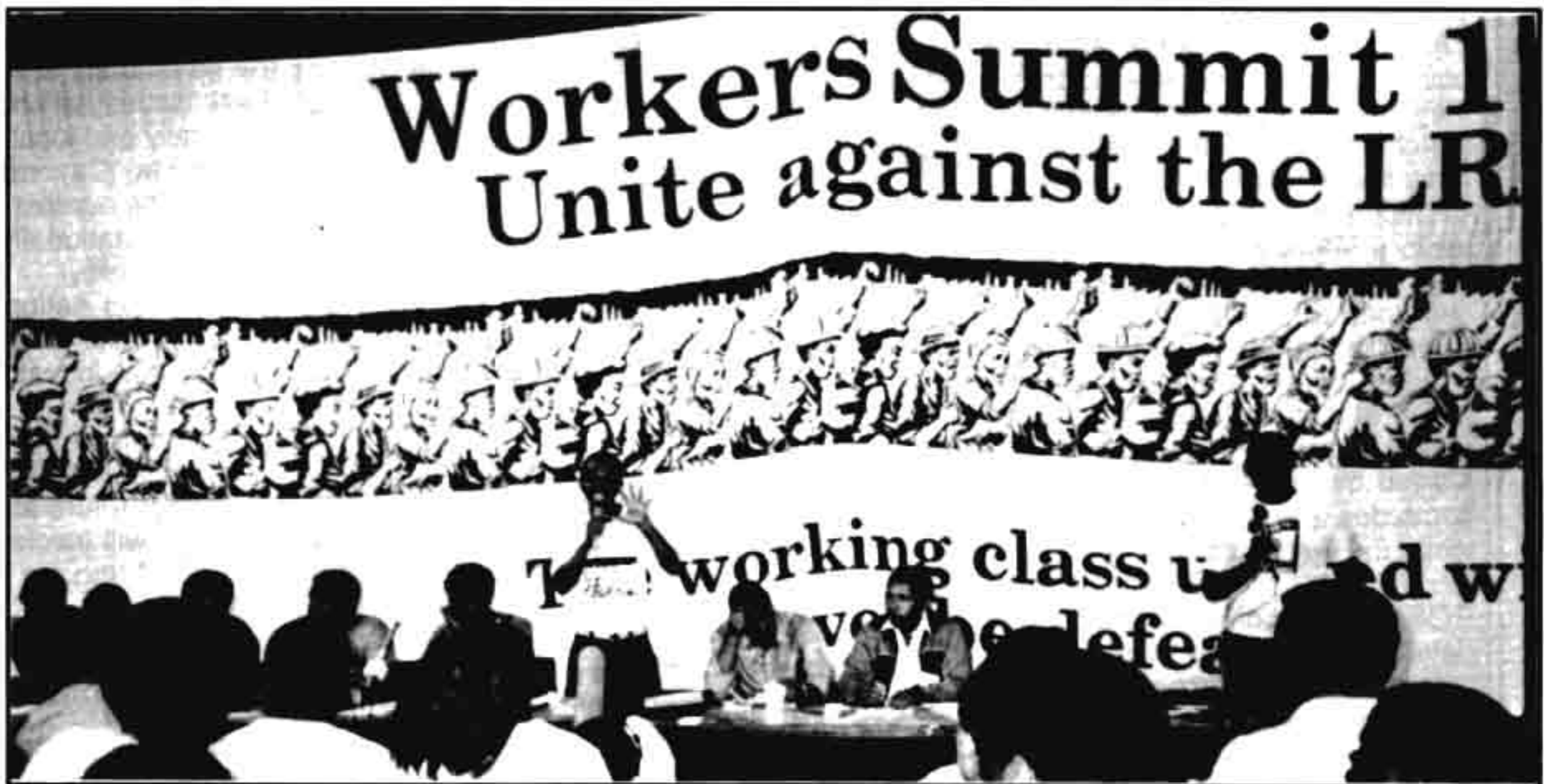




Cosatu News No.2 March 1989

# COSATU NEWS

## Build on the fighting spirit of Sharpeville Day



On March 21st - Sharpeville Day - several hundred thousand workers built the spirit of the Workers Summit by uniting in action to make Sharpeville Day ours.

The Sharpeville stayaway action was strongest in the Eastern Cape. But tens of thousands of workers stayed away in Natal and the Witwatersrand. Although COSATU has long demanded Sharpeville Day as a paid public holiday, only a few factories have won this right. United mass action made May Day and June 16 ours. The example of workers in

the Eastern Cape shows that Sharpeville Day can also be ours.

In Uitenhage 95% of workers stayed away, while in Port Elizabeth and East London there was a 85% stayaway. Over 3,000 people attended a church service in Port Elizabeth. Speakers from COSATU, NACTU, the Mass Democratic Movement and the Black Consciousness Movement shared the same platform for the first time in years.

Eastern Cape workers built on the spirit of the Workers Summit. The Workers Summit brought to-

gether over 500 worker delegates from COSATU, NACTU and the independent unions to work out a united way forward in our struggle against the bosses Labour Relations Act (see pg 2)

A worker from the Summit said: "Our needs as workers are one. Our enemies as workers are the same. Then let us unite and fight the bosses for what we need. We will sort out differences between us along the way." This growing spirit of unity in struggle was the biggest gain of the Worker Summit and the united worker action on March 21.

### One Country One Federation!

## The way forward from the Summit

### Editorial

#### Inkatha warlords helped by police

Police and Inkatha warlords have co-operated in detaining, interrogating, shooting and harrasing residents of Imball township in Natal.

These allegations were recently made public by COSATU at a press conference held in Johannesburg. Evidence from COSATU showed that :

- A security policeman recently bought guns in his name so that they could be given to Inkatha members who did not already have licenses for firearms.
- Police Minister Vlok sent a letter to a Member of Parliament saying that people must be encouraged to join Inkatha.
- Inkatha members are often used to identify comrades to the police and to threaten comrades.
- Violent incidents are mostly started by the warlords, but comrades are always arrested while the warlord stays free.

COSATU's report contained detailed evidence of 24 incidents that took place in Imball between November and January. Despite COSATU's efforts to build peace in the area, more and more people are dying at the hands of the vigilantes.

The situation in Natal demands the attention of every worker in COSATU.

**Build  
solidarity  
with our  
comrades  
in Natal!**



The Workers Summit was called to build a united programme of action against the bosses LRA. After two days of discussion, the Summit recommended that we:

1. Call upon workers country-wide to draw up our own Labour Act that covers all sectors of our class - including farm, domestic, forestry and public sector workers.
2. Find ways of not using the Industrial Court
3. Revise our recognition agreements to get round the bad parts of the LRA.
4. Submit demands around the LRA to SACCOLA, other employer organisations and individual bosses by May 2nd 1989
5. Isolate bosses who use the LRA against us.

6. Give bosses 30 days to respond to our demands. Then declare a national dispute with all bosses if they refuse to make positive progress towards meeting our demands.

7. Link the anti-LRA campaign to the Living Wage campaign and the campaign for a living UIF benefit for all workers.

8. Mobilise workers and the community around these issues nationally, regionally and locally.

9. Use May Day rallies to mobilise against the LRA both nationally and internationally.

10. Conduct national ballots around all our demands in all industries.

The Summit further recommended that we:

1. Call for future summits that will involve all forces fighting for liberation.

2. Intensify our rejection of the present LRA through more protest actions.

3. Continue discussions on the LRA between COSATU, NACTU and the independant unions.

4. Every organised workplace, every local and every region must hold general mass meetings to discuss the Summit demands and build support for our campaign against the LRA now.

#### Write to Cosatu News

Cosatu News is your paper. Make sure it is your voice. Write letters to the Editor, PO Box 1019, JHB 2000. Cosatu News is heavily restricted under the Emergency. Fight the Emergency and the Restrictions. Unban Grassroots and New Era now.

**Build self defence!**

# Victory for hunger strikers

About 700 emergency detainees have been released since the hunger strikes began. This is a major victory for the hunger strikers, all detainees, COSATU and the mass democratic movement. But there are about 200 comrades still detained under the Emergency. We must not relax our efforts. We must strengthen our struggle to get the Emergency ended.

The COSATU Regional Secretary for the Eastern Cape, Cde Dennis Neer, has been in detention since June 1986. He is apparently going to be charged in a treason trial in PE with about 30 others. Cde Dennis - we want you back. We need you back.

COSATU Northern Transvaal Regional Secretary Cde Donsie Khumalo is one of the hunger strikers released recently. He was detained in early February. Cde Donsie has been harassed over a long period and has also been detained several times.

