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SALHA 14 b: NUMSA

# RESIST!

## THE BILL



**NUMSA  
says:  
Resist  
the new  
Labour  
Bill!**

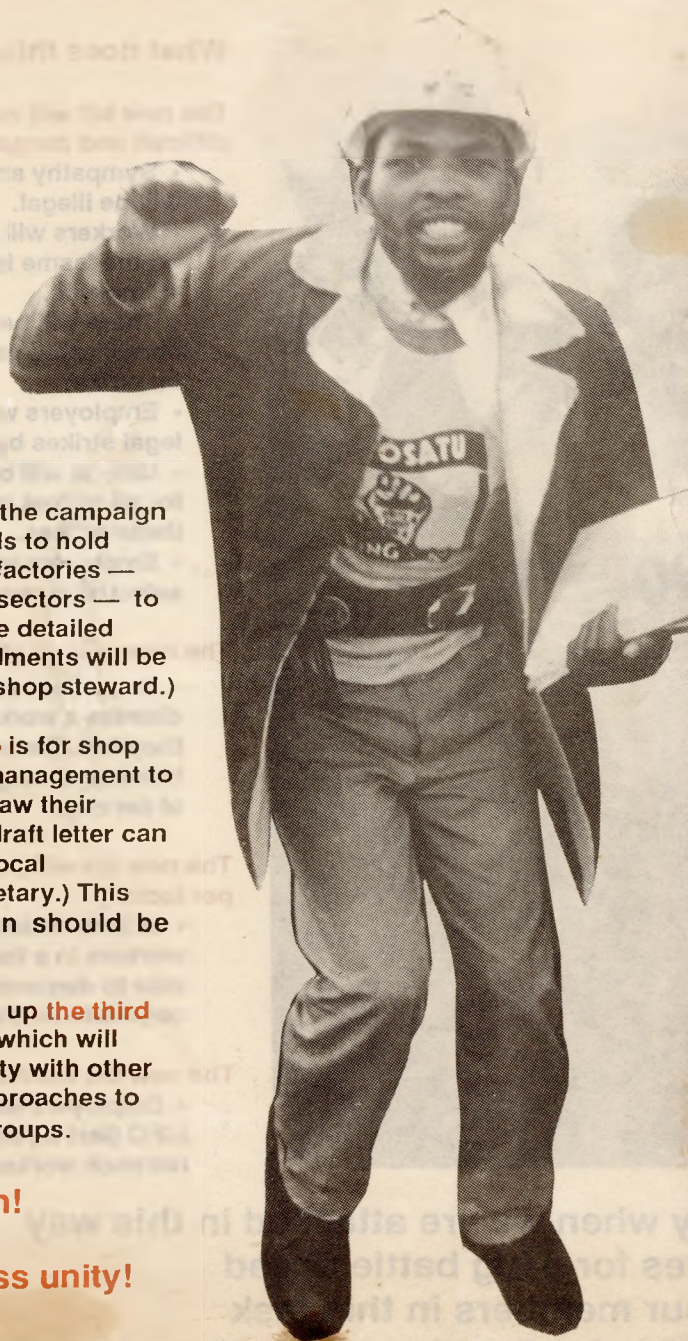
### **Our campaign:**

- **The first stage** of the campaign will be for shop stewards to hold general meetings in all factories — engineering and motor sectors — to discuss the Bill. (A more detailed booklet on these amendments will be available through your shop steward.)

- **The second stage** is for shop stewards to approach management to get employers to withdraw their support for the Bill. (A draft letter can be obtained from your local organiser/regional secretary.) This stage of the campaign should be completed soon.

- We will then build up **the third stage** of our campaign, which will involve establishing unity with other workers and making approaches to other major employer groups.

**Defend your union!  
Resist the Bill!  
Build working class unity!**



## Why do they want to change the bill?

Before 1979/1980, black trade unions were not officially recognised by the State.

Most employers refused to negotiate with these unions, but workers still joined them. But both employers and the state became worried about the growing strength and organisation of the black trade union movement.

So they amended the Labour Relations Act (LRA) to allow black trade unions to register.

