lay the foundation for a productive and revolutionary Congress in the year 2000!

Desiree Thoaale
Second Vice President

Heyta kamerade heita! Ek groet u almal soos ons nader kom aan die einde van nog 'n jaar. Die vakbond het in Julie 'n baie belangrike Werkswinkel oor Strategiese Beplan-ning gehou. Hierdie werkswinkel het gekyk na die sleutelkwessies wat SAMWU in die gesig staar, en voren-dag gekom met organisatoriese stelsels wat hierdie uitdagings kan hanteer. Kry 'n afskrif van die voorstelle by u naaste takkantoor. Die Sentrale Uitvoerende Komitee sal vir die laaste keer vanjaar van 6-8 Oktober in Port Elizabeth ontmoet. U tak het die Sekretari-aatsverslag voor die SUK. Lees dit en vra u ampsdraers vir terugrapportering na die vergadering.

Daar was 'n verandering in SAMWU se Sekretariaat. Kmd Roger Ronnie, sedert 1995 SAMWU se Algemene Sekretaris, is herontplooi na die Regsdepartement as gevolg van die bedanking van SAMWU se Regs-beampte. SAMWU se Adjunk-Algemene Sekretaris, Kmd Mncedisi Nontsele, is nou die Waarnemende Algemene Sekretaris. Die Provinsiale Sekretaris van die Noordwes, Kmd Tom Ngobeni, is herontplooi om as Adjunk-Algemene Sekretaris op te tree.

Die eerste vrouekonferensie vind vanaf 24 September in Rustenburg plaas. Die konferensie moet SAMWU rigting gee oor hoe om die probleme te hanteer wat vroue vandag in die gesig staar. Dit is noodsaaklik as ons ernstig wil bou aan vroueierskap in die vakbond in die aanloop tot volgende jaar se alge-mene verkiesing van vloerbeamptes, asook die Kongres waar ten minste 30% van verkose kamerade vroue MOET wees. Hierdie kwotastelsel van SAMWU beteken nie dat vroulike kamerade net vir die vertoon verkies word, of net om op vrouekwessies te konsentreer nie – vroueiers moet ten alle tye 'n sentrale politieke rol in die vakbond speel. U het die vryheid van die keuse om aan te sluit by watter uitreefondse ookal vir u die beste voordele bied vir u bydrae. SAMWU se werker-beheerde Nasionale Spaarfonds is nou die pensioenfondse wat die vinnigste in die land groei! Wel gedaan, kamerade!

U kan in hierdie tydskrif lees oor COSTAU se Spesiale Kongres. Die besluit oor werksverliese moet ernstig opgeneem word. Ons sektor was tot nou toe gelukkig. Dit beteken nie dat ons nie ook in die nabye toekoms met verlies van werksgeleenthede te make sal kry nie. Ons weet reeds dat waar werkers by munisipaliteite aftree of afgedank word, word hulle nie vervang nie. Die Werwingsveldtog, wat in Oktober geloods sal word, moet ook daadwerklik deur alle lede aangepak word. Werkers in 'n vakbond het 'n kleiner kans om hulle werk te verloor! Indien die vakbond ten volle in al hierdie aktiwiteite deelneem, sal ons in staat wees om die grondslag te lê vir 'n rewolusionêre Kongres in die jaar 2000!

Desiree Thoaale
Second Vice-President

Heyta comrades Heyta! Ke le dumedisa tjena jwalo ka ha re se re lebile mafelong a selemo se seng hape. Yunione e bile le Wekeshopo ya bohlokwa haholo ya Thero ya Leano ka Julae. Wekeshopo ena e ne e lekola diphepetso tsa bohlokwa tseo SAMWU e tobaneng le tsona, mme ya hlaha le mekgwa ya tsamaiso le tlhophiso bakeng sa ho shebana le diphepetso tsena. O ka fumana khopi ya ditshisinyo tsena ofising ya lekala la lona.

Komiti e Bohareng ya Phethahatso (CEC) ya ho qetela bakeng sa selemo sena e tla kopana ho tloha ka la 6-8 Oktoboro mane Port Elizabeth. Lekala la lona le na le Pehelo ya Secretariat ya pele ho kopano eo ya CEC. Bala hona mme o kope bao ba tshwereng ditulo ofising ya lona hore ba fane ka dipheho kamora kopano. Re hloka tlhahiso ya hao!

Ho bile le diphetoho ho Secretariat ya SAMWU. Cde Roger Ronnie, Mongodi-Kakaretso wa SAMWU ho tloha ka 1995, o se a fetiseditswe ho Lefapha la Molao kamora ho leboha mosebetsi ha Mo-ofisiri wa Molao wa SAMWU. Cde Mncedisi Nontsele, Motlatsi wa Mongodi-Kakaretso wa SAMWU jwale e se e le Mongodi-Kakaretso ya Tshwereng Mokobobo. Mongodi wa Profensi ya Leboya Bophirima, Cde Tom Ngobeni yena e se e le Motlatsi wa Mongodi-Kakaretso.

Khonferense ya ho qala ya naha ya basadi e tla tshwarelwa mane Rustenburg ho tloha ka 24 Setemere. Khonferense ena e tshwanela ho tataisa SAMWU ka tsela eo ka yona e ka lwantshanang le mathata ao basadi ba tobaneng le ona kajeno. Re tshwanela ho nahana ka ho haha mokgatlo wa basadi le lenaneo le tla lwantshana le ho sebediswa ha basadi ntle le ho ba lefa. Hona ke ntho ya bohlokwa haebe re batla ho haha boetapele ba basadi yunioneng le ha re lokisetsa dikgetho tse tlang tse akaretsang tsa di-shopsteward, le Khonkerese eo bonyane 30% ya di-comrade tse tla kgethwa ho TSHWANETSENG hore e be basadi. Mokgwa ona wa ho Beha Dipalo tse itseng wa SAMWU ha o a tshwanela ho nkuwa e le o reng di-comrades tsa basadi di kgethwa feela bakeng sa ho tlatsa molao, kapa bakeng sa ho shebana le merero e amanang le basadi feela - baetapele ba basadi ba tshwanela ho ba le seabo sa bohlokwa dipolotiking le diunioneng ka dinako tsohle.

Phepetso e nngwe eo re tobaneng le yona ke ya ho haha mokgatlo wa rona. Tsela e nngwe ya ho etsa hona ke ya ho fana ka melemo e eketsehileng. Empa SAMWU e ke ke ya fana ka dikadimo tsa ditjhelete haebe hona ho bolela hore setho se tshwanela ho qetella se lefa phaello e hodimo mme se kena dikolotong le ho feta.

SAMWU e ntse e fuputsa tsela eo ka yona e ka kopanyang sekema sa ha jwale sa dipolokelo hore e be ya ho phema dinwamadi tsena tsa dikadimo tsa ditjhelete. Re na le bolokolohi ba ho ikgethela hore re ba setho sa letlole lefe la ho ya pensheneng le tla fana ka melemo kapa tsona dibenefiti tsa tjhelete eo o e ntshang. National Provident Fund e laolwang ke SAMWU jwale ke lona letlole la penshene le holang ka potlako naheng ka bophara! Moo le sebetsa hantle haholo comrades!

O ka bala ka Khonkerese e Ikgethang ya COSATU ka hara makasine ona. Sephetho se mabapi le ditahlehelo tsa mesebetsi se tshwanelwa ho nkelwa hodimo. Mokga wa rona haesale o ntse o le lehlohonolo ho fihlela ha jwale. Hona ha ho bolele hore re ke ke ra tobana le ditahlehelo tsa mesebetsi nakong e tlang. Re se re ntse re tseba hore ho bommasepala, ha basebetsi ba ya pensheneng kapa ba tebelwa, ha ho ba bang ba kenang sebakeng sa bona.

Letsholo la ho Thaotha, le tla hlongwa ka Oktoboro, mme lona le tshwanelwa ho nkuwa ka mafolofolo ke ditho tsohle. Basebetsi ba nang le diyunione ha se hangata ba ka lahlehelwang ke mesebetsi ya bona! Ha yunione e nka karolo ka botlalo mesebetsing ena, re tla kgona ho hloma metheo bakeng sa Khonkerese e ikemiseditse ho tliša diphetoho ka selemo sa 2000!

Desiree Thoaale
Second Vice-President

Heyta Maqabane, heyta! Ngiyabingelela kini nonke njengoba sesibheke ekupheleni komunye unyaka nje. NgoJulayi inyunyana yaba ne-Workshop ebaluleke kakhulu eyayimayelana noKwakhiwa kwamaSu (Strategic Planning). Kule-workshop kwaboniswa ngezinsalele ezisemqoka ezibhekene noSAMWU, kwavunyelwana nangezindlela ezintsha zokuphatha nezokuhlela okuzohlangatshezwana ngazo nalezinsalele. Zitholele ikhophi yeziphakamiso ehhovisi legatsha langakini.

Umhlangano wokugcina weKomidi likaManquma (Central Executive Committee noma i-CEC) kulonyaka uzoba ngomhla ka 6 - 8 Okthoba eBhayi. Igatsha langakini seliwutholile uMbiko kaNobhala owandulela lomhlangano we-CEC. Fundani lombiko futhi nicele izikhulu zenyunyana ukuthi zinethulele umbiko ngemuva kwalomhlangano. Siyaludinga uluvo lwenu!

Sekube nezinguquko ehhovisi likaNobhala kaSAMWU (Secretariat). Iqabane uRoger Ronnie, obenguNobhala Jikelele kaSAMWU ukusukela ngo 1995, useshintshelwe eMnyangweni wezoMthetho kulandela ukushiya phansi umsebenzi kweGosa lethu lezoMthetho. Iqabane uMncedisi Nontsele, obeyiSekela likaNobhala Jikelele, nguye osabambile njengoNobhala Jikelele. Unobhala wesiFundazwe saseNyakatho Ntshonalanga iqabane uTom Ngobeni useshintshelwe esikhundleni sokuba yiSekela likaNobhala Jikelele.

Umhlangano wokuqala wabesifazane uzobanjelwa eRustenburg ukusukela ngomhla ka 24 kuSeptemba. Lomhlangano kufanele uze nezeluleko kuSAMWU zokuthi izinkinga ezibhekene nabesifazane kulemihla zingaxazululwa kanjani. Lokhu kubaluleke kakhulu uma sizimisele ngempela ukuthuthukisa amakhono abaholi besimame sibalungiselela nokhetho jikelele oluzayo lwama-shopsteward, kanye neNgqungquthela lapho kuphoqelekile khona ukuthi okungenani u-30% NAKANJANI kube ngabesimame. Lendlela kaSAMWU yokuGagula amaNani (Quota System) mayingathathwa ngokuthi amaqabane abesifazane akhethwe nje ukuze kugcinwe icala noma ukuze azobhekana nezingqinamba ezichaphazela abesifazane – abaholi besifazane kufanele bathathe indawo yabo efanelekile ezindabeni zonke zenyunyana ngaso sonke isikhathi.

IsiKhwama sikaZwelonke esiBekelayo sakwaSAMWU (National Provident Fund) esilawulwa ngabasebenzi yisona sikhwama esikhula ngesivini esikhulu ezweni! Halala maqabane! Leliphephandaba liqukethe nezindaba zeNgqungquthela yeKhethelo kaCOSATU ukuze uzifundele zona. Isiphakamiso esimayelana nokuncipha kwamathuba emisebenzi kufanele sibhekisiswe. Umkhakha wethu usabe nehlanhla kuze kube manje. Lokhu akusho ukuthi thina ngeke sichaphazelwe ukuncipha kwamathuba emisebenzi ngomuso. Sikhuluma nje, sekuya ngokwanda kwabanye omasipala ukuthi uma abasebenzi babo bethatha umhlalaphansi noma bexoshwa, zingavalwa izikhala zabo.

Umkhankaso wokuHeha aBasebenzi (Recruitment Campaign), ozoqala ukusebenza ngo-Okthoba, kufanele wonke amalungu awumele ngezinyawo. Abasebenzi abangamulungu ezinyunyana akulula ukuthi balahlekelwe yimisebenzi yabo. Uma inyunyana ibamba iqhaza ngokuphelele kuyo yonke lemikhankaso, sizokwazi ukubeka isisekelo esivutha uphondo seNgqungquthela yonyaka ka 2000!

Desiree Thoaale
Second Vice-President

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,

Permit me to put pen to paper to get rid of anger against what has become an obnoxious tendency by some of our leadership; the menace of Claims. This menace is rocking the union - "pay my claim because I pay monthly subscriptions". This is now being practiced by the rank and file of the union. Delegates should be safely ferried to and from meetings, but what is sickening is when leadership (shopstewards) start regarding transport claims as an incentive. To add insult to wounds, they even resort to blackmailing senior leadership when claims are questioned: "If my claim is not paid I'll boycott future meetings." Getting down to brass tacks one can confidently state that no member of SAMWU pays more than R30.00 (thirty Rand) a month in subscriptions, bringing us to an annual maximum fee of R360.00, R3 600.00 over a period of ten years. Digesting these figures, nobody would disagree that with a two day constitutional meeting, accommodation included, each and every delegate uses up more than a year's contribution. In one year there are a number of constitutional meetings, as well as other union related activities. So who has to fund all this spending? The very source that we fail to service, the workers who invested confidence in us. Some of us have become 21st century thieves who uses workers money without servicing them. The workers have assigned us with custodianship over their interests. This means we must behave responsibly. The only cure for the curse of false claims is total abstinence, complete loyalty and an unshakable love for our course.

Faizel Voster, Chairperson, Northern Cape

Redakteur se antwoord – die kameraad skryf oor die ernstige probleem van eise – waar nie net senior unie leiers is nie, maar gewone shopstewards, skuldig daaraan is om geld te maak uit unie vergaderings deur eise. Dikwels vind die unie dat 'n paar kamerade van dieselfde area na 'n vergadering kom, maar elkeen eis apart vir hul reis - onkoste! Kameraad Faizel, die skrywer van hierdie brief, sê dat hy siek is van die houding van: "Ek betaal my lede – gelde, so julle betaal my eis, anders boikot ek vergaderings." Asseblief kamerade, laat ons die unie geld bespaar waar ons kan deur net eerlik te wees. Moenie die werkers se geld mors nie!



Impendulo yoMhleli – Iqabane libhala ngenkinga yama-claim okuvame ukuthi abaholi abaphezulu bezinyunyana, kanye nama-shopsteward nje ajwayelekile, batholakale benamacala okukhwabanisa izimali zenyunyana ngokufaka ama-claim angekho. Kani ingi inyunyana iyaye ithole ukuthi amaqabane ayidlanzana aye asebenzise inqola eyodwa uma eya emhlanganweni, kodwa emuva kwalokho, iqabane ngalinye lifake eyalo i-claim yokuya emhlanganweni! Iqabane uFaizel uthi usecikekile yena yilengqonjwana yokuthi:

"Ngiyayikhokha eyami iminikelo, nani ke khokhani i-claim yami, kungenjalo ngeke ngisaya emihlan-ganweni." Siyanicela maqabane, asongeni imali uma sinako, ngokuthi nje sethembeke. Musani ukusaphaza imali yabasebenzi!

Karabo ya Mohlophisi - Comrade mona o ngola

ka botshosetsi ba dikleime - moo re bonang hore ha se baetapele ba ka hodimo feela ba yunione ba fumanwang ba le molato ka ho iketsetsa ditjhelete ka dikleime tsa ho tla dikopanong tsa yunione, empa le di-shopsteward tse tlwaelehleng. Hangata yunione e fumana hore ho ba le di-comrade tse mmalwa tse hlahang sebakeng se le seng tse tlang kopanong empa e mong le e mong wa bona o iketsetsa kleime ya hae a le mong ya transporoto! Cde Faizel, eo e leng yena mongodi wa lengolo lena, a re o kgathetse ke hore kamehla a nne a fumane batho ba ntse ba re "Ke ipatalla di-sub, jwale lona le tshwanela ho lefa kleime ya ka, ho seng jwalo ke tla boekhota ho tla dikopanong". Ka kopo hle, comrades, ha re bolokeng tjhelete ya yunione moo re ka kgonang, mme hona re ho etse ka ho tshepahala. Ha re se ke ra senya tjhelete ya basebetsi!

WINNING LETTER 1

Dear SAMWU

I write this letter to congratulate you for the role you play. I am extremely pleased with your work. It is essential that salaries should be increased so that men and women may be able to support their families. Young men and women will be able to build their own homes. The recent salary increases have been very helpful. I am hopeful, now, that South Africa will blossom because education is the key to a better life for people the world over. Salary increases enable parents to educate their children because one needs education in order to get a job. Forward with Socialism, forward! I am unemployed, but I am in solidarity with those are employed because, some of them may help me out of my current misery. I have not lost hope. I am sure that, one day, I also will find employment! Humbly yours,
Xolisani Donialo Sibiya, Joburg

Dear SAMWU

Ngibala lencwadi ngokukhulu ukuhalalisela ngokubamba iqhaza emsebenzini wakho eningizimu Africa yonke jikelele ngiphuphuma injabulo ngemisebenzi yakho. Umbono wami uthi ukwenyusa kwamaholo yabasebenzi kuyinto encomekayo kakhulu lapha eNingizimu Afrika ngoba obaba no Mama bazokwazi ukuphila kahle nemindeneni yabo. Obhuti bazokwazi ukuthi bakhe imizi yababa kanjalo no sisi. Kusizile ukwenyusa kwamaholo ngoba kukhona abahlala emaflethini abarentayo nase ma subcity khona lapho banemizi yabo. Lababantu bazele bayafundisa bayagqokisa, kuyimanje ngiyathemba ukuthi izoqhakaza. I-South Africa ngoba empelweni imfundo ingu khiye lekusasa lomuntu noma ngubani emhlabeni jikelele. Ukunyuswa kwamaholo kunikeza abazali ukuthi bakwazi ukufundisa abantwana babo ukuze nabo babe nesasa eliqha-

kazileyo ngoba umsebenzi udinga infundo. Angeke ufunde ngaphandle kwe mali ngincoma u SAMWU ngithi Phambili nge Socialism Phambili. Ngithi Bambisa-nani no Hulumeni oMusha kuze ngona phakade. Mina angisebenzi koswa labo abasebenzayo ngikunye nabo ngiyaba halalisela ngoba abanye babo ngelinye ilanga bazongisiza njongoba ngihluphekile kodwa nginethemba angililahle ngithi nami ngoze ngisebenze. Kodwa ikakhulukazi ngincoma imisebenzi ka SAMWU obambe iqhaza eningizimu Africa jikelele. Obhalile yimina ozithobayo.
UXolisani Donialo Sibiya, Joburg

Dear Comrades,

Bengisela kuksi ningitfumelele lelibhuku leworkers' news njalo ngenyanga. Bengicela lelibhalwe ngesizulu. Mine ngingumlandzeli weSAMWU eNelspruit. Sala Kahle mine Ngingu! Please send me a copy of Workers' News every month. I am a supporter of SAMWU in Nelspruit. Goodbye!

Ben Mazuya, Nelspruit

Editor's Response - Cde Ben, please contact your branch office in Nelspruit on (013) 752 6837 to get any SAMWU magazines and posters.

Dear Comrades,

We have got problems here in Kroonstad. As you know there is no more municipality of Kroonstad, of Maokeng or Brentpark. There is only municipality of Greater Kroonstad. Here in Kroonstad there is still division, white workers get from 28 leave days. Workers that come from Moakeng who work with us in one department get 2 leave days, but workers who are still in Greater Kroonstad get only 15 days leave. We have tried to bring this to equality, but have failed. We have talked to our leaders, to our organiser, but still the problem remain unresolved. What is amazing the problem of

different salaries have been resolved very quickly. Workers from Moakeng's salaries were very low compared to us, but now we get equal salaries. SAMWU in the magazine says, " All workers across the country must get a minimum of 25 working days holiday leave every year. So we are very unfortunate here in Greater Kroonstad because we are very far away from getting 25 working days leave.

From SABATA TSUNKE, Kroonstad

Dear Comrades,

Shopstewards ke ikutlwa ke le ka ka taba ya dikhetso tsewa tsa 02 – 06 – 1999. Jwako ka mokgatlo o moholowa kopileng basebetsi ba e ntse seneng se kopuoe. Ke kamatla a basebetsi re ka ntshetsang Afrika Borwa e ntjha ke ikutlwa ke le motlotlo ka basebetsi. Pele ya pele matla ke a rona. Da Hao!

Shopstewards, I am very happy about the outcome of the elections. As a big union, which urged workers to vote for our organisation, the workers did exactly that. It is through the power of the workers that we can bring about a new South Africa. I am very proud of the workers. Forward to a people's power.

Detsi Moses Shata, Clocolan

Dear Comrades,

I am writing to tell you that I am a member of SAMWU and I am very interested in Workers News. They guide comrades and show me a green light and what is wrong and right. My suggestion is that we must upgrade those who are not educated. Also, please let us save our comrades working in Krugersdorp Local Council. We are having serious financial problems and the the only way to solve it is to go to CASH LOAN to borrow money. Why can't we fight this disease called cash loans?

A good suggestion is to talk to management and borrow the employer's money instead. People have been working 15 to 20 years but at the end of the day they end up in jail or blacklisted because of lack of money. Wives are divorcing their husbands. Some of us working in council earn only enough money for transport. What about food, clothes, school fees? Plesae comrades let's see that management is helping us, because if we ask stop-orders for cash loans they reject it.

Name and Address withheld. Krugersdorp

Dear Comrades,

I am hereby congratulating the SAMWU Negotiating Team, in their 1999/2000 Agreements. Therefore I say VIVA and go with a good job that is what we are expecting from you! And VIVA comrades, R1335.00 per month for poor (tea girl) as they use to say to our mothers and sisters in Free State, like in a small town like Dealesville. The people will now be I.D. book holders not the Matjonisas like years before. Therefore again no man will be forced to move from home, and go to Johannesburg looking for a job and more money. Now they will be able to live a white life with their family. The children will know their fathers attitude now the fathers remain at home. VIVA SAMWU VIVA!

Cde shopsteward Bojong Wesley, Tsakane, Brakpan

Dear Comrades,

I am honoured to have this opportunity to write to SAMWU and express my gratitude for the R230 salary increase. We are all very happy. Even the mice are happy. However, what is more important to me is that we should concentrate more on fighting for parity. We concentrate too much on fighting for salary increases which, in the long run, benefit the Boers more than us, the members of SAMWU. All the same I would like to say Forward SAMWU, forward! I also want to write about stamping out corruption. There is something that I do not understand about the tender procedure of the Construction Division. There are people who work for a contractor that erects the stones that are known as "Rand Stene". They use municipality vehicles, and not their own, to transport their equipment. They use cement that is paid for by the municipality. So they only provide the labour. They fill up their trucks with diesel that is paid for by the municipality. They even have a fleet number that is similar to that of the municipality. The trucks that belong to the municipality are idle while

those that belong to the contractor are busy. To me, this looks like full blown corruption. I would like you to ascertain the terms of agreement between the municipality and this contractor. My understanding is that when I hire somebody, that person must bring his or her own equipment. Please investigate this matter.

Ke motlotlo ho fumana se baka sa hongolla SAMWU maikutlo aka mabapi le nyolle lo ya R230 hobane bohle rethabile le wona maGundwana ayathala fela nthoyeo keneng keeshebile ke hore hoja ra hatella tekatekana pele hotsohle hobane ke mehla relwana tjehele e hodimo empa ha rehlokomele hore re phahamisa maburn qetellong ba utlwang bohloko ke rona maloko a SAMWU. Fella kere pele ya pele SAMWU. Viva SAMWU Viva! Hona le seo kesa seutlwising mabapi le tender tsamona contruction di hona le batho ba kontrak bakenyana majwe ana rea bitsa Rand Steene jwale bathobana bathothelwa ntho tsena ka koloi tsa masapala e seng ka tsabona lentho tse tswanang le semente ba

sebedisa tsona tsa masapala hoboela hore bona batlile ka matsoho fela lentho tse tswanang le semente ba sebedisa tsona tsa masapala hoboela hore bona batlile ka matsoho fela lentho tsejwalo ka machini lori tsa kontraka ditshela diesielie ya masapala ebile badifile di nomoro tsa vloot nomoro etswanang le ya masapala dilori tsamasapala dieme hosebetsa tsa kontraka lemethini e eme hosebetsa ya kontrak kenka tseo tsohle ele bobudu bo feletseng ke kopa hore lere fumanele ditumellano tsa hae le dikontrak ke hore agreement yabona ke efe kena le kutlwisisiso ya hore motho ha ke mohira olokela ke hotla ka ntho tsa hae sy uuye gareeskap ke kopa tsjwe tsjwe batlisisang ke walona.

T Matlakala, Bloemfontein.

Dear Editor,

Ngibhala lencwadi ngokuzinmisela akukhulu ngibonga kakhulu "uSAMWU". Ngaqala ukusebenza laphu kwamasipala ngomhlo ka1993 - 01 - 27, njalanje umabekhuluma, nge "Funeral Scheme" ukuthi masijoyine minabengin-gafuni ngoba ngithi ngitlola imale encane kakhulu ngoba sasihola ngefothi night R235. Ngomhla ka1994 uBaba ongizalayo bamdubula washona ngaya kwaMasipala bangijisha R100 emholweni wami kwathi ngeFothi night bayidonsa futhi, ngaqala ngafunda isifundo lagisho kuthe emva kaloko ngaqalo ngajoyina "uSAMWU" ngafaka umabazali bami kanye nobazabi bokabomama ngonyaka ka1999 washona umama

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 X/9, Athlone, 7760

kamoma wami, kungekho nto abuzoyenza uSAMWU wangiceda kakhulu, sambeka kahle umzali kamama. Kuni bafowethu abangaka joyini uSAMWU phangisani nijoyine uSAMWU ngoSAMWU uzophila futhi uzophuma ezinkingeni ngemali encani kakhulu. Ngiyabonga SAMWU, phambili ngoSAMWU phambili.

Bafana Simon Radebe, Sebokeng

Editor's Reply - the comrade started as a municipal worker in 1993, and did not join the SAMWU Funeral Scheme because he was only earning R235 every fortnight. But when his father was shot dead in 1994, the municipality only loaned him R100 for the funeral. After this, the comrade joined the scheme and laid his wife's mother to rest in a dignified manner in 1999 when she passed away.

Dear Comrades,

Ke Mobadi wa bukana ena yaWorkers News ka mehla. Lehlohonolo ho batho ba e balang empa bomadimabe ho ba sa e matseng. Union ya rona e re etse tsa dintho tse kgolo ka di nako tsohle empa ke rata ho demosa di Cde tse bang di kgella union fatshe mme ba sa balle ho sala melao ya Union morao. "Hlokomela" ke bua le di Cde's tse ratang ho sebedisa nnotahi "jwala" ka nako tsa tshebetso, tsebang hore ha re fila tabeng eo Union ha ho moo e emelang botahwa teng kgahlaeong le bo ramesebetsi. Ha re se hlodiswe dinyewe ke lone di Cde's. Ke setho sa SAMWU ke tla ohula ke le sona ka di nako tsohle.

I am an avid reader of **Workers News**.

Good luck to those who read it and bad luck to those who don't. Our union does great things for us all the time, but I would like to warn the comrades who look down upon the union and who do not obey the rules of the union. "Be warned!" I am referring to the comrades who are fond of using intoxicating drinks, "liquor", during working hours. I would like you to know that the union cannot help you in such cases. The union cannot

stand up against management in defense of drinking on the job. Please comrades, do not make us lose cases. I am a member of SAMWU and will always be one. Your comrade,

Ruben S Dasheka, Edenville.

Dear Comrades,

We greet our leaders. I would like to give an input regarding wages. We would like to thank SAMWU, because since we joined, we have found freedom. Even before we voted in 1994, SAMWU had already freed us, because in the previous government we got an annual increase of R50 before joining the union, but once we joined the union we 'saw' money to enable us to raise our children. All in all we say thank you, and forward with the workers' struggle.

