

ISISEBENZI

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Ngomhlaka 14 no 15 ku-April 1979 e-Hammanskraal ePitoli kwaqanjwa i-FEDERATION OF SOUTH AFRICA TRADE UNIONS - (FOSATU).

Lokhu kwaqopha ukubaluleka kwentuthuko emlandweni wenhlangano yabasebenzi. Namuhla u-FOSATU ungummeleli omkhulu kakhulu enhlanganweni yabasebenzi abamnyama eNingizimu Afrika. Ukhongolose wayo wokuqala ngomhlaka 14 no 15 ku-April abameleli abangu 150 beqhamuka kuzo zonke izinyonyana ezixhumene zakha uFOSATU njenge-Federation entsha.

Zakhetha uMongameli umfowethu uJohnny Mke, uSihlalo we-United Automobile Rubber and Allied Workers, isekela lika Mongameli umfowethu u-David Sebabi, uSihlalo wase Transvaal we-MAWU kanye no-Nobhala-Jikelele umfowethu u-Alec Erwin owabe enguNobhala ka-TUACC. Ukhongolose wemukela uMthetho-sisekelo wasephasisa imigomo ethile ebalulekile ngezinqumo eziyoba semqoka ngokusebenza kuka-FOSATU.

I-National Union of Motor Assembly and Rubber Workers of S.A. - enamagatsha e-Eastern Cape, Natal nase Transvaal.

I-United Automobile Rubber and Allied Workers enamagatsha e-Eastern Cape, eNatal nase Transvaal.

I Western Province Motor Assembly Workers Union - ese Cape Town.

ISIQEPHU SE CHEMICAL:
I-Chemical Workers Industrial Union eNatal.

I-Chemical & General Workers Union e-Eastern Cape.

ISIQEPHU SOKUDLA:
I-Sweet Food & Allied Workers Union eTransvaal.

I-Eastern Province Sweet Food & Allied Workers Union ese-Eastern Province.

EZINYE IZIMBONI:
I-Paper, Wood & Allied Workers Union eseTransvaal.

I-Glass & Allied Workers Union ese Transvaal.

I Transport & General Workers Union ese Natal nase Transvaal.

I-National Union of Textile Workers ese Natal.

kusho ukuthini ukuthi Fosatu ?

1. Ubumbano lwabasebenzi ngaphandle kobandlululo ngobuzwe ngokholo noma ngobulili.

2. Inhlangano yabasebenzi phakathi efemini nasemakomidini enyonyana efekhtri ngayinye.

3. Ukuthi abasebenzi bazi-phathele babe ngabaholi benhlangano, kungabi abaphathi benyonyana abenza ngokwabo.

4. Ukuthi i-Federation ingazinqumeli ngokwayo, kube yinkululeko kuwo wonke amaqembu ezipolitiki, noma izinhlangano zakwamanye amazwe noma ohulumeni bakwamanye amazwe.

5. Ukuthi amalungelo abasebenzi avikeleke lapho besebenza khona, ngendlela yokuthi ama shop steward aziwe ngabaqashi baphatheke ekuxoxeni ngalo lonke ushintsho, izikhalo kanye nokuxoshwa.

6. Ilungelo labo bonke abasebenzi ngezinhlangano zabo ukuthi baphatheke ekuxoxeni kwamazwe ngamazwe ngendlela yempatho yokusebenza embonini ngayinye.

7. Ukuthi kwenziwe ngezininga lobuzwe ukuthi kwakhiwe amalungelo abasebenzi kuqedwe ukunganakwa komthetho kanye nokukhishwa kwemithetho engemihle ehlupha abasebenzi.

-YIZIPHI IZINYONYANA EZIKU FOSATU.

ISIQEPHU SE-METAL:

I-Metal and Allied Workers Union of South Africa - enamagatsha e-Natal nase-- Transvaal.

I-Engineering and Allied Workers Union enegatsha e-- Transvaal.

