

NUMSA BARGAINING PROPOSALS - ENGINEERING INDUSTRY

The NUMSA Central Committee endorsed the National Bargaining Conference's deliberations held on the 15 - 17 March and mandated the union negotiators to make reductions of the apartheid wage gap the main thrust of the negotiation as part of an integrated package. We are proposing an integrated package of changes to all aspects of the industry to be negotiated in the process of negotiations.

Set out below are NUMSA's proposals :

1. WAGES, GRADING, CLOSE THE WAGE GAP

- 1.1 Reduction of grades to five, with 10 % wage differentials between grades to be achieved by June 30, 1996. By June 30, 1996 the lowest paid employee in the industry must earn 60 % of the Artisan's actual rate of pay. There must be two additional grades above the Artisan.
- 1.2 Improvement factor of not less than 5 % for the lowest paid employees (below the artisan).
- 1.3 That wages be increased by an amount equal to 15 % across the board on "actuals".

2. WORKING CONDITIONS, BENEFITS AND WORKER RIGHTS

2.1 WORKING HOURS

- 2.1.1 Working hours to be reduced to 40 hours per week without the loss of earnings.
- 2.1.2 Overtime work should be paid at the following rates :
time and a half times for week days, double time for Saturday work and treble time for Sunday work.
- 2.1.3 Overtime must be restricted to 10 hours overtime per week.

2.2 BENEFITS

- 2.2.1 Maternity - the period of maternity must be counted as service. The qualifying period for maternity leave must be scrapped.

2.2.2 Sick Pay Fund :

Sick pay must pay 100 % of wages. Days not taken each year should be cumulative over the years. Traditional healers must be recognised both by employers and the Sick Pay Fund.

2.3 WORKERS RIGHTS

2.3.1 Members should have the right to 4 hours for general meetings each quarter in the workplace during working hours.

2.3.2 Each shop steward should be granted 20 days paid leave per year to attend union training courses.

2.3.3 All employees below the levels of management should be covered by the NICISEMI Main Agreement.

3. PRODUCTIVITY BARGAINING

3.1 The union agrees to productivity bargaining to create jobs and improve the standards and conditions of work, provided there are national guidelines agreed with employers to guide plant level negotiations regarding productivity restructuring and work teams.

3.2 The "Productivity Framework" drawn up by the NICISEMI committee, when agreed by the parties, must be used as a basis for plant level bargaining.

4. TRAINING

4.1 Negotiations must be concluded on NUMSA's outstanding 1994 claim for 160 hours paid training leave per worker per year. In addition there should be 160 paid hours of training per worker per year for ABE.

5. EMPLOYMENT SECURITY

5.1 An Employment Security Fund should be set up with contributions of 5c per hour per worker by the employer.

5.2 There should be a moratorium on retrenchment.

5.3 Section 33 should be amended as per the attached Annexure A.

5.4 Section 35 of the Main Agreement should be amended to remove the ceiling of 6 weeks' wages on severance pay agreements.

- 5.5 Section 35 of the Main Agreement should be amended to obligate employers to "negotiate" rather than "consult" with the union in the event of retrenchment.

6. AMENDMENTS TO THE MAIN AGREEMENT

- 6.1 The Scope of the Main Agreement and Section 22 must be amended as per Annexure A attached.
- 6.2 Section 36.5.(i) to be amended to ensure that cases of sexual harassment are subject to arbitration without the provisos as set out in the existing clause.

7. RDP

- 7.1 NUMSA proposes RDP structures in plants/industry.
- 7.2 Employers must pay 1% of their wage bill to the RDP.

8. AFFIRMATIVE ACTION

We propose that the Code of Practice to end Unfair Discrimination must be finalised.

Proposed amendments to the Main Agreement in the Engineering Industry

Section 33

The process of technological change is a dynamic one. It radically affects the whole basis of the organisation of production and the pattern of work on the shopfloor. The objective of new technological agreements is to seize this opportunity and to exert trade union influences over the whole process eg. from the decision to invest, to the operation of equipment, so that the questions such as hours of work, manning levels, working conditions, and the design of equipment are matters for negotiation. This objective can best be met by guaranteeing full trade union involvement from the earliest stage, in the process of adapting, to new technology or technological innovation. It is therefore imperative to negotiate a wide range of issues as a result of any technological change. Employers should not change technology unilaterally and only consult on the effects thereof. This requires a high degree of awareness of new developments which affect factories through restructuring and/ or work re-organisation. There are crucial principles on which section 33 of the main agreement must be based, rather than on the existing clause.

Therefore the proposed amendment should read as follows:

Technological changes

Technological change can involve the introduction of a new product, piece of equipment or work re-organisation or a combination of some of each. It significantly impacts on the whole basis of the organisation of production and the pattern of work in the factory or establishment and has implications for workers.

1. Any intended technological change must be communicated to the unions six months in advance of such changes in order for negotiations to ensue.
2. New technological changes should be implemented by full agreement on the whole range of negotiating issues. This entails full negotiations before the decision to purchase is taken.
3. The adoption of new technology with guaranteed security of employment.
4. Disclosure of information
 - guaranteed access to information from the earliest stages before a decision is taken regarding technological and/or restructuring plans.
 - the provision of information should be linked with regular negotiations at plant level.
 - all information which relates to decision making, planning or implementation of technological change and/or work re-organisation shall be made available to the union prior to any negotiations or decisions being taken.
 - the union representatives in the factory shall be provided with paid time off to consult with union officials.
 - any plans around work re-organisation or restructuring shall be negotiated with the trade unions at plant level.