

STRUCTURE OF COSATU

STRUCTURE OF LIVING WAGE CAMPAIGN

MEMBERS: THE WORKERS WHO FORM THE AFFILIATED UNIONS.

UNIONS: BY JUNE EACH INDUSTRY WILL HAVE ONE UNION REPRESENTING THE WORKERS.

AFFILIATED INDUSTRIAL UNIONS



EACH UNION HAS ITS OWN STRUCTURE TO CO-ORDINATE THE LIVING WAGE CAMPAIGN

MINES METAL FOOD PAPER CONSTRUCTION CHEMICAL COMMERCIAL CATERING TRANSPORT DOMESTIC MUNICIPAL PUBLIC SECTOR FARM TEXTILE UNEMPLOYED



SHOP STEWARDS COUNCIL



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ALL MEMBERS OF SHOP STEWARDS COMMITTEES IN A LOCAL MEET IN THE SHOP STEWARDS COUNCILS TO CO-ORDINATE THE LOCAL

EACH LOCAL UNION ELECTS ITS OWN LOCAL SHOP STEWARDS COMMITTEE

EXECUTIVE COMMITTEE

- LIMITED POWER: ASSISTS THE GENERAL SECRETARY
- MEETS ONCE BETWEEN MEETINGS OF THE CENTRAL EXECUTIVE COMMITTEE
- CANNOT MAKE POLICY OR AMEND ANY POLICY DECISION OF THE FEDERATION
- FOUR ADDITIONAL MEMBERS OF THE CENTRAL EXECUTIVE COMMITTEE: NO MORE THAN THREE MEMBERS FROM ONE REGION, AND NO MORE THAN TWO MEMBERS FROM ONE AFFILIATED UNION
- PRESIDENT, VICE PRESIDENT, SECOND VICE PRESIDENT, GENERAL SECRETARY, ASSISTANT GENERAL SECRETARY

EACH UNION IS REPRESENTED IN THE REGIONAL EXECUTIVE COMMITTEE AND IN THE REGIONAL CONGRESS BY TWO DELEGATES FOR UNIONS WITH UNDER 1000 MEMBERS AND 4 DELEGATES FOR UNIONS WITH MORE THAN 1000 MEMBERS

REGIONAL EXECUTIVE COMMITTEE



- ADMINISTERS THE REGION BETWEEN MEETINGS OF THE REGIONAL CONGRESS
- REGIONAL CHAIR, VICE CHAIR, TREASURER AND REGIONAL SECRETARY

CENTRAL EXECUTIVE COMMITTEE



- MANAGES THE AFFAIRS OF THE FEDERATION BETWEEN MEETINGS OF THE NATIONAL CONGRESS
- MEETS ONCE EVERY THREE MONTHS
- TWO REPRESENTATIVES FOR EACH AFFILIATED UNION WITH UNDER 15 000 MEMBERS (ONE MUST BE A WORKER) FOUR REPRESENTATIVES FOR UNIONS OVER 15 000
- CHAIRPERSON OF EACH REGION HAS SPEAKING BUT NO VOTING RIGHTS
- PRESIDENT, VICE PRESIDENT, SECOND VICE PRESIDENT, TREASURER, GENERAL SECRETARY OF NC HOLD SAME POSITION NO VOTING RIGHTS

REGIONAL EXECUTIVE COMMITTEE



- TWO DELEGATES FROM EACH AFFILIATE WITH UNDER 1000 MEMBERS AND 4 DELEGATES FROM UNIONS WITH MORE THAN 1000 MEMBERS

REGIONAL CONGRESS



- CARRIES OUT DECISIONS OF THE NC AND THE CEC
- EACH AFFILIATE WITH A BRANCH IN THE REGION ELECTS 5 REPRESENTATIVE FOR THE FIRST 1 000 MEMBERS AND THEN ONE REPRESENTATIVE FOR EVERY 250 MEMBERS

