

MINING - LABOUR

1983

JAN. - DEC.

MINE LABOUR ^{211 FM}
Slowly on race 7/1/83

The chairmen of Anglo American-administered gold mines in the Free State report slow progress in efforts to abolish racial discrimination in employment. In their annual statements, Dennis Etheredge and Gerald Langton say that mines administered by Anglo look forward to including unionised workers of all races in a centralised negotiating structure.

They say the abolition of racial discrimination in employment remains one of the primary objectives of the mines. However, fear among white employees about job security is a major hurdle still to be overcome.

"This and many other issues must be dealt with if agreement is to be reached on the changes to the Mines and Works Act contemplated by the Wiehahn Commission," they say.

"Progress to date in such sensitive areas has been slow, mainly because of difficulty in changing established attitudes and customs of the trade unions."

"An important step forward was made, however, during the year, with the agreement by the Federation of Mining Unions to the introduction of black and coloured apprentices. We expect to indenture the first of these apprentices at the next intake in early 1983."

The mines do report progress in efforts to alleviate some of the more unpalatable aspects of the migrant labour system. An audit of industrial relations and employment practices at President Steyn Gold Mining Company, for example, reveals that a great deal of effort and money has been put into improving the living conditions of black employees.

In the year up to September 1982, the company spent R11,3m upgrading existing hostels and related facilities.

Much emphasis has been placed on training, both to enable employees to become more productive and to help allay fears held by many about their future security.

13/1/83 star
**Huge increase in Lesotho
miners' payout from S A**

The Star's Africa News Service

MASERU — South African gold mines last year paid Lesotho more than R111 million in deferred pay and remittances for Basotho miners

The R111 477 262 paid out was more than double the 1981 figure of R55 514 689

The Lesotho manager of the Employment Bureau of Africa, which recruits labour for the South African mines, Mr J A P Fitzsimmons, attributed the increase to big wage rises on the mines in the past year.

The number of Basotho employed in the gold mines increased by only 2,59 percent from 71 196 in 1981 to 73 040.

Delay in ^{slow} hearing on strike

13/1/83 211
Labour Reporter

A court case against 29 black mineworkers charged with striking illegally at the Winkelhaak Gold Mine near Evander last April was postponed this week until March 7

The men were held in jail from May 7 last year because they could not afford bail of R1 000 each

The National Union of Mineworkers, however, secured bail for 21 of the men and the case was brought to the Evander Magistrate's Court

Other miners described in court this week how the men had been active in the strike and the State still had to conclude its case when it was postponed until March

The NUM was able to have bail reduced to R500 each

MINE LABOUR

FM 21/1/83

211

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Black union advance

The National Union of Mineworkers (NUM) is rapidly heading towards becoming the first black trade union to be granted official recognition on SA gold mines

This month the Chamber of Mines is expected to consider an application made by the NUM for it to be recognised as the representative of certain categories of black workers at Western Holdings' Welkom Division, and the Elandsrand mine. As the FM went to press, there were signs that the union was on the brink of applying for recognition at four other gold mines President Brand, Saaiplaas, Kloof and Vaal Reefs West. Significantly, the NUM is also seeking recognition from The Employment Bureau of Africa (Teba) the chamber's black labour recruitment division

NUM general secretary Cyril Ramaphosa says the union is continuing to grow strongly and may also seek recognition at a further two gold mines

An affiliate of the Council of Unions of SA, the NUM is the first mining union to come from the ranks of an emerging black union grouping. Although it started recruiting in August last year, by December it was boasting a membership of about 14 000.

The union's tough rhetoric has startled some mine managements, but it has displayed a pragmatic approach towards dealing with the chamber over the recognition question. According to the chamber's revised recognition guidelines, a union can bargain on behalf of its members on any mine affiliated to the chamber where it represents a significant number of workers in any job category.

Although these guidelines provide for early recognition of a union, the NUM has strong misgivings, fearing they may create divisions among black workers. However, it decided, for the moment, to apply for recognition on the basis of the significant representation it has achieved within specific job categories.

"We have done this because it is a means towards an end," says Ramaphosa. But he

says the union wants to renegotiate all the recognition criteria

No-one in the industry doubts that recognition of black unions will have a profound effect on the way in which industrial relations have been traditionally conducted on the mines. Black unionism is about to become a force in the industry at a time when very slow progress is being made in talks between employers and white unions about the phasing out of practices which hamper black job advancement.

FM 21/1/83

211

CHANGE OF TUNE

Given the mining industry's turbulent labour history, it is not surprising that extreme caution has been the hallmark of the Chamber of Mines' past attitude towards black unionism. This attitude has, however, undergone profound changes during the past year and there are signs that the chamber will soon agree to negotiate its first recognition agreement with an emerging black union.

This will symbolise the start of a difficult, and often painful, process that employers in many other industries in SA have already had to go through. However, mining employers will have to deal with industrial relations problems far more difficult to resolve than those faced by other managements.

It is not going to be easy to help devise a collective bargaining structure which is acceptable to well-unionised white workers, who oppose the removal of job reservation, and black workers who are being unionised at a rapid rate. No-one needs to be reminded that it was white miners' fears for their job security that sparked the 1922 Rand Revolt — an event which shaped government labour policies for more than half a century.

The chamber has already radically revised its previously conservative guidelines towards black unionism. It is now possible for any registered or unregistered union which represents a significant number of workers — not necessarily even 50% — in a specific job

category on a mine to negotiate pay and working conditions for those members.

There are two key elements in the revised guidelines. Firstly, they provide for early recognition, and for employers and unions to start negotiating as soon as possible. Secondly, although they provide for centralised collective bargaining at industry level, they also allow for a strong input in such bargaining from mine level.

White unions will have to learn to appreciate the need for this kind of far-sighted approach towards black labour relations in such a key industry. The alternative would be black unrest on the mines that would certainly not be in their interests. It is about time they realised this.

MWU plea to entrench whites

25/1/83. Star

211 17
~~138~~

Chief Reporter

After a plea today by the Mineworkers' Union chief to entrench the position of white mineworkers, the Minister of Mineral and Energy Affairs, Mr Pietie du Plessis, said changes were essential

The exchange of views occurred at the opening of

the MWU congress in Johannesburg, where the all-white union's president, Mr Cor de Jager, said "We just want to retain that which we have fought for all these years, namely the blasting certificate"

He called on the Minister to do everything he possibly could to allow white mineworkers to "retain that which belongs to us".

Mr de Jager, who stood for the Herstigte Nasionale Party in the last General Election, said black pay was increasing at a rate higher than inflation while white pay was increasing more slowly.

He predicted a further increase in black strikes this year and attacked integration on mines.

In his speech, Mr du Plessis said adjustments had to be made to suit new realities.

South Africa could not afford to lose its prime position as an exporter of minerals because of instability

Referring to complaints about integration at a mine in Rustenburg, Mr du Plessis said the matter was receiving attention. He assured miners he would strive to keep them content.

Call for mixed negotiating forum

White mine union faces major decision

By STEVEN FRIEDMAN
Labour Correspondent

THE policy-making body of the Rightwing Mine Workers' Union (MWU), the biggest white union on the mines, holds its annual meeting today — and union sources believe it may be one of the most important in the history of the MWU.

The meeting comes after the most dramatic year of labour change in the mines' history, a year in which the Chamber of Mines agreed to recognise black unions for the first time.

There are also moves by registered unions in the industry to launch a multiracial industrial council.

Unionists expect the meeting to decide whether the MWU will negotiate in the same forum as multiracial unions — which it has always refused to do.

They say there is a division within the union leadership on whether to change this long-standing policy. Some senior MWU men believe, the sources say, that

the union should agree to do so.

"They realise that if they don't do this, they will lose the opportunity to influence events and have some control over change," said one source.

But they say this is being opposed by Rightwingers in the MWU hierarchy.

"We will be watching the meeting closely. We believe it is a watershed — if they don't agree to join one forum now, the die will be cast," a union source said yesterday.

The meeting is that of the MWU's general council, which meets annually in January to set union policy. It will be opened this morning in Johannesburg by the Minister of Mineral and Energy Affairs, Mr P T du Plessis.

It will last two days and, as the discussions are held behind closed doors, the outcome will be made known only tomorrow.

Last year, the Chamber of Mines granted access to the mines to three unions representing black workers and recognised one of them. It has released

labour guidelines which allow for the recognition of others.

At the same time established, mainly white, unions on the mines formed the new Confederation of Associations and Mining Unions (CAMU) which included two multiracial officials' associations. The MWU joined this multiracial body, but then successfully opposed the admission of a black and coloured union to it.

Established mine unionists are eager to see all unions on the mines negotiating with the chamber in one body and hope the MWU will accept this.

They cite its decision to join the multiracial CAMU and its willingness to join the metal industrial council — which is multiracial — as evidence of a new approach which, they say, is supported by senior union men.

Today's meeting may determine, however, whether the union's members are prepared to accept the new approach.

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PE man on porn charges

Court Reporter

A NORTH END man ap-
peared briefly in the Port
Elizabeth Regional Court
today on charges of pos-
sessing pornographic mate-
rial

Mr Andre Harding, 25 of
Sebastian Street North
End, was not asked to
plead

The State alleges that
pornographic material was
found in Mr Harding's flat
and at Constantia Snacks,
Main Street, on March 18,
1982

Four video cassettes,
photographs, one copy of
Whitehouse magazine and
some pictures — all of a
pornographic nature —
were found

The case has been post-
poned until February 10,
1983

Mr P J Botha was on the
Bench Miss A de Jager appeared
for the State Mr W van der Linde
appeared for Mr Harding

Minister backs change despite union's plea

JOHANNESBURG — After
a plea today by the Mine
Workers Union (MWU) chief
to entrench the posi-
tion of white mine workers
the Minister of Mineral and
Energy Affairs Mr Pietie
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The exchange of views
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Mr Du Plessis said ad-
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South Africa could not
afford to lose its prime po-
sition as an exporter of
minerals because of insta-
bility

Referring to complaints
about integration at a plat-
inum mine in Rustenburg
Mr Du Plessis said the mat-
ter was still *sub judice* and
was receiving his full atten-
tion

He assured the congress
that you are my people
and he would strive to keep
them content — Sapa

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22 Strike landmark slips into oblivion

By J Manuel Correia

Almost 61 years after the Rand miners' strike, another piece of historic Johannesburg is about to be consigned to oblivion Sack's Hotel in Fordsburg

On March 19 1922, what was then the upper-class suburb of Fordsburg became a battlefield as armed Government forces fought the strikers

Leaflets were dropped from planes warning the inhabitants of the impending bombardment Residents fled to safety through police cordons

Then guns on Brixton Ridge and at Robinson Deep Mine opened up

In the middle of the action was Sack's Hotel, a stone's throw from the rebels' headquarters.

REFUGE IN CELLAR

Some doughty guests refused to leave As planes of the then Union Defence Force dropped bombs, and artillery shells exploded, they took refuge in a cellar under the bar

Above them soldiers and policemen fought their way to the rebel headquarters until all resistance was overcome The leaders of the revolt, Fisher and Spendiff, were found shot dead over their desks They

were said to have committed suicide.

Sack's Hotel was damaged slightly during the action When it was renovated years later the bullet holes and marks left by shell splinters were covered over — but the nostalgia remained

It was all nostalgia again this week when the contents of the hotel — including the original Burmese teak bar — went under the hammer

FUTURE UNKNOWN

It is understood the hotel has been bought by Indian businessmen It is not known what its future will be

Built in 1886, it is believed to be the oldest licensed premises in Johannesburg

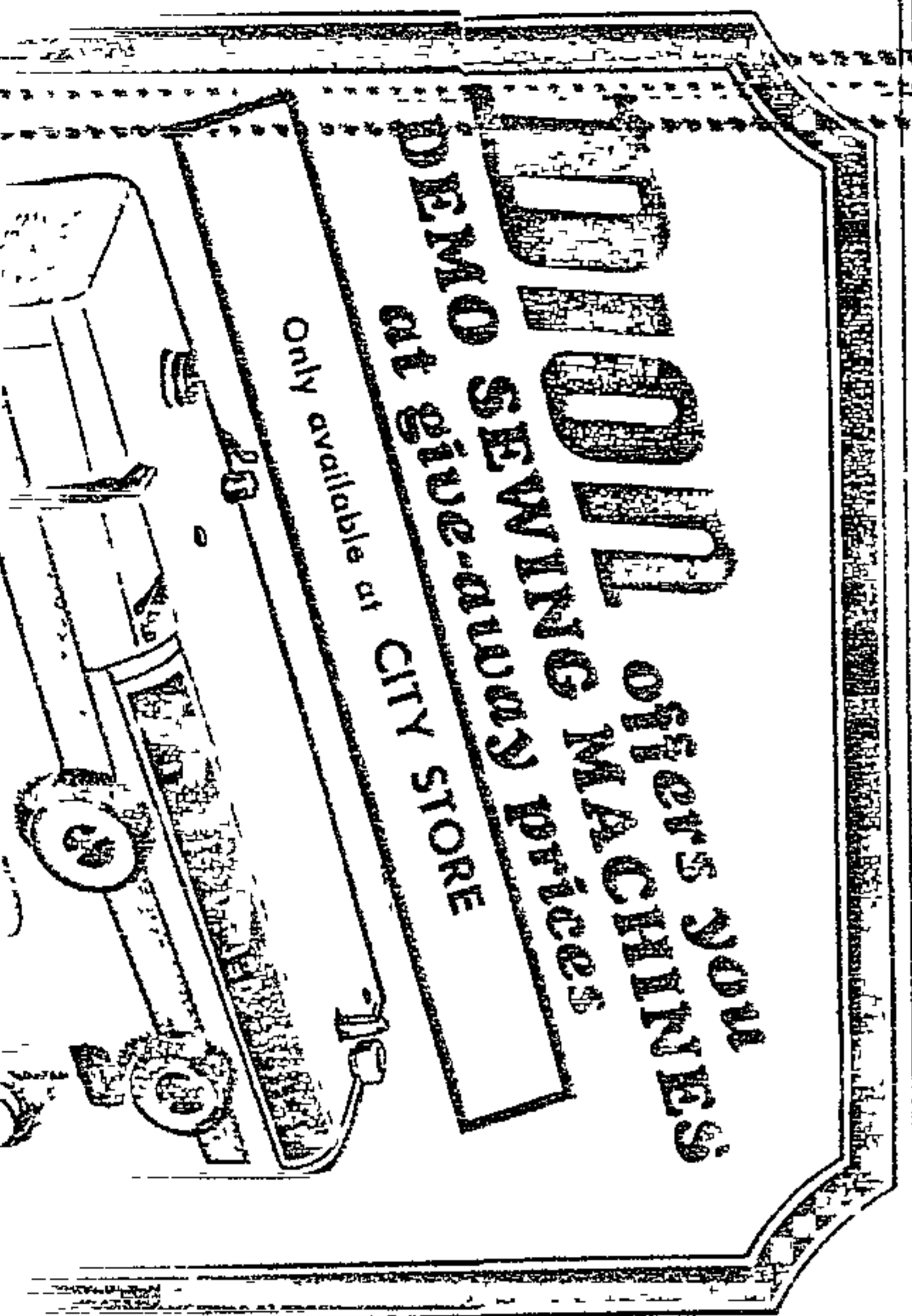
The present owner, Mr Ryk Kok, is bitter that the hotel had to be sold

"We tried to save it, but nobody was interested," he said "It's a disgrace that a place of such historic interest has to go because Fordsburg is being turned into an Indian area

"They keep saving a lot of things in the Cape and elsewhere, but little that had to do with mining on the Rand As far as I'm concerned, it was gold mining that made this country," he said.

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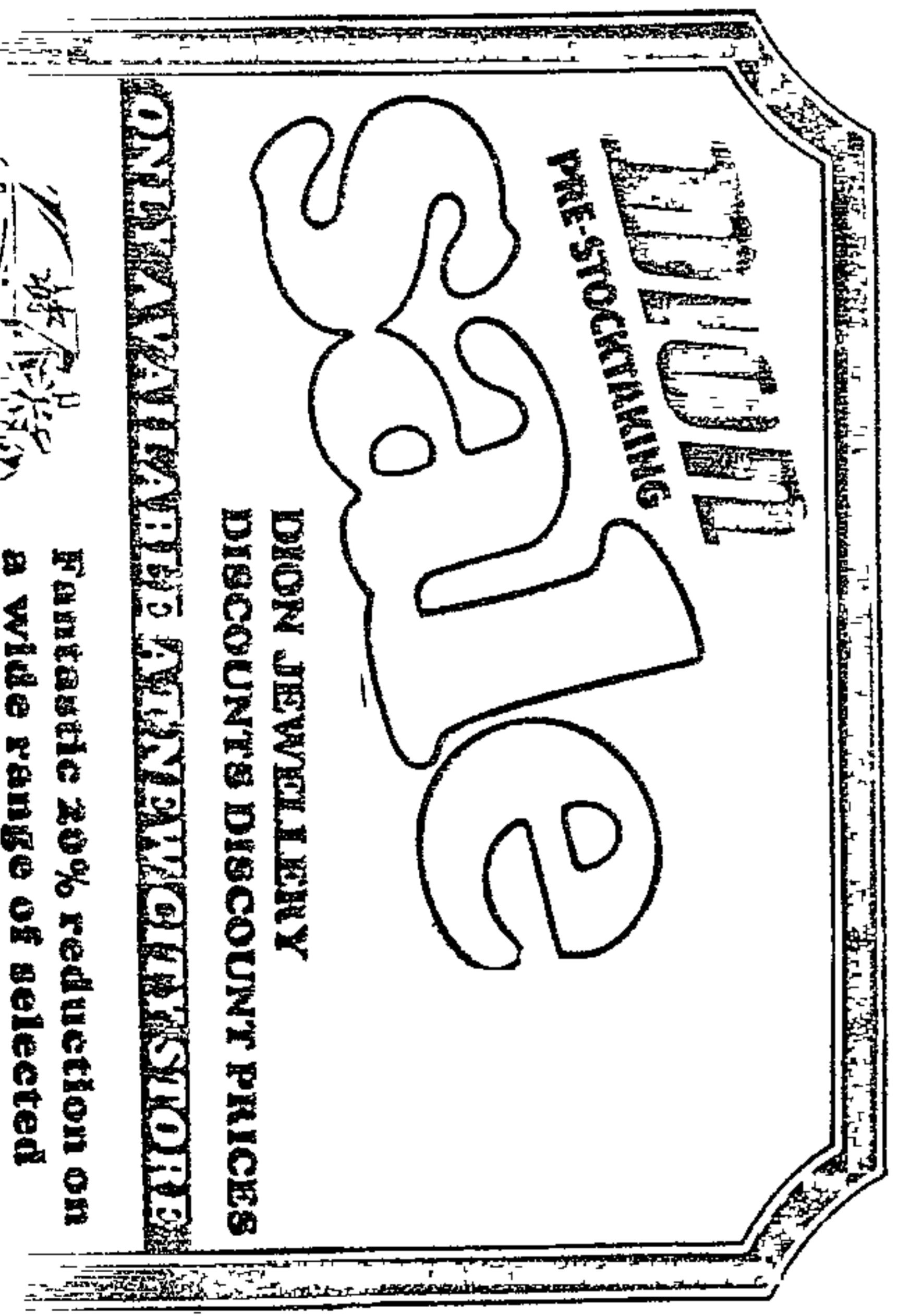
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Secret **26/1/83**
Trials for objectors
mooted

Cases against conscientious objectors should be heard in secret by a special court and defendants should not be allowed lawyers, a South African Defence Force committee has recommended

If the committee's proposals are accepted, some effects would be

Conscientious objectors

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Mixing ⁽²¹⁾

at mine ~~(10)~~

^{ROM} brings ~~(13)~~

^{26/1/83} protests ~~(14)~~

By STEVEN FRIEDMAN
Labour Correspondent

A DECISION by mining house Johannesburg Consolidated Investments to integrate a junior officials' cloakroom at Rustenburg Platinum Mine "illegally" has been referred to the Attorney-General after complaints by the Mine Workers' Union, the union's president, Mr Cor de Jager, told its general council meeting yesterday

And the Minister of Mineral and Energy Affairs, Mr P T du Plessis, told the meeting the issue was "enjoying my full attention", but added it was also "sub judice"

It is believed that the cloakroom concerned is in BophuthaTswana, which has no laws prohibiting the integration of facilities

Mr De Jager's attack on JCI came during his presidential address to the annual meeting of the MWU's highest policy-making body in Johannesburg in which he claimed the mines were "slowly but surely forcing total integration down our throats and making a farce of apartheid"

He blamed Government labour policies for increased black worker strikes and repeated the MWU's insistence that only whites be entitled to blasting certificates — the passports to performing skilled mine work

He also said training facilities at one mine were being integrated and alleged JCI was planning to allow black senior officials to live in a street occupied by whites at Union Section, another mine in BophuthaTswana

But a JCI spokesman said plans to integrate the street had been dropped after whites on the mine objected to it

In his speech, Mr Du Plessis said miners shared a "great responsibility" to ensure the mines remained competitive in world markets

What is seen as an appeal to the union to moderate wage demands and to accept greater black job advancement, he said that if costs were not controlled, the country could lose its position in world mineral markets

Mr du Plessis said there was a need for adaptations "because if your enemy uses new tactics you must do so too". The Government, he said, would not force changes on white miners.

Chamber of Mines to meet all the NUM 28/11/83

Labour Reporter
The Chamber of Mines
and the black-member
National Union of
Mineworkers meet in
the near future to dis-
cuss terms of recog-
nition for the union
at two of the
chamber's mines.

The Chamber of
Mines executive com-
mittee met this week
in Johannesburg and
authorised their indus-
trial relations adviser,
Mr Johan Liebenberg,
to hold negotiations for
the purpose of recog-
nition with the NUM.

RECRUITING
The union, which is
affiliated to the Coun-
cil of Unions of South
Africa, is seeking recog-
nition at the Elands-
fontein and Western
Holdings (Welkom
Division) mines.

The NUM was
founded at Cusa's an-
nual congress which
was held at the end of
July last year and has
been active in recruit-
ing black mineworkers
since that time.

FM 28/1/83
CYRIL RAMAPHOSA

211



face to face

'We have numbers'

The *FM* spoke to Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), the first black union to negotiate a recognition agreement with the Chamber of Mines

FM The NUM is entering the mining industry at a time when employers and established unions are finding it difficult to agree on how to phase out job reservation. Can the NUM help to speed up this process?

Ramaphosa Job reservation has, for a long time, been a burning issue for our members. Our members have resolved to fight for its abolition as it is a violation of their rights and dignity and a threat to industrial peace.

We are aware of the complexity of the problem. But as much as we may want to help speed up the process, we are dismayed that the mining bosses and the white unions are seemingly meeting behind closed doors, discussing and plotting our members' future without our participation. The scrapping of job reservation is our major struggle and we will use all the power at our disposal to have it scrapped.

Do you agree with observers who believe employers and some white unions will never be able to agree on the scrapping of job reservation and that government will finally have to intervene?

The complexity of this problem

deepens when one looks at government's insincerity in effecting changes. Government has gone on record that it will protect white miners' interests. It is obvious that when black workers' interests are at stake, the government sidesteps the issue and passes the buck to the bosses and the white unions.

The government allows white unions to hold the economy and black workers to ransom. Some white miners are threatening a repeat of 1922 if legislation is changed to allow our members to have blasting certificates. But they seem to forget that we have numbers on our side. We have a potentially explosive situation on the mines and government had better realise this.

What kind of reception has the NUM had from mine managements?

It has been cautious — and has varied from neutral to negative. I guess mine managements are still steadfastly colonial, and to a large extent racist, and have not adapted to the abolition of the Masters and Servants Act. They still see their workers on the mines as servants who have to obey everything the master says. When we came in as a union, we did meet harsh resistance on some mines where managements were openly restricting or restraining workers from joining the union.

Do you believe these managements are adequately prepared for issues they will



NUM's Ramaphosa .. fighting job reservation

now face due to black unionism becoming a fact of life in their industry?

They might believe that they are prepared, but we do not think they are. Why has the NUM grown so quickly?

There are two reasons. Firstly, black mineworkers are the only workers in SA, besides agricultural workers, who have been left out of the unionisation process. They have seen other workers represented by unions and they have great expectations and are responding at a fast rate to unions.

Secondly, our recruiting strategies have been well geared to meet their needs.

So far the NUM's major impact has been felt at gold mines. What sort of progress is it making on other mines?

Our strategy has been to concentrate on gold mines first and then move to coal mines later.

BLACK MINFRS FM 28/1/83
Chamber says 'yes'

211
The Chamber of Mines has agreed to negotiate its first recognition agreement with an emerging black trade union — a decision that paves the way for profound changes to labour practices in the mining industry

The chamber will have talks with the National Union of Mineworkers (NUM) over the union's application for it to be recognised as the representative of certain categories of black workers at two gold mines Western Holdings' Welkom Division and the Elandsrand mine

The chamber's decision signals the end of the tradition of only white union leaders being involved in collective bargaining in the industry. It also raises the question of how a black union, which has differing needs and goals, will be accommodated in the collective bargaining process

White mining unions have traditionally made a joint approach to employers in annual pay negotiations. However, NUM gen-

eral secretary Cyril Ramaphosa says his union will not join the Confederation of Associations and Mining Unions

The confederation was formed by white union leaders late last year, in an apparent effort to create a multiracial union coordinating body in the mining industry. However, soon after its formation it turned down a membership application from the coloured, Asian and black Federated Mining, Explosives and Chemical Employees' Union (FMECEU). Ramaphosa says the

NUM regards the confederation as a "white racist collective bargaining front"

Mining employers will also have to contend with the NUM's demand for workers at mine-level to have a strong input into the collective bargaining process

Ramaphosa says the NUM would like to see collective bargaining in the industry operating at two levels. The first would be the industry-wide level where the NUM would sign a substantive recognition agreement with the chamber. At the second level it wants to sign subsidiary agreements with each mine management

At chamber level the NUM would like to negotiate wages and conditions of work for the entire industry. At mine management level it would seek to negotiate disciplinary, grievance and retrenchment procedures

"We are approaching recognition in this way because we feel it will be in the interests of our members and workers in the industry," says Ramaphosa. "If we are able to get a good wage at industry level, it will also help push up the wages of those workers who are not yet our members"

The union wants to sign the agreement at mine level because it wants to have its shaft stewards monitoring that agreement. Ramaphosa says it would be very difficult to monitor such an agreement if it were signed at chamber level. He emphasises that the union wants its shaft stewards to participate at all levels of the collective bargaining process

While the chamber has moved with commendable speed to recognise the NUM, there are signs that some mine managements are apprehensive about what lies in store for them. Clearly they are in for a difficult, testing period in an industry which has a turbulent labour history.

Union act a 'man bites dog' story

THE news that the SA Allied Workers' Union has taken part in industrial council negotiations must have seemed like a labour "man bites dog" story

Not only is SAAWU regarded by many employers — and the Security Police — as "radical", but it is one of the unions which refused to enter unity talks with rivals who joined industrial councils

But it did take part, albeit unofficially, in the explosives council's annual pay talks, and SAAWU's insistence that it was not there as a party to the council does not alter that

Whether it will do so again is another matter. It says it won't

AECI (African Explosives and Chemical Industries), the only employer on the council, hopes to negotiate a national bargaining deal with SAAWU and the black SA Chemical Workers' Union, the other emerging union with which it deals

It wants pay bargaining to take place at a national level, but won't insist on the council as a vehicle

But AECI also obviously plans to continue bargaining with the established unions on its council. They include major metal unions who are committed to the council system

So a formula reconciling these factors will have to be found

There are some interesting facets to the AECI developments

Firstly, SAAWU's participation is further evidence of the silliness of assigning

images to unions — a practice much beloved by some employers and trendy university labour watchers

Whether a union is "radical" only becomes clear in negotiations and is at any rate fairly trivial compared to the overriding question of whether it represents its members

The last four years have seen several cases in which "militants" bargained like "moderates" and vice-versa

The AECI developments come as the National Union of Textile Workers (NUTW) has been working out an arrangement with knitting employers which may see sweeping changes to the knitting council and a decision by the NUTW to join it

Some labour watchers see the beginning of a trend

They suggest a growing number of employers accept that industry-wide bargaining with emerging unions can only come about through major changes to councils or arrangements to accommodate unions which refuse to join them

This might produce a changed union stance and open the way for industry-level deals between employers and union opponents of councils, so settling conflict on how bargaining will take place

It's far too early to predict that in the vital metal industries, such an accommodation seems as far off as ever, despite some planned changes to the council

But there is a whiff of change about, however slight

THIS month the industrial court handed down two landmark rulings

In both cases, its reasons for the decisions are perhaps more important than the rulings themselves, which are expected to be released late this week or soon thereafter

But the rulings themselves have far-reaching implications

In the first decision, the court ordered three newspaper employers to reverse their decision to quit an unofficial conciliation board where they bargain with the Southern African Society of Journalists

Lawyers say it could not have done so without finding, at least in part, that it is an "unfair labour practice" for employers to refuse to bargain with majority unions

This is a watershed in labour law, with a direct bearing on recognition disputes involving emerging unions

But much will depend on the court's reasons, which should spell out the circumstances in which it will intervene in these cases

The second was the granting of the first-ever "status quo" order compelling an employer to reinstate fired workers pending the settling of a dispute. It ordered Stobar Reinforcing to reinstate 55 members of the Metal and Allied Workers' Union

As influx control laws compel many black workers to leave the cities when they lose their jobs, the granting of such orders would be a key impetus to settling disputes. Employers' ability to fire

migrants in the sure knowledge that they must leave the cities would be restricted and unions would have an incentive to use the court, rather than boycotts and campaigns

The Stobar dispute has already been settled

But, as with the SASJ, there were unusual features in the case and the reasons will indicate the circumstances in which these orders will be granted

□□□

THE outcome of that annual slugfest, the Mine Workers' Union general council meeting, should be revealed early this week.

Other established mine unions are watching carefully. They hope the all-white MWU has abandoned its long-standing refusal to bargain at the same table as unions representing black workers

They want to get all mine unions, from the MWU to the black National Union of Mineworkers, into one caucus

There was a difference of opinion within the MWU on this before the meeting

But the MWU stance may be less important than the NUM's. An industrial council or some similar forum is not on without its agreement, which seems unlikely

Meanwhile, the NUM is about to enter into negotiations on its first recognition agreements — on two Anglo-American mines

Recognition is likely, but will the NUM win agreements from houses which have taken a tougher line than Anglo?

Enter in question which it has

External

(3)

NOTE CAREFULLY

1. The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
2. Candidates are not to communicate with other candidates or with any person except the invigilator
3. No part of an answer book is to be torn out
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Unrest, strikes take the mind back

211

Sawebam

1/2/83

Every time labour unrest occurs or workers threaten to strike, the sombre picture of the mineworkers' strike of 1922 comes to mind, according to a book by the Human Science Research Council.

The Book, "Die Mynwerkerstaking, Witwatersrand 1922," by Dr A G Oberholster, says the sinister conspiracies, violent conflicts and widespread socio-economic disruption it caused on the Witwatersrand and in the surrounding areas, still makes it one of the most moving episodes in South African history.

The emphasis in the book is not much on the spectacular and moving aspects of the strike, but rather is an attempt to place the event in its historical perspective against the background of industrialisation, urbanisation and poverty that had become part of the SA society during the first quarter of this century.

"It is to a very large extent the story of the impoverished rural Afrikaner who went to the city after the First War of Independence in order to survive.

"There he landed up in an economic squeeze, caught between the capitalist mine-owners and trade unions, and threatened by an unskilled and poorly paid black labour force.

"It is the story of the pent-up frustrations of the white mineworkers which found expression in his resistance against the authorities and the mine-owners who themselves were powerless against economic circumstances of the time.

"This resistance which started as a strike, in its final stages assumed a form which could be regarded as nothing else than violent urban terrorism and which compelled the Government to act harshly.

RDM 711

Chamber and new mines body to meet

Labour Correspondent

THE controversial new Confederation of Associations and Mining Unions (CAMU) and the Chamber of Mines will meet this month to discuss whether the Chamber is willing to negotiate with the new body.

This follows a CAMU meeting yesterday at which it formally adopted a constitution.

A union source said this meant CAMU was now properly constituted and could formally approach the Chamber for recognition. He added that the constitution would be sent to the Industrial Registrar as CAMU had applied for Government registration.

CAMU was formed late last year and replaced the all-white Council of Mining Unions.

It brought mine unions and two of the three official associations into the same body for the first time and caused a stir because the Rightwing Mine Workers' Union agreed to join it, despite the fact that two of the associations which also joined are multiracial.

But CAMU was then plunged into controversy when it refused to admit the Federated Mining, Explosives and Chemical Workers' Union (FMECWU), a coloured and black union organised by Tucsas SA Boilermakers' Society.

Despite reports suggesting FMECWU would re-apply at yesterday's meeting, it did not do so.

There had also been suggestions that the meeting would reach a decision on whether to press for the formation of an industrial council on the mines, but it is understood that this remains unresolved.

Chamber to meet miners

By JOSHUA RABOROKO

IN A MOVE that might pave the way for significant change in the mining industry, the Chamber of Mines has agreed to negotiate a recognition agreement with an emerging black trade union, the National Union of Mineworkers (Num).

The union, an affiliate of the Council of Unions of South Africa (Cusa), is to negotiate wages and conditions of employment for the entire mine industry in the country during a meeting to be held in Johannesburg this week.

The Chamber's decision to talk to Num has been seen by union sources as signifying an end of the tradition of only white union leaders being involved in collective bargaining in the mining industry.

White unions in the mining fields have traditionally monopolised the wage negotiations in a joint approach whereas thousands of black miners have not been represented by any union.

However, it remains to be seen whether a

black union, with different interests and goals, will sit around the table with white mine owners in the collective bargaining system.

Num's general secretary, Mr Cyril Ramaphosa, has said that his union would not "join forces" with the Confederation of Associations and Mining Unions formed by white union heads to create a multi-racial union in this industry.

After its inception last year the confederation apparently turned down

a membership application from the coloured, Asian and black Federated Mining, Explosives, and Chemical Employees' Union.

Mr Ramaphosa said the confederation was a "white front".

His union hopes to sign a significant recognition agreement with the chamber and a subsidiary agreement with each mine management group.

"We would like to discuss wages and working conditions with the union, and discipline, grievances and retrenchment procedures with mine management," he said.

These recognition agreements will be vital in the sense that "we will then be able to fully represent our members."

Another union spokesman said that the recognition agreement would be "a major breakthrough" for Num.

2.11
~~1983~~

Sowetan 4/2/83

Tswana row

APARTHEID will still be enforced on mines in BophuthaTswana until the country gets round to changing South African laws.

South Africa's Mines and Works Act, which regulates mining practices even on BophuthaTswana's Rustenburg Platinum Mine (RPM), is being redrafted by BophuthaTswana to remove all discriminatory clauses

And the white Mine Workers' Union has vowed to see that segregation is enforced on South African-owned mines.

Moves to integrate facilities last year at the world's largest platinum mine, RPM, were halted because of legal proceedings brought about by the white miners

Objections

The mine was forced to halt integration because the miners' objections may give rise to prosecution pending the Attorney-General's decision

The verkrampte MWU warned that "high hell will break loose" if other mining houses attempted integration — even though they may soon have no legal right to see that racial segregation stays in force

A spokesman for the Bo-

over ⁽²¹⁾

SA ~~SA~~

mine ~~mine~~

laws ^{S. Times}
_{6/2/83}

By
SAVVAS GEORGIADES

phuthaTswana Government said that when the country gained its independence it inherited South African laws "Any discriminatory laws must be changed but it is a long-term process

"The Mines and Works Act is being redrafted and has to be passed by our Parliament before the law is promulgated," the spokesman said

The spokesman did not know of any BophuthaTswana regulations which prevented the integration of facilities such as change-rooms

"As far as I know, the only law which calls for separate toilets is in respect of sexes and not colour," the spokesman said

The most important concern of the BophuthaTswana Government is the certificate reservations which restrict blacks from doing certain types of work, such as blasting.

"We hope the law removing discrimination will be promulgated by the time the people we are training have obtained their certificates," the spokesman said.

According to the spokesman, the law should be passed "sometime this year"

A spokesman for Johannesburg Consolidated Investments (Johnnies), which owns RPM, said that although he could not comment on the integration of facilities, the company supported the move to remove discrimination

"Our company has always been very enthusiastic to see the development of black workers and their progression up the hierarchical ladder," the spokesman said

Defeated

He would not comment on the integration of facilities because the matter was before the Attorney-General

About 25 percent of RPM is in BophuthaTswana but Johnnies wants to integrate the whole mine

Although MWU members were not affected by the change-room decision, they protested, claiming that they aimed to stop integration spreading to other mines

The union complained to a mining inspector that the move contravened the South African Mines and Works Regulations

The inspector said he had reported his findings to the mining engineer, who referred the matter to the public prosecutor.

"Where a serious contravention has been made, the public prosecutor refers it to the Attorney-General who decides whether to prosecute," the mining inspector said

Plans to allow senior black officials to live in a street occupied by whites at the Union Section of the mine were also defeated

"In a newsletter about three weeks ago, Johnnies proposed that blacks move into houses opposite whites," said MWU general secretary Arrie Paulus

"The miners signed a petition opposing the move. If we had not started the petition, whites and blacks would be living together

"If black mine labourers are integrated with white miners, high hell will break loose."

Agreement

Mr Paulus claimed that South African regulations were still in force in BophuthaTswana

The Ministry of Mineral and Energy Affairs confirmed that all independent black states and homelands had taken over Mines and Works Regulations, which provided for segregated facilities

But they were now drawing up their own regulations to exclude the apartheid provisions

A spokesman for Johnnies said the plan to integrate the change-room at RPM's Weskop Shaft had been fully canvassed beforehand.

"An agreement was forthcoming only after it was interpreted were objections raised," he said

"We are still hoping that through continuing consultations an agreement will be reached"

$$22.5 + 21 = \frac{43.5}{200} = 21.75\%$$

F

Wait and see (211) says Paulus ~~130~~

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Labour Correspondent
THE general council of the all-white Mine Workers' Union last month discussed whether to change its long-standing policy of refusing to bargain at the same table as other races — but the union has decided not to reveal the outcome
The MWU's decision on this issue was being watched closely by white-led mine unions, because they believed a change of MWU policy could open the way for a joint caucus of all mine unions, regardless of race
But a planned MWU Press conference to reveal decisions taken at the meeting was never held and the latest edition of the union's journal, the *Mine Worker*, covered the conference extensively without once mentioning what decisions had been taken
This week MWU general secretary Mr Arrie Paulus said he had decided not to comment on the outcome of the meeting
Asked whether the MWU would now sit at the same bargaining table as those

representing other races, he said "You will just have to wait and see"
Asked whether the issue had been discussed by the general council, he said "Of course"
A mine union source said yesterday he "understood" the MWU had decided to retain its policy of negotiating together with white unionists only, a decision which would be a blow to efforts to form a joint caucus
But he also pointed out that Mr Paulus had earlier expressed a willingness to join the Metal Industrial Council, which is multiracial, and added "I can't see how he can reconcile the two"
Earlier Press reports had suggested the MWU had decided to change its policy and bargain together with unions representing other races, while remaining an all-white union
The MWU has already joined the new Confederation of Associations and Mining Unions, which includes two multiracial officials' associations

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank.

	Internal	External
(1)	(2)	(3)
16)	2	
36)	2	
26)	1	
Examiners' Initials		

Subject **ECONOMICS IA**
(to be copied from the heading on the Examination Paper)

Paper No **SECTION A.**
(to be copied from the heading on the Examination Paper)

6

NOTE CAREFULLY

1. The answers only on the right hand pages will be marked The left hand pages may be used for rough work, but no credit will be given for such work.
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
3. Blue or black ink must be used for written answers The use of a ball point pen is acceptable Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
4. Names must be printed on each separate sheet (e.g graph paper) where sheets additional to examination book(s) are used

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Angry unions draft new pay demands

By STEVEN FRIEDMAN
Labour Correspondent

ESTABLISHED unions in the metal and mining industries are drawing up demands for this year's wage negotiations against a background of anger at speeches by Cabinet Ministers which unionists see as calls for a wage freeze

Union sources said yesterday that, at a recent meeting, metal unionists — most of whom negotiate with the mines as well — had "taken strong exception" to these calls and would insist their members received increases which "compensate for the buying power they have lost through inflation"

They believe negotiations in these two major industries will be tough

The unions are angered by remarks made by the Minister of Internal Affairs, Mr F W de Klerk, in which he said that, because civil servants were not receiving pay increases, other workers should forego them as well

Some unionists also interpret a speech by the Minister of Manpower, Mr Fanie Botha, for an end to the escalation of wages and prices, as a call for a wage freeze — although other unionists differ

Established unionists say that calls like these will "damage the credibility of the industrial council system" if they are heeded

Earlier this week, metal unionist Mr Ike van der Watt predicted hard bargaining in

major industries as employers pushed for cuts in real wages which, he said, the unions would resist

According to unionists, pay demands for the mines have been drawn up and those for the metal industries are due to be finalised at the end of the month

The mine demands may be presented to the Chamber of Mines as early as Monday and the metal demands are expected to be discussed at the industries' industrial council in mid-March

Unionists will not say what they are demanding. But they say that, while their demands "take into account that our bargaining power is weakened by the recession", they will seek "compensation for what our members have lost"

"At any rate, the more our members have to spend, the better the chance of economic recovery," a unionist said

"All the unions are angered at the Ministers' statements. We believe the Government is responsible for the rise in the inflation rate — after all, administered prices have risen sharply," he added

"We also believe what they are suggesting would harm the industrial council system. The unions who are not on councils are going to demand increases, whatever the Ministers say. If we were to agree, we would be giving powerful ammunition to those who say councils cannot deliver the goods."

K

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

	Internal	External
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Examiners' Initials		

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Economist 12/2/83

Foreigners go home!

South Africa is shedding the foreign labour which it has used for more than a century. In 1973 there were 475,000 foreign blacks working legally in South Africa. The most recent official figure is 287,000. With unemployment rising among the country's black population, foreigners are no longer welcome.

The tide began to turn recently when only one in every four workers in the gold mines was a foreigner. The mining industry was dangerously exposed in 1977 when the president of Malawi, D. Banda, announced the death of 100 Malawian miners in a strike. The two banks suddenly ordered their offices to close.

Helped by the higher gold price, the mines raised wages to attract more local blacks and reduce their reliance on foreign workers. Three out of every five black miners are now locally recruited. There are only 15,000 Malawians in the mines, down from 110,000 in 1975. The number of Mozambicans has dropped from 91,000 in 1975 to around 40,000. Most of the black Zimbabweans who filled the gap left by the Malawians have also gone home. South Africa claims that this is what the Zimbabwe government wants.

Foreign black workers have lost jobs in other industries too. The latest crack-down is on Mozambicans working on farms, particularly in the Eastern Transvaal. South Africa's police have been assigned to look for any without permits, a move which they say has nothing to do with guerrilla incursions in the area.

There has been a big influx of illegal immigrants from Mozambique for some years as its people have tried to escape food shortages and even starvation. Mozambicans are regarded by farmers as excellent workers and are willing to take jobs that local blacks reject because pay is too low, the work too dirty and the hours too long. One observer in the Eastern Transvaal estimates that there are 60,000-70,000 Mozambicans working illegally in South Africa.

The police are also cracking down on Mozambicans who crossed into South Africa legally but whose contracts have expired. They used to renew their contracts in South Africa at offices of the delegations representing the Mozambique labour department. The South African government now insists that they return to Mozambique to do this.

One big employer in the Eastern Transvaal said that 250,000 of his 2,500 workers would have to be sent back to Mozambique to get new papers. Another estimates that the rule could affect 8,500 Mozambicans.

SP's 'harass' mine union

By SAM MABE and JOSHUA RABOROKO

ORGANISERS of the newly-established and powerful Mineworkers' Union have accused the Security Police of harassing and intimidating their union officials and of trying to frustrate their negotiation process with the mining management.

The accusations made by Mr Wilfred Salai and Mr Jeffrey Madida, organisers of the Vaal Reefs Exploration and Mining Company in Klerksdorp, follow alleged visits and questioning of the two officials while organising workers at the mine last week.

The two were allegedly called into the manager's office and questioned by police about their activities in the union.

In a statement released afterwards by the union, the mine management was accused of having called in the Security Police with the aim of "intimidating and bulldozing our efforts".

The union has challenged management to "declare unequivocally that they are not part of the Security Police".

The union also warned management to stop their "silly" tactics because most of the workers were on their side. The workers will not tolerate blatant intimidation of their organisers whom they regard as "saviours from the yoke of slavery" imposed on them by management, it was claimed.

In the statement, the union also expressed fears that Security Police might show up when the union meets for the first time officials of the Chamber of Mines to discuss recognition agreement soon.

The union's general secretary, Mr Cyril Ramaphosa, said the Chamber of Mines had agreed to meet with union officials and that he saw this as a major breakthrough which

would break the tradition of whites negotiating on behalf of black mineworkers.

A spokesman for Anglo-American denied that management had anything to do with the alleged visit and questioning of union officials at the mine.

"In neither case did management invite Security Police. We are taking steps to request the Security Police to advise our mine managers of their desire to visit our properties as is the case with all other visitors."

"Anglo-American deplores any intervention of third parties in legitimate union/management relations. Experience has shown that this can only increase the chances of conflict."

Sowetan

14/2/83

Labour Reporter

A serious row has broken out in the mining industry following Security Police questioning of union officials on Anglo American mine property this month

Security Police on two occasions questioned three officials of the Cusa-affiliated National Union of Mineworkers at Anglo's Vaal Reefs gold mine

The union in a statement accused mine management of "collaborating" with the Security Police and warned that NUM officials and members would not be intimidated by such harassment

"This form of collaboration with the Security Police makes a mockery of the collective bargaining process and we demand that mine managements declare there are no links between themselves and the Security Police," the state-

Police ~~sets off~~ ^{July 2, 1983} quizzing ~~sets off~~ ^{new} mine row

211

ment said Anglo American has confirmed that Security Police did question NUM officials, but denied that the police were invited in

"We are taking steps to request the Security Police to advise our mine managers of their desire to visit our properties — as is the case in all other visitors," an Anglo statement said

"Anglo American deplores any intervention of third parties in legitimate union-management relationships as experience has shown that this can heighten the potential for conflict"

14/2/83
Labour Week By STEVE FRIEDMAN

204
A slow-clap for SATS 211

THE CURTAIN rang down last week on one of 1982's key labour disputes as General Workers' Union members, fired after a go-slow at Port Elizabeth harbour in September, conceded defeat.

The go-slow was prompted by GWU's year-long battle to talk to the South African Transport Services about recognition at Port Elizabeth and East London harbours. The dispute was an embarrassment for Government labour reformers and raised fears of overseas union sympathy action.

By signing off and collecting their pay, the GWU men accepted that they are not going to be re-employed and that the dispute is over — for the moment.

The defeat is obviously a setback for GWU. But the union has a reputation for taking on tough employers and this is not the first time it has had to admit defeat in a major dispute.

It survived defeat in the 1980 Cape meat dispute and will do so this time. The question now is whether fresh attempts will be made to organise SATS.

Clearly, this won't happen overnight.

The GWU believes an employer like SATS — not only the country's biggest but one of the least interested in sickly concepts like freedom of association — will only be fully organised by a united emerging union movement, and is pressing ahead with efforts to achieve this.

But one factor suggests SATS may face a similar dispute sooner than it thinks. Privately-employed stevedores in the harbours remain GWU members. Their work brings them into daily contact with SATS dockers. It was this which led to the dockers joining GWU before, and it could happen again.

Meanwhile, SATS seems not at all disturbed that its stance has dealt a major blow to the image of Government labour reforms among overseas unions.

A Bill governing work conditions on the Railways has been published. It shows little change from present legislation and confirms that SATS believes its cosy relationship with compliant staff associations can last for ever.

So last year's events have made SATS no friendlier to the 20th century.

□□□

FOSATU'S National Union of Textile Workers, in a move long predicted by some labour insiders, has moved into the Western Cape.

It has been organising there for the past couple of months and has a majority in two factories and significant support in a third.

Initial organising was begun by Fosatu but now NUTW has appointed a full-time organiser there. Once membership reaches 1 000, it will form a West Cape branch.

This is Fosatu's first organising push in the area.

While the only motor plant in the Western Cape, Leyland, is organised by a Fosatu union and the small Jewellers and Goldsmiths' Union is a Fosatu affiliate, it has never had a major presence in the Peninsula.

Textiles are a key industry in the area, employing, NUTW believes, around 30 000 workers. Success for NUTW would boost Fosatu's claims to being a truly national federation.

By organising in the area, NUTW is taking on Tucsa's long-established Textile Workers' Industrial Union. One advantage for NUTW is that its rival does not have a "closed shop" agreement forcing workers to join it — its membership is far short of a majority in the industry.

But there are still obstacles in NUTW's path. It claims many employers prefer to deal with the Tucsa union and have threatened to act against workers who join its Fosatu rival.

And industrial council agreements between the Tucsa union and employers

bar companies from deducting union dues through 'stop orders' for any union not on the council, such as NUTW.

Nevertheless, the Fosatu union is cautiously confident of success. It says it has solved the "stop order" problem by arranging with employers to collect dues by hand. It also claims wide spread worker disenchantment with the Tucsa union.

□□□

THE Confederation of Associations and Mining Unions (CAMU), which brings together white-led mine unions and officials' associations for the first time, meets the Chamber of Mines today to discuss whether the Chamber will bargain with it about pay and work conditions.

The Chamber has reservations about negotiating with unions and officials' organisations in one forum and is also unhappy as it would have to bargain separately with one of the officials' associations which has not joined CAMU.

But CAMU sources insist that, if the Chamber doesn't agree, CAMU will declare a dispute with it and thus force it to the negotiating table through a Conciliation Board.

As CAMU has refused to admit one coloured and black union and other new black unions on the mines won't join, it seems the mines will have to negotiate separately with blacks and non-blacks for the time being.

Meanwhile, annual metal and mining pay negotiations are due soon. They are likely to be tough. But any deadlocks are equally likely to be resolved short of strike action.

□□□

GOVERNMENT speakers often caution against over-reacting during labour disputes.

Last week proved again the wisdom of these words. After all, those who lose their heads during disputes over labour matters might end up losing the Soutpansberg as well.

NUM alleges intimidation

SP visits spark off union row with Anglo

14/2/83 NUM

211

By STEVEN FRIEDMAN
Labour Correspondent

SECURITY Policemen visited Anglo-American's Vaal Reefs mine at Klerksdorp twice last week to question organisers of the black National Union of Mineworkers (NUM), thus prompting a row between the union and Anglo

The NUM has been granted access to mines by the Chamber of Mines and is negotiating recognition agreements covering Anglo mines with the chamber

The organisers were at the hostel to recruit members Anglo, unlike other mining houses, has granted the NUM organising facilities at its hostels

In a statement, the NUM has branded the police action as "intimidation" and "harassment" and accused mine management of inviting Security Police to the mine

Anglo has replied with a statement denying police were invited and criticising their action by implication

"Anglo-American deplores any intervention of third parties in legitimate union-management relationships as experience has shown that this can only heighten the potential for conflict," it said

It was also asking the SP to tell mine managers in advance of their desire to visit the mines — the procedure for all visitors

The NUM says three of its organisers, Mr Wilfred Saloyi, Mr Jeffrey Magido, and Mr Mbuyiselo Mtshotsha, were called to a Vaal Reefs hostel manager's office last week "only

to find the office full of Security Police"

The hostel manager had then "conveniently moved out of the offices", leaving the police to question the organisers

The union said it had "reason to believe the Security Police were invited" by management and added they "obviously received management's blessing to enter mine property and harass and intimidate organisers"

The NUM charged that "mine managements obviously realise they have failed dismally in intimidating workers from joining the union and are now trying strong-arm tactics by calling the SP"

It said workers were "on our side and will not tolerate the blatant intimidation of organisers"

"Collaboration" between the SP and managements "makes a mockery of collective bargaining"

The NUM demanded that mine managements "declare unequivocally that there is no link between them and the SP" if they desired a relationship based on good faith

Anglo said it had become aware of two separate visits by SP to hostels on Vaal Reefs

"In both cases, members of the SP asked to see, and were put in touch with, officials of the NUM who were conducting union business at the time with facilities provided by management"

"In neither case did management invite the SP to be present," it said

Miners talk 211 to bosses ~~105~~

Star
15/2/83
Labour Reporter

The Chamber of Mines met the Confederation of Associations and Mining Unions in Johannesburg yesterday to discuss the employers' recognition of the new organisation

The confederation — successor to the Council of Mining Unions — briefed the chamber on its constitution and objectives

Chamber representatives will now go back to their executive committee to discuss recognition

The confederation told the chamber it was willing to represent mining unions of all races, but only if they were registered

Union sources said the confederation should not be spending too much time on this issue because the Labour Relations Amendment Bill, when passed, would make this a non-issue

Emergent mining unions, such as the Cusa-affiliated National Union of Mineworkers, have already rejected registration

● The National Union of Mineworkers meets the chamber on Friday to discuss recognition on two mines

Mine union pair turn up in court after 2am raid

By STEVEN FRIEDMAN
Labour Correspondent

TWO National Union of Mineworkers organisers who "disappeared" after being taken away by men in plain-clothes on Tuesday morning were questioned at a Klerksdorp police station, taken to a Commissioner's Court and there charged and convicted the NUM's general secretary, Mr Cyril Ramaphosa, said yesterday.

Both the Security Police and the SAP's uniformed branch have been unable to confirm the arrest of the two men Mr Jeffrey Magida and Mr Muyiselo Mtshotshisa.

The two men who were recruiting members at the Vaal Reefs mine with the full knowledge and permission of the Anglo American Corporation, were taken from a house in Jouberton township at 2am.

They reappeared late on Wednesday after being convicted in the Commissioner's

Court of not having a lodgers permit, which black township authorities require of anyone living in a house in a black township. They were fined R15 each.

The incident followed one last week in which the men were twice questioned by Security Police in the office of a Vaal Reefs hostel manager. The NUM labelled this action "harassment".

Mr Ramaphosa said yesterday that the two men had been taken to a Klerksdorp police station "because they do not know the town well, they cannot identify the station," he said.

They had been questioned about why they were in the township and why they were recruiting workers at the mine, he said.

"The next morning they were taken to the Commissioner's Court where they were convicted. They paid their fines and were released," Mr Ramaphosa added.

~~142~~ ~~138~~ ~~136~~ 211

FM 18/2/83

MINES COUNCIL MOOTED

The possibility of creating an industrial council for the mining industry was raised at a meeting this week between the Chamber of Mines and the Confederation of Associations and Mining Unions (Camu).

Camu represents white-led unions in the industry, including the rightwing Mineworkers' Union (MWU) According to informed sources, Camu told the chamber it was willing to include registered black unions on a committee to investigate the establishment of an industrial council

This means the confederation wishes to exclude black unions such as the unregistered, but rapidly growing, National Union of Mineworkers, which is heading towards signing its first recognition agreements in the industry.

However, it is extremely significant that the MWU has shown a willingness to include registered black unions in discussions about industrial relations

Such discussions have taken place in the past, but only white unionists have participated. Camu's proposal would allow one union with black members, the Federated Mining, Explosives and Chemical Employees' Union, to take part.

Some union sources are emphasising the need for an industrial council for the industry to be formed as soon as possible. Such a council could provide for effective monitoring and enforcing of agreements — something which is lacking at present

The chamber is expected to respond to Camu's proposal later this month

Labour Week

By STEVE FRIEDMAN

FOR the past few years, the debate over the Industrial Council system has been a key labour relations issue

For varying reasons, almost all emerging unions have not joined councils, preferring to negotiate on the shop floor

Most employers, their associations and the established unions, have insisted on council bargaining

The nuances of the argument are many and varied, and many have seen this as a classic clash between white and black perceptions

But some major developments appear to be just around the corner

At least two unions of the Federation of SA Trade Unions (Fosatu) are considering joining councils. One, the National Union of Textile Workers, has already expressed an interest in joining at least one council under certain conditions

The other has been canvassing members on the issue and a decision either way will be revealed soon. There is support for going in as a tactic, but also for continuing to stay out.

The debate centres around tactics only — Fosatu made it clear last year it saw the council issue as tactical, rather than one of principle. In other words, the issue was what the union could get out of joining or staying out.

Even if the unions go in, two points have emerged already

Agreement by a Fosatu union to join a council is unlikely to be unconditional — demands for changes in exchange for its participation are almost certain

And any Fosatu union which joins a council will continue to demand, and engage in, wage bargaining at plant level

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THIS week's industrial court judgment in the case between the Southern African Society of Journalists and newspaper employers gave little comfort to employers who take a tough line on labour issues

Firstly, the court found that there are circumstances in which it could order an employer to bargain in "good faith" with a union

It implied only that this applied where there was already a bargaining relationship, and also stopped short of holding that there was an automatic duty to bargain

But lawyers point out that it did not rule out other possibilities and believe the judgment could serve as a "stepping stone" to orders compelling employers to bargain in other situations

Unions' new stance on councils

And they also point out that it is a major development for the court to rule that there is any right to compel bargaining at all

The judgment also laid down rules for granting "status quo" orders — temporarily restoring the situation before a dispute began — which are favourable to parties seeking orders

□□□

IS the pressure on workers' jobs lifting slightly?

It might seem foolhardy to even suggest this after a week in which the Minister of Finance warned that continued difficult times and rising unemployment lie ahead

But one well-connected management source claims an unmistakable change in the attitude of some companies. Some managements of his acquaintance are, he says, rethinking planned retrenchments or planning to move from a three or four-day week to a five-day one

□□□

WHILE there are growing signs of a new era of labour reform on the mines, this does not seem to have got through to the unknown men who this week arrested two organisers of the National Union of Mineworkers and took them off to a Commissioner's court

Clearly, this is not a help to mine labour relations

But there is another disturbing aspect. The men were fined for not having lodgers' permits to live in the Klerksdorp house in which they were staying

Black mine union organisers have, of necessity, to travel around from mine to mine, spending days, if not weeks, recruiting

Where are they going to live while they do this if finding somebody to put them up for a few days also means being fined at the Commissioner's courts?

Unionists fined

THE NATIONAL Union of Mineworkers has condemned the arrest by police and conviction in court of two union organisers at Vaal Reefs, near Klerksdorp last week.

The two union organisers, Mr Jeffrey Magida and Mr Muyiselo were fined R15 after being convicted in the Klerksdorp Commissioner's Court on a charge of not having a lodger's permit

The organisers had earlier been questioned by Security Police while organising workers in preparation for a meeting between the union's national executive and the Chamber of Mines to which the mine management is affiliated

The union and the chamber were due to sit at the weekend to discuss recognition which is seen by sources as a "major breakthrough for black unions" in the mining industry

The union's general secretary, Mr Cyril Ramaphosa, said the union deplored the action of the police in union matters and maintained that the members were intimidated.

~~SECRET~~ 211
Sowetan 21/2/83

24-HOUR GIRLS FARM TALK TO

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BY DERRICK LUTHAY

WELKOM — On the outskirts of this sleepy town is a "women's farm" where sex is on sale 24 hours a day and the kids call "daddy".

You'll find it in the middle of a meadow field on the main road to Theunissen. It is a motley cluster of houses and it is home to about 100 women and children. Most of its residents are wives and girlfriends of migrant workers who stay on the mines. But some are local women who live there for strictly "business" reasons.

And business is brisk. A large tom can of beer costs R1,40 and "something else" goes between R2 and R10.

Disappeared

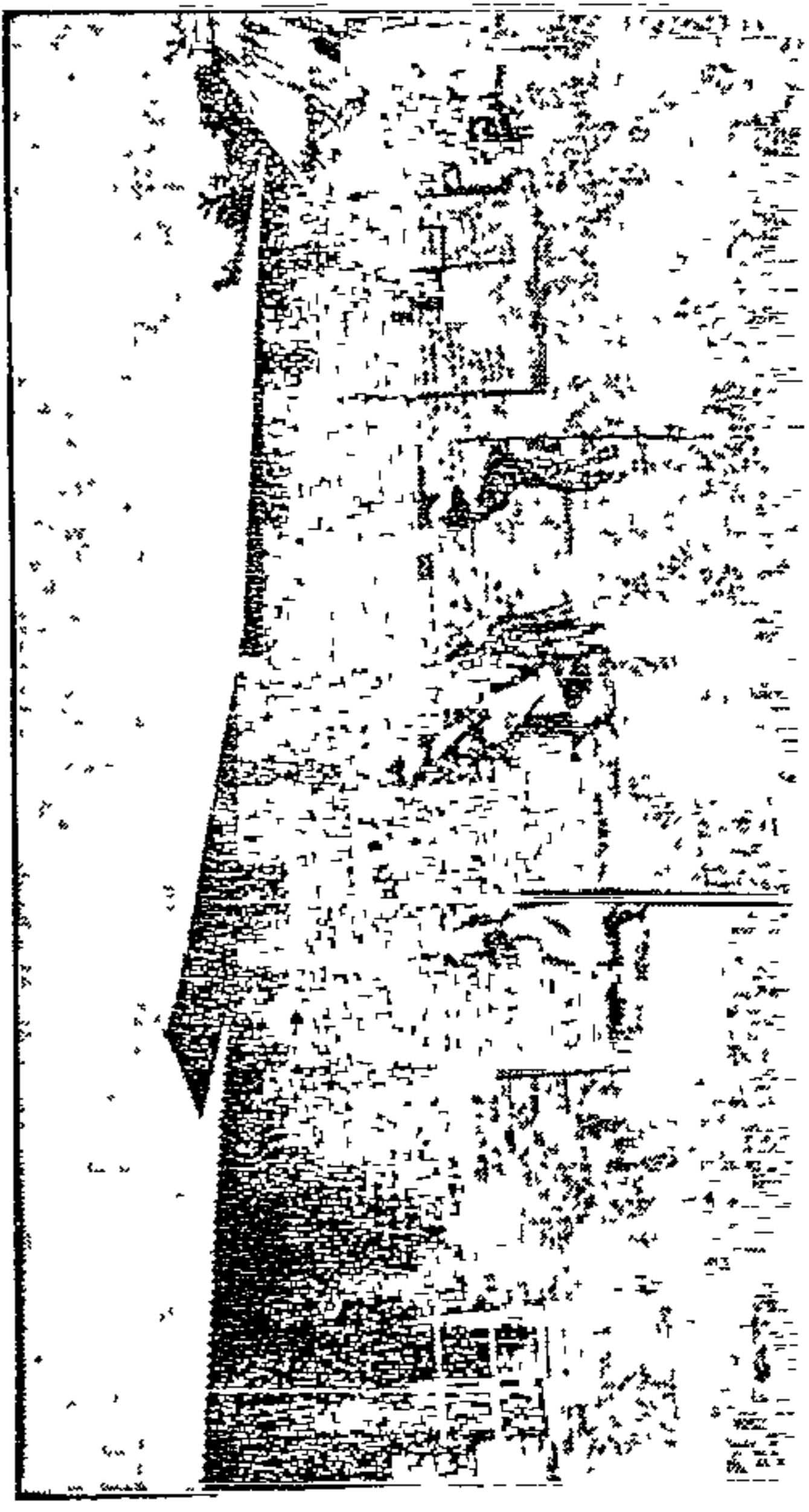
We stopped for a drink there and had to contend with scores of kids clamoring over us screaming "daddy, daddy".

Our guide disappeared for about 20 minutes into one of the houses and came back with a wide grin on his face.

He was determined we too should go home satisfied, and behind him entered about 20 women. They winked and nudged and made all sorts of suggestions, calling us to join them outside.

We politely declined.

Poverty



WOMEN AND GIRLS TALK TO CP

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City Press
27/2/33

where sex is on sale 24 hours a day and the kids call visitors "daddy".

You'll find it in the middle of a meadow field on the main road to Theunissen. It is a motly cluster of houses and it is home to about 100 women and children.

Most of its residents are wives and girlfriends of migrant workers who stay on the mines. But some are local women who live there for strictly "business" reasons.

And business is brisk. A long tom can of beer costs R1,40 and "something else" goes between R2 and R10.

Disappeared

We stopped for a drink there and had to contend with scores of kids clambering over us screaming "daddy, daddy"

Our guide disappeared for about 20 minutes into one of the houses and came back with a wide grin on his face.

He was determined we too should go home satisfied, and behind him entered about 20 women. They winked and nudged and made all sorts of suggestions, calling us to join them outside.

We politely declined

Poverty

Some of the women explained to us that poverty had forced them to sell sex.

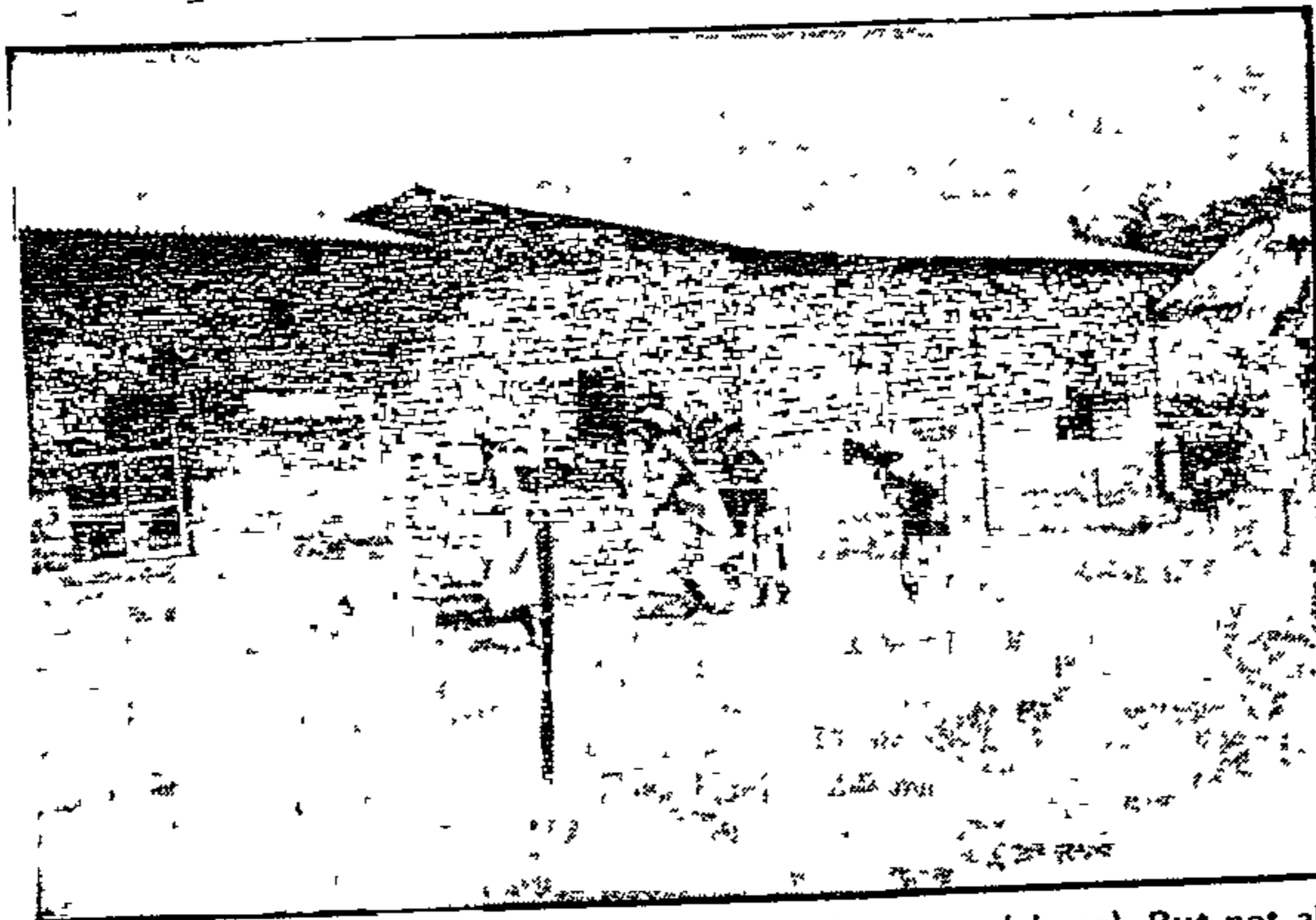
"Our men here earn very little and we have to help out so we can send money back home," said a woman who was wearing her nightie at midday "Our customers are mainly migrant workers"

Hard luck

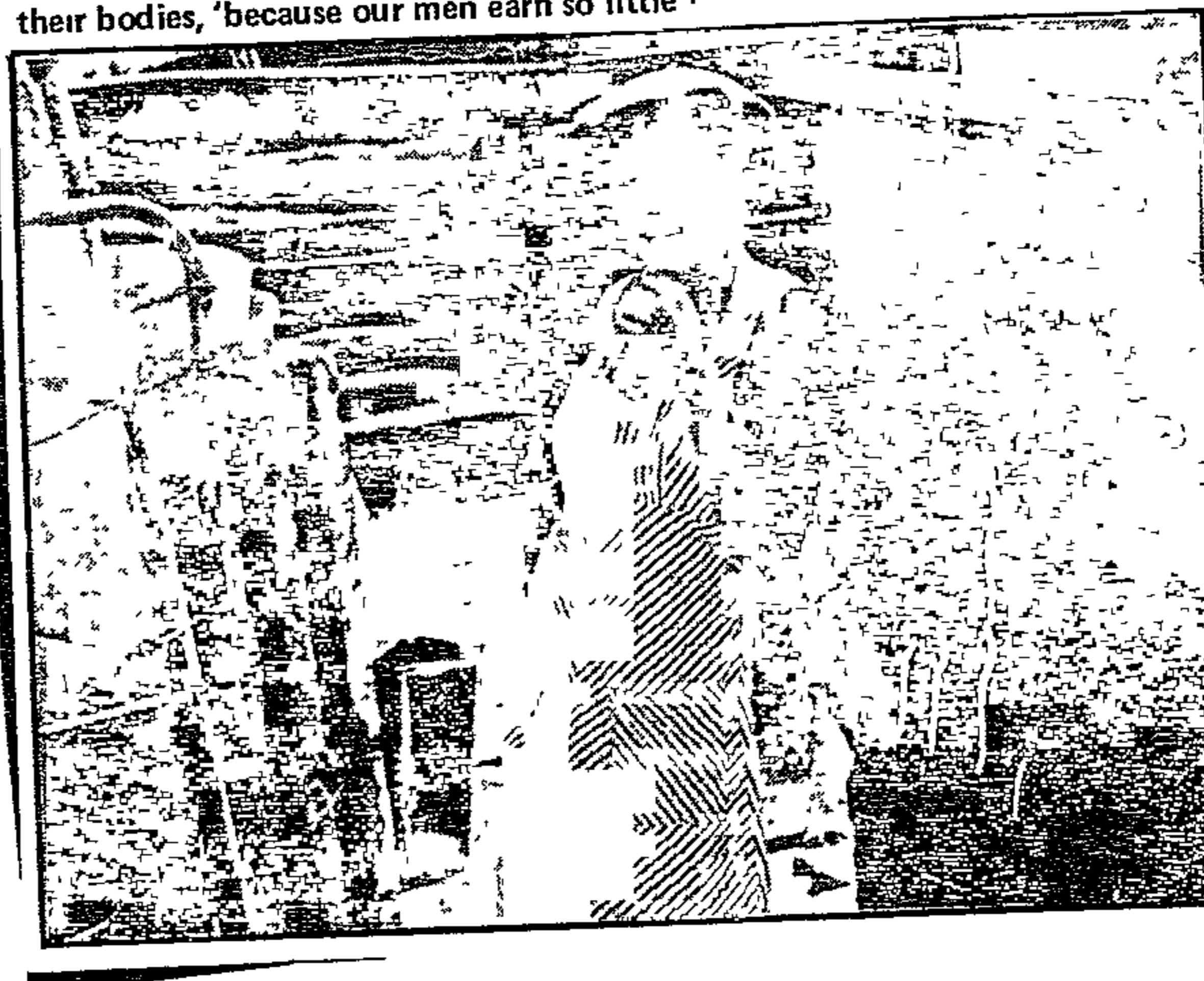
Before we had finished our drinks we heard a lot of hard-luck stories

But the moment we started taking pictures, the women took off in all directions

We left without saying goodbye to our guide, who had disappeared for a second time into one of the houses, looking for more "something else"



● Sex-for-sale women run from Peter Setuke's camera (above). But not all of them were so coy; the woman below is one of the farm women who sell their bodies, 'because our men earn so little'



†Mr SPEAKER, Order!

(211) ~~(195)~~ ~~(126)~~ ~~(178)~~ ~~(281)~~
Mining company hostels: facilities

Hansard Q Col. 413-414

*16 Mr F J. LE ROUX asked the Minister of Mineral and Energy Affairs †

a/3/83

- (1) Whether there are separate (a) dining-room, (b) lounge, (c) bedroom, (d) bathroom, (e) toilet and (f) swimming facilities for mine apprentices of the various race groups at mining company hostels in the Republic, if

2 MARCH 1983

414

not, at the hostels of which (i) mining companies and (ii) mines owned by such mining companies are there no such facilities,

- (2) whether any facilities in hostels at such mines are shared, if so, which facilities,
- (3) whether he will make a statement on the matter?

†The MINISTER OF MINERAL AND ENERGY AFFAIRS

- (1) and (2) Yes Apprentices of the different race groups are trained at various mines, but according to information available there is only one mine at which mine apprentices of the different race groups are housed together in a hostel, namely at the mine of Harmony Gold Mining Company Limited, Virginia

On other mines where training facilities exist apprentices of the different race groups are housed in separate hostels, living quarters or even away from the mines

In the hostel on the Harmony mine the occupants are housed in single rooms and the dining room, lounge, bathroom and swimming facilities are shared I am informed that steps have now been taken to designate separate toilet facilities for Whites and Non-Whites

- (3) A complaint regarding the sharing of change house facilities at a certain mine is at present being investigated by the Attorney-General and the matter is therefore *sub-judice*

After this investigation has been completed, the general question of the sharing of facilities on mines will be considered

For 2/3/83
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The awesome cost of creating just one job

By Andre Spier.

What are the costs of creating a job?

The Chamber of Mines announced a few years ago that the mining industry planned to create 100 000 new jobs between 1980 and 1985. It put an investment figure of R12 000 million to it.

This amounted to R120 000 to create a single job in mining at 1980 price levels.

Apart from the fact that the present recession will have made cuts in this programme, inflation and mechanisation will have raised the cost for one mining job to R200 000 by 1985.

Mining will, for two reasons, not make a large dent in future black unemployment figures.

- A considerable per-

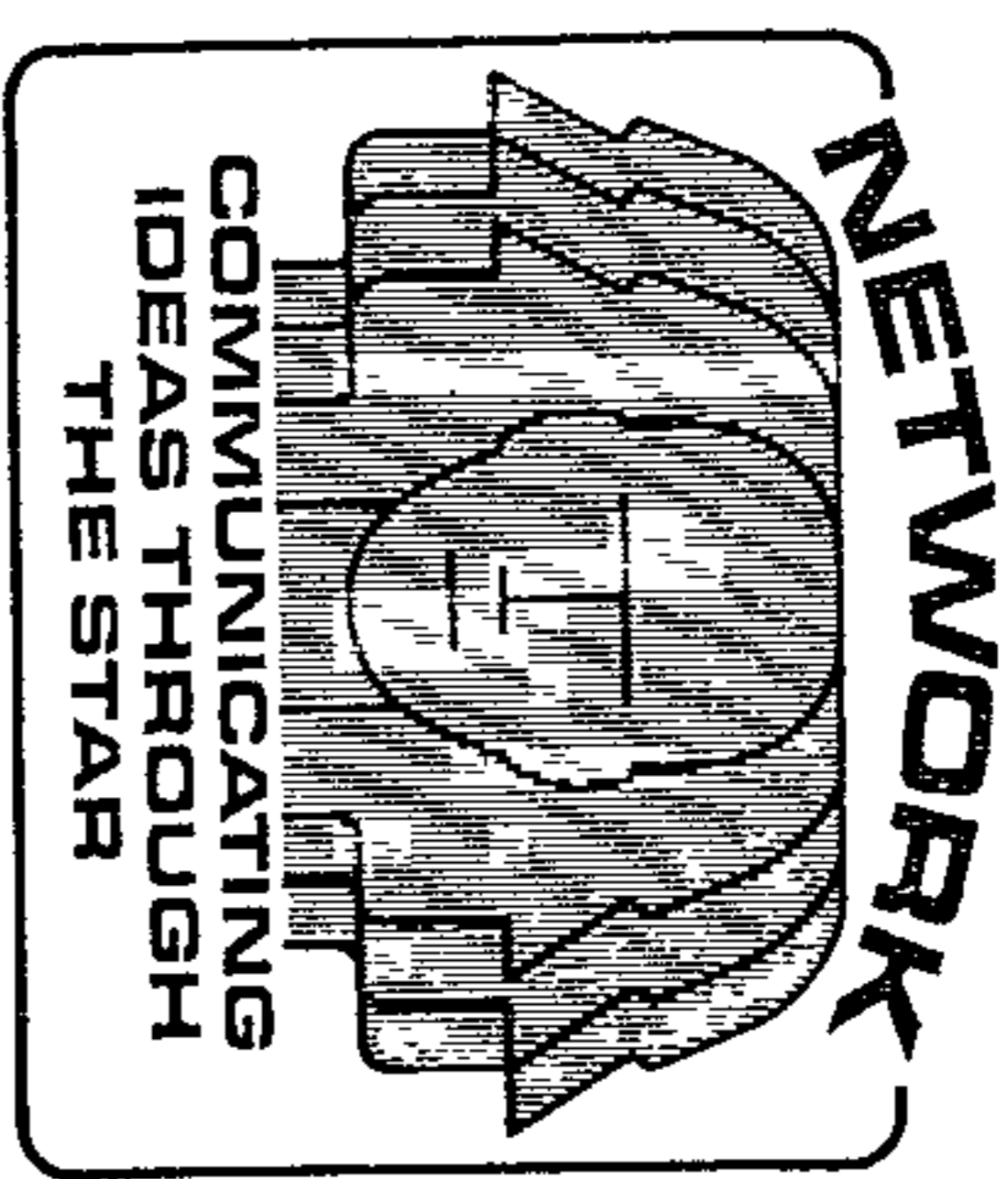
centage of black miners is still recruited from neighbouring countries.

- Recent research in Anglo American's Gold Division among black slope leaders has shown that the miners dislike their work, consider it dangerous, show signs of alienation and do not wish their children to be miners.

These findings, together with the trend within the Southern African Development and Co-ordination Conference (SADCC) to keep their people at home for political reasons, could develop into a real threat to this vital industry.

The creation of jobs in other advanced sectors of industry is not much less costly than in the mining industry.

The cement industry



used to calculate R400 000 for one job. The cost of creating just one job in power generation, a growth industry, may well be in excess of R500 000 — and as much as R2 million a job if one talks of the nuclear power industry.

The price tag for each job in so-called labour-intensive industries, such as textiles, will not be lower than R10 000 and is rising because of increasing mechanisation.

If we put the costs of an average industrial job at a modest R50 000, then the accommodation of just 2 million job seekers

in the next two decades — that's just a quarter of the total number of jobs we have to find — would require new investment of R100 000 million.

In this context one must recall the fact that 1 000 large corporations in the United States did not create a single new job in seven years.

There is at present little evidence that our industrial sector will perform differently. There will be new industries established, but existing industries will either show "jobless growth" or shrink their present labour component.

The solution to our present black jobs crisis will therefore not come from the white core economy. In this context it

seems irresponsible to blame the influx laws for the jobs crisis.

An unchecked flow of unskilled millions to the cities would most likely create appalling slum conditions similar to those in Mexico City, Lagos and Calcutta.

We would like to take the argument one step further. We would like to offer the suggestion that it is not the primary task of industry to create jobs.

It could be argued that its primary task is to remain competitive in international markets. And if this requires automation, then this is the road industry must, and undoubtedly will, take.

Increasingly the creation of wealth, the principle engine of the free market, becomes uncoupled from human labour.

IN A NUTSHELL

To sum up our five articles on the facts and theories of the unemployment crisis

- Roughly 300 million people are presently unemployed in the world and at least that number is underemployed (unable to earn a living wage)

- The odd 30 million who are unemployed in the rich countries still enjoy some measure of protection through social security and charity. But there are now doubts as to how long this protection can last.

- The hundreds of millions in the Third World

hover just above starvation level and their numbers will increase dramatically unless there is a profound turnaround in the global economy.

But, under the present circumstances and under the present economic system, there is very little likelihood that 1 000 million jobs will be created in the next 18 years — and that is what will be required if we are to have full global employment.

- The danger of the collapse of the international monetary system under the burden of internal and external debts is still very real. Perhaps a return to a fractional gold standard could check it.

- Next article Strategies for a way out

Strike
miners
get jail

STAD
14/3/33

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~~115~~ Labour Reporter

Eleven black gold miners who took part in a strike at an Eastern Transvaal mine last April were jailed last week.

They were among 29 miners arrested by police after a strike at Gencor's Winkelhaak Mine near Evander and charged with public violence.

They were remanded several times.

Five men received three-year jail terms, half suspended for five years, five received two-year terms, half suspended for five years, and one man received another two-year term, with nine months suspended.

The charges against 13 miners were withdrawn, one was in hospital and could not attend court, and four men did not appear. Warrants were issued for their arrest.

A lawyer appointed by the National Union of Mineworkers represented the men.

(21) 100M
18/3/83

Coal reserves for 35 years but Natal mine must close

Mail Correspondent

DURBAN. — A Ladysmith coalmine which started production 35 years ago has shut down — even though it has coal reserves to last another 35 years.

The move affects 850 workers at the Platberg Colliery

Mr Malcolm Hyde, the mine's technical director, said the shutdown had become inevitable because Iscor and Escom had slashed coal consumption.

With such a reduced turn-

over, the mine could not afford to keep going.

More than 150 000 tons of washed coal — worth about R3 000 000 — were stockpiled but could not be readily sold, he said. It could not be exported because the mineral's sulphuric content was too high to meet overseas standards.

Mr Hyde said the future of the company's employees was uncertain. They were busy reclaiming machinery and "rehabilitating the site" but would have to be laid off as work finished.

328 at the Buffelsfontein Gold Mine, Klerksdorp on 1 July 1982 as a result of an illegal strike and subsequent riotous behaviour

All cases against them were, however, withdrawn in court owing to identification difficulties and the decision of the mining authorities to send them back to their homelands

~~182~~ (211) ~~182~~ *Haward 18/3/83*
Strikes
Q.61.735-736
391 Dr A L BORAINÉ asked the Minister of Law and Order

How many Black workers were arrested for striking illegally in 1982?

The MINISTER OF LAW AND ORDER.

7

Joint pay talks not accepted by mines

Labour Reporter

Despite a recent alignment in the ranks of mine unions and officials' associations, the Chamber of Mines yesterday refused to hold joint wage talks

The Chamber told the Confederation of Associations and Mining Unions (Camu) that it would negotiate next year's wages in the same style as it had in the past — separate negotiations with the three mine officials' associations, and separate talks with the unions

Camu was formed last year in place of the Council of Mining Unions which did not include the Mine Surface, Technical and Underground Officials' Associations in its ranks. Two of the associations subsequently joined Camu

The 1983 negotiations are due to start at the end of this month. The unions are looking for a 13 percent salary rise

Monrovia's Elwa... He also... withdrawal of... Liberian troops... sent to the front... height of the cri... (Reuter)

ILY APPEAL
Loot from a robbery includ... with a man's cre... remains. The city... to the robbers... to return it to... for a decent bur... ne Oerum, city... in charge of... graveyards, said... the appeal in... in behalf of... ed man's family... (far)

Justice R Goldstone in an urgent application to compel the Johannesburg Turf Club to weight Zamit for the 1983 Holiday Inn Handicap and to allow it to participate in the draw for barrier positions

Judgment will be given today

Mrs Liley said in papers she and her husband had imported Zamit, as an entire, from New Zealand last year

The horse, which was gelded last November, was one of 20 which were imported as yearlings

Nominated

Zamit is registered and races under the rules of the Jockey Club

Mrs Liley said Zamit was nominated to participate in this year's race at Turffontein on April 30

In terms of the conditions, participating horses must have been nominated by February 14

Zamit was nominated to run in a race at Clairwood in Durban on February 26 in preparation for next month's race. However, he was declared unfit after a decision taken by Jockey Club stewards

Mrs Liley said that if Zamit were not included in the list of weights at the time of publication, he would be excluded automatically. This would cause her and her husband irreparable harm

The Court was told that, according to the rules of the Jockey Club, a horse may not participate in races for six months after it has been gelded.

The Johannesburg Turf Club had advised Mr and Mrs Liley that Zamit was ineligible to run in the race, and therefore the Jockey Club had refused to weight it.

and September last year.

Coal mine forced to close

Mercury Reporter
A LADYSMITH coal mine, which started production 35 years ago, has closed although it has reserves for another 35 years

The move affects 850 employees at the Platberg Colliery, owned by local mining magnate Mr Graham Beck, and repercussions will be felt throughout the district's commercial and light industrial sectors

Mr Malcolm Hyde, the mine's technical director,

said there had been no alternative to ordering the shut-down because Iscor and Escom had slashed coal consumption

With such a reduced turnover the mine could not afford to keep going

More than 150 000 tons of washed coal — worth about R3 000 000 — were stockpiled on the premises but could not be readily sold. It could not be exported because its sulphuric content was too high to meet overseas

standards

'Perhaps we'll sell it if a cold winter comes up.'

The future of the company's employees was uncertain. They were busy reclaiming machinery and 'rehabilitating the site' but would have to be laid off as work finished

An Escom spokesman confirmed that with the general downturn of the economy less power was being generated from stations where the demand for electricity was lower

Kenya bars S A Rotarians

Mercury Reporter 18/3/83

SOUTH African Rotary Club delegates to a goodwill conference have been refused entry to Kenya

The Rotary International President's African goodwill conference is to be held in Nairobi next week.

Mr Tom Linley, District Governor 927, said the Kenya Government had given no reasons for refusing to grant entry vi-

sas to holders of South African passports. The decision was 'very disappointing' in view of Rotary's theme for this year — Mankind is One, build bridges of friendship

Forty-one Rotarians from his district, Natal, the Piet Retief magisterial area and Transkei, had intended going. Included were an Indian and a black delegate

WHEN YOU can't think of an ending, the remedy remains let the audience think up one for themselves.

If I hadn't noticed shortly before *Verspeelde Lente* bowed out last night that it was 755, I might have thought that Dr Gert had returned forever, to take over the role of father as 'Oom Gert' — I mean his half brother, Kleinjan, had already taken to using the same form of endearment that was the case when Pop became Jan Greyling's wife

And the superb series said goodbye just when I was getting used to accepting Elize Cawood as a 31-



year-old, without any help from the make-up man's hand.

During last night's finale we witnessed Oom Jan pre-empt the cast by having a heart attack on Pop's birthday. We also saw the return of erstwhile nasty — now a lot more placid — Gert with an MB Chb under his belt, and the fact that one can never go back as Pop so hurtfully found out when she went to visit her ex-boyfriend, now a brandy-drinking miner,

Hermaans

All this aside, it was very sad to see the last of *Verspeelde Lente*. Whatever replaces it will have a hard act to follow.

Earlier, in spite of his somewhat dull review of a very exciting car, Adri Bezuidenhout saved me from falling asleep during a tedious *Uit en Tuis*, hosted by Elsabe Daneel.

Bezuidenhout lacked enthusiasm when showing us the Golf GTi, which is fast-becoming a phenomenon

When he introduced the car to us I thought we'd have him extolling all the virtues of this super-quick



WE WILL BEAT ANY ADVERTISED WHISKY PRICE!

ON BRANDS THAT WE STOCK

VICEROY BRANDY
558
750ml

BLACK LABEL CANS
478
340ml PER DOZ

Mining

RDM

unions

18/3/83

(211)

seek

~~211~~

pay rise

By STEVEN FRIEDMAN
Labour Correspondent

NEGOTIATIONS between the Chamber of Mines and mining unions on demands by the unions for a 13.1% wage increase for white workers this year will start on March 31.

But mine unions and officials' associations have failed in their attempt to make this year the first in which wages for union men and officials would be negotiated at the same time.

And the chamber has also agreed to discuss the possibility of forming a mine industrial council with registered mine unions.

This is the outcome of a meeting yesterday at which the chamber gave its answer to requests from the new Confederation of Mining Associations and Unions (CAMU) for recognition.

CAMU was formed last year. It brought together mining unions and two of the three officials' associations in the same body for the first time and was seen as an attempt to increase non-black worker bargaining power on the mines by unifying the demands of union men and officials.

The chamber has always negotiated pay separately with union men and officials.

At meetings earlier this year, CAMU asked the chamber to recognise it and to negotiate this year's pay increase with it. But the chamber was known to be opposed to bargaining with union men and officials at the same forum.

Unionists allege that the chamber warned the two officials' associations who joined CAMU that they would lose their recognition as officials' unions if they persisted in their demands to negotiate in the same body as union men.

After yesterday's meeting, the chamber issued a statement saying CAMU would not negotiate officials' pay this year. "As in the past the 1983 salary review for officials will be conducted separately between the chamber and the three officials' associations," it said.

Union sources said they agreed to separate this year's pay talks "under threat of action against the officials' associations".

MINISTER'S WIVES

US look at changing face of SA unions

Argus Bureau

NEW YORK. — Not even the most optimistic labour union organiser in South Africa could have imagined the developments now taking place among black mines workers, the New York Times reported this week

The prominent report looks at the President Brand Mine at Welkom, where 700 mineworkers recently gathered to hear a black organiser speak on white oppression and black solidarity — and was cheered with clenched fists and shouts of "Amandla!" — the Zulu expression for "It shall be ours"

GROWING FAST

The Times notes that the National Union of Mineworkers seems to be the fastest-growing black union in the country and is negotiating with the Chamber of Mines for recognition as a bargaining agent in 16 job categories at President Brand and four at other mines

"It is the first time the mining companies have negotiated with anyone but themselves about their black workers since gold was discovered in South Africa 97 years ago"

The developments have "breathtaking" potential because blacks form 97 percent of the work force on the mines — which are the main-spring of the South African economy

DOORS OPENED

The decision to open the doors to black unions on the mines was made in the boardrooms of Johannesburg's financial district, in particular the Anglo-American Corporation

The theory was that it is "easier to deal with recognised leaders of organised unions than to confront an angry mob"



Mr D A Blair Hook (above), mine manager, planning and services for Vaal Reefs gold mine, has been elected president of the Association of Mine Managers of South Africa. Mr R P MacNaughton, manager of Libanon gold mine, is vice-president.

Managers told to accept black mining unions

211 ROM 19/3/83

By **BRENDAN RYAN**
Mining Editor

MINE MANAGERS should accept the circumstances of unionisation of black mineworkers in good grace and not cause antagonism by resisting change.

That is the opinion of Mr R P G Steyn, outgoing president of the Association of Mine Managers of South Africa

He told the association's annual meeting in Johannesburg yesterday that five unions were recruiting black, coloured and Asian employees on the mines. If South Africa followed international trends there was a great deal of unionisation ahead, much of which would be in the mining industry.

"It would be a naive observer who expected only good to flow from the new moves which allow black mineworkers to organise — and a confirmed pessimist who expected it to be all bad."

"There will certainly be problems to start with, and invariably a certain amount

of shows of power

"Would it not be better to acknowledge the circumstances and accept them in good grace, than to cause antagonism by resisting the change?"

In South Africa 24% of white workers were unionised compared with 12% for black workers. Black workers in the mining industry were 11% unionised compared with 58% in the motor industry and 30% in the metal, pulp and paper industries.

Mr Steyn said the decision by the Chamber of Mines to consider the recognition of unregistered unions demonstrated the mining industry's desire to "keep the game alive and practical" in industrial relations.

"We are going to have to move and make changes, to keep abreast of changing circumstances."

Turning to the question of skilled manpower Mr Steyn said the expansion of the South African economy had resulted in a high turnover of staff. On the mines in 1981-82 there was an average turnover of 45,2% for union men and 37,4% for officials.

"It is obvious with this level of turnover it is virtual-

ly impossible to build up an experienced team," he said.

"The mining industry places great emphasis on training and considerable expenditure is incurred annually to train black and white employees in the various disciplines.

"However, it is doubtful whether we are getting an adequate return on this investment while various parasitic organisations with no training commitment spring up, utilising expertise poached from the mines to provide and attempt to sell these services back.

"In the final analysis the skills shortage can be traced back to a simple case of supply and demand and the continued failure of the South African training system to provide sufficient skills at the right level to meet the needs of the economy."

In spite of a non-racial training policy and legislation, the shortage of skilled artisans remained acute.

Figures released by the Department of Manpower showed a shortage of 27 562 people — an increase of 151% since 1979. In the professional, semi-professional and technical occupations there

was a shortage of 37 509 people — an increase of 73,4% since 1979.

Mr W W Malan, president of the Chamber of Mines, said that to resist changes in the industrial relations scene would be futile and not in the best long-term interests of the mining industry or its employees.

"The White population is no longer able to produce the country's growing requirements of skilled manpower. It is therefore inevitable that increasing numbers of blacks will have to be drawn into the skilled, supervisory and managerial ranks.

"The Bureau for Economic Research at the University of Stellenbosch has estimated that by the year 2000, a million jobs traditionally done by whites will have to be done by blacks.

"In all our deliberations on ways and means of overcoming our skilled manpower shortages we will obviously not lose sight of the needs of our white labour force, such as the need to feel secure in the working environment and also the need to progress in that hierarchy of jobs on our mines," he said.

□ □ □ ~~10/11/83~~ 21/3/83
~~10/11/83~~ 21/3/83
EVER since the mines granted access to black unions last year, there has been specu-

lation that the Federation of South African Trade Unions might recruit black mine workers

So far, that has seemed unlikely Fosatu is the biggest emerging union group, but a Government fund-raising ban and other factors have meant that it has not always had enough resources for even its work in key manufacturing industries

Now it may well be about to enter the mining fray Next month, its central committee will discuss a request by its Metal and Allied Workers Union that Fosatu recruit mine workers

The immediate reason is that MAWU is recognised at a far Eastern Transvaal plant, Tubatse Ferrochrome, whose workers live in the same township near the Lebowa homeland as men who work at three mines in the area

The miners apparently want to join MAWU

But it feels its own resources are too thinly stretched to take on the three mines as well and has asked Fosatu to consider doing so, perhaps by setting up a new union for the purpose

MAWU suggests a new union could concentrate on two or three mines and then consider expanding

The biggest black mine union, the National Union of Mineworkers, belongs to Fosatu's rival, the Council of Unions of SA If Fosatu goes ahead, it might well accuse it of "poaching" from NUM

But Fosatu is likely to argue that the chances of one black union organising the industry on its own are slim and that a decision by it to move into the mines would prompt a further growth in black mine unionism

Black mine union wins US praise

The Star Bureau

22/3/83

(21)

NEW YORK — Not even the most optimistic South African union organiser could have imagined developments among black mine workers, a New York Times report said recently

It looks at the President Brand mine at Welkom, where 700 mineworkers gathered to hear a black organiser speak on white oppression and black solidarity — and was cheered with clenched fists and shouts of "amandla"

The National Union of Mineworkers seemed to be the fastest growing black union in the country and was negotiating with the Chamber of Mines for recognition as a bargaining agent in 16 job categories at President Brand and four at other mines

"It is the first time mining companies have negotiated with anyone but themselves about their black workers since gold was discovered in South Africa 97 years ago," the report said

The developments had "breathtaking" potential as blacks formed 97 percent of the work force on the mines, the mainspring of the South African economy.

The decision to open the doors to black unions was made in the boardrooms of Johannesburg's financial district.

The theory being it was "easier to deal with recognised leaders of organised unions than to confront an angry mob"

Some mines officials had resisted but the union had enlisted 18 000 men in six months, an organiser said. However, the figure represented only four percent of black mine workers.

(211) ~~1983~~

Managers told to accept black mining unions

By BRENDAN RYAN
JOHANNESBURG — Mine managers should accept the circumstances of unionization of black mineworkers in good grace rather than cause antagonism by resisting change.

That is the opinion of Mr R P G Steyn, outgoing president of the Association of Mine Managers of South Africa

Addressing the associations general meeting in Johannesburg, he said five unions are presently recruiting black, coloured and Asian employees on

the mines. If South Africa follows international trends there is a great deal of unionization ahead much of which will happen in the mining industry

New moves

"It would be a naive observer who expected only good to flow from the new moves which allow black mineworkers to organize — and a confirmed pessimist who expected it to be all bad

"There will certainly be problems to start with, and invariably a certain amount of shows of

power

"Would it not be better to acknowledge the circumstances and accept them in good grace, than to cause antagonism by resisting the change?"

In South Africa 24 percent of white workers are unionized compared with a level of 12 percent for black workers. Black workers in the mining industry were 11 percent unionized compared with 58 percent in the motor industry and 30 percent in the metal, pulp and paper industries

Unregistered unions

He said the decision by the Chamber of Mines to consider the recognition of unregistered unions demonstrated the mining industry's desire to keep the game alive and practical in the industrial relations sphere.

"We are going to have to move and make changes, to keep abreast of changing circumstances"

Turning to the question of skilled manpower Mr Steyn said the expansion of the South African economy had resulted in a high turnover of staff. On the mines for 1981/82 there was an average turnover of 45,2 percent for union men and 37,4 percent for officials

"It is obvious with this level of turnover it is virtually impossible to build up an experienced team."

"The mining industry places great emphasis on training and considerable expenditure is incurred annually to train black and white employees in the various disciplines"

"However, it is doubtful whether we are getting an adequate return on this investment while various parasitic organizations with no training commitment spring up, utilizing expertise poached from the mines to provide and attempt to sell these services back."

Final analysis

"In the final analysis, the skills shortage can be traced back to a simple case of supply and demand — the continued failure of the South African training system to provide sufficient skills at the right level to meet the needs of the economy"

In spite of a non-racial training policy and enabling legislation in the form of the manpower

training act, the shortage of skilled artisans remains acute

Figures released by the Department of Manpower show a shortage of 27 562 people which is an increase of 151 percent since 1979. In the professional, semi-professional and technical occupations there is a shortage of 37 509 people, an increase of 73,4 percent since 1979

Mr W W Malan, president of the Chamber of Mines, said to resist changes in the industrial relations scene would be futile and not in the best long-term interests of the mining industry or its employees

"The white population is no longer able to produce the country's growing requirements of skilled manpower. It is, therefore, inevitable that increasing numbers of blacks will have to be drawn into the skilled, supervisory and managerial ranks

"The Bureau for Economic Research at the University of Stellenbosch has estimated that by the year 2 000 one-million jobs, traditionally done by whites, will have to be done by blacks

"In all our deliberations on ways and means of overcoming our skilled manpower shortages we will obviously not lose sight of the needs of our white labour force, such as the need to feel secure in the working environment and also the need to progress in that hierarchy of jobs on our mines," he said

Handwritten: Sowetan 25/3/83

Boesak warns on SACC ban

'An evil day'

IT WOULD be "an evil day for this country" if the South African Council of Churches was declared an affected organisation, the president of the World Alliance of Reformed Churches said in Pretoria yesterday.

Dr Alan Boesak, president of the 70-million strong WARC and assessor of the Nederlandse Gereformde Sendingskerk in South Africa, told the Eloff Commission that declaring the SACC an affected organisation would "hit at the voiceless, the weak"

Dr Boesak, an outspoken opponent of apartheid, was reacting to a police recommendation that it be made in effect illegal for the SACC to receive the overseas funds upon



BOESAK: "Voiceless."

which it relies

"If this happened, the WARC would come to the conclusion that the Church in South Africa was persecuted"

In his evidence before the five man commission, Dr Boesak said the SACC was a threat to the Government but for millions of black people in this country it was clear witness to the gospel

The two organisations

shared the view that the witness of the Church must take the side of the oppressed, "because that is where the Almighty stands"

"The Church knows no boundaries and cannot allow the existing political borders, nor racial divisions, to limit the witness of the Church"

Dr Boesak quoted from a view adopted by the NGK in 1947 "The purpose of the Church is to bring about social justice"

He said the SACC was a sign "that God has not forgotten the small, the weak, the poor and the oppressed"

Therefore the world and the WARC pays close attention to the development surrounding the SACC — Sapa

Union, chamber dispute

A DISPUTE about sick pay benefits between gold mine workers and the Chamber of Mines was heard yesterday in the Pretoria Supreme Court.

The council of Mining Unions applied to the court to review a decision by the Minister of Manpower, Mr Fanie Botha, to refer the dispute to the conciliation board, on condition that it was not viewed as an unfair labour practice

The dispute arose from an agreement between the Chamber of Mines and trade unions that sick pay would not be paid out for the first three days of sick leave

However, the mine manager had discretion to pay out for the three days after referring to the miners' work record. The court heard the agreement was reached to discourage workers from taking days off for long weekends

The council asked the court to rectify the minister's decision by directing the conciliation board to view the dispute as an unfair labour practice

The court heard that the miners threatened to strike if the dispute was not settled — Sapa

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MINE WAGE TALKS

24 FM 2/3/23

Wage talks between the Chamber of Mines and the Confederation of Mining Unions and Associations are due to start on March 31 — with the confederation asking for wage increases totalling an effective 22%

Bargaining is expected to be tough, particularly with the see-sawing gold price making it difficult for the mining houses to estimate future revenue Talks could also be complicated by the confederation's wish to establish an industrial council for the mining industry and by the presence on the sidelines of emerging black unions, particularly the National Union of Mineworkers

6

INDUSTRIAL COUNCILS

Chamber's caution

FM 25/3/83

The Chamber of Mines is adopting an extremely cautious approach to the question of an industrial council (IC) for the mining industry. Threatened, as it is, by the established power of the registered traditional unions and the growth potential of new black unions, caution is understandable.

At the request of the Confederation of Mine Associations and Unions, the chamber has agreed to investigate the possibility. The confederation represents 12 registered unions, including Arrie Paulus's Mineworkers Union (MWU).

If a council is established, however, it could lead to a clash with the rapidly growing (black) National Union of Mineworkers (NUM), with which the chamber is discussing a recognition agreement. The NUM, which is led by Cyril Ramaphosa, is opposed to establishing an industrial council although it is prepared to hold discussions with other unions outside an IC framework.

In any case, the confederation will admit only registered unions — which effectively excludes the NUM.

With or without an industrial council, the chamber is faced with the possibility of a two-tier negotiating system under which it would negotiate separately with black and white unions. This is hardly an ideal situation.

Piroshaw Camay, general secretary of the Council of Unions of SA, of which the NUM is an affiliate, warns that "if the mining employers are foolish enough to ignore black unions (in establishing an industrial council) they will obviously create a problem in wage negotiations."

The chamber's industrial relations adviser, Johan Liebenberg, says the advantages and disadvantages of an IC will be established through an investigation — but it is too early to say what the results will be.

He adds "The investigation will take at least several months. If there is enough common ground, it will work. If not, it will fail. We have an open attitude. It is a question of seeing what the investigation yields."

25% cut in mine

29/3/83

labour

force

Mining Editor

MIDDELPLAATS
Manganese mine near Kuruman in the Northern Cape has reduced its work force by 25% after the halting of underground production in February.

According to holding company SA Manganese Amcor (Samancor) the staff cut of about 110 workers was necessary to ensure the mine's operation. Further reductions are being made by not replacing workers who leave.

Dr John Muller, Samancor's general manager for marketing, said the company had gone through four years in which each year was worse than the previous in demand for manganese.

Manganese is used mainly in the steel industry and the slack demand reflects the world-wide depression affecting steel producers.

Dr Muller said underground production at Middelpplaats was stopped so stockpiles of ore could be reduced.

The mine would resume operations underground in April at a rate of about 50% of production capacity.

"The situation varies from mine to mine, but if we did not have to reduce stockpiles of ore then operations averaging 50% of production capacity would be sufficient to meet present demand for manganese ore."

Samancor's Mamatwan and Wessel mines were also producing at reduced rates, but high-grade ore producers Hotazel and Lohatla mines were producing normally.

"The year ahead is expected to be as bad as any we have seen recently. However, we hope to see conditions improve slowly."

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Black unions join pay struggle

Political Editor

WAGES for black mine workers will no longer be set by agreement between members of the Chambers of Mines

Instead, say the chairmen of the three major gold mine companies, they will be subject to employer negotiations with black unions

The chairmen — Mr Dennis Etheredge of Vaal Reefs, Mr Gerald Langton of Western Deep Levels and Mr Nicholas Oppenheimer of Elandrand, foresee a new era of negotiated wages springing from the advent of trade unions for black workers

An Anglo American news release says "The past year has seen the formation of at least four unions which emphasise membership of black and coloured mineworkers"

It adds "Two of these unions requested, and were granted, access to recruit on its member mines by the Chamber of Mines"

In their reviews for 1982 the three chairmen refer to the operation of consultative committees for the past five years as a system of communication between mine workers and employers

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Tough talks begin (211)

The pay talks beginning this week between the Chamber of Mines and the Confederation of Mining Associations and Unions, representing mainly white miners, could be among the toughest on record. The FM understands the chamber even considered refusing to pay any increases at all — although with an undertaking to review the position later in the year.

This is a stand that has been adopted by some employers in other industries. However, mining sources say, the chamber's executive committee has agreed the industry can afford "a modest increase" if this can be negotiated in time to come into effect in May. They declined to say what percentage increase they would regard as "modest."

To a degree the tough talk is part of the chamber's negotiating stance. But there seems no doubt it is serious in regarding the pay demands put forward by the unions as "totally impossible in the present economic climate."

The unions say their demands amount to increases for their members of around 13.5%. The chamber, however, claims that when everything demanded by the unions is quantified it amounts to an effective 22% increase.

The unions argue that increases in the gold price mean the mines can afford to pay more. But senior mining executives say that, with the exception of the gold mines, the mining industry is in trouble. "Even the gold price, although higher than a year ago, is around a hundred dollars lower than a few weeks ago," one source said, "and some projections are that it could go lower."

Industry sources concede that the recession-hit base metal mines are not directly affected by the current negotiations. "But historically it has been necessary to give pay increases on the base-metal mines of the same order as those granted elsewhere," the FM was told. And these mines are having trouble marketing their products. Even where there are markets they are receiving some of the lowest prices, in real terms, in the last 40 years.

Oil prices

The coal mines, which are directly affected by the talks, are also having trouble with international marketing and pricing. They also expect falling oil prices to worsen their position in areas where coal is in direct competition as an energy source.

As examples of the mining industry's woes, mining sources point to the laying off of 870 men at the Newcastle Platberg colliery and the 25% cut in the workforce at Middleplaas manganese mine.

Besides worrying about the immediate effect of pay increases granted to confederation unions, the chamber is concerned about the effect high increases would have on subsequent pay talks with officials and black miners.

Both groups will be carefully watching the increases granted to the confederation. And both have their pay coming up for review — mining officials in June, and blacks in July.

In the past the chamber has unilaterally decided the level of pay increases for blacks although this has obviously been affected by increases negotiated by white miners and officials.

However, the chamber is negotiating a recognition agreement with an emerging black union, the National Union of Mineworks (NUM). The FM is told there is a good chance the agreement will be finalised in time for the NUM to negotiate this year's increases for its members.

142

211

135

Union may enlist miners

THE BLACK Allied Mines and Tunnel Workers Union (Bantwu) has become the third trade union to be granted permission to recruit members on mines under the control of the Chamber of Mines.

Bantwu, an affiliate of the Black Allied Workers Union (Bawu), representing thousands of miners, would use this opportunity to voice workers' grievances, according to union

By JOSHUA RABOROKO

sources

The other black trade unions to which the chamber has granted access to mines for recruiting purposes are the National Union of Mine-

workers, who are affiliated to the Council of Unions of South Africa (Cusa) and the Black Mineworkers Union

A fourth union the Federated Mining Ex-

plosives and Chemical Employees Union, representing mainly coloureds and Asians, was granted access to mines for recruiting purpose last year

The union has subsequently signed a recog-

nition agreement with the chamber, in terms of which the chamber will negotiate with the union on wages and other conditions of employment on behalf of certain categories of employees initially on two mines

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Where the men live to reap 'spinklers'...

211 ~~216~~ NMM 7/4/83

BIG Alf Wewege was a bored and a lonely man. The winds were chilly in Port Nolloth, the beer was beginning to give him heartburn and the "spinklers" were being their elusive selves.

Also, there was no woman in his life.

So Big Alf Wewege bought a magazine with a lonely hearts club page in it. He studied the eager faces and found a lady from Sabie. "I wrote to her, and she took the train."

All the way from the wooded mountains of the Eastern Transvaal through the dragon deserts of Namaqualand to a railroad siding called Bitterfontein.

"I went to fetch her at Bitterfontein, my mate," says this genial diamond diver and ship's cook, this gem of a man in the last frontier.

"She was 15 years older than her lonely hearts picture. I was a little disap-

pointed until something clinked in her luggage."

Alfie discovered his new friend from Sabie had come well supplied — with two bottles of mampoer!

They spent a glorious weekend together. He showed her the western sea sunsets, the crude diamond boats and they shared some devil's tippie.

"On the Monday I took her back to Bitterfontein with a sore head."

That's Alfie Wewege, mayor of the divers and joller extraordinaire.

At 47, he's living hard in a young man's world of spinklers and treacherous depths.

Spinklers? Sure, those little diamonds that can make a young adventurer proud and rich overnight — or addict him to the hell-raising desert-sea that is Port Nolloth.

Port Nolloth lies near the officially protected diamond strip on the north-west

By **CHRIS MARAIS**

coast of the Cape, leading up to South West Africa.

Everything revolves round the small diving community that waits for those 40 calm days each year when they can manoeuvre their little boats through deadly reefs and fetch up the spinklers.

Remember those tales from a century ago that came from Pilgrim's Rest, the gold boom town where they used to make robbers dig their own graves? Where the fandango girls trekked in wagon trains to entertain the bearded panners and perhaps make a nugget or two in the deal?

This is now, and this is Port Nolloth.

A place where you'll find former lawyers and drifters living side by side in converted buses, with the de-

sert sands for spacious gardens.

"Sure, we've had schoolteachers, lawyers and gangsters out here at some time or other," says Alf. "We even had a friend on Police File one night."

At Port Nolloth you'll perhaps find a long-time-see school buddy at the bar, talking about everything but what's closest to his heart — the undersea diamonds.

Sometimes the girls arrive from Cape Town or Johannesburg. There's something attractive about the divers, and the men appreciate the attention.

We met Jeff down by the loading dock. To avoid the reefs about Port Nolloth, they've set lines of rusty drums out to sea. It was chillwind, and we watched the chuggers junking their

way through the drum slalom to the dock.

"We all seem to be in debt out here," the lanky Jeff volunteered. "I was lucky to be on the bottom of the log last year — I was only ten grand down."

The devil-may-care laugh comes, and you know it's not the end of the world.

A friend strolls by, shakes a promising-sounding little box at Jeff.

"Good day, heh?" "Sure, now it's off to Cape Town, my buddy!"

Alfie confirms this. Some of the young bloods go a little crazy out there after a few months of Port Nolloth. So, when they get good stones and that commission, it's in the bakkie and off to Cape Town.

Not to visit mother, mind you. Uh, uh, the venue is often a top class hotel. One can just imagine wild-eyed divers dragging their gear in through the foyer past pencil-line moustachioed doormen and the like.

For a week of high times and good company, to put this all quite mildly.

"They come back broke — and full of good stories."

Out to sea long before dawn on a calm day, the diver's job is to snake and guide the suction pipes down to various levels. He is basically the go-between for the men in the boats and the depths below.

They stake claims — just like the Pilgrim's panners did — using marker buoys. For a 100m radius that section of sea belongs to a specific crew on that day.

The local police and the divers have a healthy respect for each other. Big Alf holds his own kind of justice — a 3m-long sjambok he calls Ou Willem.

"I once hit a trouble maker so hard with Willem he jumped out of his lumberjacket!"

With the good times and the parties, tragedy also sometimes makes an appearance.

"Old Billy died the other day. All the divers chipped in to give him a funeral. We don't throw each other away out here."

On Sundays — no matter how glassy calm the sea is — no divers are allowed out to look for spinklers.

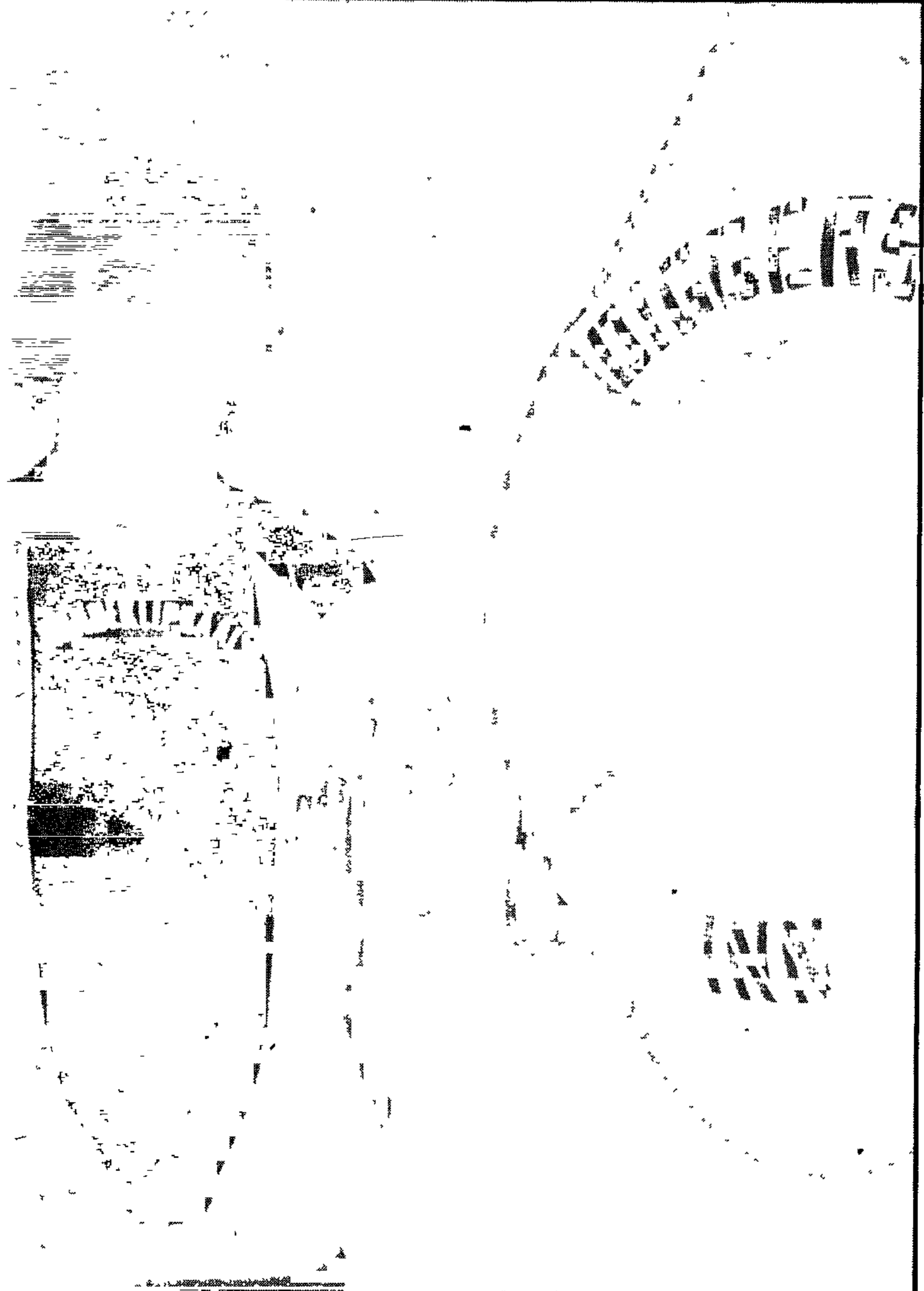
So they catch a little kreef (crayfish), lie in late with their koekoes (lady friends or wives) and meet later that day for a braai in someone's backyard.

Alf, who used to know all the 60s Hell's Angels in Johannesburg where he knocked around as a youth, is now a cook.

"Hell man, I make a good vetkoek out to sea. The divers need their greens as well, so I give them steaks and vegetables as often as I can."

About 100km south as the seagull flies, there's a place called Hondeklipbaai. It's another Port Nolloth, they say. But really desolate. So desolate is Hondeklipbaai that they have to buy fresh water from the few farmers in the area to survive a diving expedition.

Someone said a two-week diving course costs R300. Port Nolloth calls, and the car is packed with wetsuit and beer.



BIG ALFIE WEWEGE ... mayor of the Port Nolloth diamond diving fraternity.

Picture: **NOEL WATSON.**

Mine wage talks in bid to end deadlock

By STEVEN FRIEDMAN
Labour Correspondent

EMPLOYERS and white unions in the mining industry will meet tomorrow in a final attempt to reach a wage deal to prevent unions calling a dispute with the Chamber of Mines.

A dispute is the first step towards a legal strike.

Meanwhile, unions and employers in the giant metal industries have agreed to meet on April 26 to formally begin negotiations on pay.

Employers, represented by the Steel and Engineering Industries Federation, are against any increases at all and established unions want a 14% rise. Emerging unions are still formulating their demands.

On the mines, unions and employers reached deadlock at a meeting held at the end of last month when the Chamber of Mines said it would not make a formal wage offer unless unions moderated their demands.

Unions say they have asked for a 13.1% rise, but employers say the unions'

total demands, including fringe benefits, are over 20%.

"We hope Friday's meeting is able to settle the wage issue. We don't believe that, in the present climate, the country can afford a confrontation in the industry," a mine unionist said yesterday.

Meanwhile, the SA Boilermakers Union has attacked employer calls for unions to forego wage rises because of the recession and drought.

An article entitled "Recession and drought are not our doing" in the union's journal "The Crucible", says that the drought was making the lives of union members harder as well as affecting the economy.

It adds unions are often unable to assess whether employers are able to pay increases because unions are not given "factual information on which the employers' claims rest".

"Very little" compensation was provided for retrenched workers at present and the negotiations should be aimed at helping and protecting them.

MINE PAY FM 15/4/63
The CMU returns

(211)
The problems involved in creating a unified collective bargaining system in SA's mining industry have been underlined by the mining unions' decision to revert to negotiating with employers through the Council of Mining Unions (CMU)

The CMU is the body through which eight unions have traditionally negotiated with the Chamber of Mines over pay and conditions of employment for white workers in the industry. However, late last year CMU members agreed to form the Confederation of Associations and Mining Unions (Camu) in an apparent attempt to create a co-ordinating body for all unions in the industry. Camu represented the eight CMU unions as well as two of the three mining officials' associations. In theory registered black, coloured and Asian unions could apply to join.

Camu's formation held out the possibility of a more coherent system of collective bargaining developing in the industry at the time when black, coloured and Asian mining unions were beginning to emerge. In the past, the chamber has held separate negotiations with the CMU and the officials' associations, and has unilaterally decided on black pay increases.

However, soon after being formed, Camu rejected an application for membership from the coloured and Asian Federated Mining, Explosives and Chemical Employees' Union (FMECEU). Some Camu members said they had voted against the union's application because the new confederation's constitution had not been formally ratified. They claimed that once this step had been taken, they would support the union's application.

However, Camu's image suffered from the initial rejection of FMECEU and the rapidly growing black National Union of Mineworkers (NUM) is opposed to joining the confederation, slamming it as a "racist" body.

Camu received a further setback last month when the chamber announced its opposition to negotiating with union men and officials in the same forum.

A heated debate has arisen from this decision. Some employers believe it is improper to negotiate at the same venue with unionists and men who hold supervisory positions over them. The unions reply that, in the past, there has been little difference in



White miner ... facing a 'moderate' increase?

agreements reached at the separate negotiations held with the unions and the officials' associations.

Having begun to negotiate the coming year's pay increases through Camu, the mining unions have now decided to revert to the pattern of previous years. Union sources say that in the light of the chamber's insistence on separate negotiations with the officials, it is logical that the CMU should be revived — at least for this year's negotiations.

In addition, should the pay talks hit deadlock — and there are signs that they may — it will be easier for a number of legal and technical reasons for the unions to have a dispute declared if they negotiate via the CMU. Obtaining a declaration of a dispute is an important step towards the holding of a legal strike.

Both employers and union leaders are predicting that this year's pay talks will be tough. Although the unions have made an initial demand of about 13%, employers say that in real terms, if all their demands are taken into account, this will amount to a rise of nearly 23%. The chamber has yet to make a firm offer, and has emphasised that it wants a "moderate" pay rise.

Given the current economic climate and the militancy of the Mineworkers' Union, which seems to relish its annual display of brinkmanship with the chamber, it will probably be difficult for all parties to agree on what is really moderate.

Barbarians on the box

TV Editor

"SPORT '83" will open at 2pm today

Live coverage will include athletics from Bloemfontein and the Holiday Inn Trial at Turfontein. There will also be recorded coverage of rugby with Scotland versus the Barbarians at Murrayfield, Scotland and of last Sunday's SA Open men's doubles final.

On TV2 at 9.30 tonight there will be a programme of special interest for karate fans. This is a 60-minute feature on the tour of Hong Kong, Japan and Taiwan in November last year by a Springbok karate team.

21 mourners shot, killed

KAMPALA — A Ugandan Special Forces policeman went berserk and shot dead 16 people at the funeral of a colleague before committing suicide, police said yesterday.

A further five people have since died of wounds inflicted in the shooting at Asureti village, near Soroti, in Eastern Uganda, last Friday. Two of the dead were policemen — Sapa-Reuter.

Looking at heart disease

HEART disease is the biggest killer of South Africa's whites and Indians.

In an attempt to focus public attention on heart disease, the Rand Daily Mail is following the progress of a Johannesburg heart attack victim, John Smith (not his real name).

The latest report on Mr Smith's progress appears on Page 7.

'Final' 8% offer for white mine unions

By STEVEN FRIEDMAN
Labour Correspondent

THE Chamber of Mines yesterday offered white mine unions an 8% pay rise which the unions will now take back to their members.

The chamber has also offered to increase employer contributions to the Mine Employees' Pension Fund by 1% according to a chamber statement issued yesterday.

Mine unionists said yesterday they could not recommend this offer to our members, but would take it back to white mine workers over the next two weeks. Another meeting is planned for April 28.

The unions say they have demanded a 13.1% increase, though mine employers say their demands come to around 23% when requests for fringe benefits are included.

It is understood that the unions have already withdrawn some of their demands.

Yesterday's meeting was held following indications that the unions planned to call a dispute on the issue — the first step on the road to a legal strike.

Unions had planned to call a dispute after the chamber refused to make a wage offer until unions moderated their demands.

The chamber's statement yesterday said union men had been offered an 8% pay rise on standard rates which would come into effect at the beginning of the May pay month, as well as the increased employer pension contribution.

A union source said yesterday that his and other unions would be holding meetings of their general membership over the next two weeks.

"It will be up to them to decide but the offer is less than the minimum we planned to settle for and we will not recommend that our members accept it," he said.

It is understood that the unions which earlier withdrew some demands for improved fringe benefits, reduced their demands again at yesterday's meeting.

It is also understood that the chamber told the unions yesterday that the 8% was its "final offer".

Last year's mine pay negotiations led to a dispute and was only settled shortly before unions were to hold a strike ballot.

However, the union demands are lower this year and the chamber's offer is higher, factors which reduce the likelihood of another dispute.

Shippers battle for key to the problem

DURBAN — The "key game" usually conjures up spouse-swapping hijinks — but there's a new version that is driving agents and workers in the Durban dockyard around the bend.

On the one hand they have 500 new cars, and on the other they have a large bag into which 500 keys have been dumped. Finding the right key for the right car is the name of the game.

The cars were off-loaded on Wednesday and the fun began on Thursday when the

cars were to be unlocked and driven away. The game continued yesterday and the end is not yet in sight.

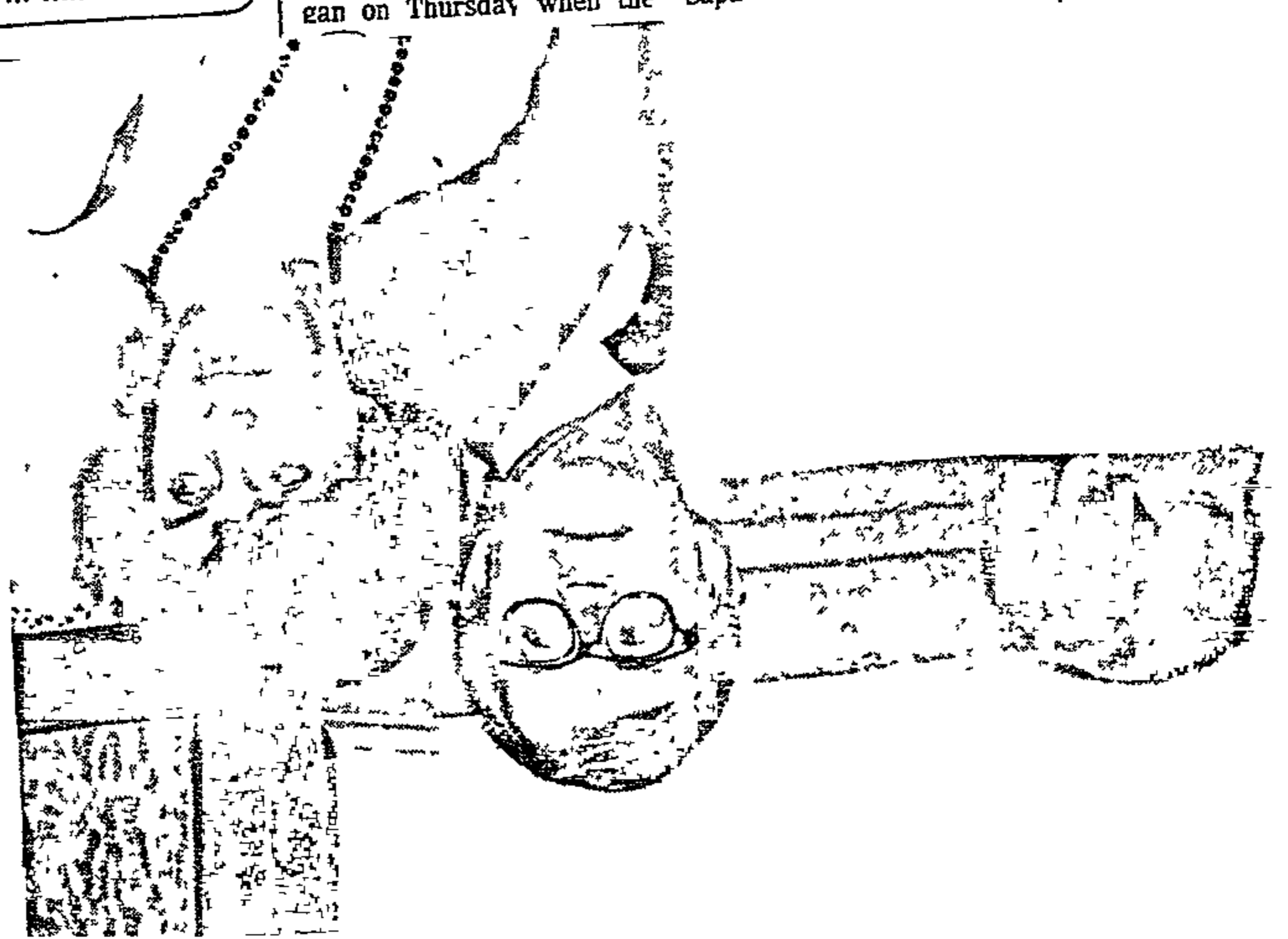
Only 45 cars were delivered yesterday. More were unlocked, but could not be moved because they were boxed in by others still without keys.

Shipping agents who must deliver the cars to Alfa distributors are faced with vehicles valued at R3-million neatly parked on the pier unable to be driven away — Sapa.

Breakfast Quip



"Or perhaps sir would like our flak-jacket, specially designed with Hillbrow shopping in mind?"



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Pharmacist sacked for taking pay-offs

By WILMAR UTTING
and MARTIN WELZ

A PHARMACIST was this week sacked from a Chamber of Mines hospital for accepting regular sums of hundreds of rands from a medical supplies company

Mr Sid Dinkelman, the hospital's pharmacist for the past six years, was told his services were "terminated immediately" by the general manager of the Rand Mutual Hospital in Eloff Street Extension, Johannesburg

The hospital provides specialist treatment for black miners. Its name headed a list of hospitals that paid 10% more for surgical supplies bought from an SA Druggists subsidiary, Surgicare. The books show the surcharge was then used to cover the cost of secret commissions to hospital employees

A special company file marked 'Wenela (Rand Mutual)' shows regular amounts paid to Mr Dinkelman based on purchases for his hospital

Records show that in one year — from November 1979 to December 1980 — he was paid a total of R4 739 in 10 separate amounts calculated on orders totalling more than R77 000

The payments were made by cheque. Company sources said Mr Dinkelman would either call at the company's office to collect the cheques or, on occasion, company officials were sent to the hospital to deliver them

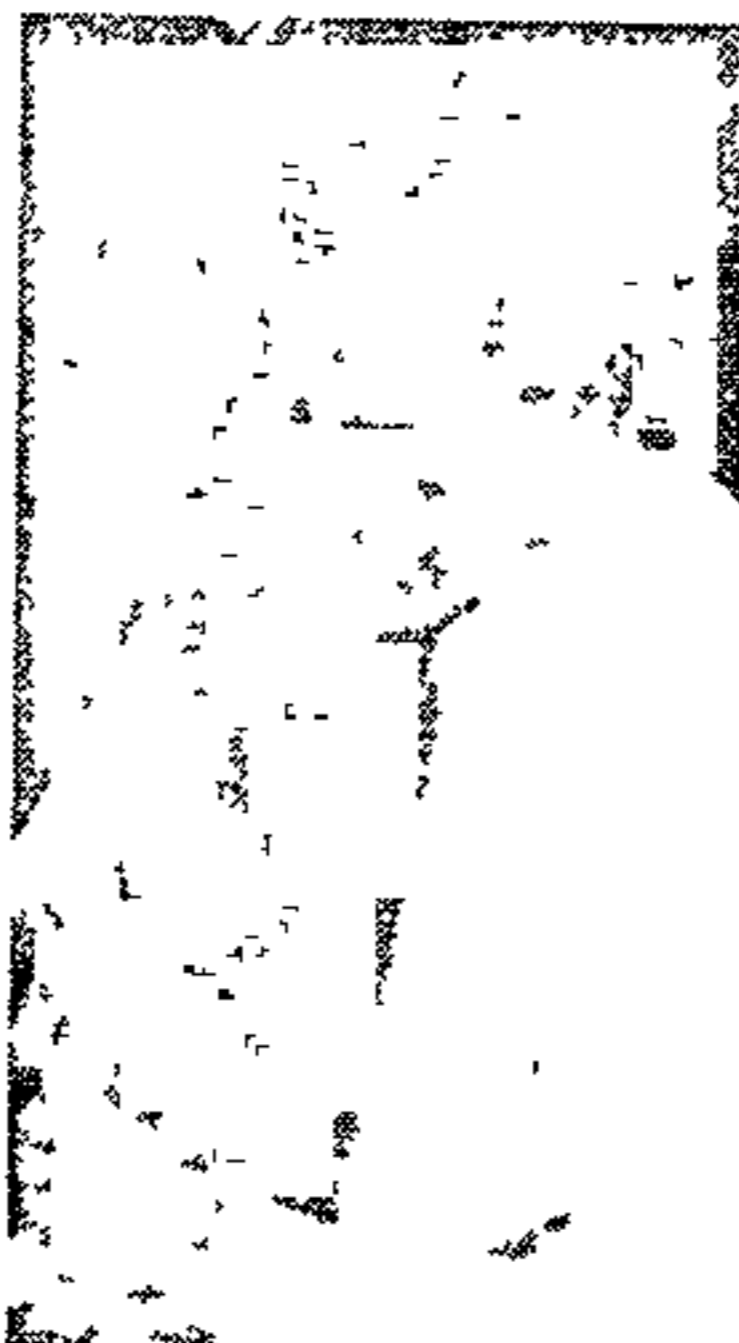
They were charged by the company to 'commissions', 'advertising' or 'promotions'

Mr Dinkelman admitted to the Sunday Express he had received money from Surgicare totalling several thousand rands. They were not commissions but loans, he said

He denied the hospital had paid more to cover payments to him

"I was in financial difficulty and approached my friends at Surgicare — the managing director, Mr Bill

HOSPITAL ACTS ON SUPPLIER'S PAYMENTS TO SENIOR EMPLOYEE



● Mr Bill Kennedy .. paid Mr Dinkelman

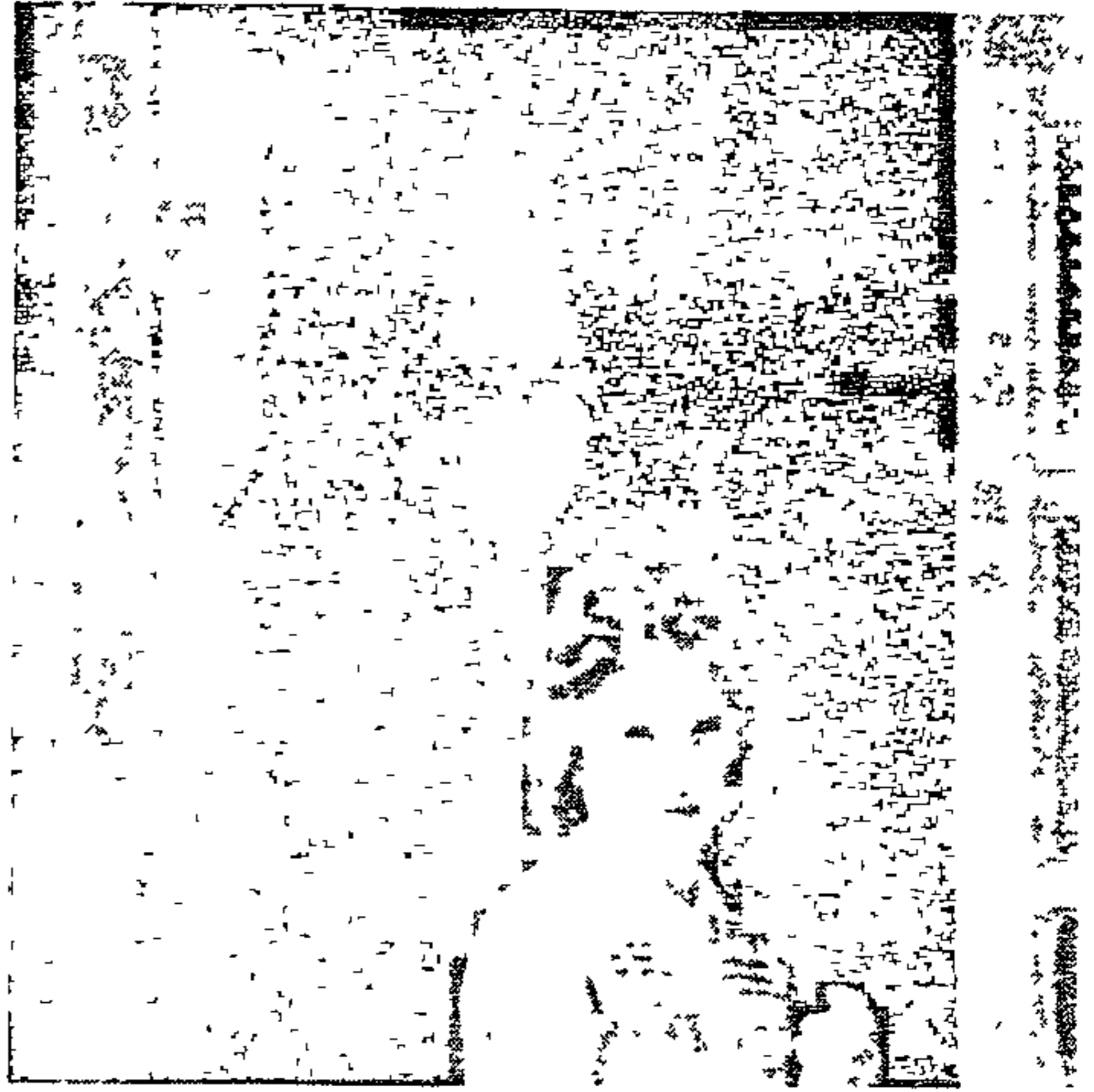
Kennedy and another director, Mr Neil Wickham — for help with a loan

"They were unable to give me a lump sum, I think because they were part of a public company. But they agreed to pay me something from month to month on a pro-rata basis. It was not to the detriment of either their company or my employers, as they knew I would repay the money," he said

He admitted he had not, in fact, repaid anything and did not know what the total amount was he had received. "But I am now in a position to repay whatever I owe if I sell my house," he said

Mr Basil Baker, the hospital's general manager, also received an explanation from Mr Dinkelman, but it did not ~~he an~~ with documen-

● Mr Sid Dinkelman and his wife — he took money from medical company



tary evidence, he said, and Mr Dinkelman was immediately sacked

Mr Baker wrote a letter of thanks to the Sunday Express for assisting to uncover the "corruption in the purchasing of supplies for the Rand Mutual Hospital"

"It is a matter of concern that such a malpractice could have occurred in spite of extremely strict controls," Mr Baker said

The Sunday Express asked Mr Dinkelman why Mr Kennedy had not confirmed his explanation to Mr Baker. Mr Dinkelman said Mr Kennedy had refused to put it in writing

Until Mr Dinkelman was sacked he was still doing business with a surgical supplies company, Intersurge, which Mr Kennedy and another former SAD employee, Mr Anthony Marshall, set up after Surgicare was closed down by SAD

Mr Kennedy refused to discuss the matter with the Sunday Express. "As far as I am concerned you are just stirring," he said

NEW YORK — A bogus

Press release claiming that Prime Minister Mr P W Botha had resigned and would hand over power to a black majority government set the United Nations secretary-general abuzz this week

The release purported to come from the permanent South African mission to the UN and carried the official logo of the Republic

It quoted Die Transvaler and Die Beeld as saying that Mr Botha had decided to "step down", after consultations with Defence Minister General Magnus Malan

It also:

● Quoted Die Transvaler as saying Mr Harry Oppenheimer had signed over all his assets and those of Anglo American to a new African government

● Quoted the Star as reporting several homeland leaders, including Chief Gatsha Buthelezi, President Lucas Mangope, Brigadier-General Charles Sebe and Chief Kaiser Matanzima had been "rounded up" and would be shot at dawn

WINDHOEK — The chairman of the Damara administration in Namibia and four members of the executive committee took out R70 000 in illegal State loans.

By David Pieterstone

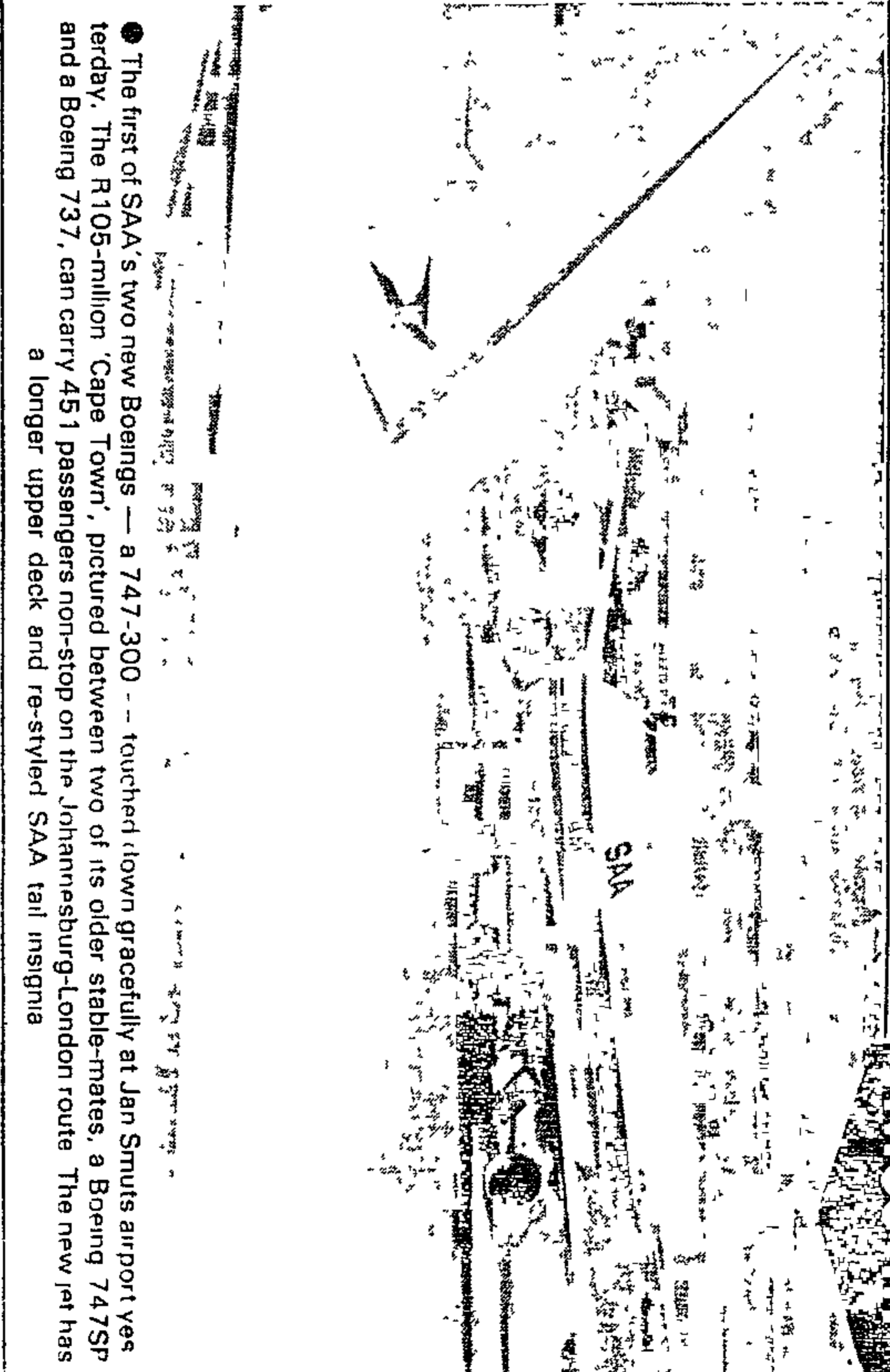
This was said this week at a judicial commission of inquiry, headed by Mr Justice P W Thirron at a hearing in the Damara capital, Khomas, into allegations of irregularities in the administration

The judge, who reprimanded Mr Simson Gobs, MEC, for "rowdy" behaviour outside the court during the hearing, also heard from the commission's chief investigator, Mr A G Visser, that

● Mr Gobs' house, valued at R113 000, was built with government funds Building costs were R58 000

● It was impossible to establish how much government-owned building material was issued for the house, since the stores records were kept in cardboard boxes without identification

of projects for which stores were issued



● The first of SAA's two new Boeings — a 747-300 — touched down gracefully at Jan Smuts airport yesterday. The R105-million 'Cape Town', pictured between two of its older stable-mates, a Boeing 747SP and a Boeing 737, can carry 451 passengers non-stop on the Johannesburg-London route. The new jet has a longer upper deck and re-styled SAA tail insignia

Damara drama as leaders are accused

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17/4/83

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"EXTRAVAGANZA FAMILY HOLIDAY"

WITH EACH

Administration board's funds cut: 230 get notice

By Daryl Balfour

MORE than 230 Port Natal Administration Board construction workers were given notice this week as a re-

soon as possible

The workers, including six white supervisors were told on Monday that their employment would be terminated

not to let them go until the end of the month

"We are trying our best to keep these people employed but if we can't find an alternative source of funds we



...ched window of ... a number of ... were stolen. It was the fifth time Mr Smith had fallen foul of thieves
 ● Picture by Trevor Samson

Go in smash-and-grab

It is not yet known what the thieves used to break the glass. They made one hole a little larger than a man's fist and another hole a few millimetres wide. It is believed they used some sort of device to scoop the watches out of the window. The whole operation took only a few minutes. A security guard at the nearby Rosebank Mall saw the gang speeding off in a getaway car. Mr Smith said that there had been three previous attempts to smash the thick security glass. In another theft from Smith's Jewellers about 18 months ago, a gang broke in and took jewellery valued at R40 000. Police are investigating.

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Wife in danger, court told

Own Correspondent
 DURBAN — Mr Alan Tinkler, who is charged with killing his daughters, Kelly (4) and Lauren (2), was mentally sick to the extent that society should be protected from him and he should be placed in a mental institution, the Supreme Court here heard yesterday. Giving evidence, a psychiatrist, one of a three-man panel appointed by the court to report on Mr Tinkler's mental condition, said he disagreed with the findings of the others. Mr Tinkler (32), a former director of a Johannesburg engineering firm, has pleaded not guilty to murder, claiming he was suffering from paranoia at the time and so was not capable of appreciating the wrongfulness of his actions. The psychiatrist said Mr Tinkler suffered from morbid jealousy and paranoid delusions about his wife's alleged infidelity with a Mr Morris Burger. His wife and Mr Burger would be in serious danger, the psychiatrist said. At the time of the shooting, Mr Tinkler was suffering from depression, anxiety and the harmful cumulative effects of being an extremely heavy drinker. In addition to the strain of his marital problems, the psychiatrist said, Mr Tinkler was subject to many other stresses. After an emotionally stressful childhood, his process of mental disintegration had intensified with the death of his deeply loved mother, he said. "I believe there was no way he could stop himself from acting as he did," the psychiatrist said. The hearing is continuing.

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The SAMDC yesterday agreed unanimously to investigate the situation and might even decide to extend its powers to enable it to examine doctors' books

Miners meet on pay offer

Labour Reporter
 Mining industry unions held report-back meetings for members yesterday and again today to gauge worker response to the Chamber of Mines' eight percent wage offer. The unions, represented by the Confederation of Associations and Mining Unions (Camiu), have asked for a 13.1 percent increase and will meet again this Thursday to attempt to reach accord. The Chamber of Mines recently also offered to increase employer contributions to the Mine Employees' Pension Fund by one percent. The Chamber has claimed the union wage demands, when coupled with other benefits, amount to more than a 22 percent rise. Last year's wage talks were resolved with a 12 percent hike after a threatened strike ballot by the unions.

April 1985
 Mr JD van Zyl, managing director of a large pharmaceutical wholesaler in Cape Town, a member of the SAMDC and vice-president of the SA Pharmacy Board, told a meeting of the council that it would be surprised to know how many doctors were involved in drug dispensing and purchasing for profit.

The council has proof of about 828 dispensing doctors in the country, Mr van Zyl estimated, that there were between 1 000 and 2 000.

Doctors could buy large quantities of drugs from drug manufacturers at lower prices than were available to pharmaceutical wholesalers, he said.

The doctors were assured of a market for their drug supplies because they prescribed the drugs they had in stock.

"We must speak to the drug manufacturers who are charging frightful prices for medicines. At the moment, with up to five middlemen involved in drug marketing, medicine is grossly overpriced," Mr van Zyl said.

Own Correspondent

CAPE TOWN — Forty-four people were arrested in a pre-dawn raid on the KTC squatter site in Cape Town today. The raid started at 4.10 am. Those arrested are to appear in the Langa Commissioner's Court to face charges under a 1968 location regulation as amended. The regulation "gov-

44 arrested in C raid on squatter

erns the control and supervision of urban black residential areas and relevant matters". The law says it is an offence for a registered person to occupy a site, a dwelling or accommodation other than specified in his permit or certificate. Those liable to be fined R20, and for an offence up to R200. The regulation used for the last week KTC squatter

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'Live' rail lines set for 1985

Mail Reporter
WORK on the electrification of railway lines between Port Elizabeth and Johannesburg should be completed by June 1985
South African Transport Services said the phase between Bloemfontein and Noupoot, linking up with De Aar, would cost R22-million

ers refusing to return until increases attitude

White miners seem split on eve of key pay talks

Labour Correspondent
KEY pay negotiations on white wages in the mining industry resume today with union members apparently split on whether to accept a Chamber of Mines offer of an 8% pay rise
Unions have demanded a 13.1% increase, together with increases in fringe benefits which mine employers say would increase union demands to nearly 23%
The Chamber originally refused to make unions an offer until they "moderated" their demands, but, at a meeting two weeks ago, offered mine union men an 8% rise on standard pay rates and a 1% increase in employer contributions to the Mine Employees' Pension Fund
Unions have been taking this offer back to their mem-

bers and are due to give the Chamber their answer at a meeting today
Unionists believe the outcome of the mining talks could have a key bearing on the current metal industry pay talks
Yesterday the chairman of the Confederation of Associations and Mining Unions, Mr Arrie Paulus refused to say what white workers' reaction to the offer had been
"I am not going to follow the route the Chamber has taken, which is to negotiate through the Press before we have reached agreement," he said
But a union source said the reaction of unions and white workers to the Chamber offer had been "mixed"
Some union executives believed the offer should be accepted while others did not. Some had had telegrams

from regional committees urging them to hold out for more
Among workers the reaction "seems to have followed a regional pattern" In some mining areas, workers believed the 8% was all they were likely to win in the negotiations, while others favoured holding out
"It will only become clear tomorrow when the union caucus meets what stance we will take," the source said
A mine unionist said yesterday a key issue persuading some unions to hold out for more was their demand for an extra week's leave
Observers believe it is unlikely that the mine negotiations will result in the same confrontation as last year, when the dispute between the Chamber and the unions was settled on the eve of a union strike ballot

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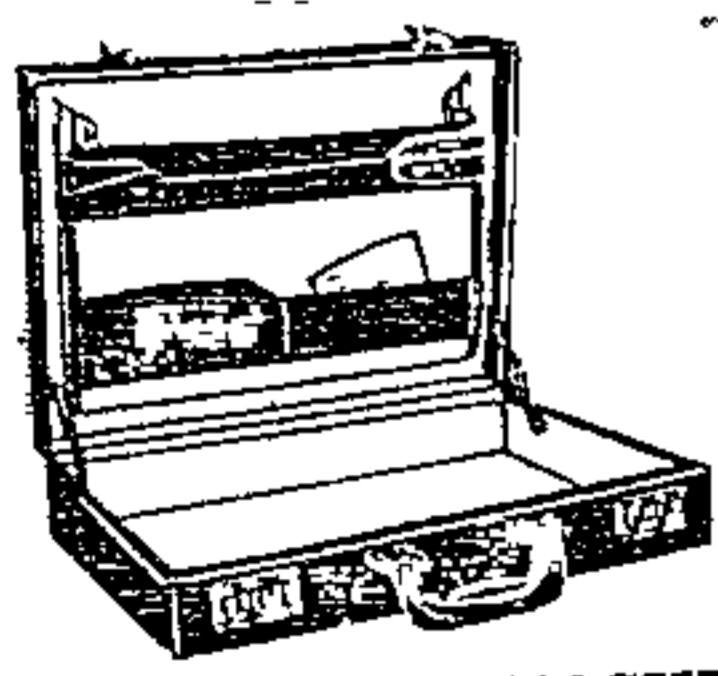
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SA must draw on black labour for top skills

VIEWPOINT by



Mr Don King, personnel director of Rand Mines, comments on the need for black training programmes aimed at helping the individual to shed cultural blocks that hinder his progress to top positions in business.

South Africa must look to its own resources to meet the demand for skilled labour over the next five to 10 years, and quite obviously this will require a swift increase in the use of blacks in skilled positions

Rand Mines has re-thought its fundamental approach to training. The R15 million spent recently on improving facilities at its training centres will be put to ever-increasing use as the group moves to implement more advanced training programmes than it has ever attempted before.

Training in the overall sense now has to encompass a sophisticated approach to increasing skills from basic literacy through supervisory and management skills to leadership qualities.

Finishing touches

Rand Mines' commitment to training is underlined by the fact that the group has budgeted to spend some R14 million a year over the next few years on meeting the operational costs of its various training establishments for workers at all levels.

The group is presently putting the finishing touches on its two newest centralised training establishments constructed at a cost of some R15 million.

These are the R7 million training centre in Johannesburg, which provides supervisory and technical training, and the R8 million engineering training centre at Virginia in the Orange Free State, which trains apprentices for the group. Both centres are multiracial.

Now that we have spent so much money on the facilities, we believe we will meet our preliminary objective for 1983 and beyond of ensuring a flow of highly trained and skilled people from all race groups.

At the one end of the spectrum we are providing in-company literacy and numeracy training to equip workers with the necessary basic education to enable them to cope with the higher training demands that they will encounter later.

At the other end of the spectrum, we already have more and more black workers coming onto more senior supervisory and management programmes, and it is here that we are exposing them to the culture of the new business environment in which their newly acquired skills will be put into practice.

Anyone who thinks that the management and skills requirements which South Africa will face over the next five to 10 years can be met by the reservoir of white labour is living in a dream world.

We must tap the potential of our black market, and that means not only train them but also create opportunities in which their higher skills can be applied. Otherwise, frustration will be the net effect of our efforts.

