

ESKOM RESTRUCTURING AGREEMENT SIGNED

NUM and other unions have signed a restructuring agreement with Eskom to manage the process of restructuring for the benefit of all major parties.

The agreement is a sequel to the Eskom Summit held in September to address issues affecting all parties in the restructuring of Eskom.

In terms of this new agreement between Eskom and the ten unions, restructuring will be stopped in certain areas within Eskom until 31 March 1993, unless agreement is reached with the unions to go on with certain initiatives before such date.

Restructuring will continue in certain areas and no worker will be declared surplus, down-graded or lose his job as a result thereof.

All parties have committed themselves to working together to find solutions in respect of surplus staff and restructuring issues with full participation of the trade unions.

Eskom will continue to run its business in an efficient and effective manner in line with the agreed principle of efficiency and effectiveness. For these principles to be effective the parties agreed on the accompanying provisions regarding voluntary mechanisms, retraining and redeployment.

The granting of voluntary separation packages, early retirement as well as other voluntary mechanisms will continue. This is on the understanding that no coercion or pressure will be applied by Eskom on the employees to exercise any voluntary option. Similarly, trade unions will also not obstruct or discourage their members from exercising their voluntary options.

Bona fide transfers, retraining and redeployment will continue and all employees will have to be flexible and adaptable in this regard.

The granting of the voluntary separation packages and early retirement shall be subject to Eskom's discretion and the parties acknowledge that there may exist certain critical skills categories in respect of whom separation packages or early retirement cannot be granted.

In addition, the existence of the voluntary separation package and early retirement shall not be indefinite as it may have to be terminated depending on the circumstances. However, the termination of the aforesaid voluntary mechanisms will be discussed with trade unions and employees will be given sufficient notice thereof.

All eight Eskom business groups generation, human resources, finance and ser-

vices, sales and customer services, marketing, transmission, corporate affairs, technology - are affected by these provisions. Special consideration has been given to different business groups in the agreement. The generation group has been given green light to continue with the establishment of core structures.

Restructuring of generation engineering and projects, which includes relocation to the power stations and rationalisation of services, will go on without any worker being declared surplus, down-graded or losing his job.

In the sales and customer services group, workers will be obliged to be significantly flexible in respect of retraining, redeployment and the changing of jobs without any one being declared surplus as a result of the restructuring.

As for finance and services group, all restructuring will be stopped until the 31st March 1993 and no further identification of surplus workers will take place.

Any further restructuring will take place in participative structures jointly with the trade unions.

This historic agreement took effect from the 16 October 1992 and will be reviewed on or before 31 March 1993.



Cde Guwede Mantashe, chief negotiator at Eskom and NUM national organiser.

WORKERS' VOICE IN THE ECONOMY

The National Union of Mineworkers together with other NACTU and COSATU affiliates made history by forming SA's first union directed investment fund on MAY DAY this year.

The investment fund called the Community Growth Fund (CGF), serves as a vehicle for investing part of workers' pension and provident fund monies in companies for purposes of making more money. CGF will be run by workers as a unit which is pool of shares. The management company is owned and controlled jointly by Syfrets and a trade union association called Unity Incorporation on a 50-50 basis.

Syfrets invest the money of the CGF and it has a good investment record. Unity Incorporation is currently made up of seven trade unions. They are COSATU's NUM, Paper, Printing, Wood and Allied Workers Union (PPWAWU), Transport and General Workers Union (T&GWU), Construction and Allied Workers Union (CAWU) and NACTU's Transport and Allied Workers Union, the Metal and Electrical Workers Union of SA and National Food, Wine, Spirits and Allied Workers Union. Unity makes decision on whether money of CGF should be invested in companies. At present the bosses use workers' pension and

provident fund monies to buy shares in companies without consulting workers. The profits made are also distributed amongst bosses without benefiting workers. Such investments from pension and provident funds amount to about R186 billion (R186 000 000 000).

Through CGF workers will be able to have direct economic power to exercise through the whole SA economy will still be dominated by the capitalists.

Choice of companies for investment will be based on guidelines as laid down by unions themselves.

Such companies have to provide strong growth in earnings and capital and at the same time be committed in practice to fair employment practices, job creation, union recognition, safe working conditions, equal opportunity policies, protection of environment and black advancement. Individuals can also participate in CGF at regular investments of R30 per month or lump sum investments of R500.

CGF has started operating since June 1. Mineworkers Provident Fund (MWPF), Genmin Provident Fund, Genco Provident Fund, Ergo Provident Fund, Impala Platinum Refinery Provident Fund are directing 10% to 30% of monthly income of their provident funds into the CGF.



Win a week in China!

How to enter

Answer the question below and complete the entry form. Then detach the entry form and send to SACP, PO Box 1027, Johannesburg 2000.

Remember to include R10 entry fee!

All cheques and postal orders must be made payable to the SACP.

Entries must reach us by Monday 5 April 1993.

Question: In which country is the longest wall in the world situated?

SACP/TICKETS TO CHINA

Competition Entry Form

PLEASE PRINT IN BLOCK LETTERS

Answer:

Name:

Address:

..... Code

Home phone: Work phone:

I agree to abide by the rules of the competition*.

Signature:

*The rules of the competition appear below the entry form.

Competition Rules

1. The prizes will be awarded for the first correct entry drawn after the closing date. 2. The judges' decision is final and no correspondence will be entered into. 3. The prize is not transferable. It may not be converted into cash. 4. You may post as many entries as you wish. No photocopies of the entry form can be accepted. If you need another form, please write to SACP at PO Box 1027, Johannesburg 2000. 5. Winners must be prepared to be photographed for SACP publications. 6. Winners will be notified in writing. 7. All entries must reach us by 5 April 1993. 8. The competition is open to all. 9. Each entry must be accompanied by a R10 entry fee. All cheques and postal orders must be made payable to the SACP. 10. No members of the SACP Finance Committee or Central Committee may enter the competition.

GOLDFIELDS VICTIMISE BRANCH LEADERS

The National Union of Mineworkers has won a significant victory in the ongoing struggle for the rights of workers and their ultimate liberation from oppression. The union won Mdiya and other three comrades case formerly workers at East Driefontein mine owned by Gold Fields. The four comrades were dismissed for allegedly having participated in an illegal demonstration on the mine. Workers had demonstrated on the mine premises carrying placards and toy-tossing to raise their grievances against the mine repression. The mine bosses, however, decided to victimise the four workers because they were leaders of NUM Branch. In the Industrial Court the company could not prove that the four workers were part of the demon-

stration. The court found that management victimised these workers for their union activities. The court decided that they were unfairly dismissed so they should be reinstated. In order to make sure that these workers were not returned to the mine, Gold Fields management made an appeal against the decision of the Industrial Court to the Labour Appeal Court, delaying the case for a year while the workers were not allowed to enter the mine premises. When the time came for the appeal proceedings, the company decided to offer financial settlement. The company gave a lump sum of R65 000 for the four workers as a means of getting rid of them from the mine.