



## NUMSA National Executive Committee Meeting of the 12<sup>th</sup> - 15<sup>th</sup> February 2025

### Key Decisions

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#### Introduction

The NUMSA National Executive Committee was convened between 12-15 February 2025. The NEC was very clear that all the CC resolutions and 11<sup>th</sup> NC resolutions in all fronts still stand and it appreciated that the Secretariat report was about briefing the organisation about how far have we gone to implement these decisions that constitute a programme of building NUMSA as an organisation. Therefore, the NEC was about positioning the organisation to continue to implement this mandate of the constitutional structures of the organisation by implementing this union programme through clear roadmaps. Therefore, the key decisions are about reinforcing the implementation programme of the union and its roadmaps.

The NEC was opened by President Chirwa who welcomed all delegates and made an input on the political chemistry in South Africa and astutely defined the geopolitical chemistry in the world today which is dominated by the brutality of continuous viciousness of capitalism and imperialism.

President unpacked a number of the actions being taken by the Trump-Musk alliance that is leading US imperialism, including their right-wing stance they have taken on the Expropriation Bill in South Africa and concluded that this is fascism. It is the intensified exploitation of the working class and economic and military war among the capitalist class, fascism arises where the rich buy politicians to dominate the working class and save capitalism from being overthrown. He was very clear that we live in a world driven by imperialism where capitalist billionaires are in charge.

He bemoaned that globally we are seeing billionaires buy governments, and it is the same in South Africa where under President Cyril Ramaphosa who is a billionaire, the ANC which is a liberation movement is in bed with the right-wing racist DA which we have always characterised as the political axis of the ruling class.

President explained that the reason behind the rise of fascism and the brutal nature of the Trump-Musk alliance stems from the collapse of neoliberalism in recent years. The capitalist system is suffering from falling rates of profits, and in order to avoid working class revolt the ruling class is turning to fascist politics. We see the rise of capitalists exploiting right wing popular chauvinism -

xenophobia, racism, sexism, homophobia - to misdirect the anger of the working class. In this context President stressed that we should be clear as a Marxist-Leninist inspired organisation that the problem in South Africa is the capitalist system, it is not a security, policing, and border problem.

President emphasised the need for national unity of working class left forces in the country to respond to the current brutal capitalist imperialist onslaught attacking the working class in South Africa.

President further highlighted that we must take lessons from the adjourned NEC and constitutional challenges, especially going into the 2026 congress.

He called for a united NUMSA to be able to respond to the challenges confronting the working class as well as towards building for the shop steward elections in 2025. He was clear that NUMSA must ensure we have the best shop stewards to lead the union, and stressed that we cannot collapse into a careerist, factionalised and divided union for personal greed and power. To this end, the union must work with the education department and SRWP to revive socialist politics and trade union militancy in this process so that the shop steward elections strengthen the organisation and are not a theatre for individual positions.

President concluded by stating that NUMSA has a revolutionary duty to raise socialist working class consciousness throughout world, and that we cannot do this if we are consumed by internal, destructive petty squabbles centred on greed for positions. He called for a renewal of the struggle for a socialist South Africa and socialist world and informed the NEC that serious work has begun towards the revival of the SRWP. Similarly, he called for the union to play our part in building and growing SAFTU to take up our position in the federation. Ultimately, we are witnessing history in the making, we must rise to the occasion to lead as a united, fighting and militant NUMSA to oppose the capitalist system which is currently a global crisis.

## **Political Section**

1. The NEC endorsed both the welcoming and the opening remarks of the President.
2. On the emergence of Trump, who is no different to Biden's tenure of leadership and Kamala Harris, the NEC was unanimous in pointing out that in as much as Biden would have appeared to be different to Trump, his complete refusal and his uncompromising stance in sending the latest modern weapons to Netanyahu which were directly used in killing Palestinians to take forward the genocide was a clear confirmation according to NUMSA NEC that he was nothing less than a racist Zionist. As such in a few months it has become clear that in Trump the US is led by the worst monster that is worse than Biden in pursuing Netanyahu's Zionist interest in Palestine.

This according to the NEC has demonstrated to the progressive people of the world that we are going to be confronted by worse forms of racism and that the people of Palestine are facing the worst forms

of attack from a Zionist racist Netanyahu-Trump alliance that has resolved right from the beginning to embark on ethnic cleansing of Palestinians in their own land with exactly the same features of Hitler who embarked on a genocide against the Jews.

Clearly the combination of Trump and the arrogant racist billionaire Elon Musk has bestowed once again backward and primitive dictatorial leadership on the global stage. In fact, the NEC was very clear that we are confronted by fascism. And whenever billionaires are involved it is the people who continue to be the losers. We are faced with the same case where under President Cyril Ramaphosa who is a billionaire, the ANC which is a liberation movement is in bed with the right-wing racist DA which we have always characterised as the political axis of the ruling class.

3. The NEC was very unanimous that the only way of confronting the global challenge of fascism and the new geopolitical shifts is to go back to basics. That of organising and uniting the working class as the working class is the only class capable of carrying the revolution to its logical conclusion.

The NEC made a clarion call that the union must continue to champion and promote a united struggle of workers of the world with a particular focus on our own continent where we must promote worker-to-worker and union-to-union contact and continue with our correct position of making a clarion call to end all the wars in Africa, and in the world.

We must continue to be part of forming and struggling for the realisation of a peace movement in Africa and in the world with a clear focus to silence the guns and the NEC was very clear that we must find our own solutions to African problems and continue with our struggle to take Africa out of the bottom of the food chain by not compromising our struggle of uniting the peoples' of Africa and to ensure that Africa trades with itself at the back of its minerals that must be beneficiated and build our own economies. This means that trade unions must fight to be at the table within SADC and ensure that within the African Continental Free Trade Area (AFCFTA), SACU, AU the workers and working class interests are represented.

The NEC took forward such a view by strongly suggesting that NUMSA must once more continue to be a platform that promotes festivals of ideas where there must be consciously planned public discussions and debates.

This we must do by engaging our comrades in the African continent and the rest of the IPA and the NEC was clear that we must engage with our comrades in the UAW, which makes it urgent the already agreed bilateral between NUMSA and UAW. We must extend our engagement to the Party for Socialism and Liberation (PSL) in the USA to form part of those engagements as a counter-force against Trump.

We must also begin to have partnerships with foundations that have a deep experience and an understanding of the brutality of colonisation in the African continent and revisit the Pan African struggle and history with the sole purpose of uniting the peoples' of Africa. The NEC resolved that we must engage with progressive foundations and it mentioned the Thabo Mbeki foundation and the Patrice Lumumba Foundation.

