

TO 30.7.21
SALITA 14b: NUMSA

NUMSA Workers:

PREPARE FOR WAR!



ON May 14, a dispute was declared with SEIFSA, the engineering bosses, because no progress had been made in negotiations. As you can see from the table over the page, there is hardly any progress in NUMSA's other sectors either. Motor employers didn't even respond to NUMSA's demands - they just came with their own demands!

On May 24 a special NUMSA Bargaining Unit Workshop will take place. This is to get reports from regions and to give NUMSA's bargaining reps a mandate to go to the SEIFSA dispute meeting on May 26. Make sure you get a report about these meetings and make sure you and your shop steward attend all report back meetings in your region and locals. If you want to win your demands you must decide what action you will take!

Comrades, we have to ask ourselves - **Why is there such a deadlock between the bosses and ourselves?**

The bosses' crisis - their solutions

Comrades when you sit and look at the bosses across the negotiating table you hear them saying that there is a crisis in the economy. You will hear them tell you that the market is down, that profits are down, and that they are very unhappy.

They will tell you that these are things beyond their control and the only solution to their problem is to cut down on our jobs and wages.

Now comrades, the bosses are the owners of the factories. They are the owners of all the wealth of our country. They are the ones who have wasted the wealth we produce on luxuries, on big houses, fast cars, overseas trips and the pleasures of the "good life" of being a boss. They are also the managers of our factories, our industries, and the economy as a whole.

And they are the ones who have driven our country in to the mess that we find ourselves in every day. And now they want to make it worse by making starving workers starve more, by making hungry workers more hungry, by making exploited workers more exploited.

That is their plan - to destroy our jobs, our wages, our factories, and our industry. And all to satisfy their greed for more profits, more luxuries, more waste.

The workers' crisis - our solutions

Comrades we have a different crisis. The workers are the victims of the bosses' system. We are the ones who know the meaning of starvation, of unemployment, of poverty and violence everyday. We have nothing to give to the bosses because there is nothing that the exploited can give to the exploiter, there is nothing the oppressed can give to the oppressor. Because we are the victims of exploitation and oppression.

We, the workers of NUMSA say to the bosses that we have had enough. We have had enough of their plans to retrench us and throw us into the street, leaving those that remain with wages less than the rising prices. We have had enough of their mismanagement of our factories and our industries. We have had enough of seeing them live a life of luxury whilst we are starving. We say:

- **no more retrenchments - we demand a moratorium on retrenchments**
- **no more wage cuts - we demand a living wage that keeps pace with rising prices**
- **no more lies and oppression - we demand the workers' rights to information, strike action and pickets.**

NUMSA workers - prepare for war!

Comrades, we are facing a choice. The bosses are saying to all of us - you can die of unemployment on the streets or you can starve with lower wages in the factories. We say - NO! We will not accept further attacks on our jobs and cuts in our wages. We are not responsible for the bosses' crisis. We will mobilise every worker to battle in defence of our jobs and our lives.

Let every worker hear the message of NUMSA:

- **organise Factory General Meetings to plan our fight back against retrenchments and wage cuts**
- **organise protest marches and demonstrations so the bosses can see our anger**
- **prepare for stoppages and mass strikes to defend every job, every worker, every life.**

Information Pamphlet No 3, 20 May 1992

Latest Offers by Employers as at May 20 1992

NUMSA Demands	Engineering employers' response	Auto employers' response	Tyre and Rubber employers' response
WAGES • ATB increase of R2.00 p.h. or 25% on actual wages whichever is greater + Engineering - min. of R5.50 p.h. + Motor - minimum of R4.50 p.h.	• 6.4% increase in grades A-H (get details from your local office) • Will only move on wages if unions make big moves on other items.	• want agreement on retrenchment moratorium before they make any offer	• R1.00 ATB on actual earnings if there is agreement on retrenchment moratorium.
JOB SECURITY • severance pay of 1 month's wages for each year of service • moratorium on retrenchments without any conditions • (re)training of retrenched workers + ENGINEERING, TYRE AND MOTOR - 40 hour working week	• 1 week's pay up to maximum of 5 weeks' pay after 5 years' service • REJECT as not being practical • referred to sub-committee • REJECT	• no discussion • remove moratorium and facilitate voluntary retrenchment/ retirement • no discussion	• REJECT • moratorium to expire June 1993; review in Dec 1992; won't remove moratorium conditions. • not applicable; NUMSA wants moratorium <u>not</u> retrenchments • REJECT. Maintenance workers <u>have</u> to work 45 hours to keep plant going.
PARENTAL RIGHTS • 15 days paid childcare leave per year • paid compassionate leave of 3 days per occurrence + TYRE, AUTO, MOTOR - 6 months paid maternity leave	• deal with at company level • deal with at company level	• REJECT • REJECT • REJECT	• will discuss childcare facilities, not days leave • REJECT • REJECT
WORKERS' RIGHTS • 10 hours per month for membership meetings on company premises • 20 days paid leave for s/s training • right to strike and picket • right to information • include all skilled/white collar/ non-scheduled workers in the Barg. Units	• REJECT • REJECT • NMC must discuss • deal with at company level • already referred to sub-committee	REJECT — ALL ISSUES MUST BE DEALT WITH AT PLANT LEVEL IN TERMS OF EXISTING RECOGNITION AGREEMENTS	• REJECT • 10 days • REJECT • REJECT • REJECT
Code of Practice to end discrimination in employment practices	• need more time to study document	• NO RESPONSE	• referred to sub-committee

Motor Employers demand: • Trading hours extended: Businesses should only be closed between 18h00 on Saturdays and 06h00 on Mondays. • Closed shop must be scrapped. • Amendments must be made to Pension/Medical Aid Funds • Ratio provisions must be scrapped. • Administering the Agreement must be done in an amenable way.	Tyre and Rubber Employers demand/offer: • Any new or revised standard times (production tickets) will be subject to AGREEMENT within 15 days of notice of revision. If no agreement, then declare a dispute and strike/lock-out or refer to mediation to solve dispute. • agree in principle to train one NUMSA Industrial Engineer per plant. Details finalised by Dec 1992.
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