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# HAMBA KAHLE CHIEF SABATA



Mourners at King Sabata's funeral

About 40,000 people went to Bumbane (Great Palace) near Umtata to pay their last respects to Paramount Chief Sabata Dalindyebo.

On the 1st of October supporters drove hundreds of kilometres in buses, kombis, some came on horsebacks and on foot from small villages and throughout the country.

Businessmen, activists, workers and traditional leaders came together to rebury the King of the Tembus.

Chief Sabata was a long-standing enemy of the Matanzima brothers because he always opposed 'independence' for Transkei. He was subjected to constant harassment and was deposed by the Matanzimas. He fled to join the ANC in exile. He died in Lusaka in 1986.

His family flew the body home for burial but Matanzima stole it. They then buried him in a commoners grave.

Now the Dalindyebo family has regained the Tembu succession and can give their dead king a royal funeral.

Chief Sabata's body was exhumed a week before and reburied by the nation.

The coffin was covered with an ANC flag and supporters carried both the ANC and the SACP flags. Mourners wore T-shirts reading "Kumkani Sabata" (King Sabata), "The struggle is my life", "Away with bulkanisation of South Africa into homelands".

Speakers included SAYCO's President Peter Mokaba, Murphy Morobe of the UDF, Elijah Barayi of COSATU, Chief M Mapumulo of the Congress of Traditional Leaders of South Africa (Contralesa), Mildred Holo of FEDSAW and Transkei's military ruler Major General Holomisa.

Winnie Mandela was at the funeral and messages of support from Comrade Nelson Mandela's family and Comrade Oliver Tambo, the President of the African National Congress, were read.

COSATU's Elijah Barayi urged Holomisa to allow youth, students, women and other progressive organisations to operate in Transkei.

Mildred Holo of FEDSAW called on women to form a women's organisation. One speaker said: "It shows that a few years ago we had a parliament of baboons. Now the baboons ran away and today King Sabata will be buried by the nation. All the puppet leaders must be put into paperbags and sent to Pretoria. That is where they belong".

Major General Holomisa told the people that they should be allowed to decide whether Transkei should remain independent or become part of South Africa again. He said he would hold a referendum on the matter if he was asked.

Speakers announced the unbanning of the ANC and other organisations in Transkei.

## 500 objectors march ...

THE Defiance Campaign took an interesting turn recently when 771 young men from the white community announced their refusal to serve in the South African Defence Force (SADF).

The announcement came in the midst of the current spirit of defiance of Apartheid laws generated by the MDM's Defiance Campaign.

Although the rejection of military conscription by 771 men was certainly an act of defiance, it is an ongoing stand that was not directly linked to the Defiance Campaign.

As one of the organisers of the national coordinating committee for the launch of the register of conscientious objectors said: "The stand has not been directly organised under the banner of the Defiance Campaign - it obviously arises out of the history of the past two stands (143 last year, 23 in 1987). However, I think we would say at the same time that refusing to serve in the SADF is certainly an act of defiance of apartheid".

A whole range of people from the white community, ranging from doctors, dentists, lawyers, journalists to students and priests, joined the stand against conscription.

"We could say that we've reached a stage where it's not only activists who are making sacrifices to show their rejection of apartheid."

"The Defiance Campaign clearly shows this. In the objectors stand as well we see a position that in the past has only been informally adopted by committed activists - it is now a position that thousands of white South Africans have come to, whether they say so publicly or not," the organiser said.

"White South Africans as a whole have an easy time under apartheid, and conscientious objection is one of the most concrete ways that white South Africans can show their commitment to a new South Africa," he said.

Many of the objectors now have some difficult choices to face - a mandatory 6-year jail sentence,



perhaps a lifetime in exile or having to constantly evade the authorities.

"There are few who are liable (religious pacifists) for 6 years 'community service' in government departments," the organiser said.

The Conscientious Objectors and their supporters marched from St.

Georges' Cathedral to the Castle on Wednesday October 5 after an inter-faith church service at St. Georges' Hall.

After the peaceful march of about 500 people they presented a statement with the names of all the objectors and demands calling for the release of three objectors presently in jail, and an end to conscription.

A national delegation of seven objectors, representing all the major centres in South Africa presented the names of the objectors to the SADF at the Castle.

THERE SHALL BE PEACE AND FRIENDSHIP

# THE PEOPLE SHALL GOVERN



# MASS ACTION AGAINST LRAA

## LRA attacks workers' right to protest

What is the Labour Relations Amendment Act (LRAA)?