4. The NEC tasked the NOBs to track at what level is the process of government imposing anti-worker and union-bashing labour law amendments and it was very clear that the union would have to mount a campaign against such amendments as it is very clear that the working class, its hard won gains are

under attack from the proposed amendments that have been surfaced in NEDLAC. The Secretariat Report unpacked the viciousness of such labour amendments as follows:

- a) No need for a formal hearing, before a worker can be dismissed, he/she must be charged and called to a disciplinary hearing. With the proposed changes, employers are not obliged to convene a formal disciplinary hearing before disciplining or dismissing a worker.
- b) The employer can merely request the worker to provide written reasons as to why he/she should not be dismissed. The worker can be dismissed without the employer convening a disciplinary hearing.
- c) No rights for new and young workers in relation to dismissals: For the first six months of their employment, newly hired workers younger than 30 will not have the same protections as other workers against unfair dismissals, except when it is deemed an 'automatically unfair dismissal'. This means that the employers and government want the unrestricted right to dismiss newly employed workers without following due process during the first six months of employment. They want to hire and fire young workers easy and at will.
- d) Unfair labour practices are to be limited: If this proposed amendment becomes law, then workers and unions can no longer refer unfair labour practice disputes in relation to promotion, demotion, training of the employees and the provision of benefits to the CCMA. Also, if an employer refuses to reinstate a worker in accordance with any agreement, then workers can no longer refer an unfair labour practice dispute to the CCMA.
- e) Labour brokers and short-term contracts: The employers and government are proposing to extend the period of Labour brokering from three months to six months. In other words, Employers want to extend the period beyond which labour broker workers are deemed permanent employees of the client from three Months to six months. With the proposed changes to the LRA, employers also want to be able to employ an employee on a fixed-term contract or Successive fixed-term contracts for longer than six (6) months of employment instead of three months.
- f) Attacks on the minimum wage: To reduce the cost of labour, employers want to amend the national Minimum wage figure to include all benefits a worker receives. Currently, the minimum wage refers to a worker's hourly wage and does not include Benefits and the cost of the employer's contribution to UIF and provident Funds, for example. Now the employer wants to include these costs in the hourly wage mandated by law.
- g) Attacks on the right to strike: The capitalists want to stop the continuous use of section 77 strikes, as is currently the case. Regarding section 77 of the LRA, a union/federation of unions can call a socio-economic protest strike. The certificate for such protest strikes lasts indefinitely. Now the employers and government want the certificate to lapse if it is not used within 12 months. The unions/federations must then reapply again or submit a new application. This is another way in which working-class power is undermined by these amendments in the bosses' interest.

5. The NEC endorsed the updated NOBs work plan and roadmaps to implement the CC resolutions in packaging the revolutionary agenda and to engage in bilaterals with both unions and federations and progressive political parties as identified by the CC. It also called on the NOBs to move with speed in implementing these important resolutions, that includes prioritising the unity bosberaad where we must urgently look into our own unity as an organisation that must champion the important struggle to struggle for a revolutionary agenda which must be buttressed and struggled for by the largest formations of the working class.

6. On the SRWP, the NEC continued to encourage all NEC and CC members to voluntarily join the SRWP as an independent vanguard party which must continue to be in the trenches of the struggles of the working class as the working class needs its own vanguard party for the revolution. It must agitate and raise levels of consciousness of the working class, its key focus must be to harness working class political power for the working class to see itself as a class for itself. Its immediate focussed contribution must be to produce professional revolutionaries where it must have a revolutionary cadreship that is rooted and immersed in the masses of our people and their struggles. In this front the NEC was unanimous that there was no replacement for political and ideological training both for NUMSA and the SRWP.
7. The NEC further called on the NOBs as part of driving the political programme that NUMSA NOBs must reclaim NUMSA's political hegemony publicly by engaging publicly about NUMSA's views about the current political moment and key topical issues as it is very clear that the NUMSA perspective that drove the NUMSA moment since 2013 continues to be relevant and it must cut across on all political and ideological issues such as driving a revolutionary agenda on all momentary issues that affect the working class including the NUMSA perspective on how to industrialise the country, and how important it is to have a state that intervenes in the economy both in taking ownership and control of all commanding heights and all our country's minerals to drive manufacturing and industrialisation through a vibrant industrial policy.

## **International Section**

1. In the international section the NEC expressed a very strong view that it is important for NUMSA to once more ground its cadreship on what has been NUMSA's perspective on all the dangers of globalisation and the neoliberal agenda which was driven by Washington Consensus, especially in the face of today's global trade wars triggered and imposed by Trump against different trading nations of the world. This includes NUMSA being robust in engaging about its perspective in this front within global federations where it participates such as ITF, IndustriALL, 3F and IPA. This includes making sure that as part of international solidarity, NUMSA must be able to reap resourcing of its programmes and campaigns.
2. The NEC endorsed the preparations towards the IndustriALL global elective congress in Sydney, Australia and it congratulated GS and Zazi for their nominations within the ITF. Whilst it congratulated them, the NEC expressed the strategic importance of striking the balance between international work and effective coordination of organisational work, in particular by the HOD Secretariat to ensure that the Secretariat, both at a national level and a regional level is on top of effectively implementing decisions, programmes and resolutions of the organisation in a coordinated fashion. It was further expressed that as part of completing restructuring of Head Office, at an opportune time the office of the international officer and the parliamentary office must be filled. Especially if the union is to remain on the cutting edges to influence the policy direction of government, especially in the face of the working class that continues to be the victim of austerity measures and the NEC was also clear that NUMSA must open up space for engagement with Ministers in the economic cluster, they must be invited to address the NUMSA NECs and CC, this includes the Minister of Finance, Enoch Godongwana who comes from the ranks of NUMSA.
3. The NEC further endorsed the strategic importance that regional leadership, as part of taking forward international work, in particular Chairpersons and Secretary's must be in possession of passports and the NEC further endorsed that the secretariat in dealing with international deployment in the

international trips must prioritise RSs and Chairpersons of regions, both to empower and to spread the knowledge as international solidarity is a critical pillar of the struggle for socialism. All comrades who get to be deployed on international trips must compile reports and report in the organisational structures. Such information must be spread at all levels of the organisation. This includes revisiting twinning of regions with particular countries in the continent.

4. The NEC endorsed the union engaging with all progressive embassies as they reflected in the Secretariat Report such as Cuba, Venezuela, Brazil, Palestine, Lebanon and even China and Russia must be engaged to consolidate our international work. The NEC further welcomed the emerging building of fraternal relations between NUMSA and Cuba.
5. The NEC passed its deepest condolences to the families of the soldiers who died in the ongoing war in the DRC and politically strongly condemned President Cyril Ramaphosa as the commander and chief of armed forces of our country to send ill-prepared soldiers into what NUMSA characterised as a war taking place in the DRC.

NUMSA wants to be upfront that at the centre of the state of poor preparedness of our country's armed forces, has been the failure of the ANC government to fund our country's strategic SOE, Denel which is critical to defend the country in a political revolutionary perspective of NUMSA which firmly believes that there can be no peoples' army without the peoples' soldier and there can be no peoples' soldier without the peoples' army.

The NUMSA NEC was clear that at the centre of the failure of President Cyril Ramaphosa's government which has undermined the capacity of our country's armed forces has been to collapse Denel which had a state of the art infrastructure as a company and compromised its strategic IP by not taking care of workers. It is a company that NUMSA continues to see and view as being a strategic asset for the country:

*“Denel SOC Ltd is a state-owned commercially-driven company and strategic partner for innovative defence, security and related technology solutions. It groups together several defence and aerospace divisions and associated companies.*

***Denel provides turn-key solutions of defence equipment to its clients by designing, developing, integrating and supporting artillery, munitions, missiles, aerostructures, aircraft maintenance, unmanned aerial vehicle systems and optical payloads based on high-end technology. Its defence capabilities date back more than 70 years when some of Denel's first manufacturing plants were established.”***

NUMSA NEC therefore takes an issue with the deployment of our ill-prepared soldiers in the war in DRC. And we are very clear that at the centre of the war unleashed by M23 is a proxy war supported by the USA and some fractions of capital and the greedy mining oligarchy:

*“The Democratic Republic of the Congo is under attack by the M23 and the Rwanda Defence Force (RDF). The M23 is a proxy force for Rwanda. Rwanda is backed to the hilt by the United States, the United Kingdom, France and the European Union.*

*This is an imperialist invasion by proxy as the new tech economy requires the abundant minerals in the Congo, especially cobalt, coltan and copper. The tech billionaires who paraded themselves at Donald Trump's inauguration feast on the blood of the Congolese people."*

Which is why it is not cowardice for our armed forces to take two steps back and review its participation in the best interests of the safety of our soldiers which is the reason why NUMSA supports our soldiers' withdrawal until their state of preparedness is properly addressed and that it remains the union perspective and a strong view that what must be speeded up is to end all of these wars in the African continent.

