

# The Road Ahead

Comrades, in 1993 we set out what we wanted to win by June 1996. Then we achieved the victory that we had fought so hard for - a non-racial government that is democratic and transparent.

But on the shopfloor we still see apartheid:

- **racial inequalities** - high wage differences between workers and management, poorly trained workers (mostly black and our members)
- **racist management** who oppress our members
  - **badly managed factories** with old machinery.

All these are obstacles that prevent us **building worker power, worker control** and a **better life for all**.

Read what we have won. Discuss what we should campaign around in 1995.

**Unite, organise and mobilise  
to bury apartheid**

# Our objectives How far have we got?

<ul style="list-style-type: none"> <li>• bring up the pay of the low paid and improve workers' standard of living</li> </ul>	<ul style="list-style-type: none"> <li>• ATB increases have not reduced the wage gap between top and bottom;</li> <li>• wage increases given were the same or below inflation so little improvement in standard of living</li> </ul>
<ul style="list-style-type: none"> <li>• bring in a new grading system based on skills not tasks</li> <li>• 5 grades to artisan and 2 above; all grades linked to artisan</li> </ul>	<ul style="list-style-type: none"> <li>• some progress in auto and tyre;</li> <li>• engineering still not keen to have all grades linked to artisan;</li> <li>• engineering and auto only 6 grades agreed to; NUMSA must decide if it wants grades linked to actual artisan rate or scheduled.</li> </ul> 
<ul style="list-style-type: none"> <li>• set up training and career paths for all workers</li> </ul>	<ul style="list-style-type: none"> <li>• some progress on the principles in all 3 sectors but no training started yet;</li> <li>• ABE (ie. literacy and numeracy) agreed to in auto, tyre — in engineering ABE forms part of the other training modules.</li> </ul>
<ul style="list-style-type: none"> <li>• establish new/ improved benefits</li> </ul>	<ul style="list-style-type: none"> <li>• some progress in engineering; not much in other 2 sectors.</li> </ul>
<ul style="list-style-type: none"> <li>• improve working conditions</li> </ul>	<ul style="list-style-type: none"> <li>• working hours reduced in auto;</li> <li>• auto and tyre agreed that non-members will pay Bargaining Fee.</li> </ul>
<ul style="list-style-type: none"> <li>• strengthen worker rights</li> </ul>	<ul style="list-style-type: none"> <li>• report backs agreed to in auto, tyre; no progress on right to know, or on right to strike/picket etc.</li> </ul>
<ul style="list-style-type: none"> <li>• link employment security to industry growth and job creation</li> </ul>	<ul style="list-style-type: none"> <li>• auto and tyre employers are contributing to Work Security Fund;</li> <li>• no agreement on reducing overtime and casual labour.</li> </ul>
<ul style="list-style-type: none"> <li>• negotiate with employers for solutions to our industries' problems</li> </ul>	<ul style="list-style-type: none"> <li>• MITG is a tripartite body dealing with auto/components sector; engineering and tyre have agreed to set up joint employer/union bodies to discuss the issues.</li> </ul>

**N E W      W A G E      R A T E S      E F F E C T**

# Issues needing answers from members:

## 1. Should we fix the wage rates on the grades to the scheduled artisan rate or the actual artisan rate?

✓ target is that:

grade 1 must earn 60% of grade 5,  
grade 2 - 70% of grade 5 and so on.

- **Option 1** - fixing to the actual rates:

In engineering the artisan is really earning about R20.00 per hour. If we want the lowest grade to earn 60% of the artisan then they must earn R12,00 per hour. (At the moment the minimum for the lowest grade is R6,02)

- **Option 2** - fixing to the scheduled rates:

But the scheduled (minimum) rate for an artisan is R13,35. If we want the lowest grade to earn 60% of the scheduled artisan rate then the minimum for the lowest grade must be R8,01 per hour. (At the moment the minimum for the lowest grade is R6,02)

### Which option do we want?

Option 1 means the lowest grade will earn at least R12,00 per hour. Option 2 means the lowest grade will earn at least R8,01 per hour. (Remember that our demand for inflation linked increases and an improvement factor is a separate demand from these options. These 2 options above are to close the wage gap between top and bottom)

## 2. Holidays

We have won all the holidays that we wanted except for Children's Day - June 1. Do we still want to push for this day? Do we agree with the idea that if these holidays fall on a Saturday or Sunday that the holiday should be shifted to Friday or Monday?

# ENGINEERING

## Main Agreement

Grade	Increases on scheduled rates	New Scheduled Rate /hour
A/A1	1,16	13,35
AA+6 months	1,08	12,48
AA start	1,01	11,67
AB	95	10,92
B	89	10,22
C	84	9,64
D	80	9,24
DD	73	8,38
DDD	68	7,84
E	64	7,34
F	60	6,87
G	56	6,42
H	52	6,02

## MOTOR

There is no new agreement to report on. NUMSA will meet again with bosses on October 20. Ask your local union office for details of what happened.

## Gate and Fence Manufacturers

These employers don't fall under the NICISEMI agreement anymore. But plant level bargaining still takes place. Check with your shop steward or organiser if you are not sure of the wage rates.

