

COSATU

One Country, One Federation
An injury to one is an injury to all

Box 1019, Johannesburg 2000.



VICTORY FOR SATS WORKERS



After three months of struggle, hardship, suffering and sacrifice; of massive unity and solidarity in the face of terrible harassment and repression; of fantastic determination against an all-sided attack, including a huge propaganda campaign - over 16000 SARHWU strikers are going back to work as one united force.

The agreement to go back is that:

- all workers who were dismissed as a result of the strike will be reemployed on or before the 15th June
- workers will not lose any benefits as a result of the strike and will return to work with the same grade, pay and service conditions as existed before the strike
- all workers in detention will be reemployed on their release

- workers will have the right to democratically elect their own representatives

- SATS have agreed to up-grade the facilities at Delmore and Kaserne hostels in response to worker grievances about hostel conditions

- A major grievance amongst African workers has been that they do not enjoy permanent status as Sats employees. In response, the Minister yesterday agreed that permanent status will be granted to all employees who qualify irrespective of race.

This settlement is a major victory for railway workers, for SARHWU, for COSATU and for all public sector workers struggling to obtain basic trade union rights. It is a victory won by one

thing and one thing alone - the united mass strength and discipline of the railway workers themselves.

Cosatu salutes the 16000 SATS workers who have sacrificed so much for democratic principles and worker rights. Only 300 workers accepted the bosses offer to return to work - the vast majority stood together, fought together and will go forward together, united.

- Long live SARHWU workers.
- Long live the unity and solidarity of SARHWU workers.
- Every railwayworker a SARHWU member.
- Every worker in a COSATU union.

JOIN SARHWU NOW!



Eighteen months after Cosatu's launch, only six out of 12 industries are organised in one union

THE message from the Cosatu Central Executive Committee (CEC) is clear — only industrial unions will be able to participate in Cosatu's National Congress (NC) in July.

This means all Cosatu unions who have not yet merged to form one big union in each industry must do so before the NC.

This is in line with Cosatu's policy of building one union in each industry — the principle of One Union, One Industry, which was a central part of the unity talks that led to the formation of Cosatu.

And it was confirmed at Cosatu's launching congress in December 1985, when it was adopted as one of our five principles.

Cosatu's launching congress decided that all unions should be given six months to merge and form industrial unions. This meant the 33 unions

which formed Cosatu had to unite, merge or dissolve to form 12 unions in the industrial sectors identified by Cosatu.

All unions in Cosatu agreed to this — but the six-month deadline was not met.

In February of this year, the Cosatu CEC decided that only industrial unions would be able to attend this year's NC.

Unions had until the end of April to agree on the details of forming one union in each industry.

The latest Cosatu CEC, held last weekend, confirmed final plans for forming one union in each industry before the NC.

In some industries, the CEC has agreed that unions can merge after the NC — but they will still only be represented at the NC and on Cosatu structures as an industrial sector, and not as

different unions within the industry.

Some well-known union names — like GWU, Macwusa, Ummawusa, Sfawu, Mawu, Naawu and F&CWU — have already disappeared. And many others will soon be gone.

In their place will be 12 big national industrial unions representing the 12 industrial sectors that Cosatu has been organising — mining, metal and motor, food, chemical, textile, commercial and catering, municipal, public sector, domestic, construction, transport and cleaning/security, and paper and pulp.

Cosatu is also organising the unemployed and farmworkers.

But these sectors have not yet got official status on Cosatu structures, as organisation is not strong enough. The unemployed workers'

organisation — the National Unemployed Workers' Co-ordinating Committee (NUCC) — will have observer status at Cosatu's NC. Farmworkers are still being organised under Fawu's Farmworker Project.

Already six industrial unions have been finalised. They are:

• **National Union of Mineworkers (NUM)** — mining and electrical energy.

• **National Union of Metalworkers of South Africa (NUMSA)** — metal, engineering & automobile.

• **Food and Allied Workers' Union (FAWU)** — food, drink and tobacco.

