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## FOSATU WORKER NEWS

# PHAMBILI BASEBENZI - UBUNYE BEZINYUNYANA EMBONINI YEZIMOTO

Engqungqutheleni yobunye eyaqoshwa emlandweni eyayise Port Elizabeth ngomhlaka 25/26 October, we Executive Council yeziyuniyana ezintathu zika-FOSATU yagxiviza ukubumbana enyunyaneni eyodwa engabandlululi.

Ngalamalunga agcwele, abalawa ku 10 000 kulo lonke izwe lenyuniyana entsha izocishe ibe sekhandha kuzonke izimboni zeziyana, nezinsimbi zeziyana, nezrabha. Ingqungquthela yobunye ya-

yihanjelwe ama Executive Council e-NUMARWOSA, UAW ne WPMWU kanye namalunga ekomidi aqhamuka emagatshe ni ehlukene.

Lengqungquthela yenzeka nje ilandela umshikashika omude wokudala ubumbano. Ekuqaleni kuka October kwanqotshwa inkiga eyayikhungile, lapho isicelo se-NUMARWOSA sokuthi inyuniyana ivuleleke kunoma iziphi izinhlanga saphumelela. Loku kwaba yimpumelelo eyalandela ezinye izinyuniyana eziyisithupha zika-FOSATU. Umsebenzi wokuhlanganisa lezinyuniyana ezinkulu kangaka, akuyona into enokwenzeka nsuku zonke. Ingqungquthela kwakungeyokutha-

UNITED AUTOMOBILE WORKERS  
started 1973  
unregistered  
4000 members

NON RACIAL NATIONAL UNITY



WESTERN PROVINCE MOTOR  
ASSEMBLY AND RUBBER WORKERS UNION  
started 1961  
registered  
1300 members

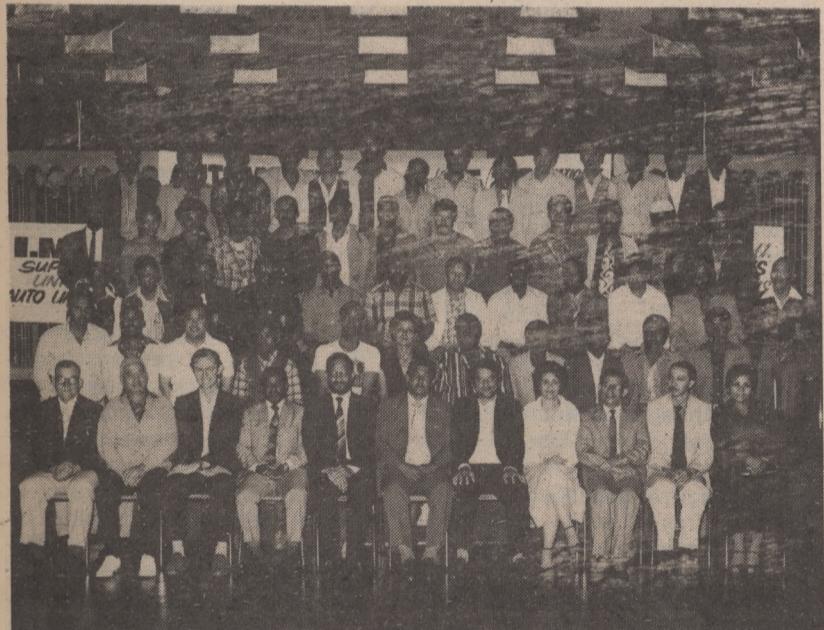
12 000 and more

NATIONAL UNION OF MOTOR  
ASSEMBLY AND RUBBER WORKERS  
started 1967  
registered  
6700 members

mhlaka i January kulandele awe-WPMWU. Okuzosilela kuyoba ukwamukelwa koMthethosisekelo, igama elisha, nokhetoh ebese kuphela yonke into.

Lolubumbano luhaba umxhwele kubasebenzi base S.A. nabaphesheya imbalabaxhunya ngesandla se-Metal Workers Federation (IMF) okuyiyona eyaba nesandla esibanzi ekuxhaseni lezinyuniyana.