And that President Cyril Ramaphosa must take full responsibility for the soldiers who lost their lives and NUMSA demands that president Cyril Ramaphosa and Minister Angie must tell the public how is government going to take care of the families of these soldiers who now have lost their breadwinners.

NUMSA NEC demands that President Cyril Ramaphosa must publicly announce how is he going to increase the budgets of both our country's armed forces and ensure that we have got an army that is combat-ready to defend the security of the country, and he must publicly announce how is he going to capitalise Denel to be a company that must continue to be state of the art.

6. The NEC further endorsed that NUMSA must participate on a campaign that Glencore must not continue to export our countries coal to a genocidal Israel that is killing the people of Palestine. NUMSA will engage on this campaign with all other progressive formations and BDS.
7. The NEC endorsed support for the anti-imperialist struggles as waged by the people of the Sahel region in West Africa, coordinated by progressive revolutionary forces that are part of our Pan Africa Today and IPA networks. And those struggles involve our comrades from the following countries: Mali, Burkina Faso, Niger and Benin.

To mainstream this struggle and to raise levels of consciousness the GS office will invite our comrades from these countries to come and unpack these struggles with an intention of building solidarity between the peoples' of Africa and that NUMSA and PanAfrica Today will coordinate development of programmes with regions that will invite comrades from the Sahel region who must address our shop steward committees and RECs and NECs as part of an ongoing programme to deepen our perspective to fight colonialism and imperialism in the rest of the African continent. This includes strategic comrades in the IPA, from the US, Latin America, and Europe.

## **Socio-economic Section**

1. The NEC resolved that the union must revive its role in the campaign to ensure that the land question is addressed in our country and that we must buttress the government on the signed land expropriation Act and demand that the ANC government must implement the Act by making sure that the land is restored back to its rightful owners, backed by a proper expansionary budget where the masses of our people who are economically marginalized and landless must be given productive land and where they can produce and be supported by the state with seeds, tractors and irrigation schemes to ensure that they can till the land to address both food hunger and land hunger.
2. The NEC was very clear that the union must engage the economic cluster of government for an effective campaign that must deal with the current job-loss blood bath as a result of retrenchments

where the bosses for a slight dent in their profit retrench workers as part of their anti-worker stance and maximisation of profit.

They are quick to put companies under business rescue and liquidation, they are quick to threaten plant closures, the NEC therefore called for putting together a vibrant responsive industrial strategy that maintains the current capacity for manufacturing and creation of jobs by making sure that the economic cluster of government on all levels (provincial, local and national) and SOEs champion localisation through designations and using procurement to create the most needed jobs.

And the NEC further endorsed the strategic engagement of the union at the level of the EOC between CEOs of the auto sector and NUMSA, as well as engaging DTIC to address pertinent challenges which are unpacked in detail in the Secretariat report. The NEC was clear that the DTIC must address all the bottlenecks and many challenges such as dumping of cars, steel, and the need to put up tariffs and to force brands that are dumping to set up companies in South Africa and introduce strict measures such as homologation as part of making sure that we protect existing capacity of manufacturing and jobs and that we create the most needed jobs that are paying a living wage. This includes lifting up the following issues with the DTIC:

- Addressing the issue of companies that retrench workers in the auto sector at the same time as they are making profits which is in contravention of Clause C2 of the NBF agreement.
- Strengthening the AIS guidelines to prevent employers from retrenching workers immediately after receiving the last tranche of their payments from the DTIC.
- The DTIC must make it compulsory that companies must disclose their financials when they want to retrench workers, including the value that automotive companies have generated out of credit certificates they generate out of exporting cars that are assembled locally, which they use to offset duties and bring cars into SA which are not manufactured locally. Linked to this they must disclose the money they generate out of selling these credit certificates in the industry, both to the DTIC and to the unions when they retrench workers.
- The union must sharply raise with DTIC the weaponisation of credit certificates against job security in the auto sector where these credit certificates are sold by the auto sector to companies and dealerships that are not investing in setting up plants in South Africa and as such these credit certificates are used to take the market and militate against job creation. NUMSA must oppose the current lobbied position by the OEMs that they must be given cash by government at the back of these credit certificates which will amount to billions of rands. And instead of cashing the money for OEMs as lobbied and suggested, that money should be an investment by government in the auto industry to create more jobs and to reduce input costs and ensure that the auto industry can sell cars that can compete in the market against China and other markets and also ensure that workers are not victims of short time and lay-offs, especially in the intervening period of a transition between combustion engines to electric vehicles.

The NEC further called for the union to campaign against the exportation of jobs to China in the form of the state allowing exportation of our country's chrome ore and Manganese as a result of this loophole passage our smelters in the country from Glencore, Samancor, and Assmang are being moth balled and workers are losing their jobs. As a union we are demanding that the Minister of electricity and NERSA must offer effective competitive tariffs with a clear instruction to these companies to reopen all moth balled smelters, employ workers and pay them a living wage. In terms of the broader policy demand of NUMSA in terms of what must be done, NUMSA is very clear that at a strategic level the union is going to engage with Minister Gwede Mantashe of DMRE that at the level of industrial policy both DMRE, DTIC and ITAC must ban exportation of chrome ore and manganese.

A measure which has been swiftly implemented in Indonesia and next door in Zimbabwe and it has created jobs.

3. The NEC further endorsed NUMSA, SEIFSA and other strategic relevant sectors of the economy to convene a job summit to stop the current job loss blood bath and that DTIC must be engaged with the detailed positions of the union that will stop the current haemorrhaging of jobs. The NEC further appreciated the union leadership's efforts to put pressure in order to stop the threat of the closure of three AMSA long steel plants in Newcastle, Vereeniging and AMRAS railway steel. To the extent that there is a talk of progress being made the union leadership has been mandated by the NEC to demand a registered progress in the negotiation from both government and AMSA on the negotiations we have been pursuing to address the crisis of AMSA.
4. The NEC endorsed the strategic engagement and partnership between NUMSA and cables subsector of the engineering to deal with dumping of cables in the country and that the office of the secretariat working with OCCB is tasked to engage with this subsector of engineering and come up with a clear practical implementable programme for this campaign.
5. The NEC further endorsed that the union picked up campaign to deal with the onslaught from international oil companies that have closed refineries in South Africa and decided to dump petrol and diesel in the country, undermining our country's fuel security and given that government has taken a very bold decision led by DMRE to rebuild a new refinery to replace SAPREF, owned by the state it is important for NUMSA to partner with DMRE to support this initiative. It is important for NUMSA not only to support this progressive stance taken by DMRE, but the union must also partner with DMRE in supporting the effort and the fight to resuscitate the closed refinery in Durban and to fight for investments to ensure that PetroSA continues to exist as a refinery. For this, the NEC mandated NUMSA leadership to have bilaterals with the Minister of DMRE.
6. The NEC further endorsed the proposal in the secretariat report that is focussing on building capacity of strategic NUMSA leadership in the form of shop stewards and officials to build the union leadership capacity for all of those who sit in the CC who are trustees and in boards of directors and this includes capacity building on sectors that are on the cutting edges where the union must advance positions that are dealing with pertinent issues that accurately respond to the current global trade war. The report suggested that an urgent intensive well thought through training by both union leadership, OCCB and organisations that support NUMSA's cause must take place. Such a session, endorsed by the NEC, has been triggered by the following situation:

*“The threat of AMSA closing 3 plants once more necessitated that the union must go back to basics and convene capacity building for a core of shop stewards and leadership of the union. The aim of such intensive capacity building will be to strengthen union positions in the now ongoing challenges of defending the auto sector by lifting up critical issues on the Masterplan, engineering and the Steel Masterplan, with a particular focus on localisation and beneficiation, customs, tariffs, bound rates, applied, the basics of MIDP and APDP and how do we best respond as a country to the trade war that has been intensified by Trump [who imposed 25 % tariffs on both steel and aluminium]. **This training will take place towards the end of April, but the actual date will be communicated when it is confirmed.**“*

## Organisational Section

1. The NEC resolved that the union must with speed launch the union program to elect new shop stewards as part of the union renewing its mandates of union leadership in line with the principle of a worker-controlled union. The unanimous majority decision is that the union will start with the election of shop stewards in the beginning of March and that a formal national launch will take place in the month of April in Johannesburg.

The union should target to complete this process in September 2025 with an appreciation that due to different concrete conditions in different regions that the process can be finalised in January 2026 and immediately after that the union would have to commence elections of Local Office bearers followed by Regional Congresses and that the 12<sup>th</sup> National Congress should take place in December 2026. Those regions that have shop stewards whose mandate has already expired and as such there is a rush to renew their mandates, the NEC adopted a flexibility principle that the regional leadership, where there are such situations, they must simply just approach and inform the union national leadership of their plan to take those companies to election of shop stewards.

The secretariat has been tasked working with NOBS to craft proper road maps that will give an expression to such an important program of the organization, such a program will be followed by circulation of union guidelines that must always be strictly followed and implemented in the election of shop stewards in a uniform fashion.

The NEC further endorsed the theme of the election of shop stewards as follows: ***“Shop steward elections 2025: electing strong and decisive leadership for a democratic and worker-controlled NUMSA in the workplace.”*** To take forward this campaign the NEC called on the union to set up a war room that must champion the campaign in the secretariat office, a war room constituted by a capable core of shop steward leadership and staff that would be effective in driving the campaign.

2. ***On recruitment, the NEC appreciated that regions are implementing different programmes to drive recruitment. However, it was unanimously agreed that the secretariat, both national and working with RSs has got an organisational moral duty that all NUMSA 9 regions without exception must have a vibrant recruitment team that must focus on recruitment day and night and it could have different shifts, managed and supervised by the accounting officer in the region which is the regional secretary supported by its core of regional team members.***

The union leadership at a national level together with OCCB must ensure that the comrades are supported by t-shirts, calendars, lanyards, and pens. And that NUMSA, as the industrial union, as an attitude of mind and a way of life cannot be outsmarted by any union in the front of organising and recruiting workers. On this, the union was very clear that the union must set aside all prejudice and focus on the core business of the union which is to deliver quality service to workers and to build NUMSA as a mighty industrial union.

3. The NEC was very clear that all NUMSA 9 regions will submit details of companies that have rejected and refused NUMSA to have organisational rights, this is despite NUMSA having complied with its constitution and the law to extend its scope in 2022. The NEC endorsed that the leadership of the union must do it what it takes to ensure that NUMSA’s scope as endorsed by the union CC and the 11<sup>th</sup> NC is extended as the current delays by the registrar of labour constitute an attack and an onslaught on the union and the NEC endorsed that the union is taking all necessary measures to push the registrar to accept NUMSA’s extended scope and simultaneously the union has been left with no option but to take legal action in order to push the registrar of labour to do what is correct to grant NUMSA its

legally extended scope. The NEC called on the regional leadership and NUMSA organisers to submit a list of companies who still objected to grant NUMSA organisational rights on the basis of false claims that NUMSA's scope does not allow NUMSA to organise in those companies. To this effect, the union leadership will issue a public statement articulating the union legal position about its extension of the scope.

4. The NEC further resolved that the union will go all out to challenge Eskom for its questionable position not to pay 100 % dues that reflect NUMSA membership in Eskom and claim that NUMSA has lost membership without serving NUMSA with proof of resignations of workers who match the drop in membership they claim NUMSA has lost, which as a result such a position translates to Eskom refusing to pay what is due to NUMSA both for members and FTSS. To this effect, the NEC has endorsed the union position to challenge Eskom legally and organisationally.
5. The NEC unanimously endorsed NT being nominated as principle officer in MIBFA.
6. The NEC discussed and ventilated on NUMSA's organisational challenges in Toyota SA. The NEC was properly briefed and engaged about the proposal that the NOBs would have made related to the challenges confronting the union in Toyota which were flagged and reflected as follows:
  - a) That it was important that the organisation at all levels from local to region to national, and our regional leadership in KZN and NOBs, we must align all our energies to prioritise the unity of our shop stewards and our members in Toyota South Africa as a strategic plant of the union as key priority number 1. And that we must make sure that every worker in Toyota is a NUMSA member.
  - b) That the union has got a duty to ensure an effective quality service to our members against the backdrop of this very important unity in the plant with a clear objective that those workers who left the union for whatever reason and decided to join other unions must be won back into the ranks of NUMSA.
  - c) To achieve the above, the union is of the view that both the regional leadership and NOBs must convene a unity bosberaad of our shop steward committee to focus on all subjective factors and challenges that would have caused unfortunate disunity within our shop steward committee and that the task of the union is to cement unity of the entire shop steward committee, full time and office bearers.
  - d) The NEC in its democratic fashion would have allowed the regional leadership of KZN to register and state all its concerns about the proposal of the NOBs and as part of the continuous engagement, where there are gaps and issues that have not been taken into consideration by the NOBs, those issues will be engaged.
  - e) However, the NOBs would have unpacked that the union proposal to deploy comrade Basil to work in assisting the union to deliver the above objectives, has got nothing to do with supporting the employer decision not to allow our local organiser, comrade Gambushe not to service the plant, but it is about the bigger broader picture to achieve the above objective. As such, the NEC endorsed the recommendation of the NOBs to deploy comrade Basil Cele, our previous 2<sup>nd</sup> DP.
7. The NEC was positive in endorsing the secretariat report recommendation for the union to consider a form of a financial assistance to comrade Tshepo from Mpumalanga of about R4000 to deal with his personal challenges and constraints. The office of the GS will be seized with this particular task and make sure that it is addressed and it will be done without setting any precedent.

8. The NEC welcomed the briefing from the secretariat about the initial steps that have been taken to start to prepare for this coming round of negotiations in 2025 involving the following sectors: auto, motor, tyre, Eskom, aviation, plastics as a subsector of engineering and glass under chemical. The NEC further endorsed the already set up pre-bargaining processes of the plastics sector on 18 February and motor on the 11<sup>th</sup> and 12<sup>th</sup> of March.

