

DELEGATES TO WORKERS' COUNCIL MEET:

45 Delegates from 12 factories have met three times this month to receive training on the Workers' Council.

They have decided that, before the Workers' Council is set up, and its rules made, all the delegates must be fully trained in the workings of a Workers' Council.

So far, the delegates have discussed many of the problems that the Council will be faced with, among them is how to get delegates from other factories - 12 factories is not enough for a powerful Workers' Council!

The delegates meet again on Saturday, the \_\_\_\_\_ at the B.E.S.L. Hall, Athlone.

MORE FACTORIES MUST ELECT PROVISIONAL DELEGATES TO THE WORKERS' COUNCIL

If the workers struggle is to be left to the 12 factories which have so far delegates to the Workers' Council - then it is a struggle that can never be won! Every factory must show its loyalty to its fellow workers by electing trustworthy delegates.

Do not wait until the Advice Bureau asks you to elect delegates. The Advice Bureau does not have enough organisers to visit every factory in Cape Town. No - read this newspaper carefully, speak to workers in other factories; visit the Advice Bureau yourself. But at all costs find out about the Workers' Council, and make sure that your factory elects representatives to decide on the rules of the Council. You cannot leave this task to strangers!

NEW RULE FOR CONTRACT WORKERS?

The Financial Mail, the bosses newspaper, reports (16.5.75) that "a move is now well advanced" to make contract workers send part of their earnings back to the "homelands". It is planned that workers will have 30% of their wage deducted. This will be sent to the Transkei and Ciskei. When the worker goes back at the end of his contract, he will get this money back again.

The reason why this deduction is planned is to give the "homeland" governments money to use in the "homelands". It will be, in effect, a forced loan from the workers to the "homeland" government.

No doubt the South African government will remember that when the Lesotho government tried to deduct the wages of their workers on the mines in the same way, there were riots. Eventually the Lesotho government abandoned the scheme.

The compulsory loan scheme will bring at least an extra R10 million into the Transkei government, for example, every year.

A TALK ABOUT THE WORKERS OF LUPINI BROS.

We are now going to talk about the workers of Lupini Brothers, whose factory was founded by three brothers; who came from Italy penniless. But they were gifted in manufacturing terrazo. But, because Italy is a small country and there is too much competition, they got suggestions, from their friends who were already in Africa, to leave Italy and come to establish their business here. They arrived in Beira in 1933 with only five shillings in their pockets plus of course a few tools.

In 1940 they moved to Johannesburg where they opened up another factory and employed workers as they were by now capitalists. At that time there were no workers' organisations and the workers were untrained. In 1946 the Lupini brothers came to Cape Town to open another factory, the second in South Africa. They opened their factory in Woodstock. They also employed workers.

While we still had the workers who were employed when the Woodstock factory was started, we were fortunate to be given Works Committee as our machinery for negotiating with our employers. We are also very grateful to the Advice Bureau for the lead it has taken. The organiser of the Advice Bureau visited us in February, 1975. We then decided to form our Works Committee. We also requested somebody to train us. We were given a certain white gentleman, who happens to be very sympathetic, very understanding, patient and clear in explanations. He has shown us all the channels of building mutual co-operation between the workers and the employers.

It was not an easy job to form our Works Committee, strong opposition came from an African clerk in the factory who saw the formation of this Works Committee as a threat to his job. They tried to discredit the six officials of our Works Committee but eventually all the workers accepted the Works Committee.

This Works Committee has succeeded in putting an end to beatings and abuses. The workers now get their pay weekly instead of fortnightly and ten minutes before we knock off instead of getting pay after knock off time. We are also satisfied with our overtime pay. The Works Committee has also succeeded in adjusting public holiday pay. Our employer has also promised an increase of 10c to 56½ which comes up to R4,00. He has also promised this increase after every two months.

Today we take our hats off to the Advice Bureau - we salute it!! today, we also salute Zora Mehlomakulu for patience and hard work in trying to help the unfortunate workers of this country. We wish all the workers of the Western Cape success. They must help their Works Committees in order to help themselves.

DANGERS THREATEN THE WORKERS' COUNCIL

It is sad fact, but true, that wherever the workers are trying to better their conditions, some clever gentlemen will appear on the scene, first to "lead" the workers, then to confuse them, then to mislead them, and finally to betray them.