In 1986 he was detained when the first national State of Emergency was declared, but was among those released after workers went on anti-Emergency strikes. Later he was detained again - this time for a long time. During 1988, security forces regularly visited the Pretoria offices, often more than once a week. They took documents; many times they would ask for Cde Donsie.

When the state attacked the Anti-Apartheid Conference last year, they also went for Donsie. He was put under night house arrest for 7 days.

The Northern Transvaal Region as a whole has also been under heavy state attack. Police spied on REC meetings; Regional Congresses have been surrounded and the funeral of Cde Alf Makaleng (the Northern Transvaal UDF leader and CAWU organiser who died in detention) was heavily restricted.

**Hands off COSATU.  
Solidarity  
with the hunger strikers.**



**COSATU regional chairperson for Southern Natal and TGWU vice president, Alfred Ndlovu's comrades outside court after he was sentenced to 5 years imprisonment in the Pietermaritzburg Regional Court. He was convicted on charges under the Terrorism Act and for attempted murder. TGWU will challenge this judgement.**

**TGWU said: "Comrade Alfred Ndlovu is a peace-loving man. Long before the violence in Pietermaritzburg became so serious, he tried to talk to local Inkatha leaders. If he were released, he could make a valuable contribution to the peace process. The hundreds of workers who attended today's court appearance shows that he is a highly respected leader in the community."**

**Sarhwu 4 sentenced to death**

**NO! NO! NO!**

Four SATS workers - Wilson Matchili, Patrick Molefe, David Mamphaga and George Maungedzo - have been sentenced to death. There are many other comrades on death row. The apartheid system has been condemned to death by the whole world. But this same system is sentencing our comrades to death. COSATU says no to the death sentence.

**Save the patriots!**

\* I also knew how to give the workers strength. I asked them if they knew the Bible. They said yes. I asked if they knew the story of how the Israelites came out of Egypt with Moses. How not everyone managed to get to Canaan, only the children and grandchildren managed to reach there. Even Moses never reached there. He died along the way. I said our strike was not only to make the road ahead right for us. It was also for our children so that they can work nicely for the railways in the future."

**One of the Sarhwu trailists.**

**Hands off COSATU!**

# COSATU cracks CP

## Carletonville shows how

**COSATU's Western Transvaal Regional Secretary Cde Vavi describes the boycott in Carletonville.**

Carletonville will never be the same again. Mass action by the black people of Carletonville is hurting the racists. Led by the COSATU Local Action Committee, Khutsong residents are boycotting shops in town. They are protesting against the CP's decision to put back "whites only" signs in public places.

So far a number of bosses in the town have been forced to close. Many shops are making less than 20 % of normal profits. Profits have been cut by more than half in almost every shop. On some days, big supermarkets did not have a single black customer. The bosses are crying; they are pleading with the town council to take away the apartheid signs. But they kept quiet before the boycott. Bosses only respond when there is pressure on them, when their profits are affected.

There are about 45 000 people in Khutsong. There are another 100 000 workers on the mine compounds. NUM membership alone is about 45 000. Most of these people are now shopping in Klerksdorp, Lenasia or Johannesburg.

The COSATU Local has been discussing the campaign since late last year. The action committee called a meeting of representatives of all sectors on 18 February. The youth and the civic were represented (although they have no structures). The Khutsong and Wadela Taxi Associations, the churches, and the Khutsong Black Chamber of Commerce were there. It was supposed to be a meeting of

representatives, but it turned out to be a mass mass meeting.

The Action Committee did well in drawing the community into the planning. The people feel it is their struggle. They took the decision about when to start the campaign; they also decided about transport arrangements and reporting centres for those who are assaulted.

Unions involved are NUM, PPWAWU, CAWU AND T&GWU. A committee has been formed to look at developments. Regular meetings are held. The committee checks if taxis are operating properly; that local traders are not exploiting; that those assaulted by the right wing get help in reporting cases to lawyers. We are having some problems with the taxis. Only some taxi owners are charging cheaper fares. The committee would like all the taxis to lower prices. But they are not getting full co-operation - 2 meetings failed through lack of full attendance. The local traders are also behind the campaign. The meeting of the 18 February asked them to set lower prices as supermarkets like OK do. But they said they could not - big supermarkets get bargains from wholesalers. The traders promised to

keep prices the same as they are.

It seems repression is increasing. There security police never interfered in the planning. The mass meeting and planning meetings took place without any problems. But now the the cops are being dragged into the situation. Now there are regular roadblocks. And a planned sit-in had to be called off after security police came to the office and made threats against the organisers. But the campaign will continue until the apartheid signs come down.

There are many lessons from Carletonville. This struggle shows:

- That the working class has massive "consumer power".
- That the working class provides the money to run South Africa's cities and towns.
- How COSATU Locals can help build community campaigns.
- How local struggles can advance the united front of the mass democratic movement.
- How to draw in sectors outside the mass democratic movement (e.g. traders and taxis) through concrete campaigns and struggles.
- How we can overcome repression if campaigns are rooted among the masses.



*This is how the Conservative Party saw the boycott in Carletonville.*

**Every worker a COSATU member!**

## REGIONS

### Taxi Drivers Are Workers Too

T&GWU is involved in the first ever union dispute between taxi drivers and taxi owners. This is the first time that drivers for black taxi owners have been unionised. Since late last year, T&GWU has signed up about 450 taxi drivers in the Vaal area.

The owners (Vaal Taxi Owners Association) have now agreed to negotiate, but only after pressure from the Local. When bosses first heard that the union was organising, they dismissed some of the workers. T&GWU wrote to them but the Association did not reply. The Vereeniging Local discussed the matter. Affiliates started to talk about the possibility of taking action in solidarity with dismissed drivers. The Western Transvaal Regional Congress in February agreed to support the struggle of the drivers. At the meeting, drivers decided that they would take action if the issue was not resolved.

The taxi owners then realised "the issue was not as light as they thought," says Comrade Vavi, COSATU's Regional Secretary. "Up to then they thought if there was a strike, they would just drive themselves or get other drivers. They contacted the Region's office indicating that they want negotiations with T&GWU. They said they wanted to avoid a strike or boycott, as this was black on black conflict," he said.

T&GWU and the taxi owners are now having talks. They will be discussing the issues raised by T&GWU. These include:

- The reinstatement of dismissed workers and negotiations on conditions of employment
- Long hours of work
- Pressure on drivers to reach certain targets
- Insurance, medical aid, UIF and other benefits.

### NUM might move from percentage wage demands

The NUM may be having another look at the way it makes wage demands. This comes out of a workshop on wage demands in the Lydenburg region of NUM. 40 comrades from 11 branches attended the workshop. The workshop looked at last year's demand of 40 percent. Comrades were asked if they thought this would be a good demand for this year as well.

First they wrote up all the minimum wages in the region on the wall.

Mine:	CMI	TUBATSE	WINTERVLD U/ground	LAVINO U/ground	VERREF	MONTROSE U/ground	CULLINAN MINERALS	DILOKONG U/ground	HEMCO ANDALUSITE
Minimum:	R679	R625	R448	R415	R405	R367	R310	R295	R160

Then they added on 40 percent to see how much money it would be at the different mines.

Mine:	CMI	TUBATSE	WINTERVLD U/ground	LAVINO U/ground	VERREF	MONTROSE U/ground	CULLINAN MINERALS	DILOKONG U/ground	HEMCO ANDALUSITE
40%	R272	R250	R179	R166	R162	R147	R121	R118	R64

After group discussion, the workshop agreed that the demand for a percentage increase is not so good because:

1. Many workers do not understand percentages.
2. Workers with higher wages get a higher increase, while low paid workers get very little money.
3. The percentage demand can divide workers. If settlement is reached at 20 percent, this will not be acceptable to the lowest paid workers.



Cape Oil workers return to work after a lunchtime demonstration against the LRA.

**Every COSATU member an organiser!**

# Workers under attack



*The Botha government, the bosses and vigilantes have massively stepped up their attacks on democratic organisations under the State of Emergency of the last three years.*

Mass detentions, prison deaths, executions, mass dismissals and lockouts are the order of the day, according to a report of the Human Rights Commission. There have also been bannings, treason trials, house arrests, closing of newspapers, trade union bashing and smear campaigns.

The report looks at repression between June 1987 and June 1988. Some of the attacks listed are:

- Detentions - 4591 held with 1500 still inside.
- Physical and mental assaults on detainees.
- 19 applications for interdicts to restrain police from hurting detainees.
- Brutal treatment of Kwandebele detainees.
- 29 organisations including UDF, NECC, SATCO and many civics banned.
- COSATU restricted from civic campaigns and many political struggles.
- Trade unionists harassed and detained.
- LRA which attacks the Living

Wage Campaign and trade union rights.