How does it attack workers' rights and organisation?

The LRAA is a direct attack on workers' most important weapons of struggle: worker unity, worker organisation and workers' right to strike.

The LRAA now makes it much more difficult for workers to go on a legal strike - workers have to go through difficult and complicated steps before going on a strike. Now workers can only strike legally if they refer their dispute with bosses to a 'conciliation board' or industrial council within 21 days of the dispute. Sometimes it is not clear exactly when a dispute starts, and 21 days is very little time to go through many complicated procedures.

With this law, strikes can be postponed indefinitely because workers now have to spend 30 days trying to settle a dispute before they can go on a legal strike. And even after the 30 days are up, the Inspector from the Department of Manpower, or the Industrial Council, can order workers to delay the strike for another 30 days.

The new labour law also says that workers are not allowed to strike over the 'same issue' within a period of 12 months, even though recognition agreements say that unions have to negotiate on wages and conditions every year.

The LRAA bans any form of solidarity action in support of other workers, which is a direct attack on the Cosatu slogan: 'an injury to one is an injury to all'. Now the 'backing' of products to and from a strike-hit workplace, boycotting goods, solidarity strikes and even sympathy 'go-slows' are illegal.

The new law also allows the industrial court to interdict a

legal strike, and take the union to court, if they consider it to be an unfair labour practice.

Now bosses can sue unions if their workers go on an illegal strike. The LRAA makes it easier for employers to sue a union because the union now has to prove that it did not call for or participate in a strike which is considered illegal. At the moment FAWU is being sued by bosses for hundreds of thousands of rands.

Unfair dismissals are made legal under the LRAA - now workers who have worked for six months or less can be fired easily, without a good reason. Before, bosses had to have a 'good reason', and give a worker a 'good hearing', before they could fire someone. Now they have more power to fire workers.

The LRAA makes it much easier for bosses to retrench workers unfairly. Before the LRAA was made law, bosses had to negotiate to retrench workers. Now the bosses have the power to retrench who they like.

The law also recognises minority and racist unions which are not properly representative, and now a majority union cannot demand to negotiate for a whole workplace.

A FAWU worker from Dairy Milk, Beatrice Mosenoni said: "Since the LRAA the bosses just do what they want to us now. The bosses just retrench the workers now".

"At some factories the bosses say they don't support the LRAA but they don't want to sign in writing to show that they don't support it," she said.

However, worker resistance to the LRAA has brought into question the capability of bosses to fully implement the LRAA against workers.

According to a FAWU organiser, "the bosses are trying to use it but it depends how strong the worker organisation is within the factory".

"If we have got strong organisation inside the factory we are in a position to fight it," he said.

In many cases, he said, the workers "are defying the whole thing and concentrating on the recognition agreement".

A SACTWU (South African Clothing and Textile Workers Union) spokesperson said that they are going to intensify the campaign against the LRAA.

The LRAA tries to make it hard for workers to take strike action and reduces workers' job security by giving bosses the power to hire and fire. This will keep wages down and weaken our unions. By weakening workers and their unions in this way, it will make it harder for workers to fight for housing, jobs, schools and hospitals.

So the struggle to smash the LRAA is part of the Living Wage Campaign and the day to day struggles in the workplace and the community. It is not just a struggle on the factory floor - it is also a fight for better housing, more jobs, more and better schools and hospitals, cheaper transport and electricity, more UIF pay - for all the things we need.

The Labour Relations Amendment Act aims to give bosses and the government the weapon to weaken our ORGANISATION and break our UNITY. It attacks our UNIONS which are built on the strength of DEMOCRATIC support of the majority of workers. It attacks workers' DEMOCRACY and CONTROL.

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A spokesperson for the Food and Allied Workers Union said: "Pepsi is

the only firm in Cape Town who have given a written undertaking not to use the offensive clauses of the LRAA. Several other employers regularly threaten to use the Act."

A FAWU Cape Town organiser said: "In May workers at Remown Foods went on strike in sympathy with workers at Remown Fresh Meats. The Fresh Meat workers were

striking for higher wages. The bosses directly threatened that they would dismiss the workers and sue the union, using the LRAA. The matter was resolved a few days later."

Several Food firms want the Union to sign an agreement that workers will not participate in a stayaway. This followed the two-day stayaway on September 5 and 6.

"They do not say it openly, but they simply hint that there are costs involved. What they are trying to say is that they will sue us if given a chance," said a FAWU official.