I-FOSATU yamukela lesinyathelo njengesikhulu esigcwalis ukgomo wokungabandlululi, wezinyuniyana ezinguzwelone. I-FOSATU ayikholewa ezinyuniyana ezcancane zezimboni. Sikholwa ukwakha izinyuniyana ezembonini ezinkulu futhi ezingaphansi kwe-Federation enomdlandla. Lesinyathelo esikhulu kangaka sikhombisa intuthuko yangomuso.



Amanxusa Enkomba Yobumbano Lwezinyuniyana Zeziyana

### KUVULWA IGATSHA LASE RICHARDS BAY

Ngomhlaka 25 October, kwahlangana abasebenzi abangu 350 begatsha le Metal & Allied Workers elise Richards Bay. Lomhlangano wawuhanjelwe nayizethameli zika FOSATU za se Natal nase Transvaal.

I-MAWU isinikwe ne-Stop Order enkamanini enkulu e-Alusaf, ukuvulwa kwegatsha kube yimpumelelo emangalisayo. Ngaphandle kweMAWU zikhona nezinye izinyuniyana zika FOSATU ezigugquzel e-Richards Bay / Empangeni. Lomhlangano wathathwa njengokukhula kwe FOSATU yonke. Sekualwe nehovisi elisha. Kodwa-ke, njengoba kwabeka u-John Makhathini ongubhala wegatsha lase Natal "ukuvulwa kwegatsha le-MAWU kuyisitebhisi sokugala".



Ingxene yombuthano wabasebenzi e-Richards Bay

## WN UKHULUMA NONOBHALA WE-SFAWU

odadewethu u-Magubane ongu-i Jikelele we-Food and Allied ers Union (SFAWU) Ngo Oshansi kuka na SATU.

FWN: Dadewethu, waqala nini ukuqashwa yi-Sweet Food and Allied Workers Union njengomqugquzel ngokugcwele?

Magubane: Ngo 1975.

FWN: Ngaphambi kokuba umgugquzel wawenzani? Magubane: Ngangisebenza enkampanini yakwa Western Biscuits eseMpumalanga

Rand. FWN: Wayijoyina nini iNyuyana?

Magubane: Saba ngabokuqala abasungula i-Sweet Food and Allied Workers Union ngo February 1974.

FWN: Wayijoyinelani iNyuyana?

Magubane: Emveni kokuzabala-lazela i-Works Committee efemini sathola ukuthi sidinga iNyuyana. Sasizwa yi-Urban Training Project (UTP) ekusunguleni iNyuyana.

FWN: Njengoba usuneminyaka eminingi nje useNyuyananeni, ngabe zikhona izinkinga

ozibonayo ezikhona ezakhi-weni zethu?

Magubane: Njengomqugquzel ngibona bengenele abesifazane emakomidini yethu.

FWN: Kwenziwa yini loko?

Magubane: Anginalo iqiniso kahle-hle, kodwa ngokubona kwami abesifazane bavijnwa yimindeni yabo. Njengokuthi abayeni babo abafuni bahanbele imihlangano yakushihla noma babe mdibi neNyuyana. Akungoba abesifazane bengenagqozi, kodwa ubunzima basemindenini.

FWN: Ucabanga ukuthi u-FOSATU uyayibona lenkinga-kwanele akwenzayo ngaloku?

Magubane: U-FOSATU ubengkaze ayidingide lenkinga.

FWN: Siyabonga.



M. Magubane,  
uNobhala we-SFAWU

## UKWAMUKELWA KWENYUNYANA KWALAMULA ICALA LOMTHETHO

Inkampani i-Precision Tools Ltd eseGoli, ivumile ukwamukela i-Metal and Allied Workers Union uma iNyuyana izimisele ukwesula icala eyayisilifakile eNkampani-ni.

I-MAWU ifake icala eNkantolo yezimboni lokuthi iNkampani yenqaba ukuvuselela imvume ye-Shop Steward engu Steven Maponya ngenxa yobunyuyana. Inyuyana yathi loku kuyisenzo esibi kwezemisebenzi.

