



SECURITY WORKERS' INDUSTRIAL UNION (Western Cape)

THE NEW WORKER

Telephone 419-4767

Office: 15th Floor, The Strand House
66 Strand Street, Cape Town

EACH TO LIVE FOR ALL ALL TO CARE FOR EACH

VOLUME 1 NO 1 APRIL '87

WHY SHOULD YOU JOIN OUR UNION

Our union is an organisation of workers in the security industry who work at: Pritchards, Grey's, Peninsula Security, Delta, Sector three, Coin, Fidelity etc. Workers alone in these companies are weak and cannot protect themselves from exploitation. All workers need to be protected and defended against unfair labour practises.

- e.g. Sidwell Syuki gets only R178.00 annual leave pay.
- In the same company workers do not receive their equipment allowance.
 - Illegal deductions for uniforms- ∴ service equipment is free no money can be taken from your wages.

Sidwell reports this to our union. We have two choices. To report this to the Dept. of Manpower or report this to our lawyers. After discussion we decided to report the matter to Manpower.

VICTORY FOR THE WORKERS

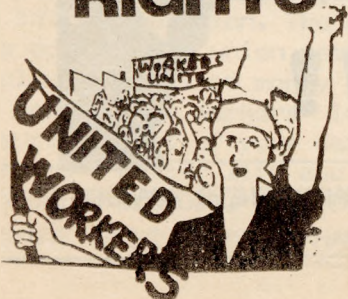
The union protects all it's members by being one united voice.

- Sidwell receives R63.81
- At one particular company workers receive 2 x their weekly allowance (paid back up to 3 years)

ATTENTION : MR W.C. BEZUIDENHOUT

The Secretary
Security Workers' Industrial Union
P O Box 5608
CAPE TOWN
8000

STRUGGLE for RIGHTS



KUTHENI LENTO KUFUNEKA UJOYINE I-

I-union yethu ngumbutho wabasebenzi kwi - candelo lokhuselo (security) abasebenza kwezifemi: Pritchards, Grey's, Peninsula Security, Delta, Coastal Watch, Sector Three, Coin, Fidelity etc. Abasebenzi bebodwa kulemizi abomelelanga yaye abanakho ukuzikhusela kwimpathombi yaba qeshi. Bonke abasebenzi kufuneka bemanyene ekulweni ucinezelo nenqatho emisebenzini.

- umzekelo. u-Sidwell Siyuki ufumanaii R178.00 kuphela yeholide yonyaka.
- ukutsalwa ngokungekho mthethweni kwemali- zeyunifomu zabasebenzi. Iyunifomu nezixhobo zokusebenza kufanelwe uzifumane simahla.
 - kwakulenkampani abasebenzi abafumani ntlawulo yezixhobo zabo abazisebenzisayo.

u-Sidwell uxelele umbutho wethu ngalemeko. Xa kunje sinokuthabatha amanyathelo amabini. Singafaka isimangalo Manpower elawula ukutho tyelwa kwemithetho yabasebenzi okanye siye kumagqwetha ombutho. kulomba siye kwiManpower.

IMPUMELELO YABASEBENZI

Umbutho ukhusela onke amalungu ngokubambana nokuthetha ngazwi linye.

- u-Sidwell wamkela i R63.81
- kwenye inkampani abasebenzi bafumana intlawulo yezixhobo ngokuphindaphindwe kabini (babuyekezwe lentlawulo yeminyaka emithathu bebeyibanjwa yinkampani leyo.)

INDUSTRIAL LEGISLATION

COMPLAINT AGAINST PRITCHARD SECURITY, D.F. MALAN AIRPORT (INDUSTRIA)

With reference to your letter dated 2 March 1987 in connection with the above-mentioned matter you are advised that investigation has revealed that:

- (1) The matter regarding deductions from employees' salaries for uniforms, boots and outer garments have to be taken up with the firm's head-office in Johannesburg. The matter has been referred to the Divisional Inspector, P O Box 4560, Johannesburg. Upon receipt of his report this office will communicate with you again.
- (2) According to Mr van Wyk of Pritchard Security, D.F. Malan Airport (Industria), the employees will be paid their R1,00-allowances for the wash and iron of the uniforms from the end of March 1987. They will receive 2x the allowance until the full outstanding amount due to them is paid.
- (3) The outstanding balance of R63,81 in respect of leave pay will be paid out to Mr Siyuki as soon as he returns to work.