Mbuyiselo Matonana, Sasolburg TLC

Pos asseblief jou
brief in enige taal
na:
Workers' News,
Private Bag X/9,

Dear Comrades,

The workers were not happy with the wage settlement because we settled on the same amount as last year. This year, the workers expected R250.00 at least. The price of everything goes up a lot. But we just have to accept that half a loaf is better than no bread. The best thing was the

minimum wage of R1335.00. The people really deserve that, and without the union the workers would not have won that. I was also glad to read about the co-operation with IMATU through the negotiations. Wages are a sensitive issue because it involves money. On this issue the unions should have one position to show the employers. The unions may differ on how to educate workers but at the end of the day the workers are expecting the union to service members satisfactorily. Forward for a better increase Millennium Year.

Angi Ngidi - KZN Durban Metropolitan

Dear Workers' News,

I would like to give my view about the increase that we got this year. I am very happy about it because there are other workers who are still getting less than R 1335 elsewhere. This is due to the fact that the Central Government has reduced monies, which are supposed to be allocated to the municipalities. Nevertheless, I still feel the R 230 or 7,9% is much better. I used to attend all meetings where we got report backs. I am happy with the solution reached. Our representatives at the negotiations made sure that the last amount they agreed upon is not reduced, it must remain at R230. Thank you, Sir.

Nkotsi Ishmael Likhang, Hennenman Municipality

Halala Comrades Halala,

I'd really like to stress on wages. You tried hard to undertake an increment for the people. It is not an easy task but I'd like I'd say, "Thank you comrades" for doing your level-best. I'd like to thank the comrades who worked hard on the June 2 on these free and fair elections.

Cde Elizabeth Tsabalala, Mafahlaneng

The Alliance Debate

In the last Workers' News, ANC Councillor Hennie van Wyk (previously a SAMWU member), wrote a letter calling for the breaking of the ANC-SACP-COSATU Alliance. Here are two more letters picking up on the Alliance debate...

Dear Comrades,

SAMWU is a shelter to all municipal workers, irrespective of the size of a local authority. Take for instance our council - Orkney Municipality. But as a worker leader I sometimes question myself about the alliance of ANC, SACP and COSATU. Is it meant for the white capitalists or the poor of the poorest? If you talk about "Equal Employment Opportunities and Affirmative Action" you seem to be speaking the language of the Alliance. But our very comrades from ANC (I'm referring to councillors) are the first to say that there are financial constraints, as though they are town treasurers.

In other instances you find councillors performing duties of members. In the Housing Division there is a certain councillor who reports for duty like all council employees. One of our comrades is now his personal driver to and from work, I tried several times to knock some sense into his head but to no avail. Certain councillors are now personal friends of white officials and as a result they even bribe or canvas for their friends to be employed. Another concern is all the top management is white only and when you question that, the very councillors will tell you that is the fault of SAMWU!

We are being accused of not complying with the proposals of the management in as far as the establishment of the affirmative action steering committee is concerned. Our argument is based on the fact that we are not in a position to bargain with Mickey Mouse unions with 1 - 8 members. They want us to bargain with unions which are not bargaining nationally and provincially

Lastly I would like to thank the entire executive committee of the Southern Branch (North West Province); SAMWU North West and SAMWU National Office Bearers for their service to us. VIVA SAMWU VIVA!! VIVA WORKERS NEWS!

Comrade Tbeho Tsie, Orkney Municipality

Dear Comrades,

As a former Samwu Shopsteward and current member of the Gauteng Provincial Legislature, Deputy Chairperson of the ANC East Rand, as well as a PEC member of the SACP in Gauteng, I wish to congratulate you on your informative magazine which I get from our SACP office. I read with keen interest a letter from Hennie Van Wyk, ANC Councillor, on the alliance.

As a revolutionary I respect his personal view on the matter. However, as he is an ANC Councillor, I expect him to express an opinion informed by unambiguous documents like the ANC Strategy and Tactics and Umrabulo, not by rhetoric that comes from disgruntled ultra-leftists. SAMWU, through its magazine, puts it crystal clear why workers should vote the ANC. It fundamentally contradicts the Councillor's aspersions that COSATU has given the ANC a blanket support. My understanding of COSATU's call to workers to support ANC is not based on any blank cheque but on concrete things that the ANC has done for workers in this country. Therefore to suggest that COSATU is a lame-duck of the ANC is devoid of any truth.

I also differ with the notion that has been championed by the bourgeoisie to suggest that Unions should not concern itself with political issues but shopfloor matters only. We should not forget that when oppressive labour laws were put in place by the Nationalist Party, it was to advance an agenda which saw Africans, Coloureds and Indians as tools to protect the causes of white minority. A country's future depends on how workers are treated. There can be no economic growth without stability based on sound recognition and protection of workers' rights.

Coming to the issue of breaking the alliance, my impression is that he thinks that we are in a religious alliance with the ANC! The National Democratic Revolution demands that this alliance become stronger given that the terrain of struggle has changed. The gains that ensured workers rights are recognized and protected cannot be left to some invisible hand, but can be safeguarded by a government that understands the NDR's objectives of building a non-racial, non-sexist, democratic South Africa. This conviction is not based on some utopian theory that is not informed by any reality, but by a clear understanding of the struggles of the masses of our people.

Pule Malefane, Johannesburg

Dear Comrades,

I am a clerk in Norwood in Gauteng. I want to raise a few issues. Some SAMWU members bought houses under the Johannesburg Pension fund. But now they are suffering because the bond for these houses means we pay for twenty five years. 25 years is too much and this thing we call a bond, is bringing our people back to sorrow. The other issue is training of the workers. There is nothing happening. Also workers are dying every week and month and there is no replacement. The management are happy because they are saying it is job creation if they can bring their contractors in. My question to SAMWU is what kind of job creation is this? If we can allow management to do such things then SAMWU is not acting like an affiliate of COSATU. I also want to ask those who represent SAMWU in the Bargaining Council to come and get a mandate from members before they negotiate about conditions of service. When the workers wanted to transfer to the pension fund where they can have a voice, we were told the issue is going to be discussed at the bargaining council. Somehow we became confused because the bargaining council is there to negotiate about conditions of service not the workers' money. We are SAMWU members but our provident funds are still under the control of IMATU. What I have realised is that our members getting dismissed, just get what they contributed with no interest. They only get a good benefit when they die. Are we working to die or are we working for our children's future?

My last request is can we get Workers' News at our own addresses because once it goes to the branches it gets to workers very late.

Sibhamu Pat Ndzabe, Norwood.

Editor's Reply - The divisional bargaining council is not limited to discussing conditions of service. Although it does not discuss wages/salaries (which is discussed at the National Bargaining Council), it could discuss matters having a financial implication. In this instance divisional bargaining councils are supposed to determine which funds are approved in their division. The Greater Johannesburg division has been extremely tardy in developing their selection. This selection should include the Samwu National Provident Fund to which members will then be able to transfer. Workers should put pressure on the branch to have this matter addressed at the divisional bargaining council.



Dear Comrades,

As a member of SAMWU; working in Krugersdorp Local Council I would appreciate if you could send me your "Workers News" every month because I saw one June. It was my first time reading that "Workers News." You can send it to P.O.Box 94 Krugersdorp, 1740. Attention: to **Neville Mlauli**.
Editor's Reply - Comrade, you should have been getting Workers' News for almost three years now, four times a year, from your organiser. Your letter has been passed to the branch. Feel free to call 8385627 to ask for SAMWU magazines.

Dear Comrades,

I was recently forced to resign from my job as an electricity worker in the Bloemfontein Municipality. I want Workers' News to publish my letter of resignation so that all comrades can see what trouble I have suffered. Here is my letter:

"This is a 24 hours resignation notice. I would like to bring your attention to the following issues. The promotions, working conditions, progressions and appointments of black people are not equitable to the people. I have in many instances found myself working in sub-human conditions, violation of human rights and discriminating verbal abuse. This is the condition in which our people are faced with. If you dare speak up against this you become victimised and you are continually threatened with unemployment.

It is too much of a coincidence that management of Bloemfontein electricity is only white and Afrikaner. According to me they are only a group of white boys doing each other favours. If it were a transparent situation most of them would not be occupying the positions they are now occupying. The order of humanity in this department is still White on top, followed by Coloured and Indians and lastly Blacks. There is not a single person in management, not even a single one of them who says "No this is wrong, lets stop it" You must be white if not you should understand Afrikaans in order to be promoted.

Up to this day I do not know what actions were taken against the person who insulted me. Racism is still rife in Bloemfontein Electricity. Bloemfontein Electricity needs help, urgent help.

According to me the fact that we are in a new dispensation, where Nelson Mandela has been and now Thabo Mbeki is a president, where we are all equal, seems to be an uncomfortable reality to them or for them to accept. To them black leadership translates to incompetency and corruption. I fail to understand

I fail to understand why there is not even a single black person in the management of Bloemfontein Electricity. According to them only white people can lead. They are still locked in the horns of the past apartheid creations. SAMWU has tried and up to this point is trying still to show them the way.

According to me they are mad and upset about the reality. They do not want to come to terms with the reality, that we are all equal, that the previous disadvantaged people have to be affirmed, that our union is competent and capable. To me they apply these racist mechanisms to psychological escape from the reality. They just cannot come to terms with the fact that SAMWU is an integral part of solutions, that most solutions could be easily realised if they worked with SAMWU instead of against SAMWU.

To keep quiet and sweep things under the carpet, will be a disgrace and an insult to our nation and all what we fought for. It will indeed be an insult to the sacrifices made by people such as Nelson Mandela and to all who sacrificed their lives to free our country.

I do not in anyway find or see a future, even the slightest, for me in Bloemfontein Electricity. There is no place for me here. The racism and harassment towards me is too much to bear. I cannot take it anymore, not even for one more day, hence this resignation. Signed:

Thulani Maphalala, Bloemfontein.

Editor's Reply: Over the past few months SAMWU has lodged disputes and taken to the streets more than once, especially in the Free State, because of racism. The union will keep on fighting this evil until we stamp it out for once and for all! In this case, the comrade was lucky enough to get another job at Eskom after he resigned from the municipality. SAMWU appeals to all members: do not resign from your job unless you have another job! Rather bring racism to the attention of your branch office bearers immediately so that disputes can be lodged and the racist management exposed!

Maqabane,
Ngisanda kuphoqelesa ukuthi ngishiye phansi umsebenzi kagesi ebengiwenza kwaMasipala waseBloemfontein.

Nansi incwadi yami:

"Lena yinothi yamahora angama-24 yokushiya phansi umsebenzi. Ngizithole sengisebenza ngaphansi kwesimo esisilulazayo isithunzi sami, amalungelo ami obuntu ehlukunyezwa, ngichashwa nangenhlamba. Uma umuntu ezwakalisa ukungeneliseki ngenxa yalesimo ukhishwa inyumbazana, asongelwe ngokuthi uzophelelwa ngumsebenzi.

Sengathi kuyinto yangabomu ukuthi abaphathi bogesi eBloemfontein bamhlophe bonke futhi bonke bakhuluma isiBhunu. Ngokubona kwami bayiqembu labafanyana abamhlophe abadudene nabafuna ukudla bodwa. Akukho noyedwa kulabaphathi oke ezwakale ethi 'Cha, akulungile lokhu. Masingakwenzi.' Ukubandlululwa ngokobuzwe kusagcwele eBloemfontein Electricity. Sesingaphansi kombuso omusha manje lapho UNelson Mandela ebenguMongameli kanti manje sekuphethe uThabo Mbeki. Kodwa kubo, ubuholi bomuntu omnyama busho kuphela ukwehluleka nokukhohlakala. Kubo, umlungu kuphela ongaba ngumholi. U-SAMWU usazama ukubabonisa indlela. Mina ngibona sengathi bagula ngengqondo. Kuyala kubo ukuthi bakwemukele ukuthi izinkinga eziningi zingaxazuleleka uma bengasebenzisana noSAMWU kunokuthi balwe noSAMWU.

Ukuthula ngingasho lutho kungaba yihlazo. Kungaba yinhamba kulabo bantu abazinikela, abafana noNelson Mandela kanye nakulabo abanikela ngemiphefumulo yabo ukuze lelizwe likhululeke. Angisenandawo lapha. Angisakwazi nakancane ukukubekezelela lokubandlululwa ngokobuzwe nokuhlukunyezwa. Ngeke, kwanele. Ngeke ngisalumela olunye usuku, nolulodwa vo!

Kusayine: UThulani Maphalala, eBloemfontein.

Impendulo yoMhleli:

Sekukaningi uSAMWU ebhikisha ezitaladini ngenxa yokubandlululwa kwabasebenzi ngokobuzwe, ikakhulukazi eFleyistata. Inyunyana izoqhubeka nokulwa nalesihlava size siphela nya! Kuloludaba, iqabane laba nenhlahla ukuthi lithole omunye umsebenzi kwa-Eskom.

U-SAMWU uyacela kuwo wonke amaqabane ukuthi angawushiya phansi umsebenzi engakawutholi omunye umsebenzi! Kunalokho, shesha uqwashise ihhovisi legatsha langakini ngokubandlululwa ngokobuzwe okuqhubekayo lapho usebenza khona ukuze kumenyezwe umbango, nalabo baphathi badalulwe!

Di-Comrade tse ratehang,
Haufinyane ke sa tswa qobellwa hore ke tlohele mosebetsi wa ka lefapheng la motlakase mane ho Mmasepala wa Bloemfontein. Lengolo la ka ke lena:

"Ena ke nothisi ya dihora tse 24 ya ho leboha mosebetsi. Ke iphumane ke sebetsa tlasa maemo ao motho a ke keng a a emela, moo ho neng ho na le ditlolo tsa ditokelo tsa botho ekasitana le dithohako. Ha o bua kgahlanong le hona o ne o tshwarwa ka tsela e sa lokang mme o tshabiswa ka hore o tla fellwa ke mosebetsi. E bile ntho e itletseng ka sewelo hore le manejeменте ya lefapheng la motlakase la Bloemfontein e be makgowa a buang puo ya se-Afrikaans. Ho nna batho bana ke sehlotshwana sa bashanyana ba makgowa ba tshehetsanang ka ho nka mahlakore. Ha ho le motho a le mong ho tswa ho manejeменте, ya reng "Tjhe, hona ha ho a loka, ha re ho thibeleng". Kgethollo ya merabe ke ntho e sa ntsaneng e tletse Lefa-pheng la Motlakase la Bloemfontein. Re se re le tsebetsona tse ntjha tsa dipolotiki mona naheng ya rona, moo Nelson Mandela a kileng a ba mopresidente mme jwale o se a tswile ho kene Thabo Mbeki, empa ho sehlotshwana sena sa makgowa, boetapele ba batho ba batsho ho bona bo bolela ho hloka bokgoni ekasitana le bobodu feela.

Ka ho ya ka bona ke makgowa feela a ka kgonang ho ba baetapele. SAMWU e ntse e leka ho ba bontsha tsela. Empa bona ba bona hona e le bohlanga feela. Ha ba utlwisise hore diphetho tse ngata di ka fihlelwa ha feela ba ka sebedisana le SAMWU ho ena le ho sebetsa kgahlanong le yona. Ho kgutsa feela e ka ba ntho e tlontlolang. E tla ba thohako ho sehlabelo tse entsweng ke batho ba jwalo ka bo-Nelson Mandela le ho bohle ba entseng sehlabelo ka maphelo a bona bakeng sa ho lokolla naha ena ya rona. Mona ke bona ke se na sebaka ho hang. Kgethollo ya merabe le hlekefetso eo ke e fumanang nke ke ka di emela. Ha ke sa kgona ho mamella ntho e tshwanang le ena, leha e ka ba letsatsi le le leng feela.

E saennwe ke: **Thulani Maphalala, Bloemfontein**

Karabo ya Mohlophisi: SAMWU e se e phatlaladitse ditsekisano tse ngata mme ya kena mebileng e hwanta ka makgetlo a mangata, haholo-holo mane Foreistata, e le kgahlanong le kgethollo ya ho ya ka merabe. Yunion e tla tswellapele ho lwantshana le bokgopo bona ho fihlela bo ba bo fela! Tabeng ena, comrade o bile lehlohonolo ho fuma mosebetsi o mong hape Eskom. SAMWU e etsa boipiletso ho ditho tsohle hore le se ke la tlohela mesebetsi ya lona pele le fuma mesebetsi e meng! Le ka mpa la hlahisa pepeneneng kgethollo ena ya merabe ka ho tsebisa batshwari ba ditulo diofising tsa makala a lona, mme hona le ho etse ka potlako e le hore ho tle ho phatlalatswe tsekisano mme le manejeменте eo e tsebahatswe pepeneneng.



WINNING LETTER 2

Dear Comrades,

I write this letter as a proud member of SAMWU. When this union was launched years ago, yes I was present! I was from the Transport and General Workers Union (T&GWU) and I helped draft the constitutions of SAMWU and elect the emblem of this union up to the launch of it. I remember the words of former

General Secretary Cde John Erntzen and its long lasting President, Comrade Petrus Mashishi who said "The Giant is Born." Even Cde Sidney Mufamadi as the former General Secretary of COSATU was there to share his view. The first meeting with me in Alberton as a Delegate made

my vision a little bit wider in workers' struggle. But, Comrades, my intention is to proudly say that even now as a member I am more than happy to thank my shopstewards of Highveld Ridge TLC - Sabelo, Wycliff, Herold, Thandi,

Primrose, Moleke, Dominic,

Rose, Ace and not forgetting Cde John (organiser) and those others who sacrificed. I say proudly, comrades, you fought to drive an undriven train to the direction of your democratic principles. You fought and some died. It was not easy to be in the re-

Bhala incwadi noma yingaluphi ulimi. Lokho kungakwenza ukuthi uzizule umsakazo! Thumela incwadi yakho kuleli keli: Workers' News, Private Bag X/9, Athlone 7760

engineering process of the TLC for the first time and to work like experts. But now I can assure anybody to consult with this Local Shopstewards Council if they want any advice on such matters. The two other unions were silent as if they don't exist and never have. Viva SAMWU Viva! Aluta Continua! United we stand, divided we fall.

Elias Mashinini, Secunda

Municipalities that refuse to transform!

Some bosses seem to think they are still living in the old South Africa where they can abuse and intimidate workers. They seem not to know that there are laws about employment equity. These bosses still refuse to negotiate with the union around major issues like retrenchments of workers.

SAMWU calls these "municipalities that refuse to transform!" Each *Workers' News* will feature one of these municipalities. Please send in your story - you could win a SAMWU t-shirt and bag! In the second part of this series, Shopsteward Tshoute Lebitsa reports from Lindley Municipality in the Free State...

Heyta comrades heyta! We want to disclose what is happening inside Lindley Local Government!

Council started more than a year ago to discuss retrenchments of 17 members without informing SAMWU. SAMWU put a stop to these discussions (at first union shopstewards were charged with disrupting the meeting). Agreement was reached that workers over 60 years should take early retirement. But the bosses broke this by refusing to retire the 64 year old Town Treasurer. SAMWU members over 60 years retired, even though they didn't want to. But the council instead extended the treasurers contract by two years!

Other problems are that members doing office work had R100 deducted from their wages, after money went missing in the cashiers office. This was done without investigations. SAMWU felt that because the cashier is a white member of IMATU, this was a racist attack on our members!

SAMWU has now given notice to strike. Our demands were:

- that the money should be refunded to SAMWU office members
- that the two year contract between the employer and the Town Treasurer be scrapped
- implement the recommendation that the Treasurer be retired

So far management has ignored SAMWU, even when we went on strike for two days. Now we have taken the matter to the Bargaining Council on these grounds: the retrenchments procedure was racially discriminatory, so the union is claiming unfair dismissal for all our members that were made to retire early.

There is no affirmative action in Lindley municipality because all decisions are taken by conservative Town Clerk. She is even controlling our ANC Councillors. In conclusion, Lindley comrades want to ask all SAMWU members to unite and fight against nepotism and corruption!

Kuluhlulwesi lwesibili lwawomasipala abenqabayayo ukuguquka, ake sifakele izibuko uMasipala wase-Lindley, eFleyistata.

UTshoute Lebitsa, i-shopsteward, wabikela iphephandaba iWorkers News ukuthi lomkhandlu wedolobha waqala ukuxoxisana ngodaba lokudilizwa kwabasebenzi abayi-17 esikhathini esingangonyaka esedlule ngaphandle kokubonisana noSAMWU. U-SAMWU waziphelisa lezo zingxoxo (umkhandlu waqala ngokubeka ama-shopsteward icala lokuphazamisa umhlangano). Kwavunyelwana ngokuthi abasebenzi asebeneminyaka yobudala eyevile kwen-gama-60 bathathe umhlalaphansi ngaphambi kwesikhathi (early retirement). Kodwa abaphathi basephula lesivumelwano ngokuthi benqabe ukumthathisa umhlalaphansi uMgcinizimali weDolobha owayese-neminyaka engama-64 yobudala. Kunalo-kho, basengeza ngeminyaka emibili isivumelwano sakhe nabo somsebenzi (contract)!

Ezinye izinkinga zadalwa ukuthi abasebenzi abasebenza ehhovisi badonselwe uR100 umsebenzi ngamunye emuva kokuthi kunyamalale imali ehhovisi lezimali (cashier's office). Lokhu kwenziwa kungazange kuqalwe ngokuphenya. Kwamkhangela uSAMWU ukuthi amalungu ethu ayebandlululwa ngokubuzwe ngoba u-cashier emhlophe

futhi eyilungu lika-IMATU! U-SAMWU usememezele ukuthi kuzoba nesiteleka. Sifuna ukuthi amalungu ethu asebenza ehhovisi abuyiselwe imali yawo nokuthi lesivumelwano somsebenzi seminyaka emibili phakathi komqashi noMgcinizimali weDolobha sichithwe futhi kwemukelwe nesiphakamiso sokuthi uMgcinizimali weDolobha naye akathathe umhlalaphansi.

Kuze kube manje, abaphathi bakushaya indiva okushiwo nguSAMWU, naphezu kokuthi eseke wateleka izinsuku ezimbili. Manje loludaba sesilwedlulisele eMkhandlweni wokuBonisana (Bargaining Council) ngenxa yalezizathu:

- Uhlelo lokudilizwa kwabasebenzi lwenziwa ngokubandlulula ngokubuzwe, ngakhoke siyinyunyana sithi amalungu ethu athathiswa umhlalaphansi ngaphambi kwesikhathi kusho ukuthi axoshwa kungafanele (unfair dismissal).
- Alukho uhlelo lwe-affirmative action kwamasipala waseLindley ngoba zonke izinqumo zithathwa nguNobhala weDolobha onguntamolukhuni. Namakhansela angamalungu e-ANC imbala alawulwa nguye.

Elokugcina, amaqabane aseLindley afuna ukuthi wonke amalungu kaSAMWU abumbane ukuze alwe nomkhuba wokunikana izikhundla ngokuzalana kanye nenkohlakalo.



In die tweede reeks oor munisipaliteite wat weier om te transformeer, kyk ons na die munisipaliteit van Lindley in die Vrystaat.

Tshoute Lebitsu, 'n vloerbeampte, het aan Workers News vertel dat rade meer as 'n jaar gelede begin het om die afdanking van 17 lede te bespreek sonder om SAMWU daarvan in te lig. SAMWU het 'n einde gemaak aan hierdie besprekings (aanvanklik is die vakbond se vloerbeamptes daarvan aangekla dat hulle die vergadering verstoer het). 'n Ooreenkoms is bereik dat werkers ouer as 60 jaar vroeg moet aftree. Maar die base het hierdie ooreenkoms verbreek deur te weier om die 64-jarige Stadstessourier te laat aftree. In plaas daarvan het hulle haar kontrak met twee jaar verleng!

Ander probleme is dat R100 by die lone van lede wat kantoorwerk doen, afgetrek is nadat geld in die kassier se kantoor weggeraak het. Dit is gedoen sonder ondersoek. SAMWU het gevoel dat omdat die kassier 'n wit lid van IMATU is, dit 'n rassistiese aanval op ons lede was! SAMWU het nou van 'n staking kennisgewing gegee.

Ons eise was dat die geld aan SAMWU-ampsdraers terugbetaal

moet word, en dat die aanbeveling dat die Tesourier moet aftree, geïmplimenter moet word.

Tot dusver het die bestuur SAMWU geïgnoreer, selfs toe ons vir twee dae gestaak het. Nou het ons die saak op die volgende gronde na die Bedingsraad geneem:

- die afdankingsprosedure diskrimineer op grond van ras,
- en daarom eis die vakbond onbillike afdankings vir al ons lede wat gedwing is om vroeg af te tree.

Daar is geen regstellende optrede in die Lindley munisipaliteit nie, omdat al die besluite deur 'n konserwatiewe Stadsklerk geneem word. Sy beheer selfs ons ANC-raadslede.

Ten slotte, kamerade in Lindley wil alle SAMWU-lede vra om te verenig en te veg teen nepotisme en korrupsie.

*From Left:
Xaba Ben
(Chairperson),
Lebitsa Tshoute
Ephraim
(Branch
Secretary),
Sarah Molaba
(Shopsteward).
Another
Shopsteward,
Mthimkulu
Thomas,
was not available
for the photo.*



Letotong la bobedi la bommasepala ba hanang ho ba le diphetoho, re sheba Mmasepala wa Lindley mane Foreistata.

Tshoute Lebitsa, eo e leng shopsteward, o boletsetse ba Workers News hore dikhansele di qadile nakong e fetileng e ka bang ka hodimo ho selemo kaofela ho bua ka ho fokotsa ditho tse 17 ntle le ho rerisana le SAMWU. SAMWU e ile ya emisa ditherisano tsena (qalong di-shopsteward tsa yunione di ne di behilwe molato wa hore di ile tsa sitisa kopano). Ho ile ha fihlelwa tumellano ya hore basebetsi ba ka hodimo ho dilemo tse 60 ba tshwanela ho nka penshene ya pele ho nako. Empa bahiri ba ile ba tlola tumellano ena ka ho hana ho isa pensheneng Town Treasurer e nang le dilemo tse 64. Ba ile ba eketsa konteraka ya hae ka dilemo tse pedi!

Bothata bo bong ba rona ke ba hore ditho tse etsang mosebetsi wa ofising di ile tsa hulelwa tjhelete e ka ka R100 meputsong ya tsona, mme hona ho ne ho etsuwa ka baka la hobane ho ile ha lahleha tjhelete ofising ya cashier.

Hona ho entswe ntle le ho etsa dipatlisiso. SAMWU e ile ya bona hore hona ho etsuwa hobane feela cashier ena e le motho e mosweu eo hape e leng setho sa IMATU, mme ya nka hoo jwalo ka phutuhelo ya semorabe ho ditho tsa rona! SAMWU jwale e se e fane ka nothisi ya ho seteraeka.

Ditseko tsa rona ke tsa hore ditho tsa SAMWU tse sebetsang ofising eo di kgutlisetswe tjhelete ya tsona; le hore konteraka eo ya dilemo tse pedi mahareng a Town Treasurer le mohiri e fediswe, mme sephetho sa hore Town Treasurer

eo e ye pensheneng se kene tshebetsong hang-hang.

Ho fihlela ha jwale manejemente e ntse e sa batle ho mamela SAMWU, leha re bile le seteraeke sa matsatsi a mabedi. Jwale re se re isitse taba ena Khanseleng ya Ditherisano tse Kopanetsweng hore ho elwe hloko mabaka ana a latelang: tsela ya ho fokotsa ha basebetsi e ne e kgetholla ka ho ya ka merabe, kahoo yunione e tseka hore ditho tsohle tsa yona tse ileng tsa iswa pensheneng pele ho nako di tebetswe ka tsela e se nang toka.

Ha ho na tshebetso tsa ho fana ka menyetla ho bao ba neng ba sa e fuwe (affirmative action) ho mmasepala wa Lindley hobane diqeto tsohle di etsuwa ke Town Treasurer ena e sa batleng diphetoho. E bile e laola le Dikhanselera tsa ANC.

Special COSATU Congress 1999!

The Special COSATU Congress was held from August 18th-20th, 1999 with almost two thousand trade unionists from all affiliates meeting in Johannesburg for three days of elections and debates. 155 SAMWU delegates attended. Out of these 155 comrades, 35 were women. This put SAMWU in "third place" out of 17 unions for the high number of women leaders in the delegation! Well done comrades, next time let's see one half!

The Congress got off to a thorny start when it was discovered that delegates were given COSATU caps made in China. This goes against the COSATU "buy local campaign" and is also a problem when comrades considered that clothing workers in China make these type of caps under very bad conditions, even using child labour! The COSATU General Secretary, Cde Zwelinzima Vavi, called all delegates to remove their caps from their heads and throw them down in the front of the hall. Seen in this photo is the SAMWU Acting Deputy General Secretary, Cde Tom Ngobeni, throwing down his cap!