To keep pace with the huge increase in sophistication and growth in the South African economy in the past decade, training for the appeasement of conscience, tax rewards or for minor productivity increases

will have to be replaced by sophisticated programmes which will indeed turn out the quality of leadership and commitment that commerce and industry requires.

Rand Mines hopes to start by June this year a pilot scheme which will aim to impart skills other than technical and which will help the trainee accept the business culture more readily than has been the case up to now.

For the black worker to be able to operate effectively he will have to demonstrate his ability in the work place, and this means that simple factors such as free enterprise, profit and loss and competition will have to be assimilated.

The problems he encounters in his black culture of tribalism, the Soweto culture, commuting fears and stresses and the white business culture will have to be identified and overcome.

Naturally, a person's cultural attitude cannot be changed overnight. But to solve the problems and lack of widespread upward movement by the blacks in the business community, the fundamentals will have to be highlighted, studied and treated honestly and openly.

Equally, this applies as directly to the white worker's acceptance that blacks have a role to play in business and industry.

Overseas recruitment will not solve the problem. It is nothing but a palliative and a short-term measure. We cannot hope by recruiting overseas to solve the long-term skills requirements of this country.

LABOUR FM 22/4/83

Azapo connection

The number of unions seeking to represent black workers in SA's mining industry is growing. One of the latest to begin negotiating access to mines affiliated to the Chamber of Mines is the Black Allied Mining and Construction Workers' Union.

At this stage one of the most interesting features of this union is the fact that its president, Letsatsi Mosala, is labour secretary of the Azanian People's Organisation (Azapo). Azapo has for a long time taken a great interest in labour movements, but its involvement has mainly been limited to friendly, informal links with some emerging black unions.

There are some prominent black unionists who are members of Azapo, but this is the first time that such a senior Azapo office bearer has actively participated in the running of a union. Does Mosala's role in the new mining and construction union herald more direct participation by Azapo in labour?

Mosala insists that the union is wholly independent of Azapo. "I am labour secretary of Azapo, but this does not preclude me from organising myself as a worker. I am a worker and I have the right to exercise my rights as a worker in the labour market.



Azapo's Mosala ... now a union leader

Azapo and the union are separate entities," he says

Mosala says his involvement in the union resulted from an approach made to Azapo last year by a group of workers needing help. The union, which was formed in August last year, is now claiming about 7 500 paid-up members. Membership, according to Mosala, is divided almost equally between the mining and construction industries.

Given their hostility towards an organisation like Azapo, many managements can be expected to regard the union with suspicion. But it is worth noting that, in the construction industry at least, the union has gained the respect of some managements who believe they can achieve a productive relationship with it. One employer describes the union leadership as "reasonable and practical."

The union is now trying to make headway in the mining industry where the emerging National Union of Mineworkers (NUM) has shown that strong growth can be achieved.

Mosala says that in talks held over access to gold and coal mines, the chamber objected to some aspects of the union's constitution. "I was surprised that employers should try to dictate to workers how they should organise themselves," he says.

However, after taking legal advice, the union has since made some amendments to its constitution to "streamline" it and bring it in line with provisions of the Labour Relations Act. Mosala says the union now hopes to have another meeting with the chamber. It remains opposed to registering with government, but this does not present a barrier to it gaining recognition on mines affiliated to the chamber. Some industry sources believe it should not have serious difficulties in its efforts to gain access to chamber mines. They say the amended constitution appears to be more acceptable

than the original

Mosala is optimistic that a good working relationship can be achieved with the NUM and says his union will strive for unity among emerging black mining unions. His union hopes to soon have talks with the NUM on a common approach to the chamber.

Companies 'depression'

packaging market once held by tin plate, has undermined the use of zinc in die-casting and continues to be a strong competitor to copper for certain electrical applications

Plastics

"Meanwhile plastics have made significant inroads directly and indirectly into most of the base metal end uses

"It has displaced lead in cable sheathing pipes and corrosive chemical containers it remains a major threat to copper in pipe and domestic construction materials, it has taken a large share of the packaging market at a cost to tin and finally plastic has been a direct substitute of zinc in die-casts though indirectly as a replacement for brass"

"Looking to the future, copper faces a potential major threat from optic fibres in the telecommunications end-use market

"It is too early to assess with accuracy, the extent of this threat but it is real enough It has been variously estimated at displacing 100 000 tons to 1m tons per annum of mine copper production by 1990"

"It is my personal opinion that real metal prices will remain, by post-war comparison, for most of this decade"

Best in arriving

caused by this loss was severe"

Mr Graubart also alleged that De Beers threw huge quantities of industrial diamonds onto the market in order to punish Zaire for not having renewed the marketing agreement

Exceptions

Summing up, Mr Tarring commented, "when Zaire broke away, a big fish was seen to escape the CSO's net. To an extent that fish has now been recaptured but there remain some more significant exceptions to the rule than before

"That, as Jacques Graubart has highlighted, undermines stability in the market and is to be regretted"



Mr Martin Rippen has been appointed manager, property administration, at the head office of The Southern Life Association

Samstel profits up

JOHANNESBURG — Sam Steele Holdings (Samstel) increased attributable profit by 11 percent to R1 817 000 (R1 635 000) in the first six months of this financial year The interim dividend has been raised to 4,5c per share (4,25c)

Profit before taxation was R3 400 000 (R3 110 000) and after tax profit amounted to R1 827 000 (R1 645 000)

Earnings per share rose from 15,0c to 16,52c

The directors comment that the continued profit growth of the group is most pleasing, considering the extremely difficult conditions and high interest rates

The chairman of Samstel, Mr Hugh McNeil, says that barring any unforeseen circumstances, he feels that an increase in the previous year's record profit can be expected for the full financial year ending August 31, 1983

Three new stores are scheduled to be added to the retail network in the second half of the year — Sapa

For the Connoisseur's Cabinet

BELL'S Old Scotch Whisky

Industrial relations improved — Wiehahn

Own Correspondent

JOHANNESBURG — The industrial relations system of South Africa in general, and of the mining industry in particular, has improved considerably in the last four years, according to Professor Nic Wiehahn, of Unisa's School of Business Leadership

"It compares favourably against most of the international standards," he told the Southern African Metals and Minerals Conference in Johannesburg yesterday

The issue of statutory job reservation on the basis of race in the mining industry remains the most important area in which South Africa still conspicuously lags behind those standards, he said

Conflict management

"In certain areas of industrial relations such as conflict management, and the protection and training of workers, the mining industry of South Africa exceeds the international level and also the standards of many other mining countries"

South Africa must try its best to maintain those standards which are internationally acceptable for a number of reasons including the fact that the country is becoming more and more exposed through its in-

volvement with the international world of finance, commerce and industry

More than 30 of South Africa's trade unions are already affiliated to twelve international trade union federations

"This type of affiliation forms an important interface between those unions and the international la-

bour world

"A large number of multinational companies operate in South Africa and employ virtually hundreds of thousands of our people Labour practices of these companies are exposed to the standards of various international declarations and codes of conduct," he said

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Joint announcement

Kohler Kohler Limited ("Kohler")

DRG DRG (S.A.) Limited ("DRG SA")

Scheme of arrangement to constitute DRG SA a wholly-owned subsidiary of Kohler ("the scheme")

Approval of the scheme

At the meetings of shareholders of DRG SA held on April 12, 1983, the scheme was agreed to and the special and ordinary resolutions necessary to give effect to the scheme were duly passed by the requisite majorities of the shareholders of DRG SA

The scheme was sanctioned by the Supreme Court of South Africa (Cape of Good Hope Provincial Division) on April 15, 1983 The Order of Court and the special resolutions referred to above were registered by the Registrar of Companies on April 22, 1983 and the scheme accordingly became operative on that date

Stock exchange listing

The listing of DRG SA shares on The Johannesburg Stock Exchange terminated at the close of business on Friday, April 22, 1983 The listing of the new ordinary shares in Kohler, to be issued

Economics have central political role

Cape Times 28/4/83

154 (211)

169 (355)

THE claims by a University of Natal economist, Mr Charles Meth, that the government's productivity figures are all wrong could create quite a stir between employers and trade unions, already squaring up for the toughest round of wage bargaining in years.

Both the government and employer groups have made calls for a wage freeze based on the continuing recession. But with inflation still soaring, it is not going to be easy to convince workers to accept an effective drop in income.

In the metal and mining industries, in particular, a clash of demands has already become apparent.

The argument commonly put forward to justify a wage freeze is that real wages rose during the past few years without a corresponding increase in productivity. During lean times it is thus to be expected that workers pull in their belts a little.

Mr Meth's claims represent a fundamental challenge to this view. He found that the South African economy grew at a much higher rate during the 70s than official figures show and that most productivity figures based on the national accounting statistics are wrong. In his analysis, workers earned their wage increases and a good deal besides.

Seen together with the research findings of UCT economist, Mr Charles Simkins, that unemployment grew steadily from 11 percent to 21 percent during the 70s they paint a very different picture of what has been happening to the South African economy to the conventional version.

Of course, there is by no means unanimity over the findings, and Mr Meth's work has already come under fire from economists of differing persuasions. But the prospect of employers and trade unionists meeting across the bargaining table, each with their own figures backing up different claims on productivity, wages, inflation and so on, proves that economic statistics are not neces-

Labour Affairs reporter PHILLIP VAN NIEKERK says wage bargaining will be tough by people for whom unemployment and poverty are burning issues

sarily hard and fast facts, and can be distorted to lend weight to opposing claims.

Problems

Yet spokesmen from the government and the private sector have continually spoken out against the country's low record of productivity and claimed that wage increases for workers have not been fully "earned". Their self-confidence has belied the fact that measuring productivity is a process fraught with problems.

It is not necessary here to go into the complex economic issues involved, or the pros and cons of Mr Meth's methodology. It is important, though, to note that as the mainly black trade unions grow in strength, basic economic issues, and their political implications, are likely to move increasingly to the fore.

In most Western countries elections are fought primarily over economic issues such as inflation, unemployment and social welfare. In South Africa, because the electorate is drawn from the most economically privileged section of society and because of the overriding predominance of the race issue, economic policies tend to take a back seat.

Further the cause

And the public debate over economics has by and large been restricted to the "free marketeers", who represent one side of the spectrum.

Mr Meth's work was done in co-operation with the Federation of South African Trade Unions (Fosatu) and his conclusions can be said to further the cause of organized labour. But this makes him no more suspect than the large number of economists who are attached to banks or other big business corporations and who are constantly quoted in the business columns of the press.

The growth of black trade unions, whose constituency includes

those people for whom unemployment and poverty are burning issues, will not only broaden the debate, but deepen its political implications as well.

Mr Bobby Godsell, Anglo American's industrial relations consultant, pointed out in Stellenbosch on Tuesday night that black workers do already have a "vote" in one key area

of their lives.

On the shop floor they participate in "politics" through the collective bargaining process, which is the "habit and practice of compromise". And they have the power to go on strike and disrupt the normal functioning of society if they are dissatisfied.

Mr Godsell said that "perhaps the patterns of

interaction, compromise and partnership which are developing on the shop floor can provide a model for co-operation in society at large". They could provide a different kind of model as well.

Far from being merely "shop floor" issues, the matters which will be brought to the negotiating tables this year are of central political importance affecting the lives of the majority of people in this country. They would be recognized as such in any democratic society.

Miners' pay talks go on

Industrial Week 3/5/83

A DECISION will be made tomorrow by the powerful Council of Mining Unions with regards to the acceptance or rejection of a Chamber of Mines offer increase miners pay packets by eight percent writes Lynn Carlisle

Arrie Paulus, chairman of the Council, said following a meeting with members of the Chamber on Friday that the matter would be thoroughly discussed tomorrow and a decision made

Earlier last month it was believed that miners were hoping for an offer more in line with the consumer price index-nearly 15%

"We met today but did not arrive at a decision. The matter will be put before a Council executive meeting on May 4," said Paulus

The Chamber, in its annual review of mining pay rates, has also offered to increase the employer's share of contributions to the Mine Employees' Pension Fund by one percent

Earlier the Council announced that it would consider the offer and hoped to have come up with a decision last Friday

8 pc for ⁽²¹¹⁾
5 MAY 1983
miners

Labour Reporter

The Chamber of Mines and mining unions agreed yesterday on an eight percent wage increase. A joint statement said the employers had also agreed to increase their contributions to the Mine Employees Pension Fund from 10½ to 11½ percent.

The unions had asked for a 13.1 percent pay rise. The chamber refused to budge from eight percent and said union demands amounted to an effective 22 percent.

"We have made a sacrifice in accepting the increase," a union spokesman said.

White miners accept 8% offer and avert dispute

By STEVEN FRIEDMAN
Labour Correspondent

WHITE mine unions yesterday agreed to accept the Chamber of Mines' 8% pay offer, thus averting a wage dispute between white workers and employers

Mr Arrie Paulus, chairman of the Council of Mining Unions (CMU), said yesterday the unions had accepted the offer, which includes a 1% rise in employer contributions to the Mine Employees' Pension Fund "in the national interest"

In an apparent reference to pending wage negotiations between the chamber and the black National Union of Mineworkers, he said he hoped "that others will follow our example"

A joint statement by the chamber and the CMU said the increase would come into effect from the May pay month

And mine employer sources yesterday hailed the "moderation and responsibility" of the unions who, they said, had chosen not to declare a dispute at a time when the country

was facing economic hard times

The decision to accept the chamber's offer was taken at a meeting of the CMU yesterday

The unions had originally demanded a 13.1% increase, together with rises in fringe benefits which employers claimed increased the demands to nearly 23%. Some of these demands were later withdrawn

The chamber offered 8% after originally refusing to make an offer until unions "moderated" their demands

At a meeting last week the unions rejected the 8%, but the chamber insisted this was its final offer

It is understood that union members were divided on the 8%

The chamber must now begin negotiations with the three mine officials' associations and these talks are due to begin soon. They are not, however, expected to be concluded for some weeks

The (black) NUM and the chamber are also expected to negotiate pay this year

... crown so high over my head
Mr Botha said.

Although the Prime Minister also did not refer directly to the Ngelele affair he paid tribute to Mr Fanie Botha for his role in achieving labour peace in South Africa

Dealing with a lone heckler, who raised the Ngelele affair during his speech, the Prime Minister told the man that he should come forward and ask a question and would make a fool of himself in the same way that Mr Frank le Roux, CP MP for Brakpan, had done in Parliament. "I know the place (where the Ngelele irrigation scheme is) I was there myself," the Prime Minister said.

The Transvaal leader of the NP, Mr F W de Klerk said Mr Fanie Botha had been the target of an ongoing campaign of character assassination by the Conservative Party and now had an opportunity to defend himself.

The Prime Minister paid tribute to Mr De Klerk for restoring the Transvaal National Party to what it ought to be.

"Since F W de Klerk became leader, I don't only feel welcome in the Transvaal but I feel that my back is safe," Mr Botha said.

(Report by John Battersby 171 Main Street Johannesburg)

1 300 - The CP had captured about 1 400 of the 2 000 spe-

votes by implying an end to the development of Soutpans-

(Report by Chris Fremont 171 Main Street Johannesburg)

Nats abandoning miners'

Mall Reporter

THE National Party has become the friend of mine bosses and is abandoning the mineworkers says the Herstigte Nasionale Party leader Mr Jaap Marais.

Mr Marais told that to an enthusiastic crowd of 250 people in the mining constituency of Carletonville on Wednesday night in the build-up to Tuesday's provincial by-election.

He said the NP was trying to abandon two of the country's crucial groups - the white worker and the white farmer.

The seat is being fought by

the HNP, the NP, the Conservative Party and the New Republic Party.

Mr Marais devoted most of his speech to an attack on the CP for refusing to reach an election pact with his party.

He said the CP candidate Mr Fanie van Vuuren appeared to be the only person in the by-election who knew where the CP stood on the 1977 NP constitutional proposal.

If Mr van Vuuren refused to stand where he stood on the issue it showed he still had to choose between the policies of the NP and the HNP.

"We don't want to fight

with the CP," Mr Marais said. "Many of its supporters speak the same language as us."

But he added that the choice was clear - between liberalism and nationalism, or between the NP and the HNP - and the CP had to make up its mind.

The HNP candidate Mr Roelie Grobler said a vote for the CP was a vote for Vorster and 16 years of NP scandal.

The NP had taken 16 years to break what Verwoerd, Malan and Strijdom had built over 20 years, he said.

(Report by A Harber 171 Main Street Johannesburg)

'New deal' is a Red plot, says dominee

Pretoria Bureau

THE pamphlet in which NGK dominee Olaf Scheuer of Ermelo suggests the Government's "new deal" is part of a Red plot against South Africa was this week dismissed as "hysterical propaganda" by Mr Tertius Spies, PFP candidate in Waterkloof where the

pamphlet is being distributed

The pamphlet alleges, among other things, that Mozambique's President Samora Machel was earmarked to become the dictator of the whole of Southern Africa, and that his name was formed by combining SA (South Africa), MO (Mozambique), R (Rhode-

sia) and A (Angola)

Among other things, the pamphlet sharply criticises the involvement of Dr Chester Crocker and Dr Henry Kissinger in affairs in Southern Africa and suggests Dr Kissinger is a member of the KGB with a code name Bor

(Report by Joubert Meierbe Van der Stel Building Schoeman Street Pretoria)

"We are making an all-out attempt to win the series," says a member of the Springbok team, who had engine problems on the first series two weeks ago.

"If the Americans have a bad lap on Saturday like we had on the first day then we will definitely beat them," said Peter Lindenberg chairman of the South African Waterski Racing Association.

The Americans have a comfortable lead of 2 350 points over the South African team who will have 1 250 points when they take the line on the dam at 2pm tomorrow.

The two other teams are far behind in the series Belgium has 382 and the United Kingdom has not managed to score a single point in the series so far.

The big lead of the Americans is most certainly not discouraging the South African team.

Top Springbok waterskier Patrick Lees intends to put an end to American waterskier Kurt Schoen's dominance, but Schoen has won every international race in the series and thinks Lees's chances are "pretty slim".

Doug Peters, vice-captain of the American team says "They could only beat us if we have boat failure or our skiers have a bad fall".

The expected strong challenge for the lead should be exciting to watersport and speed enthusiasts alike.

In order to provide additional interest, an aerobatic display will be presented.

Two parachutists will also jump from a hot air balloon at 3 000m.

The series will run from 11am to 5pm.

New job for Jaap Metz

By HELENE ZAMPETAKIS
MR JAAP METZ, director of the Rand Afrikaans University Foundation, has resigned to become senior manager of resources for the Urban Foundation.

Mr Metz, who will assume his new post from June 1, said yesterday he was "excited" at the prospect of contributing to socio-political change in South Africa.

His job will entail raising funds from the private sector, trusts and foundations to provide funding for various housing, educational and training projects of the Urban Foundation.

However, although his work will be similar to what he does at RAU, the scope of activities would be much wider and he would be involved in "something of national interest", he said.

Prof P J de Lange, university vice-chancellor, was a member of the education committee of the Urban Foundation and was aware of the urgency of the work Mr Metz would be doing.

"He knows that it is impor-

Pick'n Pay

Discount Supermarkets

STAR KING, GOLDEN DELICIOUS AND GRANNY SMITH

APPLES

CLASS 1 GROUP 6 AND 7

2KG THRIFT PACK

95c

STAR KING, GOLDEN DELICIOUS AND GRANNY SMITH

APPLES

CLASS 1 GROUP 8

1,5KG KIDDIES PACK

69c

LARGE

BANANAS

per kg

59c

WE DON'T JUST TALK ABOUT IT - WE DO IT

THESE ARE PICK 'n PAY

ber of Mines offer of an 8% increase on standard pay rates of union men and a 1% rise in employer contributions to the Mine Employees' Pension Fund

The unions had demanded a 13,1% increase with fringe benefit improvements which employers said brought the total demand to nearly 23%

Employers, who did not relish a repeat of last year's acrimonious pay talks, appear to be impressed by the pragmatic approach adopted by the unions during this year's negotiations

However, Mineworkers' Union general secretary Arrie Paulus says he is "not at all happy" with the pay rise. "We believe the chamber could have given more. Workers deserved to get more. However, in the interests of SA we have decided to accept their offer"

Paulus adds that he hopes the black mining union leaders who are likely to negotiate with the chamber next month will display a similar concern for the national interest

The National Union of Mineworkers (NUM), which is now claiming about 25 000 members, is likely to sign its first recognition agreements with mining employers within the next few weeks. This will pave the way for the first pay talks ever to have been held between mining employers and a black union in the industry

NUM general secretary Cyril Ramaphosa says he had hoped that pay negotiations would take place this month. However, due to delays in the recognition process, he now expects the negotiations to take place in June

MINE PAY FM 4/5/83 (211) White unions settle

Mining employers and white mining unions have reached agreement on pay increases for the coming year

The eight unions affiliated to the Council of Mining Unions (CMU) agreed to a Cham-

(211) (104) (106) (207)
E. Post 7/5/83

Miners' take-home pay

AS at the end of last year some 15 000 Ciskeian and 35 000 Transkeian workers were employed on SA's gold mines — roughly some 35% of the mines' total black workforce.

Average take-home pay, said a Chamber spokesman this week, was R284 a month (which reflects a 1 300% increase since 1970) To this, he said, should be added free accommodation and food, valued at R96,50.

The Chamber's mines provided an opportunity for the repatriation of pay by their mineworkers (in the case of workers from Mozambique and Lesotho this was compulsory and fixed at 60% of the annual wage), and last year miners sent home a total of R305 million

While it was difficult to estimate what proportion of this was sent to families in Transkei and Ciskei a figure of some

R100 million may be realistic, the spokesman said (From figures available it appeared that in 1978 workers from these areas sent home R19 million out of a total of R130 million)

Commenting on wages generally, the Chamber spokesman said the 1 300% increase in wages for unskilled workers had closed the gap between skilled and unskilled wages from some 21:1 in 1970 to 5,8:1 at present.

The average cash wage paid on the mines to unskilled workers, he said, compared favourably with the R268-a-month average wage in the country as a whole — particularly once the accommodation and food allowance was added to the cash wage

By way of comparison in 1982 the average unskilled wage in manufacture was R342, in construction R268, and in retailing R179

Minister defends Paulus

Carb Tunks 9/5/83

211

~~211~~

Political Staff

JOHANNESBURG. — A cabinet minister has defended the right-wing secretary of the Mineworkers Union, Mr Arrie Paulus, from a public platform on the eve of the Battle of the Bergs by-elections.

The Minister of Mineral and Energy Affairs, Mr Pietie du Plessis, denied at the weekend that Mr Paulus was bent on destroying the capitalist system in South Africa and said Mr Paulus was a trade unionist who was doing the best for his people.

"I deal with him often," Mr Du Plessis said.

The extraordinary defence of the militant unionist, regarded as one of the most bitter enemies of the Minister of Manpower, Mr Fanie Botha, came during a by-election meeting in Ellisras on Saturday night where the Prime Minister, Mr P W Botha, rounded off the National Party's by-election campaign in the cliffhanger Waterberg constituency.

A member of the audience had asked the Prime Minister his views on people like Mr Paulus, who, the questioner claimed, were bent on destroying the capitalist system yet professed to be Christian.

Mr Botha answered in general terms, saying he did not regard all those opposed to the capitalist system as non-Christian but noted that the official communist view was that religion was an opium and should be destroyed.

Mr Du Plessis, one of three cabinet ministers sharing the platform with Mr Botha, asked the chairman, Mr Hendrik Schoeman, for a chance to speak.

Mr Du Plessis said: "Arrie Paulus does not want to destroy capitalism in South Africa. I can give a categorical assurance that this is not the case."

"He is a trade unionist and is doing the best for his people. I deal with him often."

Mr Du Plessis said Mr Paulus was himself a capitalist and earned a considerable amount from a pig farm he owned.

Tug-of-war

Mr Paulus has become the centre of a political tug-of-war between the Conservative Party and the government in recent months.

Last month the CP appeared to have scored a coup when it announced that Mr Paulus would address three meetings of miners in Mr Fanie Botha's Soutpansberg constituency — at Tzaneen, Messina and Swartklip — on condition that the CP and HNP did not oppose each other in the by-election.

Although his condition was met when the HNP withdrew from the by-election, the meetings did not take place.

2

10/5/83

Industrial Weeks

Miners accept pay deal

(21) ~~1983~~ ~~1986~~
AN EXECUTIVE meeting of the Council of Mining Unions last week accepted a Chamber of Mines pay increase offer amounting to 9% following several rounds of negotiations

Council chairman Arrie Paulus said the increase would be seen in pay packets at the end of this month

The Council had been hoping for bigger increases believed to be more in line with the consumer price index of nearly 15%. But some of the mines - particularly the non gold producers - have been going through tough times since last year

"In effect the increase we have accepted amounts to 9% because 8% is in the pay packet and employers will increase by 1% their share of contributions to the Mine Employees' Pension Fund," said Paulus

AT PAYING

Miners union awaits recognition

2/11
12/11

Savetan

May 1983

By SELLO RABOTHATA

THE National Union of Mineworkers (NUM) which represents over 30 000 workers has called on the Chamber of Mines to conclude a recognition agreement in order to start wage negotiations next month.

The union's National Wage Policy Committee consisting of 100 shaft stewards from five regions resolved at the weekend that the recognition agreement which the national executive has negotiated with the

chamber be accepted.

In a statement after the meeting, the union said it had taken note of the drought and the so-called recession and knows that the climate is not uniformly dismal. While some industries and companies struggle precariously, others continue to prosper and maintain healthy balance sheets and implement further expansion programmes. In those conditions the wage policy must take on an entirely different thrust.

NUM said bosses give

lip service to equal opportunity, while practising racial discrimination in job placements.

"Our demands will be aimed at ensuring that management hires and assigns workers on a non-discriminatory basis. We have also noted that management compels our members to do work that the law prohibits them from performing and does not remunerate them accordingly. They utilise the law to exploit our members, this practice must be stopped. Where man-

agement refuses to resolve the problems we must take steps to approach the Industrial Court."

The union also felt that many members are subjected to unfair tests when seeking advancement or are blocked by artificial entrance requirements. More trade and craft workers must be trained and qualified. Entrance requirement for apprenticeship programmes should realistically permit members access to such training.

~~15~~
~~15~~
Miners' union is flexing its muscles

~~State~~
Star May 1983

Labour Reporter

The National Union of Mineworkers has called on the Chamber of Mines to complete a recognition agreement by the end of the month so it can negotiate wages for its members next month

The 20 000-member black union, an affiliate of the Council of Unions of South Africa, met last weekend to draw up policies for wages and working conditions

About 100 shaft stewards from the five regions the NUM organises attended the meeting — a clear sign of the growing strength of the union which is less than a year old

The union hoped to complete its recognition agreement with the chamber within the next two weeks, said the NUM's general secretary, Mr Cyril Ramaphosa

If the union is successful with the agreement it will be the first black trade union to hold wage talks with the chamber

In the past the chamber has announced unilateral wage increases for black miners on the recommendations of its members

At the weekend meeting mine managements were accused of racial discrimination in job promotions and in the testing and training of black miners

Existing wage scales for black miners were "disappointingly low" and had to be raised, Mr Ramaphosa said

The union is also expected to negotiate grievance and disciplinary procedures.

Other issues to be raised include privacy, pensions, safety and health and apprenticeship training.

Blacks bid for better pay

Labour Correspondent

MINE employers seem set to be faced with tough wage demands from the black National Union of Mineworkers this year if, as expected, it becomes the first black union ever to negotiate pay for black miners. In a statement yesterday detailing its wage policy, the NUM says it believes any pay rise for black miners "must take into account the purchasing power our members have been denied through all the years when black mine workers were not represented by a union".

This may herald demands which are likely to be resisted by the Chamber of Mines. The NUM also threatens to take employers to the industrial court for allegedly forcing blacks to do work the law does not allow them to do and not paying them accordingly. It says this policy was formulated at the weekend by its national wage policy committee which, it says, consists of 100 shaft stewards from five Transvaal and Free State regions.

The NUM, the fastest-growing black union on the mines, is negotiating with the chamber over recognition. If agreement is reached soon, it will take part in wage negotiations this year — the first time black miners will have had a part in negotiating their wages.

In its statement, the NUM called on the chamber to note that its "entire membership" expected the recognition agreement to be signed by the end of the month to enable it to take part in wage talks at the beginning of June.

It says wage talks should also ensure black miners "a steadily increasing share of the fruits of their labour". "We note with alarm that wage scales are disappointingly low," the NUM says, adding that it wanted cost-of-living provisions to protect members against inflation. The statement also details a range of "non-economic priorities" the union will take up in negotiations.

It says its "highest priorities" were the elimination of "health hazards" which "are taking an alarming toll of our members". Companies should provide "a safe work place and adequate health and medical facilities".

It wants discipline and grievance provisions which would "prevent management from threatening workers with discharge in order to coerce them into accepting lesser forms of discipline".

It also alleges that "the NUM also claims to be subject to unfair tests" when seeking advancement for higher jobs and that training of workers in "non-craft jobs" should be expanded. It would raise black miners' pension arrangements with employers.



Migrant worker . . . measuring needs

those basic necessities supplied to the migrant mineworker by his employer — for example transport, food, clothing, fuel and light

The institute investigated living costs for migrants from four different areas of Bophuthatswana, KwaZulu, and Transkei and two areas of the Ciskei. The weighted HSL average for all areas surveyed in June 1982 was R130,18 a month. The individual weighted average for Bophuthatswana was R134,54, for KwaZulu it was R125,75, for Transkei R129,44, and for the Ciskei R133,91.

Not surprisingly, these figures are lower than HSLs for blacks in urban areas, who face much higher rents and certain other costs. HSLs for black households in major urban centres in September last year were about R250.

The institute says its survey will help the chamber compare the actual wages paid to mineworkers with a theoretically calculated minimum household requirement. "This could form the basis of wage negotiations with unions," it says.

It seems possible, however, that black mining unions — like those in some other industries — will be critical of HSL calculations. Many unionists complain that the HSL and other poverty datum line calculations are irrelevant as they focus attention on basic minimum incomes needed by people to survive.

Unions argue in favour of more equitable "living" wages — which are far more difficult to quantify.

□ The average wage for blacks in the mining industry during the third quarter of last year was R268 a month. In January this year the average wage of underground black workers on gold mines was R284, and R251 for surface workers. In addition, the value of free food and accommodation provided to each mineworker amounted to nearly R100 a month.

FM 20/5/83
LIVING STANDARDS

A migrant measure

Most efforts to determine the basic income needs of blacks have focused on those living in urban areas. The University of Port Elizabeth's Institute for Planning Research has now calculated household subsistence levels (HSLs) for migrant mineworkers whose families live in Bophuthatswana, KwaZulu, Transkei and the Ciskei.

The institute's survey, which was financially-backed by the Chamber of Mines, is intended to serve as a useful indication of basic costs in rural areas. The HSL is an estimate of the theoretical monthly income needed by a black family of six to survive in the short-term. It is calculated at the lowest retail cost of a budget of basic necessities of adequate quality.

Excluded from the rural HSL budget are

FN 20/5/83
COMPENSATION

Blacks lose out

The latest report of the Compensation Commissioner for Occupational Diseases (CCOD) highlights racial inequalities in the compensation system on the mines. For example, a black miner who contracts tuberculosis while working on the mines, receives a lump sum benefit of R895 while his white counterpart gets R7 454.

Workers who contract diseases such as pneumoconiosis and occupational tuberculosis (TB) caused by dust, gas and vapours are compensated in terms of the Occupational Diseases in Mines and Works Act of 1973. They are entitled to specified lump sum benefits.

The degree of impairment must be assessed before compensation is paid. Whites are classified in terms of first degree impairment (less than 40%) or second degree impairment (more than 40%). Compensation Commissioner Julius Brauckman says that "blacks are classified differently. Blacks receive R895 for TB and R1 491 for pneumoconiosis, irrespective of the degree. For a combination of both diseases they receive R1 790."

However, whites suffering from first degree compensatory disease other than TB will receive R17 889. Coloureds receive R8 945 and blacks R1 491.

According to the CCOD report,

R17 488 988 was paid out to all races in lump sum benefits as compensation for occupational diseases on the mines in 1981/82.

Payouts for black miners are generally regarded as inadequate, particularly as the lowest paid unskilled blacks are most dependent on physical fitness for their livelihood. The report states that blacks worked 149 920 195 risk shifts while whites worked 11 453 048. However, total lump sum payouts for white employees totalled R12 633 076. Blacks received R5 025 049.

Mineworkers Union general secretary Arrie Paulus is adamant that "the lump-sum payout system is not discriminatory because payouts are based on different salary structures. Whether they should be based on a percentage of salary is debatable and we're prepared to look at this. But you can't expect a man earning R2 000 a month to receive the same compensation as someone earning R500 a month."

The black National Union of Mineworkers (NUM) disagrees. "It is clear that compensation payments are based on race," says NUM general secretary Cyril Ramaphosa. "The entire mining industry is based on discrimination. This is reflected in areas like wages, benefits and pensions."

"How can a white get R7 454 as TB compensation and all that black workers receive is a fixed amount of R895 — regardless of the responsibility they carry?"

Medical adviser to The Employment Bureau of Africa (TEBA), Dr Oluf Martiny, says "The mining industry submitted a report to the Nieuwenhuisen Commission recommending that arbitrary amounts should not be paid out but compensation should rather be based on a percentage disability — in the same way as Workmen's Compensation. I think payouts should ideally be based on skills, responsibility and productivity and compensation should be paid as a percentage of salary."

When a black miner is certified compensatable, the Compensation Commissioner pays the money to the Black Compensation Fund, which is run by the Director General of the Department of Co-Operation and Development. White and coloured miners are compensated directly.

Until recently, more than half of black miners entitled to payments received nothing because the onus was on them to claim the money from the local commissioners. In addition, the amounts paid in small bi-monthly instalments were too small to allow many migrants to remain unemployed in their home areas.

Some progress has been made. Martiny says that "since February compensation for occupational chest diseases has been paid in full to beneficiaries at the mines, who now receive active assistance with deposits, remittances and investments."

"Government regulations have also been amended, enabling mines to re-employ workers in their previous occupations after TB treatment."

211 1204 142

THE other key industry where the next week or two should be vital is the mines

23/5/83

If a recognition agreement between the Chamber of Mines and Cusa's National Union of Mineworkers is signed soon, NUM will this year become the first union to negotiate black mine wages with the Chamber

Last week it called on the Chamber to sign this week so that wage talks could commence at the beginning of next month

Chamber and union to talk

Star

May 1983

Labour Reporter
Recognition talks are being held in Johannesburg tomorrow between the Chamber of Mines and the National Union of Mineworkers

A recognition agreement would extend to the union rights to negotiate wages on behalf of its members at two mines

The NUM is the largest black member recruiting on the mines

Dec 27/5/83

8 pc rise for mine employees

(21)
The Chamber of Mines and the Mine Surface Officials' Association, the Underground Officials' Association and the SA Technical Officials' Association yesterday announced an eight percent increase in minimum salaries as from June 1.

Employers had assured no employee would receive an increase lower than the monetary equivalent of eight percent on the minimum on-appointment rate, a statement said.

Employers' contributions to the Mine Officials' Pension Fund would be increased by one percent

As in the past, mine managements could grant merit increases over and above the minimum increases agreed on. — Sapa.

~~(24)~~ (211)
Mine officials
NOM
agree on
27/1/87
pay rise

Labour Correspondent

MINE officials will receive an 8% pay rise in terms of an agreement between the three unions representing officials and the Chamber of Mines a joint statement by the unions and the chamber announced yesterday.

This means the agreement between the chamber and the officials is almost identical to that reached between the white mine unions and the chamber recently.

The three officials associations — the Mine Surface Officials Association, Underground Officials' Association and SA Technical Officials Association — represent about 30 000 workers.

Yesterday's statement said the agreement would mean that minimum salaries would be increased by 8% from the June pay month.

"On this occasion it added, officials had been given an assurance that no employee will receive an increase lower than the monetary equivalent of 8% on the minimum on-appointment rate in his or her job category."

The officials associations do not negotiate actual pay with the chamber. They bargain minimum rates for each job category and it is then left to the mines to set actual rates.

Yesterday's agreement means that each official is guaranteed at least a rise equal to 8% of the minimum in his or her category.

The statement said, however, that "as in the past mine managements have the discretion to grant merit increases to individual officials above those agreed between the associations and the chamber."

211 (211) (211) NUM 27/5/83

Hopes rise in mine talks

Labour Correspondent

THE Chamber of Mines and the National Union of Mineworkers, the biggest black union on the mines, meet today for recognition talks.

And the union says only two points raised by it need to be settled before an agreement can be signed.

A recognition agreement between the chamber and NUM would give black mine workers the right to take part in wage negotiations for the first time in the mines' history.

The two sides have been

negotiating on recognition for some time now, and it has been generally assumed a recognition agreement is a "foregone conclusion".

Final agreement, however, has taken longer than expected. The union recently called for the agreement to be signed by the end of the month to enable it to take part in wage negotiations at the beginning of June.

The NUM general secretary, Mr Cyril Ramaphosa, said yesterday the chamber was due to give its answer on two points raised by the union.

"We understand that their executive has met to consider these and we will know their attitude tomorrow. If they agree, there do not seem to be any further obstacles to recognition," he said.

If the chamber did not agree, however, NUM would have to take this decision back to its members, Mr Ramaphosa said, and a final agreement would be delayed.

He said the NUM still remained hopeful it would be possible to formally sign an agreement soon.

	1979	1980	1981	1982
UCT	9	15	8	18
WITS	7	9	10	15
Post-graduate Diplomas				
US	—	3	—	—
Diplomas				
Vona du Toit College for Occupational Therapy (TPA)*	19	20	15	2

*As from 1982 the course is being offered by the University of Pretoria.

(2) According to a manpower survey conducted by the Human Sciences Research Council, the number of vacancies in the public and private sectors during 1979 totalled 18%. A more recent figure cannot be furnished. The results of a survey undertaken by the Directorate of Macro Education Policy of the Department of National Education should be

(a) The number of bursaries made available, is as follows

	1979	1980	1981	1982
Commission for Administration	5	7	9	16
Transvaal Provincial Administration	33	36	60	60
Provincial Administration of the Orange Free State	8	8	10	10
Natal Provincial Administration	2	2	4	4
Cape Provincial Administration	22	26	24	25
Universities:				
UOFS	30	17	34	33
UCT	9	5	8	3
US	25	16	37	27
WITS	3	5	4	3
Up*	—	—	—	15

*As from 1982 only

(3) It is the responsibility of employer authorities to recruit students.
 (4) No Bursaries are made available by the Commission for Administration provincial administrations and universities

(b) The number of applications received for these bursaries is as follows

	1979	1980	1981	1982
Commission for Administration	23	56	45	32
Transvaal Provincial Administration	56	50	110	105
Cape Provincial Administration (new applications only)	22	19	21	19

The annual number of applications received by the Provincial Administration of the Orange Free State is estimated at 30. The Natal Provincial Administration and the Universities of the Orange Free State, Stellenbosch, Cape Town and the Witwatersrand are not in a position to furnish the information. The University of Pretoria which is offering the course as from 1982, received 15 applications.

(5) Bursaries are made available by the Commission for Administration in accordance with the needs of the Departments of National Education and Health and Welfare. The Transvaal Provincial Administration does not experience a need for more bursaries as the number of students in training is sufficient to provide for the need. The Provincial Administration of the Orange Free State is considering reducing the number of bursaries as the supply exceeds the demand. The Cape and Natal Provincial Administrations award bursaries in accordance with the availability of funds. The number of bursaries allocated by the universities concerned, is revised annually and awarded according to merit.

Juvenile rape

813. Mr P R C ROGERS asked the Minister of Justice:

What are the latest available figures in

respect of juvenile rape in (a) the Western Cape and (b) each province of the Republic with regard to the (i) number of (aa) cases heard, (bb) persons found guilty, (cc) persons acquitted and (dd) second offenders and (ii) (aa) sentence in each case of those found guilty and (bb) first and subsequent sentences in the case of second offenders?

THE MINISTER OF JUSTICE

The required information is unfortunately not readily available. The collecting thereof will be a time consuming task requiring additional staff.

19211
South African/foreign workers
842 Dr A L BORLAINE asked the Minister of Co-operation and Development

- (1) How many (a) South African and (b) foreign Black workers were registered as at 30 June 1982 in each category of labour defined in the regulations promulgated in terms of the Black Labour Act,
- (2) how many of the foreign workers in each category were from (a) Franket and (b) Bophuthatswana;
- (3) (a) what were the countries of origin of the other foreign workers and (b) how many in each category of labour were from each of these countries?

THE MINISTER OF CO-OPERATION AND DEVELOPMENT.

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MONDAY, 30 MAY 1983

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(1) (a)	South African Black Workers		Total
	Male	Female	
Agriculture	323 994	95 024	419 018
Mining and quarrying	166 441	3 626	170 067
Manufacturing	505 739	108 149	613 888
Construction	308 973	5 179	314 152
Wholesale and retail trade	236 017	73 502	309 519
Government services	337 629	47 385	385 014
Domestic services	85 934	342 095	428 029
Other	147 960	50 212	198 172
Total	2 112 687	725 172	2 837 859
(b) Foreign Black Workers			
	Male	Female	Total
Agriculture	147 971	22 225	170 196
Mining and quarrying	668 003	3 378	470 381
Manufacturing	149 044	25 155	174 199
Construction	124 887	1 753	126 640
Wholesale and retail trade	78 241	25 499	103 740
Government services	119 257	19 151	138 408
Domestic services	34 867	154 570	189 437
Other	62 796	30 156	92 952
Total	1 185 066	280 887	1 465 953
(2) (a) Transkei			
	Male	Female	Total
Agriculture	52 445	6 468	589 913
Mining and quarrying	176 949	257	177 206
Manufacturing	59 883	6 555	66 538
Construction	61 639	968	62 607
Wholesale and retail trade	22 984	5 919	28 903
Government services	53 404	5 844	59 248
Domestic services	4 515	45 442	49 957
Other	19 290	4 476	23 766
Total	451 109	76 029	527 138
(b) Bophuthatswana			
	Male	Female	Total
Agriculture	71 360	11 554	82 914
Mining and quarrying	66 576	1 967	68 543
Manufacturing	66 607	16 360	82 967
Construction	45 454	651	46 105
Wholesale and retail trade	43 337	17 715	61 052
Government services	46 638	12 010	58 648
Domestic services	16 403	97 477	113 880
Other	30 347	22 754	53 101
Total	386 722	180 488	567 210
(3) (a) and (b)			
	Male	Female	Total
Angola	45	2	47
Agriculture	16	—	16
Mining and quarrying	14	—	14
Manufacturing	10	—	10
Construction	6	—	6
Wholesale and retail trade	14	—	14
Government services	—	—	—

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(1) (a)	Domestic services		Total
	Male	Female	
Other	6	2	8
Total	116	4	120
Botswana			
	Male	Female	Total
Agriculture	1 188	458	1 646
Mining and quarrying	18 895	—	18 895
Manufacturing	1 369	46	1 415
Construction	864	2	866
Wholesale and retail trade	575	43	618
Government services	1 034	14	1 048
Domestic services	289	706	995
Other	715	64	779
Total	24 929	1 333	26 262
Lesotho			
	Male	Female	Total
Agriculture	1 933	305	2 238
Mining and quarrying	119 146	8	119 154
Manufacturing	3 491	360	3 851
Construction	6 164	17	6 181
Wholesale and retail trade	1 110	178	1 288
Government services	3 799	186	3 985
Domestic services	97	1 912	2 009
Other	1 354	659	2 013
Total	137 094	3 625	140 719
Malawi			
	Male	Female	Total
Agriculture	3 754	8	3 762
Mining and quarrying	16 968	1	16 969
Manufacturing	1 224	10	1 234
Construction	423	—	423
Wholesale and retail trade	712	3	715
Government services	582	2	584
Domestic services	2 080	641	2 721
Other	1 147	3	1 150
Total	26 890	668	27 558
Mozambique			
	Male	Female	Total
Agriculture	4 950	27	4 977
Mining and quarrying	51 017	—	51 017
Manufacturing	801	9	810
Construction	613	—	613
Wholesale and retail trade	378	2	380
Government services	211	5	216
Domestic services	788	92	880
Other	429	1	430
Total	59 187	136	59 323
Zimbabwe			
	Male	Female	Total
Agriculture	1 359	1	1 360
Mining and quarrying	603	—	603
Manufacturing	421	6	427

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1431

Construction	279	1	280
Wholesale and retail trade	788	—	788
Government services	245	16	261
Domestic services	5 953	25	5 978
Other	1 631	4	1 635
Total	11 279	53	11 332

	Male	Female	Total
Swaziland			
Agriculture	611	25	636
Mining and quarrying	10 843	—	10 843
Manufacturing	667	46	713
Construction	145	—	145
Wholesale and retail trade	152	22	174
Government services	155	22	177
Domestic services	73	577	650
Other	216	105	321
Total	10 862	797	13 659

	Male	Female	Total
Zambia			
Agriculture	256	—	256
Mining and quarrying	42	—	42
Manufacturing	104	—	104
Construction	39	—	39
Wholesale and retail trade	65	1	66
Government services	37	—	37
Domestic services	117	2	119
Other	122	2	124
Total	782	5	787

	Male	Female	Total
Venda			
Agriculture	9 573	3 361	12 934
Mining and quarrying	6 631	145	6 776
Manufacturing	14 067	1 610	15 667
Construction	8 658	113	8 771
Wholesale and retail trade	8 085	1 594	9 679
Government services	12 842	1 038	13 880
Domestic services	4 521	7 645	12 166
Other	7 372	2 078	9 450
Total	71 749	17 584	89 333

	Male	Female	Total
Other			
Agriculture	497	16	513
Mining and quarrying	317	—	317
Manufacturing	396	53	449
Construction	599	1	600
Wholesale and retail trade	49	22	71
Government services	296	14	310
Domestic services	25	49	74
Other	168	10	178
Total	2 347	165	2 512

Trucks delay traffic at Maseru bridge

Mine workers spend weekend at border post

20/5/83
211
Mercury
Mercury
Correspondent

MASERU—Stringent searches by South African police at the Maseru border post have kept some mine workers there for three days

The migrant labourers, who had hoped to spend the weekend with their families in Lesotho, said they had been forced to sleep on the South African side of the border, waiting to get into their country

But reports of food shortages and possible rationing in the landlocked country are unfounded

Retailers, hoteliers and street sellers confirmed they had supplies of all the food necessary

But there is a shortage of fresh milk and no newspapers have been received for three days

From the air dozens of people could be seen lined up as the police searched people and vehicles

The security crackdown has come in the wake of the Pretoria bombing and warnings by Mr Pik Botha, South Africa's Foreign Minister, that South Africa would conduct reprisal raids into neighbouring countries harbouring the ANC

A police spokesman at the South African border post said yesterday had been a 'normally busy day nothing out of the ordinary'

Capt J H Render, the Officer in Command at the post, said there had been long delays because he only had a skeleton staff 'The border post is functioning at the moment and things will get back to normal when my men return from other duties to which they are attending,' Capt Render said

He said that contrary to rumours, all the border posts into Lesotho were functioning normally

But tourists said they had been delayed for hours and the managing director of the Holiday Inns Mr Tommy Koi, said that some of his clients had been delayed for up to 12 hours and that business had dropped by 20 percent since the security was tightened

At the Hilton Hotel, spokesman Mr Richard Schmidt said tourism had dropped sharply because of the border problem

weekend while police made

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21 6/6/83 204

THE recognition negotiations between the Chamber of Mines and the National Union of Mineworkers are rapidly becoming labour's longest-running serial

After a meeting last week, the two sides again stopped short of signing a recognition agreement

They have actually finalised the agreement but the stumbling block is still how many mines the NUM will win bargaining rights on

It says it is entitled to them on 11, the Chamber says it has so far received confirmation from only five that NUM is representative

Since some of the biggest mines are among those left out, the agreement will not be signed unless this point is cleared up

It may be signed this week. But predictions on this issue are becoming hazardous, and, on the other hand, it may not.

Star 8/6/83

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Recognition breakthrough for mine union

By Tony Davis,
Labour Reporter

The National Union of Mineworkers is expected to sign a recognition agreement with the Chamber of Mines in Johannesburg tomorrow for various categories of workers at eight mines

The agreement represents a significant breakthrough for the union — which is less than one year old — and the NUM will soon be negotiating workers' wages for the first time

In the past the mining houses have unilaterally announced annual wages for black mineworkers

The union's general secretary, Mr Cyril Ramaphosa, said he saw the

signing as an important step in the struggle to organise unrepresented blacks on the mines.

The mines represented are the East and West divisions of Vaal Reef, Western Holdings, the Welkom, and Saaiplaas Holdings divisions, President Brand, Elandsrand and Kloof

Mr Ramaphosa said the union would be having recognition talks tomorrow with other mine bodies

The union, an affiliate of the Council of Unions of South Africa, was able to start recruiting at mines after the chamber altered its recognition criteria last year to include unregistered trade unions.

Agreement on mines

Within the next few days the National Union of Mineworkers (NUM) will become the first black union to be formally recognised by the Chamber of Mines. This will pave the way for major changes in industrial relations practices in an industry which is the cornerstone of SA's economy.

The most immediate effect of the NUM obtaining recognition will be that for the first time in SA's history, wages and conditions of employment of some black mineworkers will be decided by collective bargaining — and not by an arbitrary decision by employers.

The number of black workers who will directly benefit from the NUM's recognition agreement will be small — fewer than 20 000 — when compared with some half-a-million blacks in the mining industry. However, the pay increases the NUM manages to negotiate for these members will obviously influence the pay rises that are granted by employers to all other black workers in the industry. Employers are painfully aware of the fact that wage differentials between different mines have in the past contributed to labour unrest.

Accord was achieved fairly recently between the NUM and the chamber on the actual terms of the recognition agreement. However, until Wednesday this week, they had failed to agree on the number of workers the NUM will be able to represent in wage bargaining this year.

In terms of the chamber's recognition criteria, a union must be "sufficiently representative" of a particular category of workers on a mine before it can obtain recognition to bargain on their behalf. The NUM and the chamber were having difficulties in agreeing on the number of mines at which the union satisfied this requirement.

Eight mines

However, on Wednesday the NUM informed the chamber that it was willing to sign the agreement on the basis that it was recognised as the representative of certain categories of workers on eight gold mines. After having received this message, chamber sources told the *FM* that as far as they were concerned the agreement could be signed. The sources said arrangements would be made for a meeting within the next few days at which this would take place.

The mines affected by the agreement are the Saaplaas, Welkom and Holdings divisions of Western Holdings, President Brand, Kloof, Elandsrand, and the East and West divisions of Vaal Reefs. The union is also heading towards achieving recognition

agreements at Rand Refinery, The Employment Bureau of Africa (Teba), the chamber's recruiting division, and a coal

miners are finding it difficult to agree on how to phase out statutory job reservation and other measures which block black advancement. There is little doubt that the union will exert some influence on these deliberations.



NUM's Ramaphosa ... demands already formulated

mine

Both the chamber and the NUM felt a sense of urgency about reaching an agreement as soon as possible. Annual wage increases for black mineworkers have traditionally come into effect from July 1. The union will, therefore, be able to hold wage negotiations with the chamber before this date. NUM general secretary Cyril Ramaphosa says the union has already formulated its demands and will make these public when it goes into the negotiations.

The recognition agreement testifies to the NUM's remarkable growth. The union started recruiting in August last year and now claims a paid-up membership of more than 25 000. It has been particularly successful in signing up team leaders and machine operators — men who hold crucial positions in the production process. Ramaphosa predicts that membership will exceed 50 000 by the end of this year.

The agreement also demonstrates how rapidly mining employers have changed their attitudes towards emerging black unions. Previously stringent recognition requirements were amended last year to allow for relatively easy recognition for unions — even if they are not registered.

The NUM is becoming a force in the industry at a time when employers and white



● Mrs Dina de Melo — police have been unable to find her.

WANTED: ⁽²¹¹⁾ Woman who vanished before R120 000 fraud case

By ANDREW DONALDSON

POLICE are unable to find a Portuguese woman who failed to appear in court on fraud charges of R120 000 during a police probe into the disappearance of R6 000 000 of contract mineworkers' money

They believe she may have left the country

Police are also looking for the woman's 24-year-old son, who is deaf and dumb, to help them find his mother

Mrs Dina Barruncho Casimiro Riberia de Melo, 47, who faces fraud charges of R120 000, failed to appear in the Johannesburg Magistrate's Court last month. She was out on bail of R10 000

Lieutenant J Duvenhage, the investigating officer, said appeals to the public for information on the whereabouts of Mrs de Melo had produced "no results"

Mrs de Melo's son, Mr Filipe Jorge Riberia de Melo, "disappeared about the same time" as his mother, he said

He is described as having a dark complexion and has a rather slender build. He is about 1,7m tall

According to Lt Duvenhage, the possibility

of Mrs de Melo having left the country could not be ruled out

"If she has left, then she has gone using false documents," he said

Mrs de Melo, a former employee of the Johannesburg office of the Mozambique Labour Department, used to deal with contract mineworkers' money

She was arrested in connection with police investigations into an alleged R6 000 000 fraud in the department.

Mrs de Melo, who was staying at the Constantia Hotel in Berea, last reported to the Hillbrow Police Station on March 26. She failed to re-appear in the Johannesburg Magistrate's Court on April 11

She worked for the Mozambique Labour Department from August, 1976, to the middle of 1981, and was unemployed at the time of her arrest

She is a Portuguese citizen with a Portuguese passport, which is now in the possession of the police. She arrived in South Africa seven years ago

Anyone who knows about her or her son's whereabouts, should contact Lt Duvenhage at ☎ (011) 834-2736

Mines, black union in historic indaba

Staff Reporters 12/6/83

A 100-YEAR tradition of unilateral wage decisions for black workers on South African mines ends on Tuesday when the Chamber of Mines and the National Union of Mineworkers (NUM) meet at the negotiating table.

Wage levels and discriminatory practices will be two of the issues discussed at the first-ever collective bargaining session between the mines, the biggest employer of labour in South Africa, and a black union

NUM is the first black union to be officially recognised by the Chamber of Mines

Four days of tough negotiations lie ahead, and Mr Cyril Ramaphosa, NUM's general secretary, says his union is fully aware of the chamber's reputation as a tough employer

~~1/13/54~~ (211)

ROOM
13/6/53

THE National Union of Mineworkers has now won recognition on the mines and the industry's new bargaining era is set to commence.

In fact, it will commence today as the NUM and the Chamber of Mines sit down to bargain on wages.

The NUM will release its demands today or tomorrow, so providing a key pointer on how heated the talks will be.

The signs are that it and the Chamber will be far apart. And, as the mines' black increase usually comes into effect on July 1, the Chamber has told NUM that the negotiations must be over by Friday.

Winning agreement in a week should be difficult, to say the least.

Miners' demands 'unrealistic'

Conflict looms over key talks on mine wages

By STEVEN FRIEDMAN
Labour Correspondent

CONFLICT between the Chamber of Mines and the black National Union of Mineworkers seemed certain yesterday on the eve of today's history-making black wage negotiation meeting on the mines.

Yesterday a war of words erupted between the two sides as NUM released a wide-ranging set of demands for today's talks and the chamber labelled these "unacceptable" and "totally unrealistic".

Among NUM's demands are a 30% pay rise and a call for the scrapping of all race discrimination on the mines. The chamber says this latter move would bring it into conflict with the law and risk racial conflict on the mines — an apparent reference to the likely reaction of Rightwing white unions.

Last week NUM won recognition from the chamber on eight mines, which meant it could take part in negotiations for this year's black wage increase.

This year is the first in which the mines' black pay increase will be negotiated, rather than set unilaterally by the chamber.

The talks were due to begin yesterday but were postponed until today at the chamber's request. They are due to end on Friday at the latest.

In a statement summarising its demands yesterday, NUM said it would ask the chamber to "state unequivocally" that hiring, firing or the job classification of workers would not be subject to race or sex discrimination.

It said mines "can easily afford" its 30% demand, "particularly if they are committed to closing the wage gap between black and white".

NUM says it has taken the present "harsh" economic climate into account and that it believes 30% is "a reasonable demand".

In a novel step, the union is also demanding

annual "paternity leave" for married migrant workers to enable them to see their families.

It also charges that some black mineworkers are doing work legally reserved for whites and demands they receive the same pay as whites doing the jobs.

"If the chamber is committed to the removal of job reservation there is absolutely no justification for resisting this demand," it says.

NUM also wants the extension of the white miners' pension fund to blacks, changes in the mines' "painfully discriminatory" leave system and to hours of work, protection for workers if new technology is introduced, and other changes.

"These demands were formulated by our members and the wage negotiations committee enjoys the full backing of the entire membership," it says.

In an unprecedented statement the chamber, which usually does not comment during negotiations, said it was forced to do so this time as "the publicity accorded to NUM's unrealistic demands will lead to false expectations among the union's members on the mines".

It said the 30% demand was "unrealistic in view of the current economic climate and the more moderate settlements reached so far this year with unions in the mining industry and also in other industries where many black employees earn far less than mine workers represented by NUM".

The demand for the end of discrimination had been made although "NUM must know the chamber is working towards this but cannot suddenly and unilaterally act without breaking existing laws and risking interracial industrial conflict".

The chamber added that the union had submitted a "formidable list of demands", including "novel and radical" ideas like paternity leave. These and other "complex" issues could not be finalised within a week.

Sowetan

14/6/83

211



The South African Mining Industry entered a new era in industrial relations during the weekend when the Chamber of Mines of South Africa agreed to recognise and negotiate with a trade union for black mineworkers, the National Union of Mineworkers.

Signing the agreement in Johannesburg were Mr Colin Fenton, vice president of the Chamber and Mr James Mollatsi, president of the union. The agreement set out the procedures which the chamber and the union will adhere to in their dealings with each other. Until recently there had been no black trade unions in the mining industry since the mid-1940's.

Unions clinch deals with employers

THREE trade unions have made agreements with local employers in Johannesburg during the past week.

The Chamber of Mines agreed to negotiate with a black trade union, the National Union of Mineworkers (Num), on wages and conditions of employment for a number of occupations on eight gold mines. An agreement setting out the procedures which the Chamber and the union will adhere to in their dealings with each other was signed by representatives of the Chamber, headed by Mr C T Fenton, vice-president, and Mr James Mollatsi, president of Num.

Until recently there have been no black trade unions in the mining industry since the mid-1940s. Num was formed in August last

year and was granted permission by the Chamber to recruit members on all its gold mines. In terms of its agreement with the chamber, the union will now be in a position to negotiate wages and conditions of employment for the occupations on the eight mines for which it has been recognized.

The chamber had agreed to extend the recognition agreement to cover additional occupations on the eight mines. It was also agreed that when the union's membership increases it will become representative of members on the other mines.

The gold mines involved up to date are Elandstrand, Kloof, President Brand, Vaal Reefs (two divisions),

and Western Holdings (three divisions).

At Steeledale in the East Rand, the Metal and Allied Workers' Union (Mawu) signed a procedural agreement with the small parts subsidiary of a Group 5 company, Reliable Products. The agreement covers negotiations on wages, working conditions, and disciplinary and grievance procedures. A retirement procedure was also agreed upon by both parties.

The Food and Beverages Workers' Union also signed a recognition agreement with the management of Premier Milling, Newtown branch. It provides for wage negotiations and access of union's officials to the plant.

By MONO BADELA

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Black (211)

miners
in vital
talks

Labour Correspondent

HISTORIC wage negotiations between the Chamber of Mines and the black National Union of Mineworkers, which began yesterday, have been adjourned until tomorrow, informed sources said yesterday

The two parties met yesterday afternoon and neither issued statements after the meeting

While no details of the negotiations were available last night, they are certain to have been tough

On Monday a war of words erupted between the chamber and the NUM after the union released wide-ranging demands, including one for a 30% pay rise and one for the scrapping of all race discrimination on the mines

The chamber reacted by branding the union's demands "unacceptable" and "totally unrealistic"

By yesterday morning, prior to the talks, neither side had shown any sign of moving away from its public position

This year is the first in which black mine wages are being negotiated, instead of being set unilaterally by the chamber

The NUM won the right to bargain with the chamber when it was granted recognition at eight mines late last week

Pass laws criminal - study

THE ENFORCEMENT of influx control laws and the procedures employed in the Commissioner's Courts, undermine the general standards of criminal justice in South Africa.

This is the conclusion of a recent study by the Wits University Centre for Legal Studies of the Johannesburg Commissioner's (pass) Court.

On the basis of their finding the researchers asked themselves Is it possible to introduce fair-trial procedures into these courts? "The answer is probably 'No' — unless legal representation is introduced in a substantial number of cases either by voluntary organisations

or by the Legal Aid Board," the report says.

According to the report, figures recently released in Parliament by the Minister of Law and Order and the Minister of Co-operation show that the number of pass law offences in 1982 was 206 022 compared with 162 024 in 1981.

The figures show an increase of about 27,15 percent in the number of arrests, according to the study

"The number of blacks tried for pass law offences during 1982 in Johannesburg's pass law courts compared with 24 334 during 1981 shows an increase of about 39,50 percent "

Mine wages under focus

WAGE negotiations between the Chamber of Mines and the 20 000-strong National Union of Mineworkers (Num) representing black workers in the industry which is the cornerstone of South Africa's economy, resume in Johannesburg today.

The negotiations, which started this week, are historic in that for the first time blacks will make representations, instead of being unilaterally set by the chamber

The talks take place after a "cold war" between the chamber and Num following wide-ranging demands by the union for a 30 percent pay rise and the scrapping of race discrimination at all mines

The chamber rejected the union's demands as "totally unrealistic" This reaction came after the two parties had signed a recognition agreement

Sources say these negotiations are essential as employers are aware of the fact that wage disparity between different mines have in the past contributed to labour unrest

Num's general secretary Cyril Ramaphosa told The SOWETAN yesterday that the union also demanded that the wage gap between races be narrowed Num won the right of collective bargaining with the chamber when it was granted recognition at eight mines recently

Court hears shot frightened thieves

AN ACCUSED who fatally wounded a delivery man while he was checking money in a cafe got so scared after firing the first shot that he and his co-accused fled with other customers from the shop, the Pretoria Supreme Court heard yesterday.

Mr Solomon Thendise (18) said when the police gave chase after they had robbed two cafes at Bloedfontein

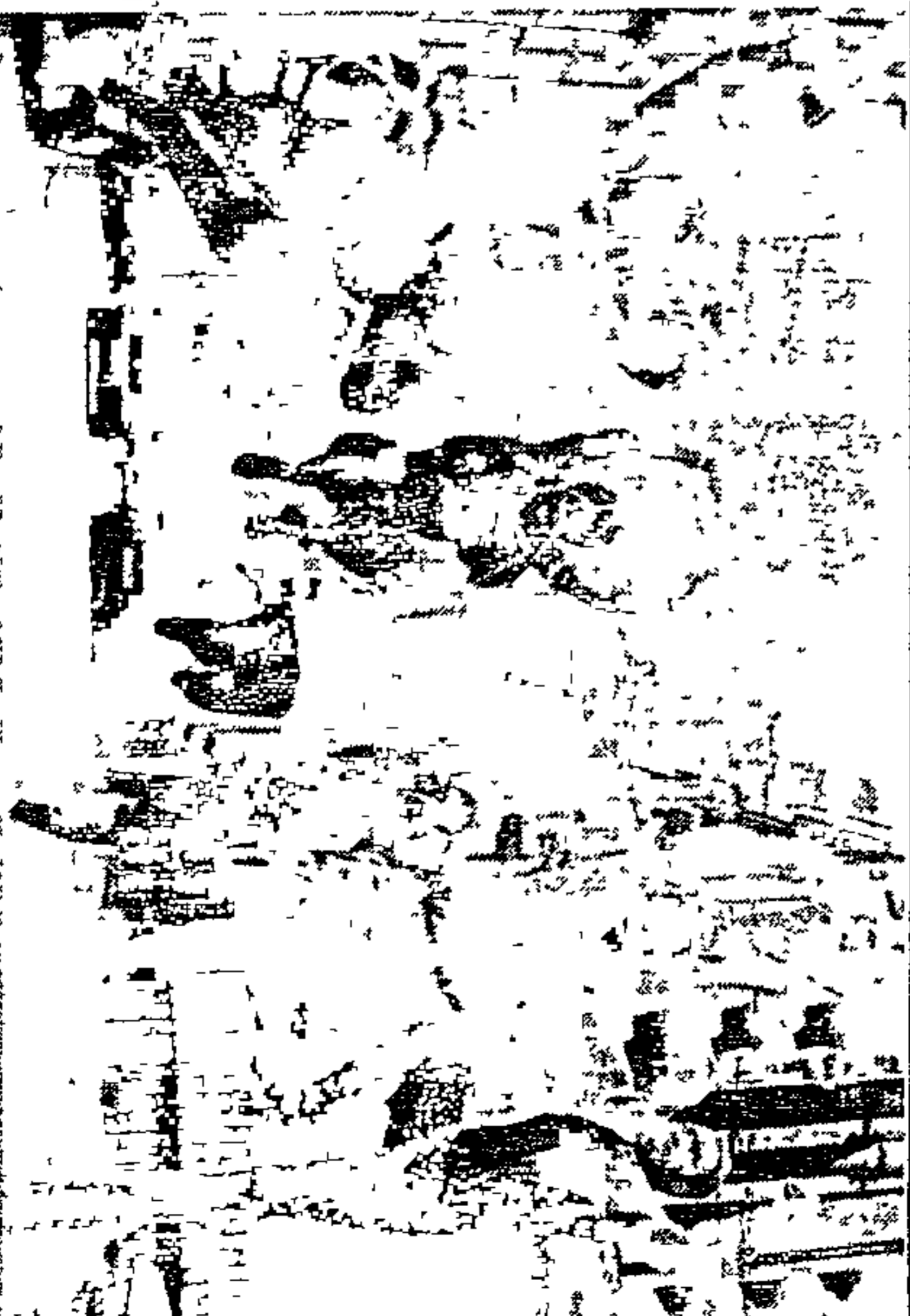
and Almansdrift in KwaNdebele, he had

By MONK NKOMO

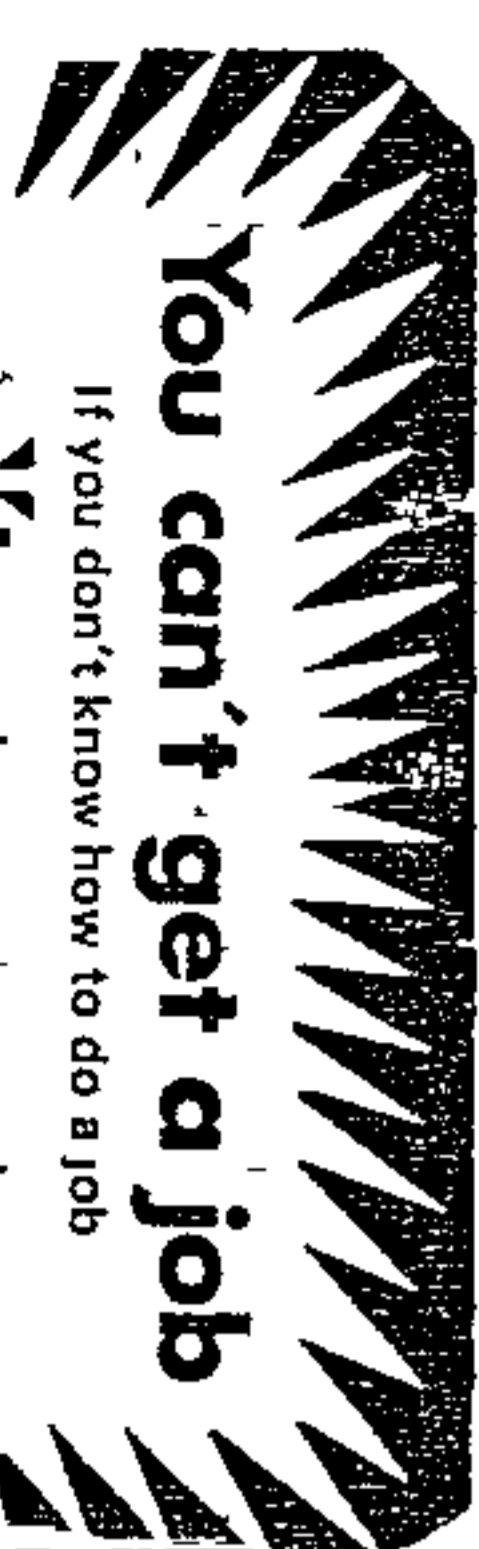
hid near the banks of a river. A shooting battle with the police followed "because they shot and wounded me", Mr Thendise said.

Mr Thendise and Mr Jan Kutumela (18) of Tweefontein Ham-

gether with Mr Kutumela, planned to rob people and cafes in KwaNdebele. At the Re-thabile Cafe in Bloedfontein they waited a few minutes on the stoep until a bakery delivery van arrived. They entered the cafe while the driver was busy checking money. "Jan told me to shoot in the air and not kill the people while he collected the money," Mr Then-



Juluka, South Africa's Afro-rock group have hit hard times in London. The group has been forbidden to appear on British television because they are South African. The multi-racial group of six arrived in England this week for a three-week tour followed by a visit to Hamburg where they will perform with Men At Work.



You can't get a job

If you don't know how to do a job

Mine wage talks ²¹¹ continue today ^{17/6/83}

Labour Correspondent

HISTORIC wage negotiations between the Chamber of Mines and the National Union of Mineworkers are to continue today, a chamber spokesman said last night

The talks resumed yesterday afternoon after lengthy negotiations on Tuesday

The chamber has told the union that the negotiations must be completed today, as the annual black wage increase is usually announced by the beginning of July

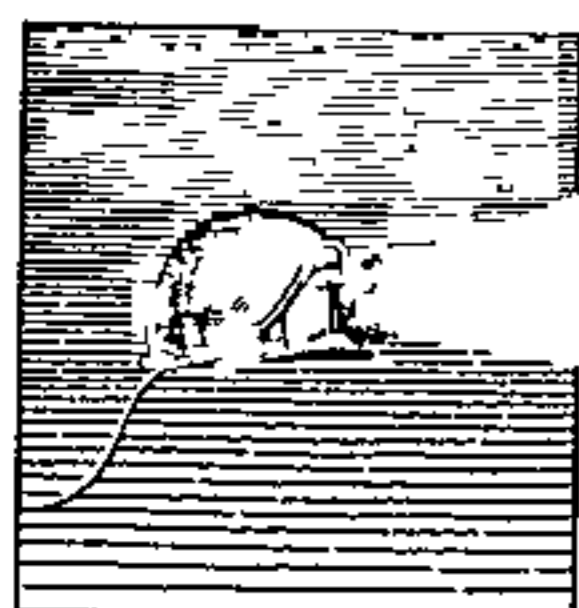
However, it is not clear

whether this deadline will be extended if today's talks fail. This is the first year in which black mine wages have been negotiated, rather than being set by the chamber alone

The NUM won the right to negotiate pay with the chamber when it recently received recognition on eight mines

Although the union is technically negotiating on pay and conditions for these eight mines only, it is considered likely that any settlement which is achieved will strongly influence the general black wage award

Facing the rise of black power



More than any other industry, mining has decisively shaped SA's industrial growth. So, too, has it decisively influenced labour relations. It is at the rockface — literally and symbolically — that the greatest labour challenge has to be met. It is, simply put, how to reconcile white workers' real fears for their job security with black workers' legitimate desire for advancement.

The Chamber of Mines' recognition on June 9 of the first black union, the National Union of Mineworkers (NUM), throws out that challenge as it has seldom been thrown before: it highlights the pressing need to structure a *modus vivendi* for black and white miners at a time of great economic, as well as social and political, stress.

This week, for the first time in the industry's turbulent labour history, collective bargaining is taking place between the chamber and a black union. The NUM is pressing tough demands — mainly a 30% across-the-board pay hike. The union bases its argument on two principles: the removal of race discrimination in mining and the closing of the wage gap.

But the white unions, quite understandably, have their own priorities. Underlying all past dealings with employers has been their fundamental preoccupation with job

The recognition of new black unions in the mining industry stresses the urgency of an agreement between employers and established unions to scrap job reservation and other forms of discrimination.

security: their fear of being replaced by cheap black labour. This fear goes back a long way and has been at the heart of some of the worst riots — the Rand Revolt of 1922 — that the country has known.

That bloody uprising shaped government labour policies for more than half a century and led to statutory job reservation and other measures to protect white workers. This inevitably created a labour elite enjoying not only conventional craft barriers to protect their jobs, but also racial ones.

Wiehahn Commission

Times change and with them a re-assessment of values. Two years ago, government and employers supported the Wiehahn Commission recommendation that statutory and non-statutory job reservation in the industry should be phased out. Government, however, lodged a number of provisos aimed at allaying white workers' job security fears. These included the stipulation that all workers achieve the same level of proficiency in training and experience before being appointed to a post; and that the principle of equal pay for work of equal value should be maintained.

This was an advance — despite the fact that Pretoria was taking pains not to alienate an important sector of its voters.

Then government declared it was up to employers and the white unions to agree on how to scrap discrimination, saying they had "a reasonable period" in which to do this. So far, little progress has been achieved in discussions between employers and the eight unions affiliated to the Council of Mining Unions.

Now the NUM has jumped into the midst of these stormy waters. Last week the chamber formally recognised it as representative of various categories of workers on eight gold mines. The NUM is, therefore, becoming a force at a time when employers and the established unions cannot agree on how to eliminate discrimination — an obvious potential cause of labour unrest.

In other industries, events in recent years have shown that many black workers are prepared to challenge traditional labour practices. Emerging unions themselves have often had the bewildering task of riding the tiger of rising worker expectations. Hardly anyone needs to be reminded of how rapidly violence can erupt and

spread among angry black mineworkers.

NUM general secretary Cyril Ramaphosa says that black mineworkers are probably the most dissatisfied workers in SA today. Of course, he has a vested interest in saying so. But recent polls of migrants' opinions by academics, such as the University of Natal's Lawrie Schlemmer, have refuted the conventional wisdom that they have a low political consciousness.

Many migrants have joined emerging unions in other industries and the NUM's rapid growth testifies to their desire to win better conditions of employment in mining. In the 10 months the NUM has been active, membership has grown to more than 25 000. Four other black mining unions are making rather slower progress. But they are discovering that because more blacks see mining as a long-term career, there is a fairly high desire for unionisation.

At this stage, the NUM patently has no stranglehold on mine owners. But although it represents only a fraction of the roughly 500 000 blacks in the industry, it has already achieved significant symbolic power. So its leverage must not be underestimated. The wage increase it wins for its members this year will influence the pay of



NUM's Ramaphosa ... making tough demands



White miners ... seeking job security

Black mine union wins pay rise

By Tony Davis,
Labour Reporter

The historic wage talks between the Chamber of Mines and the National Union of Mineworkers ended last night with the Chamber granting increases for black miners ranging between 13,9 percent and 15,7 percent.

The union's general secretary, Mr Cyril Ramaphosa, said they were generally pleased with the increases as they met the current inflation rate

The chamber had committed itself at yesterday's talks to do away with racial discrimination in employment practices on the mines, Mr Ramaphosa said

The chamber also granted

wage increases to some 460 000 non-union black mineworkers in the gold, platinum and copper mines which amounted to about three-quarters of the 12 percent increases they received in 1982

The new minimum rates come into affect on July 1 Last year's increases saw labour unrest at numerous gold mines as black miners protested "too small" increases

IMMEDIATE

The NUM only last week won recognition from the Chamber at eight gold mines and entered into immediate negotiations with the employer body

Also involved in the wage talks for the first time was the Federated Mining Union which jointly negotiated the increases with the NUM

Mr Ramaphosa said the main

problem with the talks was that there was not enough time to fully debate working conditions

He said the chamber had committed itself to enter immediately into further negotiations on issues which had no cost factor Any issues with cost factors could also be negotiated but only implemented next year

Percentage increases for black mineworkers have usually been higher than annual increases for white miners as the Chamber has been trying to narrow the existing wage gap

White miners last month received an eight percent wage package from the Chamber.

A Chamber statement said the joint union negotiations affected some 6 000 workers in certain job categories at nine gold mines

Black miners get new deal

Labour Reporter

211 Star 20/6/83

Last week's wage negotiations affecting about 500 000 black mineworkers saw the Chamber of Mines enter into such talks for the first time with black-member trade unions

The National Union of Mineworkers and the Federated Mining Union jointly negotiated wage increases for 6 000 miners at nine gold-mines

While the numbers are small in proportion to the industry, it was an "historic first" as the chamber had always in the past unilaterally announced annual wage increases for black miners

The NUM won recognition from the chamber the previous week and faced several days of hard negotiations to make

its presence felt. The union announced a 80 percent wage demand, which the chamber had said was "unrealistic"

The NUM was joined in the talks by the smaller Federated Mining Union, which originally was founded for coloured miners by the SA Boilermakers Society several years ago. The FMU recently extended its ranks to include black mineworkers

NUM and FMU members — as well as non-union miners — won increases roughly amounting to three quarters of the increases handed out in last year's wage package

All black miners will receive the same monetary increases in each of the job categories as a result of last week's negotiations

The NUM said the chamber had committed itself to removing racial discrimination in employment practices on the mines. This concession was a considerable one

A chamber statement said the general increases for black mineworkers were effective from July 1

The NUM, with a membership of about 25 000, is the largest of the new unions. Though this is a fraction of the 465 000 black miners in the industry, it is a significant start, taking into consideration that the union has been in existence less than a year

The NUM's general secretary, Mr Cyril Ramaphosa, said negotiations would take place soon with the chamber on working conditions at the mines.

Increases for black miners

After several days of negotiation last week, the Chamber of Mines released its increases for 465 000 black miners *22/6/83*

The increases represent about three-quarters of those paid to black miners last year. Workers in the eight different job categories will receive monthly increases

These are different for surface and underground staff and range from an additional R15 to R50 for surface workers and R18 to R57 for the underground staff.

Reports in The Star giving various percentage estimates were inaccurate.

that were recently imported and to which he referred in his reply to Question No 1 on 17 June 1983.

- (2) whether (a) organized agriculture and (b) other bodies or persons were consulted beforehand in this connection, if not, why not, if so, (i) which persons or bodies were consulted and (ii) what was their reaction?

†THE MINISTER OF AGRICULTURE

- (1) The actual tonnage of potatoes imported, is not yet known. Permits were issued for 700 tons of table potatoes and 2 000 tons of potatoes for processing
- (2) (a) No
- (b) Yes

(1) Potato Board and the National Marketing Council Proclamation R 20 of 1978 stipulates that the quantities are determined by the Minister after consultation with the said bodies

(ii) Both the Potato Board and the National Marketing Council recommended the importation

22/6/83
Employees from Mozambique/Zimbabwe
211 Howard O 61/1627
Dr F HARTZENBERG asked the Minister of Co-operation and Development †

How many Black employees from (a) Mozambique and (b) Zimbabwe are legally in the Republic at present?

†THE MINISTER OF EDUCATION AND TRAINING (for the Minister of Co-operation and Development)

- (a) Mozambique—50 144
- (b) Zimbabwe—13 201

These people are mainly employed on

the mines and to a lesser degree on farms. No new Zimbabweans are employed and as a rule they are repatriated when their contracts expire

Maize O 61/1628
22/6/83
Mr M A TARR asked the Minister of Agriculture

- (1) Whether the Maize Board recommended the importation of maize in 1983, if so, (a) why and (b) on what date.
- (2) whether a decision was subsequently taken to import maize, if so, (a) who gave the necessary authorization, (b) when was it given, (c) how much maize is to be imported and (d) where is it to be imported from.
- (3) whether tenders were invited for the importation of such maize, if so, who was the successful tenderer.
- (4) whether tenders have since been invited for further maize imports, if so, (a) when, (b) why, (c) who gave the necessary authorization and (d) who was the successful tenderer.
- (5) whether tenders for transporting such maize have been invited, if not, when will they be invited, if so, (a) who is responsible for awarding the tender, (b) who submitted tenders and (c) who was the successful tenderer.
- (6) (a) when will the first shipment of imported maize be landed and (b) where will it be stored.
- (7) whether the consumer price of such maize will differ from the sum of the landed cost plus the cost of inland transportation, if so, (a) what will be the extent of the difference and (b) who will receive this money?

†THE MINISTER OF AGRICULTURE

- (1) Yes
- (a) To provide for the expected local requirements

(b) At the meeting of 21 to 24 March 1983

- (2) Yes
- (a) The Minister of Agriculture
- (b) On 28 March 1983
- (c) 1.4 million tons as estimated by the Maize Board
- (d) Any country

- (3) Yes—for 600 000 tons Louis Dreyfus and Co Ltd
- (4) Yes—for 100 000 tons
- (a) On 18 May 1983
- (b) A further quantity of maize was needed over and above the quantity of the first tender
- (c) The Minister of Agriculture
- (d) Springbokvlakte Ondermerrings (Edms) Bpk

- (5) No, maize is imported on a c i f basis (a), (b) and (c) fall away
- (6) (a) On 20 June 1983
- (b) The imported maize will be railed directly to buyers
- (7) Yes
- (a) The extent of the difference will depend on the tender price and the inland handling and transport costs.
- (b) All debits and credits are for the account of the State

Mr P G SOAL Mr Speaker, arising out of the hon the Minister's reply to subsection (5), will there be an opportunity for one of the national carriers like Safmarine to transport this maize to South Africa?

†THE MINISTER They had the opportunity

†Mr P A MYBURGH Mr Speaker arising out of the hon the Minister's reply I should like to put a further question to him. It is in regard to the maize which was recently landed in the Cape and which is being used locally in the Western Cape and was transported directly from the harbour to the consumers. Is there any possibility that those consumers can enjoy the benefit of the cheaper price of maize as it is landed and that they do not have to pay the full price which they would have to pay in any case for maize coming from the interior?

†The MINISTER The answer is 'no. Other methods are being considered to accommodate the people of the Western Cape

Mr P G SOAL Mr Speaker arising out of the hon the Minister's reply to my supplementary question is he indicating that Safmarine will be given the opportunity to undertake such transport in future?

†The MINISTER As far as I know they had the opportunity

†Mr P A MYBURGH Mr Speaker further arising out of the hon the Minister's reply, in which he said that other methods are being considered to benefit the Western Cape consumers, can he give us an indication of what this might comprise?

†The MINISTER At this stage it is not possible. It is still being discussed

22/6/83
Howard O 61/1630
*19 Mr M A TARR asked the Minister of Agriculture.

- (1) Whether he intends promulgating regulations relating to the utilization and protection of (a) vleis (b) marshes, (c) water sponges, (d) water courses and (e) water sources as contemplated in section 6(2)(e) of the Conservation of Agricultural Resources Act, No 43 of 1983, if not why not, if so, when.
- (2) whether any of these areas have been identified, if not, why not, if so

~~157~~ Jan 24/6/83 (211) ~~367~~

NUM has bright start with 25 000 members

Labour Reporter

Although not yet a year old, the National Union of Mineworkers (NUM) has already made an impact on the mining industry

The union can claim a membership of only about 25 000 in a 465 000-worker industry but this represents a significant breakthrough

The NUM made mining history earlier this month when it concluded a recognition agreement with the Chamber of Mines for members at eight gold mines, and a week later entered into joint negotiations with the Federated Mining Union and the Chamber for 1983 wage increases

It was established late last year at an annual conference of the Council of Unions of South Africa (Cusa) and Mr Cyril Ramaphosa was chosen as

NUM's general secretary.

The next step for the union, now that the difficult matters of recognition and wages had been settled, was to consolidate its gains at mines where the agreement applied, Mr Ramaphosa said

The union needed to train shop stewards who would then organise miners and educate them in their basic rights

The Chamber of Mines was a tough employer, Mr Ramaphosa said, but the NUM won a commitment from it to do away with elements of racial discrimination in employment practices on the mines

"We also told the chamber we wanted to negotiate issues such as working conditions which we were unable to discuss last week because of the short-

age of time"

The chamber had agreed to discuss non-cost issues and come to terms, while those issues that had a cost factor could be discussed now though agreement would be deferred to next year.

After several days of negotiation last week the Chamber of Mines announced increases for the industry's 465 000 black miners

They are about three-quarters of last year's and take the form of monthly monetary rises for the eight different job categories

The increases range from R15 to R50 for surface workers and R18 to R57 for underground workers.

Reports in The Star giving various percentage estimates were inaccurate

Fm 24/1/83

MINE LABOUR

Something for all

211 ~~143~~ ~~151~~

Despite fears of a deadlock, the first negotiated wage settlement between the Chamber of Mines and unions representing black, coloured and Asian mineworkers has been successfully concluded

It was not surprising that some observers were predicting an impasse in the pay talks. The black National Union of Mineworkers (NUM) had gone into the negotiations last week demanding a 30% across-the-board pay rise

However, the agreement reached between the chamber, the NUM and the coloured, Asian and black Federated Mining Union (FMU) gave both employers and the unions some reason for satisfaction. Although the unions were negotiating on behalf of only 6 000 employees on nine gold mines, increases granted to about 460 000 other workers on gold, copper and platinum mines are in line with the agreement reached between the chamber and the unions.

The unions are able to point out that they have achieved pay rises of between 13,9% and 15,7% on minimum wage rates at a time when the gold price is relatively low. In addition, they have obtained a formal commitment from the chamber on the elimination of discrimination based on race in work practices. The chamber has opposed such discrimination for some time, but the unions have made a symbolic gain by having obtained such a commitment during the talks.

Employers, however, can argue that while the increases are in line with their policy of narrowing the wage gap, they are not excessive in comparison to those granted to white mining employees this year.

The actual monthly wage increases granted to blacks, coloureds and Asians range between R15 and R57, depending on job categories

Although these may represent an increase of up to 15,7% on minimum wage rates, in real terms the increases, based on actual wages received by employees, will be lower. Because most workers earn more than the basic minimum rate the chamber says it is impossible to give a precise indication, in percentage terms, what the increases will be.

But the chamber has taken pains to point out that, like the white employees, blacks, coloureds and Asians are getting lower increases this year. Whites received a 12% rise last year and an 8% increase this year. The chamber says that the increases for blacks, coloureds and Asians are also on average three-quarters of the increases they obtained last year

The chamber has told the NUM and the FMU that it is willing to continue discussions this year on other conditions of employment. But it has made it clear that agreements on changes will only be implemented immediately if they do not have direct cost implications

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porary rise and the market remains in a downward trend the steepness of the rates rise is such that some significant sectors of the market are not discounting that the interest rate increase may not be merely a hiccup in the downtrend. The latest developments could in fact represent a new higher "base" level.

Wholesale rates

Month-end rates (wholesale) rose yesterday to 15,5 percent providing prime bank customers who were paying 15 percent or below a golden opportunity for roundtripping. And with the cost of a three months acceptance credit at 16 percent, a prime rate of 15 percent was out of line.

At least two banks were short, actively seeking month-end money in the market this week and building soci-

been cut to reveal the cost of Reserve Bank accommodation has also been decreased, there is little sign of Church Square easing the crunch.

The tightening liquidity also appears to be affecting the building society movement with two societies reportedly having stopped lending while several others are being highly selective in handling new loan applications. Bond queues are lengthening once again and there is renewed talk of matching deposits being required at some societies.

One major bank this week offered two-year fixed deposits at about 13,7 percent, which underscores a view that prime would remain at a minimum of 14 percent and could rise to 16 percent in that period.

In spite of the rate I understand there were few takers.

The board found that on the basis of franchises over \$1

Gefco to retrench 1 050 miners

Own Correspondent

JOHANNESBURG — Asbestos producer Griqualand Exploration (Gefco) is cutting back on production and laying off 1 050 workers.

A statement released yesterday said, "with no signs of an early upswing in demand for asbestos in sight, the group's current high level of production is resulting in an excessive stock build-up."

"In order to curb this tendency it has been decided to effect a slight production curtailment at the group's mines."

"Foreseen sales tonnages for this year and over the longer term, however, remain unchanged and barring unforeseen circumstances dividend prospects should not be unduly affected."

Stocks

The chairman, Mr Luther Jooste, declined yesterday to give the tonnages of stocks which have been built up or Gefco's new production rates.

"We are unable to publish any production or sales statistics because of the highly competitive position we find ourselves in with other asbestos producers in Canada, Zimbabwe and Russia," he said.

The staff which have

been declared redundant include 50 white workers and 1 000 black workers.

Gefco intends trying where possible to find alternative employment for the redundant workers but cannot guarantee that it will find jobs for them.

"We will be looking to see if we can place the miners in jobs on other mines in the area around Kuruman such as the Samancor manganese mines."

Alternative

"We will then try to find positions in the greater Gencor group for those workers who cannot get jobs on alternative mines near Kuruman," Mr Jooste said.

He admitted it could prove difficult to place redundant miners within the Gencor group as other Gencor mines have been laying off staff as well.

It was announced on Wednesday that Gencor's Hlobane colliery in Northern Natal was being forced to reduce its labour force by nearly 1 200 people and there was a possibility the mine might have to be closed within three months.

Hlobane's total workforce is some 5 500 people.

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Kruger rands

Cape Gold Coin Exchange

	Buyers	Sellers
1 oz	530 (525)	545 (530)
1/2 oz	248 (248)	278 (278)
1/4 oz	127 (127)	148 (148)
1/10 oz	52 (52)	61 (61)
Proofs	100%	110%
Options	2%	2 1/2%

Groenewald Gold Coins

	Buyers	Sellers
1 oz	530 (525)	545 (530)
1/2 oz	248 (248)	278 (278)
1/4 oz	127 (127)	148 (148)
1/10 oz	52 (52)	61 (61)

SA Gold Coin Exchange

	Buyers	Sellers
1 oz	537 (530)	538 (532)
1/2 oz	262 (262)	282 (282)
1/4 oz	134 (134)	145 (145)
1/10 oz	60 (60)	61 (61)

WNERS

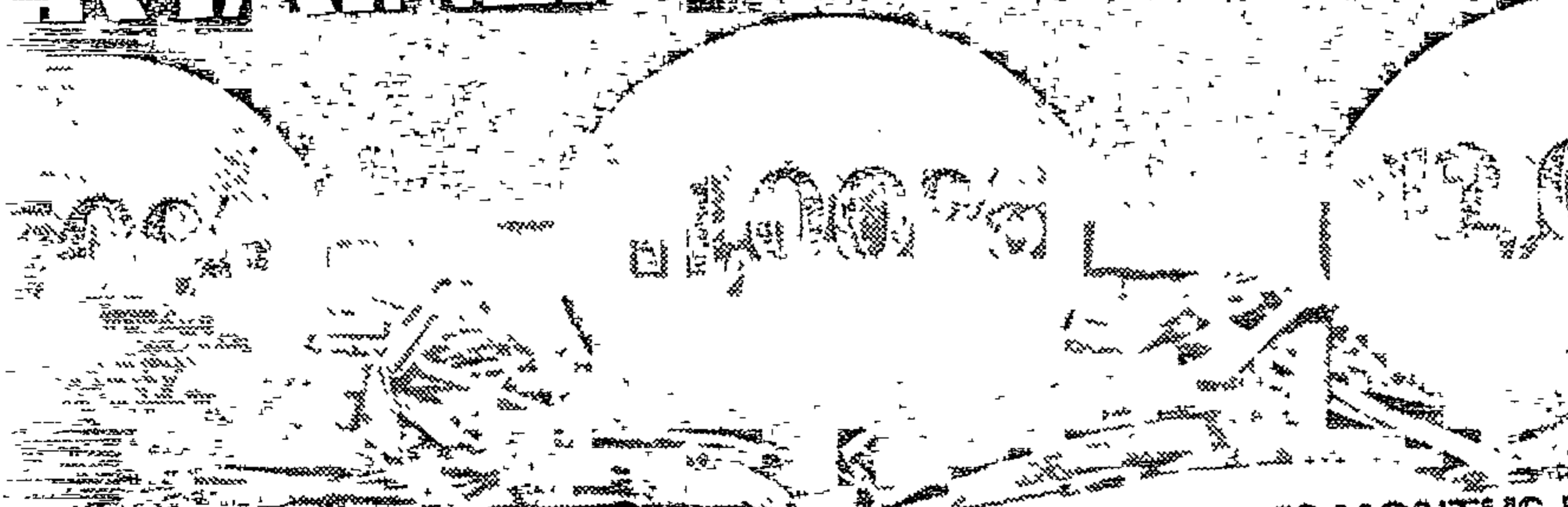
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MISS E RYDER: PORT ELIZABETH (041) 52-1675

South African black nationalist leader Nelson Mandela is in danger of dying, formed a 24-hour picket outside the South African Embassy in London yesterday.

The demonstrators said up to 100 people would continue picketing around-the-clock to draw attention to the condition of the 64-year-old leader of the banned African National Congress.

Juluka

LONDON — The South African Afro-rock group Juluka will donate their fees for performing on British Television — so far at least R1 360 — to the Anti-apartheid Movement.

This is to comply with a condition laid down by the British Musicians' Union

Refused

THE Appeal Court has refused an application by Harry Peter Masimane of Meadowlands Zone 4, Soweto, leave to appeal against his conviction for robbery with aggravating circumstances.

Masimane was convicted in the Natal Supreme Court by Mr Justice J A van Heerden on February 18, 1983, and sentenced to eight years' imprisonment.

absconded and judgment against him was held over until he had been re-arrested. — Sapa.

Wages

THE first phase of the historical wage negotiations between the Chamber of Mines and unions representing coloured and black workers in the mining industry have been successfully completed — with miners in line for increases of between 13 to 15 percent from July 1

This was the first time wage increases were negotiated between the Chamber of Mines and trade unions representing these workers

Banned

BELDAM Archer's *The Pillow Book* — an adult adventure in the art of lovemaking had been found to be undesirable, the Directorate of Publications announced in Cape Town.

Tests

LOS ANGELES — Film actor Burt Lancaster is undergoing tests and is under observation in Cedars Sinai Hospital in Los Angeles, a hospital official said at the weekend — Sapa-Reuter.



(JW) 61173/E1

Change

Job reservation system finally comes to an end

211 RDM 29/6/83

Labour Correspondent
THE country's last remaining job reservation order — which covered the mines — has been abolished.

This means the system whereby the Government could, in terms of the Labour Relations Act, reserve certain jobs for whites has finally come to an end.

But significant legal bars on black job advancement on the mines still remain because the Mines and Works Act still prevents blacks doing skilled work by not allowing them to qualify for "blasting certificates".

In 1979 the Government accepted the Wiehahn Commission's recommendation that the form of job reservation in the Labour Relations Act be scrapped.

But at the same time it allowed the five job reservation orders which were still in force to continue until the employers and white workers affected by them had reached agreement that the job reservation order be scrapped.

Until late last week Job Reservation Determination

27, which allowed whites only to become samplers, surveyors, and ventilation officials on the mines, was the only one of the five still on the statute book.

A notice in last Friday's Government Gazette announced, however, that Determination 27 had been scrapped.

The Director-General of Manpower, Dr Piet van der Merwe, confirmed yesterday that this meant the job reservation clause in the Labour Relations Act had now ceased to function.

The scrapping of the determination is the culmination of protracted negotiations between the Chamber of Mines and the Underground Officials' Association, whose white members are affected by the determination.

The union insisted on certain "safeguards" before it agreed to the determination's scrapping.

Its general secretary, Mr Doc Coertze, said yesterday the scrapping of the determination formed part of an agreement with the chamber

allowing blacks to do officials' work.

A key aspect, he said, was a stipulation that black officials would be forced to become members of the UOA.

They would also receive exactly the same pay as white UOA members, and be subject to the same pension, accident, and sick leave provisions.

Mr Coertze said he expected an "initial spurt" of blacks acquiring officials' status because "there have been shortages in these jobs for some time and employers have been employing blacks on an exemption basis already".

There were, therefore, some "semi-trained" blacks who could become full officials within a week. But Mr Coertze added that there was no prospect of our members being swamped.

In his address to the chamber's annual meeting yesterday, its outgoing president, Mr Wille Malan, said the protection white officials would enjoy in terms of the agreement "exceed (that) afforded by Determination 27".

Correspondent
TOWN — Mr Dolf
the Cape trainer
Rothmans July Handi-
Stella Maris, was
from the race on
has been recom-
for a fine of R1 000
his horse unatt-
week



Braamfontein, has theme "Towards an vided South Africa A ienge to the constum proposals"

Mr John Kane Ber- journalist, will open conference with a some of the impl- the proposals

The Rev Alan Henda leader of the Labour ty, which has deci- participate in the new situation, will then point of view

On Friday the confer will hear the views Frederik van Zyl S- of the Progressive Party, Mr P Camey

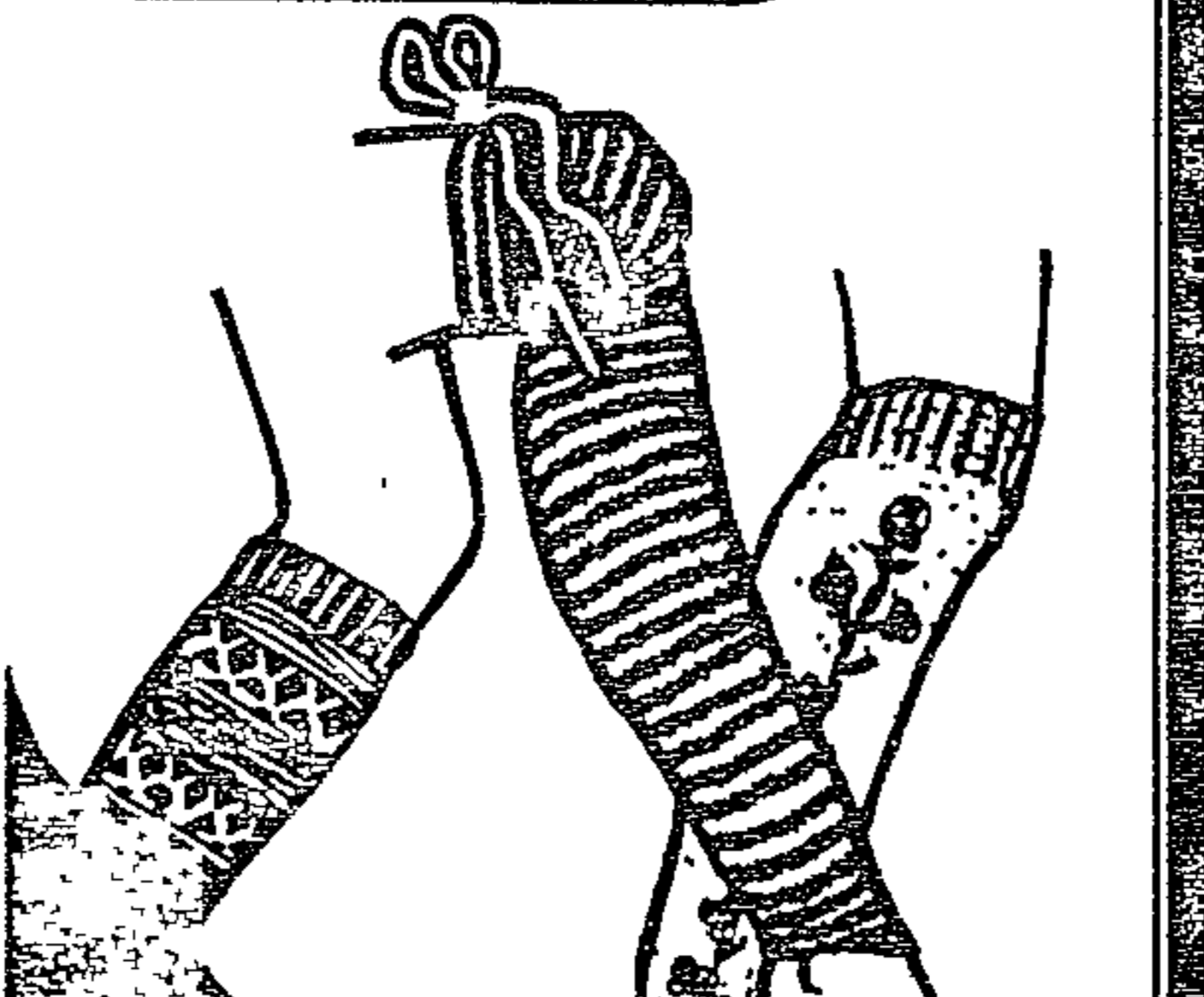
Council of Unions of the Rev S Govender Reformed Church Africa, Mr Gibson T Inkatha, Dr Farouk of the Natal Indian gress, Mr Steve Ke- the Urban Council A ation of SA.

Another journalist, Mr Krause, will give the of the National Party

MIDNIGHT CITY STORE

s you more on:

CAMEO



Desiré makes US big-time

NEW YORK — Desiré Wilson's racing career — with the "fast lady" of South African motor sport currently riding the crest of a wave — took another turn for the better this week.

The Kreepy Krauly works driver has been nominated to replace former Williams Formula One star Derek Daly in the Wysard racing March 83C in the remaining nine races of the Cart Indy Championship series in the United States.

Her first outing in the March will be at Cleveland on Sunday.

"It's too good to be true," said a delighted Mrs Wilson, who regards this as the turning point in her career.

"After years of trying to establish myself in world motor racing, suddenly everything has fallen into place" — Sapa

German tour for Kekana

MEMBERS of Hotline said yesterday after they arrived back from their three-week European promotional visit that Steve Kekana and the band would return to Germany in September for a series of live concerts.

The duo of P J Powers and Steve Kekana, along with Hotline, did three television shows in Germany, Italy and Holland as well as a radio interview with the BBC World Service.

Scores

By ANTON
SCORES of banned individuals ing to know if the Govern- pose new restrictions their banning orders exp- on Saturday

All banning orders curity laws will automa- July 2 in terms of the Security Act.

According to legal exp- ter of Law and Order will whether to impose fresh under the new Act. Such probably be issued toward this week.

Of the more than 60 only one — Dr Beyers head of the Christian Insti-

SA impo ready-m

Labour rule is criticised

Copy

21/6/83

(21)

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Labour Correspondent
IN AN unusual move, the Chamber of Mines has criticised a key aspect of the labour law introduced in the wake of the Wiehahn Commission report.

In his address to the chamber's annual meeting yesterday, its outgoing president, Mr Wilhe Malan, criticised the clause in labour law which allows the Industrial Court to take action against employers for "unfair labour practice"

The clause had "potential for considerable damage to labour relations", he said

The chamber wanted it changed so that a dispute of "interest" — for example, a wage dispute — would not fall within the definition of an "unfair labour practice" This should be left to negotiation rather than the law

Meanwhile, the Anglo American Corporation said in its annual report yesterday that the emergence of black unions on the mines was "the most important development" in the industry over the past year

Miners, chamber set for wage clash

Labour Reporter

211
29/6/83
The Chamber of Mines is to meet the National Union of Mineworkers in Johannesburg tomorrow — and a confrontation over the recent wage increases for black miners is expected.

The general secretary of the NUM, Mr Cyril Ramaphosa, yesterday accused the chamber of rushing through the wage talks earlier this month.

"Our position was weakened by this. Now our members are angry about the increases and want negotiations to be reopened," Mr Ramaphosa said.

The union has also accused the chamber of being "misleading and selective" in providing

Star
information on its members' wages and working conditions.

Mr Ramaphosa said a dispute would be declared unless wage talks were reopened.

A chamber spokesman would not comment today on the union's allegations.

Further negotiations on racial discrimination in employment practices and miners' working conditions are still to be discussed by the unions and the chamber.

The wage increases for black miners were negotiated for the first time with the NUM and Federated Mining Union earlier this month. About 6 000 of the unions' members were covered in the talks.

Shock union move for new wage talks

By STEVEN FRIEDMAN
Labour Correspondent

IN A shock move, the black National Union of Mineworkers is to demand that the Chamber of Mines agree to renegotiate key aspects of the recent history-making wage agreement between the two sides

And, in a move which could spark a conflict between the NUM and the chamber, the union says it "may well" declare a dispute with the chamber if it refuses to renegotiate. A dispute is the first step towards a legal strike.

The chamber recently reached a pay agreement with the NUM and another union with black members, the Federated Mining Union. This was the first time the black miners' pay rise was negotiated.

The two sides also agreed they would soon begin talks on other demands raised by the NUM, but that any changes

in working conditions agreed between them would only be introduced next year if they had "cost implications".

But yesterday, the NUM's general secretary, Mr Cyril Ramaphosa, alleged the union had discovered since the talks that the chamber had withheld certain vital information at the time of the negotiations.

He said he had already conveyed this to the chamber, which refused to re-open talks. It had, however, agreed to meet the union to discuss the issue.

By late yesterday the chamber had not commented on the NUM charges.

Mr Ramaphosa said the union had canvassed members' views since the agreement and had discovered that the members were extremely angry with the agreement.

They had instructed the union to go back to the chamber and, if it did not agree to re-open talks, "the declaration of a dispute is very likely," Mr Ramaphosa said.

Among the allegations made by the NUM are:

- The Chamber refused to negotiate immediately with it on changes to "fringe benefits" on the grounds that these were "novel" ideas which required careful study.

But the union says these measures have been introduced on some mines.

- The chamber told the union negotiations would have to be concluded in a week to enable it to announce the increase to black mine workers.

"But we have discovered that we had a further two weeks before the increase is traditionally announced and that we could have continued talks for that time," Mr Ramaphosa said.

- The chamber told the union that lump sum wage increases negotiated at the talks would be extended to all black mine workers.

"But we now learn that some mines where we are not recognised are not giving workers the full increase," he said.

(211) ~~NUM~~ ~~Federated~~ Sowetan
30/6/83

Mining union to meet management

THE NATIONAL Union of Mineworkers is to meet senior executives of the Chamber of Mines in Johannesburg today to discuss vital aspects pertaining to a wage agreement recently signed by the two parties.

The union's secretary, Mr Cyril Ramaphosa, told **The SOWETAN** yesterday they were forced to resume talks after they had discovered that the chamber had withheld some vital information at the first talks

He had already conveyed this to the chamber which has refused to reopen talks,

but has agreed to meet the union to discuss the matter today.

Mr Ramaphosa said that if the chamber declined to renegotiate then "we shall declare a dispute, which is the first step towards a legal strike".

The chamber recently concluded a wage agreement with NUM and another union with black members, the Federated Mining Union. This wage agreement is "historic" in the sense that it was the first time black miners' pay was negotiated by blacks

In terms of the agreement the two parties had also agreed to start talks on other demands which were raised by NUM. Changes agreed upon in working conditions are to become effective later

Mr Ramaphosa said a snap survey indicated that most union members were unhappy with the agreement and they asked the union to discuss the matter further with the chamber.

A chamber spokesman has confirmed that the meeting will take place today, but that they would not be opening talks.

211 ~~20~~ Gold Mines Assistance Act Q. 61. 1819
 104 ~~104~~ Hansard 30/6/83
 J.-P. I. BLANCHÉ asked the
 Minister of Co-operation and Develop-

tries were, at the latest specified date for which figures are available, employed at certain gold mines which qualify for financial assistance in terms of the Gold Mines Assistance Act, No 82 of 1968, and the names of which have been furnished to the Minister's Department for the purposes of his reply?

How many Blacks from (a) the Republic, (b) the national states, (c) the independent Black states and (d) other coun-

The MINISTER OF CO-OPERATION AND DEVELOPMENT

1821

THURSDAY, 30 JUNE 1983

1822

	(A) Republic	(B) National States	(C) Independent State	(D) Foreign
1 East Rand Mines Pty Ltd	727	1 313	3 714	11 820
2 Lorraine General Mining Company	2 456	503	2 575	3 697
3 Eastern Transvaal Consolidated Mines	1 448	—	—	270
4 Durban Roodepoort Deep	395	1 933	4 332	4 652
5 Witwatersrand Nigel	180	860	518	600
6 Barberton Mines	334	—	—	324
7 Boshof Group				
(a) Stanhope General Mining Corporation				
(b) Balmoral General Mining Corporation	164	92	502	347
(c) Primrose General Mining Corporation				
8 West-Rand	787	667	2 639	1 254
9 Stilfontein Mining Corporation	3 859	923	2 272	3 078
10 Venterspost Mining Corporation	280	961	2 239	3 827
11 Leslie General Mining Corporation	273	267	2 465	1 776

course in Sandton yesterday.

against SA

held in Los Angeles next year to estimate the extent of sports participation with South Africa by countries intending to compete in the 1984 Olympics

Mr Ghebo is chairman of the UN Special Committee Against Apartheid

Conference delegates saved their heaviest condemnation for the United States, Britain and New Zealand for continuing sporting links with South Africa — Sapa-AP

AA to have SOS service

Mall Reporter

THE Automobile Association will provide breakdown services for motorists travelling on the two main routes from Johannesburg to Durban when the Transvaal school holidays begin next week. Its help campaign will start when schools close on Thursday, July 7, and go through until Saturday, July 9. Pick-up trucks will be manned by mechanics who will help motorists and provide minor spares such as hoses, plugs and fan belts. AA service vehicles will be stationed at 80km intervals along the two major routes, Johannesburg/Harrismith/Durban and Johannesburg/Standerton/Durban

- North of Heidelberg,
- Between Heidelberg and Villiers,
- South of Heidelberg at Standerton,
- Between Villiers and Warden (south of Cornelia),
- At Warden,
- At Van Reenen's Pass,
- South of Ladysmith,
- South of Estcourt, and
- South of Howick

The senior liaison officer for the National Road Safety Council, Mr Pierre Hugo, said there were no special traffic plans for the holiday period

The assistant superintendent of the Johannesburg Traffic Department, Mr Errol Peace, said yesterday that although no special campaign would be launched, the major exits of the city would be monitored on the official school closing day. The AA said holiday-makers would help spread traffic if they took alternative routes to Durban

Two suggested routes are

- Johannesburg/Vrede/Memel and
- Delmas/Volksrust/Utrecht/Vryheid/Melmoth/Singindlovu

Mill hit by legal strike

Labour Correspondent

THE first legal strike by black workers in seven years — and only the second in labour history — has begun at a Natal textile mill, a National Union of Textile Workers (NUTW) statement announced yesterday

It said the strike, at Natal Thread Company in Hammarsdale, was taking the form of an overtime ban which was cutting production time by 27.5 hours a week. It began on Monday and was prompted by a wage demand

Company comment could not be obtained yesterday

To strike legally, unions must go through various steps provided by the official bargaining machinery, including the holding of a strike ballot among members

The only known legal strike by black workers was at Armourplate Safety Glass in Springs in 1976

The NUTW said in its statement that it had begun its first official strike. The dispute concerned pay rises payable from March 1 this year. Negotiations had deadlocked when the company refused to budge from an offer of 6% for 11 months

The statement charged that the company offer was "less than half the current rate of inflation and also less than half the percentage increase given to members at all other mills in Hammarsdale where the union is recognised (ie 10 firms)," and added that Natal Thread had rejected all other means of solving the dispute

The union held a strike ballot in which 315 members voted in favour and eight against

The overtime ban had begun on Monday and would continue indefinitely

It said police had been present in Hammarsdale despite the legality of the strike

to negotiate wages "with ho... he said

Tension over mine demands is eased

Labour Correspondent

TENSION between the Chamber of Mines and two unions representing black mine workers — which threatened a confrontation between the two sides — appears to have been defused after a meeting yesterday

The unions, the National Union of Mineworkers and the Federated Mining Union met the chamber yesterday to discuss their demand for a re-opening of wage talks, which were concluded a fortnight ago

The NUM said it had discovered that the chamber had withheld information from it and had bargained "in bad faith", charges which the chamber denied

The NUM had threatened to declare a dispute, the first step towards a legal strike, if the chamber refused

But statements issued by the two sides revealed yesterday that the chamber has agreed to meet the two unions within a fortnight to discuss work-condition demands raised during the wage talks

It is understood that wages will not be under discussion, but that the unions have accepted this

A NUM statement yesterday said "The chamber agreed to hold negotiations with the unions within 11 days after it has obtained a mandate from mining groups regarding the demands made by the unions"

"The chamber also agreed to furnish the unions with all information regarding conditions of employment affecting workers in the industry"

A chamber statement said it had "reaffirmed its commitment to meet them before July 17 to discuss outstanding issues raised during the recent wage negotiations"

It added that this was accepted by the two unions

When agreement was reached during the recent wage talks, the chamber said it would discuss work-condition demands within four weeks of the agreement being signed

The deadline stipulated in the two statements yesterday is consistent with this statement

Bond ad upsets White House

WASHINGTON — The White House yesterday protested to a local television station over its use of part of an appearance by President Ronald Reagan to plug a programme about the spy hero, James Bond, and the latest 007 film, "Octopussy"

Mr Reagan, in remarks recorded in April for a British television tribute to the fic-

tional British spy, called Bond "fearless, skilled, courageous, optimistic and one other thing he always gets his girl"

The promotional spot produced by the station, due to be seen next Friday in connection with the opening of "Octopussy", opens with the words: "Now a special announcement from the President of the United States"

ail

highveld Frost in the... Fog patches in... Fair and mild but during the day over

and mild but cloudy... with light showers the interior

south Cold along the... southern parts in

FOR EACH CITY


THUR JUNE 30

GOUT MAY

EASE

BANNING

ORDERS



WHAT A STAR! Drink in the words on the poster. It makes your big toe ache, doesn't it? Could it be

Disco

AT

BELOW WHOLESALE

SORRY! NO MAIL ORDERS

WE IMPORT DIRECT

★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

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PROFESSIONAL GRAPHIC EQUALIZER with professional mixer

MINE LABOUR

FM 1/7/83

Black union balks

Events in the mining industry this week have revealed just how difficult it is going to be to create a sound working relationship between employers and emerging black unions

Two weeks ago the Chamber of Mines reached an agreement in wage negotiations with the black National Union of Mineworkers (NUM) and the black, coloured and Asian Federated Mining Union (FMU). This week, however, the NUM demanded that the chamber agree to renegotiate important aspects of the agreement — the first between the chamber and unions representing black mineworkers

The chamber initially would not comment on the NUM demand and the allegations the union is making (see box.) However, employers are strongly opposed to re-opening the wage talks

It appears that the NUM leadership has encountered strong resistance from its members to the agreement, and that feelings are running high on some mines. NUM members have instructed the union to demand a re-opening of talks and NUM general secretary Cyril Ramaphosa says the union is likely to declare a dispute if the chamber does not agree to this

The union bases its case for the re-opening of talks on a claim that the chamber had created an artificial deadline for the completion of wage bargaining. The chamber had said it wanted the negotiations to be completed by June 17 to ensure that wage increases could be granted to employees on time. The union, however, claims it has since discovered that there were a further two weeks available before the date on which the increases have been traditionally announced

The NUM also argues that the chamber had refused to negotiate immediately on certain "novel" issues raised by the union, and said these could be discussed later in the year. "We accepted that in good faith," says Ramaphosa. But he says the union has

47

CHAMBER SAYS 'NO'

The Chamber of Mines has rejected the NUM's call for the wage agreement signed this month to be re-negotiated. The rejection came in a statement released as the FM went to press

The chamber also rejected NUM secretary general Cyril Ramaphosa's allegations that the union had been misled during the negotiations. In particular it denied having set an unrealistically early deadline for completion of the talks — arguing that wage levels had to be finalised in time for wage rolls to be adjusted and everyone concerned to be properly briefed

In addition, the statement said, it was not true that some mines were not implementing the agreed increases and it was not true that the chamber had rejected some demands on the grounds that they were "novel". All mines that were members of the chamber were implementing the increases while the other demands, which required in-depth study, had been delivered to the chamber the day before negotiations began

The chamber said it had informed Ramaphosa that it was not possible to re-negotiate the agreement, but it would hold a meeting with him to find out what his problems were. The meeting was scheduled to be held on Thursday this week

now found that some of these are not new issues and that service increments, for example, have been in operation in the industry

The union also claims that some mines are not giving workers the full increase agreed on between the chamber and the NUM

The FM understands that the union and the chamber will meet soon to discuss this impasse. The chamber did say during the wage negotiations that it was willing to continue discussions this year on other conditions of employment. But it made it clear that agreements on changes would only be implemented immediately if they did not have direct cost implications

FM 1/7/83

~~151~~
~~151~~

211
~~151~~

MIGRANTS' Fm 1/7/83

The paternity issue

The National Union of Mineworkers (NUM) recent demand for paternity leave for migrant mineworkers raised management eyebrows. However, it is a demand that could become a common item on the agenda at future negotiations — and not just in the mining industry.

Says the NUM's Cyril Ramaphosa "Most Council of Unions of SA (Cusa) unions, particularly those with a high migrant membership, are in favour of paternity leave and intend taking it up as an issue."

"NUM members have indicated clearly that they require this kind of leave because one of the major problems for black miners is absence from the family. White workers live with their families on the mines but black miners may be away from their families for up to two years."

"A mineworker may not have a chance to be with his wife or new baby, and obviously it is important for every parent to spend time with his family particularly at the birth of a new family member."

"We have demanded seven days as a separate type of paid leave which is expected to occur every two to three years until the

continued on P51

miner has established a family. At present our members generally have only three weeks of paid annual leave.

"Most mines, but not all, have facilities for visiting wives but they are highly inadequate and wives are only permitted to stay for a short period. For example, a mine which employs 14 000 workers will usually provide facilities for about 20 visiting wives."

Ramaphosa believes that the matter will be finalised within the next three weeks. However, Chamber of Mines Industrial Relations Adviser Johan Liebenberg says that "the industry doesn't have an official view yet. It is a novel idea but we have not yet had an opportunity to discuss it fully. We know of no one else granting this kind of leave at present."

The General Workers Union's Dave Lewis is right behind NUM. Lewis says "In the context of our membership, who are mostly contract workers, it is an excellent idea. People are deprived of the right to live with their families so it is up to employers to redress this as much as possible. A request for time off to be with his family is more than a legitimate demand, but also entirely legitimate is a demand for a worker's family to live with him."

According to the Metal and Allied Workers Union's Moses Mayiso, "We have never discussed paternity leave with our members, but will be doing so in the future. We support the NUM's stand and believe that it is an entirely justifiable demand."

Discrimination the next target

South Africa's black mineworkers, fresh from negotiating wage increases with their employers for the first time, are now preparing to fight racial discrimination in the mines — the last redoubt of legal job reservation for whites

Last month a black trade union, the National Union of Mineworkers (Num) sat down with the Chamber of Mines for the first time to work out a wage agreement

Although attempting to win a 30 percent pay hike they settled for rises ranging from nine percent for unskilled labourers to 15 percent for semi-skilled workers

Previously the Chamber had unilaterally set

black wage increases
The Num also won a commitment to do away with racial discrimination in the mines, an emotive issue for South Africa's 77 000 white miners

Job reservation for white miners dates from 1922 when an unlikely coalition of communists and Afrikaner nationalists struck to defend their right to perform certain skilled tasks in the country's gold mines

Over 60 years later, possession of the blasting certificate — essential for skilled work — is still restricted to whites, and although the Government has moved to abolish job reservation in other areas, it is unwilling to

confront the white miners traditional supporters of the National Party, for fear they be driven into the arms of Right-wing parties opposed to any dilution of apartheid.

While Chamber policy in recent years has been to narrow the wage gap between white miners and the mainly unskilled black workers, Government figures show a novice white miner receives R1 332 compared with R247 for a newly-recruited black worker

Of about 448 000 blacks working in South Africa's gold mines, the vast majority come from either neighbouring black states or the Republic's tribal homelands

Many are illiterate — one mining executive has estimated the figure may be as high as 90 per cent — and are often employed on short-term contracts of one to two years

Despite these problems the Num has succeeded in unionising around 30 000 mineworkers in the nine months it has been allowed to recruit members in the mines, according to Num general secretary Mr Cyril Ramaphosa

And while the Num's immediate aim is to fight discrimination, Mr Ramaphosa is well aware some issues, such as black workers not being

allowed to bring their families with them, form deliberate planks of government policy

Mr Ramaphosa has no illusions about the problems his union faces in the coming months

“ Union policy is to do all we can to make labour forces more stable — workers coming in on longer contracts or on a permanent basis, with total freedom to bring their families with them” he told one interviewer

“The barriers at the moment are all political, but we intend to chip away until they are removed” — Reuter

NUMMY, A0118-R201/BJD, CHAPL, 5, 20
FILE RUN CARD: @RUN, 7/NK DUMMY, A0118-R201/RUD, CHAKI, 5, 20

T-VF RUN CARD: @RUN, Z/NR . . . / . . .
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~~USA~~ 211

DEMANDS by the National Union of Mineworkers for migrant mine workers to be granted "paternity" leave raised a titter among many employers recently

But they may have to get used to hearing the demand across the bargaining table, for at least two other unions have reportedly endorsed the demand ROM-4/7/83

Migrants are separated from their families and see them only once a year. Children are often born while their father is away at work and the first time he will see his child is at the completion of his annual contract.

Some unions are now arguing that, if employers are opposed to the break-up of family life which migrant labour brings, they should be prepared to take concrete steps to reduce the affect of this system on workers

Granting "paternity leave", they argue, is one step in this direction

RELATIONS between the Chamber of Mines and two black mine unions flared briefly last week

Last month, the two sides concluded their first-ever wage agreement. Just as everyone was hailing this, the black National Union of Mineworkers demanded that talks be reopened and threatened to call a dispute if the Chamber did not agree.

Sowetan 215 215 (211)
5/7/83

Miners reprieved

MORE than 6 500 coal miners have been granted a temporary reprieve from losing their jobs following the settling of a dispute threatening the closure of the Hlobane Colliery.

The takeover of the Gencor-controlled Trans-Natal Coal Corporation Colliery by Iscor for an estimated R70-million has meant that thousands of workers at the northern Natal

mine could hold on to their jobs

Mr F P Kotze, managing director of the Iron and Steel Corporation, said yesterday that they were reviewing their production planning and that they had no intention of closing the mine

He said no jobs would immediately be affected, but he was reluctant to speculate on what might happen in the future.

Mining union warns chamber on blacklisting

By ANTON HARBER

THE National Union of Mineworkers has warned the Chamber of Mines that it would face legal action for an unfair labour practice if by the end of the month it did not stop blacklisting dismissed workers

And, in a letter to the chamber and to individual mine companies yesterday, the union claimed that the practice was arbitrarily keeping dismissed workers out of the industry for three months, six months, 60 months or for the rest of their lives

Because of the monopoly of the mine labour bureaus and the mine companies themselves, this meant that some workers were being indefinitely barred from any

legal employment, the union said

The blacklisting was imposed for workers who took part in strikes, were found in possession of alcohol, were accused of being "loafers", or who allowed non-workers to sleep in their rooms

The union said that when a worker was dismissed, the chamber recommended penalties to be imposed on the worker by the employment bureaus

The most severe penalty was to prevent a worker ever being employed again in the mining industry. Other penalties included preventing employment of the worker in the industry, or on a particular mine, for between three and 60 months

In one case, a worker who

took part in a strike was blacklisted from the entire industry for the rest of his life, the union said.

In another, a worker who asked for a transfer to another mine was prevented from working in the industry for a year

This was aggravated by the fact that the worker was not given a fair hearing and that there was no independent verification of the alleged misconduct, the union said

The union said it had taken legal advice and believed this to be an unfair labour practice and therefore illegal

A spokesman for the Chamber of Mines said last night that he knew nothing about the matter

Charge of blacklisting not true, says Chamber

By ANTON HARBER

THE Chamber of Mines yesterday denied claims by the National Union of Mineworkers (NUM) that the Chamber blacklisted and victimised its workers

A spokesman for the Chamber said yesterday that the mining industry, like all employers, was subject to the provisions of the Labour Relations Act, which made victimisation and unfair labour practices illegal

If the union had evidence of victimisation they could seek redress in terms of the law, he said

He was reacting to a letter from the union which threatened the Chamber and individual mine companies with legal action if they did not stop blacklisting dismissed workers

"We do not blacklist workers as alleged by the NUM

Nor is there a system of penalties applied to individual workers involving the prohibition of employment from the industry for a period of time

"We have the common law right to refuse to employ individuals who have unsatisfactory employment records. Thus, if there are several applicants for a job, the one with the best record will receive preference

"This is a common practice worldwide and can in no way be seen as blacklisting or victimisation

"Until recently, the industry did keep track of employees who failed to comply with their conditions of service or who broke their agreement of service for unacceptable reasons," he said

However, this system had been stopped a few weeks ago and no longer applied

But Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday the union had documentary evidence that showed the system was still in operation

The union had received several complaints from workers in recent weeks relating to this issue

"It is known that employers do refuse to re-employ people who have committed certain offences. But it is unheard of that an employer can ban a worker from an entire industry and make it impossible for him to get work even from another employer," he said

In their letter to the Chamber, the union had claimed that workers were arbitrarily being kept out of the industry, or out of specific mining areas, for three months, six months or for the rest of their lives

Penalty Imposed by Liaison Division

Mine Buffels
 3 6 12 24 36 48 60/Indefinite

Mines in the area of _____
 3 6 12 24 36 48 60/Indefinite

Group GETYCOL
 3 6 12 24 36 48 60/Indefinite

Industry _____
 3 6 12 24 36 48 60/Indefinite
 (Ring appropriate Section and Penalty)

TEBA LIAISON No _____

R. S. No _____

DESIRABILITY CODE _____

The document from Teba, the mine labour bureau, saying a worker is barred indefinitely from mines.

**We blacklisted,
Chamber admits**

By ANTON HARBER

THE Chamber of Mines has admitted that it had blacklisted workers who were dismissed, but said it stopped the practice "a few weeks ago"

Yesterday, the National Union of Mineworkers (NUM) gave the Rand Daily Mail a number of documents to back their allegation that the chamber and individual mine companies were illegally blacklisting and victimising workers

The chamber had earlier this week denied it practised blacklisting, but said until recently it did "keep track of employees who failed to comply with their conditions of service or who broke their agreement of service for unacceptable reasons"

The NUM claimed that the practice was continuing and threatened legal action if it was not stopped by the end of this month

The NUM documents include a form used by Teba, the labour bureau, setting out the penalties imposed on particular workers

The form, labelled Teba 463, has space for officials to indicate whether the worker is barred from a particular mine, area or the entire industry and whether it is for three, six, 12, 24, 36, 60 months or for an indefinite period

In one case, the document says the worker was barred indefinitely from all mines

"as a result of refusing to work during a strike at Buffelsfontein in July 1982"

The document is dated May 23, 1983

In an affidavit with the union, this worker said he had been on the mine as a contract worker since 1978. Workers had gone on strike on July 3 last year, demanding a pay increase

"Since there was a lot of confusion on the mine I decided to leave and go home. I went to the hostel manager and asked to terminate my contract," he said

The worker claimed he had been told at a Teba office in May this year that he could get a job at Buffelsfontein. He entered into a contract, but before he could be transported to the mine he was told that his contract was being cancelled because he had taken part in the strike

"At Johannesburg Teba offices, an official of Teba told me that I had been blacklisted from working in all the gold mines in the industry," he said

In another case, a form indicates the worker was barred from a particular mine indefinitely and from the industry for 12 months

The reason given was that he said he was injured in an accident at one mine and asked to be moved to another

The NUM said it viewed this as an unfair labour practice and therefore illegal

(211) RDM 9/7/83

'Major Swapo incursion' reported

By TONY WEAVER
Mail Africa Bureau

WINDHOEK — A large-scale incursion by Swapo's military wing, the People's Liberation Army of Namibia, began on Thursday in the rugged eastern Owambo war zone, a reliable source said in Windhoek yesterday.

But a spokesman for the SWA Territory Force said yesterday that "nothing out

of the ordinary" was happening in the area

"The war remains of a low-intensity nature", he said

However, the source said the incursion was "major" and involved a large number of PLAN insurgents, though he did not know how many they were.

The eastern Owambo war zone is known for its rugged terrain and inaccessible, heavily wooded areas offer-

ing ideal cover for infiltration

The area is sparsely populated, with the southern area around the Mangetti Strip only having a handful of cattle farms, run by the First National Development Corporation, scattered over large areas

This has made it a favourite area with PLAN in the past as an area of higher than usual activity

The zone is also used by PLAN fighters as an infiltration route, via the Mangetti Strip, to the traditional white farming areas around Tsumeb, Grootfontein and Otavi

If the reports are true, the incursion heralds the start of Swapo's "third wave" this year, designed to coincide with the anniversary of the termination by the United Nations of the South African mandate over the territory on July 21, 1966

Anglo review assesses union growth

Labour Reporter

In their 1983 review, Anglo American directors have blamed the shortage of skilled black workers on the quality of black education and said the further recruitment of mineworkers into black trade unions was the most important development in the mining industry's union affairs

The Anglo American Corporation was committed to workers' freedom of association, industrial council systems for negotiations and non-racial manning and recruitment, the review said

Black trade-union development over the past year saw several unions being allowed to recruit members at various mines, and also to participate in the recent annual wage talks

Increased union membership of all races in secondary industries was also a factor and Anglo welcomed the decision by the Metal and Allied Workers Union to apply to join the metal industries' industrial council

'Blacklist' allegations are denied

Labour Reporter

Union allegations that the Chamber of Mines operates a system of blacklisting former employees from being re-engaged in the industry have been denied

The National Union of Mineworkers last week accused the Chamber of victimising black mineworkers by a system of blacklisting and various other penalties. This amounted to an unfair labour practice and was well-documented, the union claimed.

A Chamber of Mines spokesman said mines had previously kept track of former workers who had broken their work contracts — but this practice had recently been discontinued

It was the right of mine managements to refuse to employ workers they thought unsuitable, he said.

Workers who felt they had been victimised had recourse to the Labour Relations Act.

The NUM claimed that workers were blacklisted for striking, absenteeism and excessive drinking.

Managements in the corporation were concerned with worker consultation and attending to grievance and disciplinary procedures, said the report

Wage talks with the unions were restricted by prevailing economic circumstances

Wages for less skilled workers had risen dramatically over the past 10 years, and it was important that all parties recognised that increased efficiency at work was a shared responsibility, the report said.

While the corporation had taken steps to alleviate the skills shortage, few black apprentices met the educational training requirements. This was not surprising in view of the quality of black education.

The industry had to recruit artisans and experienced miners overseas as a result of skilled manpower shortages.

The situation had, however, later improved and black and coloured artisans had been indentured, the report went on

The Chairman's Fund was actively involved in education schemes and the Chamber of Mines was involved in talks with the Underground Officials' Association, with the intention of cancelling the remaining job reservation on the mines.

a cultural agreement which would allow all aspects of the Afrikaner culture to come to its full rights — including the Afrikaans language.

"We won't be satisfied with some lucrative agreements — some or other small aspects

"We are being swamped by the electronic media. There are seven broadcasting stations at present on our borders," Prof Senekal said



Pretoria Press Club/Volkseers can be tough as Mr Senekal will be announced in Pretoria, tonight.

Mail

and mild but warm to hot over

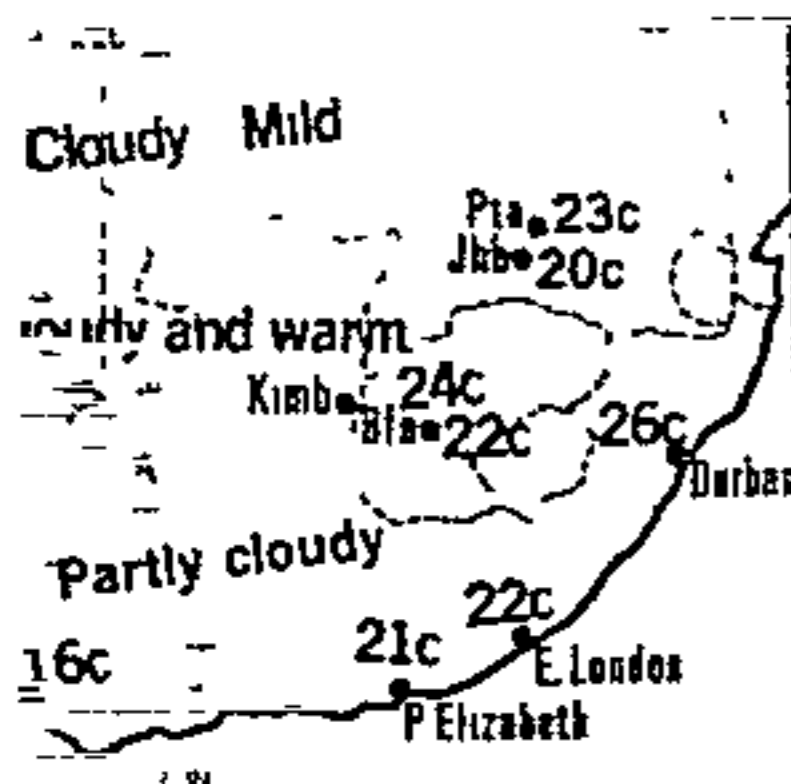
the Orange — Fine and mild to west it will however, become

Fine to partly cloudy and mild to over the west and south-west Cape south-west mountains and hot with bergwind conditions to partly cloudy and warm, but

and warm to hot — Sapa

EXPECTED FOR EACH CITY

Station



YESTERDAY

City	Temp (°C)	Condition
Potchefstroom	24	Clear
Pretoria	24	Clear
Skukuza	32	Clear
Rustenburg	24	Clear

katini flats 33°C Coldest at 08h00

32°C Coldest at 08h00 Stander

YESTERDAY

Los Angeles	21	29	Clear
Madrid	17	35	Clear
Miami	28	31	Cloudy
Montreal	14	31	Clear
Moscow	20	27	Clear
New York	22	35	Clear
Paris	18	33	Clear
Rio de Janeiro	17	30	Cloudy
Rome	19	31	Clear
San Francisco	15	30	Clear
Stockholm	15	30	Rain
Tokyo	23	23	Clear

Mail Reporter

THE "bad" Afrikaans used in the Government's constitutional proposals came under fire at the annual meeting of the Federasie van Afrikaanse Kultuurvereniginge in Pretoria yesterday

A delegate, Mr Nic van Rensburg, said that the way Afrikaans was used in the constitutional proposals was "bad" and "worrying"

"Irrespective of whether the constitutional proposals are accepted or not, it is difficult for me to see how some of our foremost legal advisers could have worked on the proposals," Mr Van Rensburg said

Professor J H Senekal, chairman of the language committee of the FAK, declined to comment on Mr Van Rensburg's speech

ties, a cheque for R25,000 by Sasol, and the Branch, Volkske

Mines Benefit Society to employ full-time doctors

By JOHAN BUYS 14/7/83
THE Mines Benefit Society is to appoint two full-time doctors for its 1 750 members in Boksburg to replace 11 panel doctors who resigned because of the "capitation fee system"

The panel doctors were leaving because they claimed the scheme did not cover overhead costs and was "no longer an economical proposition"

The mass resignations left the MBS with only three panel doctors

The doctors had given their patients three months notice of their intention to contract out of the scheme by the end of July

A doctor said yesterday "The capitation fee does not cover our costs and we still have to pay for increased rents, nurses salaries and other essentials."

The general manager of the Mines Benefit Society, Mr C Cook, said "We intend to appoint two full-time doctors to attend to our members from the beginning of August."

"They will be able to look after their needs adequately"

According to Mr Cook, a panel doctor was paid a monthly "capitation fee" for each MBS member regardless of whether the member visited him once, or 10 times a month.

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Two mine
E. Post
unions
13/7/83
declare
dispute
211

JOHANNESBURG — Two trade unions today declared a dispute with the Chamber of Mines, the first step towards a legal strike during negotiations on 6 000 members' conditions of employment at nine gold mines

The unions are the National Union of Mine-workers and the Federated Mining Union

Unions and mining employers were to discuss 18 employment issues, but the talks appeared to have broken down on the first subject of abolishing racial discrimination in employment practices

A statement issued by the chamber said the unions had advised them of a dispute situation, but employers were willing at any time to continue discussions — Sapa

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Dispute over race issue looms in mine talks

Star 16/7/83

211

Labour Reporter

A dispute threatens future negotiations between the Chamber of Mines and two trade unions

Talks between the chamber, the Federated Mining Union and the National Union of Mineworkers (NUM) broke down yesterday over the issue of doing away with racial discrimination in employment practices on the mines

A statement by the chamber said it would not conclude the issue until it was clearly defined and suggested that the unions could examine a draft document on the matter

But the two unions had refused to accept this situation and had advised the chamber they were in dispute, the statement said

However spokesmen for the unions said they believed the issue had been resolved and they wanted to address them-

selves to a number of other matters of employment

A letter would be sent to the chamber asking for a meeting with the mining body's executive before Wednesday and, failing that, a dispute could be declared, the union officials said.

The declaration of a dispute is the first step towards a legal strike

A NUM official asked whether or not the chamber was prepared to finalise the matter of abolishing racial discrimination in employment practices, if it was bringing up the matter again

The chamber statement also said it was willing to continue discussions with the unions at any time.

The two unions represent about 6 000 workers at nine chamber gold mines

There were also problems over wage issues last month.

Mine talks end in deadlock

16/7/83

By ANTON HARBER

NEGOTIATIONS between the Chamber of Mines and the National Union of Mineworkers ended in deadlock yesterday, raising the chances of the union declaring a dispute in the next few days

The two bodies, who recently reached agreement on recognition, wages and the elimination of racial discrimination on the mines, were meeting to negotiate 17 issues outstanding from their last talks

Yesterday's talks deadlocked when the chamber asked for clarity on the meaning of a joint commitment to an elimination of discrimination. The joint commitment was reached at the previous talks last month

In a statement, the chamber said it had reaffirmed this commitment, but did not see it as meaning "the equating of all conditions of employment of all employees, irrespective of occupation or rank"

The chamber also said that

agreements between various unions would not necessarily be identical. They said it would be difficult to move to other issues until this had been clarified

A union spokesman said afterwards that they considered this matter to have been resolved at the last meeting and refused to allow it to be reintroduced. The talks then broke up

The union spokesman said he had sent a letter to the chamber asking to meet their full executive by Wednesday

next week. If this did not happen, they would declare a dispute, he said

The chamber said in the statement it would be prepared at any time to continue negotiations

The talks affect 6 000 members of the NUM and the Federated Mining Union on nine of the 42 mines that fall under the chamber

The recognition agreement between the NUM and the chamber is the first signed between a black union and the mining bosses

Sowetan 19/7/83

Dispute looms ⁽²¹⁾

THE chances of the National Union of Mineworkers declaring a dispute with the employer's association, the Chamber of Mines, may be reached soon following a deadlock reached during negotiations between the two parties.

The two parties, who recently reached an agreement on recognition, wages and the elimination of racial discrimination on the mines, were meeting to negotiate 17 issues outstanding from their pre-

vious talks

The talks reached a deadlock when the chamber asked for clarity on the meaning of a joint commitment to an elimination of discrimination

In a statement to The SOWETAN yesterday, the chamber reaffirmed its commitment to the removal of discrimination, but requested that a clear mutual understanding be formulated of the commitment entered during last month

(211) ROM
Final bid to
(131) 20/7/83
end talks
892
deadlock

Mail Reporter

THE Chamber of Mines and the National Union of Mineworkers (NUM) will make a last attempt this morning to break the deadlock in their talks

Officials of the NUM and the Federated Mining Union, who will meet a representative of the chamber early today, are hoping "to sort out the matter" before they reach their deadline for declaring a dispute

The NUM said on Friday that if they did not meet the full executive of the chamber by today, they would declare a dispute

The deadlock began during negotiations between the three parties on Friday when the chamber asked for clarification of an earlier joint commitment to eliminate racial discrimination on the mine

The NUM refused to reintroduce the issue, saying it had been settled at earlier negotiations

Last month the three parties agreed on wages and issued the joint commitment on racial discrimination, but 17 demands made by the union remain to be negotiated

Mines bid to avert dispute

211 (142/51) Labour Reporter *20/7/83*

Two trade union leaders will meet Chamber of Mines officials today in an attempt to avert a dispute with the employer body

The meeting follows a deadlock in negotiations on conditions of employment on nine gold mines for members of the National Union of Mineworkers and the Federated Mining Union

A chamber spokesman said there were practical difficulties in eliminating racial discrimination in employment because of the wide range of occupations on the mines

After an uphill battle to unionise black miners the war has just begun

By PHIL MTIMKULU

GOLD is responsible for the prosperity of South Africa and each time the price of gold goes up there are celebrations to mark the success, but those responsible for extracting it from the bowels of the earth were until recently treated shabbily

Within the next two years South Africa will be celebrating the centenary of the discovery of gold on the Reef. But for all those 100 years black miners have been regarded as mere casualty statistics. Black miners have been despised, derided and scorned. Being a miner was one of the lowest jobs that nobody ever aspired to do.

And when the Wiehahn Commission report gave an impetus to the unionisation of black workers, the miners were left out as it did not make provision for migrant workers. But when this restriction fell away the miners decided to do something for themselves. They started sending out frantic messages for assistance. These messages landed at the offices of the Council of Unions of South Africa (Cusa).

The messages did not go unheeded. Cusa dispatched Mr Cyril Ramaphosa, who was working in their legal unit, to look into the matter. This was how the National Union of Mineworkers (Num) was born.

It is a year since Num was formed, but within that short period they have achieved the impossible — unionising 30 000 mineworkers. By any standards this is an impressive figure, but according to Mr Ramaphosa it was all sweat and toil.

Right from the outset up to the time of our reaching an agreement with the Chamber of Mines we had to battle all the way. It was not easy, and during the battle we nearly gave up. But for the sake of the desperate mine workers we had to summon all our strength and courage amid formidable odds and push on.

"Our efforts and determination have been rewarded with a recognition agreement with the Chamber of Mines which, in the history of the mining industry, is an achievement to be

proud of," Mr Ramaphosa said.

"When we set out to build the union from the few miners who were sending messages to us we were confronted with a number of problems among which included

- people who regarded themselves as migrant workers with a rural background,
- unhelpful mine managements, and,
- hostile white mineworkers

Even towards the end of our success story we still had to fight against a formidable team of experienced negotiators while we were not as well equipped," he said.

Mr Ramaphosa said he was distressed by the stories the miners told him about the general conditions pertaining to their employment. "These people were treated like real dirt and not valued like the gold they extracted from the bowels of the earth at great risk to themselves.

"One could sense it that they were desperate to have a vehicle which could channel their grievances to management. They were dismissed for minor offences like not calling a white colleague 'baas'. They were faced with an unsympathetic management and hostile white miners who ordered them to work in dangerous places. This is what drove me on against great odds when organising the workers into a union," he said.

During their recruitment campaigns on the mines, organisers of the union were constantly intimidated by mine management who often called in the police. Two organisers of Num were subsequently arrested.

"Management tried everything possible to pressurise us from unionising the workers.

"The white miners, on the other hand, made it known that they were going to fight tooth and nail to stop us from unionising the black workers. They saw unionised workers as a threat to their jobs which were protected by legislation," Mr Ramaphosa said.

Since the majority of mine workers regard themselves as peasants and workers next, how did Mr Ramaphosa transcend this barrier which proved prob-



TRAGEDY STRIKES: Mineworkers bring an injured colleague to the surface.

lematic in Africa during the colonial era? The problem facing trade unions was that migrant workers saw themselves basically as subsistence farmers and only came to work in industry during bad times and never gained any skills.

"We had to emphasise it to the workers that a better standard for them in the work place would invariably mean an improvement in their home environment. Since a large number of these miners have acquired skills this makes them better workers who see themselves as permanent mineworkers.

"As far as the agreement is concerned, so far we are happy. But our feeling is that there is still much more work that has to be done. The mining industry was one of the most neglected and the employers never really showed that they cared for the welfare of their workers. Their salaries, which are still far below the poverty datum line, have yet to be adjusted.

In spite of having a recognition agreement with the Chamber of Mines, Mr Ramaphosa said this was the beginning of tougher battles with the Chamber. This was confirmed when a dispute arose between the two when they were negotiating 17 outstanding issues. It arose when the Chamber asked for a clarification on the meaning of a joint commitment to the elimination of discrimination.

HAPPY. Mr Cyril Ramaphosa the general-secretary of the National Union of Mineworkers says he is happy with his efforts, so far, of unionising 30 000 black mineworkers

The man in the hot seat

By PHIL MTIMKULU

CYRIL Ramaphosa is the driving force behind the unionisation of mine workers into the National Union of Mineworkers (Num) and the agreement they entered into with the Chamber of Mines.

Ramaphosa, who is 30 years old, is the general secretary of the mineworkers' union. He is a former president of the Turfloop region of the South African Students Organisation (Saso). His activities with the

students' movement earned him long spells of detention. He was detained for 11 months from 1974 — 1975. In 1976 he was detained for six months.

With a B. Proc degree from the University of South Africa, Ramaphosa first worked in the legal unit of the Council of Unions of South Africa (Cusa). In March this year he went to Britain and America where he spent time with various mining unions.

The period he spent overseas was later to stand him in good stead when they were negotiating with the Chamber of Mines.

"Our team was inexperienced as compared with that of the Chamber. Our team consisted of Phoshaw Camay, the secretary of Cusa, myself, our president and shaft stewards. Having clinched an agreement with the powerful Chamber of Mines makes us proud of ourselves. We are still learning about trade unionism and at the same time teaching our members what trade unionism is all about but the Num is not to be taken lightly," he said.



HATS OFF: Miners celebrate million fatality-free shifts.

New safety measures ensure lower death toll

By ELLIOT TSHINGWALA

THE NUMBER of people killed or injured in South African gold mines has declined considerably, according to figures released by the Chamber of Mines recently.

Before 1958 five out of every 1 000 miners died in various accidents underground and 64,42 per 1 000 were injured. This figure has today gone down to 32,1 for every 1 000 casualties and 1,25 fatalities for every 1 000 miners.

In 1980 the fatality rate was 1,32 per 1 000 miners and the following

year it went down to 1,26.

This, according to the spokesman, is the result of an internationally renowned mine safety scheme introduced in the country in recent years. South Africa had gone to extra lengths to see to it that the principles of the scheme were rigidly adhered to and this seemed to be showing dividends, he said.

Already a number of mines boast accident-

free periods of up to one-million shifts. Most recent to achieve this record, reached only by five other mines in the country, is the Durban Roodepoort Deep, a member of the Rand Mines group, which did so for the eighth time.

Two other mines to achieve this feat are the Blyvooruitzicht and Harmony mines which also belong to Rand Mines.

In a statement the mine's manager, Mr Hugh Stoyell, said it had

taken his mine a period of only four months to achieve this feat. This is the second time in his eight years that he had done it in such a short time. The last time was in November 1981.

Last year Durban Deep won Class Three of the Chamber of Mines Safety Division Target Competition, achieving a 33,8 per cent improvement in the underground reportable casualty rate. Class Three is for mines with experience difficult conditions caused by deep and heat



tents after they had been put up for a third time.

New hitch in mine talks

THE National Union of Mineworkers (Num) has refused to accede to a request from the Chamber of Mines not to continue with further talks until there is a proper understanding on both sides on what is meant by "the removal of racial discrimination from the industry".

The Chamber of Mines and Num were supposed to continue their talks on conditions of employment. At the historic meeting where the union was granted recognition the removal of discrimination from the industry and wages was finalised.

But when talks resumed to discuss outstanding issues, the Chamber of Mines asked for a clarification of the question of eliminating racial discrimination. The union refused to reopen discussion on the issue, saying the chamber had already given an assurance that it would eliminate discrimination.

The talks, which were postponed on Friday, resumed briefly yesterday and union secretary Mr Cyril Ramaphosa said he reiterated the stand previously taken. "The chamber wants to put certain qualifications on their commitment to remove discrimination will not mean making conditions of employment equal for all workers in the industry," said Mr Ramaphosa.

"We are against management setting preconditions for the continuation of our negotiation talks. We are not going back on an issue which was understood by both parties at the previous talks," he said.

Mr Ramaphosa said unless they removed the preconditions they would declare a dispute. The representatives of the chamber who met with Num yesterday are going to get a ruling from their principals and will report back to Num.

Tents tent reprieve

taken away for a third time following discussions with Bishop Desmond Tutu, of Churches and Reverend Churches.

A MSHIBE

About 10 armed black and white Wrab policemen watched as three other policemen pulled the tents down,

bringing the total number of tents confiscated in this manner to nine.

The tents are home to 25 adults and five children, some as young as 12 months old. One of the women, Esther Totabi is pregnant.

The tents were first pitched last Friday evening. Wrab pulled them down on Monday. Black consciousness and church organisations, with a resolve to defy Wrab until the homeless are properly and suitably accommodated, pitched the tents again the same evening, only to be pulled down the following day.

On Tuesday evening they were up again and they again went down yesterday morning. The police confiscated the tents.

Five of the students who had since Friday, constantly kept a vigil on the spot, were arrested on Monday minutes after Wrab police had removed the tents.

With death

end up with you. We will destroy you."

Mrs Sebe, who said she was extremely concerned about the safety of Gen Sebe and her son, a corporal in the Defence Force, said she had reported the threats to Divisional Commander of Police, Brig L.B. Madolo.

"I am not so concerned about their detention as to their safety. People can get strangled or poisoned in prison."

Labourer wins case

A MAGALIESBURG farm labourer shot in the leg for trespassing by a local white farmer three years ago, was this week paid R600 plus legal costs following an out-of-court settlement in Krugersdorp on Monday.

The settlement is a sequel to an incident in which Mr Matse Daniel Montsioa (54) was shot and injured while visiting his brother-in-law at a Magaliesburg farm owned by a Mr J du Plessis in October 1980.

In his affidavit, Mr Montsioa said Mr du Plessis came into his brother-in-law's house

and fired a shot at him "without a reason". The farm worker was injured in the leg as a result, and spent a night in a police cell after the farmer laid a trespass charge against him.

A marathon civil action instituted by Mr Montsioa, with the help of Legal Resource Centre in Johannesburg, shortly after the shooting incident, came to a dramatic end this week when the farmer paid the complainant R600 plus legal costs.

Focus on creches

PARENTS with children at pre-primary schools in Kwa-Thema, Springs, are invited to a seminar on Friday that will address itself to problems affecting their dependants.

KEEP YOUR HOME AND FAMILY SAFE!

Security Fencing

Deadlock broken on mine talks

Labour Reporter

Jan 22 (1983)
The Chamber of Mines will continue negotiations on conditions of employment of the members of two trade unions next week after a deadlock was averted yesterday.

The National Union of Mineworkers and the Federated Mining Union had warned that a dispute could exist between them and the chamber.

This would arise unless the employer body was willing to agree to take the issue of racial discrimination in employment on mines off the negotiating agenda.

The chamber agreed to this yesterday, and a spokesman said today that this would allow negotiations to continue next week on other employment conditions.

By ANTON HARBER
Political Reporter

THE week-long deadlock between the Chamber of Mines and mining unions was broken yesterday when it was agreed that the question of racial discrimination would be removed from the agenda of their talks

The parties — the Chamber, the National Union of Mineworkers and the Federated Mining Union — will continue negotiation on 17 outstanding issues on Tuesday

The deadlock began last week when the chamber asked for discussion on an earlier joint commitment to

(211) (HAR) (S. 13) ROM 22/7/83

Mining deadlock broken — 'race' cut from agenda

remove racial discrimination

The chamber wanted to make it clear that this did not mean that "all workers would be treated the same", since there were different unions with different agreements

The unions refused to dis-

cuss the matter, saying it had been settled when the joint commitment was issued

But yesterday, during the third meeting between them this week, it was agreed to remove the item from the agenda and "deal with it in another manner", according to a spokesman for the

chamber

Mr Cyril Ramaphosa, general secretary of the NUM, confirmed that the chamber had agreed to remove the race issue from the agenda

He also said one of the issues that remained to be discussed was a demand that black workers who by virtue of a special exemption, were doing jobs reserved by law for whites would be payed the same as whites

Other demands to be discussed were annual leave, accident leave, paternity leave and the preservation of employment and working conditions in the event of changes in technology

22/7/83

Num talks to carry on

By PHIL MTIMKULU

THE NATIONAL Union of Mineworkers (Num) scored a small victory when the Chamber of Mines agreed not to press ahead with their demand that further talks should not continue until there was a proper understanding on what is understood by removing racial discrimination from the industry.

The second round of talks between the Chamber of Mines got bogged down when the Chamber wanted the issue of removing racial discrimination to be reopened. This issue was finalised at the first meeting between the

two bodies. The Chamber wanted to make this a precondition for the continuation of the talks, but Num stood their ground and refused. They threatened to declare a dispute.

The talks will now continue on Tuesday.

Watching these developments from the sideline is the White Mine Workers Union of Mr Arrie Paulos. When asked for his response to the elimination of racial discrimination in the mining industry, Mr Paulos told The SOWETAN that they would cross that bridge when they reached it.

MINE LABOUR

Deadlocked on race

Relations between the Chamber of Mines and the black National Union of Mineworkers (NUM) continue to deteriorate. When the F.M. went to press, the chamber and the union were deadlocked over the interpretation of a commitment to eliminate race discrimination in the mining industry.

That commitment was made by the chamber during wage negotiations last month. At talks held last week to discuss many outstanding issues, the chamber sought a clear mutual understanding of what this entails.

The chamber reaffirmed its intention to eliminate discrimination, but said it did not see this as meaning the equalising of all

45

F.M. 22/7/83

conditions of employment, "irrespective of occupation or rank". It also said agreements between various unions would not necessarily be identical. The chamber also argued that it would be difficult to discuss other matters before this had been clarified.

The employer view is that there are practical difficulties in eliminating discrimination, given the extremely wide range of occupations on the mines as well as the complex agreements concluded with different unions and officials' associations.

