

SALHA 14 b: NUMSA

NUMSA

NUMSA MEMBERS: SUPPORT THE DISMISSED 270 KARL SCHMIDT WORKERS!

The German multi-national Karl Schmidt dismissed 270 NUMSA members on 22nd July 1987.

During May, three shop stewards were dismissed for calling a meeting on company premises. This meeting was held to get workers' views on the 5-6 May stayaway called by progressive organisations in protest against the 'white' elections and the killings of SARHWU workers.

After dismissing the shop stewards the company refused to reinstate them or agree to the arbitration of the dispute.

The company refused NUMSA access to ballot its members for a legal strike after the expiry of the dispute resolving 30-day period.

Instead, when workers elected a delegation to see management on 20 July 1987 to enquire about the situation, the company:

1. Brought the delegation before disciplinary hearings;
2. Fired a worker without a hearing on 21 July 1987;
3. Suspended a shop steward on the night-shift for six months on 21 July 1987;
4. Dismissed the entire nightshift on 21 July 1987 while workers were waiting in the canteen for management to address them;
5. Dismissed the entire dayshift on 22 July 1987 while workers were waiting for a report on the dismissal of the nightshift from the company.

Karl Schmidt have always displayed racist, anti-union attitudes. Shop stewards have always been a particular target. During 1986 workers had to strike to get a shop steward reinstated after he was dismissed without a hearing.

Workers may not use the gym and supervisors complained when they use the toilets.

No general meetings are allowed on company premises - despite the state of emergency.

In negotiations with NUMSA the company

has stated that:

- It cannot re-employ 'troublemakers';
- It has decided to restructure the company in such a way that not all the workers would be taken back;
- Workers must sign new contracts and give an undertaking to make a 'guaranteed output' per day;
- No 'mass meetings' will be allowed.

In addition the company has levelled unsubstantiated charges of violence and intimidation against our members.

Two of our members are currently in jail on charges of intimidation and assault and one has been visited by police.

NUMSA strongly condemns the arrogance, anti-unionism and racism of Karl Schmidt and the continuous victimisation of all our members.

WE DEMAND:

- **The unconditional reinstatement of all dismissed workers**
- **The withdrawal of all disciplinary action taken against our members**
- **The reinstatement of the three shop stewards dismissed during May, once workers have returned to work**

Karl Schmidt has also recruited 'coloured' scabs to replace our members. This seems to be a common and uniform strategy in other SEIFSA companies. Karl Schmidt South Africa has also demanded that NUMSA break its ties with IG Metal - the union for metalworkers in Germany. IG Metal is trying to put pressure on the parent company Metallgesellschaft to exercise their influence on their South African subsidiary. The behaviour of Karl Schmidt constitutes an attempt by them to protect the apartheid system against international pressure.

We condemn the use of apartheid laws by Karl Schmidt and its use of racial divisions in South Africa.

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COSATU

UMHLA WOKUQALA KU-MAY LUSUKU LWETHU

Ngomhla wokuqala kwinyanga ka-May 1886 ama 350 000 abasebenzi base Melika (USA) baqalisa ugwayimbo besithi ixesha lokuphangela malingedluli kuma 40 eeyure ngeveki. Abasebenzi abathandathu badutyulwa ngamapoiisa basweleka kumasango efem abasebenza kuyo. Kanti abane ababephambili kolo gwayimbo baya bagwetywa intambo ngurhulumente. Kule minyaka ili-101 ukusuka ngo 1886 abasebenzi behlabathi lonke bawuthabatha umhla wokuqala kuMay njengosuku lokukhumbula imizabalazo nenkqubela eyenziwe lihlelo labasebenzi kwihlabathi lonke.

Ngo1986 iCOSATU yakhokela kugwayimbo (stayaway) lomhla wokuqala kuMay, yaye babangaphezulu kwezigidi ezili-2½ abasebenzi abathi balisabela elo khwelo. Kulo nyaka uBotha uthi uLwesihlanu wokuqala kuMay uzakuba yiholide. Thina singabasebenzi sikukhaba ngawo omane oko. Into esiyifunayo nesiyilwelayo kukuba ukuba umhla wokuqala kuMay abe yiholide yethu. Kwintektri ezininzi sesilphumelele elo dabi, yaye asiyekanga ukuthi,

UMHLA WOKUQALA KU-MAY LUSUKU LWETHU !

