



# NEWSLETTER

## JUNE 1987

THE CAPE TOWN  
TRADE UNION  
LIBRARY

### IMPALA COACH TOURS

TGWU declared a dispute with Impala Coach Tours which runs buses from Jan Smuts Airport, and to Sun City. The dispute concerns Impala's refusal to recognise the union and the dismissal of a worker, Mr Ernest Nelwamando.

Ernest was dismissed after a company mechanic hit him with an iron bar when Ernest reported that his bus had faulty gears. Ernest was off work for 3 days. When he returned to work he was hit again by the director's son and then dismissed.

TGWU applied for a Conciliation Board, and referred the disputes to the Industrial Court. Workers have reported the company to the Dept. of Manpower as workers the company is operating outside the law around wages and other conditions of work.

### SECUNDA TOWN COUNCIL

Secunda Town Council refuses to recognise TGWU (with a majority membership of about 250) and the Council has refused stop order facilities to TGWU for 2 years. TGWU has referred the matter to the Industrial Court.

### HIGHVELD UNITED TRANSPORT

The company recognises TGWU in Kinross, Standerton, Bethal, and Middelburg.

Wage negotiations were settled through mediation on 13/5/87. The minimum wage of a driver is now 143 (from R124) and the minimum wage of a general worker is now R90 (from R75.45) - this is a 15% increase for drivers and a 19% increase for general workers.

But there is now a dispute over backpay as the date of wage increase was the 1st January 1987. The company refuses to back pay to January. They will only pay 9 out of 18 weeks. The dispute was taken to mediation.

### CARGO CARRIERS

Cargo Carriers is the largest private transport company in South Africa employing about 1,500 workers in 23 depots. Cargo Carriers recognises TGWU in 18 depots.

The starting wage of drivers in most depots is R143 per week. And the starting wage of labourers in most depots is R72. TGWU is demanding a R45 per week across the board increase and at present the company are offering R16 for drivers and R12 for labourers.

TGWU declared a dispute on 26/5/87 over the following

issues:

wages; May Day & June 16; overtime rates; night out allowance; inclusion of Malelane depot in bargaining unit.

#### CARGO CARRIERS - PINETOWN

Management closed down the Pinetown Cargo Carriers depot in June 1986. So there is now a retrenchment dispute.

Before Pinetown Depot closed, management moved 10 Cargo Carriers workers from the Mobeni depot to Pinetown. These workers were among the first retrenched under the LIFO system (last in first out) because Pinetown management said they were new workers. TGWU said that LIFO should apply across the 2 depots.

\*TGWU took the matter to the Industrial Court. But management settled out of court and each of the 10 workers got R800.

#### JOHANNESBURG CITY COUNCIL

TGWU has about 2000 members in the JCC. TGWU is negotiating wages with the Staff Board. The Staff Board is offering 12% for all grades except for grade 1 labourers. With grade 1 workers the JCC offer ranges from 12 to 22%. This brings the starting rate of grade 1 labourers to R412 a month.

The union demands are as follows:

Grade 1 - 24% increase

Grade 2 - 18%

=R80 pm increase

Grade 3 - 9 - 16%

- Maternity Leave: the union is demanding 4 months leave on full pay for all pregnant workers. The Staff Board are offering 4 months full pay for the first born child in the family only. This is a move away from the old Council policy which says a JCC worker gets paid maternity leave if the husband has finished his military service. TGWU sees this as a racist and political condition of service.

- May Day & June 16 - the Staff Board will not negotiate these holidays. They will only give government public holidays.

The wage negotiations will finish when the JCC Industrial Council (TGWU is a member) meets on 15/6/87.

\* Comment on Municipal Merger: negotiations with Cape Town Municipal Workers Association (CTMWA) and Municipal Workers of South Africa (MWUSA) and TGWU municipal workers to form a new national municipal union are going well.