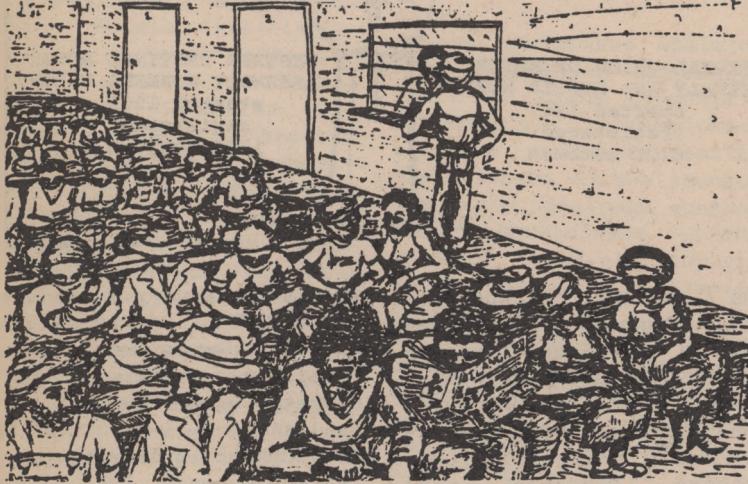
Ngokusho kwemithetho yampasi, abasebenzi basezabeweni, bejoyini kumele minyaka yonke babuyle emakhaya ukuze izimvume zivuselele ebese bekwazi ukubuyela emadolobheni ukuzosebenza.

I-Precision Tools yenqaba ukuvuselela imvume ka-Maponya ngesikhathi efaka isi-cele saloku.

Kodwa ngo August nonyaka, iNkantolo yezemisebenzi yanquma ukuthi iNyuyana engarejistile ingasifaka isikhalo ngalesenzo esibi ngezemisebenzi (unfair labour practice). Inkantolo yayisinque nosuku lokuqoqa ubufakazi. Inkampani yanqua ukuqedo udaba ngaphandle kwenkantolo yenza isivumelwano neNyuyana: Ngaphansi kwalessivumelwano iNkampani yavuma ukwamukela iNyuyana, ukukhokha zonke izindleko zabameli nokukhokhela u-Maponya u-R1,000 okumanje oseqashwe kwenye indawo.

## UKUNTULEKA KWEMISEBENZI -

### IZINYUN YANA ZINGAKUNQOBA!



### Kusho u-FOSATU

Okwesithathu izinyunyana mazibhungelo amaholo amakhulu azonciphisa ubuphofu nokuntuleka kwemisebenzi ngoba abasebenzi bazoba nemali enele yokusetshenziswa kanjalo kuyokwanda nokukhqi-zwayo. Amaholo amakhulu ayoba isinyathelo sokuqala sokulungisa izimo ezweni lethu ngoba abantu bayokwazi ukuthenga izinto zokulima umhlaba.

Olkwesine nokubaluleke kunko konke kumele sakhe i-nhlangano yabasebenzi eqinile okuyiyona ezobavikela ngokuyiqiniso. Uhulumeni kumele anxuswe ukuthi anakkele izinkinga ezibangela ukwesweleka kwemisebenzi. Yinselele enkulule le ezi-nhlanganweni kumele bawugale manje umzabalazo.

I-Chemical Workers Industrial Union (CWIU) yasungulwa ngo 1974. Ngesikhathi kuqalwa ukugugquzelwa e-Natal, kwakujongwe ukuthi ngomuso iNyuyana iyonabela nakwezinye izindawo ukuze kufenzeke ukugugquzelwa kwabasebenzi be-Chemical Zwelonkana.

Kwabonakala sekwenzeka ngo 1980 sekusunguleka igatsha e-Transvaal. Kwaba ukuqhakaza kwe-National Executive Committee ebikade iyiphupho kuleminyaka.

Kwabe sekwenziwa amalungiselelo okuthi ngomhlaka 21 September 1980 kuhlangane amanxusa ayishumi nambili (12) namasekela aqhamuka emagatsheni womibili ukuze kwakheke i-N.E.C.