SIHLABA IKHWELO KUBO BONKE ABASEBENZI, ULUTSHA, AMAKHOSIKAZI NABO BASWELE IMISEBENZI, SISITHI:

MANYANANI NIBAMBE ISIKHUMBUZO SE-MAY DAY ! Eli khwelo lixhaswa ngokupheleleyo yimibutho yomzabalazo wabantu. i-U.D.F. ne N.E.C.C.

Nanamhla oku sisalwela izinto ezazisilwelwa ngabasebenzi kwiminyaka eli-100 edlulileyo. Inkqubo yokuxhatshazwa kwabasebenzi ngobumenemene ngabaqeshi isaqhubeka. Abasebenzi basahlala phantsi kwengcinezelo nolawulo lobundlobongela oluqhutywa ngurhulumente we-Apartheid. Sihlala phantsi kwemithetho yongxunguphalo lwanaphakade. Iinkokeli zethu zisejele, kanti ke ezinye zimi ezinkundleni zamatyala ngenxa yokumela amalungelo abantu. Zininzi nezinye ezathi zaqetyengwa ngamaBhulu okanye zanyanzeleka ukuba zizimele okanye zilishiye eli lizwe ngenxa yentshiso.



COSATU

Workers Unite May Day is Ours

In May 1886 350 000 U.S.A. workers went on strike in demand of a 40 hour working week. Six workers were shot dead by the police at their factory gate; four of their leaders were later hanged by the government. For 101 years now workers throughout the world have taken May 1 to remember the struggles and victories of the working class internationally.

In 1986 COSATU led a May 1 stayaway of more than 2½ million workers in South Africa. We reject Botha's offer of the first Friday of May as a holiday! We fought for May Day to be our holiday. We have won May 1 as a paid holiday in many factories. MAY DAY IS OURS! We will take it in the future as we have done in the past!

WE CALL ON ALL WORKERS, YOUTH, WOMEN, THE UNEMPLOYED! UNITE AND CELEBRATE MAY DAY WITH US!
Our call is supported by the Mass organisations; U.D.F. & N.E.C.C.

Today we are struggling for the same demands which workers fought for over 100 years ago. Workers are still robbed and exploited by the greed of the bosses; workers are still oppressed by the force of the Apartheid government! We are living under a permanent state of emergency. Our leaders are jailed or assassinated; many are on trial or have fled into hiding or exile; our unions are daily being threatened by the Botha government.

In the face of this repression we continue to organise and struggle. Seven weeks ago 16 000 SARHWU members went on strike for basic union rights. These workers are now facing the combined anger of the SATS bosses and the SAP and SADF. Six of our comrades were shot on April 22 in Johannesburg. The bosses are still refusing to negotiate with the legitimate leaders of the workers. They have fired the striking workers.

We mourn the death of our SARHWU comrades. We take inspiration from their courage and the ultimate sacrifice they have made. We say:

FORWARD TO A NATIONAL RAILWAY UNION UNDER COSATU !

We will take the struggle of the SATS workers into our factories and communities. We must hold meetings to discuss our support for SARHWU workers in our factories, schools, communities, churches, mosques, on buses and trains.

WE SUPPORT THE DEMANDS OF THE SARHWU WORKERS FOR:

UNCONDITIONAL REINSTATEMENT OF ALL STRIKING WORKERS

FULL RECOGNITION OF SARHWU AS THE UNION CHOSEN BY SATS WORKERS TO REPRESENT THEM

While we support the SARHWU workers we will also take forward our campaign for A LIVING WAGE. We will take these demands into every factory and workplace throughout the country!

- * A LIVING WAGE FOR ALL
- * 40 HOUR WORKING WEEK WITHOUT LOSS OF WAGES
- * MAY DAY, JUNE 16 AND SHARPEVILLE DAY TO BE PUBLIC HOLIDAYS
- * JOB SECURITY FOR ALL AND PROPER UNEMPLOYMENT BENEFITS
- * NO TAXATION DEDUCTIONS WITHOUT FULL REPRESENTATION
- * AN END TO THE HOSTEL SYSTEM AND HOUSING AT RENTS WE CAN AFFORD
- * THE RIGHT TO DECENT EDUCATION AND TRAINING

We take forward our campaign to organise all workers under the banner of COSATU and give meaning to our slogan:

**EVERY WORKER A COSATU MEMBER
EVERY COSATU MEMBER AN ORGANISER**

MEETINGS WILL BE HELD THROUGHOUT THE WESTERN CAPE TO CELEBRATE MAY DAY. WATCH THE PRESS AND PAMPHLETS FOR THE VENUES OR TIMES OR PHONE YOUR UNION OFFICE.