UPHAWU LWE-FOSATU

Uphawu lwe-FOSATU oluphezulu esandleni sokudla saleliphephandaba liqukethe izandla ezintathu ezibambe izinto ezintathu zokusebenza nesondo elikhombisa ezemisebenzi negama lika-FOSATU. Ngokungaphumeleli asikwazanga ukugaya loluphawu ngembala yakhona efanele.

Igama elithi FOSATU nesondo

elikhombisa ezemisebenzi kufanele kube phuzi, okumele umnotho nethemba lesikhathi esizayo.

Umbala wesizinda ufanele ubebomvu okungumbala okhethe izinhlangano eziningi zabasebenzi emhlabeni wonke. Izandla ezintathu zikhombisa ukuba munye kwabasebenzi embonini futhi kukhombisa amandla abo ekubambeni izinto abasebenza ngazo.

UHLOSE UKWENZANI U- FOSATU

U-FOSATU uhlose ukwakha i-Federation enqala yezinyonyana ukuze akwazi ukumelela kangcono abasebenzi kulelizwe. Ithemba kwabe kungukuthi i-Federation entsha iqalwe ngemigomo yokungabandlululani ngobuzwe ngokuhlanganyela kanye kokuxhumana kwezinyonyana kanye nokugqugquzeleka kwabasebenzi okunamandla phakathi emafekhtri, ngenxa yokuthi kwabonakala ukuthi akukho neyodwa i-Federation kwakhona engase ibe nalenhloso noma umgomo okwalesikhashana samanje. Imigomo ka-FOSATU kwabe kuwukuhlukanisa abasebenzi ngokugala i-Federation entsha ibuye ibahlanganise ngokugala inhlobo entsha ye-Federation yona engase ikwazi ukwenza izinto amaFederation akhona njengamanje angakwazi njengamanje angakwazi ukuzenza izinto amaFederation akhona njengamanje angakwazi ukuzenza ngezizathu zokuthi kunobandlululo lokushiya ngaphandle abasebenzi abamnyama noma ngenxa yokuthi awakwazanga noma engabandlululi ukuthi abe nemigomo eyanele ejwayelekile kanye nokubumbana okwanele okusondelene.

U-FOSATU akafuni kuphela ukubuthela ndawonye izinyonyana ukwakha i-Federation, inhloso yethu ukuthi sakhe i-Federation yezinyonyana ezivumelene ngemigomo ejwayelekile, izinjongo nemigomo. Inhloso yethu ukwakha i-Federation yezinyonyana ephethwe ngabasebenzi nje ngabaholi nabakhethiwe abangabameleli babasebenzi. Kumthetho-sisekelo ka-FOSATU abameleli babasebenzi bayiningi kuwo wonke amakomidi.

YINI EYENZA KUBEKHONA U- FOSATU

Kuke kwaba nezinhlango abasebenzi bomdabu ngaphambilini. Eminyakeni yango 1920 kwakune Industrial Commercial Union (I.C.U. - Inyonyana yawonke uwonke wabasebenzi bomdabu). Eminyakeni yango 1940 kwaba ne-C.N.E.T.U. (Council of Non-European Trade Unions) kwase kuthi eminyakeni yango 1950 nasekuqaleni ko 1960 kwaba khona u-SACTU. Le-Federation yokugcina yajutshwa ukuthi iphele yadingiswa ngenxa yokusondelana nokuxhumana nezinhlango zemibangazwe. Lenhlango yabasebenzi yabakhona iminyaka eyishumi

ngaphambi kokuthi ishabalale. Kubalulekile kithina ukuthi i-Federation yethu ifunde ngempumelelo nokwehluleka kwama-Federation asashabalala. Siyoba nokuhlola kwalezinto emuva kwesikhathi ekukhishweni kwezindaba zika-FOSATU.

KUVUSELELWA KOKUKHUTHALA EMINYAKENI YO 1970

Ekuqaleni kweminyaka yabo 1970 ngokulandelwa ukuvuselelwa kokuba nenkani okwakhonjiswa abasebenzi eThekwini ngo 1973, kanye nabanye abasebenzi kulo lonke lase-Ningizimu Afrika inhlangano yenyonyana bomdabu yaba sobala njengezinyonyana ezingabhalawe ngokusemthethweni.