Olkhethwe njengomqameli wokuqala we-C.W.I.U. kwaba ngu-Abbey Cwele ongusihi-lalo wama Shop Steward akwa Henkel e-Thekwini. U-J. Ngwane, ongusihi-lalo wegatsha lase Goli wakhethwa njengesekala lika Mongameli. U-E. Shabalala wase Reef Chemicals e-Goli waba nguSikhama, kwathi u-C. Ngema waba nguNobhala Jikelele.

Siswele amagama okubonga kubafowethu bakwa-FOSATU abenza kubwa yimpumelelo ukuzuza loku.

ngu: CHARLES NGEMA.



Bheka ndodana, uma ngithi kumele uqini-se ngokusebenza uma ufuni iholo elithe



.... Beningasho ukuthi uma usebenza kakhudlwana...



. Angizukudiliza wena!

Engqungqutheleni esa-nada kubakhona yokwe-sweleka kwemisebenzi, uNobhala jikelele kaa-FOSATU wabeka iphuza lokuthi izinhlangano zezinyunyana zingase-futhi kumele zilwe no-kwesweleka kwemi-sebenzi.

Akubona abasebenzi nezinyunyana zabo abadala ukwesweleka kwemisebenzi. E-S.A. sinamaholo aphansi, ukwenuka kwentengo ukvela kwemishini emisha nokuntuleka kwemisebenzi. Abasebenzi bathinteka nhlangothi zonke ngoba ukwesweleka kwemisebenzi kuyingxenyeyomnotho, kanjalo akunaku-vele kushabalale nje. Kukhona okungenziwa yizinyunyana? Impendulo ithi YEBO.

Okokuqala zimele ukuvikela abasebenzi emisebenzini yabo ngokubhunga ngezindlela zokuxoshwa nezokuhutshwa kwezikhalo. Kumele zibhunga ukuze kuvikele abasebenzi ekudilizweni. Uma izikhathi zizibi, ne-profit mayithwale umthwalo, ungaadulelwa kubasebenzi. Okwesibili izinyunyana kumele zixoxisane nabaqashi zivikele abasebenzi abakhishwa emisebenzini yimishini. Imishini mayisetshenziselwe ukuzuzisa wonke umantu kungabi ukuphucula amaprofit nje kuphela.

**"I- STOP ORDER  
YISIHE" KUSHO  
INKAMPAWI**

I-Hulets Aluminium eseMgungundlovu inqume ukusichitha isincomo se-SEIFSA (inhlangano yabaqashi) soku-thi izinyunyana ezithize ezingarejistiwe kukanye ne-Metal and Allied Workers Union (MAWU) zinikwe ama Stop Order.

Inkampani ithi ayiphoelekile ukulandela imithetho ka-SEIFSA ibona i-stop order siyisihe esingenziwa kamuva inyuyana seyamukelekile. Iqhubeke yathi ayikazuyamkela i-MAWU ingakarejistwa nangaphambi koku-qiniseka ukuthi imele ini-ningi, 'nokuthi amalunga ayo asondelene nendlela yokuxoxisana esetshenziswayo.

Abasebenzi leszenzo basibuka njengesokuvimba inyuyana. I-MAWU iyavuma ukuthi kubalulekile ukuthi iNyuyana ikhombe ukuthi isinalo iningi kodwa-ke nakuba isi nalo ithuba lokufakazela lobulunga ngendlela ye-stop order, inkampani iyenqaba ukuvula lelituba.

Wathi umsebenzi ngokuthukuthela "kuyaxaka ukuthi inkampani ibone ukuthi abasebenzi bangakholwa ukuthi ingase ibakhohlise ngokuthi yona ayinanxa nezinyunyana".

Inkampani engaphansi kwe-Anglo American ibonakala izimisele ukuchitha inyuyana ngandlela zonke. Amalunga athi "senqatshelwa amalungelo okumelwa yimizimba esizikhethelo yona, umzabalazo wethu uzbhebhetheka ngenxa yabaqashi yokungafuni ukubambansa".

**I-CUSA - NGABE**

**YIKHAYA LABAMNYAMA BODWA**

Sekuphele izinyanga ezingu 18 u-FOSATU aphenjwa, kune-zinyunyana ezingu 9 eseziphembe i-CUSA - Council of Unions of S.A. okuyifederation yezinyunyana zezimboni ezikhuthaza "ubunyunyana obumnyama".