- Over 50 new restrictions on individuals.
- 308 people serving sentences for security offences against the state.
- 2000 to 3000 serving sentences for "crimes" committed in political circumstances.
- Political prisoners over 10 times the figure released by the government.
- Numerous political trials which take our leaders away.
- 101 death sentences from 1984 for "unrest related" offences.
- 55 people on death row in September 1988.
- Nobandla Bani, Sithembe Zokwe, Alfred Makaleng (CAWU organiser) die in detention.
- 4 people die in police custody.
- Vigilantes and warlords, especially in Natal and bantustans, where thousands have been killed.
- Khotso House and Khanya House bombed.

- Elimination of opponents of apartheid, including D September, S Dromo, and Dr F Rebiero.
- Many disappearances, including shopstewards David Mofokeng of FAWU and Siyolo Mashiquana of CWIU. Stanza Bopape of Mamelodi who disappeared out of police custody.
- There have been a series of trials in which COSATU members have been charged with murder treason and other crimes. These are some:
- Moses Mayekiso, General Secretary of NUMSA, and four members of the Alexandra Action Committee on trial for treason.
- One NUM member, Tyelovuyo Mgedezi, sentenced to death for murder.
- Three Putco drivers, all members of T&GWU, and one unemployed worker have been sentenced to death in Durban. They are Stanford Ngubo, Johannes Buthelezi, Bethwell Sabelo and William Khuzwayo.
- Two ACTWUSA members, Wellington Nkwandla and Michael Lubambo, are charged with murder following the strike last year in Afcol.

Attacks like these are growing and growing. They will not go away. Botha, the bosses and vigilantes are forced to attack us to maintain their profit system. All their attacks have one thing in common: to destroy our organisations and crush the labour movement.

No-one will defend us. We, together with our allies in the mass democratic movement, have to build our own defence. This is what we resolved to do in our National Congress.  
**Then let us do it now.**

**Organise to fight back!**

# Organising forestry workers

Forestry workers are even more exploited than factory workers. Wages are about R7 a day (140 a month). The work is hard and dangerous. Hours are long. Work is outside all the time, sometimes in bad weather. On top of this, workers are not covered by the few clauses that can protect workers in the LRA.

Now PPWAWU is organising to get higher wages and better working conditions for forestry workers.

There are about 110 000 workers in forestry. It is a very rich sector. Wood is used in furniture, mine props, building etc. Forestry makes up 15 percent of what is produced in South Africa's manufacturing sector.

PPWAWU has already organised 12 000 workers. About 5 000 are paid up. The union has a presence in Western Transvaal, Tzaneen, Natal Midlands, Pietermaritzburg, Piet Retief, Nelspruit and the Eastern Transvaal.

"We have managed to improve wages in some of these areas," says Ernest Masala, national organiser of PPWAWU. But conditions are still very bad. The companies do not issue enough protective clothing. Or else they provide cheap stuff."

Also, workers who get hurt in accidents do not get workmen's compensation. "This is a big issue. This is why we are campaigning for these workers to be brought under the LRA. Then they will automatically be covered."

PPWAWU has won recognition from SAPPI in Natal Midlands as well as from Lotzaba (Rand Mines) in Northern Transvaal.

Comrade Masala explained why the union was not getting organ-

ised forestry workers "paid up quickly". He said management refused to grant stop-order rights once most workers in an area join. "They are saying we must organise a whole region. But we are now pushing for interim agreements."

Since the second half of last year the bosses are taking a tougher line. "One firm that has recognised us in Natal now refuses to recognise us in Northern Transvaal even though we have majority. They say they cannot recognise us because the workplace is a farm, not a forest."

PPWAWU is using the power of sawmill workers to pressurise management. Sawmill workers are covered by the LRA and generally have higher wages. "It's usually the same company that owns the forest and the sawmill. Where we have the sawmill organised, we have made gains. We have won the same wages for forestry workers."

On 4 and 5 February a National Forestry Workers Council was held. Four shopstewards came from each organised areas. The following demands were made:

- That forestry workers be covered by the LRA.
- That rent be scrapped for village houses.
- That women workers get maternity benefits (nearly half of all forestry workers are women).
- That the minimum wage be R20 a day.

The council also called for the union to write to the eleven employer organisations. PPWAWU has sent off the letter to groups such as the South African Lumber Millers Association (SALMA) and Forest Owners Association presenting forestry workers demands.

## 'Don't forget the farmworkers'

The speaker on behalf of the independent unions at the Worker Summit appealed to organised workers: "Don't forget our brothers and sisters working on the farms. It is a shame that farmworkers are not yet organised," said Cde Phate of Orange Vaal Workers Union. There are 1 078 504 workers involved in farming, forestry, hunting and fishing. These jobs affect another 2 million people.

He said the problems of farmworkers were: low wages, no wages, bad housing and bad education. They are also not covered by the Labour Relations Act.



## Organise farm workers!

# All national groups shall have equal rights

*COSATU's 2nd National Congress adopted the Freedom Charter as a guiding document in our struggle against national oppression and economic exploitation. The Congress committed COSATU to developing a working class understanding of the Charter demands and to encouraging the fullest discussion on socialism and democracy. This series is a contribution to the workers' discussion of the Charter, democracy and socialism. Workers must decide how we see the Charter and the struggle to make the demands of the Charter a reality in our society.*

## All National Groups Shall Have Equal Rights

- There shall be equal status in the bodies of state, in the courts and in the schools for all national groups and races
- All national groups shall be protected by law against insults to their race and national pride
- All people shall have equal rights to use their own language and to develop their own folk culture and customs
- The preaching and practise of national, race or colour discrimination and contempt shall be a punishable crime
- All apartheid laws and practices shall be set aside.

When we look around us we see how apartheid divides the people of South Africa. We see that everything - housing, education, health, facilities - is separate and unequal. Most whites enjoy luxury and privilege while almost all blacks suffer poverty and have no rights at all. For more than 300 years, our people have suffered under the most vicious racism in the world. Now, after so many years, we have built the strength to destroy the poison of racism. In their greed for privileges and

profits, the racists and the capitalists created a large industrial working class.



This class created all the wealth for the ruling class. But our class is also the force that can destroy racism and exploitation. In alliance with all the oppressed, we are marching forward to the destruction of racism. When we win liberation, we are going to tear racism out by its roots. Our government will immediately abolish every single apartheid law, and bring in a new law to deal with racism and sexism (discrimination against women) and exploitation.

The ANC's new constitutional guidelines include a Workers Charter - to defend and extend worker rights - as well as a clause guaranteeing equal rights for women and a struggle against sexism.

Those who try to spread racism or sexism or exploitation will be punished and re-educated. Every citizen will be free to work and live and travel where he or she wants. Every area, every hospital, every school, every institution, every place and every organisation will be opened up to the oppressed masses. Our country will truly become ours.

The apartheid strategy of divide and rule has been a great obstacle on the

road to liberation. But the growth of the working class has been breaking down racial and tribal divisions. COSATU and the UDF affiliates have held high the banner of non-racialism - against the apartheid policy of the government, against the tribalism of the Buthelezi's and homeland governments.

Our class is a truly non-racial class, an international class. The capitalist class all over the world, and especially in SA, uses racism to try and divide the people and strengthen capitalist power. But the needs and the interests of the working class have nothing in common with racism. We are a collective class. We stand on the rock of solidarity and unity. The non-racial principles of the Charter are ours. And we have given new life to these principles through our mass non-racial organisations.

The constitutional guidelines deepen this clause of the Charter - which has always been a controversial one. The guidelines stress equal rights for all citizens - and not groups - and reaffirm a unitary and democratic non-racial government.

Amongst the people of South Africa, there are many different languages and cultural traditions. The Charter says that all must be free to use and develop their language and their culture. But this is not the apartheid idea of cultures. The rulers want to create divisions according to language and culture. The rulers encourage hostility and violence between different groups.

For example, look how the mine bosses use language and tribal differences to divide workers. For workers, the Charter means we create a new, united non-racial national culture and identity, building on the best of all our different cultures - a culture that destroys the poison of racism and capitalism and builds national unity.

## The people shall share the wealth!





# Living Wage Campaign

## What our unions are doing

*These ideas came out of the first National Living Wage Committee (LWC) meeting this year. The national office bearers of affiliates attend the meeting, but some affiliates didn't attend at all. There were many proposals. The most important one is on structures. Comrades felt COSATU structures must play a bigger role in building the campaign. These proposals will be discussed in union structures. Then they will be discussed in the next LWC meeting. Meanwhile, workers are building the campaign in action at grassroots level.*

### **T&GWU**

The union's biggest problem is bosses refuse to bargain at a national level. T&GWU bargains at 100 company-based wage negotiations in the transport sector alone. Some of these companies cover up to 80 depots. Others are very small. The union has managed to group together a few separate companies to bargain with a group. T&GWU has appointed 5 national co-ordinators for the different sectors: goods transport, passenger transport, docks, cleaning, security.

