



## KELLOGGS WORKERS WIN UNION RECOGNITION

On the 14th August 1979 the Sweet, Food and Allied Workers Union and Kellogg (Pty) Ltd signed a recognition agreement. This becomes only the second such recognition agreement after Smith and Nephew.

The Agreement shows quite clearly that for companies acting in good faith recognition is possible and makes nonsense of the many excuses still used by other companies in trying to avoid recognition.

The draft agreement was discussed fully with workers and then Shop Stewards and Union officials negotiated it with management. Negotiations began after the union had shown that it had majority membership in the factory.

The Agreement is a recognition agreement that clearly establishes the Union's right to represent and negotiate for its members. The next step is to negotiate a second agreement dealing with wages and working conditions.

The Agreement and the involvement of Shop Stewards in its negotiation are important victories for Kellogg's workers and all workers in South Africa.

The Kellogg agreement provides for the following things:

1. Union recognition: The management recognises the Union to represent and negotiate on behalf of members in the plant.
2. Access: The Union organiser is permitted into the canteen once a month on a Wednesday during lunch time. At other times the organiser has to give management seven days notice of intending to come into the factory.
3. Shop Steward: The management recognised the right of the Shop Stewards to represent and negotiate on behalf of the members of the Union.

## what does Fosatu stand for?

FOSATU stands for strong and effective organisation of workers at their places of work. We stand for strong shop-floor organisation.

What do we mean by strong shop-floor organisation?

We mean an active, well-informed membership that will support each other and their elected Shop Stewards in the struggle to protect and improve workers rights in the work place.

Without this organisation Shop Stewards will not be able to effectively represent workers nor will management listen to them.

Also an active membership builds active Shop Stewards who carry out their duties and report back to workers on their progress and events in the union.

Why are these points so important?

They are so important because:

Workers experience day-to-day problems in their workplaces. Agreements and laws cannot by themselves solve these problems. Only a strong and active union has the machinery to deal with and solve those problems as they occur.

Active members and Shop Stewards are essential to a democratic, worker controlled union movement.

A democratic worker controlled Union movement is essential for workers to have worker leaders who can truly represent protect and advance workers interest in Society.

## THE NEW LABOUR LAW

On the 1st October the amended Industrial Conciliation Act dealing with trade union rights and collective bargaining became law. At the last minute, however the Government was forced to make an important concession.

The Minister of Labour announced an exemption that would extend trade union rights to nearly all workers. The exemption was gazetted on the 28th September.

### REGISTERED TRADE UNION RIGHTS.

The effect of the exemption is that only citizens of

countries outside the old borders of South Africa will not be allowed to join a registered trade union.

This means that citizens of the so-called independent states of Transkei, Bophutswana and Venda can join registered unions but citizens of say Lesotho or Swaziland cannot join.

### CRITICISMS OF THE LAW.

Despite this concession by the Government some very important criticisms of the new Act remain.

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