The NEC further endorsed the GS briefing and suggested process of engaging auto employers on their proposed concept document and the office of the GS will share with the office bearers of NBF and the entire shop stewards of auto as part of briefing comrades that the union has been approached by employers for the engagement for talks about this coming round of negotiations in the auto sector.

Employers stated categorically that in their view that the auto industry is not in a good state for a full blown traditional negotiations and they expressed that given what they perceive to be a rough 36 months they are of the view that the approach the union used in the engineering negotiations should also be adopted for the 7 OEMs and the auto sector with UD Trucks.

However, both the NEC and the GS response to the concept document and the document that must still be engaged by the GS office and the office bearers of NBF, there was unanimity that we do not agree that in the auto sector, despite challenges, which the union should be prepared to engage, that there can be a wage freeze or any form of standstill. The NEC therefore endorsed the following proposals and processes:

- a) The NEC endorsed the secretariat proposal that there must be an NBC **on the 24<sup>th</sup> till the 26<sup>th</sup> of March** for all negotiating sectors which are auto, motor, tyre, Eskom, aviation, plastics as a subsector of engineering and glass sector under chemical.
- b) The office of the GS has a task as an instruction of the NEC to make sure that the necessary data that relates to the state of the working class and how they are affected by inflationary pressures such as the cost of food, high electricity tariffs, paraffin, fuel and transport costs, housing, high interest rates and how the inflationary pressures as a result of ongoing global wars impact the sectors we are organising. Let alone inflationary pressures that are direct from the trade war as a result of Trump's global imposed tariffs.
- c) All relevant and strategic institutions that have worked and the new ones that have not worked with NUMSA can contribute in such a bargaining conference. That includes inviting employers to put their case and the employer group we are talking about is tyre, auto, motor represented by RMI and MIBFA leadership and NAAMSA and NAACAM. This includes strategic institutions that have worked with NUMSA before that have done a lot of work on the condition and state of the working class.
- d) The office of the GS on behalf of the NEC would have to convene a strategic thinking session with office bearers of NBF, NOBs, where all the exchanged documents between NUMSA office bearers and auto NBF office bearers with employers will be shared and discussed. For instance, the employer concept document which articulates their position about the coming round of negotiations and the state of the auto industry and the proposals they are making will be shared with all shop stewards, office bearers of auto, ROBs of NUMSA 9 regions, NOBs, and the GS unmandated response to such a document will be shared with all the above comrades.

e) A meeting of auto NBF and NOBs will be organised on the eve of the auto NSSC where the leadership of the NBF supported by the office of the GS should be prepared to present a proposal that unpacks what is the actual meaning and concrete proposal that suggests that whilst we appreciate that the industry is confronted by financial challenges, but we do not agree that workers must not get wage increases in the auto sector. And therefore at a leadership level, the NOBs and auto NBF office bearers would have to talk on concrete proposals that must form elements of our bargaining strategy which can be taken to workers in the general meetings to solicit mandates in the build-up towards the NSSC of auto/ NBC and to crystallise and kick-start the actual negotiations in the auto sector. This necessitates the following way forward:

- The GS office has been mandated to circulate to ROBs of the 9 regions the document that has been exchanged by employers presenting their position in this round of negotiations given what they regard as a challenged bad state of the auto industry. The document they submitted to GS and auto office bearers is the document that unpacks their proposal which was forwarded to the union in December of 2024 and the document which they characterise as the '*Concept Note*' which unpacks what employers called '*Strategic Considerations for the Automotive Industry*' .
- *The second document's content is the one that unpacks what employers define as headwinds, challenges for the industry, initiatives to mitigate challenges, key principles for engagement, and a roadmap for initiating the process of engagement.*
- Whilst the NEC was very clear that the union would have to get its act together in mobilising all negotiating sectors, develop a bargaining strategy for this coming round of negotiations and to ground that bargaining strategy in mass general meetings and in RSSCs as a build-up towards the NBC. The office of the GS, given this instruction of the NEC, was given a task of packaging together a clear plan and a clear programme of action of how the union is to coordinate itself, both at the level of the bargaining strategy and to take members on board, and how it must take forward mobilisation of workers as negotiations are about give and take, and that to shift the balance of forces in the negotiations in favour of workers, that can only happen if we embark as a union on a thorough mobilisation across all negotiating sectors.

f) Below is an outline of how the Secretariat, having engaged all negotiating sectors is presenting a way forward which will end up constituting roadmaps towards the NBC, and towards the presentation of demands in the auto sector, tyre sector, motor sector, plastics sector, glass under chemical, and SACAA, Eskom and Gautrain:

- To take forward this particular process the office of the GS, on behalf of the union is convening a strategic thinking session of the NOBs and office bearers of NBF to develop a framework of the union engagement with proposed elements which must be tabled in the NSSC and all of that should be taken to quarterly general meetings in the 7 OEMs and Main Truck for mandatory purposes so that the union can take the workers' mandate to a bargaining council and then resume negotiations.
- **Auto NBF and NUMSA NOBs meeting will take place on 5 and 6 March.**
- **The Auto NSSC will take place from the 11<sup>th</sup> to the 13<sup>th</sup> of March.**

- **The meeting of both NOBs and NBF NOBs will deal with the union bargaining strategy as a response to the proposed employer discussion content document about the negotiations of 2025 in the auto sector. This meeting would also come up with clear detailed proposed roadmaps that would have to be presented in the auto NSSC and the union would have to make a clarion call to the leadership of the regions and chairpersons and secretaries of the 7 OEMs and Main Truck to make sure that such roadmaps are complied with in terms of soliciting mandate from our members in quarterly general meetings as a build-up towards the NBC. What is very clear is that from the NSSC which will take place from the 11<sup>th</sup> to the 13<sup>th</sup> of March and from this NSSC, regional leadership and auto shop steward committees are expected to engage with workers on the outcome of the RSSC to solicit a mandate and the deadline of submission of plant mandates to head office secretariat and OCCB should be not later than the 18<sup>th</sup> and 19<sup>th</sup> of March.**
  - **The NBC will take place from the 24<sup>th</sup> to the 26<sup>th</sup> of March.**
  - **Depending on what the Auto NSSC decides as a way forward and in the development and endorsement of the specific roadmap dates that would have been developed by NUMSA NOBs and office bearers of auto NBF, the meeting would also decide as to whether we agree to meet with CEOs of auto as proposed. And in case such a proposal to engage with CEOs is endorsed it will also form part of roadmaps to be endorsed towards the NBC. It can only take the form of pre-bargaining.**
- g) The same approach would have to be followed in the motor sector. The leadership in all of these sectors would have to shape clear measured demands that are rooted from workers' plight in the motor sector and we must start to surface the elements of such demands in the arranged **pre-bargaining conference in the motor sector scheduled to take place on the 11<sup>th</sup> and 12<sup>th</sup> of March**. Both the sector coordinator of motor and the GS will have to engage with the bargaining team on the 10<sup>th</sup> of March about what becomes the union bargaining strategy in the motor sector.

All 9 NUMSA regions have been tasked by the sector coordinator and the bargaining team in the motor sector working with regional leadership to convene a process of collecting demands, guided by the fact that employers also in the motor sector have indicated their appetite in not going for full-blown negotiations. They want to follow the engineering approach which the union embarked upon in handling this round of negotiations and as such they are calling on the union not to embark on a full-blown negotiations given the state of the industry and the economy at large.