### **CWIU**

Before each negotiations start, the union has a seminar to draw up demands. Each branch has a living wage co-ordinator.

### **SARWHU**

The unions next Congress will give direction on how to take forward the struggle on wages.

SATS won't recognise SARWHU. They say they want SAWRHU to register first.

### **FAWU**

The union is having a national living wage meeting this month. The union has company councils such as SAB and Premier. These councils play an important role in the Living Wage Campaign.

### **NUM**

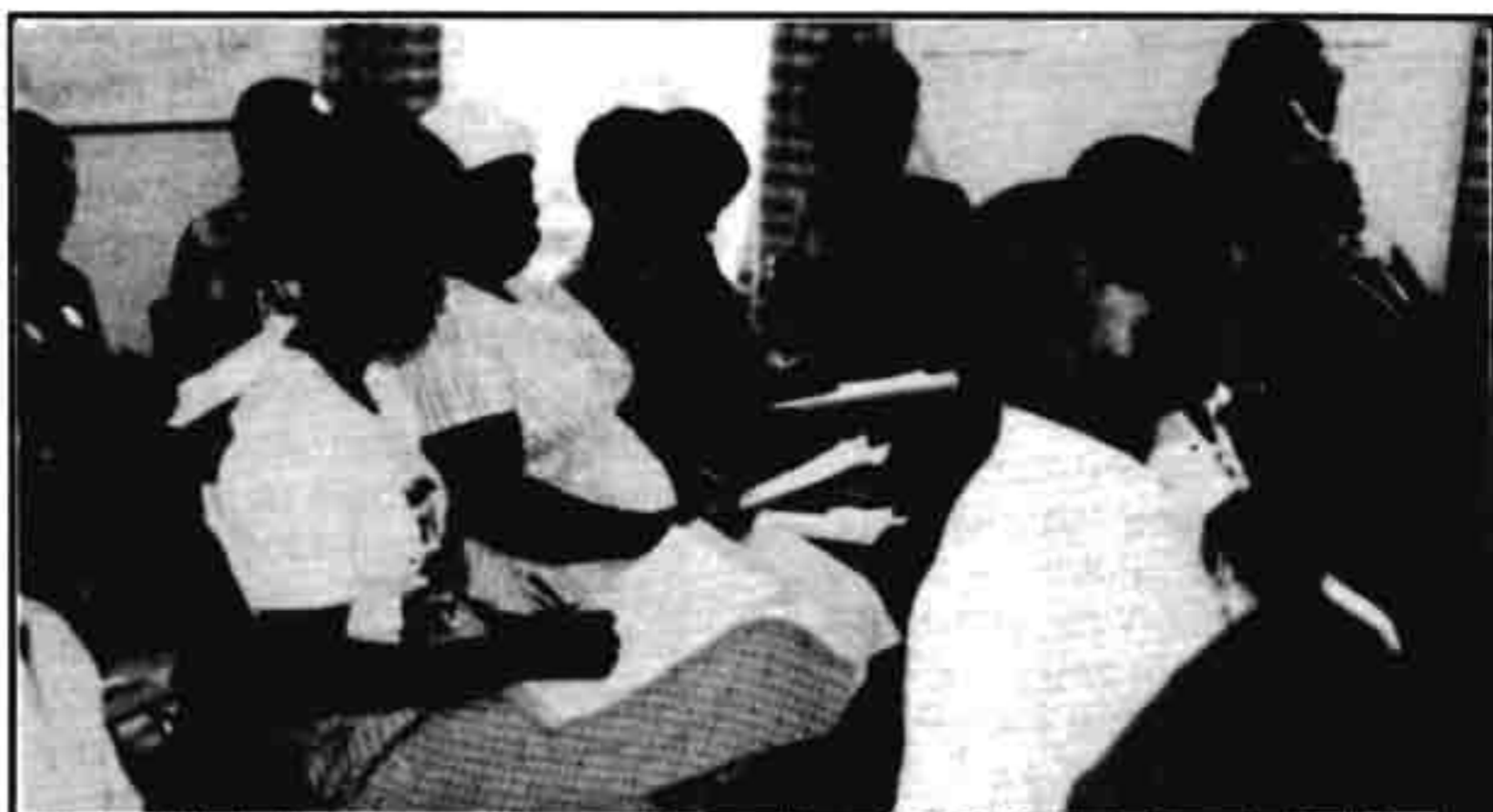
The union has a collective bargaining unit. This is helping to build co-ordination and to provide information. The NEC held a 3-day workshop in December which looked at the wage strategies the union had been using. This has led to regional seminars to discuss the wage campaign for the year. LW structures are being set up in each region. The regions are busy discussing wage policy. (See story on p12). The Living Wage demands for 1989 will be discussed at the NUM National Congress in April.

### **NUMSA**

NUMSA has a National Campaign Committee (NCC). Each sector also has a collective bargaining unit. The NCC has representation from different regions. The national demand is for R4.50 an hour. Other demands are: job security, no retrenchments, no overtime and maternity/paternity leave. The union wants to negotiate strike procedures with SEIFSA this year.

### **COSATU'S ROLE**

- COSATU must give national direction to the campaign.
- COSATU must provide education workshops and media on the living wage.
- COSATU must link starvation wages to the economic crisis and to our demand for a society where workers needs come first.
- COSATU must make welfare (like a living benefit for all unemployed) part of our living wage demands.



*Highveld Region showed the way forward for all COSATU Regions by holding a Living Wage Campaign Workshop with our allies in the community recently.*

## Unite and fight for a living wage!

# Fight every retrenchment

## COSATU's Police File More on corruption...

One of COSATU's Living Wage demands is Job Security. Job security means no retrenchments and no dismissals. It also means that we need to create secure jobs for 7 million unemployed workers. How? By sharing all the available work; demanding the state get a programme of public works going that will create jobs and provide the things workers need; cutting working hours and cutting overtime.

The bosses - on the other hand - are concerned only about profits. They are prepared to retrench, dismiss and victimise for the sake of profits. The bosses do what they have to do to increase their profits. We must do what we have resolved to do to get what we need. Then workers - like the Premier workers in this story - will not have to face the bosses alone and lose. We demand job security for every worker!

FAWU has lost a major retrenchment battle in the poultry sector. More than 700 workers have been retrenched. 6 Farm Fare factories are affected. This follows a takeover of Premier's poultry section by another company. The new company will bring in new machines and close down some factories. It has scrapped many union rights.

**Farm Fare in Krugersdorp**  
The plant closed and workers were laid off for 6 months. This is to allow for new machinery to be put in. Only 250 workers will be taken back when the factory opens again. The retrenchment settlement was: 2 weeks pay for every year of service; provident fund payment will be refunded. The union demanded 5 weeks pay for each year worked.

**Farm Fare in Wynberg**  
100 workers have been retrenched. The other 400 will work on a contract basis for a period of 6 months. The plant would then close. All work will be

shifted to the modernised plant in Krugersdorp. The settlement is the same as at Krugersdorp. Workers will also get 2 weeks pay; bonus after six months and 35% of annual bonus.

**Farm Fare in Uitenhage**  
About 200 workers were retrenched on 28 February 1989. Workers in the farms were evicted and family life and children's schooling affected.