The Workers' Council is not specially protected from this danger. It is only too easy for power hungry opportunists to fake their loyalty to the workers and thus gain election to the Workers' Council, or more likely, they do not risk elections, but simply arrive at the Workers' Council the self-appointed delegates of their factory.

With clever gestures and silver tongues, they will try and divert the workers from their tasks. When the workers want to take action, these pompous gentlemen will propose letter-writing. When the workers want to help fellow-workers fighting the boss, these gentlemen will take refuge behind long speeches to propose "caution".

Such are the men who would kill the Workers' Council with their "kindness". The only protection against such confusion-mongers is vigilance. Do not leave all the decisions to your delegates; make sure you know what they are saying in the Workers' Council; make sure that you are not ignorant of all Law, so that these gentlemen can outwit you; make sure that your delegates are completely under your control, with no grand ideas about their own importance. And above all - elect only those fellow-workers who you can trust to press forward the workers' struggle.

#### MATANZIMA REJECTS TRADE UNIONS

The Chief Minister of the Transkei, Kaiser Matanzima, has at last made it clear what his opinions about trade unions are. In a speech last month, he said:

"My government has consistently taken the stand that trade unions, with all their potential disruption, are undesirable and even harmful in a developing country".

It is worth noting a number of things. Firstly, the Minister of Labour, Mr. Marais Viljoen, proudly used this speech of Kaiser Matanzima's in the Parliamentary debate on labour.

It seems that Kaiser Matanzima's stand agrees with National Party policy.

In the same debate in Parliament it was mentioned that top executives in Anglo-American were also not in favour of trade-unions, and it was said that South Africa's system of labour relations was ideal for South Africa.

#### MEMBERSHIP CARDS NOW BEING USED

At long last, the Advice Bureau is to issue membership cards to the 5,000 workers who have already joined, and now is the opportunity for all the workers who have not yet joined, to do so immediately.

Membership cards will only be issued on Saturday mornings. This is because the Advice Bureau has so much work during the week, especially dealing with complaints. So each factory committee must appoint one or two of its members to come to the Advice Bureau office in Athlone to collect membership cards. If it is possible bring a list of workers who wants cards with you - this will save time later.

So far workers have only paid their joining fee of 30c - but now with membership cards, workers are asked to start paying the monthly subscription of 25c. This money will be used to pay for the two organisers, the rent of the office, publications and many other expensive costs. Unless the members of the Advice Bureau begin to pay their 25c regularly, the Advice Bureau will find itself in severe difficulties.

On each membership card, space has been left so that your payments are recorded. In this way, you know that your money is going to help the Advice Office organize the workers of Cape Town.

Workers who have not yet been organised - you can come into the office at any time. The organisers will explain to you what steps you must take to become organised.

Workers who are organised, and have a factory committee - send your representative (treasurer) in to the Advice Bureau on any Saturday morning to get the membership cards.

This representative or treasurer will then have the job, every month, of collecting 25c from each member and bringing it to the Advice Office.

MAKE SURE YOUR FACTORY GETS ITS MEMBERSHIP CARDS SOON.

#### WESTERN PROVINCE LITERACY PROJECT

At the beginning of this year the Western Province Literacy Project was set up in an attempt to provide literacy classes to workers. It is our belief that illiteracy not only diminished the quality of the life of the worker, but also makes it extremely difficult for all the workers to come together and organise to their advantage. Illiterate workers, while not ignorant, are prevented from learning as much as they would like about their situation in order to see what could be done to achieve change. The ability to read and write, in both English and Xhosa will obviously also assist workers in their negotiations with Management.

We believe that while learning to read and write workers should discuss their common problems with a view to getting a better understanding of these problems so that they can see what needs to be done to solve them. We provide classes in Xhosa and English and work with people who are completely illiterate, and also people who can read and write but wish to improve and learn more about other things e.g. South African history.

If you would like to learn to read and write you should come to 88, Station Road, Observatory (Tel:55-9915) or go to the Western Province Advice Bureau, 9, Benbow Building, Beverley Street, Athlone, on Monday, Wednesday or Thursday evenings from 6.00 - 8.00 p.m. or leave a message there during the day and we will contact you. Or at St. Gabriel's Church (I Caure Yase Roma) N.Y.5 Guguletu from 6 p.m. to 8 p.m.

We also need people who would like to teach others how to read and write, so if you would like to do this, please let us know.