Not surprisingly, however, the NUM is opposed to attempts to qualify the commitment. The union has refused to again discuss the commitment, insisting that it has already been dealt with.

The union has warned that it will declare a dispute — a preliminary step towards possible legal action or the holding of a legal strike — if the deadlock is not broken soon.

23/7/83
RUSH

R250 000 donation for disabled miners

MASERU — The South African Chamber of Mines has donated R250 000 to the Lesotho Government towards the establishment of a rehabilitation centre for disabled Basotho mine workers and other disabled people in the country

A cheque was presented to the Minister of Information and Broadcasting, Mr Desmond Sixishe, at a ceremony in Maseru on Thursday, reports Sapa

The donation was handed over by Mr J A P Fitzsimmons, manager in Lesotho of the Employment Bureau of Africa (Teba), which recruits Lesotho mineworkers for the

South African gold mines.

MIKE PITSO

reports that Mr Fitzsimmons expressed appreciation for the good co-operation between the Lesotho Government and the mines and said this co-operation had lasted over the past 80 years, during which time over one-million Basotho had worked in the mines

The centre will also help mine workers who are paid disability in the South African mines.

There are at present more than 140 000 Basotho working in South Africa, of which more than 80 000 work in the mines.

R4m for drought relief

Mail Reporter

FOUR MILLION RANDS in extra income, raised by investing mineworkers' savings at high interest rates, will be used for drought relief for rural blacks

In a statement released in Johannesburg at the weekend, the Chamber of Mines said more than R774 000 of the R4-million had already been allocated to eight drought relief projects

These included the urgent provision of 50 boreholes for KwaZulu at a cost of R174 000, the donation of R100 000 to a children's feeding scheme run by the Bophuthatswana Department of Health, R38 000 to provide food parcels in return for

work on community projects in QwaQwa, with a further R10 000 to supplement food for malnourished children in that area

The chamber said the use of the R4-million for drought relief in no way affected the savings of the mineworkers or the interest they received on their savings

The excess income had been accrued by a non-profit-making fund run by The Employment Bureau of Africa (Teba) which invested mineworkers' savings, paid them interest at current commercial building society rates and then used the surplus for welfare projects for blacks

The R4-million surplus had

been made possible "by the recent prevailing high interest rates and judicious investment of the fund's resources", the chamber said

Teba is the Chamber of Mines' recruiting organisation Its managers are advising which are the neediest areas and the chamber will coordinate its drought relief aid with that of other organisations such as World Vision, the Red Cross, Operation Hunger and private companies

The chamber's drought relief subcommittee, which includes medical experts and a dietician, this month visited the Ciskei and Transkei with World Vision and Red Cross officials to assess conditions at first hand



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Sowetan



Four miners killed

THE bodies of four black miners were recovered after a fall of ground at the Randfontein Estate Gold Mine on the West Rand

Rescue teams searched throughout the night be-

fore the bodies were discovered at the weekend

The names will be released after their next-of-kin have been informed, a spokesman for the mine said — Sapa.

Mines sign deal with another union

By JOSHUA RABOROKO

IN ANOTHER history making event, the Chamber of Mines has granted the Black Allied Mining and Construction Workers Union access to recruit black-workers in South Africa's mining industry.

The most interesting feature about the newly-formed union is that its president, Mr Letsatsi Mosala, is a labour secretary of the Azanian People's Organisation, (Azapo)

Azapo has for a long time taken great interest

in labour movements, but its involvement has mainly been limited to friendly, informal links with emerging unions

Mr Mosala has said that the union was independent of the organisation. He should be seen as a worker who must also exercise his rights in the community

The union, which has a membership of over 11 000, is growing from strength to strength, and is planning to negotiate

a recognition agreement on several issues

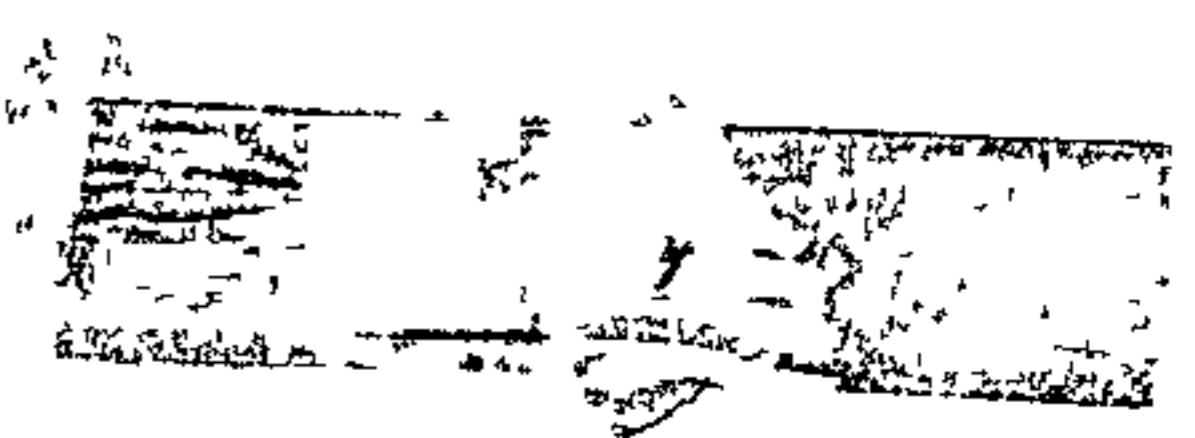
"We have held talks over access to gold and coal mines, but the Chamber objected to some aspects of the union's constitution. We hope at the next meeting the objections will be clarified," he said

A spokesman for the Chamber of Mines confirmed that they had granted the union access to recruit workers on their mines

Sowetan
29/7/83



211



c/o 72 SIGGAWU AVENUE
P.O. LANGA
7455
DATE



PRES MR S.C. BALARALA
CHAIRMAN MR S.S. XAMLSHE
SECRETARY GEN MR S.A. MKHAZA
ORGANISER SEC MISS V.P. MAGWACA
TREASURER MR S.A. MKHAZA

EST 1978

Western Cape Amateur Boxing Union

SA miners resist job stress factors

Own Correspondent
JOHANNESBURG — South African miners working in almost medical conditions do not show any more signs of stress on the job than workers in other industries.

This is the finding of a study of work conditions and health-care in the industry, presented in a paper at the South African Mental Health Foundation conference

on "Wellness at Work" by Dr D H White, a senior personnel adviser for the Anglo American group.

Further, underground and surface workers do not show significantly different stress patterns, even though the men are subjected to extreme hardships.

Dr White said considering the men were working under the constant possibility of acci-

dents or death, in extreme heat conditions, with water sluicing underfoot to keep dust down, and often in very cramped spaces, it was "amazing that any human being could work there at all".

● In another paper, Mr W L Baqwa, group industrial relations consultant to Barlow Rand Ltd, said that in order to begin to satisfy aspirations of black workers,

companies might have to advocate moves which "the government has not accommodated".

He said it was common knowledge that South African companies had started racially integrating their offices long before the government had thought of doing so and had, as a consequence, been prosecuted for employing blacks in certain senior positions in

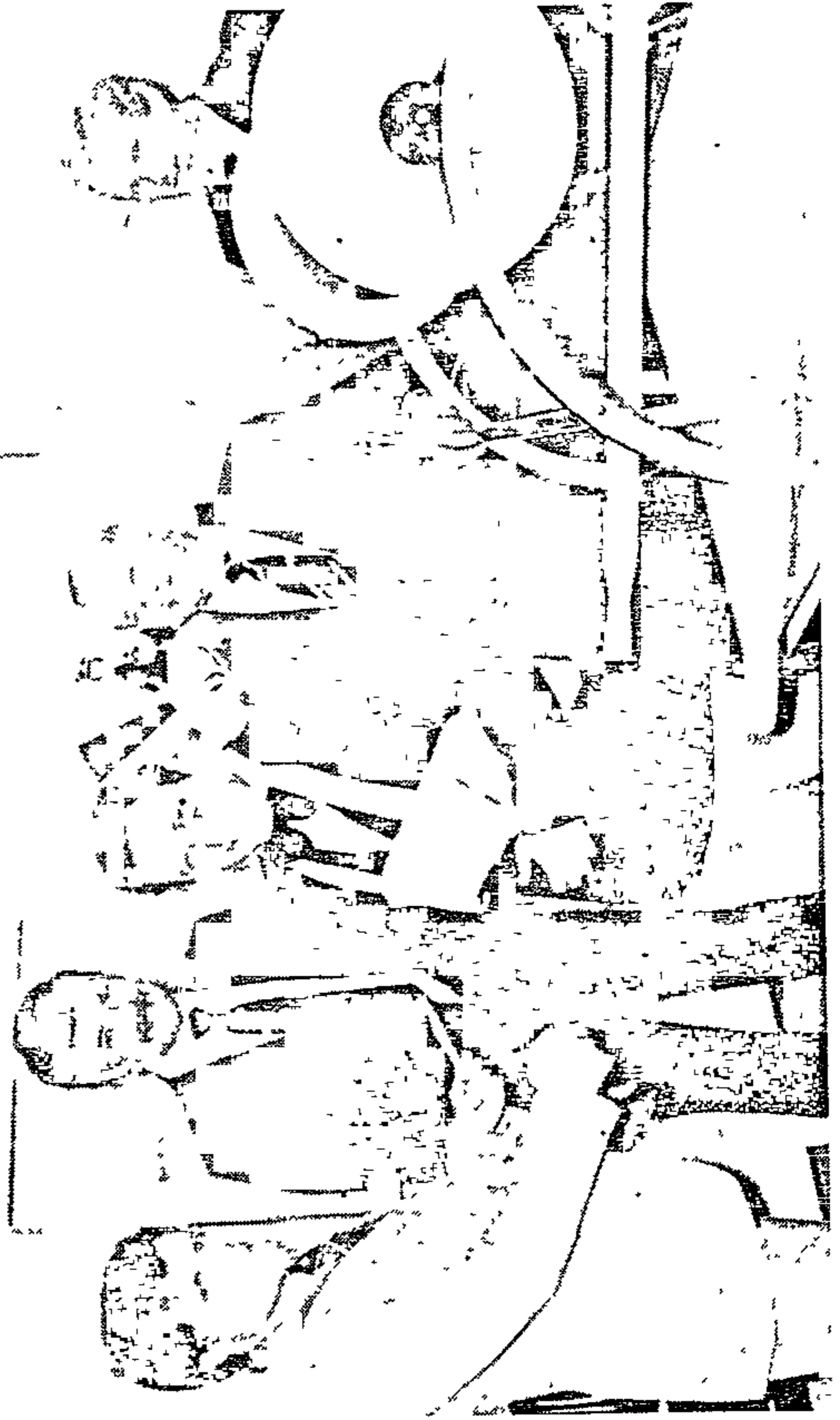
"whites only" jobs. Mr Baqwa said employees generally found it difficult to address themselves to certain issues for fear of victimization.

In comparison with an analysis of the demands made on employers by trade union organized workers in other countries, South African workers were only in a position to demand six of the 16 conditions

man counterparts were in a position to demand additional and more sophisticated conditions in the following areas: Greater social security, more co-determination of how the job should be handled, the fundamental right to work, independent media; greater old age security, improvement of taxation and finance policy, social tenancy and land laws and environment protection.

which German workers believed were imperative to their welfare. In South Africa, workers were in the process of demanding improvements in the following areas: Higher wages, humane working conditions, shorter working hours, free collective bargaining, further development of service and labour laws and equal education opportunities.

By contrast, their Ger-



NE, hav an' lasi N. for pr, sp, Fo an, th, an, sh, ha, th, coi, su, ac, up, ha, the, fri, sh, wi, ac, Pli, ci, pe, ar, N, E, w, r, u, to, su, sl, sl, th, sl, th, cc

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MINE LABOUR

Deadlock averted

Talks between the Chamber of Mines and unions representing black, coloured and Asian workers in the industry are continuing. A deadlock between them over an interpretation of a commitment to eliminate race discrimination in the mining industry appears to have been averted — at least for the moment.

The chamber made this commitment during wage negotiations in June. However, at talks held last month to discuss other conditions of employment in the industry, the chamber sought a clear understanding from them of what this entails. The black National Union of Mineworkers (NUM) and the black, coloured and Asian Federated Mining Union (FMU) opposed this effort, perceiving it as an attempt by the chamber to qualify its commitment.

A deadlock seemed imminent and union leaders threatened to declare a dispute — a preliminary step towards possible legal action or the holding of a legal strike.

However, it seems that an impasse on the issue has been averted — for the time being. The talks about conditions of employment are continuing and the whole question of the interpretation of the commitment has been removed from the agenda. However, the FMU understands that discussions on the commitment will still be held, and that the unions are busy formulating their position.

5/8/83
FM

Black²¹¹ ~~miners~~ NUM union in 9/8/83 key move

By STEVEN FRIEDMAN
Labour Correspondent

THE black National Union of Mineworkers yesterday signed a recognition agreement with the Chamber of Mines giving it bargaining rights at two arms of the chamber, Rand Refinery and The Employment Bureau of Africa (Teba), its general secretary, Mr Cyril Ramaphosa, announced yesterday

Yesterday's recognition agreements are important breakthroughs for the union because, although relatively few workers are employed at Teba and Rand Refinery, both are key areas of the mining industry's operation

Mr Ramaphosa said wage negotiations on behalf of workers at Rand Refinery would begin today. The union would bargain with a chamber negotiating team

He said Teba workers had already received their annual wage review so this would not be negotiated

Teba is the chamber's recruiting arm and is responsible for recruiting black labour for all chamber mines

Mr Ramaphosa said Rand Refinery, which is based in Germiston, employs about 250 workers

Comment from the chamber could not be obtained yesterday

The NUM recently became the first union to win bargaining rights on behalf of black mineworkers when it won recognition which enables it to bargain for workers in specific job categories on eight mines

As a result, it negotiated black wages with the chamber this year along with the Federated Mining Union, which represents coloured and black workers

The NUM claims a membership of 30 000

~~211~~
211

NUM signs agreements

Aug 31, 1973
Labour Reporter

The fast-growing National Union of Mineworkers (NUM) yesterday signed two more recognition agreements with the Chamber of Mines, covering the Rand Refinery and The Employment Bureau of Africa (TEBA) — both in the Transvaal

This gives the union negotiating rights for the 750 workers in the chamber's two key service areas, the general secretary of the Cusa-affiliated union, Mr Cyril Ramaphosa said

The agreements are significant steps forward for the year-old union as the refinery processes all the gold South Africa produces, and TEBA is the channel for all workers recruited on to the mines

The union has now signed a total of 10 recognition agreements in the mining industry and claims a membership of 30 000. There are an estimated 500 000 black workers on the mines

Num victory ~~173~~ (21)

THE NATIONAL Union of Mineworkers (Num) scored yet another victory when they signed a recognition agreement with the Chamber of Mines which will cover 800 workers of the Rand Refineries and Teba. *Sowetan*

This agreement is separate from the one Num signed with the Chamber of Mines in respect of mineworkers working in the gold mines. Rand Refineries and Teba are service arms of the Chamber.

918183
Today Num and the Chamber will negotiate on wages.

Pay offer short of demands

13/8/83
Labour Correspondent

THE Chamber of Mines has offered members of the black National Union of Mineworkers at its Rand Refinery in Germiston pay rises of R20 to R33 a month, a chamber statement announced yesterday

The offer falls well short of the NUM's demands. However, the statement says the union has agreed to take it back to its 230 members at the refinery and to reply to the offer today or on Monday

The negotiations follow the signing of a recognition agreement between the chamber and NUM this week, which gave the union bargaining rights at Rand Refinery and at the Employment Bureau of Africa (Teba), the chamber's recruiting arm

Though only about 750 black workers work at Rand Refinery and Teba, they are seen as key areas of the mining industry's operation and the agreement was seen as a breakthrough for the NUM

The union began negotiating pay at Rand Refinery on Tuesday, the day after the agreement was signed, but is not negotiating at Teba this year because the annual wage increase there has already been awarded

BUSIN

The Star Tuesday August 16 1983

10M

Workforce reduced on mines

By Sheryl Raine

South African mines employed on average 27 569 fewer people last year than in 1981, as the international recession tightened its grip on the country's most important economic sector, figures in the Department of Mineral and Energy Affairs annual report show.

Total employment on mines last year averaged 735 984 (compared with 763 553 in 1981), consisting of 635 341 blacks, 87 710 whites, 11 937 coloureds and 996 Asians.

Despite the recession, there

were 292 000 black labourers on gold and platinum mines recruited by the Employment Bureau of Africa from the four independent homelands and other homelands.

About 30 percent (115 000) of these black labourers came from the Transkei, 25 percent (94 000) from Botswana, Lesotho and Swaziland, nearly 10 percent (36 000) from Mozambique, 5 percent (21 000) from Bophuthatswana, nearly 4 percent (14 000) from Malawi, 2 percent (10 000) from the Ciskei and less than one percent (2 000) from

Venda.

Gold mines employed 485 442 of the total average mining workforce, coal mines 129 400 and other mines 121 142.

Whites employed on the mines last year totalled nearly the same as the previous year, despite the decline in mining activities.

The report, released in Pretoria, ascribes this to the mining industry being able to fill vacancies as a result of the recession in other sectors of the economy. But the Minerals Bureau again reports a shortage of min-

eral economists for which it still had 17 vacancies

The bureau also had serious staff problems in its information management, computer processing and mining statistics sections

Coloured people were hardest hit by the recession in the mining industry, their average number employed last year declining by nearly 17 percent compared with the previous year.

Black employment at the mines dropped by nearly 4 percent and the number of Asians by 11 percent

International Labour Office

Meeting basic needs. Strategies for eradicating mass poverty and unemployment Geneva, 1977.

338.9 INTE

International Labour Office

The basic needs approach to development Some issues regarding concepts and methodology. Geneva, ILO, 1977.

0334

333.31 RADW

Rachwan, S

Agrarian reform and rural poverty, Egypt, 1952-1975. Geneva, International Labour Office, 1977.

304 8 TODA

J, M

Internal migration in developing countries A study of theory, evidence, methodology and research priorities Geneva, International Labour Office, 1976

3336

362.5 INTE

Pyatt, G. and Thorbecke, E. Planning techniques for a better future. Geneva, International Labour Office, 1976.

International Labour Office Poverty and landlessness in rural Asia Geneva, ILO, 1977.

Num in dispute over pay hikes

By PHIL MTIMKULU

THE NATIONAL Union of Mineworkers (Num) is going to declare a dispute with the Chamber of Mines following the Union's rejection of pay rises offered by the chamber in wage talks last week.

The Chamber of Mines had offered mem-

bers of Num at its Rand Refinery in Germiston pay rises of R20 to R33 a month. This offer however fell far short of what Num had demanded. The union had then informed the chamber that it would take the offer back to its members for a decision.

Yesterday the general secretary of Num, Mr

Sowetan 16/8/83
Cyril Ramaphosa, said the workers had rejected the offer on Friday.

The negotiations followed the signing of a recognition agreement between the chamber and Num last week. It gave the mineworkers union bargaining rights at Rand Refinery and Teba.

NUM declares dispute

16/8/83
By STEVEN FRIEDMAN
Labour Correspondent

THE black National Union of Mineworkers has declared a dispute with the Chamber of Mines at a key division of the Chamber, the Germiston-based Rand Refinery

The general secretary of NUM (an affiliate of the Council of Unions of SA), Mr Cyril Ramaphosa, announced yesterday the step was taken after members at the refinery rejected a Chamber wage offer at the weekend

The Minister of Manpower will now be asked to appoint a conciliation board to try to settle the dispute. If it fails to do this, the union may hold a legal strike ballot or take the matter to the industrial court

The dispute is the first called by NUM since it was

recognised by the Chamber recently

Although the refinery only employs about 250 black workers, it is a key area of the Chamber's operation and the dispute will provide an important test of the new bargaining relationship between NUM and the Chamber

It may also lead to an industrial court test of NUM's view that it is an "unfair labour practice" to introduce a new job grading system without negotiation with a representative union

The dispute follows an announcement by the Chamber last week that it was offering NUM members at the refinery an increase of R22 to R30 a month

Mr Ramaphosa says this is an 8% rise — well below the 40% demanded by NUM

He added that two other issues would form part of the dispute

The first was that the Chamber planned a new job grading system at the refinery which would mean workers would be downgraded to lower-paying jobs

The second point of dispute, he said, was that the Chamber had rejected a union demand that workers receive a 0.5% increment for each year's service. At present, he said, they receive only 65c extra for each year worked

Mr Ramaphosa said the Chamber would only introduce such an increment if workers' period of service was calculated from the time the agreement was reached — not a welcome proposition for workers with 25 year's service behind them

Fm 19/8/83 ~~224~~

pressing Pretoria into making more concessions on the withdrawal of Cuban troops. But if he remains at his office, others will say he has not extended himself to the fullest in accordance with the mandate given him by the Security Council.

While Swapo is against his going to Namibia and talking to all the various political factions, members of the Western Five contact group are saying privately they would like him to travel.

On Monday, the chief US delegate to the UN, Jeane Kirkpatrick, asked to see the UN chief. She probably used the occasion to do some arm-twisting in favour of the visit. Then, the following day, the Secretary General summoned SA's Ambassador in Washington, Brand Fourie, and the SA permanent representative to the UN, Kurt von Schirnding, to his office to reply to a letter — handed in the previous week — containing the official SA invitation by Foreign Minister Pik Botha.

After that meeting, a smiling Fourie told reporters that any questions had to be addressed to the Secretary General himself. However, both he and Von Schirnding looked pleased.

Sources said after the meeting that Perez de Cuellar was seeking further clarification from SA on a number of points, a clear reference to the fact that the Secretary General is looking for some indication as to what he might get out of the South Africans in return for undertaking the trip. For its part, SA would welcome a visit by Perez de Cuellar at this, relatively early, stage of his tenure in office.

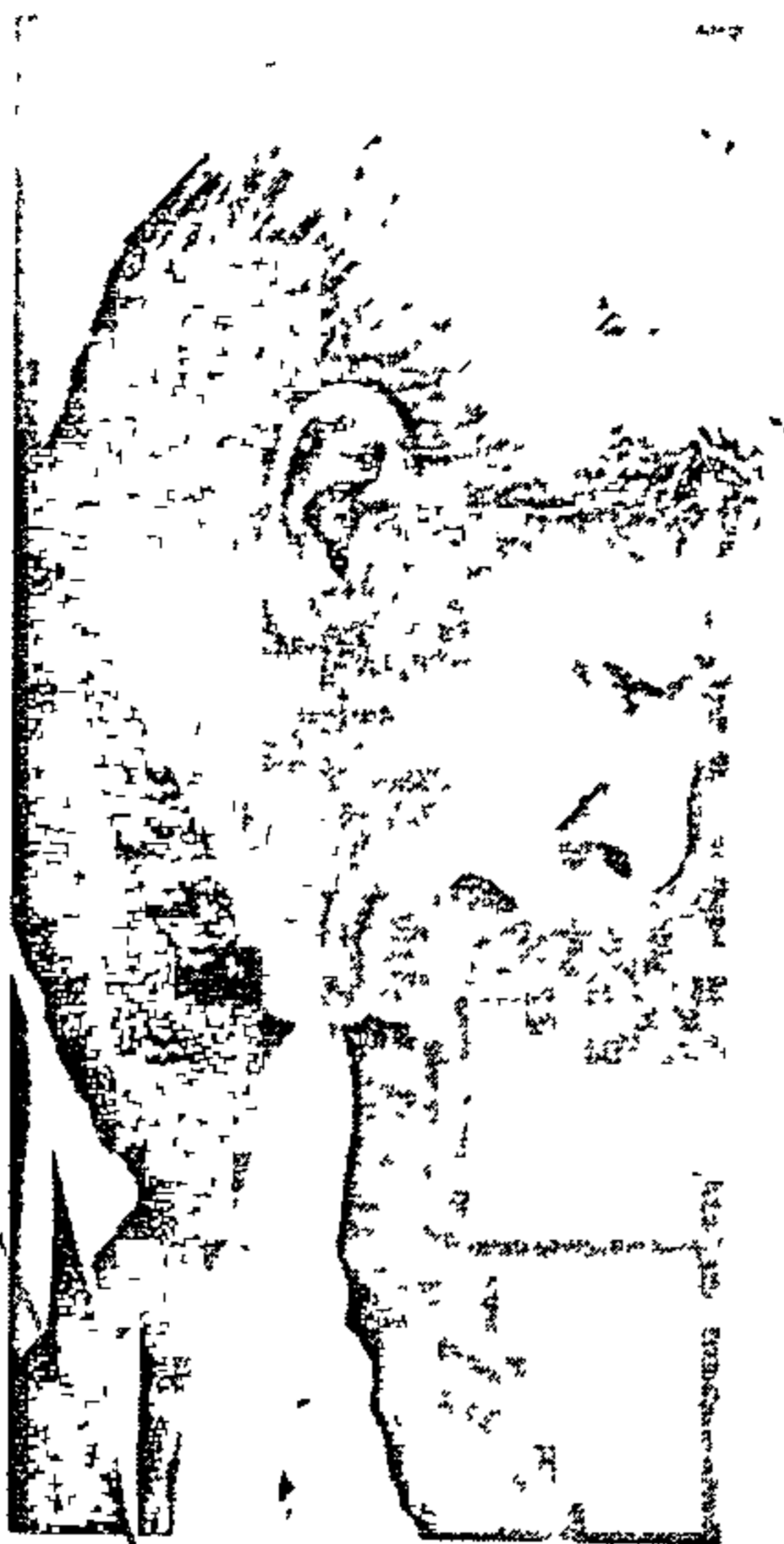
SA says a visit could lead to greater understanding of Pretoria's problems by the UN chief. If he does indeed make the trip, he will leave New York either this weekend or during the early part of next week. In any event, he must be in Geneva by August 28 to open an international conference on Palestine the following day.

RACE RELATIONS ~~154~~ Randburg steps out

Randburg's trail-blazing opinion survey of white residents' attitudes to integrated public amenities will be studied with interest by people and organisations wanting to deracialise public amenities on a national scale.

The survey provides important information on attitudes of people living in predominantly English-speaking suburbs. Of the some 750 people interviewed, 71,2% were English-speakers and about 18% were Afrikaners.

The survey, conducted by the Human Sciences Research Council (HSRC), revealed that only about 30% of people interviewed would oppose sharing of all municipal facilities and would persist in refusing to accept this. About 32% said they would "accept" such a move, about 13% said they



Wits's Van der Vyver . . . exploring the legal implications

would actually welcome it, while about 11% said they would initially oppose it, but would gradually resign themselves.

This response has been welcomed by the Progressive Federal Party (PFP), which controls Randburg's management committee. It hopes to open the area's public amenities to all races.

A similar survey of "blacks who sleep in Randburg" revealed, not surprisingly, that nearly 93% of blacks agree that amenities such as swimming baths, cinemas, public toilets, clinics and libraries should be opened to all races.

The provisional HSRC findings, released earlier this week, will be passed on to the President's Council's Community Relations Committee currently investigating the provision of amenities for all races in towns, cities and on the open road. The information will be used by the HSRC, which absorbed half the costs, in its own nationwide survey of group attitudes.

Apart from the two "provisional" opinion surveys which were overseen by Nic Rhodie of the Institute for Sociological and Demographic Research, the Randburg report includes a detailed memorandum by Wits University's Johan van der Vyver on the legal implications of opening public amenities to all races in the municipal area of Randburg.

Van der Vyver states in his summary "Statutory law that might obstruct attempts of a local authority to open public municipal amenities to members of all population groups entails a great variety of proscriptions and directives." But he points out that, surprisingly enough, there are no

parliamentary or provincial laws which place an outright prohibition on Transvaal local authorities integrating public municipal amenities.

However, in terms of certain provisions of the Group Areas Act, the presence of Africans on land or in premises containing municipal amenities would under particular circumstances be punishable. Van der Vyver adds Theatres and cinemas, for example, could come within the ambit of this proscription, as well as such amenities whose use entails the presence of blacks for longer than a day. A permit obtained in terms of the Act could, however, clear the way. But he warns that Africans who avail themselves of integrated public amenities in the "white" section of an urban area could fall foul of the curfew regulations of the Blacks (Urban Areas) Consolidation Act.

Van der Vyver also points out that there are several statutory provisions that could be used by "higher authority" to prevent integrated use of facilities. The Provincial Administrator can veto every by-law passed by a city or town council intended to integrate any public municipal amenity in terms of the Local Government Ordinance and, possibly, the Reservation of Separate Amenities by Local Authorities Ordinance 8.

If applicable, this Ordinance can be used to prevent the integration of all public amenities except, in Van der Vyver's opinion, swimming pools, buses and the municipal cemetery. The obligation of segregating buses or seating facilities on buses, he adds, can be imposed on local authorities by virtue of the Transportation Act.

LABOUR DISPUTES ~~145~~ (211) ~~157~~ Melting pot

Another important trial of strength is looming between the Chamber of Mines and the black National Union of Mineworkers (NUM). This time the union and the chamber are deadlocked in negotiations over the wages of black employees at the Rand Refinery.

The refinery is an extremely important area of the chamber's operations, and is one of SA's most strategic plants — all of the country's gold is refined there. The NUM claims to represent virtually all the some 250 blacks employed there.

The union has declared a dispute with the chamber and has asked the Minister of Manpower to appoint a conciliation board. If the dispute is not settled by the board, the union has the option of either going to the Industrial Court, or going through all the necessary procedures to hold a legal strike.

The chamber is declining to comment on the impasse at present. The NUM says it

continued on page 15

(151) (143) (211) Fm 19/8/83

has rejected a chamber offer of an 8% wage increase. The union is seeking a 40% pay rise for workers at the refinery, but appears to be willing to regard this figure as negotiable if certain other demands are met. The NUM is, for example, demanding that workers receive an increment of 0,5% of annual pay for each year of service. It says the chamber is willing to introduce this — though not on a retrospective basis.

The union also believes that the chamber has committed an unfair labour practice by introducing a new job grading system at the refinery without having negotiated it with a representative union. The NUM claims this system will result in most jobs held by its members being downgraded.

The dispute is likely to attract widespread interest, given the fact that a strike at the refinery could hamper gold production. Government does have emergency powers to intervene in a dispute in such a strategic industry, and order compulsory arbitration. But some employer sources tell the FM they hope this will not happen, and emphasise their belief that the dispute can be resolved through the normal collective bargaining process.

This is not the first time that the chamber and the NUM have clashed in recent months. The ink had hardly dried on the wage agreement they reached in June when NUM general secretary Cyril Ramaphosa called for a re-opening of the

talks, angrily claiming that the union had been misled by employers during the negotiations. The chamber denied having done this, and a showdown was averted after further discussions between it and the union.

Another clash loomed last month when the NUM and the black, coloured and Asian Federated Mining Union (FMU) opposed what they perceived to be a chamber attempt to modify its commitment to eliminating race discrimination in the mining industry. A confrontation on this issue was avoided — for the time being — when it was removed from the agenda of talks over various conditions of employment in the industry.

NAMIBIA

Talks about talks

Impatience within Namibia about the eternal stalemate may produce potentially significant developments in local politics. This is reflected in recent moves on the part of local political parties — including the DTA and Swapo — to start talking to each other. At present this seems a matter of talking about talking, but the notion of an all-party conference is being resuscitated. Meanwhile, the Administrator General, Willie van Niekerk, is holding fire on imple-

mentation of the promulgated State Council. According to Sean Cleary, Van Niekerk's chief aide "It is encouraging that the parties are talking among themselves. After all, the State Council was mooted to provide a synthesis bringing the parties together. It had to be based on the lowest common denominator of agreement among the fragmented parties — which presents a problem, since each is likely to find cause for dissatisfaction about it."

"If the parties are able to discuss matters between themselves and come up with a better synthesis, that's all to the good. And if not, well, the proclamation providing for the State Council is there."

Naturally the rightwing National Party and the HNP are outside the other parties' lines of communication. They have prosecuted a long-term struggle for the power to veto black encroachment on white prerogatives. Their participation in the State Council is doubtful for the same reasons.

Dirk Mudge's Democratic Turnhalle Alliance (DTA) recently held a congress to decide on participation in the council. The outcome was a request to the AG to delay implementation, on the grounds that with the present participants it would be even less representative than the defunct National Assembly.

This would give non-participants the chance to reconsider, or work out alternatives. Mudge was reported as saying he was

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PROGRAPHIS 4619

~~Work~~ *Howard* 19/8/83
Work Reservation Determination No. 27
Q. 601. 1926 (211)
*27 Mr F J LE ROUX asked the Minister of Manpower †

- (1) Whether he recently took any action in respect of Work Reservation Determination No 27, if so, what action,
- (2) whether he consulted any persons or bodies before taking such action, if so, (a) what persons or bodies and (b) what was the reaction of such persons or bodies,
- (3) whether he will make a statement on the matter?

†The MINISTER OF MANPOWER

- (1) Yes Work Reservation Determination No 27 was cancelled by Government Notice R.1317 of 24 June 1983
 - (2) Yes
 - (a) The Chamber of Mines and the Underground Officials' Association
- 

1927

FRIDAY, 19 AUGUST

tion which represents the workers concerned

- (b) The two parties requested the cancellation of the measure in writing after in-depth negotiations between them and after they had reached agreement on the conditions of employment in respect of employees in the occupations concerned
- (3) No

~~NUM~~ ~~NUM~~ ~~NUM~~ ~~NUM~~
218/83
NUM
DISPUTES at plants employing about 250
workers are not usually landmark events

The dispute declared by Cusa's National
Union of Mineworkers at the Chamber of
Mines' Rand Refinery might well be the
exception.

This is the first dispute to be declared by
NUM and it centres round wages

The two sides could hardly be further apart
— the Chamber is offering 8%, NUM wants
40% — and a dispute is the first step towards
a legal strike

The refinery refines all the gold produced
by the Chamber of Mines, so its strategic
importance to the mines — and the economy
— is immense

So immense that there is already specula-
tion that, should a strike loom, the Govern-
ment might step in to ensure that the refin-
ery's work is not halted

So the dispute is the biggest test thus far of
the Chamber's new bargaining relationship
with NUM

One other aspect is worth noting — NUM's
threat to take to the industrial court a new
chamber job grading system at the refinery

which, it says, will reduce workers' job status

If NUM's charges are accurate, the court
and was introduced without negotiation
could be asked to decide whether an
employer can introduce key job changes
without negotiation

□ □ □

Sowetan 25/8/83

'Official demanded weekly payments'

PROTECTION RACKET AT COAL MINE

~~217~~
217
~~153~~

WORKERS at Kilberchal Coal Mine in Newcastle have claimed that a white mine official demanded R5 a week from each worker after boasting he was going to "eat the kaffirs' money."

This was told to **The SOWETAN** by Mr Sam Kikine, secretary of the South African Allied Workers' Union (Saawu) which represents the workers.

According to Mr Kikine some of the 1 000 workers paid the money over a period of four weeks because they feared being dismissed

WORKERS

The workers, who are members of the Mine and General Workers' Union, an affiliate of Saawu also complained that since the official took over their wage increments had followed no pattern and there were wide differences between what the supervisors and the ordinary workers received. They said he blamed it on the drought which is gripping Natal.

The workers also claim that when they requested a meeting with the directors of the company, the official brought them his friends who work in the neighbouring mines. When it

By PHIL MTIMKULU

was pointed out that those were bogus officials, he then promised to organise a meeting with the "real" directors

But when they reported for work last Friday they found the official waiting at the gates. They allege that he allowed 450 to enter the premises and locked out the rest, and threatened to repatriate them to their homelands.

Mr Kikine said on hearing about the alleged malpractices at Kilberchal Coal Mine he telephoned the company and warned it to stop the official taking money from the workers, and that the rest of the workers should be reinstated. Mr Kikine said Saawu had given the company until yesterday to reinstate all the workers.

MONEY

Mr G G Horn, Manpower Manager of the mine told **The SOWETAN** that there was no

truth in the allegations and denied that the official had taken any money.

He admitted however, that the mine had had a dispute with the workers over salaries. "We explained to them how our salary structure is implemented, but they did not accept our explanation and demanded more money. They then asked to meet the head office," he said.

Mr Horn said they had got together the senior manager of operations, the area manager and the manpower manager of the coal division to talk to the workers. The workers had then decided to go on strike. Mr Horn said the workers were then told that by striking they had dismissed themselves.

He said that after further discussions the workers had agreed to return and were now being rehired.

SA FM 20/8/83

discussion of a mere seven clauses In any event, exchanges between NP and CP were so unsavoury, and took up so much time, that the more "constructive" proposals of the other opposition, the PFP, were being crowded out or, at best, were not receiving the minister's proper attention

By invoking the guillotine and reducing constitutional, democratic protest against the new dispensation, government has got off to the worst possible start It has raised fears that if this is a foretaste of the style of government to come, democracy itself is at risk, let alone any prospect of consensus government

If it were not for the fact that people's memories are so short, it might have been fair to predict that the short-circuiting of the committee stage debate could well backfire in the referendum

TRADE UNIONS Thunder on the Right

There is no mistaking the concern — and anger — with which some unions are viewing the growth of the rightwing Mineworkers' Union (MWU) outside the mining industry

The MWU, which regards itself as the most effective vehicle to protect white workers' interests in SA, is spreading its influence to a variety of industries In so doing, it is boldly encroaching on turf traditionally occupied by several other white, or multiracial unions Its progress is also being closely watched by black unions, who are hostile towards MWU efforts to halt the job advancement of their members.

MWU general secretary Arrie Paulus rejects claims that the union is expanding out of mining because it stands to lose membership in that industry through mechanisation and blacks entering jobs previously held by whites But it does appear that the MWU's mining membership has remained static in recent years Paulus insists that his union's decision to move into other industries stems from widespread approaches to it from disaffected white workers

Why do they want to quit their unions and join the MWU? "Because they know we don't bark — we bite," says Paulus Indeed, there is little doubt that the MWU's tough rhetoric is attractive to white workers who feel their job security is threatened by black advancement and the recession

Paulus is undismayed by the ire the MWU is provoking He says some unions whose members are joining the MWU have for long conceded that all is fair in love and war in competition between unions Says Paulus "I accept the war and all the noise that goes with it"

That war is likely to bring the MWU into increasing conflict with major unions such as the SA Iron and Steel and Allied Indus-

tries Union, the SA Boilermakers' Society, the Amalgamated Engineering Union, and the SA Electrical Workers' Association

The latest campaign in the war appears to be marked by the falling out of the MWU and the SA Engine Drivers', Firemen's and Operators' Association The two unions constituted the Federation of Mine Production Workers — a union co-ordinating body in the mining industry The engine drivers say they have resigned from the federation because it no longer serves any purpose, and have instead joined the much larger Federation of Mining Unions They decline to comment further

The FM, however, understands from other sources that the real reason why the engine drivers have resigned is the strained relationship between them and the MWU, which is trying to recruit their members The engine drivers also refuse to comment on unsuccessful MWU efforts to persuade them to amalgamate with it

Some sources claim the MWU regards the engine drivers' union as a tempting target The reason for this, they say, is that in order to establish itself in other industries, the MWU has to go through a cumbersome, time-consuming process to obtain an extension of scope from the Industrial Registrar They say the engine drivers' union's certificate of registration allows it remarkably broad scope to recruit white workers in a variety of occupations and industries They argue that a merger of the 7 000-member union with the some 20 000-member MWU would actually amount to a MWU takeover This might enable the MWU to utilise the broad scope enjoyed by the engine drivers' union to help it to move into other industries more rapidly



MWU's Paulus ... 'we don't bark — we bite'

Paulus disagrees He says a merger would not necessarily yield such advantages to the MWU — and some labour lawyers approached by the FM tend to agree with him They say it is by no means certain that a new union created by a merger would automatically gain the broad scope enjoyed by the engine drivers' union But they concede that it cannot be ruled out that a merger could increase the MWU's scope substantially

The MWU already has extension of scope to recruit all categories of workers at Escom, as well as fitters and turners, electricians and boilermakers at Iscor's Vanderbijlpark works It has also either formally applied or is about to apply for extension of scope to represent a wide range of categories of white employees at AECI's plastics and dynamite factories, Iscor's Pretoria and Newcastle works, the Sasol 1, 2 and 3 plants as well as a Sasolburg power station, Highveld Steel, and a Newcastle chemical factory

Officials in some of the unions operating in such industries and companies say the MWU has so far made modest gains — and claim the union is showing itself to be ill-informed about issues in these concerns

Paulus, however, says his union is making such strong headway that the computer into which it feeds all its membership details is now incapable of handling the load A new one — with far greater capacity — is being bought

SA Boilermakers' Society general secretary Ike van der Watt says he is not particularly alarmed by MWU attempts to recruit his members Experience has shown, he says, that virtually all the society's members who have been recruited by the MWU, soon become disenchanted with it and return to the society But Van der Watt, who is committed to multiracial unionism, is worried about the long-term implications of the MWU's growth He warns that it could ultimately lead to a serious confrontation between black and white workers

In an interview with the FM, Paulus made it clear that he is not afraid of such a clash

POLITICS The UDF's goals

A nationwide campaign of political "education" against government's referendum on the new constitution is the first task the United Democratic Front (UDF) has set itself This includes action against expected ethnic elections, as well as forthcoming black community council elections, says UDF president Archie Gumede

The UDF's national launch was held last weekend at an emotion-charged multiracial rally attended by about 12 000 people in Mitchells Plain near Cape Town Some 400 organisations, including ratepayers' associ-

Too early to strike

By PHIL MTIMKULU

IT IS rather premature to start speculating about a possible mine-workers' strike and its effects while there is still a lengthy process to be undergone in an attempt to resolve the dispute between the Chamber of Mines and the National Union of Mineworkers (Num).

This was said by Mr John Emrie, the Press Relations Officer of the Chamber of Mines following speculation about the possibilities of a legal strike and its implications.

The mineworkers' union declared a dispute after talks between it and the chamber had reached a stalemate over wage increases for black employees at the Rand Refinery.

The union has asked the Minister of Manpower to appoint a Conciliation Board. Failure by a Conciliation Board to settle a dispute could

open the door to a legal strike after the correct procedures have been followed. The parties to a dispute may, however, choose to refer the dispute to either mediation or arbitration.

Because the refinery is where all of South Africa's gold is refined a legal strike by mineworkers could have far-reaching consequences for the economy of South Africa. But when a strike was looming between the chamber and Mr Arne Paulos' Mineworkers' Union it fizzled out. The Government does have emergency powers to intervene in a dispute in a strategic industry, and can order compulsory arbitration.

The dispute was sparked by the mineworkers' union rejecting an offer of an eight percent wage increase by the chamber. The union is seeking a 40 percent pay rise for workers at the refinery.

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31/8/83

Saawu in talks ^{Sowetan} _{31/8/83}

IN AN unprecedented move the South African Allied Workers' Union (Saawu) has invited all mineworkers who had R5 extracted from their wages by a mine official to a meeting with the management of Kilberchal Coal Mine on Saturday in Newcastle.

Mr Sam Kikine, general secretary of Saawu, said it was necessary for them to take this unusual step because "if they (management) get it from the horse's mouth it may be more effective." He said many

employers think unions are instigating the workers and unfairly accusing management

Mr Kikine said they would have loved to have at the meeting all the workers who had R5 extracted from them by the official, but this was going to prove difficult as about 550 of them had been repatriated to the homelands.

"Senior executive members of the coal mine were very concerned when they saw the stories about the mal-treatment," he said

~~USA PATRIOT~~

Violence erupts at mine ^{Sowetan 2/9/83}

By PHIL MTIMKULU
LABOUR unrest took place at an iron and ore mine in Sishen near Kuruman when the workers went on strike and demanded their contributions after learning that the mine was to be taken over by new management.

Though management said that 500 workers were dismissed, the workers claim that the number of those dis-

missed is as high as 2 000. Violence erupted in the process of negotiations between mine officials and workers resulting in about 60 workers being hospitalised, the workers say

The mine management said in a Press statement on Friday, August 19, about 2 000 mine workers stopped work over the payment of their contributions. Management had pleaded with them to go

back to work while the issue was being resolved. But intimidation took place, said management

A special liaison committee meeting was convened where it was decided that those who wanted to work would have to be offered protection. About 500 had refused to return to work. It became impossible to continue normal work up to August 23.

SOWETAN

Sowetan TUESDAY, SEPTEMBER 13, 1983

63 DIE IN GAS BLAST

(211)

A METHANE gas explosion in a coal mine shaft five to six kilometres underground killed 63 workers in northern Natal yesterday morning, mine officials said.

Seventeen of the 80 workers in the crew survived the explosion, which apparently occurred when methane gas seeped from the coal seam or the bedrock and ignited, Mr Jurie Blom, coal buying manager for the Hlobane Colliery said

Three of those killed were white, the rest black, according to a statement from Iscor.

The mine employs about 1 000 workers. Hlobane is about 27 km east of Vryheid

"The situation is back to normal -We've just got the last report in that the only missing man has been found alive," Mr Blom said in a telephone interview

He said the blast occurred at 8 am about an hour after the crew had begun the first shift after the weekend. He said methane gas may have leaked

SA PRESS ASSOCIATION

"spontaneously" from the coal seam during the weekend and been ignited by the mining equipment

He said extensive ventilation systems in the mine shafts were designed to prevent methane buildups

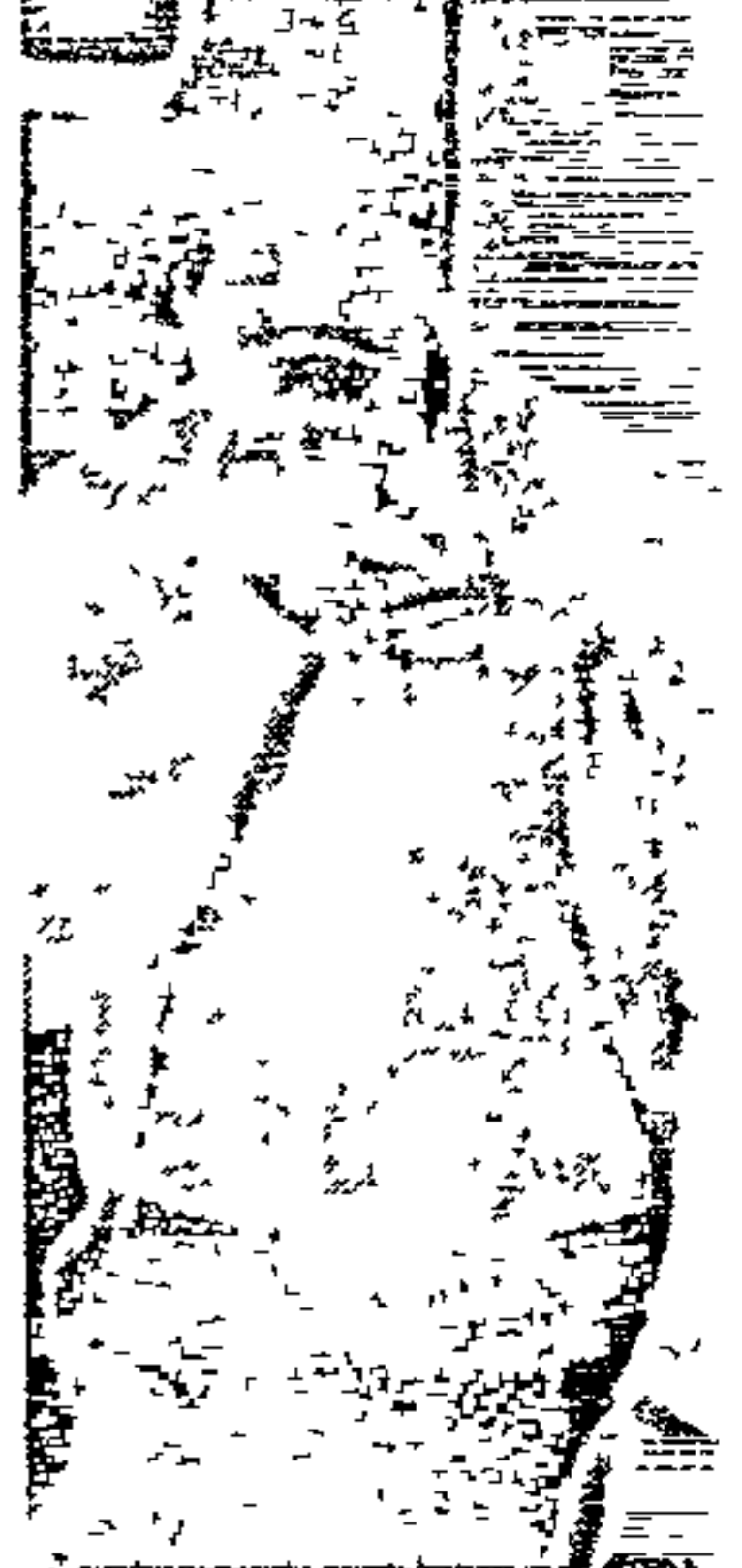
"Over the weekend one sometimes finds that the ventilation system hasn't cleared the air as it should," Mr Blom said

Mine managers were below ground assessing the damage and no estimate of losses was immediately available.

The victims, mostly single black men who lived in hostels at the mine, included drill operators, blasters and other specialists involved in every facet of coal mining, Mr Blom said. The shaft is one of several that cut horizontally from the surface into a mountain rich with coal deposits, reaching five to six kilometres from the surface

The explosion was muffled above ground because it occurred so far below the surface, he said

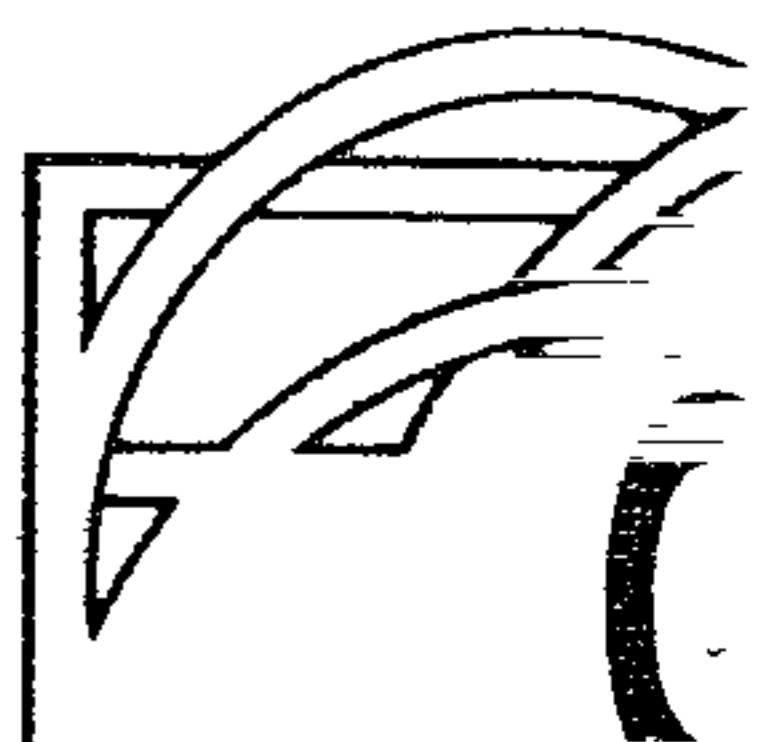
Iskor purchased the mine recently from General Mining Union Corporation



FIVE Soweto teachers ...
trate's Court on an all-year.

Mr Calvin Mohale (27) Thomas Mokgothu (28) asked to plead and were on November 3.

In the picture are ... and Mr Calvin Mohale.



SUN

GIRLS DRESS

GIRLS SKIRTS

LADIES DRESS

Strike looms

21

Sowetan 16/9/83

THE DEADLINE for the Minister of Manpower to appoint a Conciliation Board to resolve the dispute between the National Union of Mine-workers (Num) and the Chamber of Commerce expires today and with the union not having heard from the Minister the possibility of a legal strike seems like becoming a reality.

The general-secretary of the union, Mr Cyril Ramaphosa yesterday lent credence to this view when he said "It is

all systems go. There is no turning back." Mr Ramaphosa said they have not had any indication from the Minister about appointing a Conciliation Board.

Mr Ramaphosa said they had received word that management was threatening workers with dismissal if they vote for a legal strike. "We are going to send word to all our members that we will do anything lawful to prevent other workers from breaking the strike," he said.

P.T.O.

We're here to stay.

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our future away.

Vote Yes.

Put South Africa first.

urging Johannesburgers to
referendum on November 2

Jeppe, Johannesburg, Mr Hen-
ry blamed right-wing extrem-
a R200 reward for information
responsible for this action.
to NP supporters not to retaliate

the spoiled posters in Rissik Street
City Hall and those in President
building would be replaced.

TV bid to screen the title fight

CAPE TOWN — SABC-TV is negotiating for live coverage of the Gerrie Coetzee- Michael Dokes heavyweight world title fight in Cleveland, Ohio, next week, a spokesman for the corporation said yesterday

New call for inquiry into mine safety

8 Feb 16/9/83
By Carolyn Dempster,
Labour Reporter

Claims by the injured survivors of the Hlobane coal mining disaster that methane gas levels were not tested on the morning of the explosion have led to renewed calls by the National Union of Mineworkers for a commission of inquiry into safety on the mines.

In a statement released yesterday, NUM general secretary Mr Cyril Ramaphosa said the injured miners had told the union the methane gas tests — regulated by the Mines and Works Act — had not been carried out on the morning of the tragedy.

The survivors had also told the union the Hlobane colliery still used flame safety lamps to detect methane gas

"Safety lamps are no longer used in countries like the United States because they are faulty and do not reveal the precise methane level

"In view of the appalling safety conditions in South African mines, we call upon the Minister of Mineral and Energy Affairs to institute a commission of inquiry into safety," said Mr Ramaphosa.

In response to the injured miners' allegations, the Hlobane mine manager, Mr DW Watson, said today he did not know how it was possible anybody could make statements of this nature

"I cannot see how these statements can be made at this stage. The accident is now subject to a full investigation by the Government Mining Engineer and until his inquiry is complete the facts of the matter will not be fully known," he said

Mr Watson also denied that flame safety lamps were a faulty means of measuring methane gas levels on the mine. "Flame safety lamps are used throughout the country and in other countries overseas. It is a safe, acceptable way of determining methane gas levels"

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LABOUR DISPUTES

High noon at the Refinery

(211) (14/2) (15/2)

A decision by Manpower Minister Fanie Botha will determine whether the black National Union of Mineworkers (NUM) and Rand Refinery will head into a showdown next week.

When the FM went to press this week, the union was vowing that unless the minister appointed a conciliation board by September 16, it would hold a strike ballot on September 19. If most of its members at the refinery vote in favour of industrial action, the union is free to hold a legal strike — and it says it will do this by the middle of next week.

The NUM applied for a conciliation board on October 17, and unless the minister appoints a board within 30 days of that application, the union can move towards the holding of a legal strike.

The dispute is a significant one. Not only does it represent an important trial of strength between the NUM and the chamber, but it may affect production at the refinery which processes all of SA's gold. Should the minister appoint a conciliation board by the end of this week — and some informed sources believe he may — the board will have 30 days in which to resolve

the dispute. If it is not resolved through the board, the NUM will again be free to hold a strike ballot and call a legal strike.

The Chamber of Mines is declining to comment on the dispute. NUM general secretary Cyril Ramaphosa told the FM it appeared that management was not prepared to make concessions. "We indicated that we were willing to negotiate further on our demand for a 40% wage increase, but have had no response."

He said if a conciliation board is not appointed, strike ballot papers will be distributed at a meeting of NUM members at Rand Refineries on Monday. If they vote for a strike, the union will issue a statement formally launching the strike by the middle of the week.

Ramaphosa told the FM that the union has heard allegations that management plans to bring in new workers to do the jobs of those on strike. "We would view this very seriously, as we have followed each legal step in this dispute. We'd see it as an unfair labour practice if our striking workers were dismissed, and would go straight to the Industrial Court," he said.

□ In addition to testing its muscle in this



NUM'S Ramaphosa ... set to move next week

(14/3) (15/2) (211) FM 16/9/83

dispute, the NUM is seeking to participate in the investigation by the Government Mining Engineer into the methane explosion at Hlobane coal mine. "We want to go down the pit with the investigators," Ramaphosa said. The union issued a statement charging that safety measures had been wanting at the mine. The NUM applied to join the official safety committee for the mining industry earlier this year, but was turned down by the Government Mining Engineer as "unrepresentative." The union charges that the workers in the mining industry have no forum in which to take up safety issues — something it seems determined to remedy.

(21) 14/3/83
FMI Sept 1983

MINE LABOUR Supply side union

Having declared a dispute at Rand Refinery — the crucial final production plant in the gold mining industry — the black National Union of Mineworkers (NUM) is now taking a lively interest in the labour supply side of the industry

The NUM leadership plans to have talks with its members who are employed by The Employment Bureau of Africa (Teba) — the Chamber of Mines' recruiting division for black labour. The NUM has been officially recognised by the chamber as the representative of Teba employees based in Johannesburg. It claims to have signed up about 460 of the about 550 Teba workers employed in the city and is actively recruiting those in other centres.

NUM general secretary Cyril Ramaphosa says the union is seeking a mandate from the Teba employees for talks it wants to have soon with the chamber. This year's wage increases for Teba employees were set before the NUM obtained recognition to negotiate on their behalf. But the NUM can still negotiate with the chamber on other conditions of employment.

Ramaphosa is not saying at this stage what items are likely to be on the agenda of such negotiations. However, it seems possible that the issue of alleged discriminatory practices — which has resulted in considerable disagreement between the chamber and the union in other negotiations — could be raised.

Meanwhile, when the FM went to press Manpower Minister Fanie Botha had yet to announce his decision on the NUM's application for a conciliation board to be appointed to resolve the dispute at the Rand Refinery. If a board is not appointed within the next two weeks, the NUM is free to hold a strike ballot — a prerequisite for a legal strike. Ramaphosa says the NUM is determined to have such a ballot if a board is not appointed.

This dispute is attracting widespread interest because it represents an important trial of strength between the chamber and the NUM. The union has rejected a chamber offer of an 8% wage increase and is seeking a 40% pay rise. It does, however, appear willing to regard this figure as negotiable if certain other demands are met.

The NUM has good reasons for being determined to achieve a victory in this dispute. It obtained relatively modest gains for black mineworkers in pay negotiations earlier this year and its image — and recruiting efforts — would obviously be enhanced by any substantial gains it makes for its members at the refinery.

The NUM appears to have considerable leverage. It represents virtually all the some 250 blacks employed at the refinery, at which all of SA's gold is processed. How-

ever, seasoned observers of labour relations in the mining industry are predicting that the chamber will not be a push-over. "Some people regard the refinery as the soft underbelly of the industry, as far as labour relations are concerned," says one. "They may just find out that it is as hard as rock."

Botha (211)
acts on
NUM
dispute
17/9/83

Political Correspondent

THE prospect of the first ever legal strike by black workers in the mining industry was delayed yesterday when the Minister of Manpower, Mr Fanie Botha, appointed a conciliation board which will try to settle a dispute between the National Union of Mineworkers and the Chamber of Mines at the Rand Refinery

Yesterday was the last day on which Mr Botha could have appointed the board to prevent a strike ballot which could have led to a legal strike

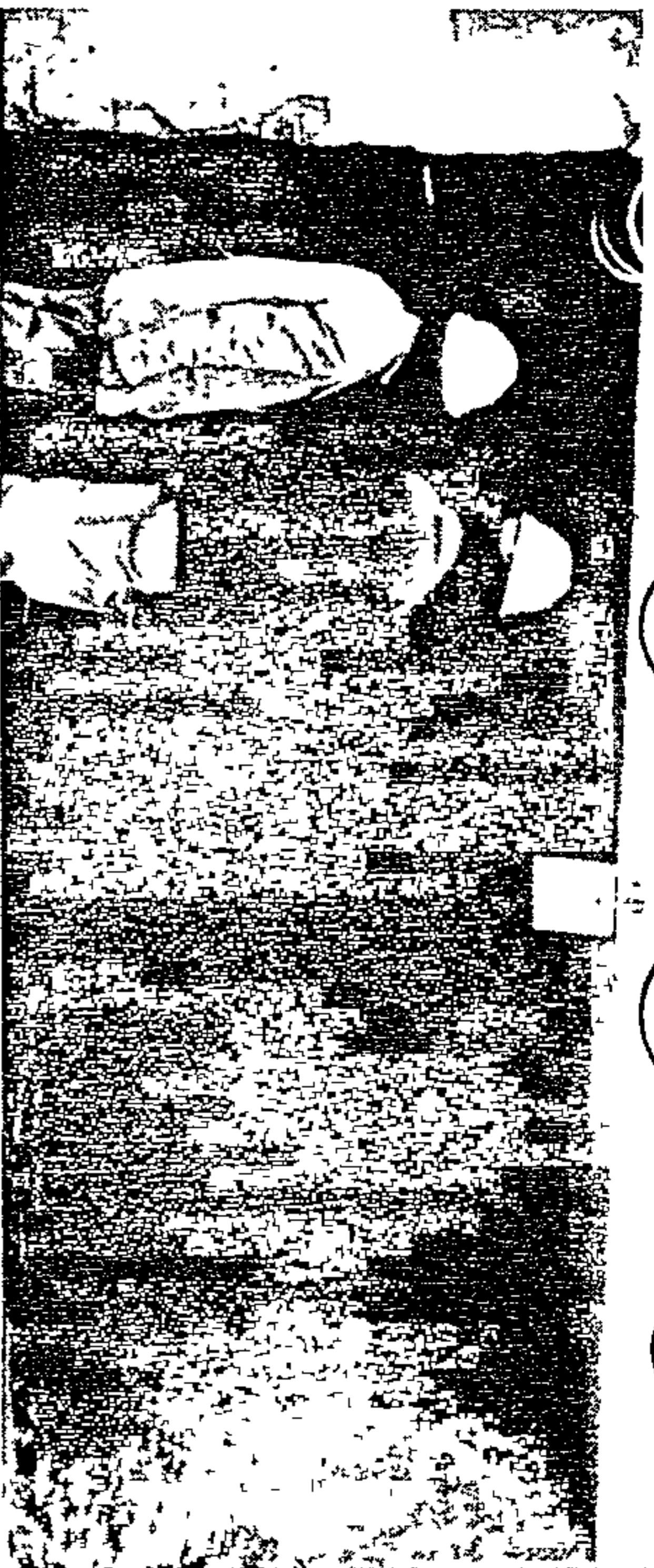
The NUM declared a dispute with the refinery, which employs about 250 workers, on August 16 after the two sides deadlocked over wages. The union wanted a 40% increase and the Chamber offered 8%

After the appointment of the board yesterday, NUM general secretary, Mr Cyril Ramaphosa, said he was not particularly pleased because he had reason to believe the Chamber had no intention of changing its offer and the board would merely delay moves towards a strike

However the NUM was patient and would do all it could to abide by the law, he said

189/12
 211
 [Handwritten marks]

Horror mine's



Tunnel of death . . . 64 miners went 3km down this pit, never to resurface alive again

medics of mercy

By SHAUN HARRIS

A MINE hospital's two medical staff emerged this week as the heroes of Hlobane, the ill-fated colliery where 65 have died after a methane gas explosion.

Hlobane mine hospital superintendent Fanie Venter and Sister Louisa van Rooyen treated the scores of injured men as they were brought to the surface.

They worked solidly for 36 hours on Monday and Tuesday as hundreds of miners injured in the blast — three kilometres inside the Boomlangier shaft — arrived at the hospital.

Afterwards, the medical staff told of the horror of seeing broken bodies, burned beyond recognition, and of the grim procession of miners who filed through the hospital on Monday night to try to identify their dead workmates.

Besides giving initial treatment to the men flown to Johannesburg, Mr Venter and Sister van Rooyen admitted more than 15 of the injured to the mine hospital with less serious burns and



Disaster hero . . . Hlobane's Sister Louisa van Rooyen
 Disaster hero . . . mine hospital superintendent Fanie Venter

Hospital heroism

They were brought to the surface. They were suffering from carbon monoxide poisoning and we began to give them oxygen immediately. Then the seriously burned victims began to arrive.

vere burning or carbon monoxide poisoning," Mr Venter said.

Hospital staff also treated several miners for fractures, some who had been thrown several metres by the blast.

"I think the worst part of the disaster was on Monday night when the first of those killed had to be identified.

"Some of the men were burned beyond recognition, it was difficult even to tell what race they were," Sister van Rooyen said.

Miners who thought they might be able to help with identification filed to the hospital throughout the night, where a ward had been set aside for the dead.

The bodies were later taken to mortuaries in Vryheid and Newcastle.

Sister van Rooyen said if one thing could be learned from the disaster it was how well people could work together in an emergency.

"Miners I had never seen before arrived at the hospital and offered to help.

"They cleaned up, manned the phones and checked the oxygen tanks — we couldn't have asked for more help," she said.

Mr Venter said first aid was given to men inside the shaft by the rescue teams.

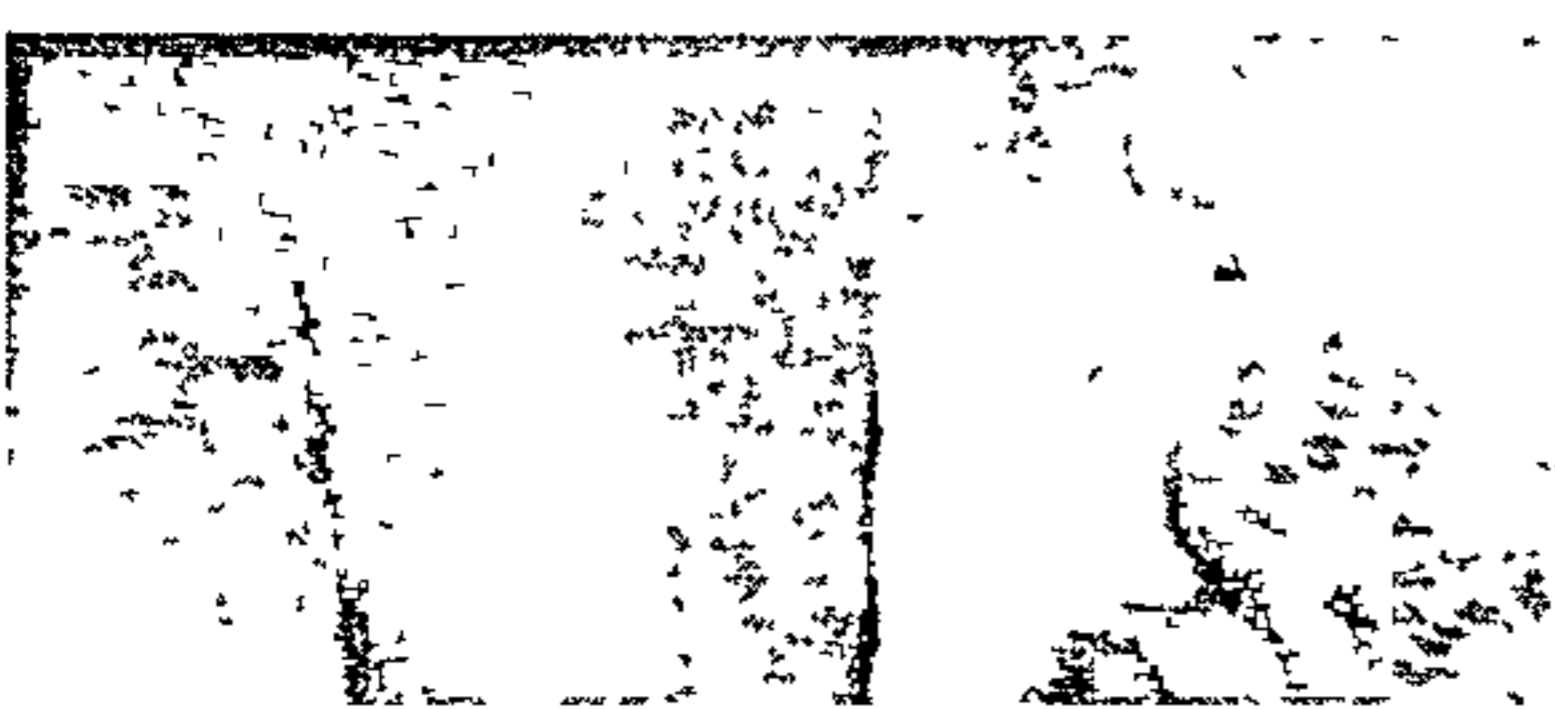
Burns

"When they arrived at the surface we took over. Our main job was giving men oxygen and pain-killers before they were taken to the hospital."

When the Sunday Times arrived at the mine hospital four men were in the wards with first degree burns — minor cases had already been discharged.

Mine authorities allowed the victims to be photographed, but their names could not be used.

When methane gas exploded in Hlobane, three-year-old Sherril Lee Venter lost her father, Mr J P Venter. With her is a neighbour Mrs Belinda Caulkett.



dent Fanie Venter and Sister Louisa van Rooyen treated the scores of injured men as they were brought to the surface.

They worked solidly for 36 hours on Monday and Tuesday as hundreds of miners injured in the blast — three kilometres inside the Boomlanger shaft — arrived at the hospital.

Afterwards, the medical staff told of the horror of seeing broken bodies, burned beyond recognition, and of the grim procession of miners who filed through the hospital on Monday night to try to identify their dead workmates.

Besides giving initial treatment to the men flown to Johannesburg, Mr Venter and Sister van Rooyen admitted more than 15 of the injured to the mine hospital with less serious burns and treated more than 200 men for suspected gassing and headaches.

Theirs was the success story of the disaster — they can proudly claim that not one patient died in their hospital during the rescue operation.

"This is the biggest disaster in which I have ever been involved," Sister van Rooyen said later this week when the hospital had returned to its normal routine of treating minor medical cases.

Emergency

"I had been seeing to the injured for several hours when the dead began to arrive at the hospital.

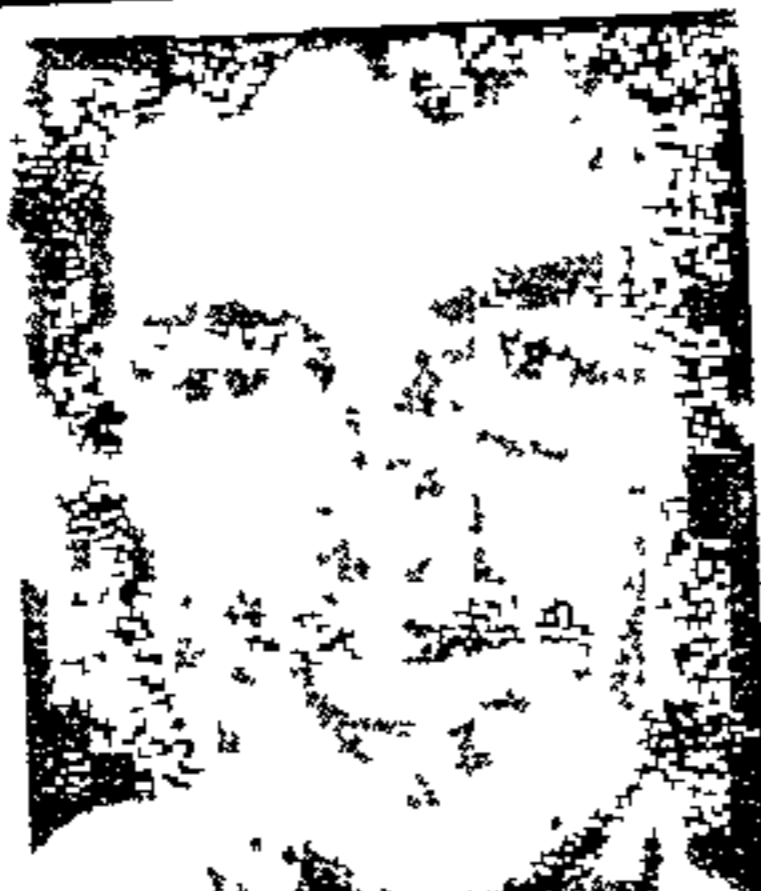
"The bodies of people I had known were carried past me. "Luckily I was so busy that I didn't have time to think about them."

Sister van Rooyen said that at one stage there were hundreds of miners waiting on the lawn outside the hospital to be treated for suspect-



Disaster hero ... Hlobane's Sister Louisa van Rooyen
Disaster hero ... mine hospital superintendent Fanie Venter

Hospital heroism after disaster



Mr J P VENTER
Blast victim

ed carbon monoxide poisoning and headaches caused by the blast's concussion.

Mr Venter was notified of the emergency shortly after 8am on Monday and went straight to the shaft head.

"I arrived as the first vic-

tims were brought to the surface. They were suffering from carbon monoxide poisoning and we began to give them oxygen immediately.

"Then the seriously burned victims began to arrive.

"I will never forget the first two men I saw — they had between 90 to 100 percent burns as well as fractured arms, legs and skulls," he said.

When the severity and extent of the fatal explosion was realised medical help was summoned from neighbouring mines and nearby Vryheid.

Stabilise

"The assistance we received was terrific. Within half an hour doctors had arrived from Vryheid and medical personnel from other mines.

"The defence force was alerted and stood by to transport serious cases to Johannesburg," Mr Venter said.

Ten victims were later flown to Johannesburg's Rand Mutual Hospital, six of whom were first treated at the mine hospital.

"We had to stabilise their conditions before moving

killed had to be identified.

"Some of the men were burned beyond recognition, it was difficult even to tell what race they were," Sister van Rooyen said.

Miners who thought they might be able to help with identification filed to the hospital throughout the night, where a ward had been set aside for the dead.

The bodies were later taken to mortuaries in Vryheid and Newcastle.

Sister van Rooyen said if one thing could be learned from the disaster it was how well people could work together in an emergency.

A sad birthday for a miner's daughter

TODAY, Neelie Cronje turns two, but her birthday won't be a happy celebration.

Her father, Awie Cronje, was one of the 65 men killed in the methane gas explosion which ripped through the Hlobane coal mine this week.

Neelie's mother, Judy Cronje, 26, spoke this week of the tragedy which had shattered her life.

She last saw her husband André, whom she calls Awie, on Monday when he left home for the early shift at the Hlobane mine, near Vryheid in Northern Natal.



MRS JUDY CRONJE

Dangers

His last words were: "Goodbye — I'll see you this afternoon."

"I never saw him again, and learned of his death when one of the mine managers and a minister came to visit me in the afternoon with the news."

Mr Cronje had three daughters, Zonica, 6, Jaco-

lene, 4, and Neelie.

A deeply upset Mrs Cronje said her husband had sometimes spoken of the dangers of mining.

"He was scared of going underground — I think every miner is — but he didn't speak about it much."

Mrs Cronje said her husband had worked at the Hlobane mine since 1975.

"We married in 1976 I was born — and have always

lived — in Vryheid and met Awie here," she said.

Typical of the compassion between mineworkers at Hlobane mine and their families was Mrs Belinda Caulkett.

She and her husband, also a miner, were friends of Mr Ed Venter, killed in the blast, when they lived in Rhodesia.

Soon after the disaster Mrs Caulkett helped look after three-year-old Sherri-Lee.

Mrs Cindy Venter, who is pregnant, was too distraught to talk to the Press this week. Her husband Ed was one of the miners killed in the explosion.

Identified

Mr P J Bezuidenhout also died in the explosion.

By late this week the names of the other 62 men killed in the fire and explosion had not been released.

Hlobane's mine manager, Mr David Watson, said the names would only be released when all the bodies had been identified and next of kin traced.

Row as miners refuse to go underground

By Carolyn Dempster
Labour Reporter

Sixty black mineworkers at West Driefontein gold mine were threatened with dismissal today after refusing to go underground because of fears of a rockburst

The stoppage began yesterday after workers said they heard rumblings at the 14th level and refused to continue working in what they called an unsafe area

The National Union of Mineworkers, which claims to represent the striking workers, was refused a meeting with the Goldfields mine manager this morning because it is not recognised on the mine

"If management proceeds with its

threat of dismissal, we will regard this as unlawful and take the mine management to the Supreme Court to secure the reinstatement of the men," said NUM general secretary Mr Cyril Ramaphosa

"We have called for an urgent meeting with the company so that our representatives, together with the Government mining engineer, can inspect the area immediately," he added

Mr P R Janisch, executive manager of Goldfields, confirmed that there had been a work stoppage on the mine this morning but said this was not an infrequent occurrence

Mr Janisch added that as NUM had not been recognised on the mine, the management would not receive any representations

Fort Hare calm after petrol bomb

Star 2/19/83

(211)

Own Correspondent

Mr Holliday said a few

ALICE — Fort Hare University was calm yesterday and last night after the petrol bombing of a hostel room early yesterday morning

Ciskei policemen were patrolling the campus at night but were not on campus during the day

Students were awaiting the university council's decision on whether they would be allowed to write end-of-term examinations missed during a boycott of lectures last week

Mr Norman Holliday, public relations officer, said students were attending lectures. No further incidents had occurred on the campus

The students were protesting against the arrest of 45 people during unrest on September 12

Minor damage was caused to furnishings when the petrol bomb was thrown through the window of a room in a men's residence

Mr Holliday did not know when the council would meet.

211
22/9/52
down

Mine union chiefs held

TWO OFFICIALS of the African Mineworkers' Union, who were held in Rustenburg where they had gone to recruit miners for their union last Friday, have been charged with furthering the aims of an unlawful organisation

This was confirmed yesterday by Major H V Heyns, of the Public Relations Division of the South African Police in Pretoria

Maj Heyns said the two men, Mr Themba Nontlantane, of Rockville, Soweto, and Mr Patrick Tsholetsane, of Munsieville in Krugersdorp, were to have appeared in the Rustenburg Magistrates' Court yesterday

The two are organisers of the African Mineworkers' Union, and according to a spokesman for the union, they had gone to Rustenburg to recruit miners on Friday when police held them

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LABOUR DISPUTES

The Minister acts

Manpower Minister Fanie Botha has appointed conciliation boards in an effort to resolve two significant labour clashes

Last Friday the Department of Manpower announced the appointment of boards for the wage dispute between the black National Union of Mineworkers (NUM) and the Chamber of Mines, and the recognition dispute between the National Union of Textile Workers (NUTW) and the Frame group

The NUM is engaged in an important trial of strength with the chamber over pay increases for black workers at the Rand Refinery (*Current Affairs* September 16). If a board had not been appointed by the end of last week, the union would have been free to launch a legal strike if most of its members at the refinery voted in favour of such action. By Wednesday last week it was threatening to hold a strike ballot if a board was not appointed. Should the board not resolve the dispute within a month, the union can again exercise its right to strike legally

It seems likely that the board appointed for the dispute between Frame and NUTW could result in an important test case going before the Industrial Court. The issue of union recognition lies at the heart of this dispute (*Leaders* August 5). Because the terms of reference of the board include allegations of an unfair labour practice the

Financial Mail September 23 1983

If issues between employers and unions are best thrashed out between themselves, then the disputants should be allowed to have recourse to industrial action to close the deadlock gap, and the ring held by the State must be a fair one. Neither is true of the present dispensation. A clear dualism is evident in the Labour Relations Act: it seeks to encourage collective bargaining but simultaneously, through its convoluted disputes procedure, effectively criminalises most forms of industrial action. Picketing, a normal incident of collective action elsewhere, is proscribed under the Internal Security Act, while the wide terms of the Intimidation Act have already been directed at unionists.

Most important of all, the effect of the range of statutes controlling every aspect of the supply of black labour is that migrant workers resort to industrial action at their peril. Even a legal striker is open to instant dismissal, and a migrant who has lost his job forfeits his (always

and if the NUTW goes to court. These questions about an employer's obligation to recognise a majority union and way (for example the holding of a ballot to determine which of two rival unions has majority support in a plant. At issue will also be the question of what con-

stitutes the most appropriate bargaining unit. Should this be a single plant, or should it be the entire complex within which that plant is located?

Answers to questions such as these will obviously have important implications for unions and employers in many industries

in my opinion

Art matters

arious) right to remain in an urban area. Many a dispute has been "resolved" by the mass deportation of the force and employers have not been equivocal in their condemnation of occurrences

Against such a backdrop, it is relatively painless to advocate collective bargaining as the first and last word on worker relations between the parties. Godsell believes that the courts should declare the law rather than make it. Should the courts indeed back up the engaged in "so intimate an act as negotiation" to fit the Procrustean bed of rigid law, employers would be likely to raise a storm. In the labour field, more than any other, it is essential that an adjudicative body be afforded scope to work imaginatively when seized of disputes. It is impossible for statutory provisions to cope with the nuances of our developments. The example which Godsell cites — representivity — is a case in point.

Legal duty

His contention that the question of the legal duty to bargain with a representative union should be left to the bargaining process is rather surprising. In most countries collective bargaining got underway only once the legal duty to bargain had been secured by the labour movement. The fundamental dispute over the very framework for bargaining is one of right, not interest. The social cost of leaving it to be resolved by the parties is high.

Recognition has primarily two aspects: the acceptance of bargaining agents and the definition of appropriate bargaining units. Except in the UK and Utopia, both aspects require statutory and judicial regulation. Most overseas jurisdictions have settled the bargaining agent question through legislative intervention. There is a statutory duty to bargain with a representative union and recognition disputes are outlawed. The right to be recognised flows from a relatively simple certification procedure, usually involving a ballot.

The definition of the appropriate bargaining unit, on the other hand is pre-

cisely the type of issue which, failing agreement between the parties, is best left to an adjudicative body which can fashion a binding decision consonant with the contours of a particular industrial setting. Once again, if collective bargaining is the objective, devious and dilatory arguments over its underpinnings cannot be allowed to frustrate the process. Moreover, although collective action may break a deadlock over the bargaining unit, interests of parties other than the immediate disputants are at stake and hence these boundaries should be established by a body which can take a wider — often an industry-wide — view of things. Of course, an ill-fitting judicial imposition will not preserve industrial peace or advance collective bargaining. But to deny a labour court any role is no solution.

It is significant to note that in the two cases where the Industrial Court's findings amounted to orders to bargain with a union — *Bleazard v Argus* and *United African Motor and Allied Workers Union v Fodens* — the acceptance of the bargaining agent and not the appropriate bargaining unit was in issue. In the absence of statutory regulation of the subject, I submit that the court's determinations were salutary. They certainly led to a speedy resolution of other recognitions disputes.

The observation that "through the *status quo* provision, unions at times appear to be seeking to achieve that which they have not even attempted to accomplish through bargaining" is surely misconceived. The *status quo* order by definition may only preserve on an interim basis what has already been won, by negotiation or otherwise. Where orders have been granted, they have followed unilateral conduct and a failure to negotiate.

To secure greater legitimacy, an improved role for the Industrial Court as part of wider legislative reform in the labour field is certainly required. The call is to tap the systems developed in other countries. Given the practices prevailing in some quarters, it is not inevitable that such a move would endear the court to more employers.

17 nervous miners fired for refusing to go underground

23/9/83

E. Post

211

JOHANNESBURG — The West Driefontein gold mine near Carletonville yesterday fired 17 of the 40 workers who refused to go underground on Wednesday because they were afraid of a rockburst

The management of the Gold Fields mine met representatives of the National Union of Mineworkers, but the talks proved fruitless, Mr Cyril Ramaphosa, said the union's general secretary

A spokesman for the mine confirmed that the Chief Inspector of Mines had inspected level 14 and could find nothing unsafe

"This was communicated to the 40 men in the morning, but 17 still refused to go underground. They are regarded as having terminated their contract," he said

Mr Ramaphosa said that the union was consulting its attorneys about the dismissal of the 17 workers in an effort to seek their reinstatement

The 40 mineworkers refused to go underground after claiming they had

heard rumblings in the rock. The mine management said it was impossible to technically determine in advance whether a rockburst would occur

The Minister of Mines, Mr Pietie du Plessis, said in Pretoria yesterday allegations that tests for gas were not made at the Hlobane colliery prior to the methane gas explosion that killed 63 miners last Monday would be thoroughly investigated during the pending joint inquest and inquiry

He said in a statement the inquest and inquiry would be held by a magistrate, with a member of the Government Mining Engineer's staff as assessor, and that the case should not be discussed as it was *sub judice* until the legal proceedings were finalised

Mr Du Plessis also reacted to recent Press reports that safety conditions and the safety norms in South African mines were unsatisfactory

He said South African mining regulations were generally accepted as be-

ing among the best in the world and were much wider in scope and more detailed than those recommended by the International Labour Organisation

This did not mean they were perfect and the regulations were constantly being reviewed

"In this connection, the Government Mining Engineer would welcome any positive and motivated suggestions for the improvement of the regulations"

● The Chamber of Mines has refused to display a National Union of Mineworkers notice calling for a moment of silence to be observed between 9am and 9.30am on Monday for the miners who died

In a letter to Mr Ramaphosa, Mr Peter Bosman, general manager of the Chamber of Mines, said the English part of the notice calls on employees to observe a moment's silence between 9am and 9.30am, but the Sotho and Zulu/Xhosa versions urge employees to participate in a half-hour work stoppage — Sapa

Transvaal

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Clash looms over NUM call to mourning

By Carolyn Dempster
Labour Reporter

A confrontation is looming between the National Union of Mineworkers and the Chamber of Mines over the union's call for its 40 000 members to mourn Hlobane's 65 dead between 9 and 9 30 am on Monday.

The Chamber of Mines president, Mr Colin Fenton, yesterday agreed to NUM's request for mineworkers to observe a "private moment of silence" within the half hour.

But now it seems likely that NUM's nationwide membership will heed the call literally and, to maintain silence underground, will down tools for the half hour specified by the union.

The union has requested representatives on the mines to display notices in Sotho, Zulu and English calling on the miners to observe September 26 as a day of mourning.

Yesterday the Chamber refused to allow the notices to be put up because the Sotho and Zulu translations called for a work stoppage whereas the English version merely asked for a moment of silence.

"This action is an entirely different matter from what the president agreed to. As the disruption of operations of the mining industry ... could only be construed as an action against management, such a concerted work stoppage would be a contravention of the Labour Relations Act," said the Chamber's general manager.

"The Chamber has agreed to our request and has stated specifically that the mine managements will not interfere should workers take part in this action," said Mr Cyril Ramanapasa, general secretary of the union.

"As far as we are concerned the moment of silence constitutes a work stoppage because the workers will have to stop the machines to obtain the silence." He added that should individual mine managements gainsay the Chamber's agreement the result could be "very ugly indeed".

The Council of Unions of South Africa has issued a statement supporting the miners and urging all workers to support the cause of the mineworkers on Monday.

'Vote no' mine union urges 18 000 members

By STEVEN FRIEDMAN
Labour Correspondent

THE all-white Mine Workers Union yesterday called on its 18 000 members to vote "no" in the referendum on the Government's constitutional proposals

And the union's general secretary, Mr Arrie Paulus, is to campaign against the proposals in his personal capacity by addressing at least 11 meetings called by Rightwing opposition parties in areas where the union has members

Mr Paulus predicted yesterday that 90% of white workers would vote against the proposals. He said he would speak at meetings organised by both the Conservative Party and the Herstigte Nasionale Party.

The union's stand was announced at a Press conference given by Mr Paulus at the MWU's Johannesburg headquarters. A black reporter attempted to attend the conference on behalf of a Johannesburg afternoon newspaper but was ordered to leave by Mr Paulus.

Mr Paulus said the union had 18 600 members on the mines and in various factories.

Also, workers at Highveld Steel, Modderfontein dynamite factory and at Sasolburg

and Secunda factories and power stations had joined the union, but it was waiting for an extension of its scope to represent them

This, he said, would increase the MWU's membership to 20 000, and there were also other miners who wanted to join but could not because of "closed shop" agreements

If these workers, together with their families, were to heed the "vote no" call, they would constitute a significant voting bloc

Mr Paulus said the MWU believed "the whites will be the only ones to suffer" if the proposals were implemented

They would mean the beginning of power sharing with other races and would thus "cause conflict, not harmony"

He said the powers of the State President in the proposed constitution were "excessive", and the country would be ruled by the President and the President's Council rather than by elected Members of Parliament

Because the proposals relied on consensus, the white Parliament would have to give in to the demands of the coloured and Indian Parliaments

They would also lead to "integration" because coloured and Indian representatives would push for an end to the Group Areas Act

Num institutes court proceedings ~~11~~ 211

Sowetan
29/9/83

By PHIL MTIMKULU
THE NATIONAL Union
of Mineworkers (Num)
has instituted legal pro-
ceedings against West
Driefontein Gold Mine
for the reinstatement of
17 sacked workers.
In their application to
the Industrial Court the
union is contesting the
dismissal which it re-

gards as an unfair labour
practice
The union, which also
alleges that the mine
was in breach of con-
tract of employment of
the individual appli-
cants, has also applied
to the government to
hold an urgent inquiry
and inspection of the
mine

ings Security of pensions is becoming a significant factor among people opposed to investment

Chettle's eligibility marks the distance foundation has come from the days of rugged patriotic fundamentalism, a journey that has increased its credibility and effectiveness. It will be interesting to see whether there's another quantum jump in love for the organisation

WAZULU

Help wanted

The KwaZulu Development Corporation (KDC) wants to attract key people from the private sector to help with the development of KwaZulu. It has launched an advertising campaign to attract 23 senior staff members from general manager down.

The KDC's burgeoning staff needs have been brought about by the establishment of the Southern African Development Bank. With the launching of the bank, the Corporation for Economic Development (CED) will be phased out and the KDC will be taking over its industrial development functions.

Senior GM Marius Spies says the added responsibilities of the KDC under the new management underlie the decision to enter the employment market. But, he says, the desire to involve the private sector in development is also an important factor.

The KDC has already launched two major initiatives involving the private sector. The first was the formation of the KwaZulu Housing Company, aimed at tapping pension funds and other resources of large public and private corporations for investment in black housing. "The Durban City Council was the first to invest R2m in the company and we are currently negotiating large investments with a number of big companies," says Spies.

The second is the formation of a joint finance company with Trust Bank to facilitate direct private sector involvement in the financing of business development in KwaZulu.

MINERS

Who did stop?

Mystery surrounds the scale of this week's work stoppage by black mineworkers, called to honour the 66 people who died in the recent Hlobane mining disaster. National Union of Mineworkers (NUM) general secretary Cyril Ramaphosa maintains that solidarity ensured that over 30 000 workers participated in a half-hour work stoppage. But the Chamber of Mines (CM) industrial relations adviser, Johann Liebenberg, dismisses his claims as "absolute nonsense".

According to Liebenberg "There were no



NUM's Ramaphosa ... claims contested by the Chamber

cases that we know of in mines represented by the CM that the half-hour work stoppage was observed, although there may have been incidents where people observed a moment's silence."

Industry sources say that a moment of private silence was observed on a significant scale. A spokesman for Anglo American says that no work-stoppages were experienced either on the gold or coal mines but that the moment of private silence was observed in the spirit of an agreement with the CM.

Ramaphosa counters that reports are still coming in indicating the extent of an actual work-stoppage, and that denials by the CM "are to be expected".

Ramaphosa claims "Work-stoppages were observed at two Witbank collieries — at Gencor's Matla coal mine and at Rand Mines' Rietspruit. In addition, there were also underground stoppages at Western Holdings, and President Brand".

He adds "From reports received to date, we're pleased with the response to NUM's call for a stoppage. Predictably, on mines where our organisation was not so intense, the response was not that good, but it's an organisational problem. On the mines where we're organised the response was good".

Injured survivors of the Hlobane disaster claim negligence, saying that methane gas levels were not tested on the morning of the explosion. This has led to a call by NUM for a commission of inquiry into safety on the mines. Ramaphosa says that NUM now intends submitting a detailed memorandum to the Minister of Mineral and Energy Affairs calling for this.

According to Guy Stokes, manager of the CM's safety division "Until June 30 1983 the fatality figures for CM coal mining members was 0,53/1 000/year, which is as good as the best US figures. Britain has the lowest fatality rate in the world at 0,2/1 000".

But at present black workers have no representation on the government appointed Mine Safety Committee. Only unions with white membership are represented. Earlier this year government's mining engineer turned down NUM's application for representation on the grounds that it was unregistered and unrepresentative. Now, Ramaphosa tells the FM, NUM recently received a letter from the mining engineer stating that its application is being considered at Ministerial level.

NATAL

Sharing the burden

Natal has taken its first tentative steps towards sharing services in its major urban areas. Durban is first in line for this so-called "regionalisation". Twenty-three local authorities — stretching from Illovo in the south, Hillcrest in the west and Verulam in the north — will be involved. Significantly, parts of KwaZulu which fall within the region are to be included.

The services which will be shared include health, ambulance and fire, traffic control, civil defence, electricity, water, planning, transportation, sewage, and solid waste disposal. An international firm of management consultants has been appointed to carry out an in-depth analysis of the financial consequences.

Durban City Council has agreed that the costs of the study, expected to be around R400 000, be covered by surpluses in its electricity fund.

While regionalisation has been shown to work overseas, the concept has been greeted with some scepticism in SA. A complex interlocking of local authorities, based on ethnic concepts, makes application difficult. However, government has given its tacit support. The Ministry of Constitution-

continued on p51

HOW SAFE ARE MINERS

211
~~City Press~~ City Press 3/10/83

A potentially explosive row over mine safety continues to rumble in the wake of the Hlobane coal mine disaster which killed 67 people.

Black mineworkers' unions and the Chamber of Mines have launched fierce verbal attacks on each other, and the National Union of Mineworkers (NUM) is taking a mining company to court for firing 17 workers after they refused to work in an area they considered unsafe.

Black unions have ridiculed a Chamber of Mines statement that South African mine safety measures are the best in the world.

One mining expert dismissed the Chamber's claim as "bull

The unions point to figures which show that the death rate on South African coal mines is six times higher than on British coal mines and 50 percent higher than US coal mines

Proprietors

But the Chamber says this is like comparing "apples to pears." Different conditions govern coal mining in Britain and South Africa, and the South African death rate equalled the American death rate in the first half of this year — before Hlobane — adds the Chamber.

Nefolovhodge, regional organiser of the Black Allied Miners and Construction Workers' Union, said the Chamber's response was a "rationalisation". "We cannot use methods which cause people to die in such numbers," he said. Cyril Ramaphosa of the NUM said that it was, generally speaking, fair

UNDETERMINED?

to compare British and South African coalmines.

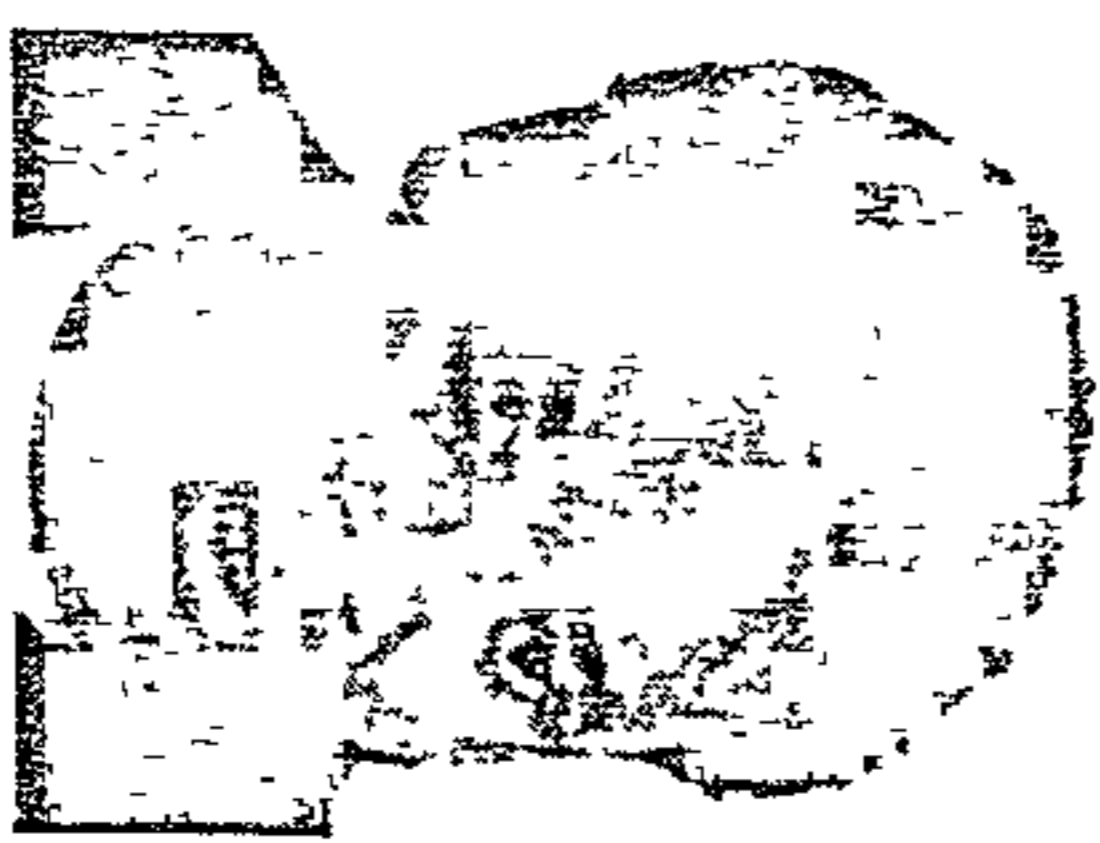
The black unionists are demanding full participation on mine safety bodies, saying this is necessary for proper safety measures.

Chamber of Mines spokesmen told City Press this week they would not pressure the Government to grant black mineworkers' unions representation on the statutory Mine Safety Committee. But the Chamber would not oppose black union representation either. The 10-member committee, whose members are approved by the

Government, has three people who are supposed to represent mine employees who are not officials.

But there is not a single representative of the 475 000 black miners.

Ramaphosa said this attitude showed the Chamber "does not want us" on the committee. "The Chamber had enough clout with the government to ensure black representation, he said. The Chamber says black miners are regularly consulted on all issues of safety. Meanwhile the black



CYRIL RAMAPHOSA urgent need for action on mine safety

unions have raised a number of other issues on safety. Ramaphosa says mine workers want,

and need, a one hour break for lunch and rest during their eight to nine hour shifts. At present they work straight through.

Chamber spokesmen told City Press this week that miners had no break because "this is how they like it".

But Ramaphosa says this "is just not true".

Nefolovhodge said this showed the Chamber's determination to push productivity at all cost.

The black unions and occupational health workers charge this lack of rest is a major factor in some accidents. But

the Chamber says no research had been done which would support this.

The unions also charge that incentives

paid to white mine workers for few injuries on the shifts they oversee prompts them to put pressure on black miners not to report injuries.

But the Chamber says its investigations refute this allegation. In addition, every miner is physically checked for injuries at the end of each shift.

But Ramaphosa counters "We know injuries are being suppressed, and we are just waiting to prove this conclusively."



Good to move, says Swanepoel

By ZWELAKHE SISULU

FRANS Swanepoel is a man who pulls no punches, and the premature wrinkles on his sun-scoured face and his cragged hands tell the story of working the land.

He speaks no English, and makes no apologies for that, although he will proudly tell you that his son attended school in Johannesburg where he acquired a command of the language.

Mr Swanepoel is one of the key figures in the controversy surrounding the removal of people from Mogopa, a village near Ventersdorp.

He has been the major diamond prospector in the area since it was proclaimed in 1970 and has been paying R75 a month to the tribe for the water he uses on the mine.

Members of the kgotla in Mogopa do not know whether Mr Swanepoel has an arrangement with Chief Lerothodi Mamogale to pay some of the proceeds from the diamonds—all they know is that they have never received any

people in the cities. We are a growing nation and we need farmers who can grow food.

"These people have not been able to utilise this land meaningfully in spite of being on it for a hundred years," he says with a flowing, expansive gesture at the arid and rocky land.

On the other hand though, he is concerned that the white farmers, who are coming, will not leave him in peace like the tribesmen did.

He started his diggings in 1970 when the area was proclaimed and hired out his farm to another farmer. "I have done quite well for myself. The biggest diamond I sold fetched R25 000."

"Things are not so well in the industry because the price of diamonds has gone down but then the fact that you people now buy diamonds for your wives, helps things," he observes with a twinkle in his eye.

He currently has 108 claims for which he pays R1 a claim to a company in Pretoria.

creating unnecessary tension. "Look, if the Government takes people elsewhere it will build them nice schools and houses. Is that not the case Ou Johannes?" he asks.

The old man averts his eyes and does not answer.

The subject of removals gets a bit heavy for Frans and he blurts out "So what do you fellows think of Gerrie Coetzee's win, hey, what do you think?" he asks with the slightest of sneers.

"Ja, you see your answer."

black people have been beating our white people in this heavyweight thing for 30 years. But



Part of the tragic history of Mogopa is digger Mr Frans Swanepoel. "What do you think of Gerrie Coetzee?"

DIMBAZA BEADCRAFTERS

Address: P.O. Box 32 Kingwilliamstown

Mr Swanepoel laughs at suggestions that the people are being moved so as to make way for his diamond diggings. Yes, he says, he knows that the people at Mogopa will be moved and that their land will be taken over by white farmers. "I am sorry to see the people leave. I will miss people like Ou Johannes here."

"But I don't blame the Government for moving them. These people can hardly grow meals for themselves, let alone for us and you

"I was told by the people at Kuper, the company responsible for the claims, that the Mogopa people sold their diamond rights to them for \$6 000. So if people want to claim anything they must go to Kuper—but they will get nothing from me and that's for sure," he said.

He presently employs 12 people on the mine. "Mining is in my blood. My father was a miner, so was my grandfather and so is my son."

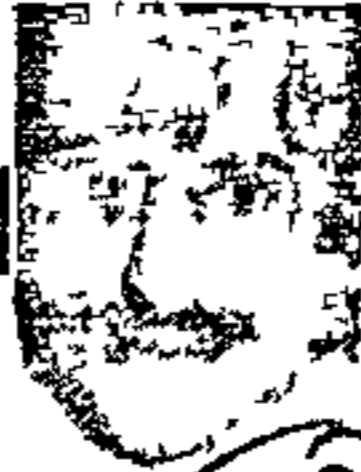
The removal of the people, he believes, is

EARLY LEARNING CENTRE

Address: 50 Albany East London 5201

Contact: Geraldine

Objectives: (E.L. and B) opened Apr Aims to be pre-school Provides pre-school



floor — however many services it offers members

This may show that the union is too young to mount a widespread symbolic stoppage in defiance of employers now.

Papers filed in the NUM's industrial court test case against Gold Fields West Driefontein mine — it is challenging the dismissal of 17 men who refused to work in an area they consider unsafe — contain startling charges.

These include claims that a rockfall occurred in the area the men refused to work in two days after they were fired and that the men were subjected to verbal abuse. Gold Fields will contest the action.

HOW widespread was the stoppage by National Union of Mineworkers members to mourn those who died in the Hlobane blast?

The NUM called for a half-hour stoppage, the mines replied that a minute was adequate. The NUM then said many members would observe 30 minutes.

The NUM says about 30 000 members — mostly on the surface — ignored management and took 30 minutes. Employers insist that none did. The mines are insulated from newspapers, so it is impossible to say who is right.

But it does seem the one minute was widely observed, which may show that the NUM is making progress in mobilising members.

If half-hour stoppages did take place, it seems they occurred mostly on the surface and that most underground workers did not defy management.

NUM 5/10/83

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Startling claim in
gold mine dispute

Worker hurt after fears of danger

By Carolyn Dempster,
Labour Reporter

Just two days after 17 mineworkers at West Driefontein Gold Mine were fired for refusing to go underground because of fears that the 14th Level was unsafe, a miner was injured in a rockfall on the same level

Mr Lekebe Myeni was hitting a wedge into position at the 14th Level on the morning of Saturday September 24 when part of the roof caved in above him

The falling rock cut into his shoulder, buttock and hip and he was treated for minor injuries.

By his own admission Mr Myeni was scared of working in the area and frightened of the conditions of the squares

UNEASINESS

He was one of the original group which refused to go underground on Tuesday September 20 because the miners were uneasy about Level 14

But, under threat of losing his job, Mr Myeni resumed work on September 22

This is one of the startling claims contained in papers before the Industrial Court in the dispute recently declared between the National Union of Mineworkers and Gold Fields (Pty) Ltd.

The NUM is challenging Gold Fields, as the owners of West Driefontein, over the dismissal of its 37 union members, alleging an unfair labour practice

On September 20 the gang of about 40 mineworkers refused to go underground and the union was informed that the men had been threatened with dismissal as a result

On September 22, 17 mineworkers were fired after they repeated that they were willing to work — but only after they had been assured the level was safe

FIRST TIME

It will be the first time that the Industrial Court decides whether workers are entitled to refuse to work in an area they consider unsafe

Up until last week, claims made concerning two separate incidents in which miners were injured at Level 14 were unsubstantiated

However, Gold Fields has now conceded that the accidents did occur

In response to the legal papers served by NUM, Gold Fields admits that three mineworkers were injured in rockfalls at the 14th Level, but emphasises that both incidents should be seen in their proper context

"Mining, by its very nature, is inherently dangerous and regrettably injuries are continually sustained by workmen underground. The three injuries referred to do not reveal anything out of the ordinary and do not justify the conclusion that the relevant area was more dangerous than other areas in the mine"

'JUST CAUSE'

However, in the papers before the court, NUM alleges that the mineworkers had just cause to believe it was unsafe to work on that level

● On September 12 two mineworkers were injured in a rockfall in one of the gulleys in the area

● On September 14 the gang working on the 14th Level was swapped with a gang working on Level 26. The incoming gang was told by the departing gang that Level 14 was unsafe

● On September 16 there were problems concerning the "hand-over" of the new work site

● Over the following two days an inspection of the area by the shift boss and then the gang revealed fissures in the rock as wide as a man's fist; many supports were tilted at an angle, faint rumblings were heard in the rock, and rocks and stones were easily dislodged if the mineworkers bumped their helmets against the "tafel".

Star 18/10/83
211

Strike threat at major refinery

Black workers at the refinery which processes all South Africa's gold may strike soon over a pay claim, the general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, said yesterday.

A final wage and conditions offer from Rand Refinery at Germiston, near Johannesburg, was unlikely to be accepted by the 250 members at the plant. "We will then start to count the days to a strike," he said.

The Chamber of Mines, which negotiates for the refinery, said in a statement it had presented a revised and final offer yesterday which the union was considering.

Mr Ramaphosa said the refinery had raised its pay offer to nine percent from eight but had adversely revised increments for years of service. The offer would be put to members on Monday and a reply given on Tuesday — Reuter.

Miners likely to turn down wage offer

By STEVEN FRIEDMAN
Labour Correspondent

MEMBERS of the National Union of Mineworkers at the Chamber of Mines' Rand Refinery were due to meet late yesterday to discuss a "final" wage offer from the chamber — and it was almost certain they would reject it

Rejection of the offer would pave the way for a legal strike at the refinery, which could have serious implications for the gold mines. Although the refinery, which is in Germiston, only employs about 250 workers, it refines all gold produced by chamber mines

However, even if union members reject the offer, labour law stipulates they may not strike legally for another 30 days

Wage talks between the chamber and NUM at the refinery deadlocked in August when NUM, which demanded a 40% rise, rejected the chamber's 8% offer

NUM declared a formal dispute with the chamber and an official conciliation board has been meeting in an attempt to resolve the dispute

At a meeting of the board late last week, the chamber made a new offer to the union, which it described in a statement as "final". It added that the union had agreed to take this back to its members

NUM's general secretary, Mr Cyril Ramaphosa, said yesterday union officials and shop stewards would address workers on the chamber's offer. The meeting was scheduled for late yesterday

He said union negotiators would not recommend acceptance or rejection of the offer, but added it was "highly unlikely" that workers would accept

The chamber had amended its wage offer slightly — from 8% to 9%

But, Mr Ramaphosa said, a "more serious" problem had been created by a revised chamber offer on service increments for workers.

NUM had demanded that workers receive an extra 0.5% of their pay for every year they had worked at the refinery

The chamber accepted this, but only on condition this system only came into effect from now. This would mean that long-service workers would not receive any increment for the time they have worked up until now

NUM rejected this, demanding that the increment be calculated from the day workers were hired

Mr Ramaphosa said the chamber had now changed its offer and was offering a R1,20 a month rise for each year of service — but with the proviso that no worker would receive more than R30

"This means men with 25 years' service would get virtually nothing, and I cannot see our members accepting this," Mr Ramaphosa said

If the meeting rejected the offer, NUM would then inform the Department of Manpower that the conciliation board had failed to settle the dispute, he said

However, Mr Ramaphosa pointed out, the union could not call a legal strike at the refinery until another 30 days had elapsed

Mineworkers union is to strike over wage issue

By Fiona Macleod

18/10/83
Members of the National Union of Mineworkers (NUM) at the Chamber of Mines' Rand Refinery have decided to stage a strike after rejecting a "final" wage offer of nine percent from the Chamber.

At a meeting late yesterday afternoon the members decided to notify the Department of Manpower that the union's dispute with the Chamber had not been settled and that they would strike after the 30-day period required by law.

The strike could have serious implications for the gold mines. Although the refinery, which is in Germiston, employs only about 250 workers, it refines all gold produced by the Chamber's mines.

The Chamber raised its wage offer from eight percent after talks with the union deadlocked in August.

NUM, which demanded a 40 percent rise, declared a formal dispute with the chamber and an official conciliation board has been meeting in an attempt to resolve the dispute.

Late last week the Chamber made the offer of nine percent, which it described as "final".

Sowetan 211 152 1983

STRIKE LOOMS ON GOLD MINES

ABOUT 250 mine-workers, members of the giant National Union of Mineworkers (NUM) may go on a legal strike at the gold mines after their rejection of a wage offer made by the Chamber of Mines.

The union's general secretary, Mr Cyril Ramaphosa, said that the workers, employed by Rand Refinery in Germiston, had rejected the offer because they were not satisfied with management's revised offer.

The rejection followed a deadlock reached in August between the chamber and NUM when the union demanded a 40 percent rise and rejected the chamber's offer.

The union declared a dispute with the chamber and a Reconciliation Board was appointed in an attempt to settle the matter. The chamber made a new offer last week and this was also rejected by the union.

A strike at the refinery, which produces all the chamber's gold, is likely to have far-reaching consequences in the gold industry.

Mr Ramaphosa said the union could not call a legal strike until 30 days after the rejection of the offer by members.

The union had demanded that workers receive an extra 0.5% of their pay for every year they had worked at the refinery. The chamber accepted this on condition it took effect from

By JOSHUA RABOROKO

now, meaning that long service workers would not benefit.

He said they had rejected the offer and demanded that the pay rise be calculated from the day workers were engaged. The chamber then changed its stance and offered a R1,20 per

month increase for each year of service on condition no worker received more than R30.

"We find this offer absolutely unacceptable because it means workers who have 25 years' service are going to earn almost nothing," he said.

The union would inform the Department of Manpower that the Conciliation Board has failed to settle the labour dispute before actually going on strike," Mr Ramaphosa said.

Neither the chamber nor the Department of Manpower had received any information on the workers' rejection of the offer, according to spokesmen yesterday.

(21) (129) (151) (172)
Gold
CAPE TOWN 19/10/83
workers

to strike

JOHANNESBURG. — Members of the National Union of Mineworkers (Num) at the Chamber of Mines Rand refinery have decided to stage a strike after rejecting a "final" wage offer of nine percent from the Chamber.

At a meeting late on Monday afternoon, the members decided to notify the Department of Manpower that the NUM's dispute with the Chamber had not been settled and that they would strike after the 30-day period required by law.

The strike could have serious implications for the gold mines.

Although the refinery, which is in Germiston, employs only about 250 workers, it refines all gold produced by the Chamber's mines.

The Chamber raised its wage offer from eight percent after talks with the Union were deadlocked in August.

Num, which demanded a 40 percent rise, declared a formal dispute with the Chamber and an official conciliation board has been meeting in an attempt to resolve the dispute.

Late last week, the Chamber made an offer of nine percent, which it described as "final". — Sapa

Gold mining industry could be hit hard

Strike threat at top Reef gold refinery

By STEVEN FRIEDMAN
Labour Correspondent

THE Chamber of Mines' Rand Refinery in Germiston, which refines all gold produced by Chamber mines, seems set to face a legal strike by its black workers within the next week

This follows the rejection by a meeting of Rand Refinery workers of a final wage offer made by the chamber to the National Union of Mineworkers, which represents the workers

The NUM's general secretary, Mr Cyril Ramaphosa, said yesterday that the union

was likely to hold a legal strike ballot at the refinery later this week

He said if they voted for a strike, the strike could begin early next week. The union believes that the rejection by workers of the offer makes a vote to strike almost certain

Originally, the union had believed that labour law did not allow it to launch a legal strike at the refinery for the next 30 days. However, Mr Ramaphosa said the NUM had taken legal advice yesterday and had been assured that it could strike legally

Although the refinery only employs about 250 black workers, a strike would have

serious repercussions for the gold mines because of its strategic role in the gold mining process

A strike would also prompt the first major confrontation between the chamber and the NUM.

A spokesman for the chamber said yesterday that the chamber would not react immediately to the NUM's announcement.

He said the union had not officially informed the chamber of its reaction to the wage offer and that, until it did, the chamber would not react.

The threat of strike action follows wage talks between

the two sides in which the NUM originally demanded a 40% wage rise for its members and rejected a chamber offer of 8%

The union declared a formal dispute with the chamber — the first step on the road to a legal strike — and a Government-appointed conciliation board has been attempting to settle the dispute

At a meeting of the board late last week, the chamber increased its offer and said the offer was "final"

The NUM has demanded that workers receive an extra 0,5% of their pay for every year they have worked at the refinery

19/08/83

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NUM

FM 21/10/83
MINING INDUSTRY
Surface tension

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~~121~~

The latest dispute involving the Chamber of Mines and the Mine Surface Officials' Association (MSOA) has important implications for emerging black trade unions in the mining industry.

The previously all-white union got permission to open its ranks to blacks in July. It now contends that the chamber has committed an unfair labour practice by violating an agreement for the admission of blacks "into occupations or aspects of occupations which either legally or traditionally have been regarded as those of members of the MSOA." A dispute was declared on September 16 when the 14 560-member association called on the Minister of Manpower to appoint a conciliation board to settle the issue. The association says the agreement, which dates back to 1973, stipulates that managements in chamber-affiliated mines are required to confer with and obtain the consent of the MSOA before appointing blacks. However, when it approached the chamber in 1980 to obtain a list of occupations which, if filled by blacks, would be regarded as falling under its jurisdiction, it learned that, potentially, 18 000 blacks qualified.

The MSOA says the appointment of these people is a flagrant violation of the agreement. It says the major cause of the problem is that the chamber does not have sufficient control over individual mine managements.

It also claims this violation has had a ripple effect resulting in the violation of two other important agreements — those stipulating a closed shop and minimum wage levels. "Black incumbents were paid less than the scales provided for — in any event less than what would have been paid had the appointees been white. This is unacceptable blatant discrimination at a profit," a spokesman for the association told the FM.

The spokesman also says the MSOA has demanded that all blacks appointed as mine surface officials in the future should automatically become members of the association in terms of the closed shop agreement. This would prevent emerging mine unions from organising them. Significantly, it was the MSOA which proposed the successful motion calling on government to ban unregistered unions at the recent Tucsa annual conference.

Chamber industrial relations adviser, Johann Liebenberg, disputes the union's claims. He says that when the 1973 agreement was signed there was no prospect of blacks becoming surface officials.

"The real problem now lies in defining what a mine surface official is," he told the FM. He also says that the agreement did not specify that if blacks were to be employed in these positions, that the closed shop would apply to them or what their

does not follow that all of the 18 000 would necessarily become mine surface officials if the MSOA wins the dispute. He says the agreement also covered workers in "aspects" of the occupations held by MSOA members. It would want to organise only those appointed to the traditional posts.

know what the union wants. He points out that if the MSOA lays claim to the 18 000 workers already appointed, its white members will be outnumbered. "Does the MSOA want them as compulsory members or does it want to be more selective?" However, the MSOA spokesman says it

wages would be. "We believe the problem will be best resolved if we start off by defining what an official is. Times have changed and it is necessary to consider this Resolutions to the other problems should flow after this." Liebenberg says the chamber does not

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FM 21/10/83

REFINERY THREAT Will the gold flow?

Poised to embark on the second legal strike in the post-Wiehahn period while still involved in a number of other disputes, the National Union of Mineworkers (NUM) has rapidly gained the reputation of being extremely tough-minded. Nevertheless it continues to make progress in organising black mineworkers — as evidenced by the wrapping up of its 11th recognition agreement this week.

The agreement has been signed with the Collieries Committee of the Chamber of Mines for the Van Dyk's Drift coal mine near Witbank. The mine, which forms part of the Rand Mines group, employs 1 800 black workers.

As the *FM* went to press it seemed certain that the outcome of the union's strike ballot at the chamber's Rand Refinery (RR) in Germiston would lead to a strike by its 250 workers next week. This has major implications as RR is the sole refining plant in SA for all gold produced by chamber mines.

The decision to strike arises out of last week's deadlock on wage and other issues at a conciliation board appointed by the Minister of Manpower. The NUM and the chamber failed to come to an agreement in their initial negotiations.

The NUM originally asked the chamber for a 60% wage increase, which it later lowered to 40%. It also asked for a retrospective service increment of 0,5%/month for each year of service for the RR workers. The chamber responded with an 8% wage increase offer. In addition it agreed

to the service increment but wanted it to become effective only next year. Subsequently the chamber raised the wage offer to 9% and the service increment to R1,20/month per year of service up to a ceiling of R30 for 25 years' service. This was rejected by the RR workers.

"We believe we have acted very reasonably in this dispute in that we told the chamber that if it gave an acceptable service increment we would drastically lower our wage demand. We have also used all the correct legal procedures to have the matter resolved," NUM general secretary Cyril Ramaphosa told the *FM*.

"We will strike until the chamber comes back to us with a better offer. We have already indicated that we are prepared to go back to the negotiating table over the wage issue."

Johann Liebenberg, the chamber's industrial relations adviser, declined to give details of its plans regarding the dispute. "At this stage it would not be in the best interests of trying to resolve the problem. We are still hoping that the RR members will accept the offer," he told the *FM*.

Liebenberg says the chamber's offer was "very reasonable" in the current economic climate. "It constituted a definite improvement in conditions of employment. Wages were not the only issue. We agreed to increase leave from 21 calendar days to 28 for employees with more than five years' service. This is significant at RR because by far the majority of workers are long-service employees with an average of 13 years' service. That in itself indicates that over the years RR has been a reasonable employer."

"We would be very sad to see employees with such long service who have been offered definite improvements in their conditions of service striking at this time," he told the *FM*. He says the chamber has received a letter from the NUM which he describes as "conciliatory" in approach. "We are pleased about the possibility of further talks taking place."

While the RR dispute rages on, the NUM is also involved elsewhere. It is waiting to hear from the Industrial Court about a trial date for its dispute with Gold Fields' West Driefontein mine. At issue there is the NUM's contention that an unfair labour practice was committed on September 20 when management fired 17 workers for refusing to work in the mine's 14th level because they believed it to be unsafe.

The NUM is also waiting to hear the date for the inquiry into the September 12 Hlobane Colliery disaster.

(143) (214) (213) ROM 26/10/83

Bid to halt refinery strike

By STEVEN FRIEDMAN

LAST-DITCH attempts are being made to avert a legal strike at the Chamber of Mines Rand Refinery — a stoppage which could have serious implications for the gold-mining industry

The chamber announced yesterday that it would hold fresh talks with the National Union of Mineworkers at the plant which processes all gold from the organisation's mines

The chamber said the request for discussions came from the NUM. It also announced that it had con-

tingency plans in case union members stopped work. No details were given.

The NUM said it would hold a strike ballot at the refinery after its members there rejected a new wage offer this week.

The union wants a 40% wage increase and the chamber has offered 9%.

The two sides are also deadlocked on the issue of service increments.

If workers vote to strike the stoppage could begin early next week.

The chamber said yesterday it

acknowledged, in terms of labour law, that the official disputes machinery had been exhausted and NUM members at the refinery were entitled to strike.

This did not mean further talks to find a settlement were no longer possible.

It revealed that it had now been approached by the NUM with a request for new talks.

The chamber said it had reacted positively to this "conciliatory" gesture by the union and new talks were being held.

The statement gave no further details.

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Chamber in bid to avert strike

NUM 22/10/83

Labour Correspondent

THE Chamber of Mines has made members of the National Union of Mineworkers at Germiston's Rand refinery a new offer in a last attempt to avert a legal strike early next week.

Union members at the refinery, all of whom have voted for a legal strike on Tuesday, are to consider the offer on Monday afternoon.

The NUM's general secretary, Mr Cyril Ramaphosa, said yesterday that union leaders would not recommend acceptance or rejection of the offer.

He said union leaders could not predict how workers would react to the new offer.

A statement released by the chamber yesterday said the two sides had held further talks yesterday in an attempt to resolve the dispute at the refinery.

It said the chamber had "restructured" its offer to the union and added that the new

offer would be considered on Monday.

The NUM has demanded a 40% wage increase and the chamber's last offer was 9%.

However, the union says that workers would be prepared to sharply modify their wage demands if the chamber was willing to meet worker demands on service increments, the other issue on which the two sides have deadlocked.

The union wants workers to receive 0,5% of their pay for every year they have worked, while the chamber's last offer was R1,20 a year with the proviso that no worker receive more than a R30 increment.

It is understood that yesterday's restructured chamber offer dealt principally with the service increment issue, although no further details were available.

About 250 black workers work at the refinery, which refines all gold mined by chamber mines.

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Mineworkers' union to study wage proposal

Aug 24/83

In a last-minute bid to avert a looming legal strike at the Rand Refinery, the National Union of Mineworkers is to meet with its 250 refinery members today to put before them the most recent Chamber of Mines wage offer

Last week the workers voted to strike last week after a conciliation board failed to resolve the deadlock in wage talks between NUM and the Chamber

The Chamber originally offered the workers a nine percent wage increase against the union's demand for a 40 percent increase and a 0,5 percent per year service increment from the start of service. While the wage increase remained negotiable, the two parties clashed over the service increment issue

On Friday afternoon, a conciliatory move by NUM to resolve the dead-

lock resulted in a revamped wage offer by the Chamber

Mr Cyril Ramaphosa, general secretary for the NUM, was reluctant to comment immediately on the nature of the offer. But he intimated it was likely they would pursue their chosen strike course

The Germiston refinery is a key component of the Chamber of Mines operation, as it processes all of the gold collectively produced by the Chamber's mines

If the workers strike, it will also be only the second legal strike since the new Wiehahn dispensation emerged in 1979

Under labour regulations, the Chamber is entitled to fire the striking workers. If it chooses to exercise this prerogative, the likelihood of emergent unions taking the legal strike route in future disputes is dim

Miners to hold indaba

By JOSHUA
RABOROKO

MORE than 200 miners, all members of the National Union of Mineworkers (NUM) who voted for a strike, will hold a crucial meeting this afternoon in an attempt to avert the strike at the Rand Refinery Gold Mines in Germiston.

Sowetan 24/10/83
The workers who have voted for a legal strike to start tomorrow will meet to decide on a new wage offer made by the Chamber of Mines last Friday.

The strike at the refinery, which produces all gold for the chamber, may have serious results on the gold mines and union leaders are sceptical whether the workers will accept the new offer.

If the workers reject last week's offer it would be the second time that they have done so since they declared a dispute with the chamber over wage talks earlier. Last Monday they rejected an offer made by the chamber.

NUM's general secretary Mr Cyril Ramaphosa told The SOWETAN that it was not easy to say whether the workers would reject or accept the offer. The leaders could not recommend to the workers what they should do.

According to a statement made by the chamber and the union on Friday after new talks the two parties say the chamber has restructured its offer to the union. It also said that the new offer would be considered on Monday.

The union declared a

dispute with the chamber and a reconciliation board was appointed to settle the matter. The chamber made an offer of nine percent while the union demanded a 40 percent wage increase.

The union said the workers would be prepared to modify their wage demands if the chamber was willing to meet workers demands on service pay rise — this is the point on which the parties have deadlocked.

The union had demanded that workers receive an extra 0,5% of their pay for every year they had worked at the refinery. The chamber had offered R1 20 per month increase for each year of service on condition no worker received more than R30.

CAPE TIMES
25/10/83

(211) ~~EST~~
Num accepts wage offer

JOHANNESBURG. — The National Union of Mineworkers last night accepted an offer on wages and conditions of employment made by the Chamber of Mines on Friday.

The acceptance, at a meeting at Rand Refinery, terminates the dispute declared by Num in August, when the union and the Chamber failed to reach agreement on the 1983 review of wages and other conditions of employment at the refinery.

The improvements, backdated to September 1, include wage increases of about nine percent, one extra week's leave for employees with more than 10 years' service, an improved long-service increments scheme and other improvements in conditions of service. — Sapa h

Wage agreement at refinery averts strike

STAR 25/10/83

By Carolyn Dempster
Labour Reporter

A legal strike at the Rand Refinery was averted last night, when the refinery's 250 workers accepted a new wage offer made by the Chamber of Mines on Friday

The meeting between the refinery workers and representatives of the National Union of Mine-workers lasted a full three hours while the workers mulled over the Chamber's final proposals

These included a wage

increase of nine percent (one percent up on the Chamber's previous offer) back-dated to September 1, an extra week's leave for employees with more than 10 years' service, better overtime pay, and a "vastly improved service increment scheme," according to NUM general secretary Mr Cyril Ramaphosa

He said service increments would be backdated to the start of service

The agreement has ended a two-month long dispute, declared in Au-

gust after a deadlock on the proposed wage increases and improvement in service conditions at the Germiston refinery. The NUM originally demanding a 40 percent increase for the refinery workers

After the regulation 30 days, the Minister of Manpower appointed a conciliation board to consider the dispute, but mediation also failed to resolve the issue. Last week, the 250 workers voted to go on a legal strike in the event of a continuing deadlock

RD M
26/10/83
(21)

'No' to curb on 'minis'

Labour Correspondent

THE Chamber of Mines, which rarely intervenes publicly on social issues, has urged the Government to allow black minibus taxis to continue to operate

The chamber says many black mine workers "make extensive use" of the service provided by minibus taxis and would be seriously inconvenienced if the Government imposed clamps on the minibuses

This is spelt out in an issue of "Mining Sun", a chamber publication for black workers on the mines

It is likely to strengthen the hand of those who see clamping down on minibuses as a bar to black participation in free enterprise and who seek to thwart the move

A Government inquiry into passenger transport recommends that minibus taxis, which carry up to eight people and provide extensive transport in the black community, be phased out over four years. Instead, it wants only four-passenger vehicles to qualify as taxis

The law would allow vehicles carrying between five and 25 people, but only on the same condition as buses — following a set route with fares and time-tables subject to official approval

This has been condemned by the SA Black Taxi Association and other bodies that argue that the minibuses make up for the lack of transport in black areas

They also argue that the minibuses offer a service which is more flexible than that of bus companies, which would benefit from a clamp on minibuses

According to Mining Sun, the minibus service meets the needs of mine workers who work shifts "and require transport at irregular hours", without which mine workers would find transport difficult during their leisure time

If the plan to curb the minibuses is introduced, the chamber fears that they would either cease to operate because of additional legislative requirements or operate only by charging fares that would put them "beyond the means of the employees concerned"

It therefore urges that the law continue to allow minibuses to operate freely

RSU
26/10/83

New chamber offer averts refinery strike

211

By STEVEN FRIEDMAN
Labour Correspondent

A NEW Chamber of Mines offer giving workers at Germiston's Rand Refinery "vastly improved" service increments was the key to black workers at the refinery deciding not to strike legally, the general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, said yesterday

NUM members at the refinery voted on Monday to accept a new offer by the chamber and thus not to strike legally, as they had planned to do yesterday

According to Mr Ramaphosa, the decision to accept the offer rather than strike was carried by a "large majority"

A joint statement by the chamber and the NUM on Monday evening announced the settlement and said the agreement provided workers with a wage rise of around 9%, "vastly improved" service increments and other benefits

The NUM originally demanded a 40% wage rise and the chamber offered 8%, which led to the declaration of a dispute in August

But the NUM says the key point of dispute was the union's demand for a 0,5% service increment for workers for each year of service

The chamber originally agreed to this, but stipulated that the increment be calculated

from the time agreement was reached, rather than from when workers began work at the refinery

Later, the chamber made a new offer — a R1,20 increment for each year worked, with the proviso that the maximum increment be R30 NUM members at the refinery rejected both offers

At a last-ditch meeting requested by the NUM late last week, however, the chamber made a new offer It suggested workers receive increments beginning at R1 a month for each year if they had worked up to five years, with the monthly increment rising depending on the number of years worked

The maximum increment for any worker would be R50 a month

The NUM later asked the chamber to agree that the R50 ceiling be increased each year by the same percentage as the wage increase negotiated for workers at the refinery This the chamber accepted

Mr Ramaphosa said yesterday workers at the refinery regarded the service increment package as a "significant improvement" on their present position and had accepted the chamber's offer on that basis They were "particularly happy" with the agreement to raise the ceiling each year

The agreement also grants long-service workers at the refinery an extra week's leave and increases sick leave

Miners' strike averted



QUEEN MIYA: Assaulted.

MORE than 200 members of the National Union of Mineworkers (NUM) have reached a settlement with the Chamber of Mines' Rand Refinery, thus averting a strike which could have had serious implications for the gold mine industry.

The union's general secretary, Mr Cyril Ramaphosa, said the settlement had been reached after the workers accepted a new offer in a last-ditch attempt to avert the strike yesterday.

The chamber offered the workers a basic wage

increase of nine percent, a fairly substantial service increase scheme, an additional one week's leave, sick leave pay and an improved overtime rate.

DEMANDS

Mr Ramaphosa said the union welcomed the offer, although in some areas they were not happy because their demands had not been met by the chamber.

"We are particularly happy with the service pay which the workers will receive and the additional week's leave because these will give mi-

grant workers enough time to visit families at home," he said.

Most migrants receive three weeks' leave which is not sufficient because many workers come from homelands and territories outside South Africa, said Mr Ramaphosa.

The union had declared a dispute with the chamber and a Reconciliation Board was appointed in an attempt to settle the matter, but after several attempts the chamber finally offered the workers "a substantial wage increase."

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27/10/83

NUM secretary now a very public figure

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By MARTINE BARKER

JUST OVER a year ago Mr Cyril Ramaphosa was a newly-qualified attorney working behind the scenes on the legal problems that faced the Council of Unions of South Africa (Cusa)

But since last August, when the national conference of the council decided to form a National Union of Mineworkers (NUM) under its umbrella, Mr Ramaphosa has become a very public figure

The NUM, of which he is general secretary, made South African history earlier this year by becoming the first unregistered trade union recognized by the Chamber of Mines as representative of black workers on the mines — traditionally an industry very firmly controlled by right-wing white unions.

The union, which situates itself among the emerging progressive trade unions, has recruited a startling 40 000 members in its first year.

This week the NUM accepted a pay offer from the Chamber for its Rand refinery, bringing to an end their first round of wage negotiations. After a two-month dispute the union last week declared it would stage a strike, but eventually accepted an improved offer from the employers.

Yesterday Mr Ramaphosa said his involvement in union work came about because he had become disillusioned with the "mercenary aspects"

of private legal practice, and felt that he could serve more people as a legal adviser to Cusa

Numerous appeals were received from mineworkers for the formation of a union "Something had to be done in the way of representing them. Their wages are miserably low, conditions of work are appalling, living conditions in the hostels are just like concentration camps"

The union's members were contract workers whose living conditions were determined not only by the wages they earned, but also by the mine hostel accommodation in which they were forced to live, he said

One of the union's primary challenges was to improve these

The union's long-term aim was to become effective in industrial issues and in issues beyond the workplace. To do that the union's structure and membership would have to be consolidated, said Mr Ramaphosa

He does not always enjoy being a public figure "People tend to associate the union with me and me with the union. I am merely the spokesman for its decisions," he said.

While the workers had accepted the Chamber's pay offer last week because it would improve long-service increments, they were "getting impatient" for better wages "and not without reason", he warned

A VICTORY FOR NUM

THE National Union of Mineworkers' (NUM) strength is growing rapidly with the union signing another major recognition agreement in the coal mining industry.

The union has signed a recognition agreement with the Colliers Committee of the Chamber of Mines for the Van Dyk's Drift coal mine near Witbank. This is the eleventh agreement of its kind.

The union's general secretary, Mr Cyril Ramaphosa, said the agreement was another "major breakthrough for the union's strength in this industry."

The union was expected to conclude several other recognition agreements within the mining industry.

The recent recognition agreement at Van Dyk which is part of the Rand Mines group and employs over 1 800 black workers, will be used to represent workers' aspirations.

The union has continued to make progress by organising workers in the industry.

The union success-

By JOSHUA RABOROKO

fully averted a strike at the Rand Refinery in Germiston where about 250 workers had voted for a strike over wage

demands. Mr Ramaphosa said the union was also waiting to hear from the Industrial Court about a trial date for its dispute with Gold Fields' West Driefontein mine

(211) (175) RDM 2/11/83

Racism in mining comes under fire

By SIMON WILLSON
Industrial Editor

THE mining industry was an embarrassment to South Africa and to potential investors because its work force still laboured under racial discrimination, Professor Nic Wiehahn said yesterday.

Parliament would have to act soon to bring the industry into line with others in which job reservation no longer existed.

The Government would have to outlaw discrimination on the basis of race, colour or sex in the labour market and make it criminally punishable.

Prof Wiehahn, of Unisa's School of Business Leadership and chairman of the Wiehahn Commission, which reported in 1979 on labour legislation, was speaking at the Unisa business conference in Johannesburg.

He said the Government had accepted his commission's recommendation that the principle of job reservation be removed from industry.

Some years had passed since the Government's acceptance of the recommendation.

"I would be the last person to expect the legislature to do the impossible as I am fully aware of the sensitivity of this

matter in the mining industry and of the political vulnerability of the Government.

"But I do think that at some stage in the near future the legislature will have to take further initiatives to bring that industry into line with the other industries where statutory job reservation no longer exists."

The mining industry exposed an area in which SA was still heavily criticised by the international community.

"It remains an embarrassment to have to admit to investors and other interested persons that, despite the progress we have made, this form of discrimination still exists in our legislation."

"Its very existence puts a question mark over the officially stated policy that we are against discrimination on the basis of race or colour in the labour market."

Other problem areas of the economy offered the Government the opportunity to improve on its record.

Vertical job advancement for blacks was still limited by the Group Areas Act. A major component of the labour market was still unable to bargain collectively on conditions of service.

10/11/83
Mine safety
probe at
union's request

By PHILLIP VAN NIEKERK
AN INQUIRY into safety conditions — the first requested by an emerging union under a seldom-used section of the Mines and Works Act — began at the West Driefontein mine near Carletonville yesterday

The inquiry was requested by the National Union of Mineworkers after the refusal of a number of workers to go underground at the mine in September because they believed working conditions were unsafe

They claimed that the roof was hanging down, had abnormally high cracks, that its supports were tilted, and that they had heard rumblings indicating a possible rock burst

The incident is also the subject of a pending industrial court case in which the NUM is contesting the dismissal of 17 workers

At yesterday's inquiry the chief inspector for mines in the Carletonville district, Mr E Vorster, said that on September 21, following the refusal of the workers to go underground, he had investigated the area in the mine at the request of management.

He had found conditions to be acceptably safe "on the whole" except for two places which could constitute a danger if people worked there

Asked by Mr M Brassey,

for the NUM, whether he was aware of three recent accidents of varying degrees of seriousness at the mine, he said "People get injured underground every day. There is nothing abnormal about that. That's mining."

The presiding officer, Mr D Bakke, ruled out an 'in loco' inspection of the mine on the grounds that it would not materially affect the inquiry as conditions underground changed all the time

Management had agreed to allow the NUM's lawyers to undertake an inspection underground but had refused to allow Mr Cyril Ramaphosa, general secretary of the NUM, to attend as well

A spokesman for the NUM said the West Driefontein case was only the first in what could be more requests for inquiries under Section 5 (4) of the Mines and Works Act.

This section permits an organisation of workers, when they believe there is danger to people's safety or health at a mine, to request an investigation by the Government Mining Engineer, who may then call an official inquiry

The section — which became law in 1956, long before the current generation of unions came into being — does not specify whether the workers' organisation should be registered or recognised

Meeting
on shaft
NUM 11/11/83
stewards

Mail Reporter

THE National Union of Mineworkers and the Chamber of Mines are meeting today to negotiate the recognition of shaft stewards.

The meeting is a sequel to the recognition agreement signed on June 9 when the NUM became the first black union to win the right to negotiate wages and working conditions for miners.

The agreement granted the NUM the right to represent workers where it had a substantial membership in certain job categories.

However, a number of issues such as grievance and disciplinary procedures are still outstanding.

Union sources said that in today's negotiations they would demand that shaft stewards who had to travel to union negotiations be paid for the time they were off work.

~~214~~ 214 ROOM 44/11/83

THE National Union of Mineworkers growing concern for safety issues prompted a unique Government enquiry at West Driefontein mine last week

Government inquiries into mine accidents are routinely held where lives are lost. But a little-known section of the Mines and Works Act also gives any "employee organisation" the right to demand an inquiry where it believes there is a danger to workers' safety on a mine.

No union has ever used it — until the NUM demanded an inquiry into the recent incident at West Drie when union members were sacked for refusing to work in an area they considered unsafe.

This first-ever enquiry was held last week. Although it found against NUM, the union has vowed to continue using this clause.

This may give it a significant lever to keep up pressure on safety issues.

So it has taken the arrival of an emerging union on the scene to begin enforcing a right mine unions have had for years.

NUM's key industrial court action against West Drie — over the issue which prompted the inquiry — begins today.

NUM
'Miners
211
lied on
safety' 15/11/83

By PHILLIP VAN NIEKERK

SEVENTEEN mineworkers who refused to go underground at the West Driefontein mine in September, believing the conditions to be unsafe, were accused at an industrial court hearing yesterday of "lying".

In reply, Mr M Brassey, for the National Union of Mineworkers (NUM), alleged the Goldfields of SA-owned mine management had been dishonest and had behaved in a "Victorian" manner towards their workers.

They had expected the workers to merely obey instructions and accept management's word for safety in the area.

The action was brought by the NUM against Goldfields for firing the 17 workers. The NUM has alleged the dismissal was an unfair labour practice and has called for their reinstatement.

A Department of Mineral and Energy Affairs inquiry last week found the area had been safe at the time.

Mr C Plewman, SC, for Goldfields, questioned the workers' bona fides alleging they had been lying about mine conditions.

NOV. 1983

NUM Accord on mines

THE Chamber of Mines and the National Union of Mineworkers yesterday signed three agreements covering the recognition of NUM shaft stewards, according to a statement released by the Chamber

The agreements lay down conditions and procedures

for the recognition of shaft stewards elected by members of the NUM and employed on gold mines, collieries and at Chamber-affiliated companies, such as the Rand Refinery, in respect of which the Chamber has recognised the union for purposes of collective bargaining — Sapa

ROOM 22/11/83

Workers picket mine bosses

By HARRY MASHABELA

WORKERS at Crown Reef Restaurant, Crown Mines, Johannesburg, who are on strike for higher wages, picketed the Johannesburg headquarters of the Chamber of Mines and the Anglo American Corporation yesterday

The demonstrators, holding placards, sang and chanted slogans outside Anglo's headquarters in Main Street and then moved on to the Chamber of Mines building in Hollard Street

Some of the placards read "Talk to our union", "Chamber of Mines says R180 can feed a black family", and "Have social responsibility to your workers"

Several of the pickets said salaries paid by Crown Reef Restaurant, which is run by the Chamber of Mines, ranged from R180 to R330 a month

Mr Hamilton Makhedema, president of the Hotel, Liquor, Catering and Allied Workers' Union, said trouble at the restaurant began on October 27 when its 35 black workers stopped work after they did not receive their expected annual wage increase

Mr Makhedema said three of the 35 workers had returned to work and had each been given an increase of R160. The other 32 were said to have dismissed themselves by striking

A spokesman for the Chamber of Mines said yesterday "There is no comment. This is an on-going thing. They also demonstrated last week"

an's death

Unions praise court decision

SEVERAL trade unions have hailed the Industrial Court decision (NUM) to reinstate 17 miners, all members of the National Union of Mineworkers, who were sacked by West Driefontein Gold Mine in Oc-

tober this year.

The unions contend that the decision is a "major breakthrough" in their fight against unfair dismissals. They will use this case, as precedent, they said.

NUM took the mine

concerned to court alleging that the dismissal of the workers constituted an unfair labour practice in terms of the Section 43 of the Industrial Relations Act.

The workers were dismissed after they had re-

fused to work underground because they feared for their safety as the result of a rockburst which had earlier occurred at the mine.

NUM's general secretary, Mr Cyril Ramaphosa, said that the de-

SOWETAN, Friday, November 25, 1983

Page 5

whom came from neighbouring states, expressed delight at the decision because they were without jobs for quite some time.

"Thanks to the union", one worker said

cision was "an eye-opener" and conceded it had various implications concerning the position of miners. He said NUM would "use it to bargain for the rights of our members".

The workers, most of

Stress affects black mineworkers most

By Malcolm Fothergill

A research project has found significant differences in the way English-speaking mineworkers and Afrikaans-speaking mineworkers react to the perils of their job.

It found that black mineworkers suffer more stress than their white colleague, but that underground workers suffer no more stress than surface workers.

The research was carried out for a doctoral thesis by Mr David White, an Anglo-American divisional personnel director, and is quoted in the latest Chamber of Mines newsletter.

Mr White analysed stress in terms of four major variables: job satisfaction, overall life satisfaction, anxiety and job-related tension.

Some 720 mineworkers, 240 of them white and the remainder split equally between Shangaans, South Sothos, Tswana and Xhosa, took part in the study.

Half were supervisors and the rest were in non-supervisory positions, half were experienced and half inexperienced, half were from low-stress mines (those popular with migrant workers and with low accident rates) and half from high-stress mines.

The first of Mr White's five hypotheses, that underground workers suffered higher levels of stress than their colleagues on the surface, was disproved — surprisingly, in view of the hazards underground.

The second hypothesis, that blacks

suffer more stress than whites, found more support.

Blacks were found to be more alienated than whites, to have higher anxiety levels and to drink for escapist reasons significantly more frequently.

The third hypothesis, that stress was related to job level, was not confirmed.

"Among whites the only significant difference is in satisfaction scores, with shift bosses being significantly more satisfied with their jobs than artisans."

The fourth hypothesis, that men working on high-stress mines would suffer higher levels of stress than men on low-stress mines, was by and large confirmed.

Language proved an interesting qualifier.

"Workers on high-stress mines do report more health problems than workers on low-stress mines, but among whites it is only the English-speaking employees who are in better health on a low-stress mine."

"Similarly it is only the English-speaking employees who experience higher anxiety levels on high-stress mines."

"The Afrikaans-speaking employees appear to have been unaffected by employment on a high-stress mine — it did not make any difference to them what type of mine they worked on."

Mr White's fifth hypothesis, that experience in a job reduced the amount of stress associated with it, was confirmed.

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MINE SAFETY NUM's victory

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The Industrial Court has ordered Gold Fields' West Driefontein mine to reinstate 17 miners dismissed earlier this year for refusing to work in what they considered to be unsafe conditions. It is a decision which has major implications for the issue of safety on the mines and industry in general.

The men, members of the National Union of Mineworkers (NUM), were dismissed on September 22 when they refused to work on the mine's 14th level. This incident was followed by an inquiry on November 9 and 10 in terms of the Mines and Works Act, presided over by the assistant inspector of mines for the Carletonville area. It found that it could not be determined that the area was technically unsafe at the time

are obviously excited," NUM general secretary Cyril Ramaphosa told the FM. "Our members have been watching the progress of this case closely. This should be a message to all mine managements that if they do commit an unfair labour practice, our union will take them up either in the Industrial Court or through industrial action."



NUM's Ramaphosa ... a message to managements

However, at the Industrial Court hearing on November 14, the NUM's legal representatives argued that whether or not the area was objectively considered to be safe, management had a duty to take proper steps to allay the workers' reasonable apprehensions. They said this applied particularly to the mining industry where over 800 people die underground in accidents each year.

In reply, management contended that it had taken adequate steps. It argued that since it has far greater expertise than workers to determine the safety of an area, the workers should have accepted their assurances.

The reinstatement order is retrospective to the day the workers were dismissed. It is, however, only temporary. The issue still has to be thrashed out between the union and the company at a conciliation board. If negotiation at the board deadlocks, the matter could be referred back to the Industrial Court for a final determination.

Although the reasons for the court's decision were not available at the time the FM went to press, some labour lawyers say its significance is that workers now have grounds to be entitled to refuse to work if they have reasonable fears about the safety of their working environment.

"This is our first court victory and we

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17 sacked miners will be paid but not re-employed

By STEVEN FRIEDMAN
Labour Correspondent

SEVENTEEN sacked miners who won an important industrial court order temporarily reinstating them at West Driefontein Mine last week, will be paid by the mine for the period of the order — but will not be allowed to work

This means they could lose their right to live in the hostel at West Driefontein

The company's decision to pay the men but not rehire them was announced yesterday by mining house Gold Fields, which owns West Driefontein

Gold Fields, which has vowed to continue fighting its legal dispute with the men and their union, the National Union of Mineworkers, also implied in a statement that, if it ultimately won the case, it would seek to recover the money from the men

The 17 were fired in September after refusing to work in an area they considered unsafe

A Government inquiry later found the area to be safe, but last week the industrial court ordered that the men be reinstated. The order was backdated to September 22, the day they were fired

This was seen as an important precedent which may mean that, even if a work area is "objectively" safe, employers may face temporary reinstatement orders if they do not allay the fears of workers about working in it.

The dispute between the NUM and West Driefontein must now be referred to a conciliation board and, if the board fails to settle it, to the industrial court for a final decision

In its statement yesterday, Gold Fields reiterated its

view that the temporary order was "not based on a finding of an unfair labour practice" and thus did not mean the court had decided on the merits of the case

If the case went to a final hearing by the court and it found the men were not unfairly fired, West Driefontein would be entitled to recover the money paid the men, the company said

A company spokesman said yesterday that the law allowed an employer to pay workers who won temporary reinstatement orders but not physically reinstate them and Gold Fields would make use of this provision

Asked whether the men would lose their hostel accommodation, the spokesman would only say that the law stipulated that the men must be paid, not that they be accommodated

Miners to demand double pay



11/12/83
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city press

By MONO BADELA

WHEN THE National Union of Mineworkers (NUM) holds its second annual national congress in Welkom tomorrow, about 300 delegates representing more than 55 000 black mine workers will call on their officials to demand more than double their salaries when wage negotiations begin with the Chamber of Mines next

Job reservation in the industry and poor working conditions for black miners will also feature high on the agenda

NUM's general secretary Cyril Ramaphosa told City Press this week that some far reaching decisions would be taken at what he described as a "very crucial meeting".

Black miners in South Africa earn an average of R129 a month, said Ramaphosa

The Hlobane mine disaster, in which 63 black miners lost their lives, will be fresh in the minds of the delegates from six regions in the Transvaal and Orange Free

State

The one-day congress will be held at the Phillip Smith Hall, Thabong Location, near Welkom. NUM was established in August last year, and its first congress held in December that year

The union's membership has increased dramatically since the first inaugural congress. Ramaphosa said the Hlobane coal mine disaster will be hotly debated when safety and working

NUM'S Cyril-Ramaphosa: . . . "very crucial meeting"

conditions are discussed by delegates

practices".

"Also on the agenda will be job reservation. We have long indicated that we are strongly opposed to job reservation and will decide on a strategy to end job reservation in the industry," said Ramaphosa

"The bosses are making millions of rands in profit and are enjoying the protection of the Government on such

He said it was well-known that racial discrimination was still rife on the mines and that black miners were precluded from earning wages equivalent to the jobs they were doing

Apart from the election of new officials and discussions of the annual report, the union will also concentrate on formulating its strategies for the year ahead

The National Union of Mineworkers came of age at its second national congress in Welkom this weekend. Although it is little more than a year old, NUM has already become a force to be reckoned with in the mining industry. CAROLYN DEMPSTER reports.

Black miners' union built up despite odds

Organising workers in the mining industry is "a bit like trying to nail jelly to the wall", a miner once remarked.

He was referring to the huge contract labour population, the conservative attitude of the mine bosses and the relative isolation of the black miners, notwithstanding the threat of State action should union activists get out of hand — such as the violent suppression of a strike by the African Mineworkers' Union in 1946.

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, has no illusions about the difficulties in establishing an effective union in the mining industry.

"One has to remember that the mines are run like concentration camps and, without the permission of the bosses, chances of gaining access to the hostels are virtually nil," he pointed out.

When the Council of Unions of South Africa (Cusa) was first approached by a group of black miners in 1981 and urged to start a union, it was not an easy decision to take.

After a year of mulling over the idea, NUM was launched in July 1982 at the Cusa congress. Five months later, the small union held its inaugural congress with a total membership of 14 000.

Although they are history now, a few critical decisions taken at that stage bear remembering.

NUM decided not to register, not to become part of the Council of Mining Unions and resolved to take up unfair labour practice issues in the Industrial Court.

Registration might have continued to be a bone of contention had not the Chamber of Mines decided to drop this as a criterion for collective bargaining in the same month.

With an "open sesame" to organising in all of the chamber's mines from September 1982, and with direct access to the chamber, NUM lost no time.

In view of the "jelly" situation the union's organising strategies "were tailored in such a way as to overcome these problems", said Mr Ramaphosa.

Team leaders and senior black mineworkers were among those targeted for organising, and they in turn established committees.

"Most of the time we would let these men do most of the organising before we even approached management," he added.

The result was a growth rate of some 5 000 members a month on the Western Transvaal, Orange Free State and Carletonville mines. NUM later moved into the collieries and copper, chrome and phosphate mines in Natal and the Transvaal.

Now the union is looking more at control and consolidation. "The union has been growing too fast for our liking," admitted Mr Ramaphosa.

Plans are afoot for a consolidation of the shaft steward network, and for a huge training project in conjunction with the International Miners' Federation which will affect up to 20 000 mineworkers over two years.

Looking back on a year of difficult and testy negotiations with the chamber, plus a few head-on clashes over safety issues, Mr Ramaphosa pointed to collective bargaining as a real achievement for the union.

"What NUM has succeeded in doing is letting miners take control of their own lives. That is something they never had before."

"The black mineworker feels in many respects that the union has come as something of a saviour because it has succeeded in bringing a halt to instant dismissals by mine managers."

Priorities continue to be wages — "apart from South Africa, miners are among the highest paid workers in the world" — safety and unity.

A new age has dawned for black mineworker

By PHILLIP VAN NIEKERK

A GIANT in the mining industry has woken up.

That was the warning sounded by the National Union of Mineworkers — the country's largest and fastest-growing black trade union — at their second annual congress on Saturday night.

After little more than a year in existence, the union's membership has climbed to 55 000. That represents the first significant unionisation of black workers in South Africa's key economic sector in recent times.

The formation of the NUM followed closely the strikes, riots and deaths on a number of mines in June last year — the worst unrest in the industry since 1946.

The jarring effect of those strikes — which exposed the inadequate channels of communication between mine management and workers — belatedly propelled the mining industry into the country's new era of labour relations.

On June 9 this year, the NUM became the first emerging union to be recognised by the Chamber of Mines and was granted wage bargaining rights on mines where it has majority support in specific work categories.

To date the NUM is the only one. A year ago it was widely predicted that opening the mines up to black unionisation would result in the formation of a number of unions, all jockeying for worker support.

While black miner's unions have since mushroomed in name, the NUM seems to be up front alone. The others have either fallen away or are yet to really emerge.

The kingpin in the rise of the NUM has been its general secretary, 31-year-old Mr Cyril Ramaphosa.

Before entering trade unionism in 1981 via the Cusa law unit, Mr Ramaphosa was detained without trial twice while studying at Turfloop University. In 1974 he was held for 11 months after being involved in a pro-Frelimo rally, and in 1976 he was held for six months during the Soweto unrest.

"But I am not bitter," says Mr Ramaphosa, who adds that he was interrogated for four months solid in 1974. "I feel sorry for the people who did that to me. They won't ever stop the tide of black people fighting for their rights."

At Saturday's all-night congress, the thousand-odd delegates who packed the Philip Smith Community Hall in the Thobaung township outside Welkom expressed their admiration by

repeatedly breaking into song "Rama-Ramaphosa".

Directed by Mr Ramaphosa, the NUM stands out as the current trade union success story.

But it still has a tough road ahead. Its 55 000 membership is only about a tenth of the black workforce in the mining industry. It also has to deal with what is probably the best-organised employer organisation in the country, the Chamber of Mines.

And the very fact that the NUM has mobilised so rapidly is a problem in itself.

South African history is littered with unions whose spectacular rise ended in collapse when they grew too fast and were unable to consolidate their positions.

According to Mr Ramaphosa, the union's main priority in the year ahead is precisely to consolidate its strength to develop organisation at the pit-face before expanding further.

So far the NUM's major area of impact has not been in mobilising black worker muscle, but in fighting legal battles.

In fact, the union has yet to engage in a major strike other than the half-hour work stoppage which followed the Hlobane coal mine disaster.

But the legal strategy is having a real effect in one important area: safety conditions on the mines.

Mining is a hazardous occupation and judging by the feelings of the mineworkers present on Saturday night, safety is closer to their hearts than any other aspect of their working lives.