Yindlela esibona ngayo le. Umongameli we-CUSA u-Albert Mosenthal ukubeke kanje: uMthethosisekelo wethu uca-cile asibandlululi ngobuzwe kodwa sikhola ukuthi ukuze sinqobe eziye zezinginga kumele sakhe abaholi abamnyama. Kulukhuni ukuchaza okuyikonakona kwenzeka ngoba izinyunyana zika CUSA zifake izicelo zokurejista kwabamnyama bodwa.

# IMIBIKO YABASEBENZI

**I-SEMINAR  
YOKUQESESZA  
I TEXTILE**

Ngu- A. Joyisa.

U-A. Joyisa ngusihlalo wekomidi lama Shop Steward e-S.A. Fabrics e-Thekwini.

Maphakathi no-September, ngahambela i-Seminar eyathatha izinsuku ezintathu yama Shop Steward asefemini engisebenza kuyo. Sasingafundiswa ngabagquqzeli kepha kwakuxoxiswana. Ngokubuzwa abagquqzeli umbuso sathola ukuthi sinolwazi olungakanani. I-seminar yayehlukaniswe

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Egoli a play by Matsemela Manaka.

izigaba ezine ezazithi "Azi ifemu yakho"; "Azi inyunya-na yakho"; "imisebenzi yama Shop Steward" nokuthi "Azi amalungelo akho efemini". Eshlokweni esithi "Azi ifemu yakho" saxoxa ngokuthi kungani kubalulekile ukuthi ubo nolwazi ngefemu uma sifuna ukuxoxa nabaqashi. Ngangizikhohlsa ngokuthi ngazi konke ngefemu kodwa emuva kwalessosihloko ngathola kukuningi okubalulekile engangingakuondi. Eshlokweni esithi "Azi inyunya-na yakho" ngangikweshwama ukuthi ukwakha inyuyana eqinile kufanele kupathwe abasebenzi uqobo. Kwesthi "Imisebenzi ye-Shop Steward" saxoxa ngokubaluleka kwe Shop Steward njengoba ingumxhumanisi phakathi kwabasebenzi naba-gquqzeli, naphakathi kwa-basebenzi nabaqashi.

Saqhubeka ngokudla lo wamaxoxo nabaqas dlalo wathwetshulu T.V. Sabe sesizibuk. T.V. saxoxa nangamaph ethu esawenzayo.

Ishloko esangihlaba um-xhwele kwaba esithi "Azi amalungelo akho". Uma abasebenzi bengazi ukuthi ayini amalungelo abo, yini abangayizabalazela? Okubalulekile esakufundayo ukuthi yingokugquqzela kuphela lapho singasebenza umthetho, kanjalo nango-mzabalazo oqinile yinto engenzeka ukuguqulwa kwale-mithetho abasebenzi baza-khele amalungelo mathupha. Sesixoxa ngo-FOSATU sabheka ukuthi kubaluleke ngani ukuthi abasebenzi abasezimbonini ezikhqiza okwehlukene bahlangane ndawonye kwi-Federation ukuze bakhe inhlangano yabasebenzi enamandla.

kwaleligatsha.

Sasisophe ukugquqzela okungenani amafemu amabili kuleso naleso sigceme ukuze kuphenjwe igatsha ebese kuqokwa usuku lokuphemba igatsha leNyuyana ngokoM-thetho.

Kwaba yintokozo ukubona ukuthi akuphelanga sikhathi esingakanani abasebenzi babe sebeziggquqzela, okwaba uphawu lokuthi kwakungangabazeki ukuthi bayayingdinga iNyuyana.

Kwabe sekuphenjwa ikomidi legatsha elizobamba okwesi-kashana. Kwathi ngomhlaka 21 September kwaphenjwa ngokomthetho igatsha le-SFAWU e-Natal. Okwenzekayo kwaba uphawu lokunkoba. Loku kwafakazelwa isibalo esikhulu sabasebenzi abahambele lomhlangano. Kwe-thulwa nezilokotho ezinhle ezazivela kwezinye izinyuyana zika-FOSATU.