Therefore, all regions are expected to solicit mandates from members and consolidate their positions in the RSSCs. This process of consulting members and convening of RSSCs of motor has started from the 31<sup>st</sup> January and will continue until the 9<sup>th</sup> of March. The following regions have accordingly convened RSSCs:

- Hlanganani: 31 January
- JC Bez: 22 February
- WC: 5 March
- EC: 7 March
- Sedibeng: 8 March
- NC/FS: 8 March
- Ekurhuleni: 9 March
- Mpumalanga: still to finalise dates
- KZN: still to finalise dates

#### h) **Plastics Sector**

- After the NEC, the office of the GS, working with the Sector Coordinator had a successful session with the bargaining representatives and plastics shop stewards where the GS, in his input traced the history of struggles of the union in the plastics sector and how as a union we have been under attack in the sector by employers where in two strikes our members ended up being victimised for exercising their right to strike where employers, in an anti-worker and union-bashing stance, subjected workers to long unending strikes without making any meaningful offer to settle the strike. The purpose of such an input was to agitate and to prepare the plastics sector to mobilise workers to be ready for any eventuality. However, comrades were reminded that as part of our effort to gazette and to extend the main agreement, plastics employers would have approached the union and SEIFSA and committed that whilst they will participate and engage in the negotiations, however, they wanted to sign a memorandum of understanding (MOU) with the union, where they committed that they want to follow the same engineering bargaining strategy which the union adopted in 2024. The negotiations in plastic are taking place therefore, against such a backdrop. However, the union was very clear that as a union we will still have to negotiate in plastics whilst we will not go on a full blown collection of demands for a couple of reasons, in that there are burning issues that employers themselves know that there is no way the union can negotiate in plastics with them without addressing workers.
- The input by GS was very clear that over and above addressing these burning issues, workers in the plastics sector are victims of the same deepening crisis of the socioeconomic conditions that affect the working class. And that plastics sector as a subsector of engineering, it used to be part of the engineering main agreement and these workers are victims of the employer decision to collapse MEIBC and form a separate chamber of plastics. If you compare the rates of pay between engineering Grade H and plastics, the engineering is about R63 an hour and plastics is about R36 an hour. It is against such a background that the union proposed to the bargaining team that even if as a matter of principle we agree to follow the engineering approach where we would have demanded 1 % to be added in the first year, which gave an increase of 7 %, 6 %, 6 % for the 3 years, but for plastics we propose that the union must consider to add 2 % in the first year which will be 8 % and 6 % in the following 2 years.
- The other demands we presented to the bargaining representatives, which the union, together with the 2 % demand which we have called on the bargaining representatives and the union to take to members to solicit mandate are as follows:
  - We demand that employers must agree in principle that workers will be graded. This can be done in the form of a grading committee that will comprise all parties. On grading employers must agree that there must be an agreement and research on a new minimum rate. Whilst grading is being done the issue of proper demarcation must be looked at.
  - We demand that employers must agree that they will be prepared to negotiate with workers and the union on what will be an accepted shift configuration, as the current shift practices in the plastic sector where unilaterally imposed by employers to workers. Such negotiations must also address the question of shift allowances.
  - We also demand that whatever we settle on wages and the improvement we are demanding on other issues it must be implemented as it is across the length and

breadth of the country, to all our members and there should be no area differentials in the implementation.

- It has been a custom, practise across various industries that if workers employment is terminated during the course of the year, that workers still get a pro-rata bonus and pro-rata leave, and we are calling on the plastic sector to reinstate such a benefit.
  - We must also demand from employers for the exemption policy to be amended and it must follow the same process that is followed by engineering.
  - We also demand that the calculation of severance pay must be based on actual remuneration and not on basic salary.
- These demands of plastics must be taken to members and there must be RSSCs of plastics to solicit mandates. The deadline of submission at national level must be no later than the 18<sup>th</sup> and 19<sup>th</sup> of March. The plastics sector will submit the demands after the NBC which will finish on 26<sup>th</sup> to employers.

#### **i) Tyre**

- The office of the GS will meet with tyre office bearers and the tyre sector coordinator on the 13<sup>th</sup> of March.
- There will be a tyre NSSC on 14<sup>th</sup> of March which will develop a framework of consulting workers and the demands will have to be submitted to head office on the same date of the 18<sup>th</sup> and 19<sup>th</sup> of March.

#### **j) On Glass (under chemical sector) sector negotiations**

- All NUMSA 9 regions have been sent a communications by the coordinator of the sector, Frederick Mabasa, to call general meetings to collect demands.
- Working with HOD OCCB, the coordinator for the sector will be convening a NSSC in the first week of March 2025 to consolidate the demands. These demands will find their way to the NBC where the union bargaining strategy will be shaped and adopted. The task for regions is to convene these general meetings and consult members.

#### **k) ACSA**

- The union will be negotiating in June in ACSA and its important that as part of consolidating demands that workers are briefed and they are properly informed of what the unions have already secured as part of the last round of negotiations such as:
  - Acting allowance
  - Overtime payment
  - Employee bursary scheme and members children's bursaries
  - Upfront deposit for Bond subsidy (R100 000)
  - Bond subsidy
  - Debt consolidation (has been reinstated in December 2024, with Nedbank as sourced service provider) although we are still getting few employees in OR Tambo Airport raising none compliance, our local organizer comrade Stone is addressing the matter with employer.
  - Rental subsidy

- Robert at a national level, working with a team of organisers including Stone Kolotsi (Kempton Park/OR Tambo), Andile Nomlala (Cape Town local/Cape Town airport), Sibongile Sikwebu (PE Local /David Stuurman Airport), Mandla Makhupula (King Phalo Airport), Tete (Bloemfontein airport) and Nzimande (King Shaka) will be coordinating the convening of general meetings to collect demands across all the airports where we have a presence, and such a process is about recruiting, organising workers to NUMSA and simultaneously collecting demands and addressing workers immediate problems. And all other regions which have got airports and their names are not mentioned, are expected to develop programmes that are about doing the same. Demands must be collected so that they can be submitted in the NBC.

#### l) **South Africa Civil Aviation Authority (SACAA)**

- This company is the regulatory authority for the aviation sector (airports) in South Africa which oversees and manage the safety in our skies and it has got authority to ground airlines and all companies that operate in the sector when they do not comply with safety regulations.
- In this company the negotiations are already under way. The third round of negotiations are scheduled for the 3<sup>rd</sup> of March.
- Below are the demands that the union has tabled:
  - Salary increase – 15% across the board.
  - Long service benefit – to amend the current policy and develop a new one that will start recognizing employees with long service from three years and above.
  - Medical aid – the employer to implement the recommended gap cover.
  - Compulsory leave – the leave should not apply to those who already have planned leave.
  - Standby allowance – the current policy to change and develop a one that will make employees to get an allowance when they are on standby.
- In this negotiation the GS office has proposed a meeting with the leadership core to look at various permutations with an intention of exploring a settlement.

#### m) **Gautrain:**

- The union is in the process of collecting demands and the demands will be submitted in the NBC and negotiations will begin after in time for implementation by the 1<sup>st</sup> of July.

