

This is the aim of the engineering workers at Gearings, Transcape, Cape Steel and Trawler Engineering. They want to unite all workers in the engineering industry. Only in this way will they be able to achieve some of their demands.

The basic demand of these workers is for higher wages. At present the wages of Engineering workers are about 50c an hour. At Transcape they are even lower - 44c an hour. The workers say that their basic wages are inadequate. They have to work a great amount of overtime in order to get sufficient money. The work they do is often skilled work and it is often dangerous too. The workers therefore feel that the minimum wage for the industry should be at least 70c an hour. In order to achieve this and other demands they want to organise and unite with other engineering workers.

ABASEBENZI carries their message. The workers of Gearings, Cape Steel, Transcape and Trawler Engineering call on all workers to organise and join the Advice Bureau. In particular, they call on all workers from other Engineering factories to contact them. These workers should contact the Advice Bureau and ask to speak to the workers who are organising the Engineering industry.

WORKERS ADVICE COLUMN - OVERTIME

In this ABASEBENZI we will look at OVERTIME. How much overtime is a worker allowed to do each week, and how much must he be paid for this work?

As always, workers must remember that the rules below only apply if there are no special rules laid down for the industry in which they are employed. Workers must first check up if there is a wage determination, industrial council agreement, or order applying to their job, and if this measure says anything about overtime.

For workers who are not covered by these special rules, the following rules apply:

Workers may be required to do up to 10 extra, over basic time, per week. It is counted as work if the worker is not allowed to leave the factory premises. Also, although meal times are not usually counted as work, if a lunch break is over an hour long, the time over one hour is counted as time worked.

Overtime pay, except for Sundays, must be paid at at least one and a third times the normal rate. On Sundays pay is different

- 1) If a worker works less than four hours on Sunday he must be paid at least one ordinary day's pay.
- 2) If he works more than four hours on Sunday he must be paid at least twice his ordinary ,OR at least twice one ordinary day's wage, whichever is more.
- 3) Another way in which bosses may pay on Sunday is to pay one and a third times the ordinary rate PLUS one full day off on full pay.

Workers should check that the correct number of hours are recorded - both for basic pay and for overtime - when they receive their pay slips. They should then check that the overtime is paid at the correct rate. Everything should be recorded on the pay slip, and workers should demand to know what the different figures, codes and amounts on their pay slips mean. This is the only way they can check that their bosses are paying them all that they are obliged to pay.