• **Construction and Allied Workers' Union (CAWU)** — construction and components.

• **South African Domestic Workers' Union (SADWU)** — domestic.

• **Chemical Workers' Industrial Union (CWIU)** — chemical and petroleum

Any workers in these industries who are not yet part of these unions should arrange with their unions to join as soon as possible.

In the remaining industries, the following agreements have been reached:

• **Textile:** All textile workers outside the National Union of Textile Workers (NUTW) are to participate in NUTW's congress in June on the basis of one delegate per 100 members.

This will mainly be workers from the South African Textile and Allied Workers' Union (SATAWU). Only the union and the delegation coming from that conference will be admitted to the NC.

• **Transport and Security/Cleaning:** All unions (except SARHWU) with membership in the transport, security and cleaning

sectors are to participate in Transport & General Workers' Union (T&GWU) congress in June to form one union and one delegation for Cosatu's NC.

This affects workers from ACUSA, SASTAWU, GAWU, SAAWU and CSAWU. Because of the strike SARHWU is involved in at SATS, the CEC agreed that it could attend as an independent union — on condition it merged with Cosatu's transport union after the NC.

• **Municipal:** The CEC agreed that unions in this sector — CTMWA, MWUSA and some workers in the general unions — must merge by September this year. The unions will have to send a combined delegation to the Cosatu NC representing all organised municipal workers, and will participate in Cosatu structures after the NC on that basis.

• **Public Sector:** Organisation in the public

Why one union, one industry?

ONE of our principles is to build big national industrial unions in the major industries.

This is because Cosatu needs to develop the most powerful and effective form of trade union organisation for our struggle against the bosses.

Our economy is dominated by a handful of giant monopoly companies.

Nearly 90% of the wealth we produce is owned and controlled by just ten big companies. To fight these monopolies, we need to organise and concentrate the strength of workers in the same way.

Experience has taught us that unions which organise in only one region, or unions which try to organise all workers no

matter where they work, are no good against the monopolies — they never have the national industrial power we need.

By forming one union in each industry, we will have massive strength and unity.

Our experience, resources and knowledge of particular industries will be concentrated.

We will be organised as never before in our history.

We already have the will, the courage and the policies — all we need now is effective organisation to put them into action.

One union, one industry. One federation, one country — that is the answer.

That is the organisation we need — and that is the organisation we will have from July.

sector is still weak. It is mainly concentrated in the health and education branches of the public sector. The National Education, Health and Allied Workers' Union (NEHAWU) will be launched at the end of June as a step towards one big public sector union. The unions participating in the launch will mainly be the Health and Allied Workers' Union (HAWU), SAAWU and GAWU. All public sector workers within or outside Cosatu who wish to join the new union should contact Cosatu as soon as possible.

Organised workers outside Cosatu can attend the launch of NEHAWU.

• **Commercial and Catering:** The main unions in this sector — Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA), Hotel and Restaurant Workers' Union (HARWU), Retail and Allied

Workers' Union (RAWU) and workers from SAAWU and GAWU — must merge on the basis of CCAWUSA's constitution at a congress called by CCAWUSA in mid-June. Only one delegation from this industry will be admitted to Cosatu's NC.

• **Paper and Pulp:** Unions in this sector — Paper, Wood and Allied Workers' Union (PWAU), National Paper and Allied Workers' Union (NUPAWU) and others must merge before the NC. Again, only one delegation from this sector will be allowed to attend the NC.

This means the Cosatu NC this year will be attended by 12 national unions or national sector delegations representing around 750 000 paid-up members. After our NC, unions wanting to join Cosatu will first have to merge with our industrial affiliates.

Cosatu says merge!



Eighteen months after Cosatu's launch, only six out of 12 industries are organised in one union

THE message from the Cosatu Central Executive Committee (CEC) is clear — only industrial unions will be able to participate in Cosatu's National Congress (NC) in July.