Solidarity action by workers at FNP (Food and Nutritional Products) has led to the shop steward receiving a final written warning from management. FNP workers came out in support of striking Lemoenkloof workers earlier this month.

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"They are therefore making use of the LRAA," an organiser said.

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LRAA intensified even further. In the past few weeks there have been hundreds of pickets, demonstrations, work stoppages, go-slows and other forms of worker protest action, as well as mass rallies against the LRAA, in the Western Cape alone.

Almost every day there have been wildcat work stoppages, street marches and lunchtime demonstrations around wages and against the LRAA.

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September saw a massive stayaway, the most successful the Western Cape has ever experienced.

More recently, there have been new developments in the sustained worker action against the LRA, aimed at making bosses reconsider their decision to support the anti-worker LRAA.

COSATU, NACTU and the independent unions have launched an overtime ban which started on the 22nd of September. The ban against working over-

time will continue indefinitely and will be reviewed monthly by the local and regional co-ordinating committees.

Despite aggressive threats of court action, discipline and dismissals from some companies, workers are enforcing their democratic right to refuse to work overtime.

A national consumer boycott in protest against the LRAA has also been launched by the 3 union groupings and the MDM.

Western Cape is to start on October 7.

There has also been a proposal from within COSATU ranks to hold a mass worker march in Cape Town against the LRAA.

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In the face of mounting resistance and massive participation in anti-LRAA protest actions, from workers and the broader communities, the government and the bosses are coming under growing pressure to reassess their decision.

"We've never seen such sustained militant mass action by workers

over such a long period of time. If we can sustain that level of action and in the process build strong grassroots structures to take the campaign forward and with the support of mass organisation based in the communities then the struggle against the Act has to be a success," a COSATU spokesperson said.

"We are in fact through defying the LRA in the process of making the Act unworkable for bosses. A law they hoped would strengthen their position and either contain or smash the unions has actually succeeded in doing the exact opposite. In other words, it succeeded in uniting and mobilising workers far more than ever before in the history of the labour movement,"





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# NEHAWU resists

The National Education and Allied Workers' Union (Nehawu), supported by Namda and other progressive organisations, is demanding the immediate re-instatement of 115 dismissed City Park Hospital workers.

The workers at City Park have many grievances. Their wages are very low - a cleaner at City Park earns only R323 a month. Workers also wanted their shop stewards recognised and the union recognition agreement extended to City Park.

Workers decided to take action around their grievances and on Tuesday 22 August the 115 workers arrived at work and gathered in their canteen.

On learning of their refusal to work management ordered security to lock the doors of the canteen and turn up the air conditioning to warm. After two hours in these conditions workers managed to force their way out into the fresh air outside.

Management then called the police and the workers were arrested. When they were released later that day management informed them that they were all dismissed.

More than one week after their strike the company that controls City Park Hospital, the Clinic Holdings Group, eventually agreed to re-open negotiations with the dismissed workers, as a result of pressure from Nehawu and other organisations.

In response to the demand by Nehawu for the unconditional reinstatement of all the striking workers, City Park



Police arrest NEHAWU workers during a strike outside City Park Hospital in Cape Town

management responded by saying that the hospital will reinstate striking Nehawu members.

A while later, the hospital management came with a completely different proposal, saying they would now only take back 10 - 12 workers out of the dismissed 115 workers.

At a report back meeting, all the workers rejected City Park's proposals.

They decided to mount more pressure against City Park Hospital and to call on other workers under the Clinic Holdings Group to show solidarity with the dismissed workers.

Nehawu will be raising the matter in all COSATU structures, calling for the support of the dismissed workers.

## Jobs, security and comfort for all

THE past week has seen the launch of a major campaign by unemployed workers to highlight their plight and demands, under the banner of the National Unemployed Workers Co-ordinating Committee (NUWCC).

The NUWCC is committed to organising and mobilising the unemployed people in South Africa, which number up to 6 million.

According to the NUWCC, "people are unemployed because of the capitalist system under which we are living".

"This is all done through the system of job reservation and permit laws," they said.

The NUWCC said that the "state's disrespect for humanity leads to the people directly suffering under the most appalling conditions", with millions of South Africans living in squatter camps, paying high rents; high medical fees and facing constant evictions.

High crime rates, high degrees of alcoholism and the destruction of family

life are also a result of these conditions, NUWCC said.

