FOSATU

MAWU

AND THE

INDUSTRIAL COUNCIL

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This booklet is based on the official statement released by the MAWU NEC and was prepared by MAWU and FOSATU Education.

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4001

This is a booklet to explain why M A W U has decided to join the Industrial Council for the Iron, Steel Engineering and Metallurgical Industry.

WHAT IS THE INDUSTRIAL COUNCIL?

In South Africa at present there are 104 Industrial Councils. However, the one for the Iron, Steel, Engineering and Metallurgical Industries is the largest and most important covering nearly 500 000 workers. But only about 100 000 of these workers belong to trade unions.

At the Industrial Council the employers and trade unions negotiate an agreement that covers all 500 000 workers.

At present on the union side there are 14 trade unions - M A W U will make it 15. But most of these unions are racial unions and what are called craft unions - that is their members only do certain kinds of jobs e.g. boilermakers or electricians etc.

On the employer side nearly all the 8400 factories in the industry are members of the employer association SEIFSA. It is SEIFSA - which is the largest and most powerful employer association in South Africa - that negotiates for employers on the Industrial Council.

A DEMOCRATIC DECISION:

On 20 February 1983 M A W U decided to join the Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.
The M A W U - NEC took the decision after 8 months of discussion among members and M A W U committees. All the branches approved before the NEC took the final decision.

Why did we in M A W U finally decide to join the Industrial Council? This book sets out the reasons so that all workers in all industries can understand our decision.

THE REASONS FOR THE DECISION:

The M A W U - NEC stated the main reasons for joining the Industrial Council. These were:

+ M A W U saw that it would have very much more strength if it could really unite its 40 000 members and the 200 factories in the Union. The Industrial Council will be used to put united worker demands to employers.

+ The employers are solidly united behind SEIFSA. We need to be solidly united to face SEIFSA. This is especially important now because high unemployment and retrenchment makes it harder for us to win issues in one factory at a time.

+ M A W U needs to face employers at all levels:

  - at the factory;
  - through a whole company;
  - in the areas;
  - nationally.

  For now, the Industrial Council is the only place we can face employers nationally and our much greater size makes this easier now than two years ago.

+ Negotiations about wages and many working conditions take place every year at the Industrial Council. We must be present to show workers that only M A W U and unions like M A W U really fight for the oppressed workers.

+ M A W U has put forward many demands to employers. The Industrial Council has taken these demands away and has negotiated them in a wrong way because M A W U was not present. We must try to stop this.

+ M A W U have won the right to negotiate and bargain at many factories even though SEIFSA have been opposed to this. M A W U will continue to fight for this right.

THE HISTORY BEHIND THE DECISION:

For those who have not been part of M A W U's struggle in the 10 years since it started in 1973 it is important to look back at what happened.
Early in our struggle we developed certain principles and policies which have served us well. We also had good reason to stay out of the Industrial Council.
It is also clear that through the struggle fought by our members we have changed things as they stood in our early days to what they are now.

Let us briefly look at these developments.

M A W U'S PRINCIPLES:

+ The union is only strong if the shop floor is strong. The union can only be strong if the members at each factory are well organised.

+ The union is democratic. The members must control the union through the workers they elect - the shop stewards, BEC members and NEC members. The shop steward committees or the shop steward councils are the key to this democratic control.

+ Workers must be fully involved in all negotiations

with management. Shop stewards and officials must get a clear mandate from the workers before they can negotiate. They must also report everything back to the workers before they can agree anything with management.

+ M A W U is non-racial. All workers are free to join. M A W U represents all its members equally.

+ The Union must have the right to bargain at the factory level.

These policies and principles are shared by all unions in FOSATU and together we have fought for them. Since M A W U was formed, the employers and their state have tried to crush M A W U. They have banned officials and victimsed members. They have tried to force M A W U to leave our principles. They have helped parallel unions who they know are no threat to them. We know:

+ The employers don't want unions which have strong shop floor support.

+ The employers don't want workers to be involved in negotiations. They prefer to negotiate away from the factory, so that workers don't know what is happening. If workers don't know what is happening in the negotiations, they can't use their pressure on their employers.