The main aim of the Special Congress was to elect new office bearers. The federation had been run by a special committee since June, when some of the National Office Bearers went to Parliament. SAMWU is very proud that our own President, Cde Petrus Mashishi, chaired this committee and also chaired the first day of the Special Congress before the new Office Bearers were elected.

Apart from elections, the Congress was taken up by speeches by ANC Chairperson Terror Lekota, SACP General Secretary Blade Nzimande and Nigerian Labour Congress President, Adams Oshiomhole. There was debate around the public sector wage demand, which was unresolved at that stage. Emergency resolutions were passed on this, on the Alliance, on the crisis of HIV/AIDS facing workers and on the crisis of job losses. At the end of the Congress, delegates adopted a COSATU programme of action.

Because the resolutions are very long, this edition of *Workers' News* covers the Declaration on the Current Jobs Crisis, the speech by the President of the Nigerian Labour Congress, and the Programme of Action. The HIV/AIDS declaration has been made into a poster in five languages that has been posted to all SAMWU shopstewards, and is also available at branch offices. If you would like a free poster, please send your name and address and language to SAMWU. If you want copies of any other resolutions or speeches, contact your branch office.

SEPTEMBER 1999



Let's see what the Congress decided to do about the current Jobs Crisis:

Declaration on the Current Jobs Crisis

We today declare that we are sick and tired of the senseless destruction of jobs in our country. We say, so far and no further!

We are facing a national crisis of job loss and rising unemployment which is deepening poverty and inequality, and threatening the gains of our new democracy. Despite the agreements of the Jobs Summit in October 1998, employers continue to throw workers onto the street in large numbers. Inappropriate macro-economic policies, in the form of Gear, are stifling the economy, and leading to job loss. The high unemployment rates inherited from the apartheid era continues to grow.



The extent of the crisis

Workers are being retrenched in large numbers in all major economic sectors:

- ❑ Between 1996-1999 there was a net loss of over 365 000 jobs in the non-agricultural sectors. If we include agriculture, and the public sector, the figure is even higher.
- ❑ Over 150 000 mineworkers lost their jobs between 1997 and 1999. Six mines have notified the Gold Crisis Committee of intended retrenchments, and 28 000 jobs are at stake in the next 2 months.
- ❑ Over 110 000 jobs have been lost in manufacturing sectors between 1996-1999. This includes 22 000 jobs lost in the clothing textile and leather industry last year; and 2 000 jobs a month in engineering.
- ❑ Between 1995-1999 over 110 000 jobs have been lost in the construction industry, with BIFSA predicting a further 30 000 jobs will be lost this year;
- ❑ Between 1996-1999 over 80 000 jobs have been lost in the service sector;
- ❑ Between 1996-1999 over 30 000 jobs have been lost in the transport sector;
- ❑ Despite Finance being one of the only sectors to generate jobs since 1994, nearly 10 000 jobs were lost in this sector between 1998-1999;
- ❑ The parastatals continue to retrench workers, with Spoornet threatening to retrench 27 000 workers and Telkom 11 000;

❑ The public sector employs 170 000 fewer workers than it did four years ago.

Behind the statistics are families whose lives are being ravaged by this massive job destruction. Every worker supports a number of dependants. Retrenched workers are often from the poorest communities and regions in the country, including rural areas.

WE CANNOT ALLOW THIS CARNAGE TO CONTINUE!

The causes of job loss

The new government inherited a mismanaged and stagnant economy which had been destroying jobs for 25 years. However, policies introduced since 1994 have not reversed this trend. Some of the major causes of the job loss are:

- ❑ The investment strike by South African corporations. Investment continues to be ploughed into speculation on the stock exchange, rather than new equipment and people. Increasingly South African corporations are disinvesting from the country, and making their investments in other regions of the world
- ❑ Employers continue to retrench us as a mechanism of first resort - to increase profits, and lower costs. In the mining industry last year, when tens of thousands of workers were retrenched, mining profits rose nearly two and a half times, and dividends paid to shareholders rose more than nine times!
- ❑ Gaps in the law make it easy to retrench. Employers only go through the motions of consultation;
- ❑ The policies pursued by the Reserve Bank are choking the economy. Real interest rates remain amongst the highest in the world, making borrowing for investment expensive, and encouraging speculation;
- ❑ Cuts in state spending to meet budget deficit targets are discouraging economic growth. Our economy has been growing slower than the population growth, leading to a drop in real GDP per capita;
- ❑ Privatisation, casualisation and outsourcing, undermine the quality of existing jobs, and destroy employment;
- ❑ Insufficient investment by the state and public corporations in employment creating activities;
- ❑ The lack of an effective employment-generating industrial strategy;

- ❑ Inappropriate trade and tariff policies, specifically reduction of tariffs faster than agreed GATT levels, are worsening job loss;
- ❑ Inappropriate management of exchange rate policies, which negatively affect specific industries.

WE REJECT ANY POLICIES OR ACTIONS, BY EMPLOYERS OR GOVERNMENT, WHICH WORSEN JOB LOSS, OR DO NOT ACTIVELY PROMOTE EMPLOYMENT CREATION!



The Country urgently needs a new approach

The proposals in the ANC Manifesto and the COSATU Central Committee Resolution, on Building the Economy and creating jobs should be used as a basis for addressing the crisis we are facing. These include:

Labour Market and Retrenchments

- ❑ As a priority, the amendment of the LRA to make retrenchments a compulsory negotiations matter;
- ❑ Strengthening of legal requirements to ensure full disclosure by employers of plans which affect employment;
- ❑ Amendments to the Insolvency Act to protect workers;
- ❑ Measures to penalise retrenchments, using tax, tender, and other instruments;
- ❑ Contributions to a Social Plan Fund should be made a legal obligation;

Public Sector and Public Enterprises

- ❑ Urgent negotiation of a National Framework Agreement for the public sector to govern restructuring, the expansion of the public sector, and proposals for cutbacks. The restructuring needs to be based on an agreed approach to the skills and services audit;
- ❑ All public corporations to publish employment plans, within agreed time frames, and amendment of the NFA for state owned enterprises to compel full disclosure and negotiations on restructuring plans;

Industrial Strategy

The urgent convening of Sector Summits, not later than the end of the year, prioritising those

sectors experiencing job loss, to negotiate sector plans to stop job loss, and create new employment. We demand a moratorium on retrenchments in the run-up to these summits, subject to agreements being finalised at these Summits.

- ❑ National Agreements negotiated at the Sector Summits need to be given legal force;
- ❑ Trade and tariff policy must actively promote employment, and limit job destruction. Tariffs must be brought back to the GATT agreed levels, as outlined in the attached Declaration. There urgently needs to be an agreement in the Alliance on our approach to the next WTO round, and pending trade agreements;
- ❑ All government agencies to review current policies, to ensure that procurement, industrial support are geared towards maximising employment and stemming job loss;
- ❑ Measures to promote labour intensive investment and diversification of our industrial strategy, without weakening or sacrificing existing sectors;
- ❑ Implementation of a national campaign to Buy Local and Invest South Africa;
- ❑ Tightening up of customs and excise enforcement, and rules and labels of origin, to combat dumping and the import of illegal goods;
- ❑ Development of a regional Southern African strategy to reduce the levels of unemployment;
- ❑ Exchange rate policy should be managed in a way which minimises job losses, avoiding artificially propping up the Rand, and considering devaluation of the Rand, when major export sectors are in trouble;

Macro-economic policy

- ❑ The introduction of measures by government to penalise speculation, and deter disinvestment;

- ❑ Measures to rapidly bring down the level of interest rates, and regulation of the financial sector to ensure access to affordable credit. A specific target for interest rates should be agreed on;
- ❑ Review of fiscal strategy and the MTEF, as well as restructuring of the GEPP, to release resources for massively expanded investment in service delivery, public works programmes, and infrastructure;
- ❑ Prescribed asset requirements need to be introduced to channel funds into job creating investment;
- ❑ Measures to reduce the effect of job loss
- ❑ Measures to address job loss and evictions on the farms, and implementation of a large scale land reform programme, to absorb unemployed people in the rural areas;
- ❑ Measures to promote the development of co-ops, self-employment and the social sector;
- ❑ Implementation of the Social Plan, and retraining of workers, before retrenchments take place, so that workers can be redirected to growth points in the economy;
- ❑ Measures to address the plight, especially of the long-term unemployed, women and youth;
- ❑ The urgent introduction of a social security system.

The time for talking is over! We want action now!

COSATU has put many of these proposals forward consistently over a long period, to employers, at Nedlac, in the Job Summit, and directly to Government. But the destruction continues.

**This COSATU Special Congress says:
The agreements which have been reached must
be implemented. Where existing policies are
not working, they must be changed. The time
for action is now.**

As an urgent priority:

- ❑ An Alliance Summit must be convened to deal with the Jobs Crisis, and agree on a programme for urgent implementation by Government and the Alliance;
- ❑ COSATU must engage other Federations, allied mass formations, and NGOs, in a joint campaign to address this crisis;
- ❑ Parliament should be requested to urgently convene public hearings on the jobs crisis;
- ❑ The names of companies who engage in mass retrenchments must be forwarded to COSATU for blacklisting;
- ❑ A programme of national mass action, following our Section 77 notice to NEDLAC, will be embarked on as outlined in the Declaration of the Special National Congress on the Programme of Action.

Isimemezelo Mayelana naNhlekelele yokuNgabikho kweMisebenzi

Siyamemezela namuhla ukuthi sesikhathele yilokucekelwa phansi kwemisebenzi. Naphezu kokuthi kwavunyelwana eMhlanganweni waBaholi omayelana neMisebenzi (Job Summit) ngo-Okthoba 1998, abaqashi basaqhubeka nokuxosha abasebenzi ngobuningi babo. Abasebenzi bagcwele ezitaladini. Imigomo ebhedayo yezomnotho ngokubanzi, njenganje i-GEAR, yiyo lena enswinya umnotho nesiholele ekuthini kulahleke imisebenzi. Imisebenzi incipha ngesivivini esikhulu kunaleso okudaleka ngaso imisebenzi kanti, minyaka yonke, inani labantu abangena ohleni lwabantu abaqalayo ukufuna imisebenzi linyuka nge-350 000.

Indlela esisabalele ngayo lenhlekelele:

- ❑ Abasebenzi basezimayini abevile kwabayi-150 000 balahlekelwe yimisebenzi phakathi kuka 1997 no 1999. Imisebenzi eyi-28 000 isengozini yokulahleka ezinyangeni ezimbili ezizayo.
- ❑ Imisebenzi eyevile kweyi-110 000 ilahlekile emkhakheni wezokukhiqiza (manufacturing) phakathi kuka 1996 no 1999.
- ❑ Phakathi kuka 1996 no 1999 kulahleke imisebenzi eyevile kweyi-80 000 emkhakheni wezokusizwa komphakathi (service sector).
- ❑ Phakathi kuka 1996 no 1999 kulahleke imisebenzi eyevile kweyi-30 000 emkhakheni wezokuthutha (transport).
- ❑ Umkhakha wabasebenzi bomphakathi (public sector) usunabasebenzi abayi 70 000 ngaphansi kwenani labasebenzi owawunabo eminyakeni emine eyedlule.

MASINGAYIVUMELI LENHLEKELELE UKUTHI IBHEBHETHEKE IYE PHAMBILI!

Isisusa sokulahleka kwemisebenzi

- ❑ Isiteleka sezinkampani ezinkulu zalapha eNingizimu Afrika sokwenqaba ukutshala izimali zazo kuleli. Seziya ngokwanda izinkampani ezinkulu zalapha eNingizimu Afrika esezikhiphe

izimali zazo ebezitshale kuleli, zayozitshala kwezinye izingxenyane zomhlaba.

☐ Abaqashi basaqhubeka nokuthi uma kuvela izinkinga, into yokuqala abayicabangayo kube ukudiliza thina basebenzi – ukuze bandise inzuzo banciphise nezindleko. Ngonyaka ofile, kwathi kungadilizwa abasebenzi basezimayini, inzuzo yalezo zimayini yanda ngokuphindwe kabili nengxenyane!

☐ Izintuba ezikhona njengamanje emthethweni wakuleli wezabasebenzi zenza ukuthi kube lula kakhulu ukuthi abaqashi basidilize emsebenzini. Okudingeka bakwenze ukuthi nje bashaye sengathi baqale babonisana nathi.

☐ Ukudayiswa kwamagugu omphakathi (privatisation), ukuqashwa kwabantu abasebenza amatorho kanye nokusetshenziswa kwezinkampani zangasese (outsourcing) kuyenza ingabe isabonakala njengebalulekile imisebenzi ekhona njengamanje, okuyinto eholela ekucekelekeni phansi kwemisebenzi.

☐ Imigomo ebhedayo elawula isilinganiso sokuqhathaniswa kwemali yakuleli nezimali zakwamanye amazwe (exchange rate) iyayikhinyabeza imikhakha ethile yezohwebo.

Inani labantu abadinga imisebenzi kanye nokudilizwa kwabasebenzi

☐ UMthetho wezaBasebenzi (i-LRA) kufanele uguqulwe ngokushesha ukuze kuphoqeilewe ngumthetho ukuthi makuboniswa kuqala phambi kokuthi kudilizwe abasebenzi.

☐ Imithetho ephoqeile abaqashi ukuthi bawabeke eshashalazini wonke amasu abo angase aholele ekulahlekeni kwemisebenzi kufanele iqiniseke.

☐ Kufanele kusungulwe izindlela zokujezisa ukudilizwa kwabasebenzi, kusetshenziswa uswazi olufana nentela, nezinye izijeziso.

Abasebenzi bomphakathi neMisebenzi yoMphakathi

☐ Kufanele kuboniswa ngokushesha ngoHlaka lwesiVumelwano lukaZwelonke (National Framework Agreement) lwabasebenzi bomphakathi (public sector) okuzolawulwa ngalo iziphakamiso zokwakha kabusha, ezokwandiswa kwenani labasebenzi bomphakathi

emikhakheni eshoda ngabasebenzi, nanoma yiziphi ezinye iziphakamiso ezimayelana nokushitshwa kwabasebenzi (redeployment) noma ukuncishiswa kwenani labo.

Isu lezohwebo (Industrial Strategy)

Kufanele kubizwe iMihlangano ephuthumayo yaBaholi beMikhakha (Sector Summits), ungakapheli lonyaka, kugxilwe kakhulu kuleyo mikhakha esiqale ukuphelelwa yimisebenzi, ukuze kucutshungulwe isu lezohwebo kabusha lomkhakha ngamunye ukuze kunqandwe ukulahleka kwemisebenzi, kudalwe namathuba amasha emisebenzi. Sithi make kumiwe ngokudilizwa kwabasebenzi kuze kwedlule lemihlango. IziVumelwano zikaZwelonke okwafinyelelwa kuzo kuleMihlangano yaBaholi beMikhakha kufanele ziphoqeilewe ngumthetho.



Makusungulwe uMkhankaso kaZwekonke osiqubulo sawo sithi: "Thenga eKhaya" nesithi: "Tshala izimali zakho eNingizimu Afrika".

Umgomo wezo-Mnotho ngokuBanzi (Macro-economic Policy)

☐ Makusungulwe izindlela zokusehlisa ngokushesha isilinganiso sentela (interest rate) nezizolawula umkhakha wezezimali ukuze kuqinisekise ukuthi izimali zokweboleka zifinyeleleka kalula. Kufanele kuvunyelwane ngesilinganiso sentela okufanele kuphokophelelwe kuso.

☐ Makusungulwe izindlela zokunqanda ukulahleka kwemisebenzi nokuxoshwa kwabasebenzi emapulazini, kusungulwe futhi nohlelo olusabalele lokubuyiswa kwemihlaba ukuze abantu abahlala emaphandleni bakwazi ukuziphilisa.

☐ Makusungulwe izindlela zokukhuthaza amakoporasi (co-ops), ukuzisebenza, kuthuthukise nomkhakha wemiphakathi (social sector). Makusungulwe izindlela zokuhlangabezana nezidingo zabantu asebenesikhathi eside bengasebenzi kanye nezidingo zabezimame nezentsha.

☐ Makusungulwe ngokushesha uhlelo oluphelele lokuvikelwa komphakathi (social security system). Sesiphelile manje isikhathi sokuleva! Phezu komkhono!

LoMhlangano
weKhethelo
kaCOSATU uthi:

□ Izivumelwano
osekwafinyelelwa
kuzo maziqale
zisebenze.

□ Lapho
kubonakala khona
ukuthi imigomo
ethile ayisebenzi,
mayiguqulwe.

□ Isikhathi
sokuthi kubhuku-
lwe yiso lesi.

**Njengezinyathelo
eziphuthumayo:**

□ makubizwe uMhlangano
waBa-holi beNhlanguanisela (Alliance
Summit) ukuze kudingidwe lenhle-
kelele yokuntuleka kwemisebenzi,
kuvunye-lwane nangohlelo oluphu-
thumayo okufanele lusetshenziswe
nguHulu-meni kanye neNhlangua-
nisela (Alliance);

□ uCOSATU kufanele afakane
imilomo nezinye iziNhlanguanisela
zeziNyunyana (Federations), nemi-
butho yomphakathi encikene nazo
kanye nama-NGO ukuze kubhekwa-
ne nalenhlekelele;

□ iPhalamende malicelwe ukuthi
libize imihlangano yomphakathi
(public hearings) ukuze kudingidwe
lenkinga yokungabikho kwemi-
sebenzi;

□ amagama ezinhlangano ezilo-
khu ziphikelele ukudliza abasebenzi
ngobuningi babo mawedluliselwe
kuCOSATU ukuze angene ohleni
lwezinkampani ezinyamanambana
(blacklisted).

□ Kuzoqaliswa ngohlelo lwemi-
khankaso kazwelonke njengoba
luchazwe esiMemezeleni soMhlan-
gano weKhethelo kaZwelonke
omayelana noHlelo lweMikhankaso
(Programme of Action).



SAMWU President Petrus Mashishi chairing the first day of Congress. On his left is new COSATU General Secretary, Zwelinzima Vavi, behind Cde Mashishi is SACP GS Blade Nzimande and on the right is new COSATU 1st Vice President Peter Malepe.

Phatlalatso mabapi le Mathata a maholo a ha Jwale a Mesebetsi

Kajeno lena re phatlalatsa taba ya hore re se re kgathetse ke ho bona menyetla ya mesebetsi e sengwa mona naheng ya rona. Leha ho bile le ditumellano tsa Seboka sa Mesebetsi ka Oktoboro 1998, bahiri ba ntse ba tswellapele ho lahlela basebetsi mebileng ka bongata bo boholo. Dipholisi tse sa tshwanelehang tse mabapi le tshebetso tse kgolohadi tsa ekonomi, tse jwalo ka GEAR, ke tsona tse sitisang ikonomi ya rona hore e se ke ya hola, mme di baka le hore ho lahlehe mesebetsi. Mesebetsi e ntse e sengwa ka potlako ho ena le hore e bopjwe, leha ho ntse ho kena batho ba ka bang 350 000 ba batjha ba batlang mesebetsi mebarakeng ya mesebetsi selemo le selemo.

Boholo ba mathata ana ke ba hore:

□ Ke basebetsi ba merafong ba ka bang ka hodimo ho 150 000 ba ileng ba lahlehelwa ke mesebetsi ya bona mahareng a 1997 le 1999. Ke mesebetsi e ka bang 28 000 eo ho sa tsebahaleng hore ho tla qetella ho etsahetse eng ka yona dikgweding tse 2 tse tlang;

□ Ke mesebetsi e ka bang ka hodimo ho 110 000 e lahlehileng mekgeng ya tlhahiso mahareng a 1996-1999;

□ Mahareng a 1996-1999 ke mesebetsi e ka bang ka hodimo ho 80000 e lahlehileng mekgeng e fanang ka ditshebeletso.

□ Leha Mokga wa Ditjhelete e ne e le ona o tshwanelang ho bopa menyetla ya mesebetsi ho tloha ka 1994, ke mesebetsi e ka bang 10 000 e lahlehileng mekgeng oo mahareng a 1998-1999;

□ Mokga wa mmuso o hirile batho ba ka bang ka tlase ka 170 000 ho ena le palo eo o neng o ena le yona dilemong tse nne tse fetileng.

Mabaka a tahlehelo ya mesebetsi:

□ seteraeke sa dipeeletso sa dikhampani tsa Afrika Borwa. Ho ntse ho ba le palo e nyolohang ya dikhampani tsa mona Afrika Borwa tse ntseng di hula dipeeletso tsa tsona hara naha mme di ilo beeletsa mabatoweng a mang a lefatshe;

❑ Ntho e seng e setse jwale ke ya hore bahiri ba nne ba tswellepele ha ho re fokotsa mesebetsing - ba-keng sa ho eketsa diporofiti tsa bona, le ho theola ditshenyehelo;

❑ Selemong se fetileng intastering ya merafo, ha basebetsi ba ka bang diketekete ba ne ba fokotsa mesebetsing ya bona, diporofiti tsa merafo di ile tsa eketseha ka makgetlo a menahaneng habedi le halofo!

❑ Dikgeo tse leng teng ha jwale molaong ke tsona tse etsang hore ho be bonolo hore bahiri ba re fokotse mesebetsing. Ba mpa ba latela feela tsela tsa ditherisano;

❑ Dipholisi tse latelwang ke Reserve Bank di kgama ikonomi. Sekgahla sa sebele sa tswala se tla nne se be matsohong a bao ba ka hodimo lefatsheng, mme ba tla etsa hore dikadimo tsa dipeeletso di be le phaello e hodimo;

❑ Ho fokotswa ha ditjhelete tse sebediswang ke mmuso le hona ho sitisa kgolo ya ikonomi. Ho theola maemo a bophelo le hona hape ho tla baka phokotseho ya ditlhoko tsa ikonomi;

❑ Ho kengwa ha ditshebeletso tlasa mekga ya poraefete, ho etsa basebetsi hore e be ba nakwana, le ho fana ka mesebetsi hore e etsuwe ke batho ba kantle ho dikhampani, hona hohle ho kgella tlase menyetla e teng ya mesebetsi, mme hape ho senya mesebetsi;

❑ Dipeeletso tse sa lekanang di etswa ke mmuso le dikhampani tsa mmuso bakeng sa ho bopa menyetla ya mesebetsi;

❑ Ho na le kgaello ya leano la intasteri e sebensang hantle bakeng sa ho bopa menyetla ya mesebetsi;

❑ Re hanana le dipholisi le diketso dife kapa dife, tsa bahiri kapa mmuso, tse tla mpefatsa tahlehelo ya mesebetsi, kapa tse sa kgothaletseng ntshetsopele ya ho bopjwa ha menyetla ya mesebetsi.

Mebaraka ya Mesebetsi le Ho Fokotswa mesebetsing

❑ Jwalo ka ntho e ka sehloohong e tshwanelwang ho etsuwa, ho be le diphetolo ho LRA (Molao wa Dikamano Mesebetsing) bakeng sa ho etsa hore ho fokotswa mesebetsing e be taba e tlamang eo ho tshwanelang ho rerisanwa ka yona;

SAMWU comrades in high spirits on their way to Congress



❑ Ho matlafatswe ditlhoko tsa semolao tse tla etsa bonnete ba hore bahiri ba tsebise basebetsi ka botlalo ka merero e ka amang mesebetsi;

❑ Ho be le ditsela tsa tefiso bakeng sa ho fokotswa mesebetsing, ka ho sebedisa lekgetho, dithendara le disebediswa tse ding;

Mekga ya Mmuso le Dikgwebo tsa Mmuso

❑ Ho be le ditherisano tse mabapi le Sebopeho sa Tumellano ya Naha (National Framework Agreement) bakeng sa mokga wa mmuso, bakeng sa ho laola ditlhophiso-botjha, katoloso ya mekga ya mmuso dibakeng tse nang le basebetsi ba haellang, le ditshisinyo dife kapa dife tsa ho romelwa ha basebetsi nqeng tse ding kapa ho fokotswa ha ditshebetso.

Leano la Intasteri

❑ Ho bitswe ka potlako Diboka tsa Mekga, pele ho fela selemo, mme ho behwe ka sehloohong mekga eo e iphumanang e na le ditahlehelo tsa mesebetsi, hore ho tle ho rerisanwe ka merero ya mekga mabapi le ho thibela tahlehelo tsa mesebetsi, mme ho bopjwe menyetla e metjha ya mesebetsi. Re batla hore ho emiswe bakeng sa nakwana ho fokotswa ha batho mesebetsing ha ho ntse ho hlophisetswa diboka tsena.

❑ Ditumellano tsa Naha tseo ho rerisanweng ka tsona Dibokeng tsa Mekga di tshwanelwa ho nehwa matla a molao.

Pholisi e mabapi le Ikonomi ka Bophara

❑ Ho kengwe mekgwa eo ka yona mmuso o ka etsang hore babeletsitsi ba se ntshe dipeeletso tsa bona ka hara naha;

❑ Mekgwa e tla tlisa maemo a sekgahla sa tswala tlase ka potlako, le taolo ya mokga wa ditjhelete bakeng

sa ho etsa bonnete ba hore ho fihlelwa dikadimo tse ka kgonwang ho lefshwa. Ho dumellanwe ka sekgahla se itseng sa tswala;

☐ Ho lekolwe botjha leano la ditjhelete le MTEF, ekasitana le tlhophiso-botjha ya GEFP bakeng sa ho lokolla mehlodi ya thuso bakeng sa dipeeletso tse eketsehileng haholo tsa phumantsho ya ditshebeletso, mananeo a mesebetsi ya mmuso, le popehotheo;

☐ Ho behwe ditlhoko tsa matlotlo a batlehang bakeng sa ho fetisetsa ditjhelete Peeletsong e tla bopa menyetla ya mesebetsi;

☐ Ho be le mekgwa e tla rarolla tahlehelo tsa mesebetsi le ho tebelwa mapolasing, mme ho kengwe tshebetsong lenaneo le leholo la ho fetola melao e mabapi le mobu, bakeng sa ho kenyetsetsa batho ba leng dibakeng tsa mahaeng;

☐ Ho be le mekgwa e tla kgothaletsa ntshetsopele ya ditshebedisano-mmoho, ho itshebeletsa, ekasitana le mekgwa ya kgahisano;

☐ Ho kengwe tshebetsong Morero wa Kgahisano, ho rupellwe botjha basebetsi, pele ho ka tswellwapele ka ho fokotsa basebetsi;

☐ Ho be le mekgwa e tla rarolla bothata ba ho hloka mesebetsi bakeng sa nako e telele, hara basadi le batjha;

☐ Ho kengwe ka potlako mokgwatshebetso o phethahetseng wa polokeho ya bophelo;

☐ Nako ya ho bua e se e fedile! Re batla ho nkuwe mehato hona jwale! E se e le nako e telele jwale COSATU e hlalositse ditshisinyo tsena ho bahiri, ho Nedlac, Sebokeng sa Mesebetsi le ho Mmuso ka ho toba. Empa tshenyo e ntse e tswellapele.

Khonkrese e Ikgethang ya COSATU e re:

Ditumellano tse fihletsweng di tshwanelwa ho kengwa tshebetsong. Moo dipholisi tse leng teng di sa sebitseng, di tshwanelwa ho fetolwa. Ena ke yona nako ya ho nka mehato! Tse tshwanelwang ho etsuwa ka potlako ke tsena:

☐ Seboka sa Mekgatlo ya Selekane se tshwanelwa ho bitswa bakeng sa ho shebana le Mathata a maholo a Mesebetsi, mme se dumellane ka lenaneo le tla kengwa tshebetsong ka potlako ke Mmuso le Mekgatlo ya Selekane;

☐ COSATU e tshwanela ho sebetsoa mmoho le Difedereishene tse ding, mekgatlo e meng ya selekane, mekgatlo e seng ka tlasa mmuso e leng di-NGO, letsholong le kopanetsweng la ho rarolla bothata bona bo boholo. Palamente e tshwanelwa ho kopjwa ka potlako hore e bitse dikopano tsa setjhaba moo ho tla tshohlwa mathata ana a maholo a mesebetsi;

☐ Mabitso a dikhampani tse fokotsang basebetsi ka bongata mesebetsing ya tsona a tshwanelwa ho romelwa ho COSATU hore di tle di be lenaneng la ba beilweng leihlo;

☐ Lenaneo la boipelaetso le tla qala jwalo ka ha ho hlalositse Phatlalatsong ya Khonkrese e Ikgethang ya Naha e mabapi le Lenaneo la ho tshwanelang ho Etsuwa.



