


NATIONAL BARGAINING CONFERENCE DECLARATION

26 MARCH 2025

NUMSA GENERAL SECRETARY

IRVIN JIM






The National Union of Metal Workers of South Africa (NUMSA) convened the National Bargaining Conference (NBC) from 24 – 26 March 2025 where we assembled delegates from all our negotiating sectors for this year – Auto, Motor, Garage and Tyre sectors, Plastics, In-House Agreements, Aviation, and Mining.

The NUMSA NBC was convened to discuss and resolve on the union's core demands, wages, benefits and conditions of employment for this round of collective bargaining in all negotiating sectors, as well as to debate and reflect upon the strategic task of positioning the union bargaining strategy for 2025.

The bargaining conference took place against the backdrop of challenging socio-economic conditions in South Africa and a difficult geopolitical context on the international front.


The NBC noted that the conference was taking place in a world that is troubled by geopolitical chemistry where the working people of the world are confronted by wars that are prevailing around the world including the inflationary pressures that result from war, the threat of an intensification of trade wars triggered by the USA imposing tariffs against its neighbouring countries Mexico, Canada as well as China and Japan and against particular regions of the world and countries.



The South African economy is not spared or insulated from these challenges especially in the face of South Africa having taking a stand against all wars, in particular it's decision to take Israel to the International Court of Justice, calling for an end to the genocide against the people of Palestine, Gaza and West Bank.

NUMSA as a union was very clear that it fully maintained and continued to support its position that all wars must end, and that there must be a ceasefire and an end to the genocide that is killing women and children in Gaza and West Bank.


As the union we remain very resolute that there is nothing to review about such a correct position in that an alternative to war is peace and democracy which progressive people of the world fully support and therefore in the debate about trade between South Africa and the USA, as a union we remain very resolute that the current trade relations between South Africa and the USA remain important and mutually beneficial to the people of both countries.



The NBC condemned what it regarded as an old racist Apartheid opportunistic stance adopted by Afriforum, Solidarity, the Cape Independence Advocacy group, and the DA who have decided to embark on a hot pursuit of spreading propaganda and lies targeting the new President of the USA, Donald Trump by stigmatising South Africa on its correct decision to take measures to address the land question which is the plight of the majority of South Africans who are Black and African who remain economically marginalised, landless and dispossessed.


The NBC was very clear against the racist organizations that are stigmatising the country in the USA and it condemned their actions. In a country like South Africa with a democratic constitution with a bill of rights that has got a stance against any form of racism. This grouping must not be spared they must not be given a free pass as their racist actions are criminal and bordering on committing treason.

Therefore NUMSA NBC is very clear that in defence of centuries of fighting for democracy the state must act decisively within the law and make sure that they are made to account for their divisive action that can risk South Africa's trade with America. The victims of such a decision will be all South Africans, black and white.



The union consciously decided, in line with its traditions and practice, to adopt a broader approach in engaging with the collective bargaining issues. In the main, other than demands related to wages, benefits and conditions, the union decided to use the NBC to focus on the state of manufacturing which continues to bleed and to deindustrialise. It reflected on the state of negotiating sectors, the state of the economy with a particular focus on the current capacity of manufacturing and to deal with key strategic burning issues that are critical to be engaged to place the country on a new path of driving manufacturing and industrialisation to build an inclusive economy.

This approach of engaging on topical issues was positioned by inviting strategic key leaders from the economic cluster of government, including the Minister of DTIC, Parks Tau, the Minister of DMRE, Gwede Mantashe, and the Minister of Transport, Barbara Creecey.




SEIFSA, represented by the economist and Chief Operations Officer of SEIFSA, Tafadzwa Chibanguza reflected on the state of the plastics sector and the economy in general and what can be done to protect the current capacity of manufacturing, including how to champion job creation with a focus on public infrastructure spending.

The veteran of the union, Alec Erwin, focussed on what must be done to turn around the state of the South African economy and to drive manufacturing and industrialisation. The union invited many other strategic speakers to empower the collective bargaining process with information as information is power. Andrew Kirby, CEO of Toyota spoke on the state of the auto industry.


Renai Moothilal spoke on the motor component value chain and Nduduzo Chala spoke on the state of the tyre sector. Duma Gqubule spoke on macroeconomic policy and what is to be done to drive a progressive agenda to industrialise the economy.

The bargaining conference was addressed Dr. Alex Mashilo who spoke on the history of NUMSA on collective bargaining, Mondli Hlatshwayo who spoke on technological change and collective bargaining, and Rhea Chatterjee who shared global experiences on workers challenges in the aviation sector.




Out of this engagement, the NBC resolved to open up engagements and dialogue to deal with all burning issues that affect NUMSA members across various sectors in the economic cluster of government and there was a clear commitment that government will open up lines of communication and engagement with NUMSA leadership to ensure that all these critical matters that were identified are addressed and solutions are found:


1. NUMSA as a manufacturing union had no choice but to use its bargaining conference to continue to make a clarion call as we have for the past 30 years for government to take the necessary decisions to position the country away from the wrong path it has been plunged into for the past three decades, if we are to recover from the devastation of de-industrialisation as a result of the failed Washington Consensus and neoliberal policies globally and in our country.

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2. However, to the extent that we have been calling on the state to intervene in the economy to drive manufacturing and industrialisation for the past 30 years to no avail, it has become clear that we need to build the power of the industrial proletariat in order to lead a new coalition of forces that must emerge and impose its hegemony over the state in order to drive industrialisation and manufacturing to build an inclusive economy.

To this effect, whilst NUMSA will continue with the campaign to demand a state that is intervening in the economy by addressing issues of ownership and control to affirm the masses of our people who are economically marginalised, landless and dispossessed, the NBC was very clear that it is about time that NUMSA as an industrial proletariat union must begin to engage with the industrial capitalist class to invest by taking measures that protect the current capacity of manufacturing and to drive manufacturing and industrialisation.

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3. The NBC discussed what is to be done for the state to drive a progressive agenda. We need a state that decisively takes ownership and control of all commanding heights of the economy and all our country's minerals with a conscious agenda that they must be benefited, diversified, build new sectors that are creating the most needed jobs, and paying a living wage which will grow the economy and smash poverty unemployment and inequalities and take our people and our communities out of the current state of hopelessness.
 4. Designations and procurement are critical for the state to be able to drive mineral beneficiation on the back of public investment. We expect the state to use procurement and designations to drive localisation both to create capacity inside the country to create jobs and to grow the economy.


On this note, in the NBC the union expressed concern that it has been 6 months since the Public Procurement Act was passed and we are still waiting for regulations from National Treasury to guide implementation.




The NBC was unanimous in making a clarion call that the National Treasury led by Minister Enoch Godongwana must speed up development of regulations so that any government expenditure done by SOEs and all levels of government must be compliant with the Public Procurement Act where localisation and designations will be prioritised.

The conference was very clear that both labour and business must knock at National Treasury's door and make it clear that we can no longer allow a situation where there are contracts being signed outside the existing Procurement Act which has become the law.

