

# TUCSA TRIES AGAIN

from "parallel" to "mixed" but hardly non-racial

TUCSA the Federation that expelled African workers from its ranks in 1969 when told to "get its house in order" is now making a come back.

Their affiliates have dropped the idea of parallel unions and many have started "mixed" unions open to African workers.

As always it seems as if TUCSA style non-racialism stops short of real trade unionism. While enrolling African members they keep racially separate branches, with the union controlled by a racially segregated Executive.

FWN looks at how the mixed unions try and persuade workers of their new line.

MIXED UNIONS BY P.A.Y.E.

Garment workers in Natal are being organised by the PAYE method - no questions, no answers, just employers being told to start deductions on workers' wages. So it is that workers are now members of mixed unions and know as much about their union as they do about their tax.

WORKERS REJECT THE PAYE ROAD

- at a Pinetown motor company workers got a notice about a union in their pay packets with a stop order form. The personnel officer then asked workers if they had signed the forms yet. Since these workers were unorganised some gave in to this pressure and joined. However, the majority weren't happy and decided to seek out other unions.

After making contact with FOSATU's Metal and Allied Workers Union (MAWU) and its non-racial line they felt strong enough to reject management pressure for the "mixed" union.

Workers are now actively organising others into MAWU who as a result have gained new members and a new factory.

MIXED UNION BLOCK WORKER RIGHTS

At Veldspun in Uitenhage workers organised themselves against Textile Workers Industrial Union (TWIU) attempts to organise them into a mixed union. Under worker pressure the Company agreed to a referendum in the factory which FOSATU's National Union of Textile Workers (NUTW) won hands down. Following this the company agreed to recognise NUTW and to grant it stop order facilities IF TWIU, which has an agreement at the factory, agreed. When approached, the General Secretary of TWIU said he would have to refer the matter to his National Executive Committee. This seems strange since his racially segregated NEC, will only meet again next year, and never approved the agreement in the first place.

FOSATU CONDEMNS MIXED UNIONS

FOSATU will have nothing to do with mixed unions.

"Separate Branches and separate Executives are the children of apartheid's 'separate but equal' idea. Employers and the State have built up racial division for their own benefit. Only a united NON-RACIAL Trade Union movement can break it down", says FOSATU's Alec Erwin.

## INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (NATAL)

1st August 1980

TO ALL CLOTHING MANUFACTURERS

Dear Sirs

TRADE UNION SUBSCRIPTIONS

The Garment Workers Industrial Union (Natal) was registered as a Mixed Trade Union on 25th July 1980, which means that all your Black employees are now also eligible for membership. Would you please therefore deduct Trade Union Subscriptions of 21 cents per week from all members' wages and forward same to the Trade Union through us in the normal way with your other levies each month.

Yours faithfully

M. ANSELL  
SECRETARY

How to form a mixed union - write to management!



## FOSATU boosts National Unity

Fred Sauls, General Secretary of National Union of Motor Assemblies and Rubber Workers addresses the 7th AGM of the Natal Branch of NUTW on 31st August. On his left Obed Zuma General Secretary and seated Jabulani Gwala Branch Chairman.

## WORKER REPORT

### FOSATU ORGANIZERS IN RICHARDS BAY

by Rodney Mwambo

In May workers at Richards Bay factories approached FOSATU for organising assistance.

The Natal Region responded and in July I joined some FOSATU organisers on an organising visit there.

By the end of May seventy three workers had joined at Alusaf, a metal factory, and by the end of July there were 365 members out of a workforce of about 1100.

Metal and Allied Workers Union (MAWU) members at Alusaf met and elected leaders amongst themselves to coordinate the recruiting campaign at Alusaf. These leaders called a meeting of the Shop Stewards from different factories.

At this meeting the leaders showed enthusiasm to go ahead in organising workers at Alusaf and other factories where they had made contact with workers. The following night there was a workers' general meeting at Eskhawini township. Workers from different factories attended this meeting at which FOSATU structures were discussed.

Workers at this meeting criticised the Liaison Committee structures used by

## MAWU negotiates wage increases

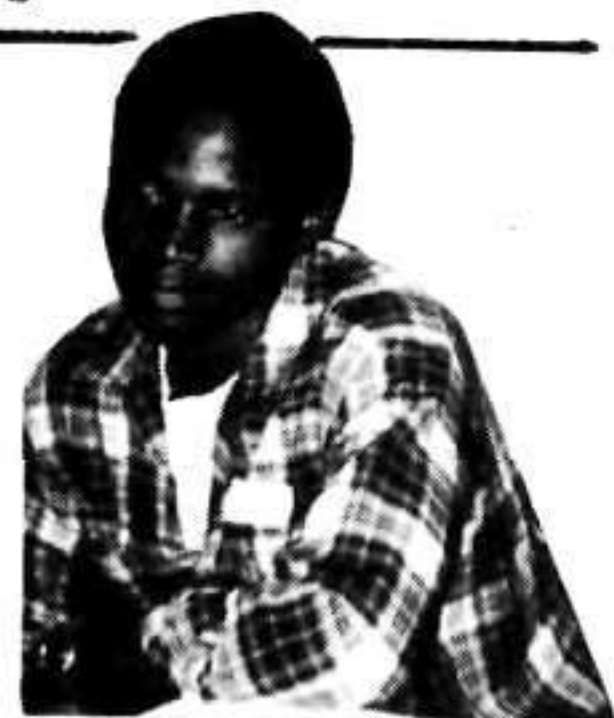
Stormy wage negotiations between the Metal and Allied Workers Union (MAWU) and Tensile Rubber (Pty) Ltd in Johannesburg were finally settled in mid-August.

This is the third time this year that the Shop Stewards have negotiated increases.

In April minimum weekly wages for women were raised from R22 to R28 and for men from R26 to R35.

Delays in further negotiations resulted in a work stoppage on the 30th July and led to workers banning overtime for a week in a factory where normally overtime is about 14 hours per week.

Finally Shop Stewards settled for an increase of R3,00 per week by 1st September and new rates for each job by 1st January 1981. The total increases are likely to be from R6 to R8 per week for most grades.



Rodney Mwambo is a MAWU Shop Steward at a Benoni factory. During his July annual leave he joined a FOSATU organising team at Richards Bay.

management inside the factories and agreed with one voice that they would assist in organising all workers from big factories into FOSATU unions.

There was another general meeting for all workers at Nseleni Township the following night. At this meeting again workers showed unity and willingness to join FOSATU unions. One of the problems which was uncovered by FOSATU was that at these factories there were house agreements signed by managements and liaison committees, without consulting with workers.

However workers know that the only way of solving these problems is by coming together into unions. The Richards Bay worker leaders activities left us with the impression that by the end of September FOSATU will be well established there.