This means all Cosatu unions who have not yet merged to form one big union in each industry must do so before the NC.

This is in line with Cosatu's policy of building one union in each industry — the principle of One Union, One Industry, which was a central part of the unity talks that led to the formation of Cosatu.

And it was confirmed at Cosatu's launching congress in December 1985, when it was adopted as one of our five principles.

Cosatu's launching congress decided that all unions should be given six months to merge and form industrial unions. This meant the 33 unions

which formed Cosatu had to unite, merge or dissolve to form 12 unions in the industrial sectors identified by Cosatu.

All unions in Cosatu agreed to this — but the six-month deadline was not met.

In February of this year, the Cosatu CEC decided that only industrial unions would be able to attend this year's NC.

Unions had until the end of April to agree on the details of forming one union in each industry.

The latest Cosatu CEC, held last weekend, confirmed final plans for forming one union in each industry before the NC.

In some industries, the CEC has agreed that unions can merge after the NC — but they will still only be represented at the NC and on Cosatu structures as an industrial sector, and not as

different unions within the industry.

Some well-known union names — like GWU, Macwusa, Ummawusa, Sfawu, Mawu, Naawu and F&CWU — have already disappeared. And many others will soon be gone.

In their place will be 12 big national industrial unions representing the 12 industrial sectors that Cosatu has been organising — mining, metal and motor, food, chemical, textile, commercial and catering, municipal, public sector, domestic, construction, transport and cleaning/security, and paper and pulp.

Cosatu is also organising the unemployed and farmworkers.

But these sectors have not yet got official status on Cosatu structures, as organisation is not strong enough. The unemployed workers'

organisation — the National Unemployed Workers' Co-ordinating Committee (NUCC) — will have observer status at Cosatu's NC. Farmworkers are still being organised under Fawu's Farmworker Project.

Already six industrial unions have been finalised. They are:

• **National Union of Mineworkers (NUM)** — mining and electrical energy.

• **National Union of Metalworkers of South Africa (NUMSA)** — metal, engineering & automobile.

• **Food and Allied Workers' Union (FAWU)** — food, drink and tobacco.

• **Construction and Allied Workers' Union (CAWU)** — construction and components.

• **South African Domestic Workers' Union (SADWU)** — domestic.

• **Chemical Workers' Industrial Union (CWIU)** — chemical and petroleum

Any workers in these industries who are not yet part of these unions should arrange with their unions to join as soon as possible.

In the remaining industries, the following agreements have been reached:

• **Textile:** All textile workers outside the National Union of Textile Workers (NUTW) are to participate in NUTW's congress in June on the basis of one delegate per 100 members.

This will mainly be workers from the South African Textile and Allied Workers' Union (SATAWU). Only the union and the delegation coming from that conference will be admitted to the NC.

• **Transport and Security/Cleaning:** All unions (except SARHWU) with membership in the transport, security and cleaning

sectors are to participate in Transport & General Workers' Union (T&GWU) congress in June to form one union and one delegation for Cosatu's NC.

This affects workers from ACUSA, SASTAWU, GAWU, SAAWU and CSAWU. Because of the strike SARHWU is involved in at SATS, the CEC agreed that it could attend as an independent union — on condition it merged with Cosatu's transport union after the NC.

• **Municipal:** The CEC agreed that unions in this sector — CTMWA, MWUSA and some workers in the general unions — must merge by September this year. The unions will have to send a combined delegation to the Cosatu NC representing all organised municipal workers, and will participate in Cosatu structures after the NC on that basis.

• **Public Sector:** Organisation in the public

Why one union, one industry?

ONE of our principles is to build big national industrial unions in the major industries.

This is because Cosatu needs to develop the most powerful and effective form of trade union organisation for our struggle against the bosses.

Our economy is dominated by a handful of giant monopoly companies.

Nearly 90% of the wealth we produce is owned and controlled by just ten big companies. To fight these monopolies, we need to organise and concentrate the strength of workers in the same way.

