

# WHAT ARE THE UNIONS FIGHTING FOR?

In some factories where independent trade unions organise, the workers have won certain maternity rights. Some of these factories are:

Smith Industries in Pinetown, organised by the Metal and Allied Workers' Union.  
Whiteheads in Tongaat, organised by the National Union of Textile Workers.  
O.K. Bazaars and Clicks organised by the Commercial, Catering and Allied Workers' Union of South Africa.

Kellogs in the Transvaal organised by the Sweet Food and Allied Workers' Union.  
Here are some of the demands that have been won by these unions:

- \* That a woman's job is kept open for her and that when she comes back she will be on the same rate of pay as she was before.
- \* The number of months that she can stay away on maternity leave is much longer at some factories. For example, women workers from O.K. Bazaars have won the right to take 1 year's Maternity Leave.
- \* When women workers return to work after being on Maternity Leave they receive the same salary increases as those that the other workers have been given while

they were away on Maternity Leave.

- \* The bosses pay all benefits, like U.I.F. medical aid, and pension while the woman worker is on Maternity Leave so that doesn't lose out.
- \* Women workers are not forced to do heavy or dangerous work which would damage the health of themselves or their unborn child while they are still pregnant.
- \* Women workers have won the right to full pay while on Maternity Leave.

But these rights are the least we should expect. Women still don't receive money from the government fund for long enough after the baby is born, and anyway getting only 45% of their salaries is not much good. And what about the right to child-care paid for by the company, and the right of workers to take paid time off to care for their sick children?