OUR EARLY POSITION:

In the years before 1979 M A W U was a very small Union compared to other unions in the industry. M A W U's power was also very small when compared with that of the employer association SEIFSA. We had only won a few recognition agreements and only a small number of factories were strongly organised.

SEIFSA took a hard line against the recognition of unregistered unions. After registration SEIFSA again took a hard line saying that negotiations on wages and working conditions should only be at the Industrial Council and only once a year. M A W U fought hard against these lines at the factory level.

Clearly because our Union was small there was no need to consider bargaining at a national or industrial level. We saw that at this level we would just be pushed around by SEIFSA. We saw no chance of getting support from other Unions who sat on the Industrial Council. These unions had long forgotten the real interests of workers. We saw that these unions never reported to their members while they were negotiating and that they only reported to members what had already been agreed.

So we could see no advantages to that kind of negotiation. The Industrial Council seemed to have only problems for us.

So M A W U decided to stay outside the Industrial Council and to build up our factory organisation and shop floor strength. Clearly we would have made a very big mistake if we had done anything else. If we had entered the Industrial Council without a shop floor base in our factories we would have followed the dangerous path of those unions that were already on the Industrial Council.

We knew that if we ever went onto the Council we would have had to stand alone and for this M A W U would have to be well prepared.

THE POSITION CHANGES:

Those early years did prepare us well as union organisation began to expand rapidly from 1978/1979 onwards.

For M A W U since 1981, membership has grown very fast. There are now about 40 000 members. They are in nearly 200 factories. So M A W U has had to look for new tactics and strategies to build the union stronger.

In order to dominate the metal industry and build real power, M A W U is aiming to organise at least the 1 000 most important factories in the industry. To do this, M A W U has had to make new ways of organising and uniting our members. Most important is to organise tightly and to concentrate on important factories. We have learnt this from the last two years.

In 1981 and 1982 M A W U had many strikes. At first,MAWU won most of these strikes. But, from about March 1982, things were against workers. The economy went down very fast. Many workers were retrenched and very many workers were unemployed. Orders and overtime were down.The Administration Boards took a much harder line with migrant workers.

These things gave employers a chance to take a much harder line with workers. Employers were fully supported by SEIFSA and the Administration Boards.

Most of the strikes were over the same issues - wages, pensions and retrenchment. But different factories did not unite in their demands. So the employers were able to crush workers in one factory at a time.

With so many factories and with so much potential power M A W U had to find ways to use this power effectively and to stop employers crushing our struggles one by one in each factory.

We decided, therefore, to find a focus for demands which members in all our factories could take up and fight for. It became clear that the Industrial Council was the only place <u>for now</u> where we could do this by bargaining and mobilising in the industry rather than factory by factory.

M A W U's growth began to change the attitude of employers and the Industrial Council. The other unions also now saw M A W U as a major threat to them. Having no ideas themselves they began to watch M A W U and to use M A W U's ideas and demands. But this led to serious problems:

+ M A W U has demanded many new rights for workers from the employers. Very often, the unions in the Industrial Council have just taken over these issues. They have been negotiated in a wrong way, without M A W U. The results were not what workers should have got.
Here are some examples:

- FOSATU's R2 per hour target was taken over;
- M A W U was the only union to try to protect workers through retrenchment procedures. The Industrial Council has taken this over.
- M A W U demands lay-offs instead of retrenchment.
- M A W U fought for recognition, shop steward rights and grievance and dismissal procedures.
- M A W U wanted to bargain with sectors of the industry, so that rich employers could not hide behind less rich employers.

All these issues were taken over and wrongly handled. They were negotiated in the Industrial Council without consultation with workers.

+ Also, there are unions in the Industrial Council which claim to speak for the oppressed workers. But truly they do not do this.