DEKLARASIE OP DIE HUIDIGE WERKSKRISIS

Ons verklaar vandag dat ons siek en sat is vir die vernietiging van werksgeleent-hede in ons land. Ons staar 'n nasionale krisis van werksverlies en stygende werkloosheid in die gesig, wat armoede vererger en die vooruitgang van ons nuwe demokrasie bedreig. Ten spyte van die ooreenkomste van die Werkspitsberaad (Jobs Summit) in Oktober 1998, gaan werkgewers voort om werkers in groot getalle op die straat te gooi. Onvanpaste Makro – ekonomiese beleide, in die vorm van GEAR, wurg die ekonomie en lei tot verlies van werksgeleenthede.

Die hoë werkloosheidsvlak wat oorgeërf is van die apartheidsera is steeds besig om te groei. Die omvang van die krisis:

☐ Tussen 1996 – 1999 was daar 'n netto verlies van meer as 365 000 werksgeleenthede in die nie-landboukundige sektore.

☐ Meer as 150 000 mynwerkers het hulle werk tussen 1997 en 1999 verloor.

☐ 28 000 poste is op die spel in die volgende twee maande.

☐ Meer as 110 000 poste het tussen 1996 and 1999 in die nywerheidsektor verlore gegaan.

☐ Die parastatale gaan voort om werkers af te dank, met Spoornet wat dreig om 27000 werkers af te dank en Telkom 11000.

☐ Die publieke sektor het 170 000 minder werkers as vier jaar gelede.

ONS KAN NIE HIERDIE SLAGTING LAAT VOORTDUUR NIE!

Sommige van die hoof oorsake van werksverlies is;

- ☐ Maatskappye onttrek al hoe meer beleggings uit die land en maak hulle grootste beleggings in ander dele van die wêreld;
- ☐ Werkgewers gaan voort om afdankings as 'n eerste uitweg te sien om profyt te vermeerder en koste te verlaag. Verlede jaar in die mynwese, terwyl tienduiseende werkers afgedank was, het winste amper twee en 'n half maal gestyg!
- ☐ Huidige gapings in wetgewing maak dit maklik vir werkgewers om ons af te betaal.
- ☐ Privatisering, kasualisering en uitkontraktering ondermyn die kwaliteit van huidige poste en vernietig werkverskaffing;
- ☐ Onvoldoende belegging in werkverskaffings - aktiwiteite word deur die publieke maatskappye gedoen;
- ☐ Die gebrek aan 'n effektiewe werkskeppende industriële strategie;
- ☐ Onbevoegte bestuur van wisselkoers beleide, wat spesifieke industrië negatief beïnvloed.

Arbeidsmark en Afbetalings

- ☐ As 'n prioriteit, die wysiging van die Wet op Arbeidsverhoudinge (LRA) om afbetalings 'n verpligte onderhandelbare saak te maak;
- ☐ Versterking van wettige vereistes om volle openbaring deur werkgewers te verseker, van planne wat werkverskaffing mag beïnvloed;

Publieke Sektor en Publieke Ondernemings

Dringende onderhandeling van 'n Nasionale Raamwerk Ooreenkoms (NRO) vir die publieke sektor, om herstrukturering, die uitbreiding van die publieke sektor in areas van personeeltekorte, en enige voorstelle vir herontplooiing en besnoeiings te bestuur.

Industriële Strategie

- ☐ Die dringende byeenroeping van Sektor Spitsberade, nie later as die einde van hierdie jaar nie.
- ☐ Ons eis 'n moratorium op afbetalings in die oploop na hierdie spitsberade.
- ☐ Implementering van 'n nasionale veldtog vir: Koop Plaaslik en Belê in Suid Afrika;

Makro – ekonomiese beleid

- ☐ Die bekendmaking van maatreëls deur die regering om disinvestering te keer.



- ☐ Voorgeskrewe bate vereistes moet ingestel word om sodoende fondse te kanaliseer na werkskeppende belegging;
- ☐ Maatreëls om werkverlies op en afsettings van plase te adresseer, en implementering van 'n grootskaalse landhervormingsprogram, om werkloses in die landelike gebiede te absorbeer;
- ☐ Maatreëls om die ontwikkeling van koöperatiewe te bevorder;
- ☐ Maatreëls om die toestand van die langtermyn werkloses, vroue en jeug te adresseer;

Die tyd vir praat is oor! Ons wil nou aksie hê! COSATU het konstant baie van hierdie voorstelle oor 'n lang periode voorgelê aan werkgewers, by Nedlac, by die Werkspitsberaad (Jobs Summit), en direk aan die regering. Maar die vernietiging gaan voort.

Hierdie COSATU Spesiale Kongres sê:

Die ooreenkomste wat bereik was, moet geïmplementeer word. Waar bestaande beleide nie werk nie, moet dit verander word. As 'n dringende prioriteit:

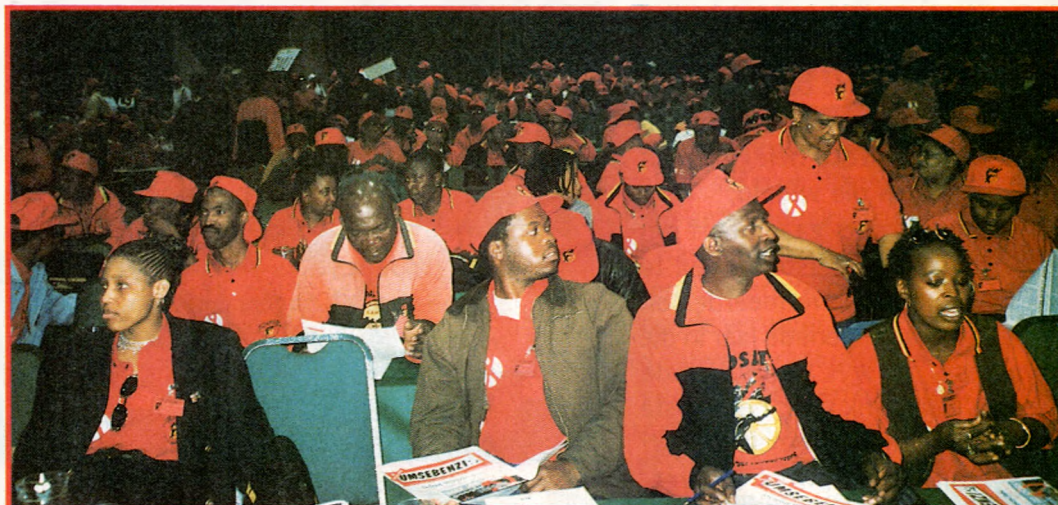
- ☐ 'n Alliansie Spitsberaad moet byeengeroep word om die Werkskrisis te takel, en om ooreen te kom oor 'n program vir dringende implementering deur die regering en die Alliansie.
- ☐ COSATU moet ander Federasies betrek, geallieerde massa organisasies, en NGO's betrek by 'n gesamentlike veldtog om die krisis te adresseer;
- ☐ Parlement moet gevra word om dringende publieke verhore oor die werkskrisis byeen te roep;
- ☐ Die name van maatskappye wat skuldiging is aan massa afbetalings moet na COSATU aangestuur word sodat COSATU hulle op 'n swartlys kan plaas;
- ☐ 'n Program van nasionale massa aksie sal gelanseer word soos uiteengesit in die Deklarasie van die Spesiale Kongres oor die Program van Aksie.

Programme of Action

This Special National Congress has adopted a programme of action to take forward resolutions adopted. These resolutions are consistent with the purpose for which this Congress was held. We have adopted resolutions on the Alliance Programme and the Consolidation of COSATU for the New Millennium. In addition, we adopted declarations on the current job crisis, the public sector dispute, tariffs, labour market, the liquidation of the ERPM mine, the retrenchment of 10 000 workers in Harties, and on the Alliance.

We have called for a special Central Executive Committee to consider and adopt a programme with concrete dates. These dates should be timed so that workers are protected against possible victimisation and dismissal. The Section 77 notice that COSATU has submitted to NEDLAC should be pursued for this purpose.

The Central Executive Committee should, within the broad parameters of the programme below, ensure that COSATU fights for the vision of all resolutions and declarations. In general, the Central Executive Committee should develop a concrete programme to brief working class families and communities, the Alliance, NGOs, churches and the Mass Democratic Movement on the current situation regarding job losses and the extent of poverty amongst workers. This will be done so that these formations understand these issues and support the programme of action adopted below.



Congress endorses a programme of rolling mass action to bring job losses into the public focus, to unite workers and the unemployed in defence of jobs, and to put pressure on employers and government to give effect to the decisions of Congress. This programme of action has three components: sector action, provincial action and federation wide national action.

A campaign at the shopfloor: industry by industry: every week we focus on a new sector, with action in defence of jobs and labour rights:

Auto	Textiles
Gold mining	Chemical
Metal	Services
Food	Clothing
Banking	Public sector
Beverages	Paper and print
Motor	Leather
Farming	Construction
Transport	Coal, platinum and diamond mining

Provincial action

A rolling mass mobilisation staggered in all our regions, the length of which shall be determined by the CEC. If our demands as set out in the resolutions and declarations are not met, the CEC should call a general strike at a national level and decide on its duration.

Congress further declares:

- To support affiliate campaigns and action on job losses, including the section 77 action of SACTWU on tariff reductions and the campaign by TGWU.
- Call for a moratorium on retrenchments until the sectoral summits are held. The summits should be held not later than the end of 1999.
- The CEC is directed to immediately improve coordination of the current affiliate struggles for a Living Wage and for Job Retention.
- Congress calls for the boycott of all products of companies where there are currently strikes. This will include refusal to handle products of these companies until the disputes are resolved.
- Call on the Job Creation Trust to assess if it can intervene to save the 5 000 jobs at ERPM.
- Call for the immediate convening of the Tripartite Alliance to discuss issues raised in the Alliance declaration and the declaration on public service disputes and to take forward discussions on the Alliance Programme.

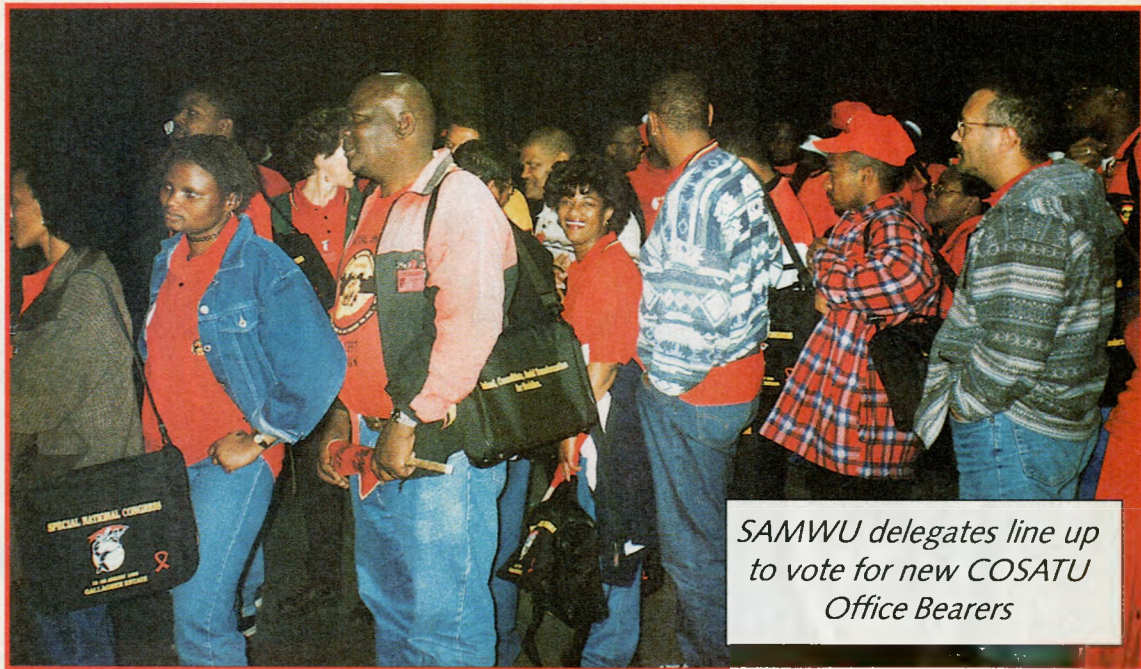
Uhlelo lweMi- khankaso

LoMhlangano lweKhethelo kaCOSATU uvumelene ngohlelo olubanzi lwemikhankaso okuzofezekiswa ngalo iziphakamiso ezamukelwe kulomhlangano. Sifake isicelo sokuthi iKomidi likaManquma (i-Central Executive Committee noma i-CEC) lilwamukele loluhlelo. Imihla okuzoqhuthiswa ngayo lemikhankaso kufanele ihlelwe ngendlela yokuthi abasebenzi bavikeleke ekuhlukunyuzweni nasekuxoshweni emsebenzini.

IKomidi likaManquma kufanele liqinisekise ukuthi uCOSATU ulwela umbono oqukethwe kuzo zonke leziphakamiso. I-CEC kufanele isungule uhlelo oluphathekayo okuzokwaziswa ngalo imindeni yabasebenzi, iNhlanguanisela (Alliance) ama-NGO, amabandla ezenkolo kanye ne-Mass Democratic Movement mayelana nesimo esikhona njengamanje sokuntuleka kwemisebenzi kanye nokwanda kobubha kubasebenzi.

UHLELO

LoMhlangano uyavumelana ukuthi makusungulwe uhlelo lwemikhankaso okuqondwe ngalo ukuqwashisa umphakathi mayelana nesimo sokuntuleka kwemisebenzi, ukuhlanguanisa abasebenzi kanye nabantu abantula imisebenzi ukuze banqande ukucekeleka phansi kwemisebenzi, kanye nokucindezela abaqashi kanye noHulumeni ukuthi bafezekise izinqumo zaloMhlangano.



SAMWU delegates line up to vote for new COSATU Office Bearers

Loluhlelo lwemikhankaso lunezimponto ezintathu: umshikashika ezindaweni okusetshenzwa kuzo, umshikashika ezifundazweni kanye nomshikashika kazwelonke wezinhlanguanisela zezinyunyana. Umshikashika ezindaweni okusetshenzwa kuyo: sizosuka embonini siye kwenye: iviki neviki sizobhikisha emkhakheni owehlukile, ngenhloso yokunqanda ukucekelwa phansi kwemisebenzi namalungelo abasebenzi.

- oweziKhumba • owamaPulazi
- owezoKwakha • oweziThuthi
- oweziPhuzo • oweziNjini
- oweziMoto • oweZingubo
- oweNsimbi • owoKudla
- oweziMayini zegolide
- owamaKhemikhali
- owokuSizwa koMphakathi
- oweziMpahla eziGqokwayo
- owamaBhange
- owaBasebenzi boMphakathi
- owamaPhepha nokuShicilela
- owamaLahle, iPlatinamu kanye neziMayini zamaDayimane

Umshikashika ezifundazweni: sizoba nomkhankaso kuzo zonke izifunda ozobandakanya uquqaba lwabasebenzi kanti i-CEC yiyo ezonquma

ukuthi lomshikashika **uzothatha isikhathi esingakanani.**

Uma ngabe izibizo zethu, njengoba zichazwe kulesimemezelo nakwezinye iziphakamiso, azisabelwa, i-CEC kufanele ibize ukhukhulelangoqo wesiteleka sikazwelonke futhi kube yiyo enqumayo ukuthi kuzoba esesikhathi esingakanani.

LoMhlangano uyamemezela futhi nokuthi:

☐ I-CEC iyagunyazwa ukuthi ikuphucule ngokushesha ukuxhumana okuphakathi kwezinhlangano ezilwela amaHolo aPhilisayo (Living Wage) kanye nokuGcinwa kweMisebenzi.

☐ LoMhlangano kaZwelonke uthi mayidutshwe yonke imikhiqizo yezinkampani okukhona kuzo iziteleka njengamanje. Lokhu kuzobandanya ukuthi abasebenzi bakwezinye izinkampani benqabe ukuyithinta imikhiqizo evela kulezozinkampani kuze kwedlule isiteleka.

☐ AbaPhathi besiKhwama sokuDalwa kweMisebenzi (Job Creation Trust) ake babhekisise ukuthi mizamo mini abangayenza ukuze kunqandwe ukulahleka kwemisebenzi eyi-5000 kwa-ERPM.

Makubizwe ngokushesha umhlangano weNhlanguanisela yeMibutho eMithathu (Tripartite Alliance) ukuze kudingidwe amaphuzu aqukethwe esimemezeleni seNhlanguanisela kanye nasimemezelweni esimayelana nezingxabano eziyaye zivele ngenkathi kwenziwa imisebenzi yokusizwa komphakathi nokuthi lezingxoxo zidingidwe nasoHlelweni lweNhlanguanisela.



Program van Aksie

Hierdie Spesiale Nasionale Kongres het op 'n breedvoerige program van aksie besluit om aanvaarde resolusies vorentoe te neem.

Ons het 'n beroep gedoen vir 'n spesiale Sentrale Uitvoerende Komitee (SUK) om 'n program te aanvaar. Hierdie datums moet so gerangskik word dat werkers teen viktimisasie en afdankings beskerm word. Die Sentrale Uitvoerende Komitee moet verseker dat COSATU veg vir die visie van al die resolusies. Die SUK moet 'n konkrete program ontwikkel om werkersklas families, die Alliansie, NGO's, Kerke and die Massa Demokratiese Beweging in te lig oor die huidige situasie met betrekking tot werksverlies en die omvang van armoede onder die werkers.

Kongres ondersteun 'n program van rollende massa - aksie om werksverliese in die fokus van die publiek te bring, om werkers en werkloses te verenig om werksgeleenthede te verdedig, en om druk op werkgewers en die regering te plaas om effek te gee aan die besluite van hierdie Kongres.

'n Veldtog op die werksvloer: industrie by industrie: elke week fokus ons op 'n nuwe sektor, met aksie vir die verdediging van werksgeleenthede en arbeidsregte:

- | | | |
|---------------|--|---------------|
| • Auto | • Tekstiel | • Metaal |
| • Dienste | • Voedsel | • Klerasie |
| • Motor | • Leer | • Landbou |
| • Vervoer | • Konstruksie | • Goudmynwese |
| • Bankwese | • Publieke Sektor | |
| • Drank | • Papier en Drukkery | |
| • Chemikalieë | • Steenkool, Platinum en Diamant mynwese | |

'n Rollende massa mobilisering wat trapsgewys in al ons streke gereël is, die duur hiervan sal deur die SUK bepaal word. As ons eise, soos uiteengesit in die resolusies en deklarasies, nie aan voldoen word nie, moet die SUK 'n algemene staking op 'n nasionale vlak uitroep, en besluit op hoe lank dit sal duur.

Kongres kondig verder aan:

- ☐ Die SUK is opdrag gegee om onmiddelik die koördinasie van die huidige stryde van affiliate vir 'n Leefbare Loon en vir Werksbehoud te verbeter.
- ☐ Nasionale Kongres doen 'n beroep vir die boikot van alle produkte van maatskappye waar daar tans stakings is. Dit sluit in die weiering om produkte van hierdie maatskappye te hanteer totdat die dispute opgelos is.
- ☐ Doen beroep op die Werkskeppingstrust om te oorweeg of dit in 'n posisie is om tussenbeide te tree om die 5 000 werksgeleenthede by ERPM te red.
- ☐ Doen 'n beroep vir die onmiddelike sameroeping van die Driesydige Alliansie om kwessies aan te spreek wat genoem is in die Alliansie deklarasie en die deklarasie oor publieke dienste dispute, en om besprekings oor die Alliansie Program vorentoe te neem.

Lenaneo la ho tshwanelang ho Etsuwa

Khonkrese ena e ikgethang ya Naha e amohetse lenaneo le akaretsang hape le phethahetseng la mehato e tshwanelwang ho nkuwa bakeng sa ho ntshetsapele diphetho tse amohetsweng. Re entse boipiletso ho Komiti ya Phethahatso e Bohareng hore e amohela lenaneo lena. Matsa-tsi ana a tshwanela ho elwa hloko ele hore basebetsi ba tle ba sireletswe kgahlanong le ho tshwarwa ka tsela e sa lokang le ho tebelwa.

Komiti ya Phethahatso e Bohareng e tshwanela ho etsa bonnete ba hore COSATU e lwanela ponelopele ya diphetho tsohle. Komiti ya Phethahatso e Bohareng e tshwanela ho hlahisa lenaneo le matla la ho tsebisa ba malapa a basebetsi, ba mekgatlo ya Selekane, di-NGO, dikereke le *Mass Democratic Movement* ka seemo sa ha jwale se mabapi le tahlehelo tsa mesebetsi le bonabo ba bofuma ka hara basebetsi.

LENANEO

Khonkrese e tshhetsa diketsahalo tse kenyelletsang batho ba bangata tsa boipelaetso bakeng sa ho lemosa setjhaba ka tahlehelo tsa mesebetsi, ho kopanya basebetsi le bao ba hlohang mesebetsi tshireletsong ya menyetla ya mesebetsi, le ho qobella bahiri le mmuso hore ba mamele diqeto tsa Khonkrese.

Lenaneo lena la dintho tse tshwanelwang ho etsuwa le na le dikarolo tse tharo: mehato e nkuwang ke mekgga, mehato e nkuwang ke diprofensi le mehato e nkuwang ke federeishene naheng ka bophara. Ho be le matsholo dibakeng tseo re sebetsang ho tsona (shopfloor).



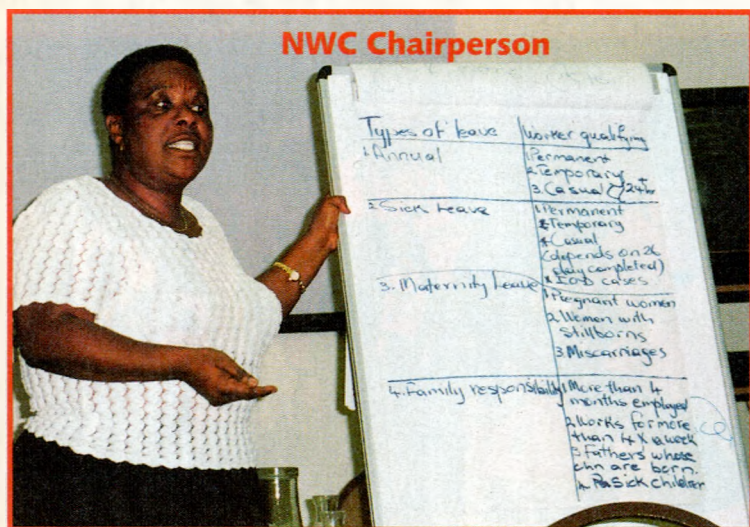
Intasteri ka Intasteri: beke e nngwe le e nngwe re sheba mokga o motjha, ka mehato e tla sireletsa mesebetsi le ditokelo tsa tshebetso:

- Auto
- Dikhemikaleng
- Dijong
- Mokga wa mmuso
- Letlalo
- Transporotong
- Merafong ya mashala, platinamo le taemane
- Diaparong
- Methale
- Diaparong
- Dinong
- Temo-thuong
- Makoloing
- Merafong ya Gauta
- Ditshebeletsong
- Bankeng
- Pampiri le kgatiso
- Kahong

Mehato e nkuwang Diprofensing: ho be le tshusumetso e kenyelletsang batho ba bangata mabatoweng ohle a rona, mme bonabo ba yona bo tla tiisetwa ke Komiti ya Phethahatso e Bohareng. Ha ditseko tsa rona tse diphethong le phatlalatsong ya rona di sa fihlelwe, Komiti ya Phethahatso e Bohareng e tshwanela ho bitsa seteraeke se akaretsang maemong a naha ka bophara mme e etse qeto le ka nako ya sona.

Khonkrese hape e phatlalatsa hore:

- ☐ Komiti ya Phethahatso e Bohareng e laelwe hore e ntlafatse ka potlako dikgokahano tsa boitseko ba ha jwale ba ditho tsa rona ba Meputso e Lekaneng bakeng sa ho Phela le ho Boloka Mesebetsi ya bona.
- ☐ Khonkrese ya Naha e etsa boipiletso ba hore ho be le boekhoto ya dihlahiswa tsohle tsa dikhampani tseo ho tsona ho nang le diteraeke ha jwale. Hona ho kenyelletsa le ho tshwarwa ha dihlahiswa tsa dikhampani tseo ho fihlela ho rarollwa dingangisano.
- ☐ Ho etswa boipiletso ho Trust ya ho Bopa Menyetla ya Mesebetsi e leng *Job Creation Trust* ho lekola hore na e ka kena dipakeng jwang bakeng sa ho pholosa mesebetsi e 5 000 ya ERPm.
- ☐ Ho etswa boipiletso bakeng sa hore ho bitswe kopano ka potlako ya Mekgatlo e Meraro ya Selekane bakeng sa ho buisana ka merero e hlahisitsweng phatlalatsong ya Selekane le phatlala-tsong e mabapi le dingangisano tsa ditshebeletso tsa mmuso, le ho ntshetsapele ditherisano Lenaneong la Selekane.



SAMWU Women Lead!

Comrade Mthoko Ngobese, SAMWU's Gender Officer, reports that from Thursday 24 September to Sunday 26th, history will be made. 160 from all nine provinces will be gathered in Rustenberg for the first SAMWU National Womens Conference after the launch of the structure in February 1999. This conference will be a boiling point of many months of hard work. A SAMWU Womens' Charter and Womens' health booklet will be launched. Resolutions will be adopted and a programme of action that will guide SAMWU into the next millennium will be developed. Provinces have held workshops looking at these issues:

Womens' Health and Safety

This commission looks at how womens' health is affected by hazardous working conditions. This becomes particularly problematic if a woman is pregnant. We also looked at the importance of women workers having access to Pap Smears, multiple roles of women & how they affect their lives, maternity rights and most importantly how HIV/AIDS affect women.

WVomen and Socio-Economic issues

Why do poverty, globalisation and privatisation mostly affect women? How are women used as a tool of capitalism? We also look at how we can take SAMWU to task in order to ensure that women get to occupy high positions in the workplace, in order to break the cycle of poverty experienced by women.

Women and law in South Africa

We looked at stereotypes regarding the role of men and women, how the law has viewed women, how the women have viewed the law and what is the way forward regarding law and social change.

Women leadership

We take a look at the SAMWU constitution and how it encourages or discourages the representation of women in SAMWU structures and in leadership positions. This forms basis for proposals for constitutional amendments in the next conference.

There will also be a cultural evening where all provinces will be dressed in their respective cultural outfits and will be performing cultural items. A tribute will be paid to all women who have made outstanding contributions to the womens' structures at all levels.

After this conference, nothing will ever stop women in SAMWU!

SAMWU VROU GEE LEIDING!

Dit is die tema van die eerste SAMWU Nasionale Vroue Konferensie wat van 24 – 26 September 1999 sal plaasvind, en geskiedenis sal maak! Een honderd en sestig afgevaardigdes van al die nege provinsies sal bymekaar kom in Rustenburg, Noord – Wes Provinsie, tesame met gaste van internasionale unies. Hierdie konferensie sal 'n kookpunt wees van baie maande se harde werk. Die SAMWU Vrouehandves en die vroue gesondheid en veiligheid boekie sal gelanseer word. Provinsiale resolusies sal aanvaar word en die program van aksie wat die vrouestruktuur tot in die volgende millenium sal lei, sal ontwikkel word.

Basadi ba SAMWU ba etellapele!

