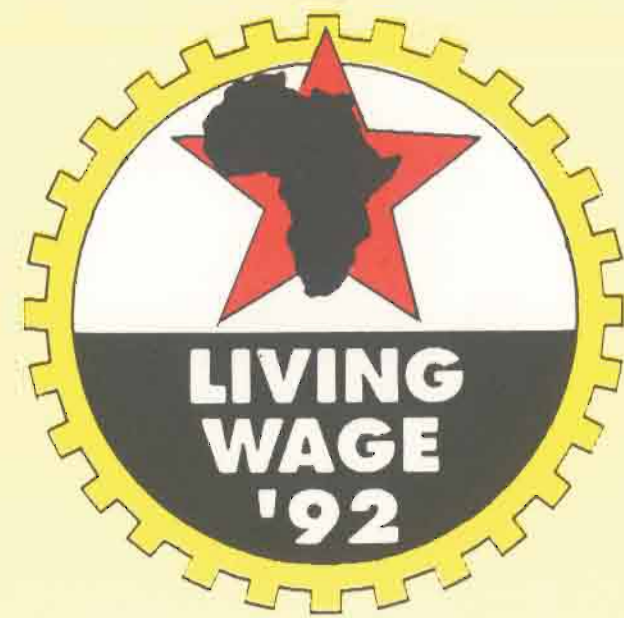


NUMMSA



1992 DEMANDS

WAGES

- An across the board guaranteed personal increase of R2.00 per hour or 25% whichever is greater.

JOB SECURITY

- Moratorium on retrenchments
- Severance pay of 1 month's wages for each year of service.
 - Training and retraining of retrenched workers.

PARENTAL RIGHTS

- 15 days paid childcare leave per year
- 3 days paid compassionate leave.

WORKERS RIGHTS

- 10 hours per month for membership meetings on company premises
 - 20 days paid leave for shop stewards training
 - Rights to strike and picket
 - Right to information
- Inclusion of all skilled and white-collar and non-scheduled workers in the Bargaining Units/Forums.

ENDING OF DISCRIMINATION

- Code of Practice to end discrimination in employment practices.