Yours faithfully-

DIVISIONAL INSPECTOR

**JOIN NOW! STAND TOGETHER, WORK TOGETHER
GO FORWARD TOGETHER.**

Our union is a place where all workers come together as one big family to solve workers problems. Together we are the united workers voice in the industry. We protect YOU.

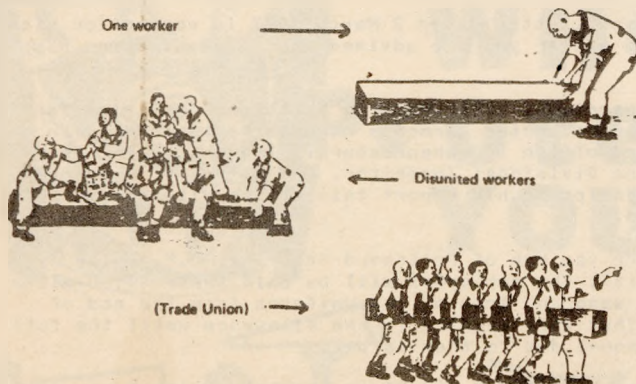
Elliot Mali and Matyeli Ndawule are fired. These members report the matter. We collect all the details and the matter is discussed with the workers. It is decided after the bosses refuse to confirm the dismissals to take legal action. Our lawyers apply for temporary re-instatement. Workers can choose to work or to be paid while not working until the case is heard. There are hundreds of difficult cases the union handles. We protect and make you aware of your RIGHTS.

DOES THE UNION ONLY PROTECT YOU ?

No, our union tries to advance your interests and rights. This means fighting for things which are not covered by the Wage Determination Act which is law in the industry. We stand for many improvements but we know it will be a long and hard struggle. We fight for the following rights:

- (1) Higher wages
- (2) Shorter hours of work
- (3) Yearly service Pay (increment)
- (4) Transport allowance
- (5) Medical Aid
- (6) Pension Scheme
- (7) Maternity benefits
- (8) Education programmes etc.

These rights can only be won when we have more than 50 % (half) of the workers in each company. The union then signs RECOGNITION AGREEMENTS which protect workers rights. Therefore every member must become an Organiser. Every member must help other workers to join the union.



**JOYINA NGOKU! MASIME SONKE. SISEBENZISANE
SONKE SIYEPHAMBILI SONKE.**

I-union yethu iyndawo apho abasebenzi baseben basebenzisana khona njengosapho olubumbeneyo ekusombululeni ingxaki zabo. Xa sidibene sinelizwi elivakalayo kubaqeshi. I-union ikhusela WENA.

u Elliot Mali no Matyeli Ndawule bagxothiwe emsebenzini wabo baza kuxelela i-union. Siyesathethana nabo sathatha zonke iinkcuka cha zokugxothwa kwabo. Abaqeshi babo balile ukuqinisekisa nokunika isizathu sokugxothwa kwabo. Siye sabafaka emthethweni. Amagqwetha ethu afaka isicelo sokuba babuyiselwe emsebenzini ngelithuba kusaphandwa ukugxothwa kwabo (temporary re-instatement). Oku kuthetha ukuba bangabuya basebenze okanye bahlawulwe bengasebenzi ngelithuba kusaxoxwa ityala. Zininzi ezinye ingxaki esithi sizisombulule. Siyakukhusela sibuye sikwazise ngamalungelo akho.

INGABA I-UNION YETHU IKHUSELA WENA KUPHELA ?

