

Would the man who works as a shunter be classified as a labourer? Or the Operator, would he be classified as labourer? The black workers receive approximately 5 cents an hour overtime, whilst Saturday is not considered as overtime.

However the major complaint of the workers is the treatment or rather lack of treatment given by the doctor. The sick room has no attendants or nurses to look after the men who are sick and they have to be attended by their fellow workers. This seems to be a fault of the management, who should see to it that the health of their workers is cared for. Perhaps the S.A.R. Officials will look to this matter and provide adequate facilities.

—oOo—

UNEMPLOYMENT INSURANCE ACT

The unemployment Insurance Act is a law which gives the following benefits to workers who are entitled to it:

1. Money if they are unemployed.
2. Money if they are off work due to illness.
3. Money if they are off work due to pregnancy.
4. Money to the widow and dependent children of a worker who has died.

The Unemployment Insurance Act covers all workers earning less than R82.00 per week. It covers all African factory/shop or office workers whose basic wage - (i.e. without overtime or bonuses) - is more than R10.50 per week. Those Africans earning less are not covered by the Unemployment Insurance Act, also farm labourers, workers in rural areas (except factory workers) domestic servants and government employees.

HOW UNEMPLOYMENT INSURANCE ACT WORKS

Money is deducted each week from workers who qualify for unemployment insurance and their employers, and this money goes into an Unemployment Insurance Fund. The Government pays into this fund as well. The money is used to pay out the above mentioned unemployment benefits.

All workers who are covered by the Unemployment Insurance Act must be registered by the employer, with the Unemployment Fund Office in Pretoria. The employer must do so within one month of his labourer beginning to earn more than R10.50 per week. The law demands that the employer carries this out.

When a worker has been registered, an Unemployment Insurance Fund contributor's card (blue Unemployment Insurance Fund card) is made out for him. This is sent to the employer who keeps it until the worker leaves his service; then the card must be given to the worker. It is against the law for an employer to keep the workers blue Unemployment Insurance Fund card after he has left his services. If an employer does not give the card, then the worker must report it to the Department of Labour immediately.

WHAT TO DO IF YOU, A WORKER, BECOME UNEMPLOYED

1. Get your Unemployment Insurance Fund card before leaving the factory. You will only get one if your basic wages are more than R10.50 per week. See that the card is filled in by the employer, showing how long you contributed to the Unemployment Insurance Fund while you were working and the reason why you left the services of your employer. There are three official reasons for leaving and these are numbered 1, 2 and 3:
 1. Resignation.
 2. Reduction in staff.
 3. Any other reason.

NOTE:

A worker may sometimes be dismissed before his employer has received his Unemployment Insurance Fund card. When this happens, the worker must ask for a letter explaining the case. This letter can be shown when the worker finds other employment. If the firm is still applying for the card, then the worker must make arrangements to collect it from the firm, or have it posted to the Union Offices,

Allied & Metal Workers' Union &
General Workers' Benefit Society,
P.O. Box 8131,
PIETERMARITZBURG.

where he can collect it.

2. You must register immediately for work at the Bantu Affairs Department. You will be issued a work-seekers permit.
3. When you have your work-seeker permit you must apply for unemployment benefits at the Department of Labour or Magistrates office whether you have your Unemployment Insurance Fund card or not.
4. If you cannot be placed in employment, you will have to produce your Unemployment Insurance Fund card or obtain it as soon as possible. If your previous firm is still applying for it, you must tell the Unemployment Insurance Fund Office.

Remember: You are allowed to apply for unemployment money without your Unemployment Insurance Fund card, but will only receive money when you produce the card.

5. The Claims Officer at the Department of Labour will investigate your claim and if satisfied will authorise the payment. You must prove to him that you are capable of and available for work and that you have been actively looking for work.
6. You will have to go to the Unemployment Office regularly to sign the Unemployment Register and collect unemployment money.

No unemployment money will be paid to you, the worker, unless:

- (a) You are available and capable of work.
- (b) You gave money to the Unemployment Insurance Fund for at least 13 weeks in the year before you became unemployed.
- (c) At least one week has gone since you applied for unemployment money and you are still unemployed. (You will not have to wait this one week if you were unemployed on another occasion at least 9 weeks before your present unemployment).

NOTE:

If the Claims Officer thinks you resigned from your job for no good reason, or have been sacked through your misconduct, you will not receive any benefits for the first 6 weeks, starting from the date you applied for unemployment money. After 6 weeks, if you are still unemployed you will receive your money each week.