At the conference, there was a constant reminder of this. The front of the hall was filled with men in wheelchairs — miners with damaged spines and limbs — from the nearby Ernest Oppenheimer Hospital.

In the past, reports of miners' deaths in rockfalls or gas explosions went by virtually unquestioned. The death of 67 miners in a methane blast at Hlobane in September changed that.

Shortly after the disaster the NUM made serious allegations about the cause of the blast. For the first time an organisation acting specifically in the interests of black workers had challenged mine management and Government's accounts of such events.

The NUM, armed with their own experts, are to give evidence at the Hlobane inquiry early next year.

And next week they will be represented at the inquiry into the death of six miners at Anglo American's Western Deep Levels mine. Workers



A Section of the 1 000 delegates who attended the National Union of Mineworkers Saturday night.

have alleged that the six, who died from asphyxiation, were ordered to enter an area which had been sealed off because of a fire in the mine.

The safety rights of miners were also highlighted at Gold Fields' West Driefontein mine, where 17 workers were fired after refusing to work in an area they considered unsafe.

An inquiry — requested by the NUM in terms of an almost forgotten section of the Mines and Works Act — found the area to be safe.

At a subsequent industrial court case the NUM's legal team argued that whether or not the area was safe, management — who was accused of behaving in a "Victorian" manner towards employees — had not taken adequate steps to prove to the workers it was safe.

The court has temporarily reinstated the workers. On the basis of this judgement, the NUM has advised their members that they have the right to refuse to work when they consider conditions to be dangerous.

The NUM has also called on the Minister of Mineral and Energy Affairs to establish a commission to investigate safety on the mines and has called on the Chamber of Mines to negotiate safety agreements.

By setting up safety stewards in the mines, the union is moving the safety issue away from the courts back into the mines.

The NUM's other important area of concern is wages — the issue which sparked the 1982 strikes. Here high demands are likely to be made at next year's round of negotiations.

Mr Ramaphosa points out that miners in other countries are among the highest paid workers. "Their working conditions are the harshest, so their remuneration ought



MR Cyril Ramaphosa, general secretary of the NUM, addresses the union's second annual congress at Welkom on Saturday night.

to be a lot higher."

It is perhaps because of the tough working conditions that miners — whether in Poland, England or Australia — are among the most militant trade unionists.

But how far, for the NUM, does this militance extend beyond issues such as working conditions and wages to opposing the Government politically from the vantage of such a strategic industry?

Mr Ramaphosa believes it is premature to talk of tackling the broader political issues until worker organisation in the mines has been developed and consolidated. Still, numerous political issues inevitably touch on the shopfloor. The NUM has taken a stand against job reservation, the last vestiges of which remain in the mining industry.

And the conference made a call on the Government to change its "racist policies"

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Wage has dawned black mineworkers

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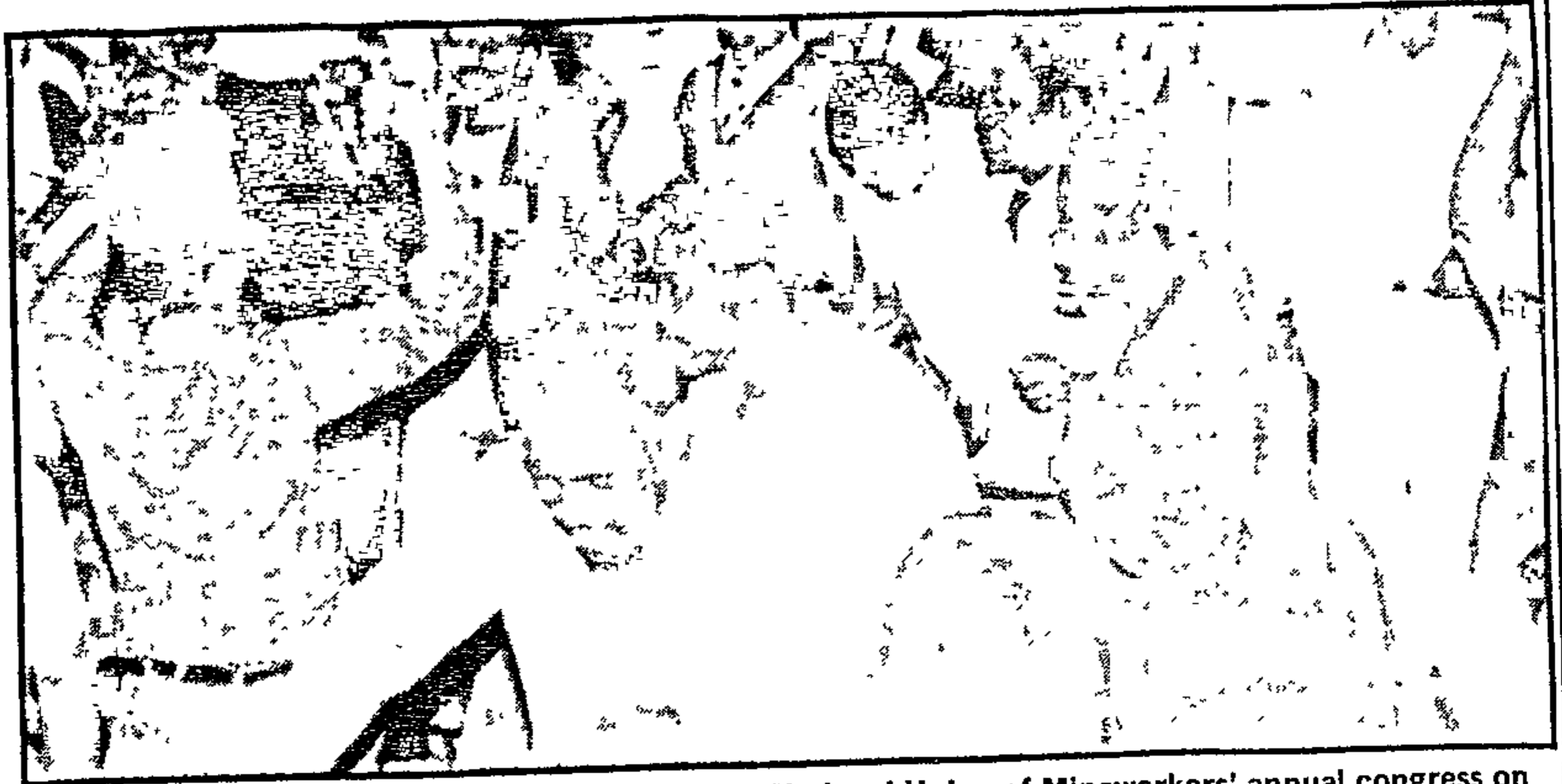
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MR Cyril Ramaphosa, general secretary of the National Union of Mineworkers, addresses the union's second annual congress at Thobaung township outside Welkom on Saturday night.

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NUM's Ramaphosa ... tough bargaining in 1984

indeed, phenomenal. Now it's reached the point where, with 55 000 members, it is one of the largest emerging SA unions.

Along with this, the union has earned a reputation for tough-mindedness. If the resolutions passed at its national congress this past weekend come to fruition, indications are that it will become even tougher in 1984. Mine bosses will not be the only targets. Government, and other unions too, are due for a strong challenge.

In the wake of several tragic incidents on SA mines this year, safety has become a critical issue for unions. The NUM is heavily involved in this area. Incidents include the methane gas explosion at Hlobane colliery (an inquiry will be held in January next year); the death of six miners in a fire at Western Deep Levels mine, the death of 10 men at Vaal Reefs mine in a fire; and the dispute with West Driefontein mine over the dismissal of 17 miners who refused to work in an area they considered unsafe.

The NUM's congress laid the blame for many accidents on alleged breaches of mine safety regulations by managements it said were concerned only with production. It called on the Chamber of Mines to negotiate safety agreements with the union. If this is refused, the union is committed to telling members to refuse to work in places they regard as unsafe.

In addition, the congress resolved that the union should demand seats on all the

chamber's safety committees and on the Government Mining Engineer's safety committee. It also called on the Minister of Mineral and Energy Affairs to appoint a commission of inquiry to investigate mine safety.

On the delicate issue of wages, the congress accused the chamber of failing to negotiate in good faith this year — the first year in which a black union has participated in wage talks. The congress instructed the union to demand that the chamber begin 1984 wage negotiations in May and conclude them by June 1. If this is not achieved, the union is obliged to convene a special national congress to consider its position. Industrial action in various forms is suggested in the absence of an agreement.

Black miners' wage increases are traditionally implemented on July 1 each year. NUM general secretary Cyril Ramaphosa tells the *FM* that the rationale underlying the resolution is that it enables the union to report back to members before an agreement is implemented.

The congress took some highly contentious resolutions about the possibility of re-trenchments at coal pits arising out of the threat of international boycotts of SA coal. In essence, they threaten that the union will take action to safeguard its members' jobs in such an eventuality. Ramaphosa says the government's apartheid policies are the cause of the problem. He stresses, however, that his union is not taking either a pro or anti-disinvestment stance. All it wants to do, he says, is protect its members.

Officials' association

The congress's resolution to create a black mine officials' association appears to be a direct challenge to the Mine Surface Officials' Association and the Underground Officials' Association, which have, in the past few years, opened their ranks to blacks. The NUM's move is an attempt to create an alternative for these miners. Provision has been made to transfer officials who are already NUM members to the new association.

Another resolution which is likely to be contentious is the congress's view that the existence of too many unions organising black mineworkers is divisive. The congress has called on unions and federations which intend to organise black miners, to desist from doing so. It also threatened that the NUM will view any such action as a betrayal of the unity of black miners.

There has been much speculation that the Federation of SA Trade Unions (Fosatu) has refrained from getting its teeth into the mines out of deference to Ramaphosa, who

MINING INDUSTRY

NUM talks tough

It is a year since the National Union of Mineworkers (NUM) was formed. In that time, the NUM's growth has been rapid =

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is very highly regarded. Fosatu may thus not take exception to the resolution. But other unions may well be outraged by it.

Goodall wants mines to offer facilities

19/12/83
21
By MARGARETHA GOOSEN
Mail Reporter

A CALL on the mines to provide their own facilities for their workers has been made by Mr Brian Goodall, PFP MP for Edenvale, in the wake of Friday's violence at Gillooly's Farm.

Payment for the use of recreational areas, and heavy fines for drinking in public, were also two of the ways suggested yesterday to prevent a repetition of the trouble at Zoo Lake and Gillooly's Farm, in which two people died and 30 others were injured.

Yesterday, the police and public representatives appealed for calm over Christmas and the New Year.

Mr Goodall said he found it strange that mineworkers were being transported from far away to picnic at Bedfordview.

"Mines should surely be responsible for the provision of such facilities to their workers.

"The mind boggles if one thinks that more than 50 000 people — Bedfordview's residents count between 15 000 and 20 000 — visited Gillooly's Farm.

"As a Bedfordview citizen I am irate over the fact that such a disturbance was being created among our residents."

Mr Goodall said similar incidents occurred last year, and that his plea at the time for more recreational facilities went unheeded.

Mr Danie Malan, chairman of Johannesburg's parks and recreation committee, said the problem was "a thorny one". His committee was preparing a report on the best use of parks and open spaces.

One recommendation would be the charging of an entrance fee to keep out unwanted elements.

He also said that the control of the inflow of liquor to recreational areas seemed feasible.

See leader — Page 10

Miners' ^(A 200)

dispute ²¹¹

hearing ^{Star}

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Labour Reporter

The dispute between the National Union of Mineworkers and West Driefontein Gold Mine over the dismissal of 17 black miners is to be brought before a conciliation board today.

The meeting comes after the temporary ruling by the Industrial Court, ordering West Driefontein to reinstate the miners, who were fired in September after refusing to go underground into an area they considered unsafe.

If the conciliation board fails to resolve the dispute, the case will go back to the Industrial Court for a final ruling.

The NUM will also be represented today at the official inquiry by the Department of Mineral and Energy Affairs into the death of six miners at Western Deep Levels in Carletonville.

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Scrap law barring blacks, says Anglo

By STEVEN FRIEDMAN
Labour Correspondent

ALL four chairmen of Anglo American's Free State gold mines have called on the Government to ignore the demands of white mine unions and to scrap the law which prevents blacks doing skilled mine work

Were the Government to act on this by amending the Mines and Works Act, it would prompt a confrontation with the Rightwing Mineworkers' Union, which has vowed to strike if blacks are granted the right to hold "blasting certificates" — the passport to performing skilled mine work

Blacks are not allowed to become "scheduled persons" in terms of the Act, which means they may not hold blasting certificates

The call was made in Anglo's Free State gold mine reports yesterday by the four chairmen, Mr Dennis Etheredge, Mr Nicholas Oppenheimer, Mr Gerald Langton and Mr Peter Gush

It comes after the mines have spent two years negotiating with white mine unions, in particular the MWU, on an end to the racial bars in the Act, which prevent blacks doing skilled work

The call reflects mounting frustration within Anglo American at the lack of progress in these talks

The talks were initiated after the Govern-

ment, in reaction to the sixth Wiehahn report, accepted that the bar on blacks becoming "scheduled persons" should end, but left this to the mines and mine unions to negotiate

However, in a White Paper responding to the Wiehahn report, the Government also said it would intervene if mine employers and white unions could not settle the issue within a "reasonable period of time"

The four chairmen say talks on the scrapping of the racial bar in the Act had made "very little progress"

"Negotiations began some two years ago and as yet there has been no significant advance on this issue," they say

The "reasonable period of time" set by the Government must, therefore, "be running out", they added

"It would now seem appropriate, therefore, to remove this discrimination by legislation"

The bar on blacks becoming "scheduled persons" effectively prevented their promotion beyond a "relatively low level" on the mines and "is the last legal obstacle to overcome before there is equal opportunity in the industry," the four chairmen said

Mr Oppenheimer also noted that some Anglo gold mines had begun indenturing their first apprentices this year

Only 18 blacks had been indentured, but this, he said, "represents an important advance"

Two years ago a black miners' union was unheard of

VOICE FROM

BOWELS OF

FEAR

BLACK miners ready to go down for a shift.

21/12/83

1983 is the year in which the National Union of Mineworkers (Num) joined the big league.

Since its inception in August 1982 it has to date signed recognition agreements which involve over 55 000 members

Just two years ago a union for black mineworkers was unheard of but today Num features among the most prominent unions in the country.

The formation of Num is one of the aftermaths of the Wiehahn Commission. Recently the union held its second congress in Welkom, attended by over 1000 delegates. Num came out fighting at that congress and indications are that the Chamber of Mines, representing mining companies, is in for a torrid time next year.

FOR years black miners did not have a voice regarding their wages and working conditions. And because of recent legislation, black mineworkers can now join unions. **JOSHUA RABOROKO**, our labour reporter, looks at the growing National Union of Mineworkers (Num).



The basis for Num's argument is that the mining industry is among the most dangerous with workers going to the bowels of the earth and their return not 100 percent assured. Not that other industries do not have their dangers but dangers in the mining industry seem manifold. The workers are concerned and now they have a mouthpiece to attend to their grievances.

Added to this is the South African mining industry tradition, whereby black workers are the poorest paid in the world. They are the poorest paid despite the fact that mining has been, and to some extent, still is the country's major industry being the biggest employer earner of foreign exchange. But in terms of worker conditions this may seem irrelevant.

variant

The fact of the matter is that black miners have been poorly paid and did not enjoy negotiation rights before the Wiehahn era. Today Num and other unions have emerged as the champions of black mine rights.

Num's general secretary Cyril Ramaphosa points out that the miners' working conditions are the harshest.

With this in mind, the union at its second national congress, took the bull by the horns and its resolutions centred on wage negotiations, the mushrooming of black unions, deaths and accidents in the industry, and the international boycott.

The union says it was concerned at the "mushrooming of black miners' unions" and that the "multiplicity of black miners'

QUOTE

In the past reports of miners' deaths in rockfalls or gas explosions went virtually unquestioned. The death of 67 miners in a methane blast in Hlobane in September this year changed that.

The union made serious allegations about the cause of the blast and armed with the reports of their experts, they will give evidence at the Hlobane inquiry next year.

"We have also called on the Minister of Energy and Mineral Affairs to appoint a commission of inquiry to investigate safety on mines and the Chamber of Mines to negotiate safety agreements with our union, fault which 10

According to Mr Ramaphosa mining is "a hazardous occupation", and for this purpose the union has demanded a seat on all the safety committees at the Chamber of

inform all members to refuse to work in unsafe places," Mr Ramaphosa said.

The union has noted that the Chamber of Mines "did not bargain in good faith during the 1983 wage review in that it set an artificial dateline".

"We have been instructed by members to demand that the chamber starts wage negotiations in May and conclude them by June, failing which the national executive committee will convene a special congress to consider the position".

Mr Ramaphosa said that miners in other parts of the world were the highest paid workers.

"Their working conditions are the harshest, so their remuneration must be higher. It is perhaps because of the tough working condition that miners are among the most militant trade unionists," he said.

Ramaphosa believes that it is premature talk of tackling broader political issues until worker organisations have been consolidated and fully developed.

Black miners on safety body

By Carolyn Dempster,
Labour Reporter

In a breakthrough for black miners, individual trade unions are to be given representation on the Prevention of Accidents Committee of the Chamber of Mines, it was announced today.

This means that the two major unions representing the interests of black miners, the National Union of Mineworkers and the Federated Mining Union will for the first time have a say on safety issues on the chamber's mines.

Until now trade unions have been represented on the committee through other organisations.

The decision was taken at the annual review of representation on the committee by the executive of the Chamber of Mines, and invitations to nominate representatives to serve on the PAC have been sent to all unions recognised by the chamber.

CAMPAIGNS

The PAC works in concert with the Mine Safety Division of the Chamber of Mines, which conducts safety campaigns, runs educational courses and administers the International Mine Safety Rating Scheme.

Safety has become a priority of the NUM over the past year and at its second national congress the union called for a Commission of Inquiry into safety on mines, representation on all safety committees of the chamber and safety agreements with the chamber.

One major complaint of the union is that black miners have no say on safety issues, and the union's attempts to gain representation on the Safety Committee headed by the Government Mining Engineer were thwarted when NUM was told it was unregistered and therefore would not be permitted to gain a seat on the committee. The situation is being reviewed by the Minister of Energy and Mineral Affairs.

Cape Times 22/12/83

21 126 208

The Cape Times

Workers barred from families

Own Correspondent

JOHANNESBURG — A Free State administration board is refusing senior black workers at Anglo American's Western Holdings mine near Welkom permission to live in a nearby township with their families unless they have permanent city rights, the mine's chairman, Mr Nicholas Oppenheimer, has alleged.

In the mine's annual report, released this week, Mr Oppenheimer alleged that, in doing this, the board had backtracked on an agreement made with the mine some years ago.

He also charged that the board's move would frustrate the mine's attempt to introduce stability among senior black workers and could "result in confrontation with the new black unions"

Mr Oppenheimer urged the Department of Co-Operation and Development to overrule the board's decision

Generally, workers without city rights may not live in townships with their families

However, Mr Oppenheimer said in the report that the board had agreed "some years ago" to allow "certain key black workers" to live in houses built by the company in Thabong township "regardless of their residential status"

There had been a "disturbing development" recently in which

the board had said it was no longer permissible for workers without city rights to live in the company houses with their families

Mr Oppenheimer said a "costly housing programme" was initiated as a result of the original agreement and "if the ruling given by the board is endorsed by the Department of Co-Operation and Development our efforts to induce stability among our senior black employees will be frustrated"

He said the mine believed the board had "acted incorrectly"

"We sincerely hope that the authorities in Pretoria, where the final decision must be made, will adhere to the original agreement."

Attempts to obtain comment from the board's Bloemfontein office were unsuccessful yesterday



New signs could ease city's car jams

By Colleen Ryan, Municipal Reporter

Traffic congestion in the city could be eased slightly if the Johannesburg City Council agrees to install 15 new signs allowing motorists to turn left at red traffic lights

Johannesburg's traffic chief, Mr John Pearce, said he was confident the plan would be approved. Five signs have already been installed which allow drivers to turn left at red traffic lights after they have stopped, provided the intersection is clear.

If approved, the signs will be placed at 10 new intersections and the five existing signs will be replaced with the new design.

EXPERIMENT

In June 1982 the first "left turn on red after stop" signs were introduced in Johannesburg as an experiment.

This year a study was conducted to determine the success of the plan and it was found that only half of the motorists used the signs correctly.

The City Engineer's Department has recommended Johannesburg adopt a new, simpler sign to assist motorists who do not understand the old sign.

Some Reef municipalities have introduced similar systems but there has been a lack of co-ordination between authorities, said Mr Pearce.

The National Institute for Transport and Road Research would attempt to standardise the projects next year, he said.

Maize prospects look rosy

By Hannes Ferguson, Farming Correspondent

Farmers in the maize triangle — Lichtenburg-Lydenburg-Ladybrand — had finished planting and prospects looked rosy, an Eastern Transvaal Co-op spokesman said.

He said sunshine was what the maize crop now needed most.

After good rains near Thabazimbi, the Limpopo was now in flood, swollen more by heavy downpours in northern Botswana.

Key Bushveld districts such as Koedoesrand and Ellisras were still dry and farmers had to feed their cattle maize rations. Hopes were high that Christmas rain would also bring relief there.

The Weather Bureau's Mr George Schulze said the global weather pattern favoured Southern Africa.

The seasonal hotting up of surface water in the western Pacific, known as the El Ninho Effect, had been fading away for sometime.

In an intricate pattern, the El Ninho was linked with barometric pressures in areas as distant from each other as Gough Island, south of Cape Town and Tahiti.

Mr Schulze said rises at the South African weather station on Gough and Marion islands during December could point to a further weakening of the Ninho effect and a favourable weather constellation in the Indian Ocean might continue bringing moisture to inland regions here as a result.

Miners wary of new move

Labour Reporter

of Accidents Committee

general secretary Mr Cyril Ramaphosa said

involved on the shaft floor"

The National Union of Mineworkers has reacted warily to the news that individual unions will be represented on the Chamber of Mines Prevention

"Naturally we are pleased the chamber has given us this opportunity but it all depends on what the committee's aims and objectives are," NUM's

"It's all very well to represented at industry level and at national level, but we need to have the shaft stewards

The union has responded to the chamber's invitation to nominate committee representatives by asking for more information about it.

Turpentine death at Cape

CAPE TOWN — One child has died and another is in the intensive care unit of the Red Cross Children's Hospital in Cape Town as a result of turpentine poisoning, the SABC reported.

A spokesman for the hospital said there had been a marked increase in turpentine poisonings among children in the last few days.

This was probably due to fathers being at home and doing painting jobs

Children found the turpentine bottle and mistook it for water or a cool drink.

The spokesman said turpentine poisoning was particularly unpleasant and that parents must not induce vomiting.

Parents should give a child suspected of swallowing turpentine milk to drink and then take the child to hospital for treatment as quickly as possible — Sapa

"Our acceptance will, to a certain extent, be conditional on whether the committee includes input from the shaft floor all the way up. If the committee does not ensure that, we would see it as a hopelessly useless committee," Mr Ramaphosa said.

The Federated Mining Union's general secretary, Mr Johnny Pieterse was not available to comment on the chamber move.

Teargas used to subdue 3 wo

DURBAN — Teargas was used to subdue three women arrested at a police roadblock after they allegedly obstructed the police, it was said in the Amanzimtoti Magistrate's Court yesterday.

Constable Rosemary Hennesy was testifying at the trial of Mrs Sybil Mohlaka, manager of the kwaZulu Nursing Services, and Miss Sbongile Ngcobo, who appeared before Mr D M Young, charged with resisting arrest and obstructing the course of justice.

The women, who had pleaded not guilty, were acquitted after their defence counsel, Mr C J Pammenter, asked for a discharge immediately after the State closed its case.

The charge against the third woman, Miss Jenny Conco, was withdrawn.

Constable Hennesy told the court she was on duty with three policemen at a roadblock near Adams Mission on September 24 when she stopped a car driven by Mrs Mohlaka.

When Constable Hennesy started to open

a bag in the

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CBD, say traders

Gold mines aim to cut job reservation

DURBAN — South Africa's gold mining industry is committed to abolishing racial discrimination in jobs in the industry

And for the first time representatives of black workers participated in the annual wage determination process, according to the annual reviews by the chairmen of some of the country's top gold mining companies, controlled by the giant Anglo American Corporation

The minimum increases in black miners' wages agreed between the Federated Mining Union and the National Union of Mineworkers and the Chamber of Mines amounted to 14,4 percent of the minimum "surface wage" and 14 percent of the minimum "underground wage"

White miners and offi-

cial received an effective increase of nine percent on their basic salaries

A major step forward in industrial relations was the agreement with the Underground Officials Association (UOA) to the scrapping of Job Reservation Determination No 27

"This legislation, which reserved jobs falling within the ambit of the UOA for whites only, has been withdrawn by the Minister of Manpower and trainees for positions in sampling, survey and ventilation are now selected on a non-racial basis," the report said

On the other hand little progress had been made in the negotiations between the Chamber of Mines and the white unions to remove the racially discriminating definition of "scheduled

person" from the Mines and Works Act

"This effectively prevents blacks from promotion beyond a relatively low level in mining and is the last legal obstacle to overcome before there is equal opportunity in the industry," the report said

The government's White Paper following the Wiehahn Commission report recommended that the parties involved agree on guarantees in regard to the job security of white employees before replacing the definition of "scheduled person" with the non-differentiating definition of "competent person" in the Act

"Negotiations to this end began some two years ago and as yet there has been no significant advance on this issue

"It would now seem appropriate, therefore, to remove this discrimination by legislation since the 'reasonable period of time' as specified in the White Paper must be running out

The report said there was notable achievements in labour and industrial relations in the mining industry during the past year. The most significant was the recognition by the Chamber of Mines of two black trade unions, the Federated Mining Union and the National Union of Mineworkers

"Although representing only a small proportion of the total workforce, these unions are now actively engaged in discussions with the chamber on a variety of issues," the report stated — DDC



Black mine workers a growing force in South African labour relations

By Carolyn Dempster,
Labour Reporter

Against a backdrop of recession and massive re-trenchments, the mining industry moved to centre stage in labour relations in 1983 with the spotlight on the fast-growing black unions

The Chamber of Mines opened the door to black unionisation and black miners were handed the key to collective bargaining

Of the three black unions granted access to organise on the mines in 1983, the National Union of Mineworkers has emerged as the most formidable force

NUM, recruiting members at the rate of 5 000 a month, is poised to become the largest union here with 60 000 signed-up members. It is already the biggest union in the mining industry

The emergence of the black unions continues to pose problems for the white mining unions. The desire for an Industrial Council in the mining industry was manifested in the formation of a Confederation of Associations and Mining Unions, but the chamber has indicated its reluctance to bargain in any forum which does not include black union representatives

CHAGRIN

Later on in the year, Arrie Paulus' Mineworkers Union changed gear, adopted an overtly political stance and began organising workers in other areas to consolidate its base — much to the chagrin of the Amalgamated Engineering Union which all but accused the MU of poaching

The white Mine Surface Officials Association, which has denied black miners access to its ranks for virtually its entire existence, now looks to be thwarted by NUM's decision to establish a black mine surface officials union

However, with a potential 380 000 miners still to be organised and with migrant workforce problems, the seeds of black unionism, now planted, have yet to take root.

The year started with the slide into a deepening recession, and re-trenchments continued apace — by September the figure had topped 15 000

That did not seem to affect the rapid growth rate among unions and while strike activity dropped off in the first six months, workers showed they were willing to go out in strike in support of colleagues they thought were mistreated or unfairly dismissed by management. Strikes towards the latter half of the year hinged

Worker power grew in '83
Unions break new ground



Mr Cyril Ramaphosa head of the National Union of Mineworkers

mainly on wages and grievances

Recent Department of Manpower statistics show 170 strikes up until October, as opposed to 328 strikes during the same time in 1982

There is also the view that concomitant with the increased unionisation of black workers, strategies and tactics employed by the unions have become more sophisticated. This is born out by attitudes among union leaders who perceived 1983 as a time of consolidation rather than expansion

Another trend, was a tendency by unions to resort to legal machinery to try to win battles — another reason for the drop in strikes

In the case of unions affiliated to the Federation of South African Trade Unions (Fosatu) the route proved a rewarding one — particularly in the case of the Metal and Allied Workers Union, the National Union of Textile Workers and the National Automobile and Allied Workers Union

The Industrial Court, regarded with suspicion at its inception, proved to be the definitive voice on the question of unfair labour practices this year. Much to the consternation of employers, the court was used extensively by the unions and largely to their advantage

Cases which set the tone on the ULP front were the Metal and Allied Workers Union versus Stobar Reinforcing, the United African Motor and Allied Workers' Union versus Fodens (SA) and the Media Workers Association of SA versus The Star

The court's findings in the

first two set up several warning beacons for employers. Employers should have reasonable grounds for dismissal, must have investigated any alleged misconduct thoroughly before dismissing a worker, must have investigated any chance to present his side, must not use words that are derogatory, must bargain in good faith with unions

The Star/Mwasa finding, in favour of management, virtually gave the go-ahead to employers to fire striking workers en masse if all necessary procedures have been followed

At a summit meeting of the country's 104 industrial councils, it was agreed that the vague definition of what constitutes an unfair labour practice was the biggest problem facing unions and employers, but amending legislation is not likely to be introduced before 1985, Manpower Director-General Dr Piet van der Merwe said

The struggle for recognition and rights was not waged solely on the shop floor and in the industrial court in 1983

The historic Appeal Court judgement in June, whereby migrant worker Mr Mehlole Tom Rikhoto won the right to permanent urban residence, opened the way for permanent urban residence rights for at least a third of the country's 80 000 contract workers

New labour legislation was scant in comparison to previous years but worth a mention is the new Machinery and Occupational Safety Act, covering all workers and due to be implemented in April/May 1984. The Human Sciences Research report on training, and focus by the Department of Manpower on the need for skills training and greater expertise in the labour relations field also pinpointed government concern

Politics entered the labour arena with the formation of the United Democratic Front in August and National Forum in April

In probably the most politically significant development within the worker movement this year, while individual trade unionists and a sample of trade unions indicated their

support for one or other organisation, there was no direct affiliation

Instead, the feeling among Fosatu, and to a lesser extent the Council of Unions of South Africa (Cusa) has been that there is little motivation at present for the worker movement to bow to the lead taken by such opposition groups

However that did not prevent the unions from giving their support to the UDF over popular and community issues, and standing with it on the same protest platforms

The road to union unity hit more rocky ground after a steering committee was formed to discuss proposals for a new federation of independent trade unions in April. But whatever the problems encountered by the unions party to the talks, they were tackled behind closed doors and attempts to reconcile inter-union differences are continuing

State interference in labour matters continued to follow the repressive trend established in recent years, with the Ciskei government emerging as the arch villain

CONTENT

Not content with the repeated detention and harassment of South African Allied Workers' Union and General and Allied Workers Union officials at the start of the year, Ciskei banned SAAWU outright in September.

Finally, South Africa's oldest and largest union federation, the Trade Union Council of South Africa, Tucsa, moved away from the centre stage during 1983 to take up a position in the wings of labour relations

PRAISE

The council's annual conference in Port Elizabeth highlighted a reluctance by affiliate unions to re-appraise Tucsa's relevance in the face of the changing labour scenario, and an unwillingness to make concessions to the emergent unions

This was primarily the reason for the withdrawal of the largest union in the country, the SA Boilermakers' Society, from the scene in November

Rescue bid for trapped miners

ARGUS 28/12/83 (211) ~~211~~
Argus Correspondent

JOHANNESBURG — Rescue operations are continuing for two miners trapped underground when major rockfalls hit two Transvaal gold mines on Saturday and yesterday morning

At least eight men died and 57 were injured in the two separate accidents at Doornfontein gold mine, in the western

Transvaal on Saturday, and at the West Driefontein gold mine, near Carletonville, yesterday morning

Gold Fields of South Africa, which owns both mines, said the West Driefontein accident occurred over an extensive area of the No 5 shaft at 10 am yesterday. The shaft is at a depth of 2 000 m below the surface

MINING — LABOUR
1984

JANUARY — DEC.

Mine unions fight for unity

Since unionisation of black employees in mines, one of the changes to follow the Wiehahn Report, there has been an all-out effort by different unions to increase membership on the mines. This resulted in a general scramble for members and a mushrooming of unions. Labour reporter JOSHUA RABOROKO looks at unions emergent in the mining industry.



BLACK trade unions seem to be mushrooming in South Africa's mining industry in the post-Wiehahn era.

The multiplicity of these unions is causing concern as it weakens the solidarity of black miners, according to trade union leaders.

However, the past year has been a momentous one for industrial relations in the mining industry in that for the first time in history, the Chamber of Mines negotiated pay and other conditions of employment with unions representing black workers.

It has been the year in which the black National Union of Mineworkers (Num) emerged

as a potent force. An affiliate of the Council of Unions of South Africa (Cusa), it was started in August last year.

There are several other unions trying to recruit black mineworkers, but more than any other Num has been able to match the right-wing whites only Mine Workers' Union led by Mr Arrie Paulos.

The Federated Mining Union (FMU) formerly named the Federated Mining, Explosives and the Chemical Employees Union has made substantial gains. It was originally formed to cater for coloureds but it has begun recruiting blacks with the aid of the South African Boilermakers Society which recently broke off from the Trade Union Council of South Africa (Tucsa).

RIGHTS

Three other unions have also been granted access to recruit workers employed at Chamber Affiliated Mines, but by August last year they had not made a formal approach for recognition. They are the Black Mineworkers Union, which has not made headway despite the fact that they were the first to be granted such rights; the Black Allied Mining and Tunnel Workers Union. This last mentioned union is being watched with great interest by some employers who be-

lieve that it does have some potential. Its leader, Mr Letsatsi Mosala, is also a member of the Azanian People's Organisation (Azapo).

Meanwhile, the Federation of South African Trade Unions (Fosatu) has quietly been observing events in the industry and is considering the establishment of its own mining union.

Given the growth and the efficiency of most Fosatu affiliates, such a union could be a serious rival to Num.

The growth of black unions in the industry has largely been prompted by radical revisions made in the chamber by its previously tough stance as far as recognition is concerned. But there has also been strong opposition from Arrie Paulos' unions which have threatened to take industrial action time and again as blacks get more recognition in the industry.

GROWTH

The growth of black unions in the industry was also accelerated by the fact that the chamber's requirements made it possible for even an unregistered union to be recognised as the representative of a category of workers on a chamber-affiliated mine once it had recruited a significant proportion of them.

The reason for the chamber's acceptance of

these unions is that it has become inevitable for them to recognise black trade unions and as such they revised their guidelines to allow recognition, which reduced the possibility of employers facing the kind of recognition battles waged in other industries.

In addition to that the employers are hoping that effective union leadership will enable unions to channel black interests and grievances through collective bargaining and other processes designed to minimise conflict.

They also know only too well how quickly violence can erupt in black mine hostels — and how handy it can be to have representative leaders with whom they can talk.

RELATIONS

The effect of the 1946 strikes — which exposed the inadequate channels of communication between mine management and workers — belatedly propelled the mining industry into the country's new era of labour relations.

It has on the whole been the Num which has shown that black mineworkers are interested in unions. To an extent, this stemmed from changes within the black labour force. The composition of these workers has changed dramatically in recent years.

This is largely so because miners who come from neighbouring countries, "independent homelands" and South

Africa have turned to view mining as a long-term career. Miners are concerned about job advancement, training as artisans and job enrichment in general.

Meanwhile the Chamber of Mines states the mining industry is committed to abolishing racial discrimination in employment and to centralised bargaining on all matters that concern the industry.

They believe there have been notable achievements in both these areas during the past year.

"A major step forward was the agreement with the Underground Officials Association (UOA) on the scrapping of job reservation Determination No 27. This legislation reserved occupations falling within the ambit of the UOA for whites only. Trainees for positions in sampling, survey and ventilation are now selected on a non-racial basis, according to them.

NEGOTIATIONS

On the other hand, very little progress has been made in negotiations between the Chamber of Mines and white unions to remove the racially discriminating definition of "scheduled person" from the Mines and Works Act.

This effectively prevents blacks from promotion beyond a relatively low level in mining and is the last legal obstacle to overcome before there is equal opportunity in the mining

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Unions fight for unity



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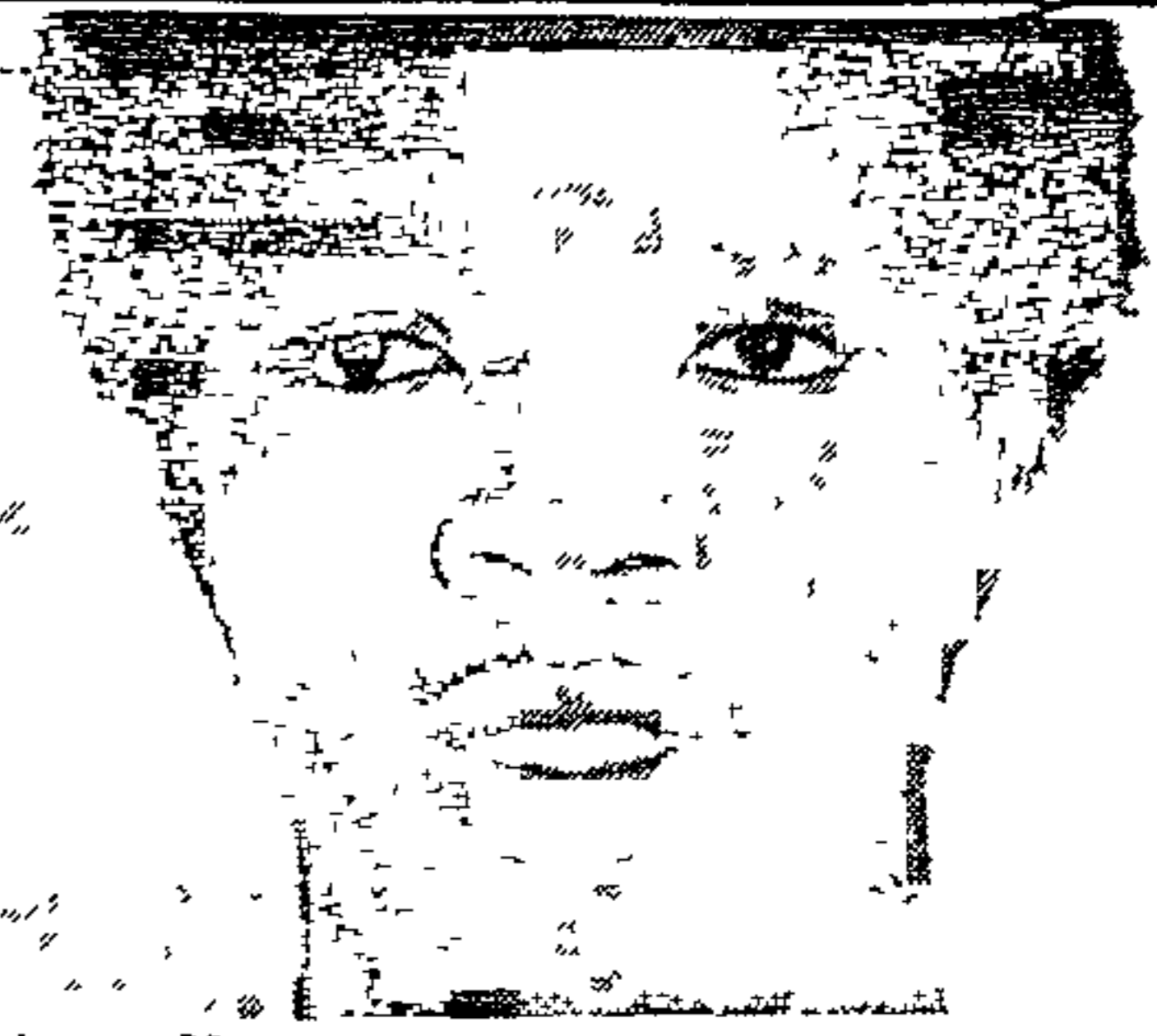
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out."

Some of the gold
mines administered by
Anglo American Corpo-
ration indentured their
first black apprentices
during the year Al-
though they number
only 18, this represents
an important advance-
ment, say the chairmen

However, the right-
wing Mineworkers
Union led by Arne Pau-
los has continued to op-
pose changes and has
threatened action
should blacks be al-
lowed to hold blasting
certificates

The MWU's opposi-
tion in black advance-
ment is not surprising,
considering the fact that
unlike the craft unions,
it has difficulty in draw-
ing occupational bound-
aries to protect its
members' privileges
Paulos has not hidden his
hatred for Num

Num's general secre-
tary, Mr Cyril Rama-
phosa, who has proved
to be a very able admin-
istrator, said that the
resolution passed at
their recent congress for
black miners' union sol-
idarity was important

because it would help
solve many problems

Num's success has
been the effective re-
cruiting strategies, it has
concentrated on opin-
ion-making groups
within the black work-
force, and machine op-
erators — men who are
difficult to replace in a
hurry

Therefore, he added,
it was vital that a feder-
ation of such unions be
formed to facilitate the
workers' interests and
job advancement and
phase-out job reserva-
tion that is rife in mines

The general secretary
of the Black Allied Min-
ing and Construction
Workers' Union, Mr Te-
bogo Mngomezulu, said
that although they have
not been approached by
Num on the federation
issue, it was "a welcome
notion"

"It is a good thing be-
cause there is a need in
this industry that we
come together to bar-
gain for thousands of
workers and also to
avoid competition and
poaching of members

"We have to look into
the welfare of the work-
ers and their upliftment
in the industry where
job reservation has also
almost become the
order of the day," Mr
Mngomezulu said

He said that the union
had not yet agreed and
would probably decide
at their national con-
gress

Num joins fray over housing refusal

THE National Union of Mineworkers is to discuss the Orange Free State Administration Board's decision not to allow key black workers housing in Thabong township near Welkom.

NUM's general secretary, Mr Cyril Ramaphosa, said that the union's executive will discuss strategies which will be taken to avert "the demoralising effects" of this decision at a special meeting in Johannesburg on Sunday.

The decision was first exposed in the annual report of the President Brand Gold Mining Company where mention is made that the administration board had notified the company that it was no longer permissible to house senior black workers without permanent residence rights in the township.

The report said some years ago it had been agreed with the board that certain key black workers could live in houses built by the

company in the township, irrespective of their residential rights.

"A costly housing programme was implemented and if the ruling given by the board is endorsed by the Department of Cooperation and Development our efforts to induce stability among our employees will be frustrated.

"The demoralising effect on these employees will be enormous and, furthermore, could result in a confrontation with the new black unions," the report says.

A board's spokesman has said that they had contacted the company to explain the whole issue, including the board's stance on the right of senior workers to live with their families in company houses.

A letter was written to the company detailing the matter and a statement would be made soon, the spokesman said.

2112
Sowetan 5/1/84

Dismissal of 7 workers ^{Star} brings 1 500 out on strike

By Carolyn Dempster,
Labour Reporter

The dismissal of seven workers at Impala Platinum Refinery in Springs today brought 1 500 black employees out on strike

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, said the seven had been dismissed after requesting the transfer of a white supervisor

The workers claimed

12/1/84
that the supervisor had referred to them in a derogatory fashion. When they asked that the man be transferred they were fired instead

Most of the refinery's workforce came out on strike today in support of their dismissed colleagues and, according to the union, are demanding the reinstatement of the seven and the immediate transfer of the supervisor

Mr Ramaphosa said the mine refinery management had refused to speak to the union about the matter

The acting manager of the refinery, Mr H J O'Keesse, referred The Star to Impala's general manager, Mr R C Bovell, who was not available for comment

It is not known if production will be affected by the strike

Fm 13/1/84

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BLACK UNIONS

Political power base?

Relations between some black trade unions and black political organisations in SA have often been less than cordial. This has sometimes resulted from their belief that they do not necessarily share the same priorities, or from unions' unwillingness to play an active role in national politics.

But when he spoke at Azapo national congress this week, National Union of Mineworkers' (NUM) general secretary Cyril Ramaphosa argued that not only does the black union movement have a decisive role to play in the "liberation struggle," but it deserves support from groupings in the wider black society.

"There is," said Ramaphosa, "a regrettable habit on the part of some people to denounce and ignore the black labour movement as irrelevant, and to heap scorn on what they call the 'bread and butter war'." But this is a dangerous misunderstanding of the historical process. The black union movement has educated and is educating black workers and is turning them into fighters, not only for their bread and butter issues, but for liberation from oppression as well.

"The important thing to note here is the direction and orientation of the movement. Step by step, work stoppage by work stoppage, demonstration by demonstration, demand by demand, black workers are moving to the point of liberation."

Ramaphosa said black unionism provided the means through which blacks could be united. The labour movement provides a viable power base, as well as the means through which black leadership can be developed and training provided to black workers, he said.

He declared that "the black union movement is a matter of life and death to all oppressed people in this country. The black union movement offers all oppressed people in Azania a realistic chance to acquire freedom."

No unity

He deplored the lack of unity within the movement. "Looking at the movement as a whole, we see conflicting tendencies and trends. On one level we see a section of it evolving self-defeating ideologies and strategies, and on the other level, we see a movement that is confused, without any plan — be it short-term or long-term for liberation."

"On both levels the movement is characterised by a profusion of organisation and a lack of overall co-ordination. There is a left wing and a right wing and a centre, and there is conflict and dissension among the groupings which want to take different roads to different promised lands."

Ramaphosa spoke forcefully of blacks' need to gain clarity on ideology and strate-



NUM's Ramaphosa ... 'one industry — one union'

gy as a prerequisite for unity.

"The black worker has taken the first step towards unity by joining other workers in forming his union. He has taken the second step by becoming part of the labour movement. He is presently working on his third step by demanding that there should be one union, one industry, and he will succeed very soon on his fourth step by forming one consolidated union federation for Azania. His fifth and ultimate step to unity is the unity of all oppressed people."

Ramaphosa said that if disunity was the basis of blacks' vulnerability, "then unity is our only hope of salvation. If we pooled all our resources and energies, if we correlated all our forces and created one massive superpower of oppressed people, we could end this oppression in a few weeks or a few months. A united force of oppressed people, speaking with one voice and acting with a will on issues of politics, labour, education and the economy, could turn this country upside down."

Ramaphosa emphasised his belief that the black labour movement has to be headed by blacks. He said past alliances between black and white unions had resulted in the curtailment of black leadership. "The black worker is oppressed and knows oppression, and that alone qualifies him to lead a movement that will liberate him." He said alignments of black and white organisations had nothing to do with "love and friendship."

"Groups do not have love affairs. Groups conduct their business not on the basis of love, but on the basis of what they conceive to be their vital interests. We are going to have to understand that not love or even

race, but interests, primarily economic interests, are at stake. And the question we must deal with in our attempt to understand alignment is who profits least?"

Some employers and government officials will probably be dismayed by some of the things Ramaphosa said. Others may be tempted to view his speech as typical of the inflated rhetoric often heard at Azapo gatherings — where there has been more emphasis on consciousness-raising than on practical programmes to achieve specific objectives. But given the NUM's growing influence and prestige — and Ramaphosa's reputation as a remarkable organiser — they are likely to take careful note of his speech.

ZIMBABWE

362 Fm 13/1/84

Aid blow to business

While the United States' decision to almost halve its aid to Zimbabwe to US\$40m in 1984 from the \$75m previously pledged was no surprise, it remains bad news for the country's hard-pressed business community.

The main impact of the cuts will be felt in the valuable commodity import programme. In the last year, this programme provided US\$59m of foreign exchange to finance imports from the US. Aid sources in Harare say the programme in 1984 is unlikely to be much more than US\$30m. To make matters worse, Zimbabwean industrialists, whose foreign currency allocations have already been cut more than 30% in the past two years, had been warned to

(211) ~~212~~
~~800 miners~~
~~in sympathy~~
stoppage ²⁰⁰⁴
Mall Reporter ^{11/1/84}

ABOUT 800 coalminers at the Rietspruit mine near Witbank staged a two-hour work stoppage yesterday in sympathy with two of their colleagues who died in a mining accident on Monday.

This is the second stoppage of its kind involving the National Union of Mineworkers. Thousands of mineworkers downed tools for half-an-hour in September after the death of 67 workers in the Hlobane disaster.

Mr Cyril Ramaphosa, general secretary of the NUM, said the workers had gone to the homes of the dead men during the stoppage, which lasted from 10am to 12pm.

The two men, Mr Alpheus Makhaya and Mr Abram Nkosi, died after falling while repairing a lift cable.

The Mail was unable to get management comment yesterday.

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141184
Impala
211
151
strikers
still out

By PHILLIP VAN NIEKERK

THE strike by about 1 400 workers at the Impala Platinum Refineries in Springs has developed into a crucial trial of strength following the collapse of talks between worker representatives and management late yesterday.

Management has warned workers they would be fired if they did not return by their next shift.

But spokesmen for the National Union of Mineworkers (NUM) have said the workers would not return until their demands were met. They believed it would take two days for shortages to develop at the refinery.

The workers have insisted the seven be reinstated before they return, while the company has demanded the workers return before it reconsiders the dismissals.

The seven were fired for refusing to work after they were allegedly assaulted and verbally abused by white supervisors.

Mr R C Bovell, managing director of Impala, said an inquiry into the workers' complaints had not "conclusively" proved the allegations. One supervisor, however, had been severely reprimanded.

The seven were dismissed after refusing to accept this outcome.

This was the first major strike by NUM members since they were recognised by the Chamber of Mines in June last year.

The NUM is in the process of negotiating a recognition agreement with the company.

ABOUT 1 500 miners at Impala Platinum Refinery near Springs yesterday entered their fourth day on strike over the sacking of seven colleagues, being called "kaffirs" and over working conditions.

The strike has developed into a crucial trial of strength following a deadlock between the National Union of Mineworkers (Num) and the company representatives at the weekend.

Meanwhile about 800 miners at Riet-spruit near Witbank staged a two-hour stoppage in sympathy with two colleagues who died at the coal mine last Monday. An official inquiry is to be held into the accident, according to a company's spokesman yesterday.

This is the second stoppage of its kind by

Miners still out on strike

16/1/84
SOwetan
Num members. Thousands of miners downed tools for half-an-hour last September following the death of 67 colleagues in the Hlobane disaster.

Num's general secretary, Mr Cyril Ramaphosa, told The SO-WETAN that during the two-hour stoppage the workers had gone to the deceased's homes where they held an emotion-charged prayer service and paid tribute to them.

The incident ended peacefully and the workers went back to work after the service, according to Mr Ramaphosa.

Strike: Refinery workers fired

JOHANNESBURG. — Almost the entire black work force of Impala Platinum Holdings refinery in Springs has been dismissed following a strike, according to a statement yesterday from Gencor, the owners.

The mass dismissal would not affect the company's ability to meet its contractual commitments, the statement said. Steps were being taken to replace about 1 400 workers dismissed at the weekend after an illegal strike. The men refused to report for work on January 11, in protest against the dismissal of seven fellow-workers.

Discussions were held between management and representatives of the striking workers, "who intruded several other issues into the discussions".

Gencor said management had on January 13 "made an offer which included an invitation to the seven dismissed workers to make representation".

The offer was conditional on the strikers returning to work, and had been refused, the statement said. An ultimatum was then issued to the strikers to return to work or face dismissal — Sapa

more than 7 000 striking, so far this

the upsurge in militancy combined with a troubled climate in the

Employers in most of South Africa's key industries - mining, metalwork, transport, energy and distribution - have been hit by the workers actions

Unionists and labour observers attribute the

recession and inflation have hit the poorest section of the population hardest.

But they have warned that the new constitution and the Black Tax Act have increased the focus of workers on the country's political situation and what their taxes are spent on

More than 20 000 workers have so far downed tools this year in a strike-wave that has hit bosses at, among others, AECI, Coca Cola, Impala Platinum Refineries, Wynne Rubber Company, OK Hyperama, Rietspruit Collieries, BMW, Pick 'n Pay and Spar. A host of other small firms have been hit hard

SA Allied Workers' Union general secretary Sam Kikine said the industrial relations situation was "tense".

One industrial relations expert said the strike-wave confirmed patterns of recent years

Workers are willing to use the strike weapon, despite the insecurity created by the economic recession, in solidarity with sacked colleagues and in the fight for higher wages

Kikine said that "since employers voted 'yes' in the referendum, they feel they are safe and can do what they

IMPALA RACIST, SAYS UNION

CP Reporter City Press

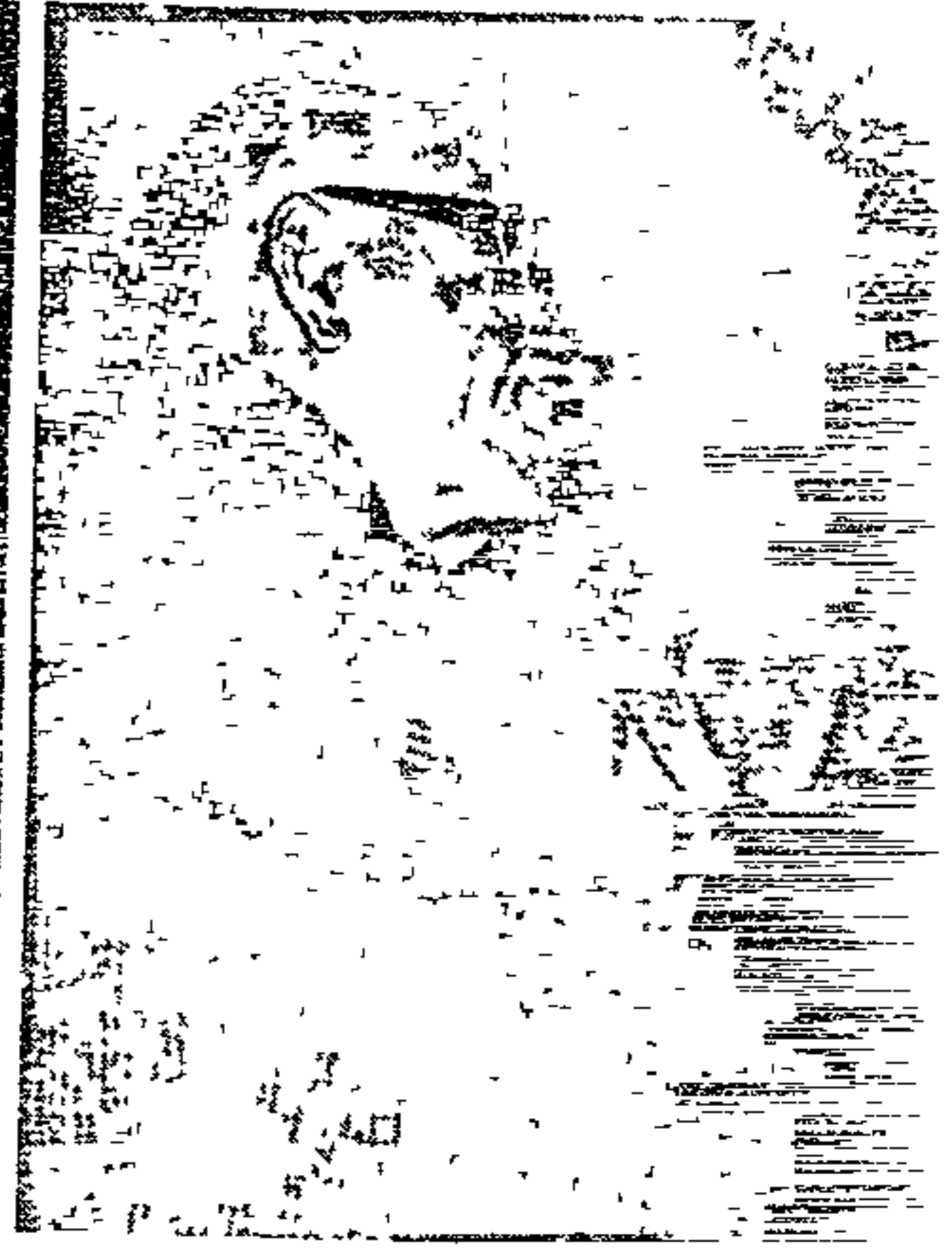
THE National Union of Mineworkers has accused Impala Platinum Refineries - which sacked about 1 400 striking miners - of being racist and encouraging racial insults between black and white workers.

In a statement, the Union's general secretary, Mr Cyril Ramaphosa, said the sacking of the miners "embittered our entire membership and will make them more militant against the managements in mining industry in future"

Impala Refineries sacked the workers after they had been on strike for four days over the dismissal of seven colleagues and after they had claimed that white supervisors called them kafirs. The workers left the company on Wednesday

In a hard hitting statement Mr Ramaphosa said that the entire workforce stood strong against management, which "when faced with black opposition to racial abuse . . . decides to fire black workers."

Meanwhile about a thousand miners at Rietspruit Collieries near Witbank are on strike in protest against the dismissal of a colleague.



Ford to cut off 500



By MONO BADELA

AN 500 Ford Port Elizabeth jobs today many carries to retrenchment likely to harm relations Cape auto-

spokesperson refused to deny the retrenchments, Automobile Workers' secretary Fred Sauls had been lay-offs on

officials held meeting with on Wednesday the union against the

200 Ford an urgent same night the retrenchment said they

would "resist it wherever we can".

Angry workers condemned management's action "so soon after the plant re-opened for the New Year - when workers are short of money"

They also complained about management's "extremely provocative" way of dealing with worker grievances

Ford retrenched workers in July 1982 - a move which sparked off numerous work stoppages and stopped production at Ford, Volkswagen and General Motors for some time.

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* But at the of it all, was still a ray, sunshine, the title of the hat, the Katedu induction.

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YOU YOUR WIFE AND OUR CHILDREN

three reasons why you need



Union's
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25/11/84 110
move



MR CYRIL RAMAPHOSA: Miners leader.

THE National Union of Mineworkers (Num) is to take the Bophuthatswana Government and an American-owned mine to the Supreme Court.

This is a result of the decision by the Government and the Union Carbide Company, which owns the Ucar Minerals, to stop the union from continuing its activities in the territory where about 450 workers went on strike yesterday.

This was disclosed to The SOWETAN yesterday by the union's general secretary, Mr Cyril Ramaphosa, who said that the workers at Ucar Minerals near Brits, Bophuthatswana, went on strike over wages.

This is the second time that the miners have gone on strike this

week after a deadlock was reached over several demands, including wages. On Monday they held a two-hour stoppage following news that their union was banned in the "independent state".

The spokesman for Union Carbide said that the strikers had earlier appointed a committee to deal with their grievances, including wages.

The company was also trying to negotiate with the government and the union to break the impasse following an earlier directive from the government for them not to have dealings with the union.

211 (211) (143) (148) R.D.M. 26/1/84

No end in Ucar mine workers dispute as strike enters third day

By PHILLIP VAN NIEKERK

THE strike by about 390 workers at the Ucar mine in Bophuthatswana entered its third day yesterday

The action closely followed a directive informing South African unions operating in the territory that they were acting "contrary to the law"

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), said the strike was sparked by the Bophuthatswana directive, which was sent in the middle of recognition talks with the mine's owner, Union Carbide, an American multinational, as well as by wage demands

However, Mr Rowan Cronje, the territory's Minister of Manpower and Coordination, said yesterday that recognition of the NUM had never been an issue in the strike

Mr Cronje said officials of his depart-

ment had interviewed workers and mine management yesterday and had "established that recognition had never been an issue"

He denied that a sudden ban had been imposed on South African unions, saying that trade unionism had never been allowed in the territory "It's like in South Africa where until recently these unions were not allowed to operate," he said

He said the letter to the NUM had "politely" pointed out that their actions in the territory were contrary to the law "It's a pity these people adopt a belligerent attitude. We believe in industrial peace"

A new Industrial Conciliation Act — providing for the establishment of Bophuthatswana-based unions — is to be tabled in the territory's parliament next month

Mr Ramaphosa said if union recogni-

tion had not been an issue, then the NUM would not have met with Union Carbide

"Why did Mr Cronje write to us if the fact that the workers had joined the union and wanted recognition was not an issue?"

The company has confirmed that it met with the NUM twice to discuss recognition at Ucar. Mr C Robertson, Union Carbide's industrial relations manager, told the Mail this week that the Bophuthatswana Government had contacted them during the strike to tell them not to deal with the NUM

The general manager of the mine, Mr H Enslin, said yesterday, however, that the strike was over wages and had nothing to do with union recognition

It was "coincidental" that the company had informed the workers of the Bophuthatswana Government's effective ban on the union last Friday

Miners' union chalks up wins

By JOSHUA RABOROKO

THE National Union of Mineworkers (Num) has signed three recognition agreements with mining industries, bringing to 14 the total number of agreements signed by the union so far.

The union's general secretary, Mr Cyril Ramaphosa, said that for the first time in the history of the union, they have signed a recognition agreement with Rand Mutual Hospital, Western Deep Level Hospital and the Chamber of Mines Sport grounds.

In a historic move the union became the first black trade union to be recognised by the Chamber of Mines, early last year, and since then it has signed numerous agreements in



MR CYRIL RAMAPHOSA: Union recognition.

coal, platinum and gold mines. Mr Ramaphosa said that the three recognition agreements were "victories for the union's strength which is growing rapidly."

"We have for a long time been aiming at scoring these goals and we shall in future be able to represent workers in hospitals which are owned by the mining industries," he said.

"The agreements are vital in that workers at these hospitals do not have trade unions and we regard this as a breakthrough for our workers there."

He added that the union is currently negotiating a maternity leave for most migrant workers.

Pretoria agency took our money and gave us nothing!

COMPANY ACCUSED

By MONK NKOMO

SCORES of black people in the Pretoria townships have accused a white consultancy agency of giving them false promises and not honouring obligations involving thousands of rands.

The SOWETAN this week established that a white-owned company, African Consultants (Pty) Ltd, whose offices are situated at the Willie Theron Building in Bos-

man Street, Pretoria, is conducting business in the community. The company acts as financiers and consultants.

The company has announced it is investigating complaints lodged.

A number of people interviewed said the company promised that it would give them loans to build houses, buy cars and would help them with legal assistance if they became members. They told The SOWETAN that they paid a membership fee of R10

each and a monthly subscription of either R10 or R12 depending on their salary.

Mr Jonas Malebye of 375 Renoster Street, Makapanstad in Hammanskraal, said he joined the company (known as Sun Life then) five years ago after being promised that the company would give him a loan to buy a generator costing R900.

Mr Malebye, whose membership number is 151, said he had been paying monthly subscriptions of R12 since 1979, bringing to about R700 the total amount he paid in. "But each time I go there to seek help the director, Mr Sarel Bekker, tells me to come tomorrow," Mr Malebye said.

Another client who lost out is Elfas Khoza of PO Box 245, Emalaheni, who paid R900 to the company, which promised to buy him a car. He was never

helped and efforts to secure a refund proved futile.

Mr Themba Vuswane who has since left for Botswana, paid R1 000 after being promised a loan to buy a tractor. He neither got the tractor nor the refund. Mr Mkhunjuza Chunnuko of Cullinan was also

400 detained in '83

By JOSHUA RABOROKO

MORE than 400 people, among them about 74 trade union members, were detained in terms of security laws in South African and independent homelands during the past year.

This is according to statistics compiled by the Detainees Parents' Support Committee (DPSC), the South African Institute of Race Relations (SAIRR), South African Council of Churches (SACC) and newspaper cuttings compiled by the Institute for Industrial Relations.

Meanwhile major trade union movements and international organisations such as Am-

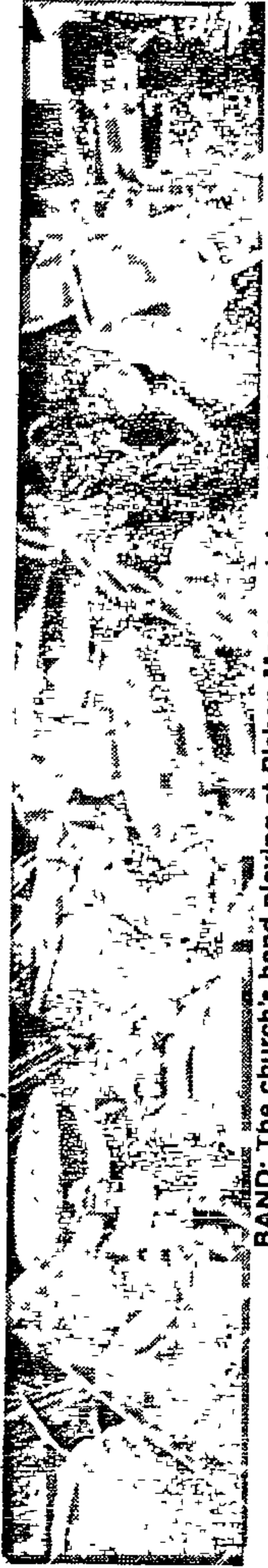
nesty had applied for a loan to buy a generator. "But he wanted about R400 which is R200 more than the maximum loan we offer. Although we tried to get him the generator negotiations between us and the company failed and he was also nasty," Mr Bekker added.

Viljoen, opposing the death penalty in all cases and regarding it as "a violation of the right to life and the right not to be subjected to cruel, inhuman and degrading treatment or punishment as proclaimed in the Universal Declaration of Human Rights."

"We express our grave concern at the imposition of the death penalty on Malisela Benjamin Molose," the amnesty says.

According to the institutions, of the more than 400 detainees, about 80 were charged. The DPSC says most of the detainees are not linked to any identifiable organisations. Stu-

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BAND: The church's band playing at Bishop Maseango's funeral yesterday.

Residents want miners out

By MZIKAYISE EDOM
THE MINISTER for Manpower Utilisation, Mr P T du Plessis, will be asked by the Springs Town Council to provide a solution to the problem of black mine workers from a nearby mine compound, who are accused of "disturbing the peace and over-running" one of the town's white suburbs.

A spokesman for the

The reports were sup-

plied to the council by the East Rand Administration Board (Erab), the South African Police and the Springs Traffic Department. The spokesman said the reports will be handed to Mr Sam de Beer, in the area, who will submit them to Mr du Plessis.

At its monthly council meeting last week, the council unanimously passed management committee recommendation that the Groot-

later rejected by the council following an outcry from both black and white community leaders in KwaThema and Springs.

For the past three years, property owners in the suburb have been waging a battle to keep the black mine workers from entering their suburb to do their weekend shopping, claiming that they were noisy, polluted the area and lowered property values.

Last year, Mr Gert Parsons, the present deputy mayor of Springs, suggested in a council meeting that a wall be built between the compound and the suburb. This suggestion was

rejected by the council following an outcry from both black and white community leaders in KwaThema and Springs.

For the past three years, property owners in the suburb have been waging a battle to keep the black mine workers from entering their suburb to do their weekend shopping, claiming that they were noisy, polluted the area and lowered property values.

School wants Det probe

By MZIKAYISE EDOM
THE Tshabalala School committee in Katerberg, Germiston, will send a memorandum this week to the Department of Education and Training (Det), calling on the department to investigate the demotion of the school's principal to an assistant teacher last year.

Mr Moses Mamporo was demoted last October from principal of the school to assistant teacher. Mr Mamporo had been principal of the school since 1981.

The Alberton Circuit Office of Det said Mr Mamporo could not meet the standards required by the department for him to lead a school during the three years' probation period he was given.

After his demotion, the Tshabalala School

committee presented a memorandum to Mr A Theron, Det Alberton Circuit inspector and another copy to Mr D A Scholtz, the department's regional director in the Highveld calling for his reinstatement as principal.

The school committee recently met Mr Theron and Mr Scholtz to discuss the memorandum but the meeting ended in a deadlock.

Last week, the school committee held a parents' meeting where it was decided that the school committee should write another memorandum to Mr Scholtz, asking him to appoint a commission of inquiry to investigate the issue.

The parents and the school committee also decided at the meeting to appoint Mr Norman Maduna, a teacher at the school, as an acting principal until the matter is solved.

Mr Jacob Khoali, the chairman of the school committee, told **THE SOWTAN** at the weekend that this committee will present its mem-

WARRING PARTIES

From Page 1:

It is history that a last minute peace truce was called between the warring parties. Tuani was coaching Swallows yesterday.

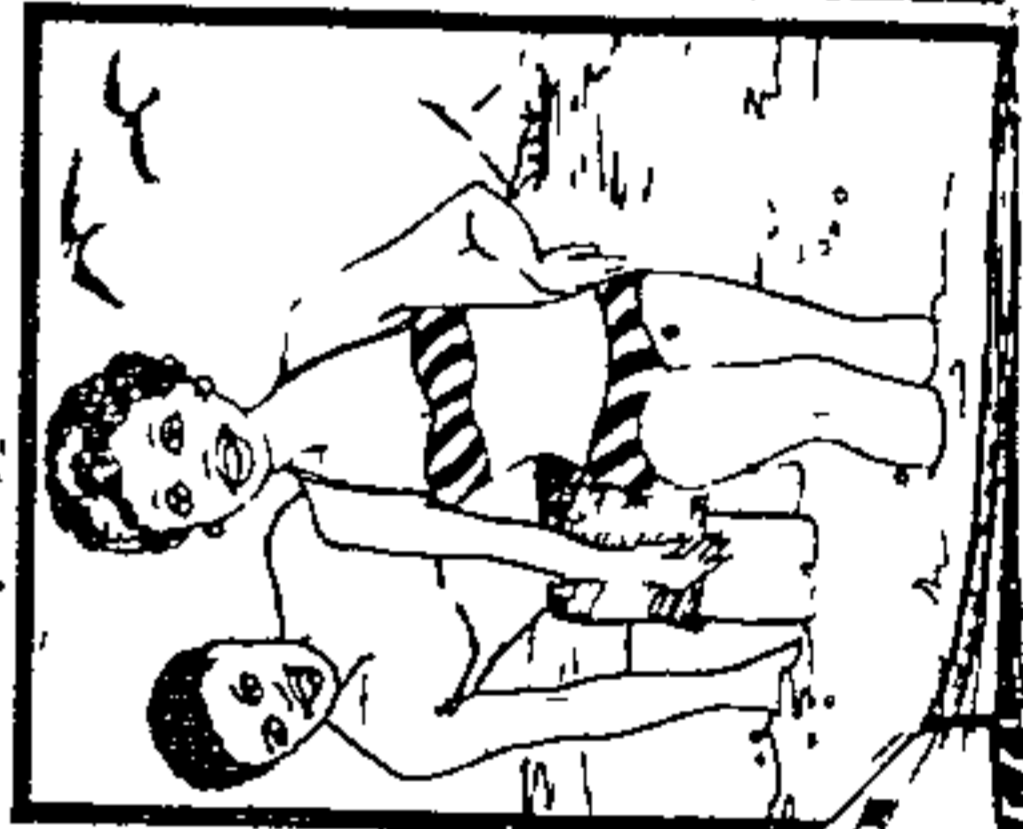
And when they took the second half against the threatening Wits, Campodonico put them back to life by equalising. The winning goal was provided by the R22 000 worth striker, Thomas "Who" Hlongane, when everybody was resigned to a 1-all draw.

It is history that a last minute peace truce was called between the warring parties. Tuani was coaching Swallows yesterday.

And when they took the second half against the threatening Wits, Campodonico put them back to life by equalising. The winning goal was provided by the R22 000 worth striker, Thomas "Who" Hlongane, when everybody was resigned to a 1-all draw.

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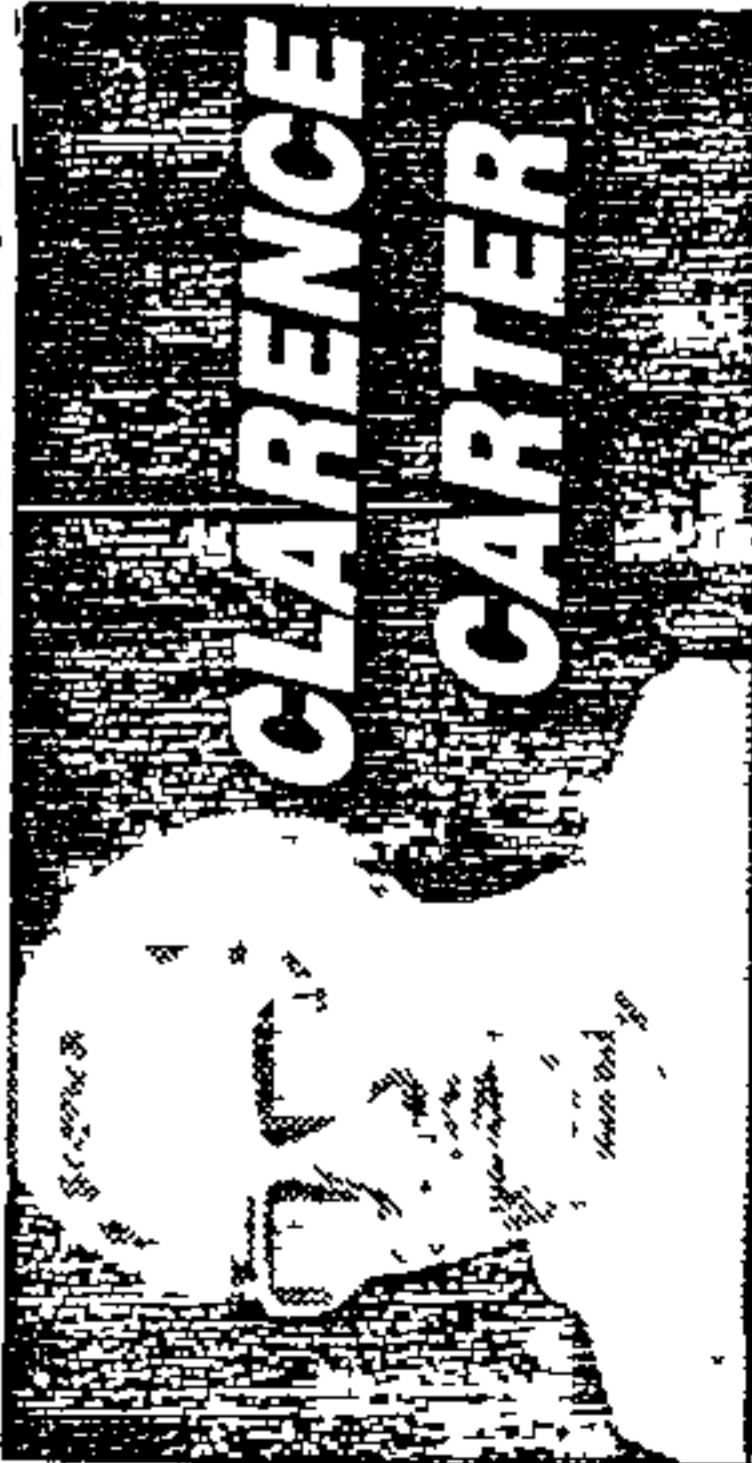
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FROM U.S.A. CLARENCE'S OWN SEXY SHOW

★ U.S.A. MUSICIANS ★

Only 20 pc of black miners will pay tax

211
Staw 9/2/84

By Carina le Grange

Only about 20 percent of black workers in the mining industry will pay tax under the new tax system, a senior Anglo American industrial relations officer said in Johannesburg last night

Addressing the Business and Professional Women's Club, Mr Marshall Tswana spoke on the new black taxation system as conceived by the South African Government

Under the old black tax system all workers paid tax regardless of their income. Under the new system the tax threshold would be a salary of R5 000 for married men with no children, he said

Referring to threatened strikes among black workers — spoken of recently by other industrial and trade union experts — Mr Tswana said a significant number of strikes in South Africa took place for reasons of sympathy or solidarity

STRIKE IN SOLIDARITY

This meant it should be kept in mind that those workers who would no longer pay tax might still strike in solidarity with those who had threatened to protest over the new black taxation issue, he said

Mr Tswana — who was interrupted by questions several times during his address — also referred to problems such as the filling in of tax forms (formerly not necessary) and the fact that 75 percent of the black labour force had an education of Standard 6 or lower

He also referred to a speech by the Minister of Finance, Mr Owen Horwood, who said the uniform tax system would be one of "fairness", and later said the cry had already gone out from one trade union in Natal that there should be "no taxation without representation"

Mr Tswana stressed ways and means through which workers should be educated in the new taxation system, and referred specifically to the dissemination of information through the media and other channels which would minimise the possibility of an increase of industrial conflict

"To do this, accurate and adequate information on the issue must be obtained from the Department of Inland Revenue, employers' organisations and accounting firms," he said

20 000 repatriated to Mozambique

CAPE TIMES
12/2/84

Political Staff

(211)

HOUSE OF ASSEMBLY — About 20 000 Mozambicans were repatriated from South Africa in the 12 months from February 1983 to January 1984

This figure was given yesterday by Dr Piet Koornhof, Minister of Co-operation and Development

The position of Mozambique workers in South Africa — there are an estimated 40 000 working in the Republic — was one of the matters raised in the talks between the two countries last month

With the Mozambique economy in a serious state, particularly following one of the worst droughts in its history, migrant workers in South Africa provide an important source of income and work

Dr Koornhof told Mrs Helen Suzman (PFP Houghton) in reply to a question, that 1 932 of the 20 141 workers had been granted exemption from repatriation on the grounds of long service

He also said these figures did not include certain district offices in the Pietersburg and Maritzburg areas, which could not be reached "as a result of the recent floods".

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1 "Ghost Story"

Cape Times earns record profit

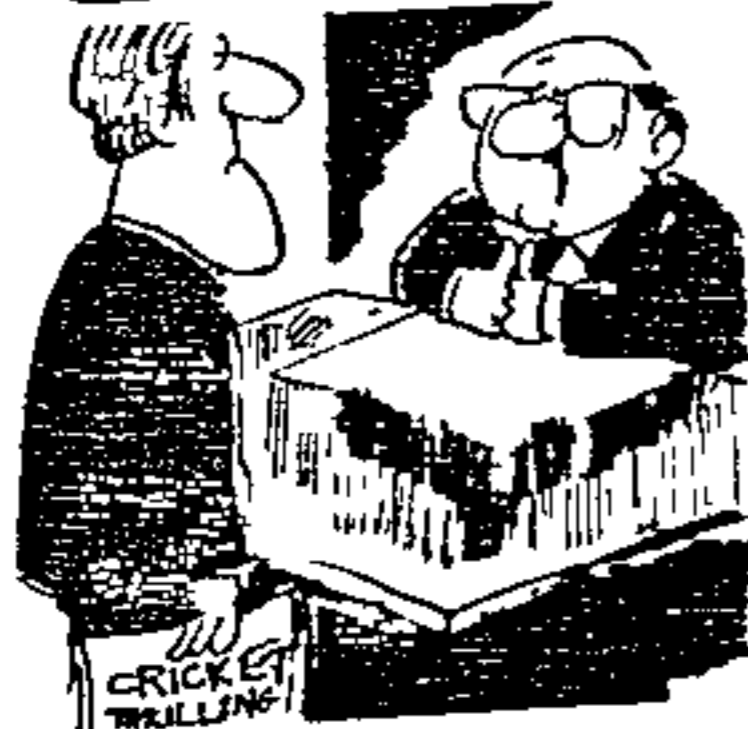
SOUTH AFRICAN Associated Newspapers has beaten its own forecast for 1983, producing an earnings improvement of about four percent for the full year. The Cape Times, in spite of facing the most severe competition in its history, gained market share in key areas and produced record profit, due to the "innovative approach" of its staff.

● Full report, page 12

BUSINESS BRIEF

Gold (close) \$394,95
FT index (close) 819,10
RDM 100 986,40

crack of dawn



"According to our records, Carruthers, you've now attended more granny's funerals than you have grannies"

CAPE Times 25/2/84.
Court restrains 3-mine 'strike'

JOHANNESBURG — mines employed about 27 000 black workers. Three Gold Fields of South Africa gold mines were granted an urgent order in the Rand Supreme Court yesterday restraining the black National Union of Mineworkers (Num) from organizing a strike at the mines today.

Mr Justice HH Nesbitt acceded to the application, brought to court less than 24 hours before the strike was allegedly due to begin.

The application was brought by Libanon, Venterspost and Kloof mines — all on the West Rand — who alleged that Num was planning to strike today.

A Gold Fields spokesman said the three

The order, granted on a temporary basis, interdicted and restrained Num and Mr Vuyani Madolo, a union organizer, from "inciting and organizing any unlawful or illegal strike action at the three mines".

A full hearing has been set for March 27. According to the papers, Mr Madolo told a meeting of workers at the Libanon mine on January 26 that no one should go to work today.

Num held that the union had not encouraged its members to go on an illegal strike, and denied the company's allegations — Sapa

Iraq 'attacks tankers'

LONDON — Iraq yesterday attacked oil tankers berthed at Iran's Kharg Island oil terminal and began a blockade of the oil shipping routes from Iran, the Iraqi news agency said.

Iran did not immediately comment on the Iraqi report but has repeatedly threatened to close the strategic Strait of Hormuz at the entrance to the Persian Gulf if its oil exports are blocked.

Some 11-million barrels of oil bound for the United States, Western Europe and Japan pass through the Strait of Hormuz each day.

"Iraq warplanes on Monday mounted destructive attacks on a number of oil tankers berthed at the Kharg Island," said the agency — UPI

● Iran claims 40 tanks destroyed, page 6

over 'Katie' pictures

seven bett, who threatened to "smack her bottom and send her to bed" if she was fibbing. TV is giving her his full backing. 000 He has taken legal advice and warned that "fur will be flying through the air" if the photographer who sold the pictures, Mr Phillip Lindsay, cannot give a full explanation. 34 000 The suddenly wealthy Mr Lindsay insists that Katie did pose for the selection of 95 pictures two years ago — and

is threatening libel action against Katie. "She is as good as calling me a liar. But she came into my studio and asked for the portfolio of body studies I can prove scientifically that the pictures are not fakes", said Lindsay. But Katie's parents continue to hit back with the mysterious claim that there was a secret reason why Katie could not pose in the nude.

They have not elaborated on the suggestion that she has a blemish on her body. In her first interview on her relationship with Prince Andrew, Katie told the Press Association "I am a friend of Prince Andrew's but nothing more". But it has not explained why he was such a frequent secret visitor to her home over nearly four months.

ocus . . .	8, 9	Aircraft	16	Column	7	Parliament	4	The Facts correction service, 24-2233 (Mon to Fri) Cape Times, Box 11, Cape Town (Registered at the GPO as a newspaper)
Weather . . .	16	Bridge	16	Court Roll	16	Sport	17, 18	
acing . . .	16	Burger	5	Crossword	10	Transport	7	
		Business	12-15	Editorials	10	Women's	9	
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ow Katie will have to mo-

Young lawyer from Soweto never dreamed he would one day rock the most vital industry in his quest for workers' justice

Ramaphosa's mine deal

By BARNEY MTHOMBOTHI

YRIL Ramaphosa, a lawyer, has one nagging regret. He wishes he'd been a miner.

"It's the biggest regret that I have," says Ramaphosa, a 32-year-old bachelor who slays with his parents at Chiawelo, Soweto.

He is not given to dramatics, speaking with a measured tone, carefully weighing every word.

Two weeks ago he was among a few black people handed picked by American embassy officials to meet Assistant Secretary of State for African Affairs, Chester Crocker in Johannesburg who was in the country in the Namibian question.

Ramaphosa's name is already synonymous with the struggle for a better deal for black miners, probably the most disadvantaged group.

He has signed recognition agreements with more than 10 employers and is aggressively pushing for safety rights for his members on the mines, sometimes mean death.

But perhaps the Nunn's greatest accomplishment, which forced even sceptics to take note of it, was its role in the Hlobane methane gas explosion where 68 miners were killed.

Observers agree the union's role in the matter contributed to the issue being widely publicised, leading to enormous public interest in the case.

Ramaphosa says the Supreme Court application by mine management this week is proof that the bosses would like to see the Nunn crushed. It has not turned out to be the compliant union they thought it would be.

As a Soweto schoolboy Ramaphosa never dreamed he would one day be rocking the mining industry.

He wanted to have his own legal practice which



Cyril Ramaphosa

would give him the good things.

"I thought I'd be a lawyer, earn a lot of money, lead an easy life and cruise around in a Mercedes Benz.

"I can't do that now but had I chased those illusions, I would certainly not have felt the pain of oppression.

"I don't think I would have been able to reconcile that type of life with the suffering around me."

As a law student at the University of the North he was branch chairman of the South African Students' Organisation (Saso), the founder-organisation of the Black Consciousness movement.

That changed his outlook and the glamour of law faded.

Mr Ramaphosa was rounded up with his comrades at the university in September 1974 for organising a rally to commemorate the coming into power of Samora Machel's Frelimo in Mozambique. He was detained for 11 months.

The nation-wide swoop on pro-Frelimo rally or-

ganisers led to the "Saso Twelve" trial in Pretoria.

"They wanted me as a state witness but I refused.

"You could not help but notice the irony at the very same time we were chatting at the Nunn's Johannesburg offices, South African Cabinet Ministers were meeting a high-powered Frelimo delegation to sign a non-aggression pact in Cape Town.

able to identify in any way with the communists of yesterday. Today the Government's signing peace pacts with them.

"Young men were sent to jail for organising rallies supporting Frelimo."

Mr Ramaphosa was again detained for six months at the height of the 1976 Soweto unrest.

By then he was active in the Black People's Convention. Saso and BPC were banned in 1977 after the death in detention of Steve Biko.

Despite these lengthy spells in detention, there is no trace of bitterness.

"I just look at the

white man and see that he's also suffering because he's oppressing the black man. He's not free. Whatever effort they're trying to make to stop the struggle of the black people is just fruitless and I hope one day they'll come to realise that.

"Detention just made me more determined to do what I believe is honourable."

He did not go back to university after his first spell in detention but served articles while continuing with his studies through Unisa which he completed in 1980.

He joined the legal unit of the Council of Unions of SA instead of going into practice.

Cusa decided at its second national conference in July 1982 to form a union for black miners and Mr Ramaphosa was appointed to head the recruitment drive for the new union. The Nunn was established the following month.

At first he says there was suspicion among workers about the necessity and motives for the

formation of a union.

"The initial plan was that we would go in and organise the workers but then we realised they were suspicious. We decided to change our strategy so that we would be on the outside and be in-

vised in."

Once the suspicion had been overcome it was like the sluice gates had opened. It is now out of control. The Nunn has 65 000 signed up members in 23 mines, and is increasing.

He is excited about the progress of the union but admits it was very daunting at first, with conservative mine bosses who did not want to see a black union.

"I asked myself, 'can anyone undo such harsh conditions that have been done over 100 years in a matter of two, three or four years?' But when I saw the determination of the workers to have their own union, I was encouraged. I'd say that that determination to be organised outweighed the obstacles.

"The Nunn has the potential to grow into one of the most powerful unions in South Africa in an industry that is so vital to the country's economy.

Just what an awesome muscle the union can or will flex in the future was illustrated this week when three mines took the unprecedented step of

applying for a Supreme Court interdict restraining the Nunn from calling their workers out on strike. The application was granted.

"We're under no illusion," he says. "We're very sure the mining bosses want to destroy us. It's a cat-and-mouse sort of relationship. It's very clear they're resisting the union and the unionisation of workers initially they thought the union was going to be a meek company union, but they've since realised that's not going to be the case."

His legal training has been a plus factor during negotiations with management. The Nunn played a pivotal role in the investigation into the Hlobane methane gas explosion which led to a magistrate finding the company, Iscor, to blame for the death of the 68 miners.

"Hlobane signals a deathknell to the industry because accidents won't be regarded as insignificant incidents. Mining bosses now know that every accident is going to be investigated. I think they're going to be more safety-conscious."

The Hlobane finding will strengthen the union's demand for negotiation of safety rights for its membership.

Mr Ramaphosa says management have always boasted South African mines were as safe as any in the world. "But our industry has killed more people per thousand than the United Kingdom, West German and even some South American countries."

White mine unions are among the most conservative in the country but he says, he is not worried about them because "We have no dealings with them."

"Not as long as the stance on the shop-floor. It's quite bitter." It can't be otherwise, he says, because black and white workers come from two different worlds.

"Too many workers remain unorganised and as more workers are organised the trade union movement is going to emerge as a powerful factor in the South African scene."

There's no doubting that Cyril Ramaphosa's going places

going places

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"They wanted me as a state witness but I refused.

"You could not help but notice the irony at the very same time we were chatting at the Nunn's Johannesburg of-

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The nation-wide swoop on pro-Frelimo rally or-

ROM 5/3/87 □ □ (21) 13
ARE mine employers taking a
tougher stance towards the
National Union of
Mineworkers?

The union is convinced they
are. Indeed, its general secre-
tary, Mr Cyril Ramaphosa,
talks of employers "trying to
destroy" the union.

The immediate cause is the
dispute between NUM and min-

ing house Goldfields, which led
last week to the company win-
ning an urgent court order re-
straining NUM from organising
a strike at three of its mines

This case is still before the
courts, but it is a sequel to Gold-
fields' decision to withdraw
facilities it had granted NUM at
these mines.

Mr Ramaphosa charges this
is "retaliation" because NUM
launched a key "test case" on
safety against the company's
West Driefontein mine in the
industrial court. He sees it as
part of a new toughness by em-
ployers.

Goldfields denies this, saying
it does not want to be accused of
favouritism by granting NUM
facilities other mine unions do
not have

One dispute at one company
is not a sure indication of atti-
tudes throughout the mines. But
it does confirm that the "honey-
moon" between NUM and mine
employers is over.

Gold price — the trade union factor

RDM 7/3/84 (24) (21)

THE upturn in the gold price above \$400 obviously looks bullish

However, such is the volatility of the market that is impossible to know whether a new and sustainable upward trend has yet been established.

What is clear, though, is that gold shares have understandably far outrun the metal itself in price rises

This is because of the gearing factor of a higher gold price on gold mine profits — and the more marginal the mine, the greater the gearing

But is there anything that could cause a change — something that could cause gold, in Krugerrand form as far as South Africans are concerned, to outperform shares?

In the short-term and even medium-term that looks unlikely, even though gold shares are already discounting a solid further upward move in the gold price.

But what of the longer term?

There is one extremely important issue which has not yet attracted great international attention but which in time might cause an upturn in the gold price — and a simultaneous downturn in gold shares.

This is the development of trade unionism among the black workers who make up the large majority of the workforce on the South African gold mines.

There are approximately 465 000 black workers on these mines and just under 50 000 white workers.

All the main skilled jobs are, of course, reserved for whites, partly by convention, partly by legislation.

But even in spite of this, the black workers could cause havoc in the industry if they withdrew their labour from the vast number of semi-skilled and highly essential jobs they do

Until recently there seemed little chance of this happening.

The mines traditionally drew a large proportion of their black labour from outside South Africa — from Mozambique, Lesotho, Zimbabwe and Malawi.

This, coupled with legislation effectively forbidding strikes by blacks, made it extremely difficult for any kind of trade unionism to develop. But the major series of changes to labour legislation and the effective legitimising of black trade unions have changed this

This is seen in the remarkable growth of the National Union of Mineworkers (NUM), an official union representing black workers and recognised by the Chamber of Mines, the employer body

History was made in South Africa last May when the NUM and the Chamber negotiated together on wage increases.

Previously the employers had simply announced each year what increases would be paid to the blacks

It is certainly true, as the table below shows, that the employers have been trying hard in recent years to improve the working conditions of the blacks

The table shows the annual gross cash wages of the miners, white and black, and the annual percentage increases.

The final figures for 1983 are not yet available.

It should be pointed out that all the miners get non-cash benefits — and that in the case of the blacks these include free accommodation, food, uniforms, medical care and others that the Chamber of Mines estimates as being R100 a month (or R1 200 a year to be added to the latest annual wage)



By HOWARD PREECE

Year	Whites		Blacks	
	Wage over previous year	Percentage increase	Wage over previous year	Percentage increase
1972	R4 936		R257	
1973	R5 881	19,2%	R350	36,2%
1974	R6 974	18,6%	R565	61,5%
1975	R7 929	13,7%	R948	67,8%
1976	R8 843	11,5%	R1 103	16,3%
1977	R9 697	9,7%	R1 235	12,0%
1978	R10 487	8,2%	R1 420	15,0%
1979	R11 691	11,5%	R1 669	17,5%
1980	R13 305	13,8%	R2 037	22,1%
1981	R15 466	16,2%	R2 519	23,7%
1982	R17 448	12,8%	R2 985	18,5%

But the table also shows a potential for industrial unrest.

Although the black miners have had very large percentage pay rises these were off an extremely low base at the beginning of the 1970s. Most important, the absolute gap between white and black pay has actually been increasing.

At this stage the NUM represents only some 70 000 of the black mine workers — roughly 15% of the total.

But six months ago it had barely 25 000 members. Clearly it is growing rapidly.

The union has also called two strike actions already — at the Rand gold refinery and the Impala platinum refinery.

Neither strike was a success and showed that the NUM still has a lot to learn and has not got anything like as much strength yet as some of its leaders have assumed.

The point, though, is that the NUM is on the march and there is no doubt that a fundamental change in the whole management/labour situation on the gold mines is occurring

This could have important implications for the gold price — and for gold shares

Any disruption to gold production caused by labour troubles should boost the gold price.

Such a price increase would be of only partial comfort to South Africa, though, because the country's foreign exchange position might even be worse off if the price rose by proportionately less than the loss of output.

Those circumstances would also do more harm than good to gold shareholders

But owners of physical gold, in bullion or coin form, would stand to gain.

Of course, this whole issue must be seen in perspective.

Labour troubles have so far been well contained.

In any case the world's annual supply of new gold is so small in relation to total existing stocks that changes in yearly production do not have anything like the impact on the gold market that they would have on most other metals

However, the labour factor in South Africa is likely to feature more and more strongly over the next 10 years and beyond and could well, therefore, exert an upward pressure on the gold price in the longer term.

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For 9/3/84

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MINE LABOUR

The final resolution of an important dispute between the 15 000-strong Mine Surface Officials Association (MSOA) and the Chamber of Mines has been delayed

Indications are, however, that unless the dispute can be settled during extended conciliation board (CB) hearings the union is prepared to take a tough stand — including legal action before the Industrial Court

The dispute which could have important implications for racial harmony and black advancement on the mines, arises basically from the interpretation of what constitutes a "surface official"

The MSOA claims the chamber has been guilty of an unfair labour practice in the appointment of blacks to jobs traditionally held by MSOA members under a closed shop arrangement

Last year the Minister of Manpower appointed a CB to try and settle the dispute. The board was to have held its final sitting on Thursday of this week but Robbie Botha, MSOA's general secretary,

tells the FM it has been decided to extend the CB's life by 30 days

Botha says the union's council was to meet on Friday this week to decide on what action to take if the CB failed to resolve the issue

The MSOA is not opposed to the advancement of blacks on the mines. In fact in July last year the previously all-white union obtained permission to open its ranks to blacks

However a 1973 agreement obliged chamber-affiliated mines to obtain the MSOA's consent before appointing blacks to 'occupations or aspects of occupations which either legally or traditionally have been regarded as those of members of the MSOA'

When the union approached the chamber in 1980 for a list of occupations which, if filled by blacks, would be regarded as falling under its jurisdiction it found that potentially, 18 000 blacks qualified

The union holds that their appointment is a violation of its agreement. It

also claims their appointment is a violation of the closed shop and that the black incumbents are paid less than would be paid to whites in the same jobs

The union wants all blacks appointed to surface officials' jobs to be forced to become members of the MSOA in terms of the closed shop arrangement. This would prevent them joining emerging unions such as the fast-growing National Union of Mineworkers

The chamber disputes the union position — pointing out that when the agreement was signed there was no prospect of blacks becoming surface officials. It also claims that the agreement did not specify that if blacks were appointed to such positions they would be subject to the closed shop

The CB has agreed that the talks on the issue should remain confidential. It is believed that there has been considerable difficulty in reaching an agreement. However, the extension of the CB's life indicates that both sides feel a solution is possible

Tswanas ban white only jobs on mines

By Eugene Saldama

The Bophuthatswana Parliament has passed a law which abolishes job reservation for white miners employed in the territory.

The new Industrial Conciliation Act, which scraps racial discrimination on the mines, had its third reading last week and will be implemented retrospectively to July 1 last year.

Mr Rowan Cronje, the territory's Minister of Manpower, said the Act was based on standards acceptable to the International Labour Organisation (ILO).

The move means that black mineworkers — who previously could not hold certain jobs because they were prevented from gaining certificates to do skilled work — may now gain blasting certificates to do skilled mining work.

Mr Cronje said the exclusively white Mine Workers' Union (MWU) had accepted the new situation in a "constructive, amicable spirit".

But the secretary of the black National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, has said the MWU's preparedness to train black miners showed its motives were "political, and not merely the protection of white miners' interests, as it wants everyone to believe".

NUM, which has called on the South African Government to scrap all job reservation in the mining industry, will not be able to organise black miners in Bophuthatswana.

Mr Cronje said membership of either union had no effect in Bophuthatswana.

JOB RESERVATION REMOVAL

WHY FIGHT

By JOE THOLOLO

THE CHAMBER OF Mines and nine unions in the mining industry yesterday started talks on getting rid of job reservation in the industry while ensuring that the jobs of white miners are safe.

Among the unions engaged in the talks is the conservative Mine Workers' Union (MWU) led by Artie Paulus.

The unregistered National Union of Mineworkers (Num) has been excluded from the talks, but the Chamber says the union "was advised by the Chamber that discussions with the other unions were to take place and that the Chamber would discuss its propo-

sals on the future industrial relations structure of the industry with Num as soon as possible."

In a joint statement the Chamber and the unions yesterday said they had commenced discussions in Johannesburg on: "Replacement of the 'scheduled person' definition in the Mines and Works Act with a non-racial definition of a 'competent person'; a comprehensive security of employment agreement; and the future industrial relations structure in the mining industry."

At present only a white can be a scheduled person — a person who can hold a blasting cert-

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Chamber, unions in high level talks

From Page 1
ficate and do skilled work on the mine

While the Chamber wants to do away with job reservation, it also wants to re-assure the white miners that their jobs are not in danger, and that is why the Chamber and the unions are discussing a "security of employment" agreement

The 65 000 member-strong Num estimates

that there are about 15 000 black miners who are ready to move into the whites-only category of work

Observers believe that the Chamber is also trying to get the unions to accept an industrial council.

The secretary of Num, Mr Cyril Ramaphosa, yesterday said his union had received a letter from the Chamber telling them about the

talks *Sweeten 2/3/84 only*
"But we are disappointed that the future of our members is being discussed in their absence," he said "It is the old paternalistic attitude. Our major concern, however, is that the white worker will be re-assured at our expense

"We might end up with job reservation off the statute book, but continue to have the jobs handled by whites

Num has in the past told the Chamber that it will not be part of an industrial council for as long as there is job reservation in the industry. And once job reservation was removed, Num would then think about first registering as a trade union and then joining the council.

"Only a national congress of our members can decide on that," Mr Ramaphosa said.

Mines may now end job reservation

By Eugene Saldanha

In a move that could lead to the scrapping of job reservation on the mines, the Chamber of Mines and nine trade unions have begun talks on the future of industrial relations structures in the mining industry.

The talks are aimed at abolishing job reservation and setting up a single bargaining structure — possibly an industrial council — in the industry.

The first talks, held yesterday, were attended by nine key unions, including the all-white Mine Workers' Union (MWU). However, the black National Union of Mineworkers (NUM), the only unregistered union in the industry, has not been invited to the talks.

According to the chamber, the 65 000-strong NUM was advised that discussions with other

unions were to take place and that the chamber would discuss its proposals on the future industrial relations structure of the industry with the NUM "as soon as possible".

In a joint statement the chamber and the unions said they had commenced discussions on "the replacement of the 'scheduled person' definition in the Mines and Works Act with a non-racial definition of a 'competent person'".

SECURITY

At present only a white miner can be a scheduled person — enabling him to hold a blasting certificate to do skilled mining work.

The chamber would also discuss a "comprehensive security of employment" agreement with the unions. The agreement is aimed at assuring white miners

that their employment would not be endangered by the scrapping of job reservation.

The secretary of NUM, Mr Cyril Ramaphosa, said his union was disappointed that it was not invited to the talks, "where the future of our members is being discussed".

"We are thrilled that job reservation may be removed. It is time the mines did this, because it is a very sensitive issue among our members," he said.

Mr Ramaphosa said he was concerned that changes to the Act would be purely cosmetic.

"There would be no point in changing the definitions of words if other forms of discrimination is going to be retained. We have told the chamber we will not consider joining an industrial council until all job reservation is scrapped on the mines," he said.

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MINING INDUSTRY TALKS

Two resonant absences

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Mineworkers' Union (MWU) general secretary Arrie Paulus and his black counterpart at the National Union of Mineworkers (NUM), Cyril Ramaphosa, have little in common. But they found themselves in the same boat this week. Both were absent from the crucial meeting between the Chamber of Mines and nine mining industry trade unions to discuss eliminating job

reservation on the mines.

Their absence reduces the impact of the joint announcement by the chamber and the unions that talks on the issue have at last begun in earnest. There have been some attempts at negotiation in the past but they were unsuccessful because of discord about measures to protect white miners.

This week's talks included exploring what the chamber terms "a comprehensive security of employment agreement" and "the future industrial relations structure in the mining industry." This indicates that a chamber plan exists to assure the traditional unions that there will be adequate measures to protect the jobs of white miners. The statement also points to the possibility



MWU's Paulus ... invited, but unable to attend

The talks started two years after government accepted the Wiehahn Commission's recommendation that the definition of "scheduled person" in the Mines and Works Act be replaced with a non-racial one of "competent person." Having said that, Pretoria left it to the industry to decide on the means of implementation.

The existing, racially based, definition prevents blacks from obtaining certificates of competency in 11 categories of skilled work. The best-known of these is the possession of a blasting certificate.

At the heart of government's reluctance to impose its will was its recognition that the issue is politically explosive. White miners have demonstrated a readiness to strike to protect themselves from what they see as attempts to undermine their job security in the industry through the use of cheap black labour.



NUM's Ramaphosa ... not invited, will be talked to soon

INFLUX CONTROL BY ANOTHER NAME

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Not surprisingly, the official Opposition and the press have difficulty accepting government assurances that the Aliens and Immigration Laws Amendment Act is not an influx-control measure. The overwhelming weight of evidence points to its being just that.

As long ago as April last year (*Current Affairs* April 15 and 22 1983), the *FM* predicted that a Bill would be forthcoming which would attempt to "sanitize" influx control by switching enforcement to the Department of Internal Affairs. This could then control entry of blacks to urban areas using immigration legislation.

The *FM* quoted "high-level sources" in Internal Affairs as confirming that was the intention, and pointed out that administration board witnesses before the Parliamentary Select Committee into the Orderly Movement and Settlement of Black Persons Bill had said this would happen.

It was also pointed out that government was making preparations for the change. The Department of Co-operation and Development (CAD) was al-

ready acting for Internal Affairs on an agency basis in enforcing the Aliens Act and the Regulation of Admission of Persons to the Republic Act. Thousands of homeland citizens had been deported in terms of these Acts rather than in terms of influx-control regulations.

In addition, several thousand officials from CAD, the administration boards, and members of the SA Police and Sats's Railway Police had been gazetted as "passport control officers."

The draft Orderly Movement Bill itself (now before a select committee) made provision for immigration laws to be used against blacks. Section 33 (3) of the Bill reads "A designated officer, including a delegated person, shall, for the purpose of the Admission of Persons to the Republic Regulation Act, be deemed to be a passport control officer and shall, as such, perform with respect to a black person, such functions of a passport control officer as may be determined by the Director General."

The *FM* commented "This is read as a clear indication of government intentions to use immigration laws rather

than influx control against people from the independent homelands."

Deputy Minister of Internal Affairs Piet Badenhorst, denying that the new Bill was intended as an influx measure, pointed out that existing laws already affected all aliens. They do indeed — and have been used against homeland citizens in the past. The new Bill, however, goes considerably further. It can be used to force employers, under draconian penalties, to become influx-control informers, and it also imposes drastic penalties on those who employ or house illegal aliens.

Since, by government definition, the term "alien" includes people from the independent homelands, it is difficult not to conclude that they are the major target of the Bill.

Badenhorst himself says control is necessary to keep out of SA persons "detrimental to the safety, morals or common welfare of our people." Government's whole influx-control record indicates just whose presence, in large numbers, it regards as being likely to have such a detrimental effect.

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of establishing an industrial council for the mining industry

Unions attending the meeting were the SA Boilermakers' Society, the Underground Officials' Association of SA, the Mine Surface Officials' Association of SA, the SA Engine Drivers', Firemen's and Operators' Association, the Amalgamated Engineering Union of SA, the SA Electrical Workers' Association, the Amalgamated Society of Woodworkers of SA, the Amalgamated Union of Building Trade Workers, and the Iron Moulders Society of SA

The SA Technical Officials' Association was absent but general secretary Harry Mallet-Veale says the union will attend follow-up talks scheduled to take place within the next two weeks

The 55 000 member NUM was the only union recognised by the chamber not invited to the meeting. The chamber says the union was advised about the talks and told that proposals for the future industrial relations structure in the industry would be discussed with it "as soon as possible"

Ramaphosa now accuses the chamber and the participating unions of paternalism. "We are pleased that at least something is happening. But we are not pleased with the way it is being done. The talks are about the future and interests of our members and we maintain that we should have been at the negotiating table"

Referring to the possibility of the NUM joining a proposed industrial council for the mining industry, he says "We won't think of it until job reservation has been scrapped completely and to our satisfaction. It is all very well to change the 'scheduled person' definition but what really matters is what happens at the rockface. By not including us (in the talks) they are trying to whitewash the industry and give the impression that all is well. This will not be the case until we are participating and discussing how job reservation should be removed"

Of equal significance to the NUM's exclusion was the absence of the MWU — traditionally the union most opposed to dropping job barriers. Paulus says he received a letter from the chamber on March 6 informing him that the meeting would be taking place on Monday. Immediately he told the chamber that he could not attend on that day as he had other obligations

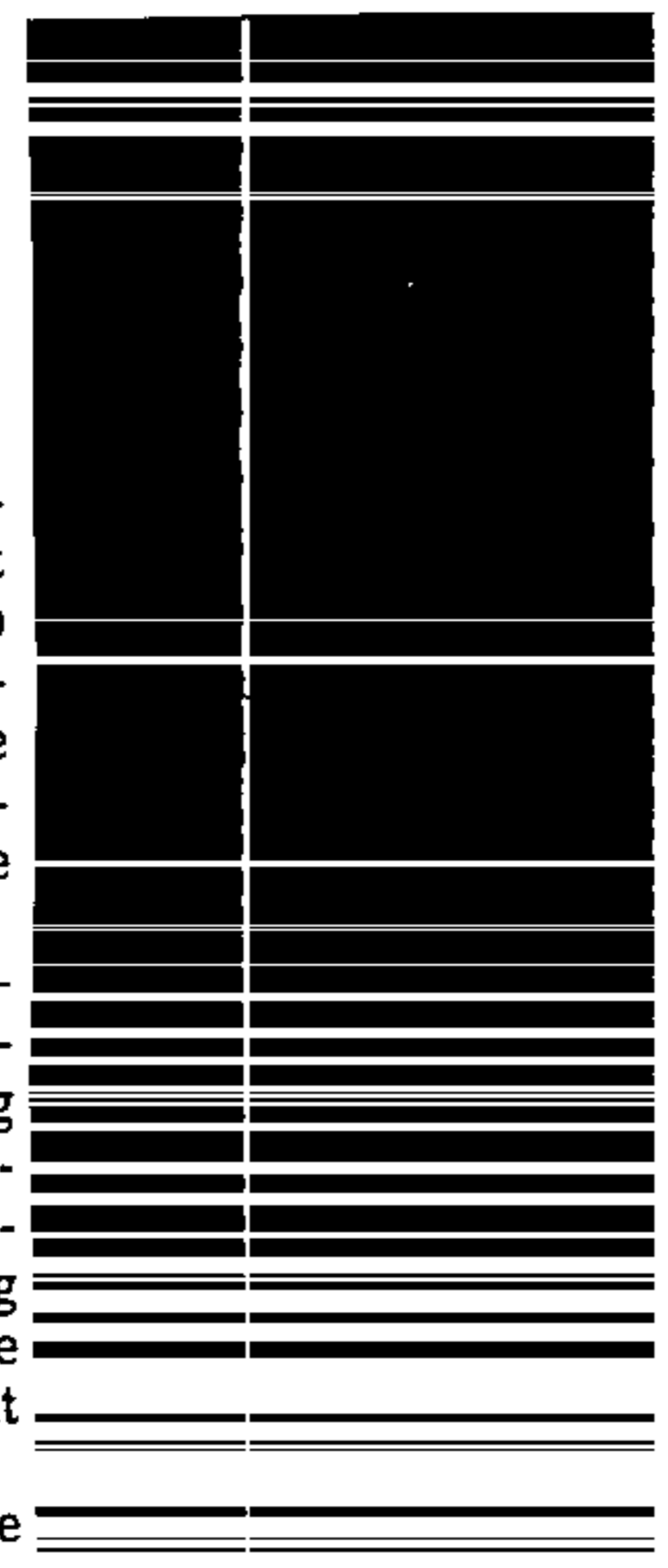
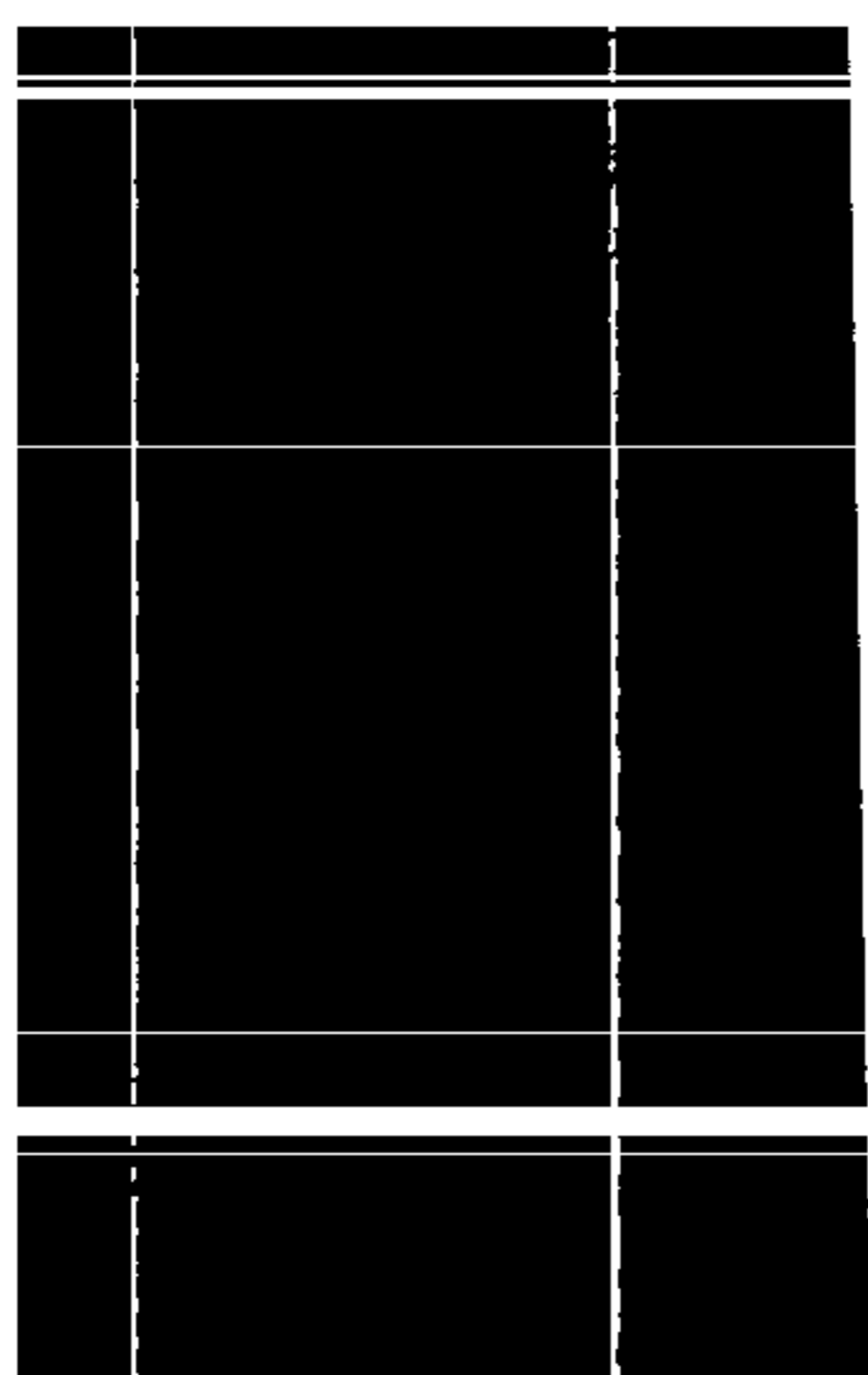
However, the chamber went ahead "The

only conclusion I can come to is that the chamber did not want the MWU to be there," Paulus claims

Chamber industrial relations adviser Johann Liebenberg says he regrets the MWU's absence but that he arranged the meeting before he knew the MWU was involved in an Industrial Court case on the chosen day. He hopes the union will attend the next meeting. MWU members — who do not have clearly defined craft barriers to block black advancement — are the workers who would be most affected by any changes

Paulus refuses to say whether he will attend the next meeting. Until fairly recently it was taken as gospel that the MWU would adopt a militant stand against changing the 'scheduled person' definition. But it has become increasingly difficult to predict the union's thinking. In January delegates at the MWU's annual congress, which took place largely behind closed doors, were saying they were in for "fireworks"

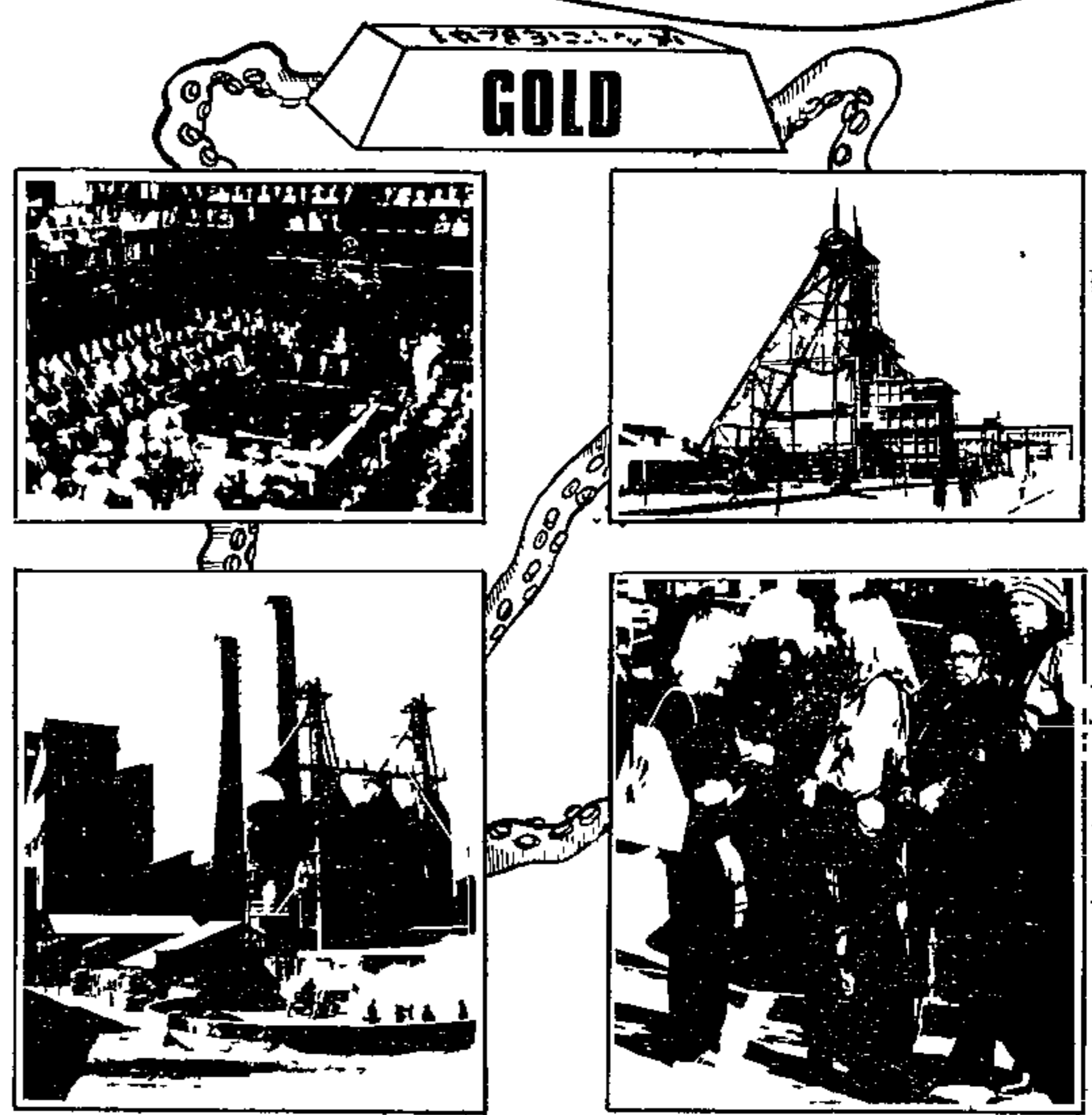
Paulus has hardly uttered a public word on the issue since then. Some mining officials think, optimistically, that the "fireworks" may have revolved around a change of heart. The coming weeks will show whether pragmatism has overcome decades of prejudice



"The mining industry has played a pivotal role in the development of South Africa as an economic superpower in the subcontinent. It has also shaped the lives and dictated the lifestyles of millions of black South Africans in almost a century of modern mining."

Mines facing up to the reality of labour relations

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At present, the mining industry is poised on a cliff-edge. Below lies the past, an accumulated history of mining attitudes, practices, successes and failures — solid foundations not easily shaken.

Soaring to one side are the challenges and problems which loom; mechanisation, the stabilisation and improvement in the lot of mine labourer, and black unionisation.

It is no mean feat for the Chamber of Mines, composed of six affiliate mining companies, to be able to boast of a reputation unequalled anywhere in the world.

It is also true that there is no other private enterprise organisation in the world which compares with the Chamber of Mines.

The mining industry is among the top five single biggest employers in the Republic, with a total labour force of 735 984 in 1982 (Department of Mineral and Energy Affairs annual report).

The gold mines lead the world with their techniques for mining deep underground in adverse conditions. Many sophisticated mining methods have originated in South Africa.

It was a stark reality, faced early on, that the gold mines would have to develop their own technology for want of a pool of advanced knowledge to draw from.

This, however, was something the coal mines never had to face. In comparison with coal mines elsewhere in the world, South Africa still has a lot to learn, and to implement, in terms of technology.

But it is the peculiarities of the labour situation in South Africa and the utilisation of labour that has provided the mining industry with much of its success and many of its dilemmas.

Since diamonds were first discovered in Kimberley in 1866 and gold in the Witwatersrand in 1886, labour has been an integral part in the development of the industry. Early on the mining companies discovered that the key to wealth lay in the mass of unskilled black workers whose labour was ludicrously cheap.



As social scientist Merle Lipton describes in her 1980 study of the mining industry and migrant labour:

"The critical economic factors were the price of gold and the inescapably high costs of working the low grade and deep level mines.

"Together, these factors meant that the mines could be profitable only if assured of a plentiful and very cheap supply of unskilled workers."

In the beginning it was a mutually beneficial situation. The migrant workers, the majority of whom came from outside the country, needed the mines as much as the mining industry relied upon them.

But it was also an unnatural dependency which retarded the stabilisation of black workers and forced them into a restrictive and damaging lifestyle, says Lipton.

It is also no secret that the inter-

ests of the mining industry were well served by the state.

In 1955 the Minister of Native Affairs and later Prime Minister Dr Hendrik Verwoerd stated "The migratory labour system as far as mine labour is concerned, is the best and probably even the only practicable and workable system."

The Chamber of Mines was to help the Government draft the pass laws, regulating the influx of black workers into the rapidly expanding urban areas.

The compound system, originally instituted in the Kimberley mines for the economic and efficient housing of the large black labour force, was also a system which served the needs of the mining houses well but has never had the support of the minerworkers themselves.

As early as the 1880's there was rioting in Kimberley in protest over

the implementation of the compound system.

Subsequent disturbances have been violently and easily quelled, primarily because of the institutionalised nature of the compounds.

It is no feather in the mining industry's cap therefore, that minerworkers in South Africa remain a workforce on the move and are among the lowest paid in the world because they are so easily replaceable.

But in recent years, the system of migrant labour has started to go sour on the mining industry, forcing a reappraisal of both policy and direction.

Of necessity, the more progressive mining houses are promoting stabilisation and have poured millions of rands into family housing projects and facilities.

On the smaller mines which are more mechanised and less reliant

on a continuous labour supply, the process has been more rapid.

The changing composition of the labour structure on the gold mines has also brought with it imperative demands.

Now the majority of black mine-workers are South Africans and no longer prepared to countenance either the living conditions or artificial racial barriers to advancement. They also see mining more in the light of a long-term career and are prepared to militate for higher wages and better working conditions.

Perhaps the most significant development in the mining labour arena recently, and one which will have the greatest impact on the future of the mining industry is the recognition of black unions.

The Chamber of Mines opened the door to black unions in December 1982 — a surprisingly progressive move for such a conservative industry rooted in tradition.

But the move was also a shrewd one. The mining industry has been increasingly faced in recent years with outbreaks of resistance to low wage increases.

Confronted repeatedly by angry masses of striking or rioting workers, the Chamber saw the need for an effective means of communication — hence the change in stance.

The most important, and dynamic union to have emerged from this easing of restrictions has been the National Union of Mineworkers.

Formed late in 1981 under the auspices of the Council of Unions of South Africa, the all-black union has already accumulated a membership of some 65 000 minerworkers — predominantly in the gold mining industry.

Not only is NUM set to become a significant force, but it means that decisions can no longer be taken unilaterally by the mining houses.

Profits, productivity and issues such as mechanisation and stabilisation are as likely to be determined by industrial relations in the future as the course and success of the industry have been determined by migrant labour in the past.

60 000 miners stand to gain as talks open on scrapping of job reservation, but . . .

CHAMBER RUNS INTO UNION FLAK

By Deon Delpont

ABOUT 60 000 black miners stand to gain from the removal of job reservation on the mines, which was brought a step closer this week as discussions in the industry started in earnest.

Strong resistance is expected from the right-wing Mine Workers Union, whose members are most likely to be affected by the stripping of reservation and the clearing of the way for blacks to get blasting certificates

The MWU would at all times protect the white worker, secretary-general Arrie Paulus said this week.

Two unions crucial to the success of the talks, the MWU and the National Union of Mineworkers, representing black miners, were absent from the talks. Both bodies have spoken of their members' being angry about this.

Although the MWU was invited, the union said it could not attend because of commitments.

It now accuses the Chamber of Mines of creating the impression that the MWU was not welcome.

A sullen Arrie Paulus refused to say if the union would attend future discussions.

Equally annoyed is the secretary of the NUM, Cyril Ramaphosa, who estimates that about 15 000 of his 65 000 members would benefit immediately if job reservation were scrapped.

His union was not invited to the talks

"We believe we should have been included in the talks and to us this shows the paternalism of the chamber and the white unions who believe they know best for black workers," he said.

The chamber told the NUM about the talks and that proposals for future industrial relations structures in the industry would be discussed with it as soon as possible

Mr Ramaphosa said the NUM only represents about 10 percent of the black miners. He estimated that about 60 000 blacks could benefit from the scrapping of 11 categories of skilled work designated for a "scheduled person"

More trouble could lie ahead for the chamber in its dealings with the NUM as this week's talks also focused on the establishment of an industrial council. Mr Ramaphosa said the NUM was opposed to the question of an industrial council being discussed before the removal of job reservation

Job colour bar talks unlikely to succeed

LABOUR WEEK

BY STEVE FRIEDMAN

If the talks are aimed at prompting Government action to scrap the job bars, they are unlikely to succeed. Word is that the Government, having lost the Soutspanberg by-election, is unwilling to anger white miners now.

RAM 26/3/84 (21)
THE Chamber of Mines and nine unions last week began talks on scrapping the job colour bar and hammering out a new bargaining structure for the mines. But at this stage, the talks do not appear all that new — or likely to succeed. The first aim is to negotiate the removal of the clause in the Mines and Works Act preventing blacks from holding blasting certificates, and thus doing skilled underground work. This would be replaced by an agreement guaranteeing the job security of existing white workers.

But it did not even arrive at last week's meeting, and there is no concrete evidence that it has changed its stance. If the talks are aimed at prompting Government action to scrap the bars, they are unlikely to succeed. Word is that the Government, having lost the Soutspanberg by-election, is unwilling to anger white miners right now. More puzzling is the Chamber's decision to initiate talks on a bargaining system without inviting the biggest mine union, the National Union of Mineworkers. The new bargaining structure favoured by the unions who attended the talks is an industrial council. NUM says it will not take part in one — at least until all job colour bars on the mines go. Previously, senior Chamber men have recognised that no new bargaining system can work unless NUM is included. Excluding it from the first round of talks seems to be an odd way of trying to win its agreement. While NUM says it might consider joining a council if job bars go, its exclusion from the first talks may itself prove a setback to attempts to hammer out a new bargaining structure.

They have made little progress — which led the chairmen of Anglo American Free State gold mines to call on the Government to scrap the racial bars in the Act regardless of white unions' reaction. The union which has stood in the way of agreement is the Mine Workers' Union, which has threatened to strike if blacks receive blasting certificates.

Workers get ~~R50 000~~ R 50 000 to ~~settle~~ settle dispute ^{9/14/84 Stan} (211)

By Carolyn Dempster,
Labour Reporter

LABOUR BRIEFS

An out-of-court settlement of R50 000 has been awarded to 50 workers after a four-month dispute with the Jatex company in Rosslyn

The settlement was reached shortly before the dispute was to be heard in the Industrial Court

In an article in Fosatu Worker News, mouthpiece of the Federation of South African Trade Unions, it was reported the company agreed to take back 50 of the workers dismissed in December last year

Jatex had also agreed to negotiate a recognition agreement with the National Union of Textile Workers (NUTW) when the union achieved over 50 percent membership at the plant.

The dispute began last year with the dismissal of nine Jatex workers, all of whom were active in the NUTW. When the workforce protested and demanded an explanation from the manager they were told they could leave.

Those who wished to have their jobs back could reapply the following day.

The NUTW then lodged an unfair labour practice claim against the company. For four months the dismissed Jatex workers have remained steadfast.

Although the entire workforce has not been reinstated Jatex has agreed to notify the union should any vacancies arise.

● The Metal and Allied Workers' Union is challenging the right of employers to refuse to bargain at plant level with unions which have a representative majority.

The case has been set before the Industrial Court and concerns the refusal by Maritzburg factory McKinnon Chain to bargain with MAWU outside of the Industrial Council.

In several instances over the past two years metal industry employers have negotiated agreements at plant level. This has often resulted in increases for workers substantially above those negotiated at the Iron and Steel Industrial Council.

● The eight mine-workers arrested at the Rietspruit opencast coal-mine have been released on R500 bail pending the outcome of a joint inquiry by the mine management and the National Union of Mineworkers.

The eight were arrested and charged under the Intimidation Act after the entire Rietspruit workforce of 1 200 staged a stoppage last week.

A union spokesman said the dispute was over the recognition of shaft stewards, but a management statement said the stoppage was caused by a misunderstanding of procedure.

Union representatives have claimed that management took photographs of the striking mineworkers which they later handed to police, enabling them to make the arrests.

476 miners hit by food poisoning

S. Post 17/3/84 211

JOHANNESBURG — Officials at the huge Vaal Reefs gold mining complex are investigating an outbreak of food poisoning which put more than 138 mineworkers in hospital

Since the food poisoning first became evident on Thursday, 476 workers have become ill at the complex in the Western Transvaal, the biggest in the world

It was not clear how many were still in hospital this afternoon

"In all, 476 workers are known to have been affected since the food poisoning first came to light at 1am on Thursday, when 116 miners from No 2 shaft were immediately taken to hospital. Another 22 were hospitalised later," said a spokesman

"Officials at the mining are still trying to establish the source of the poisoning.

"None of those in hospital is in a serious condition

"Workers started to have stomach upsets soon after supper on Wednesday night

"During the night it became apparent that the men were suffering from food poisoning and steps were taken to have them treated"

The complex employs about 42 000 people — Sapa

SOWETAN

THURSDAY, APRIL 19, 1984

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COP DOGS

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AT SHOP



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Senel 19/4/84 ~~211~~ 211

By LEN MASEKO

SEVENTEEN injured miners yesterday described how a shopping outing turned into a nightmare when a group of policemen travelling in six vehicles allegedly set dogs on them.

One of the miners injured in the incident, which occurred in Westonaria on Sunday, is in a critical condition at Leratong Hospital while five others are still at Sir Albert Robinson Hospital, Randfontein. Ten other miners were discharged from the Randfontein Hospital yesterday.

The SOWETAN could yesterday not establish the name of the seriously injured miner

About 50 people were arrested and later freed after fingerprints were taken at a local police station. Sixteen were taken to Sir Albert Robinson Hospital where they were treated for dog bites.

Terror

A West Rand police spokesman said they had started an official investigation into the incident. He said the police had tried unsuccessfully to deal with repeated complaints from farmers in the area that mine workers were "trespassing on their farms". He said "at least 10 dogs" and handlers from the Dog Squad had taken part in the raid.

The five workers still at Sir Albert Robinson Hospital are Messrs Bahsile Mtinkulu, Samuel Malabela, Justice Mmane, One Boo and Daniel Makwedini. All are employed at Westonaria Gold Mines.

The five told The SOWETAN that they had just completed their shopping when police arrived in six vehicles at a local shopping centre.

Said Mr Samuel Malabela "The police called us one by one, and ordered us to provoke their snarling dogs. Pandemonium broke out when the police suddenly released the dogs on us. Many of us were terribly bitten as we fled in terror. As the dogs attacked us, the policemen appeared to enjoy the whole spectacle. Some of them were laughing and beating us with batons."

Largest Selections Biggest Easter Savings on



- Cotton skipping rope for durability
- Wooden handles with ball-bearings
- Extra length for all heights
- 10 minutes skipping daily for total fitness

HEALTH M.

JOB RESERVATION Mine talks continue

The Chamber of Mines and several mining unions are continuing negotiations for scrapping job reservation on the mines

Following talks held in March, the parties met again last week to discuss de-racialising the definition of "scheduled person" in the Mines and Works Act. The existing definition bars blacks from doing a range of skilled jobs, most notably from acquiring blasting certificates.

The issue is highly emotive. Coming after several years of delay, the talks flow from a recommendation in the Wiehahn Commission's sixth report and government's subsequent directive to the chamber and

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mining unions to negotiate a solution within a 'reasonable period of time'

Until now matters have been bogged down by failure to agree on another facet of government's directive measures to protect the job security of white miners

Mineworkers Union general secretary Arrie Paulus — a notable absentee from the March meeting as he was attending an Industrial Court hearing — was present last week. However Paulus, at his own request, was only an observer and not a participant. He refused to tell the FM why he chose observer status but he is on record as being violently opposed to any move to change the current definition of a "scheduled person"

The MWU and the black National Union of Mineworkers (NUM) will be most affected by change. Paulus' reticence on the subject, his failure to attend the talks as a full participant, and the chamber's decision not to invite the NUM at all are indicative of the difficulties to be overcome. The NUM is known to be extremely unhappy at its exclusion from the negotiations.

Despite this, the chamber and the other unions appear to be firmly set on negotiating a solution. Whether they can come up with a formula to meet the conflicting demands of the MWU and the NUM remains to be seen.

MINE LABOUR

Chamber capitulates

An important dispute between the 15 000-strong non-racial Mine Surface Officials Association (MSOA) and the Chamber of Mines has been resolved. However, the terms of the agreement could have major implications for racial harmony on the mines.

The dispute centres on the chamber's "better utilisation of labour" agreement with the MSOA. The agreement states that whenever mine managements employ blacks in surface white collar jobs, there must be prior consultation with the union.

The MSOA has a closed-shop agreement with the chamber. Last year, when it declared the dispute, the union claimed that there had been thousands of infringements of the better utilisation agreement because blacks had been appointed without consultation to jobs traditionally held by MSOA members. It also objected to the fact that blacks appointed to such jobs were paid less than the minimum rate for MSOA members.

The chamber countered by questioning the definition of "surface official." It said it was prepared to apply the closed shop to people it assessed as genuine surface officials, but argued that blacks employed in various types of clerical positions were not doing traditional MSOA jobs. It also argued that when the better utilisation agreement was signed, the MSOA's constitution excluded black membership.

The dispute was the subject of lengthy conciliation board hearings which reached a solution on March 28. Chamber industrial relations adviser Johann Liebenberg tells

the FM that the matter has been settled and that a letter of proposal has been written to the MSOA. However, the final agreement has not yet been signed.

Although the chamber was not prepared to release details of the agreement, the FM understands that it incorporates the following:

□ Any blacks, coloureds and Asians employed in more senior white-collar clerical positions from April 9 will, as a condition of employment, have to join the MSOA. Blacks employed in what the chamber terms "staff" jobs (lower clerical grades) are not affected. Blacks engaged in any capacity before April 9 are also unaffected, and

□ The MSOA and the chamber will immediately start a joint job grading exercise to evolve a revised minimum salary schedule which will apply to staff as well as surface officials. This means that conditions of employment for black, coloured and Asian surface officials will be identical, or at least comparable, with those of their white counterparts. One immediate benefit will be that all surface officials will be able to join the Mine Officials Pension Fund — irrespective of race.

The *status quo* of white MSOA members will be maintained in terms of existing agreements.

An MSOA spokesman said the association was "happy" with the outcome of the dispute. But the black National Union of Mineworkers (NUM), which is in the process of forming its own officials association, is likely to react strongly. A NUM

spokesman tells the FM that the constitution for its Black Mine Officials Association has been drawn up. It was submitted to the chamber this week.

"It looks like this is going to affect some of our members. We will meet with representatives of our six regions next week to formulate our response," he said.

The MSOA-chamber dispute took place against the background of other closed-shop disputes outside the mining industry. In these, several unions affiliated to the Federation of SA Trade Unions are challenging closed shops enforced by Trade Union Council of SA unions.

ZIMBABWE

Did Lonrho grovel?

The row over alleged security force atrocities in the troubled province of Matabeleland has widened into an international furore about journalistic morality and the role of big business in the newspaper industry.

The facts are not easily assembled. Last month a Catholic priest, John Gough, formerly a sharp critic of the Smith government, preached a sermon at Harare's Catholic cathedral accusing the security forces of brutal tactics against the Ndebele dissidents. His sermon was not reported by the Zimbabwean media.

Last week, his charges were followed by a front-page story in the London *Daily Telegraph* based on the report compiled by the Catholic Justice and Peace Commission, which was a bitter critic of the tactics used by the Rhodesian army in the independence war. The commission's report also found its way to other newspapers and agencies. Two leading UK Sunday papers ran their own reports, one by Donald Trelford, editor of the *London Observer*.

Forty-eight hours after the Trelford exposé, Zimbabwean Premier Robert Mugabe presented a surprised group of Zimbabwean newsmen with a denunciation of the Trelford article telexed from London by none other than Tiny Rowland, the *Observer's* chairman.

Rowland accused his editor of producing an unsubstantiated and sensational article not based on any facts at all. He issued what one foreign diplomat in Harare termed "a grovelling apology" to the Mugabe government, publicly dissociating the Lonrho group from the *Observer* report.

Whatever the rights and wrongs of Trelford's report, the fact remains that the



Liebenberg ... the matter is settled

Fm 20/4/84

MINE TALKS START

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~~144~~

The 1984 negotiations to set wages and working conditions for the approximately 25 000 mineworkers represented by the Council of Mining Unions (CMU) began this week between the CMU and the Chamber of Mines. They must be concluded before the May 1 deadline for salary increases. The CMU is demanding a total package increase well in excess of 15%.

Last year, the CMU won an 8% increase on standard pay rates for union men and a 1% rise in employer contributions to the Mine Employees' Pension Fund. It is unlikely that it will get much more this year. The chamber is bound to

use low gold and coal prices and the fact that the inflation rate has come down to 10% to resist union demands.

Other CMU demands are

- An extra seven days' holiday leave,
- Production bonuses for whites to be increased by R100/month,
- An abolition of the 25-year ceiling placed on the 0,5% service increment for each year of service,
- An increase in the special allowance paid to artisans who substitute for others; and
- Standby and call-out allowance be increased to 7,5% from 5% of monthly wages.

Mine pay impasse could result in industrial action

By Carolyn Dempster, Labour Reporter

The Council of Mining Unions is to apply for a conciliation board today after a deadlock in wage negotiations with the Chamber of Mines at yesterday's third round of pay talks.

If the conciliation board fails to resolve the dispute, the CMU — which covers white workers in the mining industry — could move to industrial action.

Mr Arrie Paulus, chairman of the CMU, confirmed the parties were deadlocked on the issue of a 25-year ceiling placed by the chamber on the 0.5 percent increment for every year of service.

The council's original demand for a 15 percent increase plus fringe and service benefits was originally met by a chamber offer of 8.5 percent with no benefits.

At yesterday's meeting, the chamber agreed to increase its offer to 10 percent and the council dropped its demand to 10 percent and relaxed its benefit claims. But the issue of service benefits proved the rock on which the talks foundered.

The chamber is due to meet with the National Union of Mineworkers next week in the start of pay talks covering some 50 000 black mineworkers in the industry.

PHM 25/4/84 (21) (11) (11) (11)

Key hearing on miners' rights

By PHILLIP VAN NIEKERK

THE final hearing of a crucial dispute between the National Union of Mineworkers (NUM) and Gold Fields of South Africa is to be heard by the industrial court today.

The case could test the right of workers to refuse to work if they believe their working conditions to be unsafe.

It is the culmination of eight months of legal wrangling between the two parties which began when 17 mineworkers were fired from the West Driefontein mine near Carletonville in September last year.

The workers had refused to go underground

because they believed conditions in the mine to be unsafe.

The NUM has charged that Gold Fields, owners of mine, has committed an unfair labour practice by firing them.

A special inquiry held by the Department of Mineral and Energy Affairs found the mine to be safe but the industrial court ordered that the workers be temporarily reinstated.

Gold Fields has refused to rehire the workers though it has paid their wages and made it clear it intends to recover the money if it wins the case. A conciliation board failed to settle the dispute earlier this year.

Paulos at mine indaba

THE whites-only Mine-workers Union led by Mr Arrie Paulos has joined talks aimed at scrapping job reservation on the mines.

Last week Mr Paulos attended the second round of talks — but requested observer status.

But the black National Union of Mine-workers is still excluded from the talks. The talks have been arranged by the Chamber of Mines and several mining unions.

A chamber spokesman yesterday said that following talks in March the parties met again and discussed several issues in an attempt to deracialise the definition of "scheduled person" in the Mines and Works Act.

Handwritten notes:
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Soweto 26/4/84

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RAM 76418 (21) 47

'Insults' claim in mine safety case

By PHILLIP VAN NIEKERK

A MINERWORKER who was fired with 16 others for refusing to work, because they believed conditions to be unsafe, alleged yesterday that a white shift boss had called him and the others "dogs" and threatened to replace them with the "many other dogs from the mine school".

Mr M Lebea told the industrial court which is hearing a dispute between the National Union of Mineworkers (NUM) and Gold Fields of South Africa that the workers had been verbally and physically abused by the shift boss, Mr Alfred Bickford, when they refused to work.

The hearing is the culmination of a legal battle between Gold Fields and the NUM. This began in September last year when the 17 workers were fired by the West Driefontein mine for re-

fusing to work because they regarded conditions in the mine as unsafe.

A Department of Mineral and Energy Affairs inquiry last year cleared as safe the area on the 14th level of the mine where the workers had refused to work.

Gold Fields has claimed that over the period that the workers refused to go underground, they were repeatedly assured that it was safe.

Mr Lebea told the court that almost a week after they had refused to work they had been informed by the mine manager, Mr Keith Spencer, of an inspector's report that the area was safe.

After this they had still refused to work and had been discharged.

He said if the inspector himself had addressed them and assured them that the area was safe, he would have returned to work.

Black *Sowetan* union *26/4/84* on the ~~13~~ move ~~13~~

By JOSHUA *(211)*
RABOROKO

THE 35 000-strong National Union of Mineworkers (Num) has submitted a constitution for its Black Mine Surface Officials Association to the Chamber of Mines for membership protection.

This was confirmed by a Num spokesman following an agreement between the non-racial Tucs-a-affiliate Mine Surface Officials Association (Msoa) and the chamber

The implications of the agreement could have serious effects for racial harmony in the mines.

The agreement states that whenever mine managements employ blacks in surface white collar jobs, there must be prior consultation with the union (Msoa) which has a close shop agreement with the chamber.

The Msoa had earlier declared a dispute with the chamber concerning infringements of the agreement because blacks had been appointed to jobs traditionally held by Msoa members.

MINE TALKS CONTINUE

FM 27/4/84 (5) (211)
Negotiations between the Council of Mining Unions (CMU) and the Chamber of Mines for the 1984 agreement on wages and working conditions for some 25 000 mineworkers continued this week.

The CMU is demanding a 15% increase in basic wages and a total package increase of 22%.

Yesterday's meeting was the third between the two sides since negotiations started on April 16, and they took place in an atmosphere permeated by union dissatisfaction with the chamber's response to their demands.

Although neither side is officially releasing details, the FM understands that when the parties met last week, the chamber offered an 8,5% package increase.

Miners pay row ends

By Carolyn Dempster,
Labour Reporter

Star 28/4/84
cent across the board. In addition, the service increment has been increased from 12,5 percent to 15 percent of standard rates, which means a 0,5 percent increment a year on standard rates up to 30 years of service.

The pay dispute between the Chamber of Mines and the Council of Mining Unions ended shortly after it began yesterday when both parties reached agreement on wage and service benefits.

The CMU, which represents eight unions and 22 426 white employees in the mining industry, was due to apply for a conciliation board to resolve the dispute after talks deadlocked on Thursday.

However, a set of amended proposals brought by the chamber was accepted by the council and the move to make the application was halted.

As from May, white mineworkers will receive a pay increase of 10 per-

Sick leave regulations have been amended so that a union member will receive leave pay as from the first day of sickness or accident, unless he has an unsatisfactory attendance record. Under the previous regulations, leave pay was awarded only if the worker had a satisfactory attendance record. Written reasons will have to be given to union members by management if pay is withheld.

Talks between the chamber and the black National Union of Mineworkers on pay and service issues start next week.

Oil's not well with Mizelly

By Janine Walker



Barbara Bel Geddes

Ever since the new season of "Dallas" started on TV1 five weeks ago viewers have not seen the indomitable Mizelly.

It's supposedly because of the war over Ewing Oil that the suave Clayton Farlow took Miss Ellie away from all the bubble, bubble, oil and trouble.

In real life it's because veteran actress Barbara Bel Geddes suffered a major heart attack last year and was reportedly told by doctors to "take things easy and have a break".

And one cannot take things easy in Southfork — on celluloid or in real life.

So when are viewers going to see her again? She'll appear now and again just as her middle son Gary kept cropping up in "Dallas" before he was offered a series of his own, "Knots Landing".

Tube-tech: The tube... and two shelves... R499. I roll)... R37,95.

Sudden bedroom.
It's a place
It's where
choice. Brass
child. Furniture
wallpaper and
A Forty

JOHANNESBURG, East
SANDTON: Sandton City 78
DURBAN: La Lucia Mall. (03
All prices exclude G.S.T.



...Cabinet reshuffle last year.

...allegation... Minister...
...allegations levelled...
...Chief Superintendent Sibanda and said...
...cordial relationship" with Dr Ushewo...
...Minister headed the Home Affairs...
...covers the police force...
...is alleged to have taken emeralds...
...ing held by the police as exhibits and...
...have been used in "trapping" cases. He...
...y to have illegally ordered the release...
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...Ministry

RSM 28/4/84 (211)

Chamber, mining unions agree over whites' pay

By PHILLIP VAN NIEKERK

WITHIN 24 hours of the Council of Mining Unions (CMU) declaring a dispute with the Chamber of Mines, the two parties reached agreement yesterday on pay and working conditions for more than 22 000 white workers in the industry.

The agreement opens the way for the next round of annual pay talks in the industry which is to be with the mine officials unions, followed in mid-May by pay talks for the industry's 450 000 black workers.

The round of pay negotiations, including yesterday's agreement, affects all workers on gold and coal mines which are members of the chamber.

The CMU, composed of eight miners' unions, declared the dispute on Thursday after talks deadlocked over a ½% difference between the chamber's total package deal of 10% and the CMU's demand of 10,5%.

While both parties had agreed on a standard wage increase of 10%, the CMU was holding out for the abolition of a 25-year ceiling on the 0,5% service increment for each year of service. This abolition would have added 0,5% to the total wage bill.

In a joint statement yesterday the chamber and the CMU said they had agreed the standard pay increase from May 1 would be 10%.

In addition the 25-year

ceiling on the 0,5% service increments would now be increased to 30 years. According to the statement this will increase the maximum service increment from 12,5% to 15% of standard rates.

Mr Arrie Paulus, chairman of the CMU, said he was "not satisfied" with the increases and that he would like to have got more, particularly as inflation would be back to 12% within two months.

He believed, however, they had done reasonably well given the present economic circumstances.

The CMU's initial demand was for a 15% increase in standard pay coupled with demands for a number of improvements in fringe benefits.

Miners in 4-hour stoppage

A MISUNDERSTANDING of the grievance procedure on the part of some workers at the Rietspruit coal mine near Ogies, Eastern Transvaal, resulted in a four-hour work stoppage yesterday morning, the company said in a state-

ment. *RAM 29/3/84 211*
Representatives of management addressed the workforce and met workers' representatives

Police questioned some employees, the statement said. — Sapa.

Black mine labour under spotlight

The political dispute between SA and Lesotho over the signing of a non-aggression pact similar to Nkomati could lead to disruptions in the supply of Lesotho mineworkers to the industry.

RBM
15/84

BY BRENDAN RYAN
Mining Editor

(211)

THE SUPPLY of black labour to the mining industry is coming under the spotlight in the wake of the Nkomati Accord and continuing political debate between South Africa and Lesotho.

With growing unemployment and increasing poverty from the drought and recession, places on the mining industry's workforce are being eagerly sought by rural workers from throughout southern Africa.

The total strength of the black labour force on all mines which are members of the Chamber of

Mines was about 507 000 at the end of last year. However, Teba, the chamber's recruiting arm, could easily recruit sufficient workers to bring the strength up to 800 000 if needed, such is the demand for places.

Given this demand, the question of which country's or homeland's citizens get what slice of the mine labour cake is crucial.

It is believed that after the Nkomati Accord requests will be made for more Mozambican labourers to find places on the mines.

On the other side of the coin is the possibility that the political dispute between South Africa and Lesotho over the signing of a non-aggression pact similar to Nkomati could lead to disruptions in the supply of Lesotho mineworkers

On many mines more than 80% and in some cases, more than 90% of the migrant black workforce returns to the same mine every year after short holiday breaks

This has been brought about by improving accommodation standards, competitive wages, bonuses for returning within a specified time, and the issue of guarantees to workers that they will get their same jobs back provided they return within a specified period

"We had expected to be asked about taking more Mozambican labour since Nkomati, but have not yet had any such request," said a spokesman for Gencor.

Mr Don King, personnel director for Rand Mines, said the industry had a considerable investment in the skills of Lesotho miners

"We would be unhappy if we lost those skills and I personally don't believe this would happen. The governments of both countries must realise that their interdependence is critical"

Mr Colin Fenton, head of gold operations for GFSA, said that, while there would be no problem in replacing lost mineworkers, the industry could ill-afford the loss of mining skills

A number of gold mining industry executives were alarmed recently by the tone of an SABC news commentary dealing with "obstructionist Lesotho"

The commentary, broadcast on April 19, suggested that unless Lesotho joined the current peace initiative in southern Africa, the 140 000 migrant workers from Lesotho employed in South Africa each year may have to undergo stringent security checks at border posts

The report said this would be "a measure that would reduce the traffic of people and goods to a fraction of what it is now"

Such a move, if implemented, could easily lead to dissatisfied Lesotho mineworkers

Dissatisfied mineworkers have in the past caused massive damage to hostels and property through riots and the industry can be expected to watch South Africa/Lesotho political developments very carefully. It can also be expected to avoid becoming a pawn in any political dispute.

Lesotho's contribution to the mining industry's manpower at the end of December was 105 000 workers, or 20% of total strength

This compares with 45 000 workers (9%) from Mozambique, 18 000 (3,5%) from Botswana, 16 000 (3,2%) from Malawi and 12 000 workers (2,4%) from Swaziland

The bulk of the industry's black workforce, 310 000, or 61%, comes from South Africa, which includes all the homelands, independent or otherwise

The picture, however, changes considerably when the industry is looked at by mining houses, as these have differing policies on the sources of their labour

Gencor's policy is to source its labour, as far as possible, from the homelands and independent national states such as Transkei and Ciskei on the basis that charity begins at home

Gencor's breakdown is 70% South African and 30% foreign workers.

Gold Fields of South Africa's breakdown is 50% South African, 50% foreign. The group's policy is to get labour from as many sources as possible to minimise dependence on one source

This policy was introduced after the pull-out by Malawi of its migrant labourers in 1974. This severely affected GFSA's operations because it then employed a large proportion of Malawians

Rand Mines' policy is to employ mineworkers from the closest sources to the respective mines as this means the workers can get home over weekends and cuts down some of the negative aspects of the migrant labour system

Anglo American Corporation gold and uranium division officials declined to give any information on its labour situation to Business Day.

However, Anglo follows a similar policy to Rand Mines and, in particular, employs large numbers of Lesotho workers on its Free State gold mines close to Lesotho

About 36 000 workers (30%) of AAC gold division's total black labour force of about 120 000 are from Lesotho and the bulk of these workers are employed on the group's four OFS gold mines

On an individual mine basis, the percentage of Lesotho workers rises as high as 44% at the Saaiplaas division of Western Holdings, and 33% at President Brand

These mines, along with Rand Mines' Harmony gold mine, would be severely affected by any disruption to Lesotho migrant labour

The mines, where possible, would avoid changing their labour sources because of the vast amounts of money invested in training their present labour force

They have also followed a policy of encouraging their present workers to become career miners instead of sporadic migrant labourers when conditions in the rural areas force them to look for work.

Decision tomorrow on fate of 17 miners

By Carolyn Dempster,
Labour Reporter

The fate of the 17 West Driefontein mineworkers, who were granted temporary reinstatement after being dismissed from the mine in September last year, is to be decided by the Industrial Court tomorrow.

Lawyers appearing for the workers are to make application for the temporary reinstatement order to be extended until the dispute between Gold Fields and the National Union of Mineworkers over the dismissals has been resolved.

The reinstatement order, which was backdated, is believed to be the longest-running status quo order yet handed down by the court. The mineworkers were fired on September 22 for refusing to go underground to work in what they considered to be an unsafe area.

West Driefontein decided not to re-employ the 17 dismissed mineworkers who are all members of the National Union of Mineworkers, but in terms of the order have been paying the men full salary and providing them with accommodation for the past seven

months.

So far all attempts to resolve the dispute between the union and Gold Fields have failed. A conciliation board was unable to bring the two sides together and the Industrial Court sat for a week last month in a bid to make a final ruling.

Evidence presented before the court revealed that the union played no part in persuading the mineworkers not to go underground. Instead, the mineworkers were urged by union organisers to go back to work until the matter had been resolved by union representatives in discussion with the mine management.

The hearing on the dispute has been postponed "indefinitely", which leaves the 17 mineworkers in a predicament as the reinstatement order expired last Friday.

If the men lose their jobs, they will also lose the right to stay in the area and will be forced to return home.

A ruling on the issue is likely to have far-reaching implications for the mining industry if it is held that mineworkers are within their rights by refusing to work in an area they consider to be unsafe.

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AUG 10/5/84 (13)
Talks will go on, says Anglo

Mail Reporter

ANGLO American's East Rand Gold and Uranium Company (Ergo) will continue recognition talks with the National Union of Mineworkers despite a dispute the NUM declared against the company, a company spokesman said last night.

Workers downed tools for 2½ hours yesterday because they feared that negotiations had stalled after the NUM declared a dispute against the company last week.

However, an Anglo American spokesman said last night that the workers had returned after they had been informed that Ergo was prepared to continue with the recognition talks despite the declaration of a dispute.

Talks between the company and the NUM deadlocked on Wednesday after differences between the two parties emerged over aspects of the disputes procedure to be included in the recognition agreement.

The Anglo statement said that "approximately 100 employees assembled outside the general office and re-

quested that the company reinstitute negotiations with the NUM.

"A delegation met with the personnel manager who advised them that the general secretary of the NUM had been advised by letter that Ergo was prepared to continue with recognition agreement negotiations despite the declaration of a dispute."