Lezinyonyana ezinamalunga azo amaningi okungabomdabu, zaba ngaphandle kwezinyonyana ezibhalwe ngokomthetho selokhu abasebenzi bomdabu ngaphansi kwe-Industrial Conciliation Act ka 1924 eshiya ngaphandle abomdabu ngencazelo "yomqashwa".

Amaqembu amabili amakhulu ayesingethe lenhlango kwabayi Trade Union Advisory Council eNatal ne U.T.P. (noma i-Black Consultative) yase Goli. Kodwa-ke akubanga abasebenzi bomdabu kuphela ababefuna ikhaya elisha. Ezinye izinyonyana ezibhalwe ngokomthetho nabamhlophe, amaKhaladi namaNdiya zaba nesidingo sokuthuthuka ngokwakha ama-Federation angaba banzi axube bonke abasebenzi abasobala. Kakhulukazi kwaba yilezinyonyana ezisembonini yezimotokali ezabona lesidingo.

Ngo 1976 i-National Union of Motor Assembly and Rubber Workers of South Africa (NUMARWOSA) yanquma ukuthi iphume kwi-Trade Union of Council of South Africa (TUCSA) ngenxa yokwehluleka kwale-Federation ukuthi yakhe umdlandla ngenhlango yabasebenzi bomdabu. Amalunga abe esenikeza abaphathi bamahovisi awo igunya ukuthi baqambe ubumbano lwezinyonyana ezingarejistiwe.

AMABANGA OKUGCINA SEKUYELA NGAKU FOSATU

Kwenziwa imibuzo ibhekiswe kuTUACC kanye nenhlango ewuzakwabo i-Council of Industrial Workers of the Witwatersrand, kanye nase-

zinyonyananeni ezakhe i-Black Consultative kwase kuqaliswa umhlango ocacisayo owabaseGoli ngo March 1977.

Kwaba nezimpikiswano ezinde ngokubona okuzayo phakathi kwamaqembu amabili asemqoka amelele abasebenzi bomdabu. U-TUACC wayemele inyonyana evulele zonke izizwe, i-Black Consultative imele "izinyonyana ezimnyama", uTUACC emelele abasebenzi abaphethe izinyonyana kanti i-Black Consultative yavumela abaphathi bamahovisi ukuthi babuse yonke into. Loku kuphikisana kwabuye kwavela futhi kulomhlango.

Ngale kwalokhu, kodwa-ke, kwabanye kwavunyelwana ukuthi kuthathwe amanye amanyathelo ukuthi kuhlolwe ngesakhiwo se-Federation entsha.

Ikomidi lokungase kwenzeke laqanjwa. Kulesosithuba esisheshayo i-Western Province General Workers Union yazimbandakanya kodwa ngemuva kwesikhashana yabuye yaxebuka.

Ngendlela yekomidi lokungase kwenzeke kwabuye kwanemihlangano yokuxhumana isimo sesakhiwo sika FOSATU saba nokuqhubekela phambili kodwa kwangabe kusabakhona obunye ubunzima.

Ukubambezeleka okukhulu ekuzalweni okunempumelelo kuka FOSATU kwaphakathi kwabaphathi bamahovisi be-Black Consultative ngokuthi bacashisele abasebenzi ezinyonyaneni zabo ngokunyakaza okwase kwenziwe ngokwakhiwa kobumbano olubanzi okwabe sekukhona. Umyalezo owawuphuthuma wahamba ngokushesha abasebenzi bathanda ukuba khona uma kwenziwa amaxoxo. Ngalesisenzo kwabanokuhlakazeka okwaqhamuka phakathi kwazo izinyonyana zodwa. Ezimbili zezinyonyana ze-Black Consultative kanye neqembu elikhulu lesithathu kwavunyelwana ngokuthi kujoyinwe u-FOSATU (ngemuva kwesikhashana inyonyana yesine yabe isijoyina). UFOSATU wabe manje esengabumbeka.