Experience has taught us that unions which organise in only one region, or unions which try to organise all workers no

matter where they work, are no good against the monopolies — they never have the national industrial power we need.

By forming one union in each industry, we will have massive strength and unity.

Our experience, resources and knowledge of particular industries will be concentrated.

We will be organised as never before in our history.

We already have the will, the courage and the policies — all we need now is effective organisation to put them into action.

One union, one industry. One federation, one country — that is the answer.

That is the organisation we need — and that is the organisation we will have from July.

Workers' Union (RAWU) and workers from SAAWU and GAWU — must merge on the basis of CCAWUSA's constitution at a congress called by CCAWUSA in mid-June. Only one delegation from this industry will be admitted to Cosatu's NC.

• **Paper and Pulp:** Unions in this sector — Paper, Wood and Allied Workers' Union (PAWU), SAAWU and GAWU. All public sector workers within or outside Cosatu who wish to join the new union should contact Cosatu as soon as possible. Organised workers outside Cosatu can attend the launch of NEHAWU.

This means the Cosatu NC this year will be attended by 12 national unions or national sector delegations representing around 750 000 paid-up members. After our NC, unions wanting to join Cosatu will first have to merge with our industrial affiliates.

Cosatu says merge!

Look how far we have come. Eleven years ago - when hundreds of our children died in struggle against bantu education - the day June 16th was burnt into the heart of our people for the first time. Now June 16th is ours.

June 16 is our day for remembering all the thousands and thousands who laid down their lives for our future. June 16 is our day for saluting the courage, heroism and determination of our youth.

June 16 is our day for rededicating ourselves to the struggle for the better life our children died for.

Look how far we have come. Eleven years ago on June 16 hundreds were shot down. This June 16 millions of our people will stand up and say with one voice - this day is ours. Last year and the year before, millions stayed away on June 16.

Some bosses have finally accepted that June 16 is ours. They agreed that if they can have "Republic Day", why can't we have June 16?

Thousands of workers have won the right to June 16 as a paid public holiday. Other bosses must fall into line now. Cosatu workers demand June 16 as a paid public holiday.

Look how far we have come. Eleven years ago the organised independent workers movement was only a few thousand strong. The unions played no role in the struggle of 1976 and serious divisions opened up between workers and youth. Many youth accused their worker-parents of being "backward".

Today Cosatu has close to a million signed and paid-up members. Today tens of thousands of the 1976 youth are active and committed members and shopstewards of Cosatu. Today the alliance between organised workers and youth is stronger than ever before. Today the youth accept the "leading role of the working class" in our struggle and look to workers and Cosatu for leadership.

JUNE 16 IS OURS



Look how far we have come. Eleven years ago the youth had no organisations. Today the youth have built their own national organisation - the South African Youth Congress (Sayco). Sayco has the support of millions of working, unemployed and student youth. Many young workers belong to both Cosatu and Sayco.

Today the student youth have a national organisation South African National Students Congress (Sansco) which is mobilising, together with Nusas, support for the worker struggle on university campuses.

Today the school youth are rebuilding national organisation through the National Students Co-ordinating Committee (Nscc) after the banning of Cosas and the massive state repression on school student organisation.

Look how far we have come. Eleven years ago, workers and youth were struggling, separate from each other, and without clear direction for united action. Today workers and youth are saying through our mass organisations - strengthen the alliance of workers and youth. The youth are the workers of tomorrow. The youth are the future - the future is a workers future. Every young worker and unemployed youth in Cosatu. All youth in Sayco.

Today youth and worker organisations are consulting with one another and helping each other to mobilise maximum unity in action. Today workers and youth are looking to the future together - a thousand times stronger, a thousand struggles more experienced, a thousand times better organised than eleven years ago.

Look where we are going On June 16 Cosatu salutes the militant youth and says: We are marching together to the future - a non-racial democratic future, a worker-controlled future, a future free of oppression and exploitation. Let June 16 1987 be another big step into the future for workers and youth.