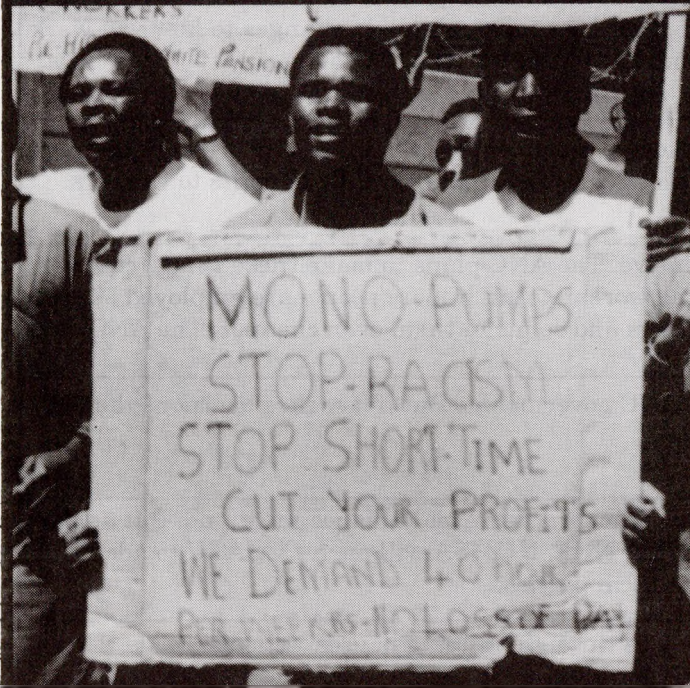


Comrades, for years we fought the apartheid government and its allies - our bosses. Our struggles brought us victories: • recognition of trade unions • no more apartheid laws • the first democratic elections ever in this country.

Don't forget the past!

Apartheid might be dead, but its creators and what it left us are still alive:



NO JOBS

"I was one of 35 000 metalworkers who lost their jobs in 1992." "I worked hard to put my child through matric. He has been looking for a job for 3 years now."

VIOLENCE

"Every night we wait for the gunshots. We can't leave. We have run away once, where must we go now?"

NO HOUSES

"I have a decent home but I don't feel secure. They say, after April, they will come and take it away from me." "My name has been on the waiting list for 20 years - but where is my house?"

POOR WAGES

"I make kettles and microwaves but I can't afford to buy them. Tell me, what does my supervisor do all day?"

POOR SERVICES

"I make electricity cable, the pylons go right past our house, but where is my electricity?"

DISCRIMINATION

"They say there's no discrimination anymore but why has he got the job I've been doing everytime that old man was off sick? Is it because he's white and a man?"

Comrades, we need a strong new government to get rid of the problems apartheid has left us. If we don't vote for a strong party, the same people that control us now - the big bosses like Anglo American, Barlow Rand - will still control us. Workers will still suffer.

NUMSA as part of COSATU has helped draw up the ANC's Reconstruction and Development Programme. It is our plan. It is the ANC's plan.

It is a plan to:

• create jobs • build houses • provide basic services • improve education and training • get rid of discrimination • get the economy growing • put an end to violence • bring democracy to all in society.

Metalworkers! Engineer your future! VOTE ANC!

Comrades, these are the answers to the questions you have been asking in factory general meetings and Workers' Forums

1. Where does NUMSA stand on the elections?	Every member is free to join any political party. NUMSA will encourage its members to vote ANC because it wants a strong government to fix up the country's and workers' problems. NUMSA members must not force anyone to vote for the ANC or any other party. NUMSA members must be free to vote (or not vote) for whoever they want.
2. Does the ANC support rights for workers?	The ANC's plan says that the three basic rights - right to join trade unions, to strike and picket, to have access to information from companies and government - must be written into the new constitution. It also says that all workers should be entitled to a living wage; workers must be involved in restructuring at the workplace; collective bargaining should be encouraged; affirmative action must end racial and gender discrimination.
3. What does the ANC say about unilateral restructuring by the boss at the workplace?	An employer cannot restructure without the agreement of the workers. Your boss must negotiate changes to how you work in the factory. He must give your shop stewards time to report back and discuss the issues with you.
4. What will happen to my pension/provident fund under an ANC government?	All workers have a right to pension and provident funds. You and employers must control the funds jointly - workers must decide where money is invested. Each industry must have a national provident fund to improve the benefits to workers.
5. What will the ANC do about low wages?	The real problem is that things that workers want to buy are too expensive. The ANC plans to make these things cheaper in two ways - make production more efficient by training and retraining workers. And if more people are employed because of the ANC's other plans, more people will have money to buy these things and so make them even cheaper. The ANC says that all workers should be entitled to a living wage.
6. What will be the role of trade unions under an ANC government?	NUMSA's President answers "We will be supportive and critical of an ANC government. But if it makes decisions that affect our vision as a working class we will fight against it."
7. What happens to COSATU's alliance with the ANC after the elections?	NUMSA's position on this is clear. Once the ANC is part of the new government, the formal alliance must end. But as part of COSATU we will continue to take part in the different forums like NEF, NHF. NUMSA will push COSATU to adopt this position. NUMSA believes that trade unions must be independent of political parties.
8. What will the ANC do about jobs?	The ANC plans to start a national public works programme to provide jobs through building houses, schools, roads. This will also make more jobs for those making windows, door handles, pipes, taps, etc.
9. What will the ANC do about the poor services in black areas?	The ANC's public works programmes will employ and help train unemployed people living in these areas to improve/provide services like electricity, water. This will also make more jobs for those making kettles, hotplates, basins etc.
10. What will the ANC do about the shortage of houses?	The ANC's plan is to build over 1 million houses over the next 5 years to solve the housing problem. If this is done, then those that don't have houses will not occupy or threaten to take the houses of those that have houses.
11. What will the ANC do with hostels?	Hostels will be upgraded according to the needs of those living there. They will be integrated into the townships.
10. How will the ANC end the violence?	The new police force will be accountable to the people and will be drawn from all communities. It will be effective. The Third Force will be stopped. The court system must be fair and equal. No-one must be above the law.