REGIONAL CONGRESS



- ELECTS A REGIONAL CHAIRPERSON, REGIONAL VICE-CHAIR, TREASURER, AND REGIONAL SECRETARY
- SUBORDINATE BODY TO THE CEC. DECISIONS OF THE REGIONAL CONGRESS MAY BE CONFIRMED, AMENDED OR REVERSED BY THE CEC

NATIONAL CONGRESS



- HIGHEST CONTROLLING BODY OF THE FEDERATION
- MEETS AT LEAST ONCE EVERY TWO YEARS
- ADOPTS GENERAL AND SPECIFIC POLICY BY MEANS OF RESOLUTIONS
- ELECTS THE PRESIDENT, VICE PRESIDENT, SECOND VICE PRESIDENT, GENERAL SECRETARY AND ASSISTANT GENERAL SECRETARY
- NO OFFICIAL OF THE FEDERATION OR ITS AFFILIATES SHALL BE ELIGIBLE FOR THE POSITION OF PRESIDENT, FIRST VICE PRESIDENT, SECOND VICE PRESIDENT OR TREASURER
- EACH AFFILIATE HAS ONE DELEGATE PER 500 MEMBERS - WORKERS MUST BE IN THE MAJORITY OF THE DELEGATION

THERE WILL BE A SUB-COMMITTEE TO CO-ORDINATE THE CAMPAIGN WITH MASS-BASED PROGRESSIVE ORGANISATIONS

hardship forced on us by starvation wages.

Already COSATU, together with the UDF and NECC, is committed to a campaign of national unity and united action. Every mass-based youth, political and womens organisation supports the struggle for a living wage. Together, under the leadership of organised workers in COSATU, millions of people will stand and fight for a living wage and a decent life.

In our struggle, we have a choice: to fight the increases themselves (through, for example, boycotting buses after fares go up) or fighting those

increases as well as the cause of the increase.

LIVING WAGE

This is what the living wage campaign is about. We do not wish to fight every individual increase in prices. We want guarantees that every worker and worker's family is secure and living a decent life. We want guarantees against the bosses cutting our wages, and against inflation eating into our wages.

This is also why we need strong organisation - both within Cosatu and our unions as well as between Cosatu and community, student and youth groups.

To maximize our power

Cosatu has worked out a structure which would assist in organising, mobilising and educating all members and all unions.

This is how it will work: The living wage campaign will have a National Co-ordinating Committee (NCC) and Regional Co-ordinating Committees.

CAMPAIGN STRUCTURE

Each union will also elect a co-ordinating committee which will be represented in the NCC (2 delegates for unions with more than 15000 members and 1 for unions with less than 15000 members nationally plus national office bearers

of COSATU) and the RCC (2 delegates for unions with more than 8000 members and 1 for unions with less than 8000 members regionally plus regional office bearers of COSATU). Locals must play a very important role through local living wage committees in mobilising, educating through distributing publicity material and holding general meetings. Educational work is to be co-ordinated through the education sub-committees.

The NCC is to set up a sub-committee to co-ordinate with mass based community, worker student and youth groups.

FORWARD TOGETHER

At the centre of the campaign will be unions affiliated to Cosatu. Co-ordination will be essential to the success of our campaign. It will make sure that workers in all unions and regions, as well as people in the mass democratic organisations, are aware of the victories, difficulties and struggles of other workers.

Every wage struggle; every struggle against increased costs; every fight for shorter hours and paid maternity leave and job security; our struggle for May Day, June 16th and

Sharpeville Day; our struggles for decent education and training; for an end to tax deductions and the hostel system - all are part of our struggle for a living wage.

All are needs that millions and millions of workers and youth have. All could be fought together - instead of some us fighting on our own in isolation from our mass class strength. Our living wage campaign is the place to put all our struggle together; to put all our strength together; to put all our solidarity together; to put all our energy together to say with one voice "UNITE AND FIGHT FOR A LIVING WAGE".