IT WAS CLEAR THAT M A W U'S VOICE HAD TO BE HEARD IN THE INDUSTRIAL COUNCIL. M A W U WILL NOW TAKE THE LEAD ITSELF ON THE INDUSTRIAL COUNCIL. IT WILL SHOW ALL WORKERS THAT IT IS ONLY M A W U AND THOSE FEW UNIONS WHO SHARE OUR POLICIES WHO WILL SPEAK FOR THE MASS OF OPPRESSED WORKERS.

M A W U IN THE INDUSTRIAL COUNCIL:

OUR CONDITIONS:

In our letter to the Industrial Council we stated our principles and conditions for entering the Council.

+ Shop Floor Bargaining is the most important.
We will continue to fight for this right. Industry-wide bargaining at the Industrial Council can only set minimum wages and working conditions, but workers must be free to negotiate all these issues also at their factories, on top of the minimum conditions.

+ M A W U representatives will get manadates from the workers. They will refuse to sign anything which the wo rkers don't want.

+ M A W U will keep the right to leave the Industrial Council if we see we can't use it in the interest of workers.

+ M A W U will represent all its members of all races.

THE TRAPS MAWU WILL WATCH FOR:

M A W U will never rely only on the Industrial Council to win things for us. Other unions rely on it because they have

no strength at the shop floor. If M A W U becomes like them, we will also fail.

THE WAY WE WILL NEGOTIATE:

+ Our members will be fully involved in all negotiations at the Industrial Council. Elected members will attend the meetings.

+ Members will fully discuss the demands before all the Industrial Council negotiations.

+ Members will get full report-backs through the Shop Steward Councils all the time during negotiations.

+ Members will put pressure on their own employers, during negotiations so that they should tell SEIFSA to agree.

THE STRUGGLE THAT LIES AHEAD:

M A W U is taking the struggle forward. We are struggling to unite all our members and all our factories through industry-wide bargaining.

We must never relax. We must continue to

+ Build our structures to face employers at all levels:

- at the factory;
- in the company;
- in the local;
- in the sectors;
- nationally, in the Industrial Council.

+ To face SEIFSA nationally, we are building a strong national union, which will unite all the branches much more tightly than before.

+ The shop steward councils are being built. They must unite workers in each local. They must organize new factories and consolidate organised factories. They must take the load off the organisers.

+ In 1983 M A W U will concentrate on tightly organising certain sectors - iron and steel, the foundries, electrical industry and certain big companies.

The workers struggle is always very difficult. We are fighting an enemy that never sleeps. M A W U can feel proud - when it became clear that in new conditions we had to change our line we did this democratcally and in full consultation with members. We have shown ourselves to be a truly workers union controlled by workers.

MAWU

METAL AND ALLIED WORKERS UNION OF SOUTH AFRICA

NO. 1 MARCH 1983

MAWU MOVES FORWARD

New Era of Mass Worker Mobilisation

A NEW era of mass mobilisation of workers has been ushered in by the Metal and Allied Workers Union's recent decision to join the giant metal industries' Industrial Council.

MAWU's massive growth during the wave of strikes in 1981 and 1982 – when Transvaal membership shot up to 30000 – has led the union to make this key change in tactics.

In a statement released shortly after MAWU's National Executive Committee made the final decision, the union said it had become clear in an assessment of these strikes that MAWU needed a focus around which the union could unite demands.

Although the strikes assumed industry-wide proportions, the united opposition of employers in the form of SEIFSA backed by the various Administration Boards prevented workers uniting in their demands.

In setting out its strategy for effective mobilisation of its new members, MAWU said it would use the council as a means to negotiate around united worker demands and to secure recognition rights at the hundreds of organised factories.

The union said it would use its experience at grass roots organisation to mobilise at different levels:

- plant – the basis of the union's strength.
- company – MAWU is building company shop steward councils.
- local – the local shop steward councils are uniting workers in each local.
- sectors – shop steward councils are being built for different sectors of the metal industry; for example iron and steel making, the foundries, motor building etc.
- national – MAWU aims to become an effective national union by dominating a large fraction of the 1000 major factories in the industry.

On top of this, the union said it had raised many important demands, in order to win new rights for workers, which had been taken over and misused by the Industrial Council.