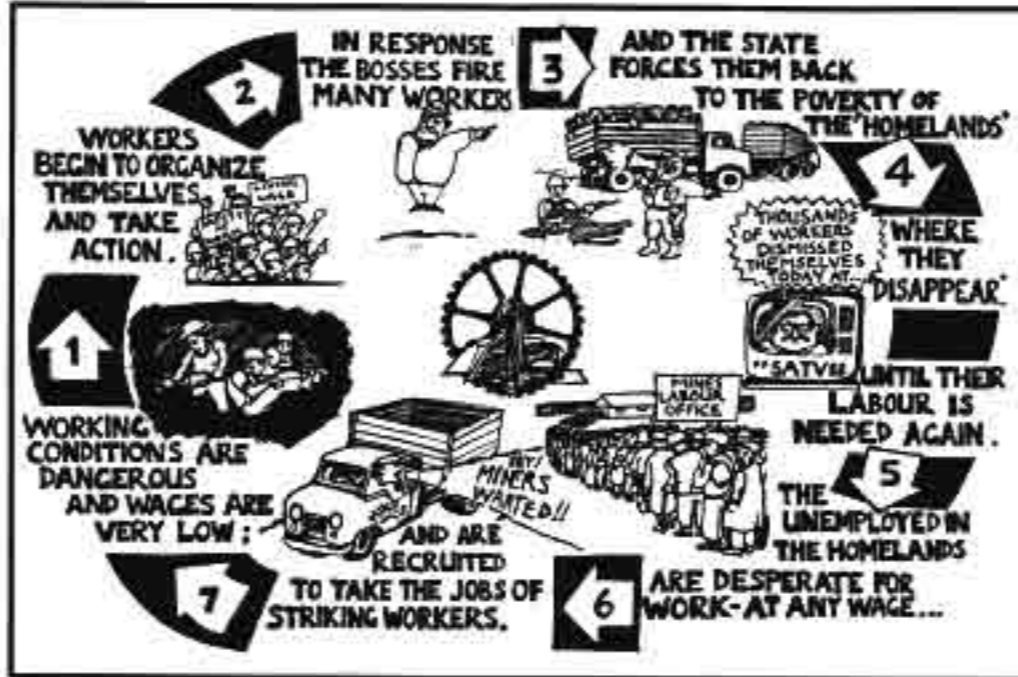
**Farm Fare in Western Cape**  
Management is closing down 1 section of 46 workers. Payouts were the same as in Wynberg.

**Farm Fare Cold Storage, City Deep**  
70 workers are to be laid off. FAWU demands that they be transferred to South Africa Cream and Cheese (SACCA), one of the new shareholders in Farm Fare. Management refuses.

Says FAWU: "This merger is a change in strategy on the side of Premier. They have a 50 percent majority share. The other shareholders, SACCA and Bokomo, make up the other half. But Premier is allowing these partners to run Farm Fare. Premier will get the money, while the others do the union-bashing".

Premier is planning the same strategy in the edible oils sector. "They are going for an alliance with Senweskor (Central Westlike Korporasie). We are expecting that they will hand over the management to them too. This will mean retrenchment at Epic oil mills. And a new mechanised plant is being built at New Baragwanath. Lemoenskloof, also a subsidiary of Bokomo, is refusing to take over FAWU recognition agreements in the farms nationally. And Bonnybird, a subsidiary of Bokomo, refuses to agree to union rights. They are harassing and victimising workers," say FAWU.

The bosses of Bokomo and SACCA say:



- The union won't be recognised on chicken farms.
- Workers won't have maternity and provident fund benefits. These rights were won when the company was run by Premier.
- The company won't negotiate at national level anymore.

The union had lunchtime demonstrations against the merger. White workers were part of these demonstrations. There was a mass meeting of 5 000 workers. Workers from other sectors of Premier - such as milling - also attended. But this did not stop the retrenchments. Only when COSATU turns our slogan - "An injury to one is an injury to all" - into action will we stop the bosses throwing thousands of jobs away for the sake of their profits.

### NO TO GST

The Botha government has put up GST to 13%. For every R1 workers spend, 13c is going to

Botha. It is expected that GST alone will give Botha R16,3 billion this year. This is more than the whole defence and police budget for a year.

The increase in GST was part of Botha's budget for 1989. There is not 1c for wage increases for the millions of public sector workers. And only 15,9% of the budget is meant for the health and welfare of the people - most of which goes to whites.

The bosses are happy with the budget. Because it is a bosses budget. The budget protects bosses profits while attacking workers needs. Companies only pay 17% of the taxes for the budget. 80% comes from us through GST and PAYE.

COSATU rejects paying taxes for a racist bosses government which we have no representation in. We demand that GST and PAYE be scrapped completely for the working class. Tax the rich - not the poor.

**Ex-Minister of Manpower Pietle du Plessis**  
Du Plessis resigned last year. There are allegations that a company his son controlled bought a building in Pretoria which he then hired to his fathers' Manpower Department. The Du Plessis' made R2 million on the deal. There were no tenders for the building. Is this why du Plessis resigned? The truth must come out about the corruption in the Manpower Department.

**Magnus Malan**  
There is now talk that Defence Minister Magnus Malan had a swimming pool built for himself at his house. But in the budget the cost of the swimming pool is put down as a payment towards a shooting range. And there are stories about six Members of Parliament and six Presidents Council members flying to Mozambique in a military helicopter for an "interesting visit". And still more stories of military helicopters being used for hunting trips for Ministers.

And of course there's the close friendship of Malan and Pik Botha with the big capitalist Vermaas whose corruption is under investigation by the Harms Commission. Magnus says he only gave him a few things. He told the Commission he paid himself for his trip to Mauritius where he met Vermaas. But he told the Sunday Star that his trip was paid for by his friends in exchange for Malan paying for another trip to Namibia earlier. Malan says Vermaas was just a friend. Really?



### It's a bosses life...

"I go to St Moritz to do the Cresta Run every year. This is a must. I golf in Switzerland. This year I flew to Scotland for salmon fishing and shooting and then visited Portugal. I went to Zambia and Zaire recently. I'm leaving for Pieter in two days time. I don't want to give the impression that all I do is travel. I work too.

"I'm involved in the manufacture of inflatable products. I have done a fair amount of travelling in hot air balloons. I have ballooned over large portions of France and America and the Alps... I am not interested in packing. I open a suitcase, throw it all in and worry about it when I get to the other side. You can always buy things you have forgotten, like clothes." Herbert Gearing, Johannesburg capitalist.

## Hospital workers fight back!

NEHAWU members at Baragwanath Hospital see the arrest of 78 union members last year as vicious union-bashing. Out of all those arrested last year, only 1 worker was found guilty of theft. The rest were innocent.

At the time of the arrest, there were big stories in the newspapers blaming workers for all the problems at Baragwanath in Soweto. Hospital bosses said workers were stealing goods and drugs worth thousands of rands.

Talking to *Cosatu News*, workers said the Security Service Consultants of Baragwanath had "arrested" them. "They searched our homes and living quarters in the middle of the night. Then they took us to their headquarters in Wynberg. They made us sign statements they had written. They took out bags of hospital stuff - some of it still neatly packed - saying we must admit it was found at our homes in the raid."

The case was eventually thrown out of court this year. The magistrate said the main state witness was unreliable. He is Mr D. Condon, the director of Security Service Consultants who the hospital employed to "investigate" theft. The other director is Craig Williamson, the spy who infiltrated the ANC.

The union is considering taking legal action. It is also demanding that the TPA take full responsibility for what happened. "We spoke to the superintendant demanding that he goes to the press to clear our name. He said he would, but we are still waiting."

☆☆☆☆☆

NEHAWU members from Natalspruit Hospital, who

Lawyers are costing COSATU and its affiliates millions of rand each year. But there are problems in trying to fight the workers struggle through the bosses courts. Sometimes we rely on clever arguments of lawyers instead of the strength of workers to win against the bosses. COSATU has set up a commission to look into the Industrial Court. It seems no real gains are being made by trade unions using this court. COSATU has also negotiated maximum prices that labour lawyers can charge for union work. These range from R60 an hour for a junior counsel to R200 an hour for a senior junior counsel. On this page *Cosatu News* looks at some struggles where the courts have been used.

recently won reinstatement through the court after an 18 month long struggle, speak :

"We hope that our strike has shown that, although we are not professionals, we are brave workers who are devoted to the struggle. Our only regret is that we won the struggle through the courts. We would have preferred to win through struggle on the basis of our own strength. This would have increased our unity.

We went on strike hoping that we would fight our own struggle on the hospital grounds. But it happened that we did not get support from the community and other workers in NEHAWU. So the court was inevitable. But the courts are part of the system. If we win in court, it is not because the court is in favour of workers. It is because of the arguments presented by workers."

These workers - the shop-steward leadership of the Natalspruit Hospital work

ers - are now in a struggle to prevent the bosses from transferring them to different hospitals in the Witwatersrand region.

Build solidarity with NEHAWU and all public sector workers!



## SARMCOL VICTORY

The striking Sarmcol workers won an important victory in the bosses Supreme Court - but their Long March continues.

The Court overturned a decision of the Industrial Court when it refused to order the reinstatement of striking workers. The workers were dismissed 3 days into a legal strike in May 1985.

NUMSA has now demanded negotiations. "The company can no longer hide behind its excuse that the matter is "sub judice" (being dealt with by the court). We once again call on the company and its parent company in Britain to meet around the negotiating table. It has taken four years of suffering to make our point", said NUMSA.

During this time workers started the Sarmcol Co-op to help workers to survive.

# Build worker solidarity action!

# COSATU women's seminar

Women are demanding to be represented in all COSATU structures. The national women seminar in Cape Town in March called for proportional representation. This means that if women are 1/2 the membership of the union, women should be half the leadership in each structure.