Lokhu kuwushicilelwa kwephepha kokuqala sidinga imibono yenu kanye nezindatshana zokucindezelwa kumaphendaba alandelayo. Qalani nibhale kwakhona manje noma ungaba umphathi wamahovisi noma umsebenzi.

IMIBIKO NGAMAFEKHTRI - IMIBIKO NGAMAFEKHTRI - IMIBIKO NGAMAFEKHTRI

Kwiphephandaba lika FOSATU siyozama ukuthi njalo sibe nolwazi ngokuthi kwenzekani ku-FOSATU futhi enye yezinto esiyohlale siyenza ukuthi sazise abantu ngokuthi kwenzekani enhlanganweni yabasebenzi ku-FOSATU.

Kulesisikhathi kunamafekhtri amaningi lapho abasebenzi benobunzima bomzabalazo wezinyonyana zabo ukuthi zaziwe ngabaqashi.

Iningi lemizabalazo seline-sikhathi eside ikhona, sizokhombisa kafushane ngesekwenzekile kwamanye amafekhtri.

LEYLAND

I-Leyland inkampani enkulu yaseBritian eyakha izimoto namaloli eSouth Africa. Amafekhtri amabili ayo aseCape Town agqugquzelekile iWestern Province Motor Assembly Workers Union (WPMWU), inyonyana erejistiwe.

Inyonyana inesivumelwano seminyaka emibili neLeyland esengamele amaholo nendlela yempatho ngomsebenzi kulamafekhtri.

Ngo 1978 i-WPMWU yacela ukuba noshintsho olubalule-

ISAKHIWO SIKA FOSATU

Ngokomthetho-sisekelo wesakhiwo sika FOSATU kuklanywe ukuthi kwenziwe abasebenzi babe nokuhlangana kanye nezinyonyana zabo ngendlela eyokuthi yakhe ukubambisana okusondelene. Lokhu kwenzeka kuma-Local nakuma-Regional lapho kulula kakhulu ukuthi abasebenzi bahlangane khona. Kodwake, uma sifuna kuthathwe imigomo evamile yabo bonke abangaphansi kwe-Federation lokhu kudinga amaqembu anamandla kazwelonke. Lokhu kuyingqungquthela kazwelonke kanye ne-Central Committee. Ingqungquthela inama-delegates awu 150 kanti ihlangana kanye njalo Ingqungquthela inama-delegates awu 150 kanti ihlangana kanye njalo eminyakeni emithathu. I-Central Committee inabameleli abavela kuzozonke izinyonyana nama-Region ahlngana kanye njalo ezinyangeni eziyisithupha.

Imithetho-sisekelo ayakhi ubambiswano noma ukuphathwa kwenhlangano ngabasebenzi. Amalunga anomdlandla kanye nolwazi olwanele ayophumelela kulokhu. Leliphephandaba liyisitebhisi sokuqala sokwazisa abasebenzi ngenhlangano yabo.

kile kusivumelwano. Ushintsho luyoba nokukhulu ukwamukelwa kwenyonyana nama shop stewards phakathi efekhtri nokwenza ngcono ukugadeka kwemisebenzi yabasebenzi phakathi efekhtri. Ngokufanekisa inyonyana ifuna ukuba nesandla uma kunoshintsho ngezindlela zomkhiqizo ezithinta abasebenzi futhi bafuna isikhathi senothisi sibe side, futhi njengesikhathi esasehlalwe umsebenzi. I-WPMWU futhi ibuye yafuna ukwenyuka kwamaholo ngo 25% eminyakeni eminili ezayo.

Kodwa-ke, abaphathi babanikeza u-10% base bethi ezinye izindlela zokusebenza zabe zivele ziyinxenye yezimiso zenkampani. I-WPMWU yafuna lezizindlela zokusebenza zibe yingxenye yesivumelwano ukuze inkampani ingakwazi ukuthi ivele izishintshe ngokwayo. Lokukulondeka kubaluleke kakhulu kubasebenzi kodwa u-Leyland wakhombisa ukungavumelani nalokho.

