

TU 30.7.23

SALHA 14 bog NUMSA

# METALWORKERS PREPARE TO FIGHT FOR A LIVING WAGE

The NUMSA 1990 Living Wage Campaign is starting to move. After a slow start NUMSA members are gearing up for the big fight.

We are going through big changes in South Africa. We want to tell the bosses and De Klerk: the workers will never end the struggle for a Living Wage, jobs for all, houses for all, proper health care for all. De Klerk must meet our demands. We want to end the system that gives the bosses freedom to exploit workers.

Our battle cry this year is:

- Our Industry
- Our Country
- Forward to Workers' Control

In February this year NUMSA's National Bargaining Conference set out the workers' demand.

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## WE DEMAND A LIVING WAGE

Prices are rising everyday. We have problems in feeding our children.

Bosses are making very big profits. Yet we earn peanuts.

## WE DEMAND JOB SECURITY AND MORE JOBS FOR THE UNEMPLOYED

Bosses keep factories open only if they make super-profits. They retrench workers with no concern for the starvation that results.

## WE DEMAND MORE AND EQUAL SKILLS TRAINING

For long bosses have discriminated against black workers. With the government they have made it difficult for black workers to receive skills in their jobs. We say that they should use the profits to train all workers equally. We need training and skills to run the future South African economy.

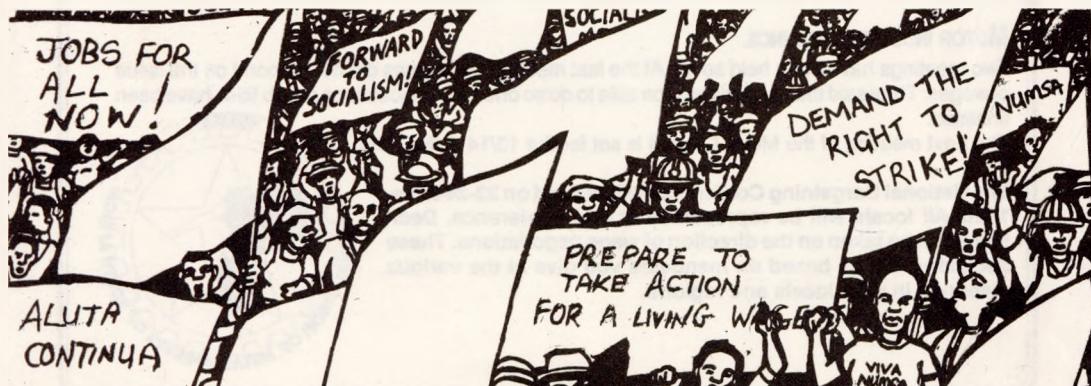
## WE DEMAND 6 MONTHS PAID MATERNITY LEAVE & CHILD CARE LEAVE

Bosses treat women workers as cheap labour. Women workers have little job security. We want more job security for women workers.

## WE DEMAND THE RIGHT TO STRIKE ACTION WITHOUT DISMISSAL

Bosses have great power. They have lots of money to fight workers. Workers and their unions are powerless if they do not have the right to strike without the threat of dismissal.

# SHOW YOUR POWER ATTEND THE MASS RALLY



# WAGE NEGOTIATIONS REPORT

## THE LATEST (MAY, 1990)

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### IRON, STEEL & ENGINEERING INDUSTRY

Four meetings were held in the industrial council with the bosses organisation SEIFSA. Negotiations are still carrying on. The next meeting is set for the 7 JUNE 1990.

The following is a brief account of the negotiations:

- \* SMALL BUSINESS — SEIFSA wants to exclude small business from the agreement. This means that small business cannot be forced to pay industrial council rates. They can pay lower wages.
- \* SICK LEAVE — SEIFSA proposed that workers who are absent due to illness for more than one day should provide a medical certificate.
- \* OVERTIME — SEIFSA is agreeing to increase the overtime rate on condition we agree to remove the 15 hour per week restriction on overtime. NUMSA is proposing that the overtime limit should be rather further restricted to 5 hours per week. We believe that this will create more jobs.
- \* TRAINING — The bosses seem reluctant to withhold support from racist training institutions, they are also refusing our demand that there be nationwide guidelines to outlaw racial discrimination when companies recruit select and test workers for job training.
- \* WAGES — The bosses last offer in total was around 14% for all grades. This means that the new minimum for the bottom rate 'H' will be R4.07 (from R3.56) and the new minimum for top rate 'A' will be R9.27. NUMSA has rejected this proposal.

The bosses are also proposing that workers who are earning at present above the proposed minimum e.g. R4. 07 will not be guaranteed and increase. SEIFSA will only drop this if NUMSA gives up its right to bargaining at plant level.

### AUTOMOBILE INDUSTRY NEGOTIATIONS

These negotiations started on the 3 of May 1990. This meeting set out the procedures for negotiations, disputes, costs and representatives. The dates for negotiations were confirmed: 22 MAY; 7/8 JUNE; 19/20 JUNE; 27 JUNE; 4 JULY.

The Bosses put forward a proposal on the grading structure. They did not respond fully to NUMSA's demands. This will be addressed in the meeting on the 22 MAY, 1990.

### TYRE & RUBBER COUNCIL

The last meeting of the this council set for the 18/19 APRIL was postponed because the bosses were not ready to respond to NUMSA demands. No new date has been set.

### MOTOR INDUSTRIAL COUNCIL

Two meetings have been held so far. At the last meeting the bosses did not respond on the issue of wages. They said that they will only be able to do so once the negotiations on job titles have been finalised.

The next meeting of the Motor Council is set for the 13/14 JUNE 1990.

**The National Bargaining Conference will be held on 23-24 June, 1990. All locals will be represented at this conference. Decisions will be taken on the direction of wage negotiations. These decisions will be based on mandates you give at the various meetings in your locals and regions.**