Also, there are unions on the Industrial Council which claim to speak for the most oppressed workers when they truly do not. MAWU and other unions with the same policies must clearly take the lead.

MAWU said it was fully aware of the traps which had destroyed any shop floor organisation of unions presently sitting on the council but, the union said, its organising strategy and its history would enable it to overcome these.

'We must never rely only on the council to solve workers' problems. We must continue to build shop floor organisation and strong shop stewards in all factories. If we leave this strategy we will have no power at all,' the union said.

MAWU added that it would always negotiate where its members interest were best served and it would have no hesitation in leaving the council if necessary.

'The present unions don't involve their members in council negotiations but merely inform them when everything is finished,' MAWU said.

'As long as our members have a clear sense of direction and we keep our organisation strong, we can continue to be a democratic union fighting for workers' rights. We must take the struggle forwards always,' MAWU concluded.

To build the first mass based union in the metal industry.
To give black workers their first real voice on the council.
To prevent the hijacking and misuse of MAWU initiated demands for worker rights.
To confront employers on all levels – factory, company, regionally and nationally.
To establish domination in key sectors of the metal industry.
To fulfill the mandate given by MAWU's grass roots membership.

BUT...

MAWU is not prepared to sacrifice the clear principles on which the union was founded in 1973.
SHOP FLOOR BASED – the strength of the union lies in factory floor organisation.
WORKER CONTROL – control by union members through elected representatives.
WORKER MANDATES – no negotiations at any level without a worker mandate.
NON-RACIAL – all workers regardless of race are free to join the union.

NOW...

MAWU will demand decent minimum wages, job security and the reduction of working hours.
MAWU will fight for the right of workers to negotiate at their own factory.
MAWU will mobilise around united worker demands.
MAWU will refer all agreements to its grass roots membership.

MAWU

METAL AND ALLIED WORKERS UNION OF SOUTH AFRICA

NO. 1 MARCH 1983

FOLLOWING on MAWU's decision to join the Industrial Council for the Iron and Steel Industry the Union's Executive Committee has put forward the following proposals for consideration by the Union's members in each Branch:-

1. A MINIMUM STARTING WAGE OF R 90.00 A WEEK

2. AN R 18.00 PER WEEK ACROSS THE BOARD INCREASE FOR ALL WORKERS

3. A 40 HOUR WORKING WEEK

4. ONE MONTH'S NOTICE ON TERMINATION OF SERVICE.

5. A MAXIMUM OF 5 HOURS OVERTIME A WEEK.

6. OVERTIME TO BE PAID AT TWICE THE NORMAL RATE ON MONDAY TO SATURDAY AND THREE TIMES THE NORMAL RATE ON SUNDAYS.

7. EXEMPTIONS FROM ANY PROVISION OF THE AGREEMENT SHOULD ONLY BE WITH THE CONSENT OF THE WORKERS IN THE COMPANY WHICH IS APPLYING FOR AN EXEMPTION.

8. STOP ORDERS AND ACCESS SHOULD BE COMPULSORILY GIVEN TO ANY UNION WHICH HAS 50per cent MEMBERSHIP OR 500 MEMBERS IN ANY PARTICULAR FACTORY.

9. A PROPER 'LAY OFF' PROCEDURE WHICH SHOULD BE AN ALTERNATIVE TO RETRENCHMENT IN THE INDUSTRY.

These are the demands of the NEC. If we are to go anywhere with these it will depend on the unity of the workers and the strength of the organisation.

SEIFSA BLOCKS WAGE TALKS

SEIFSA has written a letter to all the Unions which are party to the Iron and Steel Industrial Council saying that it does not want to negotiate wages to become effective in July 1983.

Instead it is proposing that wage negotiations should only be held later in the year and that workers should wait until January 1984 or even July 1984 before they get any wage increases.

SEIFSA says that its reason for this, is that there is a recession in the economy and its member companies are not in a position to pay workers higher wages.

'This is utter nonsense we heard this tune before from employers. They say that there is no money available to give workers better wages and yet the Companies still make huge profits at the end of the year' say workers.