Lena ke lepetjo la Khonkrese ya ho qala ya Naha ya Basadi mokgatlong wa SAMWU e tla tshwarwa ho tloha ka a 24 ho isa ho la 25 Setemere, mme mona ho tla be ho etswa histori! Barumuwa ba ka bang lekgolo le mashome a tsheletseng ho tswa diprofensing tsohle ba tla be ba bokane mane Rustenburg, Profensing ya North West, mme hara bona ho tla be ho ena le baeti ba hlahang diyunioneng tsa dinaheng tsa matjhaba. Khonferense ena e tla be e le ntsha ya bohlokwa kamora dikgwedi tse ngata tsa ho sebetisa ka thata. Ho tla hlongwa *Charter* ya Basadi ya SAMWU le bukana e mabapi le bophelo le polokeho ya basadi. Ho tla amohelwa diphetho tsa Diprofensi le mananeo a tse tshwanelang ho etsuwa mme ho hlahiswe le tataiso ya sebopeho sa basadi ho ya kena ho ngwahakete (millennium) o latelang.

Diprofensi tsohle di se di le malala-laotswe bakeng sa khonferense, kamora ho ba le diwekeshopo bakeng sa ditho tsa dikomiti tsa basadi. Diwekeshopo tsena di ile tsa shebana haholo le Bophelo bo botle le Polokeho ya Basadi, Basadi le merero e mabapi le Kgahisano le Ikonomi (Bofuma, Ho hloka Mesebetsi le ho Bopa Maqhama le Dinaha tse ding tsa Lefatshe), Basadi le Molao, le Boetapele ba Basadi. Khonferense ena e tla kenyetse le *cultural evening* (bosiu ba ho bontsha setso sa rona) moo ditho tsa diprofensi tsohle di tla apara diaparo tsa tsona tsa setso mme ba etsa le dintho tse itseng tsa setso tse jwalo ka mmimo le tse ding. Ho tla tlotlwa hape le basadi bohle ba bileng le kabelo dibopehong tsohle tsa basadi maemong ohle. Kamora khonferense ena, ha ho sa tla ba le letho le tla thibela basadi ho SAMWU! Mme SAMWU hape e amohela Mo-ofisiri e motjha wa Bong, Mthoko Ngobese, ya sa tswa ba setho sa yunione mme o ne a ntse a tshwarahane le mosebetsi wa ho lokisetisa khonferense!

Alle provinsies is goed voorberei vir die konferensie, nadat werksinkels gehou is vir al die lede van vroue komitees. Die werksinkels het gekonsentreer op Vroue Gesondheid en Veiligheid, Vroue en Sosio – Ekonomiese Kwessies (Armoede, Werkloosheid en Globalisering), Vroue en die Wet en Vroue Leierskap. Die konferensie sal 'n kultuur - aand insluit, waar al die provinsies in hul kulturele drag geklee sal wees en kulturele items sal opdra. Hulde sal gebring word aan alle vroue wat uitstaande bydraes gelewer het aan die vrouestruktuur op alle vlakke. Na hierdie konferensie, sal niks ooit vroue in SAMWU stuit nie!

En SAMWU verwelkom ons nuwe Geslagskoördineerder, Mthoko Ngobese, wat so pas by die unie aangesluit het en uit die staanspoor voorbereidings getref het vir konferensie!

AmaKhosikazi akwaSAMWU aphuma phambili!

Lona ngumgomo weNgqungquthela kaZwelonke yaMakhosikazi nezobanjwa okokuqala ngomhla ka-24 ukuya kumhla ka-25 kuSeptemba, okuzoba yingqophamlando! Izithunywa eziyikhulu namashumi ayisithupha ezivela kuzo zoyisishiyagalolunye izifundazwe zizohlanganela eRustenburg, esiFundazweni saseNyakatho Ntshonalanga lapho kuzobe kukhona nezivakashi ezivela ezinhlanganweni zabasebenzi zakwamanye amazwe. Lengqungquthela izoba wuvuthwandaba lomsebenzi onzima osuthathe izinyanga eziningi wenziwa. Kuzokwethulwa ngokusemthethweni iShatha yamaKhosikazi kaSAMWU (SAMWU Women's Charter) kanye nencwajana echazela amakhosikazi ngezempilo nokuphepha. Kuzokwemukelwa iziphakamiso ezivela ezifundazweni kusungulwe futhi nohlelo lwemikhankaso oluzohola lombutho wamakhosikazi luyowufaka esiqalweni senkulungwane yeminyaka (millenium) ezayo.

Zonke izifundazwe sezimi ngomumo ukuya kulengqungquthela, njengoba sezivela kuma-workshop ayethanyelwe ngabesifazane abangamalungu amakomidi. Kulama-workshop kwagxilwa kakhulu kwezeMpilo nokuPhepha kwabesiFazane, izindlela abesiFazane abachashazelwa ngazo yiziNgqinamba iziKhungethe imiPhakathi (Socio-economic issues) (njenganje ubuBha, ukuNtuleka kweMisebenzi kanye nokwanda kwezinkampani ezidayisa imikhiqizo yazo eMhlabeni wonke Jikelele (Globalisation), Abesifazane noMthetho, kanye nokuba nguMholi wesiFazane.

Kulengqungquthela kuzoba nosuku lapho isifundazwe ngasinye sizokhangisa khona ngengqephu yomdabu, kusinwe ngezindlela ezahlukeni okusinwa ngazo esifundazweni ngasinye. Kuzohlonishwa abe negalelo elivelele kuyo yonke imikhakha yomzabalazo wamakhosikazi. Emuva kwalengqungquthela, akukho lutho oluyophinde lume endleleni yamakhosikazi akwaSAMWU! U-SAMWU ulemukela ngentokozo iGosa lezoBulili (Gender Officer), uMthoko Ngobese, osanda kujoyina inyunyana nowathi efika nje wayeqala enza amalungiselelo okuya kulengqungquthela!

Women Comrades are NOT just lazy!

Women and men comrades from all over the country sent *Workers' News* responses to the article in the last magazine which asked:

"Are women comrades oppressed or just lazy?"

Angelina Ngidi, from the Durban Metro Branch in KwaZulu-Natal, said women comrades are not just lazy. Here is her letter:

Comrade Michael Williams' article in the June magazine made me too hot to hear him asking "is the Mbokodo just lazy?" He has touched the wrong people when he is talking about lazy Mbokodo – Women. I feel like debating the issue with him.

Comrades, I disagree that women are lazy. Women have been disadvantaged and are still discriminated against. There are a lot of women SAMWU members, but the shopstewards are only men because they think women are too shy to face the employers. Only recently have members been encouraged to elect women shopstewards. Even so, when women are elected men worry that they will take all the positions, when in fact they should be working together.

I would like to tell my story. I was elected towards the end of 1998. The first meeting I attended was in November 1998. I then attended a National Workshop about Bills and Provincial Womens Committees where a Women's Charter document was discussed. I also attended a workshop on the SAMWU Provident Fund. So although I had a lack of experience in union matters, within a short period as a shopsteward I learnt a lot. I reported all these to workers, who were very interested. Through participation in workshops I have gained a lot. Practice makes perfect.

There are active women in my province. I would like cde Michael Williams to check the SAMWU Constitution. What does it say about women? Very little! It is only recently that we hear of a quota system of 33% women on all constitutional structures. Why so little? All of a sudden women are expected to rise and shine when structures have only recently been launched. For a baby to walk perfectly, the baby has to go through all stage sit – crawl – stand – stumble and then walk perfectly.

Women sometimes are slow in setting up meeting because when you talk of women's meetings there is usually no money. Being shy is not a woman's fault - understand that in some rural areas we are not allowed to disagree with men! Some women have problems getting times off for meetings. Also, husbands or boyfriends do not like us to attend meetings on days like Saturdays, so women decide not to accept to be elected as shopstewards, because they do not know who to leave children with on Saturdays because creches are not open. I challenge other women to ask directions from others. Develop yourself to build up your confidence. Walala Wasala! Phambili Womens' Charter! Northern Cape women and men I challenge you! Viva PWC, BWC and SAMWU! Viva! ■

African Woman

Amabanana na mabontjjesi bakhosi
Ngi ya thengisa
Ngiya themgisa bakhosi
Shout an African woman
Travelling township streets
With mountains of luggages on her head

Rainy or sunny
With a child on her back
African woman screaming
Umbila bakhosi
Ngi ya thengisa
Ngi ya thengisa bakhosi

While in shebeens celebrating ourselves
African woman barefooted
Hunting a living
Unthanyelo bakhosi
Ngi ya thengisa
Ngi ya thengisa bakhosi

Umthanyelo.....Umthanyelo

By Abdul Mogale, NEHAWU

Mrs Malejoane, from Henneman Municipality also disagreed that women are lazy. This is her story.....

"As a woman, I feel deeply disturbed by that topic of yours, for the following reasons: out of every ten women, five are women who have to feed men who stay at home like fledglings in the nest waiting for their mother to come home with a worm. The women who are dependent upon their husbands to give them something on pay day, weekly or monthly, are women who lack self-confidence, who do not believe that: if other women can do it they can also do it. They are the women who were denied education opportunities due to the mistaken belief that to teach a girl is a waste because she will end up in another family, which disregards the fact that education opens up opportunities for a better future for us.

The other five are women who are oppressed in their homes! When a woman goes to meetings, the husband uses that opportunity to abuse the children back home. Many have decided not to attend meetings any longer for fear that their children will be abused. When we offer advice or make proposals to our fellow workers, at union meetings, we usually hear the men, under their breaths, saying: "Tell that to your husband. I do not take orders from a woman".

This makes a female comrade feel that she is not supposed to speak in the presence of men or to advise them. I would like Comrade Michael Williams to look at the number of families that are cared for by women without the assistance of a man. I would also like him to look at any community and tell me which orphan is most visible, the male or the female one? Women are capable of anything, but what really disturbs me is this: If the men can disabuse themselves of the notion that they are only ones who must give advice, orders, it will become very clear that women can do anything to which they set their minds. ■



K gatisong ya June 99 - abafazi page 30 sehloho: Na Basadi ba hatelletswe kapa ba mpa ba le botswa? Ke le emone wa basadi ke utlwa ke sisimona maikutlo ke sehloho seo sa hao tjena: ho basadi ba leshome ba bahlano pele ke basadi ba shebellang banna ba bona ba dutse mahae jwaloka madinyane a nonyana sehlaheng a shebelletse mmaona ha a fihla ka seboko ho tswa sela basadi ba shebelletse banna ba bona ha beke (fortnight), kapa ha kgwedi e feela hore je ke basadi bas sa itshepeng hore ha nnyeo a kgona le nna ke tla

kgona, le basadi ba tinngweng monyetla wa thuto ka hore ha nka ruta ngwana ngwanana hosane o ya ditjhabeng a the ha ba bone hore ba re bulela menyako ya menyetla ka thuto bokam-osong.

Ba bahlano ba ho qetela ke kगतello ka malapeng tjena! Ha o le mme o ya dikopanong ntate o sala a hlekefetsa bana lapeng o be o bona bona o le mmangwana hore hota ka se ye kopanong ngwanaka a ka be a sa fetoha lehlatsipa/photu tjena.

Ha re tla unioneng teng hao tla ka keletso/ tlhahiso eitsengho basebetsi mmoho/ bontate o tla utlina ba korotlela fatshe ba re "O tla lo bolella monna wa hao jwalo nna ha ke mamelle mosadi." E be jwale ke moo comrade wa mosadi a iponang a sa tshwanelehe ho bua kapa ho fana ka keletso ho bontate.

Comrade Michael Williams a ko shebe hore na malapa a ma kae a tshwerweng ke bomme ho se ntate lapeng leo le bophelong o shebe hore na kgutsana ya mme le ya ntate e tlang ho bonahala ke efe? Bokgoni rena le bona re le basadi empa ntho e nkgathatsang haholo ke e na-ha bontate ba ka tlosa tumelo ya hore ke bona ba fanang ka dikeletso, ditaello, o ka bona hantle hore basadi ba kgona ho etsa ntho e nngwe le nngwe ha fela ka ikemiseditse. ■

**This is Rebecca Dikeledi Mathibe's story.
Cde Rebecca comes from
Hammanskraal Municipality.**

Apartheid prevented men from realising the fact that women have a role to play in the community or the office. I am totally opposed to that notion. Men are fond of using this proverb: When they are led by a woman, they end up in the donga. No, Comrades, that is not the case. Please remember that men, on their own, cannot make homes. The absence of a woman means a lot.

I would like to reiterate the fact that women should also be involved whenever leaders are elected. Male comrades can benefit greatly by involving women. There are a number of men who are naturally incapable and who depend on the assistance of women. Some women do things on their own without the assistance of men. When they do it by themselves, it comes right.

I can quote a number of prominent women whom I think are good role models. They are:

1. Motlalepule Chabako, Religious Minister and community leader.
2. Frene Ginwala, Speaker of the National Assembly.
3. Cheryl Carolus, who was ANC General Secretary.

This indicates that women are playing an active role. Comrades, please do not look down upon us. We are making a great contribution and, at times, we are the ones who are in the forefront of the struggle.

Apartheid e tlhotlhededi banna gore ba seke ba gopola gore basadi ba ka nna le seabe mo mokgatlhong gongwe diofising. Ke gana na le ntlha ego. Banna baile ba rata go dirisa seane se: tsa etwa ke tsa tshadi pelle di wela ka Mangope. Nyaa comrades ga go jalo. E lang tlhoko borre ba ka se age lelapa ba le esi. Mme mosadi a se teng, se o ke ntlha e kgolo. Ke rata go gatella ntlha e gore bomme ba leke go ka tsenya tlhogo fa go tlhopiwa boetapele. Bo Comrade ba banna ba ka fitlhela thuso e kgolo fa ba ikamanya le bomme. Gonale borre ba ba bang ba ba sa kgone ng ka tlhago mme ba thuswe ke bomme le bomme ba bang ga bale esi ba gakane ga ba thuse ke borre. Ga ba di tshwaraganela disiamé.

Ke na le sekao sa bomme ba ba dipha tsa ba ke lemogang gore re ka tseya malebela ka bona le fa ke sa nopola ba botlhe bona ke ba:

1. Mme motlalepule chabange ke moruti secha ba se gogwa ke ena
2. Mme Ginwala ene ele sepikara sa palamente
3. Mme Carolus ene ele mokwaledi wa national se supa gore bomme kareto ba e tsaya.

Comrades se re nyatseng tlheng re a thusa fa gongwe re a e tshwara thipa ka fa bogaleng. ■

**This is Theresa Charles' story.
Cde Theresa is from Riversdal
Municipality in the Western
Cape.**

My name is Theresa Charles. I am an ex SAMWU member. I started work at Riversdale municipality in June 1995. I had no experience of unions or politics. Two months after I started work I attended my first SAMWU general meeting in Riversdale. At that meeting I was elected a shopsteward. All I was thinking is "Oh goodness, I don't know nothing about shopstewards work", but the members were sure I must be a shopsteward.

The next month I attended the area council meeting. It was my first time and I felt out of place. There was also an election and I was elected as area council secretary. I attended my first Regional Executive committee meeting. I learnt a lot at that REC. I then became a representative on the SAMWU Regional Education Committee (REDCOM). Every time when I went back to my structures I gave a report back at the area council meetings.

Later the next year I was elected as secretary of the Women's Structure. I tell you, this is how deep I was thrown into the union within a very short space of time! I was new but I want to thank all those comrades who trusted and elected me as a shopsteward. I want to tell all the women of SAMWU: "It's time to stand up, don't hide!" It's your right and don't be ashamed in front of the male comrades. You can also fight like them. After I attended the Workers College I got even more strength to fight harder. I don't stand aside for the male comrades in any meetings with management.

Women, trust in yourselves and you should never feel alone and afraid to be a shopsteward. I want to wish you women all the luck and strength.

Viva Women Viva! ■

The Other View

Andrew Nkoenyane, Gauteng Provincial Media Co-ordinator, argues that men who regard themselves as liberators of women are not helping in women's real struggle for emancipation...

The patriarchal approach to women's participation in union activities in particular and politics generally, clearly shows the difficulties women encounter in their everyday struggle for emancipation. The patriarchal approach I am referring to is that of male comrades regarding themselves as liberators of women, separate to being liberators of society.

Perhaps the late Comrade Samora Machel said it best: "The emancipation of women is not an act of charity, the result of a humanitarian or compassionate attitude. The liberation of women is a fundamental necessity for the revolutionary."

The Gauteng Experience

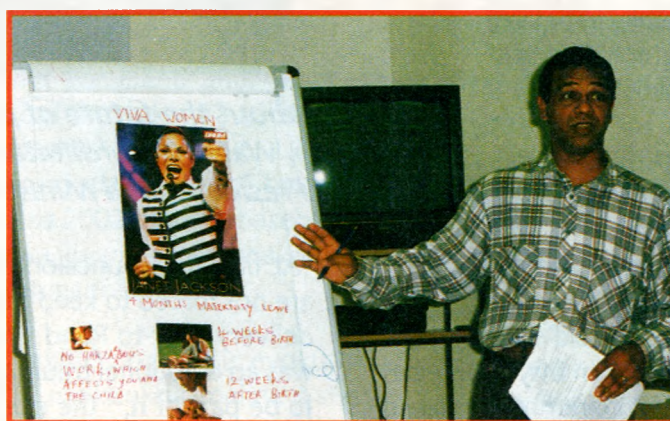
Gauteng Province elected Cde Meise Pahlani Mkhabela as Deputy Chairperson based purely on her leadership qualities and not as a token, or because of a humanitarian desire to promote a woman. No male dominated province like Gauteng will "give them tasks to perform" as Cde Michael Williams suggested in his article. Gauteng women set their own parameters and so we are busy jointly destroying the historical imbalances set by abnormal societies. Our Cde Deputy Chairperson, given the obligations and responsibilities of her office, discharges her duties with such vigour and determination that she serves as an inspiration to both men and women. Women are not only heroines because it is from their wombs that heroes such as O.R. Tambo, Chris Hani and others emerged, but because they have taken the lead in the revolution themselves - Dorothy Nyembe, Winnie Madikizela Mandela, Thenjiwe Mthintso and others are fine examples of this.

Lack of Education

Having worked in SAMWU for over nine years, my

experience in terms of leadership development is that education - or lack of it - plays a very small role in the development of a leader. There is one comrade who was a shopsteward in Alberton Town Council who developed my skills and that of other trade unionists despite the fact that the comrade could not read or write! And that comrade was Jabulani Walaza. The leadership

vacuum left after the comrade was shot dead in Phola Park is difficult to feel amongst the highly educated shopstewards committee now. Those comrades who were there before me have many stories to tell about Jabulani Walaza. So rural women do not need education or an urban environment to prove themselves as leaders.



Womens' Rights are human rights!

Other observations I have made about SAMWU women:

- ◆ SAMWU women should not look to women in the corporate world as the only role models of success. This is very dangerous as it ignores the important role played by the rural poor in society - especially the rural poor women.
- ◆ Women who are elected to leadership positions must not think that they owe their elevation to male comrades, and thus reduce themselves to playing a ceremonial role. "Women can be their own worst enemies too" said Graca Machel.
- ◆ The kind of language we use in meetings is often not gender sensitive.
- ◆ Although men claim to want to see women participating in the union, we practice the direct opposite at home - our wives remain pigeonholed in our kitchens while we attend union meetings.

Tell no lies, claim no easy victories!

Privatisation knocked on the head!

SAMWU gave privatisation of water a knock on the head on September 11th, 1999 when the country's first "public-public partnership" was launched in Garankuwa, North West Province. An agreement to provide water to over 400 thousand people which SAMWU calls a public initiative, was described by Minister for Water Affairs and Forestry, Ronnie Kasrils, as "historic".

The agreement is the product of three years of hard work by SAMWU, Rand Water Board, Department of Water Affairs and Forestry, the Winterveldt, Mabopane and Garankuwa municipalities, and the Eastern District Council. These communities were victims of apartheid's homelands system. Although the areas are less than fifty kilometres drive from Pretoria, the apartheid government placed them under the control of Bophutatswana. Run by Mangope, rural municipalities rarely saw any of the small amount of money given to the homelands government by the apartheid regime for services like water.

SAMWU believes that the initiative shows a clear alternative to privatising water. The union's vision of building disadvantaged municipalities so that they can deliver good quality, affordable services to the people is clearly going to be achieved by this project. While other municipalities have panicked and called in the multinationals when they feel they don't have the capacity to deliver water, it was hard work and political will that eventually succeeded in setting up this project. Some of the Mayors paid tribute to SAMWU's commitment to public water delivery, saying that in the early stages of negotiations, when Rand Water wanted to set up a private company instead SAMWU walked out of the meeting until the union won the position!

Shopsteward Mirriam Motlhamme, who has been working in the waterworks for the past 20 years said that the process was strenuous and unhappy.



Talking about the future of public water... Cde Lance Veotte, Water Co-ordinator; Cde Petrus Mashishi, SAMWU President, and Minister of Water, Ronnie Kasrils

"At first the councillors stressed on the fact that they are not forced to keep the workers after handing water delivery over to Rand Water," said Cde Mirriam. "This was an emotional trauma but now I'm happy and proud to be part of it," the cde said.

The agreement includes a promise from the Rand Water Board that indigent citizens (those families earning below about R800 per household per month) will get some free water. The money for this comes from the municipalities, who will hand over 20% of the money they get from central government every year to Rand Water. The Department will also provide a subsidy.

Work has been done for the past two months. From collecting R500 thousand every month in the past, water payments have now shot up to over R2 million, meaning that money has already been set aside to build a pipelines to Madidi village outside the area, and future plans to include sanitation for the residents. This shows clearly that the public sector can deliver!

Many SAMWU comrades were honoured at the event, from shopstewards to water co-ordinators, to Provincial and National Office Bearers. The SAMWU President was commended by Minister Kasrils on SAMWU's hard work towards making a water supply available for thousands of people. Well done comrades! Let's see another public project very soon! ■

Kuqoshwe umlando elokishini laseGarankuwa, eNyakatho Ntshonalanga, ngomhla ka 11 Septemba 1999, ngenkathi kuvulwa ngokusemthethweni isu (project) lokunikeza umphakathi amanzi. Lomsebenzi awuhlangene nakancane nawosoma-bhizinisi abazimele, kodwa ungumphumela womse-benzi onzima kaSAMWU kanye noMkhandlu waManzi waseRandi (okuyi-parastatal), uMkhandlu weDolobha wase-Mpumalanga (Eastern District Council) kanye nawoma-sipala baseMabopane, eGarankuwa nase-Winterveldt. Kunabantu abevile kwabangu 400 000 abazohlomula kulomsebenzikazi. UMnyango wezaManzi nawo wafaka isandla kanti lomsebenzi wavulwa ngokusemthethweni ngu-Ngqongqoshe, uRonnie Kasrils.

Lelisu lizokwenza ukuthi bonke abasebenzi bawomasipala – okwakungawomasipala bama-homeland phambilini – baphindiselwe ngaphansi kophiko luka Rand Water ngaphansi kwemigomo yokuqashwa efananayo. URand Water uzothuthukisa amakhono alabasebenzi bakwamasipala, bese kuthi ngonyaka ka 2002 bonke labasebenzi kanye nomsebenzi wokunikezwa kwamanzi emphakathini kuphindiselwe emikhandlwini yamadolobha!

Into efike ihlabe umxhwele kakhulu ngalelisu eyokuthi umphakathi usuvumile ukuthi uzokhokha malini. Labo abangakwazi ukukhoka bazonikezwa amanzana athile mahhala. Sikhuluma nje, loluhlelo selube yimpumelelo kangokuthi imali engenayo iningi kakhulu kuneyayiqoqwa phambilini! Ngenxa yokuthi sekunemali ethe xaxa, sekuze kwafakelwa nepayipi lokusa amanzi emzini wase-Madidi. Lendawo nayo seyizofakelwa amathoyilethi amanzi. Lokhu kukuveza ngokusobala ukuthi labo abathi yizinkampani zangasese kuphela ezingaxazulula izinkinga zokunikezwa kwamanzi kuwonkewonke BAYABHEDA! Ngokusebenza ngokubambisana nangokuzimisela, nangokunikela ngesi-khathi esiningi, uSAMWU, uMkhandlu waManzi waseRandi, uHulumeni, imiphakathi kanye nawomasipala beze nesu elisebenzayo lokulawulwa kwezamanzi kanye nezivu-melwano eziyizo. Lena yiyona kuphela indlela yokuletha izinguquko ngempumelelo.

U-SAMWU umatasatasa ngomsebenzi ofana nalona eLekoa Vaal. Sonke kufanele siwethulele izigqoko lamaqabane, okungama-shopsteward nje ejwayelekile kanye nabaxhumanisi bakazwelonke, ayakhele udumo inyunyana ngalomsebenzi oyingqophamlendo ngokuthi asebenze kanzima kuleminyaka emithathu eyedlule. Halala maqabane, uSAMWU uyaziqhenya ngani! ■

**Shopsteward
Mirriam Motlhamme
& North West Water
Co-ordinator David
Nkabinde**



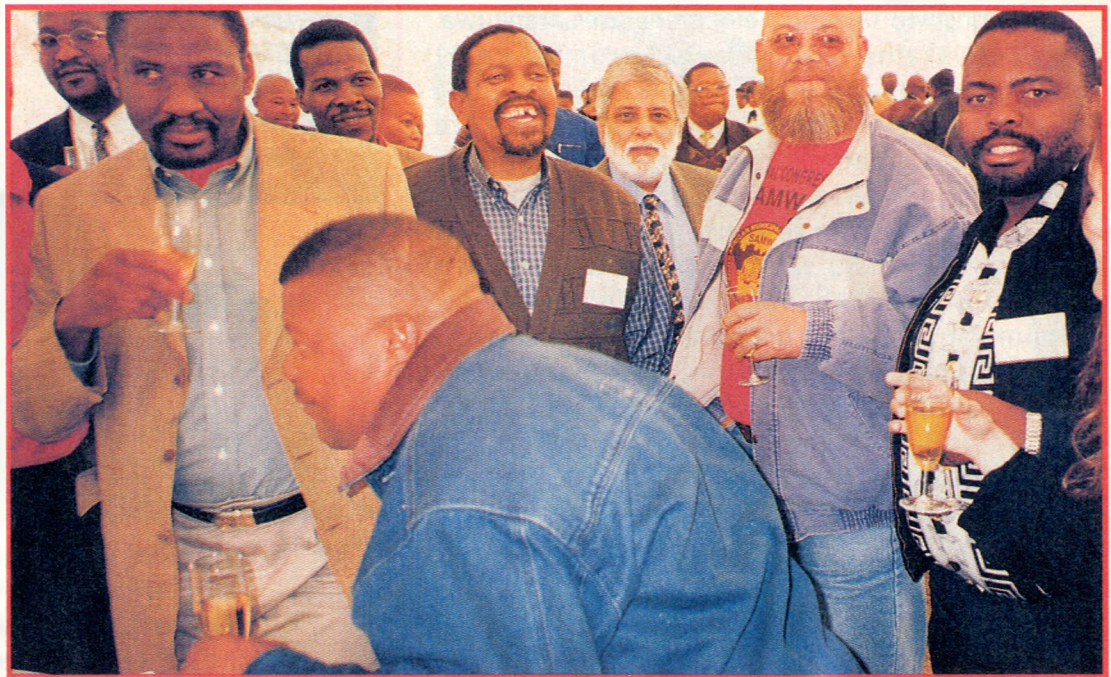
Die township van Garankuwa in die Noordwes-Provinsie het op 11 September geskiedenis gemaak toe die land se eerste openbare waterprojek daar geloods is.

Hierdie projek het niks met die privaatsektor te doen gehad nie. Dit was eerder die geval dat SAMWU baie hard met die Randse Waterraad ('n semi-staatsinstelling), die Oostelike Distriksraad en die munisipaliteite van Mabopane, Garankuwa en Winterveldt saamgewerk het. Daar is meer as 400 000 mense wat uit hierdie projek sal voordeel trek. Die Departement van Waterwese het ook hulp verleen en die projek is deur die Minister, Ronnie Kasrils, geloods.

Die projek beteken dat al die werkers in die muni-sipaliteite – voormalige tuisland-munisipaliteite – na Rand Water oorgedra word met dieselfde diensvoorwaardes. Rand Water sal dan die vermoë van die werkers en die munisipaliteite uitbou, en in die jaar 2002 sal al die water en werkers teruggegee word aan die plaaslike regering!