Hayi, i-union yethu izama ukufezekisa nokuqhubela phambili iminqweno namalungelo abasebenzi. Oku kuthetha ukulwela nezinye izinto ezingasiwangaso nguthetho wokuqulungqa imivuzo. Siyazi ukuba elidabi liyakuthath. ixesha kvanomsebenzi omninzi kodwa sizimisele. Silwela lamalungelo alandelayo:

- (1) Imivuzo ethe kratya
- (2) Amaxesha amafutshane okusebenza
- (3) Ukunyuswa kwemivuzo rhoqo ngonyaka
- (4) Imali yokuphangela (transport)
- (5) Imali yonyango lukagqira
- (6) Imali yomhlala phantsi
- (7) Amalungelo xa uzakubeleka
- (8) Iinkqubo zezifundo

Singazifezekisa ezimfuno ukuba ngaba isiqingatha sabasebenzi kumzi ngamnye unokujoyina i-union. I-union ithi ke iqulungqe imvumelwano nabaqeshi abanabasebenzi abajoyine i-union. Wonke umsebenzi olilungu kubalulekile ukuba ajoyinise ogxa bakhe bomeleze umbutho.

JOIN

NOW!



"UNITED WORKERS CAN NEVER BE DEFEATED"

"ABASEBENZI ABAMANYENEYO ABANGEKHE BOYISWE"

CAN A BOSS STOP YOU FROM JOINING OUR UNION ?

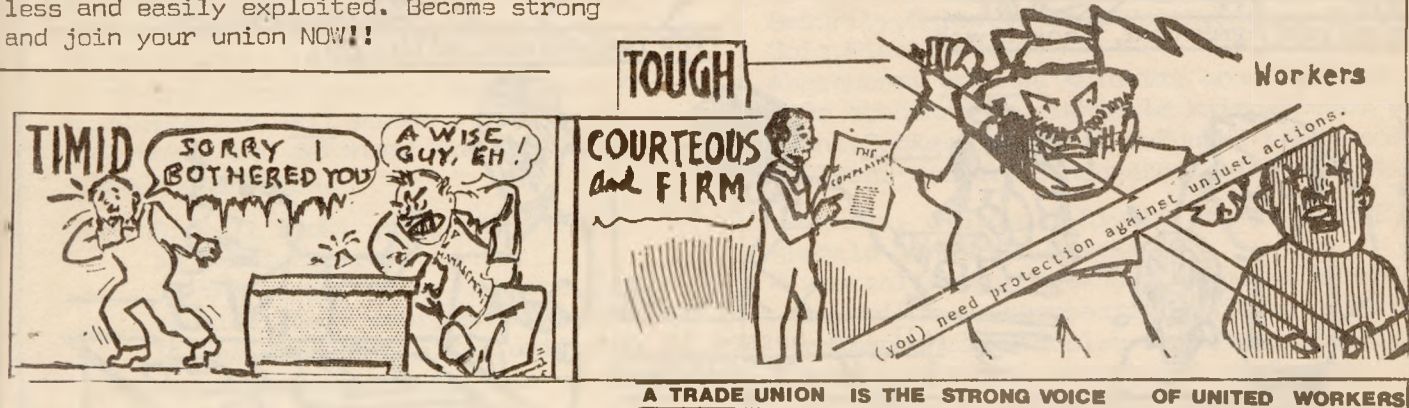
According to law (Basi Conditions of the Employment Act 1983 Article 18) any action which tries to interfere with the rights of the workers to belong to a union is VICTIMISATION. That company can be taken to court immediately for trying to stop workers joining a union of their choice.

Many bosses try to bluff workers that they will be fired if they try to join a union. Without a union You are weak, defenceless and easily exploited. Become strong and join your union NOW!!

UMQESHI ANGAKUTHINTELA NA EKUJOYINENI ?

Ngokomthetho wamalungelo abasebenzi kuli-tyala kumqeshi okanye nawuphina umntu ukuba athintele umsebenzi ofuna ukujoyina i-union. Oku kukuGROGRISA abasebenzi yaye lonkampani ungayisa enkundleni yomthetho. Abanye abaqeshi badla ngokoyikisa abasebenzi ngokubaxotha xa befuna ukujoyina i-union.

Ngaphandle kwe-union abasebenzi abanamandla. abanamthetheleli yaye baqhatheka lula. Yomelelani joyinani i-union ngoku.



A TRADE UNION IS THE STRONG VOICE OF UNITED WORKERS

WHO CONTROLS THE UNION ?

