

In all these cases workers have taken industrial action where necessary. They have also used legal channels where these exist, to further their struggles. But in the end it is the self-organisation of the workers themselves and the exercise of their collective power that has begun to push back the frontiers of management control, and to win better conditions. The formation of a shop stewards council for workers in the building industries on the East Rand is another sign that this is happening. And on February 9, the BCAWU is to launch a national shop stewards council.  
(Reports from Narius Moloto, BCAWU)

## **EMI: You've Got to Show Some Respect**

A new policy has been introduced into EMI South Africa concerning the way people must address each other at work. From now on it is company policy that people will be addressed by their surnames. It is only by mutual agreement that a person can be addressed by the first name or nicknames. People who contravene this policy will be subject to disciplinary action which can involve dismissals. This means that the days when management and whites could call black workers by offensive nicknames are now over in EMI. Changes such as this are an important part in the struggle for workers to be treated with respect.

This new policy came about thanks to the shop stewards taking management to task over the way CCAWUSA (Commercial Catering and Allied Workers Union) members were being addressed. The policy also covers all offensive, abusive or derogatory language. EMI shop stewards will keep a sharp lookout for this form of racism.

### The right to strike

The EMI negotiating team have also won a major new right for the first time in CCAWUSA. As part of the dispute procedure the team have won the right to go on strike for ten working days with a guarantee that they will not be dismissed. Once the grievance procedure is exhausted and a dispute is declared the workers must hold a ballot. If over 50% of the workers decide to strike then they can do so for ten working days without fear of dismissal. This is the first time CCAWUSA has achieved this right. The negotiating team are now involved in a hard struggle to get the best possible recognition agreement. (CCAUSA News 1.9, December 1985)