5. The NBC was very clear that in the auto sector, South Africa cannot allow the current massive dumping of cars from global car brands that have not set up assembling plants in the country. We must increase tariffs to protect our local market, we must impose standards such as homologation and government, in particular, DTIC must use the current review of APDP to unapologetically take measures to drive localisation to meet the target of 60% localisation as the target of Masterplan vision 2035.


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6. In order for government to grow the market of NEVs domestically and in the African continent, they must scrap the ad valorem tax.
 7. The NBC, whilst noting the strategic importance of trade between African countries, expressed concern that the AFCFTA if not restructured, will be an instrument of multinational corporations and neoliberal governments to facilitate the free flow of capital across the continent. There is no critical engagement that takes into account the view of working people in the continent. As such, in all its structures there must be involvement of labour and progressive peasants' organisations. This is critical if we are to succeed to take Africa out of the morass of being on the bottom of the food chain and to deal with structural adjustment programmes and the debt traps that keep Africa on the back foot instead of industrialising it.


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8. This includes effectively making sure that Africa Free Trade Continental Area (AFCFTA) does not allow unfair competition between countries of Africa and that there must be a vision where there is a deliberate decision to build industrialised economies of Africa at the back of our continent's minerals and where we must build trade with each other and stop the trend that our minerals are only good for extraction to service the economies of the north and not to be beneficated to benefit the people of the continent.
 9. The NBC was very clear that the South African economy needs a bolder vision from the government, with a progressive vision from the National Treasury that breaks away from austerity measures and narrow fiscal policy that it has pursued for 3 decades including moving away from inflation targeting of the Reserve Bank, championing high-interest rates, and reducing the corporate income tax while increasing the VAT rates.
 10. Corporate Income Tax has been reduced from 50 % in 1991 all the way to the 27 % it sits at today. As a union we think this a flagrant example of a government that targets the poor to allow the rich to continue to maximise their wealth in South Africa.



10. The NBC went into detail unpacking the impact of the VAT increase on the working class:


- Using the Pietermaritzburg Economic Justice and Dignity (PMBEJD) institute's data for the month of March 2025 a VAT increase of 0.5% will mean that our basket of basic food for a household of 7 persons will increase by **R10, 78 bringing the cost of the basket of food to R5 340.14. VAT will then consume R334,28 (or 6.2%) of the overall cost of the basket.**
- A 0.5% increase on a basic basket of household toiletries and domestic products will increase the cost of the basket by R4.50 to R1 021,85 with VAT consuming R139.53 of the cost of the basket.
- A 0,5% increase in VAT-rate on top of Eskom's 12,7% increase due to come into effect in July (of R115,18) will add R5,11 onto VAT, and **bring the total 15,5% VAT on a household's basic 350kWh consumption of electricity to R158,42, with the total monthly cost of prepaid electricity for households increasing to R1 180,53 (from R1 175,42).**
- **This means that working class families will pay a cumulative VAT total of R632.76 on these three essential household expenditures. This strips from their already low wages, in the context of a cost-of-living crisis, and the VAT amount will be much higher when other goods and services needed by households are included.**

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- For example: the Eskom tariff increase will mean that on a 4,4% National Minimum Wage increase, the new electricity tariff will reduce such an increase to an R88,10 per month increase (from R1.21 per hour to R0,52 per hour), and essentially a 1,9% increase in the National Minimum Wage.
 - The NBC noted we are in the midst of a food affordability crisis. For a worker's family of 4-members, where one worker is employed and earns at the National Minimum Wage level, Pietermaritzburg Institute's data shows a 47,4% shortfall in nutritious food, with less than R490,85 per person available to spend on food. This is below the Food Poverty Line of R796.
 - Hiking the VAT-rate in this context will only hurt families further, and have consequences for our social, health and economic outlook.



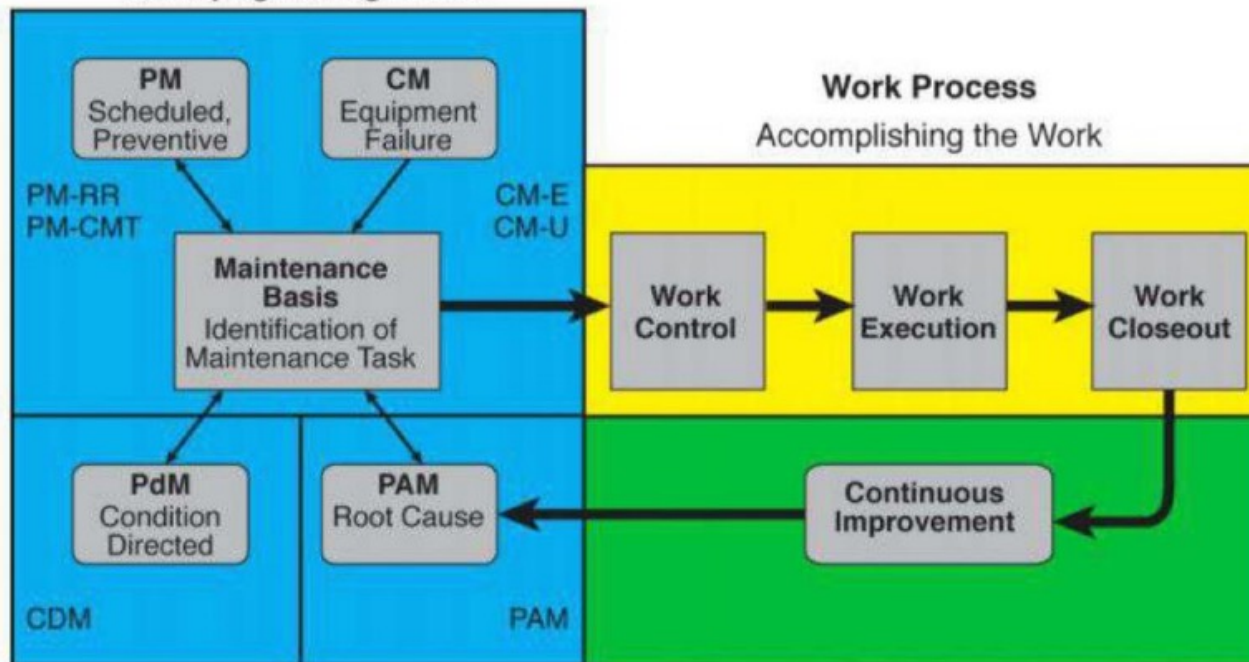
12. NUMSA NBC demands a paradigm shift from macroeconomic policies that have failed to grow the economy for the past 30 years, and it demands a dynamic vibrant National Treasury that is in partnership with DTIC, DMRE, Department of Transport, the Presidency that is now housing SOEs, the entire economic cluster on a deliberate drive for an expansionary budget with a clear package to stimulate economic growth where there must be a decisive investment on infrastructure with a particular focus on roads, rail, schools, hospitals and universities, and dams with a conscious objective of rebuilding once more the capacity of the state where the state must employ workers and pay them a living wage to build this modern infrastructure. ***This includes making sure that in all public institutions vacancies are filled and that our people receive quality service from these state institutions.***