Die beste ding omtrent die projek is dat die gemeenskap ooreengekom het oor hoeveel hulle sal betaal. Diegene wat nie kan betaal nie, sal 'n sekere hoeveelheid water gratis ontvang. Dit werk reeds so goed dat baie meer geld as ooit tevore ingesamel word. Omdat daar ekstra geld is, is 'n pyplyding gebou om water tot by die dorpie Madidi te voer. Hierdie gebied sal ook voorsien word van sanitasie.

Dit toon duidelik dat diegene wat meen net die privaatsektor kan die probleme oplos om water by elkeen uit te bring, VERKEERD is! Deur saam te werk en baie tyd en moeite aan die dag te lê, het SAMWU, die Randse Waterraad, die regering, die gemeenskappe en die munisipaliteite vorendag gekom met behoorlike bestuur-stelsels en ooreen-komste. Dit is duidelik die enigste manier waarop transformasie ooit sal slaag. ■



SAMWU werk reeds hard aan 'n soortgelyke projek in die Lekoa Vaal. Ons moet almal daardie kamerade, gewone vloerbeamptes en nasionale koördineerders gelukwens wat die vakbond in hierdie projek in die kollig laat kom het deur drie jaar se harde werk. Goed gedaan, kamerade, SAMWU is trots op julle!

Lekeishene la Garankuwa le mane Profensing ya Leboya Bophirima le entse histori mohla la 11 Setemere 1999 ha ho ne ho hlongwa porojeke ya ho qala ya naha ya metsi hona moo.

Porojeke ena ha e amane ka letho le mokga ofe kapa fe wa poraefete. Empa e ne e le SAMWU ka ho sebeta ka matla le Rand Water Board (khampani e ka tlasa tshehetso ya mmuso), Eastern District Council, le bommasepala ba Mabopane, Garankuwa le Winter-veldt. Ke batho ba ka hodimo ho 400 000 ba tla fumama molemo ho tswa porojekeng ena. Lefapha la Merero ya Metsi le lona le thusitse haholo porojekeng ena, athe yona e ile ya hlongwa ke Letona, Ronnie Kasrils.

Porojeke ena e tla etsa hore basebetsi bohle ba mmasepala - bao ba neng ba le ho bommasepala ba neng ba tsejwa ka hore ke ba di-*homeland* pejana - hore ba trasferwe ka tlasa maemo a tshwanang a tshebetso ho ya ho Rand Water. Rand Water e tla be e se e bopa bokgoni ba basebetsi le ba bommasepala,

mme ka selemo sa 2002 basebetsi bohle ba metsi ba tla kgutlisetswa ho mebuso ya bona ya selehae!

Ntho e ntle ka porojeke ena ke ya hore merabe e dumetse hore e tla lefa bokae. Bao ba sa kgoneng ho lefa ba tla fumana palo e itseng ya metsi ntle le tefo. Re bua tjena hona ho se ho ntse ho sebeta hantle, mme ho bokellwa tjhelete e ngatanyane ho ena le pejana! Hobane ho na le tjhelete e eketsehileng, ho se ho kentswe diphaepe tse tla isa metsi motsaneng wa Madidi. Hape sebaka seo se tla kenyetswa tshebeletso tsa tlhwekiso tsa matlwana.

Mona ke batla ho supa ka ho hlaka hore bao ba ntseng ba re mekga ya poraefete ke yona feela e ka rarollang bothata ba ho isa metsi ho batho bohle, ba FOSITSE! Ka ho sebeta mmoho mme re ipha nako le maiteko a mangata, SAMWU, Rand Water Board, mmuso, merabe le bommasepala re ka tla le mekgwatshebetso ya tsamaiso le ditumellano tse nepahetseng. Ena ke yona tsela eo ka yona diphetoho di ka bang le katleho.

SAMWU e se e ntse e tshwarahane le porojeke e tshwanang le ena mane Lekoa Vaal. Re tshwanela ho lebohisa di-comrade, di-shopsteward le bahokahanyi ba naha ka bophara ba etsa hore yunione ya rona e hlahelle porojekeng ena ya histori ka ho sebeta ka matla bakeng sa dilemo tse tharo. Le sebeditse hantle haholo comrades, SAMWU e motlotlo ka lona! ■

By Rob Rees, Restructuring Organiser

Johannesburg in deadlock!

Samwu and Imatu left the last negotiations on Igoli 2002 held on the 10th of September, deciding to declare a dispute in the Bargaining Council's next meeting on the 30th September.

Igoli 2002 is a neo-liberal solution favouring bosses and profits. But so is GEAR. The problems faced in the public sector and Telkom wage struggles are problems created by GEAR. The neo-liberal ideology that involves GEAR emphasises a slimmer state and privatisation. This means that the biggest employer in the country, government, must not only employ less workers but must operate fewer services. SAMWU's struggle against Igoli 2002 links clear with the struggles of our comrades in NEHAWU, CWU, SADTU and other unions. Like the government in the public sector strike, SAMWU's employer is implementing the plan against SAMWU's will:

- ❖ They will privatise Metro Gas, the Rand Airport and the Johannesburg Stadium.
- ❖ They will corporatise other services. Corporatising means the formation of independent companies, each with their own Managing Director, accounts and assets. The employer will turn electricity, water and sanitation, waste management, zoo, Metro Bus and the Civic Theatre into businesses.
- ❖ Subcontract roads and grass cutting.

The employer says that there are three reasons for corporatising: to borrow money, attract management and to introduce new systems of financial accountability. They say that council wastes money every month because they don't have good managers. For example, if an electricity turbine breaks and it costs R50 000 to fix, council does not fix it straight away. Instead they fill in so many forms that it takes 2-3 weeks to fix the turbine. In that time, council spends R1 million buying electricity from Eskom. Now council is saying that the only way to change this bureaucracy is to make each service into an independent company under the political control of the council.

SAMWU thinks this is a ridiculous argument. If several council managers, highly paid as they are, take so long to give an instruction why will highly paid private managers be any more efficient? And once a service is removed from the rest of the municipality, it makes it easier for council to completely sell it as a separate business.

SAMWU says the municipalities must transform. It is possible to introduce better systems to increase public sector efficiency. But managers cannot do this alone - there must be worker participation.

If council needs money, they must borrow it from overseas banks. It is local banks who will not lend (they are red-lining the council and parts of Johannesburg), so council must pass a by-law forcing the banks to lend money. But even though we say that borrowing money is preferable to corporatisation and privatisation, it is still a problem to fund development through loans because banks charge very high interest rates, and make a lot of profit from development. National government has cut grants. Johannesburg gets R425 million less this year than it did last year. We need also to campaign for more money for local government.



SAMWU's starting point for restructuring is the needs of the people, particularly the poor, and the need for transformation. But the employer starts with Johannesburg's money and institutional problems. They say that when labour agrees to corporatisation first, then we can look at social needs. And that there will be greater participation but only in the future. How can SAMWU agree to stay out of a process affecting our members now on condition that we can participate in the future? In the future everything will already have been restructured! It makes no sense!

SAMWU wants to see a council that is more efficient, less wasteful and corrupt. But the employer wants changes that will mean greater job insecurity and less worker unity through fragmented bargaining (an electricity chamber, a zoo chamber, and the exclusion of workers in privatised companies).

The Johannesburg BEC resolved that workers must prepare to take action and build a proper campaign. The Cosatu Central Executive Committee has also discussed the matter and is developing a programme of action. Other organisations oppose Igoli 2002, including the SACP and Sanco. Samwu needs to build this opposition through a powerful campaign that starts from the needs of the poor and disadvantaged.

SAMWU e phatlalatsa tsekisano Johannesburg!

Samwu le Imatu di ile tsa tswa ditherisanong tsa ho qetela tse mabapi le Igoli 2002 tse neng di tshwerwe ka la 10 Setemere, mme di entse qeto ya ho phatlalatsa tsekisano kopanong e latelang ya Khansele ya Ditherisano tse Kopanetsweng mohla la 30 Setemere.

Igoli 2002 ke mokgwa o motjha wa tharollo e tshehetsang bahiri ekasitana le diprofithi tsa bona. E tshwana feela le GEAR (bala kgatiso e sa tswa feta ya *Workers News* ha o batla ho tseba haholwanyane ka GEAR). Mathata ao ho tobanwang le ona a bakileng seteraeke sa meputso sa basebetsi ba mmuso, le boitseko ba meputso ba Telkom, ke ona mathata a bakilweng ke GEAR. Kahoo boitseko ba SAMWU kgahlanong le Igoli 2002 bo amahana le boitseko bo bong boo basebetsi ba tshwarahaneng le bona ha jwale.

Mohiri o kenya tshehetsong morero ona leha o le kgahlanong le ditabatabelo tsa SAMWU:

- ❖ Ho tla kengwa tshebetso tsa Metro Gas, Rand Airport le Johannesburg Stadium tlasa mekgwa ya poraefete.
- ❖ Ba tla kenya ditshebeletso tse ding tlasa ho bitswang Corporatising. Corporatising ena e bolela ho hlongwa ha dikhampani tse ikemetseng, e nngwe le e nngwe ya tsona e ba le Managing Director ya yona, diakhaonte le matlotlo a yona. Mohiri o tla fetolela motlakase, metsi le tlhwekiso tsa mantle, taolo ya ditshila, serapa sa diphoofolo, Metro Bus le Civic Theatre ho ba dikgwebo.
- ❖ Ho fanwe ka dikonteraka tsa kantle bakeng sa mebila le ho hela jwang.

Mohiri o re ho na le mabaka a mararo a etsang hore ho kengwe ditshebeletso tsena tlasa dikhampani tse ikemetseng: ho kadima ditjhelete, ho hohela manejelemente le ho hlahisa mekgwa e metjha ya tsa ditjhelete le maikarabelo a mang. Ba re khansele e senya ditjhelete selemo le selemo hobane ho se na dimanejara tse tsebang mosebetsi hantle. Mohlala, ha turbine ya motlakase e ka senyeha e hloka R50 000 ho e lokisa, mme khansele ha e kgone ho e lokisa hang-hang. Ho tlatswa diforomo tse ngata tse tla feta mafapheng a mangata ao di tla nka dibeke tse 2-3 pele ho ka lokiswa turbine eo. Ka yona nako eo, khansele e tshwanela ho sebedisa R1 million ka ho reka motlakase ho tswa ho Eskom. Jwale khansele e re tsela ya ho fetola ditshitiso tsena ke ya ho etsa hore tshebeletso ka nngwe e be matsohong a khampani e ikemetseng tlasa taolo ya sepolotiki ya khansele.

SAMWU e bona hona e le ntho e tshehisang. Ha ele mona dimanejara tse itseng tsa khansele, tse lefshwang tjhelete

tse hodimo jwalo ka tsona, di nka nako e telele pele di ka fana ka ditaello tsa hore ho lokiswe *turbine*, na ke eng e tla etsa hore dimanejara tsa poraefete tseo le tsona di tla lefshwa tjhelete e hodimo di kgone ho etsa mosebetsi ona hantle? SAMWU e re bommassepala ba tshwanela ho fetolwa. Ho a kgoneha hore ho kengwe mekgwa e betere bakeng sa ho eketsa maikarabelo le bokgoni ba ho sebetsa hantle ha mekgwa ya mmuso. Empa dimanejara di ke ke tsa etsa hona di le ding - ho tshwanetse hore basebetsi le bona ba be le seabo.

Johannesburg BEC e entse sephetho sa hore basebetsi ba itokisetse ho nka mehato e itseng le ho hloma letsholo le tshwanetseng. Cosatu CEC e entse sephetho sa hore naheng ka bophara ho be le mehwanto kgahlanong le ho lahlehelwa ke mesebetsi ekasitana le Igoli 2002 bekeng ya ho qala le ya bobedi ka Oktoboro. Mekgatlo e meng e leng kgahlanong le Igoli 2002, ho kenyelletswa SACP le SANCO, SAMWU, di tshwanela ho bopa kganyetso ena ho ba letsholo le matla le qalang ka ditlhoko tsa mafutsana le bao ba sa fuweng menyetla. ■



SAMWU verklaar dispuut in Johannesburg!

SAMWU en Imatu het die laaste onderhandelings oor Igoli 2002, gehou op die 10de September, verlaat met die besluit om 'n dispuut te verklaar by die Bedingingsraad se volgende vergadering op die 30ste September. Igoli 2002 is 'n neo-liberale oplossing wat in die guns van die base en hulle wins tel. Maar so is GEAR ook (lees die vorige uitgawe van *Workers News* om uit te vind oor GEAR). Die probleme ondervind tydens die staking in die staatsektor en die Telkom lonestryd is probleme wat deur GEAR geskep is. SAMWU se stryd teen Igoli 2002 sluit daarom aan by ander gevegte wat arbeid tans voer.

Die werkgewer implementeer die plan:

- ❖ Hulle sal Metro Gas, die Randse Lughawe en die Johannesburgse Stadion privatiseer.
- ❖ Hulle sal ander dienste korporatiseer – dit aan die sakesektor oorhandig. Dit beteken die vorming van onafhanklike maatskappye, elk met sy eie Besturende Direkteur, rekeninge en bates. Die werkgewer sal elektrisiteit, water en sanitasie, afval-bestuur, die dieretuin, Metro Busdiens en die Civic Theatre omskakel in sakeondernemings.
- ❖ Subkontrakte uitgee vir paaie en die sny van gras.

Die werkgewer sê dat daar drie redes is hiervoor: om geld te leen, bestuur aan te trek en om nuwe stelsels van finansiële toerekenbaarheid in te stel. Hulle sê dat die raad geld verkwis omdat hulle nie goeie bestuurders het nie. Byvoorbeeld, as 'n elektrisiteitsturbine breek, en

dit kos die raad R50 000 om reg te maak, maak die raad dit nie onmiddellik reg nie. In plek daarvan vul hulle soveel vorms deur soveel departemente in dat dit 2-3 weke neem om die turbine reg te maak. In daardie tyd het die raad R1 miljoen bestee daaraan om elektrisiteit van Eskom te koop.

Nou sê die raad die enigste manier om hierdie burokrasie te verander is om elke diens om te skakel in 'n onafhanklike maatskappy onder die politieke beheer van die raad. SAMWU dink dis 'n belaglike argument. As verskeie hoogs betaalde raadsbestuurders so lank neem om vir mekaar instruksies te gee om 'n turbine reg te maak, hoekom sou hoogs betaalde privaatsbestuurders meer doeltreffend wees? SAMWU sê die munisipaliteite moet transformeer.

Die nasionale regering het toelaes gesnoei. Johannesburg kry hierdie jaar R425 miljoen minder as verlede jaar. Ons moet ook veg vir meer geld vir plaaslike regering. Die Johannesburgse Uitvoerende Komitee het besluit dat werkers bereid moet wees om aksie te neem en 'n behoorlike veldtog te bou. Die Cosatu CEC het besluit dat daar in die eerste of tweede week van Oktober op nasionale vlak optogte moet wees teen werksverliese en teen Igoli 2002. Ander organisasies staan Igoli 2002 teen, insluitende die SAKP en Sanco. SAMWU moet hierdie teenkanting uitbou deur 'n kragtige veldtog. ■

U-SAMWU umememzela umbango eGoli

USAMWU bawushiya phakathi umhlango wokubonisana nge-Igoli 2002 (dispute) emhlanganweni ozayo woMkhandlu wokuBonisana (Bargaining Council) ozoba ngomhla ka 30 Septemba. I-Igoli 2002 yisixazululo samalibherali amasha (neo-liberal) esivuna abaphathi kanye nenzuzo yabo (profit). I-GEAR nayo injalo. Lezinkinga eziphathelele nesiteleka samaholo abasebenzi bomphakathi kanye nomzabalazo wamaholo wabasebenzi bakwa-Telkom yizinkinga ezidalwe yi-GEAR. Ngakhoke, umzabalazo kaSAMWU wokuphikisana ne-Igoli 2002 uyahambisana neminye imizabalazo yabasebenzi eqhubekayo njengamanje. Umqashi uzimisele ukulisebenzisa ngenkani lelisu. Akazigqizi qakala izikhalazo zika-SAMWU:

- ❖ Bazodayisa iMetro Gas, iRand Airport kanye neJohannesburg Stadium.
- ❖ Ezinye izinsiza zizonikezwa izinkampani ezizimele (corporatise). Lokhu kusho ukuthi inkampani ngayinye ezimele izoba noMphathi wayo oMkhulu (Managing Director), ibe nama-akhawunti ayo kanye nesilulu sayo (assets). Umqashi uzogququla ukunikezwa kukagesi, amanzi nokukhuculula, ukuqoqwa kukadoti, i-zoo, iMetro Bus kanye ne-Civic Theatre kube ngamabhinisi.
- ❖ Ukulungiswa kwemigwaqo nokusikwa kotshani kuzonikezwa izinkonteleka ezincane (subcontracts).

Umqashi ubeka izizathu ezintathu ezenza ukuthi lezinsiza azinikeze izinkampani ezizimele: ukuze akwazi ukweboleka izimali, ahehe abaphathi abanamakhono kanye nokusungula izindlela ezintsha zokusebenza ngezimali kanye nokuziphendulela (accountability). Bakhala ngokuthi umkhandlu umosha imali zinyanga zonke ngoba awunabo abaphathi abanamakhono. Isibonelo, uma ithebhani likagesi liphuka, bese kudingeka uR50 000 ukuze lilungiswe, umkhandlu awulilungisi ngaso lesi sikhathi. Kunalokho, kuyaye kugcwaliswe inqwaba yamafomu asuka kulomnyango aye kuloya, kuze kuphele amaviki amabili ukuya kwamathathu phambi kokuthi ithebhani lilungiswe. Ngaso sonke lesi sikhathi umkhandlu usebenzisa R1 million uthengana nogesi kwa-Eskom. Manje umkhandlu usitshela ukuthi yinye kuphela indlela yokugwema lemicikilisho, eyokuthi insiza ngayinye inikezwe yinkampani ezimele kodwa elawulwa, kwezombusazwe, ngumkhandlu wedolobha.

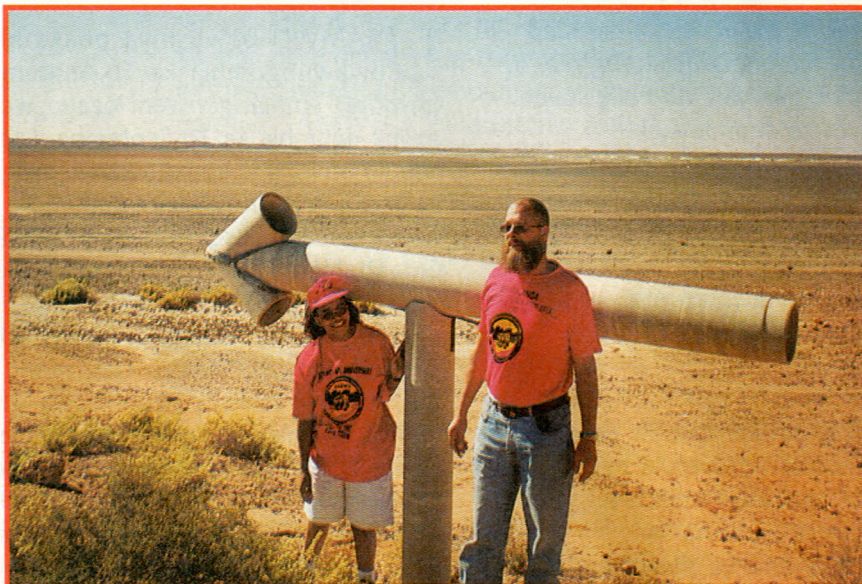
U-SAMWU uthi ngumbhedo lowo. Uma abaphathi abambalwa bomkhandlu, abahola izimali ezinkulu, bethatha isikhathi eside kangaka ukuxhumana ukuze kulungiswe ithebhani nje, abaphathi bangasese abazohola kakhulu kunabo, bona bazokwenza mehluko muni? U-SAMWU uthi imikhandlu yamadolobha kufanele iguquke. Zikhona izindlela zokusebenza ezingcono ezingaqala ukusetshenziswa ukuze kuqiniseke ukuziphendulela kwabasebenzi bomphakathi futhi kuthuthukiswe namakhono abo. Kodwa abaphathi ngeke bakwazi ukukwenza bebodwa lokhu – abasebenzi kufanele nabo babambe iqhaza. U-SAMWU uthatha ngokuthi izidingo zomphakathi kufanele kube yizo ezilawula ukuthi izinguquko zenziwe kanjani, ikakhulukazi zidingo zabantu abampofu, nokuthi izinguquko zidingeka kangakanani. Isimanga ukuthi umqashi yena uqala ngezidingo zedolobha laseGoli kanye nezinkinga zalo. Bathi abasebenzi abavume kuqala ukuthi izinsiza zinikezwe ezinkampanini ezizimele, kuthi emuva kwalokho kubhekwe izidingo zomphakathi. Bathi ngelinye ilanga lizokwandiswa neqhaza elibanjwa ngabasenzi, kodwa hhayi okwamanje. U-SAMWU angavuma kanjani ukuthi ashiywe ngaphandle ohlelweni oluchaphazela amalungu akhe njengamanje, ngoba ethenjiswa ukuthi uzobamba iqhaza ngomuso?

I-BEC yaseGoli yanquma ukuthi abasebenzi abazilungiselele ukuthatha izinyathelo nokuthi basungule umkhankaso wangempela. Ingqungquthela yesiYingi kaCOSATU CEC yanquma ukuthi ngeviki lokuqala noma lesibili ku-Okthoba kube khona imibhikisho kazwelonke maqondana nokulahleka kwemisebenzi kanye nokuphikisana ne-Igoli 2002. Zikhona nezinye izinhlangano ezichasene ne-Igoli 2002, njenganje i-SACP noSANCO. ■

Servicing the rural areas!

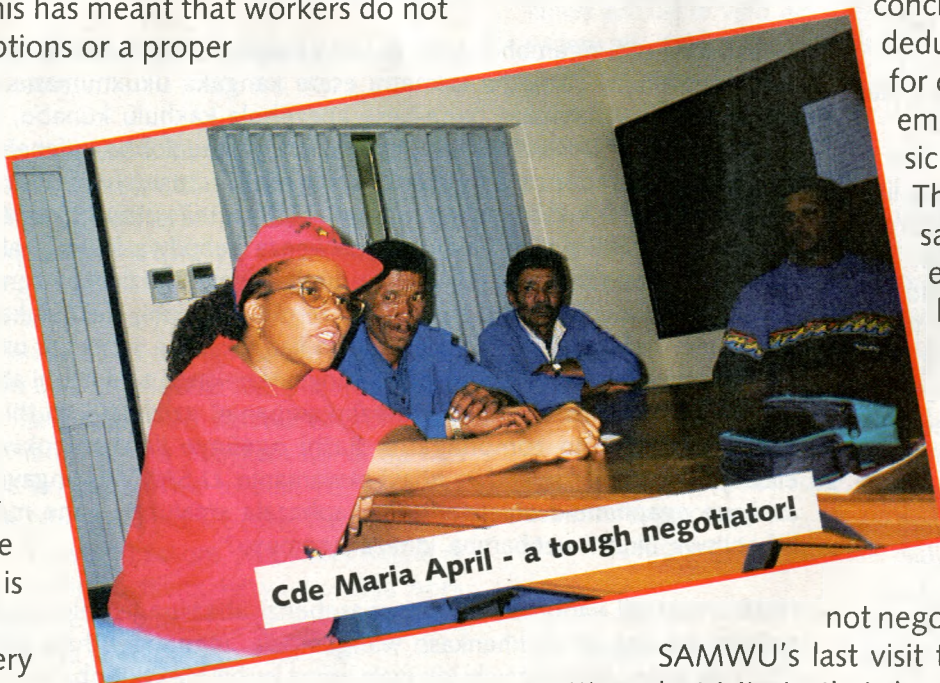
The National Water Co-ordinator, Lance Veotte, and the Collective Bargaining Officer, Dale Forbes visited the Northern Cape at the end of August. Accompanied by Springbok Organiser, Maria April, the SAMWU delegates visited three waterboards to finalise wage negotiations. Here is their report:

In the Namakwa Waterboard, workers accepted the annual increase of R230.00 and the Boards proposal of equalisation of the allowances to be phased in, R200.00 now and a further R200.00 next year. The problems here are that the workers were promised a human resource administrative person but to date there has been nothing forthcoming. This has meant that workers do not have job descriptions or a proper instruction mechanism. Other difficulties faced by the comrades are no heaters in the four stations during the freezing winter; and no housing subsidy. Because the waterboard is in a rural area, comrades are very isolated and on retirement they have nowhere to go to.



At Pelladrift Waterboard, the team signed up six new members. SAMWU now needs to get recognised at this workplace. The union left a letter demanding immediate recognition.

At the Kalahari West Waterboard we have two members. Workers were given an increase of R121.75 which was unilaterally decided upon by the Waterboard. Other problems experienced by the comrades are no hot water, housing with bare concrete floors, and deductions from salaries for diesel or petrol for emergencies like sickness and death. The workers have no safety boots or gas or electricity at the homes.



At the Kalahari East Waterboard, where SAMWU has five members, workers also received an increase that was

not negotiated. It is only since SAMWU's last visit that the workers are getting electricity in their houses, 21 days annual leave and safety boots.

Demands are now for floor coverage for the houses and a housing subsidy. At the Rietfontein Local Authority - covering the towns of Louwbos, Mier and Welkom, there are problems with overtime. The CEO decided suddenly not to pay for overtime but to give time off. The workers don't get standby allowances and temporary workers are being exploited at this municipality. SAMWU is going to take up all these issues at the Provincial Bargaining Council. Even if SAMWU has only one or two members in a municipality, the union will always make a plan to ensure that your voices are heard - even if it means driving hundreds of kilometres to see you!



Die Nasionale Koördineerder vir Water, Lance Veotte, en die Kollektiewe Bedingsbeampste, Dale Forbes, het die Noord-Kaap aan die einde van Augustus besoek. Vergesel deur die Organiseerder vir Springbok, Maria April, het die afgevaardigdes van SAMWU drie waterrade besoek om loononderhandelings af te handel.

Hier is hulle verslag:

In die Namakwa Waterraad het werkers die jaarlikse verhoging van R230.00 aanvaar, asook die Raad se voorstel van 'n gelykstelling van die toelaes wat ingefaseer sal word, R200.00 nou en 'n verdere R200.00 volgende jaar. Die probleme hier is dat die werkers 'n personeellid vir die administrasie van menslike hulpbronne belowe is, maar dat daar tot op datum nog niks gebeur het nie.

Dit het beteken dat werkers nie werksomskrywings of 'n behoorlike opdragmeganisme het nie. Ander probleme waarmee die kamerade te make het, is dat daar geen verwarmers is in die vier stasies gedurende die bitter koue winter nie; en ook geen behuisingssubsidie nie. Omdat die waterraad in 'n landelike gebied is, is die kamerade baie geïsoleer en wanneer hulle aftree, het hulle nêrens heen om te gaan nie. By die Pelladrift Waterraad het die span ses nuwe lede ingeskryf. SAMWU moet nou by hierdie werkplek erken word. Die vakbond het 'n brief agtergelaat waarin onmiddellike erkenning geëis word.

By die Kalahari-Wes Waterraad het ons twee nuwe lede. Werkers is 'n verhoging van R121.75 toegestaan, 'n eensydige besluit van die Waterraad. Ander probleme wat die kamerade ervaar, is 'n gebrek aan warm water, behuising met kaal sementvloere, en salarisaftrekkings vir diesel/petrol vir noodgevalle soos siekte en dood. Die werkers het geen veiligheidstewels of gas en elektrisiteit in die huise nie.

By die Kalahari-Oos Waterraad, waar SAMWU vyf lede het, het werkers ook 'n verhoging ontvang wat nie onderhandel is nie. Dit is maar sedert SAMWU se laaste besoek dat die werkers elektrisiteit in hulle huise, 21 dae jaarlikse verlof en veiligheidstewels kry. Die eise is nou vir vloerbedekkings vir die huise en 'n behuisingssubsidie.

By Rietfontein Plaaslike Owerheid – wat die dorpe Louwbos, Mier en Welkom dek – is daar probleme met oortyd. Die Hoof-Uitvoerende Beampste het besluit om skielik nie vir oortyd te betaal nie, maar om tyd af te gee. Werkers kry nie toelaes wanneer hulle op gereedheid moet staan nie, en tydelike werkers word in hierdie munisipaliteit uitgebuit. SAMWU gaan al hierdie kwessies ophaal by die Provinsiale Bedingsraad. Selfs as SAMWU net een of twee lede by 'n munisipaliteit het, sal die vakbond altyd 'n plan maak om te verseker dat u stemme gehoor word – selfs al beteken dit dat ons honderde kilometer moet ry om u te sien!