RAM 10/5/84 211

We're open to talks on scrapping of race barriers — white miners

By PHILIP VAN NIEKERK

THE all-white Mine Workers' Union (MWU), says it is prepared to consider proposals from the Chamber of Mines for the scrapping of racial job reservation in the industry — if they guarantee the "future of white miners"

But the Rightwing MWU has not changed its standpoint that they will not negotiate with the chamber to dismantle mining apartheid — and still argues against the need for the removal of these barriers

The MWU has spelt out its position in a report in "Die Mynwerker", the official mouthpiece of the union, written by the union's general secretary, Mr Arrie Paulus

In April, the Chamber of



MR ARRIE PAULUS wants guarantees

Mines initiated talks with the nine mining unions aimed at scrapping the "scheduled persons" definition in the Mines and Works Act — the

last major preserve of white worker privilege in the South African economy

The talks aimed at replacing this definition with the nonracial definition of a "competent person", as recommended by the sixth report of the Wiehahn Commission

At the talks, the chamber also proposed a comprehensive security of employment agreement, to allay the fears of white mineworkers whose jobs could be threatened by the removal of racial barriers

The MWU did not attend the first talks, but has since attended the follow-up talks as observers

In the "Die Mynwerker" report, Mr Paulus says "Our approach has all the time

been that we are not prepared to negotiate with the chamber

"If, however, the chamber has something to offer us, we are prepared to look into the matter

"The facts are simply that the MWU is quite prepared to leave matters as they are. We are also convinced that there are more than enough mineworkers to man the industry fully

"And if the white miners resident in the black states, for instance Bophuthatswana, are withdrawn, there will not be sufficient jobs for them in South Africa

"For what reason must the white miners in the Republic share the jobs in the mining industry in South Africa with black guest labourers from neighbouring states?"

LABOUR NEWS

Mine surface union is a multi-racial closed shop

By PHILLIP VAN NIEKERK

AN AGREEMENT between the Chamber of Mines and the 15 000-strong Mine Surface Officials' Association (MSOA) effectively entrenching a closed shop among surface mining officials was clinched on Wednesday.

The agreement follows a lengthy dispute between the MSOA and the chamber over the alleged appointment of blacks to posts traditionally held by whites without consultation with the MSOA. The MSOA alleged that the chamber was infringing its "better utilisation of labour" agreement with the union and that blacks were being paid less than whites in similar jobs.

The chamber argued that as blacks were being appointed to clerical, rather than genuine surface officials jobs, and were not doing the jobs traditionally done by white MSOA members, there was no obligation on them to consult the MSOA.

The agreement comes within months of the formation of a Black Mine Surface Officials Association, under the wing of the National Union of Mineworkers, to represent black mining officials who until a few years ago were not allowed to belong to the MSOA.

Mr Robbie Botha, general secretary of the

MSOA, said yesterday that in terms of the agreement the closed shop is to be extended to all blacks, coloured people and Asiatics employed after April 9 in more senior positions. The closed shop agreement was signed in 1969 when the MSOA represented only whites and there was doubt whether it extended to blacks as well.

The right of freedom of association has been guaranteed for less senior black, coloured and Asiatic staff, and the more senior black, coloured and Asiatic officials employed before April 9. There is also a guarantee that senior blacks and whites will be paid equal pay for equal work.

Mr Botha said he was personally satisfied with the agreement, particularly the retention of the agreement that no blacks can be appointed without the approval of the MSOA.

"It is not that we are against their appointment," he said. "We want to assist them to maintain the same salary level as whites. We see this agreement as a safeguard for the non-white."

Mr Johan Liebenberg, industrial relations adviser for the Chamber of Mines, was not available for comment yesterday, but an assistant confirmed the agreement.

Spotlight falls on legal plight of farm workers

LABOUR WEEK
by PHILLIP VAN NIEKERK

THE inadequate legal protection of farm workers was again highlighted last week by an industrial court finding that six Rainbow Chicken employees were industrial and not agricultural workers.

If the court had found otherwise, the six workers would have been excluded not only from the protection of the Basic Conditions of Employment Act but from access to the industrial court itself.

This situation is a direct result of a divided labour system which grants protection and rights to the bulk of the country's workforce while denying it to millions of farm workers and domestic workers as well as to State and semi-State employees.

The Rainbow Chickens dispute arose when the company fired the six workers for refusing to work overtime, a right guaranteed by the Basic Conditions of Employment Act

The Legal Resources Centre took the case to the court, charging that it was an unfair labour practice and that the workers had been unfairly dismissed.

The key finding by Mr D B Ehlers was that the workers, who were employed at the company's processing plant at Hammarsdale, were industrial workers and therefore entitled to protection under the Act — as well as the right of access to the industrial court.

This technicality made the world of difference. It has altered their entire legal status, their right to belong to a trade union and their conditions of employment at the workplace.

The finding has important implications for other workers in the borderline industries such as abattoirs and sugar cane plantations. It would appear from Mr Ehlers' judgement that the nature of work done and not the type of operation determines whether the worker is an industrial worker.

The question of workplace rights for agricultural and domestic workers — who are probably more in need of legal protection than any other group of workers in the country — was placed on the National Manpower Commission's agenda more than two years ago.

A report has still not seen the light of day, presumably because it is regarded as being less important than the NMC's controversial recommendations on registration and the industrial court and its report on small businesses.

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TELEVISION viewers who saw the first episode of "1922", the story of the 1922 mineworkers' strike, on TV on Thursday might be surprised to know that 60 years later white worker power still carries huge clout on the mines.

Last week the Mine Surface Officials' Association (MSOA) finalised a deal with the Chamber of Mines extending that union's closed shop.

The deal also re-affirmed the "better utilisation of labour" agreement which obliges the Chamber of Mines to consult

the MSOA before appointing blacks to jobs traditionally held by whites.

At the same time the chamber's attempts to scrap mining apartheid have come up against the hard-line stand of the Mine Workers' Union who are in no mood to bargain away the privileges of the white miner.

The chamber's deal with the MSOA came about after a lengthy dispute formally declared eight months ago but which in reality has been going on for longer than two years

It is strange that at a time when the closed shop, forcing all employees in a particular area to belong to one union, is under fire in other industries the mining industry has entrenched it.

They have removed the right to freedom of association from all coloured people, Asiatics and blacks employed as senior officials on chamber mines after April 9.

The MSOA argues that the new agreement protects both white workers (from being undermined by blacks employed at lower salaries doing the same work) as well as black workers (from being paid lower salaries)

While there are probably few blacks in the higher official grades now, the agreement effectively heads off the Black Mine Surface Officials Association formed by the National Union of Mineworkers' after their annual conference in November last year

With a likely increase of blacks in these occupations in future there could well be resentment that not only are black workers forced to belong to the MSOA but that a white-dominated union has such power over their appointments.

At the same time all attempts to scrap racial job reservation on the mines seem to be dependent on the sanction of the MWU, which says in the latest edition of the Mynwerker that it is not prepared to negotiate with the chamber and sees no need for the removal of these race barriers.

The statement by the union's general secretary, Mr Arrie Paulus, that they will consider proposals from the chamber if they guarantee the "future of the white miner" has been seen by some as a softening of attitude and a sign of hope that the talks between the Chamber and the mining unions will lead somewhere.

But there is little doubt that Mr Paulus wants to see a very good offer on the table before he even sniffs at it.

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WAGE talks between the Chamber of Mines and the National Union of Mineworkers which will affect some 450 000 black mineworkers and which are becoming the most important annual industrial relations hurdle in the industry were due to start on Friday.

However, the talks got off to a bad start before they even started when the chamber postponed the first meeting for a week.

The NUM — highly sensitive to the timing of the talks after last year's debacle brought about by the short space of time allowed for a settlement, and committed to calling a special conference this year if there is no settlement soon — were none too happy about the postponement.

Sowetan 16/5/86 (211) 14-126

Miners want living wage

THE National Union of Mineworkers (Num) is to demand a "living wage" for over 60 000 workers in South Africa's gold mines.

The wage negotiations between the Chamber of Mines and Num, starting tomorrow, are essential because of the disparity between different mines which have in the past contributed to labour

unrest.

According to union sources, the lowest paid black miner earns a minimum of R129 per month, while the semi-skilled worker gets a minimum of R290. The union is demanding 60 percent and 40 percent increases for the two job categories.

The sources also disclosed that a semi-skilled white miner

earns R900 per month and with the progress of time white miners may earn up to R3 000.

Num's general secretary, Mr Cyril Ramaphosa, told **The SOWETAN** yesterday that the union would press for higher wages for their members in the industry which forms "the cornerstone of South Africa's economy".

"We are going to demand that the wage gap between races should be narrowed," Mr Ramaphosa said. "We demand a living wage for our members."

The negotiations take place at a time when the chamber has excluded Num from discussions with other unions on job reservation at all mines. The union won the right of collective bargaining with the chamber when it was granted recognition at several mines last year. Prior to that black miners' wages were being unilaterally set by the chamber.

2 more
ROM 16/5/84
accords
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at mines

Mall Reporter

THE National Union of Mineworkers (NUM) has signed recognition agreements at two Rand Mines-owned collieries near Witbank, bringing to 17 the number of agreements the union has now signed in the less than two years since it was launched.

The agreements at Duvha and Rietspruit — both of which have experienced work stoppages this year — followed months of negotiation between the NUM and Rand Mines, mining arm of Barlow Rand.

The NUM, the largest mainly black trade union in the country, now has eight agreements on gold mines, four on coal mines, two at mine hospitals, one at the Rand Refinery, one at the Teba recruiting centre and one at the Chamber of Mines Sports Club.

Neither Duvha nor Rietspruit, which are open-cast mines, are members of the Chamber of Mines and are the NUM's first non-chamber agreements.

Mr Alan Cook, deputy chairman of Rand Mines' collieries division, said the agreement closely resembled the chambers' agreement with the NUM, and was granted after the union had gained 50% representation at the two mines.

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Star

Cooling it down at deep level

DEEP-LEVEL mining in South Africa is increasingly becoming more difficult as mines burrow deeper into the earth's surface.

Improved methods of cooling mine shafts are urgently needed if we are to get at gold buried several kilometres deep beneath the Highveld.

At present about 10 percent of the total cost of mining goes into cooling the working environment. With mines already envisaged going down 5 km and virgin-rock temperatures of 80 deg C expected, coolings costs could rise to 30 percent of total outlay — some R1 500 million at current cost levels.

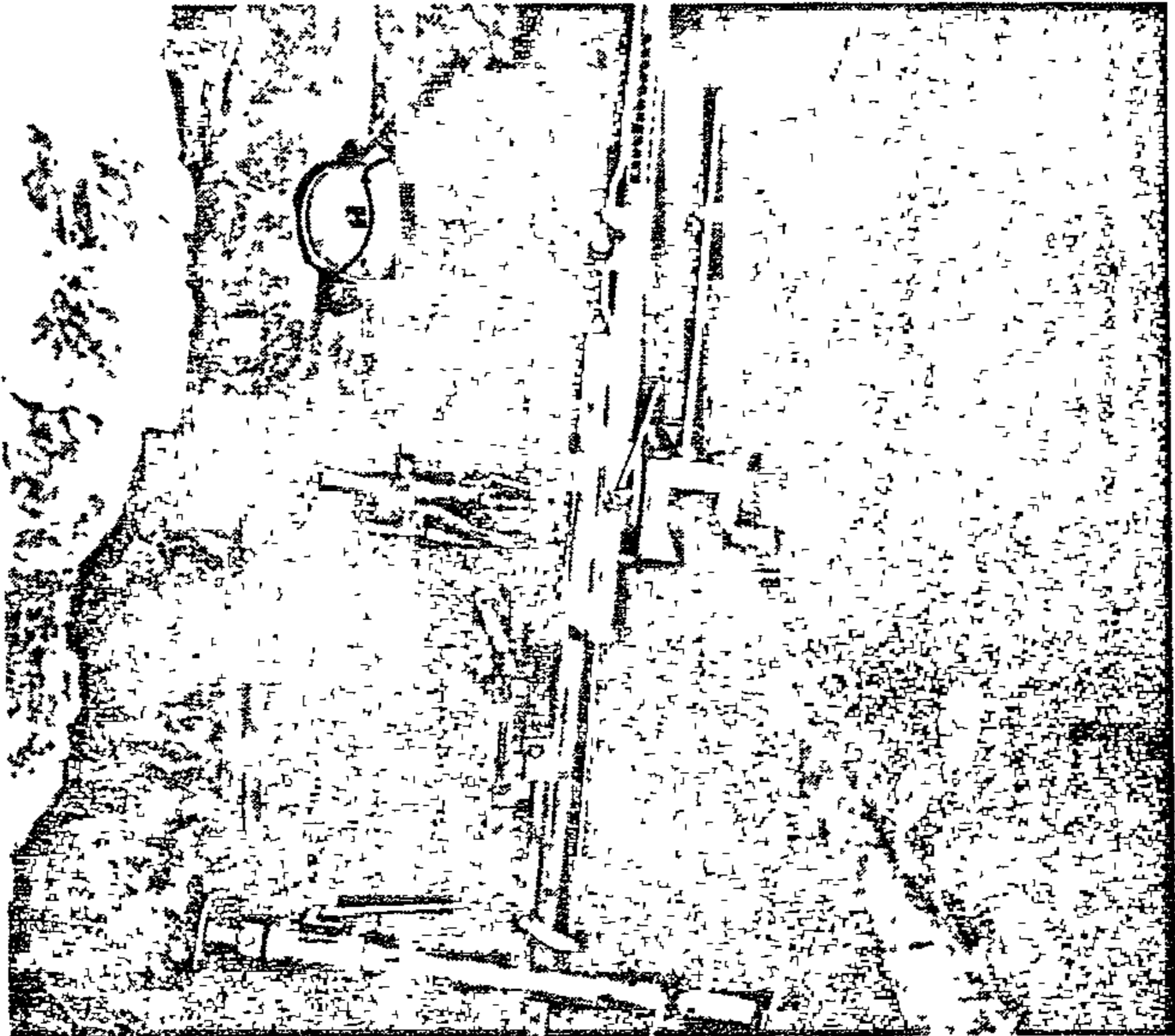
The physical dangers of the mining environment were first brought home in 1924 when South Africa's gold mining industry, by then working at a depth of 1 700 metres, suffered its first heat-stroke death.

By the end of 1931 92 men had died. The death rate rose sharply from eight in 1927 to 26 in 1930. However, success by scientists and engineers have reduced the death rate by easing underground climatic conditions. Though much mining is carried out at depths of 3 000 metres or more, there are today about 10 heatstroke cases a year, of which about three are fatal.

For the past 10 years the mining industry has been investigating ways to overcome the environmental problems of reducing underground air temperatures and acclimatising miners so that they might work without the risk of heatstroke.

Early attempts in 1927 failed as researchers did not realise that some men were less heat-tolerant than others. And by the 1950 and early '60s, there was still an average of nine fatalities a year.

Early acclimatisation methods, whereby new recruits spent 14



Temperature has always been a problem down mines — and as miners have to go deeper to the problems — and the costs — increase

days working on the hot stopes, were replaced in 1965 by a surface acclimatisation chamber, which controls temperature, humidity and air movement thus simulating underground tunnels.

Success was marked and within three years the annual number of heatstroke fatalities had dropped to five.

But today the problem persists and mines have to develop still better methods of cooling the underground and acclimatising its

men. The two methods currently under investigation involve

● Micro-climatic acclimatisation whereby a man is protected from the risk of developing high body temperatures by wearing specially-designed cooled garments.

The idea, developed in Britain, involves wearing clothing containing chilled water. SA gold miners first wore jackets with ice, but this was later replaced by "dry ice" (frozen carbon dioxide). The advantage of dry ice is that as it

"melts" it turns into a gas and so is nearly weightless, it has twice as much cooling power and lasts longer than ordinary ice.

● Macro environment cooling is even more important. Until recently water was pumped down the mines, but as it fell it heated under compression. Today all mines chill this service water.

Now mines are taking it a step further and plan on sending ice down the service shafts as this has five times as much cooling power as the same mass of water.

The Research Organisation for the Chamber of Mines of SA, is experimenting with blowing ice, formed in small flakes or cylindrical plugs, through 100 mm diameter tubing into a "dam" 2 km below the surface. There the ice is used to cool service water as well as water used for bulk air cooling.

The major problem now is the manufacture of refrigeration plants large enough to make 5 000 tons of ice a day. Commercially available ice-making machines at present make 70 tons a day.

Other experiments aim at tackling the heat at its source by reducing the amount of radiation from rock walls.

Backfilling, using waste rock to fill in space between the floor and roof behind miners as they advance up the reef, is one means of reducing the area of hot rock face and the volume of hot air in circulation.

Another experiment involves spraying recently exposed rock faces with plastic, several types of which are being tested.

Environmental engineers forecast that within the foreseeable future they will have succeeded to such a degree in controlling deep-level mining's physical environment that acclimatisation will be "rendered unnecessary for all". □
— Adapted from an article by John Collins in *Optima*.

MEDICAL BRIEFS

Arthritis detection

Research has given hope that it may be possible to detect rheumatoid arthritis at an early stage and so improve its treatment.

Scientists at Exeter University's Postgraduate Medical School investigated the genetic differences in possible rheumatoid sufferers.

They found that 80 percent of patients with the ailment had a special gene HLA DR4. The team is now searching for the cause or agent which triggers off the "arthritis" gene, in the hope of finding a treatment.

So far they have found the disease may not be hereditary, and they are now looking at the possible connection between the large intake of antibodies by sufferers and the long-term degeneration which takes place in painful joints.

Building human muscle

Researchers at Liverpool University have developed a new technique for rebuilding human muscle, bringing hope to victims of muscle disease.

The technique, housed in a portable pocket-sized machine, reproduces nerve signals by which the body normally builds muscle, and is more effective than usual methods of regeneration.

The machine stimulates muscle by electric impulse producing contraction to build up the affected area.

Saving the horses

Two horses that might once have been shot after dislocating their fetlocks and tearing their ligaments are back at work after experimental surgery.

The UK Veterinary Record reports that carbon and other synthetic fibres were used as a means to help the ligaments and tendons grow.

Carbon fibres were previously used in rugby players, but this is the first in which a complete capsule of ligaments, possessing full natural flexibility and strength, has been encouraged to grow.

Pay talks hang in balance

RDM 21/5/84 (21) ~~17/5/84~~ ~~18/5/84~~ ~~19/5/84~~
IN THE next fortnight key pay talks — in the metal and mining sectors — will move closer to their climax.

LABOUR WEEK
By PHILLIP VAN NIEKERK

Metal unions have been given till Wednesday to respond to the final offer from the Steel & Engineering Industries Federation (Seifsa). Talks between the National Union of Mineworkers (NUM) and the Chamber of Mines could be decided one way or the other before the end of the month.

In both cases a trial of strength is on the cards. This year's pay talks have not seemed likely to end in an amicable settlement.

The conflicting pressures of ongoing recession, on the one hand, and worsening poverty within the black community, on the other, have been an immense challenge to unions and employers.

Last year the mainly black emerging unions accepted below-inflation pay rises for their members who in the past 12 months have been further hit by cost of living increases and rising unemployment.

This time round the unions, under pressure from their members, have gone into wage talks with demands for increases in minimum rates of 60% and more, while employer groups, under pressure from economic conditions, have not deviated far from the 10% mark.

Small wonder that they're finding it hard to settle.

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ONE of the features of this year's talks has been the isolated stand of the unions representing black unskilled and semi-skilled workers — particularly the NUM and the Metal & Allied Workers' Union (Mawu)

Unions representing mainly white, skilled workers have put up a token fight, but have been prepared to settle.

The Council of Mining Unions declared a dispute over a half-a-percent difference before settling for little more than 10%. Artisan unions in the metal industry are likely to agree to an effective 9,07% this week.

In the metal industry, the wild card is the S A Boilermakers Society whose general secretary, Mr Ike van der Watt, says he is not happy with Seifsa's offer and is waiting to see what other unions do.

While Mr Van der Watt says a dispute cannot be ruled out, he is more likely to opt for last year's solution: Settling at the industrial council and pressing for increases over and above this with individual companies.

This was the route that unions dissatisfied with the industrial council settlement last year decided to take — and it was not a particularly successful one.

This year Mawu, the metal union which has shown the most ability to marshal support on the shop-floor, is the one most opposed to settling with Seifsa.

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NUM to consider wage offer

By JOSHUA RABOROKO

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THE National Union of Mineworkers (Num) representing over 6 000 black workers on nine gold mines, is to hold a national conference to consider a wage offer made yesterday by the Chamber of Mines.

The chamber's offer was also made to the Federated Mining Union, representing 300 members on two gold mines.

The Num's decision to refer the chamber's offer to a national conference, to be held next month, was taken at the conclusion of the second meeting held in the past five days to negotiate annual wage increases for the union's members

In a statement, the chamber spokesman

said that in the two meetings the unions moderated their initial demands for 60 percent, 40 percent and 30 percent increases for skilled, semi-skilled and monthly paid staff to a 25 percent increase on chamber minima rates for all members.

The chamber improved its initial offer made last Thursday to

increases on chamber minima from 9,5 percent to 10 percent and indicated that this offer could be improved a bit if the unions obtained a mandate.

The Num's general secretary, Mr Cyril Ramaphosa, said that the chamber's offer was still "obviously miserable" Members will decide at the conference to be held on June 9.

Parliament and Politics

PFP hits at job reservation

Political Staff

HOUSE OF ASSEMBLY
— It was high time the government introduced legislation to remove all job reservation and race discrimination in the mining industry, the Official Opposition's spokesman on manpower, Dr Alex Boraine, said yesterday

Speaking during the manpower budget vote, he said the government rightly took pride in its movement away from job reservation, but the Mines and Works Act — which affected thousands of workers in South Africa — “continues to enshrine basic race discrimination”

He said that no fewer than 11 certificates of competency were still reserved for “scheduled persons”, ranging from the level of mine man-



Dr Alex Boraine

ager down to locomotive driver. The best-known form of discrimination was that affecting the blasting certificate

The Wiehahn Commission had recommended that the Chamber of Mines and the relevant unions should be given a reasonable amount of time to phase out this discrimination and to substitute “competent

person” for “scheduled person”

“But there has been no real progress whatsoever,” he charged

At a recent meeting between the Chamber of Mines and some of the unions, neither the Mine Workers' Union (MWU) nor the National Union of Mine Workers (Num) were represented

“There is no way that this problem will be resolved without negotiation with these two unions,” he said

“Unless this discrimination is rooted out, there is a distinct possibility of a head-on confrontation between either the chamber and the Num or between the Mine Workers' Union and the Num, which could cause untold damage to a vital industry in our country”

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mine
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pay offer

22/5/84
By Carolyn Dempster,
Labour Reporter

The 50 000-member National Union of Mineworkers is to call a special national congress in the face of a wage offer by the Chamber of Mines which is "too low to recommend our members to accept", says NUM general secretary Mr Cyril Ramaphosa

The decision was taken after the second round of the annual wage negotiations in Johannesburg yesterday.

The NUM's original demands were for a 60 percent wage increase for the lowest-paid categories, 40 percent for members in semi-skilled jobs and 30 percent for members who hold positions equivalent to mine officials

Also party to the negotiations was the Federated Mining Union with 300 members on two mines

During the course of the talks the two unions moderated their demands to a 25 percent increase on chamber minimum rates for all their members, indicating they had no mandate to go any lower

A statement released by the Chamber of Mines said its wage offer had been improved since last Thursday's negotiations. Increases now range from 9,5 percent to 10,9 percent on chamber minimums.

PFP warns against race discrimination in mining industry

Parliamentary Staff
UNLESS racial discrimination was rooted out in the mining industry, there was a "distinct possibility of a head-on confrontation" between mine workers' unions and the Chamber of Mines, the Official Opposition has warned

Speaking during the debate on the manpower vote, Dr Alex Boraine (PFP Pmelands) said although the Wiehahn Commission had recommended that this discrimination be phased out, there had been "no real progress whatsoever".

The issue of job reservation sparked fierce clashes, especially between the Conservative Party and the National Party, during the debate

Estranged

Conservative Party speakers accused the Government of estranging white workers and said the abolition of discrimination in labour would lead to integration in schools and residential areas

This was denied vehemently by National Party speakers. The Official Opposition, on the other hand, said this would be the logical consequence of economic integration

At the start of the debate, Dr Boraine said the Government took pride in its movement away from job reservation, but the Mines and Works Act, which affected hundreds of thousands of workers, continued to enshrine basic race discrimination.

Certificates

No fewer than 11 certificates of competency were reserved for "scheduled persons" and these ranged from the level of mine manager down to locomotive driver.

The Wiehahn Commission had recommended that the Chamber of Mines and the relevant unions should be given a reasonable amount of time to phase out this discrimination but there had been little progress

"Is the time not overdue for the Minister to take action and to introduce legislation so that job reservation and race discrimination in the mining industry can be removed?" Dr Boraine asked

Restore peace

Mr Frank le Roux (CP Brakpan) said labour policies introduced by the former Minister, Mr Fanie Botha, had resulted in the estrangement of the white worker

It would be the task of Mr Pietie du Plessis to restore the peace with white workers who lacked job security, he said.

Mr S P Barnard (CP Langlaagte) rejected Nationalist arguments that merit had to be the only criterion in the labour field

Whites would become subordinate if the labour field was thrown open, he said.

Interdependent

Dr Boraine said white and black workers were interdependent. Neither group could say to the other "we don't need you".

"The National Party wants to suggest that once it is 5pm you can smuggle in race discrimination," he said.

White workers were being insulted by the suggestions that they had to be surrounded by protective devices.

Replying, Mr du Plessis said there had to be tranquility in the labour field for whites, coloured people, Indians and blacks

"I will not leave any of these groups of workers in the lurch," he said.

"We must be careful because when people get the feeling that they are being discriminated against or their jobs are on the line for racial reasons, we are playing with fire"

The Government acknowledged the inter-de-

pendence of groups in the labour field, but this did not mean that divisions between people were being swept away

Turning to Dr Boraine's plea to abolish race discrimination in the industry, Mr du Plessis said this matter was under the jurisdiction of the Minister of Mineral and Energy Affairs

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ROM 26/5/84
Union refuses to back pay-rise offer

By PHILLIP VAN NIEKERK
THE National Union of Mineworkers (NUM) will not recommend the pay offer of Chamber of Mines gold mines to members when they meet at a special mini-conference on June 9 to debate the offer

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday that the purpose of the conference was to decide on a course of action, not to seek a new mandate for negotiations with the chamber

The wide gap between the chamber's offer and the NUM's demands means that a dispute, which could lead to the first legal strike by black mine-workers in South Africa, is now probable

The chamber has offered the NUM minimums ranging from 9,5% to 10,9%, which would be the smallest pay increases for black mine-workers since the beginning of the 70s

The NUM, which is negotiating along with the much smaller Federated Mining Union, is demanding a 25% increase for all members on the eight mines where it is recognised

While the union is only recognised in certain categories on eight chamber gold mines, the deal it reaches with the chamber is likely to affect almost all black workers on chamber gold mines

The union began the talks on Thursday with demands of 60%, 40% and 30% for the various grades and Mr Ramaphosa said yesterday they had no mandate to go lower than the final 25% demand made on Monday

"As they're not prepared to go much higher — though they have maintained they have one more offer to go — and we have no mandate to go lower, we have had to call the special congress to confirm our rejection of the offer

"We won't even ask congress to accept the offer. We are going to ask the workers to decide what they should do"

Meanwhile, talks with the chamber on pay for NUM members in the coalmining industry are due to start on May 4

Mr Ramaphosa said he would be pushing the chamber to place their final offer on the table at this meeting. This would allow the union, if necessary, to discuss the issue of coalmine wages at the special congress as well

23/5/84 ROM
Azapo raided nati

Political Staff
SECURITY POLICE raided the Johannesburg offices of the Azanian People's Organisation (Azapo) and the homes of at least 20 prominent members yesterday in what appeared to be part of a major nationwide investigation

Major Vic Haynes of the SAP division of public relations said the raids were part of a "routine investigation" and the SAP did not comment on routine investigations

The dawn raids took place simultaneously in Johannesburg, Soweto, Lenasia, Durban, Cape Town, the Eastern Cape and Pietersburg

No-one was detained, but hundreds of documents were confiscated

Azapo's head office in Wanderers Street, Johannesburg, was occupied by at

least a dozen plainclothes policemen for more than four hours

The policemen searched the offices carefully, allowing in only Azapo members who had to agree not to leave the office again until the search was over

A minor scuffle broke out when police attempted to prevent Azapo's publicity secretary, Mr Muntu ka Myeza, from entering

The policemen left in the afternoon with at least three full filing cabinets, two typewriters and many boxes of documents, which they loaded into a bakkie

Among those whose homes were raided in Soweto and Lenasia were Mr Lybon Mabasa, Dr Abu Baker-Asvat, Mr Haroon Patel, Mr Sadique Variava, Mr Joe Variava, Mr Shablim Daidoo, Mr Neeland

Dronen, Mr Ahmed Mr Ishmail M... Kehla Mthembu, Rachidi, Mr Chris M... Mr Muntu Myeza, Ndabeni and Mr J...

Those raided in C... cluded Mr Strim... Deena Soliar, Mr Potgieter and Mr Moosa

In Pietersburg, ... of Mr Windsor ... raided

Members of the ... curity Police raided cassar home of the unbanned Mr Peter ... three hours

Mr Saths Cooy Azapo vice-pre... was one of the few not raided, listed a possible reasons for ...

He said he bel... wanted to "ma... evidence for their

Bomber jailed for 20 years

Mail Correspondent
MARITIZBURG — Jail terms of 20 years and 10 years were handed out to two men in the Maritzburg Supreme Court yesterday for their part in the bombing of two Supreme Court buildings in the capital last year

A third man, convicted of taking part in ANC activities, was given a suspended sentence

The three-week trial of Sithabiso Maholobo, 25, of Mhubeni township, Estcourt, Benedict Martins, 27, of Edendale, and Duma Gqubule, 19, of Imbali, ended yesterday amidst the tightest security yet seen at the College Road Supreme Court

Maholobo was found guilty of high treason for planting bombs at Supreme Court buildings, and sentenced to 20 years imprisonment

Youth worker Martins was convicted of terrorism for helping conceal trunks containing arms, ammunition and various equipment including detonators used in association with explosives

The court also found he had sent a group of youngsters to Lesotho to be indoctrinated in the history and aims of the ANC

He was sentenced to 10 years in jail

Gqubule, son of prominent churchman the Reverend Dr Simon Gqubule, was sentenced to 30 months imprisonment, all of which were suspended for five years, for hiding two ANC insurgents — one of whom was co-accused Maholobo — for a night

Following the detention of two people by police at the court on Monday, security was dramatically stepped up yesterday but there were no incidents



Irvine Green at his Krugersdorp computer the Rand Daily Mail Redhill School Quiz. The

IBM sponsors SC

By THELMA TUCH
INVOLVEMENT in education is nothing unusual for IBM South Africa — sponsor of this year's Rand Daily Mail Redhill Schools' Quiz

About 33 Johannesburg schools will be taking part in the quiz to be held at the Johannesburg College of Education on May 29. Each school will enter two scholars

The winning school will receive an IBM Personal Computer with Logo and Easywriter software packages as well as a complete Logo course for one teacher

The two winning scholars and the runners-up will spend a week at the Irvine Green Computer Camp in Krugersdorp. One teacher from the six schools se-

lected for course. C briefcases

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Showdown looming

25/5/84

The prospect of labour-strife in the mining industry is increasing. This follows the announcement that the National Union of Mineworkers (NUM) is to hold a national conference to consider the wage offer made this week by the Chamber of Mines.

The NUM's announcement came at the end of the second meeting in the last week between it, the Federated Mining Union (FMU) and the chamber to negotiate this year's annual wage increase for members. The NUM represents certain categories of black workers on nine chamber mines, while the FMU represents some 300 skilled workers on two gold mines. Any agreement



Ramaphosa ... letting the members decide

they reach affects most other black mineworkers.

Negotiations kicked off last Thursday with the NUM demanding a 60% increase for its unskilled members — 40% for semi-skilled members and 30% for monthly-paid members. The FMU demanded a 20% increase. The chamber is understood to have countered with a offer of an 8% increase for all workers.

At their second meeting with the chamber on Monday, the unions reduced their demand to a 25% increase for all workers. They also stated they did not have a mandate to go any lower. In return, the chamber increased its offer to minimum increases ranging from 9,5% to 10,9%. It indicated that the offer could be improved "a bit" if the unions obtained a mandate to negotiate further.

But the NUM's announcement that it is to hold a national conference on June 9 indicates that it will take a tough stand.

NUM general secretary Cyril Ramaphosa told the *FM* "The chamber has already indicated that it is not prepared to increase its offer much further. We are not going to the conference to get another mandate. We are going there so that our members can formally reject the offer and so that we can formulate the action our union will take. The offer is much lower than last year's settlement of 9% for certain categories and 15,7% for others. There is no way that we can settle for less than last year."

After last year's wage talks, which were the first to be held between the chamber and a black union, the NUM asked the chamber to renegotiate the agreement. This request was rejected. But a resolution adopted at the NUM's second national congress held in Welkom in December last year ensured that the same situation would not arise again this year.

Chamber accused

The resolution accused the chamber of failing to bargain in good faith by setting an artificial date for the conclusion of the talks. It instructed the union to demand that the chamber begin this year's negotiations in May and conclude them by June 1. If this was not achieved, the union would be obliged to consider its position. The resolution also suggested various forms of industrial action if agreement is not reached.

Black miners' wage increases are traditionally implemented on July 1. Last year Ramaphosa told the *FM* that the rationale underlying the resolution was to enable the union to report back to its members before going ahead with any agreement. He confirms that the decision to call a national conference this year is in line with that resolution.

A showdown between the NUM and the chamber will be a critical test of the union's strength. As it is, the chamber is known to be sceptical of the NUM's membership claims. In its statement released

after Monday's talks, the chamber says the union "claims to have signed on some 50 000 of the more than half a million black employees on gold and coal mines .. but the paid-up membership is believed to be considerably lower."

Ramaphosa admits that the union has not been able to verify its membership, but lays the blame for that squarely on the mines. "The mines have been sitting on cheques and membership lists they are supposed to have sent to us. We have received nothing for three months — only one cheque. However, some members are paying by hand and others by stop order."

The coming weeks will determine who wins.

RDW 30/5/84 (21)

Strike threat by black miners looms

Labour Correspondent

THE declaration of a dispute which could lead to the country's first ever legal strike by black mineworkers is possible when the National Union of Mineworkers (NUM) hold a special mini-conference this weekend.

A union spokesman said yesterday that the conference will be held in Klerksdorp on Saturday night.

The conference will decide on what course of action workers should take following the breakdown in talks over pay for black workers in the gold mining industry with the Chamber of Mines.

The chamber is offering industry minimums of 9,5% to 10,9% while the NUM is demanding 25%.

The NUM's general secretary, Mr Cyril Ramaphosa, said they were not meeting to seek a new mandate to negotiate with the chamber but to decide on a course of action.

Meanwhile, trade unions in the metal industry will know today whether the Steel and Engineering Industries Federation of SA (Seifsa) has accepted a plea by several leading metal unions to reopen negotiations.

Unions had until last week to respond to Seifsa's final wage offer but two major unions — the SA Boilermakers' Society and the Steel, Engineering and Allied Workers' Union called for more talks.

Mines under threat of possible worker action

211 Stan 4/6/84

Widespread industrial action may be taken by the black National Union of Mineworkers (NUM)

They have decided to take action against the Chamber of Mines if it does not make a satisfactory pay offer.

NUM is demanding a minimum rise of 25 percent, while the Chamber has offered increases ranging from 9,5 percent to 10,9 percent.

The decision about industrial action was taken by delegates of the 70 000-strong union at its conference in Klerksdorp on Saturday

The meeting was called for representatives to discuss the pay negotiations

A spokesman for the Chamber of Mines said this morning that when talks with NUM broke down two weeks ago, "we indicated we were prepared to hold further discussions".

He said "NUM has

asked for further talks and these will be held."

The threat of action over the wages of black mineworkers coincided with a weekend announcement by the Chamber of Mines that it had reached agreement over the salaries of 25 000 officials in the mining industry.

The minimum salaries for officials would be increased by 10 percent, the Chamber of Mines said in a statement.

The increases follow an agreement reached between the Chamber of Mines and three officials' associations — the Underground Officials' Association, the Mine Surface Officials' Association, and the South Afri-

can Technical Officials' Association — during the annual review of wages

The chamber also agreed that:

- The five and 10 years' service increment rates would be increased by the same monetary amount as the minimum rates

- Officials who work abnormal hours on a Sunday would be compensated by the granting of a day off or six percent of the monthly rate for each eight hours. This is an increase of one percent on the previous rate

The increases, which apply to officials employed on mines which are members of the Chamber, take effect from this month.

RAM 4/6/84 (211) ~~118~~

Chamber pay offer is rejected

By PHILIP VAN NIEKERK

ABOUT 600 National Union of Mineworkers delegates rejected the Chamber of Mines' pay offer for black mineworkers at a special conference in Klerksdorp at the weekend

The conference was convened to discuss the deadlocked pay negotiations

Mr Cyril Ramaphosa, general secretary of the NUM, said the workers had decided they could not go lower than the union's demand of 25% until the Chamber gave a final offer, which would be considered by the NUM's negotiations committee

"If the Chamber is not prepared to make a final offer a dispute is likely," Mr Ramaphosa said "The workers unanimously pledged

themselves to supporting any action which might follow from the declaration of a dispute"

Meanwhile, Reuter reports that the Chamber of Mines has agreed to raise the minimum on-appointment rates for about 25 000 officials by 10%, effective from the June pay month

According to the Chamber the agreement was reached in terms of the annual wage review, with the Underground Officials' Association, the Mine Surface Officials' Association and the South African Technical Officials' Association

The Chamber also agreed 5-year and 10-year service increments would be increased by the same monetary amounts as the minimum rates.

Numm miners reject offer



211

Sowetan 4/6/84

ABOUT 8 000 black mineworkers threatened to go on strike at the weekend, in protest against what they called starvation wages paid by the Chamber of Mines.

In an emotion-charged national conference held in Klerksdorp at the weekend, the mineworkers, who were sloganeering and chanting freedom songs, rejected the Chambers' 10 percent wage increase offer and demanded "a living wage".

The conference, attended by mineworkers from mines on the Reef, the Orange Free State and other parts of the country, had been specially called to discuss wage increases.

The National Union of Mineworkers (Num) is to meet management in Johannesburg tomorrow to negotiate wage increases for over 60 000 mineworkers.

Placards reading "1922 was bad, 1984 could be worse," "We want better wages" and "a way with the Chamber" were displayed by the chanting workers inside and outside the local Roman Catholic Church where the conference was held.

Addressing the meeting, Num's president,

BY JOSHUA RABOROKO

Mr James Molatsi, said the Chamber offered an eight percent increase which would increase wages by 4 cents an hour or 38 cents per shift.

"We rejected this offer and they improved it to 10 percent, which would be a 6 cents per hour or 50 cents per shift. This too we rejected. The Chamber made it clear that they do not intend to increase the offer much further," he said.

Wages

He said that it is "disappointing, disgusting and annoying" for the industry which was the "cornerstone of South Africa's economy to pay its workers starvation wages".

Num's general secretary, Mr Cyril Raphosa, said the Chamber was too hard and was not prepared to give workers a living wage easily. If the workers wanted a living wage they must

stand together and claim what was rightfully theirs

Speaker after speaker at the conference threatened to take strike action if the Chamber was "intransigent" and did not want to change their offer



THREAT: Part of the 8000-strong mineworkers who threatened to go on strike. Pic ROBERT MAGWAZA

2/11 ~~1/29~~ ~~2/23~~ ~~3/15~~

NUM threat to declare dispute

Own Correspondent

JOHANNESBURG — The 70 000-strong National Union of Mineworkers (NUM) has threatened to declare a dispute which could result in widespread industrial action if the Chamber of Mines is not prepared to make a satisfactory final pay offer.

The decision was taken by about 600 worker delegates at a special NUM conference in Klerksdorp on Saturday night which was convened to discuss this year's pay negotiations with the Chamber.

Apart from the delegates, almost 3 000 mineworkers — many of them carrying banners saying "Away with the Chamber" and "Not less than 25 %" — attended the conference and backed up their decision.

Negotiations were deadlocked two weeks ago with the Chamber offering increases ranging from 9,5 percent to 10,9 percent, and the NUM demanding minimum increases of 25 percent.

While the NUM represents only a portion of

black workers on the gold mines, the increases they win will affect almost all the industry's 480 000 black mineworkers.

Conference delegates rejected the Chamber's offer outright and called on the Chamber to put a final offer on the table, failing which the declaration of a dispute in the gold mining industry — the first step towards a legal strike — would be likely.

The widening disagreement over the wages of black mineworkers comes at the same time as an announcement at the weekend that the Chamber had reached agreement over the salaries of the mining industry's 25 000 officials.

This agreement — which amounts to a 10 percent increase — follows last month's settlement between the Chamber and the white mining unions, who had initially declared a dispute over a half-a-percent difference with the Chamber's offer of 10 percent.

It means that the only remaining area of dis-

agreement between the Chamber and unions in the mining industry is the negotiations with the NUM — the largest black union in the industry — who are negotiating alongside the much smaller Federated Mining Union.

Mr Cyril Ramaphosa, general secretary of the NUM, said the workers had decided they could not go lower than the union's demand of 25 percent until the Chamber gave a final offer, which would be considered by the NUM's negotiations committee.

Increases

"If the Chamber is not prepared to make a final offer, a dispute is likely," Mr Ramaphosa said. "The workers unanimously pledged themselves to supporting any action which might follow from the declaration of a dispute."

Pay talks for black workers in the coal-mining industry are due to start today. Mr Ramaphosa said that if they followed the same course as the gold mining talks, the NUM would be forced to take the same action.

Meanwhile, the minimum on-appointment rates for officials in the mining industry were to be increased by 10 percent and average actual salaries would also be increased by 10 percent, the Chamber of Mines said in a statement yesterday.

Union's pay talks crumble

By Sol Makgabutlane

The relationship between the Chamber of Mines and the National Union of Mineworkers (NUM) became even more strained yesterday when the two failed to reach an agreement over pay increases.

A spokesman for the NUM, Mr Mokheseng Maloka, today said his union yesterday declared a dispute after holding talks with the chamber in Johannesburg, "and steps are to be taken.

"The chamber wanted us to motivate our demands, yet it did not want to make us an offer and we declared a dispute.

"We shall have to set our machinery into gear and we hope a conciliation board will be appointed," he said.

The NUM, which is recognised as representing workers on five of the chamber's 55 collieries, is

demanding increases of between 30 and 60 per cent.

The NUM spokesman said further talks were to be held with the chamber on Thursday regarding pay increases for the 70 000 NUM members on gold and coal mines.

The union is demanding a minimum of 25 per cent, while the chamber offered rises ranging between 9,5 and 10,9 per cent.

A spokesman for the Chamber of Mines said the meeting would be held in a bid to resolve the impasse.

At a special conference convened to discuss the pay talks at the weekend, NUM delegates rejected the chamber's pay increase offer and decided to embark on a course of action including widespread industrial action if the chamber did not offer a final satisfactory increase.

ARGUS 6/6/84 211 ~~138~~

Miners declare dispute over pay

Argus Correspondent

JOHANNESBURG. — The relationship between the Chamber of Mines and the National Union of Mineworkers has become even more strained after they failed to reach agreement over pay increases for NUM members on coal mines.

A NUM spokesman, Mr Mokheseng Maloka, said his union had declared a dispute after holding talks with the chamber in Johannesburg, "and steps are to be taken

"The chamber wanted us to motivate our demands, yet they did not want to make us an offer and we declared a dispute. We shall have to set our machinery into gear and we hope a conciliation board will be appointed," he said.

NUM, which is recognised as representing workers on five of the chamber's 55 collieries, is demanding increases of between 30 and 60 percent

Further talks

Mr Maloka said further talks would be held with the chamber tomorrow regarding pay increases for NUM members on gold mines.

The union is demanding a minimum of 25 percent, while the chamber offered rises ranging between 9,5 and 10,9 percent

At a special conference convened to discuss the pay talks at the weekend, NUM delegates rejected the chamber's pay increase offer and decided to embark on a course of action, including widespread industrial action, if the chamber did not offer a final satisfactory increase.

211

Num in dispute with Chamber

THE National Union of Mineworkers (Num) is to take the Chamber of Mines to the Industrial Court after declaring a dispute over wages.

Num's general secretary, Mr Cyril Ramaphosa, said that the Chamber has failed to bargain with the union "in good faith" by not accepting their demands.

The union declared a dispute when the two parties failed to reach an agreement over increases for Num's thousands of members in the coal mines. This follows the union's special conference at the weekend when miners rejected the Chamber's 10 per cent wage offer and threatened to go on strike.



MR CYRIL RAMAPHOSA: Miners' leader.

Mr Ramaphosa said that the Chamber has clearly indicated that it was not prepared to increase its offer much further. The Chamber treated the union "like small boys and we are tired of this kind of action."

The union is demanding wage increases ranging from 30 to 60 per cent for its 70 000 workers in the coal and gold mines. The Chamber

has offered a 10 percent increase

"We can no longer wait for the Chamber's delaying tactics because traditionally black miners' wages are implemented on July 1," he said

The union is to hold further talks with the Chamber regarding pay increases for its members on the gold mines tomorrow according to Mr Ramaphosa

A spokesman for the Chamber said they had advised the union they would not be in a position to table a response at this week's meeting to the union's lists of 20 demands, including wage increases

"The Chamber required the union to motivate and clarify its proposals. The union refused to motivate and declared a dispute with the Chamber," the spokesman said

The spokesman said that a meeting would be held in an attempt to resolve the impasse next week.

MINE TALKS

Signs of settlement

There could be more sound than fury in the negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines over wages and working conditions for NUM members on gold and coal mines. This is despite seemingly ominous developments in the two sets of negotiations during the past week.

The parties were due to meet again this week, on the gold negotiations, after the FM went to press.

Last weekend a special national conference convened by the NUM in Klerksdorp rejected the chamber's offer for minimum wage increases of between 9,5% and 10,9% on nine chamber gold mines. On Monday, the union declared a dispute in the negotiations to set wages and working conditions for its 4 600 colliery members.

The NUM's original demand for its gold mining members was for a minimum wage increase of between 30% and 60%. It also demanded a string of changes to working conditions — but these matters have not been pursued in the talks, which have focused on wages.

In the first round of the gold negotiations the chamber offered increases which averaged between 8% and 8,5% on minimum rates. In a second meeting on May 21 the union lowered its demand to a 25% increase and announced that it did not have a mandate to go any lower. In return, the chamber offered increases ranging be-

tween 9,5% and 10,9%. It added that the offer could be improved if the NUM obtained a mandate to negotiate further.

The NUM's announcement that it would hold a national conference to consider the chamber offer raised fears that the union would start the process leading to a legal strike. But despite the Klerksdorp conference's rejection of the offer it seems that a new mandate was obtained. NUM general secretary Cyril Ramaphosa refuses to give details.

On Tuesday Ramaphosa told the FM: "The conference rejected the chamber's offer and instructed the negotiating team to go back to demand that the chamber make a final offer before we can reconsider our 25% demand. There is no way we can accept anything lower than last year. If the chamber does not make a satisfactory offer we will have to declare a dispute."

The key factor in the third meeting was expected to be precisely what the NUM conference indicated would be a "satisfactory" offer. There still seems to be some room for flexibility on both sides.

But time is running out. Black miners' wage increases are traditionally introduced on July 1. However, indications are that if the chamber matches, or goes somewhat higher, than last year's settlement of 9% for some categories and 15,7% for others, the offer will fit the conference's mandate.

The coal negotiations, in which the NUM tabled the same demands for its members at five chamber collieries as the original gold demands, took a different course. According to the chamber, it advised the NUM at the start of Monday's meeting that it would not table a response to its demands as it wanted the union to motivate and clarify its proposals. The union, the chamber says, refused to do so without an assurance that the chamber would make an immediate offer in response.

Ramaphosa claims that the chamber has

committed an unfair labour practice by failing to bargain in good faith. He says the union has applied to the Minister of Manpower to appoint a conciliation board to consider the matter. This could open the way for the NUM to go to the Industrial Court.

But — and this is crucial — Ramaphosa also says that the union has sent a letter to the chamber saying it is prepared to continue negotiations on Monday.

Although the NUM appears to have taken a tough stance on both the gold and coal negotiations, the possibility of settlement still exists. This could indicate that Ramaphosa is not particularly confident of winning in a confrontation against an adversary such as the chamber.



Ramaphosa ... wants as much as last year

KDM 8/6/84 (211) (445)

Mine talks continue

Mail Reporter

AFTER a three hour meeting yesterday the Chamber of Mines and the National Union of Mineworkers (NUM) failed to agree on wage increases — but the talks are still on

The talks have attracted widespread publicity because of the wide gap between the NUM's demands and the Chamber's offer for increases, which will affect the wages of almost all the 480 000 black workers in the goldmining industry

A spokesman for the Chamber of Mines said last night that the Chamber would be meeting the NUM and the Federated Mining

Union again on Monday June 18

A special conference of the NUM last week resolved to declare a dispute with the Chamber and not to drop below the union's demand of 25% unless the Chamber bettered the 9,5% to 10,9% increases offered at the last meeting

Mr Johan Liebenberg, industrial relations advisor to the Chamber of Mines, said this week that the Chamber had not yet made its final offer and they were in a position to improve on their offer

The Mail was unable to contact Mr Cyril Ramaphosa, general secretary of the NUM, for comment last night

ROM 11/6/84 □ □ □ ~~21~~ ~~21~~
PAY talks in both the metal and mining industries ground on last week, and at this stage there is still no sign of whether the respective union and employer groups are going to settle or go into dispute.

There is also some confusion. After a dispute between the National Union of Mineworkers and the Chamber of Mines over the goldmining talks appeared imminent, it now seems everything is back on an even keel and there could well be a settlement when they next meet on June 18

And even if a dispute is declared the gap is likely to be much smaller than expected. While Mr Cyril Ramaphosa, general secretary of the NUM, said the special conference convened in Klerksdorp last week was not to obtain a new mandate for the talks, the NUM negotiating team in fact came back with a new mandate.

Observers were further confused on Monday night when the Chamber announced that the NUM had declared a dispute with them over the coalmining pay talks. Only later did the NUM clarify the situation by saying they had not declared a dispute over pay but over the Chamber's alleged failure to bargain in good faith.

On the metal front, a bid co-ordinated by the local committee of the International Metalworkers' Federation (IMF) to get unions on the metal industrial council to formulate a common response to Seifsa's final pay offer appears to have failed.

The Steel, Engineering and Allied Workers' Union (Seawu) did not show up for the IMF meeting and talk last week was that they were preparing to settle with Seifsa and sign the agreement.

Unity talks in mines underway

Sweta
14/6/84

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MAJOR moves have been taken by mine trade unions towards the formation of a new Southern African Federation of Mineworkers representing over 100 000 miners.

This was announced by the general secretary of the National Union of Mineworkers (Num), Mr Cyril Ramaphosa, who said that talks between southern African mineworkers' unions were scheduled to take place soon.

The formation of the federation — probably the first in Africa — is part of a scheme to bring all the major African mineworkers' unions under one umbrella, according to sources

Meeting

The idea was mooted at a preliminary meeting some time ago and revived two weeks ago when unions met at the Miners' International Federation (MIF) in Luxemburg

The proposed federation is to represent mineworkers' unions in South Africa, Lesotho, Botswana, Zambia, Zimbabwe and Swaziland.

Mr Ramaphosa said that the MIF congress provided a forum for a report-back on the feasibility of the federation and it was decided to go ahead with the plan.

Essential

The envisaged federation would link South African mineworkers to their counter-parts in Nigeria, Senegal, Sierra Leone, and other west African countries

It was essential that the mineworkers in the subcontinent should

form a federation because they shared almost the same employers, such as Anglo-American and others

Meanwhile the idea of the federation has been welcomed as a "major move" by Num because it would benefit them to fuse together a solid front by employers

Union sources also see it as a precedent for other unions to expand their wings to other countries.

Southern African miners will discuss federation

By Carolyn Dempster,
Labour Reporter

A new federation of Southern African mine-workers' unions is on the cards

Talks between the South African National Union of Mineworkers (NUM) and the Lesotho, Botswana, Zambia, and Zimbabwe mine-workers' unions are planned in the next

eight weeks — and the new federation is on the agenda

The steps towards the formation of a Southern African federation are part of a long-term scheme to bring all of the major African mine-workers' unions under one federation.

Mr Cyril Ramaphosa, general secretary of NUM, said the proposal was first mooted at

a preliminary meeting of the Southern African unions some time ago

The Miners' International Federation (MIF) congress on May 24 and 25 provided the forum for a report-back on the feasibility of the federation and it was decided to go ahead with the plan

Ultimately, the African federation would encompass miners'

unions as far afield as Sierra Leone, Nigeria, Senegal and Zaire

Mr Ramaphosa said the reason for forming the federation was to give African mine-workers a stronger united voice in the MIF.

As most miners on the continent shared the same employers, it would benefit them to present a solid front, he said

14/6/84

Star

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#30

ARRIE PAULUS

Protecting white rights

211

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only. He spoke to the *FM* about developments in the mining industry and in labour.

FM: The Chamber of Mines and mining unions have had two meetings to negotiate deracialising the Mines and Works Act's whites-only definition of the "scheduled person" This would open the way for blacks to attain certificates of competence to do skilled work on the mines. You could not attend the first meeting and attended the second only as an observer. What is the MWU's attitude to the talks?

Paulus. If you attend an auction and you don't want to buy anything you go only as an observer The situation is exactly the same with regard to the scheduled person talks I have said clearly that the MWU is satisfied with the definition as it is at present We don't want to bring other race groups to do the work of white miners There are enough qualified white miners and enough whites in training colleges to do the work About 85% of blacks on the mines are migrants Some come from communist countries like Mozambique Why must we negotiate with the employers to give our work to these types of blacks?

The Wiehahn Commission recommen-

ded deracialising the definition, so long as white miners' job security could be ensured. Government accepted that and instructed the parties involved to come to an agreement within a "reasonable period." That was two years ago. Surely the MWU realises that government may be forced to take action if change is not achieved soon?

We realise that But we told the chamber from the start that we are not prepared to negotiate the future of the white miner away However, we are prepared to look at any document prepared by the chamber or the government to see if there are any safeguards which will protect the white miner What if change is forced upon you?

We will cross that bridge when we come to it

Does the MWU support the idea of establishing an industrial council in the mining industry?

We are open-minded on that issue and are investigating it

What is the MWU's attitude towards the closed shop in the mining industry?

We are not against the closed shop We believe in it and that all workers should belong to a trade union But we are against the allocation-of-occupations agreement in the mining industry which makes provision that certain categories of workers must belong to specific unions We believe mine workers should be free to join the union of their choice — as workers in other industries are There are a few mining unions which have become multiracial since 1979 Some of the people in those unions do not want to belong to multiracial unions and instead want to join us

But they are forced against their will to be members of those unions I feel that is totally wrong

But wasn't the MWU a party to the allocation-of-occupations agreement?

The MWU was a party to that agreement when it was signed in 1934 I don't know why union officials entered into such an agreement then

During the last few years, the MWU has been on a drive to organise outside the mining industry. What has been achieved?

Of our 23 500 members, 16 500 are employed on the mines The remaining 7 000 work in other sectors We did not approach these workers to become MWU members — they came to us We are prepared to organise any white workers that want to join us

We have extensions to our scope at AECI's Midland plant and for certain categories of artisans at Iscor in Vanderbijl Park We have members and have applied to have our scope extended at Highveld Steel in Middelburg, Silicon Smelters in Pietersburg, AECI's Modderfontein dynamite factory and HECI affiliate in Newcastle, Rustenburg Matty's Smelters in Wadeville, African Products in Meyerton, Consolidated Wire Industries and Vaal Transport in Vanderbijl Park, and at Iscor in Pretoria — as well as for additional artisan categories at its Vanderbijl Park plant.

In addition, we have members at Escom power stations in the Witbank, Middelburg, Sasolburg and Ermelo magisterial districts We have stop-order facilities for those workers We have applied for an extension to our scope at Camden power station

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I think it is the right of every individual to do what he wants to do

The MWU plays no role in it although individual MWU members are involved

What is the MWU's attitude towards the newly formed Afrikaner Volkswag?

Does this indicate a change in the MWU's alliance?

Does the MWU have nothing to do with politics, but MWU members may belong to any party of their choice in their individual capacity.

The MWU has nothing to do with politics, but MWU members may belong to any party of their choice in their individual capacity.

Andries Treurnicht, head of the Conservative Party, opened your congress.

How will white workers protect themselves against that?

By the year 2000 there will be so many trained people in SA that the supply will be greater than the demand Then the time will come for the employer to dictate the salaries of trained people

We all know that if white workers want to maintain their living standards they cannot work for the same wage as other racial groups

There is only one way they must stand together and belong to a strong union which is not afraid to stand up for their rights

The MWU used to be associated with the Herstigte Nasionale Party But this year

How will white workers protect themselves against that?

How will white workers protect themselves against that?

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How will white workers protect themselves against that?

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FACE TO FACE

Mine pay rise 'could spark labour unrest'

Labour Reporter

211
Skw
19/6/84

The 70 000-member National Union of Mineworkers and the Federated Mining Union today warned of widespread industrial unrest on gold mines in the wake of the Chamber of Mines' unilateral announcement of wage increases from July.

The two unions declared a dispute with the chamber yesterday, after the fourth round of annual wage negotiations had ended in deadlock.

Mr Cyril Ramaphosa, NUM's general secretary, said the dispute would take its normal course.

He warned that his members "were" not going to be happy with the chamber's announcement.

"We foresee some labour unrest as a result of this."

Black mineworkers on mines falling under the chamber are to get pay rises from July 1.

The increases will be well below the across-the-board 25 percent the unions were willing to accept.

Final

A chamber spokesman said: "As most employees are not members of the two unions, and are expecting increases with effect from July 1, the final offer will now be implemented on all gold mines which are members of the chamber."

The increases — which will apply to unskilled and semi-skilled employees up to team-leader level or equivalent — represent an average of 14,4 percent for underground workers and 13,3 percent for surface workers.

The unions also rejected the chamber's offer of fringe benefits — service increments, overtime, and shift allowances.

Their reasons for rejecting the pay deal were

- That it did not meet union demands
- That only a small proportion of workers in the industry would benefit from fringe concessions.
- That in some mining groups members already received better benefits.

Comforts are earned at mine hostel

Adequate, modern, hygienic Restrictive, disciplined, depressing
 These descriptions have been applied to the cloverleaf-shaped development of the newest hostel which houses 6 000 people who live and work together at Vaal Reef's goldmine's No 9 Shaft

SENIORITY

Their comfort depends on their seniority and position in the mine
 Unskilled workers have 16-bunk dormitories and skilled workers are more privileged at 12 to a room Supervisors share rooms with six beds
 Each dormitory is headed by a prefect responsible to a tribal representative called the induna.

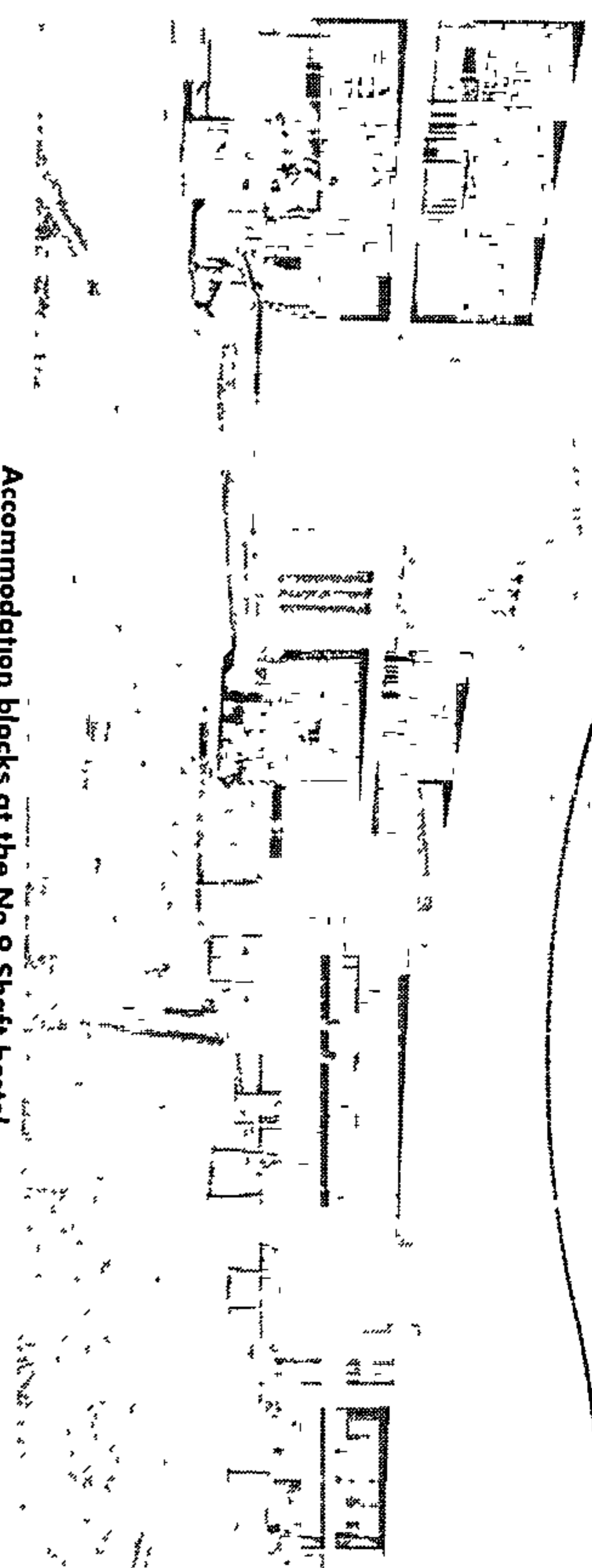
the eyes and ears of the hostel manager
 He and his deputy, the personnel officer known as the untebel, are the heads of the hostel and try to solve problems at the lowest level.
 Division into ethnic groups is the preferred but not compulsory over-all policy

A dietitian and 93 trained chefs staff a decentralized feeding scheme based on bulk cooking with communal dining halls.
 Huge pressure cookers holding 1 000 portions at a time prepare meat fish or chicken, fresh vegetables and soup
 Other material needs are served by a sick-day, x-ray department, recreation halls, games and television

A church is near completion at the heart of the complex and since 1982 a R7 million sports stadium has been in use

CONTRACTS

Women are allowed to make visits in the reception area and all staff can be visited by their wives for two weeks at a time. There are permanent married quarters for senior staff
 There are no other restrictions and the men may come and go as they wish, as long as they turn up for work
 Contracts range from six to 12 months for locals, and are for periods of 12 months for migrants, with a possible extension of six months



Accommodation blocks at the No 9 Shaft hostel

Down a winze and up a stope — to the living gold

By Tim Cockerell

The hard hat fitted snugly. Mine boots dragged a bit and scuffed the floor.

Familiar I was momentarily transported back to oil-platforms and the cold Grey North Sea
 Strong accents broke my reverie. The mine captain led us — visiting members of the Press — to Shaft No 4 and the cage in which we were about to be plunged into the heart of a gold mine
 Two-and-a-half mi-

nutes and 2 000 metres later the door slid up to reveal a grey cavern with twin rails disappearing into the mouth of a tunnel
 It was hot
 We were greeted by the bland faces of three mine supervisors Agan familiar

Camraderie, expert knowledge of their situation and assurance in their surroundings built an atmosphere I knew so well from living and working in the similar,

confined conditions of an oil rig
 Outsiders we were, and true to form — were treated courteously, yet paternally, as we were led along the puddled wire-meshed tunnel

An underground train waited and once aboard, we trundled and rattled for about 3 km towards the reef
 A chair-lift angled sharply downwards and we were carried down to the slippery mud slopes of a lower level

This was where it was all happening Jackhammers thundered in the distance and sweat-soaked men took time off to snatch a cigarette
 Mining jargon prevailed and as an afterthought was interpreted by our guide

"A winze is the tunnel we're going along and a slope is the place where the ore is excavated
 "Over there!" He pointed
 Two men were operating a jackhammer, drilling

ing holes for dynamiting the rock, crouching in the metre-high space, their muscled arms quivering with the force of the drill
 I crawled closer and traced with my finger the line of gold reef

Perhaps I felt the lure of that raw yellow streak, gained an inkling of why men live and die for a meal of little practical use Perhaps not
 I did know, though, I had never felt that way about black gold — oil.



A chairlift, deep underground, takes miners from one level to another.

Tours help prevent distortion

photograph of a black South African miner wearing a safety harness found his waist caused a public outcry when it appeared in a British newspaper accompanied by a caption which said the man was used to prevent the miner from running away from his job
 The miner was, in fact, hired him to work on the side of a deep shaft underground and the man was there to prevent him falling to the

bottom of the shaft if he lost his footing
 To prevent this kind of misconception and twisting of the facts, the Chamber of Mines of South Africa offers free tours of gold mines to overseas visitors, businessmen and interested parties
 These tours take visitors to various mines on the goldfields of the Witwatersrand basin as well as the Free State goldfields, to show them ac-

tual working and living conditions of miners
 "We have found that these tours help give the mining industry a more realistic image with the public," said Mr Bernard Hessian of the chamber's public relations department.
 The tour can include a trip down a gold mine to the working face, a demonstration of gold pouring, lunch, and a visit to a black miners' hostel or a mine hospital.

The world's largest

Vaal Reef is the world's largest gold mine.
 It is Anglo American Corporation's prestige complex, and sprawls over 17 482 ha near Orkney
 Gold was first discovered in 1867 and over the following years the Western Reefs, South Vaal and Vaal Reef mining companies were established.
 In 1971 they merged

Deepest and biggest shaft

The biggest and deepest single-wind mine shaft in the world will come into operation at Vaal Reef's Gold Mine in September.
 The new No 9 shaft, and the resulting technological additions, make the whole complex — near Orkney in the Western Transvaal — one of the most modern mining developments in Southern Africa.

The twin-shaft system will have an initial hosting capacity of 190 000 tons of ore a month, yielding an average of 8,36 g of gold from a ton of ore (1983 statistics).
 A separate ventilation shaft

has been sunk to an equal depth — 2 342 m — and air will be cooled to 7 deg C, requiring seven giant refrigeration plants.
 Sixteen levels converge with the new shaft, and seven of these link up with shafts 4 km away
 Two triple-decker cages, which can carry 150 persons a time, have been installed, as well as two 22-ton skips and two service cages

The plant is designed to make it one of the industry's least expensive plants to operate, and has been developed for a possible future capacity of 280 000 tons of ore haulage a month
 The heat is intense, the glow blinding — yet the smelter looks unconcernedly cool as he channels the cascading molten gold into the moulds.
 The absence of high technology in the smelthouse is unexpected. The generations-old and most effective method of extracting gold the gold is extracted — using cyanide — and then precipitated and smelted.
 Once the gold has cooled in its brick-size moulds, it is washed and impurities are chipped off the bullion bars.
 It is rather incongruous to see a 30 kg gold bar being scrubbed by hand in a tin tub full of water which, after its drain has blocked several times, has to be emptied by bucket.
 The bullion bars are further polished, wire-brushed and stamped before being sent to the refinery.
 You can, the smelters tell you with a broad wink, take one home if you are able to lift it with one hand and hold it above your head I was not.

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Business Day/LABOUR

Decision today on miners' pay

BRENDAN RYAN
Mining Editor

It seems certain the final pay offer will include NUM and FMU members because it would be unwise not to award it given the uncertainty over membership of the two unions.

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strength — or weakness — of the NUM's paying membership

The Chamber announced on Monday that it intended implementing its final wage offer on all member gold mines from July 1 because the vast majority of employees are not members of the two unions and are expecting increases with effect from that date

The increases for surface employees range from R17 a month for category 1 employees to R55 a month for category 8 employees and average 14,4%
Increases for underground employees range from R19 a month for category 1 employees to R60 a month for category 8 employees to average 13,3%

The Chamber said the increases represented a considerable improvement on the increases granted last year, especially if the overtime, shift allowances and other benefits granted this year are taken into account
The NUM rejected the fringe benefits and wanted a larger overall increase instead

The NUM had gone into the negotiations asking for a 60% wage increase which it dropped to 25%
The Council of Mining Unions (CMU), which represents white mineworkers, in April agreed to a 10% increase in standard pay after asking for a 15% pay increase plus a number of improvements in fringe benefits

In last year's wage negotiations the NUM settled for pay rises between 13,9% and 15,7% while the CMU accepted an 8% increase
According to the Chamber, unskilled labour (black pay) accounted for 28% of total working costs in 1982

Chamber figures put total working costs in 1983 at R4,78bn which, assuming the 28% figure for black pay is unchanged, means black wages accounted for some R1,3bn



R Ryan
20/6/84

Star 21/6/84

NUM warns of unrest over wages

Yesterday's breakdown in pay talks between the black National Union of Mineworkers (NUM) and the Chamber of Mines concerning workers at the chamber's coal mines is likely to lead to labour unrest, NUM general secretary Cyril Ramaphosa warned today.

This follows the declaration of a dispute yesterday by NUM when it failed to reach an agreement with the chamber.

The talks ended in deadlock yesterday — a carbon copy of Monday's deadlock over improved pay and working conditions in the gold mines.

The chamber will bring into effect its final offer on

July 1 on the grounds that the vast majority of employees are not members of the union and are expecting increases on that date. This is not to apply to some anthracite-producing collieries.

The increases for surface employees at the collieries average 14,1 percent while those for underground employees will average 13,4 percent. Various improvements in working conditions, including a minimum service increment scheme and a shift allowance scheme, will also apply.

NUM, which said it would accept an across-the-board wage increase of 25 percent, has rejected the fringe benefits offered by the chamber.

Sawyer

Unions want front

21/6/80
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THE Black Allied Min-
ing and Construction
Workers Union
(Bamcwu) has given its
full support to the for-
mation of a Southern Af-
rica Federation of Mine-
workers' Unions.

The union's general
secretary, Mr P Nefo-
lovhodwe, said the
move was "exciting" be-
cause mine unions
should broaden their
spectrum and strengthen
themselves

The National Union
of Mineworkers an-
nounced this week that
it has held talks with
mineworkers' unions in
Botswana, Zambia,
Zimbabwe and Lesotho,
on the formation of fed-
eration of mine unions
in the region

It was also envisaged
that such a federation
will seek links with other
mineworkers in the rest
of the continent

Mr Nefolovhodwe
said that it was essential
that mineworkers'
unions should come to-
gether as was earlier
proposed by the Num,
but such advances have
been made to them

"We are however,
aware that Num has
held talks with unions in
the subcontinent, but we
have been undermined
— probably because of
our strength.

"Bamcwu is one of
the first unions to oper-
ate in the mines and for
some reason, we have
not had the same expo-
sure in the Press as the
Num. We hope to cor-
rect this situation in fu-
ture," he said

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Miners on collision course

THE first major dispute between the Chamber of Mines and organised black mineworkers in South African history was declared this week by the National Union of Mineworkers.

By rejecting the Chamber's pay offers for black workers in both the coal and goldmining industries, the NUM has set itself on a course which could result in the first-ever legal strike by black mineworkers.

On the surface this marks a turning point, a sign that labour relations on the mines are moving into line with the manufacturing industry.

On the other hand labour observers seriously doubt that the mould of employer-employee relations that has marked the mining industry for a century has been entirely broken yet.

That mould has been fashioned by the specific conditions and history of most black mineworkers.

They are forced to live as bachelors in the close proximity of mine compounds and — as migrant workers — have to leave their families at home in the rural areas of the various Southern African territories.

The world of modern-day industrial relations is a far cry from what could be described — at its mildest — as the "boarding house" relations that have characterised the South African mining industry for almost a century.

This has meant paternalism by the giant mining houses on the one hand, met in times of crisis and conflict by compound riots usually put down forcibly by police and accompanied by mass deportations to the "homelands".

This happened as recently as 1982 when the mining industry was hit by a series of strikes, riots and deaths, when workers objected to the reduced increase in their pay packets brought in on July 1.

Since then Chamber mining houses have allowed black unions access to the mines and in some cases have actively encouraged the growth and development of the NUM.

The NUM has now warned that labour unrest could result if the Chamber unilaterally imposes wage hikes on July 1 this year, but the

PHILLIP VAN NIEKERK

Chamber has announced that the increases will go ahead.

The Chamber says it is doing this because the vast majority of mineworkers are not members of the NUM, or of the tiny Federated Mining Union, and that mineworkers are expecting their increases on July 1 anyway.

But in going against the NUM's warning, the Chamber could have sent out a challenge to the NUM to prove its strength.

The emergence of a credible trade union for black workers on the mines is a central requirement of a modern industrial relations structure in the industry.

Therefore, the issue in this year's dispute is, apart from wages, the strength of the NUM. This has been questioned by the Chamber which is claiming that the NUM has less than 10 000 paid-up members, rather than the 70 000 the union has claimed.

Even if the NUM has 70 000 members, say Chamber spokesman, this is still a minority of the almost half-million black workers on South African gold mines.

Apart from having to show the Chamber that it has the muscle to affect seriously production on the mines, the NUM has to prove to its members that it can win worthwhile increases by bargaining with the Chamber.

The feeling is particularly acute this year, because last year — the first time that a black union had ever negotiated wages with the Chamber — the union settled for increases which it later realised the Chamber would have granted anyway.

And last year's 15,1% was still better than this year's offer of 13,3% to 14,4%, though the Chamber says that if one adds the improvements in fringe benefits and considers the increases workers in other industries are receiving, mineworkers will not be doing badly.

The NUM is also hamstrung by the large un-negotiated increases granted over the past decade which have seen black mineworkers' wages improve by about 300% from an admittedly low level at the beginning of the Seventies.

All the major adjustments took place before the mining industry bowed to the country's new labour relations era and first granted access to and then recognised the NUM — the only union with significant black worker support on the mines.

Unfortunately for the NUM, it has entered the scene at a time when, given economic conditions in the mining industry, it is unlikely to be awarded large increases.

But Mr Cyril Ramaphosa, the union's general secretary, believes that the Chamber is underestimating not only the NUM but black mineworkers, who are among the hardest workers in the country.

Labour observers agree that widespread industrial unrest in South Africa's key economic sector cannot be ruled out.

The NUM is committed to exhausting all the legal channels before taking strike action, which would mean that an organised strike, if it were to come about, could only take place in about two months' time.

The more immediate question is what happens on July 1.

Hit by ongoing price increases and a devastating drought verging on famine in the territories they come from, with a trade union presence on the mines for the first time and faced with the lowest overall wage increases since 1971, what will the country's half-million black mineworkers do?

The mining houses are not yet saying what they think, though clearly they do not believe the NUM has the kind of support it is claiming.

Mr Ramaphosa believes that, even if 1984 does not turn into the black miners' 1922 revolt, the NUM must inevitably in time break the mould of labour relations on the mines. It has now been only two years in the field and can only grow stronger.

Even if they lose this year, there is always next year.

Some observers believe that this could be precisely the reason why some mining employers want a fight with the NUM now — to cut it down before it can develop into a real threat.

The next few months will tell whether it has not become a real threat already.

NAMIBIA

More Swapo talks

Another Lusaka-type meeting between Swapo and the Multi-Party Conference (MPC) is being organised — and it could take place within the next few weeks

A likely venue is the Ivory Coast capital, Abidjan. Ivory Coast President Felix Houphouët-Boigny became involved in the Namibian negotiations when he received delegations from both Swapo and the MPC shortly after the Lusaka conference in May. Abidjan is also on SA PM P W Botha's itinerary when he goes on his African safari later this year.

Zambian President Kenneth Kaunda, the host for the Lusaka talks which almost led to an agreement between the Namibian factions, is still very much involved and Lusaka may be an alternative venue.

Withdrawal

Both Swapo and the MPC have indicated that they are willing to meet again. The MPC has reported back to its constituent parties and is preparing its position on issues like the Cuban withdrawal and conditions for co-operation with Swapo.

All present at the Lusaka conference agreed that it broke the ice. A second round of talks could lead to an agreement.

Even if the MPC and Swapo agree on a plan of action it might not mean speedy independence for Namibia. SA seems to have changed its stance, first set out by PM Botha in Parliament in February, that it would respect such an agreement. The new stand is that the independence process cannot begin before a firm commitment is given that the Cubans will leave Angola.

All is not well with the Namibian negotiations. The SA-Angolan Joint Monitoring

Commission (JMC) is months behind schedule in moving to their final headquarters on the Angolan-Namibian border. The FM is told that SA is unhappy with the fact that there is still a strong Swapo presence in the part of southern Angola that was supposed to be kept clear by the Angolans.

SA is also concerned about the future of the JMC after a complete SA withdrawal from Angola. According to the present agreement, the JMC will stay in existence for 30 days after the withdrawal.

Foreign Minister P W Botha is believed to have made proposals for its continued existence when he met Angolan Interior Minister Alexandre Rodrigues Kito in Lusaka on May 21. The Angolans have not yet reacted. Jonas Savimbi, leader of Angola's insurgent Unita movement, is in Johannesburg for a wide range of meetings. Government spokesmen deny knowledge of his presence. Savimbi is the guest of Tertius Myburgh, editor of *The Sunday Times*.

MINE TALKS

Battle lines drawn

By deciding unilaterally to implement improved wages and working conditions for black gold miners on July 1, the Chamber of Mines seems to have challenged the National Union of Mineworkers (NUM) to prove its strength through industrial action. Just who will win the confrontation is an open question.

The chamber's decision was taken on Monday after its fourth meeting with the NUM and the Federated Mining Union

(FMU). The unions rejected the final offer made to them on June 7 and declared a dispute.

The chamber has justified its action by stating that the vast majority of black miners are not members of the unions and are expecting their increases on July 1 — the traditional date for increases.

NUM general secretary Cyril Ramaphosa tells the FM that his union and the FMU, which represents some 300 miners on two chamber mines, have already applied to the Minister of Manpower to appoint a conciliation board. If the Minister fails to appoint a board within 30 days, or if the board fails to resolve the issue, the unions will be entitled to embark on a legal strike.

Procedure

Ramaphosa also says the chamber's decision has been referred to the union's members. This raises the possibility that NUM members could choose to ignore the formal dispute procedure and strike illegally.

A third possibility that cannot be ruled out is that if black miners are unhappy with the chamber's deal, they could act off their own bat by striking — as happened in 1982 in the days before the chamber had to deal with black unions.

The package the chamber is implementing includes:

- Average increases for surface workers of 14.4%, ranging from R17/month for the lowest-grade employees to R55/month for the highest semi-skilled employees,
- Average increases for underground workers of 13.3%, ranging from R19/month for the lowest-grade employees to R60/month for the highest semi-skilled employees,
- All workers will qualify for a service increment of 0.5% of chamber minimum rates for every year of service up to a maximum of 25 years' service. This would constitute a maximum service increment of 12.5% on the chamber minimum rates,
- Afternoon shift workers will be paid a shift allowance of 3% of their basic rate, while night-shift workers will be paid 6% of their basic rate,
- Overtime will be paid for all authorised hours spent underground in excess of 102 hours/fortnight, and to surface employees who work authorised overtime in excess of 96 hours/fortnight,
- Overtime will be paid at 5% of the basic monthly rate for every eight hours worked, or *pro rata* for fewer hours, on weekdays and Saturdays, and at 6% on Sundays and recognised mine holidays,



Unita's Savimbi ... meetings in SA

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□ A guarantee that if, for some reason, a worker cannot be employed in his regular job, he will be paid for the shift, if he has not been advised not to report for work at least eight hours before the start of the shift, or is not used on substitute work

According to a chamber statement, the increases represent a considerable improvement on those granted last year, especially if the overtime, shift allowances and other benefits granted this year are taken into account

Unimpressed

But Ramaphosa is unimpressed. He told the FM "The way I see it, there is definitely going to be a lot of worker anger generated by the chamber's decision to undermine the two unions and go ahead and announcing the wages. The NUM will be deciding what course of action to take. There is going to be very little comfort for the chamber as soon as a final decision has been taken

"If the decision is to go on strike, I'm sure that there will be massive support. The chamber may think that they have

some teeth and that we do not have support. It is just an illusion."

Chamber industrial relations adviser Johann Liebenberg says "The gold mines employ over 460 000 black workers who are expecting increases on July 1. Even if the NUM's membership claim of 70 000 is correct, 390 000 blacks are not members of the union and mine management cannot withhold increases for these employees until the dispute with the NUM is resolved. Serious doubts, however, exist as to how many of the NUM's claimed 70 000 members are actually paid-up

"The only way we can assess the union's paid-up membership is to determine how many members pay subscriptions by stop order against their wages. Well below 10 000 of our total black workforce are paying subscriptions in this manner. And although invited to do so, the union has thus far not come forward with an equally good system of establishing paid-up membership strength. Under these circumstances, we have no choice but to go ahead and implement the wage increases and other improvements on July 1."

METAL INDUSTRIES Collision course

The Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry has submitted this year's metal agreement to the Minister of Manpower for publication — and has asked him to extend it to non-parties. In doing so it has embarked on a collision course with the Metal and Allied Workers' Union (Mawu)

The agreement — which will cover the metal industry's estimated 380 000 workers — incorporates minimum pay rises of 40c/hour and 20c/hour for skilled and unskilled workers respectively. It also includes improvements in site workers' allowances and holiday leave bonuses

The council's decision was taken despite the fact that both Mawu and the SA Boilermakers' Society have refused to sign the agreement. Both are members of the SA Co-ordinating Council of the International Metalworkers' Federation. Another union which originally took the same stand — the Steel, Engineering and Allied Work-

JOHAN JONES

Defending Namibia's economy



Johan Jones is Namibia's Secretary for Finance. He wrote this article in response to the FM's cover story on the Namibian economy last week

It has recently become fashionable in some circles to make unfavourable and facile comparisons between Namibia's economy and those of other Third World countries. This could only be the result of misinformation or of ulterior motives

We were sorry to see that in its issue of June 15 the FM fell into the same trap by calling Namibia "a typically debt-ridden African state" as well as using some other unflattering terms. Before looking at the economic position as such, let's get a few purely factual matters out of the way

It is not true any more that "the territory is borrowing an amount equal to 15% of its gdp". The real figure for fiscal 1984-85 is 10,7%. It is not true either that the civil service is "mainly staffed by South Africans at present who are not expected to remain after independence". Most of the civil servants are born and bred Namibians. Only 2% are seconded from the SA. This figure was

much higher originally but most of the seconded SA officials have either returned to SA or opted to join the Namibian civil service

As for the statement that the country is "debt-ridden," the statistics tell a different story. As at December 31 last year the government debt in Namibia was 37,1% of the gdp, as compared to 38,5% in the case of SA

Other facts which are in conflict with the impression that the country is tottering on the brink of economic and financial ruin include a rate of inflation of 9% in April 1984 compared with 11% in SA, a favourable balance of payments with the overall balance on current account increasing from R97m in 1982 to R287m in 1983, and an average marginal propensity to save 0,41 over the last four years

This is not to say that Namibia does not have economic and financial problems but these problems are of a very different nature from those of most Third World countries and are very poorly understood by most people in SA and the rest of the world. For more than 60 years Namibia has been governed by SA as if it was a fifth province — and quite rightly so in terms of the League of Nations mandate

The cost of this to SA was never really calculated, just as no clear calculation exists of how much it "costs" SA to gov-

ern, say, Natal. On balance, over the years, government expenditure in Namibia from local and SA sources was undoubtedly more than was generated locally and this process rapidly gathered momentum after the Second World War when the international community began to take an interest in Namibia

Apparently no one realised that the territory's "government expenditure" was being jacked up to a level which could not be sustained by its own resources. Then, in the latter half of the 1970's, everything changed almost overnight. Independence all of a sudden seemed to become a very real possibility and at the same time a guerrilla war broke out on the country's northern borders

Foreign, including SA, investors lost all interest in Namibia in view of the political uncertainty and the economy went into an extended decline. A little later this situation was further aggravated, first by four years of drought and then by the world-wide recession which led to a disastrous drop in the Namibian government's revenue, from the diamond industry in particular

At the same time, in the expectation of possible independence in the near future, a government system was created here to take over almost all of the functions which until then had been performed from Pretoria, with a conse-

Sowetan 25/6/84 (21) 213/113

Mine workers threaten strike

THE threat of a legal strike in the mining industry is looming following a deadlock in wage talks between the Chamber of Mines and the national Union of Mineworkers (Num) representing over 70 000 workers.

The Chamber has announced that it will implement wage increases as from July 1, while the union has declared a dispute over

By JOSHUA RABOROKO

wages and warned the employers of labour unrest if the mine wages were effected.

The two parties met twice this week to negotiate wages for miners in the gold and collieries. Anger is mounting among miners that the Chamber is guilty of an "unfair labour practice" by refusing to bargain in "good faith."

The Num and the Chamber seem set for another confrontation concerning workers employed by the Employment Bureau of Africa (Teba) over wages

Talks

The two parties were engaged in talks by late yesterday and it seems likely that the union will reject the offer and declare another dispute, sources say.

The Chamber announced wages for sur-

face employees ranging from R17 per month for category 1 employees to R55 per month for category 8 in the gold mines and R18 per month to R47 per month in the collieries

Increases for underground employees range from R19 per month to R60 in the gold mines and R19 to R50 per month for coal mines. The increases represent an average of 14,1 and 13,4 percent respectively

In two separate statements to The SO-WETAN, the Chamber said that as the vast majority of the employees were not union members the final offer will now be implemented as from July 1.

"The increases represent a considerable improvement on the increases granted last year, especially if the overtime, shift allow-

ances and other benefits granted this year are taken into account," the statement said

However, the statement added, the union has rejected the Chamber's offer and advised that they were in dispute with the Chamber.

Num's assistant general secretary, Mr Mokheseng Maloka, said they will apply for a conciliation board to the Minister of Manpower. Failure by a conciliation board to settle a dispute can open the door to a legal strike after the correct procedures have been followed.

1 killed, 4 hurt in miners' riot over wage increases

Argus 26/6/80 (211) 211 211

Argus Correspondent

DURBAN — One mineworker was killed and four injured, one seriously, when 1 700 striking mineworkers at Anglo American's Coronation Colliery near Vryheid rioted last night

A police spokesman in Pretoria said the man was killed when "unknown persons near the white residential area, within the mine complex, shot at the riotous mineworkers about 9 pm"

He said the mineworkers had gathered about 4 pm. The police had used teargas in an effort to stop a march of the miners on the white residential area

A mine beerhall and food store was broken into by the miners and there was extensive damage to buildings and other

mine property, the spokesman said

The miners took to rioting over dissatisfaction with their wage increases

Three policemen were injured and several of their vehicles were badly damaged when the miners tried to drive them back, using broken bottles and stones

It took police about three hours to confine the mineworkers in an area near the compound

A spokesman for Anglo American said today "a large proportion" of the work force of 3 000 miners were involved in the strike

He said mine management was endeavouring to communicate with the workers in order to stabilise the situation — Sapa

MINERS

1 shot dead, many injured during strike

Swetten 27/6/82
A MAN was shot dead, four others seriously injured and several others slightly injured, as rioting miners fought with police during a strike over wages at the Coronation colliery, near Vryheid yesterday.

Police have detained six black men on charges of public violence following the outbreak of violence in which the police used tear-smoke to disperse the workers

**BY JOSHUA
RABOROKO
and SAPA**

A spokesman for the Police Directorate in Pretoria yesterday told the SOWETAN that shots were fired by "unknown people at the rioting miners" near a white residential area

In an attack on the Chamber of Mines, the National Union of Mineworkers condemned the action and said the mine "bosses" may be faced by this type of labour unrest country-wide

The injured are Mr Milton Ntshingala (wounds to his thighs), Mr Simon Nxumalo, Mr Simon Negovu and Moses Nkosi.

The union also said that the strike action

RIOT

was sparked-off by the Chamber's refusal to meet the workers' demands during a series of wage talks in Johannesburg in recent weeks

Management

A police spokesman said that the striking miners gathered near the colliery and demanded to talk to management. Police who later arrived at the scene used tearsmoke to disperse the strikers as they advanced near a residential area.

This was followed by the stoning of police

vehicles, beerhalls and other mine property. Two members of the SAP were slightly injured and a number of vehicles damaged by the rioters

Cars parked near the gates were smashed as the miners drove the police back. A running battle then ensued along the main road through the mine property.

During the battle police wearing helmets and carrying riot shields clashed with rioters. The situation was later brought under control and by late yesterday the police described the situation as "quiet"

Mr Errol Symons, chief Press officer for the Anglo American group of companies,

said the police were called to maintain peace and order at the colliery. The workers refused to go back to work and management was negotiating with the Num.

He confirmed that a black miner was killed, but his name would not

be released until the next of kin had been informed.

"The strike comes soon after we warned the Chamber that there would be large scale labour unrest if they implemented the announced wage increases coming into effect as from July 1

"The workers have expressed their anger at the low wages which they have been offered by the Chamber," the Num said

CAPE TIMES 27/6/84

Anglo regrets mine deaths

JOHANNESBURG — The Anglo American Corporation expressed regret last night at the loss of life at the Coronation Colliery in Natal during labour unrest on Monday night.

"Anglo American Corporation deeply regrets the loss of life and the injuries sustained, and the circumstances of the strike and subsequent unrest and violence will be fully investigated," an Anglo spokesman said.

He said discussions had taken place between senior AAC executives, the mine management and the workers throughout yesterday to determine the cause of the work stoppage at the colliery and to "fully clarify the details of the industry-wide wage increase".

In the wake of clashes at the colliery near Vryheid on Monday night, the black National Union of Mineworkers (NUM) yesterday warned of countrywide unrest if pay claims were not met.

"This is just the beginning of the workers' struggle for a living wage. The Chamber (of Mines) and the mining bosses will be faced by this type of unrest from all mineworkers countrywide," the NUM general secretary, Mr Cyril Ramaphosa, said.

His statement followed an incident at the colliery in which police said unknown gunmen had opened fire on Monday night from a white residential area on black strikers. The miners returned to work yesterday.

Police said one miner was killed. The NUM said two had died and four were injured — Sapa

CAPE TIMES 27/6/84

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Lammie Snyman dies at 77

Own Correspondent
JOHANNESBURG — Mr J H (Lammie) Snyman died at his home in Honeydew last night. He was 77.

Mr Snyman, a retired judge, was appointed chairman of the Publications Appeal Board in 1976 soon after retiring from the Transvaal Bench. He held this post for five years.

In 1979 he took long leave and in April 1980 he retired from his post on the Publications Appeal Board.

His wife, Margaret, said last night her husband contracted flu in April and never completely recovered.

Mr Snyman had a colourful career in South

African politics. As a United Party candidate he defeated Mr Ben Schoeman, the then National Party candidate for Maraisburg, in the 1973 general election.

In 1961 he was appointed to the Bench and was commissioned by the government to investigate the Poqo riots in Paarl which claimed the lives of several people.

In 1974 he was appointed to investigate riots at the University of the North and his findings were tabled in Parliament in 1976.

He leaves his wife and three children — two daughters and a son.

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Woman shot
 Staff Reporter

A REDELINGHUY farmer's wife was wounded in the leg last night by a bullet from her husband's rifle.

A Piketberg doctor who treated her gave her condition as serious.

She was identified as a Mrs Boonzaier and was taken to Tygerberg Hospital late last night.

giving away their products in an overtraded market.

He said some shops were hiring out videos at between 50c and R3 a video and he thought it should be increased to between R5 and R8.

"It will still be one of the cheapest forms of entertainment," he said.

Too late for classification
DEATHS

FREEDBERG — Bob Our most dearly beloved cousin and friend passed away suddenly. Will be remembered with loving thoughts. Esme and Leah, Chart, Melanie and Cavin.

FREEDBERG — William My darling nephew passed away suddenly. Very deeply mourned. Aunt Pearl (Lynn).

FREEDBERG — William My dearly beloved nephew passed away suddenly. Very deeply mourned. Uncle Joe.

LOST
SPECTACLES in leather case, Dublin optician, lost in Sea Point. Reward Phone 65 3210.

TV 2 re-

CISKEI may have been disgraced by recent spates of upheaval, but it can boast a track record of having produced perhaps the most brilliant Xhosa authors in the country.

Last night the series on Xhosa authors took a brief but interesting look at the beginnings of Xhosa literature from the early years of the famous Tiya Soga — whose books left a timeless stamp on the traditions and culture of the Xhosa people — up till the present moment.

It was ironic that a former Ciskei Government minister, Chief

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Jerseys (contrast sleeves) Were ~~R35,99~~

Pants Were ~~R39,99~~

Getlink

Mine violence ~~1/13~~

'only a sample' ²¹¹

warns the NUM

^{27/6/84}
By Carolyn Dempster,
Labour Reporter ~~ACTS~~

The strike by 1700 black mineworkers at Vryheid Coronation Colliery which flared into violence this week was a taste of what the entire mining industry would suffer in the coming weeks unless the Chamber of Mines resumed wage talks, the National Union of Mineworkers has warned

Situation reported to be quiet today

By Mike Cohen

Police said today the situation at South African mines was quiet after the outbreak of violence at the Coronation Colliery at Hlobane this week where a black mineworker was killed and four others injured

However yesterday the black National Union of Mineworkers threatened countrywide unrest if pay demands were not met.

A Pretoria police spokesman said they had received no reports of any more unrest at the Coronation Colliery in Natal since Monday night when a mineworker was shot dead by "unknown gunmen" near the white miners' residential area

Four other mineworkers and three policemen were injured. Police used teargas to disperse the mob of about 1700 mineworkers. Police vehicles were damaged when the crowd started throwing stones during their march towards the residential area.

Chamber of Mines president Mr George Nisbet said last night he hoped the outbreak of violence at the colliery was an isolated incident and would not be repeated at other mines.

The Anglo American Corporation expressed regret at the loss of life at the colliery

An Anglo American spokesman said discussions between senior AAC executives, the mine management and the workers took place throughout yesterday to determine the cause of the work stoppage

The NUM, which claims a membership of 70 000 black mineworkers, sent a letter to the chamber today urging it to return to the negotiating table to avert catastrophe on the mines

Mr Cyril Ramaphosa, general secretary of the NUM, said. "A week ago we warned the Chamber of Mines about the labour unrest that would take place if it went ahead and announced increases rejected by our union. That has now happened

"This is just the beginning of the workers' struggle for a living wage

"We warn the chamber that mineworkers' reaction this year will be unprecedented and mining houses will be faced with unrest countrywide

"The losses they will incur from the widespread strikes will be far greater than the acceptable increases they would have granted to workers," he added

CLAIMS DISPUTED

The Chamber of Mines has disputed the NUM's membership claims

It stated last week that even if the union has 70 000 members, there are still 360 000 black mineworkers who will be expecting increases on July 1. In view of this, the chamber said it would be announcing increases on both gold and coal mines — ranging from 13 percent to 14,4 percent — before the beginning of July

The union has in the interim filed applications for conciliation boards in the first step to resolve the disputes declared after the failure of the gold and coal wage negotiations.

If the boards fail to resolve the disputes, the chamber may be faced with the first legal strike by black mineworkers as well as illegal strikes sparked by the announcement of increases

Six arrested as mineworkers clash with police

Meramy 27/6/84

~~213~~
~~214~~
211
~~212~~

PRETORIA—Police have arrested six blacks on charges of public violence since the outbreak of unrest at the Coronation colliery near Vryheid, in which one mineworker was killed and four others injured, a police spokesman, Lt Henry Beck, said in Pretoria yesterday.

He also disclosed that a number of police and private vehicles had

been stoned and damaged on the Vryheid-Louwsburg road on Monday night.

Police said four mineworkers injured in a clash between rioting miners and police at the troubled colliery were Moses Nkosi, who is reported to be in a serious condition after being wounded in the stomach, Milton Charlie, who has bullet wounds in both thighs, Simon Nxumalo and Phillip Ngcobo, who both suffered bullet wounds in the thigh

A police spokesman in Pretoria, Col Vic Haynes, said shots had been fired by 'unknown persons at the rioting mineworkers' near a white residential area near the colliery

The name of the mineworker killed has not yet been released

About 1 700 mineworkers went on strike on Monday dissatisfied with this year's pay increases announced by the Chamber of Mines last week

Mr Cyril Ramaphosa, general secretary of the National Union of Min-

workers, yesterday called on the chamber to return to the negotiating table to 'avert a catastrophe which is going to hit the mines'

He said the strike was 'just the beginning of the mineworkers' struggle for a living wage' and mining houses could be faced with unrest from all mines countrywide

Mr Errol Symons, chief Press officer of the AngloAmerican-owned Coronation Colliery near Vryheid, said yesterday that after talks between the mine management and strikers, all the work-

◆ TURN TO PAGE 2

P.T.O.

r tariff ion reversed

mended that the council revise the minimum tariff for water consumption and charge a reduced fee

Chairman of the committee, Mr Neil MacLennan, said since the reintroduction of the minimum charge at the end of water restrictions, some blocks of flats had

found they were not using as much water as they were being charged for

These blocks had been fitted with water meters which, in terms of the original minimum charges, required a consumption greater than needed for ordinary household needs

But the larger meter inlets were needed to provide the necessary fire protection for the buildings, Mr MacLennan said

In a report to the committee the City Engineer, Mr Don Macleod suggested revising the minimum monthly quotas, substantially reducing the charges for the smaller meters

'If people still find they are being charged for water they have not used, because of the revised minimum tariff, they can put in a claim to the City Treasury and substantiate it with past accounts,' Mr MacLennan said

Mr MacLennan warned that the chance to apply for a change in the minimum charge would hold for only a limited time after the introduction of the revised tariffs

Clash at Vryheid mine

FROM PAGE 1

ers returned to their jobs and agreed to accept the previously announced wage increases

He said 'a large proportion of about 3 000 black workers' at the colliery had gone on strike on Monday as a result of dissatisfaction with wage increases

Police and their vehicles were stoned by the workers and two policemen had been slightly injured, a number of vehicles damaged and a beerhall and a foodstore belonging to the mine broken into during the riot

Terror

NUM, which is demanding increases of 25 percent, declared disputes with the chamber last week over its offer of increases ranging from 14 percent to 15 percent for black workers in both the coal and gold mining industries

The chamber said when they announced the increases that they were going ahead with them because the majority of workers on the mines did not belong to the NUM and had been expecting increases

Sapa reported that President of the Chamber of Mines George Nisbet

expressed the hope last night that the outbreak of violence was an isolated incident and would not be repeated elsewhere

Residents of the miner's village at the riot colliery, yesterday described their night of terror as thousands of miners confronted police and mine security staff late on Monday

A helicopter equipped with a powerful spotlight had been called in to locate marauding groups of workers and tear-gas was used to disperse larger gatherings

A woman from Coronation village told how her children got into a panic when they heard the shooting after 7 30 p m

The woman paid tribute to the police who had patrolled the complex throughout the night, calling in at homes occasionally to reassure occupants

Some residents said mineworkers had made it clear their fight was with management, not their white counterparts

A parked car was badly damaged when it was rolled down an embankment

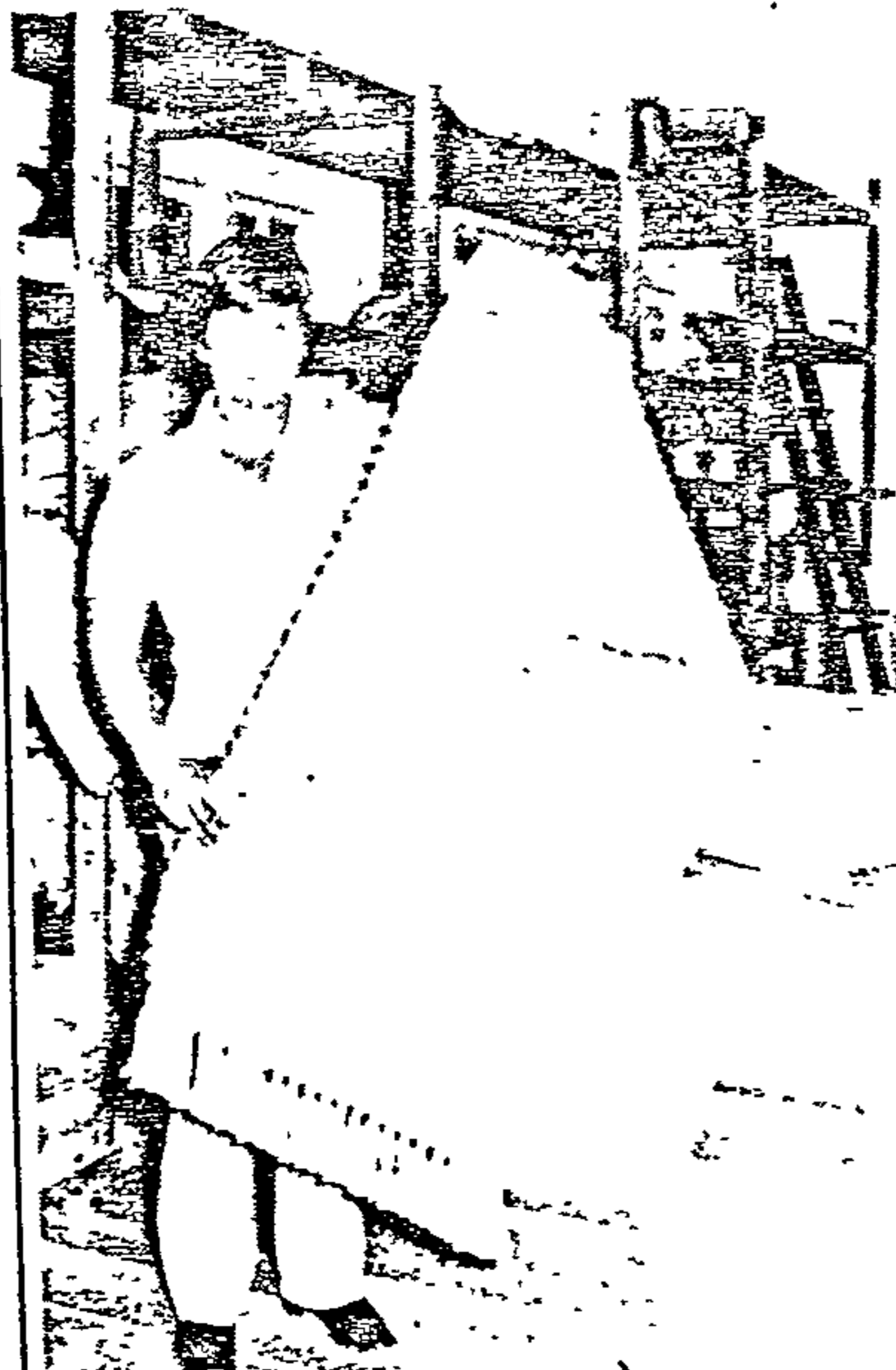
Of the 150 white families living at the mine, a number were understood to have driven to Vryheid, 30 km away, for the night and only seven of more than 100 children at the mine school arrived for classes yesterday

Pilot named

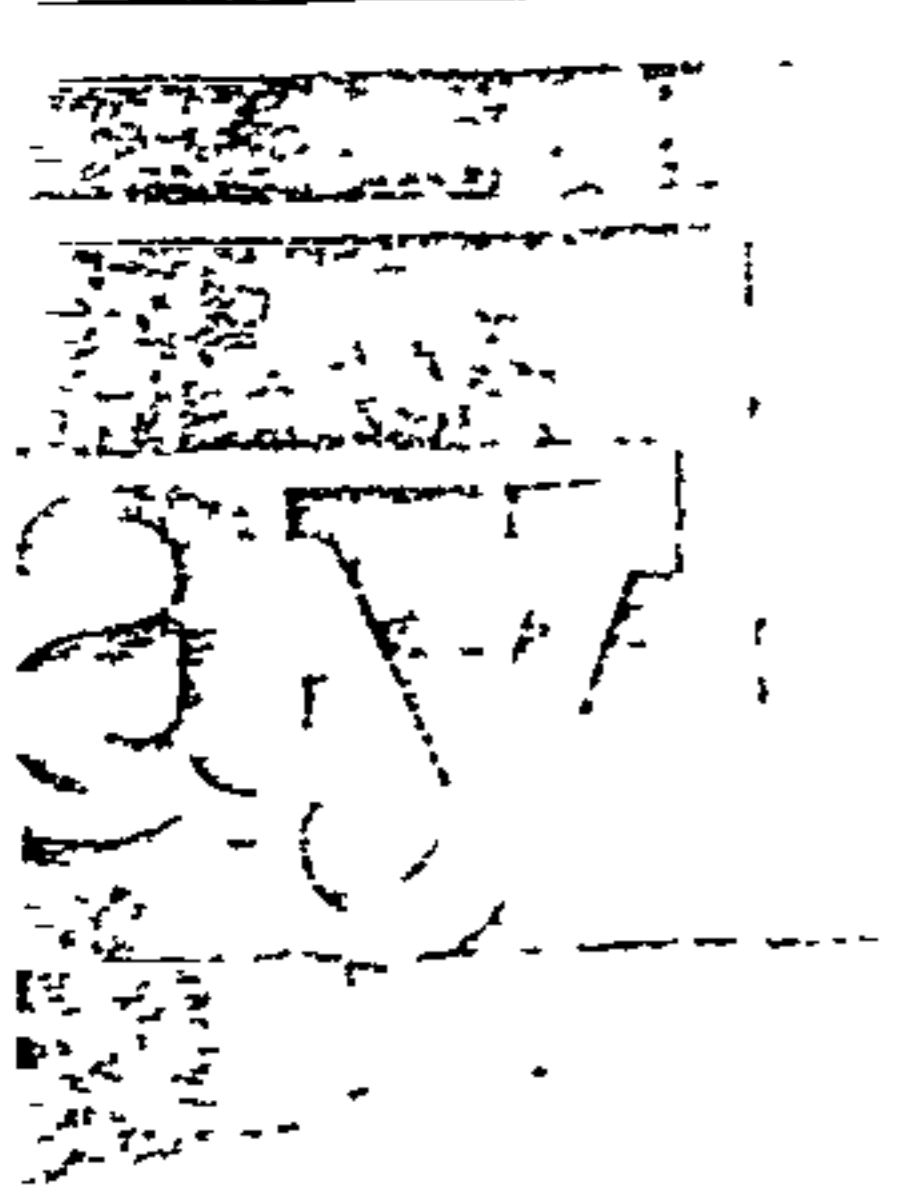
HARARE—The pilot of a light aircraft which crash-landed on Sunday night at the Harare Airport has been named as Mr W G Andrews. No address was given. Mr Andrews was not hurt. The plane was American registered — (Sapa)

Appointment

CAPE TOWN—The State President has appointed Dr Schalk van der Merwe, chairman of the constitutional committee of the President's Council, to the council of the University of Cape Town, the university announced yesterday — (Sapa)



Mr Otto Hoffman holds a Bavarian carpet similar to those which were stolen



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& F
31 JULY 1984
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MINERS THREATENS TO STRIKE

over pay demands

C. Press 211

27/5/84

NATIONAL Union of Mineworkers general secretary Cyril Ramaphosa hinted this week that the union might decide to use strike action as a weapon against the Chamber of Mines after their pay talks collapsed this week.

The union will take a decision on it at the mini-conference next month. The pay talks have made no headway since last Thursday.

The union was demanding a 60 percent increase for the lowest grades, 40 percent for semi-skilled and 30 percent for monthly paid workers.

By Z B MOLEFE

to the negotiating table again and maybe reduce our demands."

The talks are not the first to collapse between the Chamber and the union. They signed an agreement last year on minimum rates of between 14 and 15,7 percent.

The Chamber improved its offer of 8 percent to 25 percent - but the union said it had no mandate to go lower than 60 percent.

No date and venue has yet been set by the union for the conference.

However these fell through when the union asked the Chamber to re-negotiate.

"Strike action is one of the options our members will have to discuss," said Mr Ramaphosa, "but there are a number of options open to us - reject the Chamber's offer outright and declare a dispute or we can reject their offer and go back

This week's talks affected only goldmine workers. Pay talks for coalmine workers were due to start yesterday, but now that the first set of talks have collapsed, yesterday's talks did not go ahead.

Meanwhile, Mr Rama-

phosa flew to Luxembourg on Wednesday for a four-day conference of the Miners' International Federation.

It will, among other things, look at the effects of the migrant labour system on black miners in South Africa.

It will also look at the conditions of employment in the mines.

"Safety in our mines will also be one of the issues the conference will spotlight" said Mr Ramaphosa.

He added that his union was still waiting for the Attorney-General's decision on whether or not to prosecute Anglo-American's Western Deep Levels Mine after six



CYRIL RAMAPHOSA: "Strike action is one option."

workers died of asphyxiation.

An inquiry earlier this year found that a miner and a team leader were

responsible for the deaths. The union is suing the mine for R600 000 for the miners' deaths.

Campus crisis

C. Press

27/5/84

IN a drama-filled week, sit-ins, detentions, suspensions and court interdicts swept through four of the country's universities.

By LEN KALANE

At all four universities - Fort Hare, Transkei, Cape Town and the North - students demanded their rights at events which saw direct confrontation with the university administrations and, in some cases, baton-wielding police.

They demanded that economics lecturers be dismissed, as well.

At the University of Cape Town, hundreds of black students confronted university staff and demanded to talk to the Vice-Chancellor to protest against the victimisation of the students who have been summoned to appear before a disciplinary committee.

Almost 150 University of Transkei students were detained while holding a mass gathering in a park in Umtata.

The students also complained about lack of accommodation for black students on cam-

At the University of the North, students staged a sit-in following complaints of a "congested" time-table

pus.

Fort Hare students staged a boycott in protest at the number of seats reserved for Ciskei Government officials at the forthcoming graduation ceremony.

They also expressed solidarity with their fellow students at the University of Transkei.

Meanwhile the Um-tata Supreme Court has granted interdicts lodged by two students to

Restrain the University of Transkei from compelling students to sign an undertaking before re-registering, and to

Restrain the university from suspending another student.

Student at the university were reported to

be re-registering.

The registrar, Mr S. D. Majokweni, said the figure now exceeded 1 000. The deadline for reporting back is today. However it may be extended in view of student detentions under Transkei's emergency regulations.

At Fort Hare, students are believed to have called off the boycott and returned to lectures. According to a university spokesman, there had been no incidents or damage to property during the boycott which began last Friday. He described the boycott as a "domestic and internal affair" between the rector, Professor John Lamprecht and stu-

dents

In Cape Town, black students who staged the protest march this week, met the acting principal, Professor John Reid, and were expected to hold a mass meeting to plan further action.

The UCT Black Students' Steering Committee said they planned to send a circular to all universities to inform students nationwide of their actions.

The SRC at the University of the North this week submitted a revised draft half-yearly examination time-table after rejecting an earlier one. The move follows a decision taken at a students' meeting last Thursday to stage a sit-in over a "highly congested" time-table.

Students also demanded the expulsion of an economics lecturer who they alleged was aggressive.

Job-reservation on the mines under fire

RB 27/6/84 (211)

By **BRENDAN RYAN**
Mining Editor

CONTINUED job-reservation on the mines was heavily criticised in two hard-hitting speeches at the Chamber of Mines' annual meeting in Johannesburg yesterday

The outgoing president, Mr Colin Fenton, said in his address that it was essential the last remaining racially discriminatory provision be removed from labour legislation

The Chamber had submitted to all the registered employee organisations concerned comprehensive written proposals designed to guarantee security of employment for their members and to consider the possible introduction of an industrial council system in the mining industry.

"Thus far a number of meetings have been held between the Chamber and the employee organisations and it is clear that these negotiations are going to be protracted and difficult

"Negotiations with the Federation of Mining Unions, on the rationalisation of the manner in which labour is utilised in mechanical and electrical engineering departments, are also progressing," he said

Mr Fenton said the importance of reaching agreement with the unions on these matters was crucial, the endemic shortage of skilled labour in the mining industry was expected to reach serious proportions when the economy moved into a stronger growth phase

"During boom conditions employees are attracted away to work in secondary industries, where costs can be passed on to the consumers, and in times of recession they flow back to the mining sector," Mr Fenton said

"It is significant that at the worst of the current recession, in about mid-1983, the industry was 3% short of its requirement of artisans and holders of blasting certificates while, by the end of the first quarter

of this year, the shortage of artisans had grown to 5% and holders of blasting certificates to almost 4%.

"On the training side it is becoming increasingly difficult to recruit sufficient suitable candidates to satisfy the industry's requirements of miners and winding engine drivers

"The high wastage or turnover among such trainees has also been an aggravating factor at both the Chamber of Mines Training College, which trains miners and winding engine drivers for the gold mines, and at the Colliery Training College, which trains artisans and miners."

The situation regarding the recruitment and training of miners for the collieries was perhaps most disquieting, Mr Fenton said

"Despite recruiting drives, only 228 trainee miners were engaged by the Colliery Training College in 1983 compared with 325 in 1982

"The number of trainees qualifying also dropped sharply, with only

100 qualifying in 1983 compared with 170 in 1982."

Rand Mines chairman, Mr D T "Darnny" Watt, said industry had to play its part in protecting the free enterprise system

One of the most effective ways of doing this was by ensuring there were no restraints on any individual, regardless of racial classification, aspiring to any job he was capable of doing

"Most of us are now involved with programmes designed to equip black employees to fill positions of increased responsibility

"It is essential, if we are to retain credibility, that we should be in a position to advance these employees as and when they successfully complete their bridging programmes

"But let there be no illusion on our part as to the difficulty of negotiating this change in regulations with the white trade unions

"They require and deserve guarantees They have served our industry well and we cannot ever countenance giving them the impression

that they will not be fairly treated," Mr Watt said

In the ultimate analysis, their greatest security must derive from a combination of skills they had acquired over many years, and from a fundamental concept of the free enterprise system which specified that the most effective worker would always be preferred for any job opportunity

Mr Watt said industry had encountered indecision and confusion from government department's over labour legislation and industrial relations

"While one appreciates that the legislature is involved with far-reaching constitutional changes, it is inflationary and counter-productive that the confusion I refer to should continue to exist, especially at this very sensitive time when unionisation of black labour is at such an important evolutionary stage of development

"I trust that our industry will continue to strive actively for sensible resolution of these problems," he said

Morony Editorial 28/6/84 ~~27/6/84~~ ~~27/6/84~~

Irresponsible threat ⁽²¹⁾

HAVING made its point, at the cost of at least one life and a good deal of damage and unrest at the Coronation Colliery near Vryheid, the National Union of Mineworkers would be wise to back off from its looming confrontation with the Chamber of Mines.

Mr Cyril Ramaphosa, the bright young lawyer who is general secretary of the NUM, will not increase respect for his struggle for better wages for miners by threatening the mine bosses with countrywide strikes and unrest.

The Coronation miners' return to work after the new pay deal was explained to them suggests that the chamber has won the

first round. But the coal miners are only a minor aspect of the deal, which also affects more than 460 000 black workers on the gold mines.

Negotiations with the NUM broke down when the chamber said it could not delay traditional July 1 increases expected by the vast majority of black miners who are not union members. The NUM, which lays doubtful claim to 70 000 members, sees this as a move to undermine it.

The responsible thing to do is to await the outcome of the NUM's application for a conciliation board, but if the union is not prepared to do that the country could be facing a very bruising test of strength.

STAY CALM, MINERS TOLD

THREE organisations, including a trade union, have appealed for peace and calm following the uprisings which resulted in the killing of a miner and injuring of several others at Vryheid Colliery this week.

The incident happened after about 1 700 workers went on strike over wages announced by the Chamber of Mines which are to be effected as from July 1.

Tear smoke was used to disperse workers during a clash between the miners and the police.

The Chamber's newly elected president, Mr George Nisbet, said that they "deeply regretted the outbreak of violence and the death of the miner." We welcome the return to work by the miners.

The general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa said he has written an urgent letter to the Chamber to re-open wage talks. This was confirmed by the Chamber spokesman.

The union has taken these steps in an attempt to stop further outbreaks of violence in the mine.

The United Democratic Front's publicity secretary, Mr Terror Lekota, said that the killing of the miner and injury of others should be condemned.

Meanwhile police and Anglo American have confirmed that everything was calm at the mines after Monday's incident.

28/6/84
211

Chamber of Mines meets on pay dispute

By Carolyn Dempster,
Labour Reporter

The Chamber of Mines met today to discuss an appeal by the National Union of Mineworkers to resume wage negotiations to avert a pending "catastrophe" on gold and coal mines.

By midday today the chamber had still not reached a decision but a spokesman said a statement would be forthcoming.

The appeal by the NUM follows the strike by 1700 black mineworkers at the Vryheid Coronation Colliery in Northern Natal on Tuesday.

The strike, over wage increases, flared into violence on Tuesday night when one black miner was killed and four others injured after an unidentified gunman fired on the mob from the white residential suburb adjoining the mine compound.

The situation was back to normal today, and police were watching the mine and collieries for signs of trouble.

A spokesman for the chamber

said it was possible the strike had been prompted by a misunderstanding as the increases were a considerable improvement on those given last year.

A breakdown of the increases to be awarded to colliery workers from July 1 is as follows:

- Surface employees will receive increases ranging from R18 a month to R47 a month, an average increment of 14,1 percent.
- Underground mineworkers will receive between R19 to R50 a month more, an average increase of 13,4 percent.
- In addition to this, a minimum service increment scheme amounting to 0,5 percent of chamber minimum rates for every year of service will be awarded. For a maximum of 25 years' service, the increment will amount to 12,5 percent of the chamber minimum rates.
- A shift allowance scheme also comes into operation on July 1, with six percent for night shifts and three percent for afternoon shifts.

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Stew

28/6/84

50 held after Mercury 29/6/84 ~~215~~ ~~216~~ mine violence 211 ~~112~~ at Vryheid

Crime Reporter

AT-LEAST 50 people have been arrested in Vryheid following the unrest at Coronation Colliery earlier this week in which one mineworker was shot dead and four others wounded

About 1750 workers went on strike at the mine on Monday and later clashed with police who were on the scene. Cars and buses were stoned in the violence

Yesterday police said more arrests were possible

The arrests were mainly for public violence. Nobody has yet been detained in connection with the shootings

General secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa said last night that the Chamber of Mines was not prepared to reopen wage talks, but had offered to meet the union in a bid to avert a catastrophe on the mines

But he said the union was not prepared to meet the Chamber of Mines unless it returned to the ne-

gotiating table to discuss wages

'We believe that the only issue that can avert a catastrophe on the mines is the reopening of the wage negotiations,' he said

Talks reached a deadlock last week after the Chamber of Mines rejected a union demand for a 25 percent wage increase and instead offered increases ranging from 13 percent to 14,4 percent to come into effect from July 1

Last night Mr Ramaphosa told the Mercury 'As far as we are concerned we are not going to meet the Chamber of Mines to discuss how the danger of a catastrophe on the mines can be averted

'We will wait for the appointment of the conciliation board and if it fails to resolve the dispute, our members will decide whether or not to take industrial action,' he said

Chamber of Mines officials could not be reached for comment last night

HOMELANDS

Blunder and waste

It is not often that a speech by the official Opposition in Parliament really jolts the government benches. It happened this week when Opposition leader Frederik van Zyl Slabbert launched the PFP's strongest attack yet on the homelands policy.

Parliament was buzzing for hours after the speech, a carefully constructed examination of the failures and successes of the National Party's ideological experiments in ethnicity.

Slabbert highlighted, in the most dramatic form to date, the incredible cost of the "independent" states. He also focused on government's inability to reverse, or even slow, the growth of bureaucracy.

The homelands policy was nothing but "a multiplication of bureaucratic disaster areas, consuming vast amounts of capital, that serve no other purpose but to service the wants and needs of small, privileged bureaucratic elites in seas of poverty and underdevelopment," said Slabbert.

He charged that the economies of black Africa had been destroyed by vast state bureaucracies — and government was making exactly the same mistakes as the West in compounding the follies of African governments.

For 30 years, SA had created a system of bureaucratic patronage and privilege that was costing a fortune. A total of about R1 620m was paid directly to the independent and non-independent states, and R627,5m indirectly. This was about R2 250m or 8,86% of the 1984-1985 SA budget, said Slabbert.

Dramatically

He added. "Put dramatically, the SA Parliament and taxpayer paid R2 246m this year for a policy which has succeeded in improving the monthly per capita gdp of the people of the self-governing states from R40 to R46 between 1970 and 1980. I repeat, an annual average increase of 1,3%. This is among the lowest in the world. What kind of return on investment is this?"

Improvements in standards of living in the national states during the past decade originated overwhelmingly from outside the states, from income earned by migrant workers (72% of total gross national income). Development aid from SA comprised almost 77% of the total income of the governments of the Bantustans.

Slabbert used the Transkei as an example. Of the total population of 2,6m, 44 127 people worked in the Transkei civil service, giving a ratio of 1:59. The Transkei public service, excluding defence, costs about R226,6m/year.

But 85% of households in the Transkei

were earning an income lower than a conservatively calculated minimum subsistence level. Infant mortality was 130 for every 1000 births, which was among the highest in Africa, while food shortages were commonplace. Almost 20% of all children between six months and two years showed signs of serious nutritional disease.



Slabbert ... pointing to a record of failure

By the admission of its own government, the Transkei economy was little more than a labour reserve. "We pay R226,6m per annum for a bureaucratic elite living off the non-existent fat of the land in order to administer an economy which, on its own terms, is nothing else but a labour reserve. For the services rendered, we could have managed with less than half of the personnel at even less than a third of the cost," said Slabbert. The same was true for the other self-governing and constitutionally separate states.

Any attempt to solve SA's very complex problems would cost a great deal of money,

and, for that reason, SA could not afford to waste it on "useless and pointless bureaucratic exercises"

The most important source of political instability in Africa had not been revolution or coups, but the creation of self-perpetuating, bureaucratic, privileged classes that destroyed the economies of countries. The warning signals were now flashing in SA.

Bureaucratic expansion in SA had inculcated in black, white, coloured and Indian groups the expectation that the State must, and will, provide housing, education, jobs and leisure. "One of the worst legacies of apartheid ... is that it has destroyed the individual's sense of control over his own future or his initiative to work for it," said Slabbert.

MINE UNREST
Will it spread?

The big question after the riot death (or deaths) at Vryheid Coronation Colliery earlier this week is whether the unrest was isolated or whether it will hit other mines.

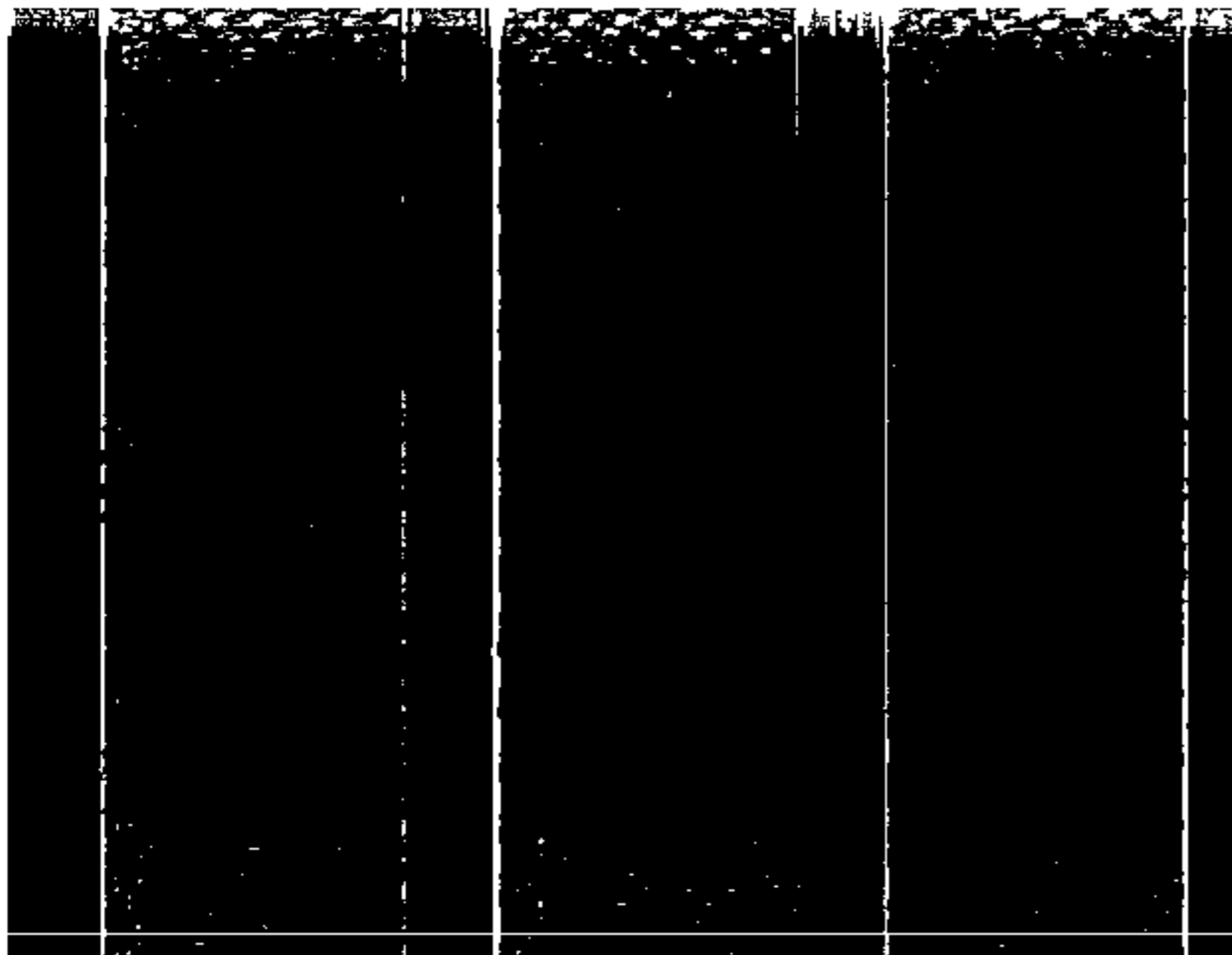
According to the SA Police, one miner was killed, and four injured after unknown persons opened fire on black mineworkers near the white residential area of the mine on Monday night. The incident came after a day of rioting and unrest with the strikers protesting against the wage and benefits package which the Chamber of Mines is unilaterally implementing on July 1.

The incident provoked sharp reaction from the National Union of Mineworkers (NUM) which claims it represents 500 of the colliery's workers. According to the union, not one, but two miners were shot dead.

Says NUM general secretary Cyril Ramaphosa "A week ago we warned the chamber that labour unrest would take place on the mines if they went ahead and announced wage increases rejected by our union. The chamber and the mining bosses will be faced by this type of unrest from all mineworkers countrywide."

However, there seems to be doubt about the NUM's strength at Vryheid Coronation. Owners Anglo American say they have been dealing there with the Allied Mine and Tunnel Workers' Union which has a small presence. This union is not recognised by the chamber.

According to Anglo, a large proportion of the colliery's 3 000 black workers struck on Monday morning. The company says the police were called in to maintain order after vehicles had been stoned. "As a result of escalation during the night", the police



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NUM's Ramaphosa . . .

used teargas to contain the situation. However, by Tuesday there were no further incidents, the workers agreed to accept the new rates of pay and the situation had returned to normal.

The chamber's decision to implement the new package was taken last week following a deadlock in negotiations with the NUM over colliery wages and conditions. The union, which was demanding a 25% wage increase for all workers, has declared a dispute with the chamber on the issue. It has also declared a dispute over wages and benefits for its members on chamber gold mines.

The chamber's increase for surface employees averages 14,1% — ranging from R18/month for the lowest grade employees to R47/month for the highest semi-skilled workers. Increases for underground employees average 13,4% — ranging from R19/month for the lowest grade workers to R50/month for the highest semi-skilled employees. Other improvements in working conditions were also announced.

The chamber is going ahead with its package because, it argues, the majority of colliery employees are not members of the union and are expecting their increases on July 1.

After Vryheid the NUM announced it was prepared to resume negotiations with the chamber to avert the "catastrophe that is definitely going to hit the mines." The chamber had not responded to this offer when the FM went to press.

Rev 29/6/84 (21)

Concern at miner unrest

JOHANNESBURG — The Chamber of Mines yesterday asked the National Union of Mineworkers to persuade its members that no one would benefit from unrest and violence, according to a Press statement released in Johannesburg

The Chamber was responding to a letter from the union, which asked for the reopening of wage negotiations, and expressed concern at possible unrest on mines

The Chamber offered to meet the NUM to seek means of avoiding unrest, but not to negotiate wages

In its reply, the Chamber said. "The chamber's executive committee is pleased to note that your union now shares the chamber's concern about possible unrest on the mines"

It appealed to the NUM to avert possible unrest and advised the union to point out to its members that the new wage increase was higher than last year and included new benefits

It also pointed out was that the increase was ahead of the increased cost of living, and compared favourably with wage increases in other industries — Sapa

'Shooting' of hiker: man held

Own Correspondent

CAPE TOWN — A 30-year-old man from Brakpan in the Transvaal has been detained for questioning in connection with the alleged shooting of a hitch-hiker near Beaufort West.

Detectives detained the man early today but no charges have been laid.

Police are still engaged in an intensive search for the body of the hiker, allegedly killed by a motorist who gave him a lift.

The hiker is alleged to have been shot almost a month ago and the killing witnessed by a Pinelands schoolboy and his sister, who were travelling with the alleged killer.

Motor strikers resume talks

The management of three motor assembly and car parts companies in Rosslyn, Pretoria, has resumed negotiations with the United African Motor and Allied Workers' Union in a bid to end a two-day strike.

Mr Phineus Kgwadi, the union president, said the management of Nissan Company and its two sister companies, Magnis Truck Corporation and Motoware, started negotiating yesterday and the talks were continuing today.

The negotiations follow a strike by about 6 000 workers after dissatisfaction over wage increases offered.

The companies offered increases of from 8c to 10c an hour, but em-

ployees demanded 75c across the board — later reduced to 45c.

Most of the striking workers are members of United African Motor and Allied Workers' Union.

The decision to go on strike was taken unanimously at a general meeting attended by about 2 000 workers at the YMCA in Mamelodi on Wednesday night.

Today workers said they became suspicious when management delayed issuing notices about July increases — usually issued during the first or second week of June.

Workers said they would hold out for their demands — Pretoria Bureau and Pretoria Correspondent

Topic is pay not unrest

miners

Labour Reporter

The National Union of Mineworkers has turned down an offer to meet the Chamber of Mines to discuss ways of averting possible unrest on gold and coal mines in coming weeks.

"We do not have a mandate to meet the chamber on any other issue except renegotiation of wage issues," the NUM general secretary, Mr Cyril Ramaphosa, said today "We are dismayed the chamber do not see their way clear to meet us"

It would be a case of waiting to see what happened when the chamber announced increases to be implemented on July 1.

The union asked the chamber to resume wage negotiations this week following the strike by 1 700 at Anglo American's Vryheid Coronation Colliery over wage grievances.

The chamber said it would be happy to discuss ways to avoid unrest and violence but not announced wages and conditions.

There were wage-related stoppages at Riet-spruit colliery and Dover Colliery in Witbank, neither affiliated to the chamber.

Mr Ramaphosa said the stoppage at Riet-spruit followed management's unilateral wage announcement.

The stoppage by about 800 at Dover occurred this morning when management announced increases after a dispute was declared by the union last week.

Rabies in Natal may get worse than deadly 1980's

Own Correspondent
DURBAN — Natal is on the brink of a serious rabies epidemic that could become worse than that in 1980 when 30 people died.

Dr Bill Posthumus, head of veterinary services in Natal, warned today that the latest increase in the number of cases in rabies was of grave concern and that unless immediate action is taken a epidemic is in the offering.

CONFIRMED

"In the month of June we have had nine confirmed cases of rabies, three in dormitory areas in Durban.

"On Monday staff from

our department will start on a whole new inoculation campaign."

He said that in the last 12 months 80 rabid animals had been found in Natal, 60 of them in white areas.

"I must point out that we had had fantastic response from the public, but there is a small community of people that we are unable to get to through television and newspapers and this is where our problems come from," said Dr Posthumus.

Transvaal holiday-makers have been warned to inoculate against rabies any pets they intend taking to Natal.

SPEAK OUT!

Cigarette smoking is a nasty, anti-social, health-damaging habit — or so the ever-growing anti-smoking lobby believes.

Non-smokers are a bunch of interfering busy-bodies — or so the ever-dwindling band of nicotine addicts maintains.

Which group is correct?

This week, one European country introduced sweeping new curbs on smoking in public places. How do Johannesburgers feel? Should smoking be banned — or confined to certain areas? Is smoking really as harmful as we are led to believe?

Speak out on the subject this afternoon, from 5 to 6 pm. Both lovers and haters of cigarettes are invited to ring 633-2206 or 633-2354 and air their views.

SPEAK OUT!

R100 000 cover for Soweto's mayor

The Mayor of Soweto, Mr Ephraim Tshabalala, is insured for R100 000 against "murder or death" while executing his duties. The expense is being carried by the Soweto City Council.

In the event of him becoming temporarily incapacitated while carrying out his duties, he will receive R2 000 a month for an unstipulated period.

These insurance figures were yesterday unanimously accepted by the full seating of the at its monthly meeting.

They are also insured against any "event of war" taking place (in South Africa).

The council's insurance includes a R1 million cover for the "re-establishment" of records destroyed under any circumstances.

The total annual insurance premiums paid for the councillors, senior employees and other council assets are more than R105 000.

The council's decision to insure its mayor and councillors has been taken at a time when several of council members' houses have been petrol bombed.

Eric Rea

Holiday special

ISH pop star is Rea, at present in the charts in Africa with angles and an will join forces in African country the Bellamy rs as a July holiday double on at the Sun bowl 1, Tonight!

Markable recovery

With a car accident last August, 30-year-old Thinus Meyer was in a not expected

three months he came round, as a result of and in therapy, he can talk again Page 7.



... Serfontein

Bird time unlucky?

INGBOK Divan fountain in great again since the tour, leads a Province against Northern Vaal at Loftus tomorrow — the very real of the Blue losing their third consecutive match in own paddock rthens supporters have been sent by two successive at Loftus in six weeks —

Huge mine strike feared

C.P.P. 30/4/84
R11

THE COUNTDOWN has begun to what could be the most serious labour confrontation ever in South Africa.

It is feared that many of the country's 500 000 black gold and coal miners, angered by the Chamber of Mines' rejection of their wage demands, may resort to illegal strike action on July 1.

A strike by tens of thousands of miners would be a blow to the heart of the South African economy, and could result in severe State reaction

Strong support for the miners' wage demands has come from black political organisations and trade unions

Mine bosses have announced they will unilaterally introduce their wage increase offer of around 14 percent on July 1

The offer falls far short of the 25 percent increase demanded by the 80 000-member National Union of Mineworkers (NUM)

If the NUM decided to go for a legal strike, they could only do so after about six weeks of dispute procedures

However, feelings among miners are running high, according to NUM general secretary Cyril Ramaphosa

"The Chamber is underestimating the feelings of miners," says Ramaphosa.

"The chances of a strike

cannot be ignored because our members will not be happy with the increase and they will be angry with the unilateral action by the Chamber."

Ramaphosa disclosed yesterday that the union was applying for a Conciliation Board under the Department of Manpower to try to head-off a confrontation but this would take six weeks to conclude.

Black political organisations have expressed strong support for the miners' demands

"There is no doubt about the reasonableness of the black miners' demand for higher wages" UDF publicity secretary Terror Lekota said yesterday.

"We in the UDF therefore back in full their demands."

The Release Mandela Committee criticised the Chamber of Mines for its decision to unilaterally introduce its rejected wage offer on July 1.

RMC publicity secretary Aubrey Mokoena added that the Chamber "must come to terms with the miners' demands".

Defending its decision to unilaterally introduce its pay offer on July 1, the Chamber said this week that the NUM represented only a small proportion of black miners, and the remainder would be expecting to receive their increases on that day.

RAM 30/6/84 (21) (22)

No talks with mine chamber — NUM

Mall Reporter

THE National Union of Mineworkers (NUM) will not discuss "means of avoiding unrest" with the Chamber of Mines because it only has a mandate to discuss wages, Mr Cyril Ramaphosa, the NUM's general secretary, said yesterday.

He was responding to a chamber plea to persuade union members not to take action over the increases, due to be implemented on July 1.

Mr Ramaphosa said they had written to the chamber, calling on it to reopen wage negotiations which had deadlocked last week. This had been turned down.

"We told them we were dismayed that they were not

able to negotiate such an important issue — one which will avert unrest likely to take place on the mines.

"Instead, they have written back to tell us they will not talk about wages — the cause of any potential unrest — but that they will negotiate means of avoiding unrest. We have no mandate from our members to discuss any matter other than wages," he said.

The NUM warned of widespread unrest earlier this week after about 1 700 workers went on strike at the Vryheid Coronation Colliery over the increases, and at least one worker was shot dead, with several others injured by "unidentified persons".

Commissioner resigns

WINDHOEK — The Commissioner for the Caprivi, Mr H J R Myburgh, has resigned his post for "personal reasons", the office of the Administrator-General for South West Africa, Dr Willem van Niekerk, announced in Windhoek yesterday.

Mr Myburgh is succeeded by Mr H J Backer, who takes over on July 2.

The commissioner's position, which is temporary, involves acting as the representative of the Administrator-General and helping to make decisions — Sapa.

SA, Ciskei talks end

CAPE TOWN — Talks between South Africa and Ciskei about economic, social and land matters were concluded in Cape Town yesterday.

A statement released afterwards by the two governments said the talks, headed by the Deputy Minister of Foreign Affairs, Mr Louis Nel, covered various issues, including "the finalisation of the implementation of existing agreements between the two countries".

Another round of talks will be held next month — Sapa.

Richly cushioned

London Bureau

LONDON — Housewife Mrs Sheila Middleton was astonished when a cushion fell from the sky.

She was even more baffled when she unzipped it and found R600.

"Apparently it was blown from the roof of a cottage," said Sheila, of Okehampton, Devon.

"I was just about to hand it in to the police when my niece said there was talk of a soldier who had lost that amount of money."

The cash actually belonged to John Brown, a cook at the commando camp at Lymington, Devon, who had hidden it in the cushion for safe keeping while on an army exercise.

R1 600 CAN BE WON

There was no correct solution received for Jackpot No 747 — so up it goes to R1 600. If yours is a correct entry you could win the fabulous R1 600. NOTE: Post your entry on a postcard to "Mall" Saturday Jackpot No 748, PO Box 1485, Johannesburg 2000. Unstamped entries may be left in the Jackpot box in the foyer of the Rand Daily Mail Building, 171 Main Street, Johannesburg, or at the city office of the Rand Daily Mail, 29 Kerk Street (between Loveday and Harrison Streets). All entries must be in by midnight on Thursday, July 5, 1984. The solution and winners' name will be published on Saturday, 7 July 1984. For rules to Jackpot No 748 see Page 14.

ACROSS

- 1 ...'s job is unlikely to be one he could continue into old age
- 4 It's common enough for several persons to collaborate in the production of a . . .
- 5 As persons interested in the arts should know, there's a wide variety of . . . available.
- 7 A . . . might be vacant.
- 9 At right angle to ship's keel.
- 10 Some people . . . much more than others
- 11 Damage to . . . might be expensive to make good.
- 13 Epoch.
- 17 The time may well come when a . . . has to be replaced
- 18 Football crowd is likely to react when star player is . . . in a promising run.

DOWN

- 2 . . . might spur one into action.
- 3 . . . may anxiously study shifts in trade.
- 6 Highly regarded.
- 8 Obscure . . . may suddenly come into the limelight.
- 12 A . . . person has execution of his sentence suspended.

DAILY MAIL SATURDAY JACKPOT No 748

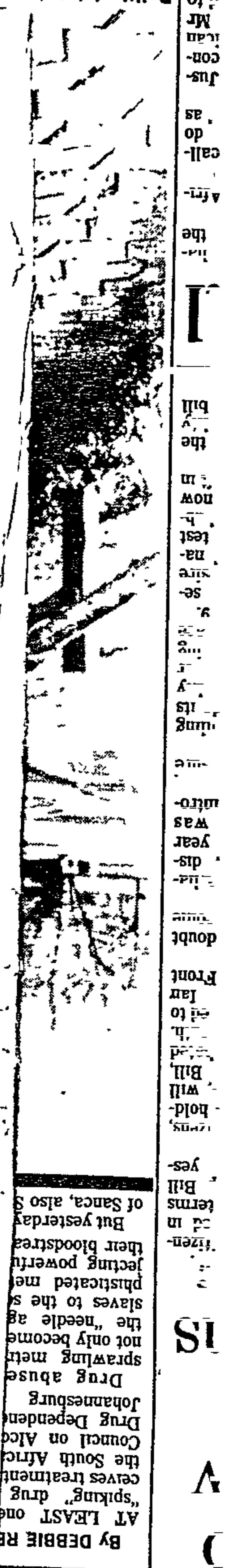
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BLACKOUT

It's back to normal, says Anglo America

By BARNEY MTHOMBOTHI

MINING conglomerate Anglo American and the SA Police this week imposed a news blackout on the company's trouble-torn Coronation Collieries, near Vryheid in Northern Natal.

No visitor nor stranger was allowed to enter mine property from the time the workers were forced to resume work on Tuesday afternoon and no news was available from either the company or the police later in the week.

One worker, Mhlangeni Mthethwa, 39, from Mtubatuba, was killed during the unrest and many were injured after workers went on strike on Monday morning in protest against their annual increase which take effect today.

Many of the injured are in hospital under police guard

Anglo American, owner of the mine, this week refused the Sunday Tribune permission to enter the mine complex to probe the cause and cover the aftermath of the strike.

Anglo's chief Press officer Errol Symons said management felt it was "inopportune" to allow strangers in. Investigations were in progress and the company had no further in-

formation on the matter.

In any case, he said, things were back to normal.

A Tribune team which managed to enter the white residential area at Coronation was immediately intercepted by security officers after they were alerted by a resident. The reporters were taken to the mine manager, Mr A P Budgen, who said he would not allow strangers on to mine property as the situation was "a bit sensitive".

Priests at Vryheid told the Tribune security at Coronation was so tight they were not allowed to visit the area.

The police threw a cordon around the mine after 1700 miners went on strike in protest against their annual increases which they said were too low. The workers went back to work on Tuesday afternoon after a meeting with mine management in the presence of police in 24 armoured vehicles

which had escorted management to the meeting.

The workers, armed with an assortment of sticks and stones, had clashed earlier with police who had used batons and teargas.

The road passing through Coronation was blocked on each side by police because, they said, passing motorists had been stoned by strikers. The measures were slightly relaxed on Wednesday but police maintained a heavy presence.

Vryheid, some 32 km from Coronation, was teeming with riot police all week.

Police said Mr Mthethwa was killed during the fracas when shots were fired from the white residential area.

Colonel S J N van der Merwe, of the SAP's Newcastle Division, praised the white residents saying they were withing their rights to shoot at striking miners and had prevented widespread murder

"If it were not for those people shooting at the rioting miners, there would have been a lot of murder," Col van der Merwe said.

The National Union of Mineworkers has expressed alarm at the colonel's comments.

"It is obvious two types of justice exist in this country," commented NUM general secretary Cyril Ramaphosa.

"It is not for the police to give their opinion, it is for a court of law to decide whether any person should be brought to justice," he said.

Some of the injured miners are at the mine hospital and others were transferred to the Vryheid Hospital.

The Tribune received permission from Vryheid hospital authorities to interview the patients but the police refused to sanction it saying the men were "prisoners".

Police were rounding up suspects this week and it was difficult get-

Wait to see pay

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packets — Chamber

1/7/84

STAY calm until you see your new pay packets — that's the plea to the country's mine workers from the Chamber of Mines.

The Chamber's new wage deal was given a rough reception this week when 1 750 workers at the Coronation Colliery near Vryheid in northern Natal stopped work after they heard the announcement of the increases, which will take effect from their next pay out.

The strike escalated into a night of violence. Police and private vehicles were stoned and one miner was fatally shot when unknown people at the residential area for white miners opened fire on the strikers. Four other strikers were wounded — one seriously — in the incident.

Police are still keeping a strong presence at the colliery and the Chamber has appealed to workers to wait and see how they will benefit from the increase.

Workers will be given their first increased pay packets during July, as they complete their monthly shift cycle.

"We believe that a number of workers will benefit substantially from the new structure," a Chamber representative said. "We appeal to them to ignore rumours and wait until they see for themselves what they have been awarded."

National Union of Mineworkers boss, Cyril Ramaphosa, told City Press that even

CP Correspondent

though workers at the colliery had returned to work, it was not the end of the matter.

"Individual workers aren't going to know the exact figures of their increased pay packet until their July wages are paid.

"Then I fear the anger which has already been generated, will continue," he said.

NUM has written to the Chamber asking that wage negotiations be re-opened.

The Chamber's response to NUM's offer was not available at the time of going to press.

And the United Democratic Front condemned the shooting of a miner this week after the violence at the Coronation Colliery.

"We of the UDF condemn this violent repression of legitimate worker demands and declare our solidarity with the National Union of Mineworkers," said the statement.

The statement also blamed the increase of the General Sales Tax and inflation as the

cause of the disturbances at the mine. "The General Sales Tax and inflation, rising at such an alarming rate, have caused the demands for higher wages by the workers. And this has resulted in the suppression of worker demands, especially black workers."

The violence at the Coronation Colliery has then meant that the fragile peace image created by Prime Minister P W Botha "now lies in tatters".

Gauntlet from black miners

WJ 211 S. Times 1/7/84

By Angus Macmillan and Amrit Manga
BLACK miners will strike legally unless a wage dispute between the Chamber of Mines and the National Union of Mineworkers (NUM) is resolved within six weeks.

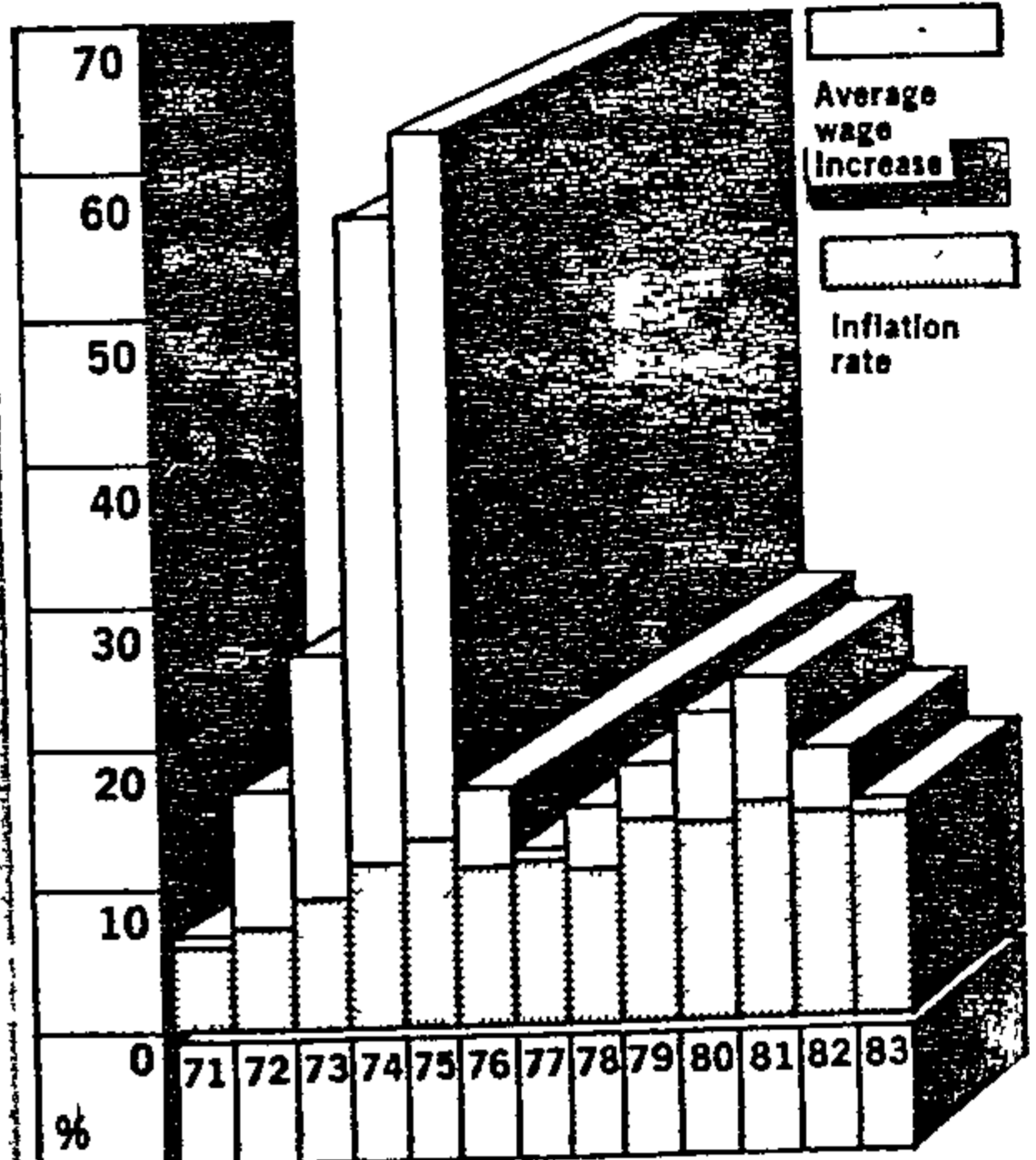
But illegal strikes could occur next month, says union leader Cyril Ramaphosa, if its toned-down 25% wage demand is not met by the chamber.

The union initially asked for a 60% increase to put black miners on a living wage. It scaled down its demand to 25%, which it said mining houses could afford in the current economic climate.

This week one black coal miner was shot dead and 50 were arrested at Coronation Colliery, Vryheid, when 1 750 miners went on a wildcat strike.



Cyril Ramaphosa ... digging for gold



Black gold miners have beaten inflation since 1971

Gold mines

Suggestions that widespread and prolonged strikes on gold mines could devastate the economy and bring the rand to its knees are shrugged off by the eloquent Mr Ramaphosa.

"That a strike could force the rand down is not our problem. When we strike for a living wage, those in command of the rand's value should be most concerned. Considerations like the economy do not even enter our minds when we make our demands."

An across-the-board 25% increase would cost the mining houses about R325-million — a sizeable chunk of last year's R1 630-million net profit.

Adamant

Mr Ramaphosa's union, which claims 70 000 members, has won some ground as the chamber raised its initial offer from 9,5% to 10,9% to 13,3% to 14,6%. But the chamber is adamant that it will not go higher.

It could be banking on avoiding legal strike action, which could not occur sooner

SHAPING up as South Africa's "King" Arthur Scargill, National Union of Mineworkers (NUM) general secretary Cyril Ramaphosa is out to show his muscle.

Undaunted by opponents' claims that his support is fading among black mineworkers, the 31-year-old attorney turned union chief is determined to maintain his militance and hang on to his power base.

than August, because it doubts the NUM's support. Last year it recognised the union for only 6 000 members from a total work force of more than 460 000

Earlier this year, the NUM called a strike at Impala Platinum Mine, Rustenburg, and came out of the conflict with egg on its face when 1 400 workers were fired.

The union boasts of signed-up rather than paid-up members and the chamber says the latter counts. The chamber was granted permission by the Government to implement check-off facilities for workers to pay subscriptions to the NUM, but claims that Mr Ramaphosa no longer wants it.

Favouring the union is the legacy of strikes by black miners. More than 9 000 workers walked out in 1978 when there were no unions. In 1982, 30 000 miners walked out.

Although the gap between black and white mine wages has narrowed from 19:1 in the early 1970s to less than 6:1, the average black monthly wage of R318 is less than in many other industries. However, workers receive free board and lodging valued at R90 to R100 a month.

In the past five years, increases to black gold miners have beaten inflation every year. This year's offered increase is the second-lowest since 1978.

Drawing hard on a cigarette in one hand and gesticulating with the other, he says: "Our support goes far beyond our 70 000 signed-up members. We are in the middle of a political whirlwind and our goal is nothing less than the total liberation of oppressed workers."

After an interrupted university career in which he was twice detained — once for 11 months while at the University of the North and for an-

other six months when completing his BProc degree through Unisa — he became a full-time union man.

One of the founders of the NUM, he has been at the helm since its birth two years ago.

"The struggle is still a long one," he says, giving nothing away about the ideological and political beliefs that lie behind his crusade.

Johan Liebenberg, the chamber's industrial relations adviser, says that although wage increases have consistently outstripped inflation, productivity increases have lagged miserably.

Foreigners

From a low base, black wages were increased by 61,5% and 67,8% in 1974 and 1975 respectively. The NUM says it wanted a similar increase this year to lift the average to R450, which it calls a living wage.

Apart from their claim that the NUM and the smaller Federated Mining Union represent only a small

percentage of black gold miners, mining houses suggest that the high proportion of foreign black workers will work against unions.

TEBA, The Employment Bureau of Africa, contracted 451 406 workers to mines in 1982. According to the chamber, 41% came from outside South Africa.

Last year, R374-million was remitted by TEBA to foreign black miners.

The NUM is confident that if it calls a strike, other unions will join.

But the chamber, which says it deals with eight registered black unions and 27 officials associations, believes the diversity of representation favours the chamber.

No mandate: Num declines offer by mine bosses

The National Union of Mineworkers (Num) has rejected an offer to meet the Chamber of Mines to discuss ways of averting possible labour unrest on gold and coal mines in coming weeks.

A union's spokesman said that they did not have a mandate from their members to discuss anything, unless to re-negotiate wages — the central issue in three strikes which occurred last week.