Each affiliate reported about women members in their union. What jobs they did, what work was being done, wages, maternity rights, sexual harassment, women in structures and so on. The seminar agreed that women were taking big steps forward with winning maternity rights.

interested in.

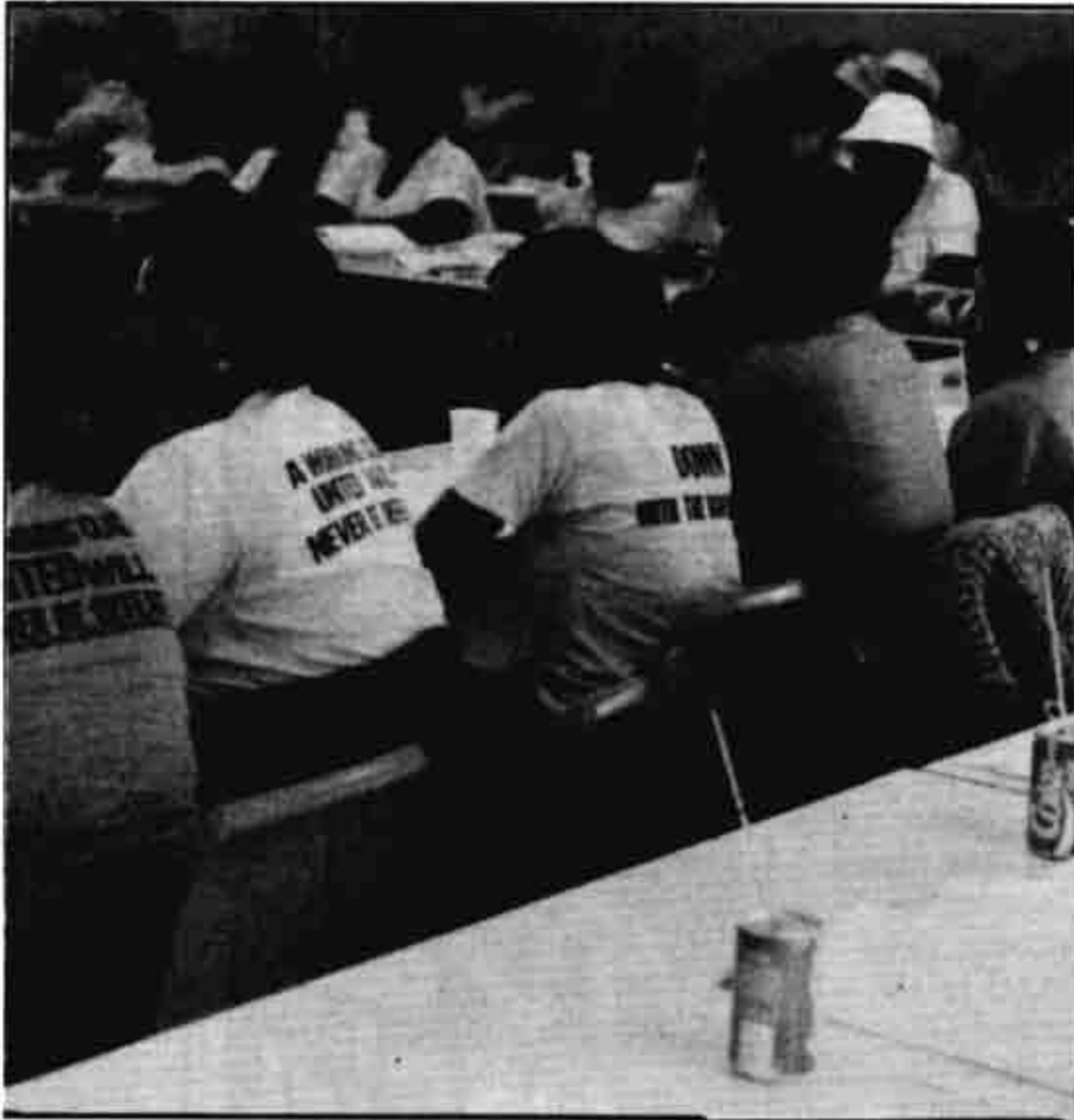
The seminar also discussed the COSATU code of conduct. This code looks at how we behave as comrades; whether all our actions help to build the organisation. Delegates stressed that we must fight sexual harassment. In

It was the first national seminar on women. Almost all delegates were women. There were also delegates from community-based women's organisations. Other important decisions of the seminar were:

- The national women's planning committee must carry on meeting. They must co-ordinate activities on women and locals.
- We must build campaigns on the most important resolutions of the 1988 Women's Conference.

These are:

- A campaign around cervical cancer. This would mean demands to the bosses for regular check ups and education among our members about cervical cancer and contraception.
- The Living Wage Campaign with women's rights as part of this campaign. Important women's demands are:
  - Equal pay for equal work;
  - The right of women to buy a house and get housing loans.
- Childcare and violence against women. We must join hands with community-based women organisations in taking up these issues.



his speech to the seminar, COSATU General Secretary Cde Jay Naidoo said: "Forced sex is rape and must be treated as a very serious crime in the struggle. No comrade, no matter how senior he is, should be forgiven for such a crime. He should be isolated from the struggle."

This seminar evaluated the Women's Conference in 1988. It was agreed: There was no proper discussion before that Conference. Unions came with rigid positions and did not want to compromise. Also men and officials dominated discussions. It was agreed that women comrades must speak

Also, women are more confident and active in union work. But a lot more work needs to be done in building the women's struggle.

Only 6 women's locals are working. They are Springs, Secunda, Port Elizabeth, Pretoria, Durban and Rustenburg. Not all are working properly. Women comrades said: "Our biggest problem is lack of direction. We don't have a clear idea on what the women's locals should be doing."

All locals should take up the same campaigns at the same time on concrete issues that women are

more and chair meetings. This will make women more confident.

Another problem with the 1988 Conference was that there was no follow-up. Good resolutions were just left in the air, the seminar said. Affiliates and regions should discuss the resolutions from the seminar and see what can be done to build the power of women in our organisation. There will be another seminar later in the year. The report from the seminar will be made into a booklet. This booklet must be out by the Third COSATU National Congress.

**COSATU women organise!**

# Finances must be under worker control

Money is a very important issue in the democratic movement. Unlike many other democratic organisations, one of COSATU's principles is paid-up membership. *Cosatu News* will look at various aspects of our finances on this page. This story is from a talk given at the National Office Bearers Seminar given by Cde Jay Naidoo, General Secretary of COSATU.

Every year a budget is drawn up by COSATU CEC. This looks at what COSATU is planning and how much it will cost.

Some costs are operating costs, like telephones, stationery, photostats, telexes, transport, rents, wages. Then there are costs to pay for the programme of each department.

There is no money to pay for things we have not budgeted for. The only way is to take money that is meant for something else. There are some comrades who think that COSATU is sitting on an endless amount of money just waiting to be used. This is wrong. COSATU has a fixed budget for each year.

Who do we get money from? We get about 30% of our budget from our members. The other 70% comes from overseas trade unions with whom we have strong links.

**Assistance causes problems**  
 1. We can become dependent on our donors. We can start to think we can't do anything without their financial support. We can create expectations we could never meet if we did not have their financial support.  
 2. What if donors put conditions

on the money they give us. They don't do so at present. But what if they decided to?  
 3. The government wants to pass a Fund-Raising Act (see box). This law is an attack on us and all democratic organisations.

For reasons like these we must struggle to make our resolution on self-sufficiency work. We must rely on ourselves. We are our own liberators. There are also other reasons for looking seriously at funding and financial procedures.



**Corruption**

We have the danger of corruption. A lot of money is pumped into the country to try to corrupt our struggle. And there have already been a lot of problems of corruption in our unions. This is why we have the rule: no individual must control the finances of the federation, only worker committees.

**Accountability and procedures**

Accountability is not just a matter of returning receipts. It is how

we use the money, and whether every cent really goes to furthering our struggle. Funds are a political issue. They must build organisation. It is our responsibility to see that this is so.

## Fight the Funding Bill!

The new Funding Bill is one of the most vicious attacks on our organisations. It wants to stop the use of overseas money for mass campaigns.

**How will the bill work ?**

First, the governments registrar decides which organisation they want to investigate. They then call that organisation a "reporting organisation". That organisation will have to tell the registrar about every cent they get from overseas. They must tell what the money will be used for. The registrar will order them to open a special account. Then they must give the registrar reports and audited statements when he asks for it. They can also interrogate that organisation or send inspectors to get more information from that organisation. Reports on all "reporting" organisations will be given in parliament.

**What will the government do if it does not like COSATU's funding?**

They can ban us from getting anymore overseas money. They can use the Emergency Laws to ban us like the UDF is banned.