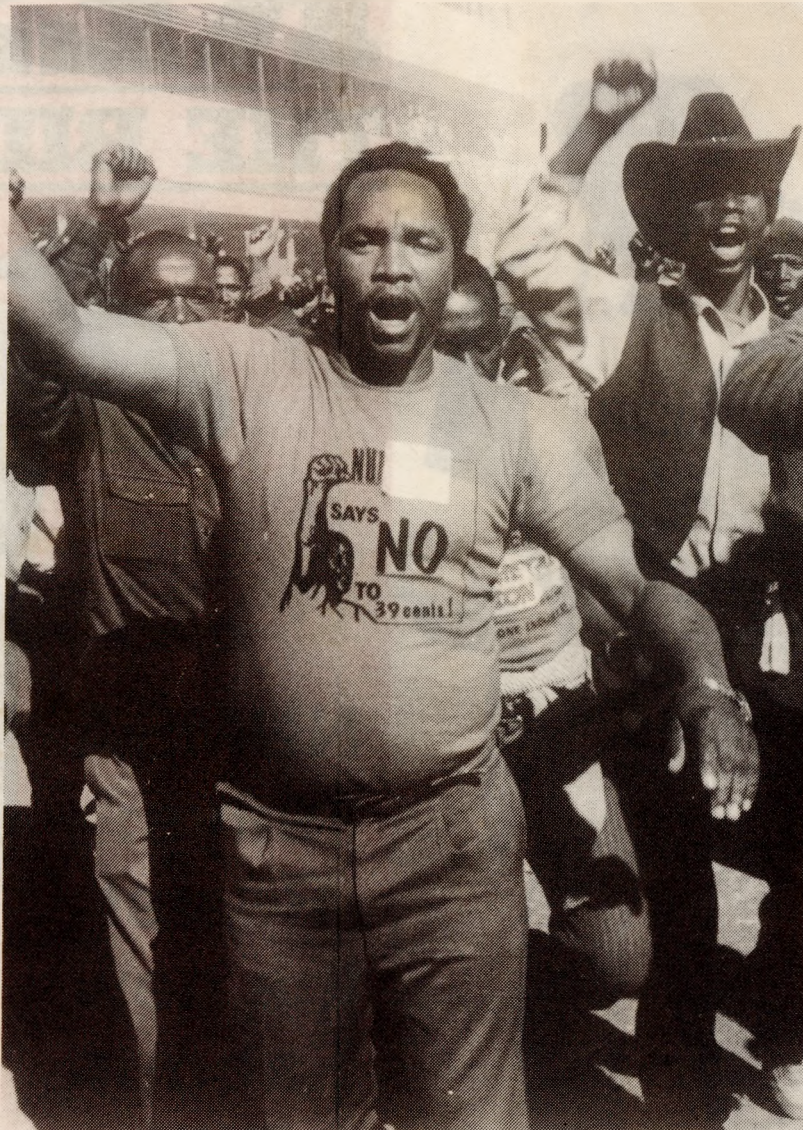
They hoped that these unions would become soft and obedient once they registered.

This never happened. Most of the unions which decided to register used the amendments to the LRA to make themselves stronger and even more militant.

Many important rights were won for black workers — protection against unfair dismissals and retrenchments, major pay increases, maternity benefits etc.

Also, unions were able to use their strength to initiate and support campaigns against apartheid and exploitation.

This was not according to the plan of the employers and the state. They both wanted more production, no strikes, higher profits and political stability. They both agreed that the unions were going too far. So they prepared some amendments to the LRA which would weaken the unions and take away the rights workers had won. These changes (in the form of a 'bill') are going to be placed before the white parliament very soon.



## What does this bill do?

### The new bill will make striking more difficult and dangerous

- Sympathy and solidarity strikes will be illegal.
- Workers will not be able to strike on the 'same issue' in a period of 15 months.
- There will be much more complicated procedures for going on strike.
- Employers will be able to stop legal strikes by going to court.
- Unions will be held responsible for all strikes and can be sued for these strikes.
- Employers will be able to selectively re-employ after a strike.

### The new bill will allow for easy dismissal

- Employers will be able to dismiss a worker for any reason they feel like (without even a hearing) during the first 12 months of service.

### The new bill will permit many unions per factory

- Unions which have a majority of workers in a factory will not be able to demand the right to negotiate for the whole workplace.

### The new bill will throw out LIFO

- Employers will not have to follow LIFO (last in, first out) when they retrench workers.

- NUMSA is not going to just stand by when we are attacked in this way
  - We are preparing ourselves for a big battle ahead
  - We have to mobilise all our members in this task
- We also need to mobilise other workers, other trade unions and other working class organisations to face this attack in a united and disciplined way