MAWU's National Executive Committee has already rejected this proposal of SEIFSA and has said that it will demand increases and decent wages for all its members.

HOW OFTEN DOES THE IC MEET?

There are three main committees in the Industrial Council:-

1. National Industrial Council This meets once a year to negotiate wages and working conditions. It usually meets in April to begin negotiations.

2. National Executive Committee – this committee is composed of 1 representative from each of the Unions and an equal number of employer representatives. It handles most of the matters of the Industrial Council except wage negotiations.

3. Regional Industrial Councils there is one in each region. These Regional Councils meet monthly to discuss exemptions, disputes and Regional matters.

MAWU TO PUSH FOR WORKER CONTROL OF PENSION FUND

THE Pension Fund agreement between representatives of SEIFSA and the Unions at the Industrial Council is due to expire in July this year.

This means that these two parties will be reviewing this agreement with a view to making the Pension Fund rules valid for another fixed period of time.

However the main thing that will be different this time is that MAWU will be involved in the negotiations on the Fund.

At last black workers will therefore have an opportunity to make their voices really heard on the board of management of this Fund. For the first time there will be representatives will TELL THE TRUTH about what black workers want.

Last year MAWU proposed many changes to the Fund but it only succeeded in getting the retirement age reduced slightly and got the right for workers to get their contributions back 6 months after they left the metal industry.

But there are still so many changes that our members want. The most important are:-

* that workers who are members of the Fund should be able to CONTROL THIS FUND. The employers and unions which do not have members in the Fund should NOT be able to run this Fund. Workers would then be able to make the changes THEY want.
* that workers should be refunded their contributions plus interest if they leave or are dismissed from a factory WITHIN A FEW WEEKS at the most. If they are retrenched they should be refunded the employer's contribution as well'. David Sebabi, the General Secretary said.

'Our members should begin now to formulate clear demands for us to put to the Board of Management of the Pension Fund. We will be meeting with them on Tuesday 12th April.

'RACIST' UNIONS SET TO OPPOSE MAWU

THERE are 13 other unions on the Industrial Council. Most of these Unions are represented by the CMBU – Confederation of Metal and Building Unions. When he heard about MAWU's decision to join the Council, the Director of the CMBU, Ben Nicholson, made a statement.

He said that if MAWU demanded changes to the Council, they would not support MAWU. Some of the unions in the CMBU have good reason to dislike MAWU. Last year the International Metalworkers Federation kicked out the SA Electrical Workers Association and the Amalgamated Engineering Union, after MAWU and NAAWU laid a complaint that these unions were 'practising racial discrimination'. MAWU has also often criticised these unions for not properly representing the interests of the majority of workers in the metal industry.

'We are not worried about the CMBU spokesman he knows where the real power lies and so do we' commented Jeffrey Vilane, President of MAWU.

MAWU'S FACTORY AGREEMENTS

Some factories have house agreements which cover only that one factory or company.

Some examples where MAWU has many members are:- Ferralloys, Highveld Steel, USCO and Alusaf.

Some other factories are covered by a group agreement: The Iron and Steel Producers Association agreement. This covers Dunswart Iron and Steel, Scaw Metals and Geo-Stott.

A House Agreement is usually negotiated between the Management and the unions which have members in that factory.

Up to now MAWU took part only at Ferralloys. At Ferralloys MAWU has majority membership and a full recognition agreement.

MAWU

METAL AND ALLIED WORKERS UNION OF SOUTH AFRICA

MAY 1983

MAWU COMES BACK

DELEGATES of MAWU attended a meeting of the Metal Industry Industrial Council for the first time on April 26 to negotiate the annual industry-wide wage increases.

At the meeting, MAWU established some important precedents:

* The whole National Executive Committee of MAWU attended, all of whom are workers in the industry. The Branch Secretaries and the General Secretary also attended.
* The union did not nominate a spokesman. Instead, all members of the MAWU Delegation participated.

Although MAWU is not yet a member of the Industrial Council, the delegation was accorded full speaking rights.