**What if we refuse to co-operate?**

If you don't tell the truth about our funds, we can be fined R40 000 or jailed for 10 years. If we don't do as the law says, our funds can be frozen (no-one can use it). The government can take and use the money for itself. It can also send it back to the funders.

**Structures must control finances!**

# Workers - organise distribution!

Everyday, in every structure, workers are saying there is not enough information. But without information, how can there be democracy? How can workers control COSATU? To build worker democracy and control there has to be the fullest information on every issue facing COSATU members. The information is usually there. The problem is how to use it; how to distribute it; how to get it to every single structure and every single COSATU member. An unemployed worker concerned with distribution looks at this problem.

Media is a way of sharing information amongst workers. Through media we know what is happening to our comrades in other places. We use a pamphlet

or minutes or newspapers to coordinate joint actions in our daily struggles.

The bosses media write a lot about what the bosses and government say and want. They write little about our struggle and our victories against the bosses. The bosses media want to keep workers in the dark. How can we fight this type of reporting? One way is through our own media - by the workers, for the workers.

But will worker media serve its purpose if what we write doesn't reach the workers? What about the tens of thousands of rands it costs for collecting news, writing, laying out, editing, printing, delivering of material etc? Just imagine how much money is lost if we do not use what little we

have.

The problem will only be solved if we all work to build distribution. Everyone can help to make this possible. Information must go from the membership to the leadership and from the leadership to the membership. COSATU will soon appoint a full-time person on distribution. But distribution can only get better if every shop steward and active worker organises to make it happen. Distribution of information must be organised. It is a serious task. All serious workers should contact your COSATU structure to help with the task now. Your democracy and your control depends on you improving the flow of information to all workers.



☆ Do you draw or paint? COSATU Culture and Media Departments want to make contact with workers who are drawing and painting. Please write to us at Box 1019, Johannesburg 2000 or phone 011-492-1441.

☆ Does *Cosatu News* reach you? COSATU CEC decided nearly two years ago that *Cosatu News* must only be distributed to those unions who give information of how many copies they want; in which language and to what address. So only some COSATU affiliates will get *Cosatu News*. These unions will have even less information than before. Help us to get all unions to give the information so all COSATU members can get *Cosatu News*.

☆ COSATU still has a lot of calendars and diaries for sale.

They cost R4 each. You can get them from your COSATU regional office or you can phone comrade Peter at 011-4921440 and order what you need.



## Build media committees!

# NUM on co-operatives



*Last month NUMSA wrote about their experiences in setting up SARMCOL Co-op in Mphophomeni, Natal. This month NUM writes about their co-operative projects. Cosatu News welcomes more contributions to the debate on unemployment and co-operatives.*

In 1984, 1985 and 1986, NUM members at Foskor Mine in Phalaborwa went on strike, demanding recognition of the union. Each time they suffered casualties, and over 2000 workers lost their jobs. In 1987, dismissed shaft-stewards came together and called on the NUM to support their efforts in setting up co-ops.

They decided to set up a t-shirt printing co-op, and went to visit SAWCO for advice. The Phalaborwa Workers T-shirt Printing Co-op (PAWCO) started producing t-shirts in April last year. PAWCO has fifty members, who work half-day shifts. The first months have been difficult, as Stanley Mathebula, PAWCO secretary explains: "We knew how

to work underground but we didn't know how to control a project."

PAWCO members have needed to learn many new skills in order to control production democratically. All the tasks usually done by management in a factory are now being done by PAWCO members - such as ordering materials, chasing payments, planning ahead, controlling the finances, and keeping discipline.

PAWCO has nine different committees which share all the different tasks and responsibilities in the co-op, and in this way, the project is building real democratic control, based on a high level of participation.

Meanwhile, at the end of the mineworkers strike in 1987, over 10 000 workers were dismissed or retrenched. Most of these workers were migrants, who face a grim future with little chance of re-employment. For example, in the Transkei, unemployment is already over 50%. Because of the strategy used by the NUM during

the strike, these workers were organised into strike-committee structures in their home areas.

The NUM decided to use these strike committee structures as the basis for organising co-op projects in the areas where workers live. These projects will provide jobs, as well as allowing these workers to work near their families, and to escape the dehumanisation of migrant labour.

A strike committee chair from the Transkei explains his hopes for these projects: "Our projects will create jobs, they will spread the word about the NUM in the areas that we come from, and they will help to develop the community."

The Transkei and Lesotho have been targetted as the first regions in which projects will be set up. It will not be possible to build enough projects to accommodate all the workers, so members will be chosen on a proportional basis from the different districts. Workers who received no compensation at all from the

**Each one teach one!**

## EDUCATION

bosses will be first in line for jobs in the projects.

It is not possible to accommodate all the workers in projects at this stage, because each project needs a lot of capital to get started. This difficulty is one reason why the problem of unemployment cannot be solved just by building co-ops. And while co-ops can help limit the suffering of some of the unemployed, they do not take away the cause of unemployment, and so unemployment continues to grow all the time.

Unemployment is a product of capitalism, because in the search for profits, the bosses replace more and more workers with machines. So we can only end unemployment by ending the system that puts profits before people, and we can only end that system through a political struggle.

But co-ops do also have a role in preparing us for the day when we win that struggle, because in the co-ops, workers are learning some of the key skills needed for democratic control of production. Many of these skills are denied to workers in the mines and factories.

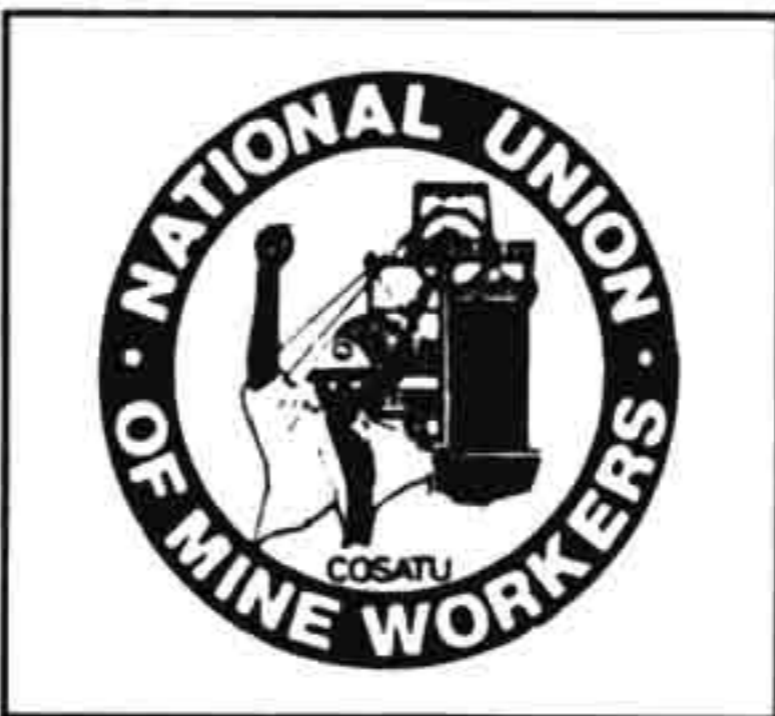
But they are crucial for building socialism in the future. And they can help broaden the base of support for socialism, by showing that it is possible for workers to control production, and for production to be based on social needs rather than private profit. In deciding on what products to produce, workers in both Lesotho and the Transkei have looked at the needs of their communities.

They decided there is a need for low-cost building materials in their communities, and so the NUM started investigating block-production products. But although cement blocks are in great demand in both these areas, the NUM came up against a problem: people who live in hous-

es made of cement blocks have many complaints. They say that the walls crack; and the houses also get very damp, which can make people sick. And when people cook inside, drops of water form on the ceiling.

But many people still build with these blocks because they are the cheapest. So, the NUM decided to try to find a way around this problem. And they found that this problem can be solved - by good building methods, by having the right mix in the blocks, and by making sure the blocks dry for the correct length of time.

So, the NUM projects plan to educate people who buy from them about ways of building to prevent damp, and plan to make blocks that are strong and dry. In this way, the NUM will make blocks that contribute to the health of the people, and improve the quality of cheap housing. At present, the NUM has sites in Umtata, Flagstaff, Maseru, Quthing, Butha-Butha and Mokhotlong, and workers for these projects are being chosen through the strike committees at present.



### Education Update

COSATU's Education Department will be co-ordinating the following seminars in March/April

- Women issues and organisation
- Economic trends
- Housing and trade union policy
- Trade union administration
- Cosatu campaigns
- Co-ops (in August)

## Other Co-op Initiatives

### NUWCC

The organisation is still discussing how to set up co-ops. There is some educational activity around co-ops.

