



# **NUMSA'S BARGAINING PROCESS**

How does this process work?

- **FACTORY GENERAL MEETINGS**
- **LOCAL GENERAL MEETINGS**
- **LOCAL SHOPSTEWARDS COUNCIL MEETINGS**
- **REGIONAL CONGRESS**
- **REGIONAL EXECUTIVE MEETINGS**
- **NATIONAL SHOPSTEWARDS COUNCILS**
- **NATIONAL BARGAINING CONFERENCE**

## **CENTRAL COMMITTEE**

- **SUBMITTING DEMANDS TO EMPLOYERS BODIES**
- **NUMSA NEWSLETTER – POPULARISING DEMANDS**
- **NEGOTIATIONS – DEADLOCK**
- **REGIONAL RALLIES – REPORT BACK**

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| <p>NUMSA WESTERN CAPE DEMANDS<br/>TO NATIONAL BARGAINING<br/>CONFERENCE</p> |
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- WAGES
- LABOUR BROKERS
- GRADING & TRAINING
- WORK RE-ORGANISATION
- PARENTAL RIGHTS
- RECRUITMENT PROCEDURES
- ABET
- 40 HOUR WEEK

## DEMANDS FOR N.B.C

### 1. PARENTAL RIGHTS

#### MATERNITY LEAVE

6 months maternity leave - full pay.

#### Current status in sectors -

Motor: 45% of your wages for 6 months from U.I.F. if you work in a party shop you will get also get 30% of your wages for 6 months from the industry sick fund. To qualify for above you must have 12 months service in the industry to get maternity benefits and get job security.

Amendments: Because women are discriminated against i.t.o. U.I.F. (e.g.) if they go on maternity and are retrenched the same year they are not intitled to U.I.F. monies, we therefore are saying full pay from employers. If it is a party shop the sick fund should pay out 100%. The qualifying period to be as soon as you are a permanent employee.

Engineering: Unpaid Maternity Leave (section 9) see attached current status.

Amendments: Same problem with U.I.F. benefits and should be same as above.

#### CHILD LEAVE & FACILITIES

20 Days paid per annum – To enable parents to help children when they are sick or have problems at school.

- Child care facilities – Employers to assist in setting up facilities The community and industrial areas (where it is not hazards).

E.g. Subsidise community projects use company premises that are not in used.

Childcare provision benefits the economy, the society as well as the person. If above is provided people can be more productive. Crèches could be run jointly by management and workers.

### PATERNITY LEAVE

10 Days paid leave

## 2. ADULT BASIC EDUCATION AND TRAINING

Above demand should be gender sensitive and cover the following:

- \* During working hours to enable women to attend
- \* More women are trained in specialised fields including Apprenticeship.

(See N.C. resolution June 1991).

### RECRUITMENT PROCEDURES

Gender bias in promotion and recruitment procedures should be abolished. More women should be employed in industry, by setting up the following framework:

Implement affirmative action programmes to readdress the sexual division of labour by employing females in typical male jobs.

Transformation committees to be set up at industry and company level (consisting of employers and employees) to monitor progress.

Above should be a framework, the practicality should be worked out by the union.

End.