There were three wage-related work stoppages at the Vryheid colliery, Rietspruit open cast colliery and at Dover Colliery in Witbank involving more than 2,000 workers last week.

Police

At Vryheid, police used tearsmoke to disperse strikers. One man was killed and four others seriously injured during a clash with police.

It was in the light of these uprisings that the Chamber appealed to the Num to meet and discuss the possible outbreak of violence on the mines. The union had warned the Chamber that similar incidents might occur following the Chamber's announcement that wages will be effected as from July 1 — an offer which Num has rejected.

The union spokesman said that they were dismayed by the Chamber for not changing their attitude to this sensitive issue. The union will wait and see what happens when the Chamber implements the new wages

Happy

The Chamber said that while it would be happy to meet with Num to discuss ways and means of averting any further unrest and violence, changes to the improved wages and conditions of employment that have been announced will not be discussed.

However, the stoppages at Rietspruit, Rand Mines owned colliery, occurred on Tuesday after management unilaterally announced wage increases. The strike by about 800 mineworkers at Dover occurred last Friday. Both mines are not affiliated to the Chamber

Mercury 3/1/54

Two more mines hit by pay strikes

Mercury Correspondent
MINEWORKERS at two collieries in the Eastern Transvaal downed tools yesterday in a pay row.

They were protesting against the implementation of the Chamber of Mines' annual pay increases for black workers, which came into effect on Sunday.

Anglo American, the mines' owners, said that about 1 000 workers at the Goedehoop and Kriel collieries, in the Eastern Transvaal highveld, downed tools as the first shift was due to begin.

The firm said the 1 000 strikers numbered about a third of the workforce. Discussions were being held between management and workers to determine their grievances.

All was reported to be quiet at the mines. The stoppages follow the strike over increases at Anglo's Vryheid Colliery last week, in which one mineworker was killed and several others injured.

Warning

The National Union of Mineworkers — which has gone into dispute with the Chamber over the increases — has warned of the possibility of widespread unrest in the industry.

The increases — ranging from 13.3 percent to 14.4 percent — were announced after negotiations with the NUM and the Federated Mining Union reached deadlock two weeks ago. The unions are demanding 25 percent.

Apart from the strikes at Kriel and Goedehoop — where the NUM has membership, but no formal recognition — there were no other stoppages in the industry, yesterday or at the weekend.

Workers at Gold Fields' West Driefontein Colliery and Gencor's Ermelo Colliery queried the increases, but spokesmen said these were explained.

Cyril Ramaphosa, general secretary of the NUM, and other senior officials of the union, were not available for comment yesterday. They had left for the Eastern Transvaal to consult with their members over the strike.

AT least 1 000 miners went on strike yesterday in the first wage related strike in the mining industry.

The strike at two Anglo American collieries, Kriel and Goedehoop, affected a third of the total workforce at the mines, a spokesman for Anglo American said. Both mines are in the Eastern Transvaal.

The miners have downed tools a week after a colleague was killed and four other people injured in violence at Coronation Colliery in Vryheid. The violence was also related to the wages dispute.

The mineworkers' strike follows the announcement by the Chamber of Mines that wage increases for miners will be implemented as from July 1, despite protests by the National Union of Mineworkers.

The Num's general secretary, Mr Cyril Ramaphosa, has warned that the implementation of the disputed wage increases would lead to labour unrest.

Talks

The union has also refused to hold talks with the Chamber on the possible outbreak of violence on the mines. "We have no mandate to discuss other matters except to re-negotiate wages with the Chamber," Mr Ramaphosa said.

Anglo American's public relations officer yesterday said that about 1 000 mineworkers at the Kriel and Goedehoop collieries re-

By JOSHUA RABOROKO

fused to go underground in the morning.

He said that discussions were being held between management and the workers to determine the exact nature of the grievances.

"However indications are that dissatisfaction over the recently announced industry-wide wage offer is the main cause of the work stoppage," the officer said.

The situation at both mines has been reported to be "quiet" as no serious incidents occurred, he added.

The first signs that black mineworkers were dissatisfied with the Chamber's wage offer was the strike by 1 700 workers at Vryheid Coronation colliery last week. This was followed by stoppages at Rand Mines' Rietspruit colliery and at Dover in Witbank after a deadlock in wage negotiations.

MINERS STRIKE

1 000 workforce down tools over wage dispute

See for
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Shelve increments till dispute settled, strikers tell Anglo

By Carolyn Dempster,
Labour Reporter

More than 1300 striking mineworkers at the new Goedehoop Colliery in the Eastern Transvaal are demanding that their annual increments be shelved until the wage dispute between the Chamber of Mines and the National Union of Mineworkers (NUM) is resolved.

The entire black workforce at the Anglo American mine downed tools this morning in the second day of the wage-related work stoppage.

RESUMED

At Kriel Colliery, where some of the black mineworkers refused to begin the morning shift yesterday, work resumed as normal today.

A spokesman for NUM, which claims 60 percent membership at both collieries, said the striking Kriel mineworkers had agreed to return on condition the unilaterally introduced chamber wage increases were "removed" from their pay packets until the dispute was settled.

"Management also agreed to back-date to

July 1 any increases which are awarded as a result of a settlement of the dispute," said Mr M Moloka.

It was likely that the striking mineworkers at the Goedehoop Colliery would return to work on the same basis, said Mr Moloka, but this depended on whether the mine management wished to negotiate with the union.

A senior spokesman for Anglo American said the situation was quiet at both mines this morning and discussions between striking Goedehoop mine workers and management were continuing.

The stoppages have been the only incidents so far on chamber-affiliated mines following union warnings of unrest over wage increases.

SORTING

At the Gold Fields West Driefontein mine, surface workers in the sorting section queried the wage increases which were announced on Sunday.

Workers at Gencor's Ermelo collieries also made inquiries about the increases but there were no further developments at either mine.

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Chrome workers in recognition dispute

Mail Reporter

ABOUT 500 workers at the Montrose chrome mine in the North Eastern Transvaal went on strike late last week demanding recognition for the Black Allied Mining and Construction Workers' Union (Bamcwu)

A spokesman for the union said the company had agreed to open negotiations on recognition and wage increments with the union.

He added that police had

been called to the mine during the strike — which lasted for a day — and that one worker had been charged under the Intimidation Act.

A spokesman for the mine, which is owned by Gencor, said yesterday that they would only recognise Bamcwu once they had proof that the union had majority representation.

He said the National Union of Mineworkers (NUM) also had representation at the mine.

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Mineworkers down tools at Transvaal collieries

By PHILLIP VAN NIEKERK
Mail Reporter

MINEWORKERS at two collieries in the Eastern Transvaal downed tools yesterday in protest against the implementation of the Chamber of Mines' annual pay increases for black mineworkers, which came into effect on Sunday.

According to a statement by Anglo American, owners of the mines, yesterday, about 1 000 workers at the Goedehoop and Kriel collieries in the Eastern Transvaal Highveld downed tools as the first shift was due to begin.

The statement said the strike involved about a third of the workforce and discussions were being held between management and the workers to determine their grievances.

All was reported to be quiet at the mine yesterday.

The stoppages follow the strike over the increases at Anglo's Vryheid Coronation Colliery last week in which one mineworker was killed and several others injured.

The National Union of Mineworkers (NUM)

— which has gone into dispute with the Chamber over the increases — has warned of the possibility of widespread unrest in the industry in protest against the increases.

The increases, ranging from 13,3% to 14,4%, were announced after negotiations with the NUM and the Federated Mining Union (FMU) — which are demanding 25% rises — deadlocked two weeks ago.

Apart from the strikes at Kriel and Goedehoop — where the NUM has membership but no formal recognition — there were no further stoppages in the industry yesterday or at the weekend.

Workers at Gold Fields' West Driefontein and Gencor's Ermelo Collieries queried the increases, but according to spokesmen for the two groups these were explained to them and there were no stoppages.

Mr Cyril Ramaphosa, the general secretary of the NUM, and other senior officials of the union were not available for comment yesterday afternoon as they had left for the Eastern Transvaal to consult with their members over the strike.

2 000 Anglo colliery workers end strike

By PHILLIP VAN NIEKERK

MORE than 2 000 striking workers at Anglo American's Kriel and Goedehoop collieries in the Eastern Transvaal returned to their jobs yesterday following talks between mine management and worker representatives

The workers downed tools on Monday in protest against the Chamber of Mines' industry-wide wage increases for black mineworkers which come into effect this week

At Kriel, workers returned yesterday morning after they had been addressed by officials of the National of

Mineworkers (NUM), which claims to represent more than half the black workers at the mine

The NUM is officially in dispute with the Chamber of Mines over the increases for workers in both the coal and goldmining industries and this could lead to the first-ever legal strike by black workers in the industry

At Goedehoop — where the NUM also claims substantial membership — workers returned to their jobs yesterday afternoon

The stoppages followed a strike over the same issue at the Vryheid Corona-

tion Colliery last week in which one mineworker was killed and several others injured

Anglo American said in a statement yesterday afternoon that the "entire workforce returned to their normal shifts today following the successful completion of discussions between management and employees

"At Kriel workers returned to normal shifts this morning, while at Goedehoop they returned about midday"

An Anglo spokesman said the number of 1 000 on strike was swelled on Monday night to more than 2 000 after the night-shift workers refused to work as well

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2 000 striking mineworkers return to work

Star 4/7/84

By Carolyn Dempster,
Labour Reporter

wide wage increases, announced by the Chamber of Mines on Sunday.

Everything was back to normal today at the two Anglo-American collieries of Kriel and Goedehoop in the Eastern Transvaal after more than 2 000 striking mineworkers returned to work yesterday.

The stoppage by about 700 black mineworkers at Kriel ended when the mineworkers resumed work early yesterday morning after prolonged discussions with mine management.

At Goedehoop, production resumed at midday when the colliery's entire black workforce of 1 300 agreed to return to work.

Both stoppages were sparked by the industry-

A spokesman for the National Union of Mineworkers said the strikers were demanding the increments be shelved until the wage dispute between the union and the chamber is resolved.

The NUM declared disputes with the chamber after wage negotiations for members on both coal and gold mines deadlocked two weeks ago.

The union has filed applications for the appointment of conciliation boards by the Minister of Manpower. If the boards are appointed and fail to resolve the dispute, the first legal strike by black mineworkers in South Africa could take place.

500 miners decide to go back . . .

ABOUT 500 workers at the Montrose chrome mine have agreed to return to work after management had decided to hold talks on recognition with the Black Allied Mining and Construction Workers' Union.

The workers went on strike last week demanding that management should recognise the union and wage increases.

A spokesman for the union told The SOWETAN that management had agreed to negotiate with the union. It was on this proviso that the workers went back to their jobs.

He added that police had been summoned to the scene and one union organiser had been charged under the Intimidation Act. The man is expected to appear in court today.

"Once the mine management has recognised the union, we shall represent our members on various issues, especially on wages," the union spokesman said.

A company spokesman said that they were prepared to recognise the union once they had proof that it had majority representation. The National Union of Mineworkers also has representation at the mine.

Sowetan 4/7/84 ~~211~~ ~~211~~ ~~211~~ ~~211~~

3,000 colliery workers down tools over pay

By PHILLIP VAN NIJKERK

MORE than 3 000 black mineworkers at two sections of Rand Mines' Douglas colliery near Witbank went on strike yesterday in protest against the Chamber of Mines' pay increases due this month.

The workers — 900 from the Wolvekran section and about 2 300 from the Van Dyk's Drift section of the colliery — gathered peacefully at their hostels yesterday and refused to work.

At Wolvekran, workers locked the gates of their hostel, chanted "Mali" ("money") and put "60%" notices up on the gates, to indicate their dissatisfaction with the increases.

Their action follows the strikes at three Anglo American-owned collieries over the past ten days in protest against the increases, which have been rejected by the National Union of Mineworkers (NUM).

Mr Cyril Ramaphosa, general secretary of the NUM, said that management at Wolvekran — where the union is recognised in several grades — forbade him to address the workers or speak to the union's shaft stewards yesterday.

He said that the union was committed to using the legal channels and only wanted their members to come out once a legal strike was declared, but what was happening was the

"type of anger we warned the Chamber of Mines about".

Mr Alan Cook, the deputy head of the coal division of Rand Mines, Barlow Rand's mining division, said it was a "management-worker problem" and there had been no need to involve the union, which "was not sufficiently representative anyway".

He said "the chaps were told last week on Wednesday what their in-

creases would be and the company has queried the rationale behind the strikes and suspects they could have been orchestrated".

Mr Cook — who said volunteer white labour had been used to keep

part production going yesterday — said he was not sure if the workers would return today.

Though the company had taken no decision to fire the workers they might be forced to "reconsider the situation if the strike continues".

● In an incident at Wolvekran yesterday Mr Ramaphosa said he was called a "kaffir" by a white security guard.

However, Mr Cook said the guard was considering laying a charge of assault against Mr Ramaphosa for allegedly punching him in an agitated state after overhearing a remark in Afrikaans that "these people should be disciplined".

Go back or you're fired, miners told

By Carolyn Dempster
Labour Reporter

The 3200 black mineworkers who went on strike at Rand Mines Douglas Colliery outside Witbank yesterday were given a deadline to return to work by this afternoon or face dismissal.

The ultimatum was delivered after discussions between the management of the Wolvekrans and Van Dyk's Drift section of the mine and shop stewards of the National Union of Mineworkers.

CHALLENGED

Mr Allen Cook, deputy chairman of the coal division of Rand Mines, said the workers had challenged management to "bus them home" after

the shop stewards had told the morning shift workers of an 11am return-to-work deadline.

Buses were on hand and pay-packets "at the ready" for the mass discharge of the strikers.

By midday the striking mineworkers had still not returned and the decision whether or not to extend the deadline was left to the discretion of the mine managers of the two sections, he said.

Mr Cyril Ramaphosa, general secretary of the NUM, was on his way to the mine after requesting an urgent meeting with the managers of both sections and shaft stewards.

At the time of going to press, no final action had

been taken against the workers.

The strike in the two sections of the colliery complex began with the start of the shift early yesterday morning.

SIMULTANEOUS

At Wolvekrans, more than 900 of the workers collected outside the hostel, refused to talk to management and continually chanted "mah, mah" (money).

Dissatisfaction with the Chamber of Mines wage increases, which were announced to workers at the colliery last Wednesday, also prompted a simultaneous strike by 1200 workers in the Van Dyk's Drift section

of the mine.

Mr Ramaphosa travelled down to the colliery but was refused permission to talk to the union's shaft stewards and was prevented from addressing the Wolvekrans strikers.

The mine manager later attempted to persuade shaft stewards to come to the management offices to talk to Mr Ramaphosa, but the union's stewards were reluctant to be singled out from the crowd.

In an incident with a white mine security guard, Mr Ramaphosa claims he was called a "kaffir" and is considering taking legal action against the guard.

ANGOLA

Botha breaks the deadlock

The deadlock over SA's troop withdrawal from Angola has been broken. The last SA troops are expected to leave southern Angola in the near future and the Joint Monitoring Commission (JMC) of SA and Angolan soldiers will remain in existence.

The breakthrough came after many weeks of virtually no movement on the Namibian issue. Negotiations now seem to be back on the track and moving fast. There may also be moves to bring Swapo into negotiations specifically aimed at stopping the 18-year-old bush war.

The problem with Angola was solved after four hours of talks in Lusaka earlier this week between Angolan Interior Minister Manuel Alexandre (Kito) Rodrigues and SA Foreign Minister Pik Botha.

Rodrigues presented Luanda's reaction to Botha's proposals made in Lusaka on May 21. Botha told him SA had serious problems with the continued Swapo presence in southern Angola, and wanted the JMC to stay in existence and not be disbanded 30 days after SA's final withdrawal as had previously been agreed. Angola satisfied Botha on both issues.

The Angolans gave a significant undertaking: "In the case of implementation of the steps and agreement during the meeting, important steps will be undertaken for the preservation of peace in Southern Africa and the future of Namibian independence. The Angolan side has insisted, with the SA side, on the need of a better commitment by Swapo in the peace process."

Diplomats agreed yesterday that the statement was a bad translation from the original Portuguese. The last sentence should have read "The Angolan and SA sides have insisted on the need for the closer involvement of Swapo in the peace process."

The Angolan statement is understood to mean that if certain conditions, set at the Lusaka meeting, were met, the MPLA will sort out the problem of Swapo military activity in southern Angola. SA will then withdraw all its troops into Namibia and the JMC will start patrolling the border for possible violations. Only last week dangerous tensions were building up in the area in southern Angola already cleared by the JMC and in some circles a new SA raid into Angola was predicted.

No mention

It is seen as significant that there was no mention in the Angolan statement of the usual precondition that SA should implement UN Security Council Resolution 435.

A second meeting between Swapo and its "Patriotic Alliance" on the one hand and



Pik Botha . . . 'satisfied' with Angola's undertakings

the Multi-Party Conference (MPC) of internal Namibian parties on the other is still on the cards. The MPC has resumed its regular meetings and it is understood that at least some of the parties in the MPC are preparing new proposals based on Resolution 435.

MINE UNREST Colliery strikes

Black miner dissatisfaction with the wage and working condition improvements implemented at all Chamber of Mines collieries on Sunday spread this week. So far only a few chamber collieries have been affected — but the big fear is that unrest will spread.

The problem arises from the deadlock in wage and working conditions negotiations between the chamber and the National Union of Mineworkers (NUM) for its members on both coal and gold mines. The union has declared a dispute on both issues and has applied to the Minister of Manpower to appoint conciliation boards.

Nevertheless the chamber decided to implement its increases because the majority of black miners are not NUM members and were expecting their increases on July 1.

When the FM went to press, two collieries owned by Anglo American Corporation

and sections of Rand Mines' Douglas colliery had been affected by work stoppages. The stoppages followed last week's unrest in protest against the chamber's package at Anglo's Vryheid Coronation colliery in which one miner was shot dead and a number injured.

Stoppages at Anglo's Goedehoop and Kriel collieries occurred on Monday. But miners were back at work by late Tuesday. Kriel miners resumed work on the first shift on Tuesday morning after talks between management, workers, and representatives of the NUM. At Goedehoop discussions between workers and management started on Monday, continued on Tuesday morning, and work was resumed at the second shift. A company spokesman said 2 000 workers were involved in the stoppages.

Not recognised

According to NUM general secretary Cyril Ramaphosa, the union represents 90% of the 1 200 Kriel workers, although it is not officially recognised for the colliery by the chamber. Ramaphosa says the workers made a number of demands in discussions with management and agreed to go back to work on condition that these were met.

One demand was that management should speed up the process of verifying the NUM's claim to be representative of the colliery's workers. Another was that management should not pay the chamber increases but should continue to pay according to the old rate until the NUM's dispute with the chamber over the coal wage talks is resolved. According to Ramaphosa, management agreed to both demands. Industry sources, which declined to be named, tell the FM that Kriel is paying the chamber rates.

Miners at the Van Dyk's Drift and Wolwekrans sections of Douglas colliery stopped work at the start of the first shift on Wednesday morning. A Rand Mines spokesman tells the FM some 1 500 Van Dyk's Drift and 500 Wolwekrans workers were refusing to work. The spokesman said management had not yet been able to get the workers to appoint representatives for discussion purposes when the FM went to press.

He said indications were that the workers were demanding a bigger increase than that provided in the chamber package. The situation was peaceful, he said. Ramaphosa says the NUM, which is recognised at Wolwekrans, represents 800 of 1 000 workers.

Last week, after the Vryheid Coronation incident, the chamber asked the NUM to

try to persuade its members that no one would benefit from unrest and violence on the mines and from the consequences of violence. It offered to meet the union to seek means of avoiding unrest — but not to negotiate wages. This was rejected by Ramaphosa who said the union did not have a mandate from its members to negotiate on non-wage matters.

Most of the work stoppages have been settled relatively easily. Management arguments that disputes about wages cannot be settled directly but have to be taken up with the chamber appear to have had effect. But the prospect of further dissatisfaction, which would become ugly, is still very real. At this stage much depends on the outcome of conciliation board talks between the NUM and the chamber. The Minister of Manpower has not yet constituted the boards.

CISKEI DRY DOCK

Viability questions

The massive R200m dry dock planned for a site near Port Elizabeth is again in the news following the announcement by the Ciskei government that it has bought a 33% stake in the controlling company for

R750 000.

The scheme is the brainchild of the Algoa Bay Development Corporation (ABDC), headed by MD Henry Combe. He has been seeking backing for the project for about 10 years, and recently told the *FM* that construction of the dock, to be one of the biggest ship repair facilities in Africa, would begin in 1986.

Frank Corbett, a senior official attached to the office of the Ciskei President, confirmed the Ciskei government had acquired a one-third stake in the controlling company. The acquisition was funded by the Ciskei President's and People's Educational Trust, which receives funds from overseas loans, grants and donations.

The Ciskei's involvement arises from its need to provide employment for its citizens, says Corbett. The ABDC has undertaken to give preference to Ciskeians when hiring labour. "We understand that some 4 000 people could eventually find work there," he says.

Guarantees are now being drawn up in terms of which the Ciskei's investment will be refunded if construction does not begin within three years. "An interest factor will be built in, but the precise level has not yet been determined," says Corbett.

The scheme continues to be regarded with scepticism by many in the shipping in-

dustry. "There is excess repair capacity worldwide," says a major Cape Town shipbuilder. "We are not on a heavy shipping route as we were when the Suez Canal was closed, and I quite frankly have difficulty in believing the scheme is viable."

Profits at repair yards on high density routes such as Hong Kong, Singapore and Korea have been slashed by as much as 70%. "The shipping industry internationally is in a major slump, as you well know. I don't consider this the time to invest in extra repair capacity."

Combe was unavailable for comment. Dr Konstant Brunette, chairman of ABDC, told the *FM* through his secretary that "all the facts remain the same. I don't want to comment further as we are in conversation with Mr Louis Nel (deputy Minister of Foreign Affairs and Information) and the SA government." The *FM* was awaiting comment from Nel at the time of going to press.

The reluctance of ABDC officials to discuss the project leaves some loose ends. For example, Bill Livesay, Ciskei's director of publicity, said in an interview on national radio last week that a number of major SA companies were involved in the scheme, including Murray & Roberts. In addition, Corbett named Irvin & Johnson, the leading white fish trawler. Both com-

BOBBY GODSELL

Enhancing the Industrial Court



Bobby Godsell is the Anglo American Corporation's industrial relations consultant. He spoke to the *FM* about comments on the Industrial Court contained in the corporation's annual report issued last week.

FM: Anglo's annual report says there is an urgent need to clarify the role of the Industrial Court (IC) and thus enhance its status. It also says that the court must be more fully integrated into the judicial system. What led to this?

Godsell: We are worried about confusion which has arisen about labour cases. There have been a number of occasions in which both the IC and the Supreme Court have had to consider whether they have jurisdiction to hear a case. An example of this cropped up in the appeal against the IC's finding in the case of the United African Motor and Allied Workers' Union vs Fodens (SA) Pty. The IC found that the company had committed 37 unfair labour practices but re-

fused to grant costs against Fodens on the grounds that there was no specific statutory provision for it to do so.

In the appeal hearing the Supreme Court found that the union did not have the right to appeal to it against the IC decision. The Supreme Court could not therefore make an order about costs. In weighing up the case, the Supreme Court was forced to analyse the role of the IC when it adjudicates in unfair labour practice disputes. It concluded that when the IC is exercising this function it is not exercising a judicial function and is not sitting as a court of law. There are other examples of confusion about the role of the courts.

We think that kind of confusion is not in the interest of management or unions. The role of the court should be made clear in respect of the Supreme Court, the Magistrate's Court system and the Appellate Division. The courts are created by statute and the statutes should specify which court has competence. Does Anglo feel the IC should not fall under the Department of Manpower?

Broadly speaking, yes. The IC should probably move from Manpower to the Justice department.

Who should make the decisions about that?

It is really an issue between the Department of Manpower and the Department of Justice. In this respect we were disappointed that the Hoexter Commission, which is the most comprehensive review of the legal system in SA to appear in years, devoted no more than two pages to the IC. The two departments should get together and talk about it. We certainly feel that the IC does have certain administrative functions. Arbitration does not belong to the Justice department. But in situations in which the IC is involved in adjudicating functions and where it is meant to be creating case law, it is highly desirable that it should be integrated within the normal court system.

Anglo stated that the IC's role in the settlement of disputes and collective bargaining should be clarified and that an important step in that process would be a clearer definition of the unfair labour practice (ULP) concept. The National Manpower Commission (NMC) has devoted attention to precisely this issue in a recent report. Anglo has offered comment on the report through the employ-

End to mine strike likely — Rand Mines

By STEVEN FRIEDMAN
Labour Correspondent

THE strike by about 3 000 workers at Rand Mines's Douglas Colliery near Witbank, is likely to end this morning, Mr Alan Cook, deputy head of Rand Mines's coal division, said yesterday.

Mr Cook said the afternoon shift at the colliery's Wolwekrans section had resumed work and workers at the bigger Van Dyk's Drift section had undertaken to return today.

He warned that, if Van Dyk's Drift workers did not return this morning, they would face mass dismissal.

Mr Cook said workers were returning "without preconditions" and would not be paid for the period they were on strike.

The workers — about 900 from Wolwekrans and about 2 300 from Van Dyk's Drift — struck on Wednesday in protest at the implementation of a Chamber of Mines wage increase for black coal mine workers.

The Chamber and the National Union of Mineworkers are in dispute over wages on coal and gold mines and there have been strikes at several collieries in protest at the Chamber's decision to implement an increase before the dispute is settled.

Mr Cook said the afternoon shift's decision to return at Wolwekrans "coincided with the arrival of our pay wagons to pay strikers off".

He said workers had correctly interpreted this as a sign that management planned to dismiss them if they did not return. About 300 workers had returned.

This, he said, followed an ultimatum to workers at both sections to return or face dismissal.

Workers at Van Dyk's Drift had said they were willing to end their strike but asked to be excused from work yesterday as they had not eaten since Wednesday evening because canteen staff had joined the strike.

The canteen was now operating again and the workers had agreed to return this morning.

"If they do not, our patience will be exhausted and we will have no option but to institute a mass dismissal," Mr Cook said.

He said Van Dyk's drift workers had been asked to man coal-washing operations yesterday evening, but had refused.

Mr Cook charged workers at Wolwekrans had been ready to work yesterday morning, but were prevented by "intimidators". Management had attempted to act against the "intimidators" but "this only unified the workforce".

He said the NUM's general secretary, Mr Cyril Ramaphosa, arrived at Wolwekrans shortly before the strikers returned and met union shop stewards after being denied permission to address strikers.

Mr Ramaphosa had advised the strikers to return to work, he said.

Mr Cook added that Mr Ramaphosa had also visited Van Dyk's Drift and urged workers to return but "seems to have had less effect".

This, he said, may have been the case because "it is a much bigger mine and it is more difficult to communicate with the whole workforce".

Mr Ramaphosa, who was reported earlier yesterday to be seeking urgent talks with Douglas management, could not be reached for comment.

(21) (150)
Striking coalmen
Star
return to work
6/7/84
after ultimatum

Labour Reporter

Operations at the strike-torn Rand Mines' Douglas Colliery outside Witbank returned to normal today after the more than 3 000 striking black mineworkers resumed work this morning.

The decision to end the strike was taken by workers after a final ultimatum was issued yesterday by management — return to work or be bussed home

Mr Allen Cook, deputy chairman of the Coal Division of Rand Mines, said the 900 striking workers at the Wolvekran section of the colliery had decided to return for the afternoon shift yesterday after busses were ordered and an armoured pay-truck despatched to the miners' hostel.

The strikers demanded that the mine manager of Wolvekran address them personally, and an initial return-to-work deadline of 11 am was waived while the section manager spoke.

Mr Cook said it ap-

peared the mineworkers had "elevated aspirations" about the increases they were to have received and were agitated about the outcome of the conciliation board in the wage dispute between the Chamber of Mines and the National Union of Mineworkers (Num)

Mr Cook said many employees had approached management after the end of the strike to explain that they had not wanted to take part in the action at all.

"We estimate as many as 90 percent did not want to be involved"

Mr Cyril Ramaphosa, Num general secretary, addressed shop stewards at the Van Dyk's Drift section yesterday afternoon in an attempt to avert the threatened mass discharge

There were no preconditions set for the return-to-work and strikers will have their pay docked for the two-day disruption in production

The Douglas Colliery strike brings to four the number of collieries hit by recent labour unrest

Strikers Soweto 6/7/84 deadlined

(21)
MORE than 3 000 striking black miners at two collieries have been warned to return to work or face dismissal, a mine spokesman said yesterday.

The workers at Van Wyks Drift and Wolvekrans near Witbank went on strike on Wednesday in protest against the Chamber of Mines' wage increases due to be implemented this month.

Meanwhile the chairman of the National Union of Mineworkers, Mr Cyril Ramaphosa, was involved in an incident when he was called a "kaffir" by a white security guard at Wolvekrans. He was on his way to negotiate with management when the incident happened.

All quiet as Transvaal miners go back to work but . . .

Legal strike call is still a threat

By Carolyn Dempster
Labour Reporter

Calm has descended on Transvaal collieries after a week in which more than 5 000 black mineworkers downed tools in protest over pay rises — but the threat of a legal strike still looms.

The Minister of Manpower has until the end of the month to appoint conciliation boards in the wage disputes between the National Union of Mineworkers and the Chamber of Mines.

If the boards fail to resolve the disputes — covering the union's members on both gold and coal mines — the way will be open for a legal strike.

The NUM claims some 70 000 members on chamber affiliate mines. Although this figure is disputed by the chamber, the potential of spreading labour unrest in the wake of a legal strike by NUM members cannot be discounted. The implications for the industry as a whole are enormous.

Mr Cyril Ramaphosa, general secretary of the NUM has made it clear that the union will exhaust all of the legal options before considering or resorting to strike action.

However, he also warned the chamber that a unilateral announcement of wage increases on July 1 would provoke an angry response from black mineworkers.

His prediction was realised when mineworkers at three Anglo American collieries — Vryheid Coronation, Kriel and Goedehoop and at two sections of the Rand Mines-owned Douglas Colliery complex outside Witbank staged stoppages after the announcement of the increases.

Unlike the 1982 mine strikes when mineworkers reacted instantly and angrily to low wage increases, the stoppages over the past 10 days have been sporadic and in the main quiet and controlled. Violence broke out at only one colliery, Vryheid Coronation, when the police were called in and white residents gunned down four of the strikers, killing one black mineworker.

At Kriel striking mineworkers agreed to return to work after management had given them an undertaking that their increments would be shelved until the resolution of the NUM-Chamber dispute.

Although the 3 000 mineworkers at Rand Mines' Douglas Colliery returned to work without preconditions, they raised the issue of the outcome of the conciliation board with mine management.

These factors are significant in a number of respects. They reveal a degree of union organisation and co-ordination not seen before among black mineworkers in strike situations; and point to the possibility of sporadic stoppages at other gold and coal mines until the dispute is finally resolved.

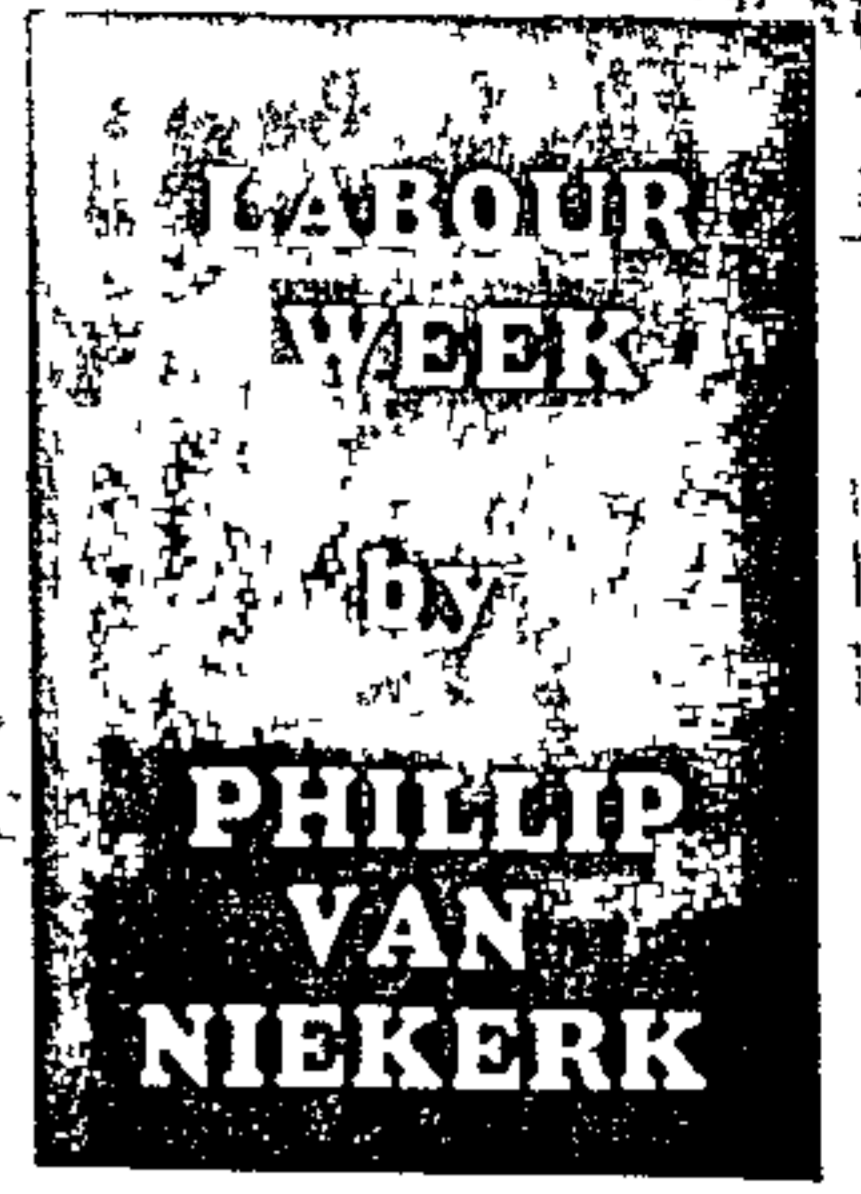
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and is still the only black union other than the Federated Mining Union (which is composed of mainly coloured diamond mineworkers) to be recognised by the Chamber of Mines

But a reminder that there are other black unions operating on the mines came from the North Eastern Transvaal last week where about 500 workers went on strike at the Montrose chrome mine demanding recognition for the Black Allied Mining and Construction Workers' Union (Bamcwu).

According to a spokesman for the company there is divided membership at the mine and there has been rivalry between the NUM and Bamcwu.

Bamcwu, which appears to be organising with a new vigour and could well emerge as a force on the mines, is at the centre of moves to form a federation of mainly black consciousness-leaning unions.



From 01/7/84 □ □ □ 211 ~~113~~ ~~137~~
THE NUM is far ahead in the black mine union

KDM 9/7/84 □ □ □ (21) ~~11/13~~

JULY 1, D-Day for the implementation of the Chamber of Mines' wage increases for black mineworkers, passed peacefully and without the kind of unrest which might have been promised by the strike at the Vryheid Coronation Colliery.

But in the past week more than 5 000 workers at four collieries — Anglo's Kriel and Goedehoop and at the Wolwekrans and Van Dyk's Drift sections of Rand Mines' Douglas Collieries — have gone on strike over the increases.

This indicates there is a measure of dissatisfac-

Striking miners get ultimatum

Send for 10/7/84 211

MORE than 1 700 striking black miners at Penge Asbestos mine in the Northern Transvaal were yesterday given an ultimatum to return to work or face dismissal.

Mr Phandelani Nefolovhodwe, the general secretary of the Black Allied Mining and Construction Workers' Union representing the workers said that the

workers went on strike in protest over pay rises. Meanwhile the threat for a legal strike by over 70 000 miners still looms in the mine industry as a result of a wage dispute between the National Union of Mineworkers (Num) and the Chamber of Mines.

The Minister of Manpower, Mr P T C du Plessis, has until the end of the month to appoint

conciliation boards in the dispute.

If the boards fail to resolve the disputes covering the union's members on both gold and coal mines — the way will be open for legal strikes

However, several strikes over wages have

occurred in the mines in the past weeks resulting in the shooting of miners.

Mr Nefolovhodwe said that the union's representatives have asked to address the miners on the issue, but management has refused them permission to do so.

"Our members have since been given an ultimatum to return to work by 7 am today or face dismissal. We are trying hard to persuade management to listen to workers' demands."

Wages

He accused management of acting harshly on the union following the withdrawal of their right to recruit and represent the miners at the plant.

A company spokesman confirmed the strike, but declined to comment further. Meanwhile about 900 workers in the Alfa Romeo plant in Brits demanded better wages yesterday. The workers demand a 50 cents an hour across the board and negotiations of working conditions, including overtime payments, long service bonus, attendance allowance and holiday pay.

A spokesman for National Automobile and Allied Workers' Union representing the workers said management has refused to have discussions with the union. Management was not available for comment.

Save for 2/2/77

Union in battle to resolve dispute

THE Black Allied Mining Construction Workers' Union was yesterday still battling to negotiate with Penge Asbestos Mine management concerning striking workers.

211
11/7/77

The union's general secretary, Mr Phandelani Nefolovhodwe, said that since the strike started they have tried to meet management to resolve the matter, but in vain.

The workers went out on strike in protest against wage increases announced by the Chamber of Mines and over the recognition of their trade union.

Management has given workers an ultimatum to return to work or face dismissal, but by late last night no workers had been dismissed, according to Mr Nefolovhodwe.

Committee

A management spokesman said that they had been holding negotiations with the workers' committee. The strike was over wages, but not related to those offered by the Chamber.

Meanwhile Alfa Romeo management, where about 900 workers have been on strike since Monday, has announced that they were trying to finalise the wage issue with the workers.

The National Automobile and Allied Workers' Union representing the workers has announced that the workers went on strike over pay and that the management refused to hold discussions with union representatives.

(21) Star 11/7/84

Dismissed mineworkers refuse to leave Penge

By Sol Makgabutlane and Carolyn Dempster

Striking mineworkers at Penge Mine, 42 km from Burgersfort, today defied their management's order to leave mine grounds today, and remained in their dormitories.

The situation remained peaceful but tense at the mine following the dismissal of about 1 700 workers from the Eastern Transvaal asbestos mine yesterday, after they ignored deadlines, and refused to return to work.

They were given an ultimatum to return to work by yesterday morning for face immediate dismissal.

This morning workers were still conferring in their dormitories. Plain clothes police with dogs are maintaining a low profile outside. Anyone seeking access to the mine was questioned at the gates.

Production has ground

to a halt. Strikers have only allowed workers employed in the mine canteens, hospital and water pump station to report for duty since the strike began last Wednesday.

Today, their spokesmen, who did not want to be identified, said the workers would not be intimidated and frightened back to work.

Only two things could

make them return: Management acceding to their demands. Advice from the Black Allied Mining and Construction Workers Union (Bamcuwu) executive in Johannesburg.

The miners, mostly from villages in Lebowa and Gazankulu, yesterday and this morning refused to collect severance pay from mine officials who came to the

hostel carrying trunks containing money. Production at the mine, owned by the Griqualand Exploration and Finance Company (Gefco), came to a halt last Wednesday when workers downed tools in protest over wage increases.

Mr Pat Hart, managing director of Gefco, said mineworkers had rejected outright the in-

creases announced on Monday and had gone on strike two days later. He confirmed the increments were "very much in line" with the Chamber of Mines' wage package, ranging from 12 to 13 percent.

Interviews with striking mineworkers revealed their demands included recognition of the

weekend failed to resolve the three-day dispute and the strikers were given an ultimatum — the night shift had to be back by 7 pm on Monday and the morning shift by 7 am on Tuesday.

Mr Hart said as there was no agreement with Bamcuwu, the union had not been consulted.

Penge mineworkers interviewed by The Star revealed a picture of dissatisfaction over long working hours and potentially dangerous working conditions.

Bmcauwu and a minimum increase of R10 for a working shift.

At present the lowest-paid labourers on the mine earn R2,50 a shift, an average of 10 hours' work. The highest-paid mineworkers — those who have been on Penge for 25 years or longer — earn R361 a month.

Discussions this past

SOWETAN REPORTERS

MORE than 1 700 black mineworkers at Penge Asbestos Mine in the Eastern Transvaal yesterday defied their management's order to leave the mine grounds and remained in their dormitories.

The situation remained peaceful but tense at the mine following the dismissal of the miners.

Trade unionists and management have appealed for calm at the mines following rumours that workers were forcefully moved from the premises and put into vans.

The general secretary of the Black Allied Mining and Construction Workers' Union (Bamcwu), Mr Phandelani Nefolovhodwe, warned management to keep police away from the scene as their continued presence could spark-off violence.

However Mr Part Hart, the managing director of Gefco, owners of the mine, said that management had specific instructions not to allow police to enter the mines' grounds.

Meanwhile a delegation of Bamcwu is to meet management today in an attempt to negotiate the withdrawal of their right to recruit miners, according to Mr Nefolovhodwe yesterday.

"We also intend seeking legal advice to fight for the reinstatement of our members."

Mr Hart said management would meet the union representatives only on the recruiting rights and not the dismissal of the workers.

The miners were given an ultimatum to return to work by Tuesday morning or face immediate dismissal.

Yesterday, workers were still conferring in their dormitories and the meeting was characterised by chanting and speeches pledging solidarity. Planclothes police with dogs were outside.

Production had ground to a standstill. Only workers employed in the mine canteens, hospital and water pump station were allowed to report for duty by the strikers since the strike began last Wednesday.

MINERS

STAY

Strikers at Penge defy management

PUT

Yesterday, their spokesman, who did not want to be identified, pointed out that the workers would not be "intimidated and frightened" back to work.

Advice

Only two things could make them return to work.

- Management acceding to their demands;
- Or advice from The Black Allied Mining and Construction Workers' Union (Bamcwu) executive in Johannesburg to return to work.

The miners are demanding a minimum across-the-board wage increase of R10 per shift for all employees.

The miners, most of whom come from villages in Lebowa and Gankulu, refused to collect their severance pay from mine officials who came to the hostel carrying trunks containing money.

The workers emphasised that they were not seeking violent confrontation. This is the fourth strike to hit the mine since 1981.

Fired Penge workers given hostel deadline

By PHILLIP VAN NIEKERK

ABOUT a third of the 1700 sacked Penge asbestos mineworkers were still at their hostels yesterday and had been given until the weekend to leave, Mr Pat Hart, the managing director of Gefco, owners of the Lebowa-based mine, said yesterday.

The workers were fired this week after failing to meet management deadlines to return to work after going on strike in protest against the company's annual wage increases.

A spokesman for the Black Allied Mining and Construction Workers' Union (BAMCWU) said yesterday that they had briefed their lawyers and were considering legal action against the company over their dismissals.

Mr Hart denied reports that police were called in against the strikers, though he said he had contacted the South African Security Police and the Lebowa authorities to inform them of the strike "as a matter of routine".

He said the police who stood guard around the compound during the strike were the usual mine police and that they had not requested other police.

Mr Hart said he had refused to speak to

BAMCWU because they were not recognised at the mine, though he conceded that during the strike the workers had requested he speak to the head office of the union.

The BAMCWU spokesman said the workers were holding a mass meeting with union officials last night where they would plan a course of action against the company.

He said according to his information all the workers — who were paid "poverty" wages of about R150 a month — were still at their hostel.

● The National Automobile and Allied Workers' Union (Naawu) and Alfa Romeo appeared close to resolving their pay dispute yesterday which has prevented any production at their Brits plant for three days.

Mr N Bianco, managing director of Alfa Romeo South Africa, said the union was taking an improved company offer back to their members and he would know by today whether this had been accepted or not.

Workers downed tools on Monday in protest against the company's offer of 11c an hour across the board, but Mr Bianco said yesterday this had been improved to 16c an hour.

Bid to end Penge strike

12/7/84
By Sol Makgabulane

Two officials of the Black Allied Mining and Construction Workers Union (Bamcwu) were due to hold talks this morning with the authorities at Penge Mine — hit by a strike involving most of the workforce — in a bid to resolve the dispute.

The officials were refused entry to the mine last night and informed management representatives would talk to them at 11 am

Stop
At the time of going to press the outcome of the hush-hush talks had not been made known, but mineworkers interviewed were sceptical that the issue would be resolved.

Most of the striking miners — who Penge Mine authorities say number 1700 — are still refusing to leave dormitories in spite of two orders to leave mine grounds after their services were terminated on Tuesday

157
172
211
They have been gathering inside the hostel since the strike began last Wednesday.

Mineworkers last night also refused to collect their severance pay.

One of the strikers, Miss E Mkhonto, a clerk, said: "We do not want to leave, but merely want our wages to be increased. As soon as this happens, workers are prepared to return to work."

Friday July 13 1984

Penge Mine strikers are refusing to leave hostels

By Sol Makgabutlane

BURGERSFORT — Strikers at Penge Mine in the Eastern Transvaal are still assembling in their hostels and have defied at least three orders from their management to vacate the mine grounds.

This morning the strikers were still singing and chanting "Africa for the Africans and power for the workers".

Some of the workers who live in neighbouring villages have been bringing in food for their colleagues since the mine's canteen was closed late yesterday by the mine authorities.

A local businessman, Mr JM Sekhukhune, today brought in five dozen loaves of bread which were shared by the more than 800 mineworkers.

The police, who arrived in several trucks yesterday, have since pulled out

and no incidents of violence have been reported at the mine since the strike began on July 4

It is thought "highly likely" that some kind of agreement will be reached at today's Johannesburg talks on the strike, says Mr Mbulelo Rakoena, senior vice president of the Black Allied Mining and Construction Workers' Union (Bamcwu)

The hastily convened talks between officials of the union and authorities at the mine failed yesterday

The workers have been on strike since July 3, demanding an across-the-board increase of R10 a shift and the recognition of their union

Mr Pat Hart, managing director of Gefco, owners of the mine, denied that yesterday's talks had anything to do

with the strike and said he had no knowledge of a new round of talks

"We are not prepared to talk to the union about the strike because we have no formal agreement with them. Yesterday's talks dealt only with recruiting procedures," said Mr Hart, adding that production had started on a limited scale with new recruits

Mr Rakoena said Bamcwu was to embark on several strategies to secure the reinstatement of the workers

"We are even prepared to go to court over this matter because we feel that workers should not be dismissed at random. They are faced with starvation and they were trying to register this with management

"They have repeatedly shown their willingness to communicate with the authorities," said Mr Rakoena

Mine strike still far from being resolved

14/7/84 Star (14/8) 211 213 127

By Sol Makgabutlane and Carolyn Dempster

After more than a week of suspense and speculation the strike by 1700 black mineworkers at Penge asbestos mine in the Eastern Transvaal looks far from being resolved

Two teams of legal representatives from the Griqualand Exploration and Finance Company, which owns the mine, and the Black Allied Mining and Construction Workers' Union held a marathon meeting in Johannesburg yesterday.

The talks were adjourned, however, and workers who have refused to leave the mine hostel up till now will not know the outcome of the meeting until Monday

Mr Pat Hart, managing director of Gefco, said the company had been recruiting new employees in the interim, the 1700 striking mineworkers were "officially dismissed" and talks held

with the union had not dealt directly with the strike.

Mineworked had not been pressured to leave the mine and the company had not considered re-employing the dismissed workers, he said.

In turn the workers have decided to assemble in the mine's hostel at 8 am on Monday to review their position and, said a union spokesman, would not back down on their original demands for a minimum wage increase of R10 per shift and the recognition of their union

The mineworkers downed tools on July 4 after the mine authorities refused to accede to their demands. The strike came two days after increases of 12 and 13 per cent were announced — a wage packet very much in line with the Chamber of Mines' increases.

All the workers were dismissed after failing to meet a return-to-work deadline set by manage-

ment on Tuesday this week. Following the dismissal, workers have defied at least four orders by management to leave the mine grounds and have also rebuffed several instructions to collect their severance pay.

Mr Hart said that details of wages published by The Star earlier this week had been misleading. Minimum wages for daily-paid surface workers are R4,38 a shift, and R5,65 a shift for underground workers. The monthly paid salaries ranged from a minimum of R139 to a maximum of R1220. This excluded overtime pay, leave facilities and a 13th cheque, he added

Mr Hart conceded that workers on the mine could work 10-hour shifts because of the weekly schedule which afforded them the whole weekend off. He also confirmed that casual labour, mostly women, were bussed to and from the mines and worked for R2,50 a shift.

Union says angry mood prevails as 1 600 sacked miners are told to leave



A truck packed with new recruits makes its way down to the Penge asbestos mine (centre) where 1 600 workers were fired. Mr Mennie Neuwhof (right) is the mine administration manager



Recruits move into Penge

'No food, no hostel but we will not go'

MR MBOLELO Nkosi, not his real name, has worked at the Penge asbestos mine for 24 years. This week he and hundreds of fellow workers lost their jobs.

Until last week Mr Nkosi was earning R10,97 a day — about R200 a month. He supports his wife and four children who live in the Transkei.

"Now I have to tell my wife that the children must leave school," the 45-year-old miner said in a roadside interview this week.

"This is a painful time. We have no food, no hostel, nothing. Now they tell us we must pack and go. They

think if we have no food then we will go home. But we will not go."

Mr Nkosi did not want to give his real name — he hopes he will get his job back.

Since 1960 — when he was paid 31c a day — he has worked in the asbestos mine. Every year he had about 14 days' leave. And every day he started work at 5.30am.

And now there is no work. "I don't know what I can do — there is no work in this place," he said.

"We just wait to hear from our union what is going to happen."

they were dismissed (on Monday) and told to vacate their hostels.

"Good communication channels have always existed between management and workers' committees," said Mr Hart.

BAMCWU claimed the workers' committees, which are appointed by management, were not recognised by the workers.

"Management continually refused to discuss issues with us," said Mr Nefolohodwe.

"The wage increases were completely unacceptable to the workers — some are getting less than R100 and they have to keep families.

"They cannot cope now with the increased GST and inflation."

Management

BAMCWU officials said almost the entire workforce was still in the hostel. Gefco management said only about a third were left.

Gefco does not recognise BAMCWU, but, in accordance with their access agreement, union officials have been allowed to recruit at the mine.

Said Mr Hart: "Until they can prove membership we

cannot take it any further. They have never proved their membership — the ball's in their court all the way"

BAMCWU claims to have at least 90% representation in the mine, but officials said they were recently denied access to their members. Mr Hart said that union officials were only refused access for about "half a day"

Mr Hart denied any meeting between legal representatives from Gefco and BAMCWU had taken place — although the meeting was reported in the Press yesterday

HUNDREDS of new recruits were trucked into the Penge asbestos mine this week after the management fired about 1 600 workers for failing to end their strike. Sacked workers who have refused to leave the mine were given until today to vacate the mine hostels.

By SARAH CROWE

Dismissals

He should not resign the effective strike and dismissals had had on production. Reports that police had been guarding the hostels, were also denied by Mr Hart. When told Lebowa's police vans had been seen driving in and out of the Penge border posts, he said management had not called them.

Comments among villagers ranged from a criticism of management's "harsh measures" to saying that the workers "didn't appreciate what they had". People in Burgersfort also believed that one of the workers' demands leading to the strike was that they wanted the mine manager, Mr A Fouché, removed. He was accused of not communicating with the workers, but Mr Hart said he believed the strike was only over wage increases. Mr Fouché said "We have a beautiful place here — full time we have a holiday resort and part-time we have a mine. We hope the situation will return to normal as soon as possible." Mr Fouché would not discuss allegations that the workers wanted him out, but said he was "too young to retire."

The mine had cut off their food rations since Thursday. But the Lebowa Minister of the Interior, Mr Kgosi Marishana, said yesterday he would advise that the workers remain in the compound and "work it out with the management".

The workers are being fed by union officials.

According to officials of the Black Allied Metal and Construction Workers Union (BAMCWU), about 50 new recruits were brought in from surrounding areas on Thursday.

Union officials said they did not report for work after being told of the dismissals.

However, Mr Pat Hart, managing director of Gefco, owners of the mine, said "No problems have been reported with the new recruits. So far we've brought in about 200 from the Lebowa area.

"As far as we're concerned the other miners no longer work for us and there will be no further negotiations on this issue."

As sacked workers sat tight yesterday, the general secretary for BAMCWU, Mr Pandelani Nefolohodwe, described the situation as potentially explosive. "Management has created a situation which may become uncontrollable.

Angry

"The atmosphere is extremely tense and the workers are very angry," he said.

Staff at the local hotel, about 50 km away, said a group of white miners' wives from Penge fled to the hotel on Wednesday night, fearing a "blow-up" at the mine.

And villagers in the nearby town of Burgersfort, said managements from surrounding mines were "waiting for reaction from their own workers".

The miners downed tools last week over the annual wage increases of between 12% and 13% which workers felt did not improve their "poverty wages" of around R150 a month.

Mr Hart said. "We felt the increase was reasonable and if was the best we could do. Workers rejected it outright and were then given a deadline to return to work.

"When they failed to do so

People in Burgersfort also believed that one of the workers' demands leading to the strike was that they wanted the mine manager, Mr A Fouché, removed. He was accused of not communicating with the workers, but Mr Hart said he believed the strike was only over wage increases. Mr Fouché said "We have a beautiful place here — full time we have a holiday resort and part-time we have a mine. We hope the situation will return to normal as soon as possible." Mr Fouché would not discuss allegations that the workers wanted him out, but said he was "too young to retire."

Mine owners seek order to evict 1 700 Penge strikers

By Sol Makgabutlane

The strike at Penge asbestos mine took a new turn today when the mine authorities were reported to be applying for a court eviction order.

With this they would try to get the 1 700 striking employees off the mine grounds

Mr Mbulelo Rakwena, senior vice president of

the Black Allied Mining and Construction Workers' Union (Balcwu), said the mine authorities had contacted the union's lawyer in Pietersburg and informed him of their intention to seek the eviction order from the Pretoria Supreme Court this afternoon

Balcwu would contest the application, said Mr Rakwena

The situation remained

peaceful but tense at the mine. Strikers went home for the weekend and returned to the mine this morning and joined their colleagues in the hostel

Mr Rakwena said the last meeting, held on Friday, broke down when representatives of the mine said the company was not prepared to review its decision to dismiss the 1 700.

At least 12 died in weekend violence

At least 12 people, among them a 67-year old Noordgesig man, were murdered in Soweto, Eldorado Park and Lenasia at the weekend.

Brigadier J J Viktor, Soweto CID Chief, said the Noordgesig man arrived home on Saturday night with two stab wounds in his chest. He collapsed and died before he could tell his wife what happened.

A man aged 43, who was shot by a gunman at his Orlando East home, died in his wife's arms.

A Phiri man beat a woman to death during a domestic quarrel. A man has been arrested.

A woman aged 67 was allegedly raped by a 24-year-old man. A total of 11 rape cases were reported.

POLICEMEN

Two Soweto policemen who were shot on Saturday morning near the Jabulani Police Station were identified by police early today.

A police spokesman at Protea Police headquarters, Soweto, gave their names as Constable K S Tsotetsi, who died, and Constable M B Maphalala, who was wounded in the leg and arms and was admitted to Baragwanath Hospital in a serious condition.

The spokesman said the two men had gone to a cafe and as they left for their car a number of shots were fired at them. No arrests have been made.

Eviction hearing set, claims union

By Carolyn Dempster, Labour Reporter

A date has been set for the court hearing of an application for an eviction order to remove the 1 379 dismissed mine-workers who have refused to leave Penge asbestos mine in the Eastern Transvaal.

Mr P Nefolovhodwe, president of the Black Allied Mining and Construction Workers' Union, said that Tuesday July 24 had been agreed.

Mr Nefolovhodwe said a notice of intention to seek an urgent eviction order was presented to the union yesterday by lawyers representing the

Griqualand Exploration and Finance Company (Gefco), owners of the mine.

It had been agreed that the application be postponed to give the union time to reply to the notice.

In the interim the status quo would prevail and the mineworkers would not be leaving the mine until the matter had been resolved, he added.

But Mr Pat Hart, managing director of Gefco, stated emphatically that the company lawyers were still discussing the matter with the union lawyers, including the legal processes of secur-

ing eviction orders. He said he would be the first to know if the company were to take definite legal action and he was not aware of any court date being set.

Surface operations at the mine had been resumed with new recruits and the workforce was using stockpiles to proceed with production.

The situation at the mine was quiet this morning. The mineworkers have been forced to cook their own food since the hostel facilities closed last week and many went home at the weekend to get supplies and money.

Focus on UDF

The annual Catholic Theological Winter School opens at Cathedral Place, Saratoga Avenue, at 7.30 tonight.

There will be an address by United Democratic Front publicity secretary, Mr Patrick Lekota, who will outline the relationship between churches and the UDF.

Tomorrow at 7.30 pm Father Y Tremblay, OMI, will speak on "The Human Implications of Economic Structures".

On Thursday at 7.30 pm Black Sash president Mrs Sheena Duncan will discuss "Is there hope for the hungry?"

Admission is free. Enquiries can be made at Cathedral Place, Saratoga Avenue, Doornfontein or at 725-3246.

Drugged horse: Mainguard is fined R2 000

Racehorse trainer Mr Ricky Mainguard was fined R2 000 by the Board of Stipendiary Stewards in Johannesburg today over the drugging of a horse — but he was cleared on one other count.

The charges followed the finding of the drug Phenylbutazone in a specimen taken from Rise And Rule after it won the Sun International Trial at Turffontein on April 14.

Mr Mainguard was charged by the board with contraventions of the rule involving the administration by a person of a prohibited substance to a horse, and of the rule dealing with the person

responsible for the care, treatment or training of a horse from which a positive specimen is taken of a prohibited substance.

After hearing evidence from the official analyst of the South African Bureau of Standards, and from Mr Mainguard and two of his assistants, the board cleared him on the first count, but found him guilty on the second.

DISQUALIFIED

Mr Mainguard has the right of appeal to the local executive stewards of the Transvaal and Orange Free State.

The board also disqualified Rise And Rule from the race. — Sapa.

Truck crashes into home

Own Correspondent

A Pretoria man narrowly escaped serious injury last night when a truck ploughed into his house and burst

The incident happened at about 10 pm after the family had finished praying and everyone but Mr Dreyer had gone to the bedrooms.

"God saved us. Sometimes the chil-

people
NEED
help

Action against striking miners

THE fate of the more than 1 700 sacked workers at Penge asbestos mine in the Northern Transvaal will be decided in the Pretoria Supreme Court on Tuesday.

Management has applied for a court order to evict the workers from their premises after their dismissal last week, a company spokesman disclosed to The SOWETAN yesterday.

The Black Allied Mining and Construction Workers' Union (Bamcwu), which represents the workers, is to argue the matter in the Supreme Court, according to the union's general secretary Mr Phandelani Nefolovhodwe.

Hostels

The striking miners have so far refused to leave the hostels even though food rations from the mine canteen were stopped last week. A few miners left the hostel at the weekend, but were due to return yesterday.

Two meetings between legal representatives of the mine management and the union have so far been held. The first one was fruit-

less.

After the second talks it was revealed that management was planning to evict the workers, Mr Nefolovhodwe said.

Workers have been briefed that management was recruiting other workers and wanted the striking lot to leave their grounds. "We have until next Tuesday to show cause why they should not be evicted."

"Our legal representatives are busy with union officials, getting information and affidavits from the workers to defend their case," he said.

Simmers at Penge mine



• Pictures by Juda Ngwenya.

R2,50 for a 10-hour shift, says woman mineworker

By Sol Makgabutlane

Miss Joyce Malatji, a 39-year-old mother of seven, works hard for her money

She is employed at the Penge asbestos mine, near Burgersfort in Lebowa, and is trucked to and from work daily to earn her living

She gets R2,50 a shift, which she says stretches an average of 10 hours

Her job involves keeping a watch on a belt that conveys asbestos from underground to the surface

She has to remove all waste matter from the asbestos

She told The Star she had to stand on an unprotected surface about 8 m high and 2 m wide

"We must remain on our feet all the time . . . and if you lose your balance you may fall to the ground

"There is no lunch hour. When we want to eat, we have to use one hand while the other hand is sorting out the unwanted material from the asbestos"

NO PROTECTION

When she and about 60 other women from the neighbouring villagers joined the mine, she said, it had been emphasised to them that asbestos was dangerous and should not be consumed

"But we were not given anything to protect us from this dangerous thing. One day I forgot to wipe it off my hands and touched an eye

"It became red and very painful and I was taken to hospital where I received treatment," she said, pointing to her eye which still has a red mark

Miss Malatji has to feed, educate and clothe her seven children from the plus-minus R60 paypacket she takes home at the end of the month. Often she has to borrow money from relatives and friends, she said

Her wages were increased by 30 cents on July 1.

She said "The mine authorities should pay us for working at such a dangerous place because we are risking our health, and possibly our lives"

She said her work shifts are: 2 am to 12 noon, 10 am to 8 pm, and 8 pm to 5 30 am

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was extremely difficult for them to find work and they have to spend their time lounging in the sun with nothing else to do

Four workers interviewed were Mr John Lesese (74), Mr Staple Masemola (51), Mr Aaron Machoshi (34) and Mr Frans Matseba (44), all of whom were laid off after contracting "gas", as the dreaded diseases are called by the mineworkers

Mr Matseba, married with four children, joined the mine in January 1959 as a laboratory technician — a job he did until September last year "Then I was told I had caught gas".

He complained that workers exposed to asbestos particles were not provided with protective respiratory gear until the early 70s, and suspects his illness was accumulated in the period preceding the introduction of protective gear. He was given R1 491 and discharged.

"Having served the mine for 24 years, I

was not pleased with the compensation I got. But there is nothing I can do about it. This amount will not last me for the rest of my life and it is almost impossible to get a new job because no employers want to hire a sick man"

Another former Penge employee who related a tale of anger and trepidation was underground foreman Mr Aaron Machoshi. A father of three, he joined Penge in 1969

"On December 10 1983 I was told I would have to leave because I had 'gas'. I was not given any compensation for long service, nor my pension funds. I was just given R1 491 and told to leave"

He is not convinced he has contracted a lung disease — "I do not feel anything in my lungs" — and suspects this was a plan to retrench him

"We did get an X-ray check-up every six months," he said

oyal service

"In 1979, after a ser- years, I was told I and would have to protested I had no income and would lost my job, but they to worry as I would receive my salary from the mine

ted the money for He was given second month and 's all", he said. He nently given R30, told his money was His problems were by the amputation leg following an in-

source of income at is the R80 he col-

lects from the Lebowa Commissioner's Office every three months

"Apart from this, I am totally destitute. Of my six children, three are at school, one is working and two are unemployed. It is bad."

Mr Jim Makofane (90), who worked at the Penge mine from 1945 until he was laid off in 1978, said he had received R25 a month for four months and then had been told there was no more

"I am only awaiting death as there seems to be nothing left for me in this world,"

These are but two of the people of Lebowa who are struggling to fight off hunger.



Mr Jim Makofane with his diploma and watch from Penge mine.

Owners refuse to comment because of court hearing

Prompted by reports that black women were working long hours for low pay at the Penge asbestos mine, The Star sent a team to the mine to investigate.

The reporter and photographer found that the miners were on strike.

They interviewed several miners, officials and former miners about labour practices at the mine.

Asked to comment on the allegations of the people interviewed by The Star, the Griqualand Exploration and Finance Company (Gefco) declined, saying this could be construed as being in contempt of court because of a pending hearing involving the eviction of striking miners.

Gefco owns Penge asbestos mine.

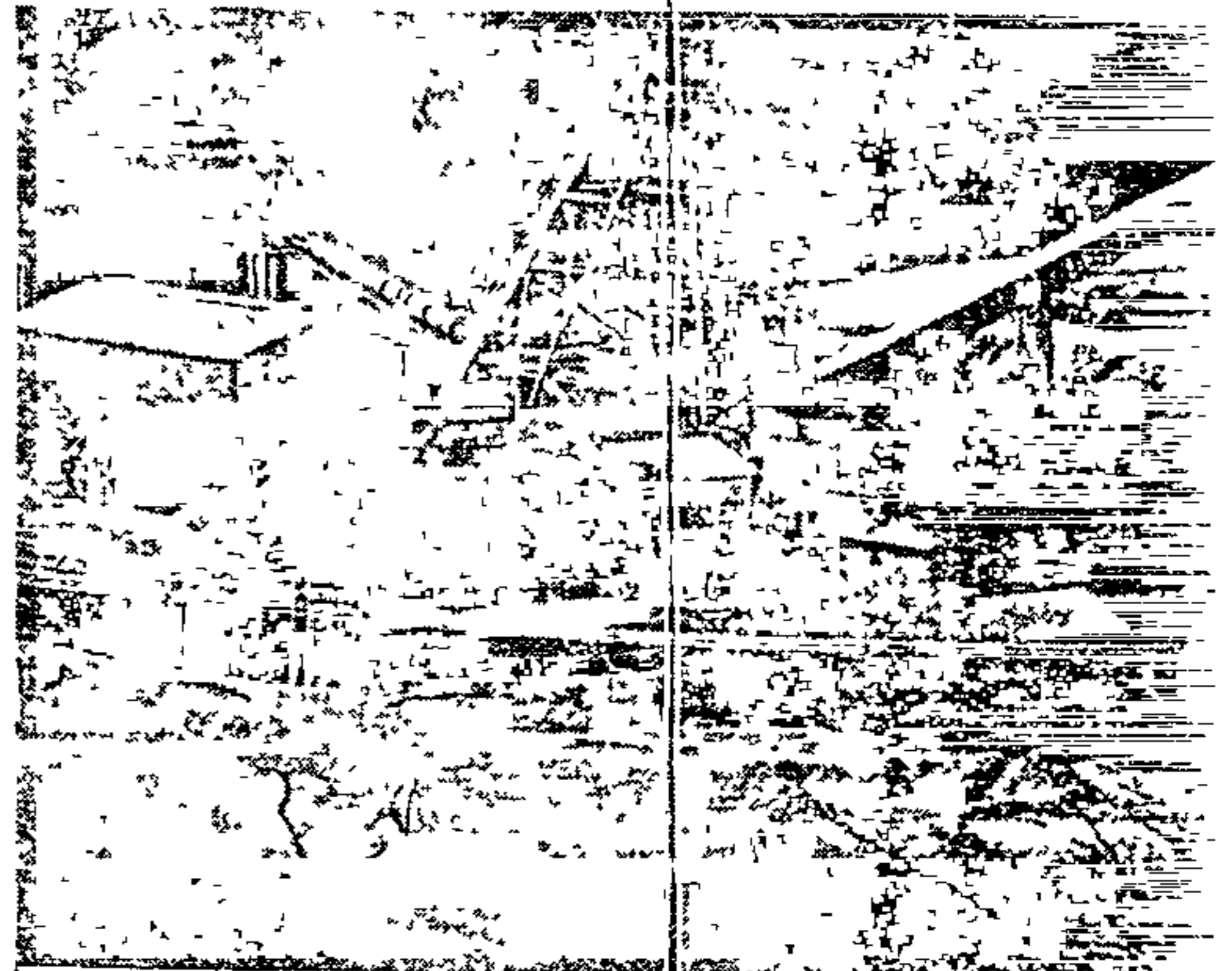
Mr Vernon Carr, Gefco's manpower manager, said: "Our hands are tied because of the court case."

Penge mine is applying for a court eviction order to enable it to get 1 700 striking workers off the mine grounds where they have been assembling since they downed tools on July 4.

The hearing is scheduled for next Tuesday in the Pretoria Supreme Court

The case is not seen as related to The Star's investigation which concerns other issues and which began long before any strike action.

Discontent s



Penge Mine near Burgersfort in the north-eastern Transvaal

Workers

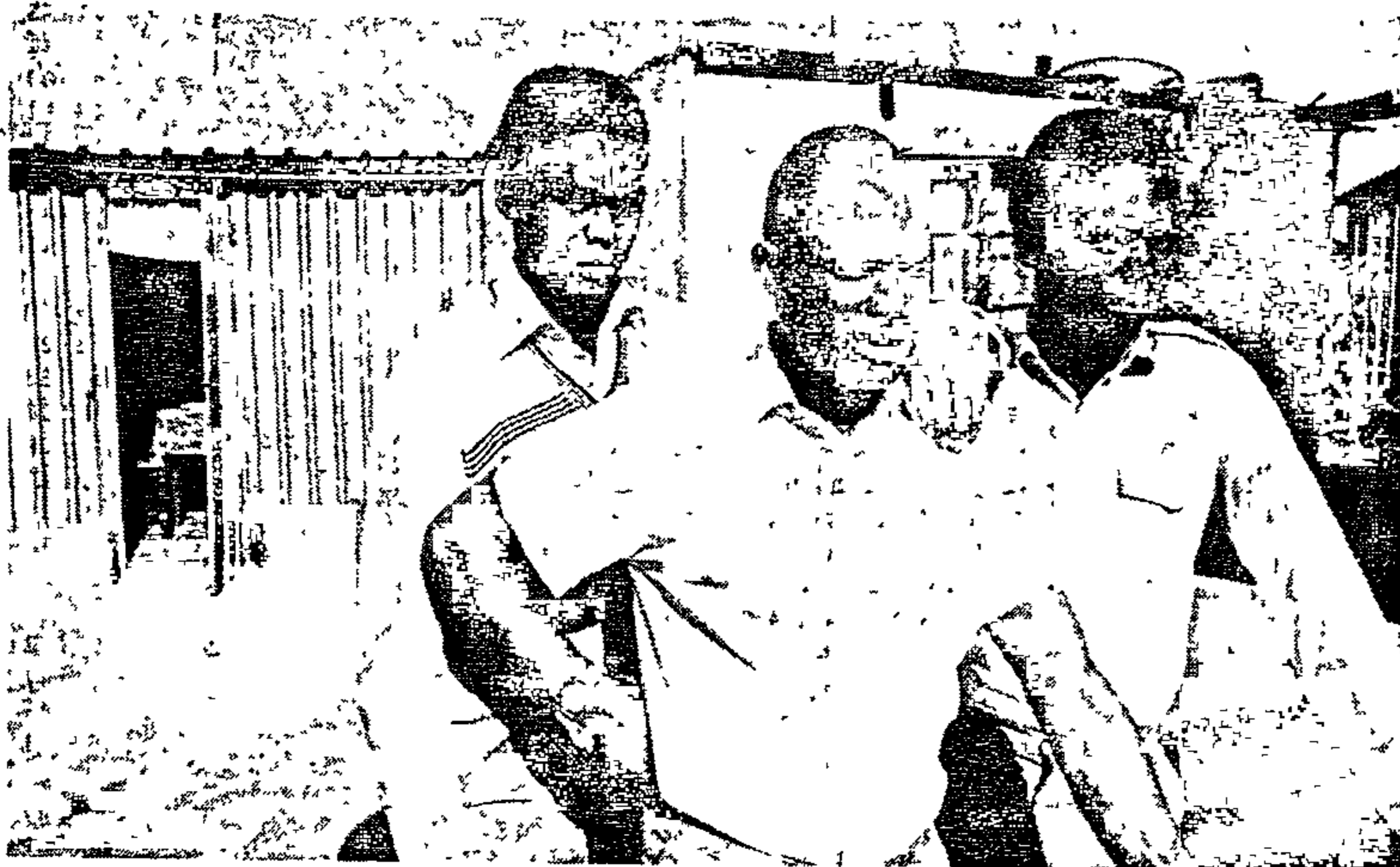
By Sol Makgabutlane

Rumbles of dissatisfaction are in the villages of Praktiseer, Segou Moraba, Mmabotjha and Malok situated in the north-eastern Transvaal side the borders of Lebowa.

It is here that people who worked at the Penge mine for many years have been discharged after contracting lung disease. Many such workers, some who had 25 years service on the mine, were discharged after being certified as unfit to work because they have contracted pneumoconiosis — all related to the dust of asbestos or mine dust.

Mineworkers interviewed said they were given compensation up to R1 790 when they were dismissed without pension money or unemployment benefits.

Once unemployed, the workers



Mr Staple Masemola, with his two sons. He was discharged after contracting a lung disease.

Small comfort after 1c

Their faces crease with bitterness as they tell their tales of woe.

They are the veterans who spent their working lives deep in the bowels of the earth at the Penge asbestos mine in the north-eastern Transvaal town of Burgersfort.

Some had served the mine from the post-World War 2 era until a few years ago when they were told they were too old to work.

When they were laid off they were told their salaries would still be paid out to them because they had served the company for so many years. The money came for a few months then they were told it was finished.

Such are the vexed tales that abound in the Lebowa villages surrounding Penge.

One of the former mineworkers interviewed was Mr Mack Mashego, an old man who still has a nimble and sprightly step.

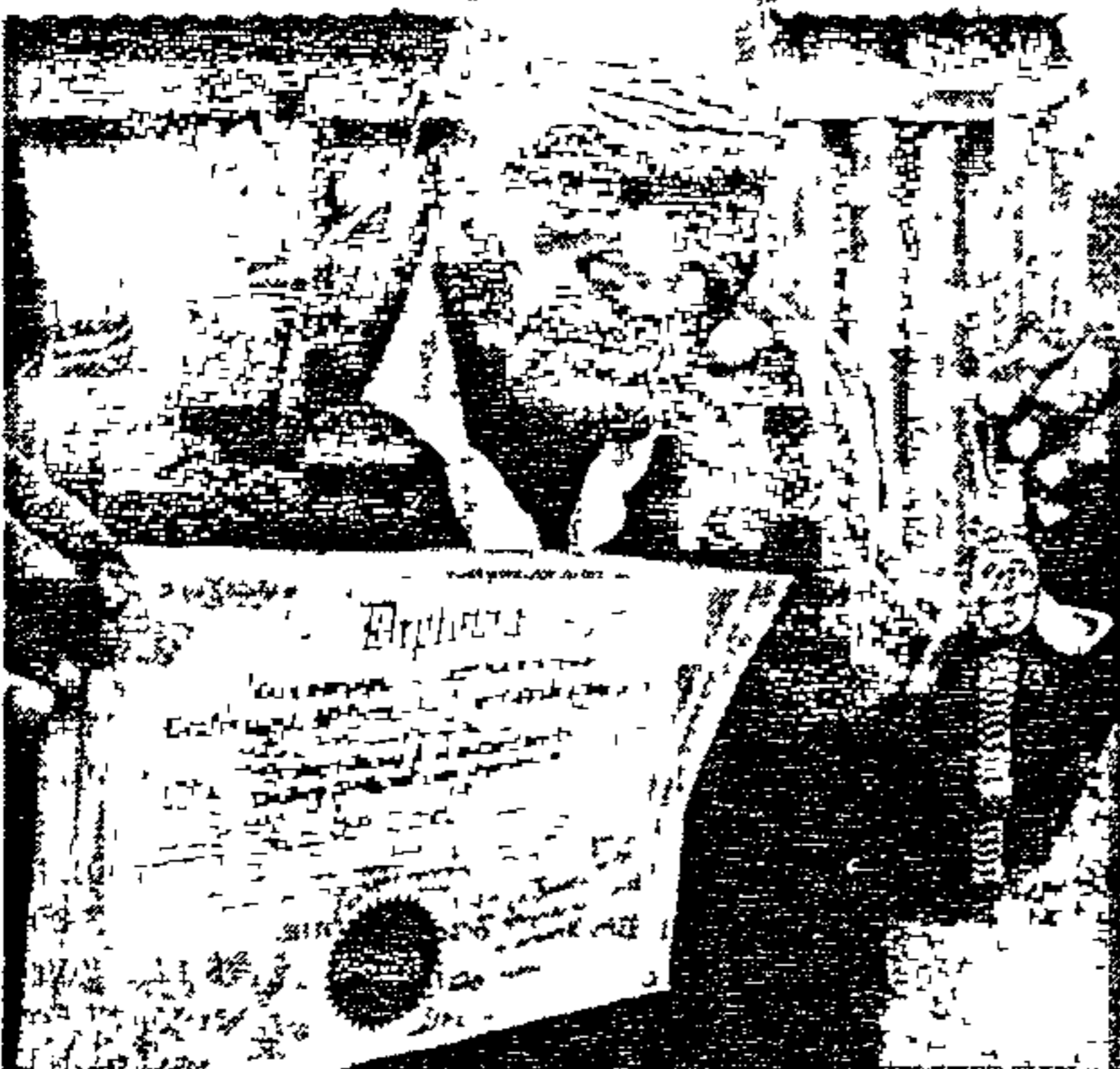
He was in the Eydenburg district and witnessed both world wars, "as well as the great disease when thousands of people perished".

Disillusioned with his job, he joined Penge in 1949 to seek greener pastures. He was employed to drive a truck-loader — a job he did until he was pensioned off in 1971. In 1974 he was presented with a watch and a diploma certificate for 25 years service.

He said: "In the absence of 29 years of service was too old to retire. I probably would have suffered if I had not been told me not to continue to work. I agreed."

He collected the first pension of R20 in the month of August. He told "that's a small amount" was substituted by R80 then told "that's finished". His compensation was compounded by the amputation of his right leg.

His only source of income at the moment is



Mr Mack Mashego, with his two mementoes from Penge mine

We won't budge, say Penge's fired miners

EVERY evening more than 1 500 mineworkers from the Penge asbestos mine in Lebowa gather in a large circle in the centre of their hostel grounds.

For a few minutes they join together in songs which can be heard at the white miners' and manager's houses about a kilometre away, ending their service with a sermon and a prayer — that they will be listened to.

It has been more than a week since the workers were fired for striking over higher wages and a demand that the company negotiate wages with their union, the Black Allied Mining and Construction Workers' Union (BAMCWU).

In that week they have embarked on a form of passive resistance — they have refused to budge from their hostels or accept that they have been dismissed.

"We are refusing to leave because we never suggested to management that we were tired of working at Penge," workers said this week. "We never wanted to be dismissed."

Notices to the workers to leave and pleas to BAMCWU have so far failed and now the owners of the mine, Gefco, have applied for a court order to evict the workers from the hostel.

The case is to be heard in the Pretoria Supreme Court on Tuesday.

Ironically, while the workers — who face a bleak future of unemployment if they have to leave — are determined to remain at the mine, it could be in their best health interests to leave.

According to files at the magistrate's office at Praktiseer, 134 Penge workers (almost 10 % of the workforce) were paid out lump sums of workmen's compensation for "occupational disease" in the 10 months between August last year and June this year alone.

Almost all cases were of the disease asbestosis — scarring of the lung tissue caused by asbestos dust.

The district is dotted with thin, coughing men who were dismissed from the mine once they were found to have the disease.

In any crowd outside a trading store or the magistrate's offices there are usually two or three men with the disease.

To workers at the mine the three-monthly x-ray screenings of their lungs are feared — less because they could be found to have



An asbestosis victim — employed in a "soft" job at the mine.

PHILLIP VAN NIEKERK

asbestosis, and more because it could mean the loss of their jobs.

Mr Klaas Mashabela was dismissed in May this year after working at Penge for 24 years. He received a workmen's compensation payout of R1 790 plus notice pay of R425. He gets no pension.

Some of the asbestosis-stricken workers are kept on at the mine by being moved from underground to "soft jobs". One of the striking workers, who worked underground for 16 years, now cleans the mine's swimming pool.

A physician who acts as adviser to Gencor said the disease mostly afflicted long-service mineworkers and that conditions in South African asbestos mines had improved tremendously over the past decade.

But while management attitudes towards the health of mineworkers may have improved over the past decade, workers do not believe that management's attitude to negotiating with them has changed.

The workers struck over the demand that the company pay an extra R10 a shift — in some cases a 200% increase over and above the annual pay increase brought in by the company in July.

"From the beginning the workers were prepared to go back, providing the company was prepared to commit itself to discussing the pay issue with the union," one worker said.

"We are trying to change the situation where we are faced with hunger and poverty because of the wages we are earning. We felt nothing would be done until the workers stood up and voiced their grievances."

However, the unilateral wage increases, the company method of communicating information through pamphlets and the sackings had convinced the workers that management was not really prepared to listen to them.

Approached for comment yesterday, a spokesman for the company said he was not prepared to say anything in view of the pending court action.

However, Mr Pat Hart, managing director of the company, said in an earlier interview that the reason the company was not prepared to negotiate wages with the union was because it had not yet been recognised.

This was because — while the company had granted BAMCWU access

to the mine some time ago to organise the workers — they had not yet proved they were representative.

Mr Hart described this year's wage increases — which are slightly lower than the Chamber of Mines' increases for gold and coal mineworkers — as "generous", particularly if one took into account the improved service increments.

In addition, he said, there had been repeated meetings with the works council and the company had gone out of its way to try and communicate with the workers before the dismissals.

What makes the Penge dismissals different from other mines is that it is in the middle of a "homeland."

The people at the hostel, who include some women, are free to come and go at the mine and are constantly moving backwards

and forwards to their villages.

Apart from supplies coming from the union and a shop opposite the hostel, the mineworkers are receiving their food and support in the villages.

Many of the workers are key people in the community, and have approached the Lebowa government to support them. They have also been in contact with chiefs in the surrounding area to prevent them from sending in new recruits.

Some chiefs approached by the mine to supply workers from their areas have co-operated and about 250 workers have been shipped in to do surface work to keep the mine operating.

They are being housed at an old hostel on the other side of the mine and there is little contact between them and the workers they have replaced.

But at least one chief, who asked not to be named, has refused. Explaining why, he said, "I told the mine we can't be expected to get people to work for you. These fired people are part of our community."

Union organisers say the company has warned them that if they can't get replacement labour in Lebowa, they will recruit via the Chamber of Mines' recruiting arm, Teba.

This would bring into Lebowa workers from other territories such as Transkei or Lesotho.

Meanwhile the situation at the hostel is calm though there is a constant presence of Lebowa police vans and mine security patrolling through the mine's grounds.

The workers — whose spirits appear remarkably high — say that after all this they are still committed to talking to the company.

Move to end mines disputes

Star
By Carolyn Dempster
Labour Reporter

24/7/84

211
The Minister of Manpower, Mr P T C du Plessis, has appointed conciliation boards in the first step towards resolution of the wage disputes between the Chamber of Mines and the National Union of Mineworkers

This was confirmed today by the assistant general secretary of the NUM, Mr M Moloka, who said the union was told of the Minister's decision last Friday

If the boards fail to resolve the disputes within 30 days, the way will be clear for the NUM to hold a strike ballot among its members on five collieries and eight gold mines where agreements are in force.

If members vote for a strike, there will be nothing to stop the first legal strike by black mineworkers in South Africa's history

The boards will be chaired by official representatives from the Department of Manpower and will consist of teams of representatives from both sides

No date has been set for the first meeting but Mr Moloka said that this was likely to happen before the end of the week

The union claims a membership of more than 70 000 mineworkers but the chamber maintains that the actual figure is far lower. Either way, a legal strike by NUM members would be certain to have a ripple effect.

The NUM is demanding a wage increase of 25 percent as against the chamber's offer of 13 to 14 percent which was implemented on chamber-affiliated mines from July 1

The chamber went ahead with the implementation of the increases because it claimed that the NUM represented only a portion of the black mining labour force and about 380 000 mineworkers would be expecting increases on July 1

To date, the announcement of the increases has brought out more than 6 000 black mineworkers on illegal strikes at four collieries and one asbestos mine

**Court files
miners
must quit**
26/7/84
Pretoria Correspondent

The Pretoria Supreme Court has granted an order for the eviction of almost 1400 mine-workers from the premises of a Northern Transvaal asbestos mine.

The management of Penge mine claimed that the workers illegally went on strike on July 4 and dismissed themselves by refusing to return.

They were dissatisfied with pay increases received at the end of June.

They were given until July 12 to vacate the mine hostels but refused to do so.

Mr Justice Curlewis yesterday found that the 1378 workers were occupying the hostels illegally, granting an order for their eviction in favour of the owners of the mine, Engap Limited.

Leave to appeal and an application for a stay of execution were dismissed.

SWILL 1974

Union will
claim from
death mine

Own Correspondent
27/7/74

DURBAN — The National Union of Mineworkers is planning to bring massive civil claims against the Hlobane Colliery for compensation over and above any workmen's compensation paid out in respect of 68 miners who died in a methane gas explosion in September last year.

Mr Cyril Ramphosa, the union's general secretary, said today that these would total between R1 million and R5 million.

Mr Ramphosa added that the union was very disturbed over "the leniency" of the R400 fine imposed on the owners of the Hlobane Colliery and the R200 fines imposed on two mine employees for irregularities which occurred before the fatal explosion.

Mine may re-employ strikers

Labour Reporter

No immediate action is to be taken against 1 379 dismissed workers who have refused to leave Penge asbestos mine in the Eastern Transvaal, although an eviction order was granted this week to Egnep, owners of the mine, by the Pretoria Supreme Court.

This was said today by Mr Pat Hart, managing director of Egnep's parent company, Griqualand Exploration and Finance Company.

He said the firm would consider re-employing the miners, but would not say how many of them.

The workers, represented by the Black Allied Mining and Construction Workers' Union, struck in support of wage demands on July 2 and were fired on July 10 for not returning to work.

The eviction order was granted by Mr Justice J D Curlewis, who turned aside argument by counsel for the miners that they could not be discharged before having a medical examination - according to provisions of the Occupational Diseases in Mines and Works Act.

Compensation is called racist and a nightmare

By Carolyn Dempster, Labour Reporter

Compensation for occupational disease or injury has been condemned as racist, discriminatory and a bureaucratic nightmare.

The criticisms have been levelled by a member of the 1982 Nieuwenhuizen Commission of Inquiry into Compensation for Occupational Diseases and labour researchers studying workmen's compensation.

Among the glaring inequities highlighted by Mr J A Hurter, chairman of the Controlled Mines and Works Association and a member of the Nieuwenhuizen Commission, are

- White miners who contract a compensatable occupational disease receive almost 15 times more than black miners
- Millions of rands are paid out after death in compensation for occupational diseases although the disease did not cause or contribute to the death

It has become the practice that if an autopsy finds so much as a diseased nodule in the lungs the dependants of the dead man are compensated.

But for most black mineworkers who return to the homelands there is scant medical service, not more than 5 percent are examined after death and there is minimal hope of compensation for their families

- Tuberculosis is treated as a permanent irreversible disease and no provision is made for financial assistance for medical treatment

In an interview with The Star Mr Hurter also criticised the disparities between the Occupational Diseases in Mines and Works Act and the

Workmen's Compensation Act (WCA). "A worker in a factory is actually better off than a chap on the mines. The WCA is non-racial, colourblind, and claims are paid out on a pension basis calculated according to earnings. As a result the factory worker is likely to get more than his mining counterpart, even though they may be suffering from the same disease in the maximum degree," he said.

"It is time the whole mess was sorted out and depoliticised," he added.

But even the Workmen's Compensation Act, which is less blatantly discriminatory, has come under heavy fire from labour researchers.

In a recently released paper Mr Ighsan Schroeder of the Southern African Labour and Development Research Unit says most WCA claimants - unskilled workers - are severely discriminated against because

- Awards are calculated as a percentage of earnings and unskilled workers are in the main paid a pittance
- Red tape and staff shortages result in seemingly interminable delays.
- Thousands never receive their compensation because they do not know about the award, have returned to a homeland or rural area and cannot be traced
- There is R5 121 916 unclaimed
- Workers are prevented from suing employers for damages
- A rebate system favouring employers with a low accident rate discourages them from reporting injuries.

• See Page 8, World section.



The bride's happiness outshone even her courage as Nguy at the altar with 20-year-old Gary Moore. And Lan, in stubbornly refused a chair to ease the pain she suffers in church of St Nicholas on Canvey Island was attended by airlifted to Britain from Saigon in 1975. Two years earlier polio.

Journalists urged to build understanding among races

pointing out the potential for consensus and co-operation".

Political Staff

... can 'ournalist must not

... potential for consensus and co-operation".

The new-

OVERMINING EXTENT

A report entitled *Factorised production ore reserves*, sent to the GM of CDM in February 1979, compares the average total remaining reserves of the Oranjemund mine in carats per cubic metre with the actual mined grade be-

tween 1971 and 1982. In 1971 diamonds were mined at a rate consistent with the economic exploitation of the calculated remaining reserves. The document estimated the degree of overmining that took place in subsequent years.

Year	Total mine grade (Average total mine reserve in carats per cubic metre)	Actual mined grade	Overmining %
1971	0.260	0.260	12
1972	0.240	0.270	32
1973	0.217	0.286	49
1974	0.193	0.287	55
1975	0.174	0.269	89
1976	0.158	0.300	114
1977	0.138	0.295	144
1978	0.123	0.239	94

volume from 19m cubic metres per year in 1968 to 47m cubic metres in 1978. Current levels of stripping will at least remain right until the end of operations and planning indicates that it could peak at a high level toward the end of operations.

"This revenue curve (given in the document) reflects no change in our present

strategy, that is maximum contribution right to the end.

"To me this is best described as a power dive and unless we have a conscious change in strategy, effective some time in the future, we will power the mine into the ground and we will be unable to conduct the reclamation and cleaning operation

DE BEERS REPLIES

This accusation is as old as it is unfounded. CDM has consistently followed a sound long-run mining policy in accordance with the Halbscheid agreement. At no stage has CDM's mining policy ever resulted in payable ground being rendered unpayable.

The allegations are apparently based on documents which were prepared for internal mine planning purposes only and are highly misleading when quoted out of context, as indeed they have been. It is important to understand the technical sense in which the term "overmining" is used in those documents. The term "overmining" denotes the grade actually mined in excess of the average grade of the remaining reserves containing diamonds when such areas are payable or not payable. In no mine mines blocks of ground are equally subject to being rendered unpayable. The mine mines their better grades first, in the interest of both the State and shareholders.

Overmining is a normal feature of diamond mines do adapt their mining policy to the needs of the mine from time to time with a view to maintaining stability in the diamond industry as a whole. Indeed, from the beginning when eventually the free market could be treated in the field, the plants was largely worked to maintain production it is necessary to embark on major capital expenditure to erect, ultimately, a conglomerate treatment plant able to treat the higher pro-

portion of harder conglomerate ore in the remaining reserves. In addition, CDM officials developed a method to mine below the mean sea level along the foreshore, resulting in substantial volumes of ore previously considered unpayable being brought into reserves.

The policy of CDM has to cater for the costs flowing from high inflation and inexorably rising costs as the mine gets older, overburden deeper and distances from plants greater.

It will be recalled that since 1982 as a result of reduced diamond sales CDM with the full agreement of government, has closed one of its four main operating plants and ceased production from its screening plants. The purpose was to reduce operating costs and so increase taxable profits and the effect is, of course, to stockpile diamonds in the ground. This hardly suggests a policy of "ending the life of the mine before Namibian independence."

CDM's mining policy has nothing to do with CDM's attitude towards independence for Namibia. The company's policy towards the political evolution of the country has been frequently stated in speeches by its chairman and directors, and the company's actions speak for themselves. It would hardly have opened a new building in Windhoek in 1982 at a cost of R13m and moved its Head Office there or be continuing with major prospecting activity of the order of R10m/year if its intention was to end the life of the mine before the political dispensation changed.

which could extend the life of the mine by three or four years. What is required is a sturdy production platform from which costs, both direct and indirect, and infrastructure can be critically managed."

In the report of the GMs of all De Beers' diamond mines in January 1978, CDM GM John Richards reported an "overmining recovery" of 92% and an "overmining depletion" of 150%.

What happens to the diamonds CDM has taken out of Oranjemund? The answer seems to be that those which are not sold are stockpiled. On March 18 1983, CDM Director Hoffe then president of the Chamber of Mines of Namibia, said in his president's report "The Central Selling Organisation (CSO) which markets CDM's and indeed approximately 80% of the world production, therefore continued its policy of withholding from sale those qualities that are not in immediate demand."

JOB RESERVATION

Mine talks resume

Negotiations between the Chamber of Mines and mining unions aimed at scrapping job reservation on the mines resumed this week after a four-month break. The talks, which will have a crucial effect on the mining industry, revolve around three main issues:

- Deracialising the definition of the "scheduled person" in the Mines and Works Act which prevents blacks from obtaining certificates of competence to certain types of skilled work.
- Creating a security of employment agreement. In essence, this would ensure the job security of white miners after the job reservation provision is scrapped, and
- The future industrial relations structure of the mining industry. This is expected to result in the creation of a mining industry industrial council.

The talks result from the Wiehahn Commission's recommendation that the "scheduled person" definition should be replaced with a non-racial "competent person" provision. Government accepted the recommendation and instructed the industry to negotiate its implementation.

Chamber industrial relations advisor Johann Liebenberg says the reason the talks have been delayed since April 12 is because the participants have been involved in wage negotiations. Now that the wage talks are over, despite disputes arising from them, Liebenberg says the scheduled person talks should take place on a more regular basis.

He says the subject of this week's meeting was the future industrial relations structure of the mining industry. Arrie Paulus, general secretary of the whites-only Mineworkers Union, is taking part. Paulus, whose members would be most affected by an alteration of the "scheduled



NUM's Paulus protecting the 'white' miner

person" definition, is vehemently opposed to the proposed change.

At a previous meeting he declared he would not participate but would observe. As this week's talks are not specifically about the scheduled person clause his participation is not indicative of a change of heart.

The National Union of Mineworkers (NUM) — the only chamber-recognised union representing black miners — has not been invited to the discussions. The chamber has indicated that negotiations will be held with the NUM after resolution has been reached with the other unions.

□ Meanwhile, the NUM has declared a dispute with the chamber in negotiations for wages and working conditions at the Rand Mutual Hospital and the Johannesburg depot of The Employment Bureau of Africa (Teba). Teba is the chamber's black recruiting arm. Applications have been made to the Minister of Manpower to appoint conciliation boards to settle the disputes.

The NUM has also declared disputes with Rand Mines after deadlocking in negotiations for the Duva and Rietspruit collieries near Witbank — both are non-chamber mines. Conciliation boards have been appointed. The NUM is also in deadlock with the Anglo American Corporation in negotiations for the East Rand Gold and Uranium Company (Ergo). No dispute has yet been declared.

These developments come in the wake of disputes declared by the NUM over negotiations with the chamber over wages and conditions on gold and coal mines. In all its talks with the chamber the NUM has demanded a 25% minimum wage increase. The chamber is offering an average of 14%.

On July 19 the Minister of Manpower appointed conciliation boards which will attempt to settle the coal and gold disputes. If they fail within 30 days, the NUM will be entitled to embark on a legal strike.

REGIONAL AFFAIRS

SADCC's troubles

FM 27/7/84

Leaders of the Southern African Development Co-ordination Conference (SADCC), the nine-member grouping of black African states, had a firm answer last week to those who wondered whether recent events in southern Africa might have blown it off course.

Speaking at the end of a three-day conference in London, Botswana's Lebang Mpotokwane, the SADCC technocrat who chairs its standing committee, said the Nkomati and Lusaka accords between SA, Mozambique and Angola "do not and cannot alter the basic nature of the priorities of SADCC."

Expressions of determination, however, did little to hide the disastrous nature of the grouping's economic performance since its foundation in 1980.

Mpotokwane emphasised that the SADCC was following a long-term, systematic strategy towards its goals of regional integration and the reduction of economic dependence on SA. Reduction of dependence was vital to the development of the SADCC economies. "This was true in 1980 before the rise of SA economic destabilisation and armed aggression," he said. "It will remain true even if the destabilisation and aggression are wound down, as we hope they will be. Indeed, the costs of that aggression and destabilisation underline how urgent it is for us to get on with reducing dependence."

In that perspective, he added, Nkomati and Lusaka could help speed up progress on certain key SADCC projects — if SA lived up to its promises.

Earlier, the question was asked whether the SADCC would still want to reduce its links with a SA ruled by Nelson Mandela. The answer was that, in that case, SA would be a welcome member of the organisation, and the role of the organisation would then be to promote balanced development in the region.

Opening the conference, Zimbabwe PM Robert Mugabe said he hoped Western governments would not be misled by P W Botha's recent European trip into thinking that SA was now ready to work for genuine peace and meaningful change in SA. He observed that the visit was seen as "a diplomatic triumph" for Botha's supporters. But tension in the region would only end with the dismantling of apartheid — an immoral system which "cannot be transformed into morality by virtue of a mere visit to European capitals by its arch apostles."



Mugabe ... against apartheid's 'apostles'

(211) (109) (126)

BOP MINE LABOUR Border conflict

Racial tension again appears to be building up in Bophuthatswana's mining industry with SA's conservative Mineworkers' Union (MWU) warning of possible "serious trouble" and that it might, if no action is taken, ask its members to resign from Rustenburg area mines that fall inside Bophuthatswana

The union, whose members had trouble with the homeland's police in 1978, claims there have been irregularities by Bophuthatswana authorities in the handling of union members working in mines near Rustenburg.

Writing in the latest issue of the union's magazine, *Die Mynwerker*, MWU general secretary Arrie Paulus outlines three cases in which he claims irregularities have occurred. All concern disputes about the power of Bophuthatswana authorities to act in SA territory and all concern incidents involving black mineworkers.

Bophuthatswana police confirm that an official complaint has been received from the MWU. However, they refuse to comment until an investigation has been completed.

Because Bophuthatswana is a patchwork territory, some mines, like Gencor's Impala group, fall within Bophuthatswana. Others, like JCI's Rustenburg mine, are in SA.

Although details given by the MWU are vague, it seems the three incidents concern cases in which

- Bophuthatswana police travelled to the Frank shaft of Rustenburg Platinum mine, which falls inside SA, to take the fingerprints of an MWU member charged with culpable homicide. The miner refused to have his fingerprints taken but they were taken subsequently by the mine's security police. When the man was tried in Bophuthatswana, the presiding magistrate indicated displeasure at the miner's refusal to have his prints taken by homeland police,
- A MWU member was charged with assault by Bophuthatswana police after a mine accident at the Frank shaft. The miner was instructed to go to a police station in the homeland to have his fingerprints taken and a case was set down to be heard in a Bophuthatswana court. However, on the trial day, he could not find anyone at either the court or the police station who knew anything about his case. Subsequently he was told by a Bophuthatswana policeman that he had missed his court case, had been found guilty in absentia and fined R80; and
- Two men, whom Paulus intimates were Bophuthatswana policemen, questioned a MWU member living in SA and tried to search his home in a case concerning a missing battery.

Paulus also refers to Bophuthatswana police meting out "bad treatment" to MWU members in 1978 which led to President Lu-

cas Mangope appointing a commission of inquiry.

When the commission reported, it stated that "such incidents arise primarily from clashes between individuals with conflicting interpretations of their role, status and interests in a relatively new social climate." It made a number of recommendations aiming at a minimising friction between the mine workers and the homeland police.

Paulus writes "The commission's recommendations helped a lot and with a few exceptions we did not have much trouble — up to a few months ago. Then things began to happen which caused a lot of bitterness."

He says "We object to our members, who with their knowledge and know-how fill the coffers of Bophuthatswana, being treated like criminals. If necessary, we will ask our members to leave the mines at Rustenburg to earn their living in the Republic of South Africa."

Key talks today as black gold mine strike looms

By PHILLIP VAN NIEKERK

HOPES of averting the country's first-ever legal strike by black gold mine workers hinge on a crucial official conciliation board meeting this morning between the National Union of Mineworkers (NUM) and the Chamber of Mines

The meeting is the first between the two parties since this year's pay talks broke down in June, putting the NUM into dispute with the chamber

In terms of the Labour Relations Act, the meeting will be chaired by an official from the Department of Manpower

If the conciliation board (CB) fails to resolve the dispute, the NUM, which claims a signed-up membership of 90 000, will be entitled to hold a strike ballot and call a legal strike

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday they were going into the talks with the intention of settling

"But if we can't settle," he said, "then we're going to have to decide what action to take".

A spokesman for the chamber refused to say whether they were considering an improved offer to put to the NUM in a bid to close the gap

In July the chamber, against the wishes of the NUM, implemented pay increases of around 14% for the almost half-a-million black workers on chamber mines

The increases were accompanied by strikes by thousands of workers from at least five collieries in the Eastern Transvaal and Natal.

Today's CB meeting is a prelude to three other CB meetings this week involving NUM disputes, including a meeting tomorrow with the chamber over pay increases for black coalmine workers

The NUM will also be meeting with two Rand Mines-owned collieries, Duvha and Rietspruit, which are not part of the chamber.

RDM 8/8/84 (21)

Union meets chamber

THE first official conciliation board meeting between the Chamber of Mines and the National Union of Mineworkers (NUM) to resolve their dispute over pay for black workers on gold mines failed to end in settlement yesterday.

However, the two parties are still talking and hopes for a resolution to prevent the first legal strike by black mineworkers have not been ruled out.

The chamber and the NUM — neither would divulge details of yesterday's meeting — have agreed to meet again on Monday next week.

When wage talks deadlocked in June, the NUM were demanding 25% with the chamber offering increases around 13% to 14%.

In spite of the dispute, the chamber implemented the increases.

Meanwhile, the NUM's first official conciliation board meeting with the chamber over their dispute on the wages of black coal-mine workers is to be held today.

Coal mine pay row: new round of talks launched

By Carolyn Dempster,
Labour Reporter

Wage talks between the National Union of Mineworkers (NUM) and the Chamber of Mines, covering the union's 4 600 members on five chamber collieries, resumed today with the first meeting of the official conciliation board in the coal mines pay dispute

Yesterday the first meeting of the conciliation board in the dispute covering gold mines ended after a four-hour discussion. A spokesman for the chamber said negotiations would continue on Monday

DEADLOCK

Conciliation boards were appointed by the Minister of Manpower last month after the NUM declared disputes with the chamber over wages for members on chamber-affiliated gold and coal mines. The boards have a 30-day period in which to attempt to resolve the disputes

Failure to reach agreement will leave the way clear for the first legal strike on South African mines by black mine-workers

The boards comprise an official appointed from the Department of Manpower and negotiating teams from the union and the chamber. There is no limit set on the number of times a board may meet, provided there is no deadlock

Mr Cyril Ramaphosa, general secretary of the NUM, which claims a membership of 90 000 mineworkers, described yesterday's meeting as "OK", but would not comment further

The NUM has lowered its demands from a 60 percent increase to a 25 percent across-the-board rise. The chamber has in the meantime implemented its final offer of a 13,1 to 14,4 percent increase on gold and coal mines

The chamber decided to go ahead with the introduction of the increases on the basis that the NUM represented only a portion of the total black mining workforce, and 380 000 black mine-workers would be expecting increases on July 1

More than 6 000 mine-workers participated in illegal strikes in the first two weeks of July — shortly after the increases were announced. Most of the stoppages were on Transvaal collieries

OPEN-CAST

Conciliation boards appointed in wage disputes declared by the union in separate negotiations with the Rand Mines-owned Duvha and Rietspruit open-cast collieries are to meet tomorrow and Friday

Apart from these four disputes, the union has also declared wage disputes after negotiations at Rand Refinery, TEBA — the recruiting arm of the Chamber of Mines — and at Rand Mutual

KDM 9/18/84 (21) 21

Bid to settle pay dispute fails

Labour Correspondent

AN OFFICIAL conciliation board meeting yesterday failed to settle the dispute between the National Union of Mineworkers and the Chamber of Mines over black wages on the collieries — but the two sides have agreed to meet again next Thursday

There were signs at the meeting that both the union and the chamber may be prepared to move from their present bargaining positions and a settlement cannot be ruled out

On Tuesday, the NUM and the chamber met at a conciliation board in an attempt to settle their dispute over black pay on the gold mines and agreed to meet again on Monday

A failure to settle the disputes could lead to the first legal strike by black mine workers

Both disputes have been prompted by the union's rejection of a chamber offer to raise pay by between 13% and 14%. The NUM is demanding a 25% rise

The union's general secretary, Mr Cyril Ramaphosa, said after yesterday's meeting that both sides had agreed to reassess their positions before next Thursday's meeting

The NUM, he added, would be consulting its members on the collieries before the conciliation board met again.

Meanwhile, conciliation boards are to meet today and tomorrow in an attempt to settle two wage disputes between the NUM and Rietspruit and Duvha collieries, which do not belong to the chamber.

Mining (211) dispute (211) continues (211)

9/2/84
By Carolyn Dempster,
Labour Reporter

Negotiations between the National Union of Mineworkers and the Chamber of Mines in the coal mines dispute are to continue following the first meeting of the conciliation board yesterday.

Mr Cyril Ramaphosa, general secretary of the NUM, said both parties were in "conciliatory mood", and would be better placed by the next round of talks on August 16 to assess areas where progress could be made.

Today sees the first meeting of the conciliation board in the dispute between the NUM and Rietspruit open-cast colliery outside Witbank.

A dispute was declared last month after a deadlock in wage negotiations. The NUM is now demanding 25 percent.

NUM negotiations at Duvha collapse

Labour Reporter *Stan*

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The National Union of Mineworkers yesterday broke off negotiations with the Duvha colliery

The first meeting of the conciliation board in the dispute between the union and the Duvha opencast colliery, outside Witbank, deadlocked

The union refused to modify its demand for a 40 percent basic increase coupled with other demands which brought the total increment to an effective 60 percent

The way is now clear for the NUM to hold a strike ballot for the 1 200 mineworkers.

In a statement re-

10/8/82
leased today, Rand Mines, the mining arm of Barlow Rand and owner of the colliery, said negotiations had been broken off by the union when it became apparent the company was unlikely to improve on its offer of 11,3 percent

"During the discussion the union stated that it accepted that Duvha's wages and conditions of employment are the best in the industry," said a spokesman for the mine

Mr Cyril Ramaphosa, general secretary of the NUM, said the union would wait until other negotiations had been completed before deciding on further steps

FM, 10/8/84

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Defusing the mine labour crisis?

The SA mining industry has been moving slowly towards a potential crisis. Negotiations for wages and working conditions on gold mines between the National Union of Mineworkers (NUM) and the Chamber of Mines deadlocked on June 18. Subsequently, similar negotiations for chamber collieries, two collieries owned by Rand Mines and a number of chamber-affiliated companies, including the Rand Refinery, also deadlocked.

In most cases the chamber has offered around 14% wage increases in response to the NUM's demand for 25%. In each case application has been made for conciliation boards to hear the disputes. If the boards fail to settle them, NUM members will be legally entitled to strike.

This week the NUM began a series of conciliation board hearings with the chamber and Rand Mines. The key personalities in the disputes are NUM general secretary Cyril Ramaphosa and the industrial relations adviser to the chamber, Johann Liebenberg. The *FM* spoke to both.

JOHANN LIEBENBERG

Progress made

FM: On Tuesday morning the chamber and the NUM had their first round of conciliation board meetings to attempt to resolve the deadlock in negotiations for wages and working conditions on chamber gold mines. Was any progress made?

Liebenberg: Yes We discussed the position of the two parties fully and agreed to meet again on August 13 This is definitely progress compared to the situation we were in on June 18 when no further discussion was possible and the union declared a dispute Neither party has slammed the door In that sense the signs are encouraging.

Was there movement by either side?

I don't think we can regard what hap-

pened in the negotiations on Tuesday as movement on both sides. What we did observe was a conciliatory mood on both sides of the table

If the conciliation board talks do deadlock and a legal strike ensues, the chamber will have a common law right to dismiss legal strikers Will it use that option?

It is very difficult to predict what will happen Naturally, it also all depends on the length of a possible legal strike Employers certainly do have the common law right to terminate services of employees who do not fulfil their contractual obligations Whether this will be done — and at what stage it will be done — is something which will have to be decided by the employer if and when the occasion arises

Since negotiations between the NUM and chamber broke off there has been an improvement in the gold price and the gold mines themselves have received an injection of money because of the low rand/dollar exchange rate. Have these factors had any effect on the chamber's attitude?

The SABC gave quite a lot of prominence to the improved financial position of the gold mining industry as a result of the deteriorating rand/dollar exchange rate But I think one has to look at the operating results of gold mines for the period January to June 1983 compared in the same period this year Costs per ton milled are up by 11,7%, working revenue is down by 2%, total profits are down by 13%, estimated taxation and State share of profits are down by 24%, and dividends are down by 13,1%

To see all of that in true perspective one has to take into account the statements which emanated one week later from the Governor of the Reserve Bank and the Minister of Finance when they

put SA's financial position into its true perspective and introduced some very harsh steps to correct SA's economy which includes the gold and coal mining industries

Even then we don't negotiate on the ability of the industry to pay The gold mining industry's ability to pay depends very much on the price of gold It is a very volatile price So we don't take the price of gold into account when we negotiate wages

There are encouraging signs for the gold negotiations. But there are still disputes for coal, Rand Mutual Hospital, Teba's Johannesburg depot and Rand Refinery. What are the prospects for these?

I think that it is very difficult to link the disputes In each case we are sitting with a completely unique set of circumstances We are certain that the NUM also has its unique pressures as a union which would differ from one organisation to the other.

Has the Minister of Manpower appointed conciliation boards for the Rand Mutual, Teba and Rand Refinery disputes?

They have been applied for and we are certain they will be appointed in the very near future

The chamber recognised the NUM only last year. This year it is having difficulties with the union. What does the chamber feel about that?

The NUM's access to chamber mines and eventual recognition was based on a set of criteria evolved by the chamber for what we perceived would be the trend in the future — the unionisation of our total labour force We are having some problems with that union right now But we didn't think when access was granted or when recognition was accorded that we would always have a relationship without any conflict That is the very nature of relationships Certainly it is no surprise to us and we don't regret that the NUM has come into being and that we have recognised it

The chamber and some mining houses have intimated on a number of occasions that the NUM's membership claim of 90 000 is exaggerated.

The NUM has certainly signed on very many employees It could have obtained 90 000 membership application forms One doesn't know The only proof that there is of a union's size — not only in SA but internationally — is the number of paid-up members. The only way we determine this is by the number of employees that have check-offs to the union

There certainly are not 90 000 or even 10% of employees paying subs to the



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NUM in the gold mining industry. The NUM has increased the number of employees on check-off in the last two months — from 3 000 or 4 000 to something like 9 000. But paid-up membership is not the only factor taken into account when one assesses the power or the importance of a union. A following is also of importance in our context.

CYRIL RAMAPHOSA Going the legal way

FM: What is the NUM's attitude to the first round of conciliation board talks?

Ramaphosa. We were a bit surprised that the chamber did not display a haughty attitude to the negotiations as they have often done. We were prepared for a very rough time with them but they seemed to be in a conciliatory mood. Quite a bit of progress was made. For the first time in our gold negotiations this year the two parties really made attempts to try to negotiate in good faith.

Both parties now have to go back and think. We have made a revised proposal to the chamber which they have to present to their principals. We will hear their response on Monday.

It seems there are at least some encouraging signs in the gold dispute. What about the others?

We are holding out hope that we will settle in all the disputes.

In all the disputes the NUM has chosen to adopt all the procedures towards a legal strike laid down in the Labour Relations Act. Why has it chosen this route?

We are trying by all means to comply with the terms of the agreements we have with the employers. We also want to show the bosses that when we do eventually strike we will have gone through all the legal processes. If we are dismissed, having waited to go on strike, it will show that the dispute settling procedures do not work. If that happens, there will be nothing to compel us to follow the legal process in future.

Is the militancy of mineworkers affecting the NUM's negotiating committee?

I certainly think it is.

The chamber and some people in mining houses seem to have doubts about the NUM's 90 000 membership claim.

We have never denied that our paid-up membership is much lower than our signed-up membership. We are suffering the pains that an unregistered union has to go through in order to get stop-order

facilities. Every unionist will tell you it is the most impossible task to collect subscriptions by hand — and more particularly when you are dealing with thousands and thousands of workers on mines. The only way to keep up paid-up membership is to have stop-order facilities.

Unregistered unions have to get permission from the Minister of Manpower to get check-off facilities. When we started recruiting we did not get members to sign stop-order forms. Once we got recognition on some chamber gold mines we applied to the Minister of Manpower for stop-order facilities. That was in June last year. Seven months later the Minister agreed. We then had to agree with the chamber on the type of form to be used. Stop-orders only came into effect in March this year.

The chamber now expects us to get every member we recruited in 10 months on stop-orders in three months. It is impossible from a logistical point of view. Evidence shows clearly that stop-orders have risen tremendously in the past three months or so. Our paid-up membership on stop-order at present is 13 300. There is no reluctance on the members' part to pay subscriptions. It is just a logistical problem.

How many recognition agreements has the NUM signed?

With the chamber we have recognition on nine gold mines, Rand Mutual Hospital, Teba, Rand Refinery, Western Deep Levels Hospital, and the chamber sports club in Johannesburg. We have recognition with Rand Mines for Duvha and Rietspruit collieries and three sections of Douglas colliery — Wolvekrans, Van Dyk's Drift and Douglas. We also have recognition with Anglo American at Ergo and the Arnot and Kriel collieries and with Gencor at Coalbrook. Seven other recognition agreements are in the pipeline.

To what do you attribute the work stoppages at a number of collieries after the chamber decided to implement its wage increases on July 1?

The workers were very angry with the wages the chamber increased unilaterally. They struck out of frustration. There were three collieries where the workers decided to go on strike on which our union did not even have a presence. This shows there is general worker dissatisfaction.

The fact that nothing happened on the gold mines does not mean that gold workers were not dissatisfied. They are waiting for the union to call them out on strike and they are still waiting.

If there is a settlement with the NUM will it necessarily mean peace in the whole of the mining industry?

Whatever settlement we reach with the chamber will have to be accepted by our members through report-back meetings before we sign on the dotted line. If there is a settlement, will the NUM have enough power to prevent non-unionised workers reacting?

If non-unionised workers were going to react against the wages they would have done so already. All we know is that they sympathise with the union's cause and if the union called a strike they would support it.

What would happen if, in the event of a legal strike, the employers decided to dismiss striking workers?

All hell would break loose. I don't think our members would tolerate that if we had gone the whole process to a legal strike. If the chamber decided to do that it would have to fire workers in the whole mining industry because miners have a unique way of expressing solidarity with each other. They have a strong sense of brotherhood. Do you think the employers can afford to pay more?

Yes. Not a single gold mine made a loss in the last financial year. They all made quite a healthy after-tax profit and paid out dividends. That was when the price of gold was not as low as it is now. However, a stockbrokers' analysis shows that even if the gold price fell to \$300 an ounce the gold mines would still make a profit and be able to pay dividends. All we are asking for is a share in the returns of the companies.





Countdown to a mine-bomb

Time is running out for conciliation and compromise.
CAROLYN DEMPSTER reports.

A HUMAN time-bomb is ticking away in the mining industry.

If it is not diffused within the coming weeks it could lead to an explosion of far greater impact than any mechanical blast — the first legal strike by black mineworkers in South Africa's history.

This week the first major dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines entered a crucial phase, with time fast running out for conciliation and compromise.

On Tuesday, the two adversaries faced each other at the start of new wage negotiations when the conciliation board appointed in the dispute covering nine chamber gold mines met for the first time.

A four-hour meeting failed to find common ground and both parties emerged tight-lipped to announce that discussions would resume on Monday August 13.

Wednesday's meeting of the conciliation board in the coal mines dispute followed much the same course, with August 16 set as the date for further talks.

However, the boards are bound to report back to the Minister of Manpower within 30 days of their appointment. Unless both the union and the chamber agree to extend the life of the boards, the deadlines for report-back are August 17 and 18.

Should the parties fail to reach settlement, the way will be clear for the union to hold a

strike ballot — the first step in the countdown to a legal strike.

At the heart of the struggle are 90 000 black coal and gold mineworkers — the total membership claimed by the National Union of Mineworkers.

Although this is only a portion of the half a million black workers on South Africa's mines, it represents a significant following which cannot be lightly discounted. Any industrial action, as shown by the spontaneous strikes in 1978 and 1982, is likely to have a widespread ripple effect which could severely damage this key sector in the country's economy.

In many respects the dispute is much more than just a demand for higher wages but is a multi-faceted test of the strength of the three-year-old black union, of the commitment to sound industrial relations on the part of the chamber.

The struggle, in which the stakes are high and the strategies complex, takes place against a backdrop of entrenched attitudes and decades of virtual managerial autocracy when the living conditions, wages and working conditions of millions of black mineworkers were laid down without much heed given to the wants or needs of the men themselves.

Industrial relations advisor to the Chamber of Mines, Mr Johan Liebenberg was cautious in his appraisal of the progress of the talks this week.

"All I can say is that both parties are trying to be reasonable. We are listening to each other

Turn to page 2



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ISSUE OF THE WEEK (Cont): STRIKEPOWER

From page 1

Stew W/S/B

very carefully and the chamber is not being deaf to the union's arguments."

A pervasive feeling among mining employers is that very high expectations were created by the union in its initial demand for a 60 percent increase for members. Although this was later lowered to 25 percent, the feeling persists that the NUM has raised unrealistic expectations among its members.

"Because the expectation is already there, whatever the miners get will be measured against this," commented Mr Liebenberg

Looking beyond deadlock and strike, the spectre of mass dismissal still hangs over the heads of legal strikers. This poses a very real threat to mineworkers in a climate of rampant unemployment, facing the ravages of drought in rural areas and a deepening economic recession.

The possibility of mass dismissal also poses a severe threat to the NUM and if carried out could break the union before it has had a

chance to consolidate its base

It has been mooted that the more conservative of the chamber's members would favour a hard line in the event of strike action and would advise mass dismissal. Mr Liebenberg views the options in terms of the contractual obligations of employer and employee. "In terms of common law, employer and employee are bound by a contract. If the employee does not fulfil his contractual obligations, it is up to the employer to decide whether or not to repudiate the contract. At what stage he does this depends upon developments and the employee," he said.

On the other side of the table, NUM's general secretary Mr Cyril Ramaphosa has adopted a tough if pragmatic approach. "We would like to reach some form of common ground, but at the moment there isn't any, so we can only hope that during the next round of negotiations we will find a meeting point," he said after the conclusion of the meetings this week.

He denies emphatically that the union was responsible for elevating the expectations of mineworkers and points to the fact that even non-unionised mineworkers demonstrated their rejection of July increases by staging spontaneous strikes last month.

The chamber went ahead with implementation of the increases, ranging from 13,1 to 14,4 percent on the basis that the 380 000 non-unionised black mineworkers would be expecting raises. About 6 000 miners at six mines, mostly collieries went out on strike after the announcements.

On the issue of a mass dismissal of legally striking mineworkers, Mr Ramaphosa is adamant. "It would be very unfortunate if the chamber went ahead and dismissed workers after we had followed all the legal procedures and demonstrated our willingness to resolve the disputes.

"We might well ask ourselves why are we going through all this trouble. If such a situation arises, if workers are dismissed they have nothing to lose. They may as well dismiss the whole industry because it will be a sad day for industrial relations on the mines."



Black miners' strike looms

By Angus Macmillan

DEADLOCK between Rand Mines and the National Union of Mineworkers (NUM) in a wage dispute could bring the first black miners out on legal strike.

Conciliation board intervention this week failed to resolve the conflict at Duvha coal mine in the Eastern Transvaal, and the next move is up to Cyril Ramaphosa's union.

There is still a possibility that two disputes between the NUM and the Chamber of Mines — who also met this week — will be settled as both sides will meet again tomorrow and on

Thursday to discuss increased wages at gold and coal mines.

The NUM demands a 40% basic increase for category one to eight workers at Duvha mine. Other demands bring its total claim to 60%. Category one workers start at R280 a month and the basic monthly pay in category eight is R750.

Rand Mines is offering an 11,3% increase to all its Duvha employees. Its sister mine, Rietspruit, has identical salary scales and similar working conditions, but the NUM wants only 25% there.

Duvha managing director John Turner says no meetings are planned

to iron out its problems with the NUM.

"The ball is in their court and I only hope the workers think carefully before striking. Mr Ramaphosa admitted to us that we pay the best wages in the coal-mining industry."

Mr Ramaphosa was not available for comment as he was at a conciliation board meeting with Rand Mines' officials over its Rietspruit dispute.

The NUM, which claims countrywide membership of 90 000, is credited with the support of more than 50% of category one to eight workers at Duvha and has similar support at Rietspruit.

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THIS week will be crucial to attempts to avert a first-ever legal strike by black miners

Conciliation boards will meet today and on Thursday to attempt to settle the dispute between the National Union of Mineworkers and the Chamber of Mines over wages in gold and coal mines

Last week, both sides made far more conciliatory noises than at any other time during the dispute. Both seem prepared to move from their present positions.

So there is some chance of a settlement, but it would be premature to predict one.

Negotiators on both sides may want to settle. But they may struggle to find a deal which would not entail a major change of stance by the mines but which NUM could still sell to its members.

Num to hold series of talks

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14/8/84
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THE National Union of Mineworkers is to hold a series of report-back meetings with its members following a deadlock reached between the union and the Chamber of Mines over wages at the conciliation board meeting yesterday.

The union's assistant secretary, Mr Mokhe-seng Maloka, said that the deadlock was reached after the Chamber had indicated that it was not prepared to revise its offer.

Failure by the board to settle the matter has opened way for the union to have a strike — this could be the first black legal strike by miners in South Africa

Mr Maloka said that it was now left to the entire membership — gold mineworkers — whether to go on with the legal strike or not. He also announced that the union has also reached a deadlock with Duvha collieries representing thousands of workers

"It is now clear that management does not have the interests of workers at heart. Our members will mandate us with the line of action we should take," he said

The Chamber's spokesman confirmed that the two parties were in a deadlock

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Mines on brink of a gold strike 'first'

Mercury Correspondent

JOHANNESBURG—Last-ditch attempts to resolve the pay dispute between the Chamber of Mines and the National Union of Mineworkers have failed — opening the way for the first-ever legal strike by black workers in South African gold mines

The second official conciliation board meeting between the two parties ended in deadlock yesterday after the chamber refused to increase its basic pay offer

Instead, the NUM was offered several fringe-benefit improvements and a reduction of the normal working hours for underground workers, which would increase overtime payments

An NUM statement said the union could not accept the chamber's revised offer, as it fell too far short of the NUM's revised demands

The union is now reporting back to its members, who will take a final decision on a course of action

From Friday, more than 40 000 NUM members at the eight gold mines where the union is recognised, will be entitled to strike legally in terms of the Labour Relations Act

As an unregistered union, the NUM is not bound to hold strike ballots

Thousands

The affected mines employ more than 100 000 black workers. Non-members could also be drawn into a strike — as could thousands of NUM members at other gold mines

There is a chance the deadlock will be repeated on Thursday, when the chamber and the union hold a conciliation board meeting to resolve their dispute over the pay of

black coal mine workers

Both conciliation boards were appointed last month after the chamber, which was offering increases of between 13 percent and 14 percent, and the NUM, which was demanding 25 percent, went into dispute

In spite of the dispute, the chamber went ahead and implemented the increases

A chamber statement said its offer yesterday was made in a 'spirit of conciliation'

But the chamber had been compelled to withdraw it after it had been rejected by the NUM

The mines affected include Anglo American's Elandsrand, Anglo's three divisions of Western Holdings, Anglo's two divisions of Vaal Reefs, Anglo's President Brand, and Gold Fields' Kloof mine

Mine deadlock opens way for legal strike

14/8/84
Labour Reporter

will be held this week

A deadlock in the crucial conciliation board meeting between the National Union of Mineworkers and the Chamber of Mines yesterday has opened the way for the first legal strike by black gold mine workers in South Africa's history

Discussions broke down at midday yesterday at the second meeting of the conciliation board

Once the Minister of Manpower has been advised of the deadlock, the NUM will be in a position to take whatever industrial action its members choose

In a statement after the meeting, NUM general secretary Mr Cyril Ramaphosa said the union could not accept the chamber's offer as it fell far short of revised demands

"We will be reporting to our members and they will take a final decision on the course of action to be taken," he added

Feedback meetings with union members working on the eight chamber gold mines affected by the negotiations

The mines are Elandsrand, Kloof, President Brand, Western Holdings (Holdings Division), Western Holdings (Syplaas Division), Western Holdings (Welkom Division), Vaal Reefs (East Division), and Vaal Reefs (West Division)

A chamber statement after the meeting said the NUM had rejected an offer made in the spirit of conciliation to resolve the dispute

The chamber said that, in response to the union's revised demands tabled at the first meeting of the conciliation board, it had offered improved conditions of employment from September 1

These were a service increment scheme, a death benefit scheme and the normal working time of underground employees to be reduced by two hours a fortnight.

Thus, the chamber said, would have had the effect of increasing payments for overtime

The chamber said it was compelled to withdraw the offer when the union rejected these improvements

Man swallows blades

DURBAN — A man accused of murder in Vryheid was taken to Grey's Hospital in Maritzburg at the weekend after swallowing razor blades in prison

Police said Mr Petrus Steytler (21) was in a satisfactory condition

He, his father, Mr John Steytler (47), and his brother, Mr William Pover Steytler (24), have all pleaded guilty in the Vryheid Magistrate's Court to a charge of murder — Own Correspondent.



NUM 15/8/84
Anglo
in firing
line of
strike

By PHILLIP VAN NIEKERK

ANGLO AMERICAN is the company most in the firing line following the deadlock in conciliation board talks between the Chamber of Mines and the National Union of Mineworkers (NUM)

A spokesman for the company said yesterday that there were 75 000 black workers on the seven Anglo gold mines affected. The NUM is recognised as representing workers in various categories at the mine and the spokesman said they had a verifiable paid-up membership of 8 500.

The NUM says they have a much higher signed-up membership at the seven mines.

Following the collapse of the talks, the NUM is entitled to take legal strike action — the first by black South African mineworkers or by an unregistered union.

An uneasy calm has settled over the industry as the NUM's national leadership reports back to members on the results of the talks which deadlocked on Monday.

A NUM spokesman said yesterday that if NUM members opted for a legal strike it was unlikely it would take place within the next week.

The outcome of the final conciliation board talks for coalminers' wages, and for the Rietspruit Colliery, will also be known by the end of the week.

The Anglo spokesman said they regretted the deadlock between the chamber and the NUM and hoped the union would "reconsider the chamber's offer".

He said they hoped there would be no strike action, though they could not anticipate what might happen.

A spokesman for Gold Fields, which also has a mine — Kloof — involved in the dispute, said that as far as they were concerned they still regarded the dispute as an industry matter.

"We really don't know which way the wind is going to blow," the spokesman said.

The other mine where NUM members are now entitled to legal strike action is Duvha, which is owned by Rand Mines, Barlow Rand's mining arm.

MINE DISPUTE

No inevitable strike

The deadlock in conciliation board talks between the Chamber of Mines and the National Union of Mineworkers (NUM) over wages and conditions on the gold mines was probably inevitable. The gap between wage increases offered by the chamber and those demanded by the union was too wide to start with.

A similar breakdown was expected in the coal mine talks after the FM went to press. The NUM is already in deadlock with the non-chamber Duvha colliery owned by Rand Mines.

However, a strike, which the NUM is now legally entitled to launch on the Elandsrand, Western Holdings, Vaal Reefs, President Brand and Kloof gold mines (and at the Duvha colliery), is not yet seen as inevitable.

Although both sides have agreed to inform the Minister of Manpower that the gold talks are deadlocked, the union has still to report back to its members. Their response will determine the future course of events.

How long the report-back procedure will take is uncertain. An NUM spokesman says that if a strike is decided upon, it is unlikely to begin for about one week. But some mining sources feel that it could take the union two weeks or more before the report-back procedure is completed.

Although the NUM was partly reacting to rank-and-file militancy in its hard-line attitude in the conciliation talks, it is well aware of the vulnerability of its members.

Any strike they launch will be legal, but that will not protect the strikers from being fired and shipped back to the homelands. In an interview with the FM last week, the chamber's industrial relations adviser, Johann Liebenberg, did not rule out the possibility that employers might decide to fire strikers in the event of a strike.

High expectations

The NUM's problem is that it has aroused expectations in its members which it now finds impossible to gratify. The problem goes back to last year's negotiations, the first ever held between the chamber and a black union, when the union settled for a moderate increase only to face intense dissatisfaction among its members.

As a result, a special congress of the NUM was held and the union leadership, after unsuccessfully trying to renege on its deal with the chamber, undertook not to sign any future agreement without first consulting members for approval.

If members were to opt for a strike in the present impasse, the union leadership will presumably have to concur. Any strike



NUM's Ramaphosa ... looking for an acceptable compromise?

could, of course, spill over to mines where the NUM is not recognised and could also lead to clashes between union members and non-member underground workers, who are believed to be more satisfied with their lot.

If employers were to dismiss strikers, they should have little difficulty in recruiting new workers to replace them — although at the price of some disruption.

Earlier this year, The Employment Bureau of Africa (Teba), the chamber's recruiting arm, said it could easily recruit another 300 000 workers if it were necessary to bring manning levels up to 800 000 from the present 500 000.

Mining sources say there are thousands of unemployed former miners in the homelands who are anxious to get jobs.

However, in the event of employers using the firing weapon, they might not only have to deal with violence and rioting on the mines but might also find that the only way to ship the strikers home would be at the point of a police gun. The international repercussions would be incalculable.

Last week, NUM leader Cyril Ramaphosa told the FM that if the employers fired legal strikers, there would be "hell to pay."

The chamber must therefore be hoping

that the NUM's perceptions of its own weaknesses will bring it back to the negotiating table with some form of acceptable compromise proposal.

Mines unruffled by threat

By **BRENDAN RYAN**
Mining Editor

THE mining industry appears confident in the face of a possible first-ever legal strike by black workers.

A legal strike is possible following the deadlock between the Chamber of Mines and the National Union of Mineworkers (NUM) at the second official conciliation board meeting on Monday.

"We will see within the next few days what is going to happen, if anything at all," said Mr Clive Knobbs, chairman of Rand Mines' gold and uranium division.

"The most powerful argument against a strike is that the underground workers, who form the bulk of the labour force, have received very good increases from the fringe benefits and pay awards implemented by the Chamber.

"These workers form a powerful countervailing force to the NUM, whose members are drawn largely from categories of non-production, surface employees with very limited representation from underground workers."

The Chamber implemented its final pay offer on all member mines in June, in spite of the dispute with the NUM, because it said most black miners were not NUM members and were expecting pay increases traditionally paid at this time.

The NUM is recognised by the Chamber to represent certain categories of workers on only a few mines.

However, a legal strike on

MONTHS of negotiations between the Chamber of Mines and the National Union of Mineworkers have ended in deadlock and the possibility of a first-ever legal strike by black mineworkers. The gold mining industry appears confident and prepared as it breaks new ground in this crucial industrial relations arena.

these mines could spill over into illegal strikes on other mines where the NUM is not recognised.

The mines on which NUM has recognition are Elandsrand, Western Holdings, two of the three divisions of Vaal Reefs, President Brand (all managed by Anglo American Corporation) and Gold Fields of South Africa's Kloof mine.

The mining industry's traditional response to strikes has been that employees who do not want to work are sent home immediately and replaced.

All strikes by black workers in the past have been "wildcat" or illegal strikes.

In terms of the legislation, this has meant that workers, by the act of striking, automatically terminate their employment contracts with the mines, which can then send them home.

In a legal strike, the employer has the right to fire striking workers but must inform them that they will be fired if they do not wish to work.

After that they can be sent home.

Any spillover strikes on mines where the NUM is not represented will clearly be illegal.

There is, however, a grey area regarding miners who are not part of the categories for which

workers would, however, cause delays and involve the mines in extra training expenses which would hit production and costs.

The mining houses have prepared contingency plans in the event of strikes on their mines but, for obvious reasons, refuse to disclose any details.

A major imponderable would be the degree of intimidation of workers by strikers on any mine. Intimidation has taken place in past strikes.

"We would take strong action against offenders in cases of intimidation or incitement on our mines," said Mr Knobbs.

The effects of a strike would vary according to the individual mine's circumstances, the number of workers involved and their job categories.

However, production would be immediately affected by a strike of any magnitude. Few mines have surface ore stockpiles of a size sufficient to keep operations going at full blast for more than a few days.

It has been denied by the mining houses, but a number of mines in the past have held reserves of gold back in their recovery plants.

Mines may also in the past have held gold back in the metallurgical plants, hoping for the price to rise before smelting the gold, at which point it has to be delivered to the Rand Refinery.

However, with the rand price of gold at near record levels, and interest rates of 20% and more available on deposits, it is unlikely that any mine would hold large quantities of gold back because of the profits it would be losing.

NUM is recognised but who may decide to join legally striking NUM members on the mines where NUM has recognition.

The threat of a strike is a very real one, as underlined by the unrest which broke out in July on a number of collieries.

"We would try to persuade any striking mineworkers to return to work. However, if they did not, then we would send them home.

"We can replace striking mineworkers readily from the thousands of unemployed former mineworkers in the homelands who want to come back and work on the mines," said Mr Colin Fen-ton, head of gold operations for GFSA.

The pressure of the unemployed black workers in rural areas seeking employment on the mines is another important factor to be weighed in the assessment of the life of any strike organised by NUM.

The Employment Bureau of Africa (Tebe), which is the Chamber's black labour recruiting organisation, estimated earlier this year that it could easily recruit enough workers to bring black labour strength on the mines up to 800 000, compared with the 500 000 at which it stood in December last year.

Large-scale recruiting of new

Compressed air death was accident

By Janine Simon

The death of a 20-year-old platinum mine-worker, who died last year after compressed air entered his body, was an accident, a Johannesburg inquest magistrate found yesterday

Mr Modutwane Moses Mosimanegape, a fitter with the Bafokeng North Mine, near Rustenberg, suffered "immediate and excruciating" abdominal pains after air from a 37 mm plastic hose entered his anus at an incredible force, a surgeon's statement said

He was in shock and had difficulty breathing. He was taken to the mine clinic with a "grossly distended stomach"

There were no holes in his clothing or visible damage to his rectum and he was admitted to the Bafokeng South Hospital where his stomach was decompressed

Later he was transferred to the Rand Mutual Hospital where he died on July 25 1983

The inquest found the cause of death as "confluent bronchial pneumonia following the insertion of compressed air into the anus"

The accident occurred in the boilermakers shop on the surface of No 8 Shaft on July 22 1983. Evidence was that Mr Mosingape returned from an underground shift and asked a friend who was using the pressurised hose to "blow off" his clothes to do the same for him

Mr Jeremiah Dintwe said he turned while blowing the back of Mr Mosimanegape's clothes when another miner shouted "Close the air"

The hose might have been 30 cm from Mr Mosimanegape who then "fell on the floor holding his stomach"

A mine engineer's statement said miners were lectured regularly on the danger of using compressed air pipes for cleaning. An intensive campaign stressing this was started after the incident

The incident was reported to the Chief Inspector of Mines and the Government Mining Engineer of Bophuthatswana and an inquiry by Impala Platinum Ltd was held on August 4.

Star

15/8/84

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Govt will be asked to decide on squatters

CAPE TOWN — Mr Timo Bezuidenhoud, top local official of the Department of Co-operation and Development, yesterday undertook to ask the Government for a "final decision" on the fate of thousands of squatters living on the edge of Crossroads

This came after the chairman of the Western Province Council of Churches, the Rev Jan de Waal, warned him that tension was rising among squatters because of uncertainty about their future

Mr de Waal and Mrs Lesley Liddell, the WPCC's ecumenical officer, attended talks between the Sand Dunes squatter committee and Mr Bezuidenhoud in his office yesterday afternoon

Sand Dunes squatters are among groups on the outskirts of Crossroads who have been waiting for several years for a decision on whether they will be legalised

When the talks ended, Mr de Waal asked Mr Bezuidenhoud what could be done to "get clarity on the issue of legality or illegality" for the communities

He added "Tremendous pressures are building up. People are desperate. We can sense growing tensions"

Mr Bezuidenhoud said "I take note of what you say," and added, "I will send the Government a request for the final outcome" — Sapa

● See Page 12, World section.

Fears grow of strike in SA mines

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Stew
15/8/84

By Stan Kennedy

The Chamber of Mines is preparing secret plans to counter any damaging effects to the economy which could result in the event of a mines strike

The industry is apprehensive about the possibility of a strike following the breakdown of wage talks between the conciliation board and the 90 000-strong National Union of Mineworkers (NUM)

The chamber has already warned it will take "strong action" against those who intimidate or incite

The strike, if it takes place, would be the first legal strike in South Africa's mining history. But employers have the right to dismiss strikers after warning them that they stand to lose their jobs

Should the strike spread to mines which are not represented by the union, it would be illegal. In terms of legislation, workers would automatically then terminate their employment

The final round of negotiations took place on Monday, only a week before the board is due to report back to the Ministry of Manpower after the statutory 30 days

The chamber made a final supplementary offer to reduce, by two hours, the number of hours above which overtime would be paid. Overtime is normally paid after a worker has worked 102 hours in a fortnight

The chamber has refused to raise its pay increase offer of between 13 and 14 percent which was implemented in July

NUM is asking for a 25 percent across-the-board increase

Overtime rates considerably benefit underground workers, who are the majority of workers, but NUM members are mostly clerks and service workers. The chamber, therefore, does not hold out much hope of its offer being accepted

Mr Cyril Ramphosa, NUM's general secretary, is now reporting back to his union and the chamber will hear no more until the strike ballot is held

Mabopane student injured in technikon clash dies

Pretoria Correspondent

A student who was admitted to the Ga-Rankuwa Hospital after a clash yesterday between police and boycotting students at the Mabopane East Technikon in Soshanguve, has died

Confirming this today, a hospital spokesman today said the student had been in a critical condition when he and three others were admitted. The student's identity could not be established at the time of going to press and police could not confirm the death.

Two students were still being treated and one had been discharged, the spokesman said

The technikon is closed until Monday and all students have been ordered to leave the cam-

pus

Trouble began yesterday when more than 1 000 students refused to heed the principal's order to return to class. Police arrested 13 students on public violence charges

It is understood police used tearsmoke, sjamboks and rubber bullets. Two policeman were injured in the fracas

Mr Marinus Wijnbeeck, the principal, said there had been intimidation against other students, acts of violence against staffers, and stone-throwing incidents. He said police were on campus to protect innocent students

The lecture boycott followed a clash on the issue of a students' representative council

Petrol on the polling days

On August 22 and 28, when coloured and Indian voters go to the polls to elect members of the new tricameral Parliament, petrol selling hours will be extended without the R5 levy being charged

The Minister of Mineral and Energy Affairs, Mr Danie Steyn, announced this today

"The fixed selling hours during which fuel will be available without payment of the levy will be extended until 11 pm on August 22 and 28. Compulsory closing will be from 11 pm to 11 15 pm"

But Mr Steyn emphasised that service stations were not compelled to supply fuel during this period. The decision rested solely with them — Sapa

● See Page 4, World section

211 213 215 Staw
16/8/84

Crucial meeting today as mines strike threatens

By Carolyn Dempster

The second crucial meeting of the conciliation board, in the dispute between the National Union of Mineworkers and the Chamber of Mines takes place today, in a final bid to avert a legal strike by black mine-workers on five chamber collieries.

It is feared the talks will follow the same course as this week's conciliation board meeting in the gold mine dispute which led to a deadlock.

On Monday, negotiations between the NUM and the chamber broke down, effectively leaving the way clear for the union to hold legal strikes among its 40 000 members on eight chamber gold mines.

The union's demands in the coal mine dispute are virtually identical to their demands tabled in the gold mine dispute a 25 percent across-the-board increase.

The chamber last said publicly it was prepared to raise wages by 13-14 percent.

The chamber's decision to implement this offer on July 1 for the benefit of the 380 000 non-unionised mineworkers, and in spite of the dispute, led to spontaneous strike action at six mines, involving about 6 000 black mine-workers. Five of the mines affected were collieries.

The NUM is to meet with the management of Rand Mines-owned Rietspruit open-cast colliery tomorrow for the second meeting of the conciliation board in an attempt to resolve this dispute.

The mine has a workforce of just over 1 000 mineworkers.



Davidson ... better to be lucky than clever

British banks?

Davidson says "No, it's more a question of the internationalisation of our operation. After four years looking after StanChart's African interest from London, I can tell you that British banks are stronger and more highly regarded than ever there"

Does Standard have extra pull because of its London connection? "Most African countries began independence with great socialist ideals, determined to nationalise big business. But StanChart still owns the majority share in most operations (except in Malawi, Mozambique and Nigeria) and provides top management on contract."

Davidson says of his managerial style "I believe in the team concept, in getting on with the people you work with. I don't like to think that I'm autocratic — but when the time comes, you must be able to make clear what's to be done. With the number of skills you need to make a bank work, there's little place for an autocrat"

Banking's an unusually hierarchical profession, but he says that now there is increased responsibility at all levels

"Still," Davidson says, "there are principles and practices of banking being used today that date back from the fifteenth century."

PANDELANI NEFOLOVHODWE

United we stand

Pandelani Nefolovhodwe is general secretary of the Black Allied Mining and Construction Workers' Union (Bamcwu). A highly energetic character, at 34 he's also convener of an alliance of seven unions, which could pave the way to yet another black union federation.

The common ground of the unions concerned is their commitment to black consciousness. "At a meeting between these unions early this year, we agreed to enter

into an alliance, to assist one another with common concerns, such as finance and mutual support. It's not a union federation, though, in time, a federation may emerge," Nefolovhodwe says.

Alliance members are Bamcwu, the Insurance and Assurance Workers' Union of SA, the African Allied Workers' Union, the Black Electronic and Electrical Workers' Union; the Black General Workers' Union, the National Union of Workers of SA, and the Amalgamated Black Workers' Union (ABWU). As a group, they claim total membership of 75 000.

Nefolovhodwe's terms of reference? To draft a constitution for consideration by member unions, to formulate joint policy, as spelt out in the alliance's declaration of intent and in conformity with individual unions' policy; to work out practical possibilities for financial co-operation in both fund-raising and administration, and to co-ordinate responses if any other union federation contacts the group. Relations at the moment, he says, are "no animosity, no contact"

Asked about the rationale of black consciousness involvement in unionisation, Nefolovhodwe spells it out "I'm unashamedly a member of Azapo (the Azanian People's Organisation, a central black consciousness body), but it's not a matter of Azapo entering labour. I'm a member of a group and generation that is committed to black consciousness philosophy and directions. Labour organisation is part of the duty embodied in that"

Why? "In SA there's only one base for fundamental change, and that is the group of people that's most oppressed. In SA, the most oppressed are the working class, and they will thus produce your agents of change, or vanguard"

"Not all levels of the working class are, in fact, agents of change — we must deal with the black working class. Rural communities, students and some sections of the

middle class also come into the political picture, but it's the black working class that must lead"

Nefolovhodwe began as a regional organiser for Bamcwu last year. Asked where he grew up, he replies "Uganda". He and fellow unionists roar with laughter "That's what we call Venda — because of certain similarities"

Born, reared and schooled in rural Venda, he went to university at Turfloop in 1969. The campus was boiling with the political debates and confrontations that marked the early years of black consciousness. He was publicity secretary of the 1971-1972 SRC that was expelled after the "Tiro strikes" — the very first student-university confrontation of the Seventies.

In 1974, he returned to Turfloop. An eventful year: in April, he became SRC president, in July, he was elected president of Saso (the SA Students' Organisation, which became the nucleus of the black consciousness movement), and, in October, he was detained.

After six months in solitary confinement, Nefolovhodwe was charged along with nine others in what became known as the Saso and Black People's Convention trial. In 1976, he started a six-year sentence on Robben Island. Soon after his release at the end of 1982, he began work as an organiser for Bamcwu. He worked in the Pietersburg offices before coming to Johannesburg in the middle of last year. A year later, he was elected general secretary of the union.

The unions in the alliance aim to organise a wide range of workers, skilled, unskilled, blue-collar, white-collar and from mines to services. Does this not render their interests potentially incompatible?

"No," Nefolovhodwe replies amiably. "Because of the material conditions of black people in this country, we are not divided. We all come from similar backgrounds, face the same conditions, and we perceive the same things." This is a man with a mission.



Nefolovhodwe ... the black working class must lead

competitiveness and everyone will be worse off

Unless more weight is given in formulating wage claims to the disciplines of world trade — and less to notions of domestic equity — we will all go down the drain.

Likewise, the fears that organised labour has of automation, and of what is called concentration of economic power, are, far from being the enemies of workers, vital to their continued wellbeing (They might well be counted the enemies of the trade union official anxious for power and influence.)

It is precisely these phenomena that are vital to international competitiveness. They help to raise productivity and achieve economies of scale. Without them, jobs will be destroyed rather than increased as our too-expensive exports are rejected abroad.

SA has an open economy that is heavily dependent on trade. Without it, we cannot hope to provide for ourselves from domestic resources or buy what we need from abroad.

In SA, the vague term "wealth distribution" is often held out as a means of removing poverty and reducing unemployment. And those who advocate it usually imagine some sort of "soak the rich" policy to uplift the indigent.

It is undoubtedly a difficult policy to apply in anything but a collectivist society. Inevitably, where it has been tried, the whole community in time becomes poorer as poverty and unemployment become entrenched.

Most people agree that were this to happen in any society, it would become progressively less stable. It is a problem that cannot be ignored. But the way to tackle it is through steps to increase equality of opportunity and ease of entry into the commercial and industrial sectors.

Through our numerous apartheid laws, we have not been very good at that. The free movement of blacks to where their labour is needed is restricted. Educational opportunities — a highly politicised issue — have long been neglected, although matters are improving. Significantly, it is probably worth remembering that the riots in Soweto in the last decade were not over bread or unemployment, but education.

In this respect, too, organised labour has been its own worst enemy. Minimum wage enactments, the rate-for-the-job, closed shops — the worst of our European coercive socialist heritage — combine in our society to favour the employed at the expense of the unemployed and poverty-stricken.

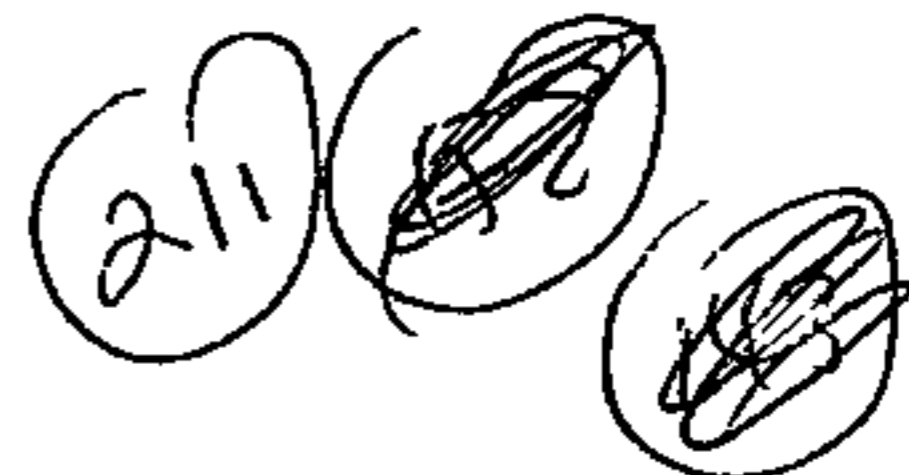
In addition, the public service here has been allowed to grow beyond all reasonable proportion to its use. Entrenched in well-paid and risk-free jobs are legions of men and women whose task it is to control the lives of others, usually under the guise of providing public services. While their numbers grow, petty regulation, an enormous barrier to opportunity, will increase. They have a vested interest in making sure it does.

As Dickman concluded in his address: "There are no easy options through controls that give a short-term illusion of success by distorting the market and providing spurious employment gains at the cost of lost opportunities in the future.

"If we wish to avoid dirigiste solutions, with all the bureaucracy and eventual impoverishment that is implied, the route to restored prosperity will still be arduous and the short-run costs inescapable. The reality of a harsh competitive world must be our disciplinarian."

LABOUR MATTERS

Towards peace on the mines



The only encouraging aspect of the deadlock between the Chamber of Mines and the black National Union of Mineworkers (NUM), which now threatens some gold mines with a legal strike, is that both sides were careful to follow legal procedures. The same applies to the coal mine negotiations which were expected to end in deadlock on Thursday, after the *FM* had gone to press.

The growth of black unionism facing the mining industry is fraught with problems of great delicacy. With its vast and volatile migrant labour force, the industry has always been vulnerable to agitation aimed at stirring up trouble for factional, political or industrial purposes. The number of times individual mines have exploded into rioting and violence is ample evidence of the extent of this problem.

The Chamber of Mines, therefore, must have thought long and hard before recognising, and granting organisational facilities to, the NUM — and organisational access to other, smaller unions. Had the NUM turned out to be doctrinaire and confrontational, the consequences for the industry could have been serious. Indeed, they still could be.

Fortunately, although the gold dispute has ended in deadlock, and the coals talks will probably end the same way, there is, as yet, no certainty that there will be a strike. The chamber is obviously hoping that after report-

ing back to their members, which could take up to two weeks, the NUM leaders will return to the negotiating table — possibly with a counter-proposal to the increase in fringe benefits and reduction in some working hours offered by the chamber.

Given the still relatively small paid-up membership of the NUM, and the vulnerability of its members to being fired and shipped back to the homelands, the union may see a compromise as being in its best interests. Already some senior mining men have pointed to the vast number of former miners waiting for jobs in the homelands who could be recruited to replace fired NUM strikers.

In the event of a compromise, each side will have taken the measure of the other's strength and weaknesses in the continuing process of establishing a balance of power between the employers and the union.

A strike is not in anyone's interests. It could cost NUM members — and any others who join the strike illegally — their jobs and any prospect of future employment on the mines. It could also disrupt production, possibly lead to violence and intimidation, and undermine foreign confidence in the industry.

From Friday of this week the NUM is legally entitled to call a strike. It is to be hoped that wiser counsels will prevail within the union — and that the chamber will be able to respond positively to any offer of a compromise.

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NUM and chamber agree to meet again

By PHILLIP VAN NIEKERK

THE Chamber of Mines and the National Union of Mineworkers (NUM) have agreed to extend the life of the official conciliation board (CB) to September 7 to resolve the dispute over pay for the union's members on five chamber collieries.

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday this had been agreed so they could take an improved offer made by the chamber back to their members.

The NUM has already

deadlocked with the chamber in its pay talks for their members on chamber gold mines.

The NUM was initially demanding a minimum 25% increase while the chamber paid black coal mine workers increases of between 13 and 14%, sparking a wave of strikes.

A chamber statement said that at the first meeting of the CB on August 8 the NUM had revised its demands and that yesterday the chamber had in turn made a revised offer.

S. Times (211)

Strike hinges on vote

By Angus Macmillan

19/8/82

CONCILIATORS won and lost a battle in this week's efforts to avert a strike by black mineworkers.

The Chamber of Mines and Cyril Ramaphosa's National Union of Mineworkers are in deadlock in discussions over wage increases on gold mines. Union members must now decide whether to strike.

The mines are Elandsrand, Kloof, President Brand, Western Holdings (Holdings division), Western Holdings (Saaiplaas division), Western Holdings (Welkom division), Vaal Reefs (East division) and Vaal Reefs (West division).

August 13 proved an unlucky day for resolving disputes as the NUM rejected an offer by the chamber to improve gold mine working conditions from September 1.

On offer was a service increment scheme, a death benefit scheme and a reduction in the

standard working hours of underground workers.

When the chamber and Mr Ramaphosa met three days later to battle over the dispute in collieries the two sides agreed to extend the life of their conciliation board to September 7.

The NUM has attended seven conciliation board meetings in the past two weeks, two of which have ended in deadlock. It agreed to disagree with Rand Mines over increases at its Duvha colliery last week.

The union has to go back to its members to decide on its next move.

But employers are legally entitled to fire them and recruit from the pool of unemployed workers with mining experience.

The Employment Bureau of Africa (Teba), the chamber's recruiting arm, said it could easily recruit another 300 000 black miners.

Perils posed by the strike nobody can win

RAM 20/8/84 (211)

THE pay deadlock between the Chamber of Mines and the National Union of Mineworkers is obviously dominating labour news.

While the chances of a settlement on collieries seems reasonable, there is intense pressure from NUM's gold mining members for a strike unless the Chamber makes a new wage offer.

But what would happen if NUM called a strike? Mining employers have been suggesting that a stoppage would not unduly hurt the industry.

They have a good deal of evidence on their side. NUM has only been in existence for a couple of years and this may lessen its ability to mobilise workers. It is recognised on only nine of the Chamber's 50 gold mines.

Employers also have the power to fire strikers who, because they are migrant workers, might then lose their jobs permanently.

A strike would almost certainly end in defeat for NUM and its members.

But it could also prove damaging to the mines.

Recent stoppages at a few collieries are understood to have cost employers several hundred thousand rands a day each, so even a very limited strike could prove costly.

A strike by NUM members could also spread to non-members. This would raise the spectre of violent unrest, which has not occurred so far where workers have been subject to union discipline.

And, if they do fire strikers, employers may find attempts to remove them from hostels is met by legal action from NUM. International reaction to the firing of legal strikers could be immense.

So a strike holds grave dangers for both sides. But the gulf between them may still make one inevitable.

RAM □□□ 20/8/84 IT is not every day that a celebrated former Government labour adviser gives evidence for a black trade unionist in court.

This is what occurred in the Potchefstroom magistrates' court last week when Professor Nic Wiehahn took the stand on behalf of the general secretary of Cusa's Food, Beverage Workers' Union, Mr Skakes Sikhakhane.

Mr Sikhakhane is charged with holding an illegal gathering outside local firm, Chubby Chicks, where he had gone to settle a dispute.

The case is seen as a key test of union rights, for it follows several arrests of unionists after they arrived at plants to settle disputes.

They found their members gathered outside the plants and addressed them - an action which, police contend, contravenes various bans on outdoor meetings.