9. The NEC had to have the above content about collective bargaining as collective bargaining is the core business of the union and the union is negotiating in 2025. This is a task which must be compulsorily implemented by structures of the union.
10. The NEC as part of its extended collective bargaining positions mandated the union leadership to prioritise two critical strategic engagements. An engagement with the Minister of Transport, Barbara Creecy, with a particular focus on SAA and SAAT that have adopted an anti-worker and a NUMSA-bashing attitude. The other issue that we can no longer postpone in the best interests of our members in maritime is the ongoing strike in Bidvest SACD where 4 workers have allegedly been shot and killed in KZN port strike and workers are being arrested.

11. The NEC further endorsed that within the constrained budgets as part of moving away from costly rentals of cars, the union must negotiate with the auto industry for safe second hand/demo cars for two of our comrades which the union must buy.
12. The NEC further endorsed a joint proposal from Hlanganani and KZN that the union must assist with Foskor and convene a NSSC for the company. The office of the GS expects the two regions to do a write up of what are the challenges in both plants and what do we seek to achieve as an outcome of the NSSC so that there can be proper planning before the actual NSSC.
- 11. The NEC endorsed the convening of the 17 companies and it further committed all 9 regions to submit the names of companies that were not included over and above the 3 companies such as Willard, FNB, Eveready, and regions are called upon to prioritise this work as the NEC endorsed that the union in the build-up towards the bargaining conference must have worked out a clear position about what kind of a bargaining strategy it adopts legally and otherwise to take up the plight of workers in these particular companies. The NEC tasked RSs to coordinate the information and data about these companies (including the companies that were not included) and submit not later than Friday the 21<sup>st</sup> of February to the office of the GS. Regions were tasked to contact all companies in the region and give data and detail which must reflect on the status of workers as it relates to the following conditions of workers:**
  - **Their rates of pay**
  - **The contributions of employers on medical aid and what is the contribution of workers**
  - **Transport allowance being paid to workers**
  - **Subsidies for food**
  - **All other relevant benefits**
  - **And what exactly has inconvenienced workers in their company shifting from engineering to motor**
  - **And what is the state of NUMSA as an organization at plant level**

**The office of the GS, working with OCCB will speed up a meeting of the above companies including companies that regions can add and have their session before the NBC takes place. The details of data and information that regions must submit about all of these companies will form part of the union bargaining strategy in the coming NBC.**

13. As part of the NEC position that this NEC of the union is not about changing the previous decisions and resolutions of the CC and NEC, the NEC calls on the secretariat working with OCCB in the roadmaps to prioritise convening and implementation of the already resolved decision in the CC that the union in the motor sector and engineering will convene a workshop on exemptions which are approved in the main by both regional organisers and motor organisers who sit in the bargaining councils at DRC/ CDR level.

This workshop will be about these regional organisers and motor organisers first submitting a detailed report of how they deal with exemptions, in the bargaining councils where they sit and how do they deal with resignations and they must also submit a detail about all companies that are under prosecution, as a result they are not paying dues to the union.

In the report these regional organisers must explain what processes they follow in preparation for arbitration of these matters, and how do they prepare themselves in engaging with board packs before the actual board meetings?

They must give the data about how many workers in a company, how much is being owed and what is the state of the actual prosecution that is taking place so that when the meeting is convened, the union is in a position to prepare in advance a proper response to these challenges. Comrades Vusi Mabho, Mduduzi and the HOD OCCB are tasked to coordinate such a session and the office of the GS will work with them and confirm the date with regions. The meeting that we are calling for would also have to develop mechanisms and set up processes to ensure the union and members are effectively represented.

12. The NEC endorsed the convening regional shop steward councils of the component suppliers, a meeting that will be coordinated by the HOD OCCB and the motor sector coordinator to take stock of organisational challenges. The office of the GS working with RSs will provide strategic support in ensuring that those meetings become a success and it must contribute in the build-up of organising ourselves towards the coming round of negotiations. Regions, regional teams and local organisers led by the motor sector organisers must have a focussed programme to target garage workers as part of a build-up towards the coming negotiations.
13. On the Eastern Cape organisational challenges, the region discharged its mandate whose essence was a rejection of the secretariat report which dealt with concerning organisational issues which have been raised in the secretariat report. And they rejected in particular the GS office point of calling on the RS to give an account. The NEC would have endorsed two positions on this matter: that the position and the process that has been triggered by the office of the GS will continue and that the NOBs must also meet with the leadership of the region to engage on all matters that are concerning. To the extent that the current response from the region reflects that some of these issues cut across to other regions and those regions must also be made to account, the office of the GS has got a responsibility to leave no stone unturned in making sure that the organisation gets to the bottom of all concerning issues and counter-allegations.
14. The NEC was also very clear that no region of NUMSA can be friends to everybody and every organisation, therefore the NEC in relation to organisations and individuals that have been cited in the report to have a history of being hostile to the political and organisational posture of the organisation, including individuals the union has expelled, both the EC and any other region, the NEC expects them not to relate to such organisations.
15. On GFF, the NEC, having received the Secretariat Report on the stalemate between the GFF NSSC and comrade Mac where the shop stewards out of the engagement done by the President and the GS, they clearly would be prepared to settle this matter if they were to get an apology from the 2<sup>nd</sup> DP comrade Mac. Two permutations would have been surfaced in the NEC. One permutation is that both sides would have to focus on the bigger picture and apologise to one another. The other permutation which was presented by the GS as a contribution in the discussion was that the NEC should persuade comrade Mac to be prepared to compromise and not be steadfast in his position and agree to apologise to the shop stewards as such a position can guarantee the NEC that there will be a solution on the matter and preserve the unity of the organisation in Eskom and focus on the broader picture.
16. On the PCC the final decision of the NEC was to allow comrade Mac and comrade Mbodi to continue to be in the PCC and that as a matter of principle and protocol they must submit reports of their activism in the PCC in the NEC and the CC so that the organisation can engage and that they participate in that

structure from a mandatory position. The NEC was briefed that comrade Mac has already crafted a report which will be circulated to NUMSA 9 regions.

17. On the challenge of SETAs, the NEC accepted the report presented by the GS on the challenge that confronts the union in the front of SETAs, triggered by the AG. To the extent that the name of the DGS would have featured in the report, and the DGS having registered that his side was not heard before the report was concluded, the response of the NEC was to agree on a process in handling the report. It agreed that first DGS will be afforded an opportunity to make his written submission to the office of the GS which will be submitted to the NOBs, task team and to NUMSA 9 regions, and that a Special NEC will be convened to process discussion on the matter before the end of March.
18. The NEC further endorsed that the union would have to convene well thought-through planned national workshops which will once more renew and revive the union's commitment from an inspired Marxist-Leninist perspective to take forward the important struggle which the union cannot be left behind to prioritise of gender equality between men and women, and that the union must be on the cutting edges in being progressive in deepening its understanding on LGBTQ+ struggles.

The sole strategic purpose of this union revolutionary perspective is rooted on the union belief that without the liberation of women in society, without dealing with the scourge of gender-based violence, society cannot be free, our struggle for socialism will be incomplete.

19. Further, the union leadership both in the NEC and in the CC continues to believe that any country, any organisation that does not value its youth does not deserve its future and that the union firmly believes that young people must not only be militant and resolute. Which is why we would have multiple workshops for the union to engage how best to organise young people in the organisation and that includes what kind of appropriate effective structures that can ensure that young people are well-represented.

The union in all of these fronts must continue to be the preparatory school of all activists and young people. And in this front of struggle, the union firmly believes that it is the young people who must and will inherit the union, therefore the union must succeed to ensure that young people and women take their rightful place to occupy leadership positions in the union. This relates to both young women and young men. The NEC realises the failure to do so will compromise NUMSA's future as we are not building a union of pensioners. NUMSA must move with times and with people.

