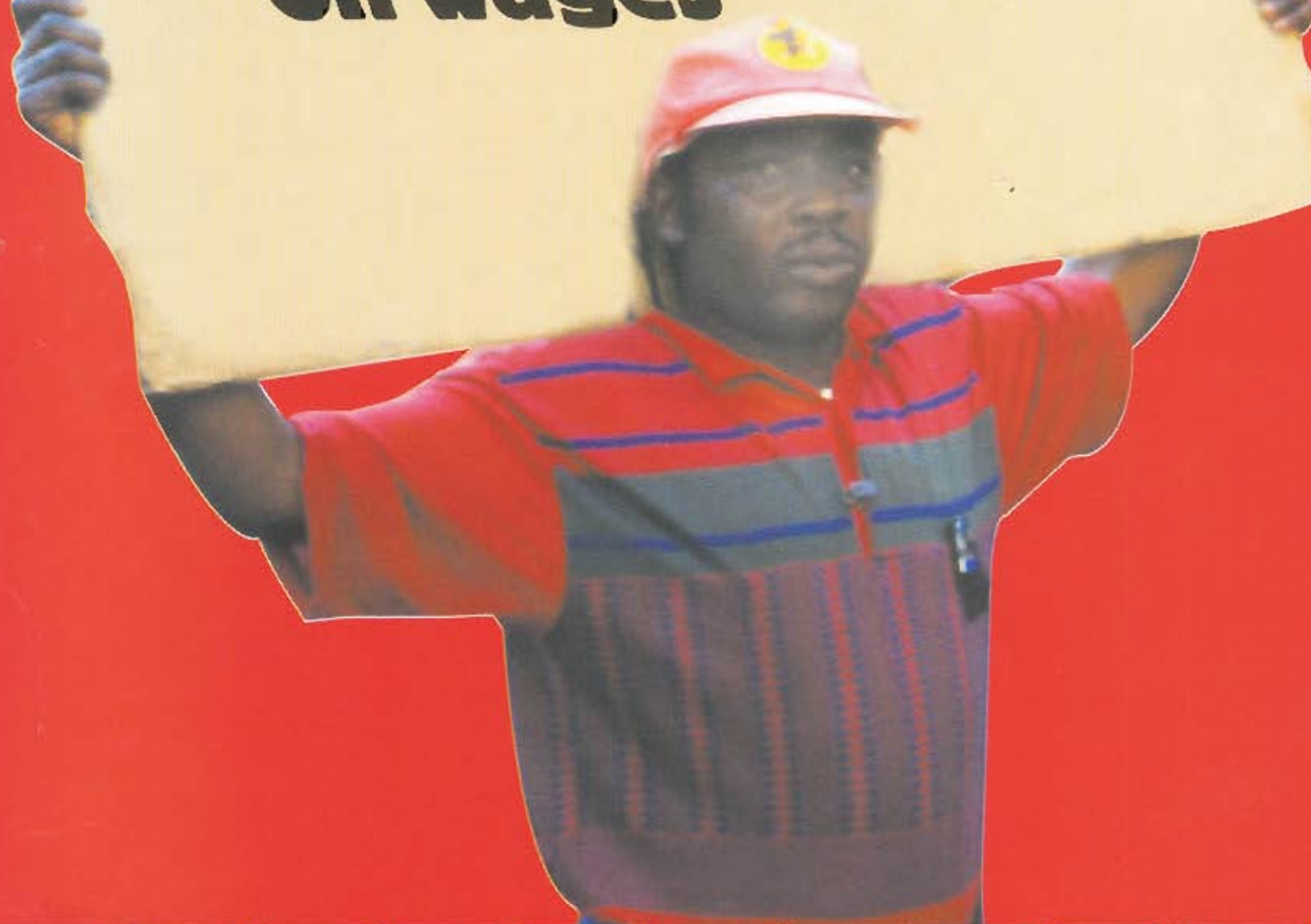


NUMSA 2001 DEMANDS IN UNITY AND SOLIDARITY

CORE DEMANDS

- **15% Wage increase on a sliding scale**
- **2-year agreements on wages**



SECTORAL DEMANDS

ENGINEERING

1. Overtime to be in line with the BCEA = x 1.5
2. Job Security:
 - Increase severance pay
 - Introduce Work Security Fund
 - Full payment for first 3 months of short-time
 - Some payment for lay-offs
 - Revive the Industry Policy Forum; hold a Job Summit for the industry
 - Employers and workers must agree to major work re-organisation before changes are made to working conditions. Delink section 33 and 35.
 - Remove ceiling on recall period.
 - Workers employed by labour brokers should be incorporated into primary employer within 6 months of their employment
3. 5 days per occurrence for family responsibility leave; Increase days for paternity and childcare leave; maternity leave of 6 months at full pay
4. Leave enhancement pay - 10% of a worker's monthly wage to be paid monthly to the bargaining council for a worker to retrieve at year-end
5. Reduce 13 grades to 5
6. Training:
 - prioritise and target women for education and training
 - companies to pay for training and training providers
 - training during working hours
 - Work Security Fund to retrain retrenched workers
7. Remove all discriminatory clauses from the Main Agreement.

8. Safe transport and transport subsidy for all shift workers
9. Pregnant women should not work at night
10. Traditional healers must be recognised.
11. Employers must comply with the Nedlac HIV/AIDS conduct
12. Transform administration of Benefit Funds.

MOTOR

1. WAGES: 15% increase or R2 per hour increase whichever is the greater.
2. Wage agreement to be backdated to date of expired agreement.
3. Two year agreement, except for sectors 2 - 6 who will have one year agreements

AUTO AND TYRE

1. EXTEND the Scope of the Agreement to cover all bargaining units
2. MERGE the auto and tyre sectors into one statutory council
3. Negotiate ADDITIONAL categories of workers for LEVEL 5
4. RE-INSTATE the efflux of time in the agreement
5. For every artisan there must be 4 APPRENTICES
6. TEMPORARY workers must become permanent
7. 5 DAYS per occurrence for family responsibility leave