The union normally has paid officials e.g. organiser. These workers are supposed to represent the workers interest. If a union is controlled by the officials, then it is a BOSS-TYPE union. The union must be controlled by the workers themselves i.e. WORKERS DEMOCRATIC CONTROL. In some unions only a few well paid workers control the union. This is a big problem. The union must allow all workers to have democratic control i.e. decide together about union matters. This means to pay your subscriptions only, and not be an active member makes your union weak. Therefore attending regular meetings to discuss problems, election of worker leaders in each company (shop stewards) is important. In our industry workers are involved long shifts and is little time for union meetings. This makes it a big battle to build our **UNION**

NGUBANI OLAWULA I-UNION

I-union inabasebenzi abahlawulwayo. Umzekelo abaququzeli. Abasebenzi bamelwe-ukuba bamele iifuno zabasebenzi. Ukuba i-union iphethwe ngabasebenzi ifana nqwa ne union yobhasi. I-union kufuneka ilawulwe ngamalungu ayo ibengawo athabatha izigqibo ngemicimbi ye-union. Ukuhlawula imirhumo nje kuphela angabi lolungu elithabatha inxaxheba kwimicimbi ye-union akwanelanga. Kufuneka uhambe zonke iintlanganisiso apho kuxoxwa ngengxaki zabasebenzi nalapho konyulwa abameli beyuniyoni kwinkampani nganye (shop stewards). Kwelihlelo lethu abasebenzi basebenza iiyure ezinde kakhulu yaye abalifunani kakuhle ithuba lokuya ezintlanganisweni. Eli lidabi ekufuneka siloyisile.

WHAT HAPPENS TO THE MONTHLY SUBS MONEY ?

Your money collected is used to pay the officials office rent, transport costs, equipment and material needed to run the union. The books about money must be open to all union members. Some unions officials just collect money and do not organise defend and advance workers' interests. Our union must be part of your daily life as it warrants a better life and future.

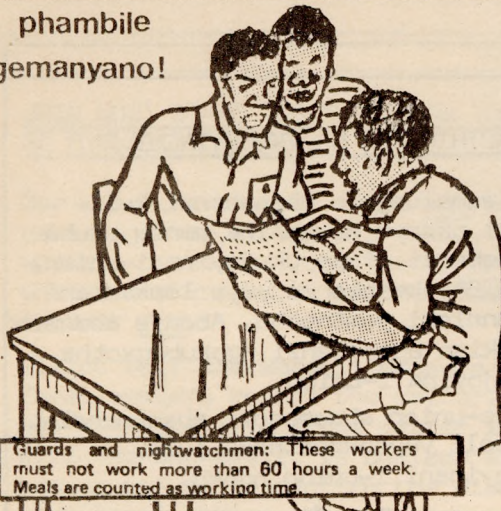
"JOIN US IN BUILDING EACH OTHER"

ZIMANYE NATHI UKUBA SAKHANE!

IMIRHUMO YENU ISETYENZISWA KANJANI ?

Imirhumo eqokelelwayo ithi ihlawule abasebenzi beyuniyoni, irente ye-ofisi, indleko zokuhamba hamba, izinto ezifunekayo ekuqhubeleni phambili imisebenzi ye-union. Iincwadi zemali zivulelekile kuwo onke amalungu ukuba zizihlele. Ezinye iyuniyoni ziqokelela imirhumo nje kuphela kodwa aziwakhoseli ngokupheleleyo amalungu. I-union yakho kufuneka ibe yinto yakho yemihla ngamihla kuba yinduku yakho yasekhosi.