I-WPMWU yaqala ukuba nempikiswano kwase kunqunywa ukuthi kuhlangele nabaphathi ngomhlaka 3 July. Lomhlangano awubanganampumelelo yabe impikiswano isidlulele ezandleni zabahluleli..

GLACIER BEARINGS

Ngemuva kwesiteleka efekhtri ese-Pinetown ngo 1974 inhlangano yathola amandla. Kwase kuthi ngo 1977 abasebenzi baqala ukuzigquguzela bona ngokwabo. Kwathi ngo 1978 ku-April lapho i-Metal & Allied Workers Union (MAWU) isineningi yacela lenkampani yase-Britain iyamukele inyo-

nyana.

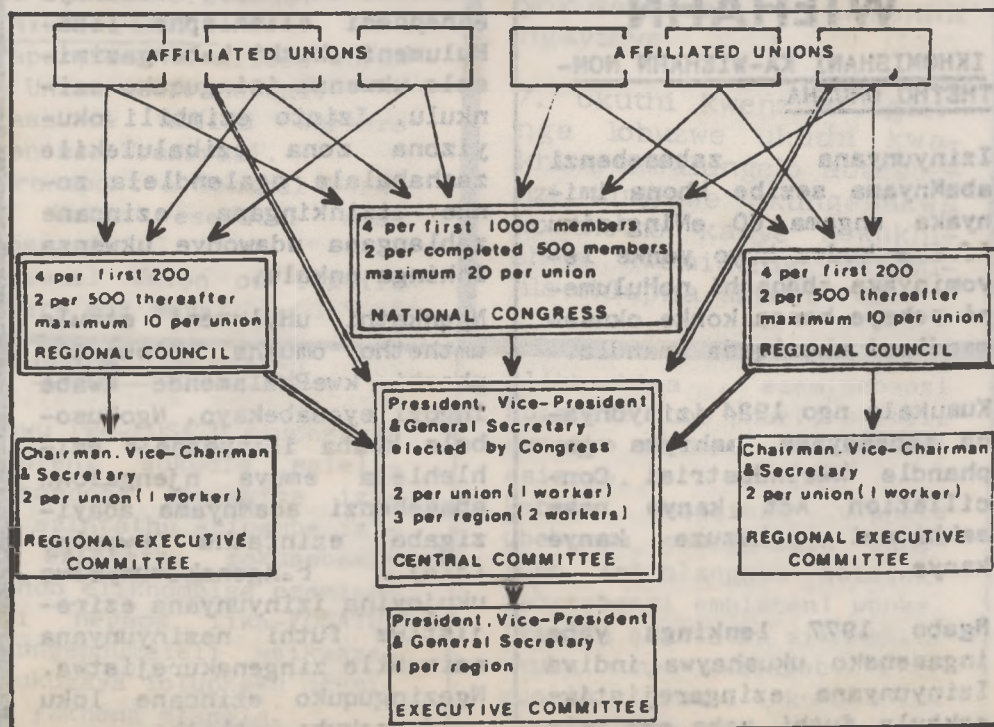
Kodwa-ke, impendulo yenkampani kwaba ukuthi yakhe uhlobo olusha lwekomidi phakathi efekhtri. Abasebenzi bakwala lokho ngoba bakubona kungathi isu lokuvimba inyonyana. Lomzabalazo wokwaziwa kwenyonyana usuthathe isikhathi eside lungekho ushintsho. Ngesinye isikhathi kwama yonke ifekhtri ngesikhathi abaphathi bezama ukuthi abasebenzi bavotele ikomidi lenkampani noma bangayivoteli. Abasebenzi babanamandla kwathi idlanzana lavota.

Inyonyana nama shop steward bazama izindlela eziningi zokucindezela abaphathi. Basebenzisa umthetho, lokho lokho kwabe kudinga ama shop steward anesibindi ukuthi asayine izitatimende abuye abhekane nabaphathi.

Basebenzisa imihlangano emikhulu kawonke-wonke efekhtri. Bacela ukuba abasebenzi baseNgilandi abangabafo-wabo babasaphothe. Kodwa iningi labo lagqugquzela kakhulu ukugcina amalunga ahlale enolwazi futhi ezinikele ekwenzeni okuthile.