ORGANISE OR STARVE

Issued by Cosatu, Western Cape. Printed by: Allias Printing Services,
P.O.Box 62, Athlone 7700

Kugwayimbo lwabo oseluneeveki ezintandathu ngoku abasebenzi bakwaloliwe phantsi kweyunyoni iSARHWU batshutshiswa ngabaqeshi bakwa SATS, nayi SAP ne SADF. Abasebenzi abathandathu badutyulwa basweleka eRhawutini ngomhla we 22 kule nyanga (April). I-SATS ayikavumi nangoku ukubamba iingxoxo neenkokeli zokwenyani zabasebenzi, koko isuke yagxotha ama 16 000 abasebenzi beSARHWU abagwayimbileyo.

Sizilile yaye sibuhlungu ngokusweleka kwamaqabane ethu eSARHWU. Kodwa ubugorha nokuzinikezela kwabo emzabalazweni kusinika ukomelela kulo mzabalazo. Sitsho nokuthi:

PHAMBILI NEYUNYONI ENYE YAKWALOLIWE PHANTSI KWECOSATU !

Sizimisele ukuwuqhubela phambili umzabalazo wabasebenzi beSARHWU kwiifektri zethu nakwiindawo esihlala kuzo. Masibambe iintlanganisiso sixoxe ngenkxaso esinokuyinika abasebenzi beSARHWU kwiifektri zethu, iindawo esihlala kuzo, iicawe, nezikolo zethu, kanye nasezibhasini noololiwe esikhwela kubo.

Siyazixhasa iimfuno nezikhatho zabasebenzi beSARHWU xa besithi I-SATS MAYIBUYUSELWE ABO BAGXOTHIWEYO EMISEBENZINI YABO, IVUME NE-SARHWU NJENGEYONA YUNYONI YABASEBENZI BAKWALOLIWE !

VIVA SARHWU VIVA !

Sisaghuba nephulo lethu lokulwela umvuzo onguwo kunye nezi zikhalazo zilandelayo:

- * UMVUZO ONGUWO (LIVING WAGE) KUYE WONKE UMSEBENZI
- * IINYURE ZOKUSEBENZA EZINGAMA-40 NGEVEKI KUNGAXHUZULWA MALI
- * I-MAY DAY, JUNE 16 NESHARPEVILLE MAZIBE ZIIHOLIDE KUMNTU WONKE
- * UMSEBENZI OTHEMBEKILEYO NOSISIGXINA KUBASEBENZI BONKE, NAMALUNGELO APHALELEYO KWABO BAPHULUKENE NEMISEBENZI YABO
- * MAKUNGAXHUZULWA RHAFU EMIVUZWENI YETHU IZE IPHINDE INIKWE URHULUMENTE ONGANYULWANGA SITHI
- * IINKOMPONI NEEHOSTEL MAZIPHELISWE KWAKHIWE IZINDLU EZILINGENE IIPOKOTHO ZETHU KUPUPHI NEENDAWO ESIPHANGELA KUZO
- * MASIFUMANE IIMFUNDO NOQEQESHO OLULULO

Iphulo lokumanya bonke abasebenzi phantsi kweCOSATU lisaghuba yaye sizama ukulandela amazwi ethu athi:

**WONKE UMSEBENZI MAKABE LILUNGU LECOSATU
LONKE ILUNGU LECOSATU MALIBE NGUMQUQUZELELI !**

NGOMHLA WOKUQALA KU-MAY KUYAKUBAKHO IINTLANGANISO ZEMAY DAY KUYO YONKE INTSHONA-KOLONI. SOLOKO UJONGILE KUMAPHEPHA-NDABA OKANYE I-PAMPHLETS MALUNGA NEENDAWO KUNYE NAMAXESHA EENTLANGANISO.