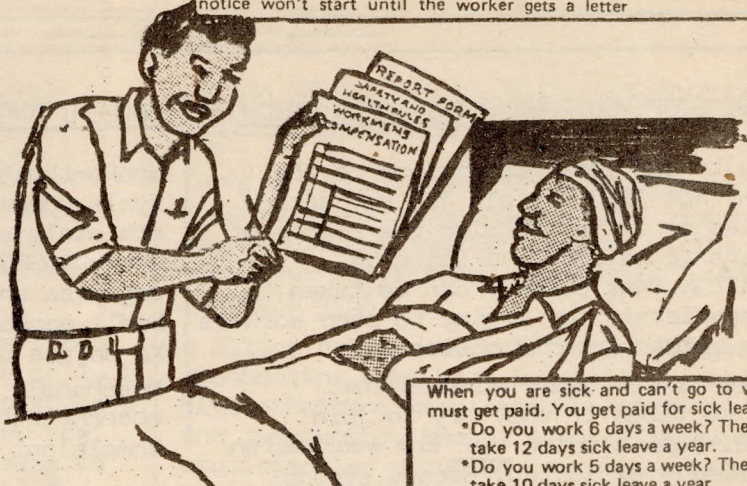
phambile
ngemanyano!



Guards and nightwatchmen: These workers must not work more than 60 hours a week. Meals are counted as working time.

Discuss your Agreement. Know it well.

And now when a boss fires a worker, he must say so in writing. A worker's notice won't start until the worker gets a letter



When you are sick and can't go to work, you must get paid. You get paid for sick leave.
*Do you work 6 days a week? Then you can take 12 days sick leave a year.
*Do you work 5 days a week? Then you can take 10 days sick leave a year.

Help your member get his rights.



Don't allow the Supervisor to bully YOU

Tell the bosses to do their own dirty work

Maybe you work on a Sunday. Then you must get Sunday pay. Sunday pay works this way:
If you work less than 4 hours on a Sunday, you must get a whole day's pay.
If you work more than 4 hours on a Sunday, you must get 2 day's pay, or overtime pay and a day off in the next week. Your boss must pay you for this day off.

Workers must get public holidays with full pay. If they work, they must get double wages.



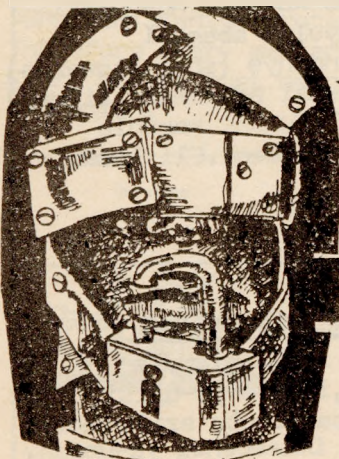
Don't allow the Supervisor to stall

A pregnant woman must not go to work for the last 4 weeks before the baby is born. And she must not go to work 8 weeks after the baby is born.

KNOW YOUR RIGHTS

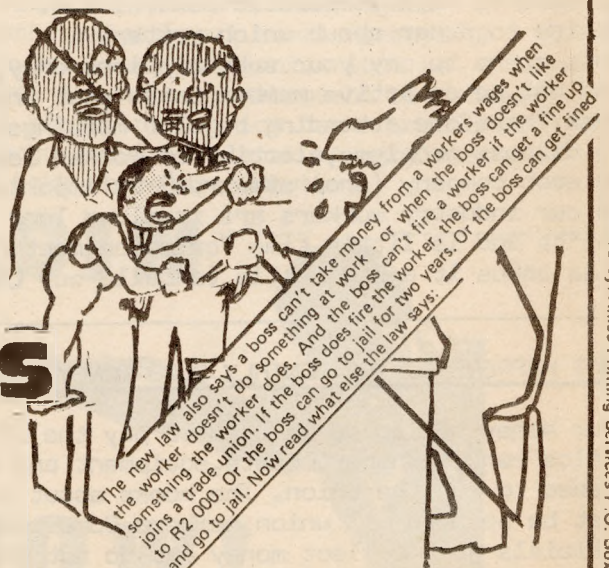
WORKERS

SECURITY WORKERS



YOU
Protect
PREMISES ETC.

WHO
Protects
YOU?



The new law also says a boss can't take money from a worker's wages when the worker doesn't do something at work - or when the boss doesn't like something the worker does. And the boss can't fire a worker if the worker joins a trade union. If the boss does fire the worker, the boss can get a fine up to R2 000. Or the boss can go to jail for two years. Or the boss can get fined and go to jail. Now read what else the law says: Or the boss can get fined



YOUR UNION

SECURITY WORKERS' INDUSTRIAL UNION

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