



# NUMSA Report

## Motor Industry Negotiations

Today the bosses can see that workers are standing up for their rights. Their organisations are growing. 230 000 metal workers are united in NUMSA and more than 1 million workers are united in COSATU.

The united power of workers have forced the bosses to accept changes to the vicious LRA. The united voice of the oppressed and exploited people have forced the bosses government to unban our organisations.

And so the workers voice demanding control over their own lives is growing stronger day by day. The bosses can see that the workers have a plan. That workers are marching along a road which will lead them to victory and freedom.

### The Bosses Plan

But the bosses too come with their own plan. And the bosses plan is aimed at protecting and increasing profits and priviledges.

The bosses plan is trying to force the workers to walk along the road of deregulation and increased profits for the bosses.

This plan is seeking to divide workers and so to break their strength.

The bosses plan aims to undermine centralised bargaining. They are scared to face the united power of motor workers. So they try to shift bargaining to plant and company level.

### Deregulation means threats to workers

This plan allows big bosses to shift production as

they wish. When their profits are starting to get smaller, they move production to areas where they can pay lower wages, by sub-contracting out part of production.

In this way the bosses threaten workers and their union. They say, we will decide what rights you can have. If you demand too much, we will close and start our factory somewhere else.

### Deregulation means wage cuts

The bosses plan seeks to give better wages to workers in the big towns and cities. And to leave workers in the rural areas to grow poorer.

The bosses are demanding that the Industrial Council Agreement on wages only apply to the urban areas. They say that the small town bosses driving big cars must be protected. They cannot afford to pay high wages.



They refuse to listen to the workers voice which say that when we go to buy bread, the shopkeeper doesn't ask us: "Do you live in the city or in the countryside?" When it comes to paying for what we and our families need to live, the price remains the same.

### Deregulation means three workers for the price of one

The bosses plan aims to make workers work harder for the same money. It says that a worker who gets paid to make the tea, must also do other work, if the boss asks her.

In the small towns and dorpies, the bosses plan says that you can get three workers for the price of one. And so petrol pump attendants can be told: "Hey Boy, fill up, check the oil and water, pump the tyres. Fix the flat tyre in the boot and when you have finished weed the front lawn."

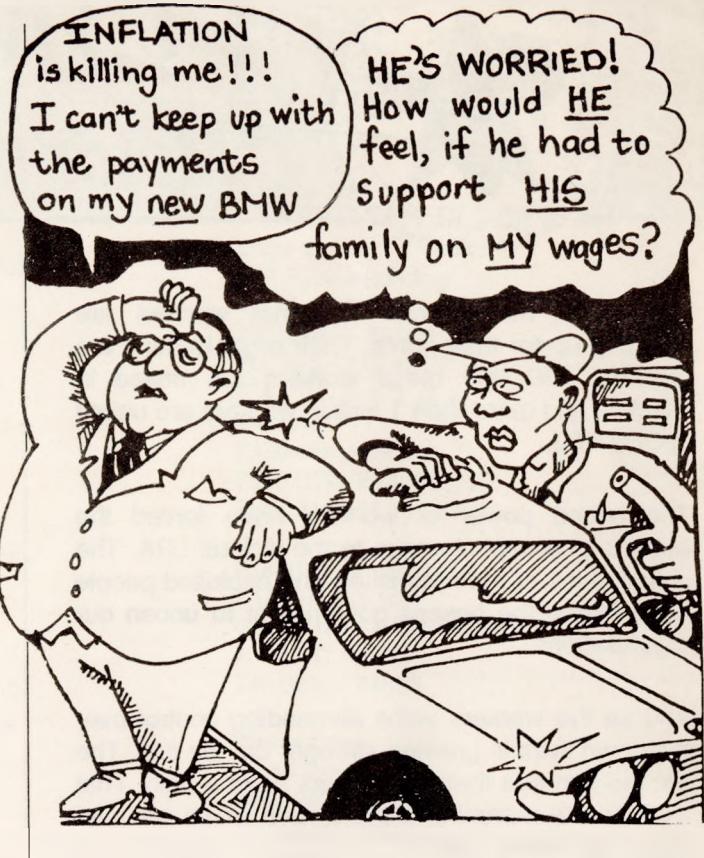
**Metalworkers Unite and Fight Back!**

## No to Centralised Bargaining

As workers we know that the unity of the oppressed and exploited in our trade unions and political organisations, brings us strength and has won us victories.

It is this power which the bosses fear. And which they want to undermine when they say: We will negotiate some things at industry level. But we cannot prescribe to individual companies what rights they should give workers. Trade union rights should be negotiated at company level.

We say to the bosses: Try as you may. We will defend the slogan of the toiling masses: "An Injury to One is an Injury to All." You face us in one company, you face us in all companies. We are one family and will not be divided.