APPEALS

If your unemployment benefits have been refused or the Claims Officer has imposed the 6 week penalty, you may appeal to the Unemployment Benefit Committee. This Unemployment Benefit Committee is made up half by employers and half by Trade Unionists, and meets once a month. Your appeals must be in writing and must reach the office of the Department of Labour within 21 days of you having heard the decision of the Claims Officer.

WHAT TO INCLUDE IN YOUR APPEAL:

1. Your name and address.
2. Your identity number.
3. The name and address of the firm where you were last employed.
4. The date you applied for unemployment benefits.
5. The address of the office where you applied e.g. Bantu Affairs Commissioners Office.
6. The date you were told of the Claims Officer's decision.
7. What the Claims Officer's decision was.
8. Why you are appealing against this decision.
9. The letter must be signed by you.

NOTE:

You may ask to appear before the committee to give oral evidence. If the committee will decide and send its decision to you in writing.

If you are not satisfied with the Unemployment Benefit Committee's decision, you may appeal to the Unemployment Insurance Board. This appeal must be made in writing in duplicate and must reach the Unemployment Insurance Board, P.O. Box 1851, Pretoria, within 14 days from when you hear the decision of the Unemployment Benefit Committee.

WHAT TO INCLUDE IN YOUR APPEAL TO THE UNEMPLOYMENT INSURANCE BOARD

1. Your name and address.
2. Your identity number.
3. The name and address of the firm at which you were last employed.
4. The date you applied for unemployment benefits.
5. The address of the office to which you applied.
6. The date when you were notified of the Unemployment Board Committee's decision regarding your first appeal against the Claim Officer's decision.
7. What the decision of the Unemployment Benefit Committee was.
8. Why you are appealing against this.
9. This letter must be signed by you.

HOW MUCH YOU, AS AN UNEMPLOYED WORKER, MUST RECEIVE

Depending upon your basic weekly wage (i.e. not with overtime and bonuses) during the year before you became unemployed, you will receive the following amounts, each week you are unemployed.

If you used to get the following weekly basic wage:

Under R4.50

Between R4.50 and R7.50

Between R7.50 - R10.50

" R10.50 - R13.50

" R13.50 - R16.50

" R15.50 - R19.50

" R19.50 - R22.50

" R22.50 - R25.50

" R25.50 - R28.50

" R28.50 - R31.50

" R31.50 - R34.50

" R34.50 - R50.00

Will get the following amounts per week while unemployed:

R2.45 (or $\frac{3}{4}$ of your former wage, whichever is the less)

R3.50 (or $\frac{3}{4}$ of your former wage, whichever is the less)

R4.55

R5.60

R6.65

R7.70

R8.75

R9.80

R10.85

R11.90

R13.30

R15.40

HOW LONG WILL YOU RECEIVE THESE PAYMENTS?

The longer you paid money into the fund before you became unemployed, the longer you will receive payment whilst unemployed. You will receive one weeks benefits when unemployed for every six weeks during which you paid into the fund since you started working. You will not receive unemployment money for longer than 26 weeks in one year no matter how long you contributed to the fund before. (The year in this case is calculated from the date on which you applied for the Unemployment Insurance Fund benefits).

Next issue will deal with WHAT TO DO WHEN YOU, THE WORKER, IS OFF SICK

---oOo---

COMPENSATION MONEY TO BE CLAIMED BY WORKERS

If you are a worker who is owed compensation money, be sure to look in the newspaper "Ilanga" which will be publishing a list of the workers who can claim. There will also be a list of names of those workers, who have money owing to them, at the Trade Union Offices, Community Centre, on the first floor, corner of Church and Thomas Streets.

---oOo---

CORONATION CRISES

At the large Coronation Brick Works it seems that the workers are being treated with little respect by the management. Workers claim that employees in certain sections are not given a lunch break and that generally workers work excess quotas which, in turn are fixed randomly.

Another problem which seems to have escaped managements notice, for they have done little to help it, is the fact that the workers in Pietermaritzburg are compounded from migratory labour from the Transkei and therefore need housing. At present they are living in very bad conditions and with an average wage of R16.50 per week the situation does not give rise to contented workers - the workers are naturally angry at the conditions they are expected to work under and be productive.

Perhaps the management will attempt to remedy this!?

---oOo---