WORKERS 'HARDEST HIT'

MAWU's opening speech emphasised that metal industry employers had made record profits over the last five years, but as soon as the recession had hit, workers were the ones who had to pay for it, through retrenchment and increased productivity. Now SEIFSA wanted to freeze wages but MAWU completely rejected this.

In replying to the unions, SEIFSA reiterated their position that they did not want to negotiate at all.

A speaker from MAWU then put 3 questions to SEIFSA:

* It seemed that employers do not care about the retrenched workers and the dependants of metal industry workers who are literally starving because of the drought and unemployment. What was SEIFSA's attitude?
* Where was the money from the record profits of the last 5 years?
* If SEIFSA said employers had no money to pay increases, were they prepared to produce the books of account of their members to prove this?

EMPLOYERS 'PLAYING GAMES'

MAWU speakers also accused SEIFSA of 'playing games'. They said employers had tried for years to get MAWU to attend, and now that MAWU was present SEIFSA was refusing to negotiate.

After a long and very difficult meeting, SEIFSA representatives agreed to recommend to SEIFSA companies to change their position. They agreed to put forward a counter proposal in writing by May 18 and to meet for negotiation on May 24.

MAWU will be holding general meetings for all metal workers on May 22 and we ask you all to attend to discuss SEIFSA's counter proposal.

IN the last five years, most companies have made record profits every year. In real terms profits of almost all the major companies for which we could find results have increased more than 30 per cent - 50 per cent. In real terms, asset values have rocketed.

But as soon as the recession hit, the employers forget the good years. They tell us they have no money. But they are still making big profits. And where is the money from the last 5 years?

As soon as the recession hit, SEIFSA companies cut costs. They have retrenched on average 18 per cent of the metal workers on the East Rand and probably nation wide too. The companies say they were 'over-manned' and they won't go back to that situation.

Productivity in most companies has increased in the last 5 years. This is not only through new investments. But in most companies, the number of employees has not increased so the high profits did not make new jobs.

So workers have not proportionally shared in the gains.

Now that companies have suffered half of one bad year, they want workers to carry all the loss — through retrenchment, increased productivity and no increase. We can never accept this.

The recent study by Charles Meth shows clearly that production and productivity have increased over the last 10 years. Our study has shown that for most companies for which we have results, the total value of remuneration is approximately the same as the value given to those who provide capital.

This is highly unjust. For hourly paid workers it is even worse. In most companies, remuneration of hourly paid workers is only about 10 per cent - 14 per cent of total costs. Remuneration of salaried staff is about the same.

We want a fair return for producing the record results. We want a share and we want job security. After the last recession, retrenched workers were not rehired. Heavy overtime was worked but not again.

That is why we have put forward our proposals. We believe that SEIFSA expects an option, because so many of their member companies are maintaining capital expenditure.

ANDREW ZULU, VICE-PRESIDENT OF MAWU.

PRICES INCREASE BUT NOT WAGES

AS many employers and also SEIFSA are pushing workers to accept that there should be no wage increases this year, so at the same time the cost of living is increasing very fast.

In fact over the past year the cost of living has increased by 15 percent. That means that on average, things that you could buy in 1982 for R1 will now cost R1,15.

But some items have increased by even more than 15 percent. Many of these items are very essential to workers. These are some examples of the price increases from February 1982 to February 1983:

Vegetables — 36 percent.
Bread — 21 percent.
Petrol and Electricity — 18 percent.
Medical care — 24 percent.
Transport — 28 percent.
Education — 23 percent.

Clearly workers' wages will have to go up to cover these increased costs and with the drought there is even more need for an increase because workers in the towns will have to provide for people on the farms who have not even been able to plant this year.

MAWU

METAL AND ALLIED WORKERS UNION OF SOUTH AFRICA

No. 2. MAY 1983

Workers should control Metal Pension Fund

ON Tuesday April 12, MAWU representatives went to the Industrial Council to talk about the Metal Industries Group Pension Fund.

SEIFSA (management) were wanting to renew their agreement with the CMBU (old registered unions) to allow them to deduct 6 per cent from workers' wages for this pension fund.

