



# TRANSPORT AND GENERAL WORKERS UNION

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<b>Date:</b>	<b>8 November, 1993</b>
<b>Pages including this one:</b>	<b>6</b>

**SUBJECT: REPORT FROM FIRST WAGE NEGOTIATION  
MEETING**

Comrades,

This is a summary report of the CBF caucus decisions and the positions of the Union and the bosses at the end of the first round of negotiations. Due to time pressures I have not been able to give a detailed report of exactly how things moved.

### 1. DECISIONS OF THE C.B.F. SHOPSTEWARDS CAUCUS

#### 1.1 DISPUTE ON CENTRALISED BARGAINING

The shopstewards agreed to accept management's offer of including XPS in the CBF on the following basis:-

- The dispute on centralised bargaining would be suspended and extended to 15 February 1994

- The conditions put by the bosses to accept and agree about the operations of XPS and other companies were not accepted, but noted as the bosses position
- The future of XPS in the CBF should not be for this year only, but subject to the outcome of the centralisation dispute

This decision was taken on the basis that it has only been XPS workers outside of the CBF which has built the struggle for centralised bargaining. We still need to do a lot of work in other Rennie's companies. It was also agreed that a research project would be undertaken to study the wage and benefit structures of all Rennie's subsidiaries and divisions so that separate bargaining units can start making demands to unify wages and benefit structures. It was agreed that there will have to be a Rennie's Group shopstewards conference later in 1994 to plan the way forward.

## 1.2 PREPARATION FOR NEGOTIATIONS

The shopstewards looked very closely at the results of the Group in the last year, as well as our demands. An assessment was also made of our strength on the ground. The shopstewards said that we are not strong on the ground. Workers are not confident to take action this year.

It was then agreed that we should approach negotiations in a way where the smaller issues should come off the table, either by settlement or dropping, as soon as possible. This way we must force the bosses to focus on the main demands. It was also agreed that we should take a very sharp bold step to close the gaps on the different positions so that we put the bosses on the defensive. It was agreed that items which would be dropped in the negotiations would be put into separate forums - not because we believe in separate forums, but rather as a way for us to re-think our approach to those issues and to keep the issue on the agenda of the bosses.

Finally it was agreed that we would change our wage demand from an average 30%-40% down to 20% to force the bosses on the defensive. We agreed that we would demand an increase of 20% on the total wage bill so that we could have the chance later of looking at the distribution of money between grades and regions.

## 2. WAGE NEGOTIATIONS

Comrades, the wage negotiations started off in a very difficult way. The bosses gave us a lot of detail about the problems they are facing. We also motivated our demands in detail. The main argument from the bosses is that the companies of SACD, Renfreight, Rennie's Cargo Terminals and XPS together made a loss of seven million rand in the last financial year. As the Union, we took some very big steps to try force the negotiations to deal with the biggest priority demands. You will see that we moved massively on the wages at first, but then refused further moves after the bosses responded with peanuts. Below is a table which summarises the positions of the Union and the bosses. Your shopstewards will be able to give you details of how exactly the moves were made.

**SUMMARY OF UNION AND MANAGEMENT POSITIONS AT THE END OF THE FIRST ROUND**

<b>T&amp;GWU</b>	<b>MANAGEMENT</b>
<p><b>WAGES</b></p> <p>15 % INCREASE</p>	<p>6 % increase</p>
<p><b>SHIFT ALLOWANCE</b></p> <ul style="list-style-type: none"> <li>• Afternoon Shift: 10% of daily rate</li> <li>• Night shift: 12% of daily rate, with a minimum of the rate for B1(Cape)</li> </ul>	<p>Afternoon shift : 10% of daily rate</p> <p>Night shift : 12% of daily rate</p>
<p><b>SERVICE ALLOWANCE</b></p> <p>Refer the issue of recognition of service to a seperate forum.</p> <p>We agreed that we need to discuss amongst workers the possibility of additional notches for service.</p>	<p>Agreed</p>
<p><b>TRAVEL ALLOWANCE</b></p> <p>Each branch of each company to negotiate on transport requirements to report back to the CBF. The result of negotiations to be written into the wage agreement.</p>	<p>agreed</p>
<p><b>HOURS OF WORK</b></p> <p>Reduce from 44 hours per week by one week every year over the next 4 years</p>	<p>Only want to reduce hours next year. Have agreed to go back and look at this issues again</p>