If the courts agree, union officials will be severely hampered because they will not be able to talk to their members during many work stoppages.

The list of witnesses for Mr Sikhakhane suggests unionists are not alone in worrying about this new police action.

Besides Prof Wiehahn, Anglo American industrial relations man, Mr Bobby Godsell, and Wits Business School lecturer, Mr Loet Douwes-Dekker, also gave evidence on the implications for labour relations if the police view is upheld.

Mine dust levels exceed UK limit

By PHILLIP VAN NIEKERK
MORE than 80% of the employees at the Penge brown asbestos mine in the north-eastern Transvaal are working in fibre levels above the British limit.

And in several key areas the mine is still unable to meet the Government Mining Engineer's (GME) limit of two fibres a millilitre, or 2-million fibres a cubic metre, and has had to be granted an exemption.

The mine's latest dust figures were revealed by Mr Pat Hart, the managing director of the Griqualand Exploration and Finance Company (Gefco), when he took a Rand Daily Mail reporter on a tour of the mine this week.

The tour followed the publication of reports of extremely high dust levels and the fact that 780 workers at the mine were compensated for asbestosis between 1973 and 1983.

Mr Hart showed the Mail attempts made in recent years to lower the mine's fibre counts and to cut down on environmental pollution.

However, Mr Jean Leger, a chemical engineer and research officer at the University of the Witwatersrand who accompanied the Mail on the tour, said management was only now introducing dust control technology that had been available for decades.

He said the present GME requirement of 2-million fibres a cubic metre was introduced in Britain in 1969 and had been found to be inadequate in preventing asbestosis and lung cancer.

The new British standard

was 200 000 fibres a cubic metre and, according to the mine's own figures supplied by Mr Hart, 80% of Penge's employees were working in fibre levels higher than this.

According to the figures, workers in the bagging and weighing departments — about 8% of the total staff — were working in levels consistently above the GME level.

Mr Hart said these workers all wore respirators and the mine had been exempted by the GME from meeting the levels as long as there was evidence they were attempting to improve the situation.

The highest counts for workers in a number of other departments — such as mill supervisory staff and workers in the sorting plant and the processing plant — were as high as 9 900 000 fibres a cubic metre (9,9 fibres a millilitre).

The average count for workers at the underground faces in the first quarter of this year was 2 000 000 fibres a cubic metre with the highest count being 4 600 000 fibres a cubic metre.

Mr Hart said the earlier publicised counts of up to 134 000 000 fibres a cubic metre were engineering counts taken with a kumometer and did not reflect what a worker in the mill would be exposed to.

He did not deny earlier reports that the mill's dust average had improved substantially since 1980, but said he "did not want to put the needle into" the previous owners — Transvaal Consolidated Land — who sold the mine to Gefco two years ago.

INDUSTRIAL COURT On legal strikes

In a landmark judgment, the Industrial Court has upheld a claim by the Chamber of Mines that it has the right to dismiss em

FM.
24/8/84

ployees taking part in any strike, whether legal or illegal. But the court also found that it would, in certain circumstances, be possible for the lawful dismissal of an employee taking part in a legal strike to constitute an unfair labour practice.

The case involved the chamber and the Council of Mining Unions (CMU). Although SA has a long history of illegal strikes, in the past year or so a number of trade unions have opted to follow the procedures laid down in the Labour Relations Act which pave the way for a legal strike. However, even in legal strikes, employers can still dismiss workers in terms of the common-law contract of employment.

This factor has caused grave dissatisfaction among trade unionists, who have questioned whether it is worthwhile abiding by the law if the result of strikes — legal or illegal — can be the same.

The path to a legal strike is lengthy. Initially, a dispute has to be declared. In situations where industrial councils have jurisdiction, the dispute must be referred to them. Where this does not apply, the parties must apply to the Minister of Manpower to appoint a conciliation board. If councils or boards fail to settle the dispute, the union is entitled to conduct a strike ballot among the workers.

The CMU took up the issue of the dismissal of legally striking workers when it declared a dispute with the chamber last year. At issue was a clause in the chamber's contract of employment which states that workers who strike automatically repudiate their contract of employment. Besides losing a job, workers also lose numerous benefits. The CMU alleged that the wording of the clause constituted an unfair labour practice. At the heart of the case is the conflict between the common law and Industrial Court, which uses fairness as its criterion.

Strikers' job security

The CMU asked the court to determine

- That the job security of legally striking employees should be protected, and
- That during a legal strike employees' employment contracts should be suspended and that employers should not have the option to dismiss them. However, it did not press this issue in the court hearing.



White CMU miners ... no protection in legal strikes

At a conciliation board meeting before the matter came to court, the chamber agreed to amend the wording of the clause. But its proposal that it should be changed to allow employers to have the choice to terminate the employment contract in the event of a legal strike was rejected by the CMU.

The court found that the stipulations of an employment contract are valid as far as the termination of employment is concerned. An employer is entitled to terminate service whether the worker has struck legally or not. It said the CMU had claimed that the chamber refused to amend the clause at the conciliation board. But evidence had clearly shown that the chamber was prepared to do so and had acknowledged that there was an element of unfairness so far as legal strikes were concerned. However, neither party's proposal was acceptable to the other.

The CMU had asked the court to establish a general principle. Such a determination would boil down to an abstract rule

which would be applicable to future action. It would be improper for the court to make such a determination. And although the CMU had not pressed the issue of the suspension of the employment contract, it was clear that that remedy would only apply to the future as well.

Some considerations

However, the court also stated that there may be certain circumstances in which the dismissal of a legally striking worker could be an unfair labour practice, even if employers act within their rights in terms of the employment contract. The court said some of the considerations might be the

- Cause, nature, size and purpose of the strike. Strikes can take many forms, and it does not follow that every legal striker should be protected,
- Employee's circumstances,
- Employer's circumstances,
- Duration of the strike,
- Consequences and results of the strike,
- Purpose of the law and, in particular, the principle of collective bargaining,
- Presence or absence of negotiation in good faith between the two parties during the strike,
- Stipulations of the particular contract of employment, and especially any stipulation that has to do with the participation of an employee in a legal strike, and
- Behaviour of the employee during the strike. An example would be whether the employee committed any acts which would have constituted a breach of contract in employment under normal circumstances.

The court also stated that it foresaw the possibility that selective dismissal of workers taking part in a legal strike could possibly constitute an unfair labour practice. The same could apply to selective re-employment of legally striking workers.

Commenting on the implications of the case, a chamber spokesman told the FM. "Employers have the common-law right to terminate an employee's service for not fulfilling contractual obligations. But if this is done in circumstances which it finds to be unfair, the employee is not deprived of his right (in terms of the Labour Relations Act) to approach the Industrial Court for reinstatement or an unfair labour practice determination."

ROM 29/8/84 (21021)

SA unionist tells of talks with Scargill

A BLACK South African mineworkers' leader met Mr Arthur Scargill of the National Union of Mineworkers in London earlier this year to discuss strike solidarity and South African coal exports to Britain

Mr Cyril Ramaphosa, general secretary of the emerging National Union of Mineworkers (NUM), said yesterday he met Mr Scargill in London during an overseas visit in May this year.

The two union leaders discussed solidarity for South African mineworkers in the event of a strike. Mr Ramaphosa refused to disclose the extent of the support Mr Scargill pledged.

However, he said, the support promised was mor-

al rather than financial.

The question of South African coal exports to Britain and the effect this would have on the present five-month dispute with the British Coal Board was discussed.

"As nothing much has happened on this front, I would prefer not to comment," said Mr Ramaphosa.

Mr Ramaphosa also visited union leaders in Europe, but declined to specify the countries he visited.

The NUM is presently engaged in a dispute with the Chamber of Mines which could lead to the first legal strike on South African gold mines. Mr Ramaphosa said no decision on possible strike action had been taken yet. — Sapa

State scotched negotiations

~~217~~ ~~109~~ ~~118~~ ~~113~~ ~~112~~ ~~111~~ ~~110~~ ~~109~~ ~~108~~ ~~107~~ ~~106~~ ~~105~~ ~~104~~ ~~103~~ ~~102~~ ~~101~~ ~~100~~ ~~99~~ ~~98~~ ~~97~~ ~~96~~ ~~95~~ ~~94~~ ~~93~~ ~~92~~ ~~91~~ ~~90~~ ~~89~~ ~~88~~ ~~87~~ ~~86~~ ~~85~~ ~~84~~ ~~83~~ ~~82~~ ~~81~~ ~~80~~ ~~79~~ ~~78~~ ~~77~~ ~~76~~ ~~75~~ ~~74~~ ~~73~~ ~~72~~ ~~71~~ ~~70~~ ~~69~~ ~~68~~ ~~67~~ ~~66~~ ~~65~~ ~~64~~ ~~63~~ ~~62~~ ~~61~~ ~~60~~ ~~59~~ ~~58~~ ~~57~~ ~~56~~ ~~55~~ ~~54~~ ~~53~~ ~~52~~ ~~51~~ ~~50~~ ~~49~~ ~~48~~ ~~47~~ ~~46~~ ~~45~~ ~~44~~ ~~43~~ ~~42~~ ~~41~~ ~~40~~ ~~39~~ ~~38~~ ~~37~~ ~~36~~ ~~35~~ ~~34~~ ~~33~~ ~~32~~ ~~31~~ ~~30~~ ~~29~~ ~~28~~ ~~27~~ ~~26~~ ~~25~~ ~~24~~ ~~23~~ ~~22~~ ~~21~~ ~~20~~ ~~19~~ ~~18~~ ~~17~~ ~~16~~ ~~15~~ ~~14~~ ~~13~~ ~~12~~ ~~11~~ ~~10~~ ~~9~~ ~~8~~ ~~7~~ ~~6~~ ~~5~~ ~~4~~ ~~3~~ ~~2~~ ~~1~~

Last January, recognition negotiations between the National Union of Mineworkers (NUM) and Union Carbide covering the Ucar Minerals Mine in Bophuthatswana were at an advanced stage, writes Carolyn Dempster

What should have been a relatively simple recognition procedure was, however, replaced by uncertainty and industrial unrest

This was because of the Bophuthatswana Government's hostility towards the NUM and other South African-based unions.

About 450 NUM members at the mine went on strike on January 23 and 24 over recognition

At the time, Union Carbide industrial relations manager Mr Cedric Robertson said the company was fully prepared to recognise and deal with the NUM

But this was contrary to the policy of the Bophuthatswana authorities, who informed the NUM that it had "no standing nor would have any standing in the future in the homeland"

The company's efforts to secure a compromise between the union and

the authorities failed

When Bophuthatswana passed its Industrial Conciliation Act, the door to negotiations between companies in the territory and the NUM was firmly shut.

Mr Robertson said much confusion had arisen from the uncertainty

"The situation is clear now and labour relations at the mine are good

"There is no doubt that we have to comply with the Bophuthatswana legislation

"I don't think the NUM is very happy, but there is not much we can do about it."

MINES

No strike yet

211

Almost three weeks after the National Union of Mineworkers (NUM) qualified to launch a legal strike at several gold mines affiliated to the Chamber of Mines, there is no sign of industrial action in the mining industry. A spokesman for the chamber says nothing seems to be happening on the threatened mines

There is also no action at Rand Mines' (non-chamber) Duvha colliery near Witbank where the union and the company, deadlocked at conciliation board hearings on their wage dispute

NUM general secretary Cyril Ramaphosa tells the *FM* the union is still reporting back to members. It is unlikely that there will be any indication of the union's line of action until this has been done.

There are, however, signs that the dispute over coal mine wages and conditions between NUM and the chamber may be settled. The two sides met earlier this month and are due to continue negotiations on September 7

NUM

~~211~~ ~~143~~ ~~150~~
FM 31/8/84

Conciliation board discussions between NUM and Rand Mines over wages at the Rietspruit colliery also appear to be making some progress. The life of the board has been extended and the parties will meet again on September 10.

The *FM* understands that the union is considering an offer of improved fringe benefits

The Minister of Manpower has not yet appointed conciliation boards to hear the disputes NUM has declared with the chamber for Rand Refinery, the Johannesburg depot of The Employment Bureau of Africa and Rand Mutual Hospital

NUM denies ~~1/13~~ strike rumour ~~211~~

5/9/84 Star
Pretoria Correspondent ~~213~~

Sources close to the National Union of Mineworkers (NUM) say the union is preparing for the first legal strike by black gold miners in Welkom on September 17.

The industrial action is expected to involve gold mines belonging to the Anglo American Corporation.

But both NUM and Anglo today denied knowledge of a pending strike.

The industrial relations adviser to the Chamber of Mines, Mr Johann Liebenberg, said he was aware a strike was being contemplated.

Mr Cyril Ramaphosa, general secretary of NUM, said that details of the planned strike were "news" to him. The NUM was still reporting back to its members and no decision had yet been taken on what action would follow.

Any strategy during possible strike action would have to be agreed by the national executive committee which would meet towards the end of next week.

No strike ballot yet, say miners

Sept. 1984

By Sol Makgabutlane

The National Union of Mine-workers (NUM) has refuted reports that the union would conduct a strike ballot among its members today and tomorrow with a view to the country's first legal strike by black mine-workers.

The NUM's assistant general secretary, Mr Mokheseng Maloka, said the union was still holding report-back meetings with its 90 000 members on South African mines and had not decided on a course of action.

"We are still briefing our members on wage talks we held with the Chamber of Mines. Those who have been briefed are holding discussions amongst themselves and will tell us what they think should be done."

"The union is democratic and the leadership does not impose its opinions on followers."

As an unregistered union in terms of the Labour Relations Act, the NUM is not obliged to hold a ballot prior to going on strike.

An announcement by the union would be made sometime next week, said Mr Maloka.

He dismissed yesterday's reports that a strike by NUM members on Welkom mines was scheduled for September 17. There were no such plans, he said.

Wage negotiations between the NUM and the Chamber of Mines deadlocked when the union's demand for a 25 percent across-the-board pay increase was rejected.

On July 1, the Chamber of Mines unilaterally implemented wage increases of between 13 and 14 percent.

RBM 7/9/84 (211)
Black miners
will strike in
10 days — NUM

By PHILLIP VAN NIEKERK

SOUTH AFRICA'S first-ever legal strike by black mineworkers — which could involve up to 90 000 workers at eight gold mines — is set to begin in 10 days, the National Union of Mineworkers (NUM) announced yesterday.

The decision follows months of negotiations over the annual pay increase for black mineworkers between the Chamber of Mines and the NUM.

Mr Cyril Ramaphosa, general secretary of the NUM, announced yesterday that NUM members at the eight mines where the union is recognised had decided to take strike action from September 17.

Their members were still prepared to consider a reasonable offer from the chamber, but if this was not forthcoming before the 17th, strike action was "inevitable".

He said a strike ballot would now be held to determine the extent of support for the action among the 90 000 workers on all eight mines.

"It is expected that all the results will be known by September 14.

In a statement last night, Mr Johann Liebenberg, industrial relations adviser to the chamber, said. "I've noted the Press statement issued by the NUM today advising that members of the union employed on eight gold mines have decided to strike on September 17.

This is a curious statement in the light of the information given elsewhere in the Press statement that a strike ballot has not yet been held and that the result of the ballot, which is still to be held, will only be known on September 14.

The statement is even more curious if it is borne in mind that only yesterday Mr Ramaphosa was quoted in the media as having stated that details of the planned strike were 'news' to him.

"Yesterday, he was reported to have stated that the NUM was still in the process of reporting back to members and that no decision had yet been taken on what action the NUM would take."

But Mr Ramaphosa said. "The ballot itself is a mere formality which as an unregistered union we don't have to comply with. It is being conducted to indicate to the mine bosses that a large majority of workers intend to take strike action unless their reasonable demands are met."

A strike would come as a major trial of strength between the chamber and the NUM, which has only existed for two years.

In the three weeks since the official Conciliation Board talks between the NUM and the chamber deadlocked, the union has been reporting back to its members and debating what action to take. The NUM and the chamber went into dispute in June.

Mines play it cool on strike

By Angus Macmillan

MINING houses are taking the threatened strike by National Union of Mineworkers members from September 17 in their stride, and relying on individual mine managers to resolve the differences.

Both Anglo American and Gold Fields, the two gold producers who will be hit if the strike comes off, seem confident they can avoid production losses.

To safeguard against strikes, mine managers may concentrate on building up ore stockpiles to supply process plants while the miners are on strike. This would keep production going after September 17.

Mandate

The NUM says it has a unanimous mandate from its workers to strike at Anglo's President Brand, Western Holdings, Vaal Reefs and Elandsrand. It plans action at Gold Fields Kloof mine.

Johannesburg Stock Exchange analysts say foreign trading in gold shares fell off this week, American particularly.

One analyst said "SA has improved from foreign investors' risk point of view and our image is better. But they would rather be out of the market when labour problems arise."

It is 10 weeks since Cyril Ramaphosa's union threat-

ened to strike within six weeks unless its 25% wage increase demand from the Chamber of Mines was met. The chamber has not raised its 14% offer.

Having sat through several hours of conciliation laid on by the Department of Manpower and taken some time to announce its members' decision, the NUM is now under pressure from members.

Anglo American, which will be hardest hit by a strike, declines to comment on the effects.

Coal

Mr Ramaphosa, shaping up as South Africa's Arthur Scargill, claims 90 000 membership for the NUM. Employers and the chamber doubt that his support is so large.

The union says it is still open for negotiation. It has rejected the chamber's offers of service increments, a death benefit scheme and reduced working hours.

In the early 1970s, white miners were being paid 19 times as much as their black counterparts. Last year the ratio had dropped to 6:1, but the NUM claims that poverty wages are still being paid.

On Friday, the Chamber and the NUM reconvened their conciliation board meeting over the collieries' dispute.

The union is also at loggerheads with Rand Mines over wages at its Duvha and Fiet-spruit coal mines in the Eastern Transvaal. No strike action has been announced in that dispute.

...to more in parts of the township.

ice spreads

morning a number at the ... last the expul- ... and ... at Dr C of Educa-

tion, which was closed a month ago following a boycott of classes, decided to go back to classes yesterday. They decided to go back on condition no student was victimised. ● Students at Fort Hare University are engaged in a mass stayaway from lectures and are boycotting meals. Student leaders have indicat-

ed the stayaway and boycott was called in solidarity with the victims of unrest in the Vaal Triangle and tomorrow's anniversary of the death of black consciousness leader Steve Biko. ● Students at the University of Zululand at Ngoye did not attend lectures yesterday, apparently in protest against the refusal by the university to reinstate 11 expelled students. ● Mass funeral services are being planned for Saturday for the victims of riots.

inees in new appeal

... judge, Mr Justice B Law, freed seven Natal men after ruling that their detention notices were invalid. Mr Justice Law ordered the release of the seven Maritzburg detainees because the notices served on them by the Minister of Law and Order failed to include his reasons for detaining them and were therefore ruled invalid. Mr Justice Nestadt said it was "regrettable" that he did not have a copy of Mr Justice Law's judgment to help him. In their appeal for release the applicants argued that the Minister had not complied with the relevant sections of the Internal Security Act because he had not supplied any information concerning his reasons for detaining them. Counsel for the applicants, Mr I Mohamed, said it was important to know the reasons for detention so that representations could be made to the Board of Review which had the power to recommend a detainee's release. JEANETTE MINNIE reports that an attorney repre-

... judge, Mr Justice B Law, freed seven Natal men after ruling that their detention notices were invalid. Mr Justice Law ordered the release of the seven Maritzburg detainees because the notices served on them by the Minister of Law and Order failed to include his reasons for detaining them and were therefore ruled invalid. Mr Justice Nestadt said it was "regrettable" that he did not have a copy of Mr Justice Law's judgment to help him. In their appeal for release the applicants argued that the Minister had not complied with the relevant sections of the Internal Security Act because he had not supplied any information concerning his reasons for detaining them. Counsel for the applicants, Mr I Mohamed, said it was important to know the reasons for detention so that representations could be made to the Board of Review which had the power to recommend a detainee's release. JEANETTE MINNIE reports that an attorney repre-

... senting the eight detainees, Mrs Priscilla Jana, said last night that the application for leave to appeal could not be argued yesterday since a written copy of Mr Justice Law's earlier judgement was not available. She said the decision to appeal to the Appellate Division was made because the two separate judgements by Mr Justice Law and by Mr Justice Nestadt were in conflict. The Director of the Centre for Applied Legal Studies at the University of the Witwatersrand, Professor John Dugard, yesterday said "It can be described as *pro-executive* in that it makes little attempt to interpret the Internal Security Act in a way that will advance freedom of political expression and individual liberty. "Judge Nestadt's decision should be compared and contrasted with Judge Law's in Natal, in which a judge did interpret the earlier order of detention liberally." Prof Dugard said the Minister's action was very drastic as even after release from this section, former detainees could not be quoted.

Union members queue up for ballot

By PHILLIP VAN NIEKERK BLACK mineworkers have begun voting in the poll called by the National Union of Mineworkers (NUM) to show support for their legal strike due to begin at eight mines next Monday.

Mr Cyril Ramaphosa, the general secretary of the NUM, said workers had been queuing since last Friday to vote for the strike, which follows the deadlock in pay talks between the union and the Chamber of Mines.

If it goes ahead, it will be the country's first-ever legal strike by black mineworkers.

A spokesman for Anglo American, which manages seven of the eight mines involved, said balloting had begun at Western Holding's Saaiplaas division, at Western Holding's number six shaft and at Vaal Reefs East.

He said there was some confusion whether the ballot was still being held yesterday.

The Rand Daily Mail was refused access by Anglo to the mines to photograph and interview voting workers and assess the situation at first hand. Meanwhile, the official conciliation board talks between the NUM and Rietspruit, a Rand Mines-managed colliery which is not part of the chamber, reached deadlock yesterday.

This means the union is now entitled to take legal strike action at two Rand Mines collieries, having reached deadlock with Duvha several weeks ago.

A spokesman for Rietspruit said the company had not improved their basic offer yesterday, but had improved their offer on fringe benefits.

gie's hatchet man ruled in UK Press

... TTERSBY Bureau British Coal MacGregor, Thatcher's her six-month- miners' boss has become ridicule in the

... bizarre antic hid behind a carrier bag and the handles at the vital talks with the Union of

... of the 72-year- can peering in a plastic bag from re- carried on the five British na-

... the photographs looked more fire-fighter Board chief and photographs he he was vom-



British Coal Board chairman Ian MacGregor hides his face with a plastic bag to avoid the Press.

In the past few days Coal Board officials have private- over each other's mental health. The spectacle has largely

GOLD CHAINS COST LESS at **NUM Jewels** available at Cit & Pretori

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Hopes of conciliation fade away

Labour Reporter

With only four days to go before the first legal strike by 70 000 black miners, hopes of conciliation between the National Union of Mineworkers and the Chamber of Mines is diminishing fast.

When it was announced last week that the strike would begin on eight mines on September 17, Mr Cyril Ramaphosa, general secretary of the NUM, said there was still time for the chamber to negotiate a settlement.

But, according to sources close to the chamber, a meeting of its executive on Monday night resolved not to budge.

The NUM has been holding a ballot on the eight gold mines, where the union has agreements with the chamber. Seven of them are owned by

70 000 are geared for mines strike

12/9/84

Anglo American Corporation

In response to media requests for access to the mines, Mr V de Chalam, public relations spokesman for Anglo, said the Press would be barred from the mines until September 17.

After that date access would depend on the situation at each mine.

The Miners International Federation, which represents more than a

million miners in 34 countries, has extended its support to the NUM and is monitoring the situation in South Africa closely, said Mr M Molo-ka, the NUM's assistant general secretary.

He said the union had also received messages of support from the British National Union of Mineworkers, headed by Mr Arthur Scargill, and from the Liberty Young Socialists.

(21) ~~21~~ ~~21~~
**SA gold miners
get offer of help**

By PHILLIP VAN NIEKERK

THE Miner's International Federation (MIF), representing about a million mine workers in 34 countries, is closely monitoring the situation in South Africa where the National Union of Mineworkers (NUM) has called a strike on eight gold mines.

Strike action has been called by the NUM for Monday following the breakdown in pay talks between the NUM and the Chamber of Mines.

According to the NUM the strike ballot, which is being held at the affected mines, continued yesterday.

Mr Peter Tait, caretaker secretary of the MIF, said they would be writing this week to Mr Cyril Ramaphosa, general secretary of the NUM, to find out what help the NUM would need in the event of a strike.

He said the support the MIF would give to striking South African mine workers would depend on Mr Ramaphosa's reply.

"The extent of interest in

the strike varies from country to country," Mr Tait said.

"Unfortunately in Europe at the moment the main focus of interest is the National Union of Mineworkers' strike in Britain."

"In Africa there is a lot of interest, particularly in Ghana."

"Either way, we will be contacting all our 36 affiliates to let them know what is happening in South Africa."

The NUM, meanwhile, is to meet the Chamber of Mines before the end of the week for a decision, one way or the other, in their dispute over pay for black coal miners.

Mr Tait said that if coal miners came out as well, then the MIF could contact European dock workers and seamen's unions to "black" South African coal.

"In the past we have asked dockers and seamen not to handle "black" coal, but we know this would be very difficult because, once the coal gets to Rotterdam, it is very difficult to tell which of it is South African."

NUM ready for power test

Strike could be 'Armageddon' for miners

Staw
13/9/84
211
~~213~~

The first legal strike by an estimated 70 000 black gold mineworkers, expected to begin on September 17, is destined to be far more than a test of the strength of the National Union of Mineworkers or the will of the mining houses

It could, in the words of University of the Witwatersrand economist Professor Roger Gidlow, develop into the miners' "Armageddon".

Two crucial questions which will determine the nature, impact and extent of the strike are will it spread to other mines and non-unionised black mineworkers, and what action will mine managements take against the strikers?

By Carolyn Dempster, Labour Reporter

The 41 000 workers, which the NUM claims it represents on eight Chamber of Mines gold mines involved in the dispute, make up just over half the black workforce on these mines

of the Chamber and head of gold operations for Goldfields South Africa, has implied that the dismissal and bussing home option is the course management would follow in the face of a refusal to return to work

others to bring the total number of strikers to 70 000

Compared with South Africa's total black mine labour force of 475 000, the anticipated number of strikers — with another 29 000 possibly joining the action — would be about 15 per cent

The underlying confidence in the mining industry has also been based on the presumption that the Chamber would negotiate its way clear of any serious industrial action

A climate of uncertainty and tension has been created countrywide, with police action in the wake of the elections, the violent riots and unrest in Vaal Triangle townships, the clamp-down by the Minister of Law and Order, Mr Louis le Grange, on anti-Government meetings, and outbursts of stoning and burning in Soweto.

UNEMPLOYMENT

On the basis of these estimates, and considering the organising strategy of the NUM, which has tended to concentrate on surface workers, there is a feeling in the industry that a strike at this stage will not involve most underground workers, and therefore not seriously affect production.

But negotiations reached an impasse with the failure of the conciliation board to bring the two parties together at its second meeting on August 13

Although relatively isolated, black mineworkers have indicated that they too are prepared to lose their jobs and face the consequences of confrontation if it means they will ultimately achieve their ends

Also, strikers — whether the strike is legal or not — would face being fired and bussed home to rural areas overpopulated with unemployed miners.

Since then, the climate between the Chamber and the NUM has, if anything, worsened

GOLD PRICE
With the gold price at a depressed level, the miners have chosen an "extremely bad time to strike", said a gold mining analyst.

The Chamber's recruiting arm, Teba, estimated at the beginning of the year that there were at least 30 000 unemployed miners that it would be able to recruit fairly speedily

Now, with only three days to go, and time for conciliation running out fast, there are numerous other variables to be considered

If the strike spreads, it could disrupt production seriously, cost the mining companies R20 million a month, and rock the foundations of the South African economy.

Mr Colin Fenton, chairman

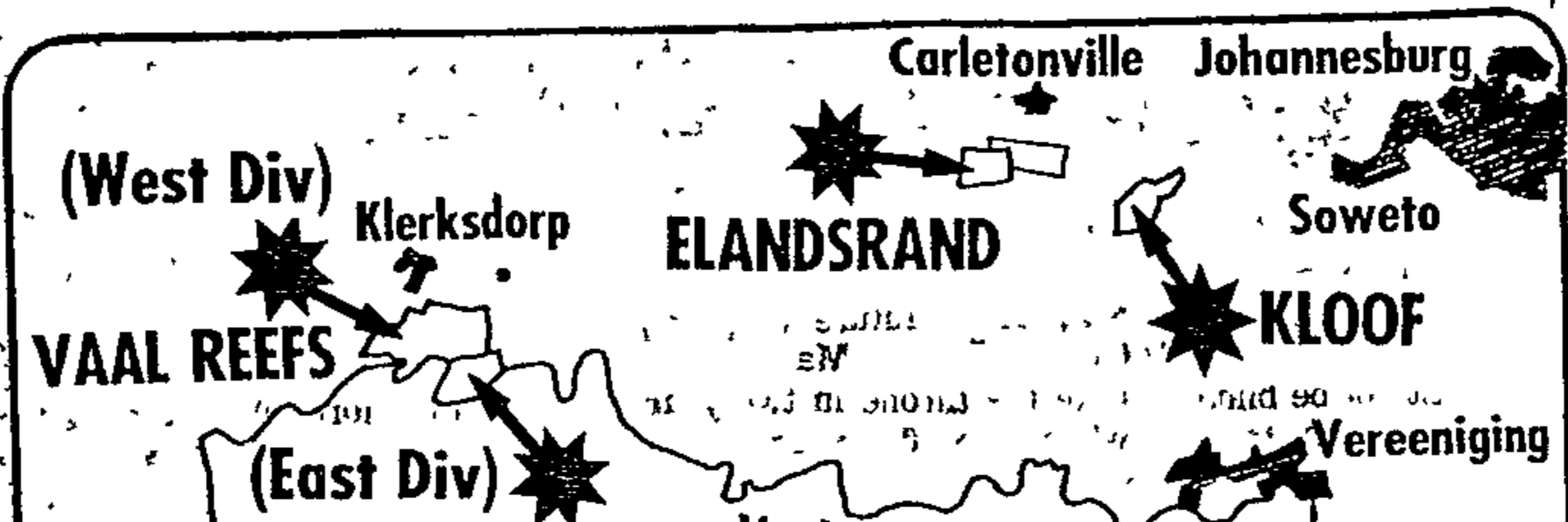
PAY INCREASES

Black mineworkers who are NUM members have waited a long time for their demands to be met. They started with a demand for a 60 per cent pay increase. This was reduced to 25 per cent only recently.

How mine managements, in particular Anglo American Corporation, which controls seven of the eight mines in the dispute, will respond is another unknown

Mr Cyril Ramaphosa, general secretary of the NUM, is confident that members will vote in favour of a strike and that support will extend to

Whether the new era of industrial relations will change attitudes remains to be seen



NUM strike ballot 'not genuine test'

By Carolyn Dempster,
Labour Reporter

The ballot being conducted by the National Union of Mineworkers (NUM) to determine support for a legal strike on eight gold mines would "not prove to be a genuine test" because of irregularities, the Chamber of Mines said last night.

The chamber claimed that no secret ballot had been conducted at any mine, there was a

total absence of control over who had participated in the ballot and how many had cast their votes, and it was irregular that there would be no independent supervision of the vote counting.

The NUM is not required by law to carry out the strike ballot because it is an unregistered union.

But the chamber said that a "properly conducted ballot" could have given credence to the union's claims of being democratic.

If a large majority voted for the strike, the union could possibly have used the results to "put additional pressure on the employers".

Mr Cyril Ramaphosa, NUM general secretary, said last night that it was surprising that the chamber should make such a big issue of what it regarded as irregularities in the ballot.

There had been one isolated incident which would not influence the outcome of the ballot in

any way. Union officials corrected the matter as soon as they became aware of it.

"It should be stated that mine management has fought to obstruct the ballot. Our union requested a reasonable period to conduct the ballot, but management refused it."

"We are entirely satisfied that the results of the ballot will reflect the attitude of our members."

● See Page 7, World section.

Star 13/9/84

211

NUM 14/9/84 (211) 415

Mineworkers poised for historic strike on Monday

By PHILLIP VAN NIEKERK
INDICATIONS of substantial support for the National Union of Mineworkers' strike ballot on seven Anglo American gold mines this week mean a possibly historic labour event is at hand.

Failing a last-minute offer from the Chamber of Mines, tens of thousands of black mineworkers on eight mines will embark on a legal strike on Monday, which could have major economic and political implications.

The actual figure could be anything between 30 000 and 90 000 workers

It comes amid a climate of unrest in Vaal townships, an economic squeeze which has especially affected the families of migrants in the rural areas and a growing confidence and militancy among black mineworkers.

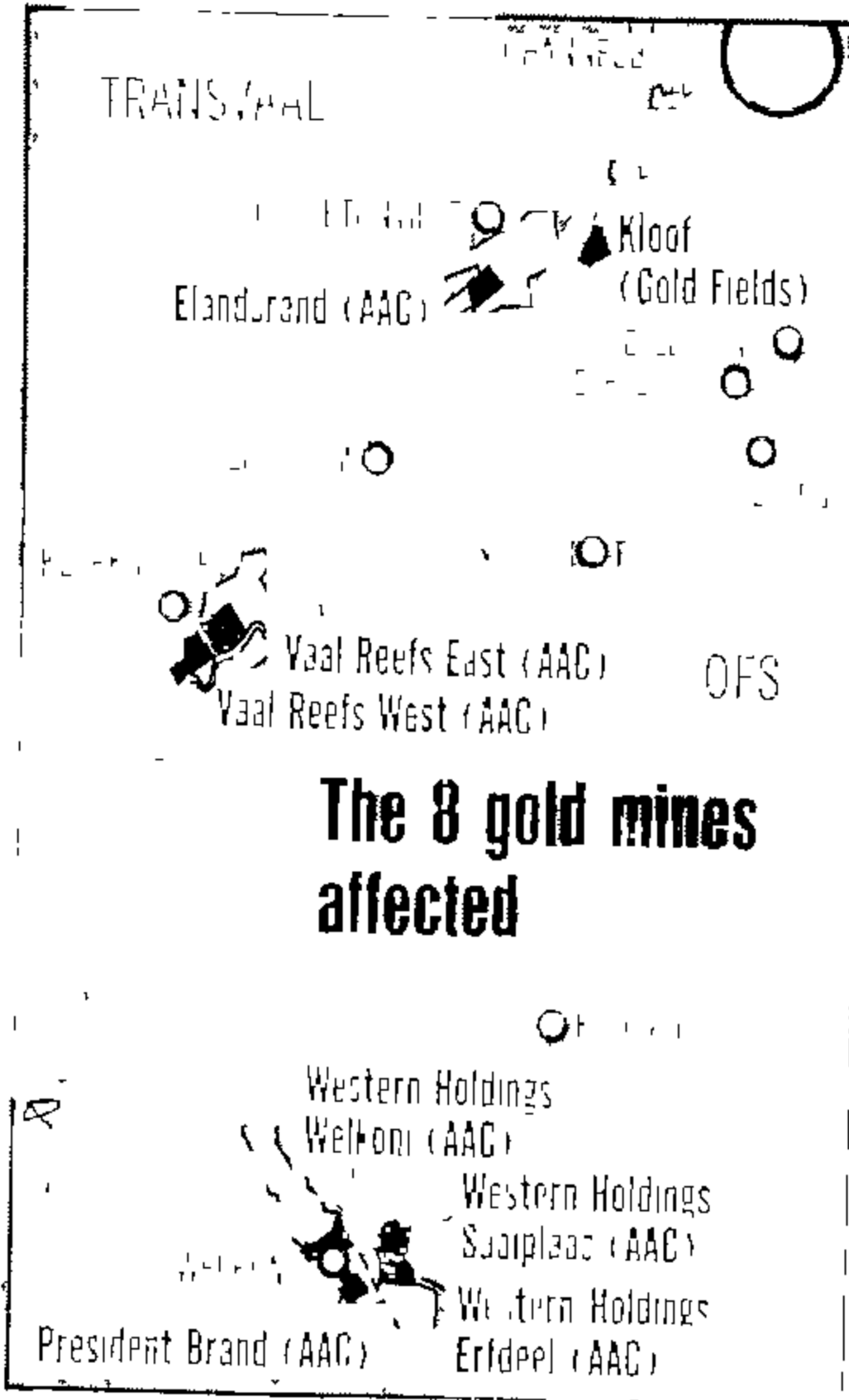
The route to the strike began in June when the NUM went into dispute with the Chamber over the annual wage increases for black miners. That dispute has since followed a tortuous path through the Labour Relations Act.

The painstaking negotiation and use of legal channels is a far cry from the wildcat strikes of July 1982 which led to 10 miners being shot dead by police and thousands more shipped back to the homelands.

Following those strikes, the NUM was formed two years ago and at about the same time the Chamber — with the winds of labour change upon them — dropped their historic antagonism to black trade unions.

This year's negotiations — only the second time the Chamber had negotiated black miners' wages with a representative union — seemed headed for dispute from the beginning.

Faced with strong pressure from members, the



The 8 gold mines affected

NUM started negotiations by demanding a 60% minimum increase, eventually dropping to 25%, a figure which in the given economic climate the Chamber appeared unable to match.

In July the Chamber unilaterally implemented increases of about 13% and since then has refused to increase the basic wage, offering instead fringe benefit improvements as well as a reduction in working hours which would improve payment for overtime.

All the conciliation equipment in the world could not bridge the gap between the two parties.

On one side of that divide stands a relatively young union which has to prove its credibility as the voice and representative of black mineworkers. On the other side is a shrewd and powerful employer organisation.

With hundreds of thousands of unemployed people in the rural areas of southern Africa probably ready to take the jobs of striking mineworkers, the odds appear stacked against the NUM.

But many questions can only be answered once the strike begins on Monday. The most important of these are:

● To what extent will there

be a link between the strike and the unrest which has hit the nearby Vaal Triangle and Free State townships this year?

And what effect will a major mineworkers' strike have on the generally tense political climate?

● To what extent will the strike affect gold production and further cripple a weakening local economy?

With gold still commanding a high price in rand terms, there is unlikely to be an existing stockpile and if production is disrupted sufficiently, millions could be at stake.

● How much support does the NUM have? Both union and management sources are in agreement that there has been substantial support for the ballot this week, but how many of those workers will vote with their feet?

● How long will the workers stay out? And how long will it take before they are fired and ordered back to the homelands?

Even though it is a legal strike there is no protection against dismissal, though the NUM may challenge any dismissals in the industrial court.

● Will there be violence? The NUM says it wants a disciplined peaceful action, though it can make no guarantees of what will happen if police are called in.

Anglo American, for its part, believes that any arrangement should be left to the parties and interference from outside will not be sought.

● How much support will come from non-members at mines and will workers at mines which are not involved strike in sympathy?

While Anglo is in the firing line some of the strongest NUM mines are run by Gold Fields which could be hit by any second-phase action.

14/9/86

211

Black miners support strike

Argus Correspondent

JOHANNESBURG — Black mineworkers have shown strong support for the first legal strike on South African gold mines in the country's history

The results of a ballot conducted by the National Union of Mineworkers (NUM) on eight Chamber of Mines gold mines in the Transvaal and Free State began to filter through last night and today after nearly a week of voting

If the mineworkers follow their votes and refuse to go underground on Monday — the date set for the start of the strike — as many as 40 000 will take part.

Anglo-owned

Mines affected will be the Anglo American-owned President Brand, Western Holdings, Syplaas Holdings and Welkom divisions, Vaal Reefs East and West Division and Elandsrand. Kloof Mine, owned by Gold Fields, is the only one of the eight mines not owned by

Anglo which will also be hit

If the strike spreads to other mines not covered by agreements the number of strikers could rise to 70 000.

As an unregistered union the NUM was not bound to hold a ballot, but carried out the poll to determine support for strike action.

In a sudden move the union has settled the coal mines dispute on the eve of the second conciliation board meeting with the Chamber of Mines today.

Mr Cyril Ramaphosa, general secretary of the union, said today that NUM members on the five collieries covered by the dispute had agreed to accept the last offer made by the chamber at the first conciliation board meeting

He said that although the wage offer had not been increased substantially, the reduction in hours proposed by the chamber as part of the revised offer would be beneficial

to every worker on the collieries

The same kind of reduction for gold mine workers would have affected only a few members, he said

NUM told the chamber yesterday it was prepared to accept the offer for the collieries

LP Party may have break

culated this was, in fact, a smouldering LP Party of grievances, election of the P congress in this year but the elec- not dissipat- listed was certain candi- g Mr Hen- were foisted the elections

against the wishes of branches and regions

The three indirectly elected members of the House of Representatives all came from the Eastern Cape, while two were of the Congregational Church, the letter said.

The sharpest criticism levelled at Mr Hendrickse comes towards the end of the circular in which it was claimed that the LP leader had not consulted anyone but his cronies over who should be given ministerial positions

Among the names mentioned

in this regard were the party chairman, the Rev Andrew Julius and a former member of the President's Council, Mr Chris April

Mr David Curry was said to have been approached last Tuesday by Mr Hendrickse to be the Minister of Education

"On September 12 a telephone conversation between Mr Hendrickse and Mr Chris Heunis (Minister of Constitutional Development) was overheard. Two nominations for Minister's Council positions had still to be made. Mr Hendrickse recommended Mr Chris April and Mr Desmond Lockey — what a shame (skande) "

Mr Hendrickse could not be reached for comment

Black miners in favour of strike

by
Carolyn Dempster
Labour Reporter

In what appeared as a last minute bid to reach settlement and avert the country's first legal gold mine strike by black miners, the National Union of Mineworkers last night called for a meeting with the Chamber of Mines

The Chamber's industrial relations adviser, Mr Johann Liebenberg, confirmed that a letter containing the results of the week-long ballot and a request from the NUM for a meeting had been received

With only two days to go before the strike is due to start, it is not known if settlement can be reached

OVERWHELMING

The ballot has revealed overwhelming support among black mineworkers for strike action

Altogether 43 064 black mineworkers on six of the eight Chamber gold mines in the dispute are in favour of striking. On Western Holdings Saaiplaas Division, 6 111 out of the total black workforce of 8 700 voted in favour of the strike. At the Holdings Division, 8 063 out of 11 500 voted yes and at the Welkom Division, 6 674 out of 10 000

On Vaal Reefs East Division, 7 872 out of the total black mine force of 12 300 voted in favour of action and at President Brand 9 187 out of 15 000 voted yes. The results from Vaal Reefs West Division had still not been received last night. At Elandsrand, 5 157 mineworkers out of a total of 7 500 are in favour of striking

The voting poll on the six mines was 43 271. Of those who voted, only 207 voted against taking industrial action

● The dispute between the Chamber of Mines and the National Union of Mineworkers (NUM) over pay and service conditions of black workers on coal mines has been resolved

REVISED

The Chamber announced yesterday that the NUM's members employed on the five coal mines had agreed to accept a revised offer made by the Chamber at a meeting on August 15

Toughest we've met, say Roof of Africa veterans

by
Mike Cohen

Several seasoned Roof of Africa rally campaigners yesterday described the third racing section as the toughest they had encountered

By nightfall some of the competitors on both two and four wheels were still in the mountains, battling against icy weather and atrocious conditions.

Still leading after yesterday's three racing stages in the Lesotho mountains is Randburg's Arthur Marcus in his single-seater Duckhams GRE. He has a lead of almost 30 minutes over Jack Spencer, last year's overall winner

Several competitors told of their ordeal in the mountains — particularly the last 50 km over rough terrain

Klaus Degener, in a Scorpion, was guided through a river by one of the marshals

"The next thing I was stuck and sitting in icy water up to my waist

"My wet clothes froze but we managed to get the vehicle out," a shivering Degener said after completing the section

One very unhappy competitor was Bodo Bertholdt, who completed the section with navigator P Coetzer in a Sandmaster

"You call this fun," he said of the rock-strewn last 50 km

"The way I feel they can keep this event. It was ridiculous," he said.

By late last night 27 vehicles and 108 motorcycles had completed the day's racing

Leading the bike section is Charlie Tissen on a Husqvarna, with Gary Lindsay and Kevin Heath, both riding Yamahas, second and third respectively.

A number of motorcyclists were injured — none seriously — after taking a few tumbles

At the end of the day the badly marked route, the rocks and rough terrain had taken their toll.

The race ends today in Maseru with the first car due home at 2 pm

the first day's

Two men die

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the Minister of Education. "On September 12 a telephone conversation between Mr Hendrickse and Mr Chris Heunis (Minister of Constitutional Development) was overheard. Two nominations for Minister's Council positions had still to be made. Mr Hendrickse recommended Mr Chris April and Mr Desmond Lockey — what a shame (skande) " Mr Hendrickse could not be reached for comment

Labour Reporter

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REVISED

The Chamber announced yesterday that the NUM's members employed on the five coal mines had agreed to accept a revised offer made by the Chamber at a meeting on August 16. The Chamber's statement read: "The revised offer includes a reduction in basic working hours, as well as an improvement to the service increment scheme introduced on July 1." It was agreed at the meeting that the union would consult its members on the Chamber's offer, which came after the union had revised its demands. The collieries concerned are Arnot and Coalbrook collieries and the Douglas, Van Dyk's Drift and Wolvekrans sections of Douglas Colliery — Sapa ● See page 6.

Toughest we've met, say Roof of Africa veterans

by Mike Cohen

Several seasoned Roof of Africa rally campaigners yesterday described the third racing section as the toughest they had encountered. By nightfall some of the competitors on both two and four wheels were still in the mountains, battling against icy weather and atrocious conditions. Still leading after yesterday's three racing stages in the Lesotho mountains is Randburg's Arthur Marcus in his single-seater Duckhams GRE. He has a lead of almost 30 minutes over Jack Spencer, last year's overall winner. Several competitors told of their ordeal in the mountains — particularly the last 50 km over rough terrain. Klaus Degener, in a Scorpion, was guided through a river by one of the marshals. "The next thing I was stuck and sitting in icy water up to my waist. "My wet clothes froze but we managed to get the vehicle out," a shivering Degener said after completing the section. One very unhappy competitor was Bodo Bertholdt, who completed the section with navigator P Coetzer in a Sandmaster. "You call this fun," he said of the rock-strewn last 50 km. "The way I feel they can keep this event. It was ridiculous," he said. By late last night 27 vehicles and 108 motorcycles had completed the day's racing. Leading the bike section is Charlie Tissen on a Husqvarna, with Gary Lindsay and Kevin Heath, both riding Yamahas, second and third respectively. A number of motorcyclists were injured — none seriously — after taking a few tumbles. At the end of the day the badly marked route, the rocks and rough terrain had taken their toll. The race ends today in Maseru with the first car due home at 2 pm.

after the first day's

ents in Cape

be closed to under-...ments. member said after that the body was close the university been hit by lecture months — but felt be impossible to the year's work. programme at city of the North near has gone into recess ber 24, after a pro- cott of lectures by ts during the past 10

days. Various reasons have been given for the boycott — initially students said they were objecting to "the chaotic state of education in the country", and later they insisted on the resignation of three lecturers. Last month they boycotted classes to show their disapproval of the Indian and coloured elections. — Own Correspondent, Northern Transvaal Bureau.

Two men die in Natal crash

Own Correspondent

DURBAN — Two Rand men died on the Elandslaagte-Wasbank Road on Thursday in a two-vehicle smash in which a Dundee woman was injured. Those killed were Mr F Wepener (35), of Benoni, and Mr E van Eck (36), of Johannesburg. Mrs E Adalis sustained a broken arm and other injuries. She is in a satisfactory condition in Dundee Hospital

MINE LABOUR

Strike on Monday?

A legal mine strike, at least on the eight gold mines where the black National Union of Mineworkers (NUM) is recognised, seems certain to start on Monday

The result of strike ballots which NUM is conducting will be known by the end of the week, but it seems a foregone conclusion that the vote will be in favour of striking. In holding the ballots, which as an unregistered union it is not required to do, NUM seems to be underscoring the depth of its support - although the Chamber of Mines says they will not be a genuine test of strength because of irregularities in the way they are being conducted.

Seven of the threatened mines belong to the Anglo American Corporation Vaal Reefs (East and West), all three divisions of Western Holdings (Saaiplaas, Welkom and Western Holdings), Elandsrand and President Brand.

Gold Fields' Kloof mine is the eighth. But a ballot is not being conducted there be-

cause the union objected to a company stipulation that it should be completed within 24 hours.

Says NUM general secretary Cyril Ramaphosa "Even though we do not have to hold a ballot, we are doing so in order to determine the amount of support we have among the 90 000 workers employed on the eight mines.

"We also want to show the bosses that they will be labouring under a dangerous illusion if they believe the strike will not have the support to bring those mines to a standstill."

The momentum for the strike has been building ever since NUM and the Chamber of Mines first deadlocked in wage and working conditions negotiations on June 18. Although there were some signs of progress when the two parties met at a conciliation board on August 7, a subsequent board meeting on August 13 deadlocked - opening the way for a legal strike.

Even though legal strikes give workers immunity against prosecution for striking, employers still have a common-law right to dismiss them for breaching their employment contracts. The union has, nonetheless, insisted on following all the procedures to a legal strike.

This strategy appears to have been motivated largely by a desire to avert the immediate dismissal of strikers. The FM

understands that even non-NUM members who join the strike will have the status of "legal" strikers. These are factors which both Anglo and Gold Fields will have to take into account.

Another factor which both NUM and the employers no doubt bear in mind is the Industrial Court's finding in a recent case involving the chamber and the Council of Mining Unions in which the question of the dismissal of legally striking workers was contested. Although the court upheld the chamber's right to fire in that case, it also stated that there could be situations in which such dismissals would constitute an unfair labour practice.

Two critical factors

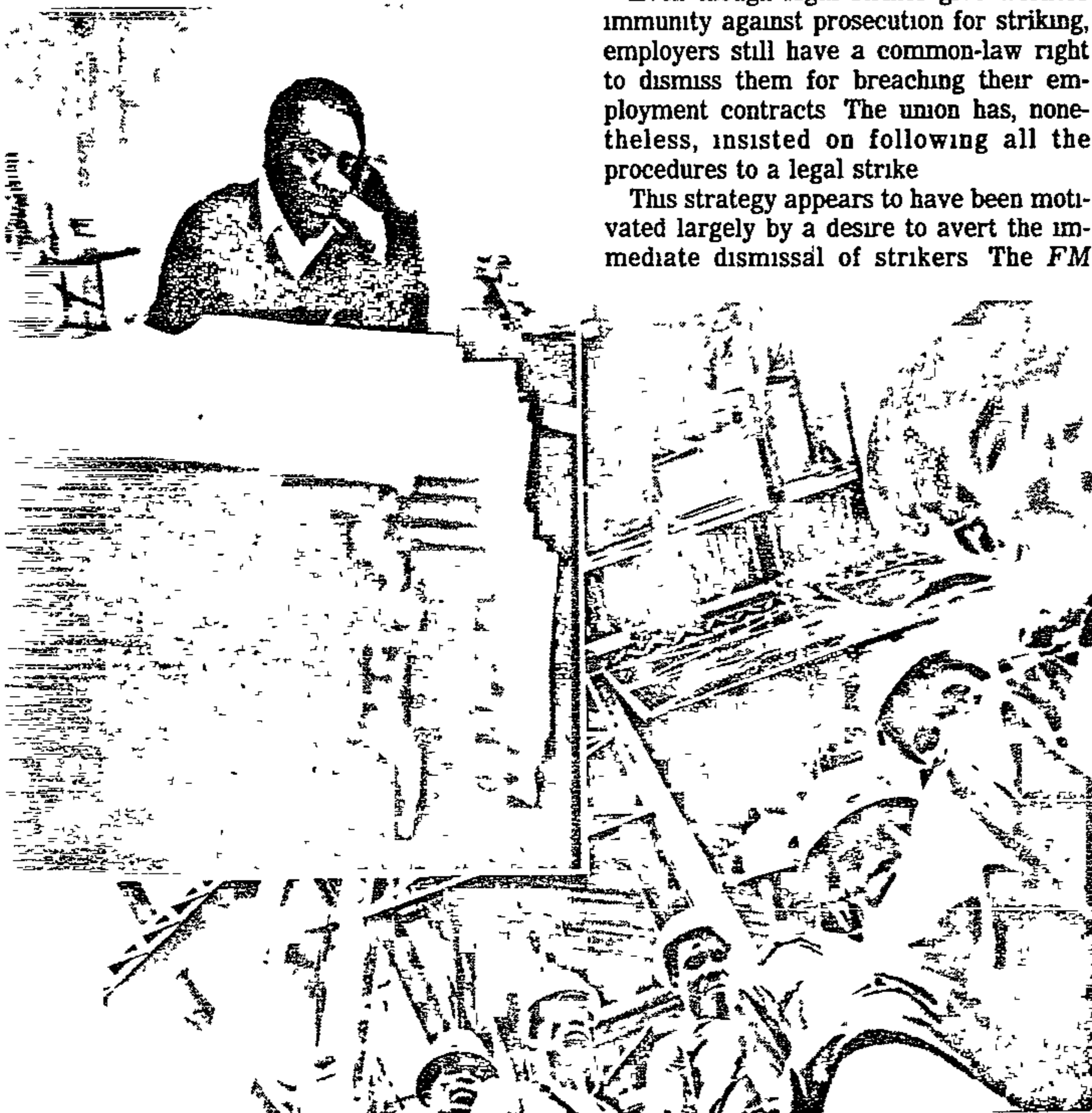
Anglo and Gold Fields will have to weigh up two critical factors: the length of NUM's strike and the very real threat of violence. If there is violence, there is little doubt that they will exercise the dismissal options.

Although they will have no trouble replacing the workers from the large pool of unemployed, they will be faced with the problem of getting the strikers out of mine hostels and back to the homelands.

In the event of the employers deciding to evict strikers, they are likely to apply to the Supreme Court for eviction orders.

A gold mine strike at this time would be politically awkward because of involuntary linkage with general unrest in Vaal Triangle townships. The NUM is making strenuous efforts to ensure that the strike, if it occurs, will be peaceful - but given the volatile nature of the mine hostels and the high level of endemic violence in the country, anything could happen.

It is clear that lost production, although costly, could pale into insignificance if the strike gets out of hand. Internationally, both political and investor attention will be galvanised.



NUM's Ramaphosa ... determining his support

Test of strength as NUM faces might of SA mines

by
Carolyn Dempster

For a trade union which is barely three years old to challenge the might of the mining industry takes some doing.

It also requires the efforts, energy and dedication of a leader.

In no uncertain terms, Mr Cyril Ramaphosa, general secretary and key figure of the National Union of Mineworkers (NUM), has achieved a mean feat.

Over the space of two years the union leader has been instrumental in welding together a union out of one of the most difficult labour forces in the world to organise — South Africa's black contract mine labour.

CHALLENGE

With the aid of a legion of organisers, often not situated on the mines, the NUM has grown from strength to strength and now claims a membership of some 90 000 mine workers on gold mines and collieries scattered throughout the country.

Launched at the Council of Unions of South Africa congress in July 1982, the union came into existence some five months later to meet the challenges of a new era of industrial relations in the mining industry.

The eight gold mines affected by the strike

The breakdown of the black labour force on the eight Chamber gold mines which will be affected by the strike are:

President Brand - 15 000

Western Holdings: Holdings Div - 11 500

Saaiplaas Div - 8 700

Welkom Div - 10 000

Elandsrand - 6 500

Kloof - 5 000, Vaal Reefs East Div - 12 300

West Div - 11 000.

This brings the total figure to 80 000.

The Chamber of Mines threw open the doors to black mining unions in September 1982, but to date the NUM is the only union to have shown such rapid advancement.

Its agreements cover eight gold mines, seven collieries and another four service organisations attached to the chamber, including the Rand Refinery.

As the man behind the organising strategy, Mr Ramaphosa has shown remarkable shrewdness and tactical expertise. The NUM initially concentrated its efforts on leaders within the black mining community, surface work-

ers, clerks and team leaders. As a result the union now has the support of these key people as well as a groundswell of support from the underground mining force.

This is only the second year the Chamber has negotiated black miner's wages with a representative union and the strike will be the first real test of the strength and solidarity of the NUM. But Mr Ramaphosa is confident of the resolve of his members.

"This is what they want," he said on the eve of an action which could make or break the union.

43 000

MON 15/9/84

miners

vote to

strike

strike

By PHILLIP VAN NIEKERK

MORE than 43 000 black miners on six gold mines have voted to support the National Union of Mineworkers' strike starting on Monday, according to strike ballot results announced by the union last night.

With one result outstanding, a total of 43 244 workers, more than 80%, voted "yes", a spokesman said. The results were made public within hours of an announcement that the union and the Chamber of Mines had settled on wages for black coal miners, ending their three-month dispute.

The NUM has agreed to a chamber offer reducing the fortnightly working time from 96 to 94 hours, effectively increasing pay for overtime.

A chamber statement said yesterday the revised offer — affecting the union's members on five collieries — would come into effect from October 1.

The spokesman for the union, who announced the results, said they had sent a letter to the chamber calling for a last-minute offer to head off the strike.

Failing that, the Sunday night shift would refuse to go underground, he said.

The seven mines affected are all run by Anglo American, while an eighth mine — Kloof, which is run by Gold Fields — is also due to go on strike, though no ballot has been held there.

An Anglo spokesman refused to comment on the ballot last night, saying it was a union matter.

According to the union, a total of 6 231 voted "yes" at Western Holdings, Saaiplaas division, 8 106 at the Holdings division, 6 691 at the Welkom division, 9 187 at President Brand, 5 157 at Elandsrand and 7 872 at Vaal Reefs' East division.

The only result outstanding last night was Vaal Reefs' West division.

16/9/84

Miners lack strike fund

By Angus Macmillan

THE first legal strike by black miners starting tomorrow could be curtailed as their union has no strike fund.

Financial support has been offered to the National Union of Mineworkers by British-based Miners International Federation, but NUM leader Cyril Ramaphosa will not disclose the terms.

NUM dues are R1 a month, but many of the union's 90 000 faithful are supporters and not paid-up members.

Eight gold mines, five in the Free State and three in the Transvaal, will be hit by strike action after the collapse of three months of talks between the NUM and the Chamber of Mines.

Negotiable

Union leader Cyril Ramaphosa says the his wage increase demand is negotiable. It started at 60%, dropped to 25% and fell to 18% at the NUM's last conciliation board meeting.

"As far as we are concerned the gap is not what it used to be. However, the chamber sticks to its confrontation approach. If that's what they want, that's what they will get.

"We want a peaceful and disciplined strike. If there is any violence it will not be by us."

The chamber has not budged from its 13% to 14% offer in July, although it has offered reduced working hours.

Stop orders

The NUM claims 41 000 members on the seven Anglo American and one Gold Fields mine, but hopes to bring about 70 000 of the 90 000 black work force out.

Both Anglo and Gold Fields have kept quiet about the strike. Neither credits the NUM with the membership or support it claims.

Anglo says only 8 500 workers use its stop-order facilities to pay union dues and Gold Fields says only 350 workers of its Kloof miners are represented by the NUM in its recognition agreement.

A Gold Fields spokesman asks: "How do you gauge the union's support? Do you call a sympathiser a member, or do you say that all black miners support Ramaphosa? We are not building barricades and bunkers, if that's what you think."

Last week the chamber

● To Page 3

16/9/84

All set for mine strike

● From Page 1 16/9/84 He says the ballot at Anglo's Western Holdings Welkom division mine drew 6 691 yes votes and only 17 negative responses from more than 10 000 workers.

The chamber said there was no control over who voted, there was no secret ballot and no independent count.

Mr Ramaphosa retorts that the only irregularity was one ballot box that had two holes in it, one for yes votes and one for no votes.

The other gold mines where miners will strike are Western Holdings Saaplaas and Holdings divisions, President Brand, Vaal Reefs West and East divisions and Elandsrand and Gold Fields Kloof mine.

September 17 1984

SA's first legal gold mine strike

● From Page 1

Errol Symons, a spokesman for the Anglo American Corporation, said workers were still out at three out of 23 shafts by late morning

He alleged intimidation and barring of access at one of these shafts had deterred workers from returning to work

The NUM lists five shafts in the Welkom area where the men are still striking

● In Orkney, where 23 000 men at eight of the 10 shafts on the East and West sections stayed away this morning, the virtually total strike held into the afternoon Anglo American confirmed that two sections of the mine were "not operational".

Workers there met this morning and rejected the new pay offer. Top union officials said a second round of talks would be held at the Orkney mines late this afternoon

● At Carletonville, where Elandsrand and Kloof mines were expected to be affected by strikes, work continued as normal

Mr Symons said there had been no violence at any of the mines and described the atmosphere as "generally peaceful"

Some striking miners returning

Staff Reporters

As many as 40 000 mine workers stayed in their compounds this morning in South Africa's first legal gold mine strike, but by noon thousands were returning to work as news of the Chamber of Mines weekend pay offer reached them

At Vaal Reefs West and East near Orkney, however, strikers seemed determined to continue their stayaway and almost the entire workforce of 24 000 was reported to be on strike at noon

National Union of Mineworkers assistant general secretary Mr Mokhesong Maloka confirmed that many workers on certain mines had returned to work

But he stressed this did not necessarily indicate they had accepted the new offer, which was still under discussion

The offer involves the introduction of a leave allowance equal to half monthly pay for workers in Groups 1 to 4, and an increase of the existing allowance in Groups 5 to 8 from 50 percent to 75 percent of monthly pay

The deal does not provide for further changes to basic pay levels

● In Welkom, where four mines were threatened with strike action, Mr

● To Page 3, Col 8

Slowly coming of age... the hard way

RDM 17/9/84. 2110

LABOUR WEEK

For a modern industrial relations structure to supplant the present system two factors are still necessary.

WHETHER or not thousands of black goldminers will be on strike by the time this column appears in print, one can say that labour relations in a key economic sector are slowly coming of age... the hard way.

For a modern industrial relations structure to supplant the regimented system, that has characterised mine compounds for almost a century, two factors are necessary.

One is the emergence of a strong, truly representative black union.

The other is the willingness of the Chamber of Mines to negotiate with that union earnestly. In 1983, the first time the National Union of Mineworkers (NUM) negotiated wages with the Chamber, both those factors were missing. The NUM, less than a year old and in no

position to take on the might of the mining employers, could only howl impotently when they discovered they had "negotiated" the increases the Chamber intended paying anyway.

After all, why should the Chamber offer more when there was no real pressure on it to do so? This year the large difference between the NUM's paid-up membership and its claimed signed-up membership has prompted employers to question the support the union actually enjoys.

Last week's ballot, however, in which about 50 000 miners voted for strike action, left the Chamber in no doubt that the union had substantial support for its planned legal strike.

It was a shrewd and calculated move by the NUM which, as an unregistered union, was not legally obliged to call the ballot.

Within hours of the results being announced, and with tens of thousands of mineworkers on the

brink of strike action, the Chamber and the NUM returned to the bargaining table to negotiate. Of course, this might still not be sufficient to head off a strike... but it does signify an important advance.

By Phillip van Niekerk

Nov 18/19/84 211

Tension still high on strike hit gold mines

By PHILLIP VAN NIEKERK

TENSION was still high on the strike-hit gold mines of the Transvaal and Orange Free State last night as the National Union of Mineworkers (NUM) membership debated on settling its pay dispute with the Chamber of Mines or going for all-out industrial action.

About 45 000 miners on seven gold mines went on strike over pay yesterday.

On six of the mines workers struck — and in some cases returned to work — as NUM officials raced against time to inform their members of the Chamber of Mines' last-minute pay offer.

At the seventh mine — Durban Deep near Roodepoort on the West Rand — the situation was volatile as police sealed off the Number Six shaft compound and faced striking workers after incidents of stone-throwing.

The Durban Deep workers were not involved in the dispute with the Chamber, but were striking over pay and showing solidarity with workers at the recognised mines, a spokesman for the Black Allied Mining and Construction Workers' Union (Bamcwu) said.

At least 36 000 workers were still out at the six recognised mines late yesterday.

An Anglo American spokesman said only three shafts at its mines in Welkom were still not operating yesterday. But the NUM gave the figure as five.

He said at Vaal Reefs East, two of the three shafts had indicated that they wanted to return last night.

Last night union officials were still briefing miners at Vaal Reefs East and West where there was almost a total stayaway among the workforce of 24 000.

Mr Cyril Ramaphosa, general secretary of the NUM, said they would be unable to take a decision on whether or not they would call off the strike until they had a report-back from all the affected mines.

At Durban Deep, a Rand Mines spokesman said the entire B Hostel — about 4 000 workers — had gone on strike yesterday morning and were joined by the afternoon shift at the C Hostel "after intimidation".

A spokesman for Bamcwu claimed that 8 000 workers were on strike at the mine.

Mine strike stalls after new offer

SAPA

THE STRIKE by an estimated 90 000 gold mine workers stalled yesterday as the National Union of Mineworkers waited for reaction from its members to a new pay offer tabled by the owners of seven mines.

General-secretary of the Num, Mr Cyril Ramaphosa, said the union was waiting for its members to report back to the executive on the offer, which consists of new leave bonuses for the majority of workers on seven mines

The Num said earlier yesterday that 40 000 miners stayed at the pit head yesterday morning, but a spokesman for the Anglo American Corporation put the figure at about 30 000

The Chamber of Mines announced on Sunday that it had offered annual holiday bonuses of 50 percent of pay instead of reduced working hours

About 75 percent of Num's 90 000 membership would benefit from the holiday bonuses in terms of the offer, seen as a late attempt to avert the strike

The negotiated leave pay offer was conveyed on Sunday night to Num members on seven gold mines

Mr Neville Huxham of Anglo said in a statement yesterday that of the 23 shafts on mines administered by the company in the Welkom area, only three were not at work late yesterday morning

Num waits for reaction

"Incidents of intimidation, including the physical barring of access to a shift in one case have kept workers from returning to work at the shafts," Mr Huxham said.

Police

Police were on standby early yesterday when over 48 000 miners went on strike, reports JOSHUA RABOROKO.

This was confirmed to The SOWETAN by a spokesman for the Police Directorate of Public Relations, Lt T F Jefferson, who said that there had been no incidents of violence

The miners, all members of the National Union of Mineworkers, stayed away at several Vaal Reefs shafts and Number 3 Shaft in Welkom, while about 8 000 members of the Black Allied Mining and Construction Workers' Union also went on strike at Durban Roodepoort Deep gold mine in sympathy with the Num members.

At Vaal Reefs West and East near Orkney, strikers seemed determined to continue the strike and almost the entire workforce

of 24 000 was reported to be on strike

Num's general secretary, Mr Cyril Ramaphosa, said many workers on certain mines had returned to work, but he stressed that this did not necessarily indicate they had accepted the new offer, which was still under discussion

The offer involves the introduction of a leave allowance equal to half monthly pay for workers in groups one to four, and an increase of the existing allowance in groups five to eight from 50 percent to 75 percent of monthly pay

However, the deal does not provide for further change to basic pay levels

Anglo American's spokesman, Mr Errol Symmons, said in Welkom workers were still out at three out of 23 shafts. Intimidation and barring of access at one of these shafts had deterred workers from returning to work

In Orkney, where about 23 000 men at eight of the 10 shafts on the east and west sections stayed away in the morning, the virtually total strike held into the afternoon, according to an Anglo spokesman

By late last night most of the strikes had stalled as workers started returning to their jobs, while the Num was making a report back to members, according to Mr Ramaphosa



CHURCH CHOIR: Members (to right), Thuli Tembe, Si Ndlovu

Consul Lawyer

LONDON — Representatives of the six anti-apartheid leaders holed up in the British Consulate in Durban have asked Commonwealth governments to join their campaign aimed at pressuring South African authorities into dropping detention orders against the fugitives.

The three-member delegation, led by blind lawyer, Mr Zac Yacoob, were assured that their case will be put to 45 Commonwealth governments, and they say they are "optimistic of a positive response"

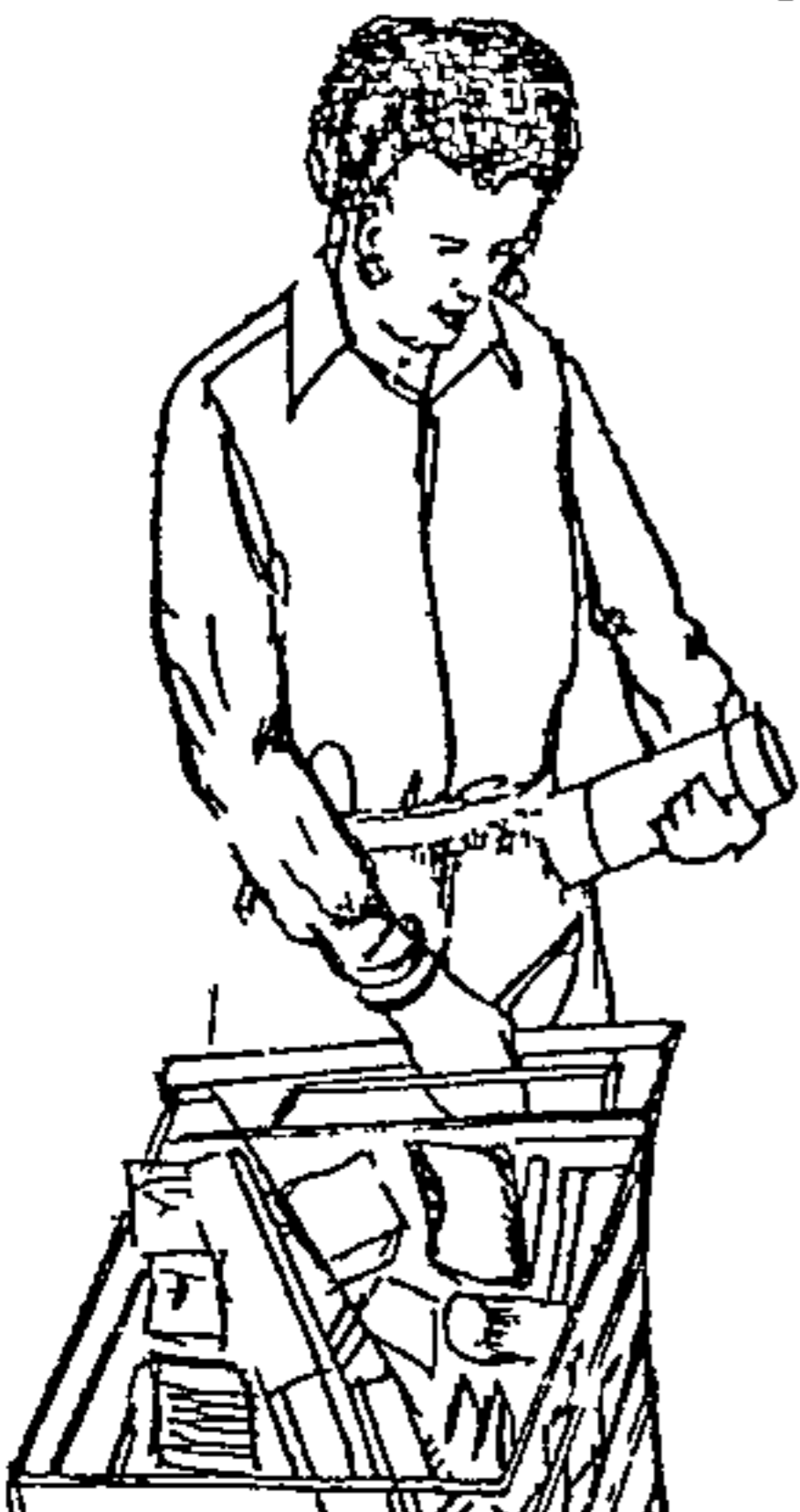
In London yesterday they met the Deputy Secretary-General of the Commonwealth Institute, Nigerian chief, Mr Emeka Anyioku. "The reception was very friendly. He has undertaken to convey our case to the entire Commonwealth," Mr Yacoob said.

"The intention is that the governments will add to the pressure of

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ATTEN-SHUN!



NOW YOU CAN WIN YOUR

3 die during Katilehong unrest

THREE people died in Katilehong at the weekend, a police spokesman confirmed in Pretoria, as unrest continued in the township yesterday morning.

Police fired tear-smoke and rubber bullets in three separate stone-throwing incidents involving buses

Argus 18/9/84

Mines strike off: Pay offer accepted

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Argus Correspondent

JOHANNESBURG. — The National Union of Mineworkers has called off the strike at Transvaal and Free State gold mines, accepting a last-minute pay offer by the Chamber of Mines but it is considering legal action against police for alleged attacks on workers during yesterday's one-day work stoppage

A joint statement released by the chamber and the NUM announced the acceptance of the restructured offer at seven of the eight mines involved in the dispute

Mr Cyril Ramaphosa, NUM general secretary, said today "We have accepted the chamber's offer as our members at the mines have accepted it."

The deal, held out after NUM meetings with the chamber on Sunday, was for the introduction of a leave bonus equal to half the worker's monthly pay for workers in categories one to four and the increase of the bonus rate to 75 percent of monthly income for workers in groups five to eight

The basic wage increase remains at between 13,3 and 14,4 percent

About 40 000 men in Welkom and Orkney mines struck yesterday before the offer was accepted. At the Vaal Reefs mines near Orkney the strike was without violence until today when trouble broke out at two shafts where the NUM claims it was prevented from holding meetings

In the Welkom area yesterday police were called in and used rubber bullets, teargas and dogs to disperse crowds of angry mine workers at Anglo American's Western Holdings Division, Welkom Division and President Brand Mine

Between 170 and 200 people had been admitted to the Ernest Oppenheimer Memorial Hospital by early today, Dr J B Davis, acting superintendent, said. Two were still in intensive care

Strike is over

2/1

— now miners

Jan 18/9/84

count the cost

Staff Reporters

The one-day legal strike by black mineworkers is over. But the violence that erupted yesterday left at least 250 men requiring treatment in hospital in Welkom.

Eleven needed surgery and two are in intensive care

The National Union of Mineworkers has called off the strike at Transvaal and Free State gold mines, accepting a last-minute pay offer by the Chamber of Mines — but it is considering legal action against police for alleged attacks on workers during the one-day work stoppage

A joint statement released by the Chamber and the NUM announced the acceptance of the restructured offer at seven of the eight mines involved in the dispute

"This terminates the dispute over the 1984 review of wages of union members on gold mines and terminates the legal strike which followed"

Mr Cyri Ramaphosa, NUM general secretary, said "We have accepted the chamber's offer as our members at the mines have accepted it"

VIOLENCE

About 40 000 men in Welkom and Orkney mines struck yesterday before the offer was accepted. At the Vaal Reefs mines near Orkney the strike was without violence until this morning when trouble erupted on two shafts where the NUM claims it was prevented from holding meetings

Mr Ramaphosa said the NUM was investigating legal action against the police.

"Our members' wish to engage in peaceful legal industrial action was severely interfered with when police harassed and intimidated our members on a number of Free State mines."

Trouble broke out this morning at two shafts at Vaal Reefs Gold Mine when mine security officials used dogs and fired teargas

In the Welkom area yesterday

police were called in and used rubber bullets, teargas and dogs to disperse crowds of angry mine workers at Anglo American's Western Holdings Division, Welkom Division and President Brand Mine

At Welkom division three Casspir armoured troop carriers, a sneeze machine and about 10 police vehicles headed for the mine hostel shortly after 2 pm

More than 250 people had been admitted to the Ernest Oppenheimer Memorial Hospital by early this morning, according to Dr J B Davis, acting superintendent. Two were still in intensive care, he said

Dr Davis said the injuries had mostly been inflicted by rubber bullets, batons, dogs and teargas canisters. They included ruptured spleens and livers, several fractured skulls and the loss of an eye in two cases

Earlier Dr V de Chalm, senior public relations officer for Anglo American, confirmed that police had been called in at the Welkom Division Mine

Strikers picketed outside the hostel in the afternoon. This was both illegal and against company regulations, he said

According to workers in Orkney, trouble erupted at about 7 am when the security officials arrived and instructed the striking men in their hostels to go to work

TEARGAS

Dogs were then allegedly set on the mineworkers and teargas canisters fired when the workers did not obey

Anglo American said in a statement this afternoon that all the injuries were regretted, but it must be stressed the police were acting in order to contain unrest and to disperse intimidators who were threatening employees and preventing them from returning to work

The police had acted with considerable restraint over a period of time, and only when serious disturbances seemed inevitable were they forced to take stronger action.

23 hurt as new violence flares in mine unrest

Fresh violence flared at the Southern Division of Western Areas gold mine today during the latest strike in two days of mine unrest that has claimed seven lives and left at least 500 mineworkers injured

Up to 16 000 striking mineworkers face dismissal

By Carolyn Dempster, Labour Reporter

Sixteen thousand striking mineworkers at Anglovaal's Hartebeesfontein mine have been threatened with dismissal unless they return to work today

Only 1 900 of the 12 000 morning shift workers went underground this morning, while others were "trickling back", said Mr R G Moore, public relations spokesman for Anglovaal

He said the miners had been told that, unless they signed up for the shift and went underground, the mine's management would start paying them off during the course of the day

The illegal strike by two-thirds of the mine's black workforce of 18 000 began at 9 pm on Monday when 4 000 night shift workers refused to go underground

A delegation of miners approached management the next morning and demanded instant recognition of the National Union of Mineworkers which claims a membership of 7 000 at the gold mine

● To Page 3, Col 8

Twenty-three strikers were hurt, a spokesman for the Police Directorate of Public Relations said in Pretoria

Police used rubber bullets to disperse about 500 stone-throwing strikers, the spokesman said. There had been no arrests

Mr W D Rowe, senior public relations spokesman for JCI confirmed there had been a minor incident, but said things at both the mine's Southern and Northern Divisions had returned to normal

By noon today 250 miners from the Northern Division had been sent home

The seven deaths occurred yesterday at the Western Areas Mine northern division where official injury figures are 89

Unofficial sources have put yesterday's injuries at Western Areas at as high as 140.

Colonel Jaap Venter, head of the Police Directorate of Public Relations, confirmed the deaths, and said inquests would be held to determine their causes

The victims had not all necessarily been shot by the police, he added

● At the Welkom and Orkney mines of Anglo American, hit by a one-day legal strike by 40 000 before settlement was reached yesterday morning, the situation was described by management as peaceful today.

About 250 workers were injured — some seriously — in the Welkom area during the short stoppage.

The National Union of Mineworkers issued a joint statement

● To Page 3, Col 4

23 hurt as new violence flares on mines

● From Page 1.

with the Chamber of Mines yesterday accepting an offer renegotiated at the weekend

The chairman of Anglo's Gold and Uranium Division, Mr E P Gush, described NUM's acceptance of the renegotiated offer as "a milestone in South African industrial relations history and a victory for responsible collective bargaining"

"It proves that sound and re-

sponsible relations are possible between the mining companies and NUM," Mr Gush said

● At Rand Mines' Durban Deep near Rodepoort at least 111 workers were hurt — and 25 admitted to hospital — when police were called in during a strike on Monday

A mining house spokesman yesterday confirmed the injuries and the dismissal of 80 men who had defied a return-to-work ultimatum yesterday

The Black Allied Mining and Construction Workers' Union alleges that casualties were far higher

Bamcswu's publicity secretary, Mr Motsomi Mokhele, said management had set a return-to-work deadline for 9 am yesterday which was ignored by about 10 000 workers

"They were later forced at gunpoint to resume work. Others had their passports confiscated and they were driven to

the mine hospital for medical check-ups before being dismissed." The union said it was aware of 50 men who had been repatriated to homelands without receiving benefits

The mine spokesman disputed the claim that guns were used to force men back to work. "It is true that there were armed policemen on the mine. They were giving protection to workers who wanted to report for duty"

● See Page 11, World section.

Miners set on striking

● From Page 1.

Anglovaal is currently processing lists of union members to ascertain support for the NUM before beginning recognition talks.

Last night, in-fighting between factions of mineworkers prompted management to send in mine security forces and one person was stabbed, said Mr Moore.

Attempts by the NUM to resolve the strike have been blocked by Anglovaal, says Mr Cyril Ramaphosa, general secretary of the union.

"We have requested to talk to union officials on the mine but the mine management does not want to speak to us and neither does head office

"If we could speak to one of our shaft stewards, we would probably be able to prevent the dismissals," said Mr Ramaphosa

The toll of injured could herald the

A Pyrrhic victory for the NUM

211
Star
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South Africa's first legal strike by black mineworkers ended in a Pyrrhic victory for the fledgling National Union of Mineworkers (NUM), with 250 of its members injured

At the end of the one-day strike by 40 000 workers at seven Free State and Western Transvaal gold mines yesterday, settlement had been reached

But the toll of injured mineworkers was a sad reflection of a strike the union had wanted to be as peaceful as possible

A last-minute concession by the Chamber of Mines, in itself tacit acknowledgement of the potential strength of the union, was made too late to stem the legal strike action — due to begin on Sunday night

As a result, union officials were dispatched at the 11th hour to hold urgent report-back meetings with members already on the verge of going out

SOLIDARITY

The confusion which ensued, ending in violence, was another test of NUM membership solidarity and resolve. It is doubtful that police action would have been necessary had the chamber come to the negotiating table with its revised offer at an earlier date

At the outset it appeared obvious that the union was well prepared for industrial action and the membership on the seven Anglo American gold mines had been fully briefed

Mr Daniel S, a team leader at a Western Holdings mine, told *The Star* that mine-

By Carolyn Dempster
and Sol Makgabutlane
Pictures by Clive Lloyd

workers had been instructed to strike peacefully, and to cooperate with management to avoid confrontation

A Vaal Reefs organiser said that, because it was the first legal strike by black mineworkers in the history of the country, nothing was being left to chance

But by Monday morning the order and discipline which the union had hoped to maintain were fast disappearing

Where mineworkers had been informed of the chamber's revised offer and indicated acceptance, they agreed to go underground

But shifts that had not been informed of the offer adhered to the NUM's strike call

The action involved about 40 000 mineworkers at Western Holdings, Welkom Division, President Brand and at two shafts at the Vaal Reefs Western Division in Orkney yesterday

On Monday afternoon Anglo American issued a brief to strikers in view of the large number of mineworkers who did want to go underground, a senior spokesman said



Head bandaged, a blanket-swathed miner from Western Holdings hospital

Police were called in at three of the Free State mines to disperse picketers — and to ensure that miners returned inside hostels before the brief was issued. Mineworkers who did not want to go underground were then given an offer of assistance to return home

The police action sparked a violent chain of events which left scores of mineworkers in the Ernest Oppenheimer hospital with fractured skulls, ruptured spleens and livers, dog bites and rubber bullet wounds

Although Anglo has stated that police were called in only when unrest appeared inevitable, and that they exercised great restraint, the course of

events closely parallels action taken by mine management in the 1982 wildcat strikes when 10 mineworkers were killed and hundreds injured.

The use of force against legal strikers poses the question of whether the NUM will bother to follow the tortuous dispute-settling route laid down in the Labour Relations Act in future

NUM general secretary Mr Cyril Ramaphosa commented: "We are sad that our members had to pay such a heavy price to achieve their demands. The strategies we had set up would have ensured a peaceful strike.

"Our members are beginning to ask themselves whether or

beginning and the end of legal strikes



mine near Welkom is helped into



Dazed, two Western Holdings miners leave an ambulance at the Ernest Oppenheimer Memorial Hospital.

not it is worth it to engage in a legal strike when police action is just as harsh as in the event of an illegal strike"

Although the strike lasted for only a day and did not put NUM's claims of a membership of 70 000 to the test, it did prove two things

The union has the organisation and the support to challenge the chamber in future, and mine management is not averse to calling in the police in the case of a legal strike

● The unforeseen spillover in illegal strike action at Durban Deep and Western Area gold mines proved even more costly. At least six miners were killed and 250 wounded

(21/5/84) ~~21/5/84~~ Sunday 11/5/84

350 hurt in mines strike

By JOSHUA RABOROKO

MORE than 350 gold mine workers were admitted to mine hospitals after police fired tearsmoke and rubber bullets, and used batons and dogs to disperse crowds during the first legal strike by black miners this week.

Five mineworkers are expected to appear in the Roodepoort Magistrate's Court today on charges of attending an illegal meeting, alternatively intimidation.

Trade unionists representing the workers — the National Union of Mineworkers and the Black Allied Mining and Construction Workers' Union — have expressed anger at the violence, which they say was "unwarranted and provocative". They intend taking legal action.

A Police Directorate for Public

Relations spokesman in Pretoria, Lt H J Beck, confirmed that police had used tearsmoke and rubber bullets to disperse the workers, at the request of the mine owners.

He said yesterday morning workers had gathered at the Welkom mine and police used tearsmoke to disperse them. He could not comment on the casualties.

Simmering

However, the first legal strike by black gold miners in South Africa's history was reported to have ended, although union officials said the situation was still simmering. Bamcwu has claimed that workers were forced to go underground at gunpoint, but this has been refuted by management.

Bamcwu's spokesman also claimed that over 200 of their

members at Durban Deep Roodepoort gold mine were injured.

In a joint statement, the Chamber of Mines and the Num yesterday announced the end of the dispute in the Transvaal and Orange Free State mines, and the end of the strike which saw some 40 000 miners refusing to work.

However, it was reported that more than 250 workers had been treated at the Welkom mine and admitted to the Ernest Oppenheimer Hospital with fractures and wounds resulting from rubber bullets fired by security personnel and the South African Police.

Late last night a spokesman for the Police Directorate said two white policemen were injured in rioting at Waterpan mine near Westonaria. He said police fired several rounds of buckshot and it is feared that several people could have died.

BREAKFAST

TUESDAY

BREAKFAST

TUESDAY

BREAKFAST

TUESDAY

BREAKFAST

TUESDAY

Goldminers strike, new violence flares, police use buckshot

Argus 19/9/84 (211) (F) (103)

Thousands sacked

Argus Correspondent

PRETORIA. — Ten thousand gold mineworkers have been dismissed and more sackings are expected today following a refusal by workers to go underground.

At the Old Elsburg gold mine near Germiston fresh violence flared today. In two days of unrest on the mines seven have died and at least 500 have been injured.

At Hartbeesfontein mine about 10 000 of the 12 000 mineworkers defied a company ultimatum to return to work today.

An estimated 2 000 mineworkers had reported for the day shift at 6am. The rest of the workers had broken their contracts by striking and would be paid off today, said a company spokesman.

Night shift

The mineworkers struck yesterday in support of a demand for recognition of the National Union of Mineworkers (NUM).

A further 6 000 mineworkers face dismissal later today if they do not report for the night shift at 9pm.

The unrest on the gold mines in the Transvaal and Orange Free State started on Monday, when about 250 legally striking mineworkers were injured in clashes with the police on three Welkom mines.

Illegal strikes broke out on the Durban Deep mine near Roodepoort, the Western Areas mine and the Hartbeesfontein mine. At Western Areas, a Johannesburg Consolidated Investment goldmine, police were called in yesterday when troubled flared.

Rubber bullets

Police used teargas, rubber bullets, and buckshot against miners, at a section of the mine called Waterpan.

A JCI spokesman said unrest continued through the day resulting in a "virtual stoppage". He described the damage to property as extensive.

The police spokesman said post mortem examinations would be held on the seven miners.

At the Welkom and Orkney mines of Anglo American, hit by a one-day legal strike by 40 000 before settlement was reached yesterday morning, the situation was described by management as peaceful today.

Short stoppage

About 250 workers were injured — some seriously — in the Welkom area during the short stoppage.

The National Union of Mineworkers issued a joint statement with the Chamber of Mines yesterday accepting an offer re-negotiated at the weekend.

The chairman of Anglo's Gold and Uranium Division, Mr E P. Gush, described NUM's acceptance of the new offer as "a milestone in South African industrial relations history and a victory for responsible collective bargaining".

Soweto calmer

● Sapa reports that police today used teargas, birdshot and rubber bullets in Soweto to disperse about 75 stonethrowing youths.

The incident was the only one recorded by police in the black township. Police said the overall situation was calmer than yesterday, when arson, looting and stoning of buses occurred.

At 10 am, youths started stoning policemen and their vehicles. They were dispersed with birdshot, rubber bullets and teargas, according to police liaison officer Lieutenant B F van der Walt.

PDM 17/9/84 (211) 21/11/84

11th hour offer to the NUM in bid to halt miners' strike

By PHILLIP VAN NIEKERK

THE National Union of Mineworkers yesterday made a last-minute bid to inform its members of a revised offer by the Chamber of Mines — hours before workers were due to embark on the country's first legal strike by black miners.

With the strike due to begin at 8pm, NUM organisers were holding urgent meetings at the eight mines involved to put the offer to them.

The revised offer was made during seven hours of bargaining at the weekend between Chamber and NUM negotiating teams in a bid to head off the strike.

The talks followed the NUM's announcement of its strike ballot results on Friday

The results showed that more than 43 000 workers — a substan-

tial number of the workforce on seven Anglo American mines — were in favour of industrial action.

The Chamber yesterday offered an amended leave scheme — a move which amounts to an increase of about 2,3% in the wage package

It would mean the introduction of a leave allowance equal to 50% of the basic monthly wage for less skilled workers in the categories and an increase from 50% to 75% for more skilled workers.

A Chamber statement said the restructured offer only applied to the seven Anglo mines involved in the dispute and not Kloof, the Gold Fields mine, because the same leave arrangements did not apply. The seven mines are the three divisions of Western Holdings, two divisions of Vaal Reefs, President

Brand and Elandsrand

This offer replaces an earlier one by the Chamber to reduce working hours, which would have been equal to about the same in percentage terms, but would not have benefitted all workers

Mr Cyril Ramaphosa, the general secretary of the NUM, said union office-bearers were conveying the offer to members

He said the union had taken no stand on the offer and that it was up to members to decide

He expressed doubt about meetings at all mines before the strike was due to begin

● Pamphlets warning workers of their dismissal should they go on strike have been issued to workers at mines run by Gold Fields of South Africa

Miners die in strike unrest

Mining

19/9/84

211 215 218

JOHANNESBURG—
Police confirmed last night that a number of black miners had been killed in unrest yesterday at the Western Areas Gold Mines, near Westonaria.

A police spokesman said unrest had broken out at the Waterpan mine early yesterday.

Police had been called in to restore order and had to use tear-gas, rubber bullets and buckshot.

The spokesman said some of the rioters had been killed and others injured. Two policemen had been injured.

The number of dead and injured was not yet known, Sapa reported.

Our Johannesburg correspondent reported that scores of miners had been injured and a number of mine buildings razed during a day of violence at the mine.

Clashes

The unrest followed clashes between miners and police on Monday which left 111 injured at Rand Mines' Durban Deep mine at Roodepoort and more than 250 miners injured at Anglo American mines, near Welkom, in the Orange Free State.

The violence occurred as a wave of unofficial strike action swept through the mining industry, coinciding with the country's first legal strike by black miners which ended in settlement yesterday.

With a reported return-to-work at Durban Deep and all the mines where legal strikes were being held, only two mines — Western Areas and Anglovaal's Hartebeestfontein — were still out on strike yesterday.

At Western Areas, workers were demanding that a system in which they were not automatically re-engaged at the end of their contracts be scrapped, while at Hartebeestfontein miners were demanding the recognition of the National Union of Mineworkers.

Johannesburg Consolidated Investments said in a statement that serious industrial unrest had broken out at the northern division of the Western Areas Gold Mines in the morning and had continued for most of the day.

Buildings

Several buildings including a bottlestore, managers' offices, hostel facilities and an engagement office had been destroyed by miners.

The JCI spokesman said 'extensive damage' had been caused to hostel facilities and the disruption had resulted in a total work stoppage.

He said a number of 'seriously injured' miners had been taken to hospital but he would not elaborate.

At Durban Deep about 80 workers had been fired and returned home yesterday after refusing to return to work, a Rand Mines spokesman said.

He denied claims by the Black Allied Mining and Construction Workers' Union that workers had been forced to do their jobs at gunpoint. He confirmed however that five workers had been arrested and were to be charged with holding an illegal gathering.

Strike: Cusa hits out at chamber

Labour Reporter

After the country's first legal strike by black mineworkers, the Council of Unions of South Africa (Cusa) has expressed its abhorrence of the strategy used by the Chamber of Mines in the 1984 wage negotiations

The National Union of Mineworkers, an affiliate of Cusa, was pushed to the brink of strike action before the chamber capitulated, said the council today

"If the chamber wanted to see leadership, it has seen the NUM leader-

ship. If the chamber wanted to observe union discipline, control and logistical capacity, it now has a clear picture"

Once the chamber and its member companies had assessed the toll of the past few days — the loss of workers and damage to property, the mistrust created between union members and employers — they would need to ask themselves whether the exercise had been worth it, said Cusa

Attempts by employers to enforce a settlement had been noticeable in negotiations, Cusa added



Johannesburg home with her dog, Ralph. Rika will be held at the city's Hector Norris Park.
Picture: ROBBIE SCHNEIDER

F1301 20/9/84

Police, miners clash again during strike

By MONTSHIWA MOROKE and PHILLIP VAN NIEKERK
 POLICE and striking miners clashed again at Anglovaal's Hartebeestfontein gold mine, near Stilfontein in the Western Transvaal, yesterday as an ultimatum to return to work or face dismissal was presented to 16 000 miners. Tension at the mine was still high late yesterday after miners — who are demanding the recognition of the National Union of Mineworkers (NUM) — decided the night shift should return to work. The clashes at Hartebeestfontein follow the violence at Johannesburg Consolidated Investment's Western Areas mine on Tuesday, which left seven miners dead and scores injured. Meanwhile, SIMON BARBER reports from Washington that the Reagan Administration, in yet another sign of its ebbing impatience with South Africa, has condemned the "lethal toughness" with which miners were treated at the Western Areas gold mine as "senseless". "The deaths and injuries to goldminers are especially regrettable since they appar-

ently occurred after a legal strike by black mineworkers in eight mines was successfully resolved," State Department spokesman, Mr John Hughes, said. In Johannesburg, a JCI spokesman said all was quiet at the mine's northern division yesterday with about 250 workers having "elected" to be sent home by refusing to work. And the Commissioner of Police, General Johan Coetzee, said yesterday that reports of miners being killed or injured gave the wrong impression in that they alleged the police had been responsible. Gen Coetzee said the injuries and deaths of miners were due to the actions of mine security departments, action by the police in their riot control duties and violence among the different factions of the miners themselves. Police travelling in 17 vehicles yesterday used rubber bullets, tearsmoke and sjamboks on miners who had gathered inside Number 2 hostel at Hartebeestfontein. A spokesman for Anglo-

Top-level sit-in 6

Jerry Coovadia, one of three representatives who flew to London at the weekend, said the team had met the High Commissioner, Dr Ahmed Saheb. Saheb had "promised to continue and get the Indian Government involved in our campaign," Mr Coovadia said. A separate development in Johannesburg yesterday, the African Council of Churches called on the British Government to use its influence to secure the cancellation of the re-entry order on the six men. In a statement, the acting general secretary of the SACC, Mr Vaughan, said the British Government should do this to "show continued evidence of its willingness to support those who are oppressed". The United Nations High Commissioner in Geneva has volunteered to act as mediator between the British Government, the South African authorities and the six men. A cable from the High Commissioner was received late on Tuesday in Durban by lawyers representing the six men. The UN body has volunteered to resolve the crisis caused by the men's occupation of the conference offices.

ain tests



☐ To Page 2

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Rubber bullets used on miners

RAM
20/9/84

From Page 1

vaal said police had to be called when several hundred workers marched on the administration block and refused to disperse when told to do so by the mine's security police

At about 3.25pm riot police wearing gas masks entered the hostel, accompanied by a sneeze machine and Casspir transport vehicles

They fired teargas at fleeing miners. Sleeping miners were driven from their rooms by teargas

● The Azanian People's Organisation and the Council of Unions of South Africa yesterday condemned the police action. Cusa expressed its "total abhorrence" for the Chamber of Mines' bargaining tactics

20/9/72 (211) Star

Hartebeesfontein miners back at work

By Carolyn Dempster,
Labour Reporter

Striking mineworkers at Anglovaal's Hartebeesfontein gold mine in the Western Transvaal returned to work this morning after two days of illegal industrial action

A spokesman for Anglovaal said miners on the morning shift started returning after the dismissal

deadline was extended to 6 am

Ninety percent of the night shift (2 400 mineworkers) went underground last night

Police were called to the No 2 hostel yesterday afternoon to disperse strikers who had marched on the administration building, he said

They were called in for

the second time by mine security at 10 pm last night when a crowd of workers gathered outside one of the hostels

Lieutenant B van der Walt, of the SAP Public Relations Directorate, said police had used teargas to disperse the miners

At least 16 000 of the mine's 18 000 workers participated in the strike, de-

manding immediate recognition of the National Union of Mineworkers (NUM)

The NUM, which claims a membership of 7 000 workers at the mine, is to institute legal action against management for blocking union officials from gaining access to members during the strike. Anglovaal yesterday denied the union had been prevented from speaking to its shaft stewards

Argus 10/9/84

Striking miners go back

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~~212~~
~~213~~

Argus Correspondent

PRETORIA — Several thousand goldminers, dismissed yesterday for striking illegally, were given a second chance to report for work today.

About 99-percent of the 12 000 mineworkers reported for the morning shift at 6 am, said Mr Ray Moore, spokesman for the owners of the Hartbeesfontein Goldmine

Late yesterday management realised that the workers were discussing the dismissals and a decision was made to give them a second chance, said Mr Moore. The deadline was extended to the morning shift today.

NIGHT SHIFT

After the mineworkers were informed of this, about 90 percent of the 6 000 workforce for the night shift reported for work.

● About 100 youths on a stone-throwing rampage in Soweto early today were dispersed by police using tear-moke.

Sapa reports that a Putco busdriver and a conductor are being treated in hospital for eye injuries caused by broken glass in one of 36 stone-throwing incidents involving the company's buses in the Soweto area between 4pm yesterday and 8am today.

government — not because of it. As things now stand the prospect is both far off and the extent of it unexciting.

In essence, what Du Plessis is announcing amounts to a quick reshuffling of government finances to meet the contingencies of soaring spending over the past few months and the likelihood of a continuing relatively high level in the foreseeable future. The scars of this are going to be felt by many and will remain for a long time.

We doubt now whether it will be possible for the Reserve Bank to get money supply growth down to the rate of inflation this year.

In one of the first acts of this new Parliament, government is sending the economy steadfastly towards all the horrors of stagflation.

We in the private sector are condemned to real rates of interest for many months ahead to finance our homes and businesses rates that far exceed the heights reached by similar ones in other countries.

This situation is going to build up enormous resentment against the other half of the workforce in the public sector, most of whom are white and Afrikaans-speaking. That amounts to encouraging division, not consensus.

The longer-run economic consequences of government's profligacy are going to condemn millions to real incomes that are much lower than they need have been.

For, as government spending as a percentage of GDP increases, so fixed capital investment in relation to GDP will continue to decline. That means the productive capacity of this country's assets will be consistently reduced.

The fact that local capital markets can easily finance the increased official deficit is cold comfort. Large deficits move resources from the more efficient private sector to the public sector, and that, in turn, leads to misallocation and waste.

It does not end there. With inflation more than double what it is in our main trading partners, SA's share of world trade is going to decline as our exports become progressively more uncompetitive.

Perhaps businessmen can turn with hope to President Botha's statement earlier on the need for tax reform. This is supposed to be an ongoing process handled by an existing technical committee. But contingency financing needs, and the whole silly and emotive question of fringe benefits taxation, has blown it off course.

A firm commitment now to a comprehensive package of supply-side measures aimed at increasing investment — and hence production — by a phased reduction in direct taxation may have nurtured what little business confidence is left.

Instead, Botha condemned the country to yet another tax commission. There is scant hope now of intelligent supply-side economic policies.

Du Plessis' financial reshuffle seems, moreover, to fly in the face of the recommendations of the Economic Advisory Council, which endorsed the monetary austerity package and called for more fiscal discipline.

For six months before its last meeting the council did not convene. It has on it some of the finest and most experienced business and economic brains in the country. Yet in these perilous economic times it seems that the Botha administration was not anxious to consult them — and now even to heed them.

The message from our new Finance Minister is quite unequivocal: government has not got to grips with our economic problems and is indeed now the main cause of them. So pray for rain and a higher gold price and, despite the 20% interest the banks are offering, put what savings you have into hard assets.

MINERS' STRIKE

Impossible dilemma

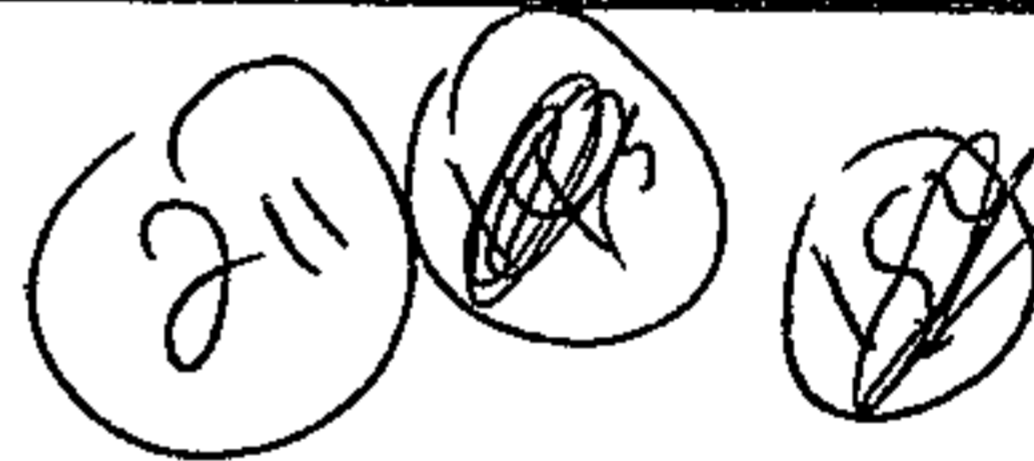
SA's first legal mine strike is officially over. It led to several hundred people being injured, between six and eight reportedly shot dead, and to an agreement that may differ more in structure than in substance from that originally rejected by the National Union of Mineworkers (NUM).

Was the whole thing then an exercise in futility? Did it amount to more than union muscle-flexing? After all, the wholly predictable violence was bound to lead to death or injury for many NUM members and supporters and was certain to spill over to mines not officially involved in the dispute.

It would be comforting to dismiss the matter in such terms; but it cannot be done. Regrettably, the nature of SA's migrant mineworker system placed both the mining houses and the union in an impossible dilemma.

Both could clearly foresee that, given the volatile nature of mine hostel life, any strike was almost certain to lead to violence and rioting. But did that mean that, to avoid violence, the Chamber of Mines had to surrender to the union's demands? Or that the union had to avoid making demands to protect the safety and the lives of its members? Clearly not.

It is through such disputes that a balance of power is



established between an employer and a union — and both are entitled to use the dispute procedures laid down by the Labour Relations Act.

As it is, the union has demonstrated its responsibility by following all legal procedures and proved its ability to organise members and supporters. The Chamber, on the other hand, has shown that it will protect the economic position of the mines by refusing to cave-in to pressures — even when they are reinforced by the inevitability of violence.

Nonetheless the strike has been a sobering experience for both sides. It is to be hoped that negotiations in future years, based on the newly-established balance of power, will enable strikes to be avoided.

If not, we can only hope that the slowly changing nature of SA society, and of the labour force, will make violence a less likely result of strike activity on the mines.

After all, the US went through an exceedingly violent phase in labour relations when its unions were establishing their presence and proving their power to employers.

No one likes to feel that violence is an inevitable by-product of the growth of unionism. But where violence does occur, it should lead to a determination to establish procedures that will avoid a recurrence.

MINE STRIKE

A violent equation



Illegal "spillover" strikes, in which seven miners died, this week rapidly eclipsed Tuesday's news that the Chamber of Mines and the National Union of Mineworkers (NUM) had settled in the first legal strike by black mineworkers in SA history

As the *FM* went to press, Johannesburg Consolidated Investment (JCI) said the unrest which broke out on Tuesday morning on its Western Areas mine had been resolved. All workers had resumed work, barring 250 who had opted to "return home". In addition to the deaths at Western Areas, 89 miners were injured, 11 seriously. The NUM claims it has substantial membership at the mine, although it has not yet applied for recognition there.

A spokesman denied miners' claims that violence began only after police fired teargas at the striking workers. He said unrest broke out early on Tuesday morning in one of the hostels at the north division.

Shortly thereafter, a hostel administration block was set alight. At 6.45 am, mine security men were still in control of the situation, but, at 8.50 am, the mine's general manager advised that another section of the hostel had been set alight and asked the police to disperse the crowd and to assume responsibility for restoring order.

According to the spokesman, initial estimates were that some R2m damage had been caused — mainly to hostel buildings and mine vehicles. He said most injuries were caused by inter-tribal violence and by fighting between workers who were divided on whether or not to strike.

Worker demands

However, NUM general secretary Cyril Ramaphosa says the workers had demanded the cancellation of their valid re-engagement guarantees. They wanted to be paid allowances before going on leave rather than receive a bonus on their return. This appeared to be connected to terms on which the legal strike was settled.

Says Ramaphosa: "We are horrified by the reaction we got from JCI management, who have refused to talk to us. It is all very well for them to talk about industrial relations — but they don't put those principles into practice."

When the *FM* went to press, NUM strikers at Anglovaal's Hartebeestfontein mine, where the union recently applied for recognition, were considering a management ultimatum to return to work immediately. The strike, which began on Monday night, was triggered by worker demands for immediate recognition of the union. On Tuesday, 8 000 of the 12 000 dayshift workers were out. One man was stabbed in violence

which broke out later that evening in a mine hostel. A management spokesman said violence appeared to have been caused by tension between factions for and against resuming work.

Another spillover strike occurred at Rand Mines' Durban Roodepoort Deep Mine, where an unrecognised union, the Black Allied Mining and Construction Workers' Union, claims to be strong. About 4 400 workers struck on Monday, but returned to work on Tuesday following a management ultimatum to do so.

The legal strike at seven Anglo American and one Gold Fields mine was settled by negotiation as far as the Anglo mines were concerned. Although involved in the dispute, the Gold Fields' Kloof Mine was not struck and no settlement offer was made to the NUM with regard to workers there.

Holiday allowance

In terms of the settlement at the Anglo mines, unskilled workers will receive a holiday leave allowance equal to half their monthly pay. Previously they received a R50 bonus if they returned to work on a new contract. Higher-skilled workers who previously received a holiday allowance amounting to 50% of their monthly wage will now receive 75% as a holiday leave allowance. The settlement amounted to a restructuring of an earlier package offering shorter working hours.

The NUM strike was called for Sunday night. But an 11th-hour offer by the chamber effectively pre-empted it from becoming

a protracted trial of strength between management and workers. There was confusion as NUM officials tried to convey the content of the chamber's late offer to their members. In the event, some 45 000 workers struck. By Tuesday morning, when the NUM and the chamber announced the settlement, almost all the strikers were back

Hundreds hurt

According to Anglo, over 300 miners were injured in violent incidents at three of its mines — Western Holdings, President Brand and Vaal Reefs. Of those, 130 were admitted to hospital. There were no deaths. The fact that really serious violence did not occur was remarkable, says Peter Gush, chairman of Anglo's gold and uranium division.

Gush hailed the settlement as a "victory for collective bargaining." He says that the offer which the union rejected before calling the strike had suited the industry more than the union. However, the final settlement offer was more acceptable to the union.

Ramaphosa says the union would not have settled if it had organised a bigger part of the industry. "It had to do with the union's strength at this point in time. In the circumstances, we settled," he told the *FM*.

Labour observers agree that the NUM's handling of the (legal) strike was highly professional. The union had successfully mobilised its members and had organised the return to work in a remarkably disciplined manner.



Striking miners ... mostly back at work

All quiet (211) on Reef as (213) miners go (214) back to work

Star
Labour Reporter

All was quiet at strike-hit mines in the Transvaal today after five days of unrest which left seven black mineworkers dead and hundreds injured

Mr W D Rowe, spokesman for Johannesburg Consolidated Investments said all was quiet and things at the two divisions of the Western Areas gold mine had returned to normal yesterday. The men were going underground again

The northern division of the mine had been the site of severe clashes between striking black mineworkers and police on Tuesday, resulting in the deaths of seven miners

At Anglovaal's Hartebeesfontein gold mine, 99 percent of the 16 000 mineworkers, striking for immediate recognition of the National Union of Mineworkers, resolved to return to work yesterday morning after being threatened with dismissal.

Mr Ray Moore, spokesman for Anglovaal, said today all was back to normal at the mine, the seventh largest gold producer in the country

Calm has also descended on the Anglo American mines affected by the country's first legal strike by black mineworkers

The dispute between the NUM and the Chamber of Mines, of which Anglo is an affiliate, was resolved on Monday when the union's membership accepted a revised pay offer by the Chamber

23/9/84
S-Times
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Was legal strike worth it, asks NUM

By Angus Macmillan

THE 90 000-strong National Union of Mineworkers has lost faith in the legal path it chose to follow in the run up to this week's strike

General secretary Cyril Ramaphosa told Business Times he has misgivings about the conciliatory route he adopted over a three-month period before the Chamber of Mines came up with a last-minute offer on Sunday

He said. "My members are asking themselves whether doing everything above board was worth it. The police acted just as if it had been an illegal strike"

Six miners died and about 200 were injured when police opened fire on strikers at JCI's Western Areas mine on Tuesday

Most of the 50 000 miners who struck at seven Anglo American and one GFSA mine on Monday were back at work on Tuesday.

The NUM thinks it came out well in its settlement with the Chamber. After months of intransigence, the Chamber upped its offer by an effective 2,3% just hours before the strike was due to start.

However, there is a feeling in mining circles that the union may have used its aborted legal strike as a dress rehearsal for the real thing at a later stage.

It is significant that workers on mines not involved in the dispute — at Anglo Vaal's Hartebeestfontein and Rand Mines' Durban Deep mines, for instance — joined in the strike

Rand Mines' coal division is now in the firing line as workers at its Duvha and Rietspruit collieries in the Eastern Transvaal decide whether to strike legally or not.

Why wait for blood to spill?

Press



SEPTEMBER 23, 1984

THE legal mine strike lasted a day.

Agreement between the National Union of Mineworkers and Chamber of Mines was reached at the 13th hour.

This was hailed by Anglo American as a victory for collective bargaining, which indeed it was.

That is the good news.

A wave of unofficial strikes in support of the NUM coincided with the settlement. During this unrest 16 miners died, and hundreds injured — some seriously.

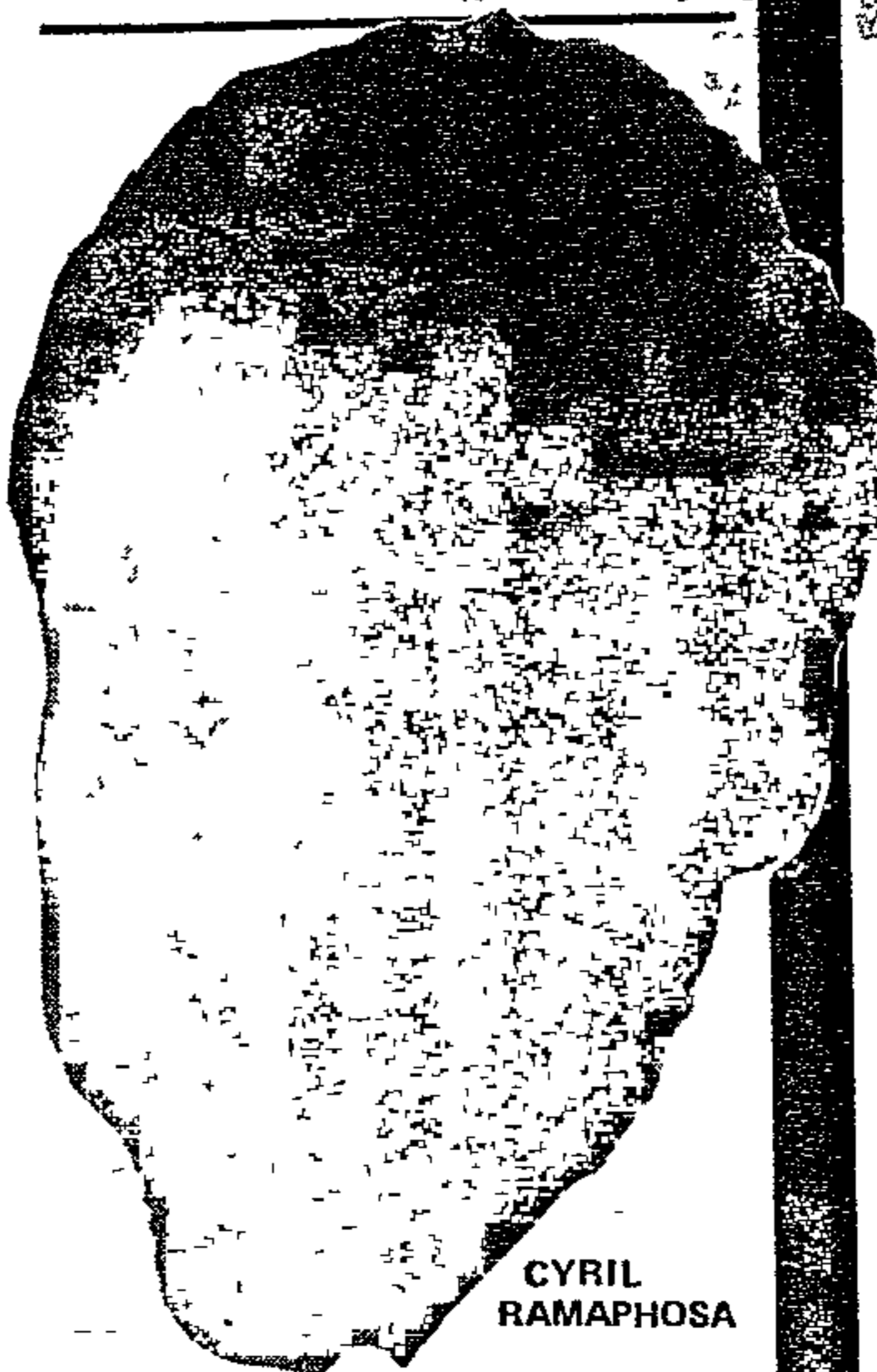
The final casualty figures are not known. Nor is it known how many of the casualties resulted from police action, mine security personnel action and violence among groups of mineworkers.

What is known is that police took action with rubber bullets, buckshot, teargas and sjamboks.

Also known is the horrifying fact that the trouble lasted for about 48 hours — and in that short period more people were killed and injured than in the British Union of Mineworkers' strike, which has lasted six months.

And that strike hasn't been a gentlemanly affair.

There are those who main-



CYRIL RAMAPHOSA

tain that mine security officials panicked — among them NUM general secretary Cyril Ramaphosa, who said the strike committees could have dealt with the trouble without bloodshed.

This opinion was backed by spokesmen for the miners who maintained that the violence escalated after police arrived.

Violence begets violence — and this, according to reports reaching City Press, is what happened.

That is the bad news.

PEAC FOR

CRUCIAL talks take place in Durban today in a bid to end the conflict at Hambanathi between Inkatha and Jorac supporters.

The situation in the township is still so

Rent protes rally calls for PE stayaway

By MONO BADELA

RENT protestors in Port Elizabeth for a work stayaway from Mon...

WC

Miners mourn 16 dead

23/9/84

th killed



CYRIL Ramaphosa was a bitter man this week. *C. P. ...*

The country's first legal strike by black miners — and the accompanying unofficial strikes which left 16 dead and hundreds injured in its wake — had the National Union of Mineworkers general secretary seriously questioning the mine bosses' response to their grievances.

With the strike over, after the NUM and the Chamber of Mines resolved their wage dispute, he said, desperately: "We're starting to ask ourselves whether the agreement is worth the paper it's written on ... it's an agreement stained with blood"

The agreement — which comes into effect on October 1 — means unskilled workers get a holiday allowance equal to half their basic wage. Semi-skilled workers get 75 percent

But, as Mr Ramaphosa said, the new agreement was achieved at great cost:

● Sixteen miners died during a week

By Z B MOLEFE and MARTIN NTSOELNGOE

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of unrest Nine died and 11 were injured at Johannesburg Consolidated Investments' Western Areas and Hartbeesfontein mines

Management said 99 percent of the miners were back at work yesterday, after being threatened with dismissal. Seven died and 112 were injured at Waterpan in Westonaria after police were called in.

● Nine Anglo American mines in Welkom reported 250 injured but no deaths.

● Twenty-three miners were injured at Elsburg gold mine on the East Rand when police fired rubber bullets at a group of 500 miners who stoned their vehicles.

● Two hundred miners were injured and five arrested at West Rand Durban Deep near Roodepoort after being teargassed by police. Another 50 were

To Page 2

For blood to spill?

URGENT

SEPTEMBER 23, 1984

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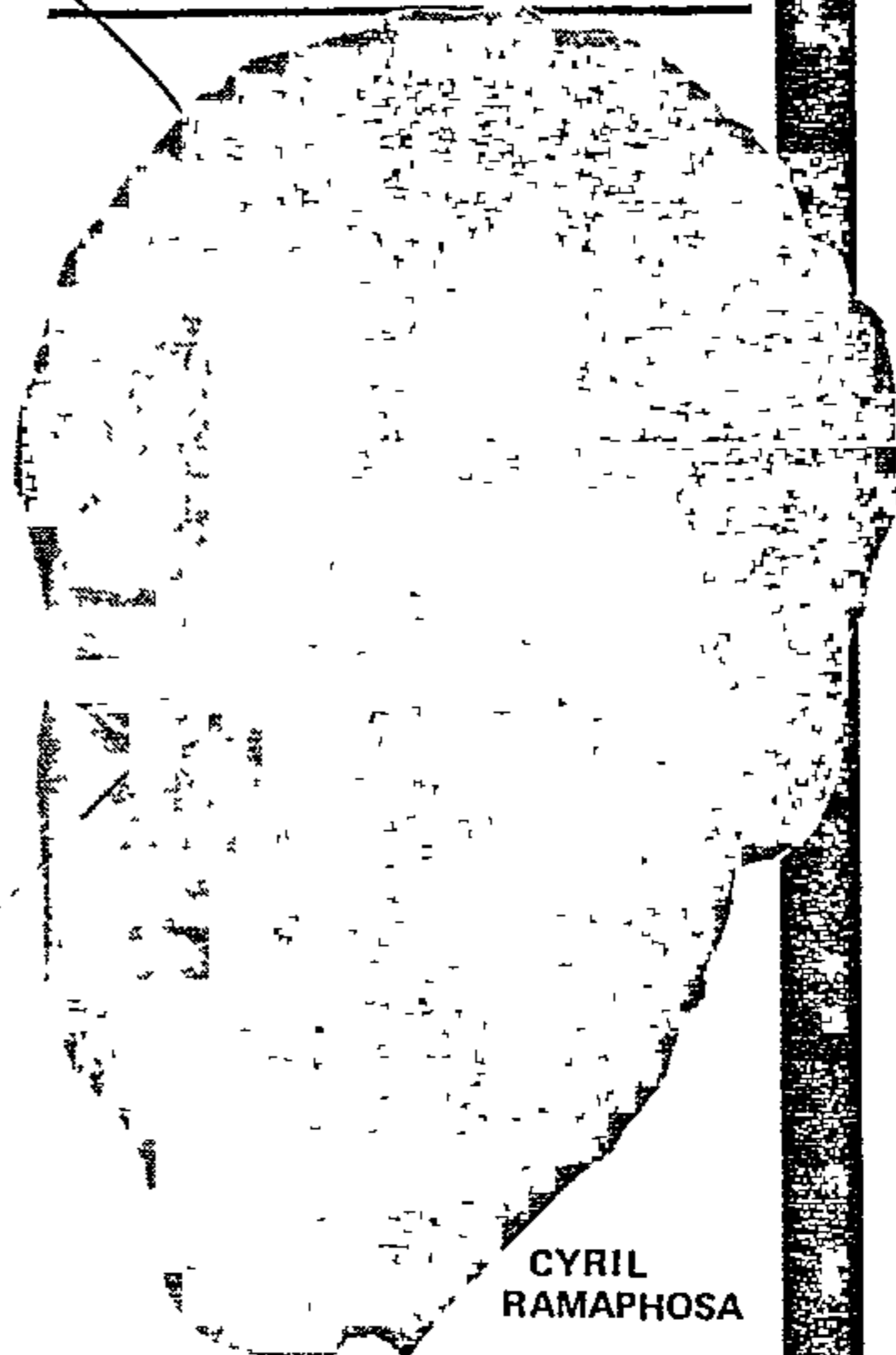
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From Page 1

sent to the homelands. The five arrested miners appeared in court later this week on charges of public violence. But their case was postponed.

● A Rand Mines spokesperson said 80 of its miners had been sent back to the homelands when they refused to return to work.

The spokesperson denied that workers had been forced to go back to work at gunpoint on Tuesday, or that they had cancelled a recognition agreement with the Black Allied Mining and Construction Workers' Union — saying

there had never been a formal recognition agreement.

The spokesperson added that 115 miners were injured during the strike. Twenty-five were treated at a local hospital, but one had to be transferred to Rand Mutual Hospital with a serious eye injury

● About R2-million worth of damaged was caused to a hostel at Western Areas gold mine's northern division after 500 miners went on strike.

A mine spokesperson said half the miners went back to work. He added that some of the miners and "elected to return to their homelands"

Managements' responses to the legal and illegal strikes was varied. Anglo American spokesperson E P Gush said he believed the issue could have been resolved "peacefully, without pickets".

JCI spokesperson David Rowe came up with a new angle — he told City Press most of the injuries sustained by striking miners were not caused by the police but by "inter-tribal fighting" between those who wanted to strike and those who didn't;

The unions, however, were united in their criticism of the way mine managements responded.

FOI

CRUCIAL talks take place in Durban today in a bid to end the conflict at Hambanathi between Inkatha and Jorac supporters.

The situation in the township is still so

Rent protest rally call for PE stayaway

By MONO BA

RENT protestors in Port for a work stayaway from

More than 600 people New Brighton this week work in protest against the shack dwellers, due to be intruded on by the town council.

"We won't pay the new rates on our homes," a shack dweller of the call

The service charges for shack dwellers will go up 150 percent if they are approved by the Government — which PE Youth Congress leader Mkhuseh Jack described as "highway robbery".

"This is a crime against humanity," he told the rally, pointing out that the council would make as much as R4,2-million a year from the shack dwellers if the increase was approved.

He asked the council to scrap the increases, saying they were "provocative".

A third man dies after clash at mine

Carolyn Dempster,
Labour Reporter

Another mineworker has died, bringing the death toll to three in the latest outbreak of violence at Gencor's West Rand Consolidated Gold Mine near Krugersdorp.

Two black mineworkers are still on the critical list and four are in a serious condition in the Leratong Hospital, Mr F J Alberts, a spokesman for Gencor, said this morning.

Ten black mineworkers have died in strike unrest on Transvaal gold mines over the past week.

Violence flared between 7 pm and 8 pm on Friday as night shift workers prepared to go down one of the shafts, said Mr Alberts.

Fighting broke out between miners who wanted to stage a strike and those who wanted to go underground.

SHELTERS BURNED

Several thatch shelters were burnt and crowds of mineworkers attempted to enter the administration block and dining halls.

Police were called in by the mine management to disperse a group of about 500 mineworkers who had begun throwing stones

while waiting for buses.

Within an hour miners returned to work. By Saturday, shifts had returned to normal.

Altogether 135 miners were admitted to hospital. Of these, 111 have already been discharged, said Mr Alberts.

At the Duvha open-cast colliery outside Witbank, 35 per cent of the National Union of Mineworkers' members are set to go on a legal strike.

A strike ballot held at the Rand Mines colliery on Friday showed 344 of the union's 982 members in favour of striking.

The NUM will hold a second strike ballot at the Rand Mines Rietspruit colliery tomorrow.

24/9/84

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What the mine strike really means

BY PHILIP VAN NIEKERK

THREE weeks ago a black Sunday newspaper which runs its own crossword competition, had, on 14 down, a cryptic clue "General secretary of the National Union of Mineworkers."

Thousands of entries poured in from places as far afield as Mdantsane, Katature and Soweto

"Not one," said a man whose job was to sort through a large cardboard carton filled with post-cards to find a winning entry, "got Ramaphosa wrong".

That the name Cyril Ramaphosa has a large resonance in the townships and villages of Southern Africa is not so much a tribute to the soft-spoken 31-year old lawyer who has chosen to take on the might of the mining industry

It is more a realisation of the muscle that South Africa's half-a-million black miners will be able to flex once they are organised into a strong, effective trade union

In the past century black trade unions have repeatedly tried and failed while trying to marshal that strength by gaining an organisational foothold in the industry.

Last week's legal strike by the NUM — in which the union emerged intact — was a glimpse into a different future

The simultaneous killings and rioting were a reminder that the past of industrial relations on the mines is still with us.

The causes of — and the blame for — the violence on the non-NUM mines should be the subject of a proper inquiry, and cannot be dealt with here

There was, however, a contrast between the deaths of eight workers and injuries of scores others at Johannesburg Consolidated Investment's Western Areas mine and the milder clashes which accompanied the settlement at the NUM mines

Of course, the NUM would dispute that the difference was large. Mr Ramaphosa has questioned the value of launching legal strike action when police are called in and when — as was the case with Gold Fields — workers are threatened with dismissal whether or not the strike is legal

A different view has been advanced by the chairman of Anglo's Gold and Uranium division, Mr E P Gush, who saw the settlement with the NUM which concluded the strike as a "victory for collective bargaining"

"The outcome of the settlement is most satisfactory and proves that sound and responsible relations are possible between the mining companies and the NUM," he said

It may well be true that a relationship between the NUM and Anglo management (through the Chamber) has developed and matured through the long, hard bargaining road of 1984, through the strike and through the settlement.

In the past century black trade unions have repeatedly tried and failed to use the strength of the black miners. Last week's legal strike was a glimpse into the future.

This does not adequately answer the charge that the revised offer was made at the last moment when the strike was just about to take off, and that the whole episode could have been avoided had that offer been made earlier

"If the Chamber had negotiated in good faith all along there would have been no need for our members to take the action they did," said Mr Ramaphosa

Still, the negotiation and settlement with the NUM was in stark contrast to the apparent breakdown in communication at the unrecognised mines

And there remain undeniable differences in the NUM's relationships with the various mining houses

The key question is whether in future the other mining houses will move into line with Anglo, or whether there is a possibility of a split in the ranks of the Chamber.

This might seem absurd seeing that Anglo owns JCI and has substantial holdings in Gold Fields and Rand Mines.

But the only way the Chamber could make its revised offer last week was by putting forward an offer which was only applicable to the Anglo mines.

This was still possible with seven of the recognised mines being Anglo mines, and one Gold Fields, but what of next year when several of the mining

houses will be negotiating under one umbrella?

The industry could be in for one of its sternest tests of "collective bargaining" when Gold Fields, Gencor, Anglo and co have to fight it out amongst themselves to put forward a common front against the NUM.

As for the union, it has ended its first major battle intact and has gained credibility, membership and experience in the process. The extent of NUM support has surprised many of the cynics.

"In 1983 we only had 4% of the workforce in the industry," said Mr Ramaphosa "This year we had 20%. Next year we will have an even stronger army to take on the bosses."

In fact, the NUM seems to have won everything except a major victory over pay. The final agreement was way below what the NUM had been

demanding.

One threat which constantly undermines the NUM is the vast numbers of unemployed in the rural areas who could be used to take the jobs of striking workers.

The NUM says it is taking steps to deal with this problem. But in so doing it will bump against the migrant labour system, which takes workers away from their families and their communities and brings them to the mines as labour units.

To tackle this system is possibly one of the most difficult tasks facing the NUM as well as those mining houses, who believe for a number of reasons that a stable labour force on the mines is desirable

In short, the present migrant labour system is incompatible with a modern industrial relations system on the mines.

~~211~~ (211) ~~211~~
By Carolyn Dempster,
Labour Reporter

The National Union of Mineworkers (NUM) intends suing the South African Police for action against black mine-workers during the legal and illegal strikes in the past week

About 250 miners were injured during the course of the one-day legal strike at seven Anglo American mines, and 10 mineworkers have been killed and hundreds of others injured in illegal strike spillovers

Mr Cyril Ramaphosa, general secretary of the NUM, said today the union was taking statements from witnesses and injured members and would be suing the police directly.

In a number of cases the union has disputed that mineworkers went on the rampage, causing extensive damage before

NUM to sue SA Police over miners' injuries

Stan
25/9/84

the police arrived on the scene

At Western Areas gold mine, owned by the Johannesburg Consolidated Investment Company, one of the NUM's shaft stewards who works in the kitchens died after exposure to teargas and being shot at by police, said Mr Ramaphosa.

Other mines hit by strikes where police were called in to control the crowds and where it is likely the NUM will sue are: Gencor's Western Consolidated gold mine outside Krugersdorp, Anglovaal's Hartebeesfontein mine near Orkney, JCI's Western Areas

gold mine and Anglo American's President Brand and Western Holdings mines near Welkom

The union is to go ahead with a strike ballot at the Rietspruit open-cast colliery, owned by Rand Mines, outside Witbank today.

Out of the Rietspruit workforce of about 100 black mineworkers, NUM membership is close to 700, said Mr Ramaphosa

The wage dispute was declared in June this year when the mine's management refused to increase its basic wage offer, and the NUM struck to its demand for a 40 percent increase.

Soulter 25/9/84 (21) (213) (188)

Another miner dies

ANOTHER mineworker has died, bringing the death toll to three in the latest outbreak of violence at Gencor's West Rand Consolidated Gold Mine near Krugersdorp this weekend.

Two black mineworkers are still on the critical list and four are in a serious condition in the Leratong Hospital, Mr F J Alberts, spokesman for Gencor said yesterday morning.

This brings to 10 the number of black mineworkers who have died in strike unrest on Transvaal gold mines over the past week.

Violence flared up at the mine on Friday night as night shift workers prepared to go down on of the shafts between 7 pm and 8 pm.

Police were called in by the mine management to disperse a group of about 500 mineworkers who had gathered and had started throwing

stones while waiting for buses to take them to work.

Within an hour of the action, miners had started returning to work, and by Saturday, shifts had returned to normal at the mine.

Altogether 135 miners were admitted to hospital, and of these 55 have already been discharged, said Mr Alberts.

At the Duvha open-cast colliery outside Witbank, 35 percent of the National Union of Mineworkers' members are set to go on a legal strike.

A strike ballot held at the Rand Mines Colliery on Friday showed 344 of the union's 982 members in favour of striking.

Only 383 members voted in the ballot. Of these 344 voted yes, 27 voted no and there were 12 spoilt papers.

Room 2519184 (211 212 213)

Mineworkers Union intends to sue police

By JEANETTE MINNIE

THE National Union of Mineworkers announced last night that it was going to sue the police in view of the events at Gencor's West Rand Consolidated gold mine near Krugersdorp on Friday night in which two people died and about 160 were injured.

By yesterday a third black miner had died and 30 other miners were still in hospital. The condition of two of the injured miners has been described as critical, while four were said to be in a serious condition.

The NUM has also rejected Gencor's explanation of the events that two factions of miners — those in favour of a strike and those opposed — had attacked each other.

Last night the NUM's general secretary, Mr Cyril Ramaphosa, said that management had called in the police on the basis of a rumour that a strike was to take place on Friday night.

"The police arrived before the night shift and began rounding up workers including those in hostels who were not due to go on shift. Later police opened fire on the work-

ers," Mr Ramaphosa said.

He said last night that the NUM was taking statements from workers injured in the events as well as from other workers with a view to suing the police.

● Mr Ramaphosa last night accused supervisors in the mining department of the Rand Mines-owned Duvha colliery near Witbank of making it "impossible" for many NUM members to participate in the strike ballot held on Friday.

In a poll of 59%, 344 workers voted in favour of a strike with only 27 against. There were 12 spoilt papers.

Over the weekend Rand Mines claimed the ballot showed that 65% of its workforce of 982 members were opposed to a strike.

Another strike ballot is to be held today at the Rand Mine's Rietspruit Colliery.

Although the NUM is holding the ballots, it was already entitled to hold a legal strike after the deadlock reached at official conciliation boards in August. The union went into dispute with the two Rand Mines collieries over wages in separate negotiations in June

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Staw 26/9/84

By Carolyn Dempster,
Labour Reporter

Colliery workers vote for a strike

Almost 60 percent of the 1 000 black mineworkers at the Rietspruit open-cast colliery outside Witbank yesterday voted in favour of a legal strike at the mine.

A spokesman for Rand Mines, owners of the coal mine, said today that 638 of the total workforce of little more than 1 000 black mineworkers participated in the ballot held by the National Union of Mineworkers.

Out of the NUM's total membership of 692, 594 miners in categories one to eight voted in favour of striking, 18 voted against and there were 26 spoilt papers.

This means that 85 per cent of NUM members at

the colliery are likely to go out on strike in support of wage demands.

The dispute with Rand Mines, which bargains outside of the Chamber of Mines in respect of its Rietspruit and Duvha collieries, was declared by the NUM in June.

Conciliation boards were appointed in both disputes in an attempt to

reach a settlement, but both ended in deadlock.

As an unregistered union in an industry which does not have an industrial council, the NUM was not required to hold a strike ballot on either colliery.

However, now that the ballots have been held, the way is clear for a legal strike on both mines.

The union's initial demands were for a 60 percent wage increase and Rand Mines management responded with an offer of an 11,3 percent increment.

The NUM later lowered its demands to below 25 percent in the Rietspruit negotiations, said Mr Cyril Ramaphosa, general secretary of the NUM.

Coalminers' strike looms

JUST over 59 percent of the 1 000 black mineworkers at Rietspruit open-cast colliery outside Witbank have voted in favour of a legal strike at the mine.

A spokesman for Rand Mines, owners of the coalmine, said yesterday that 638 of the total workforce of a little more than 1 000 black mineworkers participated in the ballot held by the National Union of Mineworkers

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Increase

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SWAZILAND: A trip to spend a week from Bosmont and Coronationville

Heads for business . . .

TWO BLACKS — a sales manager and a former educational officer — will be among 20 men and a woman who will be issued diplomas in business management at a hotel in Pretoria tonight.

Mr Somkhulu Mgidi and Mr Isaac

Lentsoane, both of Soshanguve, will receive diplomas of the Dale Carnegie Business Management Course.

The other 18 students are all whites. The ceremony is scheduled to start at 6 30 pm

R2-m to

ABOUT R2-million has been earmarked for the development of Atteridgeville Ext 2, the local town council announced yesterday.

At their monthly meeting held yesterday morning, the council also announced that the Government has at last approved the prices for the sale of sites in the new area — after almost 15 months of waiting.

A spokesman for the council said although they had budgetted R2-million for the building

of roads, kerage in the they were Government for the amount

Minister granted the authority to cents per site for the use of R13,96 per site for the layout structure in residential area

The council announced that immediately views to firm

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SOL KERZNER

In the *FM* last week, Sol Kerzner was referred to as MD of Southern Sun. This should, of course, have read "MD of Sun International". The *FM* regrets the error.

voting. He says support for a strike would have been far greater if these workers had cast their votes.

Allen Cook, deputy head of Rand Mines' coal division, says the fact that a NUM shaft steward had asked the mine management to call off the ballot at 5pm last Friday because of a lack of interest among workers refutes Ramaphosa's claim. In addition, union stewards at both mines had signed their acceptance of the outcome.

NUM's original demands in its negotiations with the mines were for a 60% overall increase, of which 40% would be in wages. It stuck with its 40% wage demand at Duvha but dropped to 18% at Rietspruit. Management countered with an offer to increase wages by 11,7% at both mines — without changes in fringe benefits. Rand Mines implemented its wage offer on June 1, despite the union's declaration of a dispute.

Ramaphosa has not indicated if, and when, strikes will be called at the collier-

ies. Commenting on the possibility of a strike, Cook says that Rand Mines pays the highest wages in the industry and the union will be making a mistake if it believes the company will agree to pay more. He accuses NUM of unduly raising the expectations of black miners. Cook adds that if strikes occur and are protracted, management will hire a new labour force to maintain production.

Says Cook "It would be most foolish of the employees to embark on action which could jeopardise their positions with the company. They will not get anything better in the whole of the mining industry."

□ Conciliation board meetings for the disputes NUM has declared with the Chamber of Mines for Rand Refinery, Rand Mutual Hospital and the Johannesburg depot of The Employment Bureau of Africa got underway this week and will continue next week.

COLLIERIES

More strike votes

The attention of the mining industry focused on Rand Mines' Duvha and Rietspruit collieries as the outcome of strike ballots conducted by National Union of Mineworkers (NUM) became known this week — with confusing results.

The ballots were held in the wake of the failure of conciliation boards to settle the wage disputes NUM had declared for both mines. In terms of SA labour law, this entitles the union to embark on legal strikes at both.

Neither Rietspruit nor Duvha is affiliated to the Chamber of Mines. However, NUM's decision to hold ballots, despite the fact that as an unregistered union it is not required by law to do so, repeats its actions in its recent goldmine dispute with the chamber.

The ballot at Duvha where NUM says it has 622 members out of the 982 employees in the work categories it is recognised to represent, took place on Friday. The vote was 344 to 27 in favour of a strike. Rand Mines says this shows that 65% of the workforce is against striking.

At Rietspruit, where NUM has 692 members out of a bargaining unit of just over 1 000, 59% of the employees voted to strike in Tuesday's ballot. In all, 638 votes were cast. Of these, 594 were "yes" votes and 18 against striking.

A war of words has broken out between Rand Mines management and the union about the Duvha ballot. NUM general secretary Cyril Ramaphosa claims that supervisors prevented some workers from

which does not legally apply in the black states," says Whiteside

All other national states are governed by the Black Labour Relations Regulation Act of 1953, widely regarded as a completely outdated piece of legislation

Whiteside sees real problems emerging as SA intensifies its decentralisation policies "These new industries are going to attract an increasingly sophisticated, urbanised workforce who are going to want trade unions And in many instances

the law just does not provide for them This could well be a source of potential conflict"

Whiteside also believes that in many instances SA is "over regulated" and "over legislated" and that many of its laws are inappropriate for Third World homeland economies

How can the problems, and contradictions, be overcome? According to Whiteside, there are several options, each with its own disadvantages

The homelands can draft their own legislation, but this is an expensive and complex business,

They could adopt SA's legislation, but this would mean inheriting all the possible problems,

States that have not yet accepted independence could hand all matters pertaining to labour back to SA to administer or they could make an attempt to straighten out their labour laws and tackle the problems as they arise

~~11/15/84~~ Fm 28/9/84

MINE STRIKE

The post mortem

211

One positive factor about last week's gold mine strike was that it was over so quickly. Nonetheless, it left both the mining houses and the National Union of Mineworkers (NUM) facing an entirely new situation — the outline of which has yet to become clear.

The strike, the first legal strike by black mineworkers in SA history, was due to have affected only eight mines at which NUM is recognised — seven belonging to the Anglo American Corporation and one to Gold Fields. In the event, it spread to several other mines, leaving a trail of death, injuries and destruction. According to NUM general secretary Cyril Ramaphosa, 64 000 workers participated in the legal strike.

Expectations about the legal strike had been building up for months, since NUM and the Chamber of Mines deadlocked in their second ever annual wage negotiations.

Tensions rose when, on July 1, the traditional date on which black miners receive pay increases, the chamber decided to implement the offer NUM had rejected, arguing that the union represented only a small portion of the total mining industry workforce. The industry held its breath when this action was greeted by work stoppages at a number of collieries, but these soon settled.

Attention then focused on NUM's slow build-up to a legal strike after it again deadlocked with the chamber at a conciliation board meeting. Earlier this month the union announced that the strike would take place on September 17. It also said it would be holding a strike ballot despite the fact that as an unregistered union it was not required to do so.

This move was widely interpreted as an attempt by NUM to show the depth of its support and the 43 000 "yes" votes cast appeared to confirm this. The chamber, however, stated that the ballot was not a true test of opinion because of irregularities in the way it was conducted.

Nevertheless, the ballot results played a pivotal role in the events which preceded the legal strike. Late on the Friday afternoon before the strike was due to take

place, NUM sent a letter to the chamber informing it of the results and stating that in view of the numbers that had voted, it felt it should have talks with the chamber.

The resumption of talks raised hopes that the strike might be averted. The parties spent much of the weekend at the negotiating table and emerged with a new offer from the chamber for the seven Anglo mines which amounted to a restructuring of a previous offer to reduce working hours.

The terms of the new offer were that unskilled workers would receive a holiday leave allowance equal to half their monthly pay. This was an improvement on the R50 bonus they received if they returned to work on a new contract. Higher-skilled workers who were receiving a holiday allowance equal to 50% of their monthly wage, were offered 75%.

Time running out

But time was running out. With the strike due to start on the Sunday evening, NUM's officials raced back to the mines to inform members about the new offer — but not all could be reached. On the Sunday night workers at 13 of the 22 shafts on the seven threatened Anglo mines did not work.

Confusion about whether NUM's members were prepared to accept the chamber's offer continued last Monday with 11 of the 22 shafts working normally. On Monday night, all but two of Anglo's mines were fully operational again.

By late Tuesday, once NUM had informed the chamber that it accepted the offer, the legal strike was over. Violence occurred at three of the Anglo mines — Vaal Reefs, Western Holdings and at President Brand, which bore the brunt of it.

Gold Fields' Kloof mine, where NUM has recognition for only about 350 clerks out of a workforce of approximately 12 000, and Anglo's Saaiplaas and Elandsrand mines were not affected by the legal strike.

But, as had been widely feared beforehand, it had a ripple effect at other mines. Anglovaal's Hartebeestfontein mine, Rand Mines' Durban Roodepoort Deep mine and Johannesburg Consolidated Investments' Western Areas mine were drawn in.

Western Areas was the scene of ugly violence in which a number of miners died. Last Friday, in what appears to have been a related event, unrest broke out at Gencor's West Rand Consolidated mine. Three miners died.

Now that the dust has settled, what exactly did the strike achieve? According to the chamber's industrial relations adviser Johann Liebenberg, two factors prevented the legal strike from being averted at the last minute: the fact that NUM's negotiating team did not have a mandate from workers to accept the renewed chamber offer; and the logistical difficulties they encountered in communicating news of the offer to members.

Liebenberg's view is that the union did not gain any more by accepting the chamber's restricted offer than it would have had it accepted the conciliation board offer made on August 13.

It had originally been offered a reduction in working hours but settled for a holiday leave scheme which was of equivalent value. In addition, the leave scheme only comes into effect on October 1 — a month later than the proposal for working hours could have been implemented.

Ramaphosa, however, disagrees with Liebenberg's interpretation. "The offer to reduce working hours would not have meant as much to our members as the leave scheme. It would only have benefited about 60% of them on any of the mines. But the leave scheme applies to the whole workforce."

Ramaphosa says the strikes at Hartebeestfontein and Western Areas also resulted in gains for the workers.

These interpretations of the strike will no doubt continue to be debated. But what did emerge clearly is that the strength of NUM's support is far greater than many cynics had anticipated.

Ramaphosa has issued an ominous warning. "If we had had a bigger membership this year events would not have panned out as they did. Last year we were talking for 4% of the workforce, this year it was 20%. Next year it will be higher and things will be different then."

RBM 28/9/84 (21)

Miners' union drops action over firing of 17

Mall Reporter

THE National Union of Mineworkers (NUM) has withdrawn its important industrial court case in which 17 workers — fired for refusing to work in an area of a mine they believed unsafe — were demanding reinstatement.

The case was regarded as a key test of the right of workers to refuse to work in conditions they considered dangerous.

The workers were fired on September 22 last year after repeatedly refusing to work in a section of the West Driefontein mine near Carletonville on the grounds that conditions were unsafe.

A Government mining engineer's inquiry subsequently found the area to be objectively safe.

The NUM pursued the case on the grounds that management had not done enough to

allay the workers' fears

They charged management with committing an unfair labour practice by firing the workers.

A Gold Fields statement said that in terms of the settlement, the mine is not required to re-instate the 17 workers.

"Gold Fields views the culmination of the proceedings today as formal confirmation of the union's inability to substantiate its allegations," the company said.

Mr Cyril Rampahosa, general secretary of the NUM, said they had withdrawn the case because it was not coordinated ... due to the absence of a number of the witnesses.

"The whole question of safety still remains unresolved.

"The struggle for safety still has to continue and it will be handled by collective bargaining," he said.

Bid for improved disaster payouts

By PHILLIP VAN NIEKERK

NATIONAL Union of Mineworkers lawyers have applied for increased compensation for dependants of the victims of the Hlobane coalmine disaster which killed 68 people

The application — to the owners of the mine, Iscor — is believed to be the first of its kind in the mining industry for 20 years

It follows the widely-publicised inquest-inquiry into the disaster in February and the subsequent court case in which the mine was fined R400 for irregularities arising out of the blast.

In terms of the Workman's Compensation Act accident victims can claim for increased compensation if it can be proved that the accident was due to negligence on the employer's part.

The NUM application has been made on behalf of various families, but they have demanded that any award be made to apply to dependants of all the workers, a spokesman for the legal representatives said.

The company has another two months to reply to the application, failing which the Workmen's Compensation Commissioner will

have to rule if there was negligence.

If awarded, the additional claims could run into millions of rands.

More than R2-million compensation — which includes pensions — is already being paid out to dependants of miners killed in the disaster, a spokesman for the Chamber of Mines said.

He said all injuries had been settled and payment to beneficiaries of 59 of the 65 black miners killed had been settled.

Another five have been almost settled while the beneficiaries of one had not yet been traced, he said.

If the commissioner finds that additional compensation should be paid the actual amounts of compensation will have to be assessed on the basis of loss of earnings and support for people who had a legal right of support by any of the dead miners

The claims would then be calculated on the difference between the full financial loss and the amount of compensation they are already receiving.

There have been no such claims in the mining industry for 20 years even though there have been 23 successful claims in the nine years from 1974 to 1983 for all industry

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Coal miners back pay strike

By ZB MOLEFE

THE National Union of Mineworkers was back in the strike spotlight again this week as two Eastern Transvaal mines backed strike action in their ballots.

Rietspruit Colliery (59 percent) and Duvha Colliery (85 percent) both posted majority strike action ballots, the union announced yesterday.

NUM general secretary Cyril Ramaphosa said no date had been set for strikes at the two mines. This week's ballots were the results of a breakdown in wage talks between management and the union in August.

The two mines are not

included in the recent NUM agreement with the Chamber of Mines because they are not members of the Chamber.

In another key development this week, a NUM withdrew an unfair labour practice complaint against the West Driefontein gold mine in the industrial court.

Seventeen miners lost their jobs on September 22 last year when they refused to go underground because they considered the mine unsafe.

"Our case was not well co-ordinated. But safety still remains our priority - we will handle the West Driefontein issue through collective bargaining soon," said Mr Ramaphosa.

The hearing was a sequel to the court's refusal on May 9 to renew a temporary order to reinstate fired workers.

Goldfields SA said it viewed this week's proceedings as formal confirmation of NUM's inability to substantiate its allegations.

A little joy for beloved country

THE Transvaal Education Department has prescribed Alan Paton's book Cry, The Beloved Country as a school setwork.

The book was first published 36 years ago and has been prescribed as a setwork for Std 9 pupils in the Transvaal.

"I hope this is a small sign that we are emerging from the Dark Ages," said Mr Paton.

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Story:
BANCROFT HLATSHWAYO

THE TRUCK which crashed in Ixopo, Natal, killing 22 passengers and injuring 51, was returning from the funeral of a young girl who committed suicide on the same spot last week.

Twelve-year-old Ningi

Ngcobo hanged herself after an argument with her mother - on the same cliff where 21 women and one man died this week when the truck plunged over the 350m cliff.

Ningi's aunt Thulisile Ngcobo, who survived the accident, said "My



2 500 Witbank miners strike over pay move

By PHILLIP VAN NIEKERK

MORE than 2 500 coal miners went on strike at Johannesburg Consolidated Investment's Tavistock collieries near Witbank yesterday, according to the National Union of Mineworkers (NUM)

Mr Cyril Ramaphosa, general secretary of the NUM, said the workers were objecting to a management decision to move their payday from Friday last week to today

The workers on strike were from the Phoenix section of the collieries

The NUM claims substantial membership at the mine, but has not yet been recognised Mr Ramaphosa said a union organiser had been denied access to speak to the miners during the strike

He said the workers were still out yesterday afternoon and had not yet indicated when they would return to work

The Mail was unable to get comment from JCI late yesterday

The strike took place amid union meetings to decide a date for the pending legal strikes by workers at Rand Mines' Duvha and Ruetspruit collieries No date has been set yet

● Meanwhile, the NUM's dispute with the Chamber of Mines over pay for workers at the Rand Mutual Hospital has reached deadlock

Mr Ramaphosa said the deadlock was arrived at during the official conciliation board talks between the Chamber and the NUM aimed at resolving the dispute yesterday

And in a change of direction from previous disputes between the NUM and the chamber, it has been referred to mediation Mr Ramaphosa said both parties had agreed to take the matter to mediation before Wednesday next week

Varsity PRO dies jogging

Northern Transvaal Bureau

PIETERSBURG — The director of public relations at the University of the North, Mr Dries Bekker (43), collapsed and died while jogging yesterday.

Mr Bekker, who is survived by his wife Priscilla and two daughters, is believed to have died of a heart attack.

He was educated at Warmbaths High School, Heidelberg Teachers' Training College and the University of South Africa.

Prior to his appointment as public relations officer at the university in 1977, he taught at Phalaborwa Primary School and Pietersburg High School. He also lectured at the University of the North.

1 100 miners face dismissal

By Carolyn Dempster, Labour Reporter

A total of 1 100 striking black mineworkers at two divisions of Johannesburg Consolidated Investment's Tavistock Collieries outside Witbank face dismissal unless they return to work today.

The strike at the Tavistock and Arthur Taylor sections of the colliery started yesterday when mineworkers

downed tools in support of a demand for a 25 per cent wage increase.

Mr M Hawarden, general manager of JCI's coal division, said the strike began at midday at Tavistock colliery.

A further 150 afternoon shift workers at the Phoenix division staged a stoppage for a few hours before returning underground.

By this morning, 1 100 mineworkers at Arthur Taylor and Tavistock

were still out on strike. The strikers had been given an ultimatum to return to work or face dismissal as they were in breach of contract, he said.

The work stoppage had been free of any violence although the workforce was "very agitated", he said.

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, which claims a representative member-

ship at Tavistock Collieries, said the mineworkers had gone on strike over poor increases (16 per cent) but also because payday had been postponed from last Friday to today.

Mr Ramaphosa said the union had been refused permission to speak to its members by the mine management.

Mr Hawarden confirmed there had been a change in scheduled pay-days

Vereeniging robbers grab R14 000

Vereeniging Bureau

Four men, armed with pistols, screwdrivers and knives, held up the staff of a food shop in the centre of Vereeniging yesterday morning and escaped with nearly R14 500.

The shop's manager, Mr Johannes Lodewikus (Vic) Kleynhans (46), said that, just before the shop opened, he saw a man hanging around outside.

When he asked the man what

he wanted, the man said that he had left a parcel in the shop the previous day.

Seconds after he was invited into the shop to collect the parcel, another three men, armed with pistols, knives and screwdrivers, burst in.

The intruders threatened to kill Mr Kleynhans and his assistant, Miss Suzelle Kruger (22), if they did not obey orders.

Mr Kleynhans and Miss Kruger were escorted to an office in the

shop where they were forced to open the safe. The robbers helped themselves to all the notes, amounting to R14 150.

The men also took Mr Kleynhans's revolver and removed about R140 in cash from Miss Kruger's handbag. They then cut the telephone wires, unplugged the telephone and took it away.

As they fled they locked the front door behind them.

No one was hurt in the incident.

'Sheik's guard' for observation

By Janine Simon

A man claiming to be a former bodyguard of a Saudi Arabian sheik was yesterday sent by a Johannesburg regional magistrate for 30 days of psychiatric observation.

Mr John Boyce (27) appeared with three others on six counts of armed robbery involving more than R29 000.

He had previously told the court he had worked as a bodyguard for the "Royal Commission of Saudi Arabia".

Mr C Shubitz, who examined Mr Boyce, said he showed signs of "schizophrenic illness".

The court also accepted records from British social welfare authorities stating that Mr Boyce had been institutionalised and had attempted suicide.

Charged with him are Mr Rui da Silva da Diera (21), Mr Bernard Terblanche (23) and Mr Roger Anthony Hillier (24). The case was postponed to October 31.



Oscar-winning film director Milos Forman enjoys his first cigar after a long flight from New York, and producer Saul Zaentz relaxes after arriving in Johannesburg yesterday to promote their new film "Amadeus". The screenplay was written by Peter Shaffer from the popular stage production and the film opens in South Africa later this month. Forman won an Oscar for "One Flew Over the Cuckoo's Nest", which was also produced by Zaentz.

Probe crash

The Department investigating the crash at Parys airport yesterday of a glider piloted by veteran glider pilot Mr Springbok Mr (72) died in which were not

Mr Lasch, South Africa was 22 and, in cilla Martin chairman of Publishing Co

The couple Katherine, nicknamed St Nicholas Oppen Mrs Harry Op

Mr Lasch, a Gliding Club Light Plane C can gliding club represented S in the 1950s

BRIEFS

Court action delays election

A by-election in the coloured constituency of Bosmont would be held only once a court application by Mr AP Booysen of the Freedom Party to declare him the MP had been decided, the Department of Home Affairs said.