Away with special allowances!

The Eastern Cape Province recently investigated an "enhanced responsibility" allowance paid to some senior officials. The province would like to warn all other SAMWU members to stop these allowances from being granted.

Comrade Sandile Mqaka, Chairperson of the province outlined the history of the allowance: "Senior Officials in the Labour Relations Forum (now the Bargaining Council) pushed through an allowance when municipalities were amalgamated. They said that amalgamation would mean more work and responsibilities for them. They said they should be paid extra to do this 'extra work'", explained Cde Sandile.

As comrades know, workers were not given any special allowance when amalgamation took place. In fact one worker often has to do the job of two or three people when

other workers retire or resign. "In our last congress we decided that this allowance was nothing more than enrichment," says Cde Sandile. The province decided to block applications for the allowance in the Bargaining Council. SAMWU set these strict conditions for people to qualify for the allowance:

- ❑ There must be local agreement by all parties
- ❑ That the local authority will not apply for exemption from wage agreement for at least two years.
- ❑ That the local authority will not ask for downsizing of workers due to financial problems.
- ❑ That it will not privatise services due to insufficient funds.

Some officials that could get Enhanced Responsibility are also SAMWU members. "Comrades must not think that SAMWU does not want members to benefit but this has a negative impact on the

delivery of services," said Cde Sandile. "As SAMWU we have a political commitment to serve our communities rather than to fill up our pockets," says Provincial Secretary Andile Sihlahla. This allowance undermines the Bargaining Council resolution that local authorities must not upgrade themselves unilaterally on the expense of rate payers.

"With this allowance, finances of the local authorities will go through the drain," added Cde Andile. The Eastern Cape Provincial Executive Committee has resolved:

- ❑ that this item be urgently tabled as a priority in the Provincial Bargaining Council
- ❑ that the Bargaining Council must remove their earlier resolution on the criteria for this allowance.
- ❑ the issue must be also tabled at the Central Bargaining Council
- ❑ the POB's will meet the

Eastern Cape Local Govt Association to implement the resolution taken at the ANC Provincial Local Govt Transformation Sub-Committee (which agreed with SAMWU)

- ❑ To campaign and educate members on the history and effects of enhanced responsibility on service delivery.

Members in all workplaces should beware of special allowances that the bosses secretly try to give themselves!



Umsebenzi owongezelelweyo/ Ukuzinyusela emsebenzini

Maqabane, eli phetshana liza kukuchazela ngezaphulelo-mali ezihamba nalo "msebenzi wongezelelweyo", nezibangela ukuba oomasipala balahlekelwe yimali kakubi.

Luyintoni kanye olu lwaphulelo-mali?

Lo msebenzi wongezelweyo, nohamba nolu lwaphulelo-mali, kwaye kwagqitywa ngawo ngamagosa aphezulu eForumu yeSizwe yezoNxibelelwano lwezaBasebenzi, (ngoku eyaziwa njenge *Bargaining Council*). La magosa akwenza oku ukuze abe nenzuzo ayifumanayo xa kuhlangukiswa oorhulumente bengingqi. Aye la magosa athi ukuhlangukiswa oorhulumente bengingqi kuthetha ukuba aya kuba nomsebenzi ongaphezulu owongezelelekileyo phezu kowabo, ngoko ke athi ngenxa yoko kufuneka babe nezaphulelo-mali ezizodwa ngenxa yalo "msebenzi wongezelelweyo."

Kwinngqungquthela yethu yokugqibela siye sagqiba ekubeni eyona nto yenziwa ngala magosa kukuzityebisa ngokungafanelekanga. Iyuniyoni yaye ke yagqiba ekubeni le nkqubo kwakungafanelekanga ukuba ibe iyaqhubeka kwisebe le-SALGBC laseMpuma-Koloni.

Kwaye ke kwathathwa isigqibo esicace gca, ukuphuthisa izicelo ezivela oorhulumente bengingqi, zicelo ezo zifuna umsebenzi owongezelweyo. Esi sigqibo sibeka phambili le miqathango ilandelayo:

❑ Kufuneka onke amaqela abandakanyekayo engingqini leyo avumelane ngoko (ngokwemiqathango ebekwe yi *Bargaining Council* amalungu ethu akayi kusamkela eso sindululo).

❑ Urhulumente wengingqi ochaphazelekayo akayi kuba nako ukwenza isicelo esimkhuphayo kwisivumelwano ngezemivuzo kwisithuba esingaphantsi kweminyaka emibini.

❑ Urhulumente wengingqi akayi kufuna ukuba licuthwe inani lakhe labasebenzi ngenxa yeengxaki zemali.

❑ Urhulumente akayi kuzinika iinkampani zangasese iinkonzo zakhe kuba esithi akanazimali zaneleyo ukuhlawulela ezi nkonzo.

Amaqabane akufuneki acinge ukuba u-SAMWU akafuni amalungu akhe afumane inzuzo koku, kodwa ke le

nkqubo inefuthe elibi kunikezelo lweenkonzo zikamasipala.

Thina kwa-SAMWU sizibophelele, ngokwemo yezopolitiki, ukukhonza iindawo zethu zoluntu, hayi ukuba sibengoohlohesakhe. Ezi zaphulelo zezimali zisengela phantsi inkqubo yedemokhrasi elizweni lethu, zikwajongela phantsi nezisombululo ezaye zathathwa kwi-SALGBC, zokuba kungavunyelwa oorhulumente bengingqi ukuba bazinyusele, bekwenza oko ngokucinezela abantu abahlawula iirhafu.

Iziphumo zezi zaphulelo-mali ziya kufunyanwa ngala magosa ziya kuthetha ukuba imali yoorhulumentr bengingqi iya kuphelela ezandleni. Ngaphezu koko, amanye ala magosa abanga le mali aqashwa ezikhundleni zawo emva kokuba ludlulile uhlanganiselo oorhulumente bengingqi! Ngoko ke akufanelekanga ukuba oomasipala bavumele ukuba kudlalwe kakubi kanjalo ngemali. Ngoko ke senza isibongozo kumalungu ethu, ukuba aziphephe izihendo angathi ahlangukane nazo. Ngoko oko ke iKomiti eLawulayo yePhondo yenze isisombululo sokuba:

(i) Abameli beBargaining Council bawufake lo mba kwi-ajenda yentlanganiselo ezayo yeBargaining Council, oku bekwenza kwi-ofisi kaNobhala wePhondo.

(ii) Isigqibo seBargaining Council kufanele ukuba ibe sesirhoxisa isisombululo sayo sangaphambili ngalo mba, oku kubandakanye nemiqathango engolu lwaphulelo-mali.

(iii) Lo mba ubuyiselwe kwiCentral Bargaining Council nanjengoko lo ingumsebenzi wayo.

(iv) Ii-POB zihlangane ne-ECLGA ngokungxamisekileyo ukuze zijongane nalo mba, ngokuhambelana nezigqibo ezathathwa kwi-Sub-Committee ye-ANC ejongene neenguqulo ekufanelwe ukuba zenziwe oorhulumente bengingqi bamaphondo.

(v) Onke amanye amanqanaba eyuniyoni kufuneka abe nenxaxheba ebonakalayo kuzo zonke iisub-committees ze-ANC kumanqanaba amaphondo.

Thina kufuneka sizibophelele kwiphulo lokufundisa amalungu ethu ngembali kwakunye neziphumo oluya kuba nazo olu lwaphulelo-mali kunikezelo lweenkonzo kuluntu.

Collective Bargaining Round Up 1999

Wage negotiations might be over for the year, but some workers still don't have their increases. Other comrades are working for municipalities where they haven't been paid for months, and members in the privatised water sector are having problems with their companies failing to live up to promises. Collective Bargaining Officer Dale Forbes, and Northern Cape Media Co-ordinator Manne Thebe report...

Privatised company fails workers

About 60 SAMWU members at a privatised water company in Queenstown, Eastern Cape went on strike for two days in August because of broken promises by the company. The company, Water and Sanitation Services South Africa (WSSA), is a subsidiary of French water giant Lyonnaise Des Eaux which has bid for every municipal water contract put out to tender so far. Four years ago, before the formation of the South African Local Government Bargaining Council, WSSA tricked local authority workers into supporting a contract concluded at local level privatising the town's water. WSSA promised improved salaries, no job losses, training and greater opportunities for advancement. Instead, wages have come under dispute, training has been non-existent and only a handful of workers have been advanced. Workers who leave are not replaced and remaining workers are expected to perform two or more jobs.

The strike comes on top of a wage deadlock where the union is set to go to conciliation at the CCMA. SAMWU is demanding R250 whilst the company is offering R210, less than the increase agreed upon at this year's national wage negotiations. "The temperature is rising rapidly and we will see if those companies privatising local government can take the heat," said SAMWU's Collective Bargaining Officer, Dale Forbes. We will keep cdes posted.

EXEMPTIONS – A BITTER YEAR AHEAD

The exemptions process for the 1999/2000-year is in full swing. Local authorities throughout the country have applied for exemption from the settlement of R230 or 5,5% with effect from 1 July 1999. The majority of exemption applications are legitimate. This reflects central government's failure to establish an adequate system to fund local government. Black areas were the most neglected under apartheid. It is impossible to develop these areas without massive funding from central government. Money has just not come. Instead the ANC-led government has spent resources promoting privatisation of those assets that are still in public hands. Every effort will be made to scrutinise each application to ensure that it complies with all the criteria. Applications that are not serious will be subject to fining the local authority concerned. SAMWU will ensure that each local authority applies the negotiated increase in full before 30 June 2000. We have also decided to visit the applicant to do an on the spot investigation and to assist where there are genuine capacity problems with the local officials. Until central government assumes the responsibility of providing decent health, sewerage, water and refuse facilities to the people of South Africa, we will have to confront these exemption applications each year. We call on the government to take the RDP seriously.

Kuyiqiniso ukuthi izingxoxo zanonyaka zokubonisana ngamaholo sezifike esiphelweni, kodwa kusekhona abasebenzi abangakenyuselwa yonke imihlo yabo. Laba ngabasebenzi bawomasipala abafaka izicelo zokunikezwa isikhathi esithe xaxa (exemption). U-SAMWU uthi uHulumeni kazwelonke makabaxhase ngezimali omasipala abampofu ukuze bakwazi ukukhokhela abasebenzi babo bandise futhi nemisebenzi abayenzela umphakathi. Kunabasebenzi abasebenzela omasipala osekuphele izinyanga bengabakhokheli amaholo abo, njenganje iqabane uNonkosi Mjada osebenzela uMasipala waseNoupoort ongabakhokheli abasebenzi bakhe. Abasebenzi bezinkampani zangasese ezathenga amalungelo okunikezwa kwezinsiza zamanzi emphakathini babhekene nezinkinga ngoba lezo zinkampani seziyehluleka manje ukufeza izethembiso. Lokhu kwaholela ekuthini amalungu e-WSSA yaseKomani, eMpumalanga Koloni ateleke izinsuku ezimbili. Abasebenzi bakwa-Aquafund nabo basengxakini ngoba lenkampani ithi izobenyusela amaholo ngo R100 kuphela. U-SAMWU uzama ukusungula umkhandlu wokubonisana wabasebenzi bezamanzi ukuze bonke abasebenzi bemikhandlu yezamanzi (water boards) kanye nabezinkampani zangasese ezinikeza umphakathi izinsiza zamanzi benyuselwe amaholo ngokulinganayo nawo wonke amalungu kaSAMWU akuleli.

Crisis of unpaid wages in Northern Cape

Provincial Media Co-ordinator, Manne Thebe, reports that the future of some municipalities hangs in the balance. In Noupoot, Hanover, Warrenton and Niekerkshoop the unemployment rate is 60-80% with no revenue base for the municipalities. Noupoot, where workers have been going for more than two months without their salaries, is in a worse situation. Since the closure of the biggest employer, the Railways, things have gone from bad to worse. Upon entering the township, hardship, hunger and poverty meet you. Noupoot has applied for exemption, which was

granted for the period up until December 1999. The Department of Local Government and Housing has now intervened to rescue the situation.

The Province also had to intervene in Warrenton Municipality, but things have not improved. The municipality has deducted money from workers but has not yet paid it over to the pension funds and workers are now living in a state of uncertainty. The province has demanded an urgent meeting to address these issues. Warrenton's application for exemption was turned down.

Douglas municipality is creating their own downfall through an indigence policy. While SAMWU approves wholeheartedly of indigence policies, in Douglas there is a situation where workers are being forced to register as indigent because they are earning less than R800 per month! Most of the workers in the area work for Co-operatives, where they are paid very little by the bosses. So because the bosses pay the workers so little, the resources of the municipality are being drained. Douglas also applied for exemption but this was also turned down. We hope to have good news to report next time, comrades!

Aquafund digs in its heels

Aquafund management has refused to grant a decent increase to members. Aquafund is a private water and sanitation company. Samwu is organised at its Eastern and Western Cape plants. In the Western Cape the company imposed an increase upon the workers claiming that the union was no longer representative. In the Eastern Cape Aquafund is offering a R100 increase on the minimum wage which stands at R1600,00. The union has rejected this offer as it would only cause even greater suffering in an area already ravaged by poverty. The union has declared a dispute and will take the matter to the CCMA.

Ditherisano tsa meputso e ka nna ba di fedile bakeng sa selemo sena, empa basebetsi ba bang ha ba eso fumane nyolledo ya bona. Bana ke basebetsi ba leng ho bommasepala ba ileng ba etsa kopo ya hore ba se kenyelletswe nyollelong tseo. SAMWU e tseka hore mmuso o bohareng o fane ka tjhelete ho bommasepala ba futsanehileng hore ba tle ba kgone ho lefa basebetsi ba bona hape ba kgone le ho atolosa ditshebeletso. *Di-comrade* tse ding di sebeletsa bommasepala bao ho bona ba sa lefshweng bakeng sa dikgwedi tse ngata, jwalo ka Cde Nonkosi Mjada, Motlatsa Modula-setulo wa Northern Cape, ya sebetsang ho mmasepala wa Noupoot o sa lefeng basebetsi ba ona. Ditho tse

mokgeng wa metsi o ka tlasa tshebeletso tsa poraefete di na le mathata ka dikhampani tsa tsona tse hlohang ho phetha ditshepiso tsa tsona. Hona ho entse hore ditho tsa WSSA tse Queenstown, Eastern Cape di ye seteraekeng matsatsi a mabedi.

Mme basebetsi mane Aquafund ba sotleha hobane khampani e batla feela ho ba neha nyolledo ya R100. SAMWU e ntse e leka ho hloma khansela ya ditherisano tse kopanetsweng mokgeng wa metsi e le hore diboto tsohle tsa metsi le basebetsi bohle ba metsi ba leng tshebeletsong tsa poraefete ba tle ba fumane nyolledo e lekanang le ya ditho tsohle tsa SAMWU ka hara naha.

Samwu family to grow

Samwu is making strides in realising the COSATU policy of "one industry - one union". The private water sector in local government is organised by both SAMWU and the Chemical, Energy, Printing, Paper, Wood and Allied Workers' Union (CEPPWAWU) another Cosatu affiliate. An agreement was reached for CEPPWAWU to transfer workers that they organise at WSSA and Aquafund to SAMWU. The transfer of these workers to SAMWU will open the way for national negotiations at these companies. This will strengthen our ability to fight for members' at these companies. Discussions with NEHAWU concerning their members in Water Boards are still pending. This will also strengthen SAMWU's call for a national bargaining council for the water boards. This would mean that we can negotiate wages and conditions of service for all employers that have privatised municipal services. This will assist in ensuring that these services are returned to local government.

Demokerasi Mekgatleng ya Basebetsi

Di-shopsteward tse pedi di ne di ntse di qoqa ka lantjhe...

Pale ya Thobile Maso,
Education Officer wa
Eastern Cape

Eita!

Comrade! Hela, ho jwang moo mtjhana?

Sharp!

Mgibasi, ha ho na mathata.

ntle le hore feela monna... batho ba bua ka demokerasi. Ba bang ba re epa, tebisa o be o sireletse Demokerasi, empa Mgibasi monna, na o ka ntlhalosetsa: **HORE DEMOKERASI ENA E BOLELANG?**

Mtjhana, demokerasi e mabapi le diqeto tse etsuwanang ke setjhaba. Hape e mabapi le hore ke mang ya amehang ha ho etswa diqeto tseo. Mme demokerasi, broer, e mabapi le hore ke mang ya laolang tlhahiso-leseding e hlokehang bakeng sa ho etsa diqeto tseo.

Ahaa! Ho lokile Mgibasi, a ke o mpoelle... na Demokerasi ya Palamenteng e tshwana le Demokerasi ya Yunioneng?

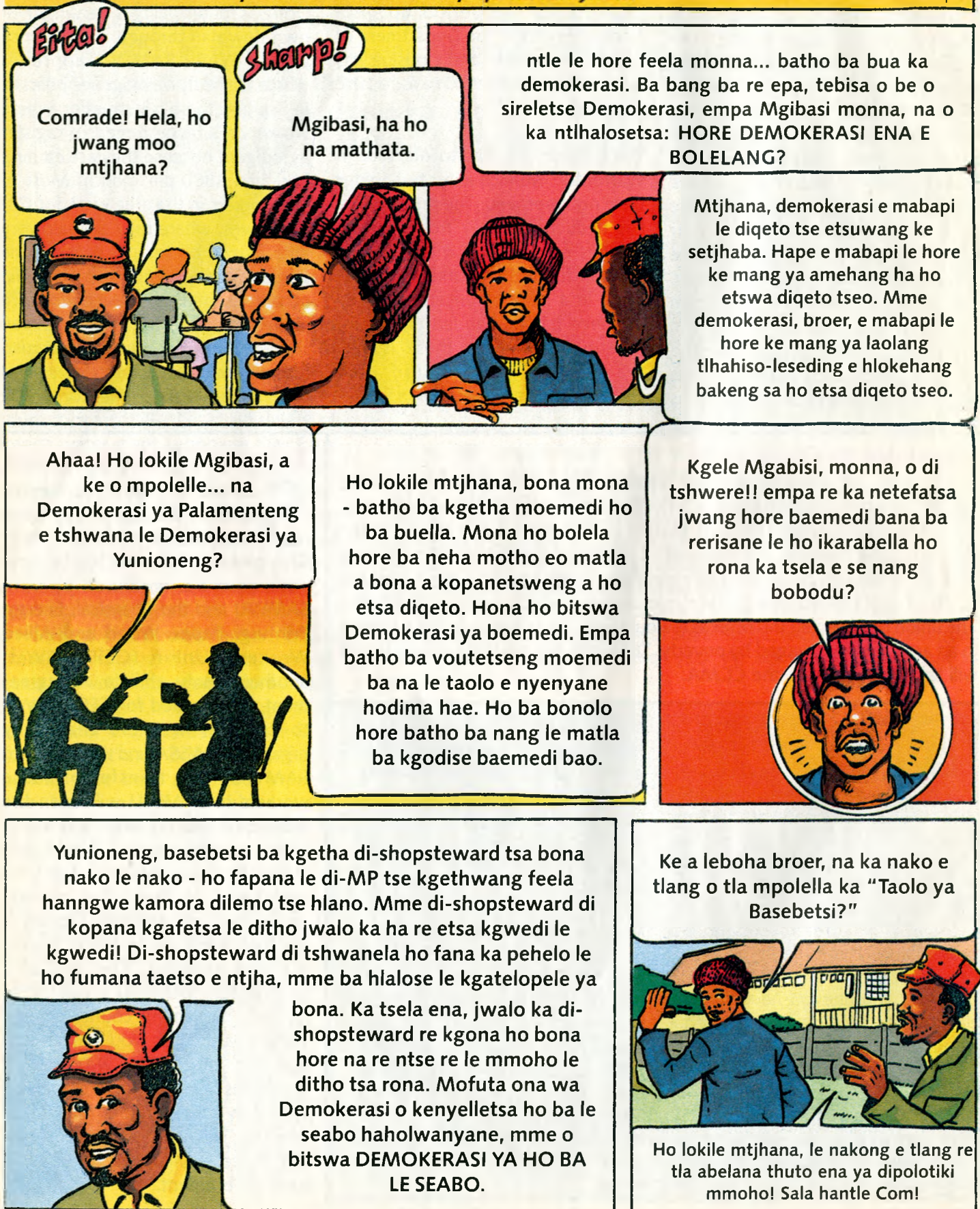
Ho lokile mtjhana, bona mona - batho ba kgetha moemedi ho ba buella. Mona ho bolela hore ba neha motho eo matla a bona a kopanetsweng a ho etsa diqeto. Hona ho bitswa Demokerasi ya boemedi. Empa batho ba voutetseng moemedi ba na le taolo e nyenyane hodima hae. Ho ba bonolo hore batho ba nang le matla ba kgodise baemedi bao.

Kgele Mgabisi, monna, o di tshwere!! empa re ka netefatsa jwang hore baemedi bana ba rerisane le ho ikarabella ho rona ka tsela e se nang bobodu?

Yunioneng, basebetsi ba kgetha di-shopsteward tsa bona nako le nako - ho fapana le di-MP tse kgethwang feela hanngwe kamora dilemo tse hlano. Mme di-shopsteward di kopana kgafetsa le ditho jwalo ka ha re etsa kgwedi le kgwedi! Di-shopsteward di tshwanela ho fana ka pehelo le ho fumana taetso e ntjha, mme ba hlalose le kgatelopele ya bona. Ka tsela ena, jwalo ka di-shopsteward re kgona ho bona hore na re ntse re le mmoho le ditho tsa rona. Mofuta ona wa Demokerasi o kenyetsetsa ho ba le seabo haholwanyane, mme o bitswa **DEMOKERASI YA HO BA LE SEABO**.

Ke a leboha broer, na ka nako e tlang o tla mpoella ka "Taolo ya Basebetsi?"

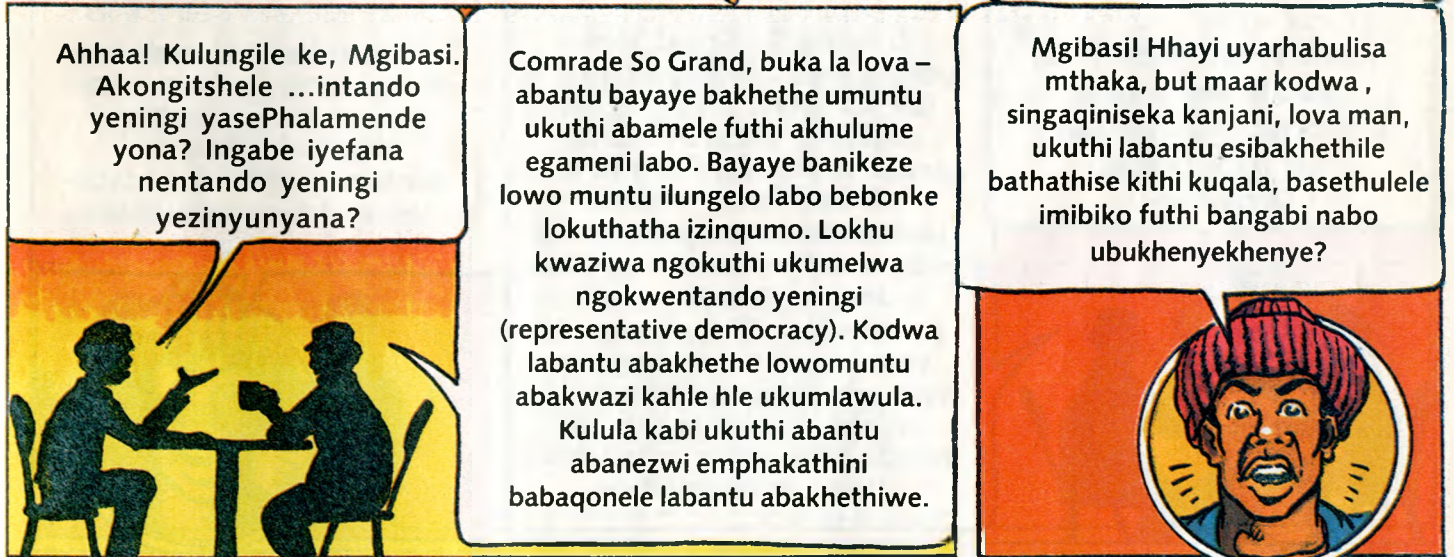
Ho lokile mtjhana, le nakong e tlang re tla abelana thuto ena ya dipolotiki mmoho! Sala hantle Com!



Intando yeningi ezinyunyaneni zabasebenzi

Ama-shopsteward amabili ayazixoxela ngesikhathi sekhefu lokudla kwasemini...

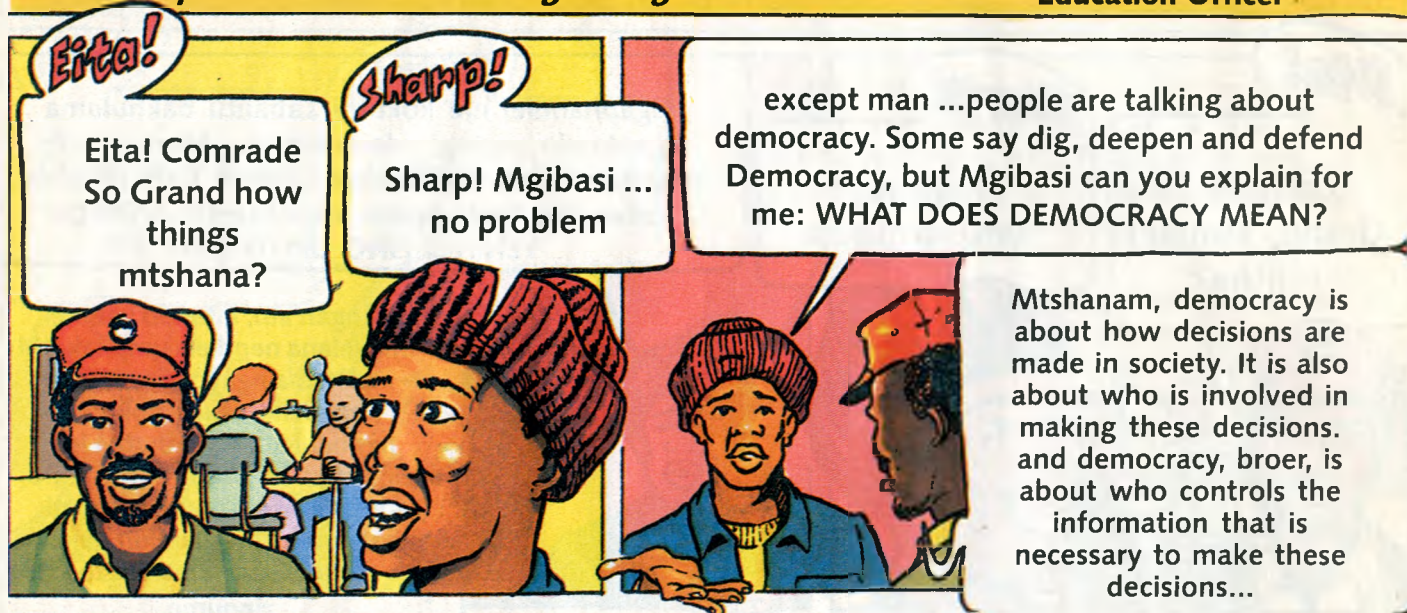
Indatshana
ebhalwe ngu
Thobile Maso



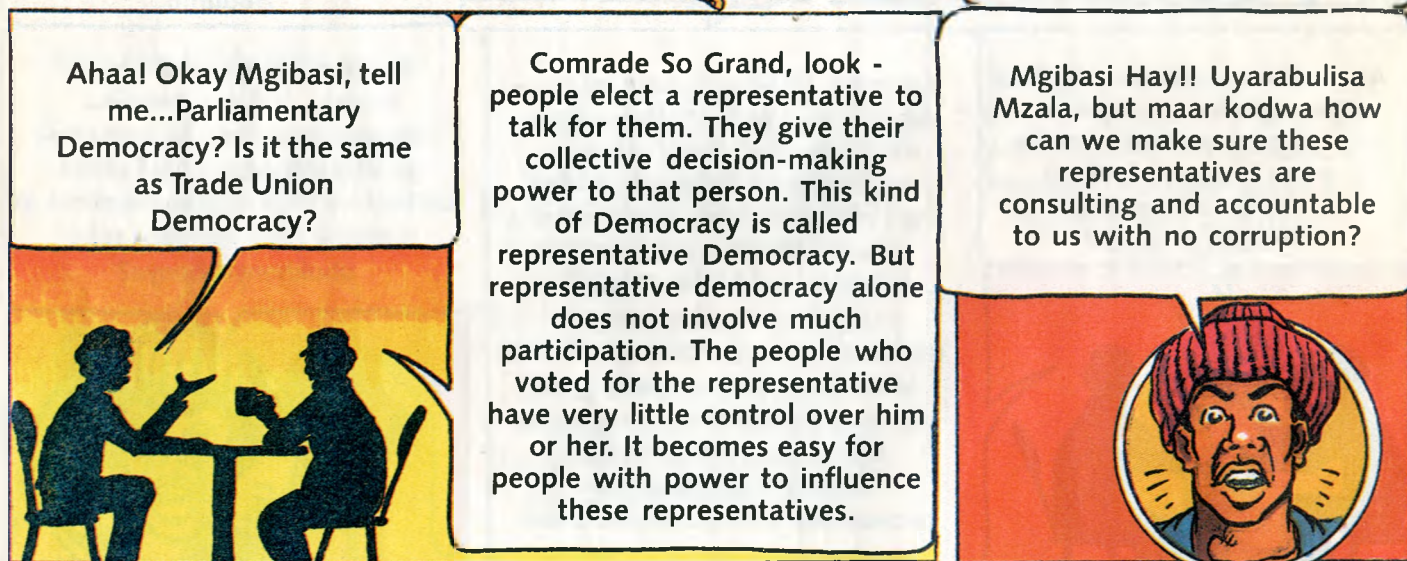
Democracy in Trade Unions

Two shopstewards are discussing during lunch time...