The NUWCC has called for unity around their demands for:

- Jobs for all at a living wage.
- Re-negotiation of the UIF with workers and the unemployed.
- The scrapping of rent arrears and the stopping of evictions.
- Transport and health concessions for all the unemployed.
- A 40-hour week and a ban on overtime.
- The scrapping of school fees and uniforms.
- Unemployed women to qualify for full maternity benefits.

The slogan, 'an injury to one is an injury to all', is directly linked to the overtime ban, they said.

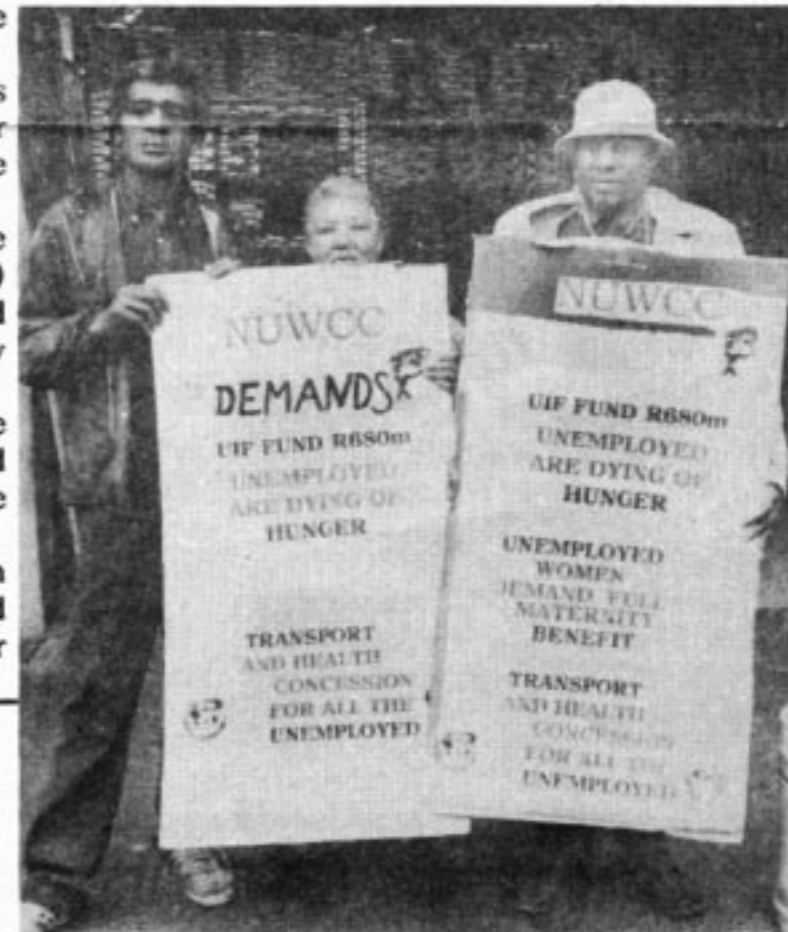
"This slogan means that if overtime is banned more jobs could be created for those who are unemployed and then more families could be fed," said NUWCC.

The government has R680 million in the unemployment insurance fund (U.I.F.) "while people are dying of hunger and unemployed women have no maternity benefits".

"We feel that huge sums of money are spent on maintaining the apartheid capitalist system instead of the state providing," NUWCC said.

The NUWCC hosted mass rallies in Guguletu and Nyanga on October 4th and 5th to mobilise support around their demands.

Unemployed workers picket in Athlone as part of the campaign to highlight their demands



GAWU and ACTWUSA workers at the historic merger

## CLOTHING Workers Unite!

WORKERS made history recently when the Garment and Allied Workers' Union (GAWU) and the Amalgamated Clothing and Textile Workers' Union (ACTWUSA) joined forces in an exciting merger to form SACTWU (SA Clothing and Textile Workers' Union).

SACTWU is now COSATU's third largest union with a membership of over 185 000.

COSATU's Jay Naidoo, the key note speaker at the Inaugural Congress, said the merger to form SACTWU was an "historic occasion".

"What we see before us is the face of a new South Africa - a face that is marked by its non-racial character, unity and strong spirit of the working class," Naidoo said.

"A key task is to build unity and to build structures that will enable you to be a powerful new union," Naidoo said to the SACTWU workers.

In a message from exile, SACTU (SA Congress of Trade Unions) said that the merger "will have a tremendous political impact".

Amon Ntuli was elected National President of SACTWU, with Ellen Beaumont as 1st Vice-President and Bert Pitts as 2nd Vice-President.