Isifunda sase Natal senza lukhulu ekuphenjweni kwe-SFAWU, sisophe ukwenza okufanayo noma sekusungulwa eziye iznyuyana zika FOSATU, ngenjongo yokwanda ubunye bukazwelone ngokulandela izinjongo zika FOSATU.

## KUPHENJWA IGATSHA

### LE-SFAWU

ngu M. Sineke

U-Mfezeko Sineke, ongusihlalo wesifunda sase Natal kanjalo unguMongameli we-National Union of Textile Workers.

Ukugquqzuleka kwamafemu e-Sweet Food & Allied e-Natal kwadalwa ukuthi abasebenzi qobo babesibone sisikhulu isidingo sokuthi imboni yaloluhlobo ibe ne-yuyana.

Ekupheleni kuka 1979 nase-kuqaleni kuka 1980, minigi imizamo yokugquqzela eyenziwa emafemini athize kepha akuzuwanga lutho. Nokho-ke kwamanye amafemu kwakukhona ugqozi lokusungula iNyuyana. I-Executive Committee ye-Sweet Food and Allied Workers Union e-Goli, yagunyaza isifunda sase Natal ekusungulweni



I-Executive ye-SFAWU kusungulwa igatsha

Ukuthi abasebenzi bazoyithatha kanjani le-federation akulula ukukuchaza. Umtethosisekelo nokho awugxile ekutheni abasebenzi banesandla esingakanani. I-CUSA ayibekanga mphako wamakomidi ezipunda emthethweni sisikelwayo, ngakho akucaci ukuthi izosebenza kanjani ngokukazewelone. Njengamanje izinyuyana zizinze ikakhulukazi e-Wittwatersrand. "Isikhathi asikavuthwa eku-shoni okutheni nge-CUSA" kusho inxusa lika-FOSATU. Akukacaci ukuthi ithini imigomo yabo, nokuthi bafuna ukwenzani, ake sibheke ukuthi bazoqhuba kanjani ezinyangeni eziyisithupha ezizayo.

## WN UKHULUMA NONOBHALA WE-SFAWU

odadewethu u-Magubane ongu-i Jikelele we-Food and Allied ers Union (SFAWU) Ngo Ophansi kuka n-SATU.

FWN: Dadewethu, waqala nini ukugashwa yi-Sweet Food and Allied Workers Union njengomgqugquzel i ngokugcwele?

Magubane: Ngo 1975.

FWN: Ngaphambi kokuba um-gqugquzel i wawenzani? Magubane: Ngangisebenza enkampanini yakwa Western Biscuits eseMpumalanga

Rand.

FWN: Wayijoyina nini iNyuyana?

Magubane: Saba ngabokuqala abasungula i-Sweet Food and Allied Workers Union ngo February 1974.

FWN: Wayijoyinelani iNyuyana?

Magubane: Emveni kokuzabala-lazela i-Works Committee efemini sathola ukuthi sidenga iNyuyana. Sasizwa yi-Urban Training Project (UTP) ekusunguleni iNyuyana.

FWN: Njengoba usuneminyaka eminingi nje useNyuyaneni, ngabe zikhona izinkinga

ozibonayo ezikhona ezakhieni zethu? Magubane: Njengomgqugquzel i ngibona bengenele abesifazane emakomidini ethu.

FWN: Kwenziwa yini loko?

Magubane: Anginalo iqiniso kahle-hle, kodwa ngokubona kwami abesifazane bavijnwa yimindeni yabo. Njengokuthi abayeni babo abafuni bahamele imihlangano yakusihla noma babe mdibi neNyuyana. Akungoba abesifazane bengenagqozi, kodwa ubunzima basemindenini.

FWN: Ucabanga ukuthi u-FOSATU uyayibona lenkinga-kwanele akwenzayo ngaloku?

Magubane: U-FOSATU ubengakaze ayidingide lenkinga.

FWN: Siyabonga.



M.Magubane,  
uNobhala we-SFAWU

## UKWAMUKELWA KWENYUNYANA KWALAMULA ICALA LOMTHETHO

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I-MAWU ifake icala eNkantolo yeziomboni lokuthi iNkampani yenqaba ukuvuselela imvume ye-Shop Steward engu Steven Maponya ngenxa yobunyuyana. Inyuyana yathi loku kuyisenzo esibi kwezemisebenzi.