#### FIDELITY GUARDS

TGWU is working towards the national negotiation of a recognition agreement covering workers in Cape Town, Durban, and Empangeni. (Fidelity Guards is the largest security company in the country)

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#### S A STEVEDORES DURBAN

TGWU declared a dispute over retrenchments. The union got a Supreme Court order against SAS at the beginning of May. This order stopped the company from continuing with retrenchments the company did not follow the procedures. We referred the dispute to mediation.

#### SAS STEVEDORES PORT ELIZABETH

Stevedores in Port Elizabeth are also facing heavy retrenchments. Over the past 5 years SAS has retrenched more than 5000 stevedores because of smaller amounts of freight and containerisation. Sanctions and high costs of wharfage make South African exports expensive so SA goods often do not compete well with other countries.

#### UNIVERSITY OF PORT ELIZABETH

TGWU has a recognition agreement with the university and about 326 members. The union recently declared a wage dispute with the university. The dispute was settled at R70 increase across the board beginning April 1970. This brings the minimum wage to R326 a month.

The University would not give May Day and June 16 as paid holidays. Management said other universities do not give these days as paid holidays.

#### CAPE DISPLAY

TGWU had just started organising Cape Display in Johannesburg. We took up the case of a dismissed worker and got the worker re-instated through the industrial council.

Then 70 workers were dismissed because of the April stayaways. When workers returned to work (23 April) they found the gates locked and members of management standing at the gate with guns threatening to shoot workers. Heavily armed police with guns and sjamboks came to chase workers away from the gates.

The dispute was referred to the industrial council. The industrial council upheld managements decision because the workers did not follow the company's grievance procedure.

#### PETFORD VAN LINES

TGWU does not have a recognition agreement with this company but management sits with union shop stewards and officials once a month.

On 25/5/87 management told the senior shop steward to knock off early and the following day he was dismissed with no hearing or proper notice pay.

On the 26th workers called management to explain why the shop steward was dismissed. Management told workers they did not want to talk to COSATU terrorists and ANC and they will not sit with TGWU worker representatives. Management

will not sit with TGWU worker representatives. Management told workers who support the union to stand to one side. Workers did not move so the total workforce of 37 was dismissed.

TGWU referred the dispute to the Goods Transport Industrial Council.

## OTHER TGWU NEWS

### ATTACKS ON TGWU BUS DRIVERS

At the Sizanani Depot of KwaZulu transport (near Pietermaritzburg) there are about 350 TGWU members and 10 UWUSA members. UWUSA members attacked TGWU bus drivers because of the May 5/6 stayaways. On May 7 UWUSA people stoned TGWU drivers in their buses. And on 9 May one of our drivers was shot in his bus by 2 men. The driver got away and found help. And on 30 May another TGWU driver was shot dead next to his car outside his house.

### \*GOODS TRANSPORT INDUSTRIAL COUNCIL

Goods transport workers in the Transvaal are planning for Industrial Council wage negotiations which will take place in August. This is the first year TGWU has taken part in the council.

### TGWU MATERNITY POLICY

TGWU has introduced a maternity policy - 4 months on full pay. 3 organisers are already making use of the new policy.

### SHOP STEWARDS TRAINING COURSE

40 shop stewards in the Northern Natal Branch took part in a 2 day shop steward training course in May. The course looked at:

handling grievances; taking up disciplinary cases; wage bargaining; COSATU policy; TGWU structure; the history of the economy in South Africa.

### SWEDISH CONFERENCE

National treasurer, Vivian Zungu, was nominated to attend the Swedish Transport Workers Union conference in September.

### DOCKERS MEETING

President, Jerry Ntombela, was nominated to attend an ITF (International Transport Federation) meeting in June in London. Jerry was refused a passport for the third time so Julius Matroos, branch secretary in the Eastern Cape, will attend.

### TGWU CONGRESS

The TGWU Congress will be held in Durban on 26 - 28 June.