

COSATU LAUNCHES CAMPAIGN OF ROLLING MASS ACTION

TAX REBELLION AND PROTEST ACTION AGAINST UNION BASHERS

Tax rebellion is in the pipeline to intensify pressure on the racist government to move speedily to democracy. The decision to stop paying individual tax — PAY AS YOU EARN (PAYE) — was taken at COSATU's Campaign Conference held on 11-13 September in Johannesburg. Union bashing companies will be hit by protest actions from the Liberation Alliance in conjunction with the international community. First on the list are companies which took disciplinary action against workers who took part in the general strike of 3 and 4 August and those implicated in violent attacks on workers.

Bosses have been given until October 1 to respond to COSATU request to stop giving the apartheid government monies deducted from workers' wages as tax. COSATU demands that such tax monies be put into a special multi-party controlled "FUND FOR A DEMOCRATIC SOUTH AFRICA". The boycott will start in November by the democratic movement with the bosses expected to stop giving workers tax monies to government from December.

Protest actions recommended against companies which dismissed workers for supporting the August general strike include occupations, blacking actions, consumer boycotts, publicity and international pressure. Anglo American Co-operation (AAC) has been singled out for such protest actions for having dismissed NUMSA members and NUM members at AAC's diamond wing of De Beers.

Conference made proposals and recommendations on:

- ★ Economic issues
- ★ Housing
- ★ Electricity
- ★ Food prices and VAT
- ★ Drought
- ★ Worker's right
- ★ Farm Workers rights
- ★ Centralised Bargaining
- ★ Election for democratic government
- ★ Education and training
- ★ Building capacity of unions
- ★ Women's rights

The possibility of a legal general strike could be a reality if no progress is made on these campaigns.

PROGRAMME OF ACTION

October:
1 - 31 — Occupations of national offices/head offices etc. of companies that have been dismissed — as well as continuation of other tactics.

Mid October — saccawu strike for centralised bargaining.

11 - 19 — Week of Action for political and violence demands.

11 — International Day of Solidarity with Political Prisoners.
Regional activities to focus on release of political prisoners including marches to and occupations of prisons and police stations.

13 - 19 — Regions to decide on appropriate actions including factory occupations.

November:
1 — Target date for COSATU, ANC etc to stop paying PAYE to government.

December:
1 — Target date for employers to stop paying PAYE to government.



Peaceful rallies, demonstrations, marches and mass meetings are a new culture on AAC mines. Marches like this one will be a common feature. Leaving the mineworkers in the city of Gold — Johannesburg against retrenchments are SACP chairman Joe Slovo, in white overalls, Kgalema Mollate the NUM General Secretary and Pallo Jordan ANC NEC member with arms folded.

DEMOCRACY AND PEACE ACCORD AT AAC MINES

The National Union of Mineworkers (NUM) and Anglo American Corporation (AAC) signed two historic agreements recently aimed at bringing peace and democracy on the mines.

The Code of Conduct signed extends civil and labour rights to all AAC mineworkers to end repression and curb violence.

Another agreement signed, Individual Dismissal Dispute and Adjudication Procedure — establishes mechanism for a speedy and cheaper way of resolving cases of individual dismissals.

The agreement virtually substitutes the lengthy and costly conciliation board procedures prescribed by the South African labour law.

Dismissal cases following this legal route generally takes up to 18 months before they are attended to; with millions of rands involved in terms of costs for lawyers.

In terms of the agreement the mine bosses and NUM will establish a dismissal review committee (DRC) to deal with unfair dismissals. Cases will be referred to DRC within the space of seven days.

In case the DRC fails to resolve the dispute over unfair dismissals the matter will be referred to the PERMANENT UMPIRE appointed jointly by NUM and management for proper resolution.

Workers whose cases are under review will not be kicked out of mine accommodation until their cases are finalised.

If accommodation is not available mine bosses should give such affected workers money for finding accommodation elsewhere.

Following the agreement on the Code of Conduct mine repression will be ended by extending the following rights to all workers:

- Labour rights**
- the right to access to company property and members by union officials;
 - the right to stop order facilities;
 - the right to freedom of association;
 - the right to strike;
 - the right to shaft steward representation in disciplinary and grievance proceedings as agreed upon at mine level;
 - the right to peaceful picket;
 - the right to protection against unfair dismissal;
 - the right to a healthy and safe working environment;
 - the right to full disclosure of relevant information in the interest of both the workers and the company;

- Civil rights**
- the right to peaceful assembly;
 - the right to freedom of movement;
 - the right to freedom of expression;
 - the right to privacy;
 - the right to human dignity and equality, meaning that there shall be no discrimination solely on the grounds of race, colour, language, sex, religion, ethnic origin, birth, political views, or any disability or other natural characteristics;

- subject to individual choice of the resident concerned, hostels will not be segregated on ethnic lines;
- the right to freely practise one's culture and religion;
- all employees accommodated in company provided hostels, which shall be run democratically, have the right to participate in hostel affairs;
- the right not to be deprived of personal property, unless the possession of such property is unlawful;
- the right not to be unlawfully deprived of the occupation of mine property;
- the right against arbitrary unlawful arrest or detention.

The major gains made by NUM come after a long and hard process of negotiations with the AAC bosses since 1989.

It was massive repression that followed the great miners strike of 1987 that prompted NUM to fight for democracy and industrial peace at the workplace.

The dismissal of about 50 000 miners during the legal strike of 1987 involved long periods of legal battles between NUM and mine bosses costing millions of rands, proved the total inadequacy of the SA labour law.

Meanwhile NUM and AAC are busy setting up the necessary structures to implement the agreements.