Ngokusho kwemithetho yampasi, abasebenzi basezabeweni, bejoyini kumele miyaka yonke babuylele emakhaya ukuze izimvume zivuselele ebese bekwazi ukubuyela emadolobheni ukuzosebenza.

I-Precision Tools yenqaba ukuvuselela imvume ka-Maponya ngesikhathi efaka isicelo saloku.

Kodwa ngo August nonyaka, iNkantolo yezemisebenzi yanquma ukuthi iNyuyana engarejistile ingasifaka isikhalo ngalesenzo esibi ngezemisebenzi (unfair labour practice). Inkantolo yayisinqume nosuku lokuqoqa ubufakazi. Inkampani yanqua ukuqedu udaba ngaphandle kwenkantolo yenza isivumelwano neNyuyana: Ngaphansi kwalessivumelwano iNkampani yavuma ukwamukela iNyuyana, ukukhokha zonke izindleko zabameli nokukhokhela u-Maponya u-R1,000 okumanje oseqashwe kwenye indawo.



Bheka ndodana, uma ngithi kumele uqini-se ngokusebenza uma ufuna iholo elithe

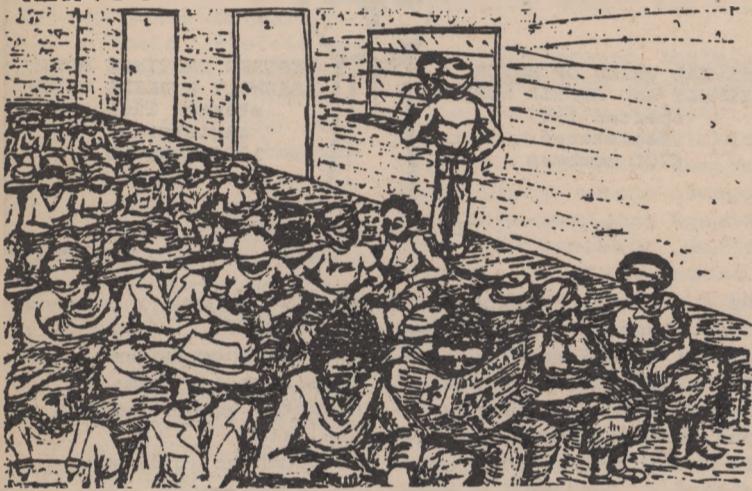


.... Beningasho ukuthi uma usebenza kakhudlwana...

Angizukudiliza wena!

## UKUNTULEKA KWEMISEBENZI -

### IZINYUNYANA ZINGAKUNQOBA!



### Kusho u-FOSATU

Engqungqutheleni esa-nanda kubakhona yokwe-sweleka kwemisebenzi, uNobhala jikelele kaa-FOSATU wabeka iphuza lokuthi izinhlangano zezinyuyana zingase futhi kumele zilwe nokwesweleka kwemisebenzi.

Akubona abasebenzi nezinyuyana zabo abadala ukwesweleka kwemisebenzi. E-S.A. sinamaholo aphansi, ukwenuka kwentengo ukuvela kwemishini emisha nokuntuleka kwemisebenzi. Abasebenzi bathinteka nhlangothi zonke ngoba ukwesweleka kwemisebenzi kuyingxenyeyomnotho, kanjalo akunaku-vele kushabalale nje. Kukhona okungenziwa yizi-nyuyana? Impendulo ithi YEBO.

Okokuqala zimele ukuvikela abasebenzi emisebenzini yabo ngokubhunga ngezindela zokuxoshwa nezokuhutshwa kwezikhalo. Kumele zibhunga ukuze kuvikeleke abasebenzi ekudilizweni. Uma izikhathi zizibi, non-profit mayithwale umthwalo, unadudulela kubasebenzi. Okwesibili izinyuyana kumele zixoxisane nabaqashi zivikeli abasebenzi abakhishwa emisebenzini yimishini. Imishini mayisetshenzi-selwe ukuzuzisa wonke umantu kungabi ukuphucula amaprofit nje kuphela.

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