



**ZIMBABWE ENGINEERING
METAL TRADES AND
ALLIED WORKERS UNION
Z.E.M.T.A.W.U**

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"UNION OF CHOICE"

**Z.E.M.T.A.W.U, ZIMBABWE ENGINEERING METAL TRADES
AND ALLIED WORKERS UNION.
TAKING UNIONISM BEYOND THE HORIZON!**

Z.E.M.T.A.W.U is a 21st generation trade union that seeks to micro-scopically identify employees' challenges in the work place, to the magnitudes at which the vices and follies which the workers face in the hands of their employers affect them either it be a socio-economic or work place safety effect as we seek to unite efforts, ideas to finally prescribe solutions to hardships in the engineering industry around Zimbabwe.

There are three elements of the workers' welfare that the labor union considers when one subscribes to us.

- i) **Economic satisfaction** despite growing economic challenges in Zimbabwe when an employer establishes a company / company they must be ready to exchange labor with a reasonable salary that would sustain the worker taking into consideration the poverty datum line of the nation and continent, most importantly with the complexity of the Zimbabwean economic problems when pegging salaries, wages it is of importance to consider the food basket in our economy to enable a reasonable living standard for the employee. Our position as labor union is that employees are the life blood of any organization as they give life and effect motion to a business idea attaining set production goals. Our union subscription are the lowest in percentage in all of Zimbabwe as we only request for 3% of the employee's salary catering for representation and administrative expenses and more, the best is yet to come!

Social Security Before being our member one is human and in that respect we appreciate and care for our members welfare, in events of need we offer consolation that employers sidelines. Moments of need are days of severe sickness we offer hospital visits. In the events of death we offer transport for 15 individuals and a grocery hamper to

i) assist on the day of a funeral this is done when one passes away or losses their spouse the number of people that we cater for will increase as the union grows. This is done to ensure that our members have a degree of psychological tranquility and calm in times of turmoil and crisis. Z.E.M.T.A.W.U values the worker beyond the work related issues being the mainstream function of unions because we deem to shift from traditional and typical trade unionism to unionism that incorporates an effective social support system that sedimentalizes the bond between the the union and its members.

ii) **Subscription Returns** the government taxes are deducted from the salaries ,done at a higher percentage yet without returns , with that in-focus lance we made a resolution to offer subscription returns that start to mature after 5 years of subscription with us, we then split into two halves of the worker's subs the other half kept for the member. This is done to atleast ensure a remuneration and a back pay from the years of faithfulness to the union.

FUNCTIONS AND ROLES OF THE WORKERS' COMMITTEE

- Acts as a communication bridge between the workforce and the management on resolutions made on the work's council.
- To facilitate stable relations between employees and the management.
- To motivate and catalyse productivity through lobbying for a stable, healthy and safe atmosphere in the workplace
- Reporting inconsistencies and unfair labor practices by the employer to the union.
- To promote the interests of employees they represent in the works council.
- Giving regular updates to their colleagues on resolutions made on works councils.
- Keeping record of all extra working hours.

CHALLENGES

- 1) Dispute resolution channel takes a longer route to attain an intended goal especially the grievance procedure in attempting to engage unwilling employers.
- 2) Subs are not paid in time, some employers only pay when cohearsed by the courts
- 3) Exceeding a bad reputation by previous unions in the industry
- 4) Companies in the industry are in different stages interms of production and profit hence the infant companies effect the minimum wage peg and it is our view the C.B.A be divide according to production and profits.

FUTURE RESOLUTIONS

Setting up low income housing schemes for our members

Setting up a funeral cover that caters up to 3 close family members

Massive recruitment drive that will enable all our projects be in motion.

Z.E.M.T.A.W.U. UNION OF CHOICE!

A UNION OF CHOICE, WITH WORKERS AT HEART,
EVOLVING BEYOND TRADITIONAL UNIONISM
TO SOLIDARITY WORKER AND UNION ALLIANCE.