Lomzabalazo usaqhubeka ngokuthi abaphathi abafuni ukufaka amalungelo abasebenzi emaphepheni. Baqoka ukuthi inyonyana ibe ngaphandle kwefekhtri lapho abasebenzi bengakhuluma nabaphathi benyonyana ngokuthanda kwabo.

Abasebenzi bakwaGlacier Bearings bafuna inyonyana yabo yaziwe phakathi efekhtri.



IMIBIKO NGAMAFEKHTRI

CADBURY'S

U-Cadburys ifekhtri enabani-kazi base Britain ibe yona ise Port Elizabeth. Icishukube inekomidi yenkampani ehla kaniphe kakhulu elivimbele inyonyana ukuthi yamukelwe. Lelikomidi lizikhanyisa okungangoba libizwa ngokuthi liyinyonyana.

I-Cadburys igquguzelwa i-Eastern Province Sweet Food & Allied Workers Union (E.P.SFAWU) eyinyonyana erejistiwe.

Ngesikhathi inyonyana iqondene nenkampani ukuthi yaziwe inkampani impendulo kwaba ukuthi yayizimisele ngokwakha eyayo inyonyana efekhtri ibenehovisi likamabhalane walenyonyana.

Inyonyana enjengaleyo eyakhiwe inkampani ngaphandle kokuthintana nabangaphandle iyefana nekomidi yanoma iyiphi ifekhtri futhi engenalusizo. Igama elithi inyonyana alisho lutho. Kodwa-ke inkampani yaba nesibindi ngempela ukuthi itshela uHulumeni wabase-Britain emibikweni eyabe ifunwa i-Code of Conduct ukuthi yabe iyamukela inyonyana.

Ngephutha uHulumeni wase-Britain wazimisela ukuthi amukele lolulwazi ngokuthi imibiko yeCode of Conduct ayizininikezi izinyonyana igunya elifanele ukuthi zanele kulemibiko.

Ngakho-ke umzabalazo wokwamukelwa usaqhubeka e-Cadburys futhi sinethemba ukuthi u-FOSATU uyobalekelela lababasebenzi.

WIEHAHN

IKHOMISHANI KA-WIEHAHN NOMTHETHO OMUSHA

Izinyunyana zabasebenzi abamnyama sezibe khona iminyaka engama 60 eNingizimu Afrika kodwa kuyo yonke le-yominyaka abaqashi noHulumeni sebeye benza konke okusemandleni ukuziqeda amandla.

Kusukela ngo 1924 izinyonyana zabaMnyama zashiywa ngaphandle kweIndustrial Conciliation Act kanye nase sakhiweni sokuzuza kanye kanye.

Ngabo 1977 lenkinga yabe ingasenako ukushaywa indiva Izinyunyana ezingarejistiwe zakhula futhi zabe seziqala

ukwamukelwa ngabaqashi ezigabeni ezahlukahlukene. Abantu baphesheya nezilwandle, izinyunyana kanye noHulumeni sebeye baba neso elibukhali mayelana nezimo zabasebenzi abamnyama kanye nobandlululo oluphambene nezinhlangano zabo. Futhi-ke kwabekusobala ukuthi indlela yamakomidi yabe ingenampumelelo.

Ngalendlela uHulumeni waqoka ikhomishani ka-Wiehahn ukuba ihlolisise lezizindaba. Kwayithatha iminyaka emibili ngaphambi kokuba ikhomishani kaWiehahn ibike futhi. Namanje emva kwaso sonke lesosikhathi izinyunyana ezingarejistiwe azikho ezimweni ezingcono.

Umbiko ka-Wiehahn wawehlukaniswe ngombiko weningi kanye nombiko wengcosana emaphuzwini amaningi.

Emaphuzwini amabili kwabe kunezincomo zeningi ezibalulekile. Ephuzwini lokuqala kwabe kungukuthi akunakuba khona mthetho ovimbayo mayelana nokuthi ngubani onokujoyina inyonyana.