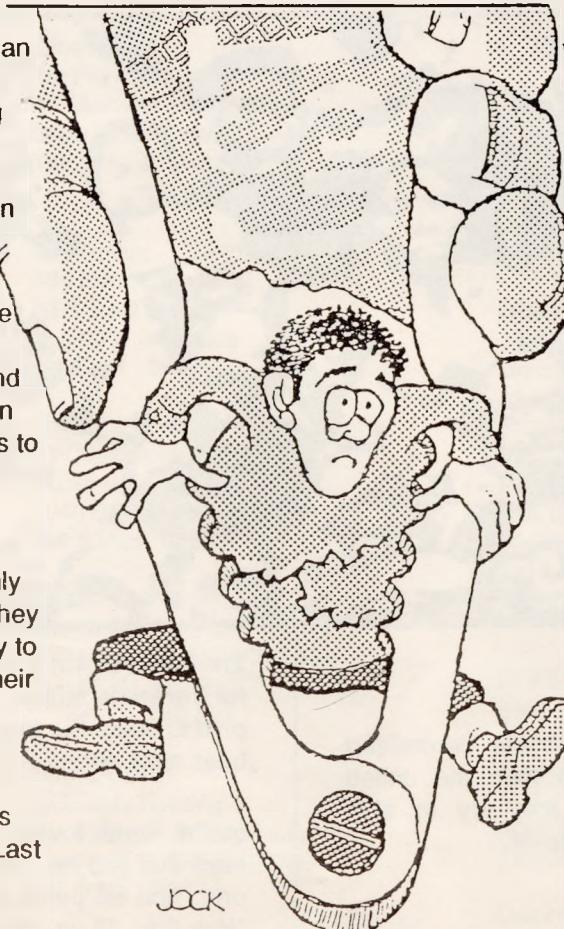
## What Can Workers Wages Buy Today?

Food prices are rising faster than prices for other goods. Big companies in the food retailing industry have worked out that food prices have risen by as much as 343% over the last ten years.

As workers our families feel the pain of rises in food prices, because we are forced to spend more of our shrinking wages on food. Low wages force workers to spend 35% of their wages on food.

Whereas the bosses spend only 16% of their wages on food. They can use the rest of their money to buy expensive education for their children, big cars, and luxury houses.

What has happened to workers wages in the motor industry? Last year petrol attendants in the motor industry received a 5% increase. But prices have gone up by almost 15%. This means that



workers are growing poorer.

Out of every rand a petrol attendant earned last year, 10 cents was already eaten up by the rise in prices, before the worker has even reached the shop.

Let's look at it another way: in order to earn enough to buy one loaf of white bread @ R1.05, petrol attendants in the rural areas have to work 39 minutes. In one hour they have not yet earned enough to buy one bottle of cooking oil @ R2.16 or a dozen eggs @ R2.28.

As workers we want to know: What are the bosses offering us in this year? Are they going to continue sentencing our families to starvation in order to protect their privileges?

If that is their attitude, they must know that we shall defend ourselves and our families from this attack. We will not sacrifice our children for their pleasure. We will fight back!

## ISSUE NEGOTIATED

## UNION DEMANDS

## BOSSES OFFER

<b>1. hours of work</b>	40 hours per week without loss of pay	<ul style="list-style-type: none"> <li>not possible to reduce hours in service industry, like petrol filling stations, workshops and parts sales; but, the bosses will again look at our proposal</li> </ul>
<b>2. overtime</b>	<ul style="list-style-type: none"> <li>not more than 5 hours per week on a voluntary basis</li> <li>meal allowance of R20 when overtime is worked</li> </ul>	<ul style="list-style-type: none"> <li>rejected; remain at 10 hours voluntary overtime per week;</li> <li>the bosses offer to increase overtime meal allowance from R1.50 to R5.00</li> </ul>
<b>3. payment for overtime</b>	<ul style="list-style-type: none"> <li>double time on weekdays</li> <li>treble time on weekends</li> </ul>	<ul style="list-style-type: none"> <li>rejected</li> </ul>
<b>4. public holidays</b>	<ul style="list-style-type: none"> <li>1 March and 16 June to be added</li> </ul>	<ul style="list-style-type: none"> <li>rejected; this will create competition for the service industry, because other businesses will be open</li> </ul>
<b>5. detentions and political imprisonment</b>	<ul style="list-style-type: none"> <li>continued payment of wages and continuation of employment relationship during detention or political imprisonment under security and emergency legislation</li> </ul>	<ul style="list-style-type: none"> <li>rejected</li> </ul>
<b>6. annual bonus</b>	<ul style="list-style-type: none"> <li>equivalent to one's months salary</li> </ul>	<ul style="list-style-type: none"> <li>rejected</li> </ul>
<b>7. wages</b>	<ul style="list-style-type: none"> <li>minimum rate of R4.50 per hour</li> <li>across the board increase of R2.00 per hour</li> <li>no differential rates between areas A, B &amp; C</li> <li>only one general worker category</li> </ul>	<ul style="list-style-type: none"> <li>cannot make offer now; it depends on the final consolidation of job grades</li> <li>optimistic that they will offer an increase</li> <li>bosses in small towns (areas B &amp; C) should decide by themselves what wages to pay</li> </ul>
<b>8. trade union rights</b>	<ul style="list-style-type: none"> <li>recognition of shop stewards at all establishments where the union is organised</li> <li>15 days paid leave per annum for shop stewards training</li> <li>deductions of union subscriptions at non-party shops to be compulsory</li> <li>agreement by employers not to apply the amendments to the LRA currently being discussed by SACCOLA &amp; COSATU/NACTU</li> </ul>	<ul style="list-style-type: none"> <li>rejected; union to negotiate with individual companies for recognition of shop stewards and paid leave of shop stewards</li> <li>if closed shop is removed, they could consider that contributions be deducted by all employers in the industry</li> <li>support the current SACCOLA position; wait for negotiations between SACCOLA &amp; COSATU/NACTU to be completed</li> </ul>
<b>9. shortages</b>	<ul style="list-style-type: none"> <li>no deductions of shortages from wages of petrol pump attendants</li> </ul>	<ul style="list-style-type: none"> <li>deductions such as for shortages are illegal and should be reported through the union</li> </ul>

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0700 PIETERSBURG  
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18A Co-operative Building  
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