## Apprentices

Year of Service	Increases on scheduled rates	New Scheduled Rate per week
1st	R24	R277
2nd	R27	R307
3rd	R32	R368
4th	R48	R551

## Structural Engineering

Grade	Increases on scheduled rates	New Scheduled Rate /hour
5	1,16	13,35
4	1,01	11,69
3	84	9,65
2	66	7,59
1	52	6,02
1(a)	46	5,35

## Electric Cable Manufacturers

Grade	Increases on scheduled rates	New Scheduled Rate per hour
Z	1,16	13,35
Y	89	10,26
Group IX	83	9,53
VIII	79	9,08
VII	75	8,60
VI	71	8,16
V	67	7,73
IV	63	7,31
III	61	7,00
II	58	6,68
I	55	6,39

## AUTO

- 10,5% ATB increase
- New min. rates as per box (if any worker earns below this min. s/he will automatically receive an additional increase to bring them up to this minimum rate)

Grade	New Min. Rate /hour
1	9,57
2	10,53
3	11,58
4	12,74
5	14,01
6	16,81

## TYRE

### Firestone and Gentyre

- 10,5% across the board increase on the actual basic rate effective from 4 July 1994.

### Tycon

- 10% across the board increase on the actual basic rate effective from 4 July 1994.
- PLUS
- From the first Monday of January 1995, a weekly lumpsum supplemental payment of:

Grade	extra /week from 1.1.95
1	R4,34
2	R4,82
3	R5,18
4	R5,89
5, 6 & 7	R8,36

# ENGINEERING

**This year bosses have agreed to:**

- 9.5% across the board increase on actuals
- 6 grades, the lowest grade will be 1, grade 5 will be the artisan and grade 6 will be the super artisan or technician.
- consult non-union members in some big companies to find out if they agree to pay a bargaining fee (agency shop)
- negotiate plant level productivity bargaining
- pay temporary disablement of 75% of an employee's wages
- merge the MIPF and Engineering Pension Fund
- do a pilot training project at end November to see if the number of modules developed can be reduced.

**But we still need to fight for:**

**wages:**

- increases that are more than the inflation rate to improve our standard of living
- linking of all wages to the artisan rate with 10% differentials i.e.

grade 1	.....	60% of grade 5
grade 2	.....	70% of grade 5
grade 3	.....	80% of grade 5
grade 4	.....	90% of grade 5
grade 5	.....	100%
grade 6	.....	110% of grade 5
grade 7	.....	120% of grade 5

- payment for skills that a person has

**grading** – one more grade after grade 6

**bargaining fee** to be paid by non-members

**Work Security Fund** - employers want workers to contribute *half*

- four hour general meetings 4 times a year so shop stewards can report back to workers

• 20 days leave for shop stewards to attend negotiations and training

- scrapping of Section 38 of Main Agreement that prevents employers negotiating at plant level

• 6 months notice of introduction of new technology, employers want 21 days

- reduction of working hours to 1920 per annum by 30 June 1996 ◆

# AUTO

## This year bosses have agreed to:

- 10,5% across the board increase on actuals
- 6 grades, the lowest grade will be 1, grade 5 will be the artisan and grade 6 will be the super artisan or technician.
- implement wage differentials of 10% between grades by 30 June 1996 i.e.

grade 1	.....	60% of grade 5,
grade 2	.....	70% of grade 5
grade 3	.....	80% of grade 5
grade 4	.....	90% of grade 5
grade 5	.....	100%
grade 6	.....	110% of grade 5

- pay for skills that a person has
- non-members paying a Bargaining Fee of 1% of their wages
- pay 5 cents per hour per worker to the Auto Work Security Fund
- ABE (i.e. literacy and numeracy) in worker's own time; the employer will pay the worker for half of his study time at normal rates. Wants all workers to have equivalent of Std 7 by year 2000.

## But we still need to fight for:

- **wages:**
  - increases that are more than the inflation rate to improve our standard of living
- **grading**
  - one more grade after grade 6
- **Code of Employment Practice** to be rediscussed
- 1 Retirement Fund for the Industry to be implemented
- **training** - resolve the deadlock over the number of modules required to go from Grade 1 to Grade 5 ◆



TYRE ...

## This year bosses have agreed to:

- 10,5% across the board increase on actuals
- 7 grades, the lowest grade will be 1, grade 5 will be the artisan and grade 6 and 7 will be the super artisans or technicians.
- implement wage differentials of 10% between grades by 30 June 1996 i.e.

grade 1	.....	60% of grade 5,
grade 2	.....	70% of grade 5
grade 3	.....	80% of grade 5
grade 4	.....	90% of grade 5
grade 5	.....	100%
grade 6	.....	110% of grade 5
grade 7	.....	120% of grade 5
- pay for skills that a person has
- non-members paying a Bargaining Fee of 1% of their wages (maximum of R4,75 per week)
- 3 report back sessions per company during annual wage negotiations of two hours each. One hour to be paid.
- pay 5 cents per hour per worker into a Work Security Fund; once this Fund is set up the moratorium on retrenchments will be cancelled
- ABE (i.e. literacy and numeracy) in worker's own time; the employer will pay the worker for half of his study time at normal rates. Wants all workers to have equivalent of Std 7 by year 2002.
- in principle to one Industry Provident Fund
- hold a "bosberaad" with workers, govt. to discuss joining the Auto NBF, issues affecting the industry and the structure of collective bargaining.
- meet with Auto IETB to find out if it is possible to merge with them.

## But we still need to fight for:

- **wages:**
  - increases that are more than the inflation rate to improve our standard of living
- **Code of Employment Practice** to be rediscussed
- 1 Retirement Fund for the Industry to be implemented ◆