Story by Thobile Maso,
Eastern Cape
Education Officer



Mtshanam, democracy is about how decisions are made in society. It is also about who is involved in making these decisions. and democracy, broer, is about who controls the information that is necessary to make these decisions...



In trade unions, workers elect their shopstewards on a regular basis - usually once a year or maybe every three years; unlike MP's who are only elected about once every five years. And shopstewards throughout the year must meet with the union members as we are doing every month!

Shopstewards must report back to get a fresh mandate and to explain progress. In this way as shopstewards it is easy to see whether we are still with our members. This kind of Democracy involves much more participation, and is called **PARTICIPATORY DEMOCRACY**



Thanks broer ngomrabulo, next time can you tell me about "Worker Control"?



No sball, we will share umrabulo next time! Goodbye Com!

Demokrasie in Vakbonde

Bespreking tussen twee Shopstewards tydens etenstyd...

Storie deur Thobile Maso, Oos
- Kaap se Opvoedkundige
Amptenaar





**Eastern Cape Foundation
Shopstewards
Training**



**Children's
Day,
Pietersburg,
Northern
Province**

**June 1st,
1999**

*photos by Jerry
Manyama*



Cape Metro SAMWU members and officials spent 2 days cleaning up Mannenberg and Guguletu after the two areas were struck by a tornado. 5000 people were left homeless and several people were killed. The comrades did not only clean up the area, but also opened up their pockets and collected over R2000 just from officials, full-time shopstewards and office bearers for victims of the disaster! Well done, Cape Metro branch! Cde Kevin April took the photo.



photo by Kevin April

SAMWU in the community!



photos by Jerry Manyama



**SAMWU Members
spending their free time
cleaning up the
disadvantaged community
of Nylstroom, Northern
Province**

Hamba Kahle!

*by Mzwa
Mazabane*

The town council and all the residents of Makwasie, in the North-West Province have lost a true hero in Bose Flip Jacobs. This brave son of the soil was on his way to work, and as usual, he was riding on his bicycle to work, that is at the Clinic Section. It was around 6.30a.m. (in the morning) when Flip fell off his bicycle, and that was the end. This took place on the 30th of June 1999. Flip was born in Hallowbysrus in the Wolmaranstad Region, on the 04th of April 1949. He is survived by his wife, two children, and four grandchildren. We, as the workers, have lost a true hero. May his Soul Rest in Peace!

Lekgotla la motse le baahi ba motse wa Makwasie, profensing ya Leboya-Bophirima ba lahlehetswe ke senatla, mohale ya jwalo ka Bose Flip Jacobs. Mohale enwa o ne a le tseleng a lebile mosebetsing wa hae, moo ka tlwaelo a yang teng a palame baesekele ya hae, Lefapheng la Bophelo



(Clinic Section). E ne e ka ba 6.30 hoseng ha a hlahelwa ke hona. Sepalangwa sa hae se ile sa mo dihela fatshe yaba ke phetho ka yena. Hona ho etsahetse ka la 30 Phupjane 1999. Flip o hlahetse Hallowbysrus lebatoweng la Wolmaranstad ka la 04 Mmesa 1949. O tlohela morao mosadi, bana ba babedi le ditloholo tse nne. Re le basebetsi, kaofela ha rona re lahlehetswe ke enatla sena. Robala ka kgotso mohale!

Strike! Strike! Strike!

More than one hundred Durban City Police Officers brought traffic to a standstill on July 21st, 1999 in a protest against unfair treatment of black officers by white bosses. "Management won't discuss transformation with us," said organiser Cde Bheki Cele. SAMWU was also calling for the dismissal of Chief Constable Alf Taylor saying that "Taylor is at the centre of all our problems. He frustrates the advancement of black comrades when they apply for higher posts. A black officer can spend five years walking streets whereas white officers are promoted quickly," said the SAMWU comrades. Viva the traffic standstill, viva! Amandla!

AmaPhoyisa oMkhandlu weDolobha laseThekwini (Durban City Police) evile ekhulwini azimise zema ngqi izimoto ezitaladini zaseThekwini, ngomhla ka 21 Julayi 1999, ebhikishela ukungaphathwa kahle ngabaphathi bawo abamhlophe. "Abaphathi bayenqaba ukuthi kuboniswa ngezinguquko ezidingekayo kulombutho wamaphoyisa", kusho umgqugquzeli, iqabane uBheki Cele. U-SAMWU wayefuna nokuthi kuxoshwe uChief Constable Alf Taylor ngesizathu sokuthi: "uTaylor nguye oyisisusa sazo zonke lezinkinga ezikhona njengamanje. Nguye oyaye eme endleleni yentuthuko yamaqabane asuke efake izicelo zemisebenzi enezikhundla eziphezulu. Ipheyisa lomdabu kungaphela iminyaka emihlanu lehla lenyuka ezitaladini, kodwa elimhlophe lona lishesha kabi ukwenyuselwa esikhundleni esiphakeme", kuchaza amaqabane angamalungu kaSAMWU.

Phambili ngokumiswa ngqi kwezimoto, phambili! Amandla!



Baofisiri ba Maponesa ba ka bang ka hodimo ho lekgolo mane Durban City ba ile ba emisa sephethephethe mohla la 21 Julae 1999, e le ha ba ipelaetsa kgahlanong le ho tshwarwa ka tsela e sa lokang ha baofisiri ba batho ba batsho ke bahiri ba basweu. "Manejemente ha e batle ho rerisana le rona ka diphetoho", ho rialo organiser, Cde Bheki Cele. SAMWU hape e ne e etsa boipiletsa ba hore Chief Constable Alf Taylor a tebelwe hobane ba re "Taylor enwa ke yena mofehli wa mathata. Ke yena ya sitisang kgatelepele ya di-comrade tsa batho ba batsho ha di etsa kopo ya ditulo tse phahameng. Moofisiri wa motho e motsho a ka nka dilemo tse hlano a ntse a tsamaya mebileng ha e mosweu yena a nyollwa mosebetsing ka potlako", ho rialo di-comrade tsa SAMWU.

Viva ka ho emiswa ha sephethephethe viva! Amandla, Matla!

Vryburg workers take to the streets!

Friday 13th, the day usually associated with bad luck, came true in August for the Vryburg Town Council when more than 250 SAMWU members marched against the dictatorial mayor. The marche made it onto Bop TV, and said that if the Council failed to respond they would definitely be back. The comrades said that the mayor thinks he is in a "one-man show," he does not respect SAMWU, and he blocks implementation of agreements reached at the bargaining council. SAMWU Chairperson, Victor Tlhabanelo said that the march was only the beginning of rolling mass action in the municipality. The Mayor was not around to receive the memorandum as he was attending the labour court hearing of the former Town Clerk who was fired under a cloud of controversy.

Mohlala 13 Labohlano, letsatsi le amahangwang le boma-dimabe, le ile la fetoha ho ba jwalo ka kgwedi ya Agosetose ho Khansela ya Toropo ya Vryburg, ha ditho tse ka hodimo ho 250 tsa SAMWU di ne di hwanta kgahlanong le tshebetso tsa khansela tse sa lateleng tsela ya demokerasi ekasitana le majoro kapa yona *mayor* ya mmusannotshi. Ka dipolakhathe tsa bona tse neng di re "*Too much power corrupts*" (Ho ba le matla a fetang tekano ho tisa bobodu), bahwanti ba ne ba bolella majoro hore ha a hlomphe SAMWU. Modulasetulo wa SAMWU, Victor Tlhabanelo o itse mohwanto e ne e mpa e le qalo ya boipelaetso kgahlanong le mmasepala. Majoro o ne a le siyo ho tla amohela memo-randamo ka ha a ne a ile nyeweng ya eo e neng e le *Town Clerk*, ya ileng a tebelwa haufinyane ka baka la dintho tse ngatanyana tseo ho neng ho sa dumellanwe ka tsona.

UlwesiHlanu lomhla ka 13, okuwusuku okuthathwa ngokuthi lunamabhadi,

photos by Mzwa Mazabane



kwaba wusuku lwamabhadi ngempela eDolobheni lase Vryburg, ngo-Agasti, ngenkathi amalungu kaSAMWU angama-250 ebhikishela izenzo zomkhandlu wedolobha ezingahambisani nentando yeningi, kanye neMeya ezenza ungqoshishilizi. Ababhikishi, ababephethe izingqwembe ezithi: "Amandla amaningi kakhulu ayonakalisa", babebheca iMeya ngokuthi ayimhloniphi neze uSAMWU. Usihlalo kaSAMWU, uVictor Tlhabanelo walimisa ngesihloko elokuthi lombhikisho kwakuyisiqalo somshikashika ozoqondiswa kumasipala. Imeya ayizange ivele ukuzokwamukela umbhalo wezikhalazo njengoba kwathiwa isemhlanganweni weNkantolo yeza-Basebenzi okwakumangalelwe kuyo lowo owake waba nguNobhala weDo-lobha nosanda kuxoshwa muva nje.

Vrydag die 13de, die dag wat gewoonlik geassosieer word met ongeluk, het in Augustus waar geword vir die Stadsraad van Vryburg toe meer as 250 SAMWU lede 'n optog gehou het teen die stadsraad se ondemo-kratiese praktyke en die diktatoriale burgemeester. Optoggangers gesê dat die burgemeester nie vir SAMWU respekteer nie. SAMWU se voorsitter, Victor Tlhabanelo, het gesê dat die optog slegs die begin van rollende massa – aksie in die munisipaliteit was. Die burgemeester was nie byderhand om die memorandum te ontvang nie, aangesien hy by die arbeidshof was om die verhoor by te woon van die voormalige Stadsklerk wat onlangs onder 'n wolk van kontroversie afgedank is.



Address to COSATU Congress **by Adams Oshiomhole, President** **of the Nigerian Labour Congress**

I bring
you warm
greetings of
solidarity from
the
Nigeria Labour
Congress
(NLC), and
the working
people of
Nigeria.

The people of our countries have a long history of solidarity. We have commitments to defending the rights and dignities of our peoples. We are anxious of strengthening the rich traditions of the African peoples. We believe that to sustain these traditions requires extra vigilance, particularly at this period of exploitation. Millions of jobs are threatened daily on account of what is referred to as globalisation.

Trade unions in Africa must create awareness and assist to confront their governments to transform from quasi-military and dictatorial governance to governance based on democratic norms, transparency, and rule of law. For we in Nigeria, this means trade union - led defence of democratic government.

The Nigerian working people and labour movement wish to salute the courage, steadfastness and commitment of South African workers under the leadership of COSATU, which contributed to the dismantling of the apartheid regime and majority rule in 1994. Your principled resistance to the unjust racial system of apartheid and the tribulations you endured as workers has stood as a source of inspiration to oppressed people the world over.

The contributions of the workers of South Africa to the transformation of your society have been keenly watched around the African continent and the world at large. The Comrades that have left to join Government are therefore carrying the hopes of not only the working class of South Africa but also those of the continent.

African trade unions are having a lot of problems. Despite advancement in industrialisation and commun-ication,

most of our unions are yet to enjoy the fruits of developments. Communications within and between trade unions are still poor - we are more likely to see each other at conferences organised outside the continent than inside Africa.

Our journey to the present position as a free trade union movement in Nigeria was 'No easy walk to freedom!' The experience of Nigerian labour movement has in fact been very thorny. This sad period of our national and trade union history eventually climaxed during the rule of the late Nigerian dictator, Gen. Sani Abacha, which only ended last year. That period witnessed tight-fisted controls of trade unions through obnoxious legislation, arrest and detention of union leaders.

One year ago it would not have been possible for me to tell people in my country that I was coming to COSATU Congress! I would have been thrown in jail! In view of our population, size and importance within the African continent, our two federations must find creative ways of strengthening trade unions in the continent. Our two countries have a number of similarities. We are both big and very rich countries. However the riches of our countries are concentrated in very few hands, leaving vast majority of the population in intolerable poverty.

This era of globalisation and its devastating effects on Africa in particular and the third world in general, means that as trade unions, we need to address issues of socio-economic inequalities more vigorously.

The challenges for COSATU and NLC is to provide leadership to African workers through intensified activities between national centres; strengthen sub-regional and continental trade unions and exchange resources both human and material. We hope this our meeting will pave way to concretise these urgent tasks.

Long live COSATU! Long live NLC!! Long live the solidarity of working people in Africa!

(This is a summary of the full speech)

Adams Oshiomhole, Mopresidente wa Nigerian Labour Congress e ne e le moeti wa dinaheng tsa matjhaba ya neng a tlile Khonkreseng e lkgethang ya COSATU. O ne a tlile le ditumediso tse mofuthu tsa tshehetso ho basebetsi ba Afrika Borwa:

Basebetsi ba Nigeria ba rata ho tlotla bahale ba basebetsi ba Afrika Borwa ka ho lwantsha aparteiti mme ba hloma puso ya batho ka selemo sa 1994. Hona e bile ntho e nang le tshusumetso ho batho ba hatelletseng lefatsheng ka bophara. Le rona leeto la rona jwalo ka mokgatlo wa basebetsi mane Nigeria e bile *'Leeto le seng bonolo le lebileng tokolohong!'* Puso ya mmusannotshi ya ileng a hloka hla wa Nigeria, Sani Abacha, e ileng ya fela selemong se fetileng, e bile le ho tshwarwa le ho kwallwa ha baetapele ba diyunione. Ha e ne e sa ntsane e le selemo se fetileng, ke ne ke ka tshwarwa ka kwallwa bakeng sa ho tla khonkreseng ya COSATU! Phepetso ya COSATU le NLC jwale ke ya ho matlafatsa mesebetsi ya yunione mahareng a dinaha tsa rona; hape re matlafatse le mekgatlo ya basebetsi sapo-rejining le kontinenteng. Naha tsa rona ka bobedi di na le dintho tse tshwanang. Ka bobedi ba tsona di kgolo hape di ruile haholo. Empa maruo a naha tsa rona a matsohong a ba mmalwa feela, mme hona ho siya bongata ba batho bo futsane hile. Ke tshepa hore kopano ena ya rona e tla lokisetsa tsela ya ho matlafatsa boitseko ba rona kgahlanong ho bopa maqhama le dinaha tse ding tsa lefatsheng (globalisation) ekasitana le bofuma. Long live COSATU! Long live NLC! Pele ya pele ka tshehetsano ya basebetsi ba Afrika!

Adams Oshiomhole, President van die Nigerian Labour Congress, was die internasionale gas by die Spesiale COSATU Kongres. Hy het warme groete van solidariteit na die werkers van Suid - Afrika gebring:

Die werkende mense van Nigerië salueer die moed van die Suid - Afrikaanse werkers in die stryd teen apartheid en in die skepping van 'n meerderheidsregering in 1994. Dit was 'n bron van inspirasie vir onderdrukte mense regoor die wêreld. Ons reis as 'n vrye vakbondbeweging in Nigerië was ook "No easy walk to Freedom!" Baie arrestasies en aanhoudings van unie - leiers het plaasgevind tydens die bewind van die ontslape

Nigeriese diktator, Sani Abacha, wat slegs verlede jaar tot 'n einde gekom het, Verlede jaar sou ek in die tronk gegooi gewees, het omdat ek na die COSATU Kongres gekom het! Die uitdaging is nou vir COSATU en die NLC om vakbond - aktiwiteite tussen ons lande te intensiveer, en om sub - streek en kontinentale unies te versterk. Ons twee lande het 'n aantal ooreenkomste. Ons is albei groot en baie ryk lande. Maar die rykdom van ons lande is gekonsentreer in baie min hande, wat die oorgrote meerderheid in armoede laat. Ons hoop dat hierdie byeenkoms die weg sal baan om 'n stryd te konkretiseer teen globalisering en armoede.

Lank Leef COSATU! Lank Leef NLC!!
Lank Leef die solidariteit van Werkende Mense in Afrika!



Adams Oshiomhole, uMongameli weNgqungquthela yaBasebenzi base-Nigeria (Nigerian Labour Congress noma i-NLC) nguye owayeyisivakashi esiqavile esivela kwelinye izwe eNgqungqutheleni yeKhethelo kaCOSATU. Wayephathela abasebenzi baseNingizimu Afrika umyalezo wezilokotho ezinhle: Abasebenzi baseNigeria babethulela isigqoko abasebenzi baseNingizimu Afrika ngesibindi sabo sokunqoba ubandlululo kanye nokusungula kwabo umbuso wentando yeningi ngo-1994. Lesenzo sabo safaka ugqozi kubantu abacindezelwe emhlabeni wonke jikelele. Indlela yethu thina malungu enyunyana ekhululekile yaseNigeria "ayizange ibe yindlela elula eya enkululekweni!". Umbuso kangqoshishilizi ongasekho, uSani Abacha, nophele kulonyaka odlule, waholela ekuboshweni nasekuvalweni imilomo kwabaholi abaningi bezinyunyana. Ngonyaka owedlule ngangizovalelwa ejele ngokuza kwami kuleNgqungquthela kaCOSATU! Inselele ebhekene neCOSATU ne-NLC manje eyokuthi kuqiniswe ubudlelwane bezinyunyana nomshikashika wazo kuwo womabili lamazwe; kuqiniswe futhi nezinyunyana zamazwe angomakhelwane kanye nezezwekazi laseAfrika lilonke. Lamazwe ethu amabili anezintwanyana afanayo ngazo. Womabili makhulukazi futhi anothile kakhulu. Kodwa umnotho kuwo womabili lamazwe usezandleni zedlanzana nje labantu, kanti iningi labantu lona limpofu. Siyethemba ukuthi lokuhlangana kwethu lapha kuzowuqinisa umzabalazo wokulwa ne-globalisation kanye nobubha. Phambili ngoCOSATU, phambili! Phambili nge-NLC, phambili! Phambili ngobumbano lwabasebenzi base-Afrika, phambili!

SAMWU visits the Manual Workers Union in Botswana!

The first Vice-President, Comrade Xolile "Boss" Nxu, was invited to attend the Congress of our Comrades in Botswana - the Manual Workers Union. Cde Boss said that the Congress elections went on through the night, with union members being extremely disciplined in remaining in the Congress venue until the final office bearer had been elected. Soon after their Congress, the Manual Workers Union had a dispute with government over a demand for a minimum wage of The union said that the government could easily pay the minimum wage, as there were billions of rands accumulated from budget surpluses over the years. The union also argued that the demand for the minimum wage was far less than the increase that was being offered to parliamentarians. ■



SAMWU Savings Scheme to be nationalised for maximum benefit to members!

In order to build SAMWU for the challenges that lie ahead of us, the union is going to be nationalising the Savings Scheme. This decision was taken by the National Executive Committee in August after a report on the Cape Town Scheme. What this means for members around the country is that SAMWU will use the Cape Town scheme as a pilot project to see if an effective savings scheme with good interest rates, can be set up for all SAMWU members. It does not mean that the savings scheme is being closed down for Cape Town members! Please contact your branch office for details of the scheme.

Methane and Chlorine hazard in Northern Cape!

A Northern Cape Provincial HSE visit to Homevale Sewerage Processing Plant revealed that workers were in danger from deadly methane and chlorine gas!

The Northern Cape HSE Committee, along with National HSE Officer Thebe Morake, were called in to investigate the plant after being alerted to dangerous working conditions by the workers. The committee found that the plant, which processes industrial waste, could also be exposing workers to other health hazards. Although the Occupational Health and Safety Act says a summary of health hazards must be displayed, there was no such sign at the plant so it was not possible to tell how many chemicals were being used by the workers.

Workers are also endangered by manholes that are extremely deep and not properly barricaded. There are not enough warning signs around the manholes. Workers also said that they have not been given health and safety training.

When workers ask management about health hazards they say they are given injections that management says will protect them against all the dangers they could encounter during their work! The Provincial HSE Committee, made up of Cdes Kopps, Massdorp, De Wet, Thebe, Segapo, and Mdluli, will urgently begin investigations into these injections!

Komiti ya bophelo bo botle, polokeho le tikoloho ya Profensing ya Northern Cape e ile ya etela Polanteng ya Tshe-betsong tsa Diswiritjhe ya

Homevale haufinyane mme e ile ya lemoha hore basebetsi ba moo ha ba sirelet-seha kgahlanong le gase e kotsi hape e bolayang ya methane le chlorine!

Komiti ya bophelo bo botle, polokeho le tikoloho ya Profensing ya Northern Cape, mmoho le Moofisiri wa Naha wa bophelo bo botle, polokeho le tikoloho, Thebe Morake, ba ile ba bitswa ho tla lekola polante ena kamora ho lemoswa ka maemo a kotsi ao basebetsi ba leng tlasa ona.

Leha Molao o mabapi le Bophelo bo botle le Polokeho Mosebetsing o bolela hore ho tshwanetse hore ho behuwe kgutsufatso ya temoso e hlalosang ka ho ka bang kotsi mosebetsing, ho ne ho se na letshwao le jwalo moo polanteng eo, mme ho ne ho sa kgonahale hore ho bolelwe hore ke dikhemikale tse kae tse sebediswang ke basebetsi.

Basebetsi ba polanteng ena hape ba kotsing ya mekoti e tebileng haholo e sa kwalwang ka nepahalo. Basebetsi hape ba itse ha ba fuwa thupelo e mabapi le tsa bophelo bo botle le polokeho. Ha basebetsi ba botsa manejemente ka dikotsi tse mabapi le bophelo, ba re ba fuwa enjekshene eo manejemente e reng e tla ba sireletsa kgahlanong le dikotsi tsohle tse ka bang teng ka nako eo ba sebensang!



Gesondheid, veiligheid en omgewing in die Noordkaap Provinsie

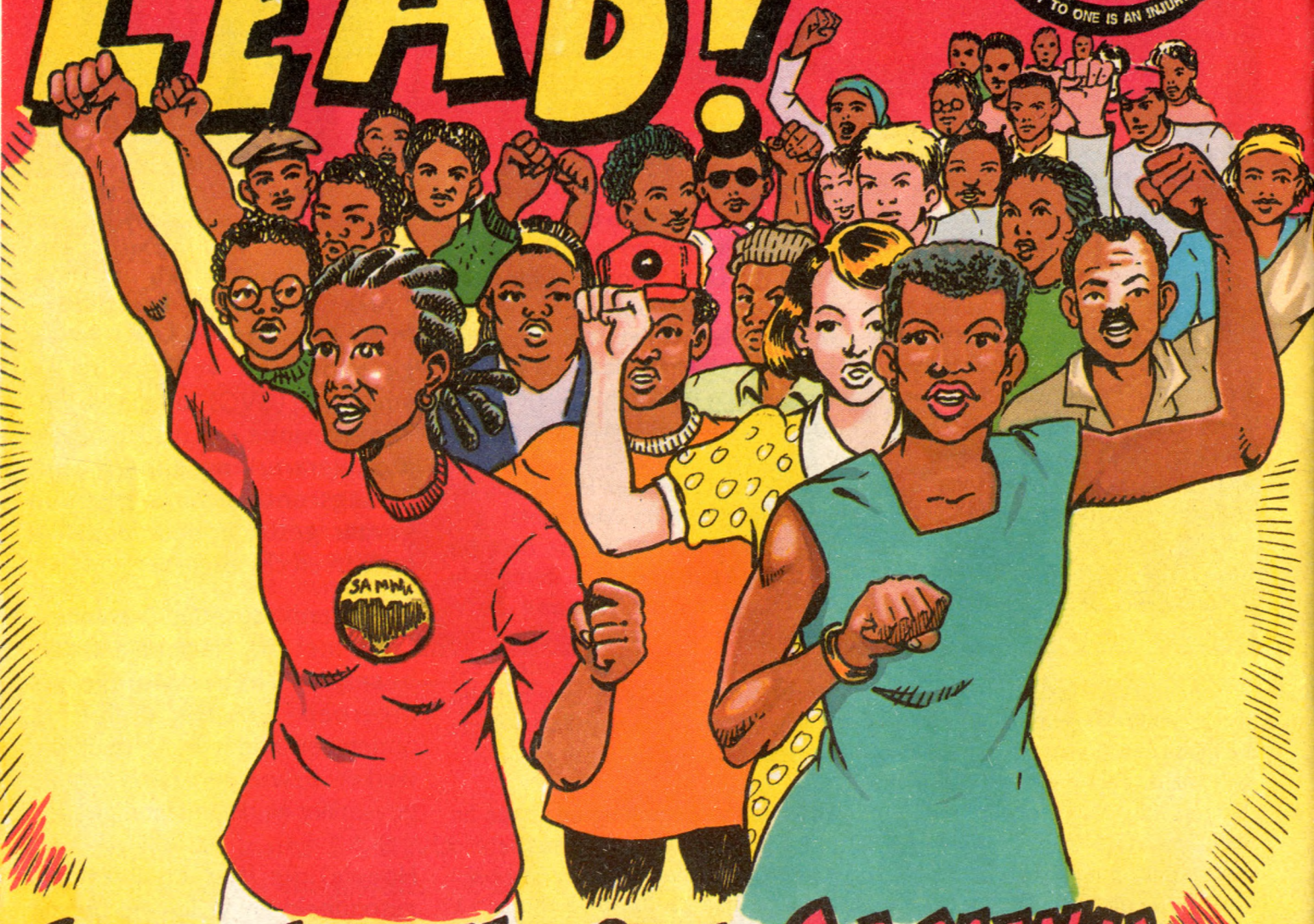
'n Besoek van 'n komitee vir gesondheid, veiligheid en omgewing (GVO) van die Noordkaap Provinsie aan die Homevale Rioolverwerkingsaanleg het onlangs onthul dat werkers in gevaar gestel is deur dodelike metaan en chloorgas!

Die Noordkaapse GVO-komitee, saam met die Nasionale GVO-beampte Thebe Morake, is ingeroep om die aanleg te ondersoek nadat hulle deur die werkers bewus gemaak is van die gevaarlike werksomstandighede.

Hoewel die Wet op Beroeps-gesondheid en Veiligheid bepaal dat 'n opsomming van gesondheidsrisiko's uitgestal moet word, was daar geen teken van so 'n aard by die aanleg nie, en was dit onmoontlik om te sê hoeveel chemikalieë deur die werkers gebruik word.

Phambili Abafazi Phambili

SAMWU Women LEAD!



**Forward to the first SAMWU
National Women's Conference!**

• RUSTENBURG, 24TH - 26TH SEPTEMBER 1999