Elesibili iphuzu kwabe kungukuthi izinyunyana zinokuba zizinqumele ngokwazo ukuthi luhlanga luni olunokujoyina.

Lokhu kwabe kungasho ukuthi zonke izinyunyana ezingarejistiwe ezikhona kumanje bezingaba nethuba lokurejistwa zibe yizinyunyana ezingabandlululi ngobuzwe. Kodwa-ke akuzona zonke izinto ezise-mbikweni ezabe zigculisa futhi eqinisweni ezinye zezincomo zabe zizimbi ngokwedlulele kunalezo ezisemthethweni omdala ngezindlela ezithile.

Kodwa-ke kwasheshe kwakhanya ephepheni elimhlophe likaHulumeni ukuthi babengazimisele ukwenza izinguquko ezinkulu. Izinto ezimbili okuyizona zona ezibalulekile zashabalala ngalendlela zonke izinkingana ezincane zahlangana ndawonye ukwenza inkinga enkulu.

Ngenkathi uHulumeni ethula umthetho omusha ohlongozwe phambi kwePhalamende kwaba ingozi eyesabekayo. Ngokusobala kwaba isinyathelo esihlehlile emuva njengaloku abasebenzi abamnyama abayizigaba ezintathu kwezine (3/4) bengenakuvunyelwa ukujoyina izinyunyana ezirejistiwe futhi nezinyunyana ezixubile zingenakurejistwa. Ngezinguquko ezincane loku manje sekube umthetho.

UNgqongqoshe wezemisebnzi uthi zonke izinkinga ziyoxazululwa nguye. Uyonikeza okubizwa ngokuthi amazemtiti. Kodwa-ke izinyunyana zingayemukela kanjani indlela yamazemtiti ekunqumeni zonke izinto kunokuba kube yindlela yomthetho.

Kodwa-ke kumele sonke sica-celwe: AKUDINGEKI UKUBA SIZE SIREJISTWE SINOKUQHUBA NJENGAKUQALA FUTHI SIYOHLALE SIYINHLANGANO ESEMTHEHWENI. ABAPHATHI-MSEBENZI BASENOKUYEMUKELA INYUNYANA ENGAREJISTIWE.

OKWETHU UKUZIKHETHELA FUTHI SIFANELE Sinqume mayelana nezinjongo ezinhle zabasebenzi zamanje kanye nezangomuso.

SIYINI ISIMO SIKA FOSATU MAYELANA NOMTHETHO OMUSHA?

SICHITHA:

- Yonke imithetho evimbela ubulunga benyonyana.

- Amandla anezezelwe kanye nokuzibonela kukaNgqongqoshe kanye nama-ofishiyeli emthethweni omusha.

- Umqondo wokuthi siyobuswa ama-exemption kunokuba sibuswe ngumthetho.

- Ukwenqatshelwa emalungelweni okungena kwi-Industrial Council ngokuzithandela.

- Ukurejistwa kwesikhashana okunganikezi malungelo kodwa kuphela okunikeza amandla kwi-Registrar okusebenza ngaphandle kokunikeza izizathu.

KASITHOKOZILE NGALOKU FUTHI SIFISA KUGUQULWE:

- ISAKHIWO, INDAWO YOKUSEBENZA KANYE NAMANDLA EKHOMISHANI KAZWELONKE.

- ISAKHIWO, INDAWO YOKUSEBENZA, AMANDLA KANYE NEZINDLELA ZENQUBO YENKANTOLO EPATHELENE NEZEMISEBENZI (INDUSTRIAL COURT) KANYE NELUNGELO ELENQATSHELWE LOKUDLULISA IZIKHALO EZISUKA KULENKANTOLO ZIYE ENKANTOLO ENKULU (SUPREME COURT).

U-FOSATU umi enkollelweni yakhe yokuthi esikhathini samanje isinyathelo esilula nesemukelekayo ebudlelaneni obuqinile kwezemisebenzi ukuba kugudluzwe ubandlululo lobuzwe kwiIndustrial Conciliation Act endala.

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