SEIFSA said it would be good if this fund carried on because it helped workers and the management could feel that they were fulfilling their responsibility towards their employees.

CMBU said they agreed with this and were very happy to sign the agreement so that this fund could carry on.

SAAWU said they wanted to have their lawyers to talk for them. When this was refused they left the meeting because they said they did not have a mandate to speak for their members.

Steel and Engineering, Eastern Province Border and General and African Workers Association all suggested some changes to the pension fund especially that workers should get back their contributions and employers contributions if they were retrenched.

Then MAWU and CWIU and General Workers Union spoke.

They said that they would not support the agreement to renew the fund until the whole controlling board of the pension fund had been changed. They made the following demands:

* Unions with the most members in the fund should have the most seats on the controlling board.
* Employers should have less than half the seats on the controlling board.

They said that they wanted a meeting with the controlling board to discuss these things.

SEIFSA said that they would never accept less than half the seats because they paid half the money into the fund.

MAWU said that this was nonsense. It was workers' money in the pension fund and workers should be able to control that money and decide what to do with it.

CMBU said that they would also never accept that SEIFSA should have less than half the seats because they needed the help and experience of SEIFSA. They said workers would be very unhappy if this fund was not continued.

MAWU said this was also nonsense and said that many workers wanted their money back from this pension fund.

Eventually it was agreed that another meeting would be held on May 27 between MAWU, CWIU, GWU to discuss this matter with the controlling board of the fund.

HERE is some information about the Metal Industries Group Pension Fund:

At the end of December 1982 there was 586 million Rand in the fund.

The income in 1982 was 188 million Rand. The expenses were 22 million Rand. This leaves a balance of 166 million Rand credit just for 1982.

The expenses paid to SEIFSA for running the fund were 2 million Rand.

The total membership of the fund was 291 000 at the end of 1982.

HOW DO WE NEGOTIATE

* Our whole NEC attends the Industrial Council meetings. So members from each branch are present.
* Everyone in our delegation can speak – we don't just have one spokesman like the other unions.
* Before any negotiations, our delegation must get a mandate from the workers. That is why MAWU forced SEIFSA to give their new proposal one week before the next Industrial Council meeting on May 24. The other unions said they did not mind if they got the proposal the night before the meeting.
* There must be full report backs. MAWU will report back after every meeting to the shop steward councils and to General Meetings.

So remember to attend the AGMs and all general meetings.

MAWU
METAL & ALLIED WORKERS UNION OF SOUTH AFRICA

HOW MUCH MONEY DO COMPANIES MAKE

FOR the last 5 years, metal companies have made more profit every year. Here are some examples:

Dorbyl Group in 1978 made only R13,5 million whereas in 1982 it made R39,5 million.

The Metcor Group in 1981 made R111 million – by 1982 this had increased to R131 million.

Stewarts and Lloyds in 1978 made a profit of R7,2 million. This had increased to R18,2 million by 1982.

For some companies like Dunswart Steel and Usco profits did not go up every year. But even companies like this still make money for their shareholders and they spend a lot of money (capital) to modernise.

REPORT BACK MEETINGS

TRANSVAAL

Germiston
Sunday 22 May at 9 a.m.
D.H. Williams Hall
Katlehong

Benoni/Boksburg
Sunday 22 May at 9 a.m.
Roman Catholic Church Hall,
Actonville

Isando/Elandsfontein
Sunday 22 May at 9 a.m.
Tsepho Hall
Tembisa

Johannesburg
Sunday 22 May at 9 a.m.
venue to be announced

NATAL

Durban
Saturday 21 May,
at 10 a.m. Bolton Hall
(Buses will leave Pmb at 8 a.m. from the city hall
Buses will leave Pinetown at 9 a.m. from the union offices)

NORTHERN NATAL

Esikhawini
Saturday 21 May at 10 a.m.
Roman Catholic Church Hall.

EASTERN PROVINCE

Thursday 19 May
at 5.30 p.m.
Dorothea Jansen Hall
Port Elizabeth

May 1983