### POTWA

After the 1987 strike - when 2,800 workers were dismissed - the union established a building/construction co-op in Port Elizabeth. 12 workers are involved. POTWA is busy establishing a dry cleaning co-op in the Wits region involving 26 workers.

### NUMSA

Besides SAWCO (see article in February *Cosatu News*), NUMSA has started co-operative projects in Port Elizabeth from a fund that dismissed GM workers had contributed to. There is a bulk buying fund for food and clothes and a building project which leases offices to Cosatu and its affiliates in the region. There are plans for a building/construction co-op for house extensions and renovations as well as a consumer co-op and a funeral and transport co-op.

### ACTWUSA

A co-op has been established for the retrenched workers at Frame in Durban. 800 workers will be in the co-op by June. The co-op will be run like a factory with a production and financial manager. Discipline will be started by management but actual decisions will be taken by shop stewards. Surplus will be used to start co-ops in East London and Ladysmith. The 3 projects will create jobs for 3,000 workers. The union will be able to hire and fire management.

# Education for liberation!



# Namibian workers speak

*The workers struggle in Namibia has grown powerfully in the last few years with the building of national industrial unions under the umbrella of the National Union of Namibian Worker (NUNW). Last year Namibian workers and students built the biggest ever general strike in the history of Namibia. Mass struggles like these have been a major factor, together with the defeat of South African forces at Cuito Cuanavale, in forcing the Botha government to agree to independence for Namibia this year under UN Resolution 435. In the first of a series of interviews from the NUNW's paper Namibian Worker, Namibian shop stewards talk about their need to build a strong federation in Namibia.*

**Q:** How will the federation help weaker trade unions?

**Comrade Groenewald:** The federation is the eye that must see national issues and set national goals. If a weak union has no recognition agreements, the federation must push that union so that national goals are reached.

The eye must monitor whether organisation is up to certain standards - a standard which comes from the wishes and demands of workers. Sometimes during national action workers are dismissed. When contact with management breaks down, workers can do nothing. The federation must then step in. They must assist the workers in approaching management and give guidance on how to take the matter up.

**Kamoto:** The federation must take over national co-ordination of union education.

**Groenewald:** That is true. But it is also necessary for each affiliate to do their own education. In

this way the education programme will address the special problems in each sector.

**Kapere:** The federation is in the best position to make contact at national level with other structures e.g. national student and teacher organisations. In this way workers will have more say over education of their children. The

federation cannot solve all the problems. But with a federation we have a better chance than without one.

**Ndellenga:** Through a federation more people are involved in exercising control. If people in one union are acting undemocratically, then other unions will be able to challenge them.



**Q:** In the light of the small number of factories and the massive unemployment in Namibia, how can the federation overcome these problems and win better conditions for workers?

**Tinta:** It will be a huge problem, especially with the present system. The federation must unite and organise the unemployed and start projects where workers can learn new skills.

**Esau:** Because of the small factories with few workers, worker action is doomed to failure. Workers are simply sacked. Others are taken on and the production carries on. The aim of a federation is to get many factories to take united action.

**Tinta:** We must also remember that solidarity action is illegal. The working class has no say in the formation of these laws. But the unlawfulness of striking is a joke, because a legal strike does not

give any protection to striking workers. Legal or illegal, workers can still be dismissed. Only with strike action throughout the industry can we counter this situation.

**Groenewald:** At the moment workers are not controlling the economy. But when a government comes to power that we can negotiate with, we can begin to have an influence.

federation can tackle issues which are not directly connected to the workplace.

**Q:** Many people feel the federation will solve the problems of the affiliates. Is this not hoping for too much? We have so few people with skills and experience.

**Matsi:** My feeling is that the

## Workers of the world unite!

## INTERNATIONAL

**Q: How can the federation fight for a Living Wage?**

**Tinta:** The federation should have a research department to gather and study information. This will help us know what we mean by a living wage. It will also help to struggle for a living wage by using the structures of the federation. Our demands must be made nationally. For example an 8 hour day and a 5 day week. If this is refused the federation can declare a dispute. This is impossible without a federation where the industrial unions meet to plan and strategise. All our key points of struggle, all our demands, must be tabled nationally.

**Matsi:** The federation can make the people aware of what a living wage is. What are the rights that we must have. If we understand, we will all take part in this struggle. Say there are workers which have reached the national minimum already. They will have to strike together with us out of solidarity.

**Q: We want trade union unity. What should we do about unions outside NUNW ?**

**Matsi:** There must be a coming together between us and workers outside NUNW. We must try

and win these people over. We must explain how we work. We must meet to get closer to each other. To convince each other that we are all workers in this land.

**Kapere:** We can't throw those workers away. We can never say: forget about those workers, we don't need them.

**Mohewa:** We must let the public know the strong points and victories of our federation. Then other workers will come to us. Maybe we should recruit them on an industrial basis. We must talk to them, tell them why we think our federation is a good thing.

**Tinta:** This is a controversial issue. We must look at the reasons why we need unity. Because we are oppressed and exploited. We need unity to fight back. We have one common goal: to smash oppression and exploitation. We can hold seminars and invite members of other unions. We must have the courage to invite workers to seminars where we can explain our position and they can explain theirs.



**The people of Central America need a hand...**



**...yours!**

**OPPOSE U.S. INTERVENTION**

## International Briefs

• A big campaign has been launched in Britain to demand the release of Oscar Mpetha. The 79 year old unionist was sent to jail for 5 years.

The campaign is supported by the ANC and SACTU as well as 38 British trade unions. Cde Mpetha was a founder member of SACTU and worked for the African Food & Canning Workers Union which is now part of FAWU. COSATU has a CEC resolution demanding his release.

• 4 Phillipino trade unions were assassinated in January. Two of them (a local chairperson and an organiser) were shot dead by Phillipino armed forces who came to the plantation looking for the organiser. Another local office chairperson was shot by right wing death squads outside the Nestle factory canteen. The forth comrade was murdered at a furniture factory. He was last seen with the company's security guards.

• The British government is sharpening its knives for a new attack on workers. The Employ-

ment Bill was published in November last year. It attacks:

- The right to make industrial court claims. Workers will have to pay 150 pounds deposit before a case is taken up.
- Time off for trade union work: Stewards will get "time off" to work on issues "covered in the agreement." This is a clear attack on the right to hold joint shop steward meetings.
- Workers in small firms. Where a company has less than 20 workers, the workers have no right to get information on disciplinary procedures.

**Build international worker solidarity!**

## You make the union strong

It's you comrades in the struggle  
That make the unions strong,  
And meetings and gatherings is where you belong.

Some come and do the share,  
While others just sit and stare.  
On meeting days the halls are empty.  
That day everyone had to do plenty.

On pavements they sit, on corners and in shops,  
Forgetting the fact that when in trouble,  
It's the shop stewards who do the saving job.

Comrades, how long will you sit in the sun and wonder?  
The bosses can see it, that is why their voices sound like thunder.  
We need you comrades to mobilise and organise,  
So that the bosses can see the unions still rise.

We plea to you comrades, to stand up and say your say,  
To win the fight, to live another day,  
Join hands and stand together,  
You will be defeated never.

It's meetings that make the unions stronger,  
The road in the struggle is getting longer.  
It's the masses and support that is needed,  
That way we will never be defeated.

By Comrade John (FAWU - Western Cape)



## Culture Briefs

Wits and Natal Regions of COSATU have been the most active in culture. These are some of the events that COSATU Culture has been involved in:

- COSATU Wits Cultural Rally - 4/12/88.
- Education and cultural meeting in Kokstad with COSATU and FAWU - 11/12/88.
- CCAWUSA Educational Cultural Day featuring COSATU poets, Jazz Pioneers, Clermont Harmonious Singers and the Kwamashu Youth League Cultural Group - 14 /1/89.
- Kwamashu Youth Theatre Workshop - 20/1/89
- COSAW Poetry Workshop - 20/1/89.
- NACOS Sports Conference in Durban - 28/1/89
- COSATU Cultural Unit and Nacos will mark May Day this year with a joint sports meeting on 29 April. The venue will be Curries Fountain. Sixteen teams from the 2 COSATU regions in Natal will take part.
- A culture and labour seminar will take place in Harare in May. The seminar is organised by NED-COM. Regions with active cultural structures will send 6 delegates each.
- Highveld Region held a 3-day cultural seminar on 16 March. matters on the agenda were: role of culture; non-racial sports struggle; COSATU education; election of a regional co-ordinating committee; and media.
- A 2-week long Arts Festival organised by COSATU's Cultural, Media and Education Departments is planned for most Regional centres before the Third COSATU National Congress in July.

## Forward with worker culture!