T&GWU	MANAGEMENT
<p><b>ANNUAL LEAVE</b></p> <p>17 DAYS - Less than 10 years of service 22 DAYS - More than 10 years service</p>	<p>17 DAYS - Less than 10 years service 20 DAYS - More than 10 years service</p>
<p><b>HOUSING ALLOWANCE</b></p> <p>Refer to a seperate forum</p> <p>We decided that workers must discuss other ways of getting their housing needs met by the bosses, for example the bosses to build the houses and sell them at cheaper rates to workers</p>	<p>agreed</p>
<p><b>PARENTAL BENEFITS</b></p> <p>The issues of maternity, paternity and parental leave and childcare facilities to be discussed at a seperate forum</p>	<p>agreed</p>
<p><b>RETRENCHMENTS MORATORIUM</b></p> <p>12 months moratorium</p>	<p>Increase the severance package to a minimum of 8 weeks pay.</p>
<p><b>IMPLEMENTATION DATE</b></p> <p>1 JANUARY 1994</p>	<p>1 JANUARY 1994 OR DATE OF SIGNATURE OF AGREEMENT, WHICHEVER IS LATEST.</p>

T&GWU	MANAGEMENT
<b>BOSSSES DEMANDS</b>  Workers must discuss these first and give shopstewards a mandate.	<ol style="list-style-type: none"><li>1. All weekly paid workers to go onto monthly pay</li><li>2. Discuss with Union training and development of workers to develop skills and advancement within the Group.</li></ol>

At the end of the negotiations where the bosses refused to increase on the offer of 6%, it was agreed that all branches in the CBF should embark on a two hour work-stoppage at the start of each shift on Wednesday 10 November just to send a clear message to the bosses that we are not accepting peanuts.

Comrades must also please discuss in detail what our main priorities are.

Attached is a table which gives details of how much the 6% and 15% positions work out to be.

The next round of negotiations is on 11 and 12 November 1993 in Durban.

Comradely Greetings



HARALD HARVEY  
RENNIES CBF CO-ORDINATOR

T/RENNIES CBF WAGE NEGOTIATIONS

EXAMPLES OF INCREASES AT 1%, 6% AND 15%

8/11/93

GRADE	REGION	CURRENT WAGE	INCR 1%	WAGE + 1%	INCR OF 6%	WAGE + 6%	INCR OF 15%	WAGE + 15%
A1	TVL	1,310.00	13.10	1,323.10	78.60	1,388.60	196.50	1,506.50
	NATAL	1,310.00	13.10	1,323.10	78.60	1,388.60	196.50	1,506.50
	CAPE	1,310.00	13.10	1,323.10	78.60	1,388.60	196.50	1,506.50
A2	TVL	1,345.00	13.45	1,358.45	80.70	1,425.70	201.75	1,546.75
	NATAL	1,310.00	13.10	1,323.10	78.60	1,388.60	196.50	1,506.50
	CAPE	1,310.00	13.10	1,323.10	78.60	1,388.60	196.50	1,506.50
A3	TVL	1,440.00	14.40	1,454.40	86.40	1,526.40	216.00	1,656.00
	NATAL	1,390.00	13.90	1,403.90	83.40	1,473.40	208.50	1,598.50
	CAPE	1,347.00	13.47	1,360.47	80.82	1,427.82	202.05	1,549.05
B1	TVL	1,601.00	16.01	1,617.01	96.06	1,697.06	240.15	1,841.15
	NATAL	1,526.00	15.26	1,541.26	91.56	1,617.56	228.90	1,754.90
	CAPE	1,482.00	14.82	1,496.82	88.92	1,570.92	222.30	1,704.30
B2	TVL	1,766.00	17.66	1,783.66	105.96	1,871.96	264.90	2,030.90
	NATAL	1,693.00	16.93	1,709.93	101.58	1,794.58	253.95	1,946.95
	CAPE	1,634.00	16.34	1,650.34	98.04	1,732.04	245.10	1,879.10
B3	TVL	1,942.00	19.42	1,961.42	116.52	2,058.52	291.30	2,233.30
	NATAL	1,865.00	18.65	1,883.65	111.90	1,976.90	279.75	2,144.75
	CAPE	1,801.00	18.01	1,819.01	108.06	1,909.06	270.15	2,071.15
B4	TVL	2,060.00	20.60	2,080.60	123.60	2,183.60	309.00	2,369.00
	NATAL	1,980.00	19.80	1,999.80	118.80	2,098.80	297.00	2,277.00
	CAPE	1,920.00	19.20	1,939.20	115.20	2,035.20	293.60	2,208.00
B5	TVL	2,250.00	22.50	2,272.50	135.00	2,385.00	337.50	2,587.50
	NATAL	2,176.00	21.76	2,197.76	130.20	2,300.20	325.50	2,495.50
	CAPE	2,110.00	21.10	2,131.10	126.60	2,236.60	316.50	2,426.50