

# NUMSA

Published by the National Union of Metalworkers of South Africa

## The new union subscriptions

THE Inaugural Congress of NUMSA decided that all members must pay a subscription of R1,00 per week. The Central Committee was given the power to decide when members should start paying the new subscription. The Central Committee has decided that all members of NUMSA must pay R1,00 per week union subscription from 1st October 1987.

In some establishments, you may have to sign new stop-orders. NUMSA will demand from management that they automatically change the amount of the subscription.

Some companies may refuse

to do this and may ask you to sign a new stop-order.

Discuss this with your organiser before you sign anything. In addition to the R1 per week for the union subscription, there will be 30c per week for benefit funds.

An explanation of how all this money will be used is given in this pamphlet.

Please make sure that you fully discuss this with all the members in your factory or workshop so that all NUMSA members are clear about the new subscriptions before the 1st of October 1987.

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# What are subscriptions actually used for?

All the expenses of the union are paid from the subscriptions which the members pay to the union.

NUMSA has 55 offices across the whole of South Africa.

NUMSA has to pay rent for these offices; we have to pay for telephones, electricity and water.

The basic function of the union is to organise workers to be united — and to do this, NUMSA employs more than 90 organisers and administrators.

NUMSA has to pay wages to these people.

For the organisers to be able to reach all the factories and workshops around the country, we have to get motor cars.

From time to time NUMSA also has to hire vehicles to bring Executive Committee members and shop stewards to meetings.

One of the most important things that NUMSA will do is to build an education programme.

We will need to run seminars, pay for seminar sites, publish booklets and pamphlets, and pay the wages of our education staff.

NUMSA's constitution requires meetings of all our committees from time to time.

For instance, the Central Committee has to meet at least once in six months and the Regional Congresses have to meet at least once in three months.

For every Central Committee meeting, NUMSA has to pay for the transport of the delegates to Johannesburg and for their accommodation. This is a very big cost.

There is also the cost of lost wages of delegates to the Central Committee.

Our union also has to have an efficient administration, so that we can be sure our membership records are in order, that all letters are properly typed and that we are able to make copies of all the

information that has to be distributed to members and organisers.

It is a very big expense to buy or rent office equipment such as photocopies, typewriters and computers.

We are also under attack from the employers.

Many employers are interdicting the union and we now have many very big cases.

Up to now, many of our legal cases have been paid by donations. It is becoming more difficult to get these donations.

The Inaugural Congress

decided that NUMSA must try to become independent from donors because we never know when funds will be stopped from coming from overseas.

Most of the unions which form NUMSA have not increased their subscriptions for several years.

Inflation has pushed up the costs of all the things we pay for, such as rents, transport, meeting accommodation, pamphlets, photocopying, etc.

The R1,00 a week union subscription is used to pay for all these things.

## **What do the benefit funds pay you at present?**

### **Funeral fund**

<b>Death of member/member's spouse</b>	<b>R750</b>
<b>Death of member's child over 14 years</b>	<b>R500</b>
<b>Death of member's child 6-14 years</b>	<b>R300</b>
<b>Death of member's child stillborn or up to 6 years</b>	<b>R200</b>
<b>Death of member's dependant parents</b>	<b>R100</b>

## Death fund

26 weeks union membership	R400
52-104 weeks	R2 000
105-156 weeks	R2 500
157-208 weeks	R3 000
209-260 weeks	R3 500
More than 260 weeks	R4 000

Our union, NUMSA, aims to force the employers to provide the best possible wages, working conditions and benefits to the workers, but the union itself will also provide certain benefits to our members. If we bought these benefits from an insurance company, for instance, they would be very expensive.

The Central Committee of NUMSA has agreed that we should have two benefits for all members: a death benefit and a funeral benefit.

The death benefit and funeral benefit funds operated by MICWU will be continued. The cost of these benefits will be 30c per member per week. This 30c will be added on to the R1 you will pay for your subscriptions — so every member will be paying R1,30c

to the union every week.

The distress fund which MICWU used to operate will be stopped from the 1st October 1987. There were not enough reserve funds to continue paying this and NUMSA would have gone bankrupt very quickly. MICWU had already lost R150 000 on the distress fund during 1986. In 1987, this loss was more than doubled.

### The job of shop stewards

Shop stewards must make sure our members understand why the subscriptions are being increased. Shop stewards must also make sure our members understand the new benefit funds and how they will work.

**LET US GO FORWARD  
TOGETHER AND BUILD A  
POWERFUL NUMSA!**