13. The NBC lamented the other setback which is driven by the fact that what you have not won in the base which is the economy, you cannot win in the superstructure which is politics, has become visible. Across various sectors of the economy, democratisation of the workplace, and featuring of Blacks and Africans in the demographics of companies to change enterprise development, has stagnated. ***However, in the NBC NUMSA applauded the recent signed act by President Cyril Ramaphosa to deal with the Apartheid wage gap between CEOs and ordinary workers, but signing Acts are not a silver bullet to drive transformation. Government must be decisive and develop policy that forces companies to ensure that there is parity.***


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14. On the transition from fossil fuels to renewables, NUMSA continues to support a just transition that must happen at a pace and a cost the country can afford. In particular, we note developments, including at COP29 where the western imperial nations are renegeing on their commitments in the Paris Accord as they have demonstrated recently in Baku, Azerbaijan by refusing to fund a just transition or even to include job security and workers rights' in the texts of just transition that bind countries to commitments in this multilateral engagement.
 15. The NBC bemoaned that South Africa's economy has been ravaged by destructive rolling blackouts, so-called loadshedding as a result of the failure of the then leadership of Eskom of Andre De Ruyter, who refused to focus strictly on quality maintenance to achieve 75 % Energy Availability Factor, as laid in the below graphic:

Maintenance Basis

Identifying the Right Work



Notes: CM = corrective maintenance, PM-RR = repair/replace PM, PM-CMT = condition monitoring task PM, CM-E = expected corrective maintenance, CM-U = unexpected corrective maintenance, PdM = predictive maintenance, CDM = condition-directed maintenance, PAM = proactive maintenance




16. The NBC further endorsed the NUMSA consistent call that Eskom must reconnect with immediate effect the 17 disconnected units, irrationally so by the then failed leadership of Eskom led by Andre de Ruyter. The NBC noted that when those 17 generating units that were irrationally disconnected from Komati, Hendrina, and Grootvlei, during this time, Eskom was producing electricity, and as such, there was no over-utilisation of Open Cycle Gas Turbines (OCTGTs) using diesel. And Eskom simply argued and claimed then in effecting disconnection in 2018 that they don't have R3.2bn to do deep maintenance and keep those units running. Yet since then, they have spent more than R100bn running OCGTs as baseload power stations. Running day and night in contrast to what those stations were designed for which is only to operate in the Morning Peak and Evening Peak. Relatively speaking, Eskom only spent the following on diesel when EAF was 77 % and 78 % between 2016 and 2018:


- 2016-2017 - R2.2bn
- 2017-2018 - 2.3bn

However these costs have ballooned in recent years:

- FY2021-2022: R15bn
- FY2022-2023: R30bn
- FY2023-2024: R34bn
- FY2024-2025: R16bn* (still counting)


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18. NUMSA in the NBC resolved to make a serious call to the Minister of Electricity and Eskom board to stop wasting money on OCGTs by running them day and night. Judging from the recent NERSA decisions, it is clear that Eskom is throwing money into the drain because in all their attempts to clawback this waste from NERSA, their applications were rejected and they lost billions of Rands.
 19. Given the wastage on OCGTs government must move decisively and invest in building the capacity of dispatchable sources of `energy as was demanded by Eskom in 2019 which must be between 2000 and 3000 mw and that includes reconnecting 17 units that were disconnected.
 20. The NBC took place amidst the threat of Closure of 3 AMSA plants (Newcastle, Vereeniging and AMRAS) for long steel. The NBC called on the entire government to address this challenge and ensure the long steel business remains open. It is NUMSA's firm view that to lose AMSA, such a decision would be catastrophic to the South African economy and all strategic leading sectors, both in the steel and auto sectors.


The union was very clear that as a country we cannot afford to lose such capacity, especially against the backdrop that as a country we have been deindustrializing and it is a known fact that once you lose such capacity as a country, it never comes back. And it does not need to be researched that all countries in the world that have industrialised by taking forward manufacturing are those countries that maintain and retain their steel capacity. As the failure to stop a steel plant from collapsing at the back of confusion that you can sustain manufacturing on the back of mini-mills running on Electric Arc Furnaces, such a view is myopic, in that within no time if we lose such steel capacity the country will have no scrap.



20. As part of driving manufacturing and industrialisation, there are minerals and companies that must be declared strategic, including coal, iron ore, chrome, manganese as minerals, and Sasol and AMSA as companies. So that the state places itself in a position to be able to make interventions to turn around companies and to save jobs. Especially when those companies are of a strategic nature like AMSA. For instance, in the AMSA situation, the union holds a very strong view that over and above stopping the threat of 3 plant closures we must be able to take AMSA back to the cost plus 3 that existed between AMSA and Kumba when it comes to iron ore.


21. The union in the NBC unpacked the challenge of smelters as one example where industrial policy needs to support localisation and beneficiation in South Africa. For years now, the union has been raising that China does not have chrome ore, and yet it has opened smelters at the back of our country's chrome ore and manganese. Meaning that we are exporting jobs to China and to the extent that our smelters can no longer afford exorbitant electricity tariffs we are faced with a situation where they are being mothballed and workers are being retrenched. In the NBC, it became very clear that taking Glencore alone out of 22 furnaces, 10 have been mothballed. NUMSA NBC endorsed the following demands to be submitted for engagement to DMRE led by Minister Gwede Mantashe:


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- a. Improved negotiated pricing agreements with Eskom to reduce the expensive electricity tariffs for smelters who are currently paying 50 % more than China's smelters for electricity.
 - b. Introduce a chrome ore export quota to reduce chrome ore exports.
 - c. Introduce export rebates and an export tax on chrome ore.
 - d. Advocate for South African ferrochrome to be excluded from the EU's Carbon Border Adjustment Mechanism and SA's carbon taxes. Negotiated Pricing Agreement electricity tariffs should apply to Green Energy projects rather than the Eskom Megaflex tariffs during periods of no generation.
 - e. One of the exercises that government if it is serious about industrialising and creating jobs from a NUMSA perspective, it must prioritise that there are minerals where government needs to be decisive and simply ban their exportation such as chrome and manganese because of their strategic nature.



22. The NBC also resolved to task the leadership of the union to engage with DMRE Minister, to address the following demands and challenges that affect garages, in particular FRA employers:

- Credit card cost which are now sitting at an average 40cpl per every credit card swiped for fuel.
- This 40cpl cost is not provided for in the petrol margin.
- If not provided for in the regulated cost recovery model for expenses, it then takes from the already under compensated expenses, which includes wages.
- Allocated wage cost recovery can only be realized on selling volumes.
- Volumes are declining due to illegal trading by wholesalers who are selling directly to the public, which DMRE is not able to curb and is now at catastrophic levels.

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- Whilst DMRE volumes may show marginal increase from Oil Companies data, they are not able to say how much of these volumes actually go out via illegal trading channels.
 - Increase in wages against under recovery on margins and declining volumes talks directly to the viability of regulated businesses.
 - Deregulation of diesel is even worse. Retailers cannot compete on price with wholesalers selling directly to the public at prices far lower than the cost Retailers receive the product.
 - This is just unsustainable, and it directly impacts the viability of businesses.




23. NUMSA NBC, in engaging with the Minister of Transport called for her intervention in the frustrations of workers in the following companies/ SOEs in the transport sector: SAA, SAAT, SACAA, PRASA, Transnet, TNPA, RAF and Bidvest SACD.

a. SAA

- NUMSA in engaging with the Minister of Transport in the NBC registered the frustration and despondence of SAA workers whose hard won gains were all reversed. Workers hard won gains were all reversed under the pretence of business rescue where management actually used the process to advance their own individual interests and take away the benefits and rights of workers, abusing management prerogative of decision making, displacing workers' benefits and gains whilst creating luxurious wages and benefits and conditions for management. Workers' salaries were reduced by 35 %.

The union called on the Minister to contrast what these managers used to be paid and how they have created positions, whilst taking away benefits of workers that are dictated by the BCEA such as allowances in that workers at SAA are no longer paid overtime allowance, shift allowance, and housing allowance. They fly in and out of Johannesburg facing overwhelming awkward shifts.

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- To demonstrate that in SAA the union, since the retrenchment of 4000 workers has been under siege from management that is anti-worker and union-bashing singularly targeting NUMSA as a union.

The union has followed normal processes whose outcomes were in our favour as we demonstrated that we are the majority union. However, at the back of exorbitant costs negatively impacting the SAA balance sheet.

This posture, supported by the hostile board against workers rights, they still refuse to give NUMSA its recognition status. And we call upon Minister Barbara Creecey to use the powers vested in her and defend the fact that worker rights are human rights, and this includes the right of workers to freedom of association. NUMSA won its recognition in the CCMA and this SAA management, out of its desperation still took the matter for review, yet all other yellow unions are allowed to operate.

The NBC condemned this continuous undermining of workers' rights in that despite the fact that there was a signed agreement that retrenched workers will be a priority when job vacancies are available at SAA, this management of SAA would go and employ new, non-NUMSA workers which violates the terms of the agreement.




b. RAF

- NUMSA in the NBC registered what it regards as an anti-worker and union-bashing on illegal political grounds against the very existence of NUMSA. This is despite the fact that NUMSA has been a recognised union of RAF since 2017.

It remains the majority union, whose existence in RAF is a product of freedom of association where workers joined voluntarily.

Yet, for challenging the propaganda of the CEO, who consistently presents RAF workers as corrupt without advancing any proof, and for resisting that workers must be retrenched which is the duty and responsibility of the union where he was plotting and planning to invest on a call centre that will displace permanent jobs of our members.

Since the union resisted this, clear the CEO has declared war. And workers would have planned to embark on a legal protected strike which was interdicted.



The union and workers complied with the court interdict. RAF used restructuring with the view that it is going to introduce a new automated system to deal with the management of claims to be more efficient.

Although, this entire process was used to attack ordinary workers and hide the failures of the management of RAF which, if one looks at this period, nothing has changed.

In order for the leadership of RAF not to be exposed, they took a very cheap unsustainable strategy, that of illegally withdrawing NUMSA's organisational rights. If the minister fails to intervene, NUMSA will be left with no option but to place RAF under business rescue.

This includes NUMSA's rejection of the repeated lies where plus/minus 200 workers are continuously painted with a brush of being corrupt and management has provided absolutely nothing to prove such allegations.




c. Bidvest SACD


- In the NBC, NUMSA briefed the Minister of Transport that it is impossible that a company like Bidvest SACD, that got to be given a contract to operate in the port of Durban, that it could have been given that contract by the ANC government which manages and is in charge of port authorities, given that the ANC has always seen workers in its strategy and tactics as the motive force of the revolution.
- That it could give a contract to a company like Bidvest and simultaneously give them a license to displace permanent workers with more than 20 years of service and workers who would have recently been made permanent, by filling their positions with labour brokers, this triggered a militant strike as there was no justice motivating such a situation. NUMSA NBC called on the Minister of Transport to intervene and use her powers in favour of the poor workers who are languishing in poverty as we speak and instruct Bidvest to reinstate them back to their jobs. Failing which, government must revoke Bidvest SACD's contract.
- Failing which, NUMSA will be left with no option but to unleash all forms of struggle against Bidvest as the company regardless of the sector where they trade and make business. If the Minister does not intervene NUMSA will be left with no option but to launch a public campaign that Bidvest should not be allowed to operate in any company where NUMSA members work.




d. Transnet

- On rail the NBC was firstly very clear that the word ‘concession’ was sending the working class to sleep. In reality what it means is that government is planning to privatise the railway lines, which is something that NUMSA completely does not accept and the NBC remained in opposition to such a decision.
- To the extent that NUMSA as a union opposes, politically, organisationally, economically and culturally that the ANC should form a government with DA, the so-called GNU. Therefore, as a result the NBC, because it has no control over the ANC and the ANC government, and having listened to the minister who was very clear that she supports concessioning of the rail and ports to secure the money of private capital to build proper infrastructure of our ports. And she was very clear that the failure not to privatise the ports and railway lines, South Africa and its economy was facing a threat of losing business to Kenya, Mozambique, Angola, Namibia, Zambia and DRC.


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- Therefore, the Minister would have pleaded with the NBC, both on SAA, Transnet and the Ports, that we must understand that government has no money. A position that the NBC rejected and it called on the Minister and the economic cluster of government led by the Minister of Finance that government must move away from austerity measures and focus on an expansionary budget whose main key focus must be to build infrastructure, have focussed targeted strategic projects to drive manufacturing and industrialisation at the back of a vibrant industrial policy backed by a decisive state that intervenes in the economy where private capital should be engaged to co-invest and build infrastructure with the state being in charge to stimulate economic growth. Just like it happens in China.
 - The NBC was very clear - rail and port infrastructure should be provided by the state at least cost to enable workers to pay as little as possible and for industries to move goods at least cost improving competitiveness and growing manufacturing jobs. Incidentally, this is the posture of most serious exporting nations. We note that government has taken a decision to open competition with the private sector.

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- NUMSA NBC, given that government told the NBC, through the Minister of Transport, it has no money it has resolved that it will watch this process with keen interest. It is our view that no rail concessions that must go to third party logistics operators can go to any company who owns any cargo of their own. This is to ensure that that there is fair access for all cargo owners. For example it would be wrong for the iron ore line to be concessioned to Kumba Iron Ore, as that will continue their dominance of that line as it is the view of NUMSA that the state has got a responsibility to ensure that all role players within South Africa including the steel industry must have access to iron ore to beneficiate it in the country being enabled by the state.
 - Kumba Iron Ore already controls over 70% of the capacity on the line with 3 others controlling the rest. There are many black iron ore and manganese junior miners who remain excluded from the system leaving them at the mercy of large mining companies and traders who are predominantly white. We speak from experience where Sasol controlled the pipeline from Mozambique to SA, when they were supposed to open the system to other gas operators they held the position that the pipeline was fully utilised with no capacity for others to move their gas.




The union, in the NBC was more convinced that it has taken the necessary measures to ensure that its shop stewards, leaders and members understand the economic status of its negotiating sectors. The leadership of the union led from the front in terms of making a call that the union should not go on the path of traditional bargaining where it compiles a long list of demands and make extravagant costly demands, given today's global inflationary pressures experienced by the people of the world and South Africa, the weak state of the South African economy and challenges we have engaged in the negotiating sectors. However, the union was very clear that employers must be prepared to address burning core demands that they failed to address and implement during the duration of the lapsing agreement, and that includes addressing those issues that continue to be a pain and frustration of workers.


However, the NBC was very clear that just like employers are confronted with tough economic conditions, it is worse for workers and the working class. That is why the union has resolved in the NBC that employers must be prepared to do two things: (1) to make offers on wages against the demands that the union will be advancing; (2) to make offers on benefits and conditions and on the critical burning issues that employers failed to implement in the tenure of the expired agreement, that includes addressing the low hanging fruit which makes workers and workers' conditions to be unbearable. This is the posture that the NBC adopted as a framework to address this round of negotiations.




The real reason why the union has no choice but to remain resolute that employers must make offers on wages and the burning issues, it is not only because workers are the producers of wealth but it is a fact that the working class in South Africa is faced by the following desperate difficult conditions:

1. Inflationary pressures have been making all goods and services unaffordable for the working class
2. High interest rates
3. Rising cost of the basket of food which was R5 313.22 in February of this year, a significant increase of almost R1000 from the total of R4 355,70 which the food basket cost in February 2022. Even when this was marginally going down for some food items between January and February this year, it has become clear that with the VAT inclusion this intervention by government has brought the working class back to the high cost of the basket of food.
4. High electricity tariffs
5. Fuel and transport costs
6. Housing costs

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7. The trends show that there was a high CPI between 2021 and 2024, despite the fact that the CPI has recently been going down to a point where it is at 3% now.
 8. This high CPI for a number of years contributed in decimating the value of the increases that we have secured for workers in the previous rounds of negotiations. And we must make the point that for those who think because CPI is low, workers should not be expecting any wage increase, we beg to differ with them as the CPI is just a measure of the average cost of goods and services for consumers, it is not a determining factor whether workers cannot get an increase yes or no.
 9. Especially given the fact that as we speak workers have been imposed with the cost of VAT and the trend has always been that the basket of food prices continues to go up.
 10. This is critical given that we have been signing three-year agreements and if momentarily there are changes in inflationary pressures, once we have locked ourselves in an agreement we do not go back to the table and renegotiate. Therefore we must take everything into account when we negotiate a long term agreement which gives employers stability in order for them to plan.


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11. Otherwise any argument that suggests we shouldn't be looking for increases when CPI is low would suggest that we must move away from 3-year agreements and negotiate every year and to the extent that employers insist they want 3-year agreements they must then pay for stability and that given the sensitive nature of multi-national companies in the Auto sector that are global in character 3-year agreement stability remains critical and strategic if we must continue to win investment in the negotiating sectors.
 12. The NBC also took into account the inescapable VAT increases as imposed by the Minister of Finance that will directly affect negatively workers' share of the national income which has been consistently declining over the years. The NBC was clear that this is worsened by the fact that workers' take home pay is shared with more than 5 to 6 extended families.

The NBC, over and above wages, benefits and conditions, resolved on what the union, its shop stewards, structures and members must focus on as dictated by the theme of the bargaining conference which is “collective bargaining: the core business of the union to continue to struggle for a living wage with a particular focus on organisation, recruitment and delivery of quality service to NUMSA members.”




The NBC in its declaration committed all NUMSA shop stewards in the NBC across the length and breadth of the country in our 9 regions, and our members that we must understand and act on the following:


1. The NBC was unanimous in making a clarion call and a demand to employers in the auto sector, motor sector and the engineering sector that employers from these three sectors must agree with the union that the plight and frustration of workers in the 17 companies who have decided to move from engineering to the motor sector, and the four companies that moved from chemical to motor (FNB, Willard Batteries, Eveready and Dixon Batteries). The NBC committed the entire union to mobilise these workers from these companies to be ready for any eventuality including a strike as a last resort. As the union rejects the fact that these workers have been made victims of the following:
 - Wage cuts and downward variation of pay.
 - Workers not being given the increases the union settled on in the engineering sector in 2021 of 6%, 6%, 6%.
 - Unequal rates of pay within these companies as a result of the movement between sectors.
 - The motor sector being unable to grade these works.
 - Workers hours of work being changed violating the commitment made by these companies not to change hours of work.




2. The wage gap we are talking about is as follows:

Grades		Rates of Pay			
MIBCO (1,3)	Eng	MIBCO (08/2024)	Eng (06/2022)		Diff
Grade 1	H	32,26	52,52		20,26
Grade 2	G	42,48	54,75		12,27
Grade 3	F	45,95	57,35		11,4
Grade 4	E	50,19	59,72		9,53
Grade 5	D	55,98	70,24		14,26
Grade 6	C	67,18	71,7		4,52


- 
3. The NBC, over and above wages, benefits and conditions, resolved on what the union, its shop stewards, structures and members must focus on as dictated by the theme of the bargaining conference which is “collective bargaining: the core business of the union to continue to struggle for a living wage with a particular focus on organisation, recruitment and delivery of quality service to NUMSA members.”
 4. The NBC in its declaration committed all NUMSA shop stewards in the NBC and all shop stewards across the length and breadth of the country in our 9 regions, and our members that we must understand and act on the following:
 - a. Given the unpacked challenges faced by workers, the NBC resolved and declared that our work is cut out for us as a union in the coming round of negotiations. As the union, we remain very resolute that what is needed is for employers to appreciate that whatever difficulties and challenges they are confronted with, the workers carry the worst burden of all social ills in a socio-economically depressed economic moment

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- b. Our experience is that businesses make money during drought and during booms, whilst workers and the working class share hardship in that out of their mega cash strapped salaries they take care of their families and extended families. So regardless of the state of the economy, employers in negotiating sectors must be prepared to give workers wage increases and be prepared to address workers' plight which was reflected and debated on in the NBC.
 - c. What is critical for employers to understand is that negotiations are give and take. Where employers argue that it is hard to meet the demands of workers, they must be prepared to make financial disclosures.
 - d. It is critical for all negotiating sectors that employers must give us audited financial disclosures, growth rates, the rate of productivity growth, employment levels, and performance of all companies in the sectors we organise in. All of this can be shared with the union at the back of signed NDAs.
 - e. The union is also making a clarion call that in the auto, tyre and motor sectors in particular, the CEOs of these two sectors, given their strategic position they occupy in terms of backward and forward linkages on value chains and supply chains, we must convene a leadership pre-bargaining conference before negotiations can kick off.



In the NUMSA organisational front, the NBC called on all shop stewards who are present in the NBC, shop stewards that could not attend and members in the negotiating sectors such as: tyre, motor, auto, aviation, glass under chemical, plastics. The NBC committed every one to live up to the theme of the bargaining conference which is: *Collective Bargaining: the core business of the union to continue to struggle for a living wage with a particular focus on organizing, recruitment, and delivery of quality service to NUMSA members.*

The NBC made a clarion call in the spirit of the theme that all delegates from this conference and the entire union must go all out as bargaining representatives to go and negotiate with employers in all the negotiating sectors to meet the resolve of the conference both on wages, prioritised core demands, and that at plant level the union will resolve in this bargaining conference to embark on extended collective bargaining on matters that affect workers in the point of production including **prioritising resolving problems and frustrations of NUMSA members who are on staff. As it is the duty of the union to take up bread and butter issues in the spirit of the union service charter.**



The NBC made a clarion call that all shop stewards and members that together we work as a collective in making sure that every worker voluntarily joins NUMSA so that the union must be organised 100 % in the auto sector, in the component value chain, such as tyre, plastics, glass under chemical and in related sectors in terms of backward and forward linkages. Which means as an attitude of mind auto shop stewards and all shop stewards in the value chain will work together in a collaborative effort as resolved in the bargaining conference to make sure that inside auto companies every worker will be recruited to belong to NUMSA 100% and every component supplier inside and outside the the auto industry will be recruited to be 100% NUMSA members.

And that the NBC is called upon to resolve that as an attitude of mind and a way of life of our shop stewards and organisers in the leadership of the union, we resolve to be known by putting our ear to the ground, listening to problems of workers with the sole intention of making sure that the turnaround time to make sure all problems facing workers will be engaged and resolved in the best interests of workers and that out of our hard work NUMSA will be a union of choice for all workers in the sectors where we are organized.



Thank you!

Presentation by NUMSA General Secretary, Irvin Jim



**The NBC adopted the following demands both
on wages and core demands:**



NUMSA NBC CONSOLIDATED DEMANDS



Negotiating Sectors



Below is the breakdown of negotiating sectors for which we have consolidated demands in the NBC:

- Auto
- Tyre
- Plastics and House Agreements
- Chemical sector (glass);
- Motor
- Aviation
- Mining

The slides that follow unpack what the NBC adopted in each sector both on wages and core demands.

AUTO SECTOR



Below are the union demands in the auto sector for the 2025 NBF negotiations:

1. Duration of NBF Agreement: 3 Year Agreement
2. Wages ATB - *Double digits principle must be maintain*: Proposal 10% across the span of a 3 year period
3. Once off gratuity - R20 000
4. Short-time and lay-offs - To be paid at 100% by employer that should include Pandemic/ Disaster etc. but our follow back position should be an increase on a short fund contribution from 10cents per normal hour worked per employee to 50cents contribution by an employer.
5. Medical aid - In the absence of implementation of industry medical aid, we are demanding the employer to pay 80% contribution towards medical and 20% employee contribution. The employer should take care of the tax implications.
6. Housing is currently a social deficiency for automotive workers - We demand an increase of the monthly subsidy from R1000 To R2500. Therefore, the employer should also makes the access easy for employees who want to benefits include strengthening plant housing committees (union and management). Which that committee should facilitate financial wellnesses include assist workers to be credit worthy and employers to carry the cost in the plant.

AUTO SECTOR



7. Leave:

- Annual leave to be improved to 21 days consecutive working days per annum
- On family responsibility it should 5 days per occurrence include spouse, in-laws, life partner and siblings
- Compassionate leave: 5 days per annum and it should be including spouse and in – laws.
- Paternity leave 10 days fully paid by employer and employer can claim thereafter to the UIF.
- Service leave to be increased by one day per category
- *Force majeure* (unforeseeable circumstances) leave 100% or fully paid
- Sick Leave 45 days over a 36 month period (balance should be put in reserve in an event leave is exhausted)
- Maternity leave fully paid for 7 months

8. Transport allowance - The amount of R6000 to all hourly paid employees per annum

9. Skills and grading - Employers should make it easy for workers to progress and skills-based grading obstacles should be removed. The training should not exceed 6 months duration. Therefore, allowances in special skills should be retained including all types of welders and be increased from 10% to 15%. Shop Stewards - We demand the shop stewards to be progress to skill level 6 after completion of the qualification which is relevant to the duties of his/her responsibility that relates to the industry.

AUTO SECTOR



10. Shift allowances - 30% for night shift, adding 20% for afternoon and 10% for morning/day shift.
11. Profit sharing - profit sharing on all skills levels.
12. Education assistance- to be increased to all qualifying children of members of the industry.
13. Dingman allowance - To increase the dingman allowance in line with arrangement at MBSA.
14. Plant Educators - Standardize treatment and remuneration of Plant Educators.
15. Other demands :
 - Manpower utilization: management must communicate 48 hours prior with the employee before moving them. This will require an amendment to the NBF.
 - Regulating companies doing outsourced functions not to down-vary terms and conditions of employees.
 - Banning of labour brokers to be extended to all suppliers and industry value chain.
 - Retrenchment to be increased by 10 days of service as per NBF categories

Tyre Sector



1. Duration of agreement: 3-year multi agreement

2. Wages

- Annual Across the Board (ATB) Increase: 10%
- Wage Model: To be move with ATB

3. Grades

- Move all employees below maximum to maximum and over a 3-year period.
- New entrance will be moved as and when they are certified competent.

4. Housing

- Employer Contribution: R2 per hour
- Employee Contribution: R1 per hour
- Approach:
 - Accumulate contributions in Year 1
 - Discuss detailed modalities within 3 months from the signing of the agreement.

Tyre Sector



5. Other Demands

- Childcare Support - 3 days paid childcare per occurrence
- Multi-Skilling Compensation - Employees to be paid on skills acquired.
- Medical Aid - Contribution Split: 80% (Employer) / 20% (Employee)
- Retrenchment - 4 weeks for each completed year of service

Plastics Sector



1. **Wages: 10 %** across the board
2. **Duration: 3years**
3. **Shift allowances:** Reconfiguration of Shift Pattern and other related benefits in the Plastics industry so that Employees can qualify. Currently it is 15%-night shift and afternoon is 8%.
4. **Housing Allowance:** matter is negotiated in the MIBFA BOARD, and we want Plastic Sector employees to be included.
5. **Area differentials:** It must be scrapped from PIMCA as it is discriminatory.
6. **Medical aid:** Plastics to be included in the Draft Medical Committee to be part of Industry Medical fund or National Health Insurer.
7. **Working hours per week:** Should be 40 hours per week any hours , minutes or seconds must regarded as overtime.

Plastics Sector



8. **Grading:** A Grading committee must be formed to conduct grading for the Plastic industry.
9. **Entry rate:** Conduct the research to be done to determine a minimum rate in the industry. Proposed timeline is 3 – 6 months a study must be completed.
10. **Short time:** In the event the employer is contemplating short time a 5 working days notice for consultation should be sent to both the union and Bargaining council.
11. **Public holidays:** All public holidays are paid days off for eligible employees. This means that if a public holiday falls on a working day, employees are entitled to be paid for that day, regardless of whether they are on rest or off day.
12. **11. Employer exemptions:** Demand that employer exemptions should be limited, and thorough assessment must be done by the regional council of the MEIBC on these applications.
13. **Leave enhancement:** demand 13th cheque.
14. **Leave for shop stewards, Bargaining Reps, Trustees and Training Reps :** 30 days per annum.

Plastics Sector



15. **Demarcation:** we propose that a demarcation committee be established within 6months.
16. **Severance Pay:** calculations of severance pay must be based on actual remuneration not on basic salary.
17. **Pro rata leave enhancement/ Pro rata Bonus:** in the event of the employee being dismissed in the middle of the year they must be qualify for his/her pro rata leave and bonus

CHEMICAL – Glass sector



Below are the union demands that have already been submitted in the glass sector under chemical:

1. **Scope of agreement:** Status quo to remain
2. **Duration:** 2 years
3. **Wages:** An increase 15 % in year 1 and 10 % year 2 ; Minimum Wage: R 11 000-00 whichever is greater. Employers that are paying more than the current industry minimum, the employee employees must be paid the same rate with old employees who are doing the same job.
4. **Annual leave:** 20 working days paid per annum.
5. **Maternity leave:** 6 months fully paid by employer
6. **Shift allowance:** 20% across all shifts workers
7. **Housing allowance:** R5000 per month for all employees

CHEMICAL – Glass sector



8. **Medical aid:** 80% to be paid by the employer and 20% paid by the employee. The industry must introduce a health insurance that will cover employees who does not have medical aid.
9. **Heat work allowance or any other allowances:** 20% across the board (ATB) of the monthly basic salary. This must be applicable to all employees who are working in the heat area.
10. **Emergency overtime:** To be paid on double pay per hour.
11. **Standby allowance:** To be paid on double pay per hour.
12. **Heat allowance:** All employees who are working on the heat condition to be paid 20% of daily rate as an allowance.
13. **Long service benefit:** The employer must pay employee long service benefit on completion of 12 months cycle (1 year) R100 per month.
14. **Amendment on schedule 4 of the constitutions:** We propose that medical aid to be negotiated in the council but not plant level

Motor Sector



1. **Wages:** Agreed on 10% in year 1; 10% in year 2; 10% in year 3 and the duration is 3 years.
2. **Backdating:** To be implemented from the 1st September 2025.
3. **Short-time:**
 - Short-time fund (contingency, DoEI and SETA).
 - Must cover revamping on sector 5 (SETAs).
 - There must be 5 days consultation for short time.
 - There must be full disclosure of relevant information regarding the short time.
 - Short time must also include load shedding.
 - Employer must pay 70% short time.
4. **Medical aid:**
 - Medical aid must be applicable to all employees in all sectors.
 - Employer must contribute 80% and employees 20%.
 - There must be a primary healthcare established for sector 5

Motor Sector



5. Peace Clause:

- The union demands that the wording must change for the peace clause, and must reflect similar wording to other sectors such as the NBF that speaks to no further claims.
- Consultation extensively legally as to how this can be challenged by the union.

6. Shift Allowance:

- 10% of employee hourly rate
- Consultation extensively legally as to how this can be challenged by the union as per BCEA

7. **Hours of work:** Align on a 40 hour working week adding that it must be without loss of pay across all sectors.

8. **Overtime and working on weekends:** there was consensus that it must be aligned to the BCEA

9. **Sick And Accident fund:** must be equalized for all workers and remove discrimination. There was also an addition of 100% payment to be made by employer.

10. **Provident Fund:** R50 000 funeral benefit and call for establishing a temporary disability benefit. Already within the trust these discussions are ongoing.

Motor Sector



11. Bonus pay:

- 4 weeks for bonus pay and 13th Cheque for salaried staff.
- Pro-rata Bonus Pay on any form of termination.

12. Wage rate differential and employment on artisan work: 89c allowance weekly to be R150,00 per week for aspect of journeyman work.

13. Labour brokers: Regions unanimously called for an end to labour brokers/temporary employment services.

14. PPE: Enforcement of Legislation regarding the PPE.

15. Meal allowance: Employer to provide not less than R50,00 for meal allowance.

Motor Sector



16. Housing and transport allowance :

- R2500 for housing per month.
- Employer to provide and pay transportation from 18:00- 06:00

17. On the 17 Companies that moved from engineering to motor:

- NUMSA demands that the plight of workers in the 17 companies that moved from engineering to motor including those that came from chemical (FNB, Eveready, Willard Batteries, Dixon Batteries) must be addressed.
- The unions demands that the issue of workers' increases are addressed where some employers did not give workers the increases that were secured by the agreement with NUMSA in the engineering sector where the union settled in 2021 on 6%, 6%, 6%.
- NUMSA demands that all companies that have embarked on a downward variation of rates of engineering when they went to motor, they must restore back those rates of pay.
- NUMSA demands equalisation in all companies where some workers are at the MEIBC rate, others are at the MIBCO rate and every new employee is on a different rate. The union demand is that in a period of 3 years from now, employers in this round of negotiations must commit to equalise the rates of pay of the traditional motor employees with the 17 companies and the companies who came from the chemical sector.

Motor Sector



- The union position is that as long as the motor sector is not in a position to grade these workers they must continue to be paid at the engineering rate of pay.
- We also demand that the 17 companies must stick to the commitment they made before workers moved into motor that they will not change hours of work.
- The same employers who would have told workers that they will observe the 40 hour week, suddenly the very same employers are flooding bargaining councils with exemption applications to reduce hours of workers. Judging by the applications is that those companies who want workers to work over 40 hours must be prepared to pay workers overtime.

Aviation Sector



The union has consolidated demands from ACSA BidAir Cargo (OR Tambo) and SAA Technical (OR Tambo) based in Kempton Park.

ACSA Demands:

1. **Wages:** 15% wage demands across the board
2. **Transport allowance:** to be R3000.00.
3. **Deployment allowance:** to be R500,00 as when the employees are deployed to a different location. i.e Bloemfontein Airport to O.R . Tambo International.
4. **Salary gap:** 30% gap salary between junior employees and senior employees.
5. **Criminal record checks:** must be paid full by the company.
6. **Sunday work:** Payment for work on Sunday must be double pay as per the Basic Conditions of Employment Act.

Aviation Sector



SAAT demands:

1. 30 paid leave working days for all employees to be allocated at the beginning of the financial year. Any accumulated leave days will be paid to employees if not used after 3 months of the financial year end.
2. 6 Months paid maternity leave on 100%, **due to the toxic chemicals that are used in the industry.**
3. Paternity leave to be paid at 100% **per child to also assist their partners to raise their children from birth.**
4. 65 paid sick leave days per 3 year cycle.
5. Re-establishment of ill health to govern sick leave i.e. sick leave extension.
6. Notch increase be re instated and aligned with historical service.
7. Medical aid allowance to be increased by an additional subsidy R3000, **to align with SAA.**
8. Reduce working hours to 8.

Aviation Sector



9. 3 days unconditional family responsibility leave.
10. Branded protective uniform for SAAT.
11. Insourcing of service provider employees i.e. security and cleaners.
- 12. Reinstatement of shift allowance as per the terms and condition's before section 189(A),10% shift allowance increase.**
13. Leave days to be allocated at the beginning of the year, to be removed as it is a reputation.
14. Payment 13th cheque which is equivalent to the basic salary.
15. Gain share as and when the comp any has made a profit
16. Salary advance to be unconditional with 6 months repayment period

Aviation Sector



17. Long service awards policy must be established.
18. PTH workers to be considered for a once off payment which equals to R20 000, **the employer should consider giving them increase in line with the CPIX or percentage attached, as the economic conditions are continuously increasing which is informed by lot of economical factors. i.e Eskom tariffs and food basket increase.**
19. 18.5% increase on Total Cost of Employment for all employees. **With the fall- back of 10%**

Aviation Sector



SACAA demands:

NB: We are currently in dispute with the employer, as we are far apart, as their initial offer was 3,2 and they have offered their final offer of 5.25 and we are at 10%.

1. Salary increase of 10%, their initial offer was 18 %.
2. Long service benefit, reward people as far as 3 years as policy can be amended at anytime, which is informed by the material conditions.
3. Standby Policy to be introduced.
4. Introduction of medical aid gap cover (insurance) to augment where the medical aid does not pay.

Aviation Sector



BidAir Cargo (BAC) demands:

1. 13th cheque indefinite guaranteed
2. R10 000 should be entry level to the lowest paid employees.
3. 12% annual increase for employees above R10 000 ATB, fall – back to 9%.
4. Policy review on recruitment and disciplinary code. **The clause to be removed and be negotiated separately from the Wages and substantive demands.**
5. Forklift drivers allowance increase to R1000 a month
6. **Salary docking should be removed due to the fact that we can't demand a salary docking as the trade union, the Basic Conditions of Employment Act it is clear in respect to the deduction.**

Aviation Sector



Interloc demands:

1. Shift Allowance Increase to be the same as annual negotiated Increment.
2. Forklift drivers additional payment of R3000,00 allowance per month for the extra licensed work they perform daily
3. Transport Allowance payment for day shift workers.
4. Salaries Adjustment for current staff at R7 500.00
5. Uniform be issued every two years to employees, be enough and of quality material. In line with the South African Bureau of Standard.
6. Annual increase on salary of R1000 for all employees.
7. Time sheet be issued to employees for verification of hours worked.
8. Restroom refurbishment, in line with Health and safety regulations

Aviation Sector



Outcome of NBC: It was agreed that the statutory issues be pulled aside from the core demands, as those statutory issues require other legal processes outside of standard negotiating and collective bargaining.

Mining Sector



Plant Specifics

1. **Basic salary:** to increase by R3000 per month ATB
2. **Living out & housing allowance:** living out and housing allowance of R4000
3. **Shift allowance:** all shift workers must be paid an allowance of R1750 per month
4. **Standby allowance:** all workers required to be on standby must be an allowance of R1000 per month
5. **Risk allowance:** R2000 allowance for all workers exposed to risk
6. **13th cheque:** must be equivalent to employees' gross month remuneration, payable when the employee is due for annual leave.
7. **Provident fund:** we demand that employer contributes 20% of the employees basic salary per month

Mining Sector



8. **Medical aid scheme:** introduction of a scheme is a demand and for employer to contribute 100%
9. **Funeral cover:** employer to contribute R150 per person per month towards a funeral cover that will accommodate immediate family members.
10. **Annual leave:** employer to grant each employee paid 30 days annual leave per leave cycle
11. **Sick leave:** employer to grant all employee 45 fully paid sick leave per annum.
12. **Maternity and paternity leave:** 6 months paid maternity leave and 1 month paid paternity leave.
13. **Study leave:** 3 days paid leave per subject/module
14. **Family responsibility:** 10 days per annum

Mining Sector



15. **Implementation date of the agreement:** to be effective from the 1st July each year.
16. **Duration of the agreement:** 1 year
17. **Transport allowance:** R1000 allowance per month to all employees.
18. **Target/production bonus:** to be paid together with living out allowance.
19. **Proceeding to off-shift:** all employees to be paid 3 hours remuneration prior to commencement of his/her shift.
20. **Pay day:** to be effected on the 25th of each month, should the 25th fall on either a weekend or Monday, employer to pay employees Friday before.
21. **Contract of employment:** employer to issue all employees with their contracts of employment as required by the law.

Mining Sector



Joelee Demands:

1. R1500 increase across the board.
2. Equal Pay per each category of employees.
3. Increase on provident fund contribution to 6% of basic Pay.
4. Full time Shop stewards Agreement.
5. Full time Health and Safety Rep (Health and Safety Agreement)
6. Transport Allowance increase of R600 Across the board.
7. Training and Development of employees to be ready for opportunities in the company.
8. Long service Award for every 5 years completed employees should receive R1000 per year.

Mining Sector



MINPROTECH - WAGES DEMAND FOR BOTH PLANT MOOINOOI AND MILLSELL OPERATORS AND CLEANERS

1. Basic Salary of R5702.53 to be adjusted to R10 500.00
2. Living out allowance R720.00 to R1400.00
3. Traveling allowance R1200.00 to R1800.00
4. Company to improve its contributions on our Provident Fund by 10
5. 13 cheque to be 100%
6. House allowance R1500.00
7. Shares/services
8. Shift allowance R220.00 to R500.00
9. Medical Aid Scheme

Mining Sector



Supervisor Demand

1. Basic Salary R11 294.49 to R15 500.00
2. House allowance R2000.00 to R2500
3. Phone allowance R300 to R500
4. Living out allowance R720.00 to R1400.00
5. Traveling allowance R1200.00 to R1400.00
6. Company to improve its contributions to our Provident fund by 10%
7. 13 cheque to be 100%
8. Shift allowance R200 to R500
9. Medical Aid Scheme

Mining Sector



Newrak Mining wage demands

1. Basic increase by R3000
2. Demands for 13th cheque introduction.
3. Living out allowance R5000
4. Transport allowance R2000
5. Demands for shift allowance of R1500.
6. Standby allowance of R1000
7. Risk allowance R3000
8. Annual leave - 30 days annual leave

Mining Sector



A4G Mining Demands

1. R15 000 basic salary
2. R4 500 living out allowance
3. Medical aid to be chosen by employees
4. Tipper truck operators to earn as per bargaining council
5. Target bonus to be paid on the 15th as it was before
6. Demands for 8-hours shift on last day of off
7. Pay weekends to be allocated accordingly.



THANK YOU