The seat fell vacant when two candidates received the

Soft drinks back on shelf

Thirsty shoppers will be able to get their favourite soft drinks again.

Last week soft drinks were in short supply in Johannesburg because of a work stoppage at the Coca-Cola bottling plant in Benrose last Tuesday.

A company spokesman, Mr

Two questioned over stabbing

Two men are being questioned by detectives in Hillbrow, Johannesburg, about the stabbing in which rugby player Mr Mike Brookmee (21) died at the weekend.

He and three friends became involved in an argument with four other men on Saturday night.

Arsonist to have treatment

A Hillbrow magistrate yesterday postponed sentence for five years after a 19-year-old unemployed barmaid had been found guilty of setting fire to her stepfather's flat.

The magistrate, Mr AH Barlow, said Theresa Wallace, of Park Mews Catherine Street, Hillbrow, had an un-

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RBM 3/10/84 211/213/214/215

JCI fires 1 100 coalminers

By PHILLIP VAN NIEKERK
JOHANNESBURG Consolidated Investments yesterday fired 1 100 striking coalminers at two of its collieries near Witbank for not meeting an ultimatum to return to work, a spokesman for the company said.
 The miners — from the Arthur Taylor and Tavistock collieries — went on strike on Monday with more than 1 000 more from the Phoenix and South Witbank collieries over a management decision to move their September payday from last Friday to yesterday. They were also believed to be unhappy at their annual pay increases.
 All the collieries are part of JCI's Tavistock group of collieries.
 The JCI spokesman said that the 1 100 miners were being paid out yesterday evening because they had not met the

ultimatum to return to work in the morning.
 If the company pushes ahead with the dismissals, the miners face the prospect of being sent back to the homelands.
 Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, said they were consulting their attorneys to see what they could do in the situation.
 He said it was clear that management had made up its mind from the very beginning to take a hard line against the workers, who had a legitimate complaint.
 "If union officials had been allowed in — instead of being barred from the mine — the situation could have been very different by now."
 A JCI statement yesterday said the action began when black workers at the

Phoenix Colliery refused to report for the morning shift on Monday, but returned to work after worker representatives met with mine management.
 However, most of the morning-shift at the Tavistock Colliery downed tools at midday, and black workers at the Arthur Taylor Colliery went out on strike in the afternoon.
 The statement said that "some 1 100 workers at the Tavistock and Arthur Taylor Collieries are illegally on strike, notwithstanding that they were informed by mine management the night before that they should return to work this morning or be in breach of their contracts and face dismissal."
More labour news
— See Page 4

Scarred girl tells of dog attack

By JOHAN BUYS
AN eight-year-old Boksburg schoolgirl who was admitted to hospital with four fractured ribs, a perforated lung and 115 stitches on her body after being attacked by a dog, told a magistrate yesterday she could not remember much of the attack.
 Stephanie Webb, daughter of Mr and Mrs Eddie Webb, of Van Heerden Drive, Parkrand, was giving evidence in the case in which the dog's owner, Mr David John Kennedy, 42, of Packer Street, Parkrand, is charged with allowing a vicious dog in a public place.
 He is also charged with not having a dog licence. He pleaded not guilty.
 Stephanie, a grade two pupil at St Dominic's Convent,

and Pippa Bowler, 6, were on their way to visit a friend when the dog, a Rotweiler named Max, attacked her on May 29.
 She was rushed to the intensive care unit of the Johannesburg Hospital after an emergency operation in the Boksburg-Benoni Hospital.
 With scars from the attack still clearly visible below her left eye, she stood next to her mother, Mrs Lorraine Webb, yesterday, to tell the court of the attack.
 Stephanie, barely audible, said, "I and my friend Pippa went to give a letter to Zoe Martin. The dog came out when Mr Kennedy's son, coming from school, opened the gate.
 The dog came straight at me. He grabbed me by the

neck. Then a Mr Bennet came out and took the dog off me. Then I went into a bathroom in Mrs Martin's house and she took me to hospital."
 Questioned by the prosecutor, Mr R de Jonge, Stephanie said, "The dog bit me in my chest and on the left side of my face and on my throat and on my leg."
 Asked to describe the attack in more detail, she said she could not remember much.
 Pointing to the scars on her face, she said, "The dog bit me there and the dog bit me in my ribs and it went into my lung."
 "I was standing at the garden wall when the dog came for me."
 Mr Kennedy's neighbour, Mrs Corinne Martin, said the

dog had attacked her three-year-old son Alexander a year previously.
 She said, "I was busy in the kitchen when I heard my daughter, Zoe, scream that Max was attacking Stephanie. I ran out and saw the dog on top of her."
 "Martin Kennedy was standing on the pavement and said to me 'shoot the dog!'"
 Mrs Martin said she ran into the house and returned with a gas spray gun, which she sprayed at the dog, but it had no effect.
 Then Mr Kennedy arrived and shouted at the dog. The dog left the girl alone.
 "Stephanie was covered in blood. I rushed her to hospital."

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56 hurt as bus crashes

CAPE TOWN — Fifty-six injured people — most of them women teachers — were rushed by ambulance to Paarl East Hospital yesterday after the bus in which they were travelling was involved in a double collision at the foot of Du Toit's Kloof Pass.
 The teachers were travelling from Worcester to Cape Town in a 75-seater bus when it collided with a truck.
 According to witness reports a second truck, a delivery van, then collided into the back of the bus.
 A Paarl East Hospital spokesman said, "Most of them have been discharged already."

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Coalminers still out on strike

THE strike by 2 500 black mineworkers at Johannesburg Consolidated Investment's Tavistock Collieries outside Witbank entered its second day yesterday, as strikers at two sections of the collieries refused to go underground

The stoppage began on Monday morning when the mineworkers protested a management decision to move back pay day, and there were objections over pay increases

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, which claims a representative membership at Tavistock Collieries, said the strikers had objected when they were not paid on Friday, as is the custom.

"According to reports we have received from our members there, the mine's management gave the assurance they would be paid today (Tues-

day). However most of the men on the Tavistock and Phoenix sections of the colliery were not happy with this," he said.

The strikers were reported to be sitting quietly inside their hostels. Two other sections of the collieries holding company were continuing work as usual

Mr Ramaphosa said the union had been refused permission to speak to its members by the mine management

Mr P F Retief, spokesman for JCI, was unavailable for comment

No moves have been made at the Rand Mines-owned Duvha and Riet-spruit open-cast collieries outside Witbank where strike ballots were held last week.

It is expected that legal strikes will be held at both mines, which have a combined workforce of more than 2 000, at some time during the week

Wednesday, October 3, 1984

3

Don't fuss with us, miners beg

By MONTSHIWA MOROKE

A LESOTHO mineworker, employed in one of the Republic's gold mines, has strongly complained about "harassment" by South African authorities at border posts

Now Mr Thabo Mphahama, on behalf of his countrymen, has appealed to the South African Government — through the Rand Daily Mail — to intervene on behalf of Basotho mineworkers

Mr Mphahama cited the Maseru Bridge border post as one place where Lesotho nationals have to queue for up to five hours before being attended to

"One would wonder if the inhuman treatment and harassment suffered by mineworkers from Lesotho at the hands of border authorities has come to the notice of the South African Government," he said

"And if at all this maltreatment of Basotho mineworkers is a direct order from the Government, we would like to know why we are being treated that way. What have Basotho mineworkers done to this government?"

Mr Mphahama said Basotho had helped build South Africa's economy by "wholeheartedly" digging gold, coal and other resources from underground, for a long time

He said mineworkers were non-political and had nothing to do with what he called "the political debacle" between Lesotho and South Africa

"As far as it is known, there is no friction between Basotho mineworkers and the South African Government, so we are appealing to the South African Government to come to our aid"

A telex from the South African Police Directorate of Public Relations yesterday said the SAP was not aware of any unnecessary delays at border posts

"If the border traffic is heavy, however, as is the case on certain days and times of the year, one must expect the occasional unavoidable delays", the SAP said

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Coalminers work again

Striking mineworkers at Johannesburg Consolidated Investment's Tavistock Colliery outside Witbank had all returned to work this morning, ending a two day pay strike at the mine.

None of the 1100 mineworkers threatened with dismissal if they failed to meet Tuesday's deadline to return to work were fired, said Mr M W Hawarden, general manager of JCI's coal division.

He said the mine management had "isolated troublemakers and instigators" but otherwise everything was back to normal and the situation was encouraging.

More than 1200 mineworkers participated in the strike at the Phoenix, Arthur Taylor and Tavistock sections of the Colliery. They were demanding a 25 percent increase as opposed to the 16 percent increases implemented last month. A change in the pay day schedule had also upset the miners.

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM) said the union would be obtaining legal advice for those members whom JCI intended dismissing.

900 miners re-engaged

211 ~~211~~ Stan 4/10/84
Nine hundred miners from three Johannesburg Consolidated Investments mines outside Wibank had been re-engaged by yesterday evening, JCI spokesman Mr. M. W. Hawarden said.

A total of 1100 miners had "terminated their own contracts" yesterday by participating in an illegal strike, Mr Hawarden said.

The men, from the Arthur Taylor, Phoenix and Tavistock Collieries, went on strike on Monday over a management decision to move their September payday from last Friday to yesterday. They were also believed to be unhappy at their annual pay increases. — Sapa

Colliery re-employs 600 miners fired after strike

By PHILLIP VAN NIEKERK
JOHANNESBURG Consolidated Investments (JCI) yesterday re-engaged hundreds of miners at their Tavistock collieries near Witbank who were fired for striking the day before

Amid claims by the National Union of Mineworkers (NUM) that JCI were rehiring selectively, a spokesman for the company said they were re-engaging all those who had reapplied

"There is, however, a very strong possibility that there might be a few ad-hoc cases of instigators who would not be considered for re-engagement," he said

The Rand Daily Mail was unable to establish the final number of those fired, but a JCI statement yesterday

said in the morning they had rehired 600 of the 1 100 fired the day before

The JCI spokesman confirmed that teargas was used against workers on Tuesday evening, but denied claims by the NUM that police with dogs had baton-charged and fired rubber bullets at workers

"The mine security had a hassle with intimidators at one stage," he said, "and teargas was used"

Mr Cyril Ramaphosa, general secretary of the NUM, said workers were attacked while gathering peacefully and this was borne out by the fact that not a single window or piece of mine property had been damaged

"This is really getting out of hand," Mr Ramaphosa said "Management can't continue treating our mem-

bers in this way"

The JCI spokesman said the reason the company had refused the union access to the workers during the strike was that the NUM was not recognised

Meanwhile, miners interviewed yesterday said the unrest began when the company divided workers into two lines — one for Pedis, Sothos and Ndebeles and the other for Mozambicans

The Mozambicans had been kept on, while the others had been told they were being discharged and had the words "discharged for participating in an illegal strike" written in their records of service

They said after they had been dispersed by a baton-charge, many were arrested while others had scattered in terror throughout the mine

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Unrest probes 'private'

Mail Reporter

NO public inquiries have yet been called into the violence on goldmines in the Transvaal and Orange Free State two weeks ago which left at least 10 miners dead and hundreds injured

The violence coincided with the country's first legal strike by black miners, but was most intense at mines hit by a wave of unofficial strike action

Miners interviewed at the time and the National Union of Mineworkers blamed management and police for harsh action against the strikers while the mining houses said they had called in the police to maintain order

A spokesman for Anglo

American — which runs at least four mines hit by clashes which left more than 250 injured — said yesterday they always investigated incidents of violence whether or not police were called in to assist

"But the investigation would not be public", he said

A spokesman for Johannesburg Consolidated Investments — owner of the Western Areas mine where seven miners died and more than 90 were injured — said they were certainly looking into the causes of the unrest, but these would not be made public

A police spokesman told the Rand Daily Mail a date

had not yet been set for the inquests into the deaths

Mr Ray Moore, a spokesman for Anglovaal — owners of Hartebeestfontein, the scene of several days of unrest — said the company would not hold a public inquiry because it was an illegal strike

The Mail was unable to get comment from Gencor, which runs West Rand Consolidated, where three workers died

Mr Wharrie Nelson, a spokesman for the Chamber of Mines, said they could not hold inquiries on member mines

"That's a matter for the houses to investigate"

FM 5/10/84

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MAPUTO ON THE RACK

Mozambique's government is being swamped by the critical food needs of its population. Its response is limited to *ad hoc* crisis management, writes an FM staffer who has just returned from a visit to Maputo.

Although the basic food situation in the urban areas has improved marginally, the rural areas remain devastated. There are reports of four to five people dying daily in some areas. Recent small harvests in the areas surrounding the towns have reduced the food queues. But supplies seem set to run out again and the immediate future looks bleak.

The security situation which, if anything, has deteriorated since Nkomati is central to Mozambique's problems. What has happened since Nkomati is that the insurgents have moved into the urban areas — particularly Maputo — and into Nampula province.

Although this has taken some of the pressure off Inhambane and Gaza provinces, it has created a siege psychosis in the capital. The tense atmosphere seems to be undermining Frelimo's support.

The impression that rebel activity is gaining popular support is heightened by the government's lack of success in containing MNR activities. Continuing destitution has drained the people's confidence in Maputo. At the same time it has enhanced the attractions of an alternative government.

As one Maputo resident put it, "No, the rebels are the government's problem. Our problem is to make sure we get enough food for our families."

Although local support for the rebels provides some clue to the continuing high level of MNR activity, this is not

the only explanation. Official response to the question whether SA has honoured the Nkomati agreement are guarded and diplomatic. "We think so," is the furthest official sources are prepared to go.

It is increasingly clear that the insurgents have seemingly unlimited supplies, some of which must be assumed to have been obtained after Nkomati, although the most likely explanation is that SA helped the rebels to stock up with arms and supplies before signing the accord.

It has been suggested that SA's security agencies perceived far greater long-term gains in maintaining proxy pressure on Maputo to get rid of its pro-Soviet hardliners than the doubtful short-run economic advantages that would flow from Nkomati.

Relief organisations operating in the rural areas claim there is evidence of airdrops to insurgent forces, but these may have come from Malawi.

Says the United Nations Development Programme representative in Maputo, "Somebody knows something which is not being revealed. There are some areas we can no longer fly into because other planes are flying in. There is also evidence of direct funding from ex-colonial businessmen."

Maputo believes that SA has other aims in attempting to settle conflict in Mozambique quite apart from the proclaimed one of protecting Nkomati. Officials theorise that Pretoria wants the MNR integrated into the political system — at least partially to set a precedent for the settling of the Unita/MPLA conflict in Angola along similar lines.

no immediate indication that they will get much out of the deal — certainly not the ministerial posts they demanded when the negotiating process began.

A Frelimo official told the FM after the ceremony that the declaration was "a diplomatic way to grant amnesty to the MNR — a nice way to accept the MNR's surrender." This may incorporate an element of bravado (see story above).

The answer could lie in Pretoria's attitude — and in its determination to force peace on the combatants.

In the declaration SA undertakes "to play a role in the implementation of this declaration and to participate in the work of the commission." No details of SA's envisaged role were given, and immediate speculation that it would involve some sort of military participation is unlikely to prove correct.

Both the Bothas made it clear that they did not expect immediate peace. As P W Botha put it, "The path that lies ahead will be rocky and fraught with danger. At times

the going will be difficult. There will be many obstacles along that path — some placed there maliciously by those who do not, for their own selfish reasons, want the peoples of southern Africa to reach their destination. But through determined effort and inspired leadership, temporary setbacks will be overcome."

MINE LABOUR

Whites get tough

SA's mining industry faces an industrial dispute, and the possibility of a white miner strike, as a result of efforts to racially integrate the industry's main pension fund.

Arrie Paulus, chairman of the 25 000-strong all-white Council of Mining Unions (CMU), says the dispute with the Chamber of Mines was declared on Wednesday. However, the chamber's industrial relations adviser, Johan Liebenberg, says formal notification of the dispute has not yet been

received.

The pensions issue is an emotional one for many white miners, who accuse the chamber of trying to integrate all mining industry structures "by stealth."

Liebenberg says the chamber's wish to open the pension fund to blacks arises out of a 1982 agreement with the Federation of Mining Unions (all of whose members are also members of the CMU) that black, coloured and Asian apprentices should be trained on the mines.

Says Liebenberg, "There are now around 150 black, coloured and Asian apprentices, some of whom will very shortly finish their apprenticeships and be graded as artisans. We have undertaken that, wherever possible, we will give the same benefits to blacks as to whites. It seems to us that these black, coloured and Asian lads should belong to the same pension fund as their white colleagues."

He adds that the admission of blacks to the pension fund would not affect the benefits paid to white members and that even if the chamber set up a separate fund for blacks, with the same contributions, it would not be able to guarantee the same benefits.

From the point of view of the unions, the dispute arises out of negotiations which started two years ago, when the CMU asked the chamber to amalgamate the pension and provident funds of white workers. It also wanted the pension rules to be amended to allow members to draw one-third of their pensions in lump-sum benefits.

White six

The CMU has six members: the Mineworkers' Union headed by Paulus; SA Engine Drivers, Firemen and Operators' Association, Amalgamated Engineering Union of SA, SA Electrical Workers' Association, SA Boilermakers' Society, and the Amalgamated Union of Building Trade Workers.

According to Paulus, the negotiations initially went fairly smoothly. However, problems arose about the percentage the employers would be prepared to pay from the provident fund into an amalgamated pension fund.

Paulus says the chamber undertook to investigate different contribution structures for officials and union members — then dropped what he calls "a bomb." This was a statement that amalgamation of the pension and provident funds would be agreed to if the CMU agreed to change the pension fund's constitution to allow membership by black, coloured and Indian workers doing the same work as whites.

The CMU saw this as an attempt to force integration in the mining industry and rejected it. There are few blacks, coloureds and Indians in the industry doing the same work as whites. But, as Liebenberg points out, black apprentices will shortly begin qualifying as artisans.

FM 5/10/84
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Says Paulus "Blacks have had their own pension fund since 1970, but the chamber admits that it is inferior to the white funds. The CMU asked the chamber to bring the black fund into line with that for the whites, but it said it could not see its way to doing this." He added that the CMU is "quite prepared" to hold a referendum of members to test their feelings on the issue.

"We cannot see why there cannot be a separate fund for blacks only," he says. "We feel it is an unfair labour practice for the chamber to expect us to forfeit certain privileges by holding a sword over our heads to force us to change. Guidelines laid down by the Minister of Mineral and Energy Affairs make it quite clear that it is the responsibility of the employers to maintain peace in our industry. This will only cause friction."

Liebenberg says that as the papers on the dispute had not been served when the FM went to press, he was unsure of its basis. But he added that there was a feeling in the chamber that the CMU's refusal to allow an integrated pension fund was in itself an "unfair labour practice."

The dispute reflects the continuing controversy over the mining industry's racially exclusive "scheduled person" definition, which stops blacks from doing certain work. Paulus's MWU is resisting changing the scheduled person clause, which both the chamber and the government want dropped.

The fact that all CMU members, some of whom are considerably more liberal in racial matters than the MWU, are party to the pension fund dispute is not a hopeful sign that they will agree to drop SA's last remaining job reservation provision.

POLITICS

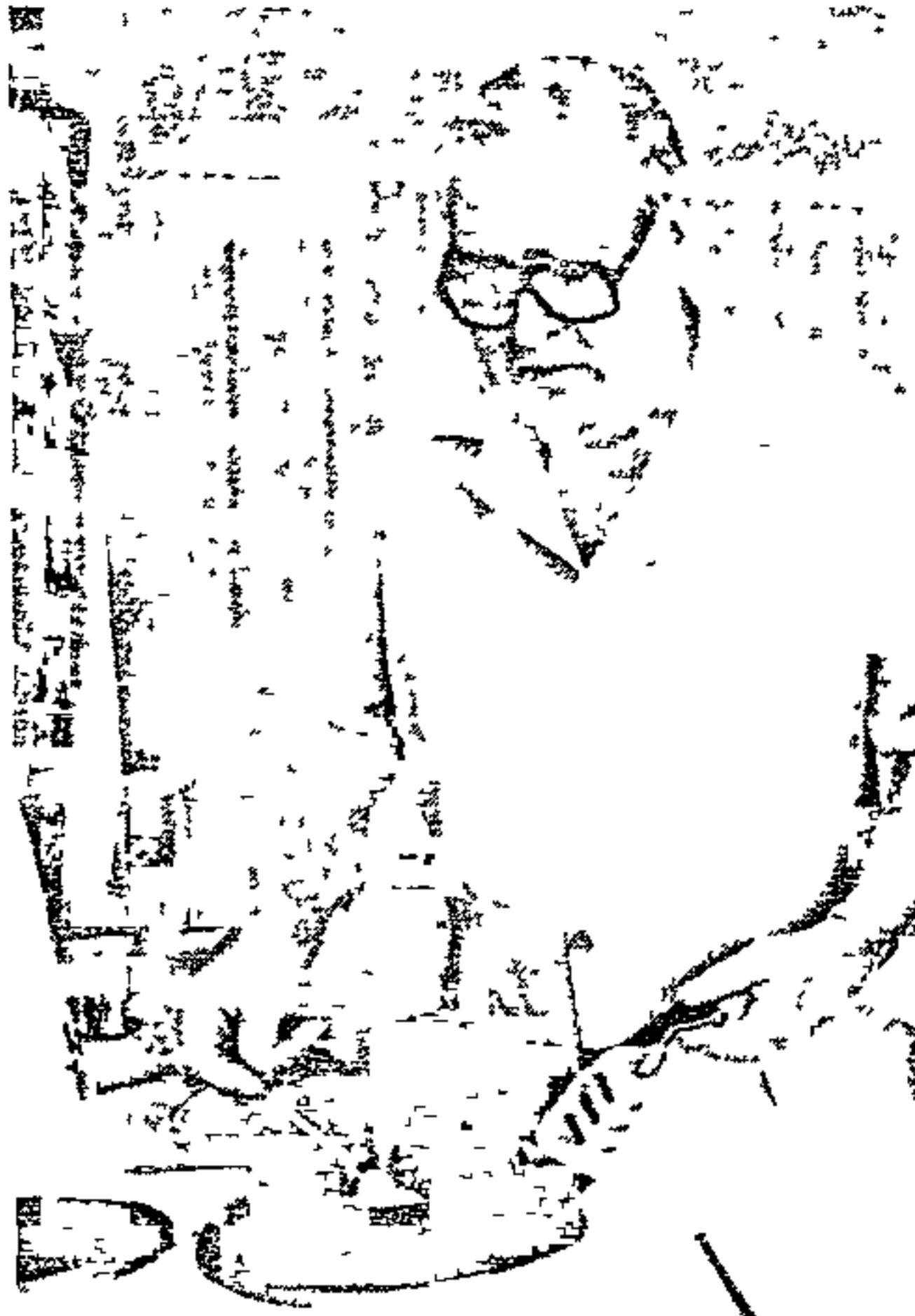
NRP's Natal option

Last week's defection of three New Republic Party (NRP) MPs to the National Party (NP) could signal the end of the NRP as a national party. But for as long as it holds its Natal power base, particularly control of the Provincial Council, the final demise of the NRP is unlikely.

Government, however, could destroy the NRP base if it decides to replace the provincial councils with nominated regional authorities. The party is taking what precautions it can against that eventuality by recruiting support in local authorities who will probably supply the bulk of nominated members in a new regional set-up.

The three defectors, George Bartlett, Aubrey Thompson and Ron Miller, say their major reason for leaving is the NRP's political bankruptcy.

Party leader Vause Raw and the newly elected Natal leader, Derrick Watterson, reject this — while admitting the party has been weakened by the defections. They insist that it is by no means a spent force —



Raw ... cooking up a recipe for party survival?

especially in Natal

Further defections can probably be ruled out, at least for the moment. The remaining MPs have pledged their loyalty to the party and none of the sitting MPCs looks like defecting. "Natal is still NRP territory," says Watterson. "It doesn't belong to the Nats or the PFP."

Watterson says he aims to rejuvenate the party machinery in Natal by spelling out NRP policy and appealing to a younger generation of supporters. If the party has erred in the past, he suggests, it is through poor administration, not distancing itself sufficiently from NP policy and not being aggressive enough in putting across its views.

Natal, of course, remains the NRP stronghold. Four of its five remaining MPs represent Natal constituencies and 14 of the 20 MPCs are NRP men.

Hence the concern over the still to be defined new regional government structure that is expected to eventually replace the provincial councils.

NAMIBIA

New interim plan?

Pretoria seems to be considering the idea of a new "internal solution" in Namibia — at least as an interim move. This time the pressure is for an interim government with more powers than the last National Assembly. It is proposed that only constitutional affairs, defence and foreign affairs should be outside its jurisdiction.

The Multi-Party Conference (MPC) of internal parties is organising a convention of political parties to write a draft constitution for an independent Namibia. The draft

could form the basis of the new government, although there is some disagreement within the MPC leadership about the idea.

Reliable sources in Windhoek say Administrator General (AG) Willie van Niekerk will be recalled early next year — and may become SA's new Minister of Health. If the "interim government" scenario proves correct the post of AG will probably be scrapped and the official SA representative in Namibia will have a low-profile appointment with limited powers.

Windhoek sources say, however, nothing will be done about setting up an interim government before the US presidential elections next month — and then the decision will largely depend on President Reagan's re-election.

On paper the new plan calls for Swapo to take part in the government as a purely political party, thus dropping its military role. Swapo's past reaction to similar suggestions indicates it will reject the idea.

Namibian analysts agree that there is little chance of the present impasse on Namibia being broken in the near future. The chances of SA and the internal parties accepting UN Security Council Resolution 435 on Namibian independence without demanding changes are seen as remote.

Pretoria's strategists have been reported to be toying with the interim government plan for some time. But the issue came to the fore this week when the Democratic Turnhalle Alliance (DTA), the principal party in the MPC, rejected Resolution 435 in the strongest terms and demanded "a meaningful and effective government that must lead to real independence as well as full participation and control over the constitutional process."

Blunt statement

Senior DTA leaders bluntly stated that Van Niekerk should be recalled and his post scrapped.

The DTA congress decided that if Resolution 435 was implemented in its present form, "it will undoubtedly lead to continuing violence and even civil war." Congress added it was "unlikely that Resolution 435 will ever be implemented."

Swapo (together with its supporters in the "Patriotic Alliance") is widely regarded as having majority support in Namibia. The MPC, on the other hand, is sometimes dismissed as representing only the DTA, the white National Party, the tiny Swapo-Democrats plus one coloured and one Basar party — certainly not a majority of the population.

The factor which makes it possible for SA to contemplate an "interim government" is the weak position of Swapo's military wing.

Whether the interim plan will ever get off the ground remains to be seen although Pretoria can claim some favourable omens. Luanda has already dropped its insistence that Resolution 435 should be implemented before Cubans leave Angola.

Mining dispute over pension demand

211

By PHILLIP VAN NIEKERK

THE Council of Mining Unions (CMU) has declared a dispute with the Chamber of Mines over a chamber demand that the mine employees' pension fund be opened to all races

Mr Arrie Paulus, chairman of the CMU, which consists of all mine unions representing white workers who are not officials, confirmed yesterday they were pressing ahead with the dispute

But Mr Johan Liebenberg, Labour Relations Advisor to the chamber, said he had not yet received official notification of the dispute

He said the chamber felt it was grossly unfair that the CMU wished to withhold from black apprentices the same conditions of employment as applied to white workers.

The dispute stems from negotiations aimed at rationalising the pension and provident fund of white workers on the mines

Mines officials — whose pension fund was integrated in June, white workers and black workers each have their own separate pension funds on the mines

Mr Liebenberg said in the negotiations the chamber had been prepared to amalgamate the two funds and agree to commuting up to one third of the pension into a lump sum provided the CMU agreed to make the fund non-racial.

"Only a couple of hundred black, coloured and Asian apprentices would qualify," he said

The first black artisans trained at the mines — in terms of an agreement with the mine unions in 1982 — are due to qualify next month.

Mr Paulus said the talks with the chamber on the pension and provident funds had been near completion when the chamber insisted on the provision that the fund be non-racial.

He said this was an attempt to force integration in the mining industry, and that the whole issue was a highly emotive one for white workers.

Meanwhile, attempts by the chamber and mining unions to reach agreement on a formula for the scrapping of racial job reservation on the mines are continuing

FRIDAY night is when most people go out and enjoy themselves Cyril Ramaphosa holds meetings

The general secretary of the National Union of Mineworkers (NUM), who came to prominence recently in the union's wage negotiations with the Chamber of Mines is working to build a stronger bargaining base — "like the British miners have"

He has met his British counterpart, Mr Arthur Scargill, leader of the violence-ridden strike that has closed the coal pits in Britain, but won't say what was discussed

At the May meeting, Mr Scargill did apparently promise "moral support", and Mr Ramaphosa frankly looks to the British union as a model "For us to win convincingly against the chamber, we have to become stronger, we need to build up a strong bargaining base like the British union has," he says

As the NUM approaches its second birthday in December, Mr Ramaphosa, a 31-year-old lawyer, believes its stature and strength have been enhanced by its commitment to negotiating and resolving through legal channels the recent pay dispute at eight mines

The dispute — the first legal strike by black miners in South Africa — meant long hours for the softly spoken attorney

But he did not mind "It's a fulfilling job that offers a sense of achievement that I did not find in law That was too mercenary for me"

Seated behind the switchboard at the NUM's Johannesburg offices, Mr Ramaphosa speaks about himself and the NUM.

Born in Soweto in November 1952, he went to school in Soweto and the Northern Transvaal, and enrolled at Turfloop University in 1972 for a BProc degree

In 1974 he was elected branch chairman of the now banned South African Students' Organisation (Saso) He was detained for 11 months and then denied re-entry to Turfloop in 1975

In 1976 he registered at Unisa, but was again detained He re-registered the next year, signed up for his articles and qualified in 1981

Disillusioned

But by then he was disillusioned, and began working for the legal unit of the Council of Unions of South Africa (Cusa)

Mr Ramaphosa says that at Cusa's 1982 congress it was decided to form a mineworkers' union He was asked to head the organising committee The National Union of Mineworkers was born in December, 1982, and he was elected its general secretary

In its first 20 months, the NUM has signed up 90 000 members out of a total black mine workforce of 450 000 And, says Mr Ramaphosa, it is aiming to recruit up to half the workforce by next June

The NUM's first breakthrough came in June last year when the Chamber of Mines, the country's largest mining employers' body, officially recognised the union. This was the first time in 46 years the chamber had officially recognised a black trade union for miners.

A 15% pay rise for black, coloured and Indian miners followed



Mr Cyril Ramaphosa ... found law 'too mercenary'

Scargill union is our model, says black miners' leader

By PETER WALLINGTON

black miner is R136 a month, while that for a white miner is R900 And the most a black miner can hope to earn is about R550, while a white miner can aim for R3 000

"We want a balance brought about here, and we want it like yesterday," he says

Following the recent pay dispute, Mr Ramaphosa expects more resistance from the white Mine Workers' Union and the chamber itself as the NUM increases its strength.

On the plus side, he says, there has been a realisation by many miners that the NUM is prepared to fight for improvements "This will encourage workers to join."

Seriously

Increased membership will mean greater bargaining power and being taken seriously by the chamber

"I don't think they took us seriously over the last 18 months," he says The chamber was "just going through the motions" until a strike was threatened "Only then was a reasonable offer forthcoming"

Mr Ramaphosa points out that it would be impossible for South African miners to undertake a protracted strike such as that in Britain

Africa But he also had a card to play mass firing would have meant a recruitment process that could have cost the mines up to a month of lost production

Mr Ramaphosa does not rule out the possibility of 'sympathy' strikes by NUM members with other striking unions "By its very existence, a union can never shy away from politics A worker's existence is of a political nature," he says

He points to influx control laws controlling a worker's mobility in a "supposedly open market", inferior black education and the homeland system which deprives people of citizenship rights

But the thousands of migrant workers, far from being the Achilles heel of the NUM, are its strength, he says "They have nothing to lose They don't have much stake in this country"

But Mr Ramaphosa realises that his legal, disciplined approach must achieve results, or the more militant miners might take things into their own hands. This was one reason why he was disappointed that some mines called in the police during strikes — this negated the purpose of operating legally

"My members asked themselves if it was worth it to play above board, because the police acted just as if it had been an illegal strike"

came to prominence recently in the union's wage negotiations with the Chamber of Mines, is working to build a stronger bargaining base — "like the British miners have"

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A 15% pay rise for black, coloured and Indian miners followed immediately This year's negotiations brought a further 16.3% increase and a holiday bonus

But there is still a long way to go Mr Ramaphosa points out that the starting pay for a

Scargill union is our model, says black miners' leader

By PETER WALLINGTON

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Seriously

Increased membership will mean greater bargaining power and being taken seriously by the chamber

"I don't think they took us seriously over the last 18 months," he says. The chamber was "just going through the motions" until a strike was threatened. "Only then was a reasonable offer forthcoming."

Mr Ramaphosa points out that it would be impossible for South African miners to undertake a protracted strike such as that in Britain "Here the employer has the right to fire workers, whereas in Britain after 30 weeks the miners have not been fired"

This was one of the risks in calling the strike in South

Africa But he also had a card to play mass firing would have meant a recruitment process that could have cost the mines up to a month of lost production

Mr Ramaphosa does not rule out the possibility of 'sympathy' strikes by NUM members with other striking unions "By its very existence, a union can never shy away from politics A worker's existence is of a political nature," he says

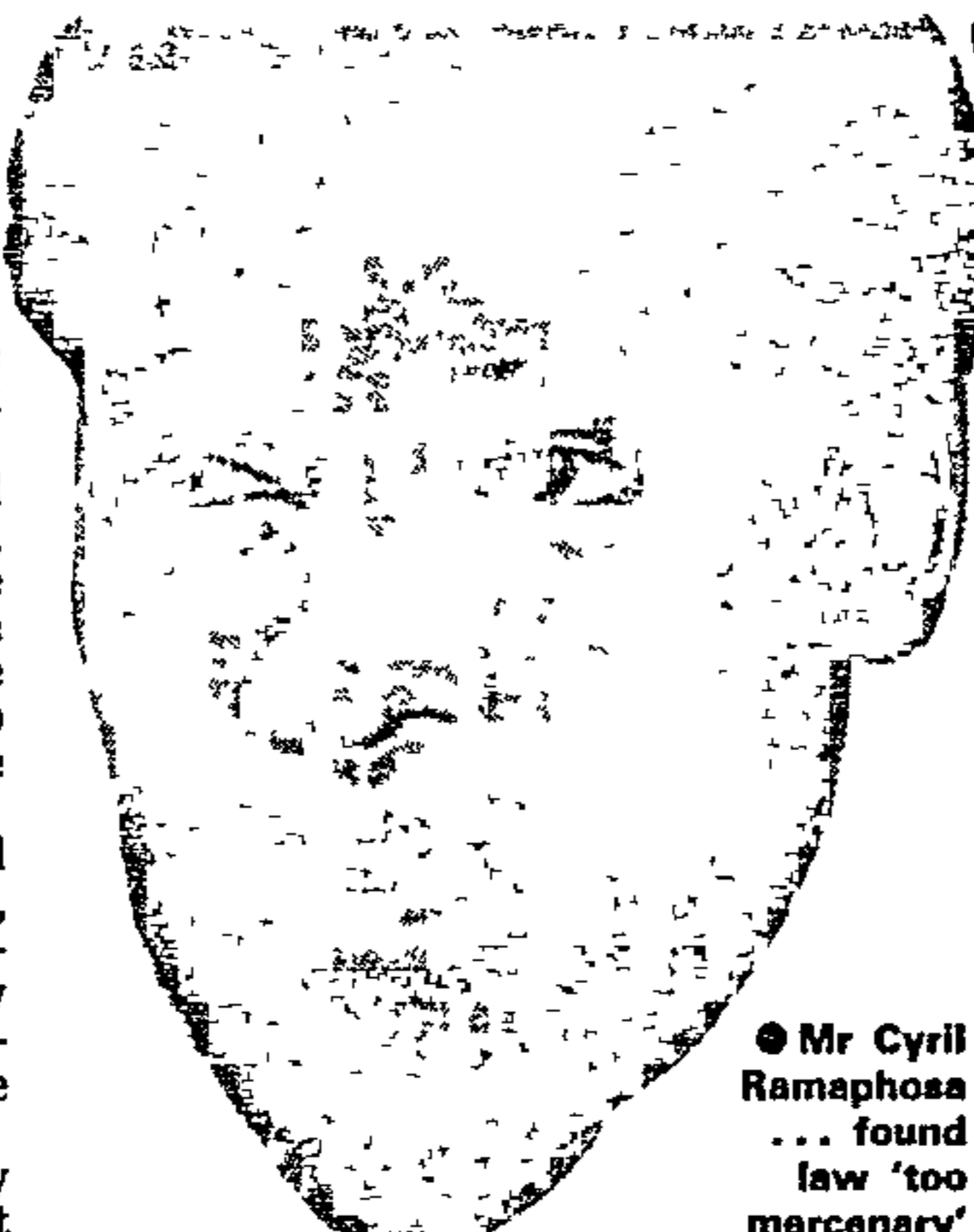
He points to influx control laws controlling a worker's mobility in a "supposedly open market", inferior black education and the homeland system which deprives people of citizenship rights

But the thousands of migrant workers, far from being the Achilles heel of the NUM, are its strength, he says. "They have nothing to lose They don't have much stake in this country."

But Mr Ramaphosa realises that his legal, disciplined approach must achieve results, or the more militant miners might take things into their own hands. This was one reason why he was disappointed that some mines called in the police during strikes — this negated the purpose of operating legally

"My members asked themselves if it was worth it to play above board, because the police acted just as if it had been an illegal strike."

He believes unions are inevitably vehicles that blacks will turn to for political, social and economic change, "because their legitimate political participation is denied"



● Mr Cyril Ramaphosa ... found law 'too mercenary'

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ROM 5/10/84 □ □ □ (211)

SCRAPPING of the Cape coloured and white labour preference policy means that one of the last bastions of racial job reservation has fallen. The last major one is the scheduled persons classification in the Mines and Works Act. Six months ago, when talks started between the Chamber of Mines and mining unions aimed at finding a formula to scrap job apartheid, the then president of the chamber, Mr Colin Fenton, said he

hoped agreement could be reached within six months

Little progress seems to have been made

Indeed, such is the strength of feeling against any deracialisation of the industry that the Council of Mining Unions has gone into dispute with the chamber over attempts to racially integrate the mine employees' pension fund

The chamber has made this demand as part of a wide-ranging rationalisation of the pension and provident funds

The issue of pensions is emotive, says Mr Arrie Paulus, chairman of the CMU, who sees this as an attempt to force integration in the mining industry

Mr Johan Liebenberg, industrial relations adviser to the chamber, on the other hand, believes the CMU is being grossly unfair to withhold from black apprentices the same conditions of employment that apply to white workers

The change would anyway only apply to the few hundred black, coloured and Indian apprentices now on the mines

It is something of a milestone, however, that the first black artisans to serve their apprenticeships on the mines qualify next month.

NUM considers new offer for workers

Mall Reporter

THE National Union of Mineworkers (NUM) is considering an improved offer from the Chamber of Mines to end the dispute over pay for workers at the Rand Refinery

A Chamber of Mines statement after a conciliation board meeting with the union yesterday said NUM representatives had undertaken to report back by Thursday

This dispute is one of three declared by NUM against the chamber in July

Last week conciliation board talks between NUM

and the chamber for workers employed at the Johannesburg depot of Teba, the chamber's recruiting arm, ended in deadlock.

Workers are now entitled to a legal strike, but NUM has not yet said what it will do.

The dispute between NUM and the chamber over workers employed at the Rand Mutual Hospital also ended in deadlock but has been referred to mediation.

A Rand Mines spokesman said all was quiet yesterday at Rietspruit and Duvha where most NUM members have voted to strike.

1 160 strike at Marievale mine

(211) Labour Reporter *Star*

9/10/84

Virtually the entire workforce of 1 160 mineworkers at Gencor's Marievale Consolidated Gold Mine outside Springs is out on strike over wage increases. Most of the night shift refused to go underground last night and were joined by the morning shift today, a spokesman for Gencor said.

A worker delegation yesterday met the mine management and expressed dissatisfaction with the 13,3 to 14,4 per cent increases which were implemented at all Chamber of Mines mines on July 1. Because the statutory procedures had not been followed, the stoppage was regarded as an illegal strike by management, the Gencor spokesman added.

1 100 Marievale miners strike for pay increase

By PHILLIP VAN NIEKERK

MORE than 1 100 miners at Gencor's Marievale gold mine, near Springs, went on strike yesterday

The miners are demanding a pay increase to bring them into line with the deal negotiated between the National Union of Mineworkers (NUM) and the Chamber of Mines last month

A Gencor statement said no promises of any nature had been made to grant further increases to the workers over and above the annual increases implemented in July

A Gencor spokesman could not say whether the company would be prepared to grant the increases in the light of the fact that the NUM was recognised at the mine, and that increases had been granted at other recognised mines

The NUM-chamber settlement, reached during the country's first legal strike by black miners, only applied to the seven Anglo mines where the NUM was recognised.

The separate deal involved an improvement to leave pay benefits which amounted to a 2,3% increase on the total wage bill

Even though the NUM was recognised at Marievale on July 13, union members at the mine were not party to the dispute or the settlement with the chamber for the 1984 pay increases.

The Gencor statement said virtually all the workers had refused to report for work yesterday morning

It said the miners had behaved peacefully since the strike began on Monday night

The Gencor spokesman said workers had been informed that they were participating in an illegal strike which could have serious consequences "including dismissal"

However, there was no sign late yesterday when the workers would return to their jobs

The statement added that essential services on the mine, including the treatment plant, were still operating

The Rand Daily Mail was unable to get comment from the NUM yesterday, but it was reported that union officials had been denied access to the striking workers, in spite of the union being recognised at the mine

A union delegation met mine management yesterday to inform them of the causes of the strike

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Striking Marievale miners back at work

11/10/84

Labour Reporter

The 1 160 striking mineworkers at Gen-
cor's Marievale Consolidated gold
mine outside Springs returned to work
yesterday, ending a one-day stoppage
at the mine.

The miners refused to go under-
ground on Monday night and were
joined by the morning shift on Tuesday.
A delegation of representatives met
mine management to demand in-
creases over and above those granted
to all chamber mines on July 1.

According to Mr Cyril Ramaphosa,
general secretary of the National
Union of Mineworkers (NUM) which
has a recognition agreement with the
mine, mineworkers were promised
they would receive whatever the union
managed to achieve in negotiations

with the Chamber of Mines

However, the improved offer, ac-
cepted by the NUM after a one-day
legal strike, is applicable only to seven
Anglo American gold mines

The union's dispute with the cham-
ber in respect of members at the Rand
Mutual Hospital ended in deadlock
after the second mediation meeting on
Tuesday. Mr Ramaphosa said the dis-
pute would now be going to arbitration

The dispute revolves around the
NUM's demand for an 18 percent wage
increase and a chamber offer of a
14,4 percent rise

In the disputes with Teba, the cham-
ber's recruiting wing, and Rand Refin-
ery, Mr Ramaphosa said the union's
negotiating team would be reporting
back to members during the course of
the week

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Marievale miners on strike

VIRTUALLY the entire workforce of 1 160 mine-workers at Gencor's Marievale Consolidated Gold Mine outside Springs is out on strike because of dissatisfaction over wage increases.

Most of the night shift

refused to go underground on Tuesday night and were joined by the morning shift yesterday morning, a spokesman for the General Mining Corporation (Gencor) said

A worker delegation

met on Tuesday with the mine management and expressed dissatisfaction with the 13,3 to 14,4 percent increases which were implemented at all Chamber of Mines mines on July 1

Illegal

Because the statutory procedures had not been followed, the stoppage was regarded as an illegal strike by management, the Gencor spokesman added

However, the strikers have not yet been given any ultimatum, nor have they been threatened

with dismissal for failing to return to work

The National Union of Mineworkers (NUM), which represents the majority of the Marievale black workers, signed a recognition agreement with the mine shortly after the start of annual wage negotiations with the Chamber this year

Mr Cyril Ramaphosa, general secretary of the union, said the Marievale manager had told employees they would receive the same increases the NUM managed to negotiate with the Chamber

MINE LABOUR

Situation simmers

211 (scribbles)

In two conciliation board meetings last week the Chamber of Mines and the National Union of Mineworkers (NUM) failed to reach agreement on wage disputes at The Employment Bureau of Africa (Teba) and the Rand Refinery. At the latter, however, the Chamber made an "improved offer" which the union has undertaken to refer back to its membership for consideration.

Last Thursday's conciliation board meeting, which considered the Teba dispute, ended in deadlock when neither party moved from their previous positions. The NUM is demanding 18% increases while the Chamber is offering 14%. The union is to hold a report-back meeting this week where members will consider what steps to take. Teba is the Chamber's labour-recruiting arm.

On Friday the Chamber "tabled an improved offer" for Rand Refinery workers. The union's demand here is also 18%, while the Chamber was offering 9% before the conciliation board meeting. The union is to inform the Chamber by October 11 whether its members at the refinery find the new offer acceptable.

Both the NUM and the Chamber are being tight-lipped about details of the new offer. The Rand Refinery is the largest refinery in the world, processing SA's entire gold output as well as a substantial amount of silver.

Serious consequences

A drawn-out strike could have serious consequences for the gold mining industry. However, a Chamber spokesman is optimistic that both the Teba and the Rand Refinery disputes will be settled "amicably." According to the union, over 95% of the 250 black workers at the refinery belong to the NUM while more than 500 of the 600 black Teba workers are also NUM members.

Another Chamber-NUM wage dispute, at the Rand Mutual Hospital, has been referred to mediation. The outcome will possibly be known by the end of the week.

Meanwhile, a strike occurred at the General Mining Corporation's (Gencor's) Marievale goldmine on Monday night. According to the NUM's Cyril Ramaphosa, the mine manager had promised the workers the same increases which were agreed with other Chamber mines last month. The strike began when workers discovered that their increases were, in fact, lower.

Francois Albert, Gencor's public relations officer, confirms that "most of Marievale's 1 160-strong black workforce" are participating in the strike. He says that at a meeting on Monday before the work



Mineworkers ... establishing their power base

stoppage miner's representatives expressed dissatisfaction with their wages. He points out that because the correct procedures have not been followed the strike is illegal.

30 cents
30 cents
30 cents
30 cents
Price

Author	Title
ILRIG	Botswana Mineworkers Strike 1975
ILRIG	Brazil Labour 1978-8
ILRIG	Bolivian Labour post
ILRIG	International Labour Organisations

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Miners back after striking

Mall Reporter

WORK has returned to normal at Gencor's Marievale goldmine near Springs where more than 1 100 workers went on strike this week demanding a pay increase they claimed they had been offered.

A spokesman for Gencor said the workers had returned for the Tuesday night and Wednesday shifts.

He would not comment on a National Union of Mineworkers (NUM) claim that the union had been refused access to the mine during the strike even though the union is recognised there.

Nor would he say whether the workers had been offered increases to get them to return to work.

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Miners end their strike

THE 1 160 striking mineworkers at Gencor's Marievale Consolidated Gold Mine outside Springs returned to work on Wednesday, ending a one-day stoppage at the mine.

The miners refused to go underground on Monday night and were joined by the morning shift on Tuesday. A delegation of representatives met with mine management to demand increases over and above those granted to all Chamber mines on July 1.

According to Mr Cyril Ramaphosa, General Secretary of the National Union of Mineworkers (NUM), which has a recognition agreement with the mine, mineworkers were promised they would receive whatever the union managed to achieve in negotiations with the Chamber of Mines.

However, the improved offer, accepted by the NUM after a one day legal strike, is only applicable to seven Anglo American gold mines.

The union's dispute with the chamber in respect of members at the Rand Mutual Hospital ended in deadlock after the second mediation meeting on Tuesday. Mr Ramaphosa said the dispute would now be going to arbitration.

The dispute revolves around the NUM's demand for an 18 percent wage increase and a chamber offer of a 14,4 percent rise.

In the disputes with Teba, the Chamber's recruiting wing, and Rand Refinery, Mr Ramaphosa said the union's negotiating team would be reporting back to members during the course of the week.

Gold refiners strike over NUM-Chamber pay row

By PHILLIP VAN NIEKERK

MORE than 220 workers at the Rand Refinery, which processes all the country's gold, went on strike yesterday after the National Union of Mineworkers (NUM) failed to agree with the Chamber of Mines on annual increases.

But there were signs last night that the workers, who make up more than 80% of the workforce at the refinery, were preparing to return to their jobs today.

The strike follows months of negotiations between the NUM and the chamber, culminating in a conciliation board meeting last week in which the union agreed to take a final offer from the chamber back to its members.

The NUM has lowered its demand to 18%, while the chamber has offered about 11%.

A letter from the NUM informing the chamber that their members had rejected the offer, but were prepared to talk further, was delivered yesterday.

Mr Johan Liebenberg, industrial relations

adviser to the chamber, said the workers downed tools at 6:37 am, before it was possible to inform the Divisional Inspector of Manpower that deadlock had been reached.

Technically the strike was illegal.

But Mr Cyril Ramaphosa, general secretary of the NUM, said the strike was legal because the union had followed all the procedures since July.

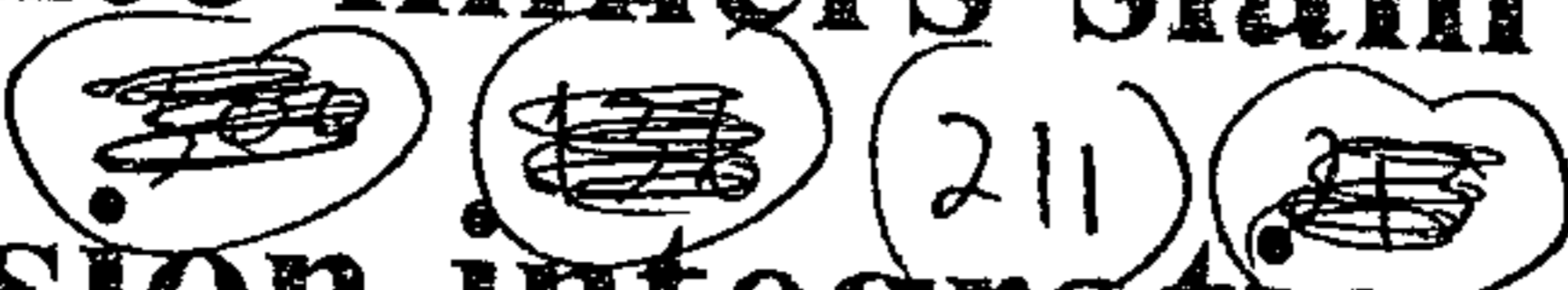
Mr Liebenberg said output at the refinery had not been affected and they could maintain production for a "very long time". Mr Ramaphosa countered with "They would of course say that."

A spokesman for the chamber said last night that the workers had agreed to return today after talks with management.

Workers from the Johannesburg depot of Teba, the chamber's recruiting arm, are to decide in the next few days whether or not to strike because of a deadlock reached between the NUM and the chamber.

White miners slam pension integration

Star
16/10/84



By Carolyn Dempster,
Labour Reporter

The all-white Mine Workers' Union (MWU) has launched a scathing attack on the capabilities of the Chamber of Mines' negotiating team, and particularly the chamber's attempts to racially integrate the mining industry's main pension fund.

In the most recent issue of the union's newsletter *Die Mynwerker*, MWU general secretary Mr Arrie Paulus asks "Do the negotiators not realise they are playing with fire?"

"Looked at from a tactical point of view, it is the height of folly to insist on colour concessions when dealing with a mat-

ter that is of great importance to the workers, their wives, their widows and their children

"You do not drag a sensitive and emotional matter into a question like the amalgamation of pension funds"

The ire of the MWU and of the Council of Mining Unions (CMU) has been roused by the chamber's demand to include certain black workers on the pension and provident funds which are in the process of being amalgamated

Last week, the CMU declared a dispute with the chamber over the demand, although only a couple of hundred black, coloured and Asian apprentices would qualify to belong to the fund

Mr Paulus warns in the article that the cloud which is developing over the issue of the pension fund may develop into a "thundercloud", implying that if the chamber is not wary it may have a white miners' strike on its hands

He also comments caustically on the chamber's negotiating record over the past three years, saying it appears that the negotiating team "regularly" makes mistakes before doing the right thing

The latest mine strike by black mineworkers, which spilled over into illegal strike action and led to damage of millions of rands, could be regarded as another example of lack of negotiating know-how, adds Mr Paulus

Refinery strike over

16/10/84

Star

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Labour Reporter

A one-day strike by 220 workers at the Rand Refinery near Germiston, where most of South Africa's gold is processed, ended today when the strikers agreed to return to work.

The men downed tools yesterday morning after the National Union of Mineworkers (NUM) informed the Chamber of Mines its members were not prepared to accept a revised wage offer and a deadlock was declared.

The union dropped its demand to an 18 percent

increase and the Chamber put forward an offer of 11 percent at the last meeting of the conciliation board in the dispute.

Mr Cyril Ramaphosa, general secretary of the NUM, said the strike was legal as the union had followed the legislated conciliatory procedures before members took industrial action.

The Minister of Manpower had been informed of the deadlock at the same time as the Chamber of Mines which left the way clear for a legal strike, he added.

The Chamber disputed

that the strike was legal.

However, unless the Chamber comes up with an improved wage offer, it is likely the entire production force at the refinery will strike again.

At the same time the NUM's dispute with the Chamber over wages and working conditions for its 400 members at the mines' recruiting arm, Teba, is still hanging in the balance.

Mr Ramaphosa said the union's membership was likely to decide some time this week what action to take.

Smelter 18/10/84 211

Miners return to work after wage agreement

By JOSHUA RABOROKO

ABOUT 200 employees at the Rand Refinery who went on strike over wages on Monday have returned to work following an agreement with management.

Both the Chamber of Mines and the National Union of Mineworkers, representing the workers have confirmed the return and said that they are still prepared to negotiate a settlement.

The Chamber and the NUM are currently involved in conciliation board talks aimed at resolving a dispute concerning the annual review of employees salaries at the refinery.

The Chamber tabled a revised offer to the union at a conciliation board meeting last week. The NUM said it would consider the offer after reporting back to its members. The union rejected the offer.

The Rand Refinery is

the largest refinery in the world, processing gold output as well as substantial amounts of silver. According to the Chamber spokesman, the strike did not have an effect on the output at the plant.

Meanwhile the conciliation board which heard The Employment Bureau of Africa (Teba) dispute with NUM deadlocked when neither party moved from their previous positions. The union is demanding an 18 percent increase while the Chamber is offering 14 percent. Teba is the Chamber's recruiting arm.

Another Chamber- NUM dispute at the Rand Mutual Hospital, has been referred to mediation. The outcome will possibly be known by the end of this week, according to spokesmen.

Several strikes occurred at the mine last month after workers had

discovered that their increases were, in fact, lower.

The NUM is going to sue the police in view of the events at Gencor's West Rand Consolidated gold mine near Krugersdorp following the death of

three miners and injury to about 160 others.

NUM's spokesman said that management had called police on the basis of a rumour that a strike was to take place. The police had later opened fire on the workers.

SA ^{PMU 18/10/84} union's dispute
is taken overseas

FOR the first time in South African labour history, a union has referred a dispute with a West German multinational to the International Labour Organisation and the European Economic Community.

The Metal and Allied Workers' Union (Mawu) has referred its dispute with Transvaal Alloys, a subsidiary of Nord Deutsche Alleeine of Hamburg, to the International Metalworkers' Federation (IMF) in Geneva.

The IMF will present the dispute to the ILO and the EEC, according to a statement issued by Mawu yesterday.

Mawu said it had set out the circumstances of the dispute in which more than 200 workers were dismissed from the vanadium mine and plant at Middelburg, Transvaal, last year.

The union accuses Transvaal Alloys of breaching clauses of an agreement multinational companies in SA

have with the ILO and the EEC's code of conduct for companies with subsidiaries in South Africa.

The union accuses the company of

- Paying "starvation" wages of 55c per hour, well below the minimum specified in the codes,
- Denying workers trade union rights and representation,
- Subjecting workers to racial discrimination,
- Breaching international standards of human rights and freedom of association,
- Subjecting workers to unfavourable wage benefits and working conditions,
- Failing to consult, examine grievances and attempt to settle disputes
- Failing to alleviate suffering caused by the migrant labour system

According to Mawu, Mr Brian Fredericks, the IMF secretary in South Africa, has undertaken to assist the workers — Sapa

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Company scorn for 'union breaking' claim

By PHILLIP VAN NIEKERK
TENSION is high at Anglovaal's Hartebeestfontein gold mine near Klerksdorp where the company has denied as "absolute nonsense" claims by the National Union of Mineworkers that management is "provoking a strike" to break the union.

The union says mine police have maintained a constant presence at the No 2 and 4 shaft hostels this week where a dispute has arisen over the chanting of union songs.

An NUM spokesman said workers were teargassed on Wednesday and four union members, including two shaft stewards, were arrested this week. They have been charged with disturbing the peace and face disciplinary hearings.

Mr Ray Moore, a spokesman for Anglovaal, said mine

security officials were there to maintain law and order and were only being used when there was need.

"There have been complaints by residents of the hostels that certain people are disturbing the peace late at night. If the union people go about their business in an orderly manner, then there are no problems."

Mr Moore said that as far as he knew, no teargas had been fired.

The NUM spokesman said they had agreed to stop singing the union songs on Tuesday and that the four men were arrested later during a union meeting when no songs were being sung.

He said the constant presence of mine security was provoking the workers.

The mine was among those hit by strikes last month.

19/10/84

REFINERY STRIKE

A temporary return?

The decision by National Union of Mineworkers (NUM) members employed at Rand Refinery to return to work after striking for one day does not mean that the dispute at the refinery has been settled. Rand Refinery is SA's sole gold refining plant. It is vital to the gold mining industry.

Monday's strike occurred against the backdrop of a wage dispute between NUM and the Chamber of Mines. Negotiations between the parties deadlocked some months ago with the union demanding an 18% wage increase plus other improvements in employment conditions, and the chamber making a negotiable offer of between 10% and 11% on minimum wage rates and other improvements.

At a conciliation board meeting on October 5, the chamber offered a package of 13,7% which includes wages and fringe benefits. NUM undertook to report back on the new offer. It did so early on Monday morning when it sent the chamber a letter rejecting the offer. However, NUM declared willingness to resume negotiations.

Conflicting claims have been made about the strike. The union claims that the whole plant was out with 280 workers participating and that the strike was legal because NUM had been following the prescribed channels for a legal strike. The chamber, on the other hand, says only 220 workers took part and that the strike was technically illegal because it occurred before the Department of Manpower had been informed that deadlock had been reached in the conciliation board negotiations.

The chamber also says the strike did not have any effect on the refinery's output. NUM general secretary Cyril Ramaphosa, however, told the FM: "You would think that those workers do not do any work at all and that when they stop everything goes on as usual."

These considerations aside, the fact remains that the department has been told by both parties that deadlock has been reached. NUM can, therefore, now proceed with a legal strike at the refinery. A statement from Ramaphosa that the workers decided to resume work on Tuesday for "strategic" reasons, appears to confirm this view.

If so, this is the third time that NUM has attempted to go for the jugular vein of the gold mining industry. Late last year a threatened legal strike at Rand Refinery was averted at the eleventh hour.

Meanwhile, NUM has also deadlocked with the chamber at conciliation board meetings aimed at settling their wage dispute for the Johannesburg depot of The Employment Bureau of Africa, the chamber's labour recruiting arm. Ramaphosa has, however, not yet indicated if and when the union will embark on a legal strike at the depot as it is now entitled to do.

An attempt to settle another dispute for Rand Mutual Hospital through mediation has also failed. By mutual agreement between NUM and the chamber, this dispute will now be decided by arbitration.

BLACK EDUCATION Concession rejected

FM 19/10/84

As a result of the school boycotts, black students won two major concessions from government. Co-operation, Development and Education Minister Gerrit Viljoen announced the introduction of Student Representative Councils (SRCs) in all secondary schools and changes to the controversial age limit regulation.

Both issues were at the forefront of demands by the boycotters. It seems govern-

ment is acquiescing in a last-ditch attempt to persuade pupils to return to school as year-end exams approach.

However, Department of Education and Training (DET) spokesman Job Schoeman says government has not committed itself to a major rethink on student demands. Plans to establish "student committees" were announced in Parliament by former DET Minister Barend du Plessis in May, he says. Given the escalating unrest, government can only be criticised for dragging its heels over giving the go ahead for SRCs.

The DET claims the age limit regulation, which prevents pupils over 20 from sitting matric and over 18 from writing Standard 8, is rarely invoked. Official figures show 319 pupils have been affected so far this year. Pupils may now continue their studies if they are over the age limit unless the Director-General refuses attendance on educational or disciplinary grounds. The DET has not scrapped the regulation *per se* but retains it as a potential "threat" to students.

Progressive Federal Party spokesman Nic Olivier believes the "concessions" are unlikely to reverse the trend in the number of stayaways. "The problems in black education go far deeper than simply introducing new structures to the system," he says.

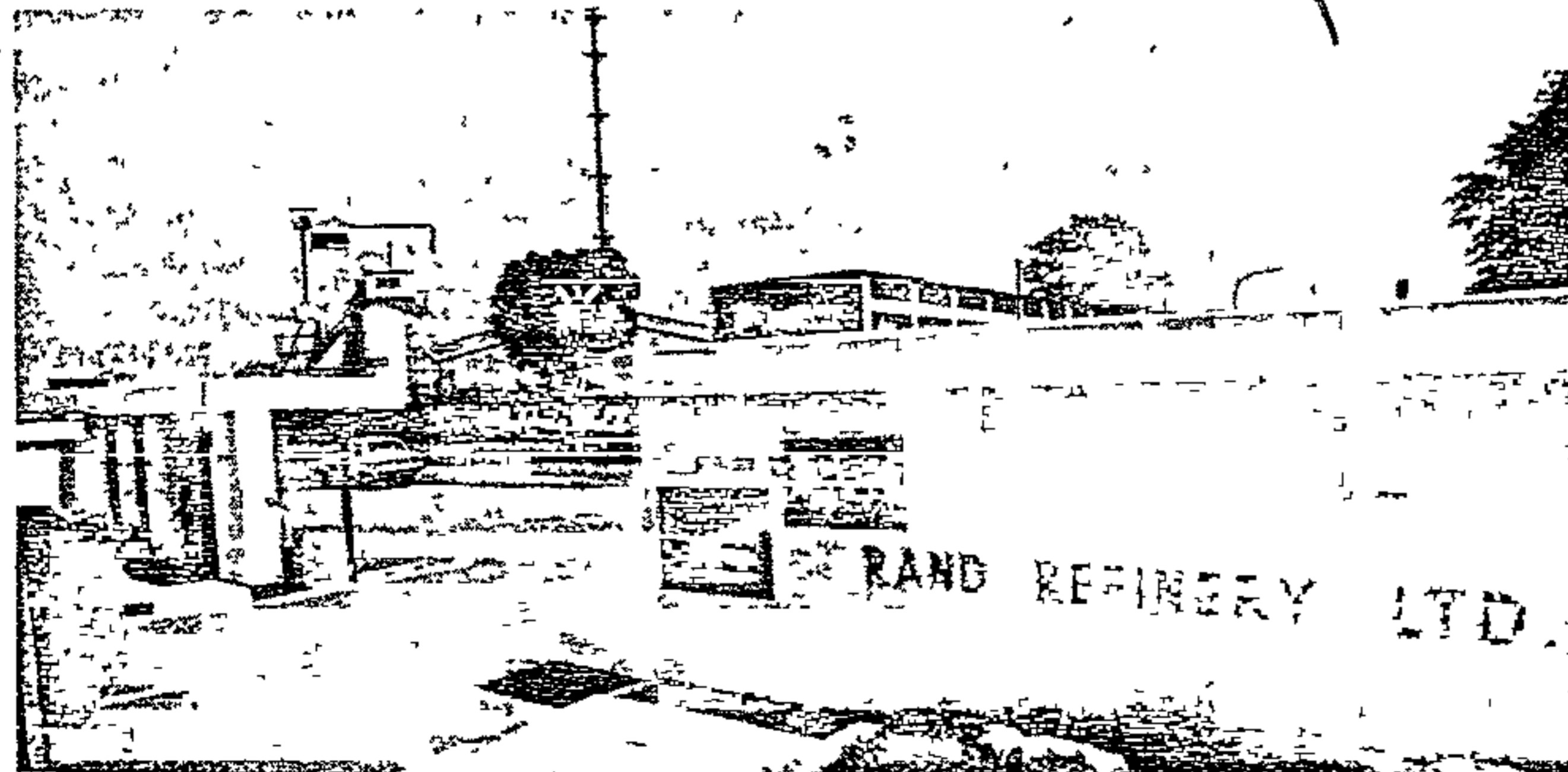
The response from student organisations and black educationists has been negative. Fanyana Mazibuko, secretary of the Teachers' Action Committee, described the changes as "cosmetic."

Fears that SRCs will be "stillborn" are already being realised. The Congress of South African Students (Cosas) urged pupils to reject a DET-drafted constitution.

This seems unreasonable. The boycotts and closure of schools has led to the worst disruption in black education since 1976. With most of the academic year already lost, Cosas could be expected to encourage pupils to return to classes and temporarily shelve their demands — however justified.

This year a record 83 400 pupils are registered to sit matric exams and it is likely the pass rate will slump to an all-time low. Since 1978 there has been a five-fold increase in the number of black matric pupils. Although the numbers have expanded dramatically, the proportion of pupils passing fell from 76,2% in 1978 to 48,3% in 1983, although there were vastly more candidates.

The trend becomes more disturbing when the results for matric with university exemption are examined. Between 1978 and 1973, the numbers sitting increased from 3 236 to 7 108, but the pass rate plunged from 33% to 9,8%.



Rand Refinery ... will it be struck again?

Job warning to refinery strikers

By PHILLIP VAN NIEKERK

MORE than 220 workers on strike at the Rand Refinery on the East Rand have been warned they could face dismissal if they continue with their legal strike, which began yesterday.

Pamphlets have been distributed at the Chamber of Mines-run refinery, which processes all the country's gold, warning workers that if they are not back today, management has the right to dismiss them.

This is the second Monday in a row that the workers have gone on strike as a result of the deadlocked wage dispute between the National Union of Mineworkers (NUM) and the chamber.

Last Tuesday they returned to their jobs, but this time they were going to stay out indefinitely, an NUM spokesman said yesterday.

When the chamber and the NUM deadlocked at the official conciliation board more than a week ago, the workers were demanding an 18% pay rise while the chamber was offering 12%.

If they are dismissed, the workers face the prospect

of being "repatriated" to the homelands. Nearly all the striking workers live in a company hostel near the factory premises.

Already, the union is gearing up to take legal action on behalf of the workers if the chamber decides to dismiss them and evict them from the hostels.

The chamber — who say they have certain "contingency measures" to deal with the strike — have denied that production in the refinery has been affected.

But the NUM says it is ridiculous to claim that 90% of the workforce can go on strike without affecting production.

Meanwhile, the refinery workers could be joined by workers from the Johannesburg depot of Teba, the recruiting arm of the chamber, who are also involved in a wage dispute with the chamber.

Teba workers were due to decide last week whether or not to press on with their legal strike, but no decision has been announced yet.

Other NUM members now entitled to strike legally are those employed at Rietspruit and Duvha, two Rand Mines-run collieries in the Eastern Transvaal.

PJW 24/10/84 (211) (S)

2 000 phosphate workers out on strike

Mail Reporter
MORE than 2 000 workers at the Foskor phosphate mine near Phalaborwa in the Eastern Transvaal went out on strike yesterday

A spokesman for the National Union of Mineworkers (NUM) said

the workers were striking over the alleged intimidation of union shop stewards by the company

The union spokesman said tension had been developing for some weeks before the workers elected to go out yesterday morn-

ing. No decision to go back to work had been taken yet.

He said the union was in the process of being recognised at the plant, where it claims a membership of 2 471, and that virtually the entire membership were out on strike.

The Rand Daily Mail was

unable to reach the company for comment yesterday evening.

Foskor, the full name of which is the Phosphate Development Corporation, is a quasi-state company set up by the Industrial Development Corporation.

(211) (217)
Foskor miners strike

Stan Labour Reporter 24/10/79

About 2 000 workers at the Foskor phosphate mine outside Phalaborwa continued a two-day strike today in support of a shop steward who was suspended for allegedly sleeping on the job.

A spokesman for the National Union of Mineworkers (NUM), which claims a membership of 1 800 at the mine, confirmed that strike began early yesterday. Workers would continue their protest for as long as the shop steward remained suspended, he added. Union representatives and shaft stewards are negotiating with the mine management

200 workers

back at work

Mall Reporter

MORE THAN 200 workers from the Rand Refinery on the East Rand who went on a legal strike on Monday returned to their jobs yesterday.

The workers — all members of the National Union of Mineworkers (NUM) — were striking for the second time in a week over their pay dispute with management at the Chamber of Mines-run refinery.

A statement from the Chamber yesterday said all workers had returned and advised management that they had now accepted the final offer which they had previously rejected.

The statement said the wage increases and other improvements conditions of employment would be implemented with effect from October 1.

Union denied access

~~Q39~~ (211) ~~Star~~ Labour Reporter Star 25/10/04

The Black Allied Mining and Construction Workers' Union has been denied access to Rand Mines' Durban Roodepoort Deep gold mine following illegal strike action at the mine on September 17.

The mine management stated this was because of the behaviour of the union during the course of the strike and allegations the union made to the Press

30155740 hours

Mine slaps recruiting ban on Bamcwu

By JOSHUA RABOROKO

THE BLACK Allied Mining and Construction Workers' Union (Bamcwu), has been banned from recruiting workers at the Durban

Rooipoort Deep Gold mine owned by Rand Mines.

The news of the ban was announced yesterday by Bamcwu's general secretary, Mr Phandlani Nefolohodwe, who said that the com-

pany has notified them that their rights to recruit workers on the mine, have been cancelled.

The ban was sparked off, following "strained relations" between the parties during the recent

strike over wages and the subsequent arrest and dismissal of members at the gold mine.

Mr Nefolohodwe said that management accused them of "insulting and fabricating" stories about the events

during the strike in which several people were injured by police dogs.

Rand Mines' chairman, Mr Clive Knobbs, confirmed the cancellation of Bamcwu's right to recruit workers at the mine. This action, he said, was because of the "malicious and irresponsible manner" in which the union be-

BAMCWU's Phandlani Nefolohodwe... fights withdrawal.

haved during the strike.

"As far as we are concerned, this is but another ploy by the exploiters to suppress the genuine mouthpiece of the exploited. We see

this and the continued incarceration without charges of our shop stewards at the mines as an effort to bash Bamcwu's image on the mine," Mr Nefolohodwe said.

and the continued incarceration without charges of our shop stewards at the mines as an effort to bash Bamcwu's image on the mine," Mr Nefolohodwe said.

RBM 25/10/84 (211)

Skills shortage threat to mining industry

Industrial Editor

A SEVERE skills shortage is threatening the mining industry, says Mr George Nisbet, president of the Chamber of Mines

He added yesterday. "SA's white population can no longer keep pace with the country's growing requirements for skilled manpower, but the black population cannot assist because of inadequate education."

Up to 90% of workers in the industry could be classed as illiterate, he said

This overabundance of unskilled labour and lack of skills threatened increasingly to retard the future of mining

Mr Nisbet was speaking at a regional business outlook conference — Focus on the Western Transvaal

The one-day conference, organised by the Manpower and Management Foundation, was held at Vaal Reefs gold mine, Orkney

Mr Nisbet said mining companies must do everything possible to overcome the skills problem by promoting education and on-the-job training

The situation was made more urgent by the growing career aspirations among black workers

and particularly by the emergence of black trade unions

"The mining industry's black labour force has been slower than some other sectors of the economy in becoming unionised

"Nevertheless, since 1981 we have seen a number of emerging unions and, very recently, strike action. It is clear that such unions will in future play a role in the determination of wages and other conditions of employment.

"It is also probable that these black trade unions will be used by their members to try to overcome socio-political problems, such as frustration at their inability to advance to higher job categories

"It is therefore imperative that the industry continue to encourage the better utilisation of all its manpower to ensure that top jobs are filled by employees with the necessary skills, motivation and dedication"

Despite the problems, Mr Nisbet predicted gold mining in the western Transvaal — "far and away the largest gold mining area in the world" — would continue to thrive into the next century. The gold price, however, was the decisive factor in determining production

The mines had no control over the gold price and had to live with its vacillations. Their only protection lay in keeping costs to a minimum

"How are rising costs being combatted in day-to-day mining operations?" Mr Nisbet asked. "Apart from tighter control of costs generally, where loss control programmes are making a major contribution, productivity is the key factor. And here there are encouraging signs of progress"

While the depth and physical problems of mining limited increased mechanisation to improve productivity, researchers were involved in projects examining the use of water as the prime source of power for driving machines in deep mines

"A logical development from the technique of using chilled service water to cool deep mines, the hydropower concept should make it possible for mine service water to be used not only for cooling, but also to drive machinery by utilising the hydrostatic pressure in the shaft column," Mr Nisbet said

"Work such as this being done by our researchers will have a material effect on the longevity of our gold mining industry"

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211
Fm 26/10/86

RAND REFINERY

The gold flows

Monday's legal strike by National Union of Mineworkers (NUM) members at Rand Refinery — SA's only gold refining plant — was as shortlived as the one last week. It ended after one day, signalling the end of the wage dispute which threatened the vital refinery operation.

The strike was settled when the strikers, faced with an ultimatum to return to work by Tuesday morning or be dismissed, decided to accept the wage and working conditions offer the Chamber of Mines had made at a conciliation board meeting on October 5

According to the chamber, 200 workers participated in the strike. The settlement, which is effective from October 1, brings the wage of the lowest-paid employees at the refinery to R240/month plus food and accommodation worth at least another R90/month

Says the chamber's industrial relations adviser, Johann Liebenberg: "We are very pleased that the men accepted the offer and that we are now able to implement improvements which, because of the drawn-out negotiations, are long overdue."

Liebenberg tells the *FM* that the chamber's offer had not been changed at any stage. On the face of it, then, the union gained nothing from the strikes that it had not already been offered.

Despite the chamber's insistence that the offer was not changed, an NUM spokesman says that after last Monday's strike, the chamber had come up with another offer which was rejected by the refinery workers because it was less favourable than the October 5 offer. In the light of this, and because even legally striking workers are not protected against dismissal, the settlement should not be regarded as a failure.

□ There has been no comment from the union on the threatened strike at the Johannesburg depot of The Employment Bureau of Africa, the chamber's labour recruiting arm.

~~26/10/84~~

26/10/84 (211)

their superiors want to hear

Oliphant believes he fulfils his function properly because he is able to convey fully and truthfully his perceptions about the needs of the workforce, and is free to put his point of view on IR matters. However, due to prevailing racial attitudes in commerce and industry many others in similar positions have had to choose between keeping their jobs and speaking their minds. A new job title does not always mean extra decision-making powers. He concedes, though, that more white managers have gradually seen the need for black managers to exercise appropriate powers.

In contrast the other black IR man says the days when black personnel managers were afraid to assert themselves are over. Says he "Black personnel managers are no longer required to be 'Uncle Toms'. When

the MD asks if there is going to be a strike he does not want to be told it involves only a few 'agitators' if that is not true. Today unsophisticated managers probably don't have black personnel managers — they are happy with indunas."

He says black managers are becoming more effective themselves and are therefore unwilling to be seen as buffers. Nevertheless, black workers still expect them to show more consideration and understanding than they expect from white superiors. White workers have a confused reaction. Once they overcome the surprise of finding a black man in a superior position, they too expect him to be more understanding of their problems.

According to the black personnel manager (who does not want to be identified) he was not always accepted as an equal when

he first went into the personnel field. He was often asked how he survived being mistrusted by both white management and black workers. He believes that anyone working in the personnel field is in an ambiguous position anyway. But being black accentuates that position.

His position today entails dealing mainly with top management of his company's subsidiaries. He says "I would love to think that racial problems don't exist at the top levels and that MDs just want to get ahead with the business of making money regardless of the colour of the person helping them do just that." Racist attitudes, he says, emanate mainly from junior, more insecure, whites.

He feels bitter that black managers are sometimes attacked as "sell-outs" by some elements in the black community.

face to face

IKE VAN DER WATT

Walking the tightrope

~~26/10/84~~ (211)



Ike van der Watt is general secretary of the 45 000-strong multi-racial SA Boilermakers' Society. The union has separate branches for whites, coloureds, Asians

and Africans, although decisions are made jointly at the top level. He spoke to the FM about his union's relationship with other unions.

FM Your union is able to co-operate simultaneously with unions as diverse as the militant non-racial Metal and Allied Workers' Union (Mawu) and the exclusively white rightwing Mine Workers' Union (MWU). How do you explain this unique position?

Van der Watt: Our union has had white, coloured and Asian members ever since 1919. It has had black members since 1980. This has meant that we have worked with all kinds of groups who sometimes have a different approach to problems. We also learnt a long time ago that a trade union's main function is to represent the interests of its members. In order to do that effectively you have to look at the interests of all workers and this forces us to communicate with other organisations. Don't you think there is a conflict of interest between black and white workers in SA today?

Not to the extent that many believe Blacks and whites have different priorities and problems but this doesn't necessarily mean that there is tremendous conflict between them.

The Council of Mining Unions (CMU), to which you are affiliated, recently declared a dispute with the Chamber of Mines over the chamber's intention to integrate its pension fund. How do you justify your participation in this dispute when your union is multi-racial?

We accept the philosophy of democracy and when you belong to an organisation not all decisions go your way. If you refuse to belong to an organisation whose decisions sometimes go against your beliefs there would be very few organisations around. We express our views within the caucus of the CMU and our position is quite clear. We decided to stay inside and accept the majority view. But that doesn't mean we go along with this decision and we make it quite clear at all meetings that we don't. But I don't believe it would be in our interests to pull out of the CMU. If we did that we would end up without an organisation to belong to and that is not wise. Doesn't this cause conflict within your own union among members who are not white?

Obviously the possibility is there. But I believe that we have enough contact and understanding within our union to understand the problems. If the Boilermakers had supported the majority CMU view it would have been totally rejected by our members. But we did not.

Do you have to speak in favour of the majority CMU view at meetings with the chamber to discuss this issue?

No. If we pulled out of the talks there would be no-one from the union side to grasp at any possible solution to this problem. We will be watching very

carefully for the slightest opening to swing this issue around, and I still believe we will be successful.

Don't you think your attitude will harm your relationships with the other CMU unions?

We have been walking this kind of tightrope for so long we have become quite expert at it.

It is a question of all the CMU unions accepting each others' *bona fides*. We know where they stand and they know where we stand.

The Boilermakers and Mawu recently conducted a joint strike ballot in the wage dispute at Highveld Steel and Vanadium and some members of both unions participated in a brief work stoppage at Highveld's five plants in September. Does the co-operation which exists at the top levels between the Boilermakers and Mawu permeate down to the shop-floor?

The co-operation that has occurred in the dispute speaks for itself and goes further than one would have expected. There are people trying to create divisions.

Highveld's management, for instance, gave R150 bonuses to those workers who didn't join the September stoppage. This caused tension between black and white workers. Despite this we are still able to work with Mawu. That says a lot for the mutual understanding between the two unions.

Not all your members participated in the Highveld stoppage. Why?

The strike was aimed at specific job categories and at specific sections of the plant. Obviously people working outside those areas were not affected.

RAM 29/10/84

211 ~~211~~

THE mining industry, which at one time lagged behind in the new era of labour relations, is rapidly moving into the role of a pace setter.

Last week the National Union of Mineworkers became the first union, certainly in recent times, to hold two legal strikes in one week: at Rand Refinery and at the Johannesburg depot of Teba.

It is unclear, though, what the strategy behind holding legal strikes is, what the benefits are and whether the NUM will bother with such legal niceties in future.

At both Teba and the refinery striking workers were given pamphlets warning them that if they did not return to work management had the right to dismiss them.

Union loses facilities

RAND MINES, owners of the Durban Roodepoort Deep Goldmine, have withdrawn recruiting facilities which the Black Allied Mining and Construction Worker's Union (Bamcwu) enjoyed at the mines because of "malicious and inaccurate" statements the union made during an "illegal strike" at the mine recently.

In a letter to The SOWETAN, the chairman of Rand Mines, Mr Clive Knobbs, said that the withdrawal did not mean that their employees, who are members of the union, could not become members of the union

"About a year ago Bamcwu approached the mine with a request to be granted access to mine hostels to facilitate recruiting of workers to their union. This was agreed to and an office at each hostel was made available to them"

"Following the illegal strike at the mine, and the malicious statement made by Bamcwu these privileges were withdrawn," Mr Knobbs said

✓ Swetlan 5/11/84 (211)

UK miners want SA jobs — report

C-Times 5/11/84

Own Correspondent
JOHANNESBURG — Hundreds of British coal miners — the majority of whom have been out of work for nearly eight months — are applying for jobs in the South African mining industry, according to a London Sunday newspaper report yesterday

The report said that about 290 miners — lured by relatively high wages — had already been taken on, and two of South Africa's largest mining corporations had already sent recruiting officials to the UK.

400 interviews

It said Goldfields of South Africa Ltd would interview up to 300 miners, whilst Gencor (UK) Ltd, whose parent company owns coal, gold, platinum and uranium mines in South Africa, would vet 100 applicants

The report said Goldfields had recruited 30 to 40 miners and hoped to take on 200 more, while

Gencor had already recruited 250 miners this year and had vacancies for a further 70 miners, 20 fitters and 75 electricians

Goldfields spokesman, Mr Brian Natrass, said that while it was likely striking coal miners would be amongst those recruited, the campaign was not aimed specifically at them

A letter

Overseas recruitment had been an ongoing exercise for a number of years but this was not done without the permission of the relevant unions, he said

He said such recruitment campaigns were done through the Ministry of Manpower and the Ministry of Internal Affairs, and they were told the number of people that they could recruit

"The Department of Manpower will not give permission for overseas recruitment until they have been given a letter from the relevant union,

in this case the Mineworkers Union," he said

He said a letter of approval for the campaign had been signed by the general secretary of the union in June this year

Mr Naas Steenkamp, manpower director of Gencor's mining group, confirmed the recruiting drive but said "We do a sweep of all our mines every year to see what our manpower needs are and depending on what we find, recruit workers from many places, not just the UK."

He could not confirm the figures quoted in the press report offhand

He said there had been no problems with the Mineworkers Union over the recruiting drive

The British National Union of Mineworkers is expected to react strongly. A NUM spokesman in Sheffield said that the matter would be brought to the attention of the NUM leadership today

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A GLOOMY picture is painted of the African continent's economic future with the

207 6/11/84 (211) **Labour deal with Maputo**

SOUTH AFRICA and Mozambique yesterday embarked on a new labour dispensation that will lead to the legalisation of thousands of Mozambican labourers in South Africa

This was announced at a Press conference at Johannesburg's Jan Smuts Airport last night by Mr Pietie du Plessis, the Minister of Manpower, who led a 15-man delegation, including representatives from the Chamber of Mines and the SA Agricultural Union, in labour talks in Maputo yesterday

In a joint statement by the Mozambican delegation, led by Mr Aguar Mazula, the Secretary of State for Labour, and the South African team, it was announced that

the labour recruitment office at Rusano Garcia, on the border with Komatipoort, would be re-established "as a matter of priority".

The Chamber of Mines would spend R750 000 on this project, aimed at streamlining the administration and control of Mozambican labourers in the mining and agricultural sectors of South Africa

About 150 000 illegal Mozambican labourers were employed in South Africa's agricultural sector, mainly in the Eastern Transvaal, Mr Du Plessis said

The new administrative procedures, to be further discussed when Mr Mazula visits South Africa next month, aimed at "legalising" these labourers, he said. — Sapa

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Paulus approves UK recruitment

Own Correspondent
JOHANNESBURG — The Mine Workers' Union (MWU), which represents white miners, said yesterday it was not opposed to the recruitment of miners in the United Kingdom

The general secretary of the MWU, Mr Arrie Paulus, said it was his executive's policy not to oppose recruitment as long as the people who were recruited were skilled and well-trained

Mr Paulus confirmed that the MWU was consulted before recruitment took place

Asked if the MWU did not think that the mining companies should train local workers rather

than recruit overseas, Mr Paulus said the MWU was informed about the unemployment and training situation in the country and acted accordingly

The National Union of Mineworkers (NUM), which represents black miners, could not be reached for comment yesterday.

Spokesmen for the Gencor and Goldfields mining houses reiterated yesterday that the present recruitment of mining staff in the UK was not a result of the miners' strike there and was part of their ongoing recruitment drives

A public relations official of Gencor, Miss Sue van Rensburg, said the company had estab-

lished a full-time recruitment office in London in 1978 which recruited staff on an ongoing basis

She confirmed that 250 people had been recruited so far. They included electricians, mining graduates, surveyors, riggers, fitters, instrument mechanics and technicians

A public relations official of Goldfields, Miss Helene Mendes, said recruitment had begun in the UK only yesterday and therefore reports that 30 to 40 miners had already been recruited could be misleading

● **JOHN BATTERSBY** reports from London that Gencor and Goldfields began interviewing about 500 miners in Britain yesterday as political opposition to the recruitment drive mounted

As the British miners' strike entered its ninth month, both companies denied that they were trying to capitalize on the disillusionment of British miners, insisting that the recruitment drive was "routine"

At the weekend, millions of British television viewers saw a miner and his wife being interviewed in the livingroom of their home before setting off for South Africa to take up a job on the goldmines

Yesterday Gencor and Goldfields officials were keeping a low profile and dodging the British media after reports in the Sunday press that hundreds of British miners had applied for jobs

There is such intense interest in the recruitment drive here that one official turned down six television and radio interviews yesterday morning to avoid attracting unwanted publicity

Earnings

Mr Keith McQueen, Gencor's overseas recruitment manager, said yesterday that the present recruitment drive was part of an ongoing process and was "totally unrelated" to the miners' strike

Gencor was interviewing some 200 applicants to fill 165 posts — 70 for miners, 75 for electricians and 20 for fitters

A miner with a blasting certificate would expect to earn about R27 000 a year in Britain but would start at about R13 000 in South Africa although his fringe benefits and perks would be considerably better than they are here

● 710 miners go back to work, page 6

RAM 6/11/84 (251)

Row looms as SA vets UK miners

By JOHN BATTERSBY
London Bureau

LONDON. — Two major South African mining houses — Gencor and Gold Fields — began interviewing about 500 miners in Britain yesterday as political opposition to the recruitment drive mounted.

As the British miners' strike entered its ninth month, however, both companies denied they were trying to capitalise on British miners disillusioned with the strike, and insisted that the recruitment drive was "routine and ongoing".

At the weekend millions of British television viewers saw a miner and his wife being interviewed in the living room of their home before setting off for South Africa to take up a job on the gold mines.

Yesterday, Gencor and Gold Fields officials were keeping a low profile and dodging the British media after reports in the Sunday Press saying "hundreds of

British miners" had applied for jobs

"We do not want to create unnecessary problems for would-be recruits," one official said.

The National Union of Mineworkers (NUM) could not be reached for comment yesterday, but as a member of the Trades Union Congress (TUC) the NUM is officially discouraged from allowing its members to work in SA, although no official blacklist exists.

Mr Keith McQueen, Gencor's overseas recruitment manager, said yesterday that the present recruitment drive was part of an ongoing process and was "totally unrelated" to the miners' strike.

Gencor was interviewing some 200 applicants to fill 165 posts — 70 miners, 75 electricians and 20 fitters.

Gold Fields is vetting some 200 to 300 applicants for "long-term" positions on its gold mines.

Blacks as good as gold for collieries

By Roy Bennetts

THE South African black coal-miner is worth his weight in gold compared with his counterparts in Britain, America and Germany.

In spite of his limited education and poor productivity, the black miner is good value to his employers

His wage and other benefits cost R3,90 a ton of coal produced against R4,22 in the UK, R4,41 in Germany and R3,93 in the US.

The British coalface miner earns about R1 665 for producing 394 tons of coal a month. The German miner earns R1 696 for 384 tons a month and the American R1 443 for 367 tons.

Weak rand

The black worker on a South African mine may produce only 120 tons of coal a month, but his low cost factor of R369 a month in wages, plus free bed and board, estimated at R100 a month, makes him best value for money

The weak rand has been a major factor in making the black miner so cost-effective. Had the rand still been worth \$1,35, the American miner would have made the SA black look expensive

But what makes the SA black miner an irresistible proposition is that he can be employed in large numbers and this saves enormous amounts of capital investment.

Training bill

Mine managers claim that switching to more capital-intensive European and American mining methods would increase capital costs by 30% and add millions of rands to the training bill

Some mining experts say

SA underground mining methods are 20 years behind the rest of the world

South African mining houses have long preferred to employ people instead of machines — as long as they remain cost effective

Germany mines its coal at twice the depth of South African deposits, but produces soft lignite coal. South African mines tend to be no deeper than 500m, but most produce hard, low-sulphur anthracite

Compounds

Much has changed since Sir Percy Fitzpatrick wrote letters to The Times in London condemning the compound system of South African mines

The contracted black worker still lives in a compound, but his food and clothing are free. Most major mines provide free television, and in some instances video

The black workers' hostels on most mines have four beds to a room for the ordinary worker, and single bedrooms for senior black miners. Each group has a lounge and laundry area, with a washing machine provided

Marriage

After deductions by the Chamber of Mines Employment Bureau to provide for his family in the homelands, most of a black miner's wages are disposable. This could give him more discretionary income than his British counterpart.

The major disadvantage black miners face is a legal limitation on married quarters. The miner is expected to lead a celibate life for the duration of his contract, which does not induce him to return to the mine too quickly.

This delay in returning means retraining which costs the mining houses several millions of rands a year

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S. Times

11/11/84

Room 17/11/84
NUM 211
213
215

NUM accuses mine of unfair actions

By PHILLIP VAN NIEKERK

THE National Union of Mineworkers has charged management at Tavistock collieries near Witbank with "primitive industrial relations practices" following the dismissal of hundreds of workers during a strike at the mine last month. The charges are contained in an application to the industrial court for the temporary reinstatement of 42 of the workers pending settlement of the dispute at conciliation board talks or by the court.

The union has accused the Johannesburg Consolidated Investment-owned mine of victimising Sotho-speakers and union members during the strike.

A spokesman for the company said yesterday they had received the charges and would be contesting the issue, but refused to answer the specific allegations.

The 42 men were among about 600 who were dismissed and deported to Lesotho and the home-lands during the strike, over pay, in early October.

The union alleges the company refused to deal with the union during the strike and that this refusal was accompanied by the "unwarranted, unlawful and illegal use of force" and "without reason".

It says the hostels were teargassed during the strike and that some workers fled from the compound while others were "unlawfully" detained in the hostel dining room until the following day.

During the strike, the union says workers were summarily informed whether they were to be re-employed or not.

The applicants claim the major criteria for dismissal were whether they were Sotho or members of the union. They know of no Mozambicans not re-employed.

The union claims this is an unfair labour practice and a spokesman for the company said he would comment later.

S Express 18/11/84 (211)

A town's fate is on the line... As the council stalls over black hostels

BOKSBURG is in danger of losing 20 000 jobs and a gold mine within a few years because it is refusing to allow the mine to house 6 000 black workers close to the white suburb of Sunward Park.

The ERPM mine is planning a R157-million expansion but is threatening to cancel the project — a move which would eventually lead to the mine's closure — unless it can house the workers in hostels on mine property.

Mr Clive Knobbs, chairman of Rand Mines gold and uranium division which manages ERPM mine, said of the council "I don't think they realise the full significance of what they're doing."

He said Boksburg claimed the extra 6 000 black workers would congest the shopping centres, jam the streets and push up the crime rate. The council was insisting the workers be housed 15km away in the black township of Vosloorus.

But ERPM said the company could not afford the extra R9-million a year it would cost to transport the workers to and from Vosloorus. It said if Boksburg did not change its views, the company would have to shelve the expansion project and close down the mine within a few years.

"That means about 20 000 people in Boksburg will be without jobs," Mr

By MELANIE GOSLING

Knobbs said

Local National Party MP Mr Sakkie Blanche, the man behind Boksburg town council's opposition to the hostel, said he believed ERPM was merely bluffing.

"It's all talk. They'll never close down the mine," Mr Blanche said.

However, if Mr Blanche is not taking ERPM's threats seriously, the townsfolk are, and Boksburg businessmen have attacked the council's decision.

They claim it would be "absolutely disastrous" for business if the mine closed down.

Meanwhile it appears even the council is having second thoughts. Management committee chairman Mr Piet Buckle said it had been "a little bit of an eye-opener" to hear ERPM's announcement of closing the mine and added that the council would have to meet with the company to discuss the matter.

Bluffing

"I don't know how Sakkie can be so sure ERPM is only bluffing. We've got to take their statement seriously," Mr Buckle said.

Even Sunward Park residents who had previously handed ERPM a petition protesting against the proposed hostel, have now told the company they would not have done so had they realised the mine might be closed.

"They realise they will be the ones to suffer," Mr Knobbs said. "Mr Blanche won't listen to rational argument and is merely sprouting political ideology. I wonder how he will face the people of Boksburg when we actually do close down," Mr Knobbs said.

Mr Ray Swart, Progressive Federal Party spokesman on black affairs, said Mr Blanche's stand highlighted the "tragic nonsense" of Nationalist political ideology.

"It is sheer lunacy to risk the mine closing down and to increase unemployment at such a critical economic time just for the sake of political ideology," Mr Swart said.

LAN 20/11/74 □ □ (21) ~~21~~
RECENT labour talks between South Africa and Mozambique have underlined a growing belief that greater numbers of Mozambican workers could be employed on South African mines

The suspicion that some mining employers actually prefer Mozambican labour was underlined last week in the National Union of Mineworkers' case against Johannesburg Consolidated Investments' Tavistock collieries

The NUM has brought an application to the Industrial Court for the temporary reinstatement of 42 workers dismissed from the mine and repatriated to Lesotho and various homelands

Among a long list of alleged unfair labour practices, the NUM claims that the workers were selectively dismissed on the grounds of being union members and their ethnicity.

"The applicants claim the major criteria for dismissal was whether they were Sotho or members of the union. They know of no Mozambicans not re-employed," according to the NUM.

The mine is also charged with refusing to deal with the union during the strike, teargassing the hostel without reason and illegally detaining workers in the hostel dining room for a day.

The company says it will contest the charges.

Sunday 22/11/84

Unions slate British miners

TWO trade unions in the mining industry have condemned and called on British coal miners, recruited to work in South African mines, to return home because their presence here militates against the interest and dignity of black miners.

In a statement, the Black Allied Mining and Construction Workers' Union (Bamcwu) and the National Union of Mineworkers (NUM), said the recruited miners have "sold out" in the bitter struggle of the British NUM and should go back home to join the miners' just cause in that country.

The unions were responding to reports that Gencor and Gold Fields South Africa (GFSa) have been recruiting British miners to work in South African mines because of the shortage of skilled workers in the country.

They contend that importing miners to South Africa in the middle of a recession and local unemployment is "ill-timed and somewhat insensitive" because blacks suffer more than any other race group here.

However, the mining industries involved — Gencor and GFSa — have argued that it is the Government and not they who are responsible for mining apartheid which prevents blacks from advancing and creating an artificial shortage of skilled labour.

The Chamber of Mines and several unions have attempted

to negotiate an alternative to the scheduled persons definition in the Mines and Works Act, but this has so far not been successful, according to the chamber's spokesman.

The main obstacle in the negotiations is the white workers who are still clinging to their privileges — job reservation which has been seriously attacked, especially when people are being recruited from overseas by local employers.

In the statement the unions say they see this action by mining magnates as an attack on the black workers' struggle against the system of job reservation in this country.

They also see it as an international onslaught against the working class by an alliance of world capital. It is now history that these mine bosses are not fulfilling the promises made to the recruits — high wages and excellent conditions which are denied black miners in this country.

KAM 23/11/84 (21) ~~21~~

NUM boycotts taxis, shops

By PHILLIP VAN NIEKERK

IN A sign of growing worker action over consumer issues, the National Union of Mineworkers committee at a gold mine near Klerksdorp has organised widespread boycotts of local taxis and shops

A spokesman for the committee — which claims to represent up to 17 000 workers at the Hartebeestfontein mine — said they were tired of “being robbed”.

He said the shops near the compound were charging double GST, were charging sales tax on non-taxable items.

Delegations of workers have visited shops in the area to express their complaints and hand out lists of prices which they say the shops should be charging.

One general dealer who has agreed to meet the conditions of the workers is no longer being boycotted, the

spokesman said.

He said the workers had decided to boycott the local Khuma Taxi Association as it was overcharging workers travelling the 5km into Klerksdorp

Instead, workers had tried to use a rival taxi group, but mine security was refusing them entry.

A spokesman for the mine's owners, Anglovaal, said the taxis were barred entry as they were not licensed

NUM applies for reinstatement of 42

Sowetan 23/11/84

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By JOSHUA RABOROKO

THE NATIONAL Union of Mineworkers is awaiting the outcome of an Industrial Court ruling for the reinstatement of 42 workers dismissed from Tavistock Collieries, owned by Johannesburg Investments.

The NUM's assistant general secretary, Mr Mokheseng Maloka, told **The SOWETAN** that the dismissed workers have been repatriated to Lesotho and

to homelands

A long list of alleged unfair labour practices was filed in court. The union claims the workers were selectively dismissed on the grounds of being union members and their ethnicity

The union said that Sothos were dismissed, while all the Mozambicans were re-employed

Tearsmoke

The union has charged the mine company with refusing to deal with them during the strike, using tear-smoke at the workers' hostel without provocation and "illegally detaining workers in the hostel's dining room for a day."

A company spokes-

man said that they will contest the charges

Mr Maloka said that their application was raised in the light of recent labour talks between South Africa and Mozambique, which underlined a growing belief that greater numbers of Mozambicans could be employed on South African mines

"We brought this application because apparently some mining employers seem to prefer Mozambican workers. We are keen to hear the outcome of this case," he added

The ruling of the case will be made as soon as all merits have been weighed, a government spokesman said.

NUM
SOWETAN
Johannesburg
23/11/84

Chamber shelves mine fund plan

By Carolyn Dempster,
Labour Reporter

Attempts by the Chamber of Mines to amalgamate the mines' Pension Fund and Provident Fund, and integrate them at the same time, have been shelved in the face of fierce opposition from the all-white Council of Mining Unions

The two funds are to be amalgamated on December 1, but the integration issue will be tackled later, an industrial relations adviser to the chamber, Mr Johann Liebenberg, said

When the chamber attempted to tie the two issues together at the start of the pension negotiations earlier this year, the Council of Mining Unions immediately declared a dispute

Their prime objection

was the attempt by the chamber to open the amalgamated fund to "non-white" miners above a certain job category level

In an editorial in *Die Mynwerker*, mouthpiece of the all-white Mine Workers' Union, the general secretary, Mr Arrie Paulus, said that the chamber's attempts to integrate the fund had resulted in a cloud over the negotiations

After the dispute had been declared, negotiations were re-opened and agreement was reached at the end of October when the chamber shelved its conditions for amalgamation

However, the chamber has by no means given up attempts to integrate the funds and will try again in the future, said Mr Liebenberg

In the latest issue of *Die Mynwerker*, Mr Paulus says that as it is obvious the chamber "has only thrown in the towel for the time being," the issue of separate funds for non-whites should be addressed

"Let us point out again that a separate pension fund has been in operation for non-whites since 1970. When we drew the attention of the chamber's negotiators to this fact, we were told that it is an inferior fund

"We would suggest that the chamber lives up to its liberal tradition by improving that fund," he said

From the date of the amalgamation of the funds, members will be able to choose whether they want split lump sum pension payments or a full pension payout.

Ramaphosa plans to sue over arrest

By PHILLIP VAN NIEKERK
LEGAL representatives of Mr Cyril Ramaphosa, the general secretary of the National Union of Mineworkers, who was released without charge by the Lebowa Police yesterday, plan to sue the territory's authorities for "unlawful arrest".

Mr Ramaphosa, who was arrested on Sunday in Namakgale township near Phalaborwa for allegedly addressing an illegal meeting, was released at midday yesterday

after spending the night in jail.

The magistrate who banned the meeting told the Rand Daily Mail he did so in terms of the Riotous Assemblies Act — which was repealed two years ago

NUM's lawyers said yesterday that they would sue either the Lebowa Minister of Police or the Minister of Justice for wrongful arrest.

Meanwhile, 283 workers who went on strike at the nearby Foskor mine within hours of

Mr Ramaphosa's arrest have been fired by the company and given until midday today to get out of the hostel.

Mr J V Schultemeyer, Foskor's manager (external), said he had no reason to suppose the strike had anything to do with Mr Ramaphosa's arrest though he was at a "total loss to explain" why it had taken place.

"None of the three night shifts reported for work on Sunday night," he said.

"They had been warned that

if they went on strike illegally they would open themselves to instant dismissal and consequently their services were terminated."

NUM's legal representatives said they would challenge Foskor on the firings which they believe constitute unlawful dismissals

This was the second strike at Foskor in the past few weeks — the company's entire workforce downed tools for two days on October 24

Union boss held under defunct law

STAR 27/11/84
By Carolyn Dempster,
Labour Reporter

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Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), was released by the Lebowa police yesterday after being arrested under a defunct statute — the Riotous Assemblies Act.

His lawyers are now contemplating suing the Lebowa authorities for wrongful arrest

Mr Ramaphosa was arrested in Namakgale township outside Phalaborwa while taking statements from six workers dis-

missed from the British-owned Rio Tinto Zinc Phalaborwa Mining Company last week

About 30 workers were dismissed for refusing to work overtime. A meeting due to be held by the union in the township was banned by Lebowa magistrate Mr Ndwako Ratlabala under the Riotous Assemblies Act, so Mr Ramaphosa went to the union offices to take down statements from the workers

While there he was held by the Lebowa police

Mr Ramaphosa was due to appear in court yesterday on

charges of holding an illegal gathering

"We want to warn the Lebowa regime and its misguided labour advisers that we won't become victims of their intimidation," said Mr Mahlaomola Skhosana, Cusa's acting general secretary

"We will continue to organise workers throughout the country, and we call upon employers to immediately state their views on this matter"

Cusa expressed its concern over the whereabouts of the six men who were with Mr Ramaphosa at the time of his arrest, but have not reappeared

RDM 28/11/84 (211)

'Let's bargain collectively'

By JEANETTE MINNIE

THE chairman of Rand Mines Ltd, Mr D T "Dammy" Watt, has called for a collective bargaining system along the lines of an industrial council for the mining industry

Mr Watt, who is also chairman of the Transvaal Consolidated Land and Exploration Company (TCL), said in his latest statement to shareholders that in other industries the industrial council system had been successful and it was desirable that the mining industry should move in that direction.

"A number of unions are at present active in the mining industry and this situation is expected to persist for some time. However, only fragmented bargaining is possible in these circumstances," he said.

He said that Rand Mines was committed to "constructive interaction" with unions who could prove that they represented a significant portion of the workforce.

Rand Mines believed that all employees should have

the right of freedom to associate to form or join trade unions of their choice.

Commenting on sharp increases in union activity among black mineworkers during this year, Mr Watt said that the traditional prerogatives of management were being increasingly challenged, but, he said.

"The main arena for the practice of sound employee relations remains in the treatment of people in the working environment and the maintenance of sound inter-personal relationships in all day-to-day activities."

Mr Watt said that existing legislation was "completely inadequate" for the evolutionary phase of industrial relations which was busy unfolding.

Mr Watt also said that the decision of some unions not to become registered in terms of the law added further complications.

"It is essential that the authorities devote their attention at an early date to rectifying the problem areas which have already been identified," he said.

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Miners could be forced to join the army

BRITISH miners who trade unions are currently negotiating means of eradicating job reservation into the South African Army and also find the right-wing unions themselves being used against local workers. The IMF statement

In a statement to The SOWETAN yesterday, the International Metal Workers Federation said that unions representing black workers in South Africa have appealed to miners in Britain not to emigrate to this country

Mining companies from South Africa have been seeking to recruit British miners, taking advantage of the current British miners' strike

The unions, representing some 200 000 black workers in South Africa, said that they were "deeply concerned" about reports that South African companies were actively recruiting coal miners on strike in Britain

They have pointed out that "all whites who emigrate to South Africa face conscription into the army. The army is being used against workers demanding their human and trade union rights," the statement said.

The unions have also accused British and South African employers of "exploiting miners" who were on strike in Britain for "their own political reasons."

They have expressed "solidarity with the National Union of Miners in their strike to keep British pits from being closed"

However local mine owners have argued that they recruited workers from Britain because of the shortage of skilled workers in the country and that they were not responsible for the shortage because the Government was refusing to scrap job reservation in the mines

The Chamber of Mines and several white

MINES PENSIONS

Right wins a round

A rightwing backlash over proposals to integrate the mining industry's main pension fund has been averted. The Chamber of Mines has backed down on the issue following the declaration of a dispute by the all-white Council of Mining Unions (CMU).

The dispute has a complicated history. The CMU, which represents some 25 000 workers, approached the chamber two years ago to ask for the amalgamation of the Mine Employees Pension Fund (MEPF) and the Provident Fund. It also wanted the rules amended to allow members to draw one-third of pension in a lump sum on retirement.

According to CMU-chairman Arrie Paulus, the negotiations proceeded smoothly with only minor difficulties regarding the percentage the mining employers were prepared to pay from the provident fund into an amalgamated pension fund.

The trouble started when the chamber introduced a new element into the negotiations. It insisted that amalgamation of the funds would be dependent on the CMU agreeing to a change in the pension fund's constitution to allow for membership of blacks, coloureds and Indians who do the same work as whites.

The chamber's proposal resulted from a 1982 agreement with the Federation of Mining Unions (all of whose members also belong to the CMU) that blacks, coloureds and Indian artisans should be trained on the mines. The first black artisans are due to qualify at the end of the year. The chamber's industrial relations adviser Johann



MWU's Paulus ... possibility of separate agreements

Liebenberg says the chamber undertook that, wherever possible, workers would get the same benefits as their white counterparts.

The CMU declared a dispute with the chamber early in October, alleging that the chamber had committed an unfair labour practice. At the time Paulus, who is also general secretary of the ultra-conservative Mineworkers' Union, writing in its newspaper, *Die Mynwerker*, accused the chamber of trying to integrate all mining industry structures "by stealth".

In terms of the settlement reached on October 30, the chamber has now dropped integration as a condition for merging the MEPF and the Provident Fund. Says Paulus in the latest issue of *Die Mynwerker*: "We are glad that the amalgamation has now become a reality. . . At the same time we must regret the unnecessary delay caused by the negotiators on behalf of the chamber. If they had not been so stubborn the amalgamation would already have been in operation since the beginning of this year, which would have meant a bigger pension."

Inferior fund

But Paulus also warns his members "It is, however, obvious that the chamber has by no means given up its plan to make non-whites members of the amalgamated pension fund." Paulus argues that the chamber has admitted that the pension fund for blacks which was established in 1970 is "inferior". "We would suggest that the chamber live up to its liberal tradition by improving that fund. Why should only some non-whites be favoured by allowing them to join the 'superior' fund?" he writes.

Did the chamber take fright at the CMU's hard-line reaction to its proposals? Liebenberg insists this is not the case. "We weighed up whether we would win or lose an unfair labour practice case in the Industrial Court. We came to the conclusion that either way we would not achieve our objective of opening the fund to blacks, coloureds and Indians and commutation of pensionable benefits. Therefore, in the interests of the employees concerned we decided to split the two issues," he says.

According to Liebenberg, talks on the incorporation of blacks, coloureds and Indians into the amalgamated fund will follow. Says Liebenberg "Paulus is trying to make out that we will try to surprise the CMU, but we gave notice on October 30 that we are not going to abandon our desire to allow certain classes of blacks, coloureds and Indians into the amalgamated fund."

This could presage yet more conflict between the chamber and the CMU. Paulus, who has levelled scathing criticism at the chamber's negotiators in *Die Mynwerker* over the past few months, writes "the trade unions cannot stand idly by while the chamber's negotiators harm their interests by dragging their feet and all sorts of 'clever' little tricks. If the chamber's negotia-

tors are not going to mend their ways, the union men will in their own interests have to resort to an alternative approach. It may be that union men will have to insist on separate agreements with the individual mining houses."

DETENTIONS

Business cools off

The conflict between government and organised commerce and industry over the detention of trade union leaders in the wake of the November 5 and 6 stayaway seems to be cooling down.

After heated public protest that the roundup of unionists would endanger industrial peace, the Associated Chambers of Commerce (Assocom) and the Federated Chamber of Industries (FCI) have adopted a more conciliatory stance. The reason seems to be that court action will be taken against the stayaway organisers. According to the SA Police, investigations are underway and dockets will be forwarded to the Attorney General.

Assocom and the FCI appear to have been placated by assurances from Law and Order Minister, Louis le Grange and Manpower Minister, Pietie du Plessis that the detainees will be brought to court as soon as possible. FCI director, Johan van Zyl, says his delegation was given some confidential information about the detentions, although they were told there were other details that "could not be divulged".

The FCI agreed with government that "stayaways are destructive and potentially dangerous" and Assocom says it accepts "that the law must now take its course".

No indications

Both bodies emphasise, however, that detainees should be charged as soon as possible. They were not given any indication of when this would happen. Assocom says it also drew attention to "the urgent need for the authorities to address the economic and political fundamentals of urban black unrest".

The Afrikaanse Handelsinstituut, which was also party to the protest against the detentions, is due to meet the two ministers later this week.

Assocom says that any differences of opinion were handled in a "frank and friendly manner". Van Zyl tells the *FM* he is "quite happy" with the outcome and is looking forward to further meetings.

However, while expressing general consensus with Assocom's view, Michael Wright, chairman of Associated Commercial Employers, says a crucial question remains unanswered. Wright says it must be assumed that the unionists were detained for their role in the stayaway, but argues that this is not sufficient reason for the detentions. "If there are other reasons, we should be told about them," he says.

IF WE, and the country, are to reap the benefit of investments we have to be able to rely on the on-going use of more skilled labour without the disruptions of a migratory labour system

To achieve greater productivity from our workforce, employees must be allowed to become committed to a particular place of work and acquire a stake in the local community

If we are to realise the full potential of a free enterprise society it is not enough only to be racially integrated on a work basis

Job satisfaction is not merely derived from gainfully employing a man from eight to five — his quality of life is vitally dependent upon his 24-hour experience

If one is to expect a man of colour to want to participate in the management structure, he must be allowed to enjoy the trappings of his success

He should be allowed the same residential privileges and social opportunities as his white counterpart

South Africa needs to achieve certain essential objectives if we are going to create the circumstances which will allow viable mining to take place in this area into the middle of the next century

Firstly, we need to resolve the issue of a "scheduled person" in the Mines and Works Act

This affects the advancement of mining engineers and engineers of colour in that only certain racially qualified people are allowed

Sun Times 2/12/84

Change the labour laws or prepare to bury S Africa's mining industry

By GAVIN RELLY, chairman of Anglo American

to accept legal responsibility for a number of acts essential to the operation of a mine

It is to the Government's credit that they so readily implemented most of the Wiehahn Commission's recommendations for a dramatically different labour dispensation

As a result, job reservation does not exist in any industry in South Africa other than mining

Government, in keeping with a new spirit of non-interference, set employers and the unions the task arriving at mutually satisfactory arrangements which would allow for the proper incorporation of black people into the mining structure

Four years later, this simply stated objective has not been achieved

Important changes to the Group Areas Act are needed if we are to be able to attract

professional people of colour to manage our mining operations

It is impossible to foster an *esprit de corps* and generate a sense of belonging if people are not allowed to live together and partake of the same recreational facilities

Moreover, the country, with its very limited financial resources, cannot afford the luxury of dual facilities

Challenge

Economies of scale dictate that it is much more efficient to erect one integrated Technikon and invest the balance of the capital in a commercial undertaking which would provide employment for the artisans who qualify in the multiracial facility

Another objective should be to facilitate the maturing process of our trade union relationships

Black unionism, despite its rapid growth in numbers, is still very much in its infancy

A balanced industrial relations structure is absolutely vital for the economic prosperity of our country, but nobody has ever pretended this could be achieved overnight.

Employers, union leaders and workers alike need the time and understanding of all to make mistakes and learn from their experiences

The final goal is perhaps the most elusive. It will prove extremely difficult to overcome the racial prejudices of several generations, but overcome them we must

It is not just the on-the-job interaction that encourages a man's participation, but his overall standing in the community and the respect accorded him.

While this may be the greatest challenge, it is also the one that is within the

reach of each of us to do something about

These arguments have essentially been predicated on basic business issues. However, the rationale is more broadly based than that.

We would make a grave mistake if we too readily discarded the absolutely essential ingredient of good government — this is, to give people a realistic hope as to their future prospects

If we are to stabilise the whirling undercurrents which stress our social fabric, we must promote and encourage an emerging black middle class who can reasonably fulfil all the normal aspirations which we ourselves hold dear

Let us not fool ourselves as to the consequences of trying to avoid these challenges

Without dramatic changes it will not be possible for mining operations to make their contribution to the economy

Without the investment opportunities, there would be no foreign fund flows to the country and no opportunity to put domestic monies to productive use

This would severely impair the economy's ability to generate employment opportunities

And let there be no doubt that idle hands and idle minds, driven by hungry bellies, will, sure as night follows day, bring great waves of social unrest such as this country has never seen before

(Extracted from a recent speech at the opening of a new shaft at Vaal Reefs)

1 000 workers down tools at Witbank colliery

By Gary van Staden

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4/12/84

The entire workforce at Rietspruit Colliery outside Witbank came out on strike last night in the second legal strike called by the National Union of Mineworkers this year.

The workforce of almost 1 000 downed tools last night, according to NUM spokesman Mr Cyril Ramaphosa

"The entire workforce is out," he said today

The strike follows a wage dispute between the NUM and Rand Mines, owner of the colliery

"The dispute has been going on since June," said Mr Ramaphosa
The NUM had followed a formal strike procedure and exhausted all channels before today's strike was called

COAL SUPPLY

South Africa's first legal strike by black mineworkers was called in September by the NUM. The mines affected then were gold mines in the Free State town of Welkom

One of the functions of the Witbank collieries is to supply low-grade coal to the giant power stations near Witbank, Kriel and Sasolburg

It is not clear at this stage how long the strike is due to last

During the last legal strike, violence erupted with the arrival of riot police. Several other mines in the area called an illegal strike at the same time, which complicated the situation

Mr Greg Kukard, public relations officer for Rand Mines, was not available for comment today at the time of going to press

Witbank colliery strike enters 2nd day

5/12/84
By Stuart Flitton

The legal strike at Rietspruit Colliery outside Witbank called by the National Union of Mineworkers entered its second day today with conflicting reports about how many workers had downed tools

Mr Allen Cook, deputy head of the coal division of Rand Mines, said yesterday about 250 workers — less than half the day-shift — were on strike

Mr Cyril Ramaphosa, NUM's general secretary, today put the figure at about 900

"About 100 people have gone to work. As far as we know, none of them is a NUM member," he said

211
The strike follows a wage dispute between the NUM and Rand Mines. The dispute was taken to a conciliation board, where talks broke down and ended in deadlock on September 10

On September 25 a strike ballot got enough support to allow the NUM to call for a strike

Mr Ramaphosa said the NUM had followed formal strike procedure and exhausted all channels before calling for a strike

Mr Cook said the strikers had been told by management that unless they returned to work they would not be paid. It had also been made clear that no further pay offers would be made to the workers, Mr Cook said.

CAPE TIMES 5/12/84
211 155

Rand coal miners begin legal strike

Own Correspondent

JOHANNESBURG — Members of the National Union of Mineworkers at Rand Mines' Rietspruit Colliery yesterday began a legal strike in support of wage demands — but management and union accounts of the number of workers involved conflict sharply

According to the NUM's general secre-

tary, Mr Cyril Ramaphosa, all but 40 of the mine's 1000-plus black workers are on strike. But Rand Mines said yesterday that less than half the nearly 800 day-shift workers had joined the stoppage — yesterday morning

The company says it will not pay strikers, although it concedes that they are legally entitled to stop work.

The strike is only the second legal stoppage by black mine workers. It follows a wage deadlock between the NUM and Rietspruit in September after the union demanded a 25 percent rise.

The company offered 11,3 percent, and the NUM held a strike ballot in which 59 percent of workers voted to down tools.

In another development yesterday, the Chamber of Mines and NUM settled their wage dispute at the Chamber's Rand Mutual Hospital.

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Witbank coal miners strike

By JOSHUA RABOROKO

THE MINE INDUSTRY was again hit by a legal strike when over 1 000 workers at the Rietspruit Colliery near Witbank downed tools yesterday, protesting against wages.

The strike, the second called by the National Union of Mineworkers this year, follows a wage dispute between the NUM and Rand Mines, owners of the colliery

The union's general secretary, Mr Cyril Ramaphosa, said the dispute has been going on since June. The union had followed a formal strike procedure and exhausted all the channels before the strike was called

Rand Mines has revealed that about 250 black workers were still on strike at the plant. The rest of the workers were back at work, according to Mr Allen Cook, deputy head of the coal

division of Rand Mines

The strikers have been told by management that unless they return to work they will not be paid. Management has also made it clear that they will not make further pay offers to the workers

No effect

Mr Cook said that yesterday's strike had no effect on coal deliveries from the mine — which are continuing as usual. Those who continue to work were maintaining operations

The wage dispute was taken to a conciliation board — where talks ended in a deadlock on September 10. NUM then called for a strike ballot, on September 25, which received sufficient support to enable it to call a legal strike — but it has not done so until now, according to Mr Cook.

See file 5/12/84 211

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Sides differ over number of strikers

By Correspondent

THE number of workers taking part in a legal strike at Rand Mines' Rietspruit Colliery dropped slightly yesterday, according to the company — but the National Union of Mineworkers insisted that the vast majority were still on strike.

According to Rand Mines about half its black workers have ignored the strike call.

Union officials could not be contacted yesterday, but a NUM source said almost all the workers were still on strike.

The NUM had said all but 40 of the mine's 1 000-plus workers joined the strike on Tuesday.

Workers at Rietspruit began only the second-ever legal strike by black mineworkers following the deadlock since September between the company and union over wages.

Rietspruit offered an 11.3% increase, but the NUM, which demanded 25%, rejected this and called for a strike ballot.

According to the union source, workers are now demanding a 16% increase.

The company has accepted that workers are legally entitled to strike but says it will not pay those who do. It also says it will not increase its offer from 11.3%.

Yesterday, Rietspruit refused a request by the NUM's general secretary Mr Cyril Ramaphosa, to address the entire workforce, but did say he could speak to NUM shaft stewards at the mine.

Mr Allen Cook, deputy head of Rand Mines coal division, said the company had done this because "the NUM only represents 75% of the workers and it seems that even some of these are unhappy with it — hence their refusal to strike".

Mr Cook claimed that 32 morning shift workers who struck on Tuesday had worked yesterday, "boosting attendance to 61.2%".

"Figures for the afternoon shift were vague but about 50 workers had reported — nearly double Tuesday's figure of 27," Mr Cook added.

RAM 6/12/84 211

Successful Black Sash

...proved lawful...

Witbank miners still striking

By JOSHUA RABOROKO

MEMBERS OF the National Union of Mineworkers working at Rietspruit Colliery near Witbank yesterday entered their second day of a legal strike in demand for higher wages.

The NUM's general secretary, Mr Cyril Ramaphosa, told The SOWETAN yesterday that 100 of the 1 000 workers have returned to work after the strike that started on Tuesday

"The rest of the workers are still out," he said

The strike follows a wage dispute between the NUM and Rand Mines, the owners of the colliery. The dispute has

been going on since June and the union has followed a formal strike procedure

The strike has been relatively quiet, with no incidents reported

A R a n d M i n e s

spokesman said the strike has had no effect on coal deliveries from the mine — which were continuing as usual. Those who were continuing work were maintaining operations.

6/21/84
Witbank coal
strike ends

A strike at the Rietfontein opencast coal mine near Witbank which started on Tuesday is over.

The strike, the second legal stoppage called this year by the National Union of Mineworkers, centred around a pay dispute.

A Rand Mines statement released today said "The entire morning shift was back at work today and the mine is operating normally."

7/12/84
Legal
strike (2/1)
over at
colliery

Own Correspondent

JOHANNESBURG —
The legal strike by members of the National Union of Mineworkers at Rietspruit Colliery near Witbank has ended — but the NUM says its members will continue to press their wage claims at the mine

The strike began on Tuesday and followed a wage deadlock between the NUM and Rietspruit in September. The union demanded a 25 percent increase, while the company offered 11,3 percent. It was the second legal strike ever by black mineworkers.

The mine did not threaten to fire strikers, but refused to pay them while they did not work. It also refused to change its wage offer.

MINE JOB BARS

Discord threatens talks

Talks aimed at scrapping the last remaining job reservation determination on the mines are threatened by discord between the Chamber of Mines and the industry's registered trade unions. At issue is the chamber's insistence on admitting the black National Union of Mineworkers to a proposed mining industry industrial council.

The proposal for an industrial council forms part of the talks to change the present racially based definition of the "scheduled person" in the Mines and Works Act. This effectively bars blacks from obtaining certificates to do skilled work on the mines. The bar applies to 11 certificates of which the blasting certificate is seen as the one most crucial for black advancement.

In 1982 government accepted a Wiehahn Commission recommendation to deracialise the definition by changing the word "scheduled" to "competent". It asked the chamber, the unions and the mining industry officials associations to come to agreement on the issue within a "reasonable time". However, mindful that it is a deeply divisive issue, government added that measures should be taken to ensure the job security of white workers in the mining industry.

As a result, the two other crucial issues in the talks are

- A security of employment agreement for white mine workers, and
- The future industrial relations structure in the mining industry. In essence, this involves establishing an industrial council.

After several years of hold-ups the talks began in earnest in March. Until now, much of what has taken place in the meetings has been shrouded in secrecy as the chamber and the unions agreed not to speak to the press. But the *FM* understands that most of the negotiation so far has centred on the creation of an industrial council.

Unregistered unions

It is clear that most of the unions favour a council and the *FM* understands that parties have virtually agreed on a constitution. But a dispute has arisen over the chamber's attempt to include unregistered unions in the proposed council. According to one source, the chamber's initial proposal that unregistered unions should become members of an industrial council was rejected. It then compromised, proposing that unregistered unions should at least be able to be party to council agreements.

At present, the National Union of Mineworkers (NUM) is the only unregistered union the chamber recognises, but

others could be recognised in the future.

The most overt objection to the chamber's proposals comes from the Mine-workers' Union (MWU). Several other unions are also opposed to the move. The *FM* understands from impeccable sources that the chamber has told the unions that if they do not agree to a package deal to settle all three elements in the talks, it will



MWU's Paulus ... predicting the chamber may somersault.

not do anything about the second most important element — measures to secure the employment of white workers.

The union's main objection is that the Labour Relations Act stipulates that only registered trade unions may become members of industrial councils and that the chamber's proposals boil down to a contravention of the Act.

MWU general secretary Arrie Paulus says the chamber may have confidential information about possible changes to the Act at its disposal which the union does not have. But he predicts "We must not be surprised if the chamber makes a *bolle-makisie* (somersault) in the not-too-distant future."

Another trade unionist told the *FM* "We want an agreement in which the security of employment becomes part of an agreement which can be monitored and implemented by the chamber. This is something we are going to have to construct. There is no way we will change the scheduled person definition without that guarantee. The chamber has authority to enter into agreements with the unions and associations. But it does not have authority to monitor and implement them. And now the chamber has said that unless we agree to a package deal it is not

going to implement the industrial council or do anything about the security of employment."

Chamber industrial relations adviser Johann Liebenberg confirms that the major difference between the chamber and the unions has been the issue of admitting unregistered trade unions to a proposed industrial council.

Says Liebenberg "At no stage did the chamber propose that unregistered unions should be full members of an industrial council. We fully realise that it is not permissible in terms of the Labour Relations Act. At the very beginning of our talks we proposed to the unions that unregistered unions be accommodated informally in an industrial council in one form or another, if it is established. That stance has not changed in all our discussions. Now we have to decide whether we are going to change that stance."

"If the industrial relations structure in the mining industry is to be revised drastically to cater for the challenges of the Eighties and beyond, the revision must provide for a unitary industrial relations system, not one system for registered trade unions representing mainly white workers and another system for unregistered trade unions representing black workers."

He weighs up the chamber's options "If we insist on unregistered trade unions being catered for in some form or another in an industrial council we may be seriously jeopardising this opportunity of achieving fundamental revision of the present industrial relations system. On the other hand, if we do not insist now on the unregistered trade unions being accommodated in one way or another in the industrial council, we will have to continue with the dualistic system until such time as the unregistered unions decide to register."

NAMIBIA**An internal option**

With negotiations on a Cuban withdrawal from Angola at least temporarily bogged down, the push for an internal Namibian solution through a fully-fledged interim government is gaining momentum.

Optimism that a breakthrough on the Angolan-Namibian question could be obtained on the basis of new proposals from the MPLA government faded when the Joint Monitoring Commission (JMC) of SA and Angolan troops failed to agree on a final SA withdrawal from Angola two weeks ago. SA Foreign Minister Pik Botha's angry



White miners ... allocated by occupation

MINING INDUSTRY

Closed shop tangle

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A legal dogfight about the closed shop in the mining industry has moved a step further. Last week, the 3 300-member SA Technical Officials Association (Satoa) lost its appeal against a Supreme Court decision that the court has the power to review an Industrial Court judgment which went in the association's favour.

At the heart of the case is the mining industry's unique combination of closed shop and allocation of occupations agreements. This has the effect of ensuring that all mine workers, barring blacks and learners, have to belong to a union or an officials association to which they are allocated by occupation.

The Mine Surface Officials Association (MSOA) and the Underground Officials Association (UOA) signed combined closed shop/allocation of occupations agreements with the Chamber of Mines in 1969. However, a complication arose when the Satoa,

which only represents two categories of workers — reduction plant employees and winding engine drivers — was formed in 1973.

Satoa agreed with the chamber that it would not have closed shop facilities. It also agreed that employees in the two categories who work on the mine surface would be able to choose between joining it or the MSOA, while underground workers would have the same choice with regard to the UOA. In addition, it agreed that Satoa members would be allowed to resign to join either the MSOA or the UOA if they wished, but that MSOA and UOA members would not be able to resign to join Satoa. This agreement is known as the "one way traffic rule" in the mining industry.

Satoa declared a dispute over the "one way traffic rule" in 1981. At the end of that year, the Industrial Court handed down a judgment which stated that the rule was an unfair labour practice. However, MSOA and UOA contended that the court had included all officials in the mining industry — even those for whom Satoa is not registered — in its consideration of the case and took the judgment on review to the Supreme Court.

When the case came to court, Satoa countered by alleging that the Supreme Court did not have the right to review Industrial Court decisions. The Supreme Court ruled against it and Satoa then took the matter on appeal. Satoa legal representatives argued that the Industrial Court is

not only a court of law, but also has a status equal to that of the Supreme Court.

Last week's decision means that the Supreme Court now has the right to go ahead with its review of the Industrial Court's ruling that the mining industry closed shop and allocations of occupations agreement is an unfair labour practice.

Commenting on the Appellate Division's judgment, MSOA general secretary Robbie Botha said "We are very pleased that the decision went our way. If the Industrial Court's finding is implemented, it will mean the wholesale destruction of the closed shop and allocation of occupations agreements in the mining industry. And it will have an effect beyond that as well."

Botha told the *FM* that his association is hoping that Satoa will decide to throw in the towel and take up a 15-month-old MSOA offer to amalgamate their two unions. "If they don't accept the offer it will be a tragedy for the interests we both represent," he says.

But Satoa general secretary Harry Mallet-Veale rejects the idea. "The MSOA did make us an offer and we had discussions but they broke down completely. I don't think amalgamation is on the cards and I don't see it happening in the near future."

"The Industrial Court gave a judgment that the closed shop is an unfair labour practice, and we intend in the long run to see that its judgment will be implemented and adhered to. We must get something out of all this."

Financial Mail December 14 1984

Argus 8/12/84

Mine retrenchments bring deep concern

(21)

By PIPPA GREEN

Weekend Argus Reporter

NAMAQUALAND community leaders are deeply concerned about the retrenchment of 600 workers at Oetha diamond mine near Oranjemund.

The isolated Richtersveld village, Kuboes, from where most of the workers come, is already depressed and the huge retrenchment has seriously affected the already poor community, according to a local clergyman.

The Rev Benny Faroe of the NG Sendingkerk, the largest church in the district, said the community depended entirely on the diamond mines for work.

"There are no other job opportunities here and the other mines cannot accommodate these people," he said.

Names, which owned Oetha diamond mine, which went into provi-

sional liquidation on September 11, has laid off all except 88 workers, according to a National Union of Mineworkers organiser, Mr Howard Gabriels.

He said the workers had received no severance pay and had major problems obtaining unemployment benefits.

According to Mr Faroe, there is no public transport in the area, which is designated a coloured reserve, and the jobless have to hire private transport to collect their benefits at the magistrate's court in Port Nolloth, 145 kilometres away.

Mr Gabriels said workers sometimes spent more on transport than they received in benefits.

The regional welfare board for Namaqualand said the retrenchment of the diamond workers would "contribute to the chaotic conditions of the area", already hard-hit by drought and unemployment.

Now Mr Paulus is attempting to block efforts to set up a bargaining forum which would include the black National Union of Mineworkers (NUM).

This stems from moves to form an industrial council for the mines, which most CMU unions want

But only registered unions can join councils and NUM, by far the biggest mine union, refuses to register.

The Chamber of Mines insists that, if a council is formed, the NUM be included informally so that there is only one bargaining system on the mines. But the MWU and some other CMU unions insist the mines stick to the letter of the law and bar NUM from a council.

The talks form part of attempts to end racial job bars on the mines.

White unions want job security guarantees in exchange, but the chamber says it will not offer these unless agreement is reached on a new bargaining system.

But the effect of not reaching agreement will be that job bars will stay, which would not bother the MWU: its objection to the bargaining proposal might stem partly from a desire to delay the talks and block change.

Mine employers see the removal of racial jobs bars as an urgent priority. But do they believe it so urgent that it is worth sacrificing their insistence on a single bargaining system?

Their only other option would be to persuade the Government to remove the bars without white union consent — probably a political non-starter.

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RIGHT wing mine unions, in particular the Mine Workers Union (MWU), still seem to be able to block change in the industry.

Recently, the all-white Council of Mining Unions (CMU), whose chairman is the MWU general secretary, Mr Arrie Paulus, blocked a Chamber of Mines plan to open an all-white pension fund to other races

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the metal sector as its factories are more capital intensive and employ fewer artisans. Another factor is that economic conditions for the two are not always similar, which means that they have different priorities when it comes to wage negotiations.

Nevertheless, Uys emphasises that the advantages of membership of the engineering council are considerable and that no move away from it is likely in the foreseeable future. One major consideration is that the infrastructure and benefits offered by the council are substantial.

In addition, no move would be considered without the agreement of all employers and unions concerned, and it is unlikely that the unions, as well as a number of employers, would agree to it. A further obstacle would be that while the PMA is strongly representative of the industry in the Transvaal, it is less representative in Natal and the western Cape.

The FM understands that the Plastics Industry Group Committee of the industrial council is due to meet next March to discuss the matter. The committee will be asked to recommend to the council a suitable and clear definition of the plastics industry so that all companies will know whether or not they are covered by the council's agreement.

Uys believes that the PMA has not been sufficiently active within Seifsa, and it intends to "play a greater role in the future" so that the interests of the plastics industry are better catered for.

Seifsa director Sam van Coller says the situation is very complex and it will take a great deal of discussion before it is sorted out. He adds "Seifsa itself doesn't have a view and it is up to the employers and the unions in the plastics sector to decide on their future direction."

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British NUM man appalled**SA mines 'like
Nazi camps'**

SOUTH AFRICAN black miners are working and living in appalling conditions which would not be tolerated by miners anywhere in the world, a member of the British National Union of Mineworkers (NUM), Mr Roy Jones said yesterday.

Speaking after a month-long visit of some of the country's mines, he said living conditions in some of the mines were reminiscent of the Nazi concentration camps in Germany.

A spokesman for the Chamber of Mines, to which almost all mine bosses are affiliated, told **The SOWETAN** that they could not comment on the allegations because "we want to see the full text of the statement".

The spokesman said that they would study it

By JOSHUA RABOROKO

and gave a statement later.

However, most of the trade unions recruiting black miners have declined to comment on the issue.

Mr Jones, who came to South Africa as a guest of the local NUM, claims that he was arrested for entering a black residential area in the Free State. He was also subjected to harassment by Security Police.

He said the high mor-

tality rate in South African mines was caused by poor safety precautions. Safety precautions, he added, were non-existent and if the same conditions prevailed in Britain, the mines would close.

For example, he continued, black mineworkers in the country's gold mines were not provided with ear protectors. When he questioned this he learnt miners preferred it that way.

Sowetan 18/12/84

NUM at odds with Chamber

By JOSHUA
RABOROKO

THE CONTROVERSY concerning the safety working and living conditions of South African black mineworkers gained momentum yesterday when the Chamber of Mines and the National Union of Mineworkers gave conflicting views of the situation.

The Chamber of Mines contends that the South African mining industry is one of the most open industries in the world, while NUM maintains that the conditions are appalling and could not be tolerated anywhere in the world.

The controversy started when a member of the British National Union of Mineworkers, Mr Roy Jones, who visited the country recently, said that living conditions in some of the South African mines were reminiscent of Nazi concentration camps in Germany.

Mr Jones, who was a guest of the local NUM, also said the high mortality rate in SA mines was caused by poor safety precautions.

He said if the same conditions prevailed in Britain, then the mines would be closed, adding that local conditions were the worst in the world.

Riots

NUM's assistant general secretary, Mr Mokheseng Maloka, has come out in full support of Mr Jones' claims, and said that most of the riots at the mines were caused because mine bosses divide workers according to their ethnic groups.

Accommodation, safety and harsh recruiting methods were highlighted by Mr Maloka as the issues which cause concern among black mine workers in the country.

However, the Chamber has refuted Mr Jones' disclosures and said "anyone who has ever visited gold mines will recognise how grossly untrue — to put it mildly — the claims are."

Move to cement SA, British mining ties

LONDON — A campaign to establish solidarity in Britain with the South African National Union of Mineworkers (NUM) and to discourage British trade union members from emigrating to South Africa has been launched here

Spearheading the campaign are a Labour MP, Mr Dave Nellist, and a striking British miner, Mr Roy Jones, who has returned to the UK after a month's tour of South African coal and gold mines

Addressing a press conference in the House of Commons, Mr Nellist said Mr Jones' experiences in South Africa would be used by the British labour movement to assist the fast-growing South African union in any way it could

Striking Staffordshire miner, Mr Jones said he

had been tremendously impressed by the vigour and fervour of the black union in South Africa

"I tell you, when I walked into a regional NUM congress in South Africa it had the impact on me of 100 FA Cup finals at Wembley"

He said British trade unionists could learn a great deal from the determination and ardour among black unionists in South Africa

"The message I took them was one of solidarity. This, too, is the message I brought home with me to the striking miners of Britain," Mr Jones said

He added "The South African union is a tremendous organisation. To be made their first white member was an honour which will remain with me until the day I die"

Mr Jones said he had found conditions in

South African mines "appalling" and he attacked safety standards, as well as housing and living conditions

He said he had been able to "sneak" into hostels, as well as visit areas not usually seen by most visitors to South Africa

"The struggle of black miners in South Africa today is the same as we British miners had to fight 100 years ago"

Asked if he had been harassed by the authorities in South Africa in any way, Mr Jones said the police had simply wanted to make him aware that they knew he was there

"But that does not differ from what I've experienced at the pithead here in Britain," he said

"Introducing Mr Jones, Mr Nellist said no questions would be answered which would give clues to the "mecha-

tics" of the visit — for security reasons. All they were willing to say was that it had taken place at the express invitation of the South African union

Both men expressed gratitude at the donation of R500 from the South African union to striking British miners. They called this a historic act of solidarity

Mr Jones brought back with him a number of affidavits from black mineworkers who were injured during the strikes in September. These allegations would be made known through Parliamentary, trade union and other channels, the two men said — DDC.

NUM man angers Chamber of Mines

THE CHAMBER of Mines has reiterated its anger over allegations by a British member of the National Union of Mineworkers that South African black miners, who "work in conditions reminiscent of Nazi concentration camps," have been "killed" by their bosses to secure profits.

In a statement to The SOWETAN yesterday the Chamber's spokesman said that the allegations were "unfounded, untrue and propagandist" because South Africa's mining industry was one of the most open in the world.

Mr Roy Jones, a striking coalminer who has just been on a month-long visit to South Africa, said in London on Monday that the Chamber did not mind "killing a few black miners," and said Anglo American was "se-

curing profits out of the blood and death of black miners."

Addressing a Press conference, Mr Jones said that conditions in South Africa's mines were "appalling." They were the "deepest mines in the world, yet they were held up by matchsticks."

"The whites just supervise. They show the black miners where they will work for the day by throwing a rock into the shaft. They are too scared to work there themselves. Rock face deaths are common. About 1 000 black miners die every year."

"Most miners are migrants recruited by Teba. They have to pay bribes to get jobs. Most are married men, but live in hostels. Their food is a joke and they live 20 in a

room

"The Chamber made profits of R1,3 billion a year, yet they claim not to have the technology to keep the mines cool. The heat training is the closest thing to Nazi concentration camps I have seen," Mr Jones said.

He said that whites regarded blacks as "dogs to kick around." Eleven miners were killed during the strike in September. Police fired rubber bullets, they set dogs on them, and the dogs are trained to go for the throat, he said.

However, in reply, the Chamber said that thousands of overseas people who visited South African mines, have not expressed views such as Mr Jones has when they arrived home.

By likening South African mines to Nazi

concentration camps, Mr Jones was taking "a propagandist attitude" and his remarks should not be taken into consideration, the Chamber said.

"No credibility can be attached to his comments by anyone who has visited a gold mine. His remarks are untrue, to put it mildly," the Chamber added.

Mr Cyril Ramaphosa, general secretary of the South African Num, said Mr Jones had visited South Africa for a month, as a guest of the union, during which time he had visited quite a number of mines.

His union agreed with Mr Jones' remarks about bad living conditions and poor safety precautions on the mines, although he could not say which mines he had visited.

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BOWEPANI Friday, December 21 1984

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Toil, sweat underground

The mining industry had its share of strikes, dismissals, disasters and disputes this year. To many people mines are closed societies. Labour reporter JOSHUA RABOROKO was one of several journalists invited to Gold Fields to visit two mines. He recounts his experiences.

FOR a moment out there I thought I had accidentally walked into a scene of a famous SABC-TV series based on the life and adventures of Marco Polo.

As it turned out I was not far off the mark because I was about to undertake a trip down into the hot bowels of the earth — a tour of two mines.

The trip was arranged for journalists by a mining house. We arrived at the coal mine, Witbank, and fitted rubber boots, an overall and white helmet in the dressing room.

There was a dozen of us who took part in this jaunt into the bowels of the earth. It took us approximately two and half hours to arrive at the bottom. About 2 km deep.

Miners worked with sweat streaming down their faces. As we approached them the mine was almost vibrating with their songs which included Shosholozza and others. It was cold as we went down, but underground it was hot.

Coal miners in Britain are in a bitter struggle to defend their jobs and the future of the industry. Now in South Africa thousands of coal miners are fighting against the cheap labour system of the



Chamber of Mines, one of South Africa's biggest employers.

Black South African miners are recruited on long-term contracts to live in overcrowded single men's hostels, separated from their wives and families who are not allowed to move to the cities with them because of the influx control laws.

As we were taken to various positions of the mines — to where blasting with highly explosive materials took place — I asked one "Hae ke kae?" (where is your home).

"I come from Bushbuckridge. I have a family there. If I do not come here they will suffer. My parents died a long time ago. As a result I did not go to school. When I started working here I earned R200 per month, but now I earn R350," he replied.

"It is not enough, but what can I do? I have to keep my family alive at home. They are not allowed to stay here. We are already used to these conditions, in fact going underground is already part of our lives, another miner said wiping sweat from his face.

Yet another miner said "My job is to help my baas put explosives in the area which needs to be blasted. Most of the time I do the job while my baas does the supervising."

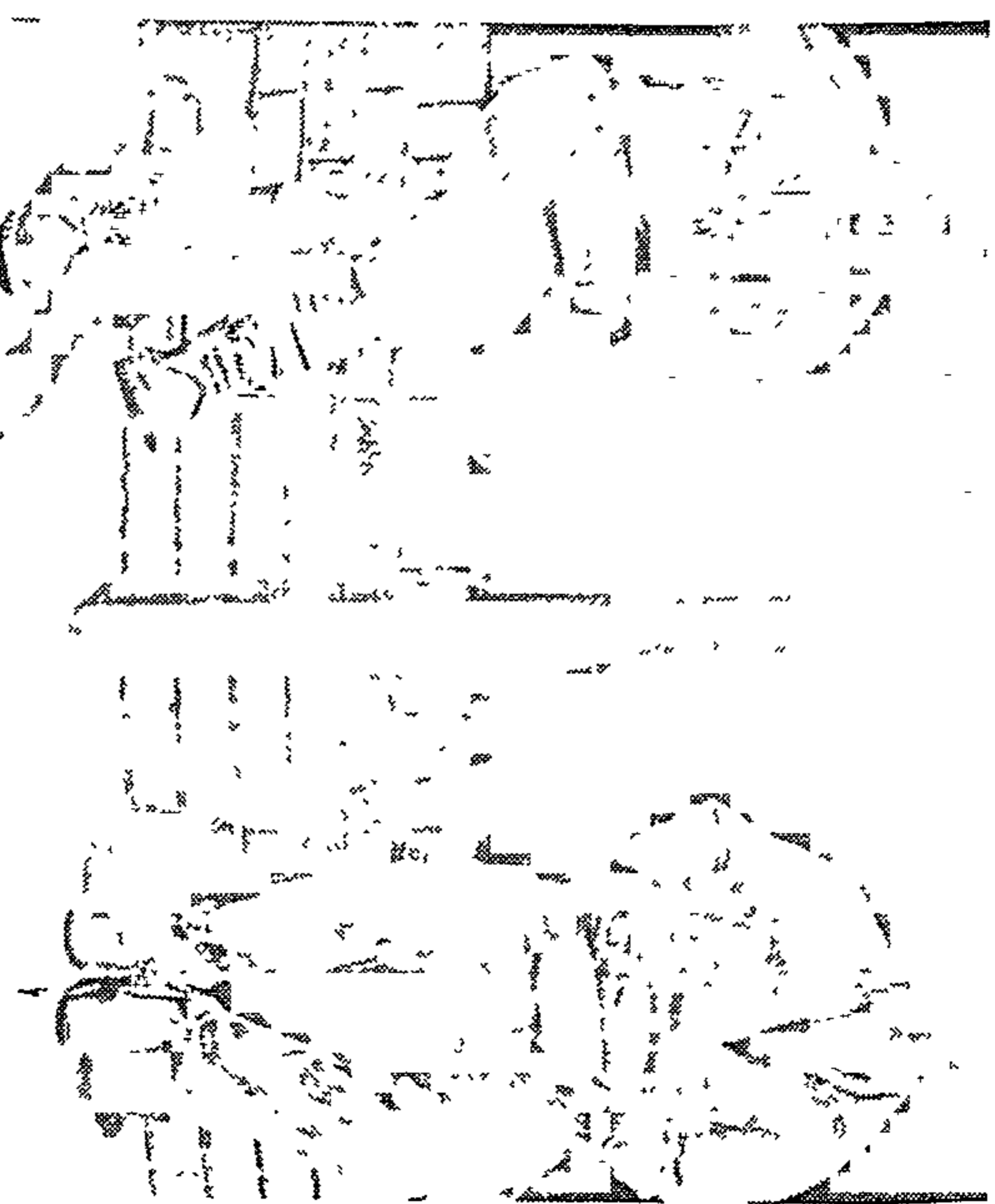
Blacks are not allowed to have blasting certificates in terms of the job reservation — the only legislation remaining in the statute book on mining since the Wiehahn commission report.

South Africa exports coal to Japan and other countries overseas. The large portion of coal remains in the country for various uses. It was quite an experience being in that mine and the following day we went to the tin mines in Warmbaths.

The same procedure took place — fitting boots and putting on helmets before going underground. This time the distance was shorter and we were warned about smoking while underground. Fire is a hazard in the mines.

Talking to miners on the surface I got to learn more. Food and accommodation provided for black and white miners differ. The staple porridge and beef is the main menu for blacks.

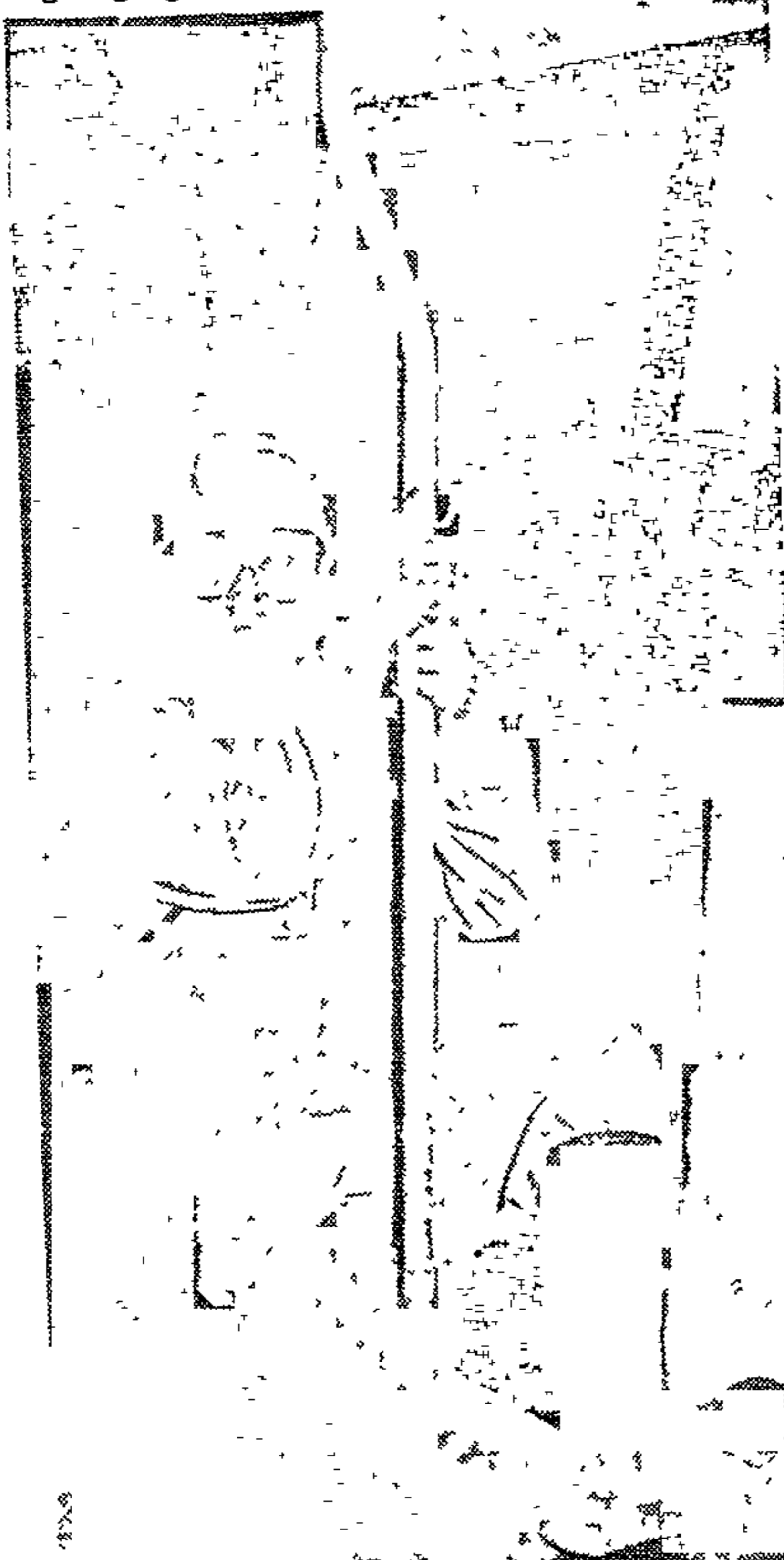
Black miners' grievances on mines comprise low salaries, "unfair dismissals", no annual leave, job reservation and sometimes the usage of "bad language" underground.



MEALTIME Miners digging into their plates to enjoy their staple food — porridge. **PHOTO BY LEN KUMALO**

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GOING, GOING, GOING: The SOWETAN reporter, Joshua Raboroko looks every bit the part he is playing as he goes down the mine

Pic LEN KUMALO



ACCOMMODATION A typical single men's hostel room on a mine.

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Black miners' grievances on mines comprise low salaries, "unfair dismissals", no annual leave, job reservation and sometimes the usage of "bad language" underground.

Mine bosses on these mines — owned by Gold Fields — believe that the situation can be changed if the controversial legislation could be scrapped on the mines.

The Chamber of Mines is currently holding talks with members and unions in an attempt to eliminate the legislation on the mines, although some conservative unions are opposed to the move.

The assistant manager of a coal mine Mr W M Botes says that the company employs about 2 950 blacks and 250 whites. The black miners earn different salaries in terms of job categories. He did not want to comment on the average wages of both white and black workers on the mine.

The companies have family accommodation for both race groups — 84 for blacks. The rest of the black miners stay in compounds where they get free accommodation and food.

The National Union of Mineworkers has offices on the mines and the relationship between management and the union are cordial, although no recognition agreement has been signed.

"Extensive training is given in all job categories peculiar to coal and tin mining as well as in most trades, but still blacks do not have blasting certificates," Mr Botes says.

However, black miners interviewed on their salaries expressed dissatisfaction and said they earned from R250 to R500 depending on the job categories.

The July increases improved the situation "slightly", the workers say.

BUSINESS

NUM demands unrealistic — Pavitt

Gencor braced for tough talk on black pay

Financial Reporter

GENCOR is pushing for better job opportunities for blacks on gold mines but it also seems prepared for a major battle, if necessary, with the black National Union of Mineworkers.

These points emerge in the comments by the chairman, Mr Ted Pavitt, and other senior Gencor executives in the annual reports of the group's gold mines.

Mr Pavitt says in the Unisel report "The productivity of artisans could be greatly improved at the work face, where much of the maintenance is done on relatively unsophisticated machinery.

"Much of this work could be done by less-skilled personnel.

"The resolution of this matter with the trade unions should go a long way towards reducing the shortage of artisans and at the same time give more job satisfaction to those who choose to work underground.

"The Chamber of Mines is negotiating with some trade unions and officials' associations regarding a security of employment agreement, the industrial relations structure and the elimination of 'scheduled person' from the Mines and Works Act.

"It is essential that meaningful progress should be made in this regard in order that members of any sector of the labour force can participate on an equal basis and on merit."

Mr Pavitt adds, however. "The

National Union of Mineworkers, representing black workers, conducted wage negotiations (this year) with the Chamber of Mines on behalf of its members, representative in certain categories of labour, on seven mines in the industry.

"These negotiations were not settled by July 1, which is the normal date for the implementation of wage increases."

Mr Pavitt comments "The delay in settlement with the NUM can be attributed to unrealistic expectations.

"Requests for increases commencing at 60% and reducing to an absolute minimum of 18% puts the union's credibility regarding realistic negotiations on the line.

"Whilst accepting the necessity for having to negotiate with trade unions management does not see these unions as the only or most important medium for communicating with employees."

Mr C R Netscher, chairman of the Winkelhaak, Leslie and Bracken mines, goes a little further.

He says "It should be appreciated that the NUM's membership is alleged to be 70 000 in a total labour force of some 550 000.

"At present there is no means of verifying this figure."

It would seem from these comments that the wage negotiations between management and the NUM are likely to be extremely tough in 1985 on both sides.

Another bout of strike action must obviously be a possibility in those circumstances.

It is clear, however, that the latest slump in the gold price took Mr Netscher by surprise.

He says in the Winkelhaak report in his review dated December 7 "Gold price movements remain extremely difficult to forecast but a reasonably stable floor price ranging between \$330 and \$350 appears to have been established."

Mr Pavitt says simply in the Unisel report "The relatively high real returns on dollar-denominated investments in the United States are detracting from investment in gold.

"As a result there does not appear to be a possibility of any significant improvement in the dollar price of gold in the short term, although the weak rand has resulted in very favourable prices in rand terms."

Points from the reports of the individual mines include

UNISEL. "The mine's hoisting capacity is now matching milling capacity and the monthly production rate is 112 000 tons. As the contribution from the Leader Reef increases a further reduction in yield can be expected."

WINKELHAAK. "A pre-feasibility study is being conducted of the Fold-Fault area. It is anticipated that this will be completed early in 1985 when a decision could be taken with regard to further action."

LESLIE. "The future trend of the grade of the ore reserves should continue downwards. Thus, maintenance of profitability will be dependent on the gold price and strict control of working costs."