ORGANISE OR STARVE

Issued by Cosatu, Western Cape. Printed by Allies Printing Services, P.O. Box 62 Athlone

TV 30 8 6

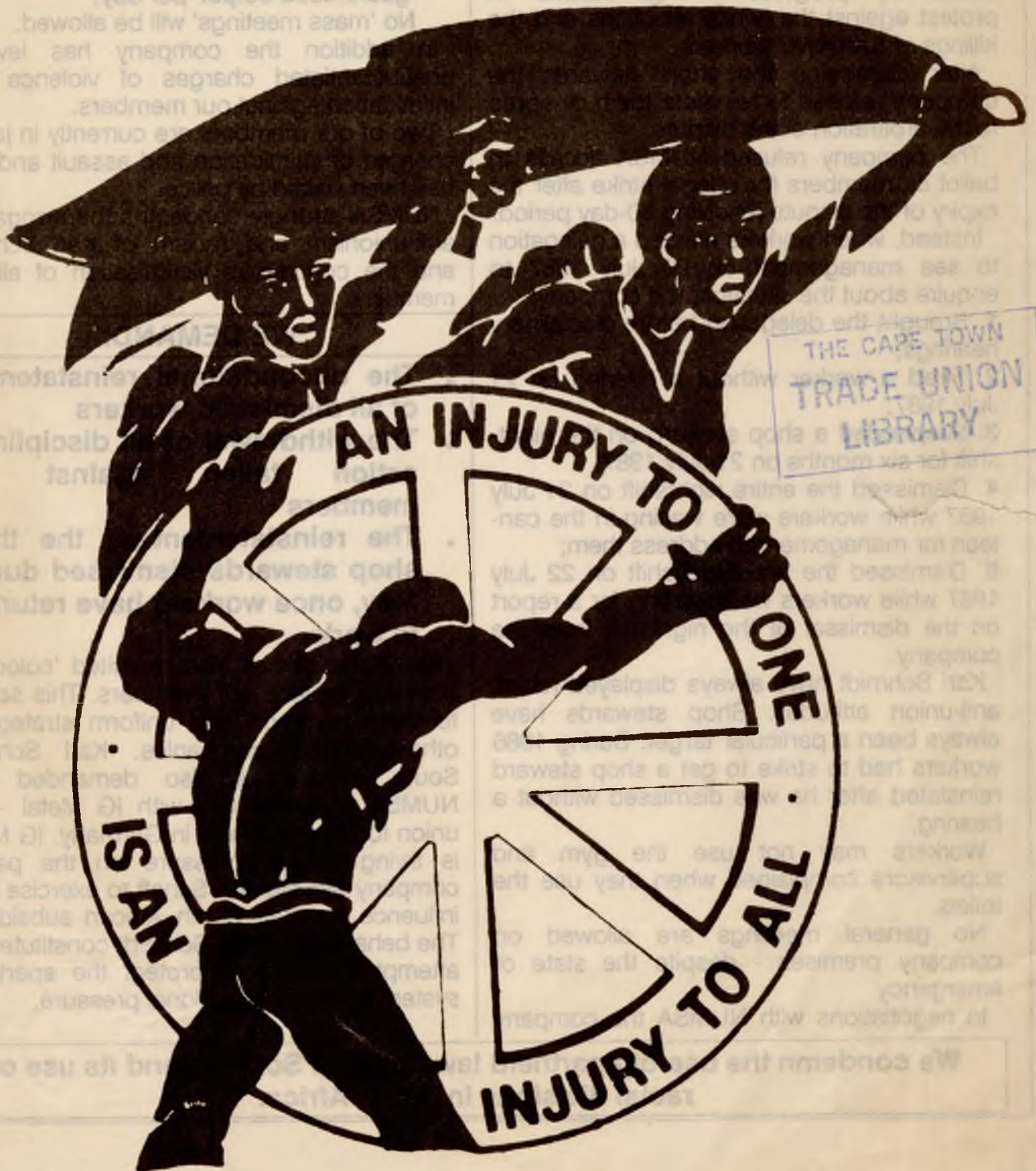
KARL SCHMIDT

Karl Schmidt SA is a subsidiary of Metallgesellschaft in Germany. It manufactures pistons for the motor industry locally and internationally. Its major customers are:

Volkswagen/Audi; Mercedes Benz; Nissan; Toyota; BMW; Ford; Atlantic Diesel Engines (Atlantis); Delta Motors.

Other companies it deals with are: Hullett Aluminium; Flather Bright; Castrol Oil; Scientific Investigation bureau (Heat Treatment); Foseco (Chemicals); Diamond Winter (Diamond Tools); Silesta Engineering, Visevius crucible and Gascor (Gas) - SASOL group. Karl Schmidt is also part of a group to which Transvaal Alloys belongs.

We call on all our members and members of other COSATU unions to support this heroic struggle and to pressurise their managements to bring their influence to bear on Karl Schmidt.



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