20. The NEC resolved to task NOBs to convene a special NEC to deal with all the appeals that were to be dealt with under agenda item number 11 of the NEC and the office of the GS will do a proper communication to all those who have appeal to the NEC informing them that they must be directly present in such a special NEC to deal with appeals.

Regions were individuals who are appealing from will be afforded an opportunity to present their side of the case and the NEC will listen to both sides before it discusses and arrive on a way forward on each and every submitted appeal.

It was further decided by the NEC that the NEC disciplinary committee that has handled the disciplinary processes involving comrades from the Western Cape, that committee could not present in the NEC because of time concentrate. The committee will therefore also be afforded an opportunity

to present its outcomes and all related details concerning the work it has done in the same special NEC to be convened by NOBs as mandated by this NEC.

21. The NEC further endorsed the revised roadmaps which will still be engaged by the secretariat working with NOBs and take into account a couple of NEC assertions such as the need to prioritise a unity bosberaad before we engage external organisations on the revolutionary agenda and the unity of the working class to back up that revolutionary struggle. With all that said the NEC was unanimous in endorsing the following proposed meetings as presented in the Secretariat Report that outlines work beyond the NEC in the form of proposed roadmaps:

- GS being in Brazil for an IPA meeting from the 21<sup>st</sup> of February until the 24<sup>th</sup> of February.
- A secretariat meeting that is already convened of the Secretariat to take place on the **27<sup>th</sup> of February**.
- In the updated roadmaps, we are prioritising a meeting between NOBs, RSs and HODs and a draft discussion document is almost completed and will be circulated. We think this meeting, in line with the instruction of the CC is a priority as on whose centre is the whole question of cost-cutting for us to be able to meet the wage bill. **We can be upfront that there are no holy cows.** The NEC endorsed the sharing of the discussion document on restructuring and cost cutting, which will be shared with NOBs, RSs and HODs on the 20<sup>th</sup> of February 2025. **The date for the restructuring meeting will be 28 February and 1 March 2025.**
- NUMSA and SRWP session to discuss the revolutionary agenda as a content of bilaterals with unions and political parties. The date is the **4<sup>th</sup> of March 2025**. As it was decided by the CC.
- The plastics internal discussion with bargaining representatives was scheduled to take place on the **20<sup>th</sup> of February**.
- The pre-bargaining for motor has been scheduled to take place on the **11<sup>th</sup> and 12<sup>th</sup> of March**.
- The next meeting which the NEC has endorsed as proposed by the Secretariat Report is the meeting with LOBs and RSs that deals with the 20 locals not meeting the threshold which will take place on the **15<sup>th</sup> of March 2025**.
- There will be a 2 day aviation workshop on the **25<sup>th</sup> and 26<sup>th</sup> of March**.
- The Nkrumah School will be holding its Pan Africanism International Course from the **27<sup>th</sup> of February to the 27<sup>th</sup> of March**. NUMSA has been invited to send 4 participants. And the GS has been invited on behalf of NUMSA to address the school on how do we build socialism today.
- GS will be in China from the **28<sup>th</sup> of March until early April**.
- GS will be part of introducing The Red Brigades Study Tour, which will take place between the **4<sup>th</sup> of April and the 18<sup>th</sup> of April**. The process of finalising the list of participants will be finalised soon.
- The threat of AMSA closing 3 plants once more necessitated that the union must go back to basics and convene capacity building for a core of shop stewards and leadership of the union. The aim of such intensive capacity building will be to strengthen union positions in the now ongoing challenges of defending the auto sector by lifting up critical issues on the Auto Masterplan, engineering and the Steel Masterplan, with a particular focus on localisation and beneficiation, customs, tariffs, bound rates, applied, the basics of MIDP and APDP and how do we best respond as a country to the trade war that has been intensified by Trump. **This intensive capacity building training will take place towards the end of April, but the actual date will be communicated once we confirm strategic contributors and participants.**
- **In the last week of May** there will be an engineering industry summit for providing input and engaging government on how we can drive manufacturing and industrialisation in the steel and engineering sector. The week that has been targeted is the week of the **26<sup>th</sup> of May**. The GS office

has got a task of setting up strategic task teams that will ensure that NUMSA will make a valuable contribution to ensure that we conquer success as a union on this front.

- These key decisions will go out with updated roadmaps informed and shaped by the NEC decisions.

## 22. NUMSA Road Map:

<b>March 2025</b>	
<b>NUMSA Meeting with the SRWP</b>	4 March 2025
<b>IndustriALL Automotive World Conference</b>	4 – 6 March 2025
<b>Auto NBF Meeting with NUMSA NOBs</b>	5 – 6 March 2025
<b>3F PAC Meeting</b>	5 - 7 March 2025
<b>NUMSA Finance Committee Meeting</b>	8 March 2025
<b>Motor Pre-bargaining Conference</b>	11 – 12 March 2025
<b>Auto National Shop Steward Council</b>	11 – 13 March 2025
<b>NOB Meeting with Tyre Office Bearers</b>	13 March 2025
<b>Tyre National Shop Steward Council</b>	14 March 2025
<b>Meeting with Locals below the Threshold</b>	15 – 16 March 2025
<b>NUMSA NOB Meeting</b>	17 March 2025
<b>NUMSA National Bargaining Conference</b>	24 - 26 March 2025
<b>April 2025</b>	
<b>Red Brigade Study Tour in China</b>	4 - 18 April 2025
<b>ITF Executive Board Meeting in London</b>	9 -11 April 2025

<b>Plastic and Motor Negotiations Commence</b>	10 April 2025
<b>Capacity Building for Engineering, Motor and Auto</b>	24 – 26 April 2025
<b>MAY 2025</b>	
<b>May Day</b>	1 May 2025
<b>NUMSA Finance Committee Meeting</b>	3 May 2025
<b>3F Steering Committee</b>	9 May 2025
<b>NOB Meeting</b>	12 May 2025
<b>IndustriALL Regional Executive Committee (online)</b>	15 May 2025
<b>Unity building bosberaad</b>	16 - 17 May 2025
<b>Release of Reports towards the NUMSA June CC</b>	23 May 2025
<b>Engineering Industry Summit (Job &amp; Energy)</b>	26 May 2025
<b>National Congress of Italian Metal Workers</b>	28 – 29 May 2025
<b>Local Shop Steward Council Meeting to NUMSA June CC</b>	30 May – 1 June
<b>JUNE 2025</b>	
<b>Regional Executive Meetings towards NUMSA June CC</b>	6 – 8 June 2025
<b>NUMSA NOB Meeting</b>	13 June 2025
<b>Motor Negotiations</b>	17 – 19 June 2025
<b>NUMSA June Central Committee</b>	21 – 24 June 2025

**It is important for regions to note that the Finance and Administration Report which was presented by the National Treasurer comrade Mphumzi Maqungo; the WIP report presented by the Deputy General Secretary comrade Mbuso Ngubane and the Trust Report presented by the 1<sup>st</sup> Deputy President comrade Mac Chavalala will be completed and endorsed in the Special NEC which the NOBs have been tasked to convene to complete the work of the NEC as comrades only dealt with clarity sought in those reports.**

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**Compiled by